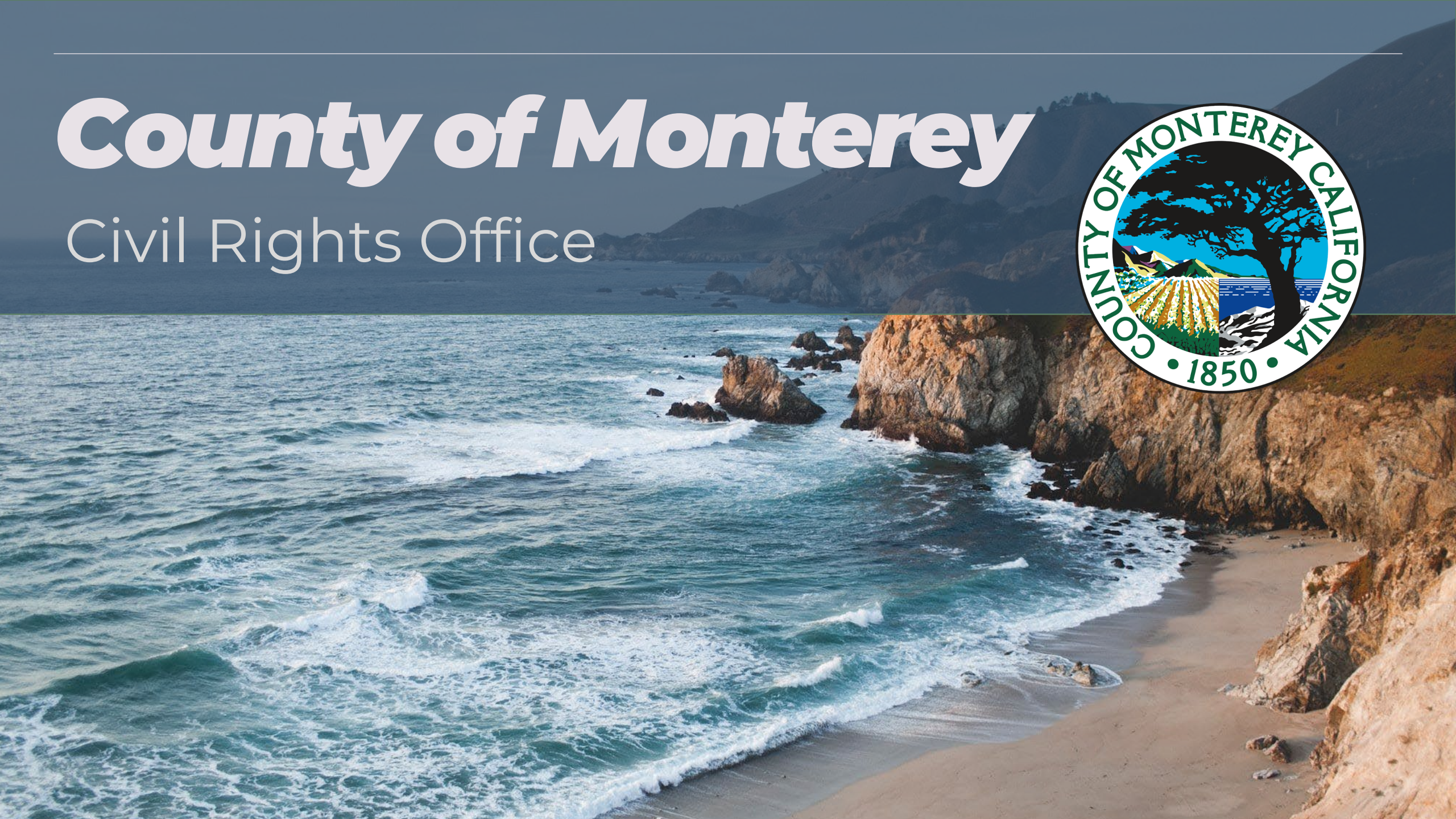
# County of Monterey

## Civil Rights Office



# Civil Rights Office Mandated Duties

Train

- Two mandatory trainings
- Webinars
- Training Suite

Enforce

- Title VI and Title VII Complaints
- Conflict Resolution Program

Advise

- Equal Opportunity Plans/Budget Equity Tool
- Commissions
- RARC

# Baseline Budget

Our baseline budget is: **$1,137, 863**

GFC: $247,637

Cost Plan Credit: 1,385,500

**90%** of it is allocated to salaries and benefits

We are requesting seven augmentations (grouped by program) totaling **$118,702** to help us maintain base-level services and implement priorities

# Augmentation Request Summary

| | |
|---|---|
| Civil Rights Office – Administration* | $9,302 |
| Civil Rights Office – Investigations* | $24,000 |
| Civil Rights Office – Training* | $24,000 |
| Federal Workforce Reporting Requirements* | $11,000 |
| Title VI of the Civil Rights Act Plan – Implementation* | $38,000 |
| Community Impact Action Plan | $10,000 |
| Brown Act Commissions – Staffing | $2,400 |

# Effects of Non-Funding:

- Increase of legal liability resulting from:
  - Diminished response times
  - Increase in complaints
  - Less effective in providing services to residents
  - Exposure to audits by Federal and State agencies
- Potential loss of Federal and State funding resulting from:
  - Non-compliance with State and Federal mandates
  - Failing audits from Federal and State agencies
- A less equitable Monterey County:
  - Loss of commissioner volunteers
  - Difficulty in closing the equity gap

# Thank you for your time!