



Deschutes County Board of Commissioners
1300 NW Wall St., Suite 200, Bend, OR 97701-1960
(541) 388-6570 - Fax (541) 385-3202 - www.deschutes.org

AGENDA REQUEST & STAFF REPORT

For Board Business Meeting of October 7, 2015

DATE: October 2, 2015

FROM: Danielle Fegley Personnel / HR 385-3208

TITLE OF AGENDA ITEM:

Board action to adopt Order No. 2015-050 renaming the Personnel Department as the Human Resources Department and renaming the Personnel Manager as the Human Resources Director.

PUBLIC HEARING ON THIS DATE? No.

BACKGROUND AND POLICY IMPLICATIONS:

Deschutes County has operated a Personnel Department (and not a Human Resources Department); increased job duties and responsibilities as well as industry practice supports this renaming process. As it is, many county employees and members of the public currently refer to Personnel as HR.

FISCAL IMPLICATIONS:

Non anticipated as renaming will be implemented in due course over time.

RECOMMENDATION & ACTION REQUESTED:

Board adoption of Order No. 2015-050

ATTENDANCE: Danielle Fegley, Personnel/HR

DISTRIBUTION OF DOCUMENTS:

Danielle Fegley

REVIEWED

LEGAL COUNSEL



For Recording Stamp Only

BEFORE THE BOARD OF COUNTY COMMISSIONERS OF DESCHUTES COUNTY, OREGON

An Order Renaming the Personnel Department to the Human Resources Department *
* ORDER NO. 2015-050
*

WHEREAS, the Deschutes County Personnel Department initiated changes as part of a restructuring initiative to reorganize Personnel into a Human Resources Department led by a Human Resources Director; and

WHEREAS, Title 3, Personnel Rules of Deschutes County Code, Deschutes County policies, County communications, and other documents, such as websites and forms, shall in due course be modified to reflect that the naming and citing of Personnel Department is superseded and to be referred to as the Human Resources Department; and

WHEREAS, the organizational change from Personnel Services Manager to Human Resources Director is recognized in reference to Title 3, Personnel Rules, Deschutes County policies and other County communications; now therefore,

THE BOARD OF COUNTY COMMISSIONERS OF DESCHUTES COUNTY, OREGON, HEREBY ORDERS as follows:

Section 1. The Deschutes County Board of Commissions having reviewed the proposed changes concludes, accepts and directs that the Personnel Department be rebranded/renamed as the Human Resources Department and that the Personnel Manager be renamed and classified as the Human Resources Director; and

Section 2. It is recognized by the Board of Commissioners that updating County Code, contracts, policies, documents, and communications materials, to reflect this change to Human Resources shall be phased in over time as a rebranding initiative; and

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Section 3. Effective Date. This Order is effective upon signature of the Board of Commissioners.

DATED this _____ day of October, 2015.

BOARD OF COUNTY COMMISSIONERS
OF DESCHUTES COUNTY, OREGON

ANTHONY DEBONE, Chair

ATTEST:

ALAN UNGER, Vice Chair

Recording Secretary

TAMMY BANEY, Commissioner