

Newsletter



Board of Supervisors Approves Designation of Both Cesar Chavez Day and Juneteenth as County Holidays

On July 25th, the Yolo County Board of Supervisors took a momentous step toward embracing diversity, fostering inclusivity, and honoring the significance and symbolism of two holidays within our community. By unanimously approving the official designation of both Cesar Chavez Day (March 31st) and Juneteenth (June 19th) as county holidays, Yolo County has reaffirmed its commitment to inclusivity, appreciation of its workforce, and acknowledges the invaluable contributions of diverse communities to the cultural fabric of American society.

Cesar Chavez Day, celebrated in California since 1995, serves as a tribute to the remarkable accomplishments of Cesario Estrada Chavez, a Mexican American labor leader and civil rights activist. By formally designating Cesar Chavez Day, Yolo County acknowledges Chavez's tireless efforts in improving the lives and working conditions of Latino farm workers across Yolo County and the nation.



COUNTY OF YOLO

Juneteenth, a commemoration that has been observed by Black Americans since 1865, gained federal recognition as a holiday in 2021. By formally designating Juneteenth, Yolo County leads the nationwide recognition of this celebration of freedom, symbolizing the liberation of enslaved African Americans and honoring their enduring struggle for equality and justice.



Yolo County Board of Supervisors

- Chair Oscar Villegas, District 1
- Vice Chair Lucas Frerichs, District 2
- Supervisor Gary Sandy, District 3
- Supervisor Jim Provenza, District 4
- Supervisor Angel Barajas, District 5

"Today's formal designation of Cesar Chavez Day and Juneteenth as county holidays serves as a catalyst for cultural understanding, reflection, and education. This milestone reflects our deep respect for the contributions made by individuals who fought for social justice and equality." Said Chair of the Yolo County Board of Supervisors Oscar Villegas. "By acknowledging these holidays, we foster unity and inclusivity within our community, recognizing the diverse tapestry that enriches Yolo County."

"I am profoundly pleased with the leadership of our Board of Supervisors in formally designating these important holidays, which reflect Yolo County's values of inclusivity, equity, and unity. By authorizing these two new paid holidays, the Board has shown a very strong commitment toward supporting our workforce and promoting the monumental historical significance represented by both holidays." Said County Administrative Officer Gerardo Pinedo. "I am especially proud that this approval comes on the heels of the Board's recent approval and funding for the County's first-ever Manager of Diversity, Equity, and Inclusion, Dr. Tico Zendejas. Both actions reaffirm Yolo County's dedication and strong sense of pride in embracing the multicultural diversity of our great County."

Yolo County's Recommended Budget Approved

The Yolo County Board of Supervisors has unanimously approved the 2023-24 Recommended Budget and 2022-23 Annual Report at their June 13, 2023 meeting. State law requires the Board of Supervisors to adopt a recommended budget as the county's initial spending plan. The recommended budget serves as the county's spending plan until September, when the adopted budget is considered, incorporating changes to state funding and operating results from the prior fiscal year.

The 2023-24 recommended budget includes total expenditures of \$694,994,153 with general purpose revenues of \$98,166,343, which represents an increase of \$4,234,649 (4.3%) from the 2022-23 adopted budget general purpose revenue. Capital expenditures are recommended at \$17,200,570. The recommended budget includes a total net decrease of seven full-time equivalent positions. The net decrease includes six positions funded with the general fund. This recommended budget represents strong adherence to the Board's long-term financial plan and provides for ongoing operations without requiring reductions in service despite increasing costs and slowing revenue growth. While the overall budget has grown, the 2023-24 recommended budget prioritized adapting to rising costs and maintaining reserves, thus deferring budget augmentations for later consideration in the adopted budget, which will be dependent on the financial outlook at that time.

Total unfunded liabilities continue to be of significant concern. The pension liability of \$278,473,195 has continued to increase. These increases are heavily influenced by CalPERS investment earnings and actuarial policy. The retiree health liability continues to see reductions due to the ongoing efforts of the board-approved pre-funding plan, with the most recent 2020 actuarial study showing an unfunded liability of \$65,180,000. This is down from \$153,091,000 in 2014. An updated actuarial study will be completed for 2022. The road maintenance liability of \$477,000,000 remains an issue; however, Senate Bill 1 has substantively strengthened road maintenance investment in the county and the Board has directed staff to explore possible additional revenue mechanisms.

With the resounding approval of the 2023-24 recommended budget, Chad Rinde concluded his tenure as Chief Financial Officer, a role he adeptly occupied since 2019. Yet, Rinde's impact extends far beyond the boundaries of his title, as he seamlessly embraced additional responsibilities. Serving as the Interim County Administrator and Assistant County Administrator, Rinde's unwavering commitment provided indispensable stability during times of transition within the County.

Throughout his tenure, Rinde masterfully guided Yolo County's intricate budgetary process, leaving an indelible mark on its financial landscape. Moreover, Rinde's remarkable versatility shined through as he navigated the terrain of the COVID-19 pandemic, orchestrating comprehensive disaster and business relief efforts while diligently upholding the myriad statutory obligations of his office. In this multifaceted role, Rinde had not merely been a financial steward, but a dynamic force propelling Yolo County toward resilience and progress.



Yolo County Board of Supervisors honor Chief Financial Officer Chad Rinde for 8 years of dedication and service to the County.



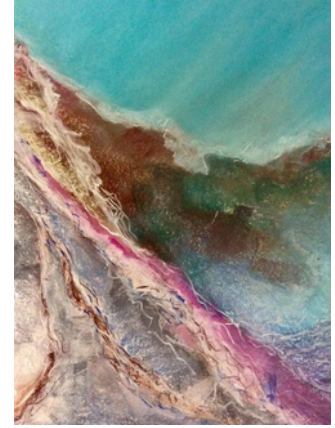
gallery
625

New Exhibit By Mahsan Ghazianzad

Throughout August and September, Galley 625, which is located in the County of Yolo Administration Center, will be featuring The Wisdom of Silence exhibit by Mahsan Ghazianzad. Primarily interested in works that convey personal meaning, Mahsan works to capture the essence of her experiences through her paintings. She uses color, line, and shape in harmonies and abstract compositions to express emotions, thoughts, and sensations. Mahsan has participated in numerous exhibitions and artist talks nationally and internationally. Mahsan grew up in Tehran, Iran, where she earned a bachelor's degree in art. She is currently Adjunct Art Professor at American River College in Sacramento, CA.



Journey #1
Pastel On Paper



Journey #2
Pastel On Paper

Welcome Dr. Zendejas!



This July, officials proudly welcomed Dr. Tico Zendejas as the manager of Yolo County's new Office of Diversity, Equity, and Inclusion. With this appointment, Yolo County aims to foster a more equitable and supportive environment where everyone feels seen and heard. In his new role, Dr. Zendejas will serve as a change agent, advisor, and strategic partner to the County's leadership team.

Prior to joining Yolo County, Dr. Zendejas served as the Executive Director of R.I.S.E. Inc., a non-profit organization dedicated to enhancing the quality of life and opportunities for self-sufficiency in rural communities of Yolo County. Through his leadership and dedication to the rural communities, he successfully facilitated collaborations to construct the Capay Valley Health and Community Center, exemplifying the transformative changes Dr. Zendejas has championed in local systems and structures to create a more inclusive environment for staff and individuals seeking public services.

"I am deeply passionate about justice, equity, diversity, and inclusion practices in government settings and communities," said Dr. Zendejas. "I eagerly anticipate working with all County staff to create and enhance safe and brave spaces for individuals, where differences are respected, and a strong sense of belonging can thrive."



June



During the Natural Resources Division's Annual Creek Walk, biologists, ecologists, and riparian specialists inspected the active channel and floodplain of the lower Cache Creek. Some participants were lucky enough to find Killdeer eggs like these!



Yolo County Climate Action and Sustainability just held their first 2030 Climate Action and Adaptation Plan (CAAP) Workshop, which provided them with thoughtful feedback while engaging local stakeholders.



The Community Corrections Partnership (CCP) and Communicare, just celebrated their Mental Health Diversion Court Programs Graduates.

CATCHING UP



County Administrative Officer Gerardo Pinedo gave an impassioned speech at the Western Yolo Agricultural Roundtable recently hosted by Supervisor's Ferichs and Barajas in the town of Winters.

July



The Yolo County Board of Supervisors proudly recognized Probation Services Week! Employees of the Probation Department were applauded for their outstanding contributions to the community and their commitment to both public safety and improving the lives of individuals under their supervision.



Yolo County 1st Annual Farmworker Day Resource Fair



**Friday, August 25th
4:00p.m. - 8:00 p.m.**

**Woodland Community College
Community Room 800
2300 E. Gibson Road
Woodland, CA 9577**

Join us for an evening to celebrate Yolo County farmworkers! We will have local resources, food, and live music.



SCAN TO REGISTER

For more information
please contact
Rodrigo Lopez at



rodrigo.lopez@yolocounty.org



530-379-3465



YOLOWORKRS.ORG



YoloWorks!

TRABAJANDO POR UNA AGRICULTURA FLORECIENTE

Board of Supervisors Expands Advance Peace Services to Combat Gun Violence in Additional Communities

The Yolo County Board of Supervisors has announced the approval of an agreement with RISE, Inc. to expand Advance Peace services. This expansion will bring the highly effective gun violence prevention program to the City of West Sacramento, as well as the communities of Knights Landing, Dunnigan, and Esparto. The agreement will be in effect from July 1, 2023, through June 30, 2024.

Advance Peace is a highly regarded community program that originated in Richmond, CA, with a mission of ending cyclical and retaliatory gun violence in urban neighborhoods by investing in the development, health, and well-being of those at the center of this crisis. It employs a team of dedicated community members serving as Neighborhood Change Agents (NCAs) and Peacekeepers. The NCAs manage participant cases and provide direct services to program participants, known as "Fellows," while the Peacekeepers offer support and maintain close connections with the community. The program collaborates closely with local police departments to identify potential Fellows who can benefit from program services.

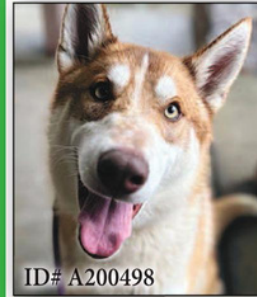
When the program expands to a new area, comprehensive outreach efforts are conducted to engage potential Fellows. Fellows receive personalized services and resources tailored to their specific needs, with a budget of approximately \$1,500 allocated per Fellow. As Fellows demonstrate progress, commitment to the program, and positive change, they become eligible for a monthly stipend. Throughout the program, Fellows maintain daily contact with their assigned NCA. The initial half of the enrollment period includes personalized training, field trips, and excursions designed to promote positive growth and showcase alternative life paths.

The Yolo County Board of Supervisors has selected RISE, Inc. to administer the expansion of the Advance Peace program. Currently, the program operates successfully within the City of Woodland. The operations in Woodland have received overwhelming positive reports from both the Woodland Police Department and the Community Corrections Partnership, which provides partial funding for the program.



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Friends of YCAS needs to raise \$25,000 for the shelter
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ID# A200498

Pickles

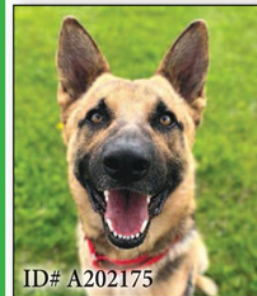
Pickles is a social 2 year-old husky that is a gentle giant. He is a gorgeous red husky with an energetic personality. Pickle's foster mom says he loves to be active, a routine, splashing in a kids pool and very playful. He has been a jogging companion for his foster mom too! Pickles is affectionate boy and will thrive in an active fur-ever home.

Fiera

Fiera is a 13 month-old kitten who is full of life and lots of fun. She is confident and darling and has stunning eyes that will melt your heart. Fiera is ready to find her fur-ever home today!



ID# A203150



ID# A202175

Homer

Homer is a friendly 1 year-old male Shepherd who loves to exercise and adventure. He is affectionate and always ready to make new friends on his day trips away from the shelter. Homer will enjoy an active family that likes to go on car rides, walks, play fetch, jogging or even hiking.



Yolo County Animal Services

Staff available to assist via phone during business hours!

To meet any adoptable YCAS animals please visit our website: www.friendsofycas.org

SHELTER HOURS

Mon-Fri 10am-5pm & Sat 10am-4pm

To volunteer please sign up at: tinyurl.com/yolovolunteerapp

140 Tony Diaz Dr. Ste. C, Woodland, CA
(530) 668-5237

@ycas.shelter @yoloanimalshelter



Thank You Geographic Information Systems Team!



The Yolo County Geographic Information System (GIS) Team leverages technology and spatial data to support informed decision-making and manages our county's geographical data. This Innovation and Technology Services (ITS) team creates and manages over 400 layers of spatial data ensuring its accuracy, integrity, and availability for analysis and decision-making. The GIS team provides services and support to all county departments, the public and several partner agencies including Yolo Habitat Conservancy, Valley Clean Energy, Yolo Emergency Communications Agency, and LAFCo. They create static maps, interactive mobile maps and web applications overlaying spatial data and displaying real-time results in dashboards. The team also provide support to designated users in other departments through a series of workshops and training classes. This includes integration support for department applications for the Community Services and Sheriff Departments.

The Yolo County GIS Team is dedicated to improving residents' lives by providing a comprehensive application that assists them in various ways. Through this application, Yolo County residents can easily determine their property's flood zone, locate the nearest vote center, identify staff members' positions within visited buildings, and receive alerts about potential power outages during public safety power shutoffs (PSPS). Their services extend further, aiding residents with medical electricity needs during fire evacuations or power shutoffs, assessing drive times from fire stations, gathering annual data on homeless populations, and analyzing in-person voting patterns. By utilizing advanced technology, we connect residents with essential services, adapt staffing and voting center locations based on trends, and contribute to the overall well-being of the community while safeguarding natural resources. The GIS team looks forward to productive collaborations with stakeholders and contributing to the continuous improvement of Yolo County.



POLICE • COMMUNITY PARTNERSHIPS

Yolo County peace officers enjoyed being part of the City of West Sacramento's celebration of National Night Out on August 1st! This year marked the 40th anniversary of the event, where West Sacramento Police Department organized public service employees to visit dozens of block parties. Our peace offices were proud to be part of the celebration and enjoyed the fantastic food, generously provided by the hosts of each block party, as well as having the opportunity to speak with residents about their community.



Yolo County Sheriff's Mounted Patrol Unit



Probation Officers Oneto, Rocha-Torres, and Seelig



Yolo County District Attorney's Office





Navigating Growth: Coaching Conversations Versus Mentoring

One effort of the YES (Yolo Encourages Success) Team in recent years has been to evaluate the County's performance management model to identify areas in which it could be strengthened. In the process, it has been underscored that the conversation between employee and supervisor is the most valuable part of the performance evaluation and as such, the annual performance review conversation simply is not enough.

Employees need feedback. They need to regularly hear how they are performing, not just once a year during their annual review. They also need to be able to discuss their needs for development with an equally engaged supervisor who cares about their growth.

Likewise, in preparation for the annual performance review, supervisors struggle to recall performance from months ago. As such, when evaluations do not capture changing demands placed on employees, annual evaluations simply do not reflect day-to-day performance.

Feedback is most valuable when given in a timely manner and timely feedback is more likely to feel constructive, while delayed feedback is more likely to feel critical. So, to bridge the gap between the annual employee performance review and timely feedback, the Probation Department and Public Defender's Office have implemented employee coaching sessions. Quarterly, supervisors meet with their direct reports to discuss:

- The employee's short and long-term professional goals;
- What they enjoy most about their job and current assignments;
- What they like least;
- Learning and development activities they would like to explore;
- How they are supporting the mission and vision of the department;
- What responsibilities they have taken on or been assigned to that demonstrate leadership;
- Areas of needs; and
- Feedback for their supervisor

These topics are designed to get at the heart of what motivates employees: autonomy, mastery and purpose.



For managers, the coaching conversations with supervisors also center around:

- How things are going with their direct reports;
- How they feel they are doing as a supervisor;
- What they are doing to motivate and recognize their direct reports; and
- How well they communicate with other supervisors

These coaching sessions are documented by the manager/supervisor and are sent to the employee to confirm they reflect the tenure of the conversation. Ultimately, the notes are attached to the annual performance review. As a result of these regular and documented check-ins, completing the annual performance review becomes less cumbersome and better reflects an employee's performance and progress throughout the year.

Human Resources has now embedded a session on coaching conversations and emotional intelligence into their Supervisor/Manager Training Institute. Chief Public Defender Tracie Olson and Probation Division Manager Rachelle Gayton lead the session, sharing lessons learned from piloting coaching conversations in their departments, as well as guidance on how to inculcate coaching into the culture of the department. Key components of implementing a coaching session are to:

- Lay the foundation with clarity on the purpose of coaching sessions
- Employ tools for the discussions such as sharing questions/topics ahead of time; knowing your employee's "Strengths" and incorporating them into the discussion; using articles, books or TedTalks to spark conversation; and asking a direct report to also come up with topics for conversation
- Have a coaching champion in each department/division who meets regularly with supervisors to discuss what's working, what's not and where a course correction is needed; and ultimately to support one another in the coaching endeavor.

As how to have a conversation is often more important than what you are discussing, supervisors are encouraged by the coaching champion to:

- Be open
- Be compassionate
- Avoid reacting and instead focus on goals
- Make it safe by authentically eliciting a direct report's opinion
- Avoid criticism
- Show appreciation
- Actively listen
- Understand another's perspective
- Make suggestions vs. providing direction



Both Rachelle and Tracie report great value from implementing coaching conversations in their departments and into their performance evaluation efforts and they encourage other departments to also take the plunge. It is worth the effort and results in engaged employees who are productive, content and loyal.

Want to contribute toward our next newsletter?
Email PIO@YoloCounty.org with your ideas!

Produced by the Yolo County Public
Information Office

