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RE: Planning Division – Salary Review

Board of Supervisors
Mendocino County
501 Low Gap Road
Fort Bragg, CA 95482

Dear Board of Supervisors:

I am writing to request your support for a salary increase for all planning positions in the Planning and Building Division (PBS). Planning staff turnover in the past few years has been rampant and the repercussions of that turnover directly impact the services provided to our citizens.

Constant staff turnover means 1) greater burden on remaining employees to complete the same amount of work with fewer staff, 2) more overtime, 3) a constantly stressed-out workforce, 4) increased hiring costs, 5) increased training costs, 6) use of costly outside consultants to fulfill routine planning functions, and perhaps most importantly, 7) loss of institutional memory of the policies and procedures of the Planning and Building Division.

With retention of staff, focus will shift from continually training new employees to gaining a long-term, deeper understanding of the County's General Plan and land development regulations. Planners will develop deeper knowledge to support citizens in new developments. The experience of our current planners will grow, develop and allow for staff to better support each other and the community as a whole.

Salary increases will enable current planning staff to afford to stay in the County of Mendocino and within the Planning Division. This increase would allow for Planners to feel stable with their position as employees and citizens within County of Mendocino. Salary increases will hopefully help retain employees and alleviate many of the deficiencies of the existing salary structure. The end result will be a stronger more resilient and professional workforce and a much better served citizenry.

Please consider a salary increase for all Planner Employees within the County of Mendocino Planning and Building Division.

Sincerely,

Jessie Waldman

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