

Santa Cruz County Board of Supervisors Proclamation

HONORING MITSUNO BAURMEISTER
ON THE OCCASION OF HER RETIREMENT

WHEREAS, Mitsuno Baurmeister will officially retire on April 25, 2025, concluding an extraordinary 38-year career in Human Resources, including 19 years devoted to public service, and leaving behind a legacy defined by vision, compassion, and generosity of spirit; and

WHEREAS, Mitsuno began serving as the County's Equal Employment Opportunity Officer on September 30, 2019, bringing deep experience, unwavering integrity, and a rare ability to hold space for both accountability and empathy, elevating the role with her impeccable professionalism; and

WHEREAS, Mitsuno could be relied upon to conduct careful, thorough EEO investigations with both sensitivity and commitment to maintaining a respectful workplace for all; and

WHEREAS, Mitsuno developed two thoughtful and inclusive DEI Employee Surveys, each carefully crafted to honor employees' lived experiences and reflect her deep commitment to equity; and

WHEREAS, Mitsuno was instrumental in creating the County's first *Gender Inclusion and Gender Transition Guidelines*, a milestone policy affirming the dignity and rights of transgender and nonbinary employees; and

WHEREAS, Mitsuno developed two EEO/Cultural Responsiveness Plans, most recently presenting the 2025–2027 plan to the Board on April 8 – a final act of dedication from a consummate team player that required many hours of effort and is deeply appreciated by the Personnel Director and new EEO Officer; and

WHEREAS, a trusted mentor and colleague with the rare ability to make others feel truly seen and valued, Mitsuno empowered those around her by celebrating achievements and creating opportunities for growth, and whether mentoring future leaders in the County's Supervisory Academy or in her day-to-day work, Mitsuno brought collaboration, clarity, and genuine care to her role; and

WHEREAS, beyond her many accomplishments, Mitsuno will be remembered for her generosity of spirit, emotional intelligence, and ability to create a sense of belonging and safety for those around her; and

WHEREAS, as Mitsuno enters this next chapter, she carries with her the respect, admiration and appreciation of her colleagues, and we wish her the utmost best as she continues to make wine, sip it on the beach in Cayucos, travel, and take time for walks.

NOW, THEREFORE, I, Felipe Hernandez, Chair of the Santa Cruz County Board of Supervisors, hereby commend Mitsuno Baurmeister at the end of her distinguished service in the Personnel Department, and extend our deepest appreciation, admiration, and gratitude for her extraordinary public service.




Chairperson, Board of Supervisors

April 22, 2025
Date