

COUNTY OF MONTEREY



HUMAN RESOURCES DEPARTMENT

ANDREAS PYPER, DIRECTOR OF HUMAN RESOURCES

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February 12, 2024

Christine Lerable, Foreperson
2023-2024 Civil Grand Jury
Monterey County Civil Grand Jury
PO Box 414
Salinas, CA 93902

Dear Ms. Lerable,

Your letter dated February 1, 2024, requesting an update to the 2022-2023 Monterey County Civil Grand Jury report refers. Please see the responses below:

Recommendation # 2:

The Human Resources Department is continually working on improving and streamlining the hiring process and has put in place further enhancement to enable timely opening of recruitments. This is an ongoing effort.

Recommendation # 3:

The County of Monterey does not currently intend to provide compensation nor other monetary incentives for community members to serve as subject matter experts as that has not been an obstacle for community members to serve. A screeners' portal has been provided to make it easy for community members to indicate their interest in serving as subject matter experts. The Human Resource Department will undertake further analysis to determine if comparable agencies are providing financial incentives to subject matter experts. Due to workload and competing priorities, it is estimated that this would be undertaken in the last quarter of 2024.

Recommendation # 4:

The development of a succession plan strategy is ongoing. Since the prior response the County has implemented the Partial Service Retirement Program that provides department's a tool to retain institutional knowledge and train successors. The current workgroup working on this matter has made several recommendations that are being reviewed. It is estimated that this review would be completed in the last quarter of 2024.

Recommendation # 5:

As indicated in the earlier response the Human Resources Department does have a countywide electronic recruitment system in place. The county utilizes NEOGOV, which is an Applicant Tracking and Recruitment system that is utilized by most state and local government entities across the nation, to track recruitments. An internally developed system called Human Resources Tracker also provides specific tracking data.

Recommendation # 6 & 7:

This process is under review and is part of long-term strategic review of Policies and Procedures around the continuous employment of temporary employees. It is estimated that this analysis and review should be complete by the last quarter of 2024.

Sincerely

A handwritten signature in cursive script that reads "Andreas Pyper".

ANDREAS PYPER
Director of Human Resources

cc Civil Rights Office
County Administrative Officer