

# **The 2025 – 2026 Contra Costa County Civil Grand Jury**

725 Court Street  
Martinez, California 94553

## **Compliance and Continuity Report**

Report 2601  
February 19, 2026



Contact:  
Brenda Balingit  
Grand Jury Foreperson  
(925) 608-2621

Civil Grand Jury reports are posted at: [www.cc-courts.org/civil/grand-jury-reports.aspx](http://www.cc-courts.org/civil/grand-jury-reports.aspx)

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# Compliance and Continuity Report

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# Compliance and Continuity Report

## BACKGROUND

The mission of the Contra Costa Civil Grand Jury is to identify areas where local government can be improved (findings) and make recommendations for achieving that improvement. One mission of the current Grand Jury is to review agency responses to the recommendations of the previous Grand Jury.

Grand Jury activities are governed by the requirements of California Penal Code Sections 925 through 933.6. Full text can be found on the [leginfo.legislature.ca.gov](http://leginfo.legislature.ca.gov) website. Pertinent requirements are summarized below:

*The grand jury shall investigate and report on the operations, accounts, and records of the officers, departments, or functions of the county... (Section 925)*

*The grand jury may at any time examine the books and records of any incorporated city or joint powers agency located in the county.... (Section 925a)*

*Each grand jury shall submit to the presiding judge of the superior court a final report of its findings and recommendations that pertain to county government matters during the fiscal or calendar year. (Section 933a)*

The Penal Code requires agencies to respond to the findings and recommendations of the Grand Jury using specific responses within legal time limits.

### **Response timing:**

*No later than 90 days after the grand jury submits a final report on the operations of any public agency ..., the governing body of the public agency shall comment ... on the findings and recommendations... (Section 933c)*

and

*...every elected county officer or agency head .... shall comment within 60 days ... on the findings and recommendations... (Section 933c)*

### **Response format for findings:**

Penal Code Section 933.05 lists the following allowable responses. The words in **bold** are used to signify a correct response in the body of this report.

*(1) The respondent **agrees** with the finding.*

*(2) The respondent **disagrees** wholly or partially with the finding, in which case the response shall specify the portion of the finding that is disputed and shall include an explanation of the reasons therefor.*

# Compliance and Continuity Report

## Response format for recommendations:

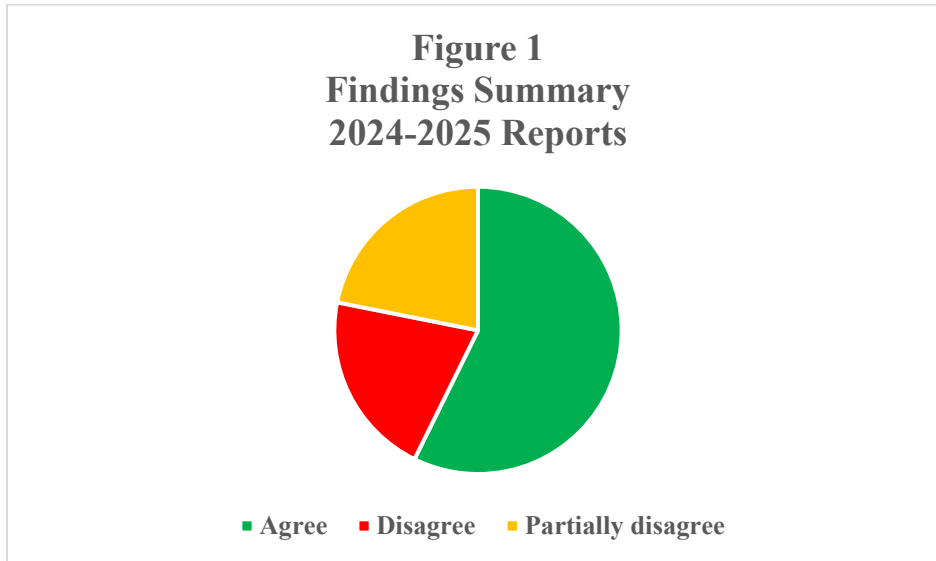
Penal Code Section 933.05 lists the following allowable responses. The words in **bold** are used to signify a correct response in the body of this report.

- (1) The recommendation **has been implemented**, with a summary regarding the implemented action.*
- (2) The recommendation has **not yet been implemented but will be implemented** in the future, with a timeframe for implementation.*
- (3) The recommendation requires **further analysis**, with an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion .... This timeframe shall not exceed six months from the date of publication of the grand jury report.*
- (4) The recommendation **will not be implemented** because it is not warranted or is not reasonable, with an explanation thereof.*

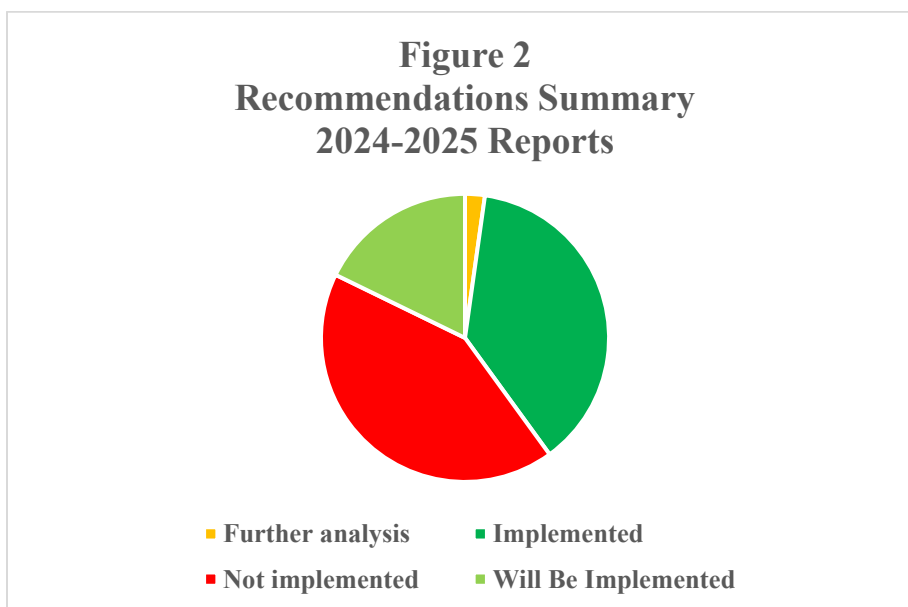
# Compliance and Continuity Report

## SUMMARY

We reviewed responses to 96 findings and 45 recommendations in the 2024-2025 Grand Jury reports from seven agencies. All responses were on time. Of the responses, 55 (57%) agreed with the findings, 21 (22%) partially disagreed, and 20 (21%) disagreed, as shown in Figure 1.



Responses to the recommendations were reviewed to assess compliance with Penal Code Section 933.05. Of the recommendations, 17 (38%) have been implemented, eight (18%) will be implemented, one (2%) requires further analysis, and 19 (42%) will not be implemented, as shown in Figure 2.



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For further explanation of the responses to the findings and recommendations, refer to the complete responses to the Grand Jury reports posted online at [www.cc-courts.org/civil/grand-jury-reports.aspx](http://www.cc-courts.org/civil/grand-jury-reports.aspx).

The Grand Jury believes it is important for future Grand Juries to continue to review these responses and to be vigilant in seeing that recommendations that have been accepted are implemented. Special attention should be paid to those responses requiring implementation within specified time frames. In this manner, the commitment and hard work of past and future Grand Juries will result in positive changes for the citizens of Contra Costa County.

# Compliance and Continuity Report

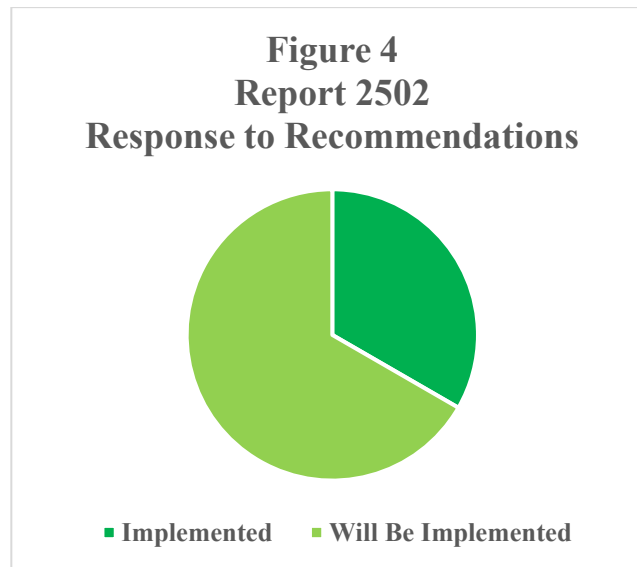
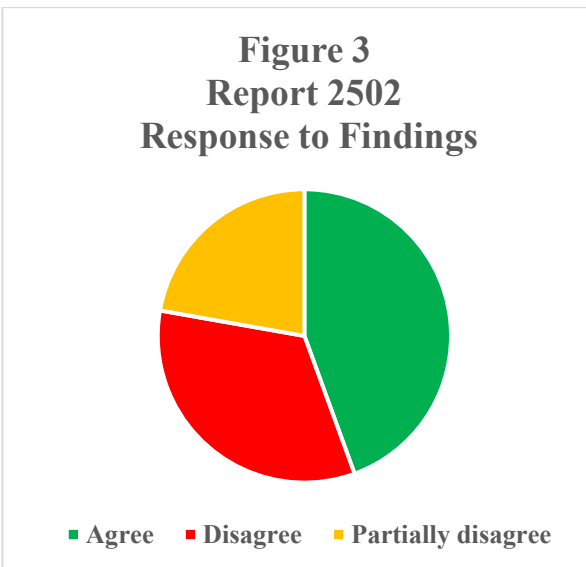
## SUMMARIES OF INDIVIDUAL REPORTS

Report #2502 County Boards, Commissions, Councils and Committees

### Improving Transparency for the Public

This report listed nine findings and made three recommendations to the Contra Costa Board of Supervisors. The responses **agreed** with four findings, **partially disagreed** with two, and **disagreed** with three, as shown in Figure 3.

Of the three recommendations, one **has been implemented** and two **will be implemented**, as shown in Figure 4.



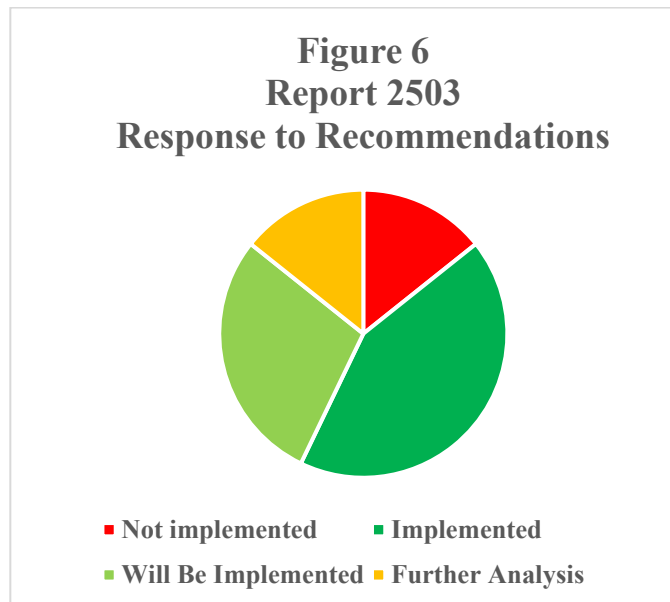
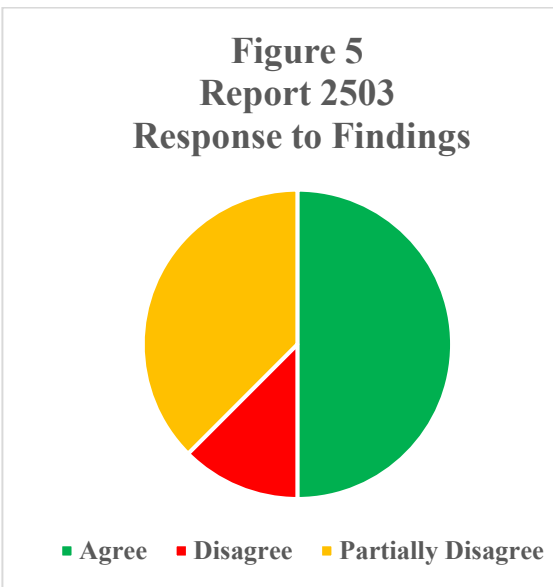
Appendix A, Tables 1 and 2 list the findings and recommendations responses for Report 2502.

# Compliance and Continuity Report

## Report #2503      Staffing Challenges Facing the Richmond Police Department: Diminishing Funds and Fewer Officers

This report listed 16 findings and made seven recommendations to the Richmond City Council and invited a response from the Richmond Chief of Police. Both entities replied but only the City Council responses are represented here. The Council **agreed** with eight findings, **partially disagreed** with six, and **disagreed** with two, as shown in Figure 5.

Three recommendations **have been implemented**, two **will be implemented**, one requires **further analysis**, and one **will not be implemented**, as shown in Figure 6.



Appendix A, Tables 3 and 4 list the findings and recommendations responses for Report 2503.

# Compliance and Continuity Report

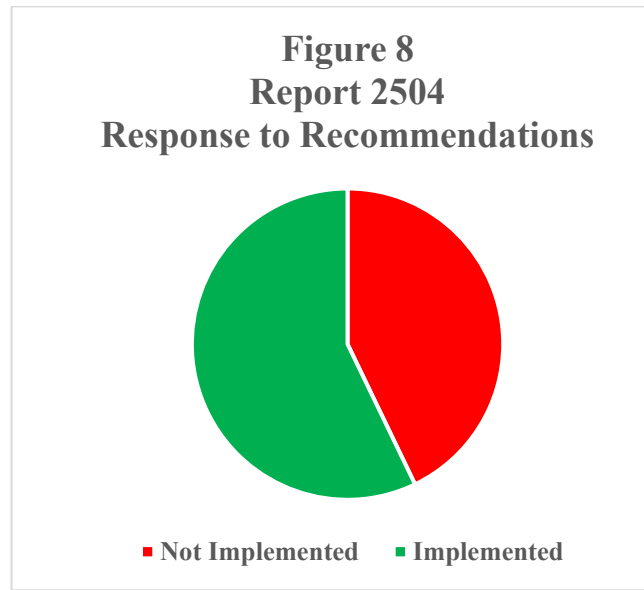
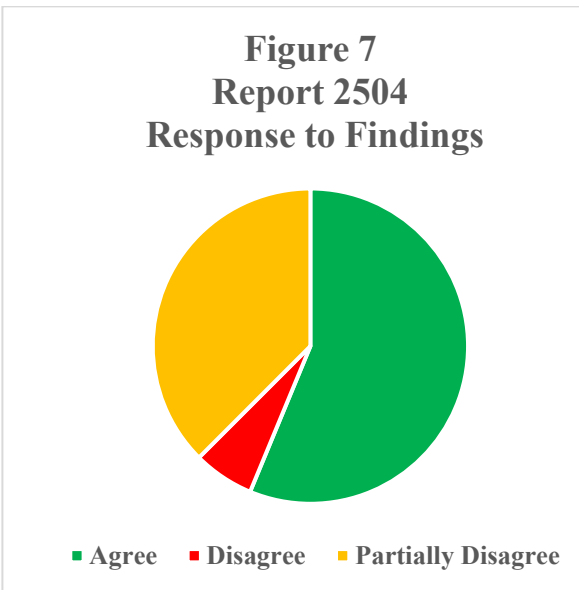
Report #2504

Contra Costa Mosquito and Vector Control

## “The Good Guys on Your Side”

This report listed sixteen findings and made seven recommendations to the Mosquito Vector and Control Board of Trustees. The respondents **agreed** with nine findings, **partially disagreed** with six, and **disagreed** with one.

Four recommendations **have been implemented** and three **will not be implemented**, as shown in Figure 8.



Appendix A, Tables 5 and 6 list the findings and recommendations responses for Report 2504.

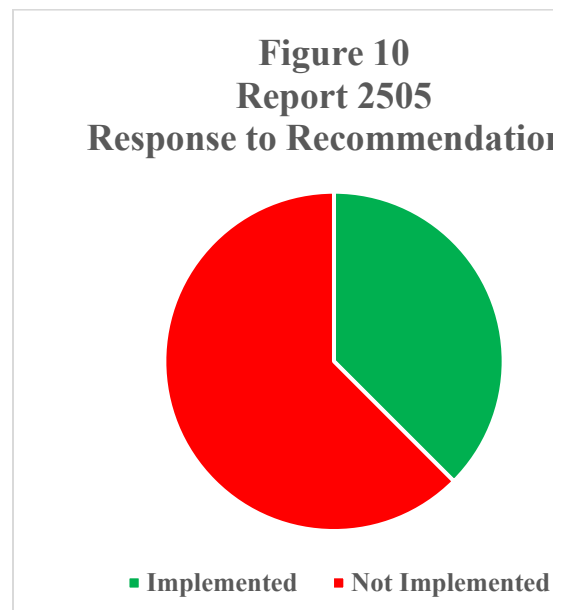
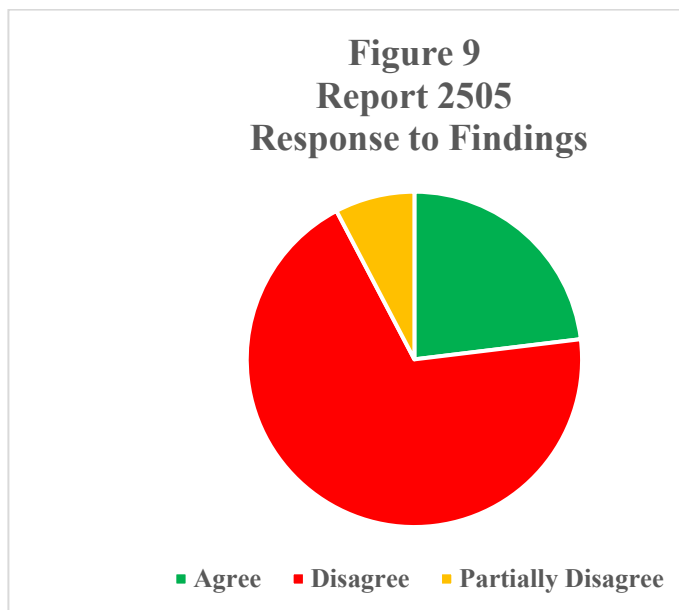
# Compliance and Continuity Report

Report #2505 Clayton: Small City, Big Concerns

## Clayton City Council

This report listed 13 findings and made eight recommendations to the City Council for the City of Clayton, California. The Council **agreed** with three findings, **partially disagreed** with one, and **disagreed** with nine, as shown in Figure 9.

Three recommendations **have been implemented** and five **will not be implemented**, as shown in Figure 10.



Appendix A, Tables 7 and 8 list the findings and recommendations responses for Report 2505.

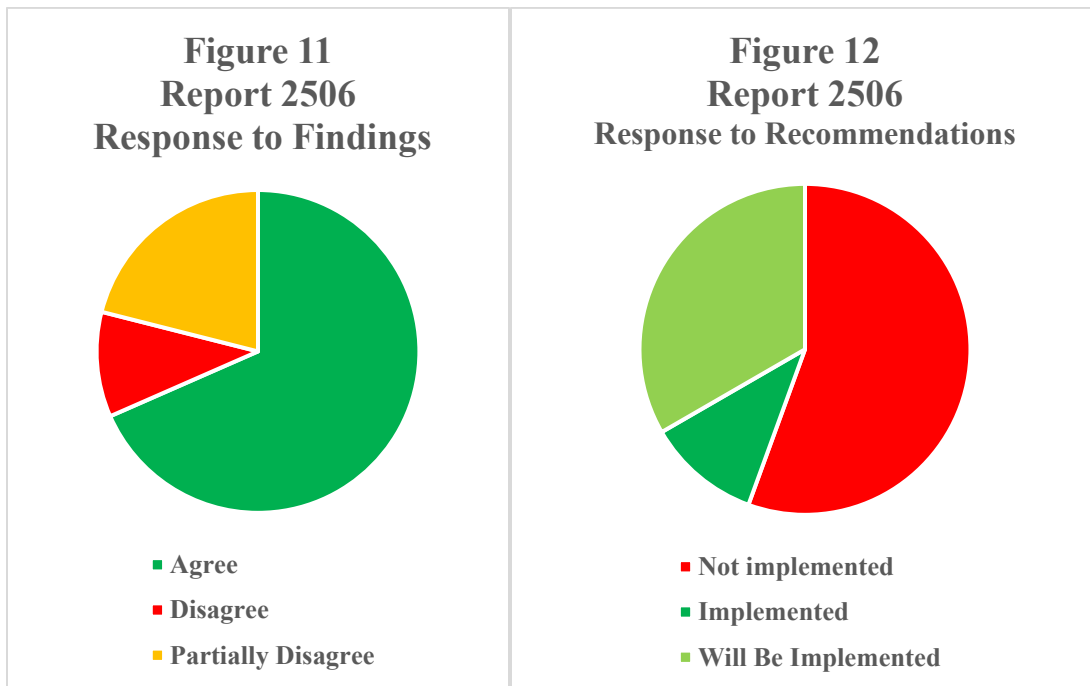
# Compliance and Continuity Report

## Report #2506 Children and Family Services:

### Challenges in Recruiting and Retaining Social Workers

This report listed 19 findings and made nine recommendations to the Contra Costa County Board of Supervisors. The Board of Supervisors **agreed** with 13 findings, **partially disagreed** with four, and **disagreed** with two, as shown in Figure 11.

One recommendation **has been implemented**, three **will be implemented**, and five **will not be implemented**, as shown in Figure 12.

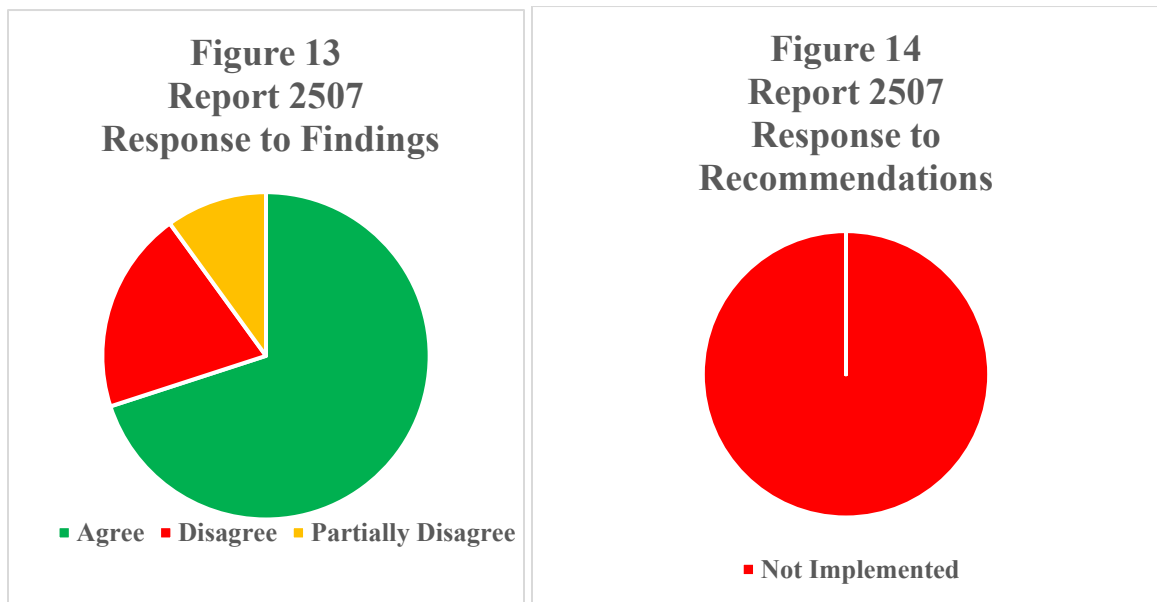


Appendix A, Tables 9 and 10 list the findings and recommendations responses for Report 2506.

# Compliance and Continuity Report

**Report #2507      Measure J Citizen’s Bond Oversight Committee**  
**Mt. Diablo Unified School District**  
**A Case of Impeded Oversight**

This report listed 10 findings and made five recommendations to the Mt. Diablo Unified School District Board of Education. The Board **agreed** with seven findings, **partially disagreed** with one, and **disagreed** with two, as shown in Figure 13.



All five recommendations **will not be implemented**, as shown in Figure 14.

Appendix A, Tables 11 and 12 list the findings and recommendations responses for Report 2507.

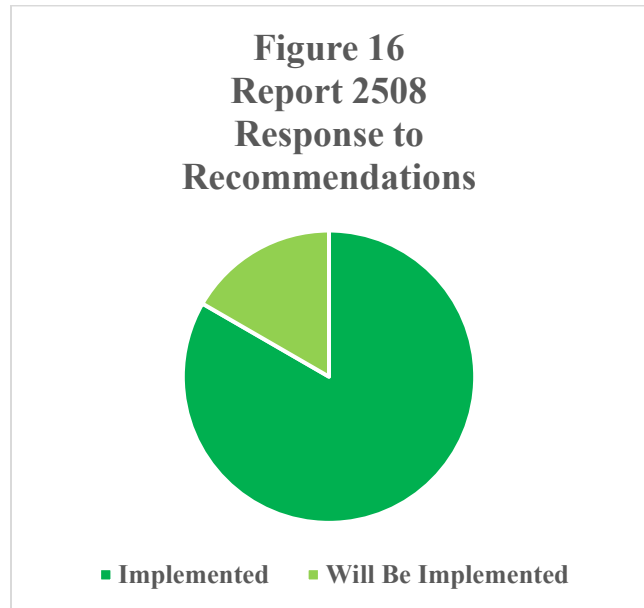
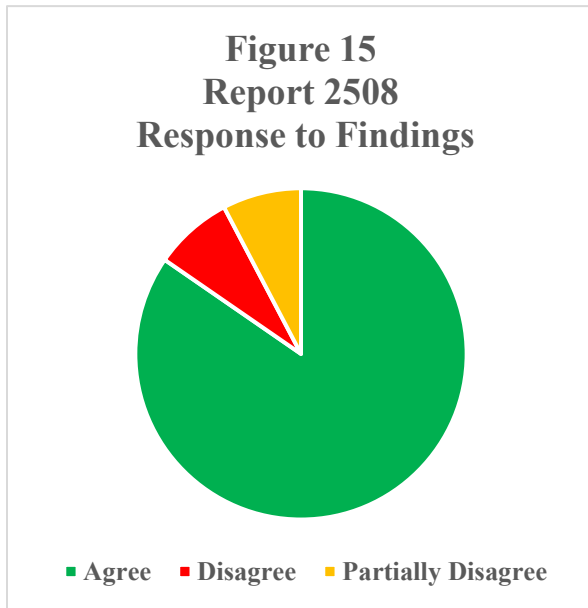
# Compliance and Continuity Report

## Report #2508

## Contra Costa County Hiring Challenges

This report listed thirteen findings and made six recommendations to the Contra Costa Board of Supervisors. The Board **agreed** with 11 findings, **partially disagreed** with one, and **disagreed** with one, as shown in Figure 15.

Five recommendations **have been implemented**, and one recommendation **will be implemented**, as shown in Figure 16.



Appendix A, Tables 13 and 14 list the findings and recommendations responses for Report 2508.

# Compliance and Continuity Report

## METHODOLOGY

### Compliance

The Grand Jury reviewed all responses to findings and recommendations to the 2024-2025 reports for compliance with Penal Code Section 933.05 requirements. The responses to each report were entered into an Excel spreadsheet. The information entered in these spreadsheets was used to prepare the figures in this report, and an abbreviated version is included in Appendix A, Tables 1 through 14.

### Continuity

The Grand Jury investigated responses to recommendations that did not meet the Penal Code Section 933.05 requirements. The committee sent one letter requesting responses compliant with the Penal Code. The response received was logged in the continuity spreadsheet and used to prepare the recommendation figures.

# Compliance and Continuity Report

## APPENDIX A: TABLES SHOWING FINDINGS, RECOMMENDATIONS, AND RESPONSES

Table 1

<b>Report 2502 County Boards, Commissions, Councils, and Committees</b>	
<b>Findings</b>	<b>Response</b>
<b>F1.</b> The current County triennial review process for County BCCs provides an effective way to measure and thereby manage their operation and oversight because it establishes a predictable, thorough examination.	<b>Agree</b>
<b>F2.</b> As of January 19, 2025, eight percent (nine of 111) of County BCCs have no website or other online presence making it difficult for the public to obtain information about the existence, purpose, membership and progress of these BCCs.	<b>Disagree</b>
<b>F3.</b> The 111 existing BCC websites are spread across multiple department web pages on the County's main website, making online BCC information difficult to find.	<b>Partially Disagree</b>
<b>F4.</b> There is no master list of all County BCCs contained on the County main website.	<b>Partially Disagree</b>
<b>F5.</b> As of January 19, 2025, 42 percent (47 of 111) of County BCCs do not have agendas posted in Legistar, the County's BCC data repository, which results in a lack of transparency to the public.	<b>Disagree</b>
<b>F6.</b> As of January 19, 2025, 56 percent (62 of 111) of County BCCs do not have their meeting minutes posted in Legistar on the central County website, resulting in a lack of transparency to the public.	<b>Agree</b>
<b>F7.</b> As of January 19, 2025, of the 49 County BCCs that post their minutes in Legistar, 27 (55 percent) incorporate them into the agenda packets rather than in the Minutes column of Legistar, making it difficult to locate meeting minutes.	<b>Agree</b>

# Compliance and Continuity Report

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**F8.** Historic County agenda and minutes data are stored and accessed in two different applications, Legistar and AgendaCenter, which can make the information difficult to find.

**Disagree**

**F9.** Even though it is preferred to use only one system, Legistar, to access meeting agendas and minutes, those presently contained in AgendaCenter cannot easily be moved or copied to Legistar due to technological constraints too costly to overcome.

**Agree**

# Compliance and Continuity Report

Table 2

<b>Report 2502 County Boards, Commissions, Councils, and Committees</b>	
<b>Recommendations</b>	<b>Response</b>
<p><b>R1.</b> The Board of Supervisors should consider requiring each County board, commission, and committee to create a basic internet presence by June 1, 2026, that includes, at minimum, links to their charter (if available), by-laws (if available), membership information, agendas, and minutes.</p>	<p><b>Implemented</b></p>
<p><b>R2.</b> The Board of Supervisors should consider directing the appropriate staff to create, by January 1, 2026, an online master list of all County BCCs where each listing contains a link to the associated BCC website and a link to the master list is made available on the home page of the main County website and on the home page of Legistar.</p>	<p><b>Will Be Implemented</b></p>
<p><b>R3.</b> The Board of Supervisors should consider directing each County BCC to post all meeting agendas and minutes in the appropriate section of Legistar on the central County website by January 1, 2026.</p>	<p><b>Will Be Implemented</b></p>

# Compliance and Continuity Report

Table 3

## Report 2503 Staffing Challenges Facing the Richmond Police Department: Diminishing Funds and Fewer Officers

Findings	Response
<b>F1.</b> Despite a decrease in absolute number of homicides from 18 to 11, violent crimes in Richmond, which include homicide, sexual assault, robbery, and aggravated assault have increased from 2021-2024.	<b>Agree</b>
<b>F2.</b> In 2021, the City of Richmond reallocated \$3 million in Richmond Police Department (RPD) funding to community services and alternative policing proposals in Richmond.	<b>Agree</b>
<b>F3.</b> The City received two expert reports that studied staffing levels in Richmond, the Matrix report (March 2023) and the Raftelis report (May 2024).	<b>Agree</b>
<b>F4.</b> Both the Matrix and Raftelis reports found that there should be an increase in RPD sworn officers.	<b>Agree</b>
<b>F5.</b> The City Council has not taken any action on police staffing as recommended in the Matrix and Raftelis reports.	<b>Disagree</b>
<b>F6.</b> An improvement in recruiting measures has resulted in an increase of hiring of new RPD officers, although staffing remains below approved levels.	<b>Agree</b>
<b>F7.</b> The RPD has the ability to train only 10 new officers at a time, using the available Field Training Officers, resulting in a limitation on the number of officers that could be hired.	<b>Partially Disagree</b>
<b>F8.</b> Reallocation of RPD funds resulted in the downsizing or elimination of specialized investigative units.	<b>Disagree</b>
<b>F9.</b> Since the reallocation of RPD funds, mandatory overtime for police officers has increased.	<b>Partially Disagree</b>

# Compliance and Continuity Report

<b>F10.</b> Subsequent to the reallocation of RPD funds in 2021 the City Council approved the formation of the Community Crisis Response Program (CCRP).	<b>Agree</b>
<b>F11.</b> The CCRP was formed to respond to calls involving mental health and quality of life incidents not requiring the RPD.	<b>Partially Disagree</b>
<b>F12.</b> As of April 2025, the CCRP is staffed with three people, a program manager and two staffers.	<b>Partially Disagree</b>
<b>F13.</b> As of April 2025, the CCRP is not receiving calls for service via police dispatch.	<b>Agree</b>
<b>F14.</b> The need for agreement between the City and RPOA on duties to be performed and union representation of the CCRP is contributing to CCRP's slow rollout.	<b>Partially Disagree</b>
<b>F15.</b> As a result of a legal settlement between the City and Chevron Corporation, \$550 million will be coming to the City of Richmond over the next 10 years, starting in June 2025, resulting in increased revenue for the City.	<b>Partially Disagree</b>
<b>F16.</b> As of April 2025, The City Council has not determined how any of the Chevron settlement funds will be used.	<b>Agree</b>

# Compliance and Continuity Report

Table 4

## Report 2503 Staffing Challenges Facing the Richmond Police Department: Diminishing Funds and Fewer Officers

Recommendations	Response
<b>R1.</b> By January 1, 2026, the City Council should consider placing a review of the Matrix and Raftelis reports on a City Council agenda.	<b>Implemented</b>
<b>R2.</b> By January 1, 2026, after a City Council meeting review of the reports, the City Council should consider following the recommendations for police officer staffing and hiring made in the Matrix and Raftelis reports.	<b>Further Analysis</b>
<b>R3.</b> By January 1, 2026, the City Council should consider directing the City Manager to establish a timeline to implement the operations and functions of the CCRP.	<b>Implemented</b>
<b>R4.</b> By January 1, 2026, the City Council should consider directing the City Manager to work with the RPD to establish a training program for dispatchers to enable dispatchers to properly send appropriate personnel to incidents for CCRP and RPD.	<b>Will Be Implemented</b>
<b>R5.</b> By January 1, 2026, the City Council should consider directing the City Manager to work with the RPD to develop a plan to increase the number of Field Training Officers.	<b>Will Be Implemented</b>
<b>R6.</b> By January 1, 2026, the City Council should consider directing the City Manager to work with the RPD to establish a plan to reduce officer mandatory overtime.	<b>Implemented</b>
<b>R7.</b> By January 1, 2026, the City Council should consider whether to allocate some of the Chevron Corporation settlement funds to the RPD to hire and retain more officers.	<b>Not Implemented</b>

# Compliance and Continuity Report

Table 5

<b>Report 2504 Contra Costa Mosquito and Vector Control “The Good Guys on Your Side”</b>	
<b>Findings</b>	<b>Response</b>
<b>F1.</b> The Mosquito and Vector Control District (MVCD) uses state-of-the-art Integrative Vector Management, which includes physical, biological and chemical control of vectors, in addition to vector surveillance and public education.	<b>Agree</b>
<b>F2.</b> The MVCD had an excess of revenue over expenditure of more than two million dollars in each of the past three fiscal years.	<b>Agree</b>
<b>F3.</b> Awareness by residents of how to identify and report <i>Aedes</i> mosquitos can assist in <i>Aedes</i> control.	<b>Agree</b>
<b>F4.</b> Promotion of the MVCD’s residential inspection service will aid in detection of invasive <i>Aedes</i> .	<b>Agree</b>
<b>F5.</b> Public education in how residents can eliminate <i>Aedes</i> eggs in their yards will assist in stopping the spread of invasive <i>Aedes</i> .	<b>Agree</b>
<b>F6.</b> MVCD uniformed inspectors sometimes encounter a level of misunderstanding regarding their mission, resulting in denial or delay of entry to property.	<b>Agree</b>
<b>F7.</b> When residents deny inspections, it delays mosquito identification and eradication efforts.	<b>Agree</b>
<b>F8.</b> When residents deny inspections, it delays mosquito identification and eradication efforts.	<b>Partially Disagree</b>

# Compliance and Continuity Report

<b>F9.</b> The MVCD website does not explain what activities should be reported to the Animal Services Department as opposed to the MVCD.	<b>Agree</b>
<b>F10.</b> The MVCD website does not have a link to the Animal Services Department.	<b>Agree</b>
<b>F11.</b> There are no prominent, direct links for reporting mosquitos on the home page of the MVCD website or the Animal Services Department website.	<b>Partially Disagree</b>
<b>F12.</b> The MVCD does not currently leave their educational “Invasive Mosquito California” identification brochure during home inspections for other vectors.	<b>Partially Disagree</b>
<b>F13.</b> There are no current marketing partnership agreements with other counties to explore cost- effective public education and awareness.	<b>Partially Disagree</b>
<b>F14.</b> The MVCD does not currently distribute their existing <i>Aedes</i> information through relevant retail establishments and other public agencies unless requested.	<b>Partially Disagree</b>
<b>F15.</b> As of May 2025, the MVCD social media presence is limited to Facebook (60 followers), Instagram (232 followers), Nextdoor, and 1,432 followers on X.	<b>Partially Disagree</b>
<b>F16.</b> The MVCD does not cross-market educational or promotional YouTube videos on other social media platforms.	<b>Disagree</b>

# Compliance and Continuity Report

Table 6

<b>Report 2504 Contra Costa Mosquito and Vector Control “The Good Guys on Your Side”</b>	
<b>Recommendations</b>	<b>Response</b>
<b>R1.</b> By February 1, 2026, the MVCD Board of Trustees should consider directing the MVCD to explore additional avenues to educate residents on how to recognize and report <i>Aedes</i> mosquitos.	<b>Not Implemented</b>
<b>R2.</b> By February 1, 2026, the MVCD Board of Trustees should recruit to ensure a complete Board of Trustees.	<b>Not Implemented</b>
<b>R3.</b> By February 1, 2026, the MVCD Board of Trustees should consider directing the MVCD to work with the Animal Control Services Agency to provide a link on their websites for reporting suspected <i>Aedes</i> mosquitos to the MVCD.	<b>Implemented</b>
<b>R4.</b> By February 1, 2026, the MVCD Board of Trustees should consider directing the MVCD to offer their existing brochure, “Invasive Mosquito Species of California”, to residents during all requested home inspections for vectors.	<b>Implemented</b>
<b>R5.</b> By February 1, 2026, the MVCD Board of Trustees should consider directing the MVCD to explore the costs of coordinating public information campaigns with neighboring counties during <i>Aedes</i> infestations.	<b>Not Implemented</b>
<b>R6.</b> By February 1, 2026, the MVCD Board of Trustees should consider directing the MVCD to offer their existing brochure, “Invasive Mosquito Species of California”, or other informational material to other public agencies and relevant retail establishments (for example garden and pool stores).	<b>Implemented</b>
<b>R7.</b> By February 1, 2026, the MVCD Board of Trustees should consider directing the MVCD to provide an opt-in/opt-out email service to send alerts and news releases when <i>Aedes</i> infestations are discovered.	<b>Implemented</b>

# Compliance and Continuity Report

Table 7

<b>Report 2505 Clayton: Small City, Big Concerns Clayton City Council</b>	
<b>Findings</b>	<b>Response</b>
<b>F1.</b> Since 2019, Clayton has had 12 City Managers, eight Finance Directors, and five Community Development Directors.	<b>Disagree</b>
<b>F2.</b> The level of turnover of City Managers in Clayton is greater than other cities in the County.	<b>Agree</b>
<b>F3.</b> Prior to January 1, 2025, the City Council did not follow its established guidelines for inclusion of an agenda item despite requests over the course of 15 months by a council member to do so.	<b>Disagree</b>
<b>F4.</b> Prior to January 7, 2025, the public could learn of requests for agenda item inclusion in real time when proposed by council members in open session.	<b>Agree</b>
<b>F5.</b> Subsequent to January 7, 2025, the public could learn of requests for agenda item inclusion only by an oral report of the City Manager made once per quarter.	<b>Disagree</b>
<b>F6.</b> Prior to January 9, 2025, there was a City Council agenda-setting committee meeting, held regularly with the Mayor and Vice-Mayor along with the City Manager, City Clerk, and City Attorney.	<b>Disagree</b>
<b>F7.</b> Committee meeting minutes are not consistently posted as a standalone document in the column provided on the City website.	<b>Agree</b>

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**F8.** In 2024, 52% (13 of 25) of committee meetings were scheduled as special meetings. Consequently, opportunity for public comment on non-agenda items was eliminated. **Disagree**

**F9.** Regular meetings of committees do not consistently place on the agenda an opportunity for public comment on non-agenda items, which violates the Brown Act requirements. **Partially Disagree**

**F10.** The CBCA Negotiation Committee neither informed nor sought approval from the Council at a public meeting for actions taken, contrary to Council Guidelines. **Disagree**

**F11.** Revenue shortfall has been identified and confirmed as an issue by several City Managers since 2022. However, while the Council has discussed the issue, it has taken no action to increase revenue. **Disagree**

**F12.** The City Council did not follow the established requirements in Resolution 76-2022 for selecting members of the Citizens Financial Sustainability Committee. **Disagree**

**F13.** Committees formed by the City Council are not authorized to take action (other than advice and recommendations) without the Council's approval. **Disagree**

# Compliance and Continuity Report

Table 8

## Report 2505 Clayton: Small City, Big Concerns Clayton City Council

Recommendations	Response
<b>R1.</b> By December 1, 2025, the City Council should consider adopting a new procedure for Council Members to request items be placed on future agendas.	<b>Not Implemented</b>
<b>R2.</b> By December 1, 2025, the City Council should consider directing the City Manager to maintain a written, on-going list available for public view of all items that have been requested for inclusion in the Council's agenda and either the date on which the item will be agendaized or the reasons for denial of inclusion.	<b>Not Implemented</b>
<b>R3.</b> By December 1, 2025, the City Council should consider directing all committees to post their minutes as a standalone document in the minutes column of the City website.	<b>Not Implemented</b>
<b>R4.</b> By December 1, 2025, the City Council should consider directing all Brown Act committees to place on the agenda the opportunity for public comment on non-agenda items for all regular scheduled meetings.	<b>Implemented</b>
<b>R5.</b> By December 1, 2025, the City Council should consider enforcing the Council Guidelines (City Council Guidelines and Procedures Section C.8.c) that committees come to the Council for approval of actions to be taken.	<b>Not Implemented</b>
<b>R6.</b> By December 1, 2025, the City Council should consider directing the City Manager to conduct a study of the causes of senior staff turnover.	<b>Not Implemented</b>
<b>R7.</b> By July 1, 2026, the City Council should consider ways to increase City revenue.	<b>Implemented</b>

# Compliance and Continuity Report

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**R8.** By December 1, 2025, the City Council should consider following Resolution 76-2022's requirements for qualifications of members to serve on the Citizens Financial Sustainability Committee.

**Implemented**

# Compliance and Continuity Report

Table 9

## Report 2506 Children and Family Services: Challenges in Recruiting and Retaining Social Workers

Findings	Response
<b>F1.</b> The Children and Family Services staff is dedicated to the important work they do.	<b>Agree</b>
<b>F2.</b> The social worker job is challenging and stressful, contributing to the difficulty in recruiting and retaining of staff.	<b>Agree</b>
<b>F3.</b> Children and Family Services faces challenges in both hiring and retaining social worker staff.	<b>Agree</b>
<b>F4.</b> Social workers have resigned and taken positions with competing agencies offering higher pay.	<b>Partially Disagree</b>
<b>F5.</b> As of January 2025, Children and Family Services has a current social worker vacancy rate of 19%, with 31 of 167 authorized positions unfilled.	<b>Agree</b>
<b>F6.</b> Understaffing increases the workload for existing staff.	<b>Agree</b>
<b>F7.</b> The absence of a full staff of social workers can result in a negative impact on services provided to children and families, including delays in service, requirements for re-interviews, and the related stress on children and families.	<b>Disagree</b>
<b>F8.</b> The hiring process is lengthy, with 27 steps and taking on average 113 days, which can potentially discourage applicants from completing the process and receiving an offer of employment.	<b>Partially Disagree</b>

# Compliance and Continuity Report

<b>F9.</b> Fewer college students in the western United States are enrolling in social work majors, reducing the pool of potential applicants.	<b>Agree</b>
<b>F10.</b> Children and Family Services does not recruit for social workers at universities and colleges outside of the Bay Area or participate at recruiting/hiring fairs nationally.	<b>Agree</b>
<b>F11.</b> Children and Family Services has reduced the educational requirements from Master of Social Work to Bachelor of Science plus relevant experience, to increase the pool of potential applicants.	<b>Partially Disagree</b>
<b>F12.</b> Adding dedicated Human Resources staff to Employment and Human Services Department has aided hiring efforts.	<b>Agree</b>
<b>F13.</b> Children and Family Services does not reimburse new employees for relocation expenses.	<b>Agree</b>
<b>F14.</b> Children and Family Services does not reimburse interviewees for travel expenses.	<b>Agree</b>
<b>F15.</b> Children and Family Services provides limited motivational, recognition, and wellness programs for social workers.	<b>Disagree</b>
<b>F16.</b> Children and Family Services does not have an employee referral program for social workers.	<b>Agree</b>
<b>F17.</b> Children and Family Services does not have a hiring or retention bonus program for social workers.	<b>Agree</b>
<b>F18.</b> Children and Family Services has university and employee internship programs. Since 2019, CFS hired eight of 28 university interns and promoted five of 23 employee interns into permanent social worker positions.	<b>Agree</b>
<b>F19.</b> Several of the challenges identified by the Grand Jury in 2019 (including a number of vacancies among social workers, a lengthy hiring process, heavy workloads, and a stressful work environment) still exist today.	<b>Partially Disagree</b>

# Compliance and Continuity Report

Table 10

## Report 2506 Children and Family Services: Challenges in Recruiting and Retaining Social Workers

### Recommendations

### Response

**R1.** By January 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to recruit for social workers at universities and colleges outside of Contra Costa County, participate at recruiting/hiring fairs nationally, and host virtual job fairs, potentially using Measure X funds as a source of funding.

**Implemented**

**R2.** By January 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to develop an employee referral program, potentially using Measure X funds as a source of funding.

**Not  
Implemented**

**R3.** By July 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to implement a hiring and retention bonuses program, potentially using Measure X funds as a source of funding.

**Will Be  
Implemented**

**R4.** By January 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to create other incentive programs for new and existing staff, such as student loan forgiveness programs and housing assistance, potentially using Measure X funds as a source of funding.

**Not  
Implemented**

**R5.** By January 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to expand internship programs to generate increased interest in working with CFS in Contra Costa.

**Will Be  
Implemented**

# Compliance and Continuity Report

- |   |                               |
|---|-------------------------------|
| <p><b>R6.</b> By July 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to streamline the hiring process to reduce the time it takes to hire a social worker.</p>   | <p><b>Implemented</b></p>     |
| <p><b>R7.</b> By January 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to develop and implement a program to pay for moving expenses for newly hired social workers, potentially using Measure X funds as a source of funding.</p>  | <p><b>Not Implemented</b></p> |
| <p><b>R8.</b> By January 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to develop and implement a program to pay for travel expenses of employees when recruiting social workers, potentially using Measure X funds as a source of funding.</p>                           | <p><b>Not Implemented</b></p> |
| <p><b>R9.</b> By July 1, 2026, the Board of Supervisors should consider directing the Human Resources Department and the Employment and Human Services Department to provide additional motivational, recognition, and wellness programs for social workers as an incentive in recruitment and retention, potentially using Measure X funds as a source of funding.</p> | <p><b>Implemented</b></p>     |

# Compliance and Continuity Report

Table 11

## Report 2507 Measure J Citizen's Bond Oversight Committee Mt. Diablo Unified School District A Case of Impeded Oversight

Findings	Response
F1. By the California Education Code, the Measure J CBOC is to be independent of MDUSD and represents and informs the taxpayers.	Agree
F2. The CBOC does not prepare its own Bylaws which detail how the committee operates. F3.	Agree
F3. The MDUSD provides the CBOC Bylaws.	Agree
F4. The CBOC cannot modify the Bylaws without MDUSD approval.	Agree
F5. The MDUSD reviews and appoints CBOC renewing and new members.	Agree
F6. The MDUSD is required by the EDCODE to provide support to the CBOC	Partially Disagree
F7. The CBOC does not have an independent legal consultant.	Agree
F8. The CBOC is not independent as intended by Proposition 39.	Disagree
F9. The last annual report from CBOC presented negative findings.	Agree
F10. The CBOC reports are not widely distributed to the taxpayers and are only posted on the MDUSD website.	Disagree

# Compliance and Continuity Report

Table 12

## Report 2507 Measure J Citizen's Bond Oversight Committee Mt. Diablo Unified School District A Case of Impeded Oversight

Recommendations	Response
<p><b>R1.</b> By December 31, 2025, the MDUSD should recognize that California Education Code requires that the Measure J CBOC is an independent oversight committee reporting to the taxpayers and not controlled by the MDUSD.</p>	<p><b>Not Implemented</b></p>
<p><b>R2.</b> By December 31, 2025, the MDUSD should permit the Measure J CBOC to independently prepare, modify and approve the committee's Bylaws.</p>	<p><b>Not Implemented</b></p>
<p><b>R3.</b> By December 31, 2025, the MDUSD should provide assistance the CBOC has requested.</p>	<p><b>Not Implemented</b></p>
<p><b>R4.</b> By December 31, 2025, the MDUSD should include the CBOC in activities associated with screening, selection and approval of CBOC candidates for continuing and new members' positions.</p>	<p><b>Not Implemented</b></p>
<p><b>R5.</b> By December 31, 2025, the MDUSD should distribute CBOC annual reports electronically to taxpayers within the district via local governments, parent groups and civic organizations.</p>	<p><b>Not Implemented</b></p>

# Compliance and Continuity Report

Table 13

## Report 2508 Contra Costa County Hiring Challenges

Findings	Response
<b>F1.</b> The hiring process is a complex, multi-step process involving 27 steps.	<b>Partially Disagree</b>
<b>F2.</b> The hiring process is lengthy, with an average of 113 days to hire.	<b>Agree</b>
<b>F3.</b> The Employment and Human Services Department (EHSD) has implemented dedicated resources that allocate funds for three individuals in the County Human Resources (HR) Department who are exclusively focused on recruitment and improving EHSD's hiring capabilities.	<b>Agree</b>
<b>F4.</b> Contra Costa Health and Public Works departments utilize delegated authority for recruiting and hiring, under which they assume full responsibility for the hiring process for those classifications unique to their respective departments.	<b>Agree</b>
<b>F5.</b> Public Works has one in-house person managing HR recruiting and hiring without any backup.	<b>Agree</b>
<b>F6.</b> Lean HR staffing compels departments to prioritize job postings, which can lead to delays in posting job openings.	<b>Agree</b>
<b>F7.</b> Employees in Contra Costa County responsible for hiring often lack knowledge on how to fully utilize the capabilities of PeopleSoft.	<b>Disagree</b>
<b>F8.</b> The County does not track the reasons candidates decline county jobs.	<b>Agree</b>
<b>F9.</b> The time needed to maintain County job classifications grows as similar job specifications become more specialized.	<b>Agree</b>

# Compliance and Continuity Report

**F10.** The County's specialized job classifications narrow the pool of potential applicants. **Agree**

**F11.** EHSD contracted with an external consultant from July 1, 2024, to June 30, 2025, to evaluate its hiring process and make recommendations for improvements. **Agree**

**F12.** The County HR department does not currently contract with an external consultant to review its hiring processes. **Agree**

**F13.** The HR staff-to-employee ratio in Contra Costa County suggests that the HR department is understaffed compared to those in neighboring counties. **Agree**

# Compliance and Continuity Report

Table 14

## Report 2508 Contra Costa County Hiring Challenges

Recommendations	Response
<b>R1.</b> By January 1, 2026, the Board of Supervisors (BOS) should consider using Measure X funds to hire an external consultant to assess hiring processes across the County.	<b>Will Be Implemented</b>
<b>R2.</b> By July 1, 2026, the BOS should consider directing HR to work with County departments to assess whether they could benefit from delegated authority or dedicated resources to enhance the hiring process.	<b>Implemented</b>
<b>R3.</b> By July 1, 2026, the BOS should consider directing HR to initiate the process of consolidating existing job classifications across departments.	<b>Implemented</b>
<b>R4.</b> By January 1, 2026, the BOS should consider directing the Public Works department to ensure there is a backup for the internal HR staff member responsible for performing delegated- authority tasks.	<b>Implemented</b>
<b>R5.</b> By January 1, 2026, the BOS should consider directing HR to implement a procedure to identify and track why candidates decline job offers.	<b>Implemented</b>
<b>R6.</b> By January 1, 2026, the BOS should consider hiring additional HR analysts.	<b>Implemented</b>