

The CEO Report

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February 24, 2026

Government

Departments

Residents

Business

Public Health recognizes: American Heart Month: All of February

Public Health is raising awareness about cardiovascular health. Heart disease is common and remains the leading cause of death in the United States for men, women, and across most racial and ethnic groups. Understanding the importance of prevention through education on types of heart disease, symptoms, causes, prevention, and treatment—can help save lives.

Awareness is the first step toward prevention.

Public Health encourages all to:

- Choose healthy food and drinks
- Maintain a healthy weight
- Get active

Don't smoke - or get help quitting!

Small lifestyle changes can make a big difference for your heart health—this month and all year long.

For more information and resources about cardiovascular health, visit:
www.cdc.gov/heart-disease or visit www.heart.org or
www.mendocinocounty.gov/departments/public-health/community-wellness

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 early spring agricultural season in Mendocino County is a crucial and busy time for farmers and gardeners to plant a wide variety of crops, including root vegetables and herbs that can withstand cold nighttime temperatures. As the soil warms and rainfall decreases, it becomes ideal for planting. Spring also allows for the initial fertilization of plants, promoting robust growth, pruning, and soil preparation.

As we transition into spring, residents can look forward to renewing permits and licenses and to workshops on topics such as cannabis, soil health, cover crop planting for erosion control, and frost monitoring in vineyards. These efforts foster connections with local farms while emphasizing conservation and environmental stewardship.

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Animal Care Services

Spay/Neuter Expansion Through High-Volume Community Clinics

In 2025, Animal Care Services secured a major partnership with **Animal Balance**, **Dogwood Animal Rescue**, and a dedicated team of volunteers to deliver three high-volume, three-day spay and neuter clinics. These clinics represent one of the most significant expansions of accessible sterilization services our county has seen in years. The clinics are scheduled for:

- **March 6-8**
- **May 1-3**
- **July 31-August 2**

Across these three events, we expect to alter approximately 600 animals belonging to Mendocino County residents. This effort directly supports our long-term goals of reducing shelter intake and preventing unwanted litters. This initiative reflects the power of collaboration—nonprofits, volunteers, and county services working together to deliver meaningful, measurable impact for both animals and residents.

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

Behavioral Health & Recovery Services

Behavioral Health & Recovery Services (BHRS) recognizes: Teen Dating Violence Prevention & Awareness Month: All of February

In the United States, 1 in 3 teens experience physical, sexual, or emotional abuse from someone they are in a dating relationship before reaching adulthood. Among college women, 45% report experiencing violent or abusive behaviors from dating partners.

Teen Dating Violence Awareness Month was established in 2011, and the awareness color is **orange**. This month, BHRS is raising awareness of risk factors, prevention, and reminding us to talk with teens about healthy dating relationships, as well as patterns of power and control that can lead to abuse and relationship violence.

- ♥ Start the conversation.
- ♥ Promote respect.
- ♥ Support healthy relationships.

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)

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

District Attorney

Click [HERE](#) to view the District Attorney's Office filing statistics.

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 reduction 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 February 6, 2026, pay date, plus utilizing the most recent payroll to annualize the remaining fiscal year payroll expenses, the County is anticipating realizing \$4,275,000 or a little under 81.5% of the total \$5,246,657. This has decreased by 3.5% from the last report. 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. The following list highlights some of the Contract Unit's accomplishments during calendar year 2025:

- Administered review processes for over 1,200 contract items Countywide.
- Processed and finalized contracts with the twenty-one local fire districts/agencies that receive funding from Measure D, Measure P, and Prop 172 for all four quarters of FY 2024-25.
- Processed and finalized contracts with the twenty-three local Fire and Emergency Medical Services (EMS) transport agencies to distribute reallocated PG&E Disaster Settlement Funds.
- Collaborated with the CEO, Purchasing, the Auditor-Controller's Office, County Counsel, and other County staff to revise the County's Purchasing, Leasing and Contracting Policy (Policy 1).
- Updated Cobblestone to reflect revisions to Mendocino County Policy 1. These updates included adding new data fields, reconfiguring approval workflows to incorporate additional review requirements, and consolidating the documentation process for competitive bidding to combine that data with the related contract record, which eliminated a secondary paperwork process that had become outdated.
- Worked with the Executive Office to update lease routing and tracking systems.
- Explored purchase options for Cobblestone's Procurement Module, which could potentially simplify some bidding processes and increase efficiency.

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

Staff continued to advance economic development projects. This report presents the data for the economic overview, state outlook, federal outlook, Redwood Region RISE, SMEDD, and 2025 project highlights.

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

Executive Office - Employee Benefits

Employees enrolled in the County health plan receive prescription drug coverage through Navitus Health Solutions. In addition, a voluntary mail-order

pharmacy program is available to enrolled employees, offering select generic medications and diabetic supplies at no cost.

To learn more about your pharmacy benefits and this optional program, click [HERE](#).

Executive Office - Grants Unit

The Grants Division is funded by a state PrepareCA grant which covers the funding for a grants analyst, grant management software, and grant writing consultant. Since its creation in 2023, the division continued to assist departments with grants research, technical assistance, application services, and grants management software trainings. The Division presents its 2025 highlights below.

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

Executive Office - Office of Emergency Services

In 2025, OES focused on strengthening operational readiness, expanding partnerships, and enhancing community preparedness. Staff participated in extensive trainings and exercises to increase familiarity with emergency procedures and ensure a coordinated response across the Operational Area. Regional coordination meetings allowed OES to reinforce communication and planning with county partners, while public outreach initiatives reached residents with preparedness information, including Spanish-speaking communities. OES also activated the Emergency Operations Center (EOC) during a tsunami event and monitored wildfire and winter weather incidents, ensuring that resources were in place to respond to evolving situations.

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Executive Office - Prevention, Recovery, Resiliency, and Mitigation

Throughout 2025, the Prevention, Recovery, Resiliency, and Mitigation (PRRM) Division completed work on a number of wildfire, flood, and disaster preparedness initiatives aimed at reducing risk, improving evacuation safety, and strengthening community resilience across Mendocino County. Despite funding uncertainties and regulatory delays, PRRM made substantial progress in planning, implementation, and grant development.

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

Facilities projects continue to advance, from airport repairs and water leaks to major progress on the SB844 Jail and Psychiatric Health Facility. Updates also include ongoing Bower Park upgrades and new EV charging stations scheduled for activation in mid-February 2026.

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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.

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

Human Resources - Wellness

MCWOW's 2026 wellness offerings reflect our mission to foster a culture of wellness that empowers public servants to thrive – both at work and beyond. The enhanced **2026 Wellness Incentive Program** places a strong focus on heart health, preventive care, and spouse or domestic partner participation. MCWOW also encourages ALL employees to participate in the Wellness Program to gain access to benefits such as the personalized and supportive **Personify Health app**, as well as our upcoming **County-wide Spring Wellness Challenge**. In addition, the County's Employee Assistance Program (**EAP**) offers practical **financial support, including tax preparation discounts**, further demonstrating the County's commitment to provide comprehensive benefits that support the overall wellbeing of its workforce.

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Legislative Program

2026 Legislative Platform: The Board adopted an amendment to the 2026 Legislative Platform on January 6, 2026 to reflect the County's legislative priorities and policies for the upcoming legislative cycle. Click [HERE](#) to view the 2026 Legislative Platform.

Legislative Tracker: “Attachment A” lists legislation status of the bills the Board supports or opposes. Click [HERE](#) to view "Attachment A".

Request for Proposals (RFP): The Executive Office issued an RFP for State Legislative Advocacy Services in December 2025. Select County leadership will serve as the evaluation panel. The Executive Office targets to have a contract recommendation to the Board in March 2026.

Library

2025 was another successful year for the Library. Community interaction, public investment, and celebrating Mendocino County were all themes last year.

I. Effective County Government

The Willits Branch Library got its new metal roof. Not only did this remedy the multi-year issue with leaks, it also helped to beautify the building and put its appearance more in keeping with the other professional buildings in the area.

II. Safe and Healthy Community

Mendocino County Library branches welcomed 292,000 visitors in 2025 and created 3,200 new library cards. 2,200 programs and events were offered, ranging from senior mobility to teen tabletop games to the ever-important early literacy building of story times. 59,000 people attended those events.

III. Thriving Economy

34,600 active borrowers checked out 362,000 physical items. 197,000 digital options were enjoyed.

IV. Prepared and Resilient County

98,000 library patrons visited the website in 2025, and 17,000 public computer sessions were used. We helped make the community more digitally literate by offering 250 tech training throughout the year.

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 2025, PBS achieved significant progress in modernization, integration, and operational efficiency, including launching the Accela permit system and integrating the Mendocino Cannabis Department. The Department processed 2,432 building permits, authorized 179 cannabis licenses, and supported professional development, including Senior Inspector Ryan Rose earning MCP and CBO credentials. PBS also advanced planning on Open Space, Environmental Justice, Short-Term Rentals, and Low-Intensity Camping, while Code Enforcement addressed 795 complaints, removed 98 abandoned vehicles, and improved reporting, demonstrating its commitment to modernization, fiscal responsibility, and community-focused service.

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

Public Health

This month, Public Health is promoting American Heart Month while continuing key programs in maternal and child health, foster care, environmental health, and emergency preparedness. Activities focus on community wellness, safety, and resilience, from heart health and safe food handling to supporting foster youth and preparing for public health emergencies.

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

Social Services

The Mendocino County Department of Social Services (MCDSS) continues to provide essential support to families, adults, and seniors through a wide range of programs, including child welfare, adult and aging services, and employment and family assistance. This report highlights key 2025 accomplishments and outlines the department's 2026 goals focused on stabilizing operations, improving performance, strengthening staff and systems, and ensuring continuity of services for the community.

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

State Department of Health Care Services

Department of Health Care Services (DHCS) is implementing Medi-Cal changes under federal H.R.1 affecting immigrant eligibility, renewals, retroactive coverage, work/community engagement, and cost-sharing. This plan outlines key timelines, operational steps, and strategies to support counties, ensure system readiness, and maintain coverage continuity through outreach and communication.

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



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