



## Mendocino County Health and Human Services Agency Advisory Board

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[www.co.mendocino.ca.us/hhsa/advisoryboard](http://www.co.mendocino.ca.us/hhsa/advisoryboard)

May 23, 2017

Dear Members of the Board of Supervisors:

On behalf of the Health and Human Services Agency (HHSA) Advisory Board, I am writing to respectfully request that the Mendocino County Board of Supervisors respond to employee concerns expressed in the recent HHSA Employee Satisfaction survey. The survey results further affirm our concerns about the HHSA average vacancy rate of approximately 25% over the past several years, and the loss of employees to neighboring counties – including Lake County – that pay more for comparable HHSA positions.

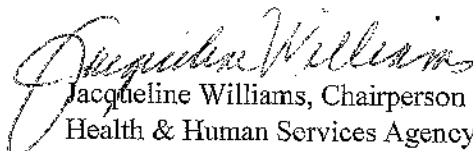
The HHSA Advisory Board has reviewed the survey findings and recommends the following steps to stabilize staffing levels, address compensation concerns, and establish parity with other counties. These changes can be expected to improve the morale of Health and Human Services (HHS) staff and the quality of services delivered to the people of Mendocino County. Specifically, we ask the Board of Supervisors to take the following actions:

- 1) Restore HHSA salaries to pre-2011 levels. It is estimated that this would result in an overall staff compensation increase of at least 5%.
- 2) Immediately adjust key HHSA positions to competitive market levels.
- 3) Authorize County and HHSA leadership to hire a compensation consultant to conduct a comprehensive salary survey that:
  - a) addresses all HHS position classifications, and
  - b) sets benchmarks to attain market and internal equity for all HHS positions.
- 4) Develop sustainable compensation policies and protocols that include provisions to periodically update market data and review position descriptions.
- 5) Consider HHSA's unique funding opportunities, and leverage those funds to ensure that wages remain competitive.

As members of the HHSA Advisory Board, we are committed to helping the Board of Supervisors provide adequate resources to enable HHSA leadership and staff to do their work. As community partners and citizens, our goal is to ensure a sustainable HHSA staffing level that enables efficient delivery of critical services to the most vulnerable members of our community.

We greatly appreciate your careful consideration of our requests, and welcome opportunities to discuss these priority issues with you.

Respectfully submitted,

  
Jacqueline Williams, Chairperson  
Health & Human Services Agency Advisory Board

Cc: HHSA Advisory Board members  
Carmel Angelo, Mendocino County CEO  
Tammy Moss Chandler, HHSA Director  
Anne Molgaard, HHSA Chief Operations Officer