



## Legislation Details (With Text)

**File #:** 2020-0959  
**Type:** Regular Calendar Item      **Status:** Agenda Ready  
**File created:** 9/15/2020      **In control:** Human Resources  
**On agenda:** 9/22/2020      **Final action:**  
**Title:** Department Head Personal Services Agreement Appointing a County Equity Officer  
**Sponsors:** County Administrator, Human Resources  
**Indexes:**  
**Attachments:** 1. Summary Report, 2. De La Cruz Personal Services Agreement

Date	Ver.	Action By	Action	Result
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**To:** Sonoma County Board of Supervisors  
**Department or Agency Name(s):** County Administrator, Human Resources  
**Staff Name and Phone Number:** Sheryl Bratton, 565-3578 Christina Cramer, 565-2988  
**Vote Requirement:** Majority  
**Supervisorial District(s):** Countywide

**Title:**  
Department Head Personal Services Agreement Appointing a County Equity Officer

**Recommended Action:**  
Authorize the Chair of the Board to execute a Personal Services Agreement with Alegría De La Cruz as the County Equity Officer, effective September 22, 2020 through September 22, 2023.

**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. Further, an oral summary of the salary and benefits recommended action must be presented at the meeting where the final Board action is taken. (California Government code §54953, 54956)

This item appoints Alegría De La Cruz as the first County Equity Officer for the newly established Office of Equity.

**Discussion:**  
On July 7, 2020, the Sonoma County Board of Supervisor's (Board) affirmed a new strategic priority of Racial Equity and Social Justice. At their August 18, 2020 meeting, the Board adopted resolutions affirming their commitment to equity, established the Office of Equity, the first phase of staff for the Office, and the County Equity Officer position. Shortly thereafter, Alegría De La Cruz was selected as the Interim County Equity Officer.

As County Equity Officer, Ms. De La Cruz will head the Office of Equity and report to the Board of Supervisors.

She will be responsible for the implementation of equity programs for the County of Sonoma; will plan, lead, and promote diversity, equity and inclusion strategies and activities including policy analysis and development, interdepartmental coordination, and community collaboration.

Since her interim appointment, Ms. De La Cruz has proven her commitment to the Equity Office, and has shown her skill and resourcefulness for dealing with challenging inequities within the community. Ms. De La Cruz has strong relationships with the County’s Latinx Health Work Group, and has begun enhancing government outreach. Ms. De La Cruz has spent the past several months working to combat the economic and public health inequalities that have contributed to higher rates of COVID-19 transmission among low income communities of color. Ms. De La Cruz has been with the County since 2015 and most recently served as a Chief Deputy County Counsel prior to her appointment as Interim Equity Officer.

The Personal Services Agreement with Alegría De La Cruz places her with an annual salary of \$189,468 with an effective term of September 22, 2020 through September 22, 2023, with all other benefits and compensation as prescribed in the Salary Resolution 95-0926. The Agreement provides for a salary based on a fixed amount that was negotiated in order to mitigate a pay reduction resulting from Ms. De La Cruz leaving a managing attorney position in order to accept the role of a department head and County officer.

**Prior Board Actions:**

8/18/2020 Board of Supervisors approved the creation of the Office of Equity and adopted the new job classification of County Equity Officer.

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY 20-21 Adopted</b>	<b>FY21-22 Projected</b>	<b>FY 22-23 Projected</b>
Budgeted Expenses			
Additional Appropriation Requested			
<b>Total Expenditures</b>			
<b>Funding Sources</b>			
General Fund/WA GF			
State/Federal			
Fees/Other			
Use of Fund Balance			
Contingencies			
<b>Total Sources</b>			

**Narrative Explanation of Fiscal Impacts:**

Ongoing annualized salary and benefit costs associated with this position is incorporated into the Office of Equity’s budget. This action does not increase any budget appropriations.

**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:**

A. Personal Services Agreement, County Equity Officer

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

None.