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**Agenda Item
Regular Meeting of the
Board of Supervisors
Tuesday, June 23, 2026**

Item Number: 1.18

MEETING DATE: 06/23/2026

DEPARTMENT: HUMAN RESOURCES

AGENDA ITEM PREPARER: Rose Justo

DEPT HEAD/DIRECTOR: Esperanza Colio Warren

SUBJECT:

COUNTY EXECUTIVE OFFICE- E. COLIO WARREN

Approve the new classification of Audio/Visual (A/V) Technician and set the salary at \$4,848.56 to \$6,497.60 monthly. The FTE (Full-Time Equivalent) position allocation for this classification is awaiting the Fiscal Year 2026-27 final adopted budget approval.
SBC FILE NUMBER: 630

AGENDA SECTION:

CONSENT AGENDA

BACKGROUND/SUMMARY:

The County has historically contracted with CMAP (Community Media Access Partnership) to provide audio-visual support services for meetings of the Board of Supervisors, public hearings, and other County meetings and events requiring technical audio-visual assistance. The current agreement with CMAP is scheduled to expire at the end of August 2026.

As the County's reliance on technology to conduct and broadcast public meetings continues to increase, staff has evaluated the long-term operational needs associated with providing consistent and reliable audio-visual support services. Following this assessment, staff determined that establishing an in-house Audio/Visual Technician classification is the most effective and efficient approach to meeting the County's ongoing service requirements.

The proposed Audio/Visual Technician classification will provide dedicated support for the operation, maintenance, and troubleshooting of audio-visual systems used for Board of Supervisors meetings, public meetings, departmental presentations, and other County functions. Bringing these services in-

house will enhance operational efficiency by providing greater scheduling flexibility, improved responsiveness to technical issues, and direct oversight of audio-visual operations. In addition, the County will no longer be dependent on an external contractor for critical meeting support services, reducing potential service disruptions and improving continuity of operations.

From a fiscal perspective, the establishment of the classification will allow the County to transition resources currently allocated for contracted services to an internal staffing model. While the creation of the position will result in personnel-related costs, staff anticipates that an in-house resource will provide greater long-term value through increased service availability, operational efficiencies, and institutional knowledge of County facilities, equipment, and meeting requirements.

Approval of the proposed classification will position the County to maintain uninterrupted audio-visual support services following the expiration of the CMAP contract and will strengthen the County's ability to efficiently conduct and support public meetings and County operations.

Since this classification will fall under the Confidential unit, there are no meet and confer requirements.

FISCAL IMPACT:

There will be no fiscal impact until the budget has been adopted with the new allocation added.

STAFF RECOMMENDATION:

Approve the new classification of Audio/Visual (A/V) Technician and set the salary at \$4,848.56 to \$6,497.60 monthly.

ATTACHMENTS:

[Agenda Fact Sheet -AV Technician Classification](#)

[Audio Visual Technician Classification](#)

[Audio Visual Technician Salary](#)