



COUNTY OF SONOMA

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

SUMMARY REPORT

Agenda Date: 8/26/2025

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 – Independent Office of Law Enforcement Review and Outreach

Recommended Action:

Authorize the Chair of the Board of Supervisors to execute the First Amendment to the Personal Services Agreement with John Alden, Director of the Independent Office of Law Enforcement Review and Outreach (IOLERO), extending the term of the agreement from September 5, 2025, to September 5, 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.)

John Alden was appointed as the Director of IOLERO for a three-year term from September 6, 2022, to September 5, 2025. The recommended action amends the employment agreement, extending the term for three additional years, through September 5, 2028. The amendment also includes the removal of a requirement that Mr. Alden relocate to Sonoma County within 120 days of the start of the original agreement.

Discussion:

The Director of IOLERO reports to the County Executive and oversees the department that is responsible for providing objective, independent audit of the findings of administrative investigations conducted by the Sheriff's Office internal affairs unit related to civilian complaints to ensure adherence to policies and procedures. The mission of the IOLERO is to strengthen the relationship between the Sheriff's Office and the community it serves through auditing Sheriff's investigations of civilian complaints; investigating whistleblower complaints, in-custody deaths, and fatal uses of force; outreach; policy recommendations; and the promotion of greater transparency of law enforcement operations.

The IOLERO has a budget of approximately \$2.5 million for fiscal year 2025-2026 and operates with a staff of 7.5 full-time equivalence employees (FTE) across three programmatic areas: Audit Review and Investigation, Community Outreach and Engagement, and Administration.

Following a nationwide recruitment, Mr. Alden was appointed to the position for three-year term, from September 6, 2022, through September 5, 2025. This First Amendment to the Personal Services Agreement continues Mr. Alden's current salary at the "I" step of the salary range, which is \$ 252,040.61 annually, with a term of September 5, 2025, to September 5, 2028, and includes all other benefits and compensation as prescribed in the County's Salary Resolution 95-0296.

The original agreement also included a residency requirement. Mr. Alden has a proven record of engagement and presence with the community, local leadership, and stakeholders. This requirement is proposed to be replaced by language that requires maintaining a visible and active presence in the community, which better represents the actual requirements of this position.

Strategic Plan:

N/A

Racial Equity:

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

No

Prior Board Actions:

August 9, 2022 ([item 32A; File Number 2022-0899](#)) – Initial Personal Services Agreement

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 IOLERO Department 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.

Attachments:

First Amendment of the Personal Services Agreement – IOLERO Director

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

None.