Legislation Text

File #: 2026-0672, **Version:** 1

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
Supervisorial District(s): Countywide

Title:
Health Officer Appointment

Recommended Action:
Adopt a Resolution appointing Dr. Mia Shim to the position of Health Officer for the County of Sonoma, effective July 8, 2026.

Executive Summary:
The Board of Supervisors appoints the County Health Officer in accordance with California Health and Safety Code Section 101000, and the Health Officer reports to 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 the public on matters affecting health and safety. The COVID-19 Pandemic exemplifies the importance and criticality of a well-qualified Health Officer who is knowledgeable in infectious diseases and demonstrates excellent leadership.

This item requests adoption of a resolution appointing Dr. Mia Shim to the position of Health Officer for the County of Sonoma. If approved, Dr. Mia Shim will begin employment with Sonoma County effective July 8, 2026.

Discussion:
The Board of Supervisors appoints the County Health Officer in accordance with California Health and Safety Code Section 101000, and the Health Officer reports to 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 the public on matters affecting health and safety.

A national recruitment process was conducted and administered by the Human Resources Department consistent with Civil Service requirements. Dr. Mia Shim has emerged as the top candidate as a result of the recruitment process. Dr. Mia Shim is a public health executive and internal medicine physician with more than two decades of experience advancing population health, strengthening healthcare systems, and guiding communities through public health emergencies and system transformation. She most recently served as Interim Health Officer and Chief Medical Officer for Public Health, Seattle & King County, one of the nation's largest local public health systems, serving over 2.3 million residents.

Throughout her career, Dr. Shim has led complex public health and healthcare initiatives focused on health equity, communicable disease control, emergency preparedness, behavioral health, and healthcare access for underserved communities. During the COVID-19 pandemic, she served as Health Chief for King County's pandemic response, coordinating countywide strategies in partnership with healthcare systems, government agencies, and community organizations. She led multifaceted vaccination efforts and one of the nation's first large-scale isolation and recovery center programs for individuals experiencing homelessness, providing integrated, trauma-informed medical, behavioral health, and social services. Through collaborative, equity- and science-driven leadership, King County achieved one of the highest COVID-19 vaccination rates and among the lowest death rates of large metropolitan counties in the United States.

Dr. Shim will develop medical protocols for the Department of Health Services; serve as an advisor to elected and appointed officials, members of the medical community, and the public; and play an integral role in the development of reports on the health status of the community. Dr. Shim will be responsible for ensuring medical oversight and enforcement of public health laws, regulations, and ordinances across the jurisdictions of Sonoma County. Dr. Shim will collaborate on the implementation of the Department of Health Services Strategic Plan, will work to develop and implement health policies that improve community health in Sonoma County, and will ensure that Board of Supervisors' priorities are addressed. Dr. Shim will work with community partners on local initiatives including, but not limited to, the local food system, water and environmental quality, dental health for children and adults, and the health care delivery system integration supporting the "Triple Aim" of improved care, decreased cost, and increased access.

If approved, Dr. Shim will begin employment with the County of Sonoma on July 8, 2026.

Prior Board Actions:

On October 28, 2025, the Board adopted a Resolution appointing Dr. Michael Stacey to the position of Interim Health Officer for the County of Sonoma effective November 1, 2025 and authorized 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.

On September 23, 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 for a single month term extension, increasing the original contract amount by $13,686, for a revised total not-to-exceed amount of $165,998, and extending the contract term through October 31, 2025 and adopted a Budget Resolution authorizing adjustments to the Department of Health Services Fiscal Year 2025-2026 Adopted Budget to reflect additional revenues and expenditures in the amount of $13,686, associated with costs for the Interim Health Officer during the final month of the service agreement.

On 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, increasing the original contract amount by $28,696 for a new total not-to-exceed amount of $152,312, and extending the contract term through September 30, 2025 and adopted a Budget Resolution, authorizing budgetary adjustments to the fiscal year 2025-2026 adopted budget to reflect additional revenues and expenditures in the amount of $28,696 associated with the costs of the Interim Health Officer for the final three months of the service agreement.

On 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 in an amount not-to-exceed $123,616 through July 28, 2025.

On August 1, 2023, the Board appointed Dr. Karen Smith to the position of Interim Health Officer effective August 5, 2023. The Board also authorized the Director of Health Services to execute a professional services agreement with Dr. Smith in the amount of $75,000.

FISCAL SUMMARY

Narrative Explanation of Fiscal Impacts:

There are no new fiscal impacts associated with appointing the Health Officer. The FY 2026-2027 Adopted Budget includes salary and benefit funding for the Health Officer position in the amount of $524,894.

Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

Attachment 1 - Resolution

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

None