

Howard. N. Dashiell
DIRECTOR OF TRANSPORTATION

Road Commissioner
County Engineer, RCE 42001
County Surveyor, PLS 7148



FUNCTIONS

Administration & Business Services
Airports
Engineering
Land Improvement
Roads and Bridges
Solid Waste & Landfills
Water Agency

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DEPARTMENT OF TRANSPORTATION
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Date: April 23, 2026

To: Honorable Board of Supervisors

From: Howard Dashiell, Director of Transportation

Subject: Strategic Hiring Process Request – Various Positions

The Department of Transportation requests approval to fill the following vacant, budgeted positions in Budget Unit 3010 – Roads, fully funded by the Road Fund (Fund 1200):

4207 Road Maintenance Worker IV
4213 Road Maintenance Worker IV
4221 Road Maintenance Worker IV
4223 Road Maintenance Worker IV
4235 Road Maintenance Worker V – Lead
4204 Road Maintenance Worker IV
4224 Road Maintenance Worker IV
3548 Maintenance Operations Coordinator

The Deputy Director of Road Maintenance recently retired, and the Maintenance Operations Coordinator has been promoted to that position. As a result, the individual is currently performing both roles. The Maintenance Operations Coordinator is responsible for road and shop operations oversight, as well as CARB compliance, and is essential to maintaining effective operations.

Road Maintenance Workers are required to support summer maintenance activities countywide. Due to turnover, retirements, and other separations over the past year, staffing levels are currently insufficient. Adequate staffing is necessary to safely operate equipment and provide required traffic control during road maintenance activities.

These positions cannot be absorbed without impacting operations. The Maintenance Operations Coordinator provides centralized oversight of equipment, materials, budget tracking, and regulatory compliance. Without this position, responsibilities would be dispersed, resulting in reduced efficiency and increased compliance risk.

Similarly, reduced staffing in Road Maintenance Worker positions would impact crew safety and productivity. Many assignments require minimum staffing levels for traffic control, equipment operation,

and safe work practices. Continued understaffing would increase safety risks, reduce productivity, and contribute to employee fatigue and turnover.

The Department continues to implement efficient measures, including process improvements, reduction of duplication, and increased use of automation where feasible.

All requested positions are included in the FY 2025–26 adopted budget. Approximately \$2.7 million (31.5%) of the \$8.7 million allocated in the 1000 series remains available. Budget Unit 3010 expects to meet the Board’s 6% attrition target within the 1000 series, even if all positions are filled.

Sincerely,



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