

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
BOARD ACTION SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA #: \*B-4

AGENDA DATE: September 26, 2017

**SUBJECT:**

Approval of Commendations for the 2017 Dale Butler Equal Rights Award Recipients

**BOARD ACTION AS FOLLOWS:**

No. 2017-541

On motion of Supervisor Olsen, Seconded by Supervisor Withrow  
and approved by the following vote,

Ayes: Supervisors: Olsen, Withrow, Monteith, DeMartini, and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended


2)  Denied

3)  Approved as amended

4)  Other:

MOTION:

ATTEST:

  
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Chief Executive Office  
Urgent  Routine

BOARD AGENDA #: \*B-4

AGENDA DATE: September 26, 2017

CEO CONCURRENCE: *phx*

4/5 Vote Required: Yes  No

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**SUBJECT:**

Approval of Commendations for the 2017 Dale Butler Equal Rights Award Recipients

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**STAFF RECOMMENDATIONS:**

Approve resolutions commending the following employees on being selected as the 2017 recipients of the Stanislaus County Dale Butler Annual Equal Rights Award:

Kathryn Harwell, Director, Community Services Agency

Merry Mayhew, Assistant Director, Department of Environmental Resources

**DISCUSSION:**

Each year the Stanislaus County Equal Rights Commission recognizes one or more County employees for their outstanding achievements in promoting equal rights with the annual Stanislaus County Dale Butler Equal Rights Award.

In August 2017, the Equal Rights Commission voted to accept the nominations for Kathryn Harwell, Director, Community Services Agency; and Merry Mayhew, Assistant Director, Department of Environmental Resources.

Kathryn Harwell and Merry Mayhew will be recognized at a special awards ceremony on October 6, 2017. The Board of Supervisors is, therefore, requested to join the Stanislaus County Equal Rights Commission in commending them for their contributions to equal rights by adopting the attached resolutions.

**POLICY ISSUE:**

These commendations are based on the Board's policy to acknowledge and recognize individuals whose work has helped promote the Board's priorities of Effective Partnerships and Efficient Delivery of Public Services.

Approval of Commendations for the 2017 Dale Butler Equal Rights Award Recipients

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**FISCAL IMPACT:**

There is no fiscal impact as a result of this action as current Chief Executive Office staff work with the Stanislaus County Equal Rights Commission to administer the Annual Dale Butler Equal Rights Award Ceremony.

**BOARD OF SUPERVISORS' PRIORITY:**

The recommended actions support the Board of Supervisor's priorities of Effective Partnerships as well as Efficient Delivery of Public Services.

**STAFFING IMPACT:**

There is no staffing impact as a result of this action.

**CONTACT PERSON:**

Tamara Thomas, Human Resource Director, (209) 652-6513

**ATTACHMENT(S):**

- A. Commendation for Kathryn Harwell
- B. Commendation for Merry Mayhew

## Attachment A

**RESOLUTION COMMENDING KATHRYN M. HARWELL, DIRECTOR OF  
COMMUNITY SERVICES AGENCY**

WHEREAS, each year the Stanislaus County Dale Butler Equal Rights Award is presented to one or more County employees in recognition of outstanding achievements in promoting equal rights; and,

WHEREAS, the Equal Rights Commission has voted to accept the nomination of Kathryn Harwell, Director of Community Services Agency, for the 2017 Annual Dale Butler Equal Rights Award; and,

WHEREAS, Kathryn Harwell has provided leadership and support to Stanislaus County Community Services Agency serving as Director since 2013; and,

WHEREAS, Kathryn Harwell, as a StanWORKs Manager, was responsible for overseeing CSA's integrity programs. As such, she was responsible to ensure that all individuals seeking services with CSA were treated with respect and without regard to race, age, disability, etc.; and,

WHEREAS, Kathryn Harwell is intensely aware of the importance of assuring that all employees are treated in a non-discriminatory manner and works hard to assure that all individuals are treated fairly; and,

WHEREAS, in 2001, Kathryn Harwell was recognized for her work with the Merit/Cape Award. She participated in a site visit to another organization where the review included rating the organization on their individual equal rights and civil rights programs; and,

WHEREAS, Kathryn Harwell has supported the County's Equal Rights Programs and all Equal Rights issues responded to at the Department level are reviewed by CSA's Sr. Executive Leadership. Ms. Harwell is committed to change initiatives, addressing employee concerns, and management/supervisory practices that may lead to the perception of equal rights issues; and,

WHEREAS, Kathryn Harwell has supported and championed CSA's disability management efforts, including support and review of employees accommodations under the American's with Disabilities Act; and,

WHEREAS, outside of her service to Stanislaus County, Kathryn Harwell supports individuals in the community by personally training Seeing Eye Dogs.

NOW, THEREFORE, BE IT RESOLVED that the Stanislaus County Board of Supervisors does hereby congratulate and commend Kathryn M. Harwell, Director of Community Services Agency, for being selected by the Equal Rights Commission as the 2017 recipient of the Annual Dale Butler Equal Rights Award.

## Attachment B

**RESOLUTION COMMENDING MERRY MAYHEW, ASSISTANT DIRECTOR,  
DEPARTMENT OF ENVIRONMENTAL RESOURCES**

WHEREAS, each year the Stanislaus County Dale Butler Equal Rights Award is presented to one or more County employees in recognition of outstanding achievements in promoting equal rights; and,

WHEREAS, the Equal Rights Commission has voted to accept the nomination of Merry Mayhew, Assistant Director, Department of Environmental Resources, for the 2017 Annual Dale Butler Equal Rights Award; and,

WHEREAS, Merry Mayhew has provided leadership and support to Stanislaus County as the Business Manager for two County Departments: Environmental Resources and Parks & Recreation for fifteen (15) years from 1998 to 2013. During this time, her duties included serving as the Human Resources Manager and a leading voice at HR Managers' Meetings, Equal Employment Opportunity Meetings, and the local chapter's IPMA-HR (International Public Management Association for Human Resources) Meetings; and,

WHEREAS, as the Equal Rights Officer for DER and Parks, Merry Mayhew was a representative at Equal Rights Commission meetings and shared information learned with the Department's executive team and other key leadership staff, was responsible for receiving complaints, and their subsequent investigation and documentation, as well as making recommendations, and working with County Counsel in responding to the Equal Employment Opportunity Commission and the Department of Fair Employment Housing; and,

WHEREAS, Merry Mayhew voluntarily shares her knowledge by spending over ten (10) years as an instructor for county-wide training classes in a variety of courses including HR Personnel Policies and Legal Obligations; and,

WHEREAS, Merry Mayhew lead the Cultural Diversity Awareness activities for the Stanislaus Building at the County's Ag Center Complex from 2005 to 2013; and,

WHEREAS, in her role as an HR manager, Merry Mayhew worked tirelessly as an advocate for employees and stressed fair and equal treatment for all persons; and,

WHEREAS, Merry Mayhew has also fostered open communication and collaboration with community leaders of diverse cultures specific to our community diversity.

NOW, THEREFORE, BE IT RESOLVED that the Stanislaus County Board of Supervisors does hereby congratulate and commend Merry Mayhew, Assistant Director, Department of Environmental Resources, for being selected by the Equal Rights Commission as the 2017 recipient of the Annual Dale Butler Equal Rights Award.