



COUNTY OF SONOMA

575 ADMINISTRATION
DRIVE, ROOM 102A
SANTA ROSA, CA 95403

SUMMARY REPORT

Agenda Date: 5/14/2024

To: Board of Directors of the Sonoma County Agricultural Preservation and Open Space District

Department or Agency Name(s): County Executive, Human Resources

Staff Name and Phone Number: Christina Rivera, 707-565-2048; Janell Crane, 707-565-2885 **Vote**

Requirement: Majority

Vote Requirement: Majority

Supervisory District(s): Countywide

Title:

Department Head Personal Services Agreement First Amendment - Agricultural Preservation and Open Space District General Manager

Recommended Action:

Authorize the Chair of the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District to execute a First Amendment to the Personal Services Agreement with Misti Arias as Agricultural Preservation and Open Space District General Manager, extending the term of the agreement from May 18, 2024, to May 18, 2027, at the "I" step of the position's salary range and with other County benefits and compensation in accordance with Salary Resolution 95-0926.

Executive Summary:

The salary and benefits provided to County department and agency heads must be considered by the Board of Supervisors/Directors at a regularly scheduled Board meeting. Further, 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 §54953, 54956).

This action will authorize a First Amendment to the Personal Services Agreement between Misti Arias and the Sonoma County Board of Directors of the Sonoma County Agricultural Preservation and Open Space District. Ms. Arias was initially appointed as the Agricultural Preservation and Open Space District General Manager on May 11, 2021, for a three-year term from May 18, 2021, to May 18, 2024. The recommended action extends the term of the current agreement for an additional three years, through May 18, 2027, at the "I" step of the position's salary range and eligibility for other County benefits in accordance with Salary Resolution 95-0926.

Discussion:

The Agricultural Preservation and Open Space District (Ag + Open Space) is a special district responsible for protecting the diverse agricultural, natural resources, and scenic open space lands of Sonoma County for future generations. The district is governed by a Board of Directors comprised of the same five members as the Sonoma County Board of Supervisors.

Ag + Open Space partners with willing landowners, public agencies, and non-profit organizations to permanently protect land through agreements with landowners (conservation easements), purchase of land, and stewardship activities on existing easements and fee title owned properties. The district's actions are

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guided by the Vital Lands Initiative, which reflects community desires and values, and directs preservation to the highest priorities farmlands, greenbelts, natural resource areas, and recreational lands.

Ag + Open Space has a strong focus on climate resiliency and will provide a lead role on land conservation actions identified as high priority to ensure our community’s ability to mitigate and adapt to climate change. Ag + Open Space is also committed to ensuring that their work benefits everyone in the community, and they actively pursue ways to incorporate tenants of diversity, equity, and inclusion into every aspect of their conservation work.

The Ag + Open Space General Manager reports to the Board of Directors and oversees all activities of the district, including the Community Resources Program; Acquisition Program; Stewardship Program; Resilient Land Management; and Initial Public Access, Operations & Maintenance. Since its inception, Ag + Open Space has protected over 125,000 acres in Sonoma County, with an acquisition cost of \$473.1 million. The district ranks as one of the top open space and farmland conservation programs in the nation.

Ag + Open Space currently has 36 full-time employees and operating budget of approximately \$53 million in Fiscal Year 23/24.

Following a nationwide recruitment and selection process, Ms. Arias was initially appointed to the General Manager position for a three-year term from May 18, 2021, to May 18, 2024. The First Amendment to the Personal Services Agreement will be at the “I” Step of the salary range, which is \$233,928 annually, with all other benefits and compensation as prescribed in the County’s Salary Resolution 95-0926.

Strategic Plan:

N/A

Racial Equity:

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

No

Prior Board Actions:

May 11, 2021 (item #48; 2021-0483) - Initial Appointment

FISCAL SUMMARY

Expenditures	FY23-24 Adopted	FY24-25 Projected	FY25-26 Projected
Budgeted Expenses			
Additional Appropriation Requested			
Total Expenditures			
Funding Sources			
General Fund/WA GF			
State/Federal			
Fees/Other			

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Use of Fund Balance			
General Fund Contingencies			
Total Sources			

Narrative Explanation of Fiscal Impacts:

Ongoing annualized salary and benefit costs associated with existing positions has been incorporated into the department's budget. These actions do not increase any budget appropriations.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)
N/A			

Narrative Explanation of Staffing Impacts (If Required):

None.

Attachments:

First Amendment to the Personal Services Agreement - Agricultural Preservation and Open Space General Manager

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

None.