

**SUMMARY OF RESPONSES TO THE FINAL REPORTS  
OF THE 2019-20 SAN MATEO COUNTY CIVIL GRAND JURY**

**BACKGROUND**

California Penal Code Section 933(a) requires the Grand Jury to “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 933(c) requires a response and comments from the governing body, elected county officers, or agency heads to the presiding judge of the superior court on the findings and recommendations within the required period of time. Governing bodies of public agencies are required to respond no later than 90 days after the Grand Jury submits a final report, elected county officers and agency heads no later than 60 days. All Civil Grand Jury reports and the responses can be reviewed on the following website: [http://www.sanmateocourt.org/court\\_divisions/grand\\_jury](http://www.sanmateocourt.org/court_divisions/grand_jury).

The Grand Jury’s practice is that, each year, the responses and comments submitted in response to reports are evaluated by the then-current Grand Jury in compliance with California Penal Code Section 933.05(b), which requires the agency head, county officer, or governing body to provide one of four possible responses to each recommendation:

1. Has been implemented, with a summary of the action taken
2. Will implement the recommendation, with a timeframe for the implementation
3. Requires further analysis, with an explanation and a timeframe for the response of up to six months from the release of the report
4. Will not implement because it is not warranted or is not reasonable, with an explanation

**SUMMARY OF RESPONSES**

**2019-20 Responses**

The 2019-20 Grand Jury issued seven Final Reports that included recommendations. The reports required responses from a total of 99 responding agencies. There were 36 recommendations, and a total of 262 responses were requested. The 2020-21 San Mateo County Civil Grand Jury reviewed the reports from the 2019-20 Grand Jury, the formal responses filed by the affected agencies, and their responses to follow-up inquiries by the Grand Jury. The majority of responses stated that the Grand Jury’s recommendation had been implemented, will be implemented, or requires further study. There were three follow up letters sent for clarification to two agencies who did not respond.

Appendix A contains more specific content from these responses. The Appendix lists the final report title, followed by the recommendations. Responses are organized by responding agencies, applicable recommendations, and responses. The last column of the Summary Report indicates whether future follow-up is necessary by the 2021-2022 Grand Jury.

Information gathered in Appendix A provides the public a method by which to determine whether or not the affected agencies are responsive to the recommendations of the Grand Jury.

The table below indicates the overall responses:

	<i>2019-2020 Responses</i>	
<b>Response</b>	<b>Recommendations</b>	<b>% of Total</b>
Implemented	72	27%
Will Implement	127	49%
Needs Study	44	17%
Will Not Implement	13	5%
Did not respond	6	2%
<b>Totals</b>	<b>262</b>	<b>100%</b>

**APPENDIX A: SUMMARY OF RESPONSES TO THE 2019-2020 SAN MATEO COUNTY  
CIVIL GRAND JURY FINAL REPORTS**

***BALANCING THE SCALES OF JUSTICE  
Between the Prosecution and Defense in San Mateo County***

1. R1. The Board of Supervisors should request that County Controller audit the PDP prior to renewal or implementation of every contract with the PDP. Audits should be completed at least four months before contract renewal and findings presented to the Board no later than three months before contract renewal, and in any event in time to provide input to contract negotiations.
2. R2. The Board of Supervisors should require the PDP to translate descriptive information about the PDP and relevant written materials important for clients and their families to understand the judicial process, into multiple languages on the website to address the language needs of County residents. This should be completed by January 31, 2021.
3. R3. The Board of Supervisors should recommend that the Chief Defender review Public Defender Offices in other California counties to understand the scope and breadth of indigent legal services programs, the resources that are required to establish and measure performance and how quality oversight is conducted. Likewise, the PDP should discuss with the DA's Office its professional development and career advancement programs for staff as well as processes, systems and resources. These reviews should be completed by January 31, 2021.
4. R4. The Board of Supervisors should authorize a comprehensive, independent and impartial review of the PDP by an organization with legal, management and accounting expertise to evaluate the program against national public defense requirements and estimate costs for improving the PDP model or implementing an alternative system. This evaluation should be completed by March 31, 2021 and made publicly available.
5. By May 1, 2021, the Board of Supervisors should have the County Manager:

- Replace the "performance benchmarks" section in the 2021-2023 SMCBA contract with national and state defense performance criteria and benchmarks that are audited annually by the Controller for PDP compliance;

Review the independent review report findings and recommendations to determine which should be adopted and on what time schedule;

- Work with the Chief Defender to identify best practice processes, systems and resource needs so the PDP can address the new performance standards;
- Require the PDP to report legal defense performance analytics in its Annual Report to the Board of Supervisors.

If the SMCBA does not agree to these contractual changes, the County should consider providing SMCBA with a two-year notice to terminate the contract and begin developing an alternate legal defense model.

6. R6. The Board of Supervisors should require the PDP to develop an implementation plan, timetable and resource requirements that reflect new processes, systems and performance tracking measures to enable the PDP to provide proper oversight and assume accountability for the quality of legal services provided to indigent clients. This should be completed by May 1, 2021, for review and approval by the County Manager and Board of Supervisors no later than June 1, 2021, and in any event prior to the date by which a new contract with SMCBA for PDP services must be approved for Fiscal Years 2021-2023.
7. R7. The Board of Supervisors should begin to address the large funding disparity between the defense of indigents and their prosecution, in fiscal year 2021-2022.

<b>Responding Agency</b>	<b>Applicable Recommendation</b>	<b>Response</b>	<b>Follow up Year</b>
	R1	Will implement. Recommendation did not include a timeline for compliance.	
	R2	Will implement by January 31, 2021.	
<b>San Mateo County Board of Supervisors</b>	R3	Will implement by January 31, 2021.	
	R4	Will implement by September 30, 2021.	
	R5	Will implement after R4 completed.	2021/22
	R6	Will complete by September 30, 2021.	2021/22
	R7	Generally agrees but no implementation plan. Recommendation did not indicate a timeline for compliance.	

***A Slow-Moving Catastrophe:  
Finding the Ill Homeless a Place to Heal***

**Regarding Pre-Hospitalization**

R1. The County Board of Supervisors (BOS) should direct the County Manager to develop a clear outline of the departments, agencies, and community partners who receive county funds involved in assisting the homeless and the specific subset of the ill homeless focusing on points of overlap and duplication of services. The Board should also direct the County Manager to report back to the Board in a public meeting, what efforts are being undertaken to better coordinate County efforts and potentially reduce bureaucracy and costs. This report from the County Manager should be publicly presented to the Board by December 31, 2020.

R2. The BOS should direct the County's Budget, Policy, and Performance unit to annually determine the actual costs for helping the homeless and the specific subset of the ill homeless to the County by December 31, 2020.

R3. Because the homeless move from place to place, the BOS should request that the County Sheriff and Police Chiefs convene a task force to increase cross-jurisdictional coordination and communication. As part of this collaboration, they should determine if the number and training of officers is sufficient to address homeless outreach and crisis management in those localities where homelessness is the biggest problem. The task force should hold an initial meeting by December 31, 2020 and regularly thereafter to exchange information and best practices.

**Regarding hospitalization, discharge options and SB 1152**

R4. By June 30, 2021, the County's Human Services Agency (HSA) should collaborate with the Governing Board of the Health Plan of San Mateo (HPSM) to create a standard option as a housing address proxy for the homeless and ill homeless so County hospitals and services can be reimbursed for services.

R5. The County should develop a comprehensive plan for medical respite/recuperative care for the ill homeless by including key representatives from appropriate County departments to collaborate with the Health Care for the Homeless and Farmworker Program and the Hospital Consortium by June 20, 2021.

R6. HSA should allow the CES assessment to be more available outside of normal business hours and standardize its inclusion into all hospital or shelter discharge plans by October 31, 2020.

R7. The County should conduct an overall evaluation of the County's homeless shelters through the lens of the ill homeless, e.g., ability to assist with a range of medical needs and 24/7 availability of housing by June 30, 2021.

R8. In the planned design and rebuilding of the Maple Street Shelter, the BOS should direct the County Manager to work with departments to prioritize addressing the needs of ill homeless, especially vulnerable women and the elderly by December 31, 2020.

R9. The County's Department of Housing should evaluate the feasibility of securing added board and care type housing facilities to provide long-term care, staffed with appropriate medical personnel, for homeless with chronic medical and mental illness needs by December 31, 2020.

**Regarding WPC**

R10. The County Manager's Office should work with the relevant County departments to determine if it is possible to permanently fund the integration of psychiatric personnel into all outreach efforts/teams given the high presence of mental health issues among the homeless and should have the relevant County departments publicly report the results of this effort to the Board during a regularly scheduled Board meeting by March 31, 2021.

R11. The County Manager should prioritize the completion of the integrated data systems (i.e., Health Information Exchange and Enterprise Data Warehouse) which were begun under the auspices of the WPC and report back to the Board in a public meeting by December 31, 2020, whether the funding of such integration is possible and, if so, by which date it will be completed.

<b>Responding Agency</b>	<b>Applicable Recommendation</b>	<b>Response</b>	<b>Follow up Year</b>
<b>San Mateo County Board of Supervisors</b>	R1	Has not yet been fully implemented.	2021/22
	R2	Implementing.	2021/22
	R3	Implementing.	2021-22
	R4	Will not implement given logistics and cost and lack of firm return.	
	R5	Will not implement as County already partners with HCH/FC.	
	R6	Will not be implemented “due to lack of resources.”	
	R7	Will not implement as ‘shelters are not medical facilities.’	
	R8	Implementing in Spring 2021	2021/22
	R9	Will not implement as County already funding these services.	
	R10	Partially implemented in other homeless programs.	
	R11	Partially implemented; will be evaluated through the County budget development process and a report back to the Board will occur during the June budget hearings.	2021/22

## ***Hate @ Schools – Opportunities Lost***

R1. By the beginning of the 2021-22 school year, all high schools and unified school districts need clear anti-bias policies to ensure that students are safe from harm, and that administrators are prepared to act swiftly and decisively to address all incidents of hate and bias when they occur, and to proactively foster an inclusive school climate. Policies should include:

- Definitions of hate-motivated incidents and crimes, and hate speech.
- District and school responsibilities for:
  - o Preventive measures.
  - o Immediate response.
  - o Information on how to specifically address hate speech and anonymous incidents targeted at a specific student.
    - o Guidance on how to respond after an incident has occurred that includes (1) how to communicate empathy, reconciliation and support to those who have been harmed; (2) communication to students and families directly affected; and (3) how to communicate with the student body in order to reinforce messages of inclusivity and respect.
    - o Information on how students will be educated about hate crimes, hate incidents and hate speech at least annually.
    - o Disciplinary actions that could result from an incident; and
    - o Student responsibilities to report incidents.

R2. New materials should be written for parents/guardians and students at a 7th to 9th grade reading level, available in multiple languages, and distributed to them in print, in student handbooks and on school websites. This should be completed by the beginning of the 2021-22 school year.

R3. During the first quarter of the 2020-21 school year, to be more proactive in addressing school climate regarding hate, districts should take steps to ensure that:

- School administrators and/or teachers meet with small, diverse groups of students to understand from their perspective, the school climate and incidents of hate that may go either unnoticed by teachers and staff or unreported.
- At the start of each school year, students should not only receive written information, but presentations should be arranged to inform students about what constitutes a hate incident/crime, anonymous reporting, and the follow up that will occur if an incident is reported.
- Students in a leadership position should be required to undergo some training regarding school climate and student volunteers should be trained to provide peer counseling and presentations to groups of students regarding hate incidents and understanding diverse cultures.

R4. By the beginning of the 2021-22 school year, the San Mateo County Office of Education should:

- Work with the Coalition for Safe Schools and Communities to consider either expanding their scope of work or forming an additional group to focus on how schools address hate.
- Continue to include information at *Respect!24/7* conferences on hate incidents and hate speech by bringing in experts to address attendees.
- Have the Coordinator of School Climate develop a written plan on how to bring the *Camp LEAD* program to District High Schools and consider how to make it more accessible during the school year.

R5. The SMUHSD should work with the ADL to bring its program, *No Place for Hate*, to at least one school in the District starting in the 2021-2022 school year as a pilot for roll-out to other schools in the District.

<b>Responding Agency</b>	<b>Applicable Recommendation</b>	<b>Response</b>	<b>Follow up Year</b>
<b>San Mateo County Office of Education</b>	R4	Requires further study.	2021/22
<b>Cabrillo Unified School District</b>	R1	Requires further study.	2021/22
	R2	Requires further study.	2021/22
	R3	Requires further study.	2021/22
<b>Jefferson Union High School District</b>	R1	Requires further study.	2021/22
	R2	Requires further study.	2021/22
	R3	Requires further study.	2021/22
<b>La Honda-Pescadero Unified School District</b>	R1	Requires further study.	2021/22
	R2	Requires further study.	2021/22
	R3	Requires further study.	2021/22
<b>San Mateo Union High School District</b>	R1	Requires further study.	2021/22
	R2	Requires further study.	2021/22
	R3	Requires further study.	2021/22
<b>Sequoia Union High School District</b>	R1	Requires further study.	2021/22
	R2	Requires further study.	2021/22
	R3	Requires further study.	2021/22
<b>South San Francisco Unified School District</b>	R1	Requires further study.	2021/22
	R2	Requires further study.	2021/22
	R3	Requires further study.	2021/22



**Public Land for Public Good?**

R1. Starting November 1, 2020, with respect to the PWC project and future development projects, the District should:

- provide opportunities during District meetings (whether in regular or special Board meetings, or during community outreach presentations) where community questions are answered in real time by the District, developers, and service providers and consider the use of a moderator to enhance those discussions;
- clearly articulate the affordable housing limitations of each project as well as how the number of housing units were assigned between market-rate and affordable;
- create a dedicated webpage to allow residents to follow the development of projects as they move forward including clear documentation of a conceptual and financial framework for determining community benefit, dollars allocated, timing and financing for current and future initiatives. In connection with such efforts with respect to the PWC project, for example, the District should highlight the new and ongoing health services envisioned for the community using the lease income from the PWC.

R2. Starting November 1, 2020, the District should modify its outreach communication strategy, by proactively identifying and engaging with local housing advocates and experts and other stakeholders, as it develops future residential projects.

By November 1, 2020, the District should revise its mission statement to include the value of community input and involvement.

<b>Responding Agency</b>	<b>Applicable Recommendation</b>	<b>Response</b>	<b>Follow up Year</b>
<b>Peninsula Healthcare District Board of Directors</b>	R1	Implemented.	
	R2	Implemented.	
	R3	Will not implement as currently embedded in the PHCD Strategic Values.	

**SMC Alert – Emergency Alerts: More People Need to Know**

R1. By December 31, 2020, the Office of Emergency Services should publish the SMC Alert enrollment data (by city/town) on its website, with at least yearly, preferably quarterly, updates.

R2. The Office of Emergency Services staff should further investigate the option of accessing mobile phone carrier data to augment the SMC Alert database (on an “opt-out basis”) and publicly present a recommendation to the Emergency Services Council by December 31, 2020.

R3. OES should translate the enrollment materials and then provide alerts and messages in all languages spoken by more than 5% of the County’s population, including without limitation both Chinese and Tagalog, in addition to the current languages of Spanish and English, by March 31, 2021.

R4. The Office of Emergency Services staff should work with its member cities and the County to determine the viability of translating SMC Alert enrollment materials, alerts, and messages into other languages even if the prevalence of such languages does not meet the 5% threshold of the Dymally-Alatorre Bilingual Services Act and publicly present a recommendation to the Emergency Services Council by December 31, 2020.

<b>Responding Agency</b>	<b>Applicable Recommendation</b>	<b>Response</b>	<b>Follow up Year</b>
<b>San Mateo County Operational Area Emergency Services Organization; Emergency Services Council</b>	R1	Will not be implemented as not warranted.	
	R2	Will be implemented. Did not provide date for completion. Follow up letter sent with no response.	2021/22
	R3	Requires future analysis. Follow up letter sent 5/20 with no response.	2021/22
	R4	Will not be implemented as not warranted.	

**Second Units: Adding New Housing in the Neighborhoods**

R1. The County and its cities should continue to develop or enhance existing outreach to homeowners about the new laws that simplify and streamline the construction and permitting of Second Units including but not limited to the following:

- o posting relevant information on their websites regarding the process for the construction and permitting of Second Units including materials such as checklists and flowcharts;
- o increasing social media and other outreach regarding the above-referenced resources;
- o offering workshops (live or online) regarding the process for the construction and permitting of Second Units at least quarterly.

R2. By December 31, 2020, the County and its cities should commit to meeting for the purpose of finding collaborative solutions for:

- o developing and publicizing additional financial partners to help homeowners finance the construction of new Second Units as well as the upgrading of non-permitted existing Second Units;
- o developing solutions to address the shortage of licensed contractors willing to work on small projects including, but not limited to, the feasibility of licensed contractors engaging and supervising non-licensed “handymen”
- o identifying and collaborating with training institutions to recruit and train more general contractors and inspectors.

Such meetings may occur in connection with 21 Elements Project meetings regarding Second Units, or through a separate platform.

R3. The County and each city should develop a marketing plan to focus on the needs and concerns of homeowners who have non-permitted units. This should be done by the end of the calendar year 2020.

R4. The County and its cities should determine whether it is feasible to retain an outside resource that can be shared among cities and the County to leverage Second Unit expertise. This determination should be made by December 31, 2021.

<b>Responding Agency</b>	<b>Applicable Recommendation</b>	<b>Response</b>	<b>Follow up Year</b>
<b>Town of Atherton</b>	R1	Partially implemented.	2021/22
	R2	In process. No date for completion.	2021/22
	R3	Requires further study.	2021/22
	R4	Requires further study.	2021/22
<b>City of Belmont</b>	R1	Partially implemented.	2021/22
	R2	Implementing by December 31, 2021.	2021/22
	R3	Requires further study.	2021/22
	R4	Requires further study.	2021/22
<b>City of Brisbane</b>	R1	Partially implemented.	2021/22
	R2	Implementing.	2021/22
	R3	Partially implemented.	2021/22
	R4	Being explored.	2021/22
<b>City of Burlingame</b>	R1	Partially implemented.	2021/22
	R2	Implementing.	2021/22
	R3	In progress.	2021/22

	R4	Being explored.	2021/22
<b>Town of Colma</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Requires further study.	2021/22
<b>City of Daly City</b>	R1	Partially implemented.	2021/22
	R2	Implementing.	2021/22
	R3	In process.	2021/22
	R4	Being explored.	2021/22
<b>City of East Palo Alto</b>	R1	Implemented.	
	R2	Implemented.	
	R3	In process.	2021/22
	R4	Being explored.	2021/22
<b>City of Foster City</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	Implemented.	
	R4	Will explore.	2021/22
	R1	Mostly implemented.	2021/22
<b>City of Half Moon Bay</b>	R2	In process.	2021/22
	R3	Will provide.	2021/22
	R4	Will explore.	2021/22
<b>Town of Hillsborough</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	Requires further study.	2021/22
	R4	Requires further study.	2021/22
<b>City of Menlo Park</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Requires further study.	2021/22
<b>City of Millbrae</b>	R1	Partially implemented.	2021/22
	R2	Will be implemented.	2021/22
	R3	Requires further study.	2021/22
	R4	Requires further study.	2021/22
<b>City of Pacifica</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Implemented.	
	R1	Implemented.	

<b>Town of Portola Valley</b>	R2	Implemented.	
	R3	Will not implement “but did legalize non-permitted units in previous years.”	
	R4	Implemented.	
<b>City of Redwood City</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	In process.	2021/22
<b>City of San Bruno</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	Requires further study.	2021/22
	R4	Requires further study.	2021/22
<b>City of San Carlos</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Being explored.	2021/22
<b>City of San Mateo</b>	R1	Implemented.	
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Not yet implemented.	2021/22
<b>City of South San Francisco</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Being explored.	2021/22
	R1	Partially implemented.	2021/22
<b>Town of Woodside</b>	R2	Not responsive.	2021/22
	R3	Requires further study.	2021/22
	R4	Not responsive.	2021/22
<b>County of San Mateo</b>	R1	Partially implemented.	2021/22
	R2	In process.	2021/22
	R3	In process.	2021/22
	R4	Being explored.	2021/22

## ***Ransomware: It is Not Enough to Think You are Protected***

The Grand Jury recommends that each governing body undertake its own confidential effort to protect against Ransomware attacks. Specifically:

R1. Each of the governmental entities in San Mateo County with an IT department or IT function (whether in-house, handled by another government unit or outsourced to a private enterprise) as listed in Appendix F, should by November 30, 2020, make a request for a report from their IT organization that addresses the concerns identified in the report, specifically:

1. System Security (Firewalls, Anti-malware/Antivirus software, use of subnets, strong password policies, updating/patching regularly)
2. Backup & Recovery (In the event of an attack, can you shut down your system quickly? What is being backed up, how it is being backed up, when are backups run, and where are the backups being stored? Have backups been tested? Can you fully restore a Server from a backup?)

3. Prevention (turning on email filtering, setting up message rules to warn users, providing employee training on phishing and providing a reporting system to flag suspect content)

2. R2. These confidential internal reports should be provided to the governing body by June 30, 2021. This report should describe what actions have already been taken and which will be given timely consideration for future enhancements to the existing cybersecurity plan.

Responding Agency	Applicable Recommendation	Response	Follow up Year
<b>Town of Atherton</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Belmont</b>	R1	Implemented.	
	R2	Requires further study.	2021/22
<b>City of Brisbane</b>	R1	Will implement by June 30, 2021.	2021/22
	R2	Will implement by June 30, 2021.	2021/22
<b>Town of Colma</b>	R1	Implemented on October 30, 2020.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Daly City</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22

<b>City of East Palo Alto</b>	R1	No response.	2021/22
	R2	No response.	2021/22
<b>City of Foster City</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Half Moon Bay</b>	R1	Implemented.	
	R2	Implemented.	
<b>Town of Hillsborough</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Menlo Park</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Millbrae</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Pacifica</b>	R1	Implemented.	
	R2	In process by no later than April 2021.	2021/22
<b>Town of Portola Valley</b>	R1	Implemented prior to Grand Jury report.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of Redwood City</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>City of San Bruno</b>	R1	Implemented November 30, 2020.	
	R2	Will implement.	2021-22
<b>City of San Carlos</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22

<b>City of San Mateo</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>City of South San Francisco</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>County of San Mateo, ISD County Manager</b>	R1	Will implement	2021/22
	R2	Will be implemented.	2021/22
<b>Bayshore Elementary School District</b>	R1	Implemented December 9, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Belmont-Redwood Shores School District</b>	R1	Implemented October 23, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Brisbane School District</b>	R1	Implemented November 30, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Burlingame School District</b>	R1	Implemented November 10, 2021.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Cabrillo Unified School District</b>	R1	Implemented October 21, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
	R1	Implemented October 20, 2020.	

<b>Hillsborough City School District</b>	R2	Will implement no later than December 31, 2021.	2021/22
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<b>Jefferson Elementary School District</b>	R1	Implemented November 5, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Jefferson Union High School District</b>	R1	Implemented February 19, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>La Honda Pescadero Unified School District</b>	R1	Implemented December 11, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Las Lomitas Elementary School District</b>	R1	Implemented November 30, 2020.	
	R2	Will implement.	2021/22
<b>Menlo Park City School District</b>	R1	Implemented November 12, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Millbrae School District</b>	R1	Implemented December 15, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Pacifica School District</b>	R1	Implemented November 10, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Portola Valley School District</b>	R1	Implemented November 1, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Ravenswood City School District</b>	R1	Implemented on November 19, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22

<b>Redwood City School District</b>	R1	Implemented June 1, 2020.	
	R2	Implemented.	
<b>San Bruno School District</b>	R1	Implemented.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>San Carlos School District</b>	R1	Implemented November 24, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>San Mateo-Foster City School District</b>	R1	Implemented October 30, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>San Mateo Union High School District</b>	R1	Implemented November 2, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>Sequoia Union High School District</b>	R1	Implemented December 16, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
<b>San Mateo County Community College District</b>	R1	Will implement.	2021-22
	R2	Will implement by June 30, 2021.	2021/22
<b>San Mateo County Office of Education</b>	R1	Implemented October 7, 2020.	
	R2	Will implement no later than December 31, 2021.	2021/22
	R1	Implemented October 19, 2020.	



<b>South San Francisco Unified School District</b>	R2	Will implement no later than December 31, 2021.	2021/22
<b>Woodside School District</b>	R1	Implemented.	
	R2	Will implement if requested by governing body.	
<b>Bayshore Sanitary District</b>	R1	Will not be implemented as not warranted or reasonable.	
	R2	Will not be implemented as not warranted or reasonable.	
<b>Broadmoor Police Protection District</b>	R1	Implemented	
	R2	Will implement and report/study by June 20, 2021	2021/22
<b>Coastside County Water District</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>Colma Fire Protection District</b>	R1	Will implement.	2021/22
	R2	Will implement by June 30, 2021.	2021/22
<b>East Palo Alto Sanitary District</b>	R1	Will implement.	2021/22
	R2	Will implement by June 30, 2021.	2021/22
<b>Granada Community Services District</b>	R1	No response.	2021/22
	R2	No response.	2021/22
<b>Highlands Recreation District</b>	R1	Implemented November 27, 2020.	
	R2	Will implement by June 30, 2021.	2021/22
<b>Ladera Recreation District</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>Menlo Park Fire Protection District</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>Mid-Peninsula Regional Open Space District</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>Mid-Peninsula Water District</b>	R1	Implemented.	
	R2	Will implement by June 30, 2021.	2021/22
<b>Montara Water and Sanitary District</b>	R1	Requested confidential report.	2021/22
	R2	Will implement by June 6, 2021.	2021/22
<b>North Coast County Water District</b>	R1	Implemented November 30, 2020.	
	R2	Will implement by June 30, 2021.	2021/22
<b>Peninsula Health Care District</b>	R1	Implemented December 31, 2020.	
	R2	Implemented March 25, 2021.	
<b>San Mateo County</b>	R1	Implemented.	

<b>Harbor District</b>	R2	Will be implemented by June 30, 2021.	2021/22
<b>San Mateo County Mosquito and Vector Control District</b>	R1	Implemented November 12, 2020.	
	R2	Will implement by June 30, 2021.	2021/22
<b>San Mateo County Resource Conservation District</b>	R1	Will not implement due to size of the district.	
	R2	Will not implement due to size of the district.	
<b>Sequoia Health Care District</b>	R1	Implemented November 30, 2020.	
	R2	Implemented December 31, 2020.	
<b>West Bay Sanitary District</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>Westborough Water District</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>Woodside Fire Protection District</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>Town of Woodside</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22
<b>Coastside Fire Protection District</b>	R1	Implemented.	
	R2	Will be implemented by June 30, 2021.	2021/22