

Monterey County

*Monterey County Government Center
Monterey Conference Room
168 W. Alisal St., 2nd Floor
Salinas, CA 93901*



Meeting Agenda - Final

Tuesday, June 1, 2021

10:00 AM

Special Meeting

Monterey Conference Room, Zoom

Board of Supervisors Human Resources Committee

IMPORTANT NOTICE REGARDING COVID 19

Based on guidance from the California Department of Public Health and the California Governor's Office, in order to minimize the spread of the COVID 19 virus, please do the following:

1. You are strongly encouraged to observe the live stream of the Human Resources Committee meeting via Zoom at <https://montereycty.zoom.us/j/91444941173>
2. If you do not have access to a computer, you may call into the meeting and participate by calling the following number: 1 669 900 6833 and entering the following meeting ID: 914 4494 1173#
3. If you choose not to attend the Human Resources Committee meeting but wish to make a specific agenda comment on a specific item, please submit your comments via email by 5:00 p.m. on Monday, May 31, 2021. Please submit your comments to Magy Kelada at keladam@co.monterey.ca.us and your comment will be placed into the record of the meeting.
4. If you are watching the live stream of the Human Resources Committee meeting and wish to make either a general public comment or to comment on a specific agenda item as it is being heard, please select the "raise hand" option on the Zoom screen, and your microphone will be unmuted so you can speak. To select the "raise hand" option, click on the 'participants' icon at the bottom of your Zoom screen, then click the "raise hand" icon next to your name.
5. If you attend the Human Resources Committee meeting in person, you will be required to maintain appropriate social distancing, specifically you must maintain a 6-foot distance between yourself and other individuals.

AVISO IMPORTANTE SOBRE COVID 19

Basado en la guía del Departamento de Salud Pública de California y la Oficina del Gobernador de California, para minimizar la propagación del virus COVID 19, haga lo siguiente:

1. Le recomendamos encarecidamente que observe la transmisión en vivo de la reunión del Comité de Recursos Humanos a través de Zoom en <https://montereycty.zoom.us/j/91444941173>
2. Si no tiene acceso a una computadora, puede llamar a la reunión y participar llamando al siguiente número: 1 669 900 6833 e ingresando la siguiente ID de la reunión: 914 4494 1173#
3. Si elige no asistir a la reunión del Comité de Recursos Humanos pero desea hacer un comentario específico sobre la agenda, envíe sus comentarios por correo electrónico antes de las 5:00 p.m. lunes 31 de Mayo 2021. Envíe sus comentarios a Magy Kelada a Keladam@co.monterey.ca.us y su comentario se incluirá en el registro de la reunión.
4. Si está viendo la transmisión en vivo de la reunión del Comité de Recursos Humanos y desea para hacer un comentario público general o para comentar un ítem específico de la agenda mientras se escucha, seleccione la opción "levantar la mano" en la pantalla Zoom y su micrófono sin silenciará para que pueda hablar para que pueda hablar. Para seleccionar la opción "levantar la mano", haga clic en el icono "participantes" en la parte inferior de la pantalla Zoom, luego haga clic en el icono "levantar la mano" al lado de su nombre.
5. Si asiste a la reunión del Comité de Recursos Humanos en persona, se le pedirá que mantenga un distanciamiento social apropiado, específicamente debe mantener una distancia de 6 pies entre usted y otras personas.

NOTE: All agenda titles related to numbered items are live web links. Click on the title to be directed to corresponding Committee Report.

PUBLIC COMMENT: Members of the public may address comments to the Committee concerning each agenda item. Timing of the public comment shall be at the discretion of the Chair.

Pursuant to Governor Newsom's Executive Order No. N-25-20, some or all Supervisors may participate in the meeting by telephone or video conference.

Call to Order

Additions and Corrections

Public Comment Period

This portion of the meeting is reserved for persons to address the Committee on any matter not on this agenda but under the jurisdiction of the Committee. Timing of the public comment shall be at the discretion of the Chair.

Regular Agenda

Action Items:

MIN 21-030 Approve the Board of Supervisors Human Resources Committee Action Minutes of May 12, 2021.

Attachments: [Board of Supervisors HR Committee Special Meeting Minutes 5.12.2021](#)

Information Items:

21-489 Receive a presentation on the number of employees who have requested a reduced work schedule (FTE), and/or alternative work schedule, and/or telework under the provisions of the Emergency Response Manual; and the number of employees who have returned to the worksite (Irma Ramirez-Bough, Wendell Sells).

Attachments: [COVID-19 Workforce Schedule Arrangements](#)

21-490 Receive a presentation on COVID-19 Worksite Survey results (Irma Ramirez-Bough, Catherine Crusade).

Attachments: [County of Monterey COVID-19 Worksite Survey](#)

21-493 Receive a presentation on the Family Friendly Committee (Irma Ramirez-Bough; Wendell Sells, Catherine Crusade).

Attachments: [Family Friendly Committee Presentation](#)

- 21-492 Receive a presentation on the Employee Assistance Program - FEI (Irma Ramirez-Bough, Paulette Clark).

Attachments: [Utilization Report](#)

- 21-504 Receive a presentation on Employee Retirement, Resignation and Emergency Paid Leave Usage Trends (Irma Ramirez-Bough, Melissa Zamora).

Attachments: [COVID 19 Employee Trends](#)

New Business/Agenda Items for Future Meetings

Adjournment



Monterey County

Board Report

Legistar File Number: MIN 21-030

Item No.

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

June 01, 2021

Introduced: 5/25/2021

Current Status: Consent Agenda

Version: 1

Matter Type: Minutes

Approve the Board of Supervisors Human Resources Committee Action Minutes of May 12, 2021.

Monterey County

*Monterey County Government Center
Monterey Conference Room
168 W. Alisal St., 2nd Floor
Salinas, CA 93901*



Action Minutes - Draft

Wednesday, May 12, 2021

10:00 AM

Special Meeting

Board of Supervisors Human Resources Committee

IMPORTANT NOTICE REGARDING COVID 19

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2. If you do not have access to a computer, you may call into the meeting and participate by calling the following number: 1 669 900 6833 and entering the following meeting ID: 95943966218#
3. If you choose not to attend the Human Resources Committee meeting but wish to make a specific agenda comment on a, please submit your comments via email by 5:00 p.m. on Tuesday, May 11, 2021. Please submit your comments to Magy Kelada at keladam@co.monterey.ca.us and your comment will be placed into the record of the meeting.
4. If you are watching the live stream of the Human Resources Committee meeting and wish to make either a general public comment or to comment on a specific agenda item as it is being heard, please select the "raise hand" option on the Zoom screen, and your microphone will be unmuted so you can speak. To select the "raise hand" option, click on the 'participants' icon at the bottom of your Zoom screen, then click the "raise hand" icon next to your name.
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3. Si elige no asistir a la reunión del Comité de Recursos Humanos pero desea hacer un comentario específico sobre la agenda, envíe sus comentarios por correo electrónico antes de las 5:00 p.m. el martes 11 de mayo de 2021. Envíe sus comentarios a Magy Kelada a keladam@co.monterey.ca.us y su comentario se incluirá en el registro de la reunión.
4. Si está viendo la transmisión en vivo de la reunión del Comité de Recursos Humanos y desea para hacer un comentario público general o para comentar un ítem específico de la agenda mientras se escucha, seleccione la opción "levantar la mano" en la pantalla Zoom y su micrófono sin silenciará para que pueda hablar. Para seleccionar la opción "levantar la mano", haga clic en el icono "participantes" en la parte inferior de la pantalla Zoom, luego haga clic en el icono "levantar la mano" al lado de su nombre.
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Pursuant to Governor Newsom's Executive Order No. N-25-20, some or all Supervisors may participate in the meeting by telephone or video conference.

Call to Order

The meeting was called to order. Chair Askew and Supervisor Alejo on Zoom.

Additions and Corrections

There were no additions or corrections to the Agenda.

Public Comment Period

There were no public comments received.

Regular Agenda

Action Items:

1. Approve the Board of Supervisors Human Resources Committee Action Minutes of March 18, 2021.

The Board of Supervisors Human Resources Committee Action Minutes of March 18, 2021 approved by consensus.

Information Items:

2. Receive a presentation on return to worksite guidance (Irma Ramirez-Bough, Ariana Hurtado, Wendell Sells, Catherine Crusade).

The Director of Human Resources, Irma Ramirez-Bough, provided an introduction for the scheduled informational item involving the discussion on return to work— the topic which the Human Resources Department (HRD) has collaborated very closely on with the County Administrative Office, the office of County Counsel, and the Health Department over the past year. Ms. Ramirez-Bough introduced the team leading the presentation: Ariana Hurtado, Labor Relations Manager; Wendell Sells, Policy Manager/Management Analyst III; and Catharine Crusade, Employee Engagement Manager. Ms. Ramirez-Bough also introduced another present member of the panel: Andrew Miller, Safety Officer.

Ms. Hurtado led the presentation by reiterating that the Human Resources Department has actively worked on policies and safety protocols intended to safeguard the County's worksites against COVID-19, as well as a number of initiatives and resources to support employees and their families.

The policies and protocols implemented to protect employees in the workplace entail:

- All departments completed Worksite Safety plans that implement physical distancing, face covering requirement, monthly worksite inspections, use of signs and postings, and the availability of sanitization supplies

-
- The development of COVID-19 testing processes
 - The offering of informational webinars and mandatory online training courses for County employees
 - The development of a self-screening phone application and COVID-19 contact tracing tool in collaboration with ITD
 - The creation of the Emergency Response Manual, which entailed the aforementioned safety protocols in addition to release time for COVID-19 vaccination

The resources that were made available in Sections 6,7, and 17 of the Emergency Resource Manual to support employees and their families entail:

- Alternative work schedule: including split schedule, early or late schedule, combination arrangements, or weekend work combination
- COVID-19 Full Time Equivalent (FTE) reduction, with no impact on step advancement eligibility date, seniority, and leave accrual rates as long as employees works at least 0.5 FTE
- Temporary telework option
- COVID-19 Supplemental Paid Sick Leave (SPSL) under Senate Bill (SB) 95

The Human Resources Department has also worked on compiling informational resources for County employees, including a listing of available childcare resources at the State- and local-level; the Employee Assistance Program (EAP), which offers confidential counseling assessment and referral services; and the Stress Management and Resilience Toolkit, which provides a list of online resources for managing and coping with COVID-19-induced stress.

Return to Work Site Guidance:

- Department Heads are encouraged to identify and evaluate the operational needs of their departments in terms of on-site staffing levels, and to align plans with forthcoming additional guidance from the Department of Public Health as well as Cal/OSHA requirements
- The Human Resources Labor Relations unit will meet and confer with employee groups as required regarding return-to-work site guidance

Wendell Sells, Policy Manager/Management Analyst III, provided an update regarding the ways in which the Human Resources Department has engaged the Family-Friendly Committee. Since December 2020, HRD has met with the Family-Friendly Committee comprised of various bargaining group representatives to identify and discuss family-friendly programs, policies, practices that the County can explore. Representatives of the bargaining groups were encouraged to confer with their memberships. Recent and on-going discussions pertaining to return to work site will assist in providing guidance and insight for consideration in regard to employees' priorities and concerns.

Catherine Crusade, Employee Engagement Manager, spoke of the coordination underway for a County-wide lunch-hour webinar for the week of June 7th with the opportunity to gather and address questions, and to share information with employees regarding the various aforementioned COVID-19 available resources.

New Business/Agenda Items for Future Meetings

- Receive an update on utilization data reports for the Employee Assistance Program (EAP)
- Receive an update on County-wide COVID-19 work site survey results
- Receive an update on the number of employees that utilized a reduced work schedule (FTE); alternative work schedule; and/or telework under the provisions of the Emergency Response Manual
- Receive information on the Family Friendly Committee
- Receive an update regarding Class and Compensation studies
- Receive an update on efforts for local recruitment
- Receive an update regarding trends involving County employees' retirement and resignation
- Discussion regarding the capacity to continue utilizing Zoom as an option for conducting future meetings in a hybrid-model

Adjournment

Meeting adjourned 10:58 AM.

Committee Members: Wendy Askew, District 4 Supervisor, Chair; Luis Alejo, District 1 Supervisor, Vice Chair

Committee Staff: Irma Ramirez-Bough, Director of Human Resources



Monterey County

Item No.

Board Report

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

Legistar File Number: 21-489

June 01, 2021

Introduced: 5/21/2021

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Receive a presentation on the number of employees who have requested a reduced work schedule (FTE), and/or alternative work schedule, and/or telework under the provisions of the Emergency Response Manual; and the number of employees who have returned to the worksite (Irma Ramirez-Bough, Wendell Sells).

COVID-19 Workforce Schedule Arrangements

Board of Supervisors Human Resources Committee
Special Meeting

June 1, 2021



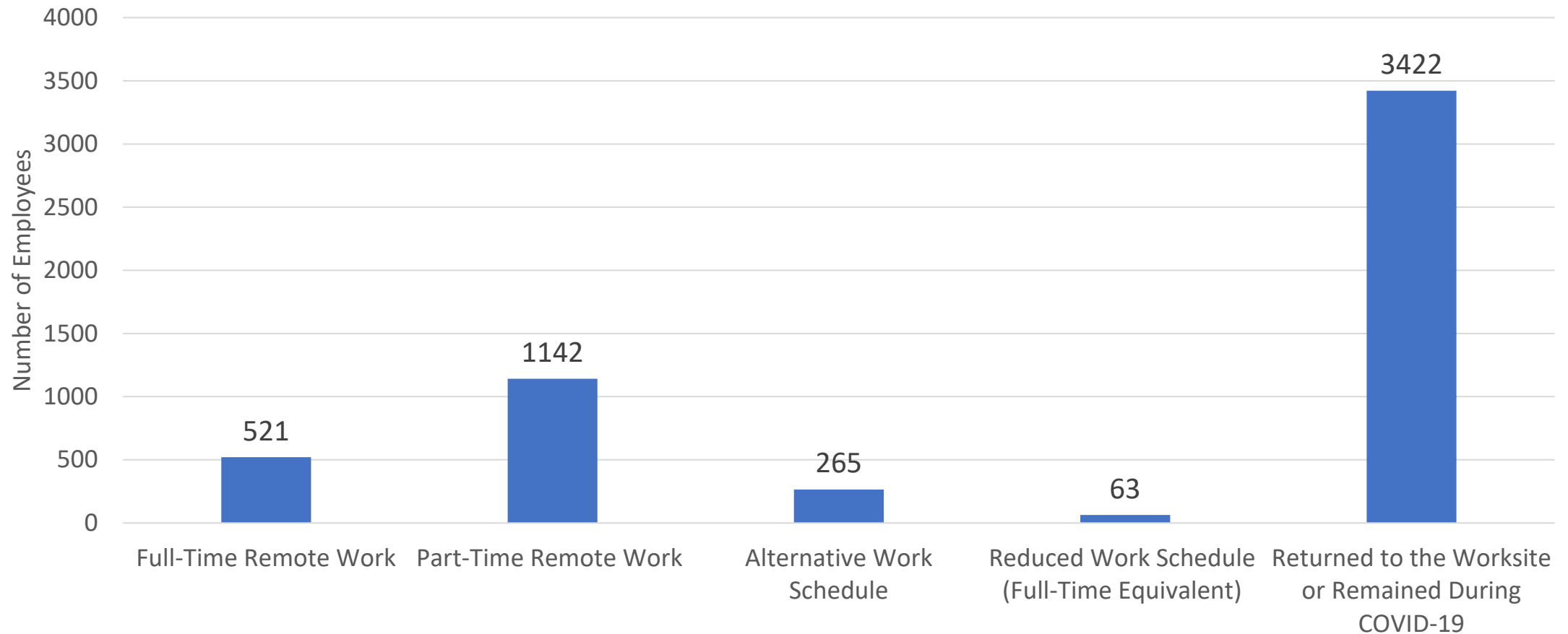
Workforce Schedule Arrangement Questionnaire

The Human Resources Department asked County departments to capture data around the following questions:

1. How many employees are working remotely full-time
2. How many employees are working remotely part-time
3. How many employees are working on an alternative work schedule?
4. How many employees are working on a reduced (full-time equivalent) schedule?
5. How many employees have returned to the worksite?



COVID-19 Workforce Schedule Arrangements





Monterey County

Board Report

Legistar File Number: 21-490

Item No.

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

June 01, 2021

Introduced: 5/21/2021

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Receive a presentation on COVID-19 Worksite Survey results (Irma Ramirez-Bough, Catherine Crusade).



County of Monterey COVID-19 Worksite Survey

Welcome to the County of Monterey COVID-19 Worksite Survey!

This is an **anonymous** and voluntary survey conducted by the Human Resources Department and the Health Department's Employee Wellness Program.

Your responses to all 12 questions below should take less than 5 minutes. Please submit by Tuesday, May 25th, 2021.

The feedback gathered will help assist the County in identifying resources and guidelines for departments to utilize when the time comes for more employees to return to the worksite, in accordance with State guidelines and Cal OSHA requirements.

Please return completed surveys by May 25th, 2021 to Catherine Crusade, Employee Engagement Manager at the Human Resources Department, Government Center

If you have any questions, please Contact Catherine Crusade at crusadecm@co.monterey.ca.us or 916-580-9795.

Question Number	Survey Questions
1	<p>Have you been working at your worksite since the local declared emergency in March 2020?</p> <p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Hybrid: both worksite and remote </p>
2	<p>If you have been working at your worksite, how comfortable have you been with the COVID-19 safety precautions in place at your worksite?</p> <p> <input type="checkbox"/> Very comfortable <input type="checkbox"/> Somewhat comfortable <input type="checkbox"/> Neither comfortable nor uncomfortable <input type="checkbox"/> Somewhat uncomfortable <input type="checkbox"/> Very uncomfortable <input type="checkbox"/> Does not apply. I have been working remotely </p>
3	<p>Which of the following are potential concerns you may have about being in your worksite when the time comes for employees to return to the workplace? Please select your top three concerns.</p> <p> <input type="checkbox"/> I do not have concerns <input type="checkbox"/> Organizing childcare <input type="checkbox"/> Getting exposed to the coronavirus at the worksite <input type="checkbox"/> Impact on productivity <input type="checkbox"/> Impact on morale <input type="checkbox"/> Leaving family members at home who need assistance <input type="checkbox"/> Potential increase in spread of coronavirus <input type="checkbox"/> Face to face interaction with employees and customers <input type="checkbox"/> Something else (Please specify in the space below): </p> <div style="border: 1px solid black; height: 150px; width: 100%; margin-top: 10px;"></div>
4	<p>If you've been working remotely, what will be your preferred work modality when it is time to return to your worksite?</p> <p> <input type="checkbox"/> Work from home part-time <input type="checkbox"/> Work from home full-time <input type="checkbox"/> Work at the worksite full-time <input type="checkbox"/> Does not apply. I have been at the worksite. </p>
5	<p>How comfortable are you with working at your worksite when the time comes for all employees to return to the workplace?</p> <p> <input type="checkbox"/> Very comfortable <input type="checkbox"/> Somewhat comfortable <input type="checkbox"/> Neither comfortable nor uncomfortable <input type="checkbox"/> Somewhat uncomfortable <input type="checkbox"/> Very uncomfortable </p>

6	<p>How satisfied are you with the communication you have received from your department during COVID-19?</p> <p> <input type="checkbox"/> Very satisfied <input type="checkbox"/> Somewhat satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Somewhat dissatisfied <input type="checkbox"/> Very dissatisfied </p> <p>Please feel free to comment in the space below:</p> <div style="border: 1px solid black; height: 400px; width: 100%;"></div>
7	<p>Have you been fully vaccinated (it has been more than two weeks since your last dose) against COVID-19?</p> <p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to disclose </p>
8	<p>If you have <i>not</i> received a complete COVID-19 vaccine, do you plan to receive the vaccine?</p> <p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> I have not decided <input type="checkbox"/> Prefer not to disclose <input type="checkbox"/> Not applicable, as I have been fully vaccinated </p>
9	<p>How comfortable are you being in the worksite with someone who may not be fully vaccinated?</p> <p> <input type="checkbox"/> Very comfortable <input type="checkbox"/> Somewhat comfortable <input type="checkbox"/> Neither comfortable nor uncomfortable <input type="checkbox"/> Somewhat uncomfortable <input type="checkbox"/> Very uncomfortable </p>

<div>10</div>	<p>What Wellness activities/courses would be most valuable to you as the County returns to higher staffing levels at worksites? (select all answers that apply):</p> <div><input type="checkbox"/> Aging</div> <div><input type="checkbox"/> Allergy and Asthma</div> <div><input type="checkbox"/> Chronic Pain</div> <div><input type="checkbox"/> Prevention and Management of Chronic Health Conditions (Diabetes, Hypertension, etc.)</div> <div><input type="checkbox"/> Financial Health</div> <div><input type="checkbox"/> Online-Live Group Fitness Classes</div> <div><input type="checkbox"/> Onsite Group Fitness Classes</div> <div><input type="checkbox"/> Onsite Walking Programs</div> <div><input type="checkbox"/> Mind-Body/Meditation</div> <div><input type="checkbox"/> Mental Wellness</div> <div><input type="checkbox"/> Healthy Food Preparation</div> <div><input type="checkbox"/> Nutrition/Healthy Eating</div> <div><input type="checkbox"/> Weight Management</div> <div><input type="checkbox"/> Parenting</div> <div><input type="checkbox"/> Pregnancy/Lactation</div> <div><input type="checkbox"/> Stress Management</div> <div><input type="checkbox"/> Health of Our Older Parents</div> <div><input type="checkbox"/> Tobacco Cessation</div> <div><input type="checkbox"/> Something else (Please specify in the space below):</div> <div></div>
<div>11</div>	<p>Do you have any comments or recommendations? Please specify in the space below.</p> <div></div>

12

Which department do you work for?**(optional)**

- ☐ Prefer not to disclose
- ☐ Agricultural Commissioner
- ☐ Assessor-County Clerk-Recorder
- ☐ Auditor Controller
- ☐ Board of Supervisors' Offices/Civil Rights Office/Clerk of the Board/Cooperative Extension/Elections
- ☐ Child Support Services
- ☐ County Administrative Office
- ☐ County Counsel
- ☐ District Attorney
- ☐ Emergency Communication/911
- ☐ Health
- ☐ Housing and Community Development
- ☐ Human Resources
- ☐ Information Technology
- ☐ Library
- ☐ Natividad
- ☐ Probation
- ☐ Public Work, Facilities, and Parks
- ☐ Public Defender
- ☐ Sheriff-Coroner
- ☐ Social Services
- ☐ Treasurer-Tax Collector
- ☐ Water Resources Agency

Thank you for taking time to complete the County of Monterey COVID-19 Worksite Survey!
YOUR FEEDBACK MATTERS.



Monterey County

Board Report

Legistar File Number: 21-493

Item No.

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

June 01, 2021

Introduced: 5/21/2021

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

Receive a presentation on the Family Friendly Committee (Irma Ramirez-Bough; Wendell Sells, Catherine Crusade).

Family Friendly Committee

Board of Supervisors Human Resources Committee
Special Meeting

June 1, 2021



Purpose of the Family Friendly Committee

The purpose of the Family Friendly Committee is to hold discussions and provide recommendations to the Board of Supervisors Human Resources Committee and the County Administrative Officer on the establishment of policies, practices, and programs intended to promote the County as a family friendly employer.



Mission of the Family Friendly Committee

The mission of the Family Friendly Committee is to redesign the organization for the future by promoting work-life balance through creative solutions on workplace policies, practices and programs to secure positive outcomes for employee families while boosting productivity and employee engagement.



Family Friendly Committee Members

- The Committee is comprised of (2) representatives from the various labor groups.
- The committee is staffed by the following Human Resources Department team members:
 - Ariana Hurtado – Labor Relations Program Manager
 - Michelle Gomez – Senior Personnel Analyst
 - Catherine Crusade – Employee Engagement Manager
 - Wendell Sells – Policy Analyst



Committee Discussion Topics

- Optional Health and Fitness Benefits
- Bring Your Child to Work
- Flextime and Alternative Work Schedules
- Telework/Remote Work/Emergency Work from Home Days
- Job Sharing
- Career Development Program
- Emergency Child Care
- Tuition Reimbursement



Return to Work Questionnaire

1. What staffing models would make you feel most comfortable retuning to the worksite? (i.e. staggered shifts, combination onsite/telework scheduled, etc.)
2. Please list any specific concerns you have about returning to face-to-face interaction with employees and customers at the County of Monterey.
3. If you have been working on site full time while your peers have been working from home, do you have any specific concerns with your peers returning to the worksite?



Return to Work Questionnaire Themes

Staffing Models

- Most respondents want full or part-time telework schedule, with full time requiring the employee to come into the office for meetings, etc. This will help maintain safe distances and safety practices due to those not vaccinating and or being around others not vaccinated.
- Stagger work schedules and avoid a one size fits all approach with regard to telework schedules
- Provide Zoom capability in conference rooms to meet with remote workers
- Some respondents currently at the worksite suggested returning employees to the worksite with precautions in place.

Concerns

- Interacting with employees, customers and vendors who are not vaccinated.
- The potential of exposure to/spread of COVID-19 and bringing it home to children and/or loved ones with health issues.
- With changing Federal and State COVID-19 guidelines, there may not be consistent guidelines throughout County departments.
- A potential future increase in COVID-19 cases as people return to the building. The potential of COVID-19 cases increasing as people spend more time inside in the winter months.
- The County should maintain the mask requirement.
- Ensure that the appropriate safety precautions are in place.





Monterey County

Board Report

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Item No.

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Chambers
168 W. Alisal St., 1st Floor
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June 01, 2021

Introduced: 5/21/2021

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Version: 1

Matter Type: General Agenda Item

Receive a presentation on the Employee Assistance Program - FEI (Irma Ramirez-Bough, Paulette Clark).



UTILIZATION REPORT

FOR



County of Monterey

March 01, 2020 - February 28, 2021

UTILIZATION REPORT
County of Monterey
 March 01, 2020 - February 28, 2021 on New Cases

UTILIZATION RATE SUMMARY

Type	Count	%	Users	%
Counseling Cases	192	47.9%	192	14.6%
Information/Referral Services	153	38.2%	153	11.6%
WorkLife Cases	2	00.5%	2	00.2%
Organization Services	11	02.7%	116	08.8%
Web Hits	N/A	N/A	809	61.5%
Supervisor Referral	0	00.0%	0	00.0%
Legal and Financial	43	10.7%	43	03.3%
Total	401	100%	1315	100%

Utilization Rate	Weighted Population :	5300
Total Current Period Rate		4.68%
Total Annualized Utilization Rate		4.68%
Clients Serviced Current Period Rate		21.92%
Total Clients Serviced Annualized Utilization Rate		21.92%

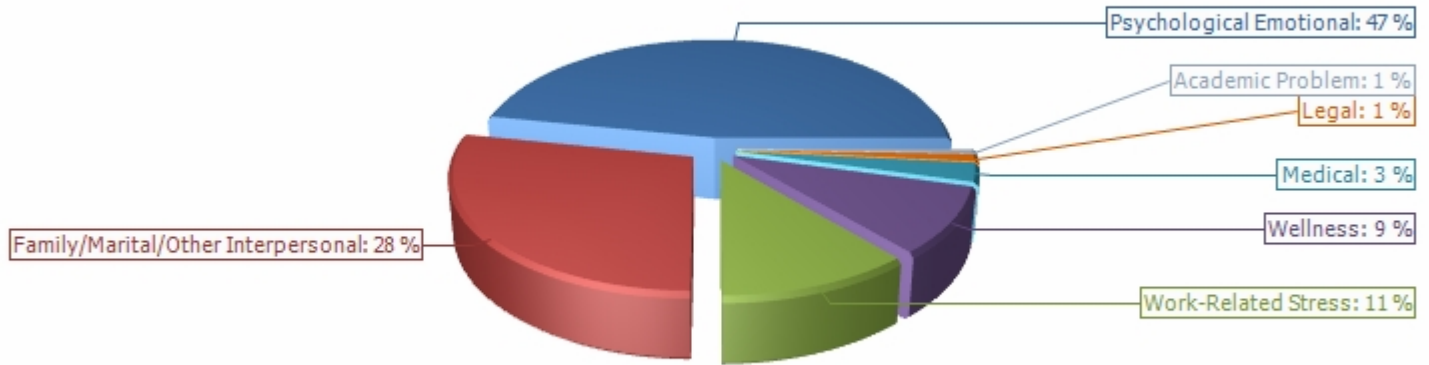
New/Ongoing Cases Summary		Closed Case Count	
Total New Cases	237	Total Cases Closed	29
Total Open Cases At 3/1/2020	259		
Total Open Cases At 2/28/2021	467		

Historical Utilization				
3/1/2015-2/28/2016	3/1/2016-2/28/2017	3/1/2017-2/28/2018	3/1/2018-2/28/2019	3/1/2019-2/28/2020
No Data	No Data	No Data	10.44%	7.87%

UTILIZATION REPORT County of Monterey

March 01, 2020 - February 28, 2021

Primary Presenting Problem

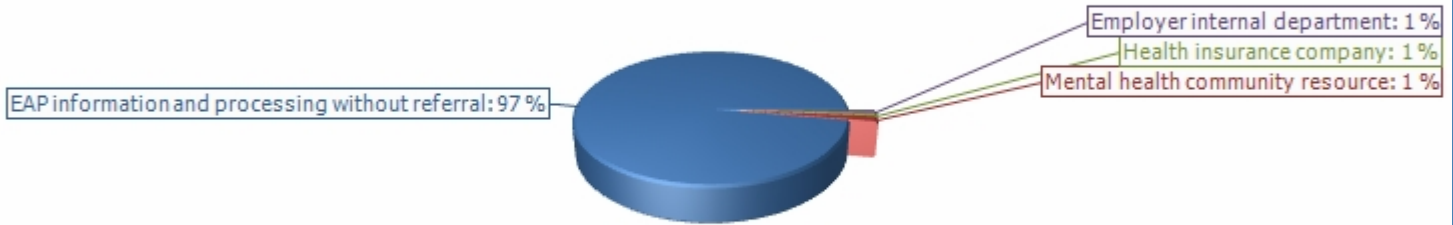


Primary Presenting Problem	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Academic Problem	0	0.00%	0	0.00%	1	1.89%	0	0.00%	1	0.52%	2	0.85%
Alcohol Abuse/Dependence	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.85%
Family/Marital/Other Interpersonal	11	29.73%	12	22.64%	15	28.30%	16	32.65%	54	28.13%	79	33.62%
Legal	0	0.00%	0	0.00%	1	1.89%	1	2.04%	2	1.04%	1	0.43%
Medical	1	2.70%	2	3.77%	1	1.89%	1	2.04%	5	2.60%	3	1.28%
Psychological Emotional	18	48.65%	21	39.62%	27	50.94%	24	48.98%	90	46.88%	101	42.98%
Wellness	4	10.81%	7	13.21%	2	3.77%	5	10.20%	18	9.38%	6	2.55%
Work-Related Stress	3	8.11%	11	20.75%	6	11.32%	2	4.08%	22	11.46%	41	17.45%
	37	100 %	53	100 %	53	100 %	49	100 %	192	100 %	235	100 %

UTILIZATION REPORT
County of Monterey

March 01, 2020 - February 28, 2021

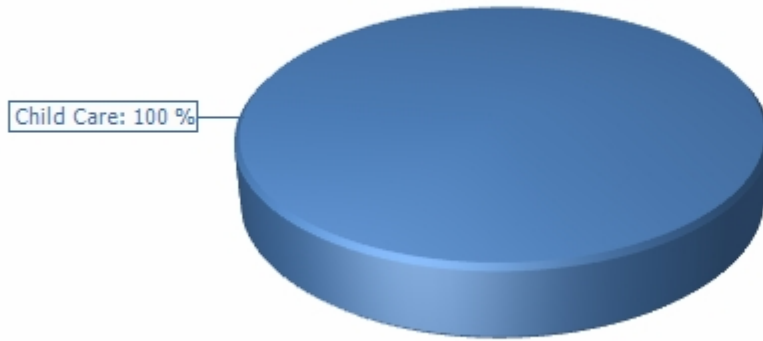
Information/Referral Services



Information/Referral Services	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
EAP information and processing without referral	28	96.55%	36	100.00%	43	95.56%	42	97.67%	149	97.39%	207	99.04%
Employer internal department	0	0.00%	0	0.00%	0	0.00%	1	2.33%	1	0.65%	0	0.00%
Health insurance company	0	0.00%	0	0.00%	1	2.22%	0	0.00%	1	0.65%	2	0.96%
Mental health community resource	1	3.45%	0	0.00%	1	2.22%	0	0.00%	2	1.31%	0	0.00%
	29	100 %	36	100 %	45	100 %	43	100 %	153	100 %	209	100 %

UTILIZATION REPORT
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Work-Life Services



Work-Life Services	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Child Care	0	0.00%	0	0.00%	1	100.00%	1	100.00%	2	100.00%	3	75.00%
Higher Education	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%
	0	0 %	0	0 %	1	100 %	1	100 %	2	100 %	4	100 %

UTILIZATION REPORT
County of Monterey
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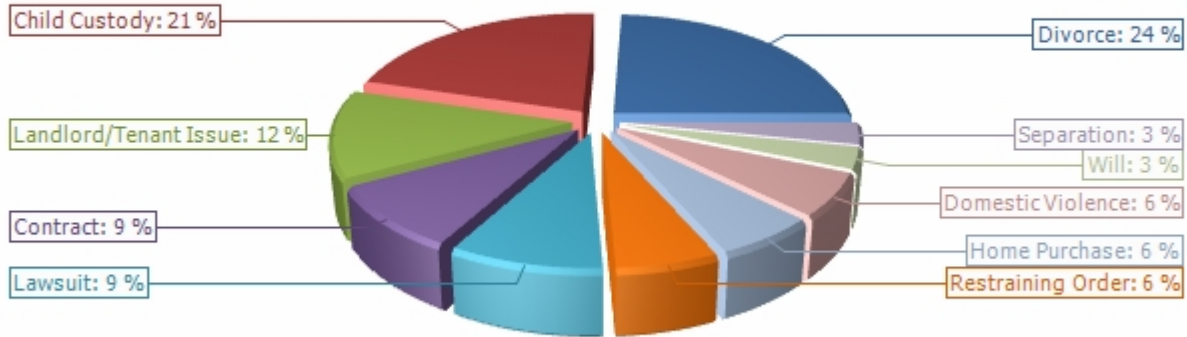
Financial Services



Financial Services	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Auto/Home Loans	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	11.11%
Bankruptcy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	11.11%
Budget Coaching	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	11.11%
Cash Management/Budgeting	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	25.00%	0	0.00%
College Planning	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	25.00%	0	0.00%
Credit Management	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	25.00%	1	11.11%
Financial Education	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	25.00%	0	0.00%
Financial Planning	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	22.22%
Investment	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	11.11%
Taxes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	22.22%
	0	0 %	1	100 %	2	100 %	1	100 %	4	100 %	9	100 %

UTILIZATION REPORT
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Legal Service



Legal Service	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Auto Accident	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	5.66%
Child Custody	1	9.09%	2	22.22%	2	25.00%	2	18.18%	7	17.95%	9	16.98%
Child Support	0	0.00%	0	0.00%	0	0.00%	1	9.09%	1	2.56%	2	3.77%
Contract	1	9.09%	2	22.22%	0	0.00%	0	0.00%	3	7.69%	4	7.55%
Divorce	1	9.09%	1	11.11%	3	37.50%	3	27.27%	8	20.51%	10	18.87%
Domestic Violence	0	0.00%	0	0.00%	0	0.00%	2	18.18%	2	5.13%	0	0.00%
DUI	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.89%
Elder Care	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.89%
Financial	1	9.09%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	2	3.77%
Grandparents Rights	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.89%
Guardianship	0	0.00%	0	0.00%	1	12.50%	0	0.00%	1	2.56%	1	1.89%
Home Purchase	1	9.09%	0	0.00%	0	0.00%	1	9.09%	2	5.13%	1	1.89%
Landlord/Tenant Issue	0	0.00%	2	22.22%	1	12.50%	1	9.09%	4	10.26%	1	1.89%
Lawsuit	1	9.09%	1	11.11%	1	12.50%	0	0.00%	3	7.69%	0	0.00%
POA	1	9.09%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	0	0.00%
Probate	0	0.00%	0	0.00%	0	0.00%	1	9.09%	1	2.56%	2	3.77%
Property Liability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	5.66%
Restraining Order	2	18.18%	0	0.00%	0	0.00%	0	0.00%	2	5.13%	2	3.77%
Separation	0	0.00%	1	11.11%	0	0.00%	0	0.00%	1	2.56%	0	0.00%
Single Will Kit	1	9.09%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	2	3.77%
Small Claims	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.89%

UTILIZATION REPORT
County of Monterey

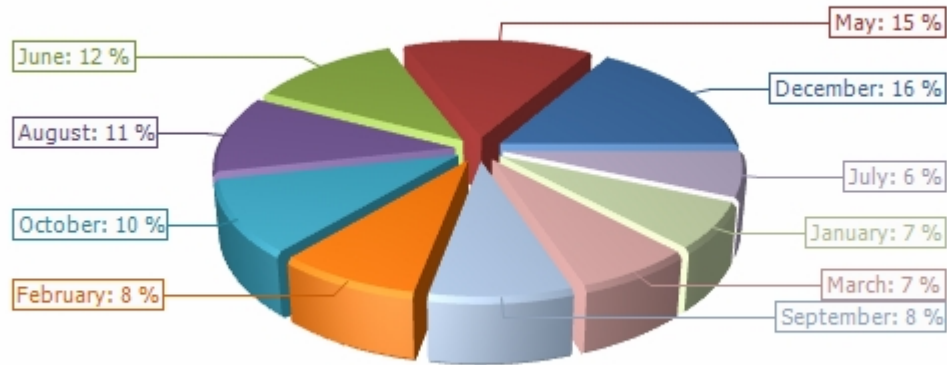
March 01, 2020 - February 28, 2021

Legal Service

	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
Name	#	%	#	%	#	%	#	%	#	%	#	%
Tax Assistance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.77%
Will	1	9.09%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	5	9.43%
	11	100 %	9	100 %	8	100 %	11	100 %	39	100 %	53	100 %

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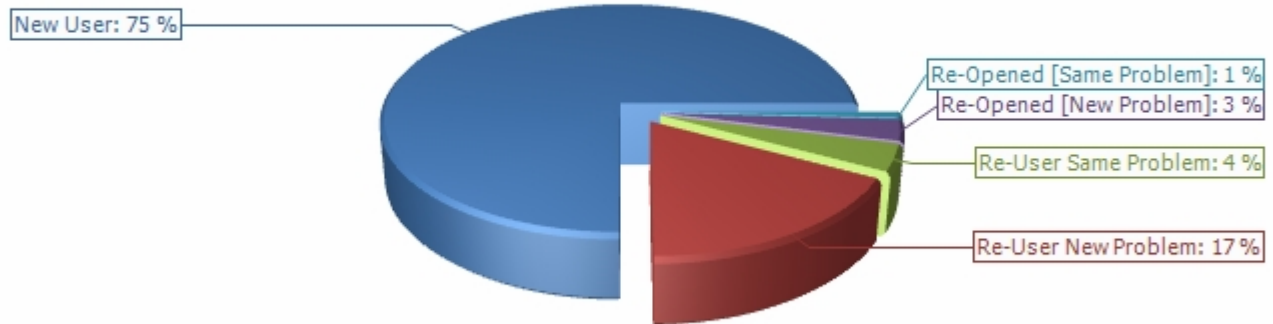
Web Hits



Web Hits	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
April	42	21.21%	0	0.00%	0	0.00%	0	0.00%	42	5.19%	76	10.80%
August	0	0.00%	77	37.38%	0	0.00%	0	0.00%	77	9.52%	75	10.65%
December	0	0.00%	0	0.00%	0	0.00%	118	52.21%	118	14.59%	29	4.12%
February	0	0.00%	0	0.00%	0	0.00%	61	26.99%	61	7.54%	0	0.00%
January	0	0.00%	0	0.00%	0	0.00%	47	20.80%	47	5.81%	26	3.69%
July	0	0.00%	45	21.84%	0	0.00%	0	0.00%	45	5.56%	106	15.06%
June	0	0.00%	84	40.78%	0	0.00%	0	0.00%	84	10.38%	51	7.24%
March	50	25.25%	0	0.00%	0	0.00%	0	0.00%	50	6.18%	104	14.77%
May	106	53.54%	0	0.00%	0	0.00%	0	0.00%	106	13.10%	71	10.09%
November	0	0.00%	0	0.00%	44	24.58%	0	0.00%	44	5.44%	33	4.69%
October	0	0.00%	0	0.00%	74	41.34%	0	0.00%	74	9.15%	75	10.65%
September	0	0.00%	0	0.00%	61	34.08%	0	0.00%	61	7.54%	58	8.24%
	198	100 %	206	100 %	179	100 %	226	100 %	809	100 %	704	100 %

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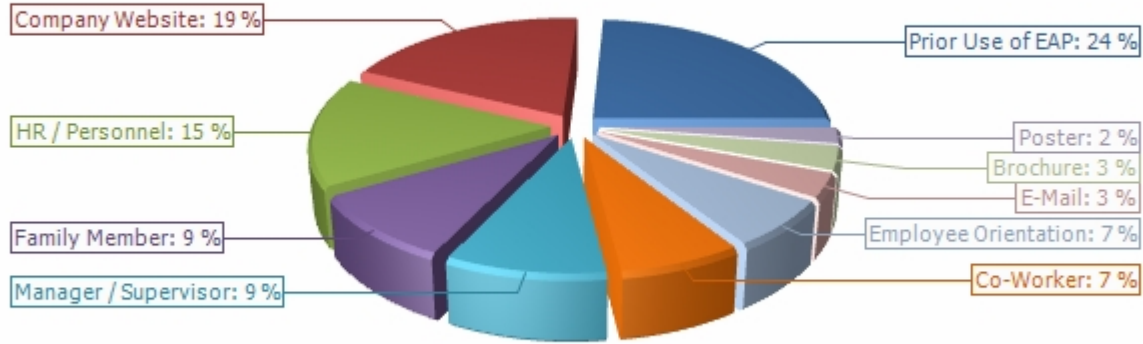
Case Status



Case Status	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
New User	38	79.17%	44	69.84%	48	75.00%	48	77.42%	178	75.11%	265	88.04%
Re-Opened [New Problem]	2	4.17%	1	1.59%	2	3.13%	2	3.23%	7	2.95%	3	1.00%
Re-Opened [Same Problem]	0	0.00%	1	1.59%	0	0.00%	1	1.61%	2	0.84%	1	0.33%
Re-User New Problem	5	10.42%	15	23.81%	13	20.31%	8	12.90%	41	17.30%	29	9.63%
Re-User Same Problem	3	6.25%	2	3.17%	1	1.56%	3	4.84%	9	3.80%	2	0.66%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.33%
	48	100 %	63	100 %	64	100 %	62	100 %	237	100 %	301	100 %

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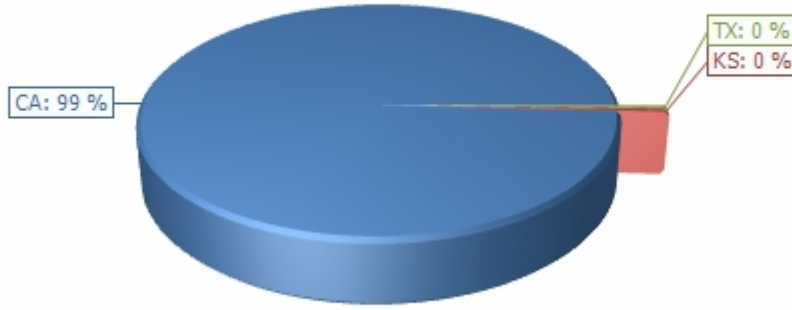
Program Awareness



Program Awareness	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Brochure	0	0.00%	4	7.55%	1	1.89%	1	2.04%	6	3.13%	13	5.53%
Co. Newsletter	0	0.00%	1	1.89%	1	1.89%	1	2.04%	3	1.56%	2	0.85%
Company Website	6	16.22%	11	20.75%	7	13.21%	10	20.41%	34	17.71%	11	4.68%
Co-Worker	3	8.11%	6	11.32%	1	1.89%	3	6.12%	13	6.77%	18	7.66%
E-Mail	0	0.00%	1	1.89%	3	5.66%	2	4.08%	6	3.13%	14	5.96%
Employee Orientation	2	5.41%	1	1.89%	4	7.55%	5	10.20%	12	6.25%	3	1.28%
Family Member	6	16.22%	2	3.77%	6	11.32%	3	6.12%	17	8.85%	29	12.34%
Health Fair	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.43%
HR / Personnel	6	16.22%	5	9.43%	7	13.21%	9	18.37%	27	14.06%	37	15.74%
Insurance	0	0.00%	0	0.00%	0	0.00%	1	2.04%	1	0.52%	1	0.43%
Intranet	0	0.00%	0	0.00%	2	3.77%	0	0.00%	2	1.04%	25	10.64%
Manager / Supervisor	1	2.70%	5	9.43%	7	13.21%	4	8.16%	17	8.85%	24	10.21%
Manager Training	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	2.55%
Medical Department	1	2.70%	1	1.89%	0	0.00%	0	0.00%	2	1.04%	1	0.43%
Not Answered	1	2.70%	0	0.00%	0	0.00%	0	0.00%	1	0.52%	0	0.00%
Other	1	2.70%	1	1.89%	0	0.00%	2	4.08%	4	2.08%	8	3.40%
Poster	2	5.41%	1	1.89%	1	1.89%	0	0.00%	4	2.08%	3	1.28%
Prior Use of EAP	8	21.62%	14	26.42%	13	24.53%	8	16.33%	43	22.40%	35	14.89%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	1.28%
Unspecified	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.43%
	37	100 %	53	100 %	53	100 %	49	100 %	192	100 %	235	100 %

UTILIZATION REPORT
County of Monterey
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Top Location of Clients

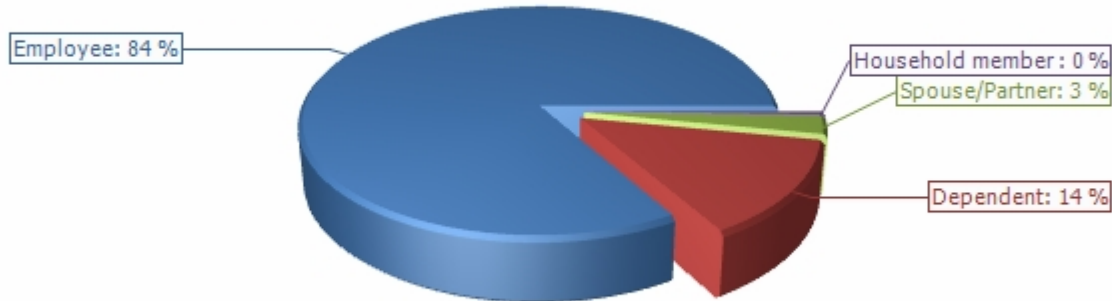


Top Location of Clients	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
CA	48	100.00%	62	98.41%	64	100.00%	61	98.39%	235	99.16%	301	100.00%
KS	0	0.00%	0	0.00%	0	0.00%	1	1.61%	1	0.42%	0	0.00%
TX	0	0.00%	1	1.59%	0	0.00%	0	0.00%	1	0.42%	0	0.00%
	48	100 %	63	100 %	64	100 %	62	100 %	237	100 %	301	100 %

UTILIZATION REPORT
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Relationship of Client to Employee



Relationship of Client to Employee	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Dependent	8	16.67%	7	11.11%	11	17.19%	6	9.68%	32	13.50%	43	14.29%
Employee	37	77.08%	56	88.89%	50	78.13%	55	88.71%	198	83.54%	234	77.74%
Household member	0	0.00%	0	0.00%	1	1.56%	0	0.00%	1	0.42%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.66%
Spouse/Partner	3	6.25%	0	0.00%	2	3.13%	1	1.61%	6	2.53%	11	3.65%
Student	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.33%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	3.32%
	48	100 %	63	100 %	64	100 %	62	100 %	237	100 %	301	100 %

UTILIZATION REPORT
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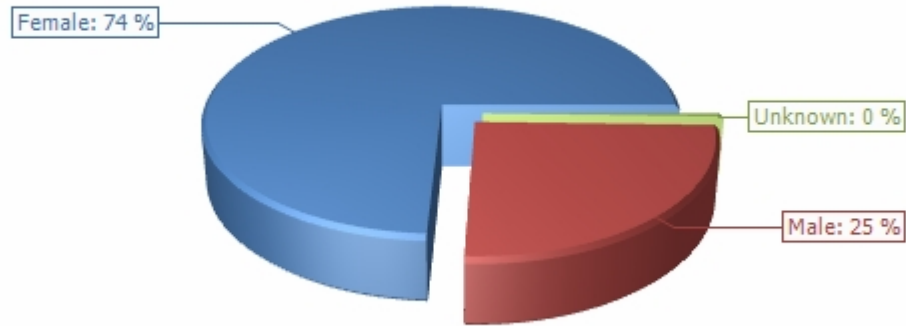
Tenure of Employee



Tenure of Employee	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
0-5	14	37.84%	18	33.96%	14	26.42%	6	12.24%	52	27.08%	91	38.72%
11-15	6	16.22%	7	13.21%	12	22.64%	8	16.33%	33	17.19%	40	17.02%
1-4 Years	0	0.00%	3	5.66%	3	5.66%	0	0.00%	6	3.13%	0	0.00%
1-5	0	0.00%	0	0.00%	1	1.89%	8	16.33%	9	4.69%	0	0.00%
16-20	9	24.32%	4	7.55%	7	13.21%	7	14.29%	27	14.06%	22	9.36%
21-25	3	8.11%	6	11.32%	2	3.77%	3	6.12%	14	7.29%	24	10.21%
26-30	0	0.00%	2	3.77%	3	5.66%	4	8.16%	9	4.69%	4	1.70%
30+	1	2.70%	2	3.77%	4	7.55%	2	4.08%	9	4.69%	5	2.13%
6-10	3	8.11%	10	18.87%	4	7.55%	4	8.16%	21	10.94%	43	18.30%
Less Than 1	0	0.00%	0	0.00%	0	0.00%	3	6.12%	3	1.56%	0	0.00%
Less than 1 Year	0	0.00%	1	1.89%	2	3.77%	4	8.16%	7	3.65%	0	0.00%
Not Answered	1	2.70%	0	0.00%	1	1.89%	0	0.00%	2	1.04%	1	0.43%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	1.28%
Unspecified	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.85%
	37	100 %	53	100 %	53	100 %	49	100 %	192	100 %	235	100 %

UTILIZATION REPORT
County of Monterey
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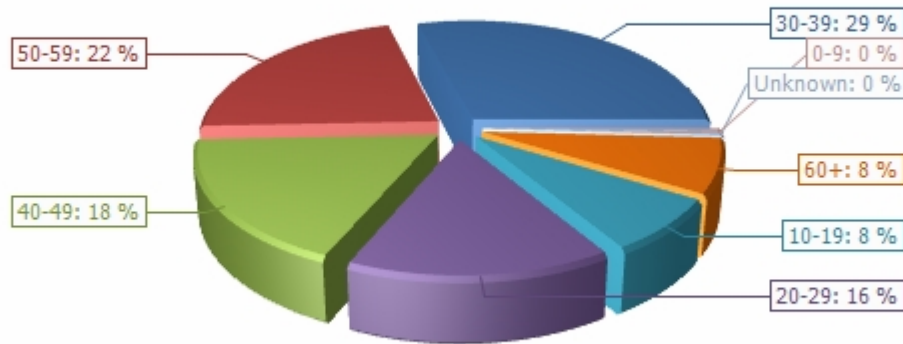
Client Gender



Client Gender	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Female	34	70.83%	47	74.60%	47	73.44%	48	77.42%	176	74.26%	231	76.74%
Male	13	27.08%	16	25.40%	17	26.56%	14	22.58%	60	25.32%	68	22.59%
Unknown	1	2.08%	0	0.00%	0	0.00%	0	0.00%	1	0.42%	2	0.66%
	48	100 %	63	100 %	64	100 %	62	100 %	237	100 %	301	100 %

UTILIZATION REPORT
County of Monterey
 March 01, 2020 - February 28, 2021

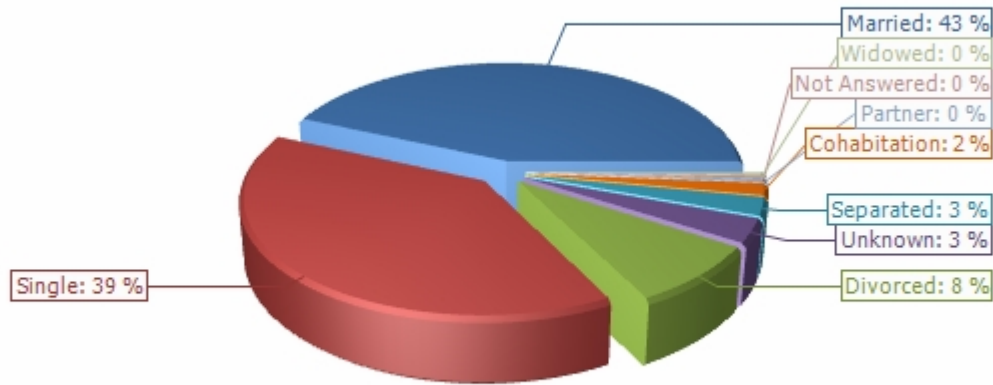
Client Age Range



Client Age Range	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
0-9	0	0.00%	1	1.59%	0	0.00%	0	0.00%	1	0.42%	2	0.66%
10-19	2	4.17%	5	7.94%	7	10.94%	4	6.45%	18	7.59%	29	9.63%
20-29	8	16.67%	5	7.94%	11	17.19%	13	20.97%	37	15.61%	26	8.64%
30-39	14	29.17%	19	30.16%	22	34.38%	14	22.58%	69	29.11%	83	27.57%
40-49	12	25.00%	10	15.87%	6	9.38%	14	22.58%	42	17.72%	70	23.26%
50-59	9	18.75%	15	23.81%	13	20.31%	14	22.58%	51	21.52%	65	21.59%
60+	2	4.17%	8	12.70%	5	7.81%	3	4.84%	18	7.59%	24	7.97%
Unknown	1	2.08%	0	0.00%	0	0.00%	0	0.00%	1	0.42%	2	0.66%
	48	100 %	63	100 %	64	100 %	62	100 %	237	100 %	301	100 %

UTILIZATION REPORT
County of Monterey
 March 01, 2020 - February 28, 2021

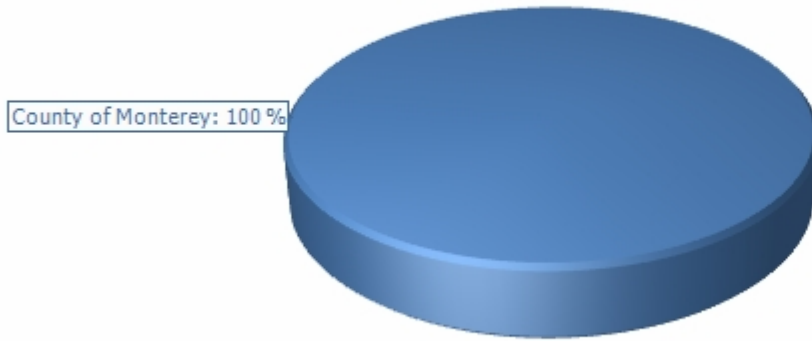
Client Marital Status



Client Marital Status	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Cohabitation	1	2.08%	1	1.59%	1	1.56%	1	1.61%	4	1.69%	3	1.00%
Common-law	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.66%
Divorced	1	2.08%	6	9.52%	7	10.94%	6	9.68%	20	8.44%	16	5.32%
Married	22	45.83%	29	46.03%	29	45.31%	23	37.10%	103	43.46%	134	44.52%
Not Answered	0	0.00%	1	1.59%	0	0.00%	0	0.00%	1	0.42%	0	0.00%
Partner	0	0.00%	0	0.00%	1	1.56%	0	0.00%	1	0.42%	2	0.66%
Separated	1	2.08%	0	0.00%	1	1.56%	4	6.45%	6	2.53%	8	2.66%
Single	22	45.83%	24	38.10%	23	35.94%	24	38.71%	93	39.24%	97	32.23%
Unknown	1	2.08%	2	3.17%	2	3.13%	3	4.84%	8	3.38%	33	10.96%
Unspecified	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.66%
Widowed	0	0.00%	0	0.00%	0	0.00%	1	1.61%	1	0.42%	4	1.33%
	48	100 %	63	100 %	64	100 %	62	100 %	237	100 %	301	100 %

UTILIZATION REPORT
County of Monterey
 March 01, 2020 - February 28, 2021

Division Report



Division Report	3/1 - 5/31		6/1 - 8/31		9/1 - 11/30		12/1 - 2/28		3/2020 - 2/2021		3/2019 - 2/2020	
	#	%	#	%	#	%	#	%	#	%	#	%
County of Monterey	48	100.00%	63	100.00%	64	100.00%	62	100.00%	237	100.00%	301	100.00%

UTILIZATION REPORT
County of Monterey

March 01, 2020 - February 28, 2021

Organizational Services Summary

EVENT TYPE	DATE	DURATION	LOCATION	ATTENDEES
Manager orientation/training				
	3/18/2020	.50	970 Circle Drive - Monterey County Youth Center, Salinas, CA, USA, 93905	25
<hr/>				
	Event Total:	.50		25
<hr/>				
Organizational Consultation				
	6/30/2020	.50	Natividad Medical Center	2
	6/30/2020	.50	Carmel Valley Village, CA, USA, 93924	1
<hr/>				
	Event Total:	1.00		3
<hr/>				
Total:		1.50		28

5/13/2021

UTILIZATION REPORT
County of Monterey

March 01, 2020 - February 28, 2021

Critical Incident Response (CIR)

DATE	CIR TYPE	DURATION	LOCATION	ATTENDEES
3/5/2020	Employee Death Non-workplace	8.00	Two Locations (see notes)	
6/15/2020	Violence Non-Workplace	1.50	Zoom CIR	5
7/14/2020	Employee Death Non-workplace	2.00	Monterey County Free Libraries 188 Seaside Circle Marina, CA, USA	6
8/21/2020	Natural Disaster	1.25	Zoom	40
8/25/2020	Natural Disaster	1.25	Zoom	30
12/21/2020	Non-employee Death – Workplace	4.00	Natividad Medical Center 1441 Constitution Blvd. Salinas, CA, USA	
1/8/2021	Medical Emergency	8.00	Natividad Medical Center 1441 Constitution Blvd. - Ventana Conference Room Salinas, CA, USA	3
1/19/2021	Non-employee Death – Workplace	9.00	Natividad Medical Center 1441 Constitution Blvd. - Bldg 300, 1st Floor Salinas, CA, USA	4
TOTAL		35.00		88

5/13/2021



Monterey County

Board Report

Legistar File Number: 21-504

Item No.

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

June 01, 2021

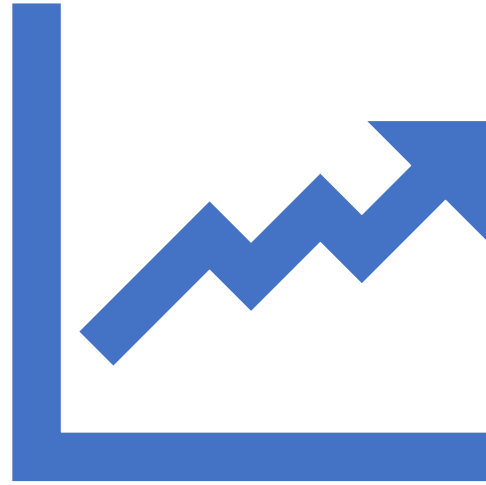
Introduced: 5/26/2021

Current Status: Agenda Ready

Version: 1

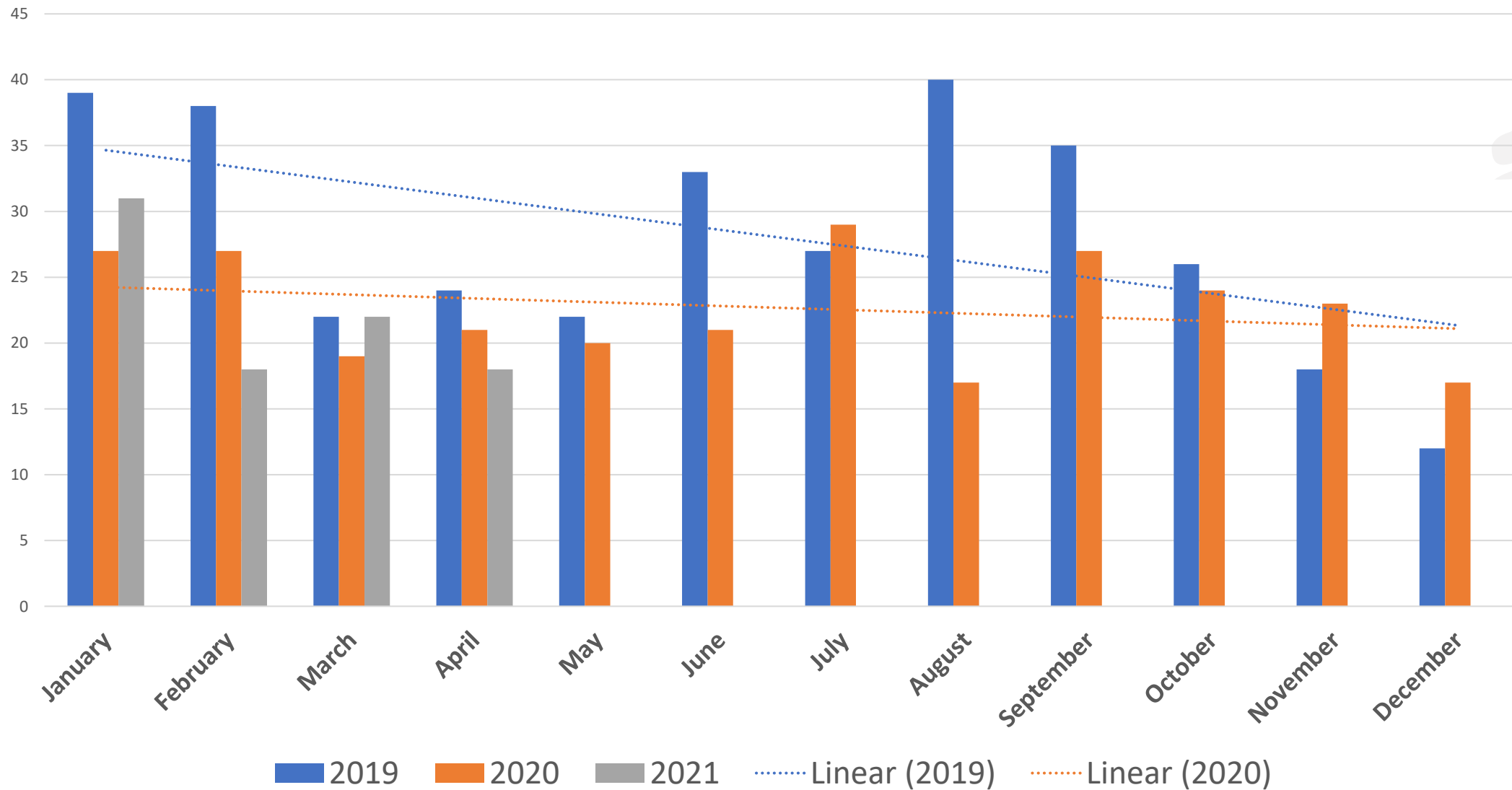
Matter Type: General Agenda Item

Receive a presentation on Employee Retirement, Resignation and Emergency Paid Leave Usage Trends (Irma Ramirez-Bough, Melissa Zamora).

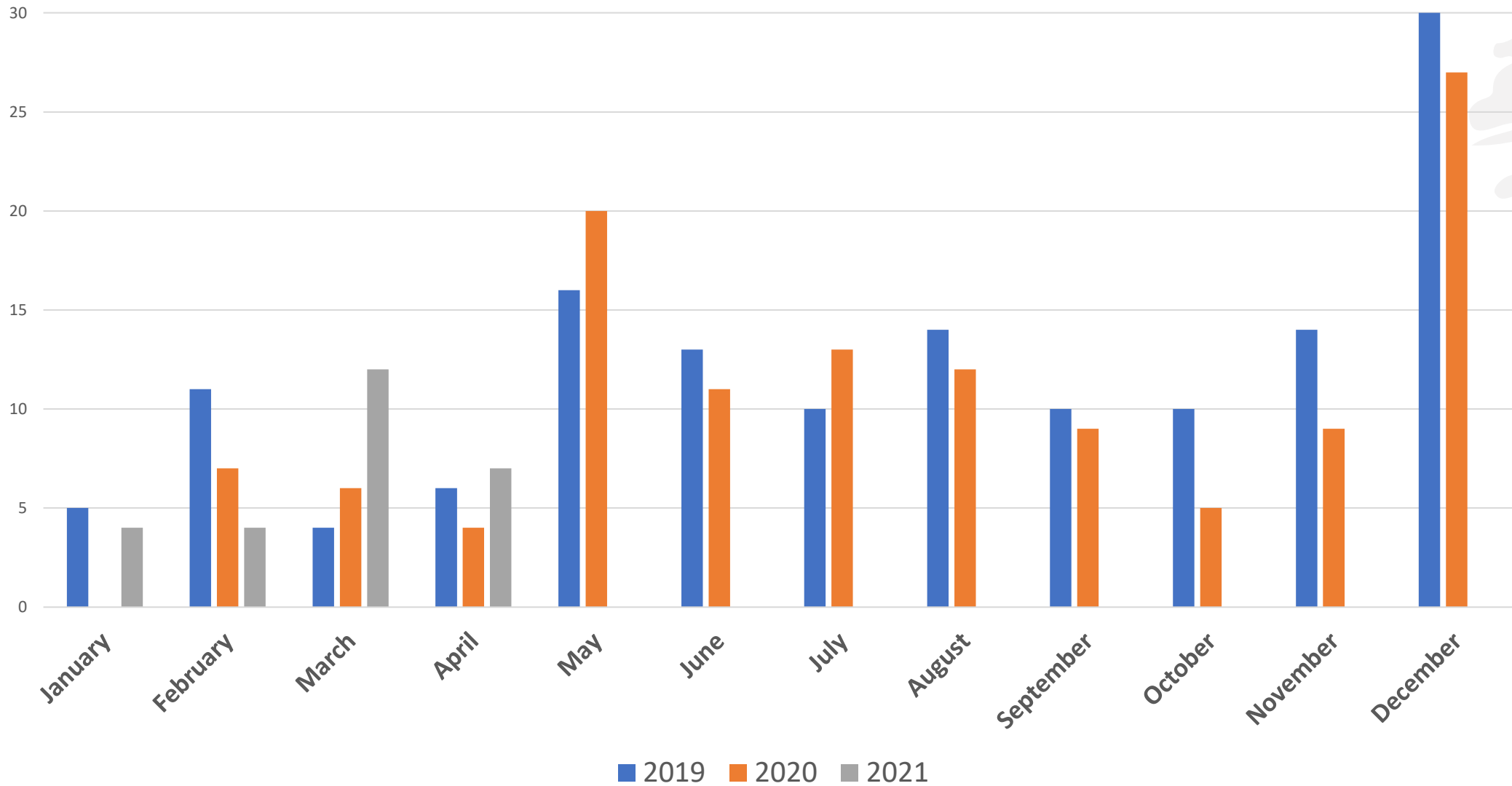


Retirement and Resignation Trends

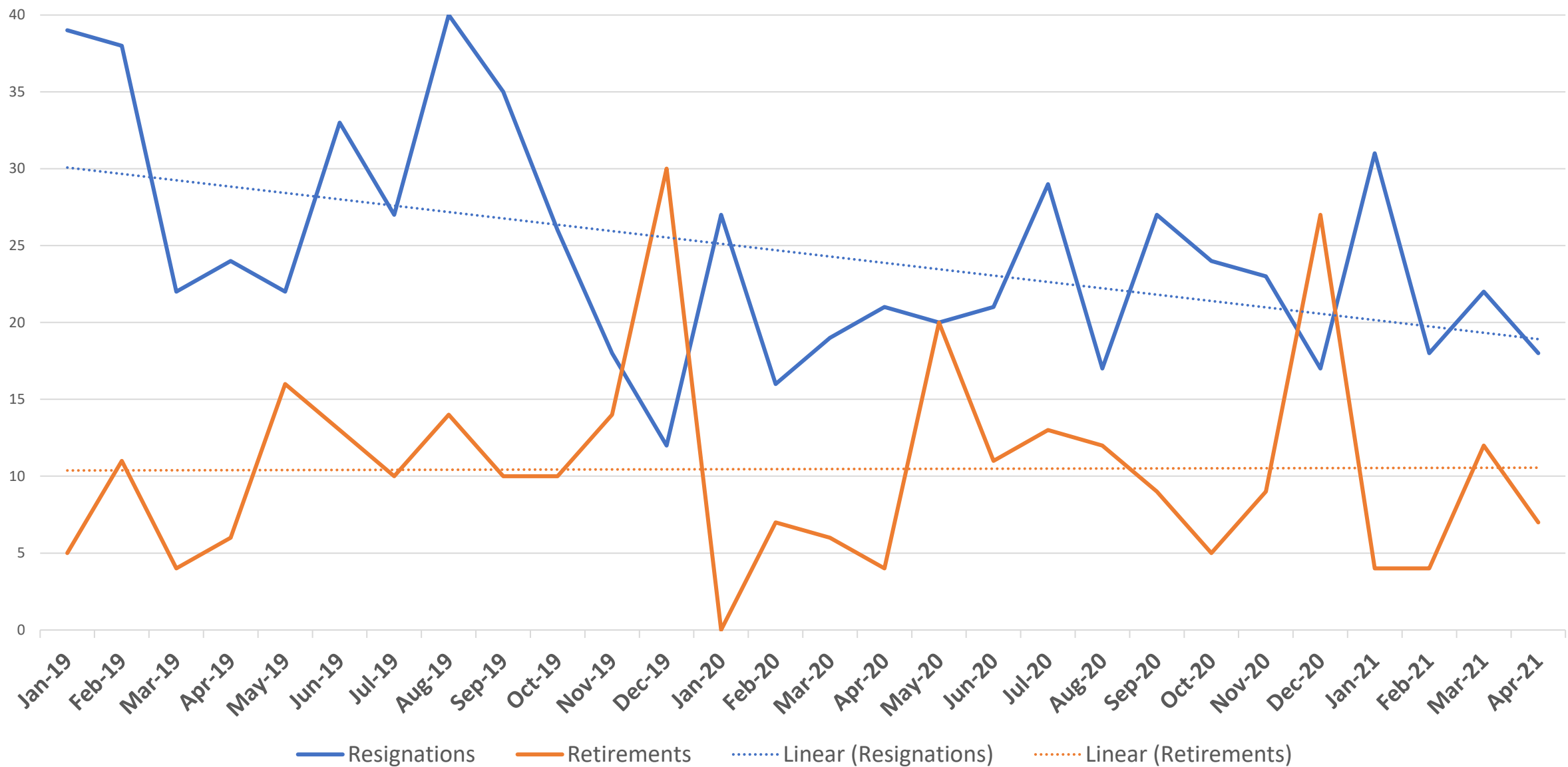
Resignations



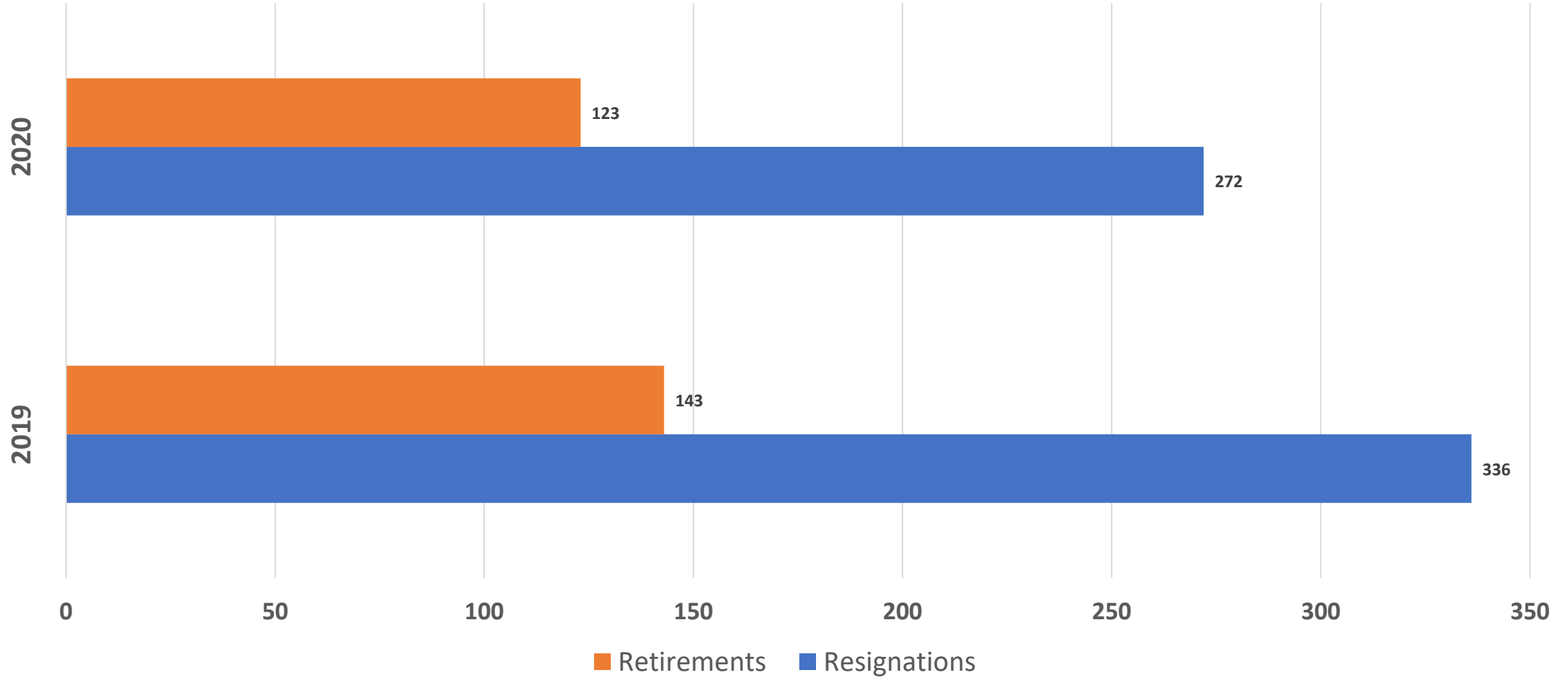
Retirements

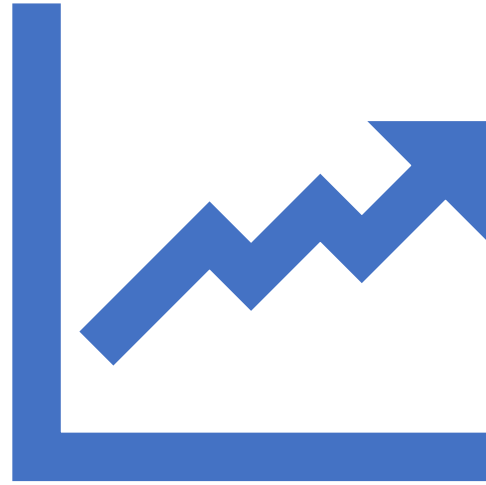


Retirement vs. Resignation Trends



Total Retirements and Resignations per Year

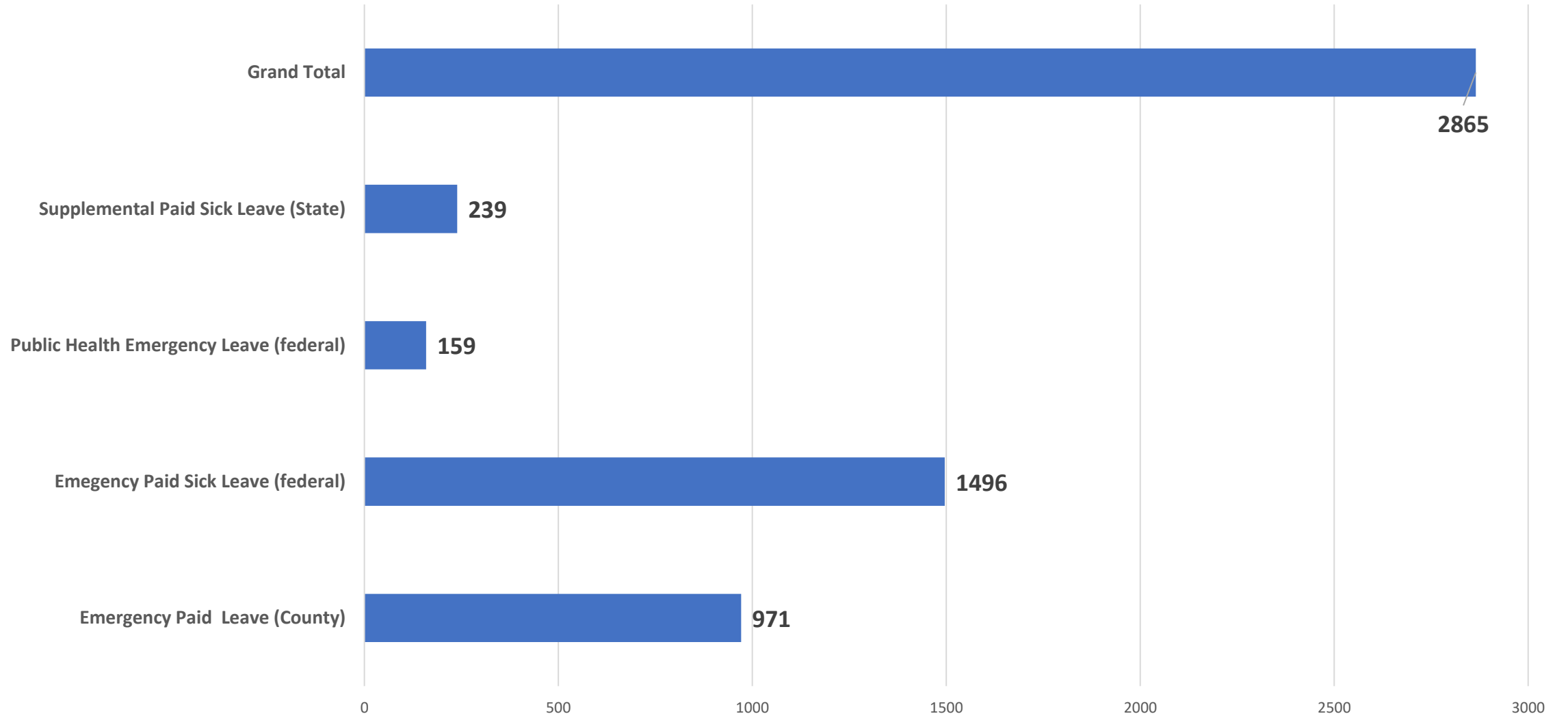




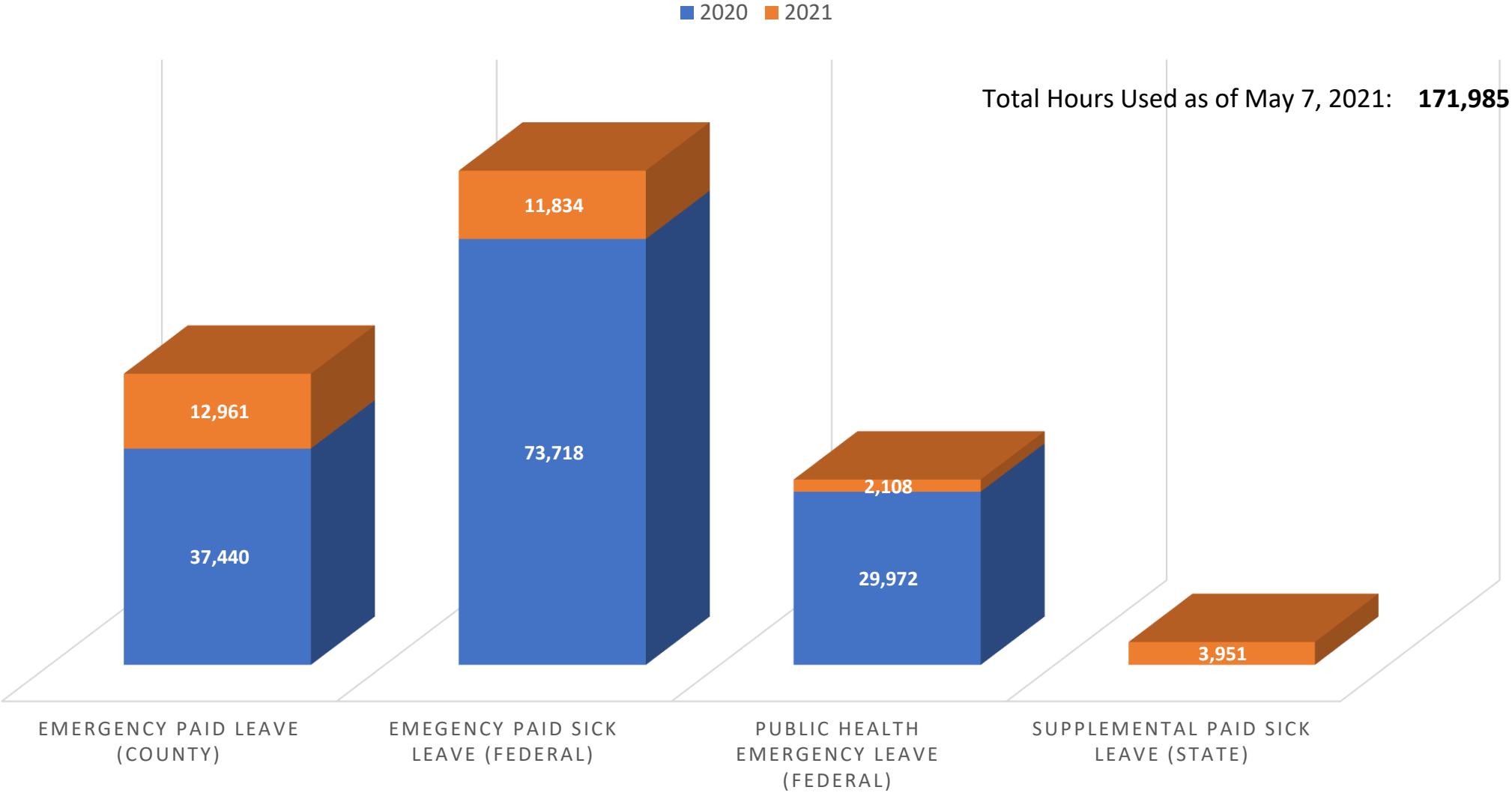
Emergency Paid Leave Usage

- **Emergency Paid Leave** – Up to 80 hours. Approved by the Board of Supervisors in March 2020. Continues to be available per the Monterey County Emergency Response Manual.
- **Emergency Paid Sick Leave** – Up to 80 hours. Approved by the Families First Coronavirus Response Act signed into law in April 2020. Expired on March 31, 2021.
- **Public Health Emergency Leave** – Up to an additional 10 weeks to care for a child whose school or daycare was closed. Approved by the Families First Coronavirus Response Act signed into law in April 2020. Expired on March 31, 2021.
- **Supplemental Paid Sick Leave** – Up to 80 hours. Approved by Senate Bill 95 signed into law in March 2020. Available until September 30, 2021.

Total Employees Who Have Used COVID-19 Response Leave



COVID-19 RESPONSE HOURS USED



COVID-19 Response Leave Paid Out

