

The CEO Report

Darcie Antle
July 29, 2025

Government

Departments

Residents

Business

July is Black, Indigenous, and People of Color (BIPOC) Awareness Also known as Minority Mental Health Awareness Month

National Minority Mental Health Awareness Month honors the memory of Bebe Moore Campbell, an American author, journalist, teacher, and mental health advocate who worked to shed light on the mental health needs of the Black community and other underrepresented communities.

This month, BHRS is raising awareness to uplift voices, promote equitable care, and advocate for culturally competent support and honoring the unique mental health challenges faced by Black, Indigenous, and People of Color (BIPOC).

BIPOC communities often experience systemic barriers to mental health care, cultural stigma, and historical trauma — all of which can impact well-being.

Here are three things to help support yourself, others and the BIPOC Community:

- Take care of yourself.
- Take care of your community.
- Advocate for change.

Take a moment for a mental health check in on yourself and take a mental health test at mhascreening.org.

Help is Available!

24/7 Crisis Line: **855-838-0404**

Warm Line for *Non-Crisis Emotional Support*: **707-472-2311** or Toll-Free: **833-**

Mendocino County Strategic Plan

In May 2022, the Mendocino County Board of Supervisors approved the first five-year strategic plan that will help guide the critical decisions the Board of Supervisors will face over the next five years with the ultimate goal of improving the quality of life for County residents. Departmental reporting will align with the strategic plan.

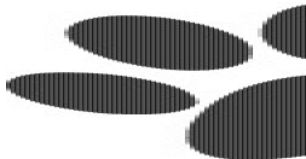
Click [HERE](#) to download the Strategic Plan.

Departments and Divisions

Agriculture

As we mark the midpoint of 2025, the Mendocino County Department of Agriculture continues to prioritize sustainable farming practices, pest management, and environmental stewardship amid evolving challenges in our rural landscape.

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Animal Care Services

The Animal Care Services program areas include Shelter, Clinic & Animal Protection Services. These programs provide animal education outreach, adoptions, volunteer opportunities, fostering, lost & found services, feral cat trap-neuter-return programs, dog licensing, low-cost spay & neuter, veterinary care, animal health education, rabies vaccinations, micro-chipping, impounding of lost & stray animals, responding to injured, ill, and suspected cruelty complaints, and promoting responsible pet ownership.

Low-Cost Vaccine and Microchip Clinic

In preparation for the Fourth of July Holiday and in partnership with *For the Animals of the Ukiah Shelter* non-profit, Animal Care Services hosted a low-cost vaccine and microchip clinic. The goal was to microchip as many animals as possible before the holiday which can be a busy time in the animal community.

This clinic was a huge success, with 33 animals getting microchipped and 111 vaccines administered.

We want to thank *For the Animals of the Ukiah Shelter* for sponsoring the event

by purchasing the microchips, and our great volunteers who were hands-on at this event.

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Behavioral Health & Recovery Services

July kicks off a new fiscal year, and that means a new calendar of Stakeholder events!

Mental Health Services Act and Quality Improvement Committee Stakeholder forums are scheduled through the end of the calendar year. Stakeholder events are an opportunity for anyone interested or affected by the Behavioral Health specialty system to learn about data, information, and resources and to provide feedback on experiences.

BHRS will host the following stakeholder communication meeting:

Mental Health Services Act (MHSA) Forum/ Quality Improvement Committee on Wednesday, August 27, 2025, from 12:00 PM - 2:00 PM at the Center, 200 Main Street, Point Arena, CA 95468 and via [Teams link](#).

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Cannabis

In June 2025, the Mendocino Cannabis Department (“MCD”) reviewed and granted local authorization for 10 active Cannabis Cultivation Business License (“CCBL”) applications. In addition, the Department executed five (5) Local Equity Entrepreneurial Program (“LEEP”) direct grant agreements with local cannabis business operators, distributing \$221K to qualified applicants.



Below are several key accomplishments of MCD in June 2025:

- Issued and renewed approximately 25,000 square feet (0.57 acres) of commercial cannabis cultivation.
- Completed 5 physical inspections of proposed or existing CCBL sites.

Department Fiscal Updates

- The Department collected 18 fees, totaling \$10,449.03
- Fee revenue helps offset staff time dedicated to specific, fee-related tasks
- Staff time is allocated based on time studies conducted for each individual task

For more information on MCD’s Monthly Activity, please click [HERE](#).

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Child Support Services

The Mendocino County Department of Child Support Services strives to “Help Parents Invest in their Children.”

Our mission is to serve children and their families by establishing parentage and enforcing support orders in a fair and equitable manner.

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Emergency Medical Services

The County contracts Coastal Valleys Emergency Medical Services Agency's (CVEMSA) to serve as its Local Emergency Medical Services Agency (LEMSA). Coastal Valleys has begun the Board's directed fiscal assessment of the three fire departments:

Laytonville, Anderson Valley, and Covelo; meeting regularly with the Covelo Fire Chief to help sustain the BLS ambulance program and to provide support with identified gaps in service. CVEMSA is implementing the evidence-based best practice to require emergency medical services (EMS) crews to remain on scene for a minimum of 10-30 minutes during pediatric cardiac arrest resuscitations.

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Employee Benefits

Carrum Health is a no-cost benefit that connects health plan members to high-quality surgical care and cancer guidance with minimal or no out-of-pocket costs.

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Environmental Health

The Environmental Health team is progressing on strategic initiatives to relocate the Fort Bragg office and digitize Land Use, Solid Waste, and Consumer Protection files, which will improve efficiency and service delivery. The department is still working closely with Planning & Building



to complete the Fort Bragg office move. The move to the Avila Center on S. Franklin St. occurred the week of June 9-13th and during this time counter services were limited. EH & PBS resumed full operations the following Monday June 16th.

May 20, 2025, the BOS approved our contract with Toshiba, item 3ae, to digitize the Land Use, Solid Waste, and Consumer Protection files. Digitizing these files will significantly benefit staff, the public, and regulated community by improving efficiency, organization, and accessibility. Staff will save time with quick search and retrieval capabilities and customers will receive faster responses for record requests.

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Executive Office

On June 20, 2025, Mendocino County CEO Darcie Antle, Acting Assistant CEO Sara Pierce, Planning and Building Director Julia Krog, Chief Building Official Richard Angley, District 1 Supervisor Madeline Cline, and District 2 Supervisor Mo Mulheren, visited The Geysers Geothermal Field, hosted by Calpine Corporation.

The group toured one of the world's largest geothermal energy sites, learning about how steam from deep underground is used to generate electricity. Calpine staff provided an overview of the plant's operations, the role of geothermal energy in California's power grid, and the importance of clean energy solutions.

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Executive Office - Contract Unit

The Contract Unit works directly with departments Countywide to execute contracts and amendments, ensuring alignment with County Policy. Since April 2024, the Contract Unit has administered review processes for over 2,000 contract items, including over 240 items with effective dates on or after July 1, 2025.

Additionally, the Contract Unit began processing contracts for the distribution of funding to the twenty-one local fire districts/agencies that receive funding from Measure D, Measure P, and Proposition 172. These contracts include Fiscal Year 2024-25 funding for Q2, as well as the remaining Measure D funding for Fiscal Year 2022-23. Finally, the Contract Unit continues to work closely with the CEO, the Purchasing Agent, the Auditor-Controller's Office, County Counsel, and other County staff to revise the County's Leasing and Contracting Policy (Policy No. 1).

PUBLIC RESOURCES:

Mendocino County maintains a publicly accessible portal where fully executed contracts can be viewed. The initial search screen of the portal allows users to

search all County contracts by Department, Contract Number, Approving Authority, Contractor, and/or Keyword. The list generated by the initial search request can be further refined if needed.

<https://contracts.mendocinocounty.org>

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Executive Office - Economic Development

In June 2025, the Economic Development Division met with stakeholders to advance projects developed from industry sector meetings, provided technical assistance to local businesses, held the bi-monthly Sonoma Mendocino Economic Development District (SMEDD) Board meeting, and prepared for the next *Economic Development by Industry* sector meeting. Visit the [Economic Development Division](#) page for more details.

Economic Development by Industry: Upcoming Sector Meetings

Division staff are hosting a series of meetings by industry sector to foster collaboration and create actionable goals for economic sustainability and growth. Four meetings have been held, and industry priorities have been identified. Upcoming meetings for the remainder of the calendar year are as follows:

Mid-September - Forest Health and Biomass Utilization- Details TBA

Early November - Arts and Tourism – Details TBA

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Executive Office - Grants Unit

In June, the Grants Unit provided significant support to County departments and advanced projects in alignment with the County's strategic plan. Mendocino County was nominated for the national Euna Advocate Award for its leadership in modernizing governmental grants management through the implementation of AmpliFund. HCD awarded the County a \$407,000 grant to launch the County's new Microenterprise Technical Assistance Program, which will provide direct support to at least 54 small local businesses. The Grants Unit also supported the PRRM Division's efforts to advance major wildfire resilience initiatives, including submitting a \$9.5 million notice of interest for a FEMA HMGP sub-application and continuing the development of a \$950,000 CAL FIRE Hazardous Fuels Reduction Project grant proposal. In addition, staff is assisting Social Services and the Mendocino County Continuum of Care with their HHAP Round 6 homelessness funding application. In FY 2024–25, the Grants Unit, in coordination with County departments and grant consultants, submitted seven grant applications and pre-proposals totaling \$16.7 million. It is currently assisting with the management of 16 active grants, valued at over \$16.4 million, for the Executive Office.



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Facilities and Fleet

Facilities and Fleet Mission: To provide an accessible, efficient, safe, clean and comfortable working environment for all employees and the general public who use our buildings and properties.

Facilities and Fleet maintains vital infrastructure and related services that enable County employees to serve the citizens of Mendocino County.

With an approved Permission to Enter Agreement in place, the Ukiah Valley Fire Authority is working towards major fire fuel mitigation work that will be taking place in Low Gap Park in the upcoming weeks. This work will renew the fire break previously established in the park and help increase fire safety in a crucial area of the Ukiah Valley.

Work started this month on the installation of the Electric Vehicle Chargers at the County Administration Complex. This work is funded through a California Energy Commission grant and will bring access to electric vehicle charging to the public in Ukiah.

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Human Resources

The Human Resources Department continues to support the County's commitment to employee recognition, retention, and performance excellence. This report highlights key workforce data and activities for the reporting period, with a focus on service award statistics, extraordinary merit increases, and the Civil Service Commission. These recognitions reflect the dedication and contributions of County employees and underscore our ongoing efforts to promote a culture of appreciation and high achievement.

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Human Resources - Employee Wellness

Mendocino County Working on Wellness (MCWOW) is dedicated to empowering our public servants to thrive, both professionally and personally. This month, we are excited to highlight some of the valuable employee benefits available through the Wellness Program:

- As of mid-July, 415 County employees have registered for a free, confidential Biometric Health Screening. There are only 4 biometric health screening events left – don't miss out on this opportunity to earn up to \$500 off your 2026 County health plan premiums!

- County employees can access the LifeMart Discount Center through Magellan Health, offering savings on travel, theme parks, electronics, groceries, and more. With summer here, now is the perfect time to explore discounts on entertainment and leisure activities!
- The County of Mendocino introduced Walking Moais at several County offices, encouraging staff to take breaks, stay active, and connect with colleagues in a fun, supportive environment. This initiative, made possible through the County's partnership with the Blue Zones Project, supports our goal of fostering a culture of holistic wellbeing.

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Human Resources - Leadership

MANAGEMENT ROUNDTABLE: Through guided discussions, practical tools, and peer exchange, this cohort-based program empowers managers to grow their leadership capacity and strengthen team performance. By investing in our leaders, we're fostering a stronger, more collaborative workplace—one that values learning, innovation, and service.



LEADERSHIP INITIATIVE PROJECT TEAM SPOTLIGHT: At Mendocino County, we believe that every employee has a role in providing excellent customer service—no matter their department. To support this vision, our Leadership Initiative's Customer Service Project Team created a Customer Service Toolkit—a practical, easy-to-use resource developed by staff for staff.

INTRODUCING LEADERSHIP V.O.I.C.E - EMPLOYEE FEEDBACK IN ACTION: Mendocino County is proud to introduce Leadership VOICE—Valuing Open Input, Communication & Experience—a new internal tool designed to gather insight, ideas, and feedback directly from County employees. By listening more deeply to those closest to the work, we're tapping into the strengths of our workforce to better serve our community.

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Library

The Summer Reading Program continues at the Library, offering literacy and enrichment events for the public. Informational programs include wellness options like Chair Yoga in Point Arena, a water-wise presentation in Willits, a renters' rights workshop in Ukiah, and the option to let go of stress and have some fun in Fort Bragg. Opportunities to build community, learn, and connect are available to all ages at the Mendocino County Library branches.

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Museum

The Museum continues to strengthen their partnership with the Friends of the Mendocino County Museum (FOTMCM). The Museum now partners with FOTMCM to offer monthly lecture series. Recent lectures have featured local author, Kim Bancroft, and former San Francisco Maritime Curator, Richard Everett. All are invited to hear from Noyo Harbor Master, Anna Neumann, on Sunday, July 27 at 2:00 P.M. in the Museum Wonacott room. The Museum benefited from the recent event, Picture It! sponsored by the FOTMCM. The event helped our community imagine new ways to utilize rentable space at the Museum. The FOTMCM recently donated funds to install outdoor electrical outlets making the space more convenient for the community to use and enjoy.

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Office of Emergency Services

The Mendocino County Office of Emergency Services (OES) recently strengthened wildfire readiness through several key actions. On June 26, an Emergency Operations Center (EOC) training exercise simulated wildfire conditions during Red Flag warnings, giving staff hands-on experience and identifying key areas for improvement. New staff in the Finance Section received additional training, and volunteer radio operators were officially sworn in. OES also enhanced regional coordination through a meeting with five neighboring counties, the National Weather Service, and Cal OES to plan for fire season and address changes in federal and state priorities and funding opportunities. Recent outreach efforts were expanded to include a series of Spanish-language preparedness interviews for local radio. Finally, an evacuation zone in South County was renamed to improve mapping and better reflect local fire response areas, in cooperation with Anderson Valley Fire, Hopland Fire, and the Mendocino County Sheriff's Office.

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Planning and Building

Our Fort Bragg office has relocated! As of Monday, June 16, 2025, the Fort Bragg offices of Planning and Building Services (PBS) are now located at 752 South Franklin Street, Fort Bragg. The Department looks forward to continuing to serve the public from our new location.



The Mendocino County Grand Jury published a report on June 6, 2025 titled "Planning and Building Department Structural Issues: Exposing the cracks" which can be found here: <https://www.mendocinocounty.gov/government/county-organization/grand->

[jury/2024-25-reports](#). The Board of Supervisors (BOS) appointed an ad hoc committee on June 24, 2025, to engage with PBS and develop a response to the report within 90 days of publication per the report requirements.

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Prevention, Recovery, Resiliency, and Mitigation

In June, the Prevention, Recovery, Resiliency, and Mitigation (PRRM) team continued to advance projects to mitigate disasters and develop community resilience, including the Fuels Reduction and Community Preparedness Project, East Hills Evacuation Planning, Wildfire Community Resilience Project, Ignition Resistant Project, Fuel Abatement Ordinance and Enforcement Planning Project, 2025 Multi-Jurisdictional Local Hazard Mitigation Plan, Orr Springs Fuels Reduction Planning, and Flood Emergency Response Project. Staff are also working closely with key partners and the local CAL FIRE unit to develop projects for the new round of Hazard Mitigation Grant Program (HMGP) and CAL FIRE grant applications.

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Public Health

As planning begins for the 2025–2026 flu season, Mendocino County Public Health is actively preparing to support community health through a variety of initiatives. Staff are currently enrolling providers into the myCAVax system, allocating flu vaccine doses, and organizing upcoming vaccination events.

With the start of the school year approaching, Public Health reminds families that now is an ideal time to ensure children are up-to-date on their back-to-school immunizations.

Public Health staff have already been engaging with the community, participating in recent events such as the Adventist Health Mendocino Coast Sports, Physical, and Back-to-School Event on June 28, the Adventist Health Howard Hospital event on July 13, and the Adventist Health Ukiah Valley event on July 19.

Public Health at Community Events in July:

Public Health will be present at the Car Seat Installation Event at the Healthy Start Family Resource Center (44400 Willis Ave., Laytonville) on Tuesday, July 29, from 1:00 to 4:00 PM.

Public Health continues to offer vaccination services three days a week, helping residents stay protected and healthy throughout the year.

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Social Services

MCDSS is proud to support the continued education and professional development of our team. On Wednesday, July 9th, Chico State University and Cal Poly Humboldt provided presentations for staff interested in furthering their education in social work. The event also featured an inspiring panel of MCDSS staff who shared their journeys toward earning a BSW or MSW, including those who received Title IV-E educational support, which can cover most educational costs.

On Wednesday, July 9th, the Mendocino County Department of Social Services (MCDSS), in partnership with the Mendocino County Homeless Services Continuum of Care, hosted two important community discussions focused on addressing homelessness in Mendocino County.

On Tuesday, July 22nd, Family & Children's Services hosted the Mendocino County Child and Family Services Review (CFSR) Partner Convening at the Ukiah Valley Conference Center. This full-day event provided a valuable opportunity for meaningful collaboration, shared learning, and collective visioning.

Lastly, the Special Investigations Unit (SIU) has greatly improved the Income and Eligibility Verification System (IEVS) processing time to 100% in quarter 2.

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UC Cooperative Extension



Viticulture is essential to Mendocino County's economy and identity, yet faces threats from drought, wildfire smoke, and climate variability. UC Cooperative Extension (UCCE) Mendocino is actively addressing these challenges through research and outreach.

UCCE Advisor Christopher Chen is investigating solutions for smoke taint in wine grapes, a growing concern due to wildfires. Trials at the UC Hopland Research and Extension Center show vineyards over a quarter mile from prescribed burns experienced 31% less smoke exposure, offering practical guidance for growers.

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COME & VISIT

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