



Introduction

The Human Resources Department continues to support the County's commitment to employee recognition, retention, and performance excellence. This report highlights key workforce data and activities for the reporting period, with a focus on service award statistics, extraordinary merit increases, and the Civil Service Commission. These recognitions reflect the dedication and contributions of County employees and underscore our ongoing efforts to promote a culture of appreciation and high achievement.

I. Effective County Government

Year End Report

The Mendocino County Civil Service submits an annual report to the Board of Supervisors, detailing its activities throughout the year. In the calendar year 2025, this Commission convened eight (8) regular meetings and two (2) special meetings. During these meetings, the Commission reviewed and approved 29 classification revisions, approved eight (8) new classifications, abolished 49 classifications, and approved the reclassification of 21 employees. The Commission also considered four (4) probationary period extensions presented by Human Resources Employee Relations staff.

Pursuant to Mendocino County Civil Service Rule VII, Section 2(A), any provisional appointment must be reported to the Commission at the next regular meeting following the appointment. There were no provisional appointments made in calendar year 2025.

During the reporting period, Human Resources processed 1,285 Personnel Transactions, including 196 new hires, 218 separations; 560 staffing requisitions; conducted 314 recruitments, screened and processed 3,662 employment applications, managed 229 examinations, created and distributed 379 certifications (candidate lists) to departments, and responded to 57 application and examination appeals; completed 16 classification studies.

As of December 31, 2025, there were 288 vacant positions, with active recruitment to fill 94 positions. Based on positions being actively recruited, the countywide recruitment rate is 43.9%, while the overall vacancy rate is 27.3%.



Service Awards

From July 1st through December 31, 2025, 102 County employees were recognized for their years of dedicated service, and years 15-40 were honored during the December 16th Board of Supervisors meeting. We extend our sincere appreciation to each honoree.

Extraordinary Merits

EXTRAORDINARY MERIT INCREASES				
October 2025 - December 2025				
<i>Department</i>	<i>Title</i>	<i>From Step</i>	<i>To Step</i>	<i>Date Approved</i>
Social Services	Eligibility Specialist III	4	5	11/17/2025
Sheriff	Sheriff's Sergeant 10%	3	4	11/18/2025
Alternate Defender	Deputy Public Defender III	4	5	12/22/2025

Coffee With HR

The bimonthly series supporting all staff continues its 2026 kickoff with monthly presentations: *Harassment and Discrimination Prevention* in February, and *Employment Law Update* in March. Join us for these sessions, or another during the year. All 2026 presentations are now open for registration on the Human Resources Employee Trainings webpage.

2025 One Year Service Anniversaries July through December



Lt. Aaron Clark	Jamie Henry	Olivia Merino
Adilene Moreno Ortiz	Jeaninne Raaberg	Orlando Madueno
Amber Heck	Jesus Rojas Vasquez	Robert Joseph
Brandon Verde	Jonathan Armas	Robert Waner
Brittany Shores	Joseph Hoppe	Roberto Quintero
Candace Silva	Juan Ayala-Zepeda	Robin Thomas
Carrie Harpe	Kevin Aguilar-Garcia	Sandy Tadeo
Christopher McNally	Kevin Di Franco	Santiago Olea Vargas
Ciara Tatum	Kirk Viera	Sarah Miles
DeDe Parker	Laura Wingard	Sarah Silva
Dennis Cannon	Manuel Rojas Cendejas	Scott Mayberry
Devin Sibert	Margaret Green	Sophia Andersen
Eduardo Hernandez	Mariluz Lopez	Steven Diaz
Emily Fenton	Meghan Cosman	Terra Black
Esther Hernandez	Michael Hayes	Theodore Machleit
Faith Proaps	Michael Henderson	Travis Meeks
Isidro Chavez	Mick Hill	Vania Perez Gordillo
Jami Miller	Morgan Nelson	William Robertson

2025 Service Anniversaries July through December

The County would like to recognize the following people for their 5-40 Years of Service:

5 Years of Public Service

Audrey Gardner
Christopher Smith
Gabriella Eaton
Ian Belford
Ivan Pantaleon

James Canfield
Jose Avina
Justin Stephens
Kirsty Bates
Ma Magdalena Medina Avalos

Martha Moreno Sanchez
Maureen Mulheren
Melinda Hernandez
Nicole Bochman
Robert Fitzsimmons

10 Years of Public Service

Benjamin Macbean
Brook Stanley
David Barnes
Derrick Lewis
George Hembree
Ginger Ford

Heriberto Martinez Bermudez
Ingrid Johnson
Jamie Anderson
Kimberly Perkins-Thompson
Kristina Bryce
Lauren Hall

Margot Hoyt
Michele Clemons
Rafael Ortiz
Sgt. Sergio Ochoa Pedroza
Teresa Kiedrowski
Terri Selzler

15 Years of Public Service

District Attorney David Eyster

20 Years of Public Service

Alex Straessle
Andrea Turchin
Christian Denton

Jesica Sandoval
Julie Pardini
Kirk Ford

Congratulations and Thank you for your service!

2025 Service Anniversaries July through December

The County would like to recognize the following people for their 5-40 Years of Service:

25 Years of Public Service

Agustin Marin

Jack Wann

Jacqueline Otis

Lt. Jason Caudillo

Ronda Gott

Sgt. Stephen Bohner

30 Years of Public Service

Cam Munoz

35 Years of Public Service

Alejandra Ayon

Sherriff Matthew Kendal

40 Years of Public Service

Sgt. Steven Studer

Congratulations and Thank you for your service!