# COUNTY OF SANTA CRUZ

HUMAN RESOURCES DEPARTMENT
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
701 OCEAN STREET, SUITE 510, SANTA CRUZ, CA 95060-4073
(831) 454-2600 FAX: (831) 454-2411 TTY/TDD: 711
AJITA PATEL, PERSONNEL DIRECTOR

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION MEETING AGENDA

## NOTICE OF PUBLIC MEETING

Date: **Wednesday, October 21, 2026**

Time: **5:30 PM**

Location: **County of Santa Cruz – Coastlines Conference Room**
**5th Floor, 701 Ocean Street, Santa Cruz, CA 95060**

A meeting of the County of Santa Cruz Equal Employment Opportunity Commission has been set for October 21, 2026, at the Coastlines Conference Room at 701 Ocean Street, Fifth Floor, Santa Cruz, California. Oral reports for ongoing Equal Employment Opportunity Commission business are included for information purposes only. Written reports, if any, are available upon request. All items are subject to continuance. No notice of rescheduled meeting dates is mailed.

The Commission will receive Oral Communications before discussion of the scheduled action items; however, in compliance with the Brown Act, no discussion or decisions will be made on matters raised during Oral Communications. Any person may address the Commission on any item of interest to the public, before or during the Commission's consideration of the item, restricted to three minutes per individual, provided that no action shall be taken on any item not appearing on the agenda.

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefits of its services, programs or activities. If you are a person with a disability and require assistance in order to participate in the meeting, please contact Tiffany Avila at (831) 454-2600 (TTY/TDD 711 California Relay Service) at least 48 hours in advance of the meeting to make arrangements. Persons with disabilities may request a copy of the agenda in an alternative format.

# EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Public Meeting

County of Santa Cruz – Coastlines Conference Room
5th Floor, 701 Ocean Street, Santa Cruz, CA 95060
October 21, 2026, 5:30 PM

## Agenda

I. Roll Call

II. Agenda Review

IV. Public Comment
Members of the public may address the Commission on items not on the agenda for a maximum of three minutes each.

V. New/Ongoing Business/Action Items
A. Approve *July 15, 2026 Meeting Minutes*
B. Latino Affairs Commission (LAC) Recommendation
C. 2025-2026 Biennial Report – Commission Priorities and Strategic Planning
D. Consider Establishing an Ad Hoc DEI Employee Survey Subcommittee

VII. Reports:
A. Staff Report
a. Workforce Statistics Q3 2026
b. Current/Pending Recruitments
c. EEO/ADA Update
d. 2025-2027 EEO/CR Plan Update

B. Commissioners' Reports

VII. Announcements

VIII. Adjournment

Next Meeting will be held on Wednesday, January 20, 2027 at 5:30 PM

# COUNTY OF SANTA CRUZ

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AJITA PATEL, HUMAN RESOURCES DIRECTOR
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(831) 454-2600 FAX: (831) 454-2411 TTY/TDD: 711

## EEO COMMISSION MEETING MINUTES

July 15, 2026, 5:30 PM

**Location**: County Government Building, Coastlines Conference Room, 701 Ocean Street, 5th Floor, Santa Cruz, CA

**Present:** Deena Pais (1st District), Patrick Garcia (Vice Chair, 1st District), Julie Lambert (2nd District), Leslie Drate (2nd District), Monik Delfin(4th District), Dawn Harker (Chair, 5th District)

**Excused:** None

**Unexcused Absence**: None

**Staff Present**: Tiffany Avila (*EEO Officer*), Kaite McGrew (*Commissions Manager*), Nisha Patel (*Deputy Director*)

**Guests/Public**: No members of the public attended

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**I. Roll Call and Introductions**

Meeting called to order at 5:30 PM. Commission welcomed new Commissioners Julie Lambert (*2nd District*), Leslie Drate (*2nd District*), and Monik Delfin (*4th District*).

**II. Commission Purpose**

Commission reviewed their purpose, affiliations and mandated duties,

**III. Agenda Review**

**IV. Public Comment**: None

**V. Business/Action Items**

A. Officer Elections

**Motion to elect Harker and Garcia as Commission Chair and Vice Chair respectively**
Motion/Second: Harker/Lambert
**Motion passed unanimously.**

B. Approve April 16, 2024 Minutes

**Motion to Approve April 16, 2024 Minutes**
Motion/Second: Garcia/Pais
Aye: Pais, Garcia, Lambert, Drate, Harker
Abstain: Delfin
**Motion passed.**

C. Approve July 16, 2024 Meeting Minutes
**Motion to Approve July 16, 2024 Minutes**
Motion/Second: Garcia/Pais
Aye: Pais, Garcia, Lambert, Drate, Harker
Abstain: Delfin
**Motion passed.**

D. Approve 2023-2024 Equal Employment Opportunity Commission Biennial Report
Commission amended the report to correct a typographical error.
**Motion to approve the *2023-2024 EEOC Biennial Report* as amended**
Motion/Second: Garcia/Pais
**Motion passed unanimously.**

E. Approve 2026 Meeting Schedule
**Motion to approve the *2026 Meeting Schedule***
Motion/Second: Lambert/Garcia
**Motion passed unanimously.**

F. Approve 2027 Meeting Schedule
**Motion to approve the *2027 Meeting Schedule***
Motion/Second: Pais Garcia/
**Motion passed unanimously.**

## V. Reports

A. Staff Report

a. Avila reported on the County Workforce Statistics as of June 30, 2026:
60% women (14% over market availability)
58% people of color (23% over market availability)
Current workforce: 2,493; Same time previous year: 2,359

b. Administrative Review Program Update
Avila reported that the Administrative Review Program has been retired although she continues to monitor and work with departments experiencing underutilization. Although the program has been retired, the administrative review process can be activated as appropriate if it becomes necessary.

c. Current and pending recruitments
Commission reviewed list of current recruitments and discussed potential barriers to recruitment for positions that have been challenging to fill.

d. EEO Complaints and Reasonable Accommodation Requests
Commission received a high-level overview of EEO complaints and reasonable accommodation requests during the prior quarter. Avila shared additional detail on the escalation process and the various response levels.

e. 2025-2027 EEO/CR Plan Implementation Progress
Avila provided a summary of the plan development and implementation process and shared some detail on departments excelling at their EEO/CR implementation efforts. Commission will invite speakers from departments that are either demonstrating best practices or experiencing challenges.

f. Diversity, Equity, and Inclusion (DEI) Employee Survey
Avila shared a high-level summary of the most recent DEI survey results. Unfortunately, with only 12% of employees participating, results were statistically insignificant. Commission discussed opportunities to increase participation in future surveys.

**VI. Commissioner Reports:** None

**VII. Announcements:**
Delfin announced that Friends of Metro is collecting signatures through August in support of a transit-related ballot measure. The measure aligns with the Commission's interests by supporting women's workforce participation because reduced student fares will reduce the need for working mothers to provide transportation for their school-age children to and from school. Commission discussed potential speakers (departments, Commission representatives, Annie E. Casey cohorts, etc.), the need to prioritize attendance, and vacancy recruitment strategies.

**VIII. Adjournment**

Meeting adjourned at 7:30 PM.

Submitted by Tiffany Avila, *EEO Officer*

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# COUNTY OF SANTA CRUZ

## HUMAN RESOURCES DEPARTMENT

AJITA PATEL, DIRECTOR

701 OCEAN STREET, SUITE 510, SANTA CRUZ, CA 95060-4073

(831) 454-2600 FAX: (831) 454-2411 TDD: 711

EMPLOYMENT SERVICES | EMPLOYEE RELATIONS & SALARY ADMINISTRATION | EQUAL EMPLOYMENT OPPORTUNITY | RISK MANAGEMENT


January 15, 2025

Santa Cruz County Board of Supervisors
701 Ocean Street, Room 525
Santa Cruz, CA 95060

**Equal Employment Opportunity Commission (EEOC)**
**2023-2024 Biennial Report**

Dear Chairperson and Members of the Board:

Pursuant to your Board's request, on behalf of the Equal Employment Opportunity Commission (EEOC), I hereby submit the *Equal Employment Opportunity Commission 2023-2024 Biennial Report* for your consideration.

1. **Role of the Equal Employment Opportunity Commission**
   The powers and duties of the Equal Employment Opportunity Commission, established by County Code Section 2.40.50, are as follows:
   a. Receive, review, evaluate and monitor the County's Equal Employment Opportunity (EEO) and Cultural Competence Plan;
   b. Advise the Personnel Director and the Equal Employment Opportunity Officer on methods of accomplishing equal employment opportunity and non-discrimination objectives;
   c. Perform an active role, in conjunction with the Civil Service Commission, the Equal Employment Opportunity Officer, County administration, and employee organizations to provide input for establishment of improved systems, procedures, and activities, including grievance procedures, which will enhance the effectiveness of the EEO/non-discrimination policy and plan;
   d. Work with the EEO Officer to ensure that the County's EEO Contract Compliance obligations are met, consistent with Federal, State and local laws;
   e. Work with the EEO Officer, County administration, employee

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organizations, and other interested parties to implement the goals and objectives of equal employment opportunity, and non-discrimination; and,

f. Report its findings to the Board of Supervisors regarding progress made toward equal employment opportunity, diversity and inclusion and non-discrimination.

## 2. Meeting Dates, Times and Locations

EEO Commission meetings are held quarterly, generally on the third Wednesday of January, April, July and October, at 5:30 PM in the Board of Supervisors Chambers unless held in a South County location.

In 2023, two of the four scheduled meetings were canceled due to a failure to meet quorum (April 19, 2023; October 18, 2023) and the other two meetings were held as scheduled in the Board of Supervisors Chambers.

In 2024, one of the four scheduled meetings was canceled due to failure to meet quorum (October 16, 2024) two meetings were held as scheduled in the Board of Supervisors Chambers, and one meeting was held on Tuesday, July 16, 2024 in South County, at the Watsonville City Council Chambers.

## 3. Commission Structure

The Equal Employment Opportunity Commission is composed of ten voting members; two appointed by each of the five County Supervisors for a four-year term.
During the reporting period, Commissioner Joy Flynn Wall was appointed to represent the Third District. Commissioner Carol Turley (Fourth District) resigned following the meeting on July 16, 2024.
New officers are elected each year during the April regular meeting. On July 19, 2023 (as the April 19, 2023 meeting was canceled), Chairperson Carol Turley (Fourth District) was reelected, and Patrick Garcia (First District) was reelected Vice Chairperson. On April 17, 2024, Commissioner Isabel Alvarado Dees (Fourth District) was elected Chairperson, and Commissioner Joy Flynn Wall (Third District) was elected Vice Chairperson. The Chairperson presides over meetings, helps prepare agendas, represents the Commission, and is responsible for Commission communications. The Vice-Chair assumes these duties in the Chairperson's absence.

Subcommittees may be established, as needed, either by majority approval of the Commission or by the Chairperson. The Chairperson or the Commission (by majority approval) may terminate a subcommittee when its function is deemed no longer necessary.

Ad hoc subcommittees shall be established as needed for Equal Employment Opportunity Plan Review and the development of recommendations for the Commission to consider regarding the implementation of projects. Commission approval and authorization is required for the implementation of projects.

The Chairperson shall appoint members of the Commission to serve as ad hoc subcommittee members. Subcommittee membership shall be fewer than a quorum and the duration of the subcommittee shall be no more than six months. Ad hoc

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subcommittee membership shall, whenever feasible, be reflective of the community's diversity.

4. **Attendance**
   Please see attached *Equal Employment Opportunity Commission 2023-2024 Attendance Report.*

5. **Commission Staff**
   The County EEO Officer, Mitsuno Baurmeister, provided staff support to the Commission.

6. **2023 - 2024 Commission Goals and Activities**

   a. Commissioners will continue to participate in appropriate oral boards to help ensure equal employment opportunity and diversity during the recruitment and selection process when the opportunity for such participation arises: ***Achieved, ongoing.***

   b. The Commission will continue to review job announcements and conduct community outreach in order to ensure that the County maintains a diverse workforce reflective of the local available qualified labor market: ***Achieved, ongoing.***

   c. The Commission will review, make recommendations on the 2025-2027 County EEO and Cultural Responsiveness Plan: ***Achieved.*** *The Commission reviewed and made recommendations, and The 2025-2027 Equal Employment Opportunity and Cultural Competence Plan will be submitted for approval by the Board of Supervisors at an upcoming meeting in 2025.*

   d. The Commission will continue to provide feedback and recommendations on EEO and cultural responsiveness trainings developed by the EEO Officer for County employees to promote and support an inclusive and respectful work environment and organizational culture: ***Achieved, ongoing.***

   e. The Commission will assist the EEO Officer by reviewing and providing input on a draft diversity and inclusion survey of County employees. ***Achieved.*** *The Commission provided input on the updated draft of the DEI Employee Survey that was implemented in October 2024.*

   f. The Commission will monitor the County's Data & Equity Group activities. ***Achieved, ongoing*.**

   g. The Commission will strive to hold at least one Commission meeting per year in South County when in-person meeting resumes. ***Achieved, ongoing***. The Commission held the July 16, 2024 meeting in the Watsonville City Council Chambers in Watsonville, CA.

7. **Commission Goals and Recommendations for 2025-2026**

   a. Commissioners will continue to participate in appropriate oral boards to help ensure equal employment opportunity and diversity during the recruitment and interview process when the opportunity for such participation arises.

   b. The Commission will continue to review job announcements and conduct community outreach in order to ensure that the County maintains a diverse workforce reflective of the local available qualified labor market.

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c. The Commission will continue to provide feedback and recommendations on County EEO, cultural responsiveness, diversity, equity and inclusion trainings developed or recommended by the EEO Officer to promote and support an inclusive and respectful work environment and organizational culture for County employees.

d. The Commission will continue to receive updates on the County's Data & Equity Group activities.

e. The Commission will strive to hold at least one Commission meeting per year in South County.

f. The Commission will monitor implementation of the 2025-2027 EEO/CR Plan.

g. The Commission will monitor the DEI Survey results and opportunities for improvement implementation.

*This report was reviewed and approved retroactively at the first opportunity for the Commission to convene after the close of the reporting period.*

Respectfully submitted on behalf of the Equal Employment Opportunity Commission,

Signed by:
Dawn Harker
273561FA010D47F...

Dawn Harker, Current Commission Chair

July 15, 2026
Date

Enc. *2023-2024 Equal Employment Opportunity Commission Attendance Report*

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## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

### 2023 ATTENDANCE REPORT

| District/ Supervisor | Commissioner | Jan-23 | Apr-23 | Jul-23 | Oct-23 |
|---|---|---|---|---|---|
| **1st District** Supervisor Manu Koenig | Patrick Garcia ***Vice Chair*** | P | Meeting Canceled for Lack of Quorum | P | Meeting Canceled for Lack of Quorum |
| | Deena Pais | P | | P | |
| **2nd District** Supervisor Zach Friend | Jeff Ursino | P | | E | |
| | Patrice Edwards | P | | P | |
| **3rd District** Supervisor Justin Cummings | Paula Ann Samarron | E | | - | |
| | Carlos Landaverry | P | | - | |
| | Joy Flynn | - | | P | |
| **4th District** Supervisor Felipe Hernandez | Isabel Alvarado Dees | A | | P | |
| | Carol Turley ***Chair*** | P | | P | |
| **5th District** Supervisor Bruce McPherson | Dawn Harker | P | | P | |
| | Nancy Gordon | P | | E | |

**Attendance:** **P**=Present **A**=Absent **E**=Excused **V**=Vacancy ( **-** ) = **N**ot **S**eated

### 2024 ATTENDANCE REPORT

| District/ Supervisor | Commissioner | Jan-24 | Apr-24 | Jul-24 | Oct-24 |
|---|---|---|---|---|---|
| **1st District** Supervisor Manu Koenig | Patrick Garcia | P | P | P | Meeting Canceled for Lack of Qu |
| | Deena Pais | P | P | P | |
| **2nd District** Supervisor Zach Friend | Jeff Ursino | E | E | E | |
| | Patrice Edwards | P | P | A | |
| **3rd District** Supervisor Justin Cummings | Joy Flynn ***Vice Chair*** | P | P | P | |
| | Vacant | - | - | - | |
| **4th District** Supervisor Felipe Hernandez | Isabel Alvarado Dees ***Chair*** | P | P | P | |
| | Carol Turley | P | P | P | |
| **5th District** Supervisor Bruce McPherson | Dawn Harker | E | E | P | |
| | Nancy Gordon | E | E | P | |

Submitted by:

Mitsuno Baurmeister

Mitsuno Baurmeister
*Equal Employment Opportunity Officer*

December 31, 2024
Date

**Commission Goals and Recommendations**

a. Commissioners will continue to participate in appropriate oral boards to help ensure equal employment opportunity and diversity during the recruitment and interview process when the opportunity for such participation arises.

b. The Commission will continue to review job announcements and conduct community outreach in order to ensure that the County maintains a diverse workforce reflective of the local available qualified labor market.

c. The Commission will continue to provide feedback and recommendations on County EEO, cultural responsiveness, diversity, equity and inclusion trainings developed or recommended by the EEO Officer to promote and support an inclusive and respectful work environment and organizational culture for County employees.

d. The Commission will continue to receive updates on the County's Data & Equity Group activities.

e. The Commission will strive to hold at least one Commission meeting per year in South County.

f. The Commission will monitor implementation of the 2025-207 EEO/CR Plan.

g. The Commission will monitor the DEI Survey results and opportunities for improvement implementation.

| EEOC CATEGORY | TOT EMP | TOT MALE | TOT FEMALE | WHT MALE | WHT FEMALE | BLK MALE | BLK FEMALE | HISP MALE | HISP FEMALE | ASN MALE | ASN FEMALE | AIAN MALE | AIAN FEMALE | NHPI MALE | NHPI FEMALE | BAL* MALE | BAL* FEMALE | TOT ^POC MALE | TOT ^POC FEMALE | TOT POC^ |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ELECTED | 10 | 5 | 5 | 3 | 3 | 1 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| OFFICIAL | | 50% | 50% | 30% | 30% | 10% | 0% | 10% | 20% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 20% | 20% | 40% |
| OFFICIAL | 72 | 23 | 49 | 18 | 30 | 0 | 3 | 5 | 12 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 5 | 19 | 24 |
| ADMINS | | 32% | 68% | 25% | 42% | 0% | 4% | 7% | 17% | 0% | 3% | 0% | 1% | 0% | 0% | 0% | 1% | 7% | 26% | 33% |
| PROF | 994 | 345 | 649 | 202 | 344 | 13 | 6 | 91 | 230 | 28 | 40 | 0 | 4 | 1 | 2 | 10 | 23 | 143 | 305 | 448 |
| | | 35% | 65% | 20% | 35% | 1% | 1% | 9% | 23% | 3% | 4% | 0% | 0% | 0% | 0% | 1% | 2% | 14% | 31% | 45% |
| TECH | 404 | 131 | 273 | 69 | 95 | 5 | 3 | 45 | 152 | 6 | 9 | 1 | 2 | 0 | 1 | 5 | 11 | 62 | 178 | 240 |
| | | 32% | 68% | 17% | 24% | 1% | 1% | 11% | 38% | 1% | 2% | 0% | 0% | 0% | 0% | 1% | 3% | 15% | 44% | 59% |
| PROT | 322 | 229 | 93 | 77 | 30 | 6 | 2 | 125 | 59 | 9 | 0 | 1 | 2 | 0 | 0 | 11 | 0 | 152 | 63 | 215 |
| SERV | | 71% | 29% | 24% | 9% | 2% | 1% | 39% | 18% | 3% | 0% | 0% | 1% | 0% | 0% | 3% | 0% | 47% | 20% | 67% |
| PARA- | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROF | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| ADMIN | 447 | 61 | 386 | 17 | 82 | 0 | 3 | 41 | 283 | 0 | 11 | 0 | 1 | 0 | 0 | 3 | 6 | 44 | 304 | 348 |
| SUPP | | 14% | 86% | 4% | 18% | 0% | 1% | 9% | 63% | 0% | 2% | 0% | 0% | 0% | 0% | 1% | 1% | 10% | 68% | 78% |
| SK CRAFT | 102 | 101 | 1 | 39 | 0 | 2 | 0 | 54 | 0 | 3 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 62 | 1 | 63 |
| WORKERS | | 99% | 1% | 38% | 0% | 2% | 0% | 53% | 0% | 3% | 0% | 1% | 1% | 1% | 0% | 1% | 0% | 61% | 1% | 62% |
| SVC & | 142 | 109 | 33 | 32 | 12 | 0 | 0 | 71 | 21 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 77 | 21 | 98 |
| MAINT | | 77% | 23% | 23% | 8% | 0% | 0% | 50% | 15% | 4% | 0% | 0% | 0% | 0% | 0% | 1% | 0% | 54% | 15% | 69% |
| TOTAL** | 2,493 | 1,00 | 1489 | 457 | 596 | 27 | 17 | 433 | 759 | 51 | 62 | 3 | 11 | 2 | 3 | 31 | 41 | 547 | 893 | 1,440 |
| | | 40% | 60% | 18% | 24% | 1% | 1% | 17% | 30% | 2% | 2% | 0% | 0% | 0% | 0% | 1% | 2% | 22% | 36% | 58% |

* Balance (BAL) represents the balance of not Hispanic or Latino individuals who do not fit into any other race categories; and two or more races

^POC represents "People of Color"

COUNTY OF SANTA CRUZ
SANTA CRUZ COUNTY GOVERNMENT
WORKFORCE COMPOSITION AND UTILIZATION ANALYSIS
JUN 30, 2026



| EEOC CATEGORY | TOT EMP | TOT MALE | TOT FEMALE | CBSA* MALE | CBSA* FEM | WHT TOT | CBSA* WHT | BLK TOT | CBSA* BLK | HISP TOT | CBSA* HISP | ASN TOT | CBSA* ASN | AIAN TOT | CBSA* AIAN | NHPI TOT | CBSA* NHPI | BAL** TOT | CBSA* BAL** | POC TOT^ | CBSA* POC TOT^ |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ELECTED | 10 | 5 | 5 | 5 | 5 | 6 | 6 | 1 | 1 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 |
| OFFICIAL | | 50% | 50% | 0% | 0% | 60% | 0% | 10% | 0% | 30% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 40% | 0% |
| OFFICIAL | 72 | 23 | 49 | -17 | 17 | 48 | -7 | 3 | 2 | 17 | 6 | 2 | -1 | 1 | 1 | 0 | 0 | 1 | -1 | 24 | 7 |
| ADMINS | | 32% | 68% | 56% | 44% | 67% | 77% | 4% | 1% | 24% | 15% | 3% | 4% | 1% | 0% | 0% | 0% | 1% | 3% | 33% | 23% |
| PROF | 994 | 345 | 649 | -112 | 112 | 546 | -229 | 19 | 9 | 321 | 202 | 68 | 8 | 4 | 4 | 3 | 3 | 33 | 3 | 448 | 229 |
| | | 35% | 65% | 46% | 54% | 55% | 78% | 2% | 1% | 32% | 12% | 7% | 6% | 0% | 0% | 0% | 0% | 3% | 3% | 45% | 22% |
| TECH | 404 | 131 | 273 | -79 | 79 | 164 | -42 | 8 | 4 | 197 | 31 | 15 | -1 | 3 | 3 | 1 | 1 | 16 | 4 | 240 | 42 |
| | | 32% | 68% | 52% | 48% | 41% | 51% | 2% | 1% | 49% | 41% | 4% | 4% | 1% | 0% | 0% | 0% | 4% | 3% | 59% | 49% |
| PROT | 322 | 229 | 93 | -41 | 41 | 107 | -96 | 8 | 2 | 184 | 100 | 9 | 3 | 3 | 3 | 0 | 0 | 11 | -8 | 215 | 96 |
| SERV | | 71% | 29% | 84% | 16% | 33% | 63% | 2% | 2% | 57% | 26% | 3% | 2% | 1% | 0% | 0% | 0% | 3% | 6% | 67% | 37% |
| PARA- | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROF | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| ADMIN | 447 | 61 | 386 | -118 | 118 | 99 | -174 | 3 | -1 | 324 | 194 | 11 | -11 | 1 | 1 | 0 | 0 | 9 | -9 | 348 | 174 |
| SUPP | | 14% | 86% | 40% | 60% | 22% | 61% | 1% | 1% | 72% | 29% | 2% | 5% | 0% | 0% | 0% | 0% | 2% | 4% | 78% | 39% |
| SK CRAFT | 102 | 101 | 1 | 6 | -6 | 39 | -18 | 2 | 2 | 54 | 13 | 3 | 1 | 2 | 2 | 1 | 1 | 1 | 0 | 63 | 18 |
| WORKERS | | 99% | 1% | 93% | 7% | 38% | 56% | 2% | 0% | 53% | 40% | 3% | 2% | 2% | 0% | 1% | 0% | 1% | 1% | 62% | 44% |
| SVC & | 142 | 109 | 33 | 28 | -28 | 44 | -10 | 0 | -1 | 92 | 14 | 5 | -1 | 0 | 0 | 0 | 0 | 1 | -2 | 98 | 10 |
| MAINT | | 77% | 23% | 57% | 43% | 31% | 38% | 0% | 1% | 65% | 55% | 4% | 4% | 0% | 0% | 0% | 0% | 1% | 2% | 69% | 62% |
| TOTAL** | 2493 | 1,004 | 1489 | -342 | 342 | 1053 | -567 | 44 | 19 | 1192 | 569 | 113 | -12 | 14 | 14 | 5 | 5 | 72 | -3 | 1440 | 567 |
| | | 40% | 60% | 54% | 46% | 42% | 65% | 2% | 1% | 48% | 25% | 5% | 5% | 1% | 0% | 0% | 0% | 3% | 3% | 58% | 35% |

* Core-Based Statistical Area (CBSA) percentage data populated by the ACS 2014-2018 EEO-ALL06R Report - associated employee count represents the number of employees that would represent that percentage of the total current employee count for that job classification. Numbers above the percentages represent the difference between the actual number of staff members and the expected number of staff members representative of the CBSA percentage, with negative numbers reflecting under-utilization, positive numbers reflecting over-utilization and zero reflecting proportionate utilization.

**Balance (BAL) represents the balance of not Hispanic or Latino individuals who do not fit into any other categories; and two or more races.

^POC represents "People of Color"

Human Resources Department




The County of Santa Cruz is a multifaceted and significant local employer. With a team of over 2,000 employees strong and 22 different agencies and departments, we are on a mission to make a difference in our beautiful and dynamic community. If you're on the same path, please consider our open career opportunities.

# Career Opportunities
## Week of October 19, 2026

| RECRUITMENT | MONTHLY SALARY | LAST DAY TO APPLY |
|---|---|---|
| Aquatics Program Specialist | $4,850 - 6,181 | 10/23/26 |
| Assessor-Recorder Technician I* - ***NEW*** | $5,115 - 6,370 | 10/26/26 |
| Assessor-Recorder Technician II* - ***NEW*** | $5,299 - 6,703 | 10/26/26 |
| Attorney I - District Attorney | $9,772 - 11,889 | Continuous |
| Cook - Extra Help | $29.60 - 36.82 *per hour*** | 10/23/26 |
| Deputy Sheriff Academy Graduate | $9,069 - 12,149 | Continuous |
| Deputy Sheriff Lateral Transfer | $9,069 - 12,149 | Continuous |
| Deputy Sheriff Trainee | $8,628 - 12,149 | 10/30/26 |
| Group Supervisor I | $6,424 - 8,129 | 10/30/26 |
| Head Lifeguard - Extra Help | $22.23 - 23.48 *per hour*** | 10/30/26 |
| Housing Program Manager | $11,800 - 15,818 | 10/23/26 |
| Latent Print Examiner (Criminalist III) | $10,525 - 13,320 | 12/6/26 |
| Lifeguard - Extra Help | $21.09 - 22.23 *per hour*** | 10/30/26 |
| Program Coordinator - ***NEW*** | $6,743 - 8,665 | 10/26/26 |
| Registered Veterinary Technician | $5,455 - 6,772 | 10/30/26 |
| Senior Buyer | $7,656 - 9,883 | 10/23/26 |
| Sheriff's Corrections Officer | $7,145 - 9,557 | 10/30/26 |
| **HUMAN SERVICES** | | |
| Division Director of Social Services Programs - ***NEW*** | $153,899 - 206,336 *Annually* | 10/30/26 |
| **HEALTH SERVICES** | | |
| Clinic Nurse II | $10,244 - 11,986 | 10/30/26 |
| Clinic Physician | $273,666 - 295,963 *Annually* | 10/30/26 |
| Medical Assistant | $5,446 - 6,892 | 10/30/26 |
| Mental Health Client Specialist I | $7,167 - 9,060 | 10/30/26 |
| Mental Health Client Specialist II | $7,523 - 9,511 | 10/30/26 |
| Physician Assistant / Nurse Practitioner | $186,451 - 209,789 *Annually* | 10/30/26 |
| Public Health Nurse II | $11,336 - 13,255 | 10/30/26 |
| Public Health Nurse III | $11,913 - 13,931 | 10/30/26 |
| Senior Mental Health Client Specialist I | $8,197 - 10,376 | 10/30/26 |
| Senior Mental Health Client Specialist II | $8,608 - 10,899 | 10/30/26 |

***Pending Board of Supervisors Approval***
***** Includes $2.00 / hour Extra Help Differential*****

**COMMUNITY DEVELOPMENT AND INFRASTRUCTURE - PUBLIC WORKS** ***Please see next page***

**COUNTY OF SANTA CRUZ – HUMAN RESOURCES DEPARTMENT**
701 Ocean Street, Suite 510, Santa Cruz, CA 95060
(831) 454-2600 phone, (831) 454-2240 fax, 711 TDD/TTY

**Apply online at: www.santacruzcountyjobs.com**
The option for remote work may be available based on the type of work and operational needs.

**COMMUNITY DEVELOPMENT AND INFRASTRUCTURE - PUBLIC WORKS**

| | | |
|---|---|---|
| Electrical Instrumentation Technician I - ***NEW*** | $6,701 - 8,464 | 10/30/26 |
| Electrical Instrumentation Technician II - ***NEW*** | $7,680 - 9,717 | 10/30/26 |
| Roads Design Engineer (Civil Engineer) | $10,176 - 12,877 | 10/30/26 |
| Traffic & Development Engineer (Civil Engineer) | $10,176 - 12,877 | 10/30/26 |
| Water/Wastewater Design Engineer (Civil Engineer) | $10,176 - 12,877 | 10/30/26 |

In collaboration with our customers, we will recruit, develop, support, and retain an ethical, professional, and diverse workforce dedicated to serving the community.
En colaboración con nuestros clientes, reclutamos, desarrollamos, apoyamos y retemos una fuerza laboral con ética, profesional y diversa, dedicada a servir a la comunidad.

# COUNTY OF SANTA CRUZ

HUMAN RESOURCES DEPARTMENT
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

AJITA PATEL, HUMAN RESOURCES DIRECTOR
701 OCEAN STREET, SUITE 510, SANTA CRUZ, CA 95060-4073
(831) 454-2600 FAX: (831) 454-2411 TTY/TDD: 711


# Scheduled Meetings

Unless otherwise specified below**, regularly scheduled Equal Employment Opportunity Commission meetings are generally held as follows:

DAY: Third (3rd) Wednesday**
MONTH: Quarterly (January, April, July, October)
TIME: 5:30 PM
LOCATION: **Santa Cruz County Government Building**
Fifth Floor, Coastlines Room
701 Ocean Street, Santa Cruz, CA 95060

| 2027 MEETING DATES | | |
|---|---|---|
| **DATE** | **TIME** | **LOCATION** |
| January 20, 2027 | 5:30 PM | Coastlines Room |
| April 21, 2027 | 5:30 PM | Coastlines Room |
| July 21, 2027 | 5:30 PM | Coastlines Room |
| October 20, 2027 | 5:30 PM | Coastlines Room |

****All meetings are subject to cancelation or rescheduling.**

The Commission will receive Oral Communications before discussion of the scheduled action items; however, in compliance with the Brown Act, no discussion or decisions will be made on matters raised during Oral Communications. Any person may address the Commission on any item of interest to the public, before or during the Commission's consideration of the item, restricted to three minutes per individual, provided that no action shall be taken on any item not appearing on the agenda.

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefits of its services, programs or activities. Meetings are held remotely or in an accessible facility. If you are a person with a disability and require assistance in order to participate in the meeting, please contact Tiffany Avila at (831) 454-2600 (TTY/TDD 711 California Relay Service) at least 48 hours in advance of the meeting to make arrangements. Persons with disabilities may request a copy of the agendas and meeting materials in an alternative format. As a courtesy to those affected, please attend in-person meetings smoke and scent free.