

WHEREAS, Robert J. MacLeod, also known as "Bob," was first hired to be Santa Barbara County's Chief of Employee Relations beginning on February 26, 2007, and has recently announced his retirement from County Service, effective January 12, 2018, and

WHEREAS, Bob has exemplified integrity, dedication, intelligence, professionalism, decency, creativity, kindness, and good humor throughout his many years of honorable service, and

WHEREAS, Bob has managed Employee Relations for the County with skill and diplomacy, maintaining effective long-term labor relationships, despite having negotiated significant concessions from employee groups to avoid layoffs and other service level reductions over the years, and

WHEREAS, Bob implemented a fair and effective process for administrative investigations and has conducted or supervised hundreds of investigations for County Departments since he first implemented this process in 2007, and

WHEREAS, Bob has been a kind and generous colleague and friend to countless fellow County employees who will miss him dearly when he leaves County service,

NOW, THEREFORE, IT IS HEREBY ORDERED AND RESOLVED that this Board of Supervisors commends Chief of Employee Relations Robert J. MacLeod for his faithful and distinguished service to Santa Barbara County, congratulates him on his retirement, and wishes him many happy years after he leaves County service.

Passed and adopted by the Board of Supervisors of Santa Barbara County, State of California, this 9<sup>th</sup> day of January 2018, by unanimous vote of all members present.