FY 18/19 - 22/23 Capital Improvement Program
Projects with Unfunded Costs for FY 18/19
Listed by Department

	Department Priority	Priority Score	Draft CIP Page #	Total Project Cost
COUNTY ADMIN OFFICE				
Laguna Seca South Boundry Entry & Building	1	6	115	$200,000
Laguna Seca Lakebed Stage & Shade Structure	2	6	116	$100,000
ELECTIONS				
Office Completion	1	76	118	$300,000
EMERGENCY COMMUNICATIONS				
Upgrade ESC Perimeter Fencing	1	43	119	$119,794
HEALTH				
Scheduled/Unscheduled Repairs 299 12th St. Marina	1	58	120	$2,461,000
Scheduled/Unscheduled Repairs 1270 Natividad Rd	2	36	121	$385,000
Scheduled/Unscheduled Repairs 160 Hitchcock	3	43	122	$2,277,000
HUMAN RESOURCES				
Learning and Performance Management System	1	76	123	$1,750,000
INFORMATION TECHNOLOGY				
Phone Set Upgrade	1	75	138	$650,000
UPS for VolP Switches	2	75	140	$650,000
Microwave Link Replacements	3	81	131	$3,210,000
Critical Site Infrastructure Seismic Readiness	4	88	141	$4,970,000
Virtual Server Farm	5	58	126	$550,000
Enterprise Wireless Network	6	64	129	$900,000
Enterprise Video Conferencing	7	70	128	$1,250,000
ITD Facility Refurbish	8	38	125	$760,700
ITD Facility HVAC Upgrade	9	49	126	$330,000
LIBRARY				
Archives	1	45	145	$4,810,000
Bradley Branch Library	2	24	146	$1,442,000
Aromas Library	3	21	144	$3,790,000
Gonzales Library	4	21	143	$10,610,000
PROBATION				
1422 Natividad Rd. HVAC/Air Handler Replacement	1	64	148	$3,465,092
855 E. Laurel Dr. Bldg H - Heat Generating Systems	2	89	152	$420,979
1422 Natividad Road Elevator Modernization	3	53	150	$259,875
Youth Center Interim Repairs	4	36	149	$137,160
Aftercare Modular Building at Youth Center	5	20	151	$131,456
1422 Natividad Rd - Bathrooms and Facility Floors	6	10	153	$127,206

FY 18/19 - 22/23 Capital Improvement Program
Projects with Unfunded Costs for FY 18/19
Listed by Department

	Department Priority	Priority Score	Draft CIP Page #	Total Project Cost
RMA-LAND USE & COMMUNITY DEVELOPMENT				
Carmel River Floodplain Restoration (CRFREE)	8	75	161	$24,955,688
Carmel Lagoon Scenic Road Protection Structure	9	75	162	$16,894,323
RMA-PARKS				
Jack's Peak Park: Infrastructure Maintenance	13	71	165	$455,168
Toro Park Restroom Upgrades	16	54	163	$329,952
Toro Park: Trail Assessment & Maintenance	18	26	164	$177,700
RMA-PUBLIC WORKS & FACILITIES				
Computerized Mantenance Management System (CMMS)	1	50	184	$350,000
1414 Natividad Road Sheriff's PSB Roof Replacement	2	83	202	$967,902
1322 Natividad Road:OES/911 Roof Replacement	3	70	200	$789,392
855 E. Laurel Bldg A Fleet: Roof Replacement	4	65	199	$403,903
855 E. Laurel Bldg C Facilities: Roof Replacement	5	65	188	$656,080
855 E. Laurel Bldg B Roads: Roof Replacement	6	65	173	$408,243
1414 Natividad-Sheriff's Emergency Generator	7	59	201	$606,950
168 Alisal and 1488 Schilling Badge System Upgrade	10	75	198	$100,000
Elkhorn Rd Culvert/Tide Gate Repairs Phase III	11	71	187	$1,300,000
Safety and Security Measures - Phase 1 of 5	12	70	177	$13,125,000
MCGC Administration Bldg - Traffic Signal	14	59	172	$295,000
Facility Repairs at 1441 Schilling Pl.	15	49	186	$300,000
Solar Energy Initiatives - Phase 1 of 5	17	38	180	$15,000,000
Adm Building Tenat Improvements-Phase II	19	31	185	$1,040,000
Medical Condo Site Improvements	20	26	171	$875,000
Schilling Place - North RMA Tenant Improvement	21	16	189	$525,370
142 W. Alisal Street EIR	22	21	174	$150,000
SHERIFF-CORONER				
Jail Identification Validation System	1	88	208	$200,000
Data911 Upgrade/Replace	2	88	205	$266,590
Replace Workstations	3	47	206	$170,624
South County Facility Repaving Project	4	21	203	$232,000
Integrated Tech Upgrade for Emergency Response	5	31	207	$103,566
1414 Natividad PSB - Replace Chiller	6	60	204	$233,389
SOCIAL SERVICES				
DSS Facility - 1281 Broadway	1	83	209	$34,786,000

FY 18/19 - 22/23 Capital Improvement Program
Projects with Unfunded Costs for FY 18/19
Listed by RMA Ranking - Projects

Dept Name	Project Name	Department Priority	Priority Score	Total Project Cost
Probation	855 E. Laurel Dr. Bldg H - Heat Generating Systems	2	89	$420,979
Social Services	DSS Facility - 1281 Broadway	1	83	$34,786,000
RMA-Public Works & Facilities	1414 Natividad Road Sheriff's PSB Roof Replacement	2	83	$967,902
Elections	Office Completion	1	76	$300,000
RMA-Land Use and Community Dev.	Carmel River Floodplain Restoration (CRFREE)	8	75	$24,955,688
RMA-Parks	Jack's Peak Park: Infrastructure Maintenance	13	71	$455,168
RMA-Land Use and Community Dev.	Carmel Lagoon Scenic Road Protection Structure	9	75	$16,894,323
RMA-Public Works & Facilities	Elkhorn Rd Culvert/Tide Gate Repairs Phase III	11	71	$1,300,000
RMA-Public Works & Facilities	1322 Natividad Road:OES/911 Roof Replacement	3	70	$789,392
RMA-Public Works & Facilities	Safety and Security Measures - Phase 1 of 5	12	70	$13,125,000
RMA-Public Works & Facilities	855 E. Laurel Bldg A Fleet: Roof Replacement	4	65	$403,903
RMA-Public Works & Facilities	855 E. Laurel Bldg C Facilities: Roof Replacement	5	65	$656,080
RMA-Public Works & Facilities	855 E. Laurel Bldg B Roads: Roof Replacement	6	65	$408,243
Probation	1422 Natividad Rd. HVAC/Air Handler Replacement	1	64	$3,465,092
Sheriff-Coroner	1414 Natividad PSB - Replace Chiller	6	60	$233,389
RMA-Public Works & Facilities	1414 Natividad-Sheriff's Emergency Generator	7	59	$606,950
RMA-Public Works & Facilities	MCGC Administration Bldg - Traffic Signal	14	59	$295,000
Health	Scheduled/Unscheduled Repairs 299 12th St. Marina	1	58	$2,461,000
RMA-Parks	Toro Park Restroom Upgrades	16	54	$329,952
Probation	1422 Natividad Road Elevator Modernization	3	53	$259,875
Information Technology	ITD Facility HVAC Upgrade	9	49	$330,000
RMA-Public Works & Facilities	Facility Repairs at 1441 Schilling Pl.	15	49	$300,000
Library	Archives	1	45	$4,810,000
Emergency Communications	Upgrade ESC Perimeter Fencing	1	43	$119,794
Health	Scheduled/Unscheduled Repairs 160 Hitchcock	3	43	$2,277,000
Information Technology	ITD Facility Refurbish	8	38	$760,700
RMA-Public Works & Facilities	Solar Energy Initiatives - Phase 1 of 5	17	38	$15,000,000
Health	Scheduled/Unscheduled Repairs 1270 Natividad Rd	2	36	$385,000
Probation	Youth Center Interim Repairs	4	36	$137,160
RMA-Public Works & Facilities	Adm Building Tenat Improvements-Phase II	19	31	$1,040,000
RMA-Parks	Toro Park: Trail Assessment & Maintenance	18	26	$177,700
RMA-Public Works & Facilities	Medical Condo Site Improvements	20	26	$875,000
Library	Bradley Branch Library	2	24	$1,442,000
Library	Aromas Library	3	21	$3,790,000
Sheriff-Coroner	South County Facility Repaving Project	4	21	$232,000
Library	Gonzales Library	4	21	$10,610,000
RMA-Public Works & Facilities	142 W. Alisal Street EIR	22	21	$150,000
Probation	Aftercare Modular Building at Youth Center	5	20	$131,456
RMA-Public Works & Facilities	Schilling Place - North RMA Tenant Improvement	21	16	$525,370
Probation	1422 Natividad Rd - Bathrooms and Facility Floors	6	10	$127,206
County Administration Office	Laguna Seca South Boundry Entry & Building	1	6	$200,000
County Administration Office	Laguna Seca Lakebed Stage & Shade Structure	2	6	$100,000

FY 18/19 - 22/23 Capital Improvement Program
Projects with Unfunded Costs for FY 18/19
Listed by RMA Ranking - Systems

Dept Name	Project Name	Department Priority	Priority Score	Total Project Cost
Sheriff-Coroner	Jail Identification Validation System	1	88	$200,000
Sheriff-Coroner	Data911 Upgrade/Replace	2	88	$266,590
Information Technology	Critical Site Infrastructure Seismic Readiness	4	88	$4,970,000
Information Technology	Microwave Link Replacements	3	81	$3,210,000
Human Resources	Learning and Performance Management System	1	76	$1,750,000
Information Technology	Phone Set Upgrade	1	75	$650,000
Information Technology	UPS for VolP Switches	2	75	$650,000
RMA-Public Works & Facilities	168 Alisal and 1488 Schilling Badge System Upgrade	10	75	$100,000
Information Technology	Enterprise Video Conferencing	7	70	$500,000
Information Technology	Enterprise Wireless Network	6	64	$900,000
Information Technology	Virtual Server Farm	5	58	$550,000
RMA-Public Works & Facilities	Computerized Mantenance Management System (CMMS)	1	50	$350,000
Sheriff-Coroner	Replace Workstations	3	47	$170,624
Sheriff-Coroner	Integrated Tech Upgrade for Emergency Response	5	31	$103,566

Unfunded Projects

Monterey County, California

'18/'19 *thru* '22/'23

Department	Human Resources
Contact	I. Ramirez-Bough x5043

Project #	**HR-18-01**
Project Name	**Learning and Performance Management System**

Type	Software
Useful Life	5 Years
Category	Unfunded

Provider	TBD	**Project Status**	Unfunded	**Priority**	4-Fiscal Impact
Cost Accuracy	Preliminary Estimate +/- 20%	**Dept Priority**	1	**Status**	Future Needs

Total Project Cost: $1,750,000

Description

The County of Monterey is facing the critical need to replace its Learning Management System (LMS). The County's current LMS is no longer supported by the vendor. The new LMS will ensure compliance with mandatory training and interface with the County's HRM system. It would also allow the Human Resources Department to centralize and eliminate, or minimize, a paper based process, and to better manage employee engagement and critical skill development. In addition, the new LMS will provide the integration of knowledge, skills and abilities and competencies, goals, metrics, and action plans with built-in electronic performance appraisal features. Based on - 1) the Board of Supervisors' strategic initiatives (to recruit and retain a diverse, talented workforce and foster innovation in order to improve efficiency and effectiveness of County services), 2) pain points with, and lack of support for, the current LMS and performance management processes, and 3) the imperative to ensure and facilitate regulatory compliance - the Human Resources Department, in collaboration with other departments, recommends the funding and implementation of the current LMS platform's replacement.

Justification

With ERP's HRM upgrade project soon completed, the Human Resources Department has been informed it needs to seek funding for an automated software product that integrates with the ERP system. The County's LMS provides learning programs designed to meet regulatory requirements for management, supervisory and staff development needs. Currently, the LMS is experiencing employee profile errors. The errors prevent determination of an employee's department, supervisor, training completion status, and transcripts. Because of the lack of vendor support, these errors cannot be corrected. Registering for training has become increasingly difficult because some employees do not have a menu option to enable class enrollment. Departments that provide countywide mandatory training are unable to upload federal or state mandated online training; rendering the cost of Learning and Development Network Coordinators manually scheduling and tracking education and certifications in Excel at the rate of $45 per hour; other rendered cost expenditures occur when departments purchase additional software and enter into support contracts with vendors (for one example, Natividad's contract with HealthStream) to host and develop training curriculum. Without these manual workarounds and decentralized solutions, the County would be at risk of not being able to adequately confirm regulatory compliance -- but at what cost and level of confidence.

The LMS is Critical To The Health, Environment, Safety, and Security of employees and the community is the following ways:
• The LMS provides procedural online training for all 5000+ employees to know what steps to follow in the event of disaster and pandemic crises.
• The Learning Management System (LMS) provides resources for the County to conduct Emergency Training for all employees. The LMS system is capable to produce training and documents for deployment countywide.
• Safety training that is OSHA regulated is also provided through the LMS with the capabilities for record keeping to maintain compliance with State required mandatory training.
• The LMS provides the organization with the tools to customize training and host the legally required courses such as: ITD Computer Safety Awareness, Active Shooter, ADA Compliance, Sexual Harassment Prevention; plus a number of State required trainings for departments such as: Social Services, Health, Child Support, Sheriff's office, Probation etc.

Community Impact
• All Competency trainings (over 300 courses) for managers, supervisors and employees are within the repository of the LMS for supporting the Board's goals of improved quality of service delivery to the community.
• Courses for Government Alliance for Race Equity (GARE) and other Department specific training /resources for strategic initiatives on behalf of the community are provided through the LMS.
• Courses available to the public in a variety of venues including Behavioral Health are accessed by constituents through the LMS.
• Some of the required Law enforcement POST courses are provided through the LMS
• Courses identified for enterprising joint ventures with municipalities are also provided through the LMS with a pay portal system for fees associated with the collaborative programs.

ANNUAL OPERATING & MAINTENANCE COST/COST AVOIDANCE
• Departments with regulatory training (i.e. ITD, EOO/ CRO, HR, DSS, Child Support, Health etc.) are currently reporting that the malfunctioning of our existing LMS is requiring them to use third party systems, manual data reporting, and/or troubleshooting work arounds that exponentially increase the waste of funding and staff time.
• The system over the initial two years is $8.00 per employee per month and after two years drops in half to a meager $4.00 per employee with the capabilities to provide all regulatory and competency training that aligns with the CAO's and Executive Leaderships' goal for professional development resources for succession planning. We recommend departments fund the project on a per FTE basis as has been the protocol for funding our current malfunctioning LMS.

Includes projects with partially funded needs for FY 18/19.

Unfunded Projects

Monterey County, California

'18/'19 *thru* **'22/'23**

Department Human Resources

Contact I. Ramirez-Bough x5043

SUSTAINABILITY AND REGULATORY COMPLIANCE
• All LMS online training meets the requirements for ADA compliance.
• ADA training is currently hosted for CRO through the LMS as a training for all Managers and Supervisors
• LMS will directly support all GARE training initiatives through course announcements, registration functionality, and online distribution of learning content.

Project Readiness
• The project scope has been vetted by all key stake holders including ITD, County Counsel and Contracts Purchasing for readiness of implementation when funding is made available.
• All project scopes have been completed and cost estimates have been reviewed by finance personnel.
• All Departments key stake holders and LMS Coordinators have provided input on system capabilities that are needed to align with their respective programs and training needs.
• The State's LMS Contract has been identified as being available to local agencies through its existing contract for a vendor that is also endorsed by the County's ERP project. The collaborative effort allows the county to piggy back on the State of California's RFP and negotiated price, which the County is able to negotiate further for additional savings.
• An integrated project plan covering the strategy, planning, and requirements gathering phases is ready for execution once funding is secured.

Expenditures	'18/'19	'19/'20	'20/'21	'21/'22	'22/'23	Total
Personnel	50,000	50,000	50,000	50,000	50,000	250,000
Maintenance	200,000	200,000	200,000	200,000	200,000	1,000,000
Other	150,000	150,000				300,000
Contingency	100,000	100,000				200,000
Total	500,000	500,000	250,000	250,000	250,000	1,750,000

Funding Sources	'18/'19	'19/'20	'20/'21	'21/'22	'22/'23	Total
Unfunded	500,000	500,000	250,000	250,000	250,000	1,750,000
Total	500,000	500,000	250,000	250,000	250,000	1,750,000

Budget Impact/Other

FY 18/19 Goals/Tasks: Replace current LMS with selected vendor's SAAS solution. Expland on the solution and deploy Performance Management and Skill Assessment.

Priority Score: 76
13 : F1-Critical to life/health, environment, safety/security
19: F2-Infrastructure/System Improvement
6: F3-Community Impact
6: F4-Project Readiness
19: F5-Operating Cost/Cost Avoidance
13: F6-Sustainability and Regulatory Compliance
0: F7-Funding Status

Includes projects with partially funded needs for FY 18/19.