



# COUNTY OF HUMBOLDT

For the meeting of: 4/28/2020

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File #: 20-513

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**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**SUBJECT:**

Resolution Certifying Review of the Limited English Proficiency (LEP) Policy

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt Resolution No. (Attachment A) approving the Limited English Proficiency (LEP) Policy.

**SOURCE OF FUNDING:**

N/A

**DISCUSSION:**

Humboldt County is committed to providing equal employment opportunities to all employees, and to provide meaningful access to all county programs and activities to all persons who have limited English proficiency. Human Resources, along with Economic Development, have created a LEP policy to clearly outline access to a variety of services that assist any persons with limited English proficiency while not imposing undue burdens on its employees.

This policy has been created and reviewed by staff but as a requirement for some local, state and federal grants the review and current certification by the Board is necessary. For this reason, the policy is before the Board for approval. Approval of the attached resolution will provide further grant opportunities for the county.

**FINANCIAL IMPACT:**

Having a current review and approval of the county's LEP Policy is a mandatory provision of many federal, state and local grants. Failure to approve a LEP Policy may negatively affect the county's ability to obtain grant funding.

**STRATEGIC FRAMEWORK:**

This action supports your Board's Strategic Framework by protecting vulnerable populations and providing community-appropriate levels of service.

OTHER AGENCY INVOLVEMENT:

Employment Development Department and County Counsel

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not reapprove a LEP Policy. However, this is not recommended as that action may have a negative impact on grant funding throughout the county.

ATTACHMENTS:

Attachment A: Resolution No.            adopting the Limited English Proficiency Policy, which is Exhibit  
1 to the resolution.

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A