

2025-2026 TUOLUMNE COUNTY

CIVIL GRAND JURY

Response Compliance Report of the 2024-2025 Civil Grand Jury Reports

June 17, 2026

“I think that’s specifically specific and vague enough.”

-Jaron Brandon

-Addressing the Board of Supervisors Responses to 2024-2025 Grand Jury Reports

Board of Supervisors Meeting

June 24, 2025

SUMMARY

In July of each year, a new Tuolumne County Civil Grand Jury (Grand Jury) is seated by the presiding judge of the Tuolumne County Superior Court and tasked with investigating issues affecting Tuolumne County and its government during its term. By the end of the term, the Grand Jury has performed investigations and published reports with its findings and recommendations.

Governing boards of local government entities and elected officials are required to respond to the findings and recommendations in the reports that the Grand Jury directs them. The responses must be submitted in writing to the presiding judge of the Superior Court within a given timeframe and must include legally mandated wording. Because many of these responses are not due until after the term of the reporting Grand Jury has ended, the next Grand Jury is responsible for receiving the responses and confirming their compliance with the applicable laws. This report does not address or comment on the merit or wisdom of any disagreements or opinions expressed by any respondent to last year's reports, but merely upon whether the responses complied with legal requirements.

This year's Grand Jury reviewed the level of compliance from the required respondents to the five 2024-2025 Grand Jury reports that were issued. Fifty-two responses were required to the five reports that necessitated responses. All responses were received within the mandated timeframe.

The 2024-2025 Grand Jury reports and their responses are publicly available and can be found at: <https://www.tuolumne.courts.ca.gov/general-information/grand-jury>.

BACKGROUND

County governing boards and elected officials are required to submit a written response to a Grand Jury report. Elected officials are required to respond within 60 days of receiving the Grand Jury report, and governing boards must submit their responses within 90 days of receiving the report. Responses are to be submitted to the Superior Court's presiding judge.

METHODOLOGY

The responses to the 2024-2025 Tuolumne County Grand Jury reports were reviewed to confirm whether each had been received within the mandated timeframe, and whether the wording was following California Penal Code Section 933.

The following criteria were considered:

1) Findings: Did the governing board or elected county official indicate their agreement or disagreement with each finding? If there was disagreement, did they explain the reason for the disagreement?

2) Recommendations: Did each response include one of the four statements required under Penal Code Section 933.05(b) (1-4)? Did the response also contain the required content?

a) If a response stated a recommendation had been implemented, did the response include a summary of what had been done? (Penal Code section 933.05(b)(1))

b) If a response stated a recommendation would be implemented, did the response include a summary and timeframe for what would be done? (Penal Code section 933.05(b)(2))

c) If a response stated a recommendation required further analysis or study, did the response include an explanation of the scope and parameters of the analysis or study, and a timeframe (within six months of receipt of the report) for the matter to be prepared for discussion by the applicable public official, department head, or governing body? (Penal Code section 933.05(b)(3))

d) If a response stated a recommendation would not be implemented because it was not warranted or not reasonable, did the respondent include an explanation supporting that position? (Penal Code section 933.05(b)(4))

Additionally, the 2025-2026 Grand Jury determined that it was important to verify whether commitments and corrective actions identified in prior responses to the Grand Jury were subsequently implemented. Absent such follow-up review, a responding agency or official could formally acknowledge or commit to corrective action for purposes of compliance with the Penal Code while failing to fully fulfill those commitments to the residents of Tuolumne County. Accordingly, the Grand Jury has identified instances in which previously stated commitments or intended actions were not completed or were not fully implemented.

GLOSSARY

ACFR – Annual Comprehensive Financial Report. It is an audited, highly detailed financial document published yearly to detail Tuolumne County’s economic standing, revenue, spending, and debt.

BOS – Tuolumne County Board of Supervisors

CIP - Capital Improvement Program. A long-term, 5-to-10-year strategic planning document used by the county and local utility districts to identify, schedule, and finance community infrastructure needs, such as roads, public facilities, and water systems

ECU – Executive Confidential Unit. An employee classification intended for individuals who are involved in, or have the potential of influencing, labor negotiations or employer-employee relations.

HRIS – Human Resources Information System. Software that digitizes, stores, and manages employee data. It serves as a centralized hub to automate core administrative tasks, process payroll, track attendance, and administer employee benefits.

RFP – Request for Proposal. A formal bidding document published by local government agencies to solicit solutions and cost estimates from qualified contractors and vendors.

DISCUSSION

The 2024-2025 Tuolumne County Grand Jury issued five investigative reports which are named and numbered below to facilitate this discussion:

Report 1: 2024-2025 Treatment of the Grand Jury by County Officials Report

Report 2: 2024-2025 Board of Supervisors Actions and Obligations Report

Report 3: 2024-2025 Unfunded Liabilities and Financial Challenges Report

Report 4: 2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government

Report 5: 2024-2025 Detention Facilities Report (*No findings; report not reviewed below*)

FINDINGS

Findings are listed by report title for ease of reference. For each finding, the number of the Finding or Recommendation is noted from the specified report.

Report 1: Review Of Responses to the 2024-2025 Treatment of the Grand Jury by County Officials Report

FINDING-F2: It is a fact that Tuolumne County has failed to address the treatment of the Grand Jury as identified in the 2022-2023 and the 2023-2024 Grand Juries' Cover Letters which has caused delays, sometimes fatal, for investigations by the Tuolumne County Grand Jury.	F-2 RESPONSE: The County disagrees with this finding.
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COMPLIANCE FINDING 1: The Tuolumne County Board of Supervisors failed to provide an explanation of the reasons for its disagreement with finding F-2 in the report entitled "Treatment of the Grand Jury by County Officials Report" thus violating Penal Code section 933.05(a)(2).

RECOMMENDATION R-3: The Tuolumne County Board of Supervisors should direct County Administration to create/hire/purchase/develop an Enterprise Resource Planning system that keep track of historical information for employees including positions and payments. This should be done within 365 days.	R-3 RESPONSE: Tuolumne County acknowledges technical and operational issues with the Enterprise Resource Planning (ERP) system that was implemented several years ago. The County has budgeted for a Human Resources Information Systems (HRIS) solution to address the issue of tracking employee information.
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COMPLIANCE FINDING 2: The Tuolumne County Board of Supervisors should further respond to the report entitled "Treatment of the Grand Jury by County Officials Report" by September 1, 2026, stating a date by which recommendation R-3 will be implemented.

Note: The BOS had agreed with the recommendation to implement an Enterprise Resource Planning (ERP) system and stated they had budgeted for an HRIS system, but no timing was provided. The 2025-2026 Civil Grand Jury understands that contract

discussions and pre-work are occurring, but no date has been set for the final implementation.

<p>FINDING F-3: It is a fact that Tuolumne County uses a poor Enterprise Resource Planning (ERP) system that does not maintain historical information for employee positions and payments which has caused the inability of the County and Grand Jury from investigating potential issues with employment.</p>	<p>F-3 Response: The County partially agrees with this finding. Tuolumne County acknowledges technical and operational issues with the Enterprise Resource Planning (ERP) system that was implemented several years ago. The County has budgeted for a Human Resources Information Systems (HRIS) solution to address the issue of tracking employee information.</p>
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COMPLIANCE FINDING 3: The Tuolumne County Board of Supervisors failed to provide a timeframe for implementation of their response to finding F-3 in the report entitled “Treatment of the Grand Jury by County Officials Report” thus violating Penal Code section 933.05(b)(2).

Note: Subsequent inquiries have determined that the County has budgeted for a new HRIS system and is in the process of finalizing the contractual process to begin implementation. As such, no further action is necessary.

Report 2: Review of Responses to the 2024-2025 Board Of Supervisors Actions And Obligations Report

<p>RECOMMENDATION R-1: The Board of Supervisors should develop and implement a comprehensive public information program by January 1, 2026, utilizing both digital and traditional media platforms to proactively communicate the Board's priorities and objectives, with particular emphasis on public safety initiatives and fiscal accountability measures.</p>	<p>R-1 RESPONSE: The recommendation has not yet been implemented. but will be implemented in the future as the Board of Supervisors agrees that the County needs to improve communications and transparency on items</p>
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COMPLIANCE FINDING 4: The Tuolumne County Board of Supervisors should further respond to the report entitled “Board of Supervisors Actions and Obligations” by September 1, 2026, stating a date by which recommendation R-1 will be implemented.

Note: This Recommendation was to develop and implement a comprehensive public information program by January 1, 2026. This date has not been met.

<p>RECOMMENDATION R-2: The Board of Supervisors should develop and implement formal procedures no later than January 1, 2026, authorizing a Public Information Officer or other designated representative to serve as the Board's official spokesperson under clearly defined circumstances</p>	<p>R-2 RESPONSE: The recommendation requires further analysis, because the Board would like to study whether or not a Public Information Officer is necessary and examine the cost of such a position. This is anticipated to be reviewed within the fiscal year.</p>
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COMPLIANCE FINDING 5: The Tuolumne County Board of Supervisors should further respond to the report entitled “Board of Supervisors Actions and Obligations” by September 1, 2026, stating a date by which recommendation R-2 will be implemented.

Note: This recommendation was to authorize a Public Information Officer to serve as the official spokesperson of the BOS. The BOS response stated further study was necessary and anticipated that it would be done within the fiscal year. To date, no forward action on this recommendation has been identified.

<p>RECOMMENDATION R-6: The Board of Supervisors should modify the existing reporting structure to require the Director of Human Resources and Risk Management to report directly to the Board of Supervisors rather than through the CAO, with this change implemented no later than January 1, 2026.</p>	<p>R-6 RESPONSE: The recommendation has not yet been implemented, but will be implemented in the future given the Board has directed that the position of Human Resources Director/Risk Manager become a Board-appointed position. This should be implemented by 2026.</p>
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COMPLIANCE FINDING 6: The BOS should further respond to the report entitled “Board of Supervisors Actions and Obligations” by September 1, 2026, stating a date by which recommendation R-6 will be implemented.

Note: The BOS agreed to recommendation that the position of HR Director/Risk Manager become a Board-appointed position and stated it should be implemented by 2026. To date, the recommendation has not been implemented.

Report 3: Review of Responses to the 2024-2025 Unfunded Liabilities and Financial Challenges Report

RECOMMENDATION R-4: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-4 will be implemented.	RESPONSE TO R-4: This recommendation has been partially implemented. As a part of the Adopted budget, the Board approves the rate of pay for each classification, including those in the ECU.
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COMPLIANCE FINDING 7: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-4 will be fully implemented.

Note: In their original response, the BOS stated that the “Recommendation has been partially implemented. As part of the Adopted budget, the Board approves the rate of pay for each classification, including those in the ECU”. This does not address the recommended action that an annual report should be prepared showing all employees in the ECU and has not “delineated the qualifications and costs of any proposed new hires that may become part of the ECU, prior to their hiring”.

RECOMMENDATION R-6: The Board of Supervisors should, by October 1, 2025, clarify and standardize what the ECU is as to definitions, qualifications, etc., and place that information in a document that is available to the public.	RESPONSE TO R-6: This recommendation was implemented.
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COMPLIANCE FINDING 8: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-6 will be implemented.

Note: The BOS indicated that the recommendation had already been implemented, however the 2025-2026 Grand Jury was unable to find any reasonably accessible

definitions of the ECU classification, nor were they able to obtain a listing of ECU member employees from the existing employee database.

<p>FINDING F-8: Tuolumne County has not filed an Annual Comprehensive Financial Report (ACFR) for the prior three years (2022, 2023 and 2024), causing the County to have a negative credit rating and to lose opportunities for qualifying for future grants.</p>	<p>RESPONSE TO F-8: The Board of Supervisors partially agrees with this finding. The Annual Comprehensive Financial Report (ACFR) for 2022 has now been filed, but the 2023 and 2024 ACFRs remain incomplete. The County does not have a negative credit rating; the County's credit rating has been pulled and can be reinstated when the two outstanding ACFRs are completed.</p>
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COMPLIANCE FINDING 9: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, with additional information regarding their response to F-8, including a date when their response will be implemented.

Note: The response from the BOS stated that the County “does not have a negative credit rating; the County’s credit rating has been pulled and can be reinstated with the two outstanding ACFRs are completed.” While the ACFR’s have been completed, there is no available information regarding Tuolumne County’s current credit rating. The Grand Jury has learned through the course of its response compliance investigation that concerns persist regarding the impact of these previously incomplete ACFRs on the County’s ongoing ability to apply for and/or utilize available grants that could benefit the community.

<p>RECOMMENDATION R-10: The Board of Supervisors should develop a plan to finance Deferred Maintenance by November 30, 2025.</p>	<p>RESPONSE TO R-10: This recommendation has been partially implemented. The Board has been consistently contributing \$1 M to \$500,000 annually toward capital and large deferred maintenance projects. A comprehensive plan to finance deferred</p>
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	maintenance cannot be developed until the County has an updated CIP.
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COMPLIANCE FINDING 10: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which R-10 will be implemented.

Note: In its response, the Board of Supervisors stated that it was unable to develop the requested financing plan for deferred maintenance until the County completes an updated CIP. However, no timeline was provided for completion of the updated CIP. The Grand Jury notes that this creates a circular impediment to progress, as the County has indicated that financial constraints have limited its ability to update the CIP, while simultaneously citing the absence of an updated CIP as the reason it cannot develop a deferred maintenance financing strategy.

RECOMMENDATION R-11: The Board of Supervisors should issue a Request for Proposal (RFP) to prospective consultants for a new Capital Improvement Plan (CIP) by November 20, 2025.	RESPONSE TO R-11: This recommendation has been partially implemented. As a cost-savings measure, county staff have begun the process to develop a CIP instead of issuing an RFP.
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COMPLIANCE FINDING 11: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-11 will be implemented.

Note: In their response, the BOS stated they will be developing an internal CIP instead of putting the CIP out for an RFP. No date for delivery of the CIP was provided.

RECOMMENDATION R-13: The Board of Supervisors should, by December 31, 2025, mandate that an alternate in-house version of a CIP be developed and look at using free or low-cost tools and templates available from organizations like Government Finance Officers Association (GFOA) or the International City County Management Association (ICMA).	RESPONSE TO R-13: This recommendation is being implemented by members of the County's Public Works department, Facilities Management division.
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COMPLIANCE FINDING 12: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-13 will be implemented.

Note: In their response, the BOS stated they will be developing an internal CIP instead of putting the CIP out for an RFP. No date for delivery of the CIP was provided.

<p>RECOMMENDATION R-14: The Board of Supervisors should mandate that the CAO's office maintain an updated CIP (or alternate version of the document), beginning November 30, 2025, and use it as a tool for limiting liability and budget planning.</p>	<p>RESPONSE TO R-14: This recommendation will be implemented once the CIP has been finalized. County staff are currently working on the CIP as the Board does not want to expend funds on an outside consultant to complete this task.</p>
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COMPLIANCE FINDING 13: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-14 will be implemented.

Note: In their response, the BOS stated they will implement the recommendation once the CIP is finalized; however, no date was provided for that deliverable.

<p>RECOMMENDATION R-15: The Board of Supervisors should mandate that, by May 31, 2026, all County owned and leased buildings be thoroughly reviewed for life/safety inadequacies and that solutions are developed for any inadequacies found.</p>	<p>RESPONSE TO R-15: This recommendation is currently being implemented.</p>
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COMPLIANCE FINDING 14: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-15 will be fully implemented.

<p>RECOMMENDATION R-16: The Board of Supervisors, by Dec 31, 2025, should obtain a report on the state of insurance coverage on all County owned and rented</p>	<p>RESPONSE TO R-16: This recommendation has been implemented</p>
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buildings to verify that there are no outstanding coverage concerns by the insurance carrier.	
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COMPLIANCE FINDING 15: The Tuolumne County Board of Supervisors should further respond to the report entitled “Unfunded Liabilities and Financial Challenges” by September 1, 2026, stating a date by which recommendation R-16 will be implemented.

Note: In their response, the BOS stated that the recommendation had already been implemented. However, the recommendation was to “obtain a report on the state of insurance coverage on all County owned and rented buildings to verify that there are no outstanding coverage concerns by the insurance carrier.” Subsequent attempts to obtain a copy of that report identified that no such report existed, and there was no plan to request such a report. Therefore, the County did not implement the recommendation as they stated in their response.

Report 4: Review of Responses to the 2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government Report

RECOMMENDATION R-1-4: Your Grand Jury recommends that the Board of Supervisors create a policy that all management level positions be posted internally and externally and increase the minimum time those positions are posted to three weeks. Your Grand Jury requests that this policy be created and enacted within 90 days of the publication of this report.	RESPONSE TO R-1-4: This recommendation requires further analysis. because the County is required to meet and confer with its labor unions regarding a change in practice and the Personnel Rules. This review is anticipated to begin this fiscal year.
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COMPLIANCE FINDING 16: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendation R-1-4 will be implemented.

Note: The BOS response said the “review is anticipated to begin this fiscal year”. Your Grand Jury has been advised that discussions have commenced; however, no date can be provided identifying when those discussions will be completed.

<p>RECOMMENDATION R-2-1: The Board of Supervisors should review the current complaint reporting structure and update to allow for additional reporting paths. The updated reporting structure, particularly regarding Human Resources, should provide a secure means of reporting complaints or concerns that are outside the control of the chain of command of the complainant. Your Grand Jury requests that this structure be updated within 90 days of the publication of this report.</p>	<p>RESPONSE TO R-2-1: The recommendation has not yet been implemented but will be implemented in the future. given the Board has directed that the position of Human Resources Director/Risk Manager become a Board-appointed position. This should be implemented by 2026.</p>
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COMPLIANCE FINDING 17: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendation R-2-1 will be implemented.

Note: The BOS response said the “recommendation should be implemented by 2026”. As of the date of this report, the deadline has passed and the change to move the position of Human Resources Director/Risk Manager to become a Board-appointed position has not been implemented.

<p>RECOMMENDATION R-4-1: The Board of Supervisors should add to the Tuolumne County Board of Supervisor's Governance Manual that the Board of Supervisors is to maintain oversight of the Senior County Administration. Your Grand Jury requests that this structure be updated within 90 days of the publication</p>	<p>RESPONSE TO R-4-1: This recommendation will be implemented through the Tuolumne County Ordinance Code.</p>
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COMPLIANCE FINDING 18: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendation R-4-1 will be implemented.

Note: As of the date of this report, the committed change has not been made.

<p>RECOMMENDATION R-4-2: The Board of Supervisors should amend the Tuolumne County Board of Supervisors Governance Manual, to ensure that information they are receiving from only one source is accurate. Your Grand Jury requests that this structure be updated within 90 days of the publication of this report.</p>	<p>RESPONSE TO R-4-2: This recommendation will be implemented through evaluations and not the Governance Manual.</p>
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COMPLIANCE FINDING 19: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendation R-4-2 will be implemented.

Note: As of the date of this report, your Grand Jury has been unable to confirm that the committed change has been made.

<p>RECOMMENDATION R-4-4: The Board of Supervisors should amend the Tuolumne County Board of Supervisors Governance Manual to implement a system to ensure the directions communicated through Senior County Administration to the Department Heads are not being misrepresented. Your Grand Jury requests that this structure be updated within 90 days of the publication of this report.</p>	<p>RESPONSE TO R-4-4: This recommendation will be implemented through evaluations.</p>
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COMPLIANCE FINDING 20: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendation R-4-4 will be implemented.

Note: No date was provided.

<p>FINDING F-6-1: Your Grand Jury has found that there is inconsistency in Senior County Administration's support for department heads, leading to concerns about fairness and transparency.</p>	<p>RESPONSE TO F-6-1: The Board of Supervisors partially agrees with this finding.</p>
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COMPLIANCE FINDING 21: The Tuolumne County Board of Supervisors failed to provide an explanation of the reasons for its disagreement with F-6-1 in the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” thus violating Penal Code section 933.05(a)(2).

Note: The Board partially agreed but did not delineate what they agreed to and what they did not agree to.

<p>RECOMMENDATIONS R-6-1 and R-6-2: The Board of Supervisors should update the Tuolumne County Board of Supervisors Governance Manual to develop and communicate clear expectations for Senior County Administration on how to communicate with and support department heads consistently. Your Grand Jury requests that this structure be updated within 180 days of the publication of this report.</p>	<p>RESPONSE TO R-6-1 and R-6-2: This recommendation will be implemented, but the Board of Supervisors will decide the proper mechanism in which to implement this recommendation, as the Governance Manual may not be the appropriate mechanism.</p>
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COMPLIANCE FINDING 22: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendations R-6-1 and R-6-2 will be implemented.

Note: The Board of Supervisors stated that further analysis was needed; however, no dates were provided for the completion of the analysis thus violating Penal Code section 933.05(b)(1).

<p>RECOMMENDATIONS R-7-1 thru R-7-4: The Board of Supervisors should determine</p>	<p>RESPONSE TO R-7-1 thru R-7-4: This requires further analysis. High Performance</p>
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<p>if Tuolumne County is going to use HPO in some, all or none of the Departments. Then create a policy or procedure that enacts this position. Your Grand Jury requests that this structure be updated within 180 days of the publication of this report.</p>	<p>Organization is a methodology that embraces quality leadership. Embedding its principles into existing processes and it will look different in each department and leader, and by situation.</p>
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COMPLIANCE FINDING 23: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which recommendation R-7-2, R-7-2, R-7-3, and R-7-4 will be implemented.

Note: The Board of Supervisors stated that further analysis was needed; however, no dates were provided for the completion of the analysis thus violating Penal Code section 933.05(b)(1).

<p>RECOMENDATION R-8-1: Update the Tuolumne County Personnel Rules and Regulations manual. This manual has not been updated since 1997. Your Grand Jury requests that this structure be updated within 360 days of the publication of this report.</p>	<p>RESPONSE TO R-8-1: The recommendation has not yet been implemented but will be implemented given that Human Resources and County Counsel have completed their review of the updated Personnel Rules and Regulations. The County will begin its legally required meet and confer process with its employee associations with the goal the Board of Supervisors should adopt the updated policies within the year.</p>
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COMPLIANCE FINDING 24: The Tuolumne County Board of Supervisors should further respond to the report entitled “2024-2025 Differential Treatment & Hiring Practices in Tuolumne County Government” by September 1, 2026, stating a date by which R-8-1 will be implemented.

Note: The BOS said the recommendation will be implemented within the year. As of the date of this report, the recommendation has not been implemented.

REQUIRED RESPONSES

Pursuant to Penal Code section 933.05, the following responses are required:

- The Tuolumne County Board of Supervisors is required to respond to F1 through F24 within 90 days of receipt of this report.

Responses must be submitted to the presiding judge of the Tuolumne County Superior Court in accordance with the provisions of Penal Code Section 933.05. Responses must include the information required by section 933.05.