



COUNTY OF SONOMA

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

SUMMARY REPORT

Agenda Date: 10/21/2025

To: Board of Supervisors

Department or Agency Name(s): County Administrator's Office, Human Resources Department

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

Vote Requirement: Majority

Supervisory District(s): Countywide

Title:

Department Head Personal Services Agreement First Amendment - Chief Probation Officer

Recommended Action:

Authorize the Board of Supervisors to execute the First Amendment to the Personal Services Agreement with Vanessa Fuchs, Chief Probation Officer, extending the term of the agreement from October 25, 2025, to October 25, 2028, continuing 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 to County department and agency heads 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).

This position is unique from other County department heads. Although the Presiding Judge of the Superior Court makes the appointment, the Chief Probation Officer is a County employee who reports to the County Executive, and the Board of Supervisors is responsible for authorizing the Personal Services Agreement.

Vanessa Fuchs was appointed as the Chief Probation Officer for a three-year term from October 25, 2022, to October 25, 2025. The recommended action amends the employment agreement, extending the term for three additional years, through October 25, 2028, references the current classification specification, which was revised on March 26, 2024, and replaces Termination Without Cause section of the agreement to clarify

the role of the Presiding Judge.

Discussion:

The Chief Probation Officer is appointed by the Presiding Judge of the Sonoma County Superior Court, is a County employee, and reports to the County Executive. The Chief Probation Officer is responsible for the operations and management for all adult and juvenile probation services and facilities, including a Juvenile Hall, with the intent of enhancing community safety, supporting crime victims, and facilitating rehabilitation in a manner that focuses on reducing recidivism, fostering accountability, promoting positive behavior change, and safeguarding the community.

The Probation Department relies on evidence-based and evidence-informed practices, which have been scientifically demonstrated to reduce recidivism. Services include intensive supervision and referral to appropriate therapeutic programs, with specialty units for specific populations. The Chief Probation Officer manages the current annual budget of \$123.9 million and a staff of 272 full-time equivalent positions.

Following a nationwide recruitment, Ms. Fuchs was appointed to the position for a three-year term from October 25, 2022, through October 25, 2025. This First Amendment to the Personal Services Agreement continues Ms. Fuchs' current salary at the "I" step of the salary range, which is \$260,532 annually, with a term of October 25, 2025, to October 25, 2028, and includes all other benefits and compensation as prescribed in the County's Salary Resolution 95-0296.

The amendment also includes the current classification specification of this position (see Attachment 1, Exhibit A) which was updated when the County Administrator's duties and responsibilities were revised on March 26, 2024 ([item 54; file ID number 2024-0240](#)); updates the salary step of the salary range to the "I" step, and replaces the "Termination without cause" clause to clarify it is the Presiding Judge who may effect the termination without cause, not the County as stated in the original Agreement.

Strategic Plan:

N/A

Racial Equity:

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

No

Prior Board Actions:

October 25, 2022 ([item 18; File ID number 2022-1148](#)) - Initial appointment

March 26, 2024 ([item 54; file ID number 2024-0240](#)) - Sonoma County code revision to the County Administrator's duties and responsibilities (Some department heads' classification specifications were updated as a result, including the Chief Probation Officer's specifications.)

FISCAL SUMMARY

Expenditures	FY25-26 Adopted	FY26-27 Projected	FY27-28 Projected
Budgeted Expenses			
Additional Appropriation Requested			
Total Expenditures			
Funding Sources			
General Fund/WA GF			
State/Federal			
Fees/Other			
Use of Fund Balance			
General Fund Contingencies			
Total Sources			

Narrative Explanation of Fiscal Impacts:

There is no anticipated fiscal impact to the Chief Probation Officer budget for approving the recommended action. The salary and benefit costs of the Director are already included in the adopted departmental budget.

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.

Agenda Date: 10/21/2025

Attachments:

First Amendment of the Personal Services Agreement - Chief Probation Officer

Related Items “On File” with the Clerk of the Board:

None.