Legislation Text

File #: 26-788, **Version:** 1

Receive a presentation from the Department of Human Resources on the selection of Melaniece Lovejoy for "Employee of the Month" for October 2026

Published Notice Required? Yes ____ No _X_
Public Hearing Required? Yes ____ No _X_

DEPARTMENTAL RECOMMENDATION:

The Department of Human Resources recommends the Board of Supervisors receive a presentation on the selection of Melaniece Lovejoy for "Employee of the Month" for October 2026, making her eligible to use the parking space designated for this program.

SUMMARY/DISCUSSION:

On September 13, 2005, the Board of Supervisors established the County Government Center "Employee of the Month" program for County employees. Each month a County department is designated to select one of its employees as "Employee of the Month." The Department of Human Resources has been designated to select an employee for October 2026.

The Department of Human Resources' managers met to discuss the accomplishments and impacts of department employees. Multiple employees were nominated for various reasons. Ultimately, a majority vote selected Senior Human Resources Analyst Melaniece Lovejoy.

Ms. Lovejoy began working in the Department of Human Resources in January 2015 as a Human Resources Analyst (Entry), was promoted to the journey level in September 2017, and promoted to a Human Resources Analyst (Senior) on March 16, 2025. In her roles, she has worked in the areas of recruitment, classification, personnel administration, and employee relations. Ms. Lovejoy works closely with County departments, including several Health and Social Services (H&SS) divisions, to provide human resource services. Departments have recognized her customer service and the training support she provides to supervisors and managers to ensure consistency in applying county policies and procedures.

Ms. Lovejoy recently transitioned from working as part of the Personnel and Selection team to a newly created Employee and Labor Relations team. During this transition she remained committed to closing out all open items from her previous assignment while also assuming her new responsibilities. Her current duties include discipline, performance management, and labor relations activities for the County's largest department, Health and Social Services (H&SS). She has made a seamless transition and continues to strive for excellence in her new position on a daily basis. In addition, she has been the lead Analyst assigned to review hundreds of H&SS contracts to comply with a new state law.

During this last year, Ms. Lovejoy performed her previous workload, took on additional tasks associated with her new role while also being instrumental in the notetaking, researching and administration processes necessitated by labor negotiations. She continues to provide guidance and support to new team members who are learning various aspects of the Personnel and Selection Teams' processes.

Ms. Lovejoy is thorough in her research and analysis and is not afraid to ask the hard questions, including, “How can I improve?” She is humble and gracious when she may not have gotten the answer correct, but also responsive in assuring she corrects her approach and thoughts moving forward.

The Department of Human Resources proudly congratulates Melaniece Lovejoy on her well-deserved recognition as Employee of the Month.

FINANCIAL IMPACT:

The costs associated with preparing the agenda item are nominal and absorbed by the Department’s FY2026/27 Working Budget.

ALTERNATIVES:

The Board of Supervisors could choose not to select Ms. Lovejoy as the “Employee of the Month”; however, this alternative is not recommended as the Department leadership has nominated her as deserving of the Board’s “Employee of the Month” program.

OTHER AGENCY INVOLVEMENT:

None.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION