

The CEO Report

Darcie Antle
November 18, 2025

Government

Departments

Residents

Business

November is Men's Health Awareness Month

Public Health is dedicated to raising awareness about men's health issues, including mental health, suicide prevention, prostate cancer, and testicular cancer.

Men are encouraged to:

- Schedule routine checkups and screenings
- Talk openly about mental health
- Support friends and family members to do the same

Taking care of your health isn't just about living longer — it's about living well.

Get Checked. Stay Strong. Early detection saves lives.

24/7 Crisis Line: [855-838-0404](tel:855-838-0404)

Warm Line for Non-Crisis Emotional Support: [707-472-2311](tel:707-472-2311) or Toll-Free: [833-955-2510](tel:833-955-2510)

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

The Department of Agriculture and Weights & Measures celebrates the end of the harvest season for key crops like wine grapes, pears, and cannabis, while beginning winterization activities. The Department has completed the 2022 Crop Report and is collecting agricultural production data for 2023 and 2024, with surveys now available electronically.

Weights & Measures recently completed inspections of AC and DC fast-charging stations in partnership with the CDFA and reminds customers to review commercial device registrations for accuracy ahead of the 2026 billing cycle. Annual device certification remains mandatory, and appointments for inspections are encouraged.

The Department appreciates the continued cooperation of local farmers, ranchers, and registered device users as it moves into 2026.

Click [HERE](#) to read more...

Animal Care Services

Spotlight on Rusty

Rusty is that goofy best friend who always brings fun. He's the life of the party, the toy hoarder, and the zoomie champion rolled into one freckle-faced package. Friendly with people and pups alike, he's looking for an active family who appreciates a little chaos, a lot of love, and doesn't mind dog hair as an accessory.



Likes: Toys (all of them), new friends (two legged AND four-legged), and spontaneous zoomie sessions.

Dislikes: Sitting still for too long (life's too short!).

Currently working on: Basic obedience... because apparently "sit" means more than just a suggestion.

Click [HERE](#) to read more...

Behavioral Health & Recovery Services

Behavioral Health & Recovery Services (BHRS) is committed to supporting the mental, emotional, and physical well-being of our community. This month, we highlight resources, events, and programs focused on stress awareness, men's and women's health, substance use prevention, and supporting vulnerable populations. Learn how you can take care of yourself, your family, and your

community.

Click [HERE](#) to read more...

Child Support

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.

Click [HERE](#) to read more...

Employee Benefits

Learn about upcoming changes to pharmacy benefits and how to prepare for them, including tips for working with your prescriber and accessing in-network pharmacies.

Click [HERE](#) to read more...

Environmental Health

The Environmental Health Division of Public Health continues to progress toward the strategic initiative to digitize Land Use, Solid Waste, and Consumer Protection files. Once completed, the public and regulated facilities will benefit from faster access to records, enhanced transparency, and service delivery even as the department operates with reduced staffing.

The division is split between two offices, one coastal and the other inland. Full staffing for the division historically included 12 inspectors, 5 administrative staff, and 4 management staff. Over the past 2 fiscal years Environmental Health has received support to fill vacant fee-supported positions, but very few qualified candidates applied to fill the various vacancies. Current staffing includes 6 inspectors, 3 administrative staff, and 3 management staff. As a result, staff resources are being shifted internally to assist with program mandates prioritized by public health risk factors. Field inspectors are conducting multiple program inspections when on-site to utilize time more efficiently. Management staff are assisting with field work assignments as well as project plan reviews. All staff are supporting the public administrative needs whether that is via email, at front counters, or on the phone.

Click [HERE](#) to read more...

Executive Office - Budget/Fiscal

To address the budget deficit as part of the FY 2025-26 Adopted Budget, County General Fund departments were required to take a cut to their Salary and Benefits (1000 Series) based on a 6% attrition factor, which totaled \$5,246,657 across departments. This factor was calculated based on a historical average County-wide attrition rate. The 6% rate was conservatively adjusted to account for a degree of staffing variability throughout the fiscal year.

Based on year-to-date payroll actuals through October 2025, plus utilizing the most recent payroll to annualize the remaining fiscal year payroll expenses, the County is anticipating realizing \$4,645,000 or a little over 85% of the total \$5,246,657.

The County must remain diligent and continue to follow the Strategic Hiring processes to realize the full attrition savings for FY25/26.

Additionally, the County must ensure one-time funds are utilized for one-time expenses.

Click [HERE](#) to view the Year-To-Date Budget Report.

Executive Office - Contract Unit

The Contract Unit works directly with departments Countywide to execute contracts and amendments to ensure alignment with County Policy. Since April of 2024, the Contract Unit has administered review processes for over 2,350 contract items, including over 460 items with effective dates on or after July 1, 2025. Additionally, the Contract Unit finalized contracts for distribution of funding to the twenty-one local fire districts/agencies that receive funding from Measure D, Measure P, and Prop 172. These contracts distribute Q4 funding for Fiscal Year 2024-25. Finally, as a result of the Board's first review of revisions to the County's Leasing and Contracting Policy (Policy No. 1) on October 7, 2025, the Contract Unit continued to update Cobblestone approval workflows to align with new requirements.

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>

Click [HERE](#) to read more...

Executive Office - Economic Development

In October 2025, the Economic Development Division provided Technical Assistance to microenterprises and entrepreneurs, met with stakeholders to advance projects developed from industry sector meetings and worked to close

out the 2021 CDBG Microenterprise Technical Assistance Grant administered by WEST Business Development Center.

Economic Development by Industry: Upcoming Sector Meetings

Division staff continue to hold meetings for the economic development by industry sector series to foster collaboration and create actionable goals for economic sustainability and growth. Five meetings have been held in 2025.

The final meeting of the series will be held in December for the Arts and Recreational Tourism sector:

Arts and Recreational Tourism Economic Development Sector Meeting

Friday, December 5th 10am – 12:30pm
Boonville Veterans Memorial Building
14470 Highway 128, Boonville, CA 95415

For online attendance register [HERE](#).

Can't attend? Give your input via the [online survey](#).

Click [HERE](#) to read more...

Executive Office - Grants Unit

In October, the Grant Unit made significant strides on several key County projects. Collaborating with the Prevention, Recovery, Resiliency, and Mitigation (PRRM) Division, the team revised the CAL FIRE application to improve its competitiveness based on feedback received from CAL FIRE. Simultaneously, staff continued developing grant applications for Community Development Block Grant (CDBG) Program Income projects and the 2025 NOFA with community partners. The unit also advanced the Covelo Clean Up project by organizing a site visit and tour as a key step in the vendor selection (RFP) process. These efforts underscore the division's ongoing commitment to fostering community resilience, supporting economic development, and ensuring effective grant management.

During fiscal year 2025-26, the Grants Unit partnered with County departments to submit 3 grant applications totaling \$11.3 million. Additionally, the unit supports management of 15 grants exceeding \$16.2 million for the Executive Office.

Click [HERE](#) to read more...

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

The SB844 Jail expansion and Psychiatric Health Facility projects are

progressing toward completion, with both expected to finish in early 2026.

Click [HERE](#) to read more...

Health Summit

LAO Focuses on Medi-Cal Fiscal and Policy Issues Stemming for H.R. 1

The Legislative Analyst's Office (LAO) released a [report](#) on the Medi-Cal program in late October, highlighting several fiscal and policy issues for the Legislature to consider. The report notes that Medi-Cal costs are increasing as California's budget outlook is tightening. Additionally, H.R. 1 implementation will result in many billions of dollars in lost federal funding and place new workload demands and costs on providers, counties, and the state, with state costs alone projected to reach up to several billion dollars annually.

The report focuses on three questions for the legislature to consider: 1) how should H.R. 1 be implemented? 2) what changes may be needed to eligibility, benefits and financing?, and 3) how can the state respond to the increase in the uninsured population?

The LAO recommends the Legislature conduct early oversight of the administration's implementation decisions and provide related policy direction through legislation. The LAO points out that the state does not have the fiscal capacity to backfill all of the lost federal revenue resulting from the implementation of H.R. 1. Additionally, the report notes that modifications to Medi-Cal will come with key policy tradeoffs around access, costs, and other priorities. Finally, if the Legislature wants to address individuals who lose health insurance coverage, the LAO recommends that the Legislature explore new approaches, pursue creative solutions, and rebalance its fiscal and programmatic priorities. The report also notes that county indigent programs could play a role in addressing gaps in health care coverage.

Click [HERE](#) to view the report...

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 Coffee with HR and Timesheets and Payroll training. These recognitions reflect the dedication and contributions of County employees and underscore our ongoing efforts to promote a culture of appreciation and high achievement.

Effective County Government

Coffee With HR

The bimonthly series continues in November with Ask HR!, an open Q&A where staff can engage with the Human Resources team, and ask questions, gain insights, and share thoughts on Human Resources matters. In 2026, the new

year kicks off with three monthly presentations geared towards providing essential information to staff: Leaves and ADA Accommodations in January, Harassment and Discrimination Prevention in February, and Employment Law Update in March.

Timesheets/Payroll Training

A refresher training has been developed and initiated for all staff with roles in timesheet and/or payroll review processes. The training provides standardized knowledge of applicable pay laws, code and bargaining unit MOUs, as well as processes for the effective and expeditious completion of payroll processes. The first training was completed on October 30th, with 24 payroll clerks in attendance.

Human Resources - Wellness

MCWOW is here to help County employees and their eligible spouses or domestic partners stay healthy as we close out the 2025 Wellness Incentive Reward year and look ahead to an exciting 2026. This season, we're highlighting resources and events designed to support our employees' health in simple, meaningful ways:

- **Tools to Support Tobacco Free Living:** FREE nicotine replacement therapy (NRT) and certified health coaching are available to help County employees and their covered spouse or domestic partner reduce or quit tobacco use.
- **Healthy Holiday Cooking Demos:** Offered in Fort Bragg, Willits, and Ukiah, these nutrition trainings offer County employees practical tips for nutritious, affordable meals and a chance to build connection with coworkers.
- **Protect Yourself from the Flu :** Even though MCWOW's on-site clinics have wrapped up, flu shots remain available through the County health plan and Public Health walk-in clinics.

We invite you to take advantage of these offerings and continue building healthy routines this fall and winter.

Click [HERE](#) to read more...

Office of Emergency Services

Mendocino County Office of Emergency Services (OES) is the primary local coordination agency for emergencies and disasters affecting residents, public infrastructure, and government operations in the Mendocino County Operational Area (OA). The Mendocino County OA includes the county and its cities, towns, and special districts, in coordination with tribes.

The Mendocino County Office of Emergency Services (OES) attended a regional meeting hosted by the Department of Water Resources regarding flooding. OES staff also gave a talk to the public and handed out preparedness materials at a wildfire and insurance forum in Willits. OES attended Multi-Jurisdictional Hazard Mitigation Planning Committee meetings throughout the county as part of the

plan update. OES staffed a booth at Pumpkinfest in Ukiah to spread the word about emergency preparedness. OES visited the Boys and Girls Club's Camp Mendocino and offered planning and preparedness insights to the staff. OES also provided input on the proposed Firco Road emergency ingress route for first responders.

Click [HERE](#) to read more...

Planning and Building

The Department of Planning and Building Services ("PBS") continues to advance its mission of delivering effective, transparent, and responsive service to the Mendocino County community. In October, the Department made significant progress on several key initiatives, including the integration of the Cannabis Division into PBS and ongoing recruitment efforts to strengthen staffing capacity. These changes are designed to enhance operational efficiency, improve customer service, and support the Department's long-term strategic goals.

Following the Board of Supervisors' approval in September, PBS is preparing to implement a new permit management system, Accela. While the software contract has been secured, the Department is now focused on identifying an implementation contractor to guide the transition. Once in place, this system is expected to streamline permitting processes and improve accessibility for both staff and the public. Additionally, the revised cannabis fee schedule, approved in September, will take effect on November 22, 2025. Cannabis applicants are encouraged to submit applications early to take advantage of the current fee rates.

PBS also remains committed to professional development and interagency collaboration. Staff participated in key training and planning conferences in October, including the California Building Officials ("CALBO") training, California Association of Code Enforcement Officers ("CACEO") annual conference and the Rural Planning Leadership & Academy Network ("RPLAN"). These opportunities support staff development, foster regional partnerships, and ensure PBS remains aligned with best practices in planning, enforcement, and community engagement.

Click [HERE](#) to read more...

Prevention, Recovery, Resiliency, and Mitigation

During the month of October 2025, the Prevention, Recovery, Resiliency, and Mitigation (PRRM) team made significant progress across a range of projects designed to enhance Mendocino County's disaster preparedness and resilience. These projects are funded through various grants aimed at enhancing community resilience and disaster preparedness. Specific funding sources include FEMA's Hazard Mitigation Grant Program (HMGP), CAL FIRE grants, the Department of Water Resources (DWR), the Building Resilient Infrastructure and Communities (BRIC) program, and Community Development Block Grant Planning and Public Service (CDBG-PPS) funds. Staff also finalized proposals,

issued and reviewed RFPs, and prepared contracts for Board approval. Despite ongoing challenges such as federal funding uncertainties and project delays, the team remains on track to meet critical upcoming milestones through late 2025 and into 2026.

Click [HERE](#) to read more...

Public Health

Public Health is committed to keeping our community informed and healthy. This month, we focus on men's health, diabetes awareness, maternal and child health, and the well-being of children in foster care. Explore resources, events, and tips designed to help you and your loved ones live safer, healthier lives.

Click [HERE](#) to read more...

Social Services

MCDSS Launches Security Awareness & De-Escalation Training

On Monday, October 27, 2025, MCDSS launched its new Security Awareness and De-Escalation Training for department staff, beginning with presentations in Ukiah and Fort Bragg. Additional sessions will be offered in Willits in the coming weeks. These sessions focus on identifying early signs of escalation, responding appropriately, and utilizing tools and resources when staff may feel unsafe. Acting Chief Welfare Investigator Brandon McGregor and Senior Department Analyst Antonio Renteria will continue leading these trainings, providing opportunities for staff to learn, share experiences, ask questions, and build a stronger community of safety across the department.

Click [HERE](#) to read more...



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Ukiah, CA 95482

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