



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, May 27, 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 May 27, 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.

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Public Meeting

County of Santa Cruz – Coastlines Conference Room
5th Floor, 701 Ocean Street, Santa Cruz, CA 95060
May 27, 2026, 5:30 PM

Agenda

- I. Roll Call
- II. Agenda Review
- III. Public Comment
Members of the public may address the Commission on items not on the agenda for a maximum of three minutes each.
- IV. New/Ongoing Business/Action Items
 - A. Approve *April 16, 2024 Meeting Minutes*
 - B. Approve *July 16, 2024 Meeting Minutes*
 - C. Approve *2023–2024 Equal Employment Opportunity Commission Biennial Report*
 - D. Officer Elections
 - E. Approve *2026 Meeting Schedule*
 - F. Approve *2027 Meeting Schedule*
- V. Reports:
 - A. Staff Report
 - a. Workforce Statistics Q1 2026
 - b. Administrative Review Program Update
 - c. Data & Equity Group Update
 - d. Current/Pending Recruitments
 - e. EEO/ADA Update
 - f. 2025-2027 EEO/CR Plan Update
 - g. Diversity, Equity, & Inclusion Survey Results Status
 - B. Commissioners' Reports
- VII. Announcements
- VIII. Adjournment

Next Meeting will be held on Wednesday, July 15, 2026 at 5:30 PM



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PERSONNEL DEPARTMENT
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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

EEO COMMISSION MEETING MINUTES

April 17, 2024, 5:30 p.m.

Location: 701 Ocean Street, Board Chambers
Present: Patrick Garcia (1st District), Deena Pais (1st District), Patrice Edwards (2nd District), Joy Flynn (3rd District), Isabel Alvarado Dees (4th District), Carol Turley (Chair, 4th District),
Excused: Jeff Ursino (2nd District), Nancy Gordon (5th District), Dawn Harker (5th District)
Unexcused Absence: None
Staff Present: Mitsuno Baurmeister (*EEO Officer*); Kaite McGrew (*Commissions Manager*)
Guests/Public: None

-
- I. Roll Call** – Quorum present. Meeting called to order at 5:45 p.m. by Chair Turley.
- II. Agenda Review** – Chair Turley re-ordered the agenda to start with Section V. Reports, pending quorum.
- III. Public comment** - None **IV. Business/Action Items**
- A. Approve January 2024 Minutes
Motion/Second: Garcia/Dees
Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None **Motion passed.**
- B. Election of Officers
Motion to elect Isabel Alvarado Dees as Chair
Motion/Second: Turley/Garcia
Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None **Motion passed.**
- Motion to elect Joy Flynn as Vice Chair**
Motion/Second: Turley/Pais
Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None **Motion passed.**

C. Consider holding October 2024 meeting in South County.

Commissioners discussed preference to hold the July meeting in South County, and adjust the start time to 6:00 p.m.

Motion to approve holding the July 2024 EEO Commission Meeting in an accessible South County Location to be determined by staff; starting at 6:00 p.m.

Motion/Second: Flynn/Dees

Aye: Garcia, Pais, Edwards, Flynn, Dees, Turley; Nay: None; Abstain: None **Motion passed.**

F. Consider Revised Bylaws

McGrew reviewed draft of proposed changes. Commissioners requested additional information on the differences between Robert's Rules of Order and Rosenberg's Rules of Order before finalizing revisions to the Bylaws. Item tabled to the July meeting.

V. Reports

A. Staff Report

a. Baurmeister reported on the County Workforce Statistics as of March 31, 2024:

60% women (14% over market availability)

55% people of color (20% over market availability)

Current workforce: 2,507; Same time previous year: 2,337

b. Administrative Review

i. Underutilization of Women:

1. Information Services -17% (last quarter -18%)

2. Public Works -21% (last quarter -20%) ii.

Underutilization of People of Color: None

NOTE: Agricultural Commissioner -8% (last quarter -11%) – removed from Admin Review for underutilization of women.

c. Equity & Data Group Update

The Equity & Data Group continues to support departments with disaggregating data to support 2023-2025 operational strategic goals with an equity focus. Received grant from Annie E. Casey Foundation to create 5 Equity Videos to highlight equity work in County Departments.

d. Current and Pending Recruitments:

Commission reviewed current open positions.

e. EEO Complaints and Reasonable Accommodation Requests

Commission received an overview of EEO complaints and reasonable accommodation requests during the prior quarter.

f. EEO/Cultural Competence Plan Follow Up

EEO Division Staff and CAO Analysts met with each department's leadership to review EEO/CC Plan commitments and progress toward implementation. Updates to be posted on the EEO section of the County's Personnel web page. 2025-2027

EEO/Cultural Responsiveness Plan Draft to be reviewed by the Commission at the July 2024 meeting.

- g. Diversity, Equity, and Inclusion (DEI) Employee Survey
Next DEI employee survey being developed to implement in 2024.

VI. Chair and Commissioners Reports: None.

VII. Announcements: Flynn shared information about the Santa Cruz Black Film Series currently underway; Pais reported on an upcoming Santa Cruz Black community education event regarding Historically Black Colleges and Universities (HBCUs).

VIII. Adjournment

Meeting adjourned at 6:47 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer



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EEO COMMISSION MEETING MINUTES

July 16, 2024, 6:00 p.m.

Location: Watsonville City Council Chambers, 275 Main Street, 4th Floor, Watsonville, CA
Present: Patrick Garcia (1st District), Deena Pais (1st District), Joy Flynn (Vice Chair, 3rd District), Isabel Alvarado Dees (Chair, 4th District), Carol Turley (4th District), Nancy Gordon (5th District), Dawn Harker (5th District)
Excused: Jeff Ursino (2nd District)
Unexcused Absence: Patrice Edwards (2nd District)
Staff Present: Mitsuno Baurmeister (*EEO Officer*); Kaite McGrew (*Commissions Manager*)
Guests/Public: Elizabeth Padilla (*Sr. Analyst*) and one member of the public attended

-
- I. **Roll Call** – Quorum present. Meeting called to order at 6:05 p.m. by Chair Dees.
 - II. **Agenda Review**
 - III. **Public Comment.**
 - IV. **Business/Action Items**
 - A. Motion to Approve April 2024 Minutes
Motion/Second: Turley/Flynn
Aye: Turley, Dees, Flynn, Pais, Garcia;
Nay: None;
Abstain: Gordon, Harker.
Motion did not pass.
 - B. Consider conducting future meetings with Rosenberg’s Rules of Order instead of Robert’s Rules of Order
Padilla summarized the elements of Rosenberg’s Rules of Order for the Commission
Motion to adopt Rosenberg’s Rules of Order as the Commission’s official parliamentary procedure
Motion/Second: Gordon/Turley
Aye: Gordon, Turley, Dees, Flynn, Harker, Pais, Garcia ; Nay: None; Abstain: None;
Motion passed unanimously.

- C. Consider proposed revisions to EEO Commission Bylaws
Commission discussed revisions the EEO Commission amended bylaws as presented including revised parliamentary procedures, and revised language related to quorum criteria to align with County code.

Motion to approve and adopt EEO Commission Bylaws as revised.

Motion/Second: Garcia/Pais

Aye: Gordon, Turley, Dees, Flynn, Harker, Pais, Garcia;

Nay: None;

Abstain: None;

Motion passed unanimously.

- D. Consider providing input on Draft 2025-2027 EEO/Cultural Responsiveness Plan
Commission discussed the best means to by which to ensure that their feedback included a broader perspective and was well considered.

Motion to establish an Ad Hoc Subcommittee to provide feedback on the draft 2025-2027 EEO/CR Plan.

Motion/Second: Turley/Gordon

Aye: Gordon, Turley, Dees, Flynn, Harker, Pais, Garcia;

Nay: None;

Abstain: None;

Motion passed unanimously.

Chair appointed Flynn, Harker, and Garcia to the EEO/CR Ad Hoc Subcommittee.

V. Reports

A. Staff Report

- a. Baurmeister reported on the County Workforce Statistics as of June 30, 2024:
60% women (14% over market availability)
56% people of color (21% over market availability)
Current workforce: 2,535; Same time previous year: 2,359
- b. Administrative Review
- i. Underutilization of Women:
1. Information Services -16% (last quarter -17%)
 2. Public Works -20% (last quarter -21%)
- ii. Underutilization of People of Color: None
- c. Equity & Data Group Update
The Equity & Data Group continues to support departments with disaggregating data to support 2023-2025 operational strategic goals with an equity focus.
- d. Current and pending recruitments
Commission reviewed list of current recruitments.
- e. EEO Complaints and Reasonable Accommodation Requests
Commission received an overview of EEO complaints and reasonable accommodation requests during the prior quarter.

- f. 2022-2024 EEO/CC Plan Implementation Progress
Department updates to be posted on the EEO section of the County's Personnel web page by August 2024.
- g. Diversity, Equity, and Inclusion (DEI) Employee Survey
Next DEI employee survey being finalized to be implement by September 2024.

VI. Chair and Commissioner Reports: None

VII. Announcements: Turley announced that her resignation effective upon adjournment of the meeting; Commissioners thanked her and wished her well in her future endeavors.

VIII. Adjournment

Meeting adjourned at 7:30 p.m.

Submitted by Mitsuno Baurmeister, EEO Officer



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PERSONNEL DEPARTMENT

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

AJITA PATEL, DIRECTOR

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

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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 Hernandez 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 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 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, provides 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.
- 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.

Respectfully submitted on behalf of the Equal Employment Opportunity Commission,

Isabel Alvarado Dees, Commission Chair

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

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 <i>Vice Chair</i>	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 <i>Chair</i>	P		P	
5th District Supervisor Bruce McPherson	Dawn Harker	P		P	
	Nancy Gordon	P	E		

Attendance: P=Present A=Absent E=Excused V=Vacancy (-) = Not Seated

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 Quorum
	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 <i>Vice Chair</i>	P	P	P	
	Vacant	-	-	-	
4th District Supervisor Felipe Hernandez	Isabel Alvarado Dees <i>Chair</i>	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



COUNTY OF SANTA CRUZ

HUMAN RESOURCES DEPARTMENT EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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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, Board of Supervisors Chambers
701 Ocean Street, Santa Cruz, CA 95060

2026 MEETING DATES		
DATE	TIME	LOCATION
January 21, 2026	5:30 PM	Community Room
April 15, 2026	5:30 PM	Board Chambers
May 27, 2026**	5:30 PM	Coastlines Room
July 15, 2026	5:30 PM	Board Chambers
October 21, 2026	5:30 PM	Board Chambers

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

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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.**

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COUNTY OF SANTA CRUZ
 SANTA CRUZ COUNTY GOVERNMENT
 WORKFORCE COMPOSITION AND DISTRIBUTION
 MAR 31, 2026

EEOC	TOT	TOT	TOT	WHT	WHT	BLK	BLK	HISP	HISP	ASN	ASN	AIAN	AIAN	NHPI	NHPI	BAL*	BAL*	TOT	TOT	TOT
CATEGORY	EMP	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	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	71	21	50	18	30	0	3	3	12	0	3	0	1	0	0	0	1	3	20	23
ADMINS		30%	70%	25%	42%	0%	4%	4%	17%	0%	4%	0%	1%	0%	0%	0%	1%	4%	28%	32%
PROF	1,001	356	651	207	350	12	6	96	229	29	39	0	4	1	2	11	21	149	301	450
		35%	65%	21%	35%	1%	1%	10%	23%	3%	4%	0%	0%	0%	0%	1%	2%	15%	30%	45%
TECH	403	128	275	69	96	5	3	42	152	6	9	1	2	0	1	5	12	59	179	238
		32%	68%	17%	24%	1%	1%	10%	38%	1%	2%	0%	0%	0%	0%	1%	3%	15%	44%	59%
PROT	319	226	93	78	29	6	2	121	60	9	0	1	2	0	0	11	0	148	64	212
SERV		71%	29%	24%	9%	2%	1%	38%	19%	3%	0%	0%	1%	0%	0%	3%	0%	46%	20%	66%
PARA- PROF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
ADMIN	431	57	374	16	79	0	3	40	274	0	11	0	1	0	0	1	6	41	295	336
SUPP		13%	87%	4%	18%	0%	1%	9%	64%	0%	3%	0%	0%	0%	0%	0%	1%	10%	68%	78%
SK CRAFT WORKERS	102	101	1	40	0	2	0	53	0	3	0	1	1	1	0	1	0	61	1	62
		99%	1%	39%	0%	2%	0%	52%	0%	3%	0%	1%	1%	1%	0%	1%	0%	60%	1%	61%
SVC & MAINT	140	110	30	30	10	0	0	73	19	5	1	0	0	0	0	2	0	80	20	100
		79%	21%	21%	7%	0%	0%	52%	14%	4%	1%	0%	0%	0%	0%	1%	0%	57%	14%	71%
TOTAL**	2,483	1,001	1,479	461	597	26	17	429	748	52	63	3	11	2	3	31	40	543	882	1,425
		40%	60%	19%	24%	1%	1%	17%	30%	2%	3%	0%	0%	0%	0%	1%	2%	22%	36%	57%

* 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"

WORKFORCE COMPOSITION AND UTILIZATION ANALYSIS

MAR 31, 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	71	21	50	-19	19	48	-7	3	2	15	4	3	0	1	1	0	0	1	-1	23	7
ADMINS		30%	70%	56%	44%	68%	77%	4%	1%	21%	15%	4%	4%	1%	0%	0%	0%	1%	3%	32%	23%
PROF	1,007	356	651	-107	107	557	-228	18	8	325	204	68	8	4	4	3	3	32	2	450	228
		35%	65%	46%	54%	55%	78%	2%	1%	32%	12%	7%	6%	0%	0%	0%	0%	3%	3%	45%	22%
TECH	403	128	275	-82	82	165	-41	8	4	194	29	15	-1	3	3	1	1	17	5	238	41
		32%	68%	52%	48%	41%	51%	2%	1%	48%	41%	4%	4%	1%	0%	0%	0%	4%	3%	59%	49%
PROT	319	226	93	-42	42	107	-94	8	2	181	98	9	3	3	3	0	0	11	-8	212	94
SERV		71%	29%	84%	16%	34%	63%	3%	2%	57%	26%	3%	2%	1%	0%	0%	0%	3%	6%	66%	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	431	57	374	-115	115	95	-168	3	-1	314	189	11	-11	1	1	0	0	7	-10	336	168
SUPP		13%	87%	40%	60%	22%	61%	1%	1%	73%	29%	3%	5%	0%	0%	0%	0%	2%	4%	78%	39%
SK CRAFT	102	101	1	6	-6	40	-17	2	2	53	12	3	1	2	2	1	1	1	0	62	17
WORKERS		99%	1%	93%	7%	39%	56%	2%	0%	52%	40%	3%	2%	2%	0%	1%	0%	1%	1%	61%	44%
SVC &	140	110	30	30	-30	40	-13	0	-1	92	15	6	0	0	0	0	0	2	-1	100	13
MAINT		79%	21%	57%	43%	29%	38%	0%	1%	66%	55%	4%	4%	0%	0%	0%	0%	1%	2%	71%	62%
TOTAL**	2483	1,004	1479	-337	337	1058	-556	43	18	1177	556	115	-9	14	14	5	5	71	-3	1425	556
		40%	60%	54%	46%	43%	65%	2%	1%	47%	25%	5%	5%	1%	0%	0%	0%	3%	3%	57%	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 20 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 May 18, 2026

RECRUITMENT	MONTHLY SALARY	LAST DAY TO APPLY
Attorney I - District Attorney	\$9,396 - 11,431	Continuous
Attorney III - District Attorney	\$14,483 - 17,598	Continuous
Geotechnical / Plan Review Engineer (Civil Engineer)	\$9,831 - 12,442	5/22/26
Deputy Sheriff Academy Graduate	\$8,637 - 11,570	Continuous
Deputy Sheriff Lateral Transfer	\$8,637 - 11,570	Continuous
Deputy Sheriff Trainee	\$8,218 - 11,570	5/29/26
District Attorney Inspector II	\$9,937 - 13,317	Continuous
Head Lifeguard - Extra Help	\$21.55 - 22.75 <i>Hourly**</i>	5/29/26
Housing Specialist III	\$8,081 - 10,230	5/18/26
IT Systems Administrative Analyst I – Promotional Only - NEW	\$8,115 - 10,266	5/26/26
Lifeguard - Extra Help	\$20.44 - 21.55 <i>Hourly**</i>	5/29/26
Planner III - NEW	\$8,081 - 10,230	05/29/26
Planner IV - NEW	\$9,374 - 11,859	05/29/26
Registered Veterinary Technician	\$5,271 - 6,543	5/22/26
Sheriff's Corrections Officer	\$6,805 - 9,102	5/29/26
Sheriff's Records Clerk	\$5,266 - 6,659	5/18/26
Victim Services Representative - Bilingual Only	\$5,418 - 6,852	Continuous
HUMAN SERVICES		
Workforce Development Manager (Economic Dev. Coordinator) - NEW	\$10,254 - 13,707	05/29/26
HEALTH SERVICES		
Behavioral Health Supervising Client Specialist	\$8,894 - 11,247	5/29/26
Chief of Public Health	\$172,702 - 231,483 <i>Annually</i>	5/22/26
Clinic Physician	\$273,666 - 295,963 <i>Annually</i>	5/29/26
Mental Health Client Specialist II	\$7,268 - 9,188	5/29/26
Physician's Assistant / Nurse Practitioner	\$180,149 - 202,696 <i>Annually</i>	5/29/26
Senior Mental Health Client Specialist II	\$8,316 - 10,530	5/29/26
COMMUNITY DEVELOPMENT AND INFRASTRUCTURE - PUBLIC WORKS		
Roads Design Engineer (Civil Engineer)	\$9,831 - 12,442	5/29/26
Senior Civil Engineer	\$11,017 - 14,731	5/29/26
Senior Treatment Plant Operator	\$7,283 - 9,211	5/29/26
Treatment Plant Operator	\$6,543 - 8,285	5/29/26
Water/Wastewater Design Engineer (Civil Engineer)	\$9,831 - 12,442	5/29/26

**** Includes \$2.00 / hour Extra Help Differential****

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 retenemos una fuerza laboral con ética, profesional y diversa, dedicada a servir a la comunidad.

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.



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, Board of Supervisors Chambers
701 Ocean Street, Santa Cruz, CA 95060

2026 MEETING DATES		
DATE	TIME	LOCATION
January 21, 2026	5:30 PM	Community Room
April 15, 2026	5:30 PM	Board Chambers
May 27, 2026**	5:30 PM	Coastlines Room
July 15, 2026	5:30 PM	Board Chambers
October 21, 2026	5:30 PM	Board Chambers

****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.