



The CEO Report

November 13, 2018

Human Resources Update

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Leadership

The Leadership Reading Group is currently reading The Culture Code, by Daniel Coyle. The group meets on the second Thursday of each month, from 12:00 p.m. – 1:00 p.m., at 501 Low Gap Road in Conference Room B.

The Leadership Team provided an informational update on the work of leadership during the November 6, 2018 Board of Supervisors meeting. The Board received updates on leadership activities over the past six months, which included presentations from 14 Leadership Team members. The topics presented were the Leadership Reading Group, High Performance Organization training, all employee event with David Marquet and updates from work teams on the all employee survey.

Benefits

The Health Plan Open Enrollment period is in full swing. During the period of October 16-19, 2018, the Human Resources Benefits Staff held four open enrollment fairs throughout the County in Fort Bragg, Willits and Ukiah, serving 336 attendees.

All requests for changes to health benefits, voluntary life insurance, and flexible spending accounts must be received in the Human Resources office by 5:00 p.m. on November 30, 2018. Call Human Resources at 234-6600 if you have any questions.

Wellness

Back by popular demand, MCWOW is again facilitating the Health for the Holidays Challenge from November 19 - December 16, 2018. The four week challenge is designed to help you take care of yourself through the hectic holiday season as you complete fun, stress-free and healthy activities. As always, you can participate on your own or as part of a 4-5 person team. Health for the Holidays is a lighthearted, easy challenge to help keep us healthy through the holiday season. We hope you will join the fun! Please refer to the attached flyer regarding the challenge and register online by November 25, 2018, at www.mendocinocounty.org/mcwow/challenges.

Vacancy List

Attached to this report is a vacancy and recruitment update which replaces the funded vacancy list report previously provided by Human Resources. This new report includes additional information as requested by the Board of Supervisors and includes all funded allocated positions, all vacant funded positions, all positions approved to be filled and in some stage of the recruitment process, all new hires (excluding extra help), all separations, and the number of employees on leave for each budget unit. The report will contain cumulative information for the current fiscal year and will be updated monthly.

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Stay plugged in and up-to-date with the latest Mendocino County News by visiting www.mendocinocounty.org.

Mendocino County Holiday Schedule

All County offices will be closed November 22-23, 2018, December 25, 2018, and January 1, 2019. In addition, many Departments will be closed half day on November 21, the week of December 24-28, and half day on December 31, 2018. A news release will be issued this week to provide detailed holiday closure information for the following offices: Agriculture, Air Quality, Assessor/Clerk-Recorder, Auditor-Controller, County Counsel, Executive Office, Health and Human Services Agency, Human Resources, Library, Retirement Association, Museum, Planning and Building Services, Probation, Public Defender, Sheriff-Coroner and Treasurer/Tax Collector. The public is urged to call a Department's office number in advance to confirm the availability of services during the winter holiday. Please visit the County's website at www.mendocinocounty.org for department contact information.

County Counsel Update

The matter of *Johnson v. County of Mendocino*, which was challenging our cannabis tax, is now concluded as the California Supreme Court denied Plaintiff's petition for review. In a published decision, the First District Court of Appeal held that the County of Mendocino properly submitted both a general tax measure and an advisory measure to the voters as part of the County's tax on commercial cannabis activities. Seven plaintiffs argued that a companion measure advising how voters wanted tax revenues to be spent transformed the tax into a special tax, and therefore required a 2/3 supermajority to be effective.

After the Court of Appeal issued its decision, plaintiffs obtained legal representation from the Howard Jarvis Taxpayers Association, which took over as counsel of record. Howard Jarvis asked the court to reconsider its opinion, and then requested that the California Supreme Court review the case. Both requests were denied.

Because this opinion is published, it will constitute binding legal authority against future challenges.



Check out Mendocino County's Career Page, powered by NEOGOV. www.governmentjobs.com/careers/mendocinoca

Cultural Services Agency Update

Cultural Services Agency

The Cultural Services Agency will be providing an update to the Board of Supervisors during the December 4, 2018 meeting.

Library

November is Mushroom Month in our County and the Mendocino County Library celebrates mushrooms with author visits and workshops. On November 10, 2018, the Willits Library held a hands-on workshop on how to grow mushrooms. The Fort Bragg Branch and Coast Community Library will host the author, Christian Schwarz, who co-authored [Mushrooms of the Redwood Coast](#), on November 17, 2018, at 2:00 p.m., at the Fort Bragg Library and on November 18, 2018, at 2:00 p.m., at the Coast Community Library in Point Arena.

The Mendocino County Library now offers ABC Mouse accessibility from home. This site offers over 10,000 learning activities for kids to help with early literacy and math skills.

Please check the library website and your local branch to learn more information about various activities.

Museum

The Mendocino County Museum is once again offering the program, *Mendocino County History Alive!* This school outreach program offers local schools the ability to enrich the 4th and 5th grade curriculum that highlights our County history through performances by local actors. This program runs through December and is available to all schools in the County.

In recognition of Veteran's Day, the Museum offered free admission on November 11, 2018, to all Veterans and their families.

The Vintage Toy Exhibit will be opening in mid-November. This well-known exhibit will be enhanced with new items on display, and in celebration of this exhibit, the Museum will hold drop-in craft time every third Saturday of the month from 1:00 p.m. – 3:00 p.m.



For more information, visit the Cultural Services Agency's website at:

www.mendocinocounty.org/government/executive-office/parks

Health and Human Services Update

Veterans Day Ceremony, Luncheon and Resource Fair

November 11, 2018, is recognized as Veterans Day in our country. November of each year provides us with an opportunity to honor and show our gratitude and respect for the sacrifices veterans and their families have made for our country. Tens of millions of Americans have served in the Armed Forces of the United States during the past century, and hundreds of thousands have given their lives while doing so.

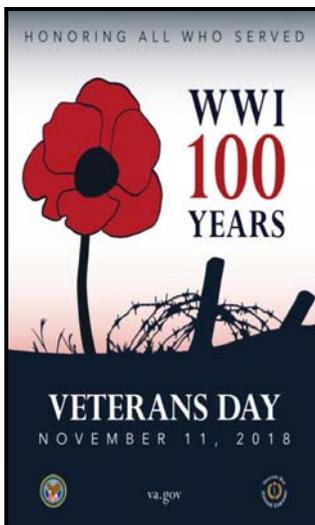
The Mendocino County Veterans Services Office has the privilege of serving the veterans of our community year round. There are approximately 6,500 veterans that currently reside in Mendocino County. Our office provides respectful advocacy for veterans and their dependents in obtaining benefits from the Department of Veterans Affairs, which includes VA Health Care, Compensation and Pension claims, Education benefits, VA life insurance and other services.

During this month of reflection and appreciation, the following events are meant to both honor and assist veterans in our community:

The American Legion and Veterans of Foreign Wars, Fort Bragg Chapters, held their annual Veterans Day Ceremony at the Fort Bragg Veterans Memorial Building on November 11, 2018.

The Elks Lodge hosted their annual Prime Rib Luncheon in honor of the Marine Corps Birthday on November 8, 2018, at the Ukiah Elks Lodge, for all military service veterans and their guests.

Mendocino College hosted the Veterans Resource Fair at the Ukiah campus on November 8, 2018. Participants included: the Mendocino County Veterans Services Office, the Employment Development Department, VA Outpatient Clinic, North Bay Veteran Resource Center, Wreaths Across America, the Mendocino College Disability Resource and Native American Resource Centers, and others.



Animal Shelter Update

Income Statistics

October 1, 2018 through October 31, 2018:

- Eight feral cats received
- 31 owner surrendered animal(s) received
- 190 cats, dogs, livestock animal(s), other stray type animal(s) received
- Eight owned dogs received
- Two owned dogs and 0 owned cats from Police received
- Seven dead animal(s) disposal request received
- 0 animal(s) for rabies specimen testing received
- 197 total animal(s) received



To view pictures and bios of the Animal Shelter's wonderful adoptable cats and dogs, visit

www.mendoanimalshelter.com

Outcome Statistics

October 1, 2018 through October 31, 2018:

- 28 dogs adopted
- 47 cats adopted
- 0 other animal(s) adopted
- 31 animals transferred to rescue organizations
- 10 feral cats trapped-neutered-released
- 63 animal(s) were returned to owners
- Three owner-surrendered animal(s) euthanized
- One dog died while receiving medical treatment/care
- 10 shelter cats and 11 shelter dogs euthanized due to illness, disease or behavior
- 213 total animals outcomed
- Live release rate of approximately 90%

Adoption Event

On October 6, 2018, Animal Care Services along with over 100 other Animal Shelters in 14 different states participated in a national animal adoption event sponsored by the Bissell Corporation. Animal Care Services found homes for eight dogs & 18 cats/kittens that day. The Bissell Corporation pays all the adoption fees for the newly adopted shelter animals.

Feral Cats

On October 4 and October 16, 2018, Animal Care Services held Spay and Neuter Clinics specifically for feral cats. The Clinic and Mobile Caravan staff performed approximately 80 surgeries. These preventive surgeries greatly assist in significantly lowering the amount of kittens that will come into the shelter starting in January and February 2019.

Upcoming Board Meetings

Regular Meeting	November 13, 2018
Regular Meeting	November 16, 2018
Regular Meeting	December 4, 2018
Standing Committee Meeting	December 10, 2018
Regular Meeting	December 18, 2018

Dates of Interest

County Holiday	November 22-23, 2018
County Holiday	December 25, 2018

Boards and Commissions Vacancies*

Board Name	Position
Behavioral Health Advisory Board	2 nd District Representative
Gualala Municipal Advisory Council	Member
In-Home Supportive Services Advisory Council	Current or Former IHSS Provider
Mendocino County Tourism Commission	Inland Chamber of Commerce/Inland Regional Promotional Organization Member
Museum Advisory Board	City of Willits Representative

* Anticipated vacancies

Please note: Anticipated vacancies include expiring terms; the incumbent of the expiring term may apply for reappointment and/or may continue to serve in their capacity until replaced. California Government Code requires public noticing for all expiring terms regardless of the incumbent's intention to apply for reappointment.

Attachments

1. Health for the Holidays Flyer
2. Vacancy and Recruitment Update
3. Ongoing list of Boards and Commissions vacancies

November						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

-  Regular Board Meeting
-  Standing Committee Meeting
-  County Holiday
-  CSAC Annual Meeting

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County of Mendocino*



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@countymendocino

Health FOR THE Holidays™



Paint a picture of health this season.



Take care of yourself during the hectic holiday season with Health for the Holidays™, a wellness to help boost your energy, resilience and joy. During this 4 week challenge, you'll complete fun, healthy activities each day as you "paint" winter scenes of secret locations around the world. You'll track progress by accumulating inches of snow, the more you do the more the painting comes to life.

Your goal is to pile up 15 inches of snow each week by recording exercise, nutrition habits, and a simple but important well-being activity. You can choose to participate on your own or join the optional team challenge.

Please note: Teams must have at least 4 members.

Register online by visiting www.mendocinocounty.org/mcwow/challenges

Challenge is from November 19th - December 16th
Registration ends November 25th!

BOARD OF SUPERVISORS VACANCY/RECRUITMENT UPDATE

Pay Period 22-18, October 7 - October 20, 2018

DEPARTMENT/OFFICE	TOTAL FUNDED ALLOCATED FTE POSITIONS	VACANT FUNDED FTE POSITIONS	POSITIONS IN RECRUITMENT	NEW HIRES SINCE 7/1/18	SEPARATIONS SINCE 7/1/18	EMPLOYEES ON LEAVE
AGRICULTURE	15.00	3.00	2	1	0	0
AGRICULTURE (CANNABIS PROGRAM)	2.00	2.00	1	0	0	0
AIR QUALITY	9.00	2.00	0	0	0	0
ANIMAL CARE	13.00	1.00	1	0	0	1
ASSESSOR-CLERK-RECORDER (ASSESSOR)	19.00	4.00	1	0	2	0
ASSESSOR-CLERK-RECORDER (CLERK RECORDER)	3.00	1.00	0	0	1	0
ASSESSOR-CLERK-RECORDER (COUNTY CLERK-ELECTION)	3.00	0.00	0	0	0	0
ASSESSOR-CLERK-RECORDER (MICROGRAPHICS)	1.00	0.00	0	0	0	0
AUDITOR-CONTROLLER	12.00	0.00	0	3	2	0
BOARD OF SUPERVISORS	5.00	0.00	0	0	0	0
CHILD SUPPORT SERVICES	35.00	9.00	1	1	2	2
COUNTY COUNSEL	12.00	0.00	0	0	0	0
CULTURAL SERVICES AGENCY (LIBRARY)	35.50	7.50	6	1	3	0
CULTURAL SERVICES AGENCY (MUSEUM)	5.00	1.00	0	1	0	0
DISTRICT ATTORNEY	44.00	4.00	1	5	1	1
DISTRICT ATTORNEY (ANTI DRUG ABUSE)	3.00	0.00	0	0	0	0
DISTRICT ATTORNEY (RAPE PROSECUTION)	1.00	0.00	0	0	0	0
DISTRICT ATTORNEY (VICTIM WITNESS)	4.00	0.00	0	0	0	0
EXECUTIVE OFFICE	12.00	3.00	2	1	0	0
EXECUTIVE OFFICE (BUILDINGS & GROUNDS)	33.80	6.80	7	0	4	3
EXECUTIVE OFFICE (CLERK OF THE BOARD)	3.00	0.00	0	0	1	0
EXECUTIVE OFFICE (DISASTER RECOVERY)	1.00	0.00	0	0	0	0
EXECUTIVE OFFICE (GARAGE)	3.00	0.00	0	0	0	1
EXECUTIVE OFFICE (GENERAL LIABILITY)	2.50	0.00	0	0	0	0
EXECUTIVE OFFICE (GENERAL SERVICES)	5.00	1.00	1	0	1	1
EXECUTIVE OFFICE (INFORMATION SERVICES)	21.00	0.00	0	0	0	0
FARM ADVISOR	3.00	0.00	0	0	0	0
HHS (ADMINISTRATION)	21.00	10.00	3	0	1	0
HHS (ALCOHOL/OTHER DRUG PROGRAM)	35.00	15.00	7	0	2	2
HHS (CGAP-DFC GRANT)	1.00	0.00	0	0	0	0
HHS (EMERGENCY MEDICAL SERVICE)	1.00	0.00	0	0	0	0
HHS (ENVIRONMENTAL HEALTH)	22.60	3.00	1	0	0	0
HHS (MENTAL HEALTH)	62.00	30.00	8	2	1	2
HHS (PH BIOTERRORISM AS)	2.00	1.00	0	0	0	0
HHS (PH TOBACCO ED)	1.00	0.00	0	0	0	0
HHS (PH WIC)	12.20	3.40	0	2	0	1
HHS (PUBLIC HEALTH CCS)	9.00	2.00	2	2	1	0
HHS (PUBLIC HEALTH NURSING)	24.00	9.00	7	0	1	0
HHS (PUBLIC HEALTH)	17.00	3.00	2	1	0	1
HHS (SOCIAL SERVICES)	404.00	92.00	65	8	18	9
HUMAN RESOURCES	21.00	3.00	0	0	0	0
HUMAN RESOURCES (EMPLOYEE WELLNESS)	1.00	0.00	0	0	0	0
HUMAN RESOURCES (HEALTH BENEFITS)	3.00	0.00	0	0	0	0
PLANNING AND BUILDING	41.00	3.00	1	3	0	1
PROBATION	49.00	11.00	3	0	2	0
PROBATION (JUVENILE HALL)	28.80	13.80	6	0	9	2
PUBLIC DEFENDER	24.00	4.00	3	2	2	0
PUBLIC DEFENDER (ALTERNATE DEFENDER)	6.50	0.00	0	0	0	0
RETIREMENT	5.00	0.00	0	0	0	0
SHERIFF (COPS PROGRAM AB3229)	1.00	0.00	0	0	0	0
SHERIFF (JAIL)	73.00	10.00	9	3	3	2

BOARD OF SUPERVISORS VACANCY/RECRUITMENT UPDATE*Pay Period 22-18, October 7 - October 20, 2018*

DEPARTMENT/OFFICE	TOTAL FUNDED ALLOCATED FTE POSITIONS	VACANT FUNDED FTE POSITIONS	POSITIONS IN RECRUITMENT	NEW HIRES SINCE 7/1/18	SEPARATIONS SINCE 7/1/18	EMPLOYEES ON LEAVE
SHERIFF (OFFICE OF EMERGENCY SERVICES)	2.00	1.00	1	0	0	0
SHERIFF CORONER	112.00	9.00	12	7	5	3
TRANSPORTATION	92.80	22.00	8	2	2	1
TRANSPORTATION (ENGINEERING & TECHNICAL ASSIST)	6.00	0.00	1	0	0	0
TREASURER-TAX COLLECTOR	6.00	0.00	0	2	1	0
TREASURER-TAX COLLECTOR (COURT AB233 PROGRAM)	6.00	0.00	0	1	0	0
TOTAL:	1395.70	290.50	162	48	65	33



VACANCY NOTICE

MENDOCINO COUNTY
BOARD OF SUPERVISORS
501 LOW GAP ROAD, ROOM 1010
UKIAH, CA 95482

CARRE BROWN
First District

JOHN MCCOWEN
Second District

GEORGEANNE CROSKY
Third District

DAN GJERDE
Fourth District

DAN HAMBURG
Fifth District

CARMEL J. ANGELO
Chief Executive Officer/Clerk of the Board

KATHARINE L. ELLIOTT
County Counsel

Date Posted: October 19, 2018

NOTICE IS HEREBY GIVEN that there are vacancies on the following Board(s) and/or Commission(s):

Behavioral Health Advisory Board(1)

-- Second District Representative --

Gualala Municipal Advisory Council(1)

-- Member --

In-Home Supportive Services Advisory Council(1)

-- Current or Former IHSS Provider --

Mendocino County Tourism Commission(1)

-- Inland Chamber of Commerce/Inland Regional Promotional Organization Member --

Museum Advisory Board(1)

-- City of Willits Representative --

Please note:

Anticipated vacancies include expiring terms: the incumbent of the expiring term may apply for reappointment and/or may continue to serve in their capacity until replaced. California Government Code requires public noticing for all expiring terms regardless of the incumbent's intention to apply for reappointment.

If you are interested in serving on this Board, contact your Supervisor, or the Clerk of the Board of Supervisors, at 501 Low Gap Road, Room 1010, Ukiah, CA 95482 (707) 463-4441.

LAST DATE FOR FILING: November 5, 2018, or until filled.

CARMEL J. ANGELO
Clerk of the Board of Supervisors

By: _____
Deputy

PLEASE KEEP POSTED THROUGH: November 6, 2018.



VACANCIES

**MENDOCINO COUNTY
BOARD OF SUPERVISORS**
501 LOW GAP ROAD, ROOM 1010
UKIAH, CA 95482

CARRE BROWN
First District

JOHN MCCOWEN
Second District

GEORGEANNE CROSKEY
Third District

DAN GJERDE
Fourth District

DAN HAMBURG
Fifth District

CARMEL ANGELO
Chief Executive Officer/Clerk of the Board

KATHARINE L. ELLIOTT
County Counsel

**APPOINTMENTS TO BOARDS AND COMMISSIONS
OCTOBER 19, 2018**

The Board of Supervisors is actively seeking candidates to fill the following vacancies. Please consult with the Executive Office or visit www.mendocinocounty.org/government/board-of-supervisors/boards-and-commissions for information on specific categorical areas and District vacancies.

BOARD/ COMMISSION	POSITION CATEGORY	SEATS OPEN
(a) Airport Land Use Commission	(Various)	(2)
(b) Air Quality Management District Hearing Board	(Various)	(4)
(c) Animal Care and Control Appeals and Advisory Board	(Various)	(3)
(d) Assessment Appeals Board	(Various)	(2)
(e) Behavioral Health Advisory Board	(Various)	(3)
(f) Child Care Planning Council	(Various)	(5)
(g) Community Development Commission	(Tenant Commissioner (Coastal))	(1)
(h) Fish Rock Cemetery District	(Trustee)	(1)
(i) Gualala Municipal Advisory Council (GMAC)	(Various)	(2)
(j) Health and Human Services Agency Advisory Board (HHSA)	(Various)	(8)
(k) Hopland Cemetery District	(Various)	(3)
(l) Hopland Municipal Advisory Council	(Alternate)	(1)
(m) In-Home Supportive Services (IHSS) Advisory Committee	(Various)	(8)
(n) Little River Airport Advisory Committee	(Various)	(10)
(o) Mendocino County Business Improvement District	(Various)	(2)
(p) Mendocino County Tourism Commission	(Inland Chamber of Commerce Member)	(1)
(q) Museum Advisory Board	(Various)	(2)
(r) North Coast Resource Partnership	(Various)	(1)
(s) Policy Council on Children and Youth (PCCY)	(Various)	(12)
(t) Westport Municipal Advisory Council	(Member)	(1)