



COUNTY OF SONOMA

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

SUMMARY REPORT

Agenda Date: 10/28/2025

To: County of Sonoma Board of Supervisors
Department or Agency Name(s): Department of Health Services
Staff Name and Phone Number: Nolan Sullivan, 707-565-4774
Vote Requirement: Majority
Supervisory District(s): Countywide

Title:

Interim Health Officer Appointment

Recommended Action:

- A) Adopt a Resolution appointing Dr. Michael Stacey to the position of Interim Health Officer for the County of Sonoma effective November 1, 2025.
- B) Authorize the Director of Health Services to execute a professional services agreement with Dr. Michael Stacey to provide Interim Health Officer services in an amount not-to-exceed \$348,298 through October 31, 2026, including two optional six-month extensions not to exceed \$174,149 for each extension option, and the option to terminate early in the case of a successful recruitment of a permanent Health Officer.

Executive Summary:

The Board of Supervisors appoints the County Health Officer in accordance with California Health and Safety Code Section 101000. The Health Officer reports to the Board through the Director of Health Services. The County Health Officer provides leadership for the protection of public health, enforcement of public health regulations, and services as an advisor to elected and appointed officials, members of the medical profession, and the public on matters affecting health and safety.

The County has an immediate need to appoint a new Interim Health Officer as the incumbent Interim Health Officer, Dr. Karen Smith, cannot extend her service further in capacity of Interim Health Officer.

This item requests adoption of a resolution appointing Dr. Michael Stacey to the position of Interim Health Officer for the County of Sonoma, effective November 1, 2025. In addition, this item requests approval to execute an agreement with Dr. Michael Stacey for Interim Health Officer services for a total not-to-exceed amount of \$348,298 reflecting a twelve-month term through October 31, 2026, including two optional six-month extensions not to exceed \$174,149 for each extension option, if needed, and the option to terminate early in the case of a successful recruitment of a permanent Health Officer.

Discussion:

The Board of Supervisors appoints the County Health Officer in accordance with California Health and Safety Code [Section 101000 <https://codes.findlaw.com/ca/health-and-safety-code/hsc-sect-101000/>](https://codes.findlaw.com/ca/health-and-safety-code/hsc-sect-101000/). The Health Officer reports to the Board through the Director of Health Services. The County Health Officer provides leadership for the protection of public health, enforcement of public health regulations, and serves as an

advisor to elected and appointed officials, members of the medical profession and public on matters affecting health and safety.

Dr. Karen Smith, who the Board appointed Interim Health Officer effective October 22, 2024, and whose agreement the Board extended twice for a final term of October 31, 2025, has communicated to the County she cannot extend her Interim Health Officer services further. As such, the County has an immediate need to appoint a new Interim Health Officer pending the Departments continual work in collaboration with the County Human Resources Department through a nationwide search for the permanent Health Officer.

The Interim Health Officer duties include providing medical expertise in response to emerging threats and issues, directing the clinical aspects of emergency response, and providing medical consultative advice to clinicians. Additionally, assuming responsibility for critical departmental functions including the issuance of birth and death records, health and safety inspections of food facilities, and the oversight of medical practices and supporting Department efforts to improve community health in Sonoma County, and to ensure that Board of Supervisors' priorities are met. Dr. Michael Stacey will serve in the full capacity of an Interim Health Officer including covering staff meetings, advising and consulting with County leadership including the Board of Supervisors, issuing health orders, guiding infectious disease control efforts, organizing community forums as needed, conducting periodic meetings with hospitals and systems leadership, engaging initiatives such as street medicine, opioid response and review of medical policies and protocols.

Dr. Michael Stacey, MD, MPH, serves as the Chief Medical Officer at LifeLong Medical Care, where he provides clinical leadership and oversees quality improvement initiatives. Prior to this role, Dr. Stacey served as the Deputy Director of Health and Social Services and Medical Services Director for Solano County, where he oversaw Federally Qualified Health Centers and public health programs. He has also served as Co-Chair of the Bay Area Regional Health Inequities Initiative (BARHII) and has extensive experience advancing health equity and implementing care models for underserved populations. Earlier in his career, Dr. Stacey served in the United States Air Force and practiced medicine internationally.

This item requests adoption of a resolution appointing Dr. Michael Stacey to the position of Interim Health Officer for the County of Sonoma. In addition, this item requests approval to execute a professional services agreement with Dr. Michael Stacey for Interim Health Officer services at total not-to-exceed amount of \$348,298 reflecting a twelve-month term through October 31, 2026, including two optional six-month extensions not to exceed \$174,149 for each extension option, if needed, and the option to terminate early in the case of a successful recruitment of a permanent Health Officer.

Strategic Plan:

None

Racial Equity:

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

No

Prior Board Actions:

October 23, 2025, the Board amended an Interim Health Officer Agreement with Dr. Karen Smith extending the term through October 31, 2025.

Agenda Date: 10/28/2025

July 8, 2025, the Board authorized the Director of Health Services to execute an amendment to the agreement with Dr. Karen Smith to provide Interim Health Officer services extending the contract term through September 30, 2025.

October 22, 2024, the Board adopted a resolution appointing Dr. Karen Smith to the position of Interim Health Officer for the County of Sonoma effective October 28, 2024 and authorized the Director of Health Services to execute a professional services agreement with Dr. Karen Smith to provide Interim Health Officer services through July 28, 2025.

November 7, 2023, the Board adopted a resolution appointing Dr. Tanya Phares to the position of Health Officer for the County of Sonoma effective November 14, 2023.

August 1, 2023, the Board adopted a resolution appointing Dr. Karen Smith to the position of Interim Health Officer for the County of Sonoma effective August 5, 2023 and authorized the Director of Health Services to execute a professional services agreement with Dr. Karen Smith to provide Interim Health Officer services through February 4, 2024.

April 18, 2023, the Board adopted a resolution appointing Dr. Kismet Baldwin-Santa to the position of Interim Health Officer for the County of Sonoma effective April 18, 2023.

November 17, 2020, the Board adopted a resolution transitioning Dr. Sundari R. Mase from a provisional appointment to a regular appointment for the position of Health Officer for the County of Sonoma, effective November 17, 2020.

FISCAL SUMMARY

Expenditures	FY 25-26 Adopted	FY 26-27 Projected	FY 27-28 Projected
Budgeted Expenses	\$ 232,199	\$ 348,298	\$ 116,099
Additional Appropriation Requested			
Total Expenditures	\$ 232,199	\$ 348,298	\$ 116,099
Funding Sources			
General Fund/WA GF			
State/Federal	\$ 232,199	\$ 348,298	\$ 116,099
Fees/Other			
Use of Fund Balance			
General Fund Contingencies			
Total Sources	\$ 232,199	\$ 348,298	\$ 116,099

Narrative Explanation of Fiscal Impacts:

The Fiscal Year 2025-2026 Adopted Budget includes appropriations for Health Officer salaries and benefits, and the interim appointment will be funded within this existing budget.

The Fiscal Years 2026-2027 and 2027-2028 budgets will each include a 1.0 FTE Health Officer position to cover costs associated with the final four months through October 31, 2026 (\$116,099 of the original term contract maximum of \$348,298), plus the two six-month extension options (\$174,149 maximum cost for each extension) under the Interim Health Officer service agreement.

Agenda Date: 10/28/2025

Funding will primarily come from Public Health Realignment, with possible supplementation from other sources depending on the scope of work completed and the availability of additional funds.

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

Narrative Explanation of Staffing Impacts (If Required):

None

Attachments:

Attachment 1 - Interim Health Officer Resolution

Attachment 2 - Sample Professional Services Agreement

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

None