



# Mendocino County

## Legislation Details (With Text)

**File #:** 24-0323      **Version:** 1      **Name:**

**Type:** Agreement      **Status:** Agenda Ready

**File created:** 2/28/2024      **In control:** Board of Supervisors

**On agenda:** 3/12/2024      **Final action:**

**Title:** Discussion and Possible Action Including Approval of an Employment Agreement Between the County of Mendocino and Darcie Antle to Serve as Mendocino County’s Chief Executive Officer for the Term of March 12, 2024, Through July 11, 2026, with Compensation for the Period Commencing March 12, 2024, Through the First Full Pay Period Following Ms. Antle’s Performance Evaluation in June 2025, being Two Hundred Twenty-Five Thousand Dollars (\$225,000) Per Year With a Total Annual Compensation of Three Hundred and Eighty-Two and Thousand Dollars (\$382,000), Including Benefits; As Specified in the Employment Agreement, if Certain Conditions Are Met, Ms. Antle’s Compensation Commencing the First Full Pay Period Following the June 2025 Performance Evaluation Through the End of the Agreement Shall Be Increased to Two Hundred Fifty Thousand Dollars (\$250,000) Per Year With a Total Annual Compensation of Four Hundred and Twenty-Five Thousand Dollars (\$425,000), Including Benefits  
(Sponsor: Supervisor Mulheren)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Agreement

Date	Ver.	Action By	Action	Result
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**To: BOARD OF SUPERVISORS**

**From:** Board of Supervisors

**Meeting Date:** March 12, 2024

**Department Contact:** Supervisor Mulheren

**Phone:** 707-463-4441

**Item Type:** Regular Agenda

**Time Allocated for Item:** 15 Minutes

**Agenda Title:**

Discussion and Possible Action Including Approval of an Employment Agreement Between the County of Mendocino and Darcie Antle to Serve as Mendocino County’s Chief Executive Officer for the Term of March 12, 2024, Through July 11, 2026, with Compensation for the Period Commencing March 12, 2024, Through the First Full Pay Period Following Ms. Antle’s Performance Evaluation in June 2025, being Two Hundred Twenty-Five Thousand Dollars (\$225,000) Per Year With a Total Annual Compensation of Three Hundred and Eighty-Two and Thousand Dollars (\$382,000), Including Benefits; As Specified in the Employment Agreement, if Certain Conditions Are Met, Ms. Antle’s Compensation Commencing the First Full Pay Period Following the June 2025 Performance Evaluation Through the End of the Agreement Shall Be Increased to Two Hundred Fifty Thousand Dollars (\$250,000) Per Year With a Total Annual Compensation of Four Hundred and Twenty-Five Thousand Dollars (\$425,000), Including Benefits  
(Sponsor: Supervisor Mulheren)

**Recommended Action/Motion:**

Approve Employment Agreement Between the County of Mendocino and Darcie Antle to serve as Mendocino County's Chief Executive Officer for the term of March 12, 2024, through July 11, 2026, with compensation for the period commencing March 12, 2024, through the first full pay period following Ms. Antle's performance evaluation in June 2025, being two hundred twenty-five thousand dollars (\$225,000) per year with a total annual compensation of three hundred and eighty-two thousand dollars (\$382,000), including benefits; as specified in the employment agreement, if certain conditions are met, Ms. Antle's compensation commencing the first full pay period following the June 2025 performance evaluation through the end of the agreement shall be increased to two hundred fifty thousand dollars (\$250,000) per year with a total annual compensation of four hundred and twenty-five thousand dollars (\$425,000) including benefits; and authorize Chair to sign same.

**Previous Board/Board Committee Actions:**

January 25, 2022, Item 7(a), closed session, the Board of Supervisors appointed Darcie Antle Interim Chief Executive Officer starting March 20, 2022, for up to 12 months; July 12, 2022, the Board of Supervisors appointed Darcie Antle as Chief Executive Officer, BOS agreement No. 22-0939.

**Summary of Request:**

This item proposes and recommends that the Board of Supervisors approve the Employment Agreement between the County of Mendocino and Darcie Antle for the term of March 12, 2024, through July 11, 2026. This agreement replaces BOS agreement No. 22-0939.

Human Resources completed a market study which included base salary and benefits for a total compensation study for the County in July of 2023. At the conclusion of the study, it found the Chief Executive Officer position to be 25% out of market, using the comparator counties of Humboldt, Lake and Sonoma. This Board of Supervisors, in negotiations with counsel representing Ms. Antle, have come to an agreement to bring Chief Executive Officer's salary to ½ of total compensation market study effective first full pay period following board approval. The remaining increase of twenty-five thousand dollars (\$25,000) will be based on performance. Chief Executive Officer Antle must complete the performance goals outlined in her 2024 performance evaluation (performance evaluation will be completed in June of 2024) and if any goals remain, must show work in progress, a plan and timeline for completion. If, in the sole and exclusive judgement of the Board, the performance requirement is met, an increase of Twenty-Five Thousand Dollars shall be effective the first full pay period after performance evaluation is delivered and finalized in June 2025.

**Alternative Action/Motion:**

Do not approve Employment Agreement and direct staff.

**Strategic Plan Priority Designation:** An Effective County Government

**Supervisory District:** All

**Vote Requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** General Fund

**current f/y cost:** \$200,000 current budget, approximate increase to current FY \$8,500

**budget clarification:** Department will work with EO Budget Team if a budget adjustment is needed

**annual recurring cost:** \$382,500,000 *Includes cost of benefits*

**budgeted in current f/y (if no, please describe):** Yes

revenue agreement: N/A

AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL: Yes

CEO Liaison: Executive Office

CEO Review: Yes

CEO Comments:

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Executed By: Atlas Pearson, Senior Deputy Clerk

Final Status: **Withdrawn**

Date: March 12, 2024

