



SUMMARY REPORT

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**Agenda Date:** 4/14/2026

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**To:** Board of Supervisors, In-Home Supportive Services Public Authority Board of Directors

**Department or Agency Name(s):** Human Services

**Staff Name and Phone Number:** Angela Struckmann, 707-565-5800; Paul Dunaway 707-565-3673

**Vote Requirement:** Majority

**Supervisorial District(s):** Countywide

**Title:**

In-Home Supportive Services Public Authority Manager Personal Service Agreement

**Recommended Action:**

Authorize the Chair of the In-Home Supportive Services Public Authority Board of Directors to sign an employee contract with Eric Glentzer for the term of May 16, 2026, to May 15, 2029, at the "I" step in the position's salary range and maintaining eligibility for other County benefits in accordance with Salary Resolution 95-0926.

**Executive Summary:**

The salary and fringe benefits provided for this position must be considered by the Board of Supervisors at a regularly scheduled Board meeting, and an oral summary of the recommended action to be taken on the salary and benefits must be presented at the meeting where the final Board action is taken (California Government Code sections 54953, 54956).

The Human Services Department requests the renewal of a personal service agreement with Eric Glentzer, Public Authority Manager, for a three-year term beginning on May 16, 2026, through May 15, 2029.

The Board of Supervisors serves as the Board of Directors for the Public Authority and must approve the continued appointment of the Public Authority Manager. Mr. Glentzer has worked as a county employee since 2006 and was selected as the Public Authority Manager in 2023.

**Discussion:**

The Board of Supervisors established the Sonoma County In-Home Supportive Services (IHSS) Public Authority (PA) on June 5, 2001, pursuant to the Welfare & Institutions Code §12301.6(a)(2). The PA is an independent public entity, with the members of the Board of Supervisors serving as the Board of Directors. The purpose of the PA is twofold: 1) to act as the employer of record for individual IHSS care providers for the purpose of collective bargaining over wages, hours, and other conditions of employment, and 2) to provide the state mandated functions of referral, registry, screening, and training to IHSS consumers and providers.

To avoid duplication of administrative systems, the Board of Supervisors, serving as the Board of Directors, designated the Human Services Department (HSD) as the administrative liaison to the IHSS PA, and directed the PA to utilize county services through an interagency agreement. The director of HSD oversees the PA

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manager through this interagency agreement. Operationally, the PA resides in the Adult and Aging Services division, and the PA manager reports to the Adult and Aging division director.

Eric Glentzer was interviewed and selected as the PA manager on May 16, 2023. The IHSS PA manager is a non-civil service job class and the Sonoma County Board of Supervisors must approve this continued contract for his position as the PA manager.

**Strategic Plan:**  
**Not Applicable**

**Racial Equity:**

**Was this item identified as an opportunity to apply the Racial Equity Toolkit?**

No

**Prior Board Actions:**

11-07-2023: Appointment of Eric Glentzer to a three-year term beginning May 16, 2023, and ending on May 15, 2026

01-25-2022: Appointment of Eric Glentzer as interim Public Authority Manager

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY25-26 Adopted</b>	<b>FY26-27 Projected</b>	<b>FY27-28 Projected</b>
Budgeted Expenses	\$287,700	\$293,400	\$302,200
Additional Appropriation Requested			
<b>Total Expenditures</b>	<b>\$287,700</b>	<b>\$293,400</b>	<b>\$302,200</b>
<b>Funding Sources</b>			
General Fund/WA GF			
State/Federal	\$287,700	\$293,400	\$302,200
Fees/Other			
Use of Fund Balance			
General Fund Contingencies			
<b>Total Sources</b>	<b>\$287,700</b>	<b>\$293,400</b>	<b>\$302,200</b>

**Narrative Explanation of Fiscal Impacts:**

The Fiscal Year 2025-26 cost for 1.0 Full Time Equivalent (FTE) IHSS Public Authority Manager at the I step of the salary range is \$287,700. The cost for 1.0 FTE IHSS Public Authority Manager is \$293,400 and \$302,200 in Fiscal Years 2026-27 and 2027-28, respectively. The increased cost for Fiscal Years 2026-27 and 2027-28 includes a 3% Cost of Living Adjustment each fiscal year.□

The position is fully budgeted in the current Fiscal Year budget. Future years are covered in the annual IHSS Public Authority state budget.

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**Staffing Impacts:**

None.

**Narrative Explanation of Staffing Impacts (If Required):**

None.

**Attachments:**

Personal Service Agreement

**Related Items "On File" with the Clerk of the Board:**

None.