

*Before the Board of Supervisors in and for the  
County of Monterey, State of California*

**Resolution No.:**

Adopt Resolution Honoring County of Monterey's Director of Human Resources, **Irma Ramirez-Bough** on her Retirement After Twenty-Four Years of Dedicated Service to the County of Monterey.

**WHEREAS, Irma Ramirez-Bough** is a lifelong resident of Monterey County. She was born in Watsonville and raised in Moss Landing. Her parents, through years of hard work in the agricultural industry, instilled a strong work ethic and the values of loyalty, integrity, and honesty. **Irma Ramirez-Bough** met her husband of 33 years, Ken Bough and built a family of her own by raising a daughter and son; and

**WHEREAS, Irma Ramirez-Bough** is a graduate of North Monterey County High School and obtained her Bachelor of Arts degree in Communications from University of the Pacific. Her professional background includes 36 years of public service and experience working as a Human Resources professional. Her career began with the City of Salinas in 1987 and she joined the County of Monterey in 1999. **Irma Ramirez-Bough** held various Human Resources positions throughout her tenure with County of Monterey; and

**WHEREAS,** Prior to her appointment as the Director of Human Resources, **Irma Ramirez-Bough** was the first female Latina to serve as the County's Equal Opportunity Officer under the administrative direction of the County Board of Supervisors, to oversee and manage the Equal Opportunity Office, currently known as the Civil Rights Office; and

**WHEREAS,** During **Irma Ramirez-Bough's** tenure as the County's Equal Opportunity Officer, she updated the County's Equal Opportunity Plan in 2012 and 2014. **Irma Ramirez-Bough** was instrumental in updating policies pertaining to employees' rights in the workforce such as the Equal Opportunity and Non-Discrimination Policy, and Sexual Harassment Policy. She also developed and initiated the County's Conflict Resolution Program, among many other accomplishments; and

**WHEREAS, Irma Ramirez-Bough** has served as the Director of Human Resources for the County of Monterey since July 2016. In this capacity, **Irma Ramirez-Bough** spearheaded several key accomplishments for the Human Resources Department to include implementing the department's Strategic Plan, participating in Enterprise Resource Plan upgrades, and driving the development of various system trackers in the areas of Recruitment, Exam, Classification and Compensation. Additionally, **Irma Ramirez-Bough** oversaw the implementation of key policies to include the Compensation Philosophy, Catastrophic Leave Donation Program, Telework, Family and Romantic Relationships at Work, Family Care and Medical Leave to name a few; and

**WHEREAS, Irma Ramirez-Bough** led the Human Resources Department through two contract negotiation cycles that included establishing policies, standardizing provisions as mutually acceptable by the employee groups and the County; and

**WHEREAS, Irma Ramirez-Bough** drove the Human Resources Department through unprecedented times. The COVID-19 pandemic caused massive disruptions in our lives, from social distancing and beyond. Despite the challenges, **Irma Ramirez-Bough** quickly pivoted and adapted to the new reality while prioritizing the wellbeing and safety of the workforce. Besides developing the County's first Emergency Response Manual and COVID-19 Prevention Program, she was also heavily involved in the development of both the COVID exposure application and the COVID self-screening application, which included a COVID vaccination module and the deployment of the Disaster Service Worker program; and

**WHEREAS, Irma Ramirez-Bough** was vital in hiring an Employee Engagement Manager to manage the County employee engagement efforts which include developing survey tools and analyzing results to identify key opportunities to improve employees' work life experience; and

**WHEREAS, Irma Ramirez-Bough's** commitment to the human resources profession extends by serving on the Board of the County Personnel Administrators' Association of California (CPAAC) in various capacities to include serving as the current President; and

**WHEREAS, Irma Ramirez-Bough** will be remembered by her staff and colleagues for her dedication, thoughtfulness, professionalism and gracious leadership and who has significantly contributed to the legacy of the Human Resources Department.

**NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors of the County of Monterey, on behalf of the County, its employees and all its residents hereof, hereby acknowledges, commends, and thanks **Irma Ramirez-Bough** for all her contributions and dedicated service to the County of Monterey.

**BE IT FURTHER RESOLVED** that the Monterey County Board of Supervisors, on behalf of our County and all residents thereof, hereby commends Irma Ramirez-Bough for her twenty-four years of dedicated service to the County of Monterey, her tremendous leadership as the Director of the Human Resources Department, and for making the County of Monterey a better place to work and establish lifelong careers for others. We congratulate Irma Ramirez-Bough on her well-deserved retirement with wishes of continued success, good health, and happiness with her family.

**PASSED AND ADOPTED** this 12<sup>th</sup> day of September 2023, by the following vote, to wit:

**AYES:**

**NOES:**

**ABSENT:**

I, Valeria Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book \_\_\_\_\_ for the meeting on \_\_\_\_\_, 2023.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California.

By \_\_\_\_\_  
Deputy