



SUMMARY REPORT

Agenda Date: 4/14/2026

To: Board of Supervisors

Department or Agency Names: Human Services, Human Resources

Staff Name and Phone Number: Angela Struckmann, 707-565-5800; Janell Crane, 707-565-2885

Vote Requirement: Majority

Supervisorial Districts: Countywide

Title:

Authorization to Implement Layoff Procedures within the Human Services Department

Recommended Action:

Authorize the Human Services Department in coordination with and oversight by the Human Resources Department, to administer layoff procedures in accordance with the County of Sonoma Civil Services Rules for a filled position for which funding has ended.

Executive Summary:

Funding is ending for 1.0 full-time equivalent Social Service Supervisor I position and 2.0 full-time equivalent Social Service Worker III positions in the Human Services Department on June 30, 2026. There are relevant vacancies within Human Services to reassign the Social Service Worker III incumbents, however, there is not a vacant Social Service Supervisor I position for the incumbent to move into at this time. The Human Services Department requests Board approval to implement the layoff provisions of the Rules of the Sonoma County Civil Service Commission, specifically Rule 11: Layoffs, for the 1.0 full-time equivalent Social Service Supervisor I position due to lack of funds.

Discussion:

The Human Services Department (HSD), in collaboration with the Department of Health Services (DHS), provides 3.0 full-time equivalent (FTE) positions for the Interdepartmental Multi-Disciplinary Team (IMDT), which serves clients as part of Accessing Coordinated Care and Empowering Self Sufficiency (ACCESS) Sonoma. Due to funding constraints for fiscal year 2026-2027, DHS is no longer able to fund the IMDT positions in HSD, consisting of 1.0 FTE Social Service Supervisor I and 2.0 FTE Social Service Worker IIIs.

Approval of the recommended action will authorize Human Resources to administer the County's layoff mitigation policy and priority transfer employment list process. This will ensure that, in accordance with the Meyers-Milias-Brown Act, the County offers to meet and confer with Service Employees' International Union (SEIU) - Local 1021 on the administration of this layoff, and HSD provides the required 21 calendar day notice to any affected employees. HSD will continue to monitor for any vacancies that could mitigate a layoff.

Strategic Plan:

Not Applicable.

Racial Equity:

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

No

Prior Board Actions:

None.

FISCAL SUMMARY

Narrative Explanation of Fiscal Impacts:

There are no costs directly associated with this action. The action authorizes the initiation of layoff procedures in preparation for the loss of budgeted funding for the FTE Social Service Supervisor I position as of June 30, 2026.

STAFFING IMPACTS:

Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)
Social Service Supervisor I	\$8,680.68-\$10,552.13	0.0	1.0

Narrative Explanation of Staffing Impacts (If Required):

DHS staff will assume the duties of the position and the HSD position will no longer be needed.

Attachments:

None.

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

None.