

The CEO Report

Darcie Antle
May 20, 2025

Government

Departments

Residents

Business

May is Mental Health Awareness Month



Behavioral Health and Recovery Services (BHRS) recognizes Mental Health Awareness Month each May with a proclamation and community events. The lime green ribbon symbolizes mental health awareness, which has been observed nationally since 1949 to reduce stigma and educate the public.

Mental health impacts people of all ages—1 in 5 U.S. adults experiences a mental health condition, and most begin by age 24. Youth mental health concerns, especially depression, are rising, while many go untreated.

Talking openly, learning coping skills, and building healthy habits—like regular exercise, nutritious meals, and staying socially connected—can support emotional well-being and help reduce stigma.

Need support? Help is available 24/7:

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

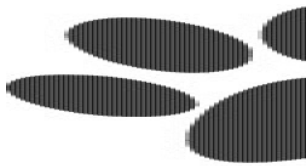
- Warm Line (non-crisis): (707) 472-2311 or 833-955-2510
- 988 Suicide & Crisis Lifeline: Call or text 988, or visit 988lifeline.org

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



Animal Care Services

The Animal Care Services program areas include: Shelter, Clinic & Animal Protection Services; these programs provide animal education outreach, adoption, 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 lost & stray animals, responding to injured-ill and suspected cruelty complaints and promoting responsible pet ownership.

Animal Care Services continues to work on getting the Caravan out and about in Mendocino County for much needed spay and neuter surgeries and vaccinations.

Our next two Caravan dates will be:

May 29, 2025 at the Redwood Valley Grange 8650 East Rd. Redwood Valley
June 14, 2025 at Fort Bragg Feed and Pet 880 Steward St. Fort Bragg

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Behavioral Health & Recovery Services

May 4-10, 2025 is Children's Mental Health Week
May 7, 2025 is World Maternal Mental Health Da
May 8, 2025 is Children's Mental Health Da
May is Mental Health Awareness Month

Behavioral Health and Recovery Services (BHRS) recognizes May as Mental Health Awareness Month annually with a proclamation and community awareness activities. Mental Health Awareness Month was established in 1949

as a way to reduce stigma and educate the community about the signs and symptoms of mental illness. The Mental Health Awareness Ribbon is lime green.

Maintaining habits that support good mental health is beneficial for individuals of all ages and backgrounds. Approximately one in five adults in the United States experiences a mental health condition, and one in twenty lives with a serious mental illness that can interfere with daily activities such as work, school, or other adult responsibilities. More than half of all mental health conditions begin by age 14, and 75% develop by age 24. The U.S. is witnessing a rise in youth mental health concerns—particularly symptoms of depression—while fewer young people are accessing the treatment they need.

Stigma often serves as a barrier to seeking mental health care. Engaging in open conversations about mental health, sharing information about available resources and services, and participating in supportive, healthy activities can help reduce stigma and encourage timely support-seeking. Learning self-care strategies and coping skills to manage intense emotions can build resilience and make it easier for youth and adults to seek help.

Additionally, supporting our physical and social health—through regular exercise, exposure to sun-light, nutritious meals, and positive social connections—can enhance our emotional well-being. Like many chronic conditions, mental health disorders can often be effectively managed, allowing individuals to lead meaningful and fulfilling lives.

Help is Available!

- 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 at [833-955-2510](tel:833-955-2510)
- Call or Text 988 Suicide & Crisis Lifeline or chat online anytime 24/7 at 988lifeline.org

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Cannabis

In April 2025, Mendocino Cannabis Department (“MCD”) reviewed and granted local authorization for 15 active local Cannabis Cultivation Business License (“CCBL”) applications. In addition, the Department was able to execute 6 Local Equity Entrepreneurial Program (“LEEP”) direct grant agreements with local cannabis business operators, which sent \$300K to local community members. Below are several key accomplishments of MCD in April of 2025:



- Issued and renewed approximately 154K square feet (29.16 square acres) of commercial cannabis cultivation in Mendocino County
- Completed 7 physical inspections of proposed or existing CCBL sites
- Cannabis Tax Appeal applications went live on April 1, 2025, and the application window will remain open through May 20, 2025

Department Fiscal Updates:

- The Department took in 12 fees, totaling \$11,509.00
- Fee revenue generated by the Department is used to offset the cost of staff time dedicated to specific fee-related tasks
- Staff time is allocated based on time studies conducted for each individual task
- Overall Department staffing level reduced by 1 Full Time Equivalent (“FTE”)

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.

The Mendocino County Department of Child Support Services currently has 13 dedicated employees that as of April 2025 are working 2706 cases to establish and enforce paternity, medical and child support orders.

The Mendocino County Department of Child Support Services collected and distributed \$662,658.10 in the month of April. Of this amount, \$49,227.34 state owed arrears were passed on directly to families rather than being recouped towards government funding.



Employee Benefits

On May 15, Employee Health Benefits, Wellness, and Retirement hosted an informative webinar “Your Benefits, Your Future: Health, Wellness, and Security in One Place!” The webinar was recorded live and will be made available by June 1. View additional health benefits updates and resources [HERE](#).

Executive Office - Contract Unit

The Contract Unit works directly with departments Countywide to execute contracts and amendments to ensure alignment with County Policy. All review/approval processes are administered through Cobblestone, an electronic contract review software platform. Specific reviewers/approvers are determined by the Mendocino County Purchasing, 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>

Other Projects:

PG&E Reallocation Agreements: The Board recently approved reallocation of certain PG&E Disaster Settlement Funds to be distributed evenly among the 23 local Fire and Emergency Medical Services (EMS) transport agencies. It is anticipated that all 23 of these contracts will be fully executed before the Board Meeting on May 20, 2025.

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Executive Office - Economic Development

The Economic Development Division's role is to implement the priorities of the Board of Supervisors' strategic plan for a thriving economy.



Division staff is holding a meeting series by industry sector within Mendocino County to foster collaboration and create actionable goals for industry economic sustainability and advancement. The next meeting in the series is focused on the Home Hardening and Fire-Safe Construction Industries. It will be held on Wednesday, May 21st 1:30-4pm at the County of Mendocino Administrative Building Conference Room C, 501 Low Gap Rd, Ukiah CA 95482.

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Executive Office - Emergency Medical Services

The County contracts with Coastal Valleys to serve as its local emergency medical services agency (LEMSA). The Executive Office serves as the liaison to LEMSAs. During the month of April, the County hosted an emergency community stakeholder meeting to address EMS response in Covelo and will soon begin executing contracts for EMS equipment and supplies with 23 fire and EMS transport agencies.

Covelo Emergency Community Meeting:

On April 21, 2025, the County, in collaboration with Coastal Valleys EMS Agency hosted an emergency community stakeholder meeting to address EMS response in Covelo. The meeting was collaborative—the Covelo community and partner agencies were able to identify short-term and long-term community-

based solutions with a shared vision for EMS response in Covelo.

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



Executive Office - Grants Unit

The newly established Grants Unit, located within the Executive Office and staffed by 1 FTE, is committed to advancing County objectives by optimizing the impact of grant funding. This is accomplished through the identification of optimal funding opportunities and the implementation of efficient grant administration, as well as the development of long-term capacity. The unit is responsible for securing and managing external funding to support various county initiatives. Currently, it is assisting with the management of 17 active grants for the Executive Office, which have a total value of \$16,327,908.40. Furthermore, the unit offers technical assistance to County departments to enhance their grant-related efforts.

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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 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.

Electric Vehicle Charging Project

The Contract for the Electric Vehicle charging station project for the Administration Center and the Yokayo Social Services Center parking lots was awarded to Ferranti Construction of Redwood Valley at the April 22 Board of Supervisors meeting. Work will begin in May 2025 and run through most of the Summer. Staff and visitors should be prepared for the closure of the affected parking stalls and occasional detours and traffic disruptions at these locations.

Bower Park Improvements

The Mendocino County Planning Commission approved the Coastal Development Use Permit with the recommended conditions of approval for the Bower Park Improvement Project clearing the way for staff to issue the project plans for bids to be received June 5th. Construction will begin in July and continue through the end of the year.

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

Human Resources

The Human Resources Department is dedicated to supporting the recruitment, development, well-being, and performance management of County employees. Our team also ensures compliance with applicable laws and regulations while fostering efficient and effective public service delivery.



Civil Service Commission

The Human Resources Department is pleased to announce the appointment of a new Civil Service Commissioner for District 4. Commissioner Tina Rose was officially appointed by the Board of Supervisors on February 25, 2025.

Legislative Update: Assembly Bill 2561 (AB 2561)

Signed into law in September 2024, AB 2561 requires California local public agencies to conduct at least one public hearing per fiscal year focused on job vacancies and recruitment and retention efforts.

If any bargaining unit exceeds a 20% vacancy rate for full-time positions, the recognized employee organization may request the following information during the hearing:

- Total number of vacancies within the bargaining unit
- Total number of applicants for vacancies within the bargaining unit
- Average number of days from job posting to hire
- Recommendations for improving compensation and working conditions

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Human Resources - Employee Wellness

Mendocino County Working on Wellness (MCWOW) is here to support the health and well-being of County employees by offering a variety of activities, classes, and a dynamic and engaging digital wellness platform (**Personify Health**). The Wellness Program is for ALL County employees. There is also an **Incentive Program** that gives employees on the County health plan an opportunity to earn **\$500 off** their County health plan premiums! In our CEO report this month, MCWOW provides information about the following topics:

- In recognition of Mental Health Awareness Month, the County reminds employees that the Employee Assistance Program provides 10 FREE counseling sessions per household member, per issue, per year
- MCWOW shares an interesting analysis of our 2024 program year, including achievements to celebrate and areas to work on
- FREE, on-site Biometric Screening events for employees on the County health plan, and their covered spouse or domestic partner, begin in June!
- The Spring Wellness Challenge was a great success, and many employees reaped the benefits of building healthy habits to increase their energy and reduce stress.

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Human Resources - Leadership

As part of our continued investment in leadership development, the County is pleased to announce an upcoming management roundtable focused on strengthening support for middle managers. This session will provide a collaborative space for open dialogue, shared problem-solving, and peer-to-peer learning.

Additionally, after a successful session in May, the Leadership Initiative will also provide another opportunity for staff to participate in the Leadership Academy: DISC Personality Styles Training in June, further enhancing communication and teamwork.

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

Library

In May, Mendocino County Library is bringing tech help to the Willits Senior Center, building community relationships in Laytonville, helping teens with job interview skills, and teaching gardeners on the coast how to take advantage of the summer season.

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Museum

The Museum is proud to showcase two new acquisitions gifted by the Kirkpatrick family. The donated pieces are a life-size portrait of *Foster Guntly*, a life-long Mendocino County resident and rancher, sculpted by ceramicist Mac Magruder, and *Chasing Red Dogs*, which is a bold abstract art quilt, intricately created by local painter and textile artist, Linda MacDonald, that depicts the tension and aftermath of a dog bite experience.



The Museum's west gallery is in the process of being painted and refreshed prior to exhibiting incoming travelling exhibit *Take Me To The Water: Histories of the Black Pacific* by Exhibit Envoy. The new acquisitions will be on display in this space through May 25, 2025.

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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.

On May 1, 2025, Mendocino County Auxiliary Communications Services (MACS) participated in the Building Emergency Area Communications Operations & Networks 2025 (BEACON 25) annual Mutual Aid Region II (MAR II) communications exercise. Mendocino County deployed HAM Radio operators to schools, hospitals, and the Emergency Operations Center. The purpose of the exercise was to communicate with local, state, and regional partners to test Auxiliary Communications capabilities within the region.

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Planning and Building

The Planning and Building Services Department (“PBS”) continues to work on the County’s Strategic Plan objectives while focusing on four primary internal goals: utilizing tools to measure success, documenting and improving Department procedures, enhancing customer experience, and cultivating a structured and productive workplace culture.

The Department’s tool for measuring basic performance criteria, and thereby measuring success, is monthly metric reports, which are posted monthly to the PBS webpage. These reports quantify revenue vs. expense, applications received, workload inventory, and lead time for completion. The metrics are separated by division. Please go to <https://www.mendocinocounty.gov/departments/planning-building-services/metrics-and-permits> for the latest metrics.

The Board of Supervisors (“BOS”) adopted fee updates for both the Building and Planning Divisions at the April 22, 2025 Board Meeting. There was a slight decrease in the average cost of fees for the Building Division, and a slight increase in the average cost of fees for the Planning Division. The new fees will go live June 22, 2025.

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

Prevention, Recovery, Resiliency, & Mitigation

The Prevention, Recovery, Resiliency, and Mitigation (PRRM) Division was created to work directly with state, federal, and local partners in the physical and financial recovery of the County. The Division works across public and private sectors to ensure that unmet needs are being addressed within the community.

For more information on Emergency Preparedness, Recovery, and Resources

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

Public Health

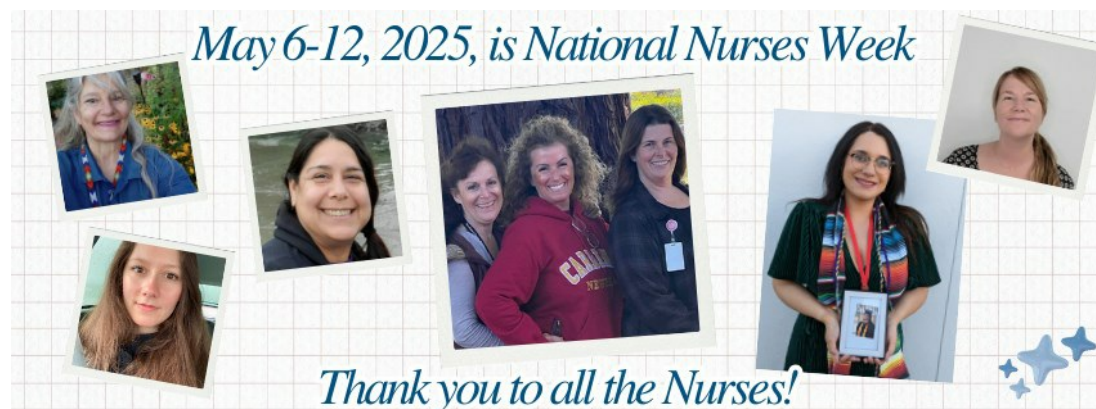
May 6 to May 12, 2025, is National Nurses Week
May is National Nurses Month

Public Health proudly honors nurses in Mendocino County and across the nation, recognizing their unwavering effort, dedication, and daily sacrifices. Nurses are vital members of the healthcare workforce, providing compassionate care through every stage of life and supporting individuals during their most vulnerable moments. Their commitment plays a critical role in improving health outcomes and strengthening communities nationwide.

We thank all our nurses in Public Health including Angle Slater, Bonnie Humpal, Jessica Toste, Janette Vasquez, Katheryn Reihl, Kathy O' Ferrall, Pam Baland, Sandy Tadeo, Whitney Eads, Wil Boyes, and all nurses nationwide!

Learn more about Mendocino County Public Health programs by visiting:
www.mendocinocounty.gov/departments/public-health

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



Social Services

In the month of April, the Social Services department released 7 procedures covering a variety of processes department wide. The team continues to update and write procedures documenting a shared understanding of how we do our work.

Adult & Aging Services welcomes a new deputy director, Jesse Vanvoorhis. Jesse brings a wealth of experience and compassion to this work and the department is very pleased he has accepted this leadership position.

Family & Children's Services deputy director, Renee Alger, presented with

CASA of Lake & Mendocino Counties for the Child Memorial Flag Raising on Friday, April 25th. We are pleased to share the words she spoke during this moving ceremony.

Lastly, the Bringing Families Home funding is expected to be exhausted by Fall 2025. Our department has published an article highlighting both the personal and financial benefits of this vital program. We encourage you to read the article and reach out to your representatives to encourage continuation of this program.

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



COME & VISIT

Main Ukiah Campus:
501 Low Gap Road
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