



## Ordinance to Convert First 5 Sonoma County to an Independent Public Agency

March 12, 2019

### Requested Board Action: Amend Ordinance Establishing First 5 Sonoma County



- Amends 1998 ordinance that established Sonoma County Children and Families Commission
- Establishes First 5 Sonoma County Commission as an independent public agency, effective July 1
- Expands Commission membership

## Transition to Independent Public Agency



### Business Functions

- Assignment of contracts to First 5 Commission
- Coordination with DHS: FY 18-19 closeout & audit
- Coordination with ACTTC re: First 5's state revenue
- Setup new accounting systems & procedures
- IT managed by SCOE

## Transition to Independent Public Agency



### Human Resources

- New org structure and compensation
- Developing HR policies & procedures
- Commission committed to rehiring all employees
- Option requires voluntarily resignation from County

## Impacted Staff



Job Class	Current FTE
Health Information Specialist II	2.0
Program Planning Analyst	1.0
Program Manager	1.0
<b>TOTAL</b>	<b>4.0</b>

## Requested Board Action: Authorization to Implement Layoff Proceedings



- DHS commitment to mitigate layoffs
- Engage employee organizations in the Meet and Confer Process
- Requirement to Provide 21 Days Notice



## First 5 and County of Sonoma ~ Ongoing Partnership



### Mandated representation on First 5 Commission

- Member of the Board of Supervisors
- Department of Health Services Director (or designee)
- Human Services Department Director (or designee)
- Additional six Commissioners appointed by the Board

## First 5 and County of Sonoma ~ Ongoing Partnership



- MHSA – Prevention & Early Intervention 0-5
- Health Action Cradle to Career & Upstream Investments
- READY school readiness assessment
- Deployment of evidence-based programs
- Leveraging resources for child abuse prevention, maternal child health

## Requested Board Actions



1. Adopt a resolution...of a proposed ordinance amending Ordinance Number 5142 (establishing the Sonoma County Children and Families First Commission) ...to establish First 5 Sonoma County Commission as an independent public agency and establish Commission membership, terms, powers, and duties.
2. Authorize the Department of Health Services, in coordination with and oversight by the Human Resources Department, to administer layoff proceedings and to mitigate layoffs to the extent possible, in accordance with Civil Service Rule 11: Layoffs.