Monterey County

Monterey County Government Center Board of Supervisors Chambers 168 W. Alisal St., 1st Floor Salinas, CA 93901



Meeting Minutes - Draft

Tuesday, March 2, 2021 9:00 AM

Board of Supervisors

Chair Supervisor Wendy Root Askew - District 4
Vice Chair Supervisor Mary L. Adams - District 5
Supervisor Luis A. Alejo - District 1
Supervisor John M. Phillips - District 2
Supervisor Chris Lopez - District 3

9:00 A.M. - Called to Order

The meeting was called to order by Chair Supervisor Wendy Root Askew.

Roll Called

Present: 5 - Supervisor Wendy Root Askew appeared in person and Supervisor Chris Lopez, Supervisor John M. Phillips, Supervisor Mary L. Adams, Supervisor Luis A. Alejo appeared via video conference

Staff Present

Charles McKee, County Administrative Officer, Les Girard, County Counsel and Iracema Lopez, Management Analyst I (Clerk) appeared in person.

Additions and Corrections for Closed Session by County Counsel

The following additions and corrections were read into the record:

To add:

d. One matter of significant exposure to litigation to the closed session agenda for one matter that came to the County's attention yesterday.

A motion was made by Supervisor Chris Lopez, seconded by Supervisor Luis A. Alejo to approve the additions and corrections to closed session.

Roll call vote taken pursuant to Government Code 54953:

Supervisor Alejo: AYE Supervisor Phillips: AYE Supervisor Lopez: AYE Supervisor Adams: AYE

Chair Supervisor Root Askew: AYE

Closed Session

- 1. Closed Session under Government Code section 54950, relating to the following items:
 - a. Pursuant to Government Code section 54957(a), the Board will confer with County Counsel regarding matters posing a threat to the security of public buildings, essential public services, or the public's right of access to public services or facilities.
 - b. Pursuant to Government Code section 54957.6, the Board will provide direction to negotiators:
 - (1) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): All Units
 - (2) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): Unit J
 - (3) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): Unit R
 - (4) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado

Employee Organization(s): Units H, J and S (ADDED VIA ADDENDA)

- c. Pursuant to Government Code section 54956.9(d)(1), the Board will confer with legal counsel regarding existing litigation:
- (1) Garcia v. County of Monterey, et al. (Monterey County Superior Court case no. 18CV002543)
- (2) Carmel Valley Association, Inc. v. County of Monterey et al. (Monterey County Superior Court Case No. 17CV000131/Court of Appeal Case No. H046187)

Public Comment

Open for public comments; M. Erickson, via Zoom, was having technical difficulties; however, was welcomed to submit a written comment to the Clerk of the Board's email address or rejoin at 10:30 a.m.

The Board Recessed for Closed Session Agenda Items

10:30 A.M. - Reconvened on Public Agenda Items

Roll Called

Present: 5 - Supervisor Wendy Root Askew appeared in person and Supervisor Chris Lopez, Supervisor John M. Phillips, Supervisor Mary L. Adams, Supervisor Luis A. Alejo appeared via video conference

Staff Present

Charles McKee, County Administrative Officer, Les Girard, County Counsel and Iracema Lopez, Management Analyst I (Clerk) appeared in person.

Pledge of Allegiance

The Pledge of Allegiance was led by Ms. Dionne Ybarra, Chair of the Commission of the Status of Women.

Announcement of Interpreter

Jocelyn Martinez, Spanish Interpreter present and announced Spanish interpreter services.

Additions and Corrections by Clerk

The following additions and corrections were read into the record:

Correction to the Consent Calendar

Item No.'s 14 - 18 and 26 through 32 no action will be taken on these items and will be brought back at a later time.

Consent Calendar- (See Supplemental Sheet)

2. Approval of Consent Calendar Items No. 19 through 25.

Open for public comments; no comments made.

Supervisor Mary L. Adams and Supervisor Wendy Root Askew commented on Item No. 23.

A motion was made by Supervisor Mary L. Adams, seconded by Supervisor John M. Phillips to approve Consent Calendar Item Numbers 19 through 25. Consent Item No's 14 -18 and 26 - 23 were removed from the agenda via the additions and corrections to be brought back to the Board at a later time.

Roll call vote taken pursuant to Government Code 54953:

Supervisor Alejo: AYE Supervisor Phillips: AYE Supervisor Lopez: AYE Supervisor Adams: AYE

Chair Supervisor Root Askew: AYE

Ceremonial Resolutions

Open for public comments; no public comments made.

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor Chris Lopez to adopt Ceremonial Resolution Numbers 3 through 5.

Roll call vote taken pursuant to Government Code 54953:

Supervisor Alejo: AYE Supervisor Phillips: AYE Supervisor Lopez: AYE Supervisor Adams: AYE

Chair Supervisor Root Askew: AYE

3. Resolution Recognizing Charles T. Olvis' 40 years of Service with the Monterey County District Attorney's Office. (Full Board - Supervisor Adams)

Adopted Resolution No. 21-052

4. Resolution Proclaiming March 2021 as Women's History Month in Monterey County. (Full Board - Supervisor Askew)

Adopted Resolution No. 21-053

5. Resolution to Denounce Hate Crimes and Rhetoric Against Asian Americans and Pacific Islanders and Reaffirm Our Commitment to Ensure API Americans Feel Safe and Welcome. (Full Board - Supervisor Alejo)

Adopted Resolution No. 21-054

Other Board Matters

6. Board Comments

Board Comments can be heard by clicking the following link:

http://monterey.granicus.com/EditFile.php?clip_id=4181

7. County Administration Officer Comments and Referrals

Charles McKee, County Administrative Officer from the County Administrative office commented and shared there are two new referrals this week:

One new referral from Supervisor Luis A. Alejo: Referral 2021.05 his referral seeks to create a permanent memorial with the names of all COVID-19 victims of Monterey County on the Monterey County Government Campus at 168 West Alisal Street. The referral requests a presentation and report to the Board in three (3) months.

Open for public comments; no public comments made.

County Administrative Officer comments can be heard by clicking the following link:

http://monterey.granicus.com/EditFile.php?clip_id=4181

8. Recognize Monterey County employee Olga Guzman for her photo of two little girls outside a fast-food restaurant in East Salinas accessing the internet for their school classes.

Olga Guzman recognized Monterey County employee for her photo of two little girls outside a fast-food restaurant in East Salinas accessing the internet for their school classes.

9. General Public Comments

Open for general public comments for items not on today's agenda; Giselle Chavez, via Zoom, commented.

10:30 A.M. - Scheduled Matters

10. Public hearing to consider continuing the hearing to March 16, 2021 on an appeal by Rosana Rader and Michael Smith from the July 30, 2020 decision of the Zoning Administrator to approve a Design Approval for a fence ranging in height from four (4) to six (6) feet and to consider waiving the appeal fees.

[PLN190255 - SMITH & RADER (APN 177-061-003-000)]

Public hearing opened.

Liz Gonzales, Supervising Planner, via Zoom, from the Housing and Community Development Department requested a continuance.

Open for public comments; no public comments made.

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor John M. Phillips to: Continue the hearing to March 16, 2021 on an appeal by Rosana Rader and Michael Smith from the July 30, 2020 decision of the Zoning Administrator to approve a Design Approval for a fence ranging in height from four (4) to six (6) feet and to consider waiving the appeal fees. [PLN190255 - SMITH & RADER (APN 177-061-003-000)]

Roll call vote taken pursuant to Government Code 54953:

Supervisor Alejo: AYE Supervisor Phillips: AYE Supervisor Lopez: AYE Supervisor Adams: AYE

Chair Supervisor Root Askew: AYE

11. Receive the Monterey County Financial Forecast, which assesses the County's fiscal condition for the current year and three forecast years (FY 2021-22 through FY 2023-24).

Ezequiel Vega, Budget Director and Dwayne Woods, Assistant County Administrative Officer, both via Zoom, presented via PowerPoint presentation.

Open for public comments; Ricardo Diaz and Steve Vagnini, via Zoom, commented.

Upon consensus the Board:

Received the Monterey County Financial Forecast, which assesses the County's fiscal condition for the current year and three forecast years (FY 2021-22 through FY 2023-24).

12:00 P.M. - Recessed to Lunch

1:30 P.M. - Reconvened

Roll Called

Present: 5 - Supervisor Wendy Root Askew appeared in person and Supervisor Chris Lopez, Supervisor John M. Phillips, Supervisor Mary L. Adams, Supervisor Luis A. Alejo appeared via video conference

Staff Present

Charles McKee, County Administrative Officer, Les Girard, County Counsel and Iracema Lopez, Management Analyst I (Clerk) appeared in person.

Announcement of Interpreter

Jocelyn Martinez, Spanish Interpreter present and announced Spanish interpreter services.

1:30 P.M. - Scheduled Matters

- **12.** a. Briefing and update on COVID-19, including impacts, and action, proposals and plans to address (verbal report);
 - b. Provide direction to staff to address COVID-19

Nick E. Chiulos, Assistant County Administrative Officer from the County Administrative office, in person, made opening remarks with additional presenters:

Dan Baldwin, via Zoom, from the Community Foundation presented via PowerPoint presentation.

Katy Castagna, via Zoom, from the United Way presented via PowerPoint presentation.

Annette D'Adamo, Management Analyst, via Zoom, from the Intergovernmental - Legislative Affairs and Tracy Molfino, Emergency Services Planner, from the Office of Emergency Services, both via Zoom, verbally presented on a draft letter to FEMA requesting mass vaccination sites in Monterey County.

Dr. Edward Moreno, Health Officer, and Kristy Michie, Assistant Bureau Chief, both via Zoom, from the Health Department presented on the local/state metrics, testing, vaccinations supply, delivery and clinics and Blue Shield third party administrator update via PowerPoint presentation.

Nick Pasculli presented by sharing his screen and Hillary Fish from Natividad Medical Center, both via Zoom, presented via PowerPoint presentation

Open for public comments; Barbara Meiser, Karen Smith and Mary Perry, via Zoom, commented.

A motion was made by Supervisor Chris Lopez, seconded by Supervisor Mary L. Adams to: a. Briefing and update on COVID-19, including impacts, and action, proposals and plans to address (verbal report);

b. Provide direction to staff to request opening up registration to clinics in the evenings.

Roll call vote taken pursuant to Government Code 54953:

Supervisor Alejo: AYE Supervisor Phillips: AYE Supervisor Lopez: AYE Supervisor Adams: AYE

Chair Supervisor Root Askew: AYE

13. Update on COVID-19 Community Health Worker Project.

Rosemary Soto, Management Analyst III, from the County Administrative Office, Kristie Hanni, Public Health Program Manager from the Health Department with Co-Presenters Joel Hernandez, Rafael Pantoja Hernandez, and Martha Ortega, all via Zoom, presented via PowerPoint presentation.

Open for public comments; no public comments made.

Upon consensus the Board was:

Updated on COVID-19 Community Health Worker Project.

Read Out from Closed Session by County Counsel

CLOSED SESSION REPORT

- 1. Closed Session under Government Code section 54950, relating to the following items:
- a. Pursuant to Government Code section 54957(a), the Board will confer with County Counsel regarding matters posing a threat to the security of public buildings, essential public services, or the public's right of access to public services or facilities.

The Board took no reportable actions on items 1.a.

- b. Pursuant to Government Code section 54957.6, the Board will provide direction to negotiators:
- (1) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): All Units
- (2) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): Unit J
- (3) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): Unit R
- (4) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado Employee Organization(s): Units H, J and S (ADDED VIA ADDENDA)

The Board approved a side letter with SEIU Unit J for Animal Officer Uniform Allowance on item b.(2).

- c. Pursuant to Government Code section 54956.9(d)(1), the Board will confer with legal counsel regarding existing litigation:
- (1) Garcia v. County of Monterey, et al. (Monterey County Superior Court case no. 18CV002543)
- (2) Carmel Valley Association, Inc. v. County of Monterey et al. (Monterey County Superior Court Case No. 17CV000131/Court of Appeal Case No. H046187)

The Board took no reportable actions on items 1.c.(1)(2)

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| The meeting was adjourned at 4:03 p.m. by Chair Supervisor Wendy Root Asl |
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| APPROVED: | |
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| | WENDY ROOT ASKEW, CHAIR BOARD OF SUPERVISORS |
| ATTEST: | |
| BY: | |
| VALERIE RALPH | |
| CLERK OF THE BOARD | |
| APPROVED ON | |

Supplemental Sheet, Consent Calendar

Natividad Medical Center

14. Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Medical Unit Clerk, as indicated; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Removed from agenda via additions and corrections

a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement (A-13073) with Clinical Computer Systems for OBIX perinatal monitoring and data system services, extending the agreement an additional five (5) year period (April 1, 2021 through March 31, 2026) for a revised full agreement term of April 1, 2016 through March 31, 2026, and adding \$266,450 for a revised total agreement amount not to exceed \$396.844.

Removed from agenda via additions and corrections

a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-14062) with Modular Devices, Inc. for the continued lease of a mobile angiography/interventional radiology lab (IR) unit and a mobile magnetic resonance imaging (MRI) unit at NMC, with no change to the term of the agreement, and adding \$477,000 for a revised total agreement amount not to exceed \$4,262,000.

Removed from agenda via additions and corrections

a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with RQI Partners, LLC for the HeartCode learning tool at NMC for an amount not to exceed \$88,208 with an agreement term of April 1, 2021 through March 31, 2024.
b. Authorize the Chief Executive Officer for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$8,820) of the original cost of the agreement.
c. Approve the NMC Chief Executive Officer's recommendation to accept non-standard insurance, limitations on liability, and limitations on damages provisions within the agreement.

Removed from agenda via additions and corrections

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Secure Exchange Solutions, Inc. for secure messaging services at NMC for an amount not to exceed \$58,500 with an agreement term retroactive to December 1, 2020 through November 31, 2023.
 - b. Approve the NMC Chief Executive Officer's recommendation to accept non-standard indemnification, insurance, limitations on liability, and limitations on damages provisions within the

agreement.

Removed from agenda via additions and corrections

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-13971) with Spin Recruitment Services for advertising recruitment services, extending the agreement an additional eighteen month (18) period (July 1, 2021 through December 31, 2022) for a revised full agreement term of July 1, 2018 through December 31, 2022, and adding \$300,000 for a revised total agreement amount not to exceed \$900,000.

Approved - Agreement No.: A-13971; Amendment No. 2

Health Department

- a. Ratify the execution by the Director of Health, of an Enterprise Subscription Agreement with Doximity, Inc. signed on January 29, 2021, allowing continued access to the encrypted, HIPAA-compliant telemedicine dialer feature for the term February 1, 2021 to January 31, 2022 for an Agreement amount of \$25,000; and
 - b. Approve the recommendation of Director of Health to accept all non-standard provisions in Agreement, including insurance, limitation of liability, and indemnification; and
 - c. Authorize the Director of Health or Assistant Director of Health or their designees to sign up to three
 - (3) future amendments to this Agreement where the amendments do not significantly change the scope of work.

Approved - Agreement No.: A-15111

21. Adopt a resolution continuing the Local Health Emergency for the Monterey County Fires Incident.

Adopted Resolution No. 21-055

Department of Social Services

- a. Approve and authorize the Director of the Department of Social Services to sign County Purchase MT-01-2020 with the California Statewide Automated Welfare Systems (CalSAWS) Project in the amount of \$296,235 to continue recurring Production Operations charges for central support of the Monterey County's Customer Service Center, Regional Contact Center (RCC) for Medi-Cal Referrals, and Lobby Management Tools: Facilitated Access Control Tables (FACTS) and Kiosks retroactively for the period of 11/1/20-9/30/2021;
 - b. Authorize the Director of the Department of Social Services to sign up to three (3) amendments to the County Purchase, where the total amendments do not exceed 10% of the original amount, and do not significantly change the terms of the County Purchase.

Approved - Agreement No.: A-15112

a. Ratify the execution by the County Purchasing Officer or his designee, of agreements with local food vendors to support older adult residents to shelter-in-place during the COVID-19 Pandemic by providing home delivered meals under the Great Plates Delivered and AAA CARES Program in the

total cumulative amount of \$4,610,495 for the period June 30, 2020 through March 8, 2021; and b. Authorize the Contracts/Purchasing Officer or his designee to execute amendments to the Agreements in an amount not to exceed 10% of the aggregate total of each agreement and does not significantly change the scope of the agreement during the course of the Pandemic.

Approved - Agreement No.: A-15113

24. Adopt Resolution to:

- a. Approve amending the Department of Social Services Budget Unit 001-5010-8262-SOC005 to reallocate one (1) Supervising Office Assistant I to one (1) Supervising Office Assistant II, and four (4) Office Assistant II's to four (4) Eligibility Specialist II's for the Community Benefits Program as indicated in Attachment A; and
- b. Approve amending the Department of Social Services Budget Unit 001-5010-8262-SOC005 to reallocate one (1) Principal Clerk Confidential to one (1) Personnel Technician Confidential for as indicated in attachment A; and
- c. Authorize and direct the County Administrative Office and the Auditor-Controller's Office to incorporate the changes in the FY 2020-21 Adopted Budget Unit 001-5010-8262-SOC005 to reflect the change in position counts.

Adopted Resolution No. 21-056

Criminal Justice

25. Adopt Resolution to:

- a. Ratify the submittal of a grant application by the Monterey County Public Defender to the Board of State and Community Corrections (BSCC) for the Indigent Defense Grant Program in the amount of \$637,000.00 for funding of Public Defender's Attorney and Case Management Enhancement project (ACME); and
- b. Authorize the Public Defender or Assistant Public Defender to execute the Grant Agreement with BSCC, accepting an Indigent Defense Grant program award for a total grant amount of \$637,000.00, for developing and implementing an ACME project for the grant period February 15, 2021 through June 30, 2023; and
- c. Approve the delegation of authority to the Public Defender or Assistant Public Defender to act on the County's behalf to carry out and consummate all transactions contemplated during the grant period.

Adopted Resolution No. 21-057

General Government

- a. Approve an Amendment to Agreement No. A-14563 between the County of Monterey, by and through the Monterey County Treasurer-Tax Collector and RELX INC, to retroactively approve Amendment #2-2021 for the total not to exceed \$13,000 for the period of January 1, 2021 through December 31, 2021; and
 - b. Authorize the Monterey County Treasurer-Tax Collector to execute the Amendment; and
 - c. Authorize the Monterey County Treasurer-Tax Collector to further amend the Agreement with

RELX INC in the future to extend it by one three-year extension or up to three one-year contract extensions where the extending Amendments do not significantly change the scope of work and do not exceed the Agreement amount of \$13,000 per annual extension.

Removed from agenda via additions and corrections

27. Adopt a resolution to revise and approve amendments to the Local Agency Formation Commission of Monterey County's Conflict of Interest Code.

Removed from agenda via additions and corrections

28. Adopt a resolution to revise and approve amendments to Monterey Peninsula Community College District's Conflict of Interest Code.

Removed from agenda via additions and corrections

a. Designate and authorize the Emergency Services Manager to execute an Agreement between the County of Monterey and United Way Monterey County (UWMC) and the Community Foundation of Monterey County for a Community Resilience grant: and
b. Authorize the Auditor-Controller to amend the Fiscal Year (FY) 2020-21 Office of Emergency

Services Fund 024/1050/8412/CAO023 Budget to increase estimated revenue and appropriations in the amount of \$33,000. (4/5th Vote Required).

Removed from agenda via additions and corrections

Housing and Community Development

a. Approve Professional Services Agreement with Rincon Consultants, Inc., to prepare an Environmental Impact Report for the Charolais Ranch Subdivision Project (PLN050692) where the Base Budget is \$129,442.00, and the Contingency Budget is \$19,416.30, for a total amount not to exceed \$148,858.30, for a term from February 24, 2021 to February 23, 2026;
b. Approve a Funding Agreement with The Don Chapin Company, Inc., to fund costs for Rincon Consultants, Inc., incurred by Monterey County for preparing an Environmental Impact Report for the Charolais Ranch Subdivision Project (PLN050692) where the Base Budget is \$129,442.00, the Contingency Budget is \$19,416.30, and the Contract Administration Fee is \$3,424.00, for a total amount not to exceed \$152,282.30, for a term from February 24, 2021 to February 23, 2026; and c. Authorize the Housing and Community Development Director or designee to execute the Professional Services Agreement, Funding Agreement and up to three (3) future amendments to the Agreements where the amendments do not significantly alter the scope of work or increase the approved amount of the Agreements, subject to review and approval by the Office of the County Counsel as to form.

Removed from agenda via additions and corrections

a. Approve Amendment No. 2 to Professional Services Agreement No. A-14699 with Rincon Consultants, Inc. to prepare a Second Revised Environmental Impact Report for the Rancho Cañada Village Subdivision Project (PLN040061-AMD1) where the Base Budget in the amount of \$76,416 is

increased by \$15,194 to \$91,610 and the Contingency Budget in the amount of \$20,000 is increased by \$5,000 to \$25,000, for a total amount not to exceed \$116,610, with no change to the term of March 10, 2020 to September 30, 2021;

b. Approve Amendment No. 2 to Funding Agreement No. A-14700 with Rancho Cañada Venture, LLC for preparation of a Second Revised Environmental Impact Report for the Rancho Cañada Village Subdivision Project (PLN040061-AMD1) where the Base Budget in the amount of \$76,416 is increased by \$15,194 to \$91,610, the Contract Administration Fee in the amount of \$892 is increased by \$446 to \$1,338, and the Contingency Budget in the amount of \$20,000 is increased by \$5,000 to \$25,000, for a total amount not to exceed \$117,948, with no change to the term of March 10, 2020 to September 30, 2021; and

c. Authorize the Director of Housing and Community Development or designee to execute Amendment No. 2 to Professional Services Agreement No. A-14699, Amendment No. 2 to Funding Agreement No. A-14700 and future amendments to the Agreements where the amendments do not significantly alter the scope of work and do not exceed the original Agreement amounts except for a contract amendment administration fee of \$446 for each such amendment to the Funding Agreement.

Removed from agenda via additions and corrections

Public Works, Facilities and Parks

a. Approve Amendment No. 2 to Standard Agreement No. A-13479 with Smith & Enright Landscaping, Inc. to continue to provide landscape and open space maintenance services for County Service Area No. 15-Serra Village-Toro Park, which includes Toro Park Estates, Serra Village, Toro Creek Estates, and Toro Sunshine, Request for Proposals #10596, to update landscape maintenance pricing costs, increase the not-to-exceed amount by \$42,310 for a total amount not to exceed of \$193,210, and extend the expiration date from March 7, 2021 for one (1) additional year through March 7, 2022, for a revised term from March 7, 2017 to March 7, 2022; and b. Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute Amendment No. 2 to Standard Agreement No. A-13479 and future amendments to the Agreement, where the amendments do not significantly alter the scope of work or increase the approved Agreement amount.

Removed from agenda via additions and corrections

Addenda

Added to Closed Session

1. (4) Designated representatives: Irma Ramirez-Bough, Kim Moore and Ariana Hurtado_Employee Organization(s): Units H, J and S