



County of Santa Cruz Board of Supervisors

Agenda Item Submittal

From: Personnel

Subject: Proposed Title Change for the Personnel Department and Associated Classifications

Meeting Date: May 20, 2025

Formal Title: Consider approving in concept "Ordinance Amending Section 1.04.140 of the Santa Cruz County Code Relating to Definitions of Director of the Personnel Department, Personnel Director, and Personnel Department," and take related actions

Recommended Actions

1. Consider approving "Ordinance Amending Section 1.04.140 of the Santa Cruz County Code Relating to Definitions of Director of the Personnel Department, Personnel Director, and Personnel Department," to reflect proposed changes to associated classification titles and department name of the Personnel Department;
2. Schedule the ordinance for final adoption on June 10, 2025;
3. Direct the Clerk of the Board to publish the Notice of Proposed Ordinance Summary in a newspaper of general circulation at least five days prior to the scheduled second reading and final adoption, no later than June 5, 2025, pursuant to Government Code Section 25124; and
4. Authorize the Personnel Director, the Auditor-Controller-Treasurer-Tax Collector, and the County Executive Officer to take all necessary administrative steps to effectuate the changes as described in this ordinance.

Executive Summary

The County Executive Office and the Personnel Department are requesting an amendment to the County Code to change the job title for the classification of Personnel Director to "Human Resources Director" and rename the department as the "Human Resources Department," and make other necessary conforming changes to position titles.

Discussion

The Personnel Department oversees a wide variety of countywide services including recruitment and selection, classification, compensation, training and development, benefits administration, equal employment opportunity, labor relations, and risk management. The proposed changes aim to adopt a more traditional title that better aligns with the industry norm which is used by seven of our eight comparable agencies. While some organizations opt for contemporary titles such as Human Capital, Talent Management, People Operations, People Resources Center, and Office of People and Culture, we do not believe these titles are all encompassing of the various functions or commonly understood to reference human resources support.

Financial Impact

There will be no additional impact on the County Budget.

Strategic Initiatives

Equity Framework - Workplace & Workforce, Leadership, Operations & Services
Operational Plan - Operational Excellence

Submitted By:

Ajita Patel, Personnel Director

Recommended By:

Carlos J. Palacios, County Executive Officer

Artificial Intelligence Acknowledgment:

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