

**GOLETA BEACH KELP RESTORATION FIVE-YEAR PILOT PROJECT
CONTRACT BETWEEN THE COUNTY OF SANTA BARBARA
AND FISH REEF PROJECT**

This Contract is made by and between the Fish Reef Project, a non-profit, charitable corporation registered under Section 501(c)(3) of the U.S. Internal Revenue Code (hereinafter referred to as "GRANTEE"), and the County of Santa Barbara, a political subdivision of the State of California (hereinafter referred to as "COUNTY"), each a "Party," and collectively, "Parties," wherein COUNTY agrees to grant certain funds to GRANTEE for the purposes and on the conditions specified herein.

RECITALS

WHEREAS, environmental impact reports prepared for oil development projects offshore Santa Barbara County have identified adverse, residual impacts to local coastal resources not otherwise mitigable;

WHEREAS, COUNTY established and administers the Coastal Resource Mitigation Fund (hereinafter referred to as "FUND") that is financially supported by offshore oil and gas developers to mitigate these impacts; and

WHEREAS, the County Board of Supervisors conducted a public hearing for FUND's 2022-2023 cycle and found GRANTEE's proposal to fulfill the intent and purpose of FUND by enhancing environmentally sensitive coastal resources.

TERMS AND CONDITIONS

Now, therefore, in consideration of the mutual promises hereinafter set forth, it is agreed as follows:

(1) Obligations to be Performed Under this Contract. Within the Time of Performance specified in paragraph 3, GRANTEE shall perform all of the obligations described in this Contract and set forth in the project description, which is attached hereto and incorporated herein by reference as Exhibit A (hereinafter referred to as "PROJECT").

To the extent that environmental review, permits, and other approvals from local, state, or federal governments are necessary to effectuate the Contract made herein, GRANTEE shall be responsible for obtaining such review, permits, and approvals, including costs incurred. The parties acknowledge that no commitment with regard to PROJECT approval can be or is hereby given in advance.

(2) Grant Funding. COUNTY shall award to GRANTEE an amount not to exceed fifty thousand dollars (\$50,000), from FUND (Fund #0063, Dept. #053, Program #5090, Account #7863, Project #2204), no later than thirty (30) days after execution of this Contract, to complete PROJECT.

(3) Time of Performance. PROJECT shall be completed on or before July 1, 2032. However, COUNTY's Director of Planning & Development Department (hereinafter referred to as "DIRECTOR") may extend the time of performance by up to one year for good cause.

(4) Matching Funds. GRANTEE shall provide matching funds, as described in Exhibit A, as a condition of receiving this grant from the COUNTY. Failure to provide such funds shall, at the discretion of the DIRECTOR, be grounds for termination of this Contract. Upon such termination, GRANTEE shall within 14 days of termination return any grant funds received from the COUNTY under this Contract.

(5) Project Amendments. GRANTEE shall obtain prior written approval from the DIRECTOR for any changes proposed by GRANTEE in the PROJECT as described herein. Such changes include any change to the project description, any reduction in the overall project budget, or any change in a budget item of 10 percent or more. If the DIRECTOR finds that GRANTEE has proposed a change that represents a significant departure from the project originally considered and approved by the Board, then Board approval shall be required for such project changes.

(6) Project Cost Increases. If, for any reason, PROJECT costs exceed or are expected to exceed those represented by GRANTEE for receipt of this grant, and such increases cannot be covered by GRANTEE from its own or matching funds, GRANTEE shall notify COUNTY within 10 days of discovering the potential cost exceedance. If GRANTEE cannot secure the necessary resources within 30 days of notifying COUNTY, at the end of those 30 days, GRANTEE shall return to COUNTY all unspent monies of this grant (including monies encumbered by contracts). COUNTY shall hold the grant until GRANTEE secures all necessary resources to complete this PROJECT. Failure to secure said resources prior to PROJECT completion date in Article 3 of this Contract shall result in forfeiture of grant by GRANTEE.

(7) Project Cost Savings. GRANTEE shall return any unspent funds granted under this Contract to COUNTY within 60 days of completing PROJECT construction, and COUNTY shall return any unspent funds to FUND for reallocation by COUNTY in future funding cycle(s). If, for any reason, GRANTEE finds it cannot complete PROJECT, GRANTEE shall report that finding to COUNTY immediately and return any unspent funds granted under this Contract (including monies encumbered by subsequent contracts) to FUND within 14 days of that finding.

(8) Acknowledgement. GRANTEE shall publicly identify on its website that PROJECT was "...financed by Santa Barbara County's Coastal Resource Mitigation Fund, a

partial mitigation of impacts from the following offshore oil and gas projects: Point Arguello, Point Pedernales, and Santa Ynez Unit.” In addition, GRANTEE shall acknowledge the Santa Barbara County’s Coastal Resource Mitigation Fund during PROJECT’s public speaking engagements.

(9) Non-Partnership. This Contract is not intended by the parties to constitute or create a joint venture, pooling arrangement, or formal business organization of any kind. The rights and obligations of the parties shall be only those expressly set forth herein.

(10) Status of GRANTEE. GRANTEE and GRANTEE's subcontractors shall perform all services under this Contract as independent parties and not as employees, officers or agents of the COUNTY.

(11) Indemnification. GRANTEE shall defend, indemnify, and save harmless the COUNTY and its officials, officers, agents, representatives, and employees from any and all claims, demands, damages, costs, expenses (including attorney fees), judgments or liabilities arising out of this Contract or occasioned by the performance or attempted performance of the provisions hereof; including, but not limited to, any act or omission on the part of GRANTEE or its agents or employees. GRANTEE shall notify COUNTY immediately in the event of any accident or injury arising out of or in connection with the Contract.

(12) Semi-Annual Reports; Public Briefing. GRANTEE shall provide COUNTY with semi-annual written reports of the progress of PROJECT until completion of PROJECT. GRANTEE shall submit the progress reports to COUNTY according to the schedule set forth below:

PERIOD	REPORT DUE
April - September	October 15
October - March	April 15

The report shall compare the project’s progress to the description, budget and schedule in Exhibit A, including:

(a) The status of each task. This section shall include any proposed changes to the tasks, whether the project is progressing according to the schedule, and anticipated accomplishments in the upcoming months; and

(b) The costs to date compared with the approved budget. The report shall state whether or not PROJECT is progressing within the approved budget and discuss any proposed changes.

GRANTEE agrees to participate in a public briefing, if determined necessary and appropriate by COUNTY, to provide a summary of PROJECT.

(13) Final Report. Within 45 days of completion of PROJECT, GRANTEE agrees to provide to COUNTY a final report, which shall include:

(a) a brief summary of PROJECT's objectives and how these objectives were accomplished,

(b) an itemized list and support documentation of all expenses incurred to complete PROJECT, and

(c) copies of all annual monitoring reports, final report, and photo documentation.

(14) Records. GRANTEE shall maintain complete financial records that clearly reflect the expenditures of this grant and matching funds in accordance with generally accepted accounting principles and that evidence proper audit trails reflecting the true cost of the services rendered and costs incurred for the project. GRANTEE shall maintain all such records for a minimum of four years after PROJECT completion. GRANTEE agrees that COUNTY's designated representative may, at any time during normal working hours and up to four years after PROJECT completion, review or audit all records regarding performance of this Contract. GRANTEE shall submit to COUNTY copies of findings of any audits which GRANTEE commissions.

(15) Termination.

(a) COUNTY may, in its sole discretion, terminate this Contract for convenience by giving thirty (30) days prior written notice to GRANTEE. GRANTEE shall not incur any unnecessary expenses or costs which are reimbursable under this Contract during this period except those absolutely necessary to close out all activities related to the Contract. COUNTY will not compensate any other charges incurred by GRANTEE during this period unless approved in writing by the DIRECTOR.

(b) COUNTY may terminate this Contract for cause should GRANTEE default in the performance of this Contract or materially breach any of its provisions. Such termination shall be by written notice and shall be effective upon receipt by GRANTEE.

(c) Upon termination of this Contract pursuant to this section, GRANTEE shall within 14 days return any unspent grant funds received from COUNTY under this Contract, and provide COUNTY an itemized list and supporting documentation of all expenses incurred on the PROJECT.

(16) Remedies Not Exclusive. No remedy herein conferred upon or reserved to either party is intended to be exclusive of any other remedy or remedies, and each and every such remedy, to the extent permitted by law, shall be cumulative and in addition to any other remedy given hereunder or now or hereafter existing at law or in equity or otherwise.

(17) Waivers. The waiver by either party to this Contract of any term, covenant, or condition of this Contract or of any provision, ordinance, or law, shall not be deemed to be a continuing waiver of such term, covenant, condition, or law, or of any subsequent breach or violation of the same, or of any other term, covenant, ordinance, or law.

(18) Grant Contract Integrated. In conjunction with the matters considered herein, this Contract contains the entire understanding and agreement of the parties and there have been no promises, representations, agreements, warranties or undertakings by any of the parties, either oral or written, of any character or nature hereafter binding except as set forth herein. This Contract may be altered, amended or modified only by an instrument in writing, executed by the parties to this Contract and by no other means. Each party waives their future right to claim, contest or assert that this Contract was modified, canceled, superseded or changed by any oral agreements, course of conduct, waiver or estoppel.

(19) Assignment. This Contract shall not be assigned by GRANTEE without the prior written consent of the DIRECTOR.

(20) California Law to Apply. This Contract shall be governed by the laws of the State of California. Any litigation regarding this Contract or its contents shall be filed in the County of Santa Barbara, if in state court, or in southern California, if in federal court.

(21) Nondiscrimination Clause. GRANTEE shall abide by the Unlawful Discrimination Ordinance, Article XIII of Chapter 2 of the Santa Barbara County Code, which is attached hereto as Exhibit B and incorporated herein by this reference.

(22) Taxes. GRANTEE shall be responsible for payment of all taxes due as a result of the Contract. GRANTEE's Federal Tax Identification Number is 452587074.

(23) Point of Contact. The designated contacts for this Contract are:

(a) Errin Briggs, 805-568-2047
Planning & Development, Energy Division
123 Anapamu Street
Santa Barbara, California 93101
Email: ebriggs@countyofsb.org

(b) Chris Goldblatt, 310-488-6100
Fish Reef Project
315 Meigs Rd Suite A 289
Santa Barbara, CA 93019
Email: Chris@fishreef.org

Either party may change its point of contact by providing 30 days written notice to the other party. The DIRECTOR or the Energy, Minerals, & Compliance DEPUTY DIRECTOR may designate a new point of contact for COUNTY.

(24) Ownership of Documents and Intellectual Property. COUNTY shall have Unlimited Rights of the following items incidental to this Contract upon production, whether or not completed: all data collected, all documents of any type whatsoever, all photos, designs, sound or audiovisual recordings, software code, inventions, technologies, and other materials, and any material necessary for the practical use of such items, from the time of collection and/or production whether or not performance under this Contract is completed or terminated prior to completion.

“Unlimited rights” means the right of the COUNTY to have unrestricted authority to copy, adapt, perform, display, publish, disclose, distribute, use, reproduce, create and prepare derivative works, distribute copies to the public, and perform publicly and display publicly, in any manner and for any purpose, to have or permit others to do so and otherwise use in whole or in part, any Copyrightable Works and Inventions. GRANTEE agrees to take such actions and execute and deliver such documents as may be needed to validate, protect and confirm the rights and assignments provided hereunder. GRANTEE warrants that any Copyrightable Works and Inventions and other items provided under this Contract will not infringe upon any intellectual property or proprietary rights of any third party. GRANTEE at its own expense shall defend, indemnify, and hold harmless COUNTY against any claim that any Copyrightable Works or Inventions or other items provided by GRANTEE hereunder infringe upon intellectual or other proprietary rights of a third party, and GRANTEE shall pay any damages, costs, settlement amounts, and fees (including attorneys’ fees) that may be incurred by COUNTY in connection with any such claims. COUNTYs Unlimited Rights shall survive expiration or termination of this Contract.

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This Contract between the County and GRANTEE is executed at Santa Barbara, California, on the dates shown below and shall be effective when signed by all parties.

ATTEST:

Mona Miyasato
County Executive Officer
Clerk of the Board

By: _____
Deputy Clerk

COUNTY OF SANTA BARBARA:

By: _____
Steve Lavagnino Chair, Board of Supervisors

Date: _____

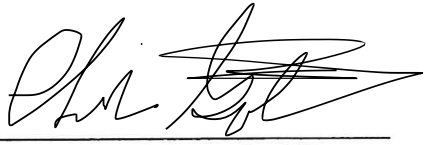
RECOMMENDED FOR APPROVAL:

Planning & Development

By: 
Department Head

COASTAL RESOURCE MITIGATION FUND GRANTEE

Fish Reef Project

By: 
Chris Goldblatt, Chief Executive Officer

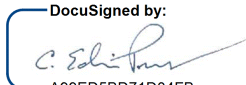
APPROVED AS TO FORM:

Rachel Van Mullem
County Counsel

By: 
Deputy County Counsel

APPROVED AS TO ACCOUNTING FORM:

Betsy Schaffer, CPA
Auditor-Controller

By: 
Deputy

APPROVED AS TO FORM:

By: 
Risk Management

Exhibit A

PROJECT DESCRIPTION, BUDGET, AND SCHEDULE

Project Description.

GRANTEE shall monitor, collect, analyze and publish data on a pilot program for a kelp restoration project. GRANTEE has fabricated and installed 16 Sea Caves in waters 40-feet deep at Goleta Beach. Sea Caves are about six feet in width by four feet in length and a little over two feet tall concrete structures, weighing around 2,200 pounds. The design is to allow for *Macrocystis pyrifera* (giant sea kelp) to grow on top of the Sea Caves and allow for protection of smaller fish and lobster in the interior of the cave.

The pilot program's main objective is to establish the efficacy of the Sea Caves off of Goleta Beach as permanent hard substrate and the ability to grow and maintain a functional giant sea kelp dominated reef over a five-year period. If the five-year study demonstrates that Sea Caves can restore large giant kelp and provide habitat for red abalone, lobster, scallops, calico bass, white sea bass and other similar species, GRANTEE will attempt to enlarge and permit a 65-acre kelp restoration site at the same location.

GRANTEE shall purchase equipment associated with conducting monitoring surveys:

- 32 underwater cameras to attach to the Sea Caves,
- a consumer-grade side scan sonar unit to identify if any Sea Caves have sunken into sand, shifted position or migrated out of the lease area, and
- a mini-ROV for live video of the Sea Caves to survey seabed around Sea Caves at greater distances.

GRANTEE shall establish three sites to monitor:

1. Pilot Program Site: The Sea Cave reef location in Goleta Bay (34°24.343'N, 119°50.060'W).
2. Control Site 1: Between the Pilot Program Site and the Goleta Out-Fall Line (near the Goleta Pier) (34°24.227'N, 119°50.009'W).
3. Control Site 2: Hope Ranch rocky reef control site (34°23.615'N, 119°43.740'W)

GRANTEE shall carry out the following protocols:

- Conduct pre-deployment monitoring at the three sites to establish a baseline to measure changes in reef structure over the five-year period.
- Map the location of the Sea Caves using side-scan sonar one time per year for a total of five times. This high-definition imaging allows for a near-perfect image of the Sea Caves to be displayed as they sit on the seabed. The reason for this is to identify if any Sea Caves have sunken into sand, shifted position or migrated out of the lease area.

- Fix mount sixteen undersea time-lapse cameras on the Sea Caves (one on each Sea Cave) at the Pilot Program Site to capture time-lapsed images at various angles. Every 82 days, 16 fully charged cameras shall be swapped out for the 16 cameras on the Sea Caves. The cameras' SIM cards and battery lives are 82 days.
- Lay two 30 meter by 2 meter benthic swath transect lines at each site. Transect lines will be slightly longer at the two control sites than the Pilot Program Site, and the ends of the transect lines will be laid out on the same bearing into the sand habitat surrounding the reef. The transect lines shall have Uniform Point Contacts (UPC), whereby a point is located every meter along the transect line. Surveyors will record the substrate and attached organisms under every UPC and make estimates within a half square meter rectangular box at each point. To monitor changes in encrusting and newly recruited species, and habitat type on the two control sites, a UPC survey shall be conducted along each transect.
- Monitor all sites four times annually for the duration of PROJECT.
- Monitor the three PROJECT sites on SCUBA using standard PISCO Kelp Forest Monitoring protocols (<https://www.piscoweb.org/kelp-forest-sampling-protocols>).
- Dive approximately three to six feet above and along the transect lines, moving in one direction each way. Two divers will survey during each dive, surveying for invertebrates and algal species and fish species. All species shall be identified to lowest taxonomic level possible and enumerated along the transects.
- Monitor only the Pilot Program Site remotely with the two time-lapse cameras and surface side-scan sonar.
- Measure sediment location on the corners of eight randomly chosen Sea Caves to quantify "sinking" or retainment of the reef. Measurements shall be made from the bottom of the Sea Caves to the sediment surface during each survey.
- Inventory *Panulirus interruptus* (Spiny lobster) and giant sea kelp at the Pilot Program Site only. All lobster observed within the reef structure shall be enumerated and estimated for size, and all giant sea kelp stipes shall be counted.
- Monitor the Pilot Program Site twice annually for three years post-removal of the Sea Caves.

GRANTEE shall conduct all the monitoring surveys under the supervision of Dr. Ryan Jenkinson, Lead Scientist for GRANTEE. All divers shall have years of California Bight dive and species identification experience.

GRANTEE shall provide all data and analysis for the project. This includes total species lists, estimates of total biomass on the Sea Cave reef, comparative analysis of species abundance, diversity, and growth between the three monitoring sites, and observations of commercial and recreational use of the Sea Cave reef. GRANTEE shall submit results of the monitoring annually to all relevant stakeholders, including COUNTY. GRANTEE shall make all data public on the Fish Reef Project website in real time (<https://fishreef.org/>). GRANTEE shall submit a final report describing the output, goals, and monitoring results at PROJECT completion and three years after PROJECT completion.

GRANTEE shall removal all Sea Caves at the end of the Five-Year PROJECT unless they are permitted to remain by the California Coastal Commission and State Lands Commission. During PROJECT, if the Sea Caves move or sink outside the permitted area, GRANTEE shall float bag the Sea Caves back into the permitted area and anchor the Sea Caves so not to move again. GRANTEE shall collect and properly dispose of any debris associated with PROJECT found on shore.

Project Budget

Item/Task	Matching Funds*	Coastal Resource Mitigation Fund Expenditure Amount
Purchase of thirty-two (32) lime lapse Cameras (\$1,507.80 each, including housing, and mounting system to attached to the Sea Caves)		\$48,250.00
Purchase of a High-Resolution, Consumer-Grade Side Scan sonar. Map the location of Sea Caves five times. Costs for vessel rental for each scan.	\$10,470.00	\$1,750.00
Costs for 24 dive days, including costs for vessel rental, captain and deckhand, fuel, insurance, gear and divers (\$2,000/day).	\$48,000.00	
Costs for dive equipment including tanks, regulators, white boards, fins, wetsuits, measuring tapes and a mini-ROV.	\$5,000.00	
Cost to cover out of area volunteer citizen scientists and or divers who are willing to donate their time and gear but require cost of transportation to the dive vessel.	\$2,500.00	
Costs for a stipend for Dr. Ryan Jenkinson to carry out his studies for PROJECT. The data outcome will identify all key biological and social benefits, including marine biomass, kelp growth, carbon sequestration and social benefits including fishing, tourism, academia.	\$31,100.00	
Cost of data management to convey results to COUNTY and community.	\$4,000.00	
Total costs	\$101,070	\$50,000.00

* GRANTEE secured a total more than the \$101,070 additional monies needed: Decker Corporation \$20,000, SCG \$6,000, Joel Junger \$20,000, Albert Oaten \$60,000, Santa Barbara Foundation \$25,000, Santa Barbara Department of Fish and Wildlife Commission \$40,000, Coastal Conservancy Association \$40,000, and International Marine Mitigation Bank, Inc. \$80,000.

Schedule

Task Description	Completion Date
Purchase equipment	March 2024
Establish three monitoring sites	March 2024
Conduct pre-deployment surveys	March 2024
Monitor the three sites, as described above for five years	April 2024 – April 2029
Prepare and submit annual and final reports, as described above	April 2024 – July 2029
Prepare and submit annual reports, post the five-year study	April 2029 – April 2032
Remove Sea Caves from the sea floor	December 2029
Prepare and submit a CRMF final report	July 1, 2032

Exhibit B

COUNTY OF SANTA BARBARA UNLAWFUL DISCRIMINATION ORDINANCE

Sec. 2-95. Prohibition of unlawful discrimination in employment practices. The County of Santa Barbara reserves the right to terminate forthwith each and every written contract and agreement (except purchase orders) for goods and/or services entered into by the County of Santa Barbara or by its joint powers, agencies or agents with the consent of the other parties (hereinafter called "contractor") including but not limited to concessions, franchises, construction agreements, leases, whether now in effect or hereinafter made if the county finds that the contractor is discriminating or has discriminated against any employee or applicant for employment in violation of any applicable state or federal laws, rules or regulations which may now or hereafter specifically prohibit such discrimination on such grounds as race, religion, sex, color, national origin, physical handicap when otherwise qualified, Vietnam era veteran/disabled, or age.

Such finding may only be made after contractor has had a full and fair hearing on notice of thirty (30) days before an impartial hearing officer at which hearing contractor may introduce evidence, produce witnesses and have the opportunity to cross-examine witnesses produced by the county. Further, any finding of discrimination must be fully supported by the facts developed at such hearing and set forth in a written opinion; and in addition, contractor may move in the appropriate court of law for damages and/or to compel specific performance of a contractor or agreement if any the above procedures are not afforded to the contractor. If contractor is not found to have engaged in unlawful discriminatory practices, county shall pay all costs and expense of such hearing, including reasonable attorneys' fees to contractor in accordance with current Santa Barbara County Superior Court schedule of attorneys' fees for civil trials. If contractor is found to have engaged in such unlawful discriminatory employment practices, contractor shall pay all such costs, expenses and attorneys' fees.

Whether or not a contract or agreement is still in existence at the time of final determination of such unlawful discrimination, the contractor shall forthwith reimburse county for all damages directly stemming from such discrimination; however, those damages shall not exceed and are not reimbursable in an amount which exceeds amounts paid contractor under the terms of the contract or agreement.

Nothing in this section 2-95 shall directly or by interpretation give a private cause of action to any third party (not a signatory to the contract or agreement) including employees past or present, or applicants for employment to contractor, it being the sole purpose of this clause to administratively assure compliance with the nondiscrimination clauses contained herein.

Employment practices shall include, but are not limited to employment, promotion, demotion, transfer, recruitment and advertising for recruitment, layoff or other termination, rate of pay, employee benefits and all other forms of compensation selection for training and apprenticeship and probationary periods.

Contractor shall permit access at all reasonable time and places to all of its records of employment, advertising, application forms, tests and all other pertinent employment data and records, to the County of Santa Barbara, its officers, employees and agents for the purpose of investigation to ascertain if any unlawful discrimination as described herein has occurred or is being practiced, provided

that such records are relevant to a complaint of an unlawful discriminatory practice which has been forwarded to contractor reasonably prior to the time contractor is asked to make such records available. In addition, all such records shall be deemed "Confidential" by the officers, employees and agent of the county. No records or copies of such records may be removed from the premises of contractor and no disclosure, oral or written of such record, may be made to third parties except as provided within the agreement.

Provided, however, that in the event of a hearing to determine whether or not contractor is engaging in unlawful discrimination in employment practices as defined herein, the board of supervisors of Santa Barbara County may issue subpoenas to require that certified copies of such records be made available to the hearing.

Failure to fully comply with any of the foregoing provisions relating to unlawful discrimination in employment practices shall be deemed to be a material breach of any contract or agreement with the County of Santa Barbara. All persons contracting with or who have contracts for goods or services with the county shall be notified that this chapter applies to their contract or agreement with the County of Santa Barbara. (Ord. No. 2946, SS 1; Ord. No. 2993, SS 1; Ord. No. 3018, SS 1)

Sec. 2-95.5. Exceptions. Notwithstanding any other provisions in this article, any party contracting with the County of Santa Barbara having an affirmative action program which has been approved within thirty-six (36) months from the date of the contract by an agency of the federal government shall be deemed to be in compliance with the provisions of this article upon furnishing documentary evidence of such approval satisfactory to the county affirmative action officer. Loss of such approval shall be immediately reported by such party to the county affirmative action officer.

Sec. 2-96. Purchase orders. Purchase orders shall contain the following clause as grounds for termination of such purchase order.

"If complaint is made that seller is engaging in discriminatory employment practices made unlawful by applicable state and federal laws, rules or regulations, and the State Fair Employment Practice Commission or the Federal Equal Employment Opportunities Commission determines that such unlawful discrimination exists, then the County of Santa Barbara may forthwith terminate this order." (Ord. No. 2946, § 1)

Sec. 2-97. Affirmative action officer. At the discretion of the county affirmative action officer, he or she shall promptly and thoroughly investigate, or cause to be investigated reports and complaints from whatever source, that any party contracting with the County of Santa Barbara is engaging, or during the term of a contract or agreement with the County of Santa Barbara has engaged, in any unlawful discriminatory employment practices as described in Section 2-95 of this Code. If the investigation discloses reason to believe such unlawful discrimination does exist or has existed and the conditions giving rise thereto have not been changed so as to prevent further such unlawful discrimination, and the said party shall not forthwith terminate such unlawful discrimination, take all appropriate steps to prevent a recurrence of such or other unlawful practices, and compensate the person or persons unlawfully discriminated against for any and all loss incurred by reason of such unlawful discrimination, all to the satisfaction of the affirmative action officer, then the affirmative action officer shall cause the matter to be presented for action to the State Fair Employment Practices Commission or the Federal Equal

Employment Opportunities Commission, or both, and to any other concerned state or federal agencies or officers.

If and when it has been finally determined by the affirmative action officer, county counsel, or state or federal regulatory agencies that such unlawful discriminatory employment practice has in fact so occurred or are being carried on, then the affirmative action officer shall forthwith present the entire matter to the board of supervisors of the county, together with all damages, costs and expense related thereto and incurred by county, for appropriate action by the board of supervisors in accord with the intent and purposes of this article and of the affirmative action program of the County of Santa Barbara (Ord. No. 2946, § 1).