



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 26-039

April 14, 2026

Introduced: 3/12/2026

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to approve the proposed amended Bylaws of the Civil Rights Advisory Commission, currently known as the Equal Opportunity and Civil Rights Advisory Commission.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution to approve the proposed amended Bylaws of the Civil Rights Advisory Commission, currently known as the Equal Opportunity and Civil Rights Advisory Commission.

SUMMARY:

On January 21, 2026, the Civil Rights Advisory Commission approved revised Bylaws to clarify roles and responsibilities, appointment and term limits, and membership.

DISCUSSION:

The Civil Rights Advisory Commission, currently known as the Equal Opportunity and Civil Rights Advisory Commission, is comprised of members representing each Supervisorial District, employee labor groups, the Department Heads Council, and community-based organizations. Among its duties, the Commission reviews the Equal Opportunity Plan, the Title VI Implementation Plan, the County Departmental Equal Opportunity Plans, departmental Budget Equity Tools, and reviews and advises the Board of Supervisors on issues relating to equal access to contracting opportunities.

As a Commission of the County of Monterey, the Commission is required to have Bylaws and ensure that those Bylaws reflect the roles and responsibilities of the Commission and its members in accordance with current policies and practices.

At a recent meeting, the Commission updated its Bylaws to clarify roles, responsibilities, membership. The proposed amendments include the following:

- a. Changing its name from the Equal Opportunity and Civil Rights Advisory Commission to Civil Rights Advisory Commission.
- b. Clarifying its role in reviewing the departmental equal opportunity plans and budget equity tools.
- c. Clarifying the Commission attendance and vacancy policy.
- d. Amending the labor representation section to be more inclusive of County labor groups.
- e. Adding to its membership a non-voting representative of the Human Resources Department to support its review of the County's recruitment process.

- f. Simplifying language regarding appointment terms and limits.

The proposed revisions also contain minor changes in formatting, language, and grammar that do not substantially change the amended Bylaws.

OTHER AGENCY INVOLVEMENT:

The office of County Counsel and the County Administrative Office's Budget Analyst reviewed and approved the revised Bylaws as to form.

FINANCING:

Changes to the Bylaws will have no financial impact on the County's General Fund.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

X Well-Being and Quality of Life

The revised Bylaws confirm the purpose of the Civil Rights Advisory Commission to advise the Board of Supervisors on matters relating to equal opportunity, budget equity, civil rights, and the Equal Opportunity and Title VI Plans and their implementation, which is related to the strategies outlined in the County of Monterey strategic plan.

_____ Sustainable Infrastructure for the Present and Future

_____ Safe and Resilient Communities

X Diverse and Thriving Economy

The Civil Rights Advisory Commission receives presentations from County departments and outside agencies regarding how their operations are adhering to equal opportunity practices, implementing budget equity, and applying internal plans and policies to support a diverse, inclusive, and thriving workforce.

X Dynamic Organization and Employer of Choice

The Civil Rights Advisory Commission looks at equal opportunity in employment, which is related to the strategies under the Hiring, Retention, and Employee Resources.

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Approved by: Juan P. Rodriguez, Civil Rights Officer

Attachments:

Attachment A - Current Bylaws of the EOCRAC

Attachment B - Proposed amended Bylaws of the CRAC (redline)

Attachment C - Proposed amended Bylaws of the CRAC (clean version)

Attachment D - Resolution

(Attachments on file with the Clerk of the Board)