Attachment A

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DISCUSSION

Project Scope and Procurement

In July 2024, PWFP received funding to prepare a new FMP. PWFP contracted with Gensler for FMP development and services by leveraging federal Indefinite Delivery Indefinite Quantity Contract 47PF0023D0003 to piggyback award and negotiate County standard terms and conditions. Gensler prepared the County's last FMP in 2001, and has extensive experience preparing FMPs for California Counties, including Napa, Santa Barbara, San Luis Obispo, and more.

The FMP covers major campuses throughout the County, including in Salinas, the Peninsula, North and South County, and focuses on utilization of general office space and public interfaces within these areas. In total, 65 sites are included in the FMP covering over 1,600,000 square feet of building space.

The Natividad Medical Center campus and County Parks are the subjects of separate, specialized master planning efforts. The FMP team collaborated with these other efforts when locations or interests overlapped. Other specialized facilities such as libraries and jails will require separate analysis. The FMP also provides recommendations related to Board referrals 2023.03 (Affordable Housing at Laurel Yard), 2023.13 (Laurel Yard Master Plan,), 2024.12 (1220 Natividad Road Alternative Uses) and 2024.18 (970 Circle Dr. Alternative Uses), which are included as Appendix G in **Attachment B.**

Data Collection and FMP Development

The FMP development process was led by Gensler as the subject matter expert, with project oversight by PWFP and involvement throughout the process from department heads, County employees, the County FMP Steering Committee, CAO's Office, and PWFP staff.

Gensler conducted extensive department surveys to identify how existing space was impacting County staff experience. Department heads were interviewed and surveyed to gather projected space and services needs over the next 20 years. Gensler conducted in-person site tours of many County facilities across the County. Steering Committee meetings were held with representatives from the County Administrative Office (CAO), Information Technology, Human Resources, PWFP and Housing and Community Development. Gensler also conducted interviews with individual members of the Board of Supervisors.

Findings and County Feedback

The Gensler team analyzed this information and other data provided by the County and identified 8 Key Findings which inform solutions development:

1. Growth is expected, particularly in Health, Social Services, Public Safety and Justice functions.
2. Current space utilization aligns with typical government benchmarks but could be more efficient.
3. Many departments are leveraging telework but are not yet fully aligned on seat sharing.

4. Most operational and service adjacencies are met, but opportunities exist for improved workflow and privacy.
5. County facilities are aging, and some require substantial repairs, replacements, or seismic retrofitting.
6. Employee experience can be improved with more privacy, wellness support, parking, and a consistent workspace.
7. Service gaps remain in South and North County; several departments are interested in expanding their presence.
8. To support housing development, potential properties were identified for highest and best use analysis.

Gensler's findings and development options were provided to County departments, the Steering Committee, and Capital Improvement Committee (CIC) for review and comment. The draft FMP along with feedback and CIC recommendations were presented to the Board at a workshop on January 13, 2026. At this workshop the Board provided additional feedback on potential solutions and asked staff to return with an updated draft.

Following the workshop, Gensler and PWFP staff solicited additional comments from departments and held individual listening sessions with District Supervisors. The Steering Committee was provided with the opportunity to review and comment on the resulting final draft. As a result of this additional input, the final draft FMP included with this report includes several key additions/changes:

North County
- Identify a site for a "North County Campus" with multiple departments and community services. Potential departments include Health, Department of Social Services (DSS), Library, Sheriff, Ag Commissioner, among others.

South County
- Direct future development focus towards a "campus" style buildout, including 250 Franciscan Way and 1011 Broadway (King City).
- Consider safe parking needs when planning County space.
- Support future animal services expansion and partnerships.
- Repurpose 522 N. 2nd Street for housing. Evaluate potential remediation work required.
- Prioritize development of South County resiliency centers

Salinas
- Keep Human Resources at Government center, focus on addressing blight at old jail (Alisal). Workforce Development Board will remain in leased space until suitable County-owned space becomes available.
- Monterey County Water Resources Agency (MCWRA) will keep admin offices at Schilling, field operations at Laurel. MCRWA is open to consolidation but not at Laurel Yard.
- A complete relocation of Laurel Yard occupants should consider a new location in South Salinas.
- Department of Emergency Management (DEM) is to remain in a Salinas location, possibly Schilling.

- Sheriff expansion shown in FMP clarified as a high-level estimate requiring further programming to identify actual space needs.
1352 Natividad is open for alternate uses; District Attorney (DA) Family Justice Center is no longer viable at this location.
- Potential for significant traffic increases from nearby Amazon warehouse is a key factor in any Schilling Campus expansion.

Peninsula
- 1281 Broadway site is being evaluated per Board Order from January 26, 2026. Note: DSS recently indicated they are changing their projected staffing allocations at 1281 Broadway, consolidating staff at 1000 South Main, Salinas. This has the potential of opening development opportunities for other County needs at the Seaside site.