



# 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, July 15, 2026**

Time: **5:30 PM**

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

A meeting of the County of Santa Cruz Equal Employment Opportunity Commission has been set for July 15, 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) 454-2935 (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  
5<sup>th</sup> Floor, 701 Ocean Street, Santa Cruz, CA 95060  
July 15, 2026, 5:30 PM

### **Agenda**

- I. Roll Call and Introductions
- II. Commission Purpose
- III. 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. Officer Elections
  - B. Approve *April 16, 2024 Meeting Minutes*
  - C. Approve *July 16, 2024 Meeting Minutes*
  - D. Approve *2023–2024 Equal Employment Opportunity Commission Biennial Report*
  - E. Approve *2026 Meeting Schedule*
  - F. Approve *2027 Meeting Schedule*
- VII. Reports:
  - A. Staff Report
    - a. Workforce Statistics Q2 2026
    - b. Administrative Review Program Update
    - c. Current/Pending Recruitments
    - d. EEO/ADA Update
    - e. 2025-2027 EEO/CR Plan Update
    - f. Diversity, Equity, & Inclusion Survey Results
  - B. Commissioners' Reports
- VII. Announcements
- VIII. Adjournment

Next Meeting will be held on Wednesday, October 21, 2026 at 5:30 PM

## **Purpose of the Equal Employment Opportunity Commission**

The Equal Employment Opportunity Commission serves as an advisory body dedicated to promoting fair, equitable, and inclusive employment practices throughout County government. The Commission works collaboratively with County leadership, the Equal Employment Opportunity Officer, employee organizations, and the Civil Service Commission to support the County's commitment to equal employment opportunity and nondiscrimination. Through oversight, policy input, and regular reporting to the Board of Supervisors, the Commission helps ensure that employment decisions are based on merit and that all employees and applicants are afforded equal opportunity regardless of protected status or any other nonmerit factor.

To carry out this mission, the Board of Supervisors established the Commission and empowered it with the following powers and duties under the provisions of *SCCC Chapter 2.40*:

- Receive, review, evaluate, and monitor the County's Equal Employment Opportunity and Nondiscrimination Plan.
- Advise the Personnel Director and Equal Employment Opportunity Officer on methods of accomplishing equal employment opportunity and nondiscrimination objectives.
- Work in conjunction with the Civil Service Commission, the Equal Employment Opportunity Officer, County administration, and employee organizations to provide input on systems, procedures, activities, and grievance processes that strengthen the County's Equal Employment Opportunity and Nondiscrimination Policy and Plan.
- Work with the Equal Employment Opportunity Officer to help ensure the County meets its equal employment opportunity contract compliance obligations consistent with federal law.
- Collaborate with the Equal Employment Opportunity Officer, County administration, employee organizations, and other interested parties to implement the goals and objectives of equal employment opportunity and nondiscrimination.
- Report its findings to the Board of Supervisors at least twice each year regarding the County's progress toward equal employment opportunity and nondiscrimination.
- Access relevant information, materials, and data necessary to carry out its responsibilities.
- Exercise any additional responsibilities set forth in the Commission's bylaws as approved by the Board of Supervisors.



# COUNTY OF SANTA CRUZ

## PERSONNEL DEPARTMENT

### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

AJITA PATEL, PERSONNEL DIRECTOR

701 OCEAN STREET, SUITE 510, SANTA CRUZ, CA 95060-4073 (831)

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 (1<sup>st</sup> District), Deena Pais (1<sup>st</sup> District), Patrice Edwards (2<sup>nd</sup> District), Joy Flynn (3<sup>rd</sup> District), Isabel Alvarado Dees (4<sup>th</sup> District), Carol Turley (Chair, 4<sup>th</sup> District),

**Excused:** Jeff Ursino (2<sup>nd</sup> District), Nancy Gordon (5<sup>th</sup> District), Dawn Harker (5<sup>th</sup> 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



# COUNTY OF SANTA CRUZ

## PERSONNEL DEPARTMENT

### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

AJITA PATEL, PERSONNEL DIRECTOR

701 OCEAN STREET, SUITE 510, SANTA CRUZ, CA 95060-4073 (831)

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

### EEO COMMISSION MEETING MINUTES

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

**Location:** Watsonville City Council Chambers, 275 Main Street, 4<sup>th</sup> Floor, Watsonville, CA  
**Present:** Patrick Garcia (1<sup>st</sup> District), Deena Pais (1<sup>st</sup> District), Joy Flynn (Vice Chair, 3<sup>rd</sup> District), Isabel Alvarado Dees (Chair, 4<sup>th</sup> District), Carol Turley (4<sup>th</sup> District), Nancy Gordon (5<sup>th</sup> District), Dawn Harker (5<sup>th</sup> District)  
**Excused:** Jeff Ursino (2<sup>nd</sup> District)  
**Unexcused Absence:** Patrice Edwards (2<sup>nd</sup> 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



COUNTY OF SANTA CRUZ

---

PERSONNEL DEPARTMENT

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

AJITA PATEL, DIRECTOR

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

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

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                              |
| 1 <sup>st</sup> District<br>Supervisor Manu Koenig                                                   | Patrick Garcia<br><i>Vice Chair</i>  | P      | Meeting Canceled for Lack of Quorum | P      | Meeting Canceled for Lack of Quorum |
|                                                                                                      | Deena Pais                           | P      |                                     | P      |                                     |
| 2 <sup>nd</sup> District<br>Supervisor Zach Friend                                                   | Jeff Ursino                          | P      |                                     | E      |                                     |
|                                                                                                      | Patrice Edwards                      | P      |                                     | P      |                                     |
| 3 <sup>rd</sup> District<br>Supervisor Justin Cummings                                               | Paula Ann Samarron                   | E      |                                     | -      |                                     |
|                                                                                                      | Carlos Landaverri                    | P      |                                     | -      |                                     |
|                                                                                                      | Joy Flynn                            | -      |                                     | P      |                                     |
| 4 <sup>th</sup> District<br>Supervisor Felipe Hernandez                                              | Isabel Alvarado Dees                 | A      |                                     | P      |                                     |
|                                                                                                      | Carol Turley<br><i>Chair</i>         | P      |                                     | P      |                                     |
| 5 <sup>th</sup> District<br>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                              |
| 1 <sup>st</sup> District<br>Supervisor Manu Koenig                                                   | Patrick Garcia                       | P      | P                                   | P      | Meeting Canceled for Lack of Quorum |
|                                                                                                      | Deena Pais                           | P      | P                                   | P      |                                     |
| 2 <sup>nd</sup> District<br>Supervisor Zach Friend                                                   | Jeff Ursino                          | E      | E                                   | E      |                                     |
|                                                                                                      | Patrice Edwards                      | P      | P                                   | A      |                                     |
| 3 <sup>rd</sup> District<br>Supervisor Justin Cummings                                               | Joy Flynn<br><i>Vice Chair</i>       | P      | P                                   | P      |                                     |
|                                                                                                      | Vacant                               | -      | -                                   | -      |                                     |
| 4 <sup>th</sup> District<br>Supervisor Felipe Hernandez                                              | Isabel Alvarado Dees<br><i>Chair</i> | P      | P                                   | P      |                                     |
|                                                                                                      | Carol Turley                         | P      | P                                   | P      |                                     |
| 5 <sup>th</sup> District<br>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

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 (3<sup>rd</sup>) 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 | Coastlines Room |
| October 21, 2026   | 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.



# 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 (3<sup>rd</sup>) 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.

COUNTY OF SANTA CRUZ  
SANTA CRUZ COUNTY GOVERNMENT  
WORKFORCE COMPOSITION AND DISTRIBUTION  
JUN 30, 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       | 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-<br>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          | 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 &<br>MAINT | 142   | 109   | 33     | 32    | 12     | 0     | 0      | 71    | 21     | 5     | 0      | 0     | 0      | 0     | 0      | 1     | 0      | 77    | 21     | 98    |
|                |       | 77%   | 23%    | 23%   | 8%     | 0%    | 0%     | 50%   | 15%    | 4%    | 0%     | 0%    | 0%     | 0%    | 0%     | 1%    | 0%     | 54%   | 15%    | 69%   |
| =====          | ===== | ===== | =====  | ===== | =====  | ===== | =====  | ===== | =====  | ===== | =====  | ===== | =====  | ===== | =====  | ===== | =====  | ===== | =====  | ===== |
| TOTAL**        | 2,493 | 1,000 | 1,489  | 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<br>CATEGORY | TOT<br>EMP | TOT<br>MALE | TOT<br>FEMALE | CBSA*<br>MALE | CBSA*<br>FEM | WHT<br>TOT | CBSA*<br>WHT | BLK<br>TOT | CBSA*<br>BLK | HISP<br>TOT | CBSA*<br>HISP | ASN<br>TOT | CBSA*<br>ASN | AIAN<br>TOT | CBSA*<br>AIAN | NHPI<br>TOT | CBSA*<br>NHPI | BAL**<br>TOT | CBSA*<br>BAL** | POC<br>TOT^ | CBSA*<br>POC<br>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 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 July 13, 2026

| RECRUITMENT                                                        | MONTHLY SALARY                      | LAST DAY TO APPLY |
|--------------------------------------------------------------------|-------------------------------------|-------------------|
| Attorney I - District Attorney                                     | \$9,396 - 11,431                    | Continuous        |
| Departmental Administrative Analyst - <b>NEW</b>                   | \$7,614 - 10,171                    | 7/24/26           |
| 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                    | 7/31/26           |
| Group Supervisor I                                                 | \$6,207 - 7,854                     | 7/31/26           |
| Head Lifeguard - Extra Help                                        | \$21.55 - 22.75 <i>Hourly**</i>     | 7/31/26           |
| Lifeguard - Extra Help                                             | \$20.44 - 21.55 <i>Hourly**</i>     | 7/31/26           |
| Registered Veterinary Technician                                   | \$5,271 - 6,543                     | 7/17/26           |
| Sheriff's Corrections Officer                                      | \$7,144 - 9,557                     | 7/31/26           |
| HUMAN SERVICES                                                     |                                     |                   |
| No current job listings for Human Services                         |                                     |                   |
| HEALTH SERVICES                                                    |                                     |                   |
| Assistant Director of Health Services Agency - <b>NEW</b>          | \$184,100 - \$246,750               | 7/31/26           |
| Clinic Nurse III                                                   | \$10,953 - 12,806                   | 7/31/26           |
| Clinic Physician                                                   | \$273,666 - 295,963 <i>Annually</i> | 7/31/26           |
| Lead Medical Assistant - <b>NEW</b>                                | \$5,789 - 7,325                     | 7/24/26           |
| Medical Assistant                                                  | \$5,262 - 6,659                     | 7/31/26           |
| Mental Health Client Specialist II                                 | \$7,268 - 9,188                     | 7/31/26           |
| Psychiatric Mental Health Nurse Practitioner                       | \$198,245 - 222,934 <i>Annually</i> | 7/31/26           |
| Physician's Assistant / Nurse Practitioner                         | \$180,149 - 202,696 <i>Annually</i> | 7/31/26           |
| Public Health Nurse III                                            | \$11,511 - 13,459                   | 7/31/26           |
| Senior Mental Health Client Specialist II                          | \$8,316 - 10,530                    | 7/31/26           |
| COMMUNITY DEVELOPMENT AND INFRASTRUCTURE - PUBLIC WORKS            |                                     |                   |
| Assistant Public Works Superintendent                              | \$8,653 - 11,554                    | 7/17/26           |
| Public Works Supervisor                                            | \$7,982 - 10,083                    | 7/17/26           |
| Roads Design Engineer (Civil Engineer)                             | \$9,831 - 12,442                    | 7/31/26           |
| Recycling and Solid Waste Services Manager (Senior Civil Engineer) | \$11,017 - 14,731                   | 7/31/26           |
| Senior Treatment Plant Operator                                    | \$7,283 - 9,211                     | Continuous        |
| Treatment Plant Operator                                           | \$6,543 - 8,285                     | Continuous        |
| Treatment Plant Operator in Training                               | \$5,640 - 7,138                     | 7/17/26           |
| Water/Wastewater Design Engineer (Civil Engineer)                  | \$9,831 - 12,442                    | 7/31/26           |

**\*\* 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](http://www.santacruzcountyjobs.com)

The option for remote work may be available based on the type of work and operational needs.

# DEI DATA

## Context Panel

### SURVEY PARTICIPATION

- The County workforce consists of approximately 2,900 employees.
- There was a maximum response rate of 12.2% (354 of 2,900).
- **Results reflect the perspectives of respondents and are not statistically representative of the full workforce.**



These results provide valuable insight into employee experiences and perceptions. Continued engagement and broader participation will strengthen future findings and guide County DEI efforts.

### DATA PARTICIPATION SNAPSHOT

#### Race & Ethnicity

A majority of respondents identified as Hispanic and White, with representation across multiple racial and ethnic groups.

#### Gender Identity

Respondents primarily identified as female (72%) and male (26%), with a small percentage identifying as transgender, nonbinary, or genderfluid.

#### Age

The largest age group of respondents was 45-54, followed by 35-44 and 25-34, indicating strong participation from mid-career employees.

#### Disability

14% of respondents reported having a disability. 82% reported no disability, suggesting an opportunity to further examine accessibility and disclosure comfort.

### EQUITY & FAIRNESS SIGNALS

43% of respondents reported experiencing at least one microaggression in the last 6 months.

46% do not consistently feel empowered.

Only 44% agree or strongly agree the promotion process is fair.

### DEI PERCEPTION

#### Diversity

60% of respondents agree or strongly agree the County strives to ensure diversity in employment practices.

40% were neutral or disagreed, indicating mixed perceptions.

#### Equity

Under 60% agree or strongly agree the County strives for equity in service delivery.

Over 40% remain neutral or disagree, signaling room for improvement.

#### Inclusion

Approximately 60% agree or strongly agree employees feel included. 1 in 4 respondents selected neutral.

#### Psychological Safety

50% agree or strongly agree the County fosters a psychologically safe work environment.

1 in 4 disagreed or strongly disagreed

### TRAINING INTERESTS

#### Highest interest areas:

- Psychological safety
- Inclusive language
- Disability awareness
- Microaggressions

#### Lower relative interest:

- Systemic and structural racism



# 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 (3<sup>rd</sup>) 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 | Coastlines Room |
| October 21, 2026   | 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.