

MONTEREY COUNTY

JUAN P. RODRIGUEZ, CIVIL RIGHTS OFFICER

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February 15, 2024

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

Dear Ms. Lerable,

Regarding the response to Recommendation #8 that “The Civil Rights Office will prepare a report to determine whether to request the Court to vacate [the] Garza [C]onsent [D]ecree by 10/31/23[,]” the Civil Rights Office believes it is not presently warranted based on the Board of Supervisors’ responses to Findings #7, #8, and #9.

To elaborate further and as stated in the County’s response to Finding #7, the Board of Supervisors disagreed partially with the Civil Grand Jury’s finding that equal opportunity plans are an effective way to ensure a diverse workforce because the plans alone are insufficient to ensure diversity in our workforce. While the equal opportunity plan “is a document that aids in having a diverse workforce in the County and helps meet Federal and State requirements, alone it is insufficient to ensure diversity in the County’s workforce.”

Further, the Board of Supervisors disagreed wholly with the Civil Grand Jury’s Finding #8 that “[a]fter 48 years, the intent of the Garza Consent Decree has been met, has served its purpose, and has been superseded by the EEOP [sic], which is more inclusive and up to date.” In its response, the County pointed out that *Garza* is still a necessary tool to dismantle discriminatory practices, and it is “essential because ... eight out of the twenty job groups are underutilized.” While the Civil Rights Office shares the Civil Grand Jury’s wish to fill recruitments efficiently, as the County has explained, “proper and thorough recruitments are a key asset to invest in our community and equal opportunities are preserved” for all.

If you have any questions, please do not hesitate to contact the Civil Rights Office at 755-5117.

Sincerely,
DocuSigned by:

A handwritten signature in black ink, appearing to read "Juan P. Rodriguez", enclosed within a blue DocuSign signature line.

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Juan P. Rodriguez
Civil Rights Officer