



County of Santa Cruz Board of Supervisors

Agenda Item Submittal

From: County Administrative Office

Subject: 2024 Employee Recognition Awards

Meeting Date: March 11, 2025

Formal Title: Present the 2024 Employee Recognition Awards

Recommended Actions

Present the 2024 Employee Recognition Awards and associated proclamations.

Executive Summary

The Board of Supervisors will present the 2024 Employee Recognition Awards to show public appreciation for and special recognition to outstanding employees for their service and contributions to the County.

Discussion

This program is a special effort that the Board of Supervisors established to recognize and show appreciation to employees for their outstanding accomplishments while working with the County. The criteria for recognition include, but are not limited to, the following:

- An employee or group of employees who solved an extraordinary problem for the County and/or demonstrated an outstanding accomplishment that furthered the County's goals;
- An employee or group of employees who found an opportunity for improvement and implemented an innovative idea; or
- An employee who has demonstrated outstanding effort and service in the past year.

The nomination period was from November 12, 2024 to December 6, 2024 during which time County employees submitted nominations. The review of nominations and recommendations for awards were made by selection committees in five categories with the following departmental groupings:

1. General Government: Assessor-Recorder, Auditor-Controller-Treasurer-Tax Collector, Board of Supervisors' Office, Child Support Services, County Administrative Office, County Counsel, County Clerk-Elections, General Services, Information Services, and Personnel;
2. Health Services Agency;
3. Human Services Department;
4. Justice: District Attorney, Probation, Public Defender, and Sheriff-Coroner; and
5. Land Use & Regulatory: Agricultural Commissioner, Agricultural Extension, Animal Shelter, Parks Open Spaces and Cultural Services, and Community Development and Infrastructure.

Each committee recommended three nominees for the award. Monetary awards of \$200 will be given to each nominee. In the case of team nominations, the monetary award will be equally split between team members. The award winners are included in the attachment to this memo. In addition, all employees that were nominated for an award

were sent a letter informing them of their nomination.

The Board of Supervisors will honor each winner during the awards ceremony by issuing a personalized proclamation highlighting their accomplishments. Additionally, all winners will be recognized by appearing before the Board at the front of Board Chambers during the ceremony. Those who are being honored with individual awards will be invited to speak regarding their individual accomplishments. Teams who have won awards have been asked to select a representative who will speak on behalf of the team regarding the team's accomplishments.

Financial Impact

The monetary awards given to each award winner and totaling \$3,000 are included in the Personnel 2024-25 budget, GL Key 510000.

Strategic Initiatives

Equity Framework - Workplace & Workforce
Operational Plan - Operational Excellence

Submitted By:

Carlos Palacios, County Administrative Officer

Recommended By:

Carlos J. Palacios, County Administrative Officer

Artificial Intelligence Acknowledgment:

Artificial Intelligence (AI) did not significantly contribute to the development of this agenda item.