



Santa Cruz County Latino Affairs Commission

701 Ocean Street, Room 510, Santa Cruz, CA 95060

P: (831) 454-2772 F: (831) 454-2411 TTY/TDD 711

commissions@santacruzcountyca.gov

www.scclatinoaffairs.org

Notice of Public Meeting and Agenda

DATE: Wednesday, June 5, 2024
TIME: 6:00 PM – 7:30 PM
LOCATION: United Way of Santa Cruz County
4450 Capitola Road, Ste 106, Capitola, CA 95010

****As a courtesy to those who are affected, kindly attend the meeting *scent-free* and *smoke-free*.****

1. Call to Order/Roll Call/Agenda Review
2. Approve *February 7, 2024 Minutes*
3. Public Comment
Any person may address the Commission for a period not to exceed three minutes on an issue within the jurisdiction of the Commission.
4. New Business/Continuing Business/Action Items:
 - 4.1. Diversity, Equity, and Inclusion in County Law Enforcement Leadership Data – Mitsuno Baurmeister (*EEO Officer*) and Chris Clark (*Undersheriff*)
 - 4.2. Conduct Officer Elections
 - 4.3. Consider the 2024-2025 Meeting Schedule
 - 4.4. Consider National Hispanic Heritage Month Art Wall Exhibit and Establish a Subcommittee to Implement
5. Commissioner District/City Reports
 - 5.1. District 1
 - 5.2. District 2
 - 5.3. District 3
 - 5.4. District 4
 - 5.5. District 5
 - 5.6. Santa Cruz City
 - 5.7. Watsonville City
6. Staff Report
7. Adjournment

Next Meeting Scheduled for 6:00 PM on Wednesday, August 7, 2024

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 require assistance to participate in the meeting, please contact (831) 454-2772 or TTY/TDD: 711 at least 72 hours in advance of the meeting to make arrangements.



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Meeting Minutes

DATE: Wednesday, February 7, 2024

TIME: 6:00PM

LOCATION: United Way of Santa Cruz County, 4450 Capitola Road, Ste 106, Capitola, CA 95010

PRESENT: Yadira Flores-Martinez (*1st District*), Oscar Sanchez (*2nd District*), Cesar De Santos (*4th District*),
Leo Gomez (*5th District*), Rebecca Hernandez (*City of Santa Cruz*),

EXCUSED: None

ABSENT: Kristal Salcido (*City of Watsonville*), Micaela Lopez (*City of Watsonville*)

STAFF: Kaite McGrew (*Commissions Manager*)

GUESTS: No members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:09 PM.

2. Approve December 6, 2023 Minutes

Motion to approve minutes as written.

Motion/Second: Hernandez/Flores-Martinez

Motion passed unanimously.

3. Public Comment: None

4. New Business/Action Items

4.1. Diversity, Equity, and Inclusion in County Law Enforcement Leadership Data Collection Update
Staff provided an update on the project. Personnel finished data collection and analysis and developed slides to present the data. Slides will be shared with Sheriff's Office leadership, and we'll meet with them to discuss next steps. When the data is presented, they will be invited to help present and answer questions.

4.2. Commission Restructuring Effort Update

Staff provided an update on the County's recent efforts to restructure the County Commission system. The Board heard a follow-up report from the CAO's office with their restructuring recommendations. Because the Latino Affairs Commission was not mentioned in the recommendations, it was decided to postpone sending the advocacy letter until August when the CAO's office will return to the Board with further recommendations.

4.3. Amendments to Santa Cruz County Code Chapter 2.38 Governing Advisory Bodies

Staff provided an update on recent amendments to County Code Chapter 2.38 which governs all County advisory bodies. Highlights of the new provisions include a requirement that the Commission approve the meeting calendar each April, limiting Commission officer terms to no

more than two consecutive years, allowing Commissions to have Co-Chairs instead of a Chair and a Vice Chair, and the addition of \$75 Commissioner stipends for each public meeting they attend.

5. Commissioner Reports

5.1. District 1 Report (Flores-Martinez):

Flores-Martinez reported that Supervisor Koenig allocated his discretionary funds to County Parks for the installation of a new sunshade structure LEO's Haven accessible park. The Women in Leadership Diverse Roles (WILDR) organization is hosting an event recognizing local women who have had a positive impact for other local women. The InspireHer event will be held in March. Commissioners are encouraged to participate.

5.2. District 2 Report (Sanchez):

Sanchez encouraged Commissioners to participate in the upcoming elections.

5.3. District 3 Report: Seat Vacant

5.4. District 4 Report (De Santos):

Attended a community meeting hosted by Supervisor Hernandez that summarized ongoing work to repair the Pajaro River Levee. New projects will be implemented in 2024-2025. De Santos also spoke with Undersheriff Chris Clark about the upcoming DEI in leadership date presentation.

5.5. District 5 Report (Gomez):

Winter storms had a huge impact on District 5, including road closures and storm damage. Residents have had to rely upon home insurance companies assessing the value of their homes, but the County has a free service providing an inspection with a report residents can include with their claims. More information can be found at stormdamage@santacruzcountyca.gov or 831-454-3171.

5.6. Santa Cruz City Report (Hernandez):

Hernandez shared information on two upcoming community events. In February, George Ow, a long-time resident and philanthropist, will speak at the Museum of Art and History in February on his family's history in Santa Cruz County. The Watsonville film festival, which uplifts Latine and Indigenous filmmakers, will be held at the Green Valley Theatre in March this year. More can be found at www.Watsonvillefilmfest.org.

5.7. Watsonville City Report (Salcido): No Report

5.8. Watsonville City Report (Lopez): No Report

6. Staff Report: No Report

7. Adjournment

Meeting adjourned at 6:44 PM.

Submitted by: Kaite McGrew, *Commissions Manager*

Sheriff-Coroner's Office Demographic Workforce Data

Latino Representation Across All Job Categories

Core-Based Statistical Area (CBSA) Available Workforce Comparison

What is it?

Core-Based Statistical Areas are based on the concept of a core area with a large population nucleus plus adjacent communities having a high degree of economic and social integration with that core.

How is available CBSA workforce data determined?

The U.S. Census Bureau publishes workforce data that has been collected through the American Community Survey (ACS) including data disaggregated by protected characteristics within specific job classifications.

Why is it essential to help determine appropriate demographic representation when analyzing the County's workforce?

Using CBSA available workforce data ensures that the County workforce appropriately represents the diversity of our community.

Sheriff-Coroner’s Office – All Job Codes

Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA
All	324	100%	100%	0%
White	160	49%	65%	-16%
POC	164	51%	35%	16%
Latino	139	43%	25%	18%

Sheriff-Coroner's Office

Clerical Positions

Clerical Positions (Job Code 6)				
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA
All	36	100%	100%	0%
White	15	42%	61%	-19%
POC	21	58%	39%	19%
Latino	20	56%	29%	27%

Includes the following positions:

- ✓ Admin Aide
- ✓ Clerical Supervisor I
- ✓ Division Secretary
- ✓ Executive Secretary
- ✓ Legal Process Clerk II
- ✓ Office Assistant III
- ✓ Sheriffs Property Clerk
- ✓ Sheriffs Records Clerk
- ✓ Senior Account Clerk

Sheriff-Coroner's Office Protective Services Positions

Protective Services (Job Code 4)				
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA
All	212	100%	100%	0%
White	100	47%	63%	-16%
POC	112	53%	37%	16%
Latino	98	45%	26%	20%

Includes the following positions:

- ✓ Deputy Sheriff
- ✓ Deputy Sheriff Trainee
- ✓ Sheriffs Correction Officer
- ✓ Sheriffs Security Officer
- ✓ Supervising Corrections Officer

Sheriff-Coroner's Office Special Teams Positions

Special Teams				
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA
All	40	100%	100%	0%
White	25	61.5%	58%	3.5%
POC	15	38%	36%	2%
Latino	10	25%	26%	-1%

This chart includes all staff in Special Teams which includes members from both the Protective Services Class and the Technicians Class compared to CBSA rates for Sworn Protective Services class. Special Teams offer opportunities for staff to gain the experience necessary for promotion in the peace officer career path.

Sheriff-Coroner's Office

Technicians Positions

Technicians (Job Code 3)				
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA
All	43	100%	100%	0%
White	25	58%	51%	7%
POC	18	42%	49%	-7%
Latino	11	26%	41%	-15%

Includes the following positions:

- ✓ Accounting Technician
- ✓ Corrections Sergeant
- ✓ Program Coordinator
- ✓ Sheriff Coroner Investigator I
- ✓ Sheriff Supervisor Coroner Investigator
- ✓ Sheriff Sergeant
- ✓ Senior Accounting Technician

Sheriff-Coroner's Office Professionals Positions

Professionals (Job Code 2)				
Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA
All	30	100%	100%	0%
White	17	57%	78%	-21%
POC	13	43%	22%	21%
Latino	10	33%	12%	21%

11 of 20

Includes the following positions:

- ✓ Civil Process Supervisor
- ✓ Coroner Forensic Tech
- ✓ Criminalist I & II
- ✓ Department Admin Analyst
- ✓ Food Services Manager
- ✓ Forensic Pathologist
- ✓ Forensic Services Director
- ✓ Forensic Services Supervisor
- ✓ Inmate Program Manager
- ✓ IT Business Systems Analyst
- ✓ Sheriff's Admin Manager
- ✓ Sheriff's Community Serv Officer
- ✓ Sheriff's Lieutenant
- ✓ Senior Dept Admin Analyst





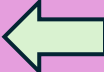
Sheriff-Coroner's Office Administrators and Officials

Officials and Administrators (Job Code 1)				
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA
All	3	100%	100%	0%
White	3	77%	77%	23%
POC	0	0%	23%	-23%
Latino	0	0%	15%	-15%

Includes the following positions:

- ✓ Sheriff's Chief Deputy
- ✓ Undersheriff

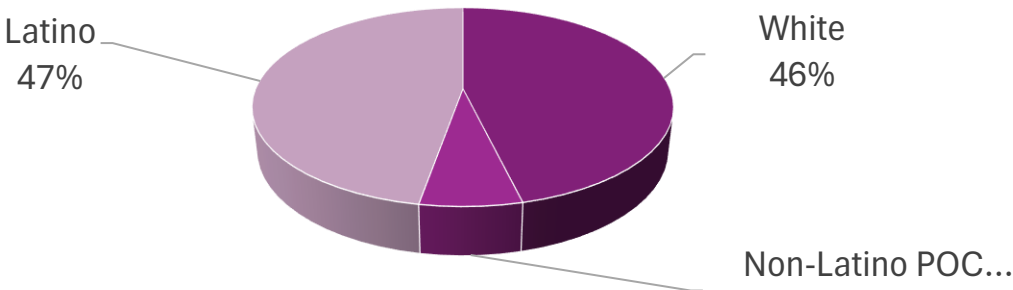
PEACE OFFICER CAREER PATH

Protective Services (Job Code 4)					Includes the following positions: ✓ Sheriffs Corrections Officer  ✓ Deputy Sheriff Trainee  ✓ Deputy Sheriff 	Technicians (Job Code 3)					Includes the following positions: ✓ Sheriff Sergeant 
Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA		Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA	
All	197	100%	100%	0%		All	23	100%	100%	0%	
White	91	46%	58%	-11%		White	18	78%	51%	27%	
POC	106	54%	36%	18%		POC	5	22%	49%	-27%	
Latino	93	47%	26%	21%		Latino	2	9%	41%	-32%	
Officials and Administrators (Job Code 1)					Includes the following positions: ✓ Sheriff's Chief Deputy ✓ Undersheriff	Professionals (Job Code 2)					Includes the following positions: ✓ Sheriff's Lieutenant 
Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA		Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA	
All	3	100%	100%	0%		All	10	100%	100%	0%	
White	3	75%	77%	23%		White	7	70%	78%	-8%	
POC	0	0%	23%	-23%		POC	3	30%	22%	8%	
Latino	0	0%	15%	-15%		Latino	3	30%	12%	18%	

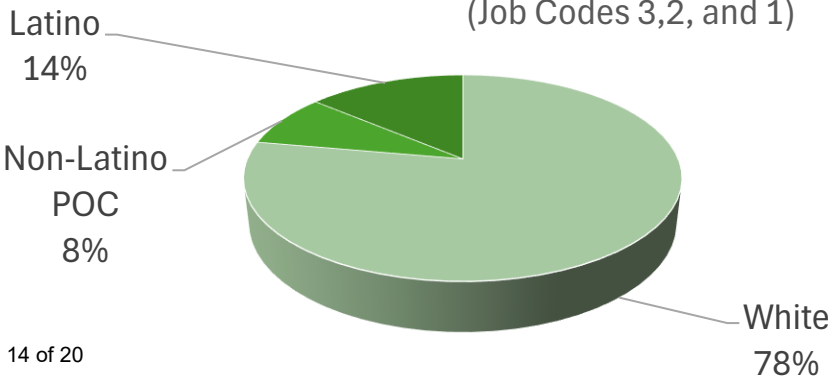
Representation in Protective Services Classification as Compared to All Higher Classifications

Peace Officer Career Pathway Drill Down			
Protective Services (Job Code 4)			Includes the following positions: Deputy Sheriff Deputy Sheriff Trainee Sheriffs Corrections Officer
Race/ Ethnicity	Count	%	
All	197	100%	
White	91	46%	
Non-Latino POC	13	7%	
Latino	93	47%	
Technicians, Professionals, Officials and Administrators (Job Codes 3,2, and 1)			Includes the following positions: Sheriffs Sergeant Sheriffs Lieutenant Sheriff's Chief Deputy Undersheriff
Race/ Ethnicity	Count	%	
All	36	100%	
White	28	78%	
Non-Latino POC	3	8%	
Latino	5	14%	


Protective Services
(Job Code 4) Race/Ethnicity



Technicians, Professionals, Officials and Administrators
(Job Codes 3,2, and 1)



CORRECTIONS CAREER PATH

Protective Services (Job Code 4)					Includes the following positions: ✓ Sheriffs Correction Officer ✓ Supervising Corrections Officer 
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA	
All	92	100%	100%	0%	
White	30	33%	63%	-30%	
POC	62	67%	37%	30%	
Latino	51	55%	26%	29%	
Technicians (Job Code 3)					✓ Includes the following positions: Corrections Sergeant
Race/ Ethnicity	Count	%	CBSA Percentage	Comparison to CBSA	
All	6	100%	100%	0%	
White	3	50%	51%	-1%	
POC	3	50%	49%	1%	
Latino	3	50%	41%	19%	

CORONER INVESTIGATOR CAREER PATH

Technicians (Job Code 3)					Includes the following positions: ✓ Sheriff Coroner Investigator I, ✓ Sheriff Coroner Investigator II ✓ Sheriff Supervisor Coroner Investigator
Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA	
All	4	100%	100%	0%	
White	2	50%	51%	-1%	
POC	2	50%	49%	1%	
Latino	1	25%	41%	-16%	

CORONER FORENSICS CAREER PATH

Professionals (Job Code 2)					Includes the following positions: <ul style="list-style-type: none"> ✓ Coroner Forensic Tech ✓ Criminalist I ✓ Criminalist II ✓ Criminalist III ✓ Forensic Pathologist ✓ Forensic Services Supervisor ✓ Forensic Services Director
Race/ Ethnicity	Count	%	CBSA %	Comparison to CBSA	
All	8	100%	100%	0%	
White	6	75%	78%	-3%	
POC	2	25%	22%	3%	
Latino	1	13%	12%	1%	

TAKE-AWAYS & NEXT STEPS

❖ Take-aways:

- ❖ Sheriff's Department overall has a solid representation of people of color, including Latinos
- ❖ The Technicians job category appears to be the bottleneck where Latino employees are significantly underrepresented.

❖ Discuss Next Steps:

- ❖ Examine possible reasons for Latino underrepresentation in the Technicians job category
- ❖ Implement actions to increase Latino representation at the Technician level



Questions?

Contact Mitsuno Baurmeister, *EEO Officer*
831-454-2600 or Email

Mitsuno.Baurmeister@santacruzcountyca.gov





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Scheduled Meetings

Unless otherwise specified, regularly scheduled Latino Affairs Commission meetings are generally held as follows:

DAY: First (1st) Wednesday
MONTH: Every other month (February, April, June, August, October and December)
TIME: 6:00 PM – 7:30 PM
LOCATION: **United Way of Santa Cruz County****
4450 Capitola Road, Ste 106, Capitola, CA 95010

****Changes to the schedule**, including special meetings, changes of location, or meeting cancellations, will be listed on the website at www.scclatinoaffairs.org as soon as information becomes available.

2025 Meeting Dates		
DATE	TIME	LOCATION
February 5, 2025	6:00 – 7:30 PM	United Way
April 2, 2025	6:00 – 7:30 PM	United Way
June 4, 2025	6:00 – 7:30 PM	United Way
August 6, 2025	6:00 – 7:30 PM	United Way
October 1, 2025	6:00 – 7:30 PM	United Way
December 3, 2025	6:00 – 7:30 PM	United Way

Public Participation

- Please check the meeting agenda to learn details about how to participate in the commission meeting.
- If you need special accommodations, please call 454-2935 or TDD: 711 (California Relay Service) at least 48 hours before the meeting.