

COUNTY OF SONOMA



BUDGET HEARINGS

FY 2016-2017

June 13-24, 2016

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR
CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

TO: Members of the Board of Supervisors
FROM: Veronica A. Ferguson, County Administrator
SUBJECT: FY 2016-17 Supplemental Budget and Budget Hearing Package

Enclosed for your consideration is the FY 2016-2017 Supplemental Budget and Budget Hearing Package. In addition to the 2nd year FY 2016-2017 Recommended Budget, which maintains core services, the County Administrator's staff has worked with departments to put forward supplemental actions in the amount of \$19.6 million financed by \$11.8 million in increased revenues and reimbursements and \$7.8 million in available fund balances. Adjustments include the addition of 35.7 positions mostly in Health Services for behavioral health services needs associated with the Crisis Stabilization Unit expansion. These supplemental budget recommendations are made through the lens of the Board's 2016 priorities as well as departmental priorities that advance the County's strategic plan. They are summarized here by strategic goal area, further outlined in this package, and supported by all of the County department and agency heads.

Budget Hearing Package

This package contains materials for the FY 2016-2017 Budget Hearings, with many providing supporting documentation for the requested Supplemental Budget recommendation. These materials include the following, listed by tab:

1. Budget Hearings Schedule

The Budget Hearings begin on Monday, June 13 at 8:30 a.m. and have been publicly noticed to continue from day-to-day not to exceed fourteen (14) calendar days but may be concluded earlier in accordance with the law. Attachment 1 contains a more detailed schedule and will be updated after Board action on Monday morning. In order to advance county residents engagement, this year's Budget Hearings schedule include an evening session dedicated for the Development Services Budget group and it is scheduled to begin at 4:30 p.m. on Wednesday, June 15, 2016.

2. Supplemental Budget Adjustments

The supplemental adjustments to the Recommended Budget increase total expenditures by \$19.6 million financed by improved revenue sources such as repayment from Dry Creek Rancheria, available Sheriff's Office Asset Forfeiture funds, AB 109 Safety Realignment, improved state and federal funding for Behavioral Health services, and revised Reinvestment & Revitalization revenues derived from the dissolution of former Redevelopment Agencies. The purpose of these adjustments is to update the Budget contained in the published Recommended Budget document to accommodate changes which

may have occurred after the document went to print. In addition, these adjustments also reflect the opportunity to make recommended investments consistent with Board priorities beyond those contained in the 2nd year revised Recommended FY 2016-2017 Budget. Should the Board adopt the recommended changes in the Supplemental Budget Adjustments, there will be a beginning balance of about \$5 million in General Fund Contingencies, for the Board's use in the Budget Hearings and, as needed, throughout the coming year.

3. County Reserves

This section provides a status of the County's General Reserve currently established at \$49 million or 11.4% of the current FY 2015-2016 General Fund Adopted Budget revenues totaling \$431 million. The attachment provides estimated contributions and recommendations necessary to achieve the Board's established 15% Reserve target by FY 2019-2020. Attachment 3 highlights Budget Adoption Resolution language authorizing the County Administrator and the Auditor-Controller-Tax Collector to transfer up to \$4 million into the General Fund reserve from year end General Fund savings in excess of the \$15.1 million required to balance the Recommended & Supplemental Changes for FY 2016-2017. Should that level of fund balance not be achieved, staff will return with recommendation to reduce contingencies.

4. Position Allocations/Over 12-months Vacancies Review

The FY 2016-2017 2nd year revised Recommended Budget includes allocation of a total of 4,147.4 full-time equivalent positions. This is comprised of 4,111.7 full-time equivalent positions in the published document and 35.7 new positions in the supplemental adjustments. The full position allocation list is included in Exhibit C of the Adopted Budget resolution. This list will be updated to reflect any Board actions in the Budget Hearings and included as Exhibit C to the resolution adopting the Budget.

One of the Board adopted Financial Policies is to eliminate positions vacant over 12 months. Total active vacancies were 54.95 full-time equivalents of which 2.05 are recommended for deletion. The remaining 52.9 vacancies have been filled, a recruitment/job class study is underway, or the position is being filled at a different capacity.

In addition, consistent with the Board's interest to maintain an appropriate span of control for managers to meet best practices and maximize the organization's effectiveness, Attachment 4 includes data confirming the County's 1:9 ratio target. Representing that on average across the county for every 1 manager there are 9 line team members.

5. New Revenues

Attachment 5 provides an update to the Mid-Year Budget Policy Workshop revenue enhancement discussion presented on March 8, 2016, intended to ensure long-term fiscal stability, and address priority initiatives for which a funding plan has not yet been identified. The enclosed report reviews new revenue opportunities in the area of Transient Occupancy Tax (TOT) and User Sales Tax, and recommends placing a TOT Measure on the November ballot for the public's consideration.

6. State Budget May Revise County Impacts

Attachment 6 provides estimates of the anticipated impacts on the County of the Governor's revised state budget and the President's federal budget. The most notable potential impacts of the Governor's budget are:

- Lack of adequate funding for Continuum of Care Reform set forth in AB 403;
- \$1.1 billion available statewide from the new Managed Care Organization tax; and
- \$3.1 billion in cap and trade revenues to fund environmental protection and natural resources programs.

Potential impacts of the proposed state and federal budgets have not been included in the Recommended Budget or supplemental adjustments. Based on the outcome of the state and federal appropriations processes, budget adjustments may be warranted and will be presented to the Board for consideration during the consolidated budget adjustments.

7. Pension Reform Update

Attachment 7 brings forward information on several items as directed in the Board's Pension Reform reports. They include information on the annual rate setting and the most recent actuary valuation report of the pension system, 10% cost containment target update, and information on what would be needed to achieve a 95% funding level in the pension system trust

8. Other Post-Employment Benefits (OPEB) Valuation Changes

As introduced during the March 2016 Budget Policy and Mid-Year Review, the Government Accounting Standards Board (GASB) has issued statements 74 and 75 which replace the valuation parameters initially established by GASB. Attachment 8 provides an overview of the valuation requirement changes and presents GASB 74/75 calculation results based on the June 2015 actuary valuation.

9. Tribal Update

Attachment 9 reviews the history and intent of the agreements with the Federated Indians of Graton Rancheria and the Dry Creek Rancheria Band of Pomo Indians, which provide funding to mitigate casino impacts, an accounting of payments to date and fund balances, and recommendations for further mitigation action with available funding.

To date, the Graton Mitigation Fund has received \$10.6 million in total revenues and expended \$7.5 million on mitigation measures including law enforcement, dispatch services, tribal relations, health services, fire and emergency services, and pass through funding to the impacted cities to address public safety. In addition to these ongoing mitigation measures, staff recommends a community engagement process to determine appropriate investments to address public safety issues and health, human services and socioeconomic impacts.

The Dry Creek Mitigation Fund has received \$25 million since 2002, \$20.8 million of which has been expended to date on mitigation measures including law enforcement, waste management, and tribal relations. For the \$4.2 million received in December 2015, staff recommends that the General Fund be reimbursed for the aforementioned mitigation measures during the time they were not covered by the Tribe, and that the remainder be used to fund a Geyserville Specific Plan and follow-up projects.

10. Advertising Budget

This section provides information and recommendations based upon Board direction from the May 3, 2016 meeting, as well as discussion on the recommended Supplemental Adjustments as reviewed by the Board's Advertising Liaison Committee on May 25, 2016. It includes 10,000 Degrees, Category E, and Sonoma County Landmarks Commission

11. Reinvestment & Revitalization Fund Use Recommendations

On March 29, 2016, the Board provided policy direction to staff regarding the use of Reinvestment and Revitalization Funds, which are monies returned to the General Fund as a result of the dissolution of redevelopment agencies. Attachment 11 summarizes the programs and projects recommended for FY 2016-2017. The Reinvestment & Revitalization (R&R) funds net of Supplemental Budget requests reflect approximately \$900,000 in the available fund balance for the Board's consideration under the R&R Uses Policy.

12. Community Corrections Partnership (CCP) – Annual Recommended Budget Materials

Attachment 12 is the annual recommended budget totaling \$13.5 million from the Community Corrections Partnership programming the 2011 Realignment funds from the state. As part of the Probation Department budget presentation, the Board of Supervisors will be asked to approve the CCP Public Safety Realignment Plan for FY 2016-2017.

13. Sheriff Office Helicopter Replacement

The 1996 helicopter is approaching 10,000 hours of flight, which marks a significant maintenance and repair threshold. This, along with Federal Aviation Administration requirements for avionic upgrades by 2020, result in the recommendation to purchase a new helicopter. Attachment 13 presents staff's analysis and recommendation to replace Sheriff's Office Helicopter unit 1996 Bell 407 single-engine with a twin engine helicopter. As part of the supplemental budget, the Board of Supervisors will be asked to appropriate \$2.9 million of asset forfeiture funds as a down payment for a new helicopter. If approved, staff will begin a Request for Proposal process for this purchase, and will return to the Board with a specific financing plan for the remaining costs.

14. Draft Resolutions Adopting the Budget at the Conclusion of the Public Hearings

Attachment 14 includes the needed resolutions for Budget adoption. These resolutions comply with state law to adopt the FY 2016-2017 Budget appropriations. Resolutions are based upon the County Administrator's Recommended Budget, Supplemental Budget Adjustments, and any further actions directed by the Board during the Budget Hearings. The first resolution references the following:

- Changes to the Recommended Budget directed by the Board during the Hearings (Exhibit A)
- Supplemental Budget Recommendations (Attachment 2)
- List of entities governed by the Board whose Budget is being adopted (Exhibit B)
- Position allocation list for FY 2015-2016 including time or projected limited positions (Exhibit C)

In addition, the first resolution authorizes Auditor-Controller-Treasurer-Tax Collector and County Administrator staff to take a number of actions needed to implement the adoption of the FY 2016-2017 Budget, complete actions to close out the current FY 2015-2016, and re-budget unused appropriations linked to multi-year encumbered contracts rolling forward into the new year.

In addition, should FY 2015-2016 year-end unrestricted General Fund balance exceed the \$15.1 million FY 2016-2017 requirement, as noted before, language authorizes staff to first, transfer up to \$4 million to reserve; second, designate up to \$8 million for Capital Projects; and third, execute advance pension payments to the Sonoma County Retirement Association with dollars remaining.

Finally, as in past years, the resolution contains findings for on-going efforts to remove access barriers under the Americans with Disabilities Act, as well as language with respect to the Sonoma County Water Agency and the Warm Springs Dam Project. The Agency levies a tax at a rate necessary to pay the indebtedness to ensure a continuation of the benefits of the Warm Springs Dam/Russian River Project.

Conclusion

Consistent with the Board of Supervisors' priorities, the Recommended Budget and associated supplemental adjustments result in a FY 2016-2017 Budget plan focusing on important strategic investments while implementing or improving direct services to the community necessary to achieve the County's vision of a beautiful, thriving, and sustainable community for all.

The Board is requested to:

- 1) Approve the FY 2016-2017 Supplemental Budget Adjustments.
- 2) Select Budgets to be moved to Consent, and approve the Budget Hearings Schedule.
- 3) Conduct the Public Hearings and direct staff to make any changes to the Recommended Budget, as the Board so desires.
- 4) Adopt the concurrent resolution adopting the FY 2016-2017 Budget appropriations, and approving position allocations for all entities governed by the Board of Supervisors/Directors/Commissioners.
- 5) Adopt the resolution adopting the FY 2016-2017 Budget for the Sonoma Valley County Sanitation District.

1

Budget Hearings Schedule

Budget Hearing Schedule 2016-2017

Monday, June 13, 2016

- 8: 30 a.m.**
- 1) County Administrator Opening Remarks
 - 2) Budget Overview Presentation.
 - 3) Straw Vote on Supplemental Budget Adjustments
 - 4) Board Selection of Budgets to be moved to Consent (no presentation), and schedule affirmation.
 - 5) Public Comment on Consent Budgets and Supplemental Budget Changes

Break

DEPARTMENTAL BUDGET PRESENTATIONS/PUBLIC COMMENT

Health & Human Services

Human Services (page 97)
Health Services (page 91)
In Home Support Services – Public Authority (page 103)
Department of Child Support Services (page 107)

Other County Services

Agricultural Preservation & Open Space District (page 153)
Agriculture/Weights Measures (page 159)
U.C. Cooperative Extension (page 163)
Fairgrounds (page 167)
Advertising (page 171)
Independent Office of Law Enforcement Review & Outreach (IOLERO) (page 175)

Clerk-Recorder-Assessor Budget Presentation (page 63)

Tuesday, June 14, 2016

- 8:30 a.m.** Board of Supervisor's Business Meeting <http://sonomacounty.ca.gov/Board-of-Supervisors/Calendar/>

Tuesday, June 14, 2016

- 1:30 p.m.** County Staff Recap

DEPARTMENTAL BUDGET PRESENTATIONS/PUBLIC COMMENT

Justice Services

Court Support and Grand Jury (page 69)
Probation Department (page 73)
Approve AB 109 Community Corrections Partnership Plan
District Attorney (page 77)
Public Defender (page 81)
Sheriff-Coroner (page 85)
Receive Sheriff's Office Helicopter Replacement Report

Wednesday, June 15, 2016 *Evening Session*****

4:30 p.m.

County Staff Recap

Accept Reinvestment & Revitalization Five Year Use Plan

DEPARTMENTAL BUDGET PRESENTATIONS/PUBLIC COMMENT

Development Services

Permit and Resource Management (page 113)

Community Development Commission (page 117)

Receive Updated Reinvestment & Revitalization Five Year Use Plan

Fire and Emergency Services (page 123)

Transportation and Public Works (page 129)

Sonoma County Water Agency (page 135)

Economic Development Department (page 141)

Regional Parks (page 145)

Thursday, June 16, 2016

8:30 a.m.

President Armiñana's Gold Resolution Presentation

County Staff Recap

Continuation of Budget Hearings as needed thereafter beginning with County Administrator Recap of Board actions to date and then continuing with individual departmental budgets as necessary.

DEPARTMENTAL BUDGET PRESENTATIONS/PUBLIC COMMENT

Administration & Fiscal Services

Board of Supervisors/County Administrator (page 29)

County Counsel (page 35)

Human Resources (page 39)

General Services (page 43)

Information Systems (page 47)

Non-Departmental (page 51)

Auditor-Controller-Treasurer-Tax Collector (page 57)

Capital Projects (page 181)

Board Final Deliberations and Adoption of Budget Resolutions

Budget Wrap-Up (unless hearing continues, as needed, to June 20-24, 2016)

2

Supplemental Budget Adjustments

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

SUPPLEMENTALS FOR BOARD CONSIDERATION

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
Administrative and Fiscal Services				
Auditor-Controller-Treasurer-Tax Collector - General Fund				
Add 1.0 FTE Assistant Auditor Controller and delete 1.0 FTE Assistant Treasurer Tax Collector classification to establish a management structure that provides for greater flexibility and strengthens the organization now and into the future.	0.00	0	0	0
Clerk-Recorder-Assessor - Other Fund				
Transfer \$20,000 in expenditures and revenues from Micrographics to Recorder Operations to cover staff time spent on assisting public with using micrographic media; and increase expenditure appropriations by \$10,000 in Property Tax Administration Program from available fund balance to cover baseline equipment needs, and \$4,000 in Assessor's Property Characteristics Data from available fund balance for monthly operational cost for the electronic delivery management system (EDMS).	0.00	33,530	20,000	13,530
Board of Supervisors / County Administrator - General Fund				
Receive a \$30,000 operating transfer from the Graton Mitigation Fund to reimburse County Administrator's Office tribal relations staff work. See tab 9 for details.	0.00	0	30,000	(30,000)
Increase expenditures to program staff succession efforts.	0.00	250,000	0	250,000
Non-Departmental - General Fund				
Increase transfers to Transportation and Public Works - District Formation by \$100,000 to continue support for Cloverdale Fire Protection Districts, and by \$100,000 to provide continued support for the Fire Services Project, including consultant services and Local Area Formation Commission costs .	0.00	200,000	0	200,000
Reimburse the General Fund with \$3,113,257 from the Dry Creek Tribal Mitigation fund to offset costs associated with the Dry Creek Tribe's River Rock Casino. See tab 9 for details.	0.00	0	3,113,257	(3,113,257)
Reduce expenditures for employee relations legal services by \$250,000. FY 16-17 is an off-cycle year for Memorandum of Understanding negotiations with employee bargaining groups; therefore, demand for legal services from outside contract counsel will be lower than the prior fiscal year.	0.00	(250,000)	0	(250,000)
Non-Departmental - Other Fund				
Transfer \$3,113,257 from the Dry Creek Mitigation Fund to the General Fund to reimburse law enforcement, tribal relations, and waste management services costs associated with the Dry Creek Tribe's River Rock Casino during FY 14-15, FY 15-16, and the first half of FY 16-17. Transfer \$30,000 from the Graton Mitigation Fund to the County Administrator's Office to fund tribal relations staff work, including contract negotiation, contract administration, and community outreach. Appropriate \$30,000 within the Graton Mitigation Fund for legal services associated with tribal relations, including contract negotiation, drafting, and administration. See tab 9 for details.	0.00	3,173,257	0	3,173,257

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
Non-Departmental - Other Fund (cont'd)				
Increase reimbursements to the Community Development Commission to augment funding for existing contracts: \$100,000 to Sonoma County Legal Aid; and \$100,000 to Social Advocates for Youth (SAY). See tab 11 for details.	0.00	200,000	0	200,000
Justice Services				
Court Support - Other Fund				
Decrease appropriations from Courthouse Construction fund balance for MADF Connection Corridor to reflect adjustments that will be made at the end of June to the FY 2015-16 budget for design contract.	0.00	(320,000)	0	(320,000)
Sheriff - General Fund				
Increase appropriations by \$135,000 for higher than anticipated permanent salary and benefit costs in Detention, which fully is offset with an increase in Prop 69 DNA Collection and Identification revenue; appropriate asset forfeiture funds of \$94,000 for a Bomb Unit canine and \$85,000 to relocate the Specialized Emergency Response Team armory; both of which are funded through asset forfeiture funds.	0.00	314,000	314,000	0
Appropriate additional General Fund net cost for a total of \$3,525,000 to offset increases in personnel costs.	0.00	3,524,920	0	3,524,920
Sheriff - Other Fund				
Appropriate asset forfeiture funds of \$94,000 for a Bomb Unit canine and \$85,000 to relocate the Specialized Emergency Response Team armory.	0.00	179,000	0	179,000
Expenditure increases to allow for the down payment of the helicopter replacement, totaling \$2,953,000. Funded by Federal Asset Forfeiture revenue increases; \$1,142,000, and \$1,811,000 in available fund balance in the State Asset Forfeiture fund. See tab 13 for details.	0.00	2,953,109	1,142,208	1,810,901
Health and Human Services				
Health Services- General Fund				
Increase appropriations by \$149,000 for Special Projects Director position supporting the Sonoma Development Center closure to be funded 65% with General Fund support; funded by Non-Departmental in the recommended budget.	0.00	149,094	0	149,094

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
Health Services- Other Fund				
Decrease expenditures by \$149,000 for the Special Projects Director which is now being supported 65% by General Fund. Results in an increase in Realignment Fund Balance by \$149,000.	0.00	(149,094)	0	(149,094)
Increase appropriations and associated revenues by \$180,000 to add a 1.00 FTE Clinical Psychologist for Behavioral Health Youth and Family Services. This position will be funded by Probation Department to expand integrated mental health services to better serve juvenile and adult offenders.	1.00	180,000	180,000	0
Make the following position changes: -Convert 1.0 Health Information Specialist II from Permanent to Time-Limited through 6/30/18 to support the implementation of the Tobacco Retail Licensing program; -Convert the following positions funded by AB109 from Time-Limited to Permanent, resulting in a net zero FTE change: 1.0 Eligibility Worker II, 1.70 Behavioral Health Clinician, 0.45 Staff Psychiatrist, 0.15 Forensic Psychiatrist, 0.10 Psychiatric Nurse, 1.0 AODS Specialist. Conversion is needed as the Public Safety Realignment funds are established in perpetuity and these positions are necessary to conduct core components of AB109. -Extend 1.0 Department Information System Specialist II to 6/30/18 to support the implementation of additional modules for its Avatar system and Sonoma Web Infrastructure for Treatment Services (SWITS) application needed for the implementation of the Drug Medi-Cal Organized Delivery System 1115 Waiver. Results in a net zero FTE change. -Add 1.0 Department Information System Specialist II allocations for Administration Unit. The position will be funded with existing resources in Environmental Health to increase efficiency and advance data system needs.	1.00	0	0	0
Human Services- Other Fund				
Convert 1.0 Employment & Training Coordinator funded by AB109 Public Safety Realignment from Time-Limited to Permanent, resulting in a net zero FTE change. Conversion is needed as the Public Safety Realignment funds are established in perpetuity and this position is necessary to conduct core components of AB109. See tab 12 for details.	0.00	0	0	0
Development Services				
Community Development Commission - Other Fund				
Program available Reinvestment and Revitalization funds to augment existing contracts: \$100,000 to Sonoma County Legal Aid to expand tenant legal assistance; and \$100,000 to Social Advocates for Youth (SAY) to support homeless youth at the SAY Dream Center. See tab 11 for details.	0.00	200,000	200,000	0
PRMD - General Fund				
Increase funding from the Advertising Program for PRMD to contract with private security firm to provide night/weekend vacation rental code enforcement in the amount of \$95,940, from Advertising contingencies. See tab 10 for details.	0.00	95,940	95,940	0

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
Economic Development Board - Other Fund				
Increase appropriations from the Advertising Program to the Economic Development Department for salary adjustment, including benefits, for the reclassification of Department Program Manager to Business Development Manager, from Advertising contingencies. See tab 10 for details.	0.00	44,384	0	44,384
Transportation and Public Works - Other Fund				
Increase revenue and expenditure appropriations in the District Formation Fund from Non-Departmental to provide continued consultant services for the Fire Service Project.	0.00	200,000	200,000	0
Other Services				
Advertising - Other Fund				
Decrease contingencies \$210,324, thereby allowing an increase in appropriations to add funds - 10,000 Degrees Program in the amount of \$50,000 and Sonoma County Landmarks Commission in the amount of \$10,000; increase base allocation for Category E Supervisorial District allocations in the total amount of \$10,000; provide \$96,000 in funding to PRMD to contract with private security firm to provide night/weekend vacation rental code enforcement; available net cost of \$44,000 will be used to cover the cost in the Economic Development Department for a salary adjustment. See tab 10 for details.	0.00	(210,324)	0	(210,324)
	0.00	165,940	0	165,940
Capital Projects				
Capital Projects - Other Funds				
Decrease appropriations for MADF Connection Corridor to reflect appropriation of Courthouse Construction Fund balance that will be made at the end of June to the FY 2015-16 budget for design contract.	0.00	(320,000)	(320,000)	0
TOTAL	2.00	10,613,756	4,975,405	5,638,351

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
SUPPLEMENTALS FOLLOWING PRIOR BOARD DIRECTION				
Administrative and Fiscal Services				
Clerk-Recorder-Assessor - General Fund				
Establish appropriations of \$100,000 for the new e-Recording fund's budget for FY 16-17 from collection of fees for the first page of document recordings that went in effect on 7/1/15 and necessary for ongoing operational costs of the electronic recording delivery system that was implemented on 3/21/16; and reduce appropriations by (\$100,000) in Recorder Operations to reflect decrease in e-Recording fees and associated operational costs that will now be reflected in newly established e-Recording fund (4/21/15 & 8/25/15).	0.00	100,000	0	100,000
		(100,000)	0	(100,000)
Clerk-Recorder-Assessor - Other Fund				
Based on established Board policy eliminate over 12 months vacancy of 1.0 Micrographic Technician II; costs were not included in the Recommended budget, so no financial change is needed. See tab 4 for details.	-1.00	0	0	0
Non Departmental - Other Fund				
Increase reimbursements to the Community Development Commission (CDC) by \$325,000 to mitigate loss of State Emergency Solutions Grant funding. The remaining \$522,000 of the overall \$847,000 requirement will be funded by the CDC's available Reinvestment and Revitalization fund balance (5/3/16, Board item #16). See tab 11 for details.	0.00	325,124	0	325,124
Increase Tobacco Deallocated fund transfers by \$251,745 to finance the full amount of Human Services Department's Youth Ecology Corp contract to be expended over three years (6/14/16, Board Item #26).	0.00	251,745	0	251,745
Increase expenditure appropriations by \$330,000 to transfer Reinvestment and Revitalization funds to Transportation and Public Works' Roads Division for installation of a traffic signal at railroad crossings for the Penngrove Pedestrian Safety Improvement project (3/29/16, Board Item #29). See tab 11 for details.	0.00	330,000	0	330,000
Justice Services				
Probation - General Fund				
Add a 1.0 FTE Administrative Aide to support Pre-Trial Services, funded by AB109 Public Safety Realignment, approved by the Community Corrections Partnership in March 2016; replace one Executive Secretary position with one Administrative Aide position to more accurately reflect the duties of the position; no cost change. See tab 12 for details.	1.00	121,557	121,557	0
Probation - Other Fund				
Increase expenditures in the AB109 Public Safety Realignment fund to fund the addition of the 1.0 Administrative Aide being added to Probation's General Fund for pre-trial services support. See tab 12 for details.	0.00	121,557	0	121,557

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
Health and Human Services				
Health Services - Other Fund				
Increase appropriations and associated revenues by \$41,000 from Tobacco License Fees to support 0.75 FTE for the Tobacco Retail Licensing program (3-29-16 Item # 30). Increase appropriations and associated revenues by \$40,000 for the Blue Green Algae program funded by Advertising in the Recommended budget.	0.00	81,300	81,300	0
As approved in Q3 Consolidated adjustments, increase 1.0 FTE Advanced Life Support Coordinator to meet mandates related to Emergency Medical Systems data, quality and electronic movement of health information. Deletion of .5 FTE Psychiatric Nurse (used as an underfill) to offset allocation. Funds are included in the Recommended budget; this adjustment increases the FTE allocation for FY16-17.	0.50	0	0	0
Increase appropriations and a combination of realignment, federal and other mental health-related revenues by \$1.6 million as approved during Q3 Consolidated adjustments to support 11.5 FTEs.	11.50	1,592,236	1,592,236	0
Increase appropriations by \$3 million to support an additional 22.75 FTE for phased expansion of Behavioral Health Crisis Stabilization Unit phased expansion; \$872,000 of the CSU costs will be financed with a near-term draw on available 2011 Realignment fund balance until revenue contracts with local hospitals are finalized (5/3/16, item # 29).	22.75	2,954,698	2,082,695	872,003
Human Services - Other Fund				
Appropriate \$251,745 in revenue to fund a three-year agreement for Sonoma County Youth Ecology Corp from Tobacco Deallocated funds in the Non-Departmental budget. Expenditure appropriations are authorized for the first year for \$83,915. The net cost associated with this adjustment will increase the fund balance in the Human Service's Department, the department will utilize this available fund balance to fund the agreement in FY17-18 and FY18-19. Board date 6/14/16, # 26.	0.00	83,915	251,745	(167,830)
Development Services				
Community Development Commission - Other Fund				
Program available Reinvestment and Revitalization funds to augment State Federal Emergency Solutions Grant (ESG) funding, \$800,000 toward grant support and \$47,000 towards administrative costs. See tab 11 for details.	0.00	847,000	325,124	521,876
Transportation & Public Works- Other Fund				
Increase revenue and expenditure appropriations by \$2,000,000 in the Roads Division from Successor Agency redevelopment funds for completion of the Highway 12 Sidewalk Improvement project expected to be completed in summer of 2016 (3/3/15); and \$330,000 from Reinvestment and Revitalization funds for installation of a traffic signal at railroad crossing for the Penngrove Pedestrian Safety Improvement project (3/29/16). See tab 11 for details.	0.00	2,330,000	2,330,000	0

ATTACHMENT B
Supplemental Adjustments to FY 2016-17

	FTE	Gross Expenditure	Revenue & Reimbursement	Net Cost
Other Services				
Agricultural Commissioner - General Fund				
Based on established Board policy eliminate over 12 months vacancy of .05 Agricultural Biologist-Standard Specialist III; costs were not included in the Recommended budget, so no financial change is needed. See tab 4 for details.	-0.05	0	0	0
UCCE - General Fund				
Based on established Board policy eliminate over 12 months vacancy of 1.0 Senior Agricultural Program Assistant. See tab 4 for details.	-1.00	(104,659)	0	(104,659)
TOTAL	33.70	8,934,473	6,784,657	2,149,816
TOTAL SUPPLEMENTAL ADJUSTMENTS	35.70	19,548,229	11,760,062	7,788,167
	General Fund	-0.05	4,300,852	3,674,754
Release of Community Local Law Enforcement Set Aside				<i>(389,000)</i>
General Fund NET Total:				237,098
	Other Funds	35.75	15,247,377	8,085,308
	All Funds	35.70	19,548,229	11,760,062

3

County Reserves

COUNTY OF SONOMA
 OFFICE OF THE COUNTY ADMINISTRATOR
 575 ADMINISTRATION DRIVE – ROOM 104A
 SANTA ROSA, CALIFORNIA 95403-2888
 TELEPHONE (707) 565-2431
 FAX (707) 565-3778



VERONICA A. FERGUSON
 COUNTY ADMINISTRATOR
 CHRISTINA RIVERA
 DEPUTY COUNTY ADMINISTRATOR
 REBECCA WACHSBERG
 DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
 From: Veronica A. Ferguson, County Administrator
 Re: Suggested Annual General Fund Reserve Contributions

Under County’s Strategic Plan *Invest in the Future* goal are the Board established “*Ensure the long-term fiscal health of the County*” as one of the Board’s 2016 Priorities, which specifically includes increasing reserves. To date, the General Fund Reserve stands at \$49,053,495 or 11% of the \$441.4 million FY 2016-2017 revised recommended General Fund budgeted revenues.

The following table presents the County’s current General Fund reserve and Staff’s recommendations to move towards the 15% target.

GENERAL FUND	FY 2015-16 <u>Adopted</u>	FY 2016-17 <u>Recomm</u>	FY 2017-18 <u>Projected</u>	FY 2018-19 <u>Projected</u>	FY 2019-20 <u>Projected</u>
REVENUES	\$431,182,225	\$442,103,000	\$457,576,605	\$466,728,137	\$474,895,879
Contribution Required		\$3,998,865	\$6,432,599	\$5,856,981	\$5,892,443
RESERVE	\$49,053,495	\$53,052,360	\$59,484,959	\$65,341,939	\$71,234,382
% of Revenues	11.4%	12.0%	13.0%	14.0%	15.0%

RECOMMENDATION:

Increase the General Fund Reserve level to 12%, or by approximately \$4 million, through the use of available fund balance. The Budget Adoption Resolution provides authority language to add to Reserves should the year-end General Fund final balance exceed the amount required to finance the FY 2016-2017 Recommended Budget.

4

Position Allocations
Over 12-months
Vacancies Review



June 13, 2016

To: Members of the Board of Supervisors

From: Veronica A. Ferguson, County Administrator

Re: Over 12-Months Vacancy Position Review and Management to Line Staff Ratio Review

The FY 2016-2017 Revised Recommended Budget includes 4,111.70 full-time equivalent position allocations and 35.70 new full-time equivalent (FTE) positions in the supplemental adjustments for a total of 4,147.40 full-time equivalent positions. The full position allocation list is included as Exhibit C (Tab 17) of the Resolution adopting the FY 2016-2017 Budget. This list will be updated to reflect any Board actions during the Budget Hearings.

12- Month Vacancy Review

One of the Board adopted Financial Policies is to eliminate positions vacant for longer than 12 months. A total of 54.95 FTEs have been vacant for more than 12 months. Of that total, 2.05 FTEs are recommended for deletion through Supplemental budget changes. The remaining 52.9 FTE vacancies represent positions for which departments anticipate recruitment, a job class study, or the position is being filled at a different level/capacity. A summary of the analysis by department is enclosed.

Management to Line Staff Ratio Review

The Board has also expressed an interest in maintaining an appropriate span of control for managers to meet best practices and maximize the organization’s effectiveness. The attached table provides statistics by department and below is a summary of the current ratios. Over the last several years, the County has maintained a ratio of approximately 90/10 – with 90% of the County’s work force being line staff and 10% being management. Both the recommended budget and supplemental adjustments maintain this approximate ratio.

	FY 2015-2016 Supplemental	FY 2016-2017 Recommended	FY 2016-2017 Supplemental
Management*	437.75	439.75	440.75
Line Staff*	3,670.95	3,671.95	3,706.65
Total FTE	4,108.70	4,111.70	4,147.40
	10.65% / 89.35%	10.70 % / 89.30%	10.63% / 89.37%

* NOTE: The adjusted line and management staff figures reflect the shifting of job classes that are management by virtue of their bargaining units, but routinely do not supervise other staff.

Enclosures: Over 12-Months Position Vacancies Review; Management to Line Staff Statistics

Over 12 months Position Vacancies Review

June 13, 2016

RECOMMENDED FOR DELETION*		
<u>Department</u>	<u>Position</u>	
Agricultural Commissioner	.05 Agricultural Biologist-Standard Specialist III	
Clerk-Recorder-Assessor	1.0 Micrographic Technician II	
UCCE	1.0 Senior Agricultural Program Assistant	
	2.05 FTEs	
* Excludes 2.0 FTE deleted in the Human Services Department FY 2016-2017 Revised Recommended Budget.		
REMAINING VACANCIES		
<u>Department</u>	<u>Position</u>	<u>Status</u>
ACTTC	1.0 Accountant II 1.0 Accounting Technician .20 Accountant-Auditor II	Position filled. Holding pending determination of continuous support for client funded support. Anticipates increase to work hours utilizing .20 vacancy.
Agricultural Preservation & Open Space District	.25 Administrative Aide 1.0 Open Space District Technician	Current employee working .75 FTE, planned 1.00 FTE recruitment upon retirement. Holding pending completion of classification and compensation study.
Board of Supervisors	.63 Board of Supervisors Aide	Current employees working .62 FTE and .75 FTE. Holding pending increased office support needs.
County Counsel	.25 Legal Assistant Confidential 1.95 Deputy County Counsel IV	Employees working partial time have employment rights to 1.0 FTE.
Child Support Services	1.0 Child Support Officer II 1.0 Child Support Officer III 1.0 Senior Legal Processor 1.0 Child Support Financial Worker II 1.0 Assistant Director Child Support Services	Planned recruitment. Planned recruitment. Planned recruitment. Planned recruitment. Planned recruitment.
Clerk-Recorder-Assessor	1.02 Appraiser III	Position was filled.
Community Development Commission	.50 Employment Housing Counselor .20 Senior Community Development Specialist	Hold pending outcome of organizational restructure study.
District Attorney	1.0 Deputy District Attorney IV	Position used for a job-share assignment.
Fairgrounds	1.0 Accounting Technician 2.0 Maintenance Worker .25 Senior Simulcast Attendant .75 Simulcast Attendant	Planned recruitment. Planned recruitment. Current employee working .75 FTE, anticipates increase to work hours utilizing .25 vacancy. Holding pending determination of Jockey Club needs.

Over 12 months Position Vacancies Review

June 13, 2016

Department	Position	Status
General Services	1.0 Department Analyst	Utilizing extra-help, planned recruitment.
Department of Health Services	1.0 Department Information Systems Specialist II .20 Department Analyst 1.0 Environmental Health Technician .10 Public Health Nurse II 1.0 Public Health Nurse II .05 Public Health Aide II .10 Senior Office Assistant .25 Senior Public Health Nurse 1.0 Animal Control Officer II 1.0 Animal Care Assistant 1.0 Animal Care Assistant .50 Nurse Practitioner-Physician's Assistant .55 Staff Nurse II .30 Staff Nurse II 1.0 Administrative Services Officer 1.18 Forensic Psychiatrist 1.0 Senior Client Support Specialist .42 Staff Psychiatrist 1.0 Health Program Manager	Filled by temporary promotion, planned recruitment. Holding pending determination of continuous support for data gathering and analysis needs. Utilizing extra-help, planned recruitment. Current employee working .90 FTE, planned 1.00 FTE recruitment upon retirement. New recruitment underway. Holding pending caseloads increase. Holding pending caseloads increase. Current employee working .75 FTE, will increase to 1.0 FTE upon Medical Therapy Program move to new permanent sites. New recruitment underway. Planned recruitment. New recruitment underway. Planned recruitment. Continuous recruitment. Position filled. Continuous recruitment. Filled by temporary promotion.
Human Resources	1.0 Senior Office Assistant-Confidential 1.0 Administrative Aide-Confidential	Reclassified to Human Resources Technician, planned recruitment. Reclassified to Risk Management Analyst I/II, planned recruitment.
Human Services	.10 Employment & Training Counselor II .10 Home Care Support Specialist .20 Account Clerk II .50 Employment & Training Counselor II	Partially filled. Freezing position for planned salary savings.

Over 12 months Position Vacancies Review

June 13, 2016

Department	Position	Status
Information Systems	1.0 Information Technology Analyst II 1.0 Systems Software Analyst 1.0 Geographic Information Technician II 1.0 Senior Business Systems Analyst 1.0 Reprographics Technician II	Currently under-filled with an Information Technology Analyst I. Recruitment underway. Planned recruitment. Planned recruitment. Position will be reclassified and moved to Records as part of the Reprographics Division closure.
Permit and Resources Management	.25 Planner III 1.0 Department Analyst 1.0 Senior Environmental Health Specialist	Employee working partial time has employment rights to 1.0 FTE. Planned recruitment. To be filled with temporary employee. Planned recruitment.
Probation	.25 Probation Assistant .13 Department Analyst 1.0 Probation Industries Crew Supervisor 1.0 Probation Officer III	Partially filled. Partially filled. Recruitment underway. Recruitment underway.
Regional Parks	1.0 Park Planner II 1.0 Planning Technician	Planned recruitment. Planned recruitment.
Transportation & Public Works	1.0 Vegetation Specialist 1.0 Maintenance Worker II 1.0 Maintenance Worker III 1.0 Right of Way Manager .22 Air Quality Specialist III	Holding pending certainty of State's gas tax revenue. Planned recruitments. Planned recruitment. Partial vacancy due to an extended reduced schedule related to maternity leave.
Water Agency	1.0 Water Agency Div Mgr – Envir Res & Public Affairs 1.0 Water Agency Programs Specialist II .25 Water Agency Senior Environmental Specialist	Filled by temporary promotion. Planned recruitment. Current employee working .75 FTE, anticipates increase to work hours utilizing .25 vacancy.
UCCE	.25 Department Program Manager	Employee working partial time has employment rights to 1.0 FTE.
	52.9 FTE	

Management to Line Staff Ratio

Department	Line 2015/2016 Supplemental with Adjustments		MGT 2015/2016 Supplemental with Adjustments		Total Alloc FTE 2015/16		Line 2016/2017 Recommended		MGT 2016/2017 Recommended		Total Alloc FTE 2016/17		Line 2016/2017 Supplemental		MGT 2016/2017 Supplemental		Total Alloc FTE 2016/17		
	Alloc FTE	% Total	Alloc FTE	% Total	Alloc FTE	Supp Adj	Alloc FTE	% Total	Alloc FTE	% Total	Alloc FTE	Recomm	Alloc FTE	% Total	Alloc FTE	% Total	Alloc FTE	% Total	Alloc FTE
Agricultural-Commissioners Office Auditor-Controller	28.30	84.98%	72.00	77.42%	21.00	93.00	28.30	84.98%	5.00	15.02%	33.30	28.25	84.96%	5.00	15.04%	33.25			
Department of Child Support Services	91.50	94.82%	5.00	5.18%	5.00	96.50	91.50	94.82%	5.00	5.18%	96.50	91.50	94.82%	5.00	5.18%	96.50			
Clerk Recorder Assessor	97.75	89.89%	11.00	10.11%	11.00	108.75	97.75	89.89%	11.00	10.11%	108.75	96.75	89.79%	11.00	10.21%	107.75			
Community Development Commission	35.00	81.40%	8.00	18.60%	8.00	43.00	35.00	81.40%	8.00	18.60%	43.00	35.00	81.40%	8.00	18.60%	43.00			
Board of Supervisors	10.00	47.62%	11.00	52.38%	11.00	21.00	10.00	47.62%	11.00	52.38%	21.00	10.00	47.62%	11.00	52.38%	21.00			
County Administrator's Office	12.55	58.24%	9.00	41.76%	9.00	21.55	12.55	58.24%	9.00	41.76%	21.55	12.55	58.24%	9.00	41.76%	21.55			
County Counsel	35.25	83.43%	7.00	16.57%	7.00	42.25	35.25	83.43%	7.00	16.57%	42.25	35.25	83.43%	7.00	16.57%	42.25			
District Attorneys Office	113.75	91.18%	11.00	8.82%	11.00	124.75	113.75	91.18%	11.00	8.82%	124.75	113.75	91.18%	11.00	8.82%	124.75			
Economic Development Board	3.75	32.61%	7.75	67.39%	7.75	11.50	3.75	32.61%	7.75	67.39%	11.50	3.75	32.61%	7.75	67.39%	11.50			
Fire and Emergency Services Department	16.75	67.68%	8.00	32.32%	8.00	24.75	16.75	67.68%	8.00	32.32%	24.75	16.75	67.68%	8.00	32.32%	24.75			
General Services Department	100.50	83.40%	20.00	16.60%	20.00	120.50	100.50	83.40%	20.00	16.60%	120.50	100.50	83.40%	20.00	16.60%	120.50			
Department of Health Services	530.70	88.35%	70.00	11.65%	70.00	600.70	530.70	88.35%	70.00	11.65%	600.70	566.45	88.86%	71.00	11.14%	637.45			
Human Resources Department	45.00	73.77%	16.00	26.23%	16.00	61.00	45.00	73.77%	16.00	26.23%	61.00	45.00	73.77%	16.00	26.23%	61.00			
Human Services Department	872.55	93.97%	56.00	6.03%	56.00	928.55	872.55	93.97%	56.00	6.03%	928.55	872.55	93.97%	56.00	6.03%	928.55			
IHSS Public Authority							0.00	0.00%	1.00	100.00%	1.00	0.00	0.00%	1.00	100.00%	1.00			
Ind Office of Law Enf Review & Outreach							1.00	50.00%	1.00	50.00%	2.00	1.00	50.00%	1.00	50.00%	2.00			
Information Systems Department	96.50	82.83%	20.00	17.17%	20.00	116.50	96.50	82.83%	20.00	17.17%	116.50	96.50	82.83%	20.00	17.17%	116.50			
Permit Resource Management Department	108.00	90.76%	11.00	9.24%	11.00	119.00	108.00	90.76%	11.00	9.24%	119.00	108.00	90.76%	11.00	9.24%	119.00			
Probation Department	270.60	93.76%	18.00	6.24%	18.00	288.60	270.60	93.76%	18.00	6.24%	288.60	271.60	93.78%	18.00	6.22%	289.60			
Public Defender's Office	46.00	92.00%	4.00	8.00%	4.00	50.00	46.00	92.00%	4.00	8.00%	50.00	46.00	92.00%	4.00	8.00%	50.00			
Regional Parks Department	79.00	89.77%	9.00	10.23%	9.00	88.00	79.00	89.77%	9.00	10.23%	88.00	79.00	89.77%	9.00	10.23%	88.00			
Sheriff	618.50	94.79%	34.00	5.21%	34.00	652.50	618.50	94.79%	34.00	5.21%	652.50	618.50	94.79%	34.00	5.21%	652.50			
So Co Ag Preserv and Open Space District	22.50	81.82%	5.00	18.18%	5.00	27.50	22.50	81.82%	5.00	18.18%	27.50	22.50	81.82%	5.00	18.18%	27.50			
Water Agency	184.75	81.48%	42.00	18.52%	42.00	226.75	184.75	81.48%	42.00	18.52%	226.75	184.75	81.48%	42.00	18.52%	226.75			
Transportation and Public Works	151.00	88.30%	20.00	11.70%	20.00	171.00	151.00	88.30%	20.00	11.70%	171.00	151.00	88.30%	20.00	11.70%	171.00			
UC Cooperative Extension	5.00	71.43%	2.00	28.57%	2.00	7.00	5.00	71.43%	2.00	28.57%	7.00	4.00	66.67%	2.00	33.33%	6.00			
Fairgrounds	23.75	77.24%	7.00	22.76%	7.00	30.75	23.75	77.24%	7.00	22.76%	30.75	23.75	77.24%	7.00	22.76%	30.75			
Total FTE	3670.95	89.35%	437.75	10.65%	437.75	4108.70	3671.95	89.30%	439.75	10.70%	4111.70	3706.65	89.37%	440.75	10.63%	4147.40			

5

New Revenues

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR
CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
From: Veronica A. Ferguson, County Administrator
Re: New Revenue Initiatives For FY 2016-2017

Within the Mid-Year Budget Update presented on March 8, 2016, your Board received staff's policy recommendations regarding the County's long-term fiscal stability. Those recommendations were supported by discussions of priority investment areas, unmet County needs and potential revenue enhancement strategies.

TRANSIENT OCCUPANCY TAX

Among the strategies discussed was an adjustment to the Transient Occupancy Tax (TOT) levied in the County's unincorporated areas and currently set at 9%. Other jurisdictions, such as Napa County and the Cities of Healdsburg, Rohnert Park and Windsor, have established TOT rates of 12%.

Sonoma County is a world-class tourism destination, greeting five million visitors each year who enjoy our natural beauty, participate in our recreational opportunities, visit our museums and attractions, and avail themselves of our outstanding hospitality and dining experiences.

Welcoming increasing numbers of guests each year requires proportionally greater investments in Sonoma County's public service infrastructure, including roads, parks, law enforcement, and fire protection services. Growth in the tourism sector, which includes 20,000 employees, also places additional demands on our communities' housing stock.

Each 1% increase in the TOT rate is estimate to yield an additional \$1.6 million in general revenue to address tourism's increasing impacts on County operations. Adjusting Sonoma County's TOT from 9% to the 12% rate comparable with that of other jurisdictions would therefore augment annual general revenues by approximately \$4.6 million.

Because the TOT is a general tax, the Board of Supervisors may allocate its proceeds for the support of any legitimate County expense, including support for workforce / affordable housing, further progress on the County's Long-Term Roads Program, and purposes set forth in the Board's Advertising and Promotions Policy. General Fund expenses for Fire Services, Parks, and the Sheriff's Department in FY 2016-2017 increased nearly \$4 million from the prior year.

LOCAL TRANSACTION AND USE (SALES) TAX

Another revenue strategy explored by staff was an increase to the Local Transaction and Use (Sales) Tax, imposed on the retail sale or use of tangible personal property. The state sales tax is 7.50%, and state

statute limits combined local sales taxes to an additional 2%, for a total sales tax of 9.5%. Increasing the 2% rate cap within a jurisdiction would require state legislative approval.

Such approval has been obtained by several jurisdictions. AB 464, introduced by Assembly Members Mullin and Gordon on February 23, 2015, proposed increasing the local sales tax cap from 2% to 3% for all jurisdictions statewide. Although AB 464 passed both houses of the Legislature with the support of the Sonoma County delegation, Governor Brown vetoed the bill on August 17, citing, "...all the taxes being discussed and proposed for the 2016 ballot." The veto message noted the Governor's previous willingness to approve tax cap increases for individual counties. Indeed, on October 7, the Governor approved SB 705, which authorized a cap increase for San Mateo County.

Assembly Bill 2119 (Stone) became effective on January 1, 2015. The legislation authorizes the Board of Supervisors to levy, increase, or extend a transactions and use tax throughout the entire county or within the unincorporated area of the county, if approved by the qualified voters of the entire county if levied on the entire county, or of the unincorporated area of the county if levied on the unincorporated area of the county. This bill would require the revenues derived from the imposition of this tax to only be used within the area for which the tax was approved by the qualified voters.

As shown in the following table, the highest current combined sales tax rate in any Sonoma County city is 9.25%, in the City of Cotati. Any countywide increase would therefore be limited to 0.25%, pursuant to state law's 9.5% limit, including the 2% local sales tax cap.

CURRENT TAX MEASURES	County	Cloverdale	Cotati	Healdsburg	Petaluma	Rohnert Park	Santa Rosa	Sebastopol	Sonoma	Windsor
State - Sales & Use Tax	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%
Cotati - Measure G			1.00%							
Rohnert Park - Measure A						0.50%				
Sonoma - Measure J									0.50%	
Santa Rosa - Measure P							0.25%			
Healdsburg - Measure V				0.50%						
Sonoma County - Measure M (SCTA)	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Sonoma County - Measure Q (SMART)	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Sonoma County - Measure F (Ag & Open Space)	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Santa Rosa - Measure O							0.25%			
Sebastopol - Measure Y								0.25%		
Sebastopol - Measure T								0.50%		
Current Sales Tax by Jurisdiction	8.25%	8.25%	9.25%	8.75%	8.25%	8.75%	8.75%	9.00%	8.75%	8.25%
Available Local Tax Growth	1.25%	1.25%	0.25%	0.75%	1.25%	0.75%	0.75%	0.50%	0.75%	1.25%

A countywide 0.25% sales tax increase would generate \$20 million in additional General Fund revenue countywide each year, of which approximately \$3.7 million would be attributed to sales tax collected in unincorporated areas of the County and \$16.3 million to sales tax collected in the County's nine cities.

However, as noted in the table above, the current combined sales tax rate in the unincorporated area of Sonoma County is 8.25%. Therefore, the margin of available local tax growth in the unincorporated areas is 1.25%. Applying a 1.00% general sales tax increase in the County's unincorporated areas would generate approximately \$15 million for County purposes each year; a 1.25% general sales tax increase would generate approximately \$18.6 million annually.

At this writing, various community groups are exploring special sales tax measures, including 0.125%, or 1/8¢, in support of County Parks; 0.125% in support of library services; and 0.25%, or 1/4¢, in support of early childhood development initiatives. Further, the question remains whether or not to again submit a ballot measure funding road improvements. Any of these measures would, on adoption, count against the 2% local tax cap discussed above.

General sales taxes, allowing the revenue to be spent on any government purpose, would require approval by a simple majority of voters casting ballots on the measure, whereas a special sales tax, which limits revenue usage to purposes stated in the enabling ordinance, would require approval by a 2/3 supermajority of voters casting ballots.

RECOMMENDATION

Staff recommends moving forward with adjusting the Transient Occupancy Tax to the 12% level consistent with other jurisdictions, supporting the County in its response to tourism's impact on services and operations.

To propose changes to the TOT, or adopt any sales tax measure at the 2016 General Election, it would be necessary for your Board to act prior to a deadline of August 12, 2016. Ordinance adoption requires two readings by your Board, following publication of a public hearing notice five days prior to the hearing / first reading.

Board of Supervisors meetings are currently scheduled for June 21, July 12, July 10, August 2 and August 9. Based on that schedule, following are the specific steps necessary to adopt an ordinance placing such a measure on the November 8, 2016 ballot:

1. Publish a public hearing notice, along with a summary of the proposed ordinance, five days prior to the public hearing (Publication date as early as June 16, but no later than July 28, 2016).
2. Conduct a public hearing to consider an ordinance imposing or amending such a tax. The ordinance, if adopted, would be placed on the ballot at the November 8, 2016, election (Meeting date as early as June 21, but no later than August 2, 2016).
3. Adopt a resolution introducing, reading the title of and waiving further reading of a proposed ordinance imposing or amending such a tax (Meeting date as early as June 21, but no later than August 2, 2016).
4. Adopt proposed ordinance imposing or amending such a tax in Sonoma County. The ordinance, if adopted, will be placed on the ballot at the November 8, 2016, election, and will become effective if it is approved by the voters. (Meeting date as early as July 12, but no later than August 9, 2016)

6

State Budget May Revise County Impacts

COUNTY OF SONOMA
 OFFICE OF THE COUNTY ADMINISTRATOR
 575 ADMINISTRATION DRIVE – ROOM 104A
 SANTA ROSA, CALIFORNIA 95403-2888
 TELEPHONE (707) 565-2431
 FAX (707) 565-3778



VERONICA A. FERGUSON
 COUNTY ADMINISTRATOR

CHRISTINA RIVERA
 DEPUTY COUNTY ADMINISTRATOR

REBECCA WACHSBERG
 DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
 From: Veronica A. Ferguson, County Administrator
 Re: County Impact Summary – State and Federal Budget

Sonoma County’s budget and service delivery is impacted each year by the state and federal budgets, which pose both opportunities and challenges to local operations. Governor Brown’s proposed State Budget was released in January and revised in May with updated revenue projections for FY 2016-2017. President Obama released his proposed FY 2016-2017 Federal Budget in February. These budgets serve as a guide to lawmakers for the adoption a final budget. The most impactful elements of both budgets are laid out below. The summary table displays positive fiscal impacts and funding opportunities in green, and budgetary reductions or challenges in orange, and is followed by a brief description of each notable impact or opportunity.

State Budget Impacts Summary			
	Program or Service	Statewide Impact	Sonoma County Impact
Health and Human Services	County Share-of-Cost for Affordable Care Act Newly Eligibles (Federal cost share reduction from 100% to 95%)	\$740.2 million general fund cost increase	Up to \$175,000 revenue decrease
	Medi-Cal Expansion for Undocumented Children	\$145 million in funding 170,000 children eligible	\$5 million increased costs for up to 750 additional children (full state and federal reimbursement unknown)
	Substance Use Disorder Residential Treatment Services	\$90.9 million in funding	\$4.25 million Serve 1,200 additional residents
	Mental Health Performance Outcomes System	\$11.9 million	Opportunity
	Continuum of Care Reform (AB 403 Group Home Reform)	\$94.9 million	Unknown budgetary impact

State Budget Impacts Summary			
	Program or Service	Statewide Impact	Sonoma County Impact
	Communicable Disease	\$1.6 million + 14 FTE	Indirect service benefit
	Managed Care Organization Tax	\$1.6 billion	Unknown budgetary impact
	Developmental Center Closure	\$146.6 million	\$24.5 million
	Medi-Cal Administration	\$169 million over baseline	\$1.7 million over \$22.5 million baseline
	CalWORKs Single Allocation	Decrease by 5.28%	Decrease by 4.6% \$1 million reduction
	CalFresh	3.3% increase	\$200,000 increase
	In-Home Supportive Services (IHSS)	Impose 3.5% inflation factor on counties	Must pay 3.5% inflation factor \$500,000 increased expenses
Justice Services	Proposition 47 Implementation	\$29.3 million	Opportunity
	Community Corrections Performance Incentives Fund	\$125.3 million	Decrease by 11% \$86,000 reduction
Environmental Protection and Natural Resources	Transformational Climate Communities Program	\$100 million	Opportunity for disadvantaged community
	Wetlands and Watersheds Restoration / CalEcoRestore	\$60 million	Opportunity for Russian River restoration
	Healthy Forests	\$150 million	Opportunity for wild land - urban interface areas
	State Parks Funding	Amount for local governments not yet available	Opportunity
	Low Carbon Road Program	\$100 million	Opportunity to expand bike trails along commuter corridors

State Budget Impacts Summary			
	Program or Service	Statewide Impact	Sonoma County Impact
Transportation Infrastructure	State Transit Assistance (STA)	Low diesel fuel cost leads to decreased STA sales tax revenue	\$300,000 reduction
	Highway Users Tax Account (HUTA)	25% decrease over two years (FY 2015-2016 & 2016-2017)	\$5.8 million reduction (FY 2015-2016 & 2016-2017)

Federal Budget Impacts Summary			
	Program or Service	National Impact	Sonoma County Impact
	Bodega Bay Dredging	N/A	\$5,032,000 (includes FY 2015-2016 work plan addition of \$747,000)
Health and Human Services	Workforce Innovation and Opportunity Act (WIOA)	\$138 million 5% increase	Opportunity
	Behavioral Health Care	\$500 million	Opportunity
	Substance Use Services	\$1 billion new funding	Opportunity
	Child Care Services	\$82 billion over 10 years	Opportunity
	Early Education	\$75 billion over 10 years	Opportunity
	Food Safety	\$1.6 billion	Opportunity
	Senior Services	3% increase	Opportunity

State Budget

On May 13, 2016, Governor Brown released the May Revision to his 2016-2017 budget proposal. At his press conference Governor Brown summed up much of his proposed budget stating, “The surging tide of revenue has begun to turn. Quoting from Aesop’s fable of the ant and the grasshopper: ‘It is best to prepare for the days of necessity.’”

Both income tax and sales tax are lower than expected and the May Revision now estimates that overall tax revenues will be \$1.9 billion lower than previously anticipated. Further, Proposition 30 taxes will be expiring and even passage of the new proposition in November is not expected to offset this loss. By the time the State Budget is enacted in June, the economy will have been expanding for seven straight

years, which is two years longer than the average economic recovery. These current and future shortages are coupled with new spending including on the Managed Care Organization (MCO) Tax, commitments to disability services, higher payments to Medi-Cal providers, reduction of the debt and the new minimum wage legislation. With Proposition 30 taxes set to expire, a period of economic recovery coming to an end, and new spending commitments, the Governor has urged fiscal restraint.

The May Revision highlights include:

- \$122 billion in general fund expenditures.
- Rainy day fund contributions for 2016-2017 will increase 81.4% over the 2015-2016 contribution, though reduced from the January proposed budget.
- Unemployment reached 5.4% in March and job growth is now slowing.
- Personal incomes will increase slightly faster than the 5% a year for the next two years as estimated in the January proposed budget.
- Inflation will remain at 2% or less.
- State general fund revenue growth is estimated to be 4.8% year-over-year through 2019-2020.
- Sales and use tax revenue will decrease by \$218 million in 2015-2016 and \$215 million in 2016-2017.
- Property tax revenues will increase 5.9% in 2015-2016 and 6.2% in 2016-2017, slightly higher than the January estimates.

The **Health and Human Services** proposed budget is \$136 billion, consisting of \$33.7 billion of state general funds, \$18.8 billion of special funds, and the remainder in federal matching funds.

- **County Share-of-Cost for ACA Newly Eligibles.** Under the Affordable Care Act (ACA), the federal government currently pays 100% of the cost of the newly eligibles. Beginning in 2017, the federal government's share of cost will reduce from 100% to 95%, increasing state general fund costs by \$740.2 million. Those newly eligibles for which the County Department of Health Services currently receives 100% reimbursement will reduce to 95% in January 2017. The Health Department anticipates this will result in a slight reduction to the amount of Federal Financial Participation (FFP) draw down (by about \$125k to \$175k) relative to the amount received in FY 2015-2016.
- **Expansion for Undocumented Children.** The Governor's budget includes funding of \$145 million for the expansion of full-scope Medi-Cal coverage to an estimated 170,000 undocumented children in the state beginning on May 1, 2016. The May Revision added \$45 million, bringing the total to nearly \$190 million to serve an additional 15,000 children. It is estimated that Sonoma County is home to 8.8% of the undocumented population in the State of California and the number of undocumented children in the County requiring access to specialty mental health services is estimated at 750. The Behavioral Health Division estimates it will cost approximately \$5 million to serve these additional patients, which would consist of \$1.75 million in local match and \$3.25 million in federal match. The Division anticipates increased reimbursement from 2011 Behavioral Health Realignment Early and Periodic Screening, Diagnostic, and Treatment (EPSDT) to cover the local match. If the federal government agrees to provide sufficient matching funds, the Division's additional costs could be fully offset. However, it is still unclear whether both the state and federal governments will fully reimburse the County Health Department which is required to pay the upfront cost of these services.

- **Substance Use Disorder Residential Treatment Services.** The budget proposes \$90.9 million in funding for expanded substance use disorder (SUD) residential treatment services under the new Drug Medi-Cal Organized Delivery System waiver. When the January proposed budget was released, the County's Behavioral Health Division estimated that the waiver program would generate approximately \$650k in new state general fund funding and \$3.6 million in new FFP funding to be used to enhance and expand the County's SUD services system of care. As reflected in the May Revise, this impact will be postponed as there are delays in rate setting at the federal level. Services are now expected to begin around January 1, 2017. The Division will leverage its existing level of local match which will allow it to provide SUD services to approximately 1,200 more local residents.
- **Mental Health Performance Outcomes System.** Funding of \$11.9 million is proposed to implement a Performance Outcomes System to track outcomes of Medi-Cal Specialty Mental Health Services for children and youth. The budget includes funding for counties to assist in collecting data and training staff to improve reporting on participant outcomes. The County Health Department will continue to track this funding opportunity.
- **Continuum of Care Reform (AB 403 Group Home Reform).** The budget includes \$94.9 million in funding to implement the Continuum of Care Reform (CCR) set forth in AB 403. AB 403 reclassifies juvenile treatment facilities and transitions from the use of group homes for children in foster care and probation to the use of short term residential treatment centers. The Governor's budget included minor proposals for some small programs but flat funding for foster parent recruitment and retention and no funding increase for the components of the CCR effort and AB 403. The May Revise includes updated costs to implement several components of CCR and AB 403, including an increase for program administration and foster care grants to support the new rate structure. Still the funding to the County Human Services Department and the Department of Health Services is woefully inadequate to address increased costs. The Departments, through participation with various county associations, will continue to work with the state to ensure it receives sufficient funding for services required under AB 403.
- **Communicable Disease.** The proposed budget provides an additional \$1.6 million of general fund revenues and 14 positions in the California Department of Public Health to enhance state lab capacity for increased disease surveillance and testing for communicable disease. While this will not result in additional revenue to the Sonoma County Health Department, it will increase the state's disease surveillance capacity and turnaround times for state conducted testing which will increase the efficacy and efficiency of the County Department.
- **Managed Care Organization (MCO) Tax.** In 2013, SB 78 authorized a tax on the operating revenue of Medi-Cal managed care plans known as the MCO tax. The federal government determined the tax was impermissible under federal Medicaid regulations. A new MCO tax (SBX2 2 and ABX2 1) that complies with federal rules passed in February providing an additional \$1.1 billion in funds generated through taxes on all managed care plans, down slightly from the Governor's January budget of \$1.3 billion. Included in the MCO tax reform package is \$287 million for various developmental services programs including rate adjustments for community-based providers serving individuals with developmental disabilities. In addition, the May Revision included language to (1) extend special managed care provisions to Medi-Cal eligible individuals that are transitioning from developmental centers into the community; (2) provide an exemption to allow developmental center employees working at facilities slated for closure to go through the process of becoming community-based service providers; and (3) provide retention incentives for developmental center staff during the closure process to maintain

services during the transition. Ultimately, it will be up to Department of Developmental Services (DDS) to determine how much Sonoma County will receive.

- **Developmental Center Closure.** The proposed budget includes \$146.6 million in funding to assist in the development of community resources for placement of current developmental center residents, including \$24.5 million of state general fund for the development of resources within Sonoma County. This funding is in addition to the potential MCO tax revenues that could assist with providing services at the Center site.
- **Realignment Revenues.** In support of 1991 Realignment, the January proposed budget estimated a 4.4% increase in FY 2015-2016 and a 5.3% increase in FY 2016-2017 in sales tax revenues. In addition, Vehicle License Fees (VLF) revenues for 1991 Realignment were estimated to increase by 3% in FY 2015-2016 and 3.4% in FY 2016-2017. The May Revision stated that the sales tax portion will slow compared to the January budget, while the VLF revenues are expected to be stronger. In support of 2011 Realignment, the January proposed budget and May Revision project a 5.1% increase in FY 2015-2016 and 5.2% in FY 2016-2017 in 2011 Realignment revenue for Health and Human Service programs. The Department of Health Services anticipates up to \$700,000 in additional funding in FY 2016-2017, though it has not been budgeted as the timing of the revenue is still unknown.
- **Medi-Cal Administration.** The January proposed budget and May revision include a \$169 million augmentation in FY 2016-2017, which is expected to continue in FY 2017-2018. For the upcoming fiscal year Sonoma County Human Services Department (HSD) is expecting a \$1.7 million augmentation over baseline funding levels. Recently, the state notified counties that they would not be able to claim federal matching funds on prior year Medi-Cal over-expenditures. This could result in a loss of \$1.3 million in revenue projected for HSD in FY 2016-2017.
- **CalWORKs.** With the decline in the CalWORKs caseload, the CalWORKs Single Allocation in the January proposed budget was expected to decrease statewide by 5.28%, which included a decrease in Employment Services of 5.2%, a decrease of 4.16% in Stage 1 child care, and a 24% decrease in Cal-Learn. Subsidized Employment, Housing Support and Family Stabilization were expected to maintain level funding. The May Revision expects slightly lower CalWORKs administration and Employment Services revenues, while funding for Family Stabilization and Cal-Learn are now expected to increase slightly. The May Revision also includes a 1.4% increase to CalWORKs assistance grants effective October 1, 2016. Sonoma County HSD is expecting a net decrease of 4.6% in total CalWORKs funding, which comes to an estimated \$1 million reduction. The decrease would likely be mitigated by a FY 2016-2017 mid-year allocation.
- **CalFresh.** The CalFresh caseload continues its steady increase. The Governor's budget included a 3.3% increase in the CalFresh administrative funding allocation. Although there is still an increase projected from prior year funding, the May Revision shows slightly lower revenues than the January budget, despite a steadily increasing CalFresh caseload. HSD anticipates an increase of more than \$200,000, plus a possible additional mid-year allocation.
- **In-Home Supportive Services (IHSS).** The Governor's proposed budget continues the restoration of a 7% reduction in service hours for IHSS beneficiaries. The budget assumes counties will pay a 3.5% inflation factor required under statute. HSD expenditures are expected to increase approximately \$500,000 due to 3.5% inflation rate. The May Revision has no impact on Sonoma County's Maintenance of Effort (MOE).

Overall, **Justice Services** will not experience a significant impact from the Governor's proposed budget and many funding proposals for which Sonoma County is eligible are consistent with past years, for example, AB 109 funding for Public Safety Realignment and SB 678 funding for probation's evidence-based prevention and intervention efforts.

- **Proposition 47 Implementation.** Proposition 47, approved by the voters in November 2014, reduced certain property and drug crimes from felonies to misdemeanors, shifting responsibility for the offenders from the state to counties. The state's resulting cost savings are deposited into a new special fund, the Safe Neighborhoods and Schools Funds (SNSF), to be spent on mental health and substance use services, truancy and dropout prevention, and victim services. The Department of Finance estimates net savings of \$39.4 million to be deposited into SNSF and made available for grants, which is an increase of \$10.2 million compared to the estimate in the Governor's budget. The County will pursue grant opportunities once funds are made available.
- **Community Corrections Performance Incentives Fund (CCPIF).** SB 678, passed in 2009, authorized the state to allocate money each year from the State Corrections Performance Incentives Fund to CCPIFs in each county to reduce recidivism through evidence-based programs. The May Revision shows funding for Sonoma County is projected to be reduced 11%, or \$86k, from FY 2015-2016 estimates. Although the revised formula reduces Sonoma County's allocation, the methodology for determining the allocation was developed to stabilize the funding over the long term.

The Governor's budget, consistent in the May Revision, proposes to appropriate \$3.1 billion in cap and trade revenues, which will be used to fund a wide variety of opportunities for greenhouse gas (GHG) reduction, including the following proposals to fund **environmental protection and natural resources** programs that present important funding opportunities for Sonoma County. The May Revision also added \$1 million in General Fund to support local agencies with facilitation services for implementation of the Sustainable Groundwater Management Act.

- **Transformational Climate Communities Program.** The budget dedicates \$100 million to disadvantaged communities for energy, transportation, water, waste reduction, and other GHG reducing projects. Sonoma County Regional Parks will look to work with local communities to pursue grant opportunities related to climate change and its impacts as well as effects on disadvantaged communities.
- **Wetlands and Watershed Restoration/CalEcoRestore.** Wetlands and watershed restoration projects would receive \$60 million under the proposed budget. In Sonoma County there is an opportunity for this funding to assist with needed work along the Russian River that the County has already begun. Regional Parks, the Agricultural Preservation and Open Space District, and the Water Agency are in collaboration on a \$16 million project to create a partnership to restore the Russian River and connect communities to the river. There is also work being done for storm water retention in Sonoma Valley and Laguna Mark West, and the restoration of vernal pools in Sonoma Valley Regional Park including the Curreri addition. The Natural Resources Division will pursue grant and other funding opportunities related to this vital ecosystem. In addition, Regional Parks and the Pepperwood Preserve have begun a collaborative effort to track specific climate change impacts on the combined Pepperwood, Mark West, and Porter Creek watersheds.
- **Healthy Forests.** The Governor's budget dedicates \$150 million to be administered by CAL Fire for wild land-urban interface areas. Sonoma County Regional Park's Natural Resources Division

will pursue grant and other funding opportunities related to healthy forests in several Regional Park properties that are key to the wild land-urban interface including Shiloh, Hood, North Sonoma Mountain, Foothill, and Helen Putnam Regional Parks.

- **Increased Funding to State Parks.** The Governor's budget continues to strengthen the state parks system through a variety of funding sources. Regional Parks has a demonstrated track record of applying and receiving grant funds provided and administered by State Parks for enhancements and improvements to park lands (e.g. Taylor Mountain). The County will continue to monitor and compete for funding opportunities. If the County assumes management of Bodega Head, a part of Sonoma Coast State Park, there will be funding opportunities for restoration and innovative co-management.
- **Department of Transportation/Caltrans-Increased Funding for Low Carbon Road Program.** The proposed budget contains \$100 million of cap and trade revenues for the Low Carbon Road Program. Regional Parks has demonstrated a track record of applying and receiving grant funds for alternative transportation options including bike trails along commuter corridors (e.g. Sonoma Valley Trail Feasibility Study) and will continue to pursue these opportunities.

The Governor's proposed budget and the May Revision continue to emphasize the need to find a solution to the state's *transportation infrastructure* and to invest \$36 billion in transportation over the next decade. Still, decreased funding sources will present a challenge to Sonoma County as evidenced below.

- **Highway Users Tax Account (HUTA).** HUTA, the primary source of funding for local road maintenance, continues to decrease as increases in fuel consumption only partially offset the dropping price of gasoline. The current estimates reflect a \$7.8 million reduction in New HUTA 2103 revenue to Sonoma County over a two year period, a 67% decrease from average funding levels from 2010-2015. With increases in other sections of HUTA, the resulting impact is an estimated \$5.8 million reduction for Sonoma County over FY 2015-2016 and FY 2016-2017.
- **State Transit Assistance (STA).** There is an anticipated reduction in State Transit Assistance (STA) funds due to decreased sales tax revenue from the low cost of diesel fuel. The preliminary FY 2016-2017 revenue estimate is \$300,000 below the FY 2015-2016 anticipated funding levels. Sonoma County Transit has available Transportation Development Act reserve funds that will be used to make up this anticipated reduction for FY 2016-17. Continued reduction of STA funds beyond FY 2017-2018, may necessitate service reductions in FY 2018-2019.

Federal Budget

President Obama released his proposed budget for FY 2016-2017 on February 9, 2016. The President's budget proposes funding numerous programmatic areas in *Health and Human Services* that could impact Sonoma County. For many of these opportunities, the specific fiscal and programmatic impacts to the County will be determined as the appropriations process progresses, which is likely to significantly affect the final program spending allocations. It is anticipated that many programs may be funded in FY 2016-2017 under a Continuing Resolution that will continue their funding at FY 2015-2016 levels. The County will continue to monitor the appropriations process and seek funding opportunities as they become available, particularly in the program areas below.

- **Workforce Innovation and Opportunity Act (WIOA).** The federal budget helps to realize the goals of WIOA by funding the core Department of Labor (DOL) WIOA formula grants at their full authorized level of \$138 million, a 5% increase over the 2016 enacted level.

- **Behavioral Health.** The federal budget includes \$500 million in new mandatory funding to help engage individuals with serious mental illness in care, improve access to care by increasing service capacity and the behavioral health workforce, and ensure that behavioral health care systems work for everyone.
- **Substance Use.** \$1 billion in new mandatory funding will be made available over two years to expand access to treatment for prescription drug abuse and heroin use, and includes funding to continue and increase current efforts to expand state-level prescription drug overdose prevention strategies, increase the availability of medication-assisted treatment programs, improve access to the overdose-reversal drug naloxone, and support targeted enforcement activities.
- **Emergency Preparedness.** The proposed budget expands funding to \$915 million for emergency preparedness related to natural and man-made threats, disasters, outbreaks, and epidemics.
- **Child Care.** To increase the number of child receiving child care, improve the child care workforce, and implement new health and safety requirements, the budget proposes \$82 billion in funding over 10 years.
- **Early Education.** The proposed budget provides funding for the Preschool for All Initiative (PAI) in the amount of \$75 billion over 10 years, for Preschool Development Grants (PDG) in the amount of \$350 million, and \$80 million for other early education programs.
- **Food Safety.** The President's budget would provide \$1.6 billion in funding for programs related to enhancing the nation's food safety program including funding for the Food and Drug Administration and the Centers for Disease Control (CDC), for implementation of the Food Safety Modernization Act, and for CDC activities related to monitoring, surveillance, data analysis, and dissemination of guidance and training of state health departments.
- **Senior Services.** The President's budget assumes an increase from 2016 final levels under the Elder Justice Act and a 3% increase in Older Americans Act funding.

Bodega Bay Dredging. In the Department of Defense-US Army Corp of Engineers Civil Works Budget for FY 2016-2017, \$4.285 million is proposed largely to conduct maintenance dredging of the entry channel. Additionally, \$747,000 is provided in the FY 2015-2016 work plan the Corps submitted to Congress in February to complete all pre-dredging activities. Dredging the harbor at Bodega Bay is crucial to the County and impacts the economy, access and protection of natural resources, as well as public safety. Bodega Bay generates tens of millions of dollars from tourism as well as a commercial fishing fleet, provides access to incredible natural resources like the Cordell Bank & Greater Farallones National Marine Sanctuary, and addresses public safety as it serves as a base of operations for the US Coast Guard. These funds will allow for completion of a major portion of the necessary work to maintain the harbor, although an additional amount, estimated to be \$2.5 million, will need to be secured in the FY 2016-2017 work plan or FY 2017-2018 budget to complete dredging of the remainder of the Harbor.

7

Pension Reform Update

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR

CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
From: Veronica A. Ferguson, County Administrator
Re: Pension Reform Reporting

This report covers several elements called for in the Board's Pension Reform efforts: 1) a detailed presentation on the status of the retirement system as a part of the annual contribution rate setting process; 2) updated cost containment projections and funded ratio calculations; and 3) FY 2015-16 pension reform accomplishments.

Contribution Rates

The first element of this report is the annual rate setting process for employer and employee contribution rates to the retirement system. Attached is the report that will be included in the June 14, 2016 regular Board meeting agenda. It covers the employer and employee contribution rates that have been approved by the Board of Retirement for the fiscal year beginning July 1, 2016. While these rates have been approved by the Board of Retirement, they are also presented to the Board of Supervisors each year for approval as well. If the Board of Supervisors does not approve the rates, they become effective after 90 days as a matter of law. In the event that the Board of Supervisors had questions or concerns about the rates, they could request that the Board of Retirement consider the questions or concerns and determine if any changes to the approved rates should be made.

The rates are based upon an actuarial valuation of the Sonoma County Employees' Retirement Association (SCERA) retirement fund that is performed each year. This valuation provides a calculation of the total liability of the system and the funding necessary to pay for that liability over time in accordance with applicable law and policy determinations on a number of factors and assumptions by the Board of Retirement. The valuation calculations are also performed in accordance with actuarial and accounting standards. The result is used to generate the contribution rates for the employee and the employer to be collected as a percentage of employee payroll.

The rates for FY 2016-17 are based on the December 31, 2014 actuarial valuation. The current FY 2015-16 employer contribution rates, based on the 2013 valuation, range between 13.71% - 26.42% of payroll for the different benefit plans (Legacy Plan A General/Safety and PEPRA Plan B General/Safety). For FY 2016-17, the employer contribution rates dropped across the board between .64% - 1.47%, resulting in a new range of 12.79% - 24.95%. The current FY 2015-16 employee contribution rates range between 7.39% - 11.08% of payroll for the different benefit plans. For FY 2016-17, employee contribution rates were essentially unchanged, with the exception of a .90% increase for PEPRA Plan B Safety employees. The new employee contribution rates for FY 2016-17 range between 7.37% - 11.98% of payroll. Additional information and detailed rate tables can be found in the attached June 14, 2016 Board report.

Sonoma County Employees' Retirement Association Retirement (SCERA) 2015 Actuarial Valuation

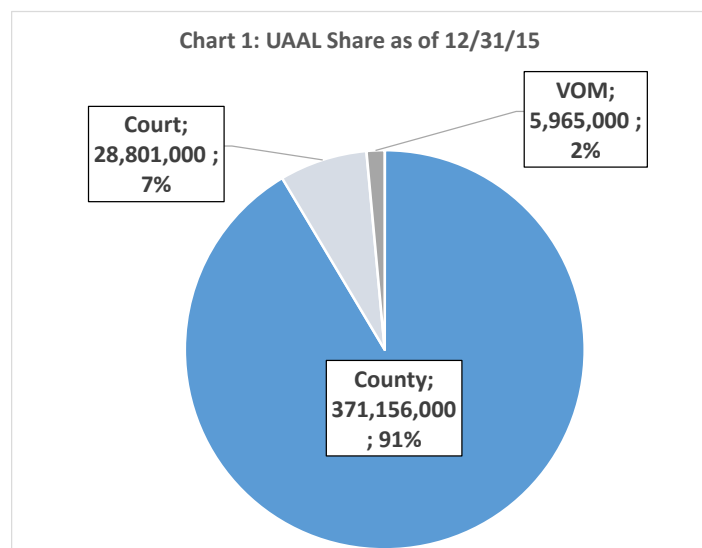
In an effort to increase general public understanding of the retirement system, SCERA and its actuary, Segal Consulting, will present highlights from the system's most recent December 31, 2015 actuarial valuation at the June 14, 2016 Board of Supervisors meeting. Since the results of the most recent valuation form the basis of the contribution rates for the fiscal year beginning 18 months following the date of the valuation, the 2015 valuation will provide some insight on contribution rates for FY 2017-18. The system's actuary will also provide more information about how they calculate the contribution rates. Segal Consulting presented its 2015 Actuarial Valuation and Review report to the SCERA Retirement Board on May 05, 2016. The primary purpose of the valuation report is to determine whether SCERA's assets, in conjunction with employer and member contributions, will be sufficient to provide prescribed benefits to members of the retirement system. The goal of the valuation is to establish contributions that fully fund the retirement system's liabilities. Segal analyzes several variables in its valuation: benefit formulas and provisions; demographic characteristics of active members, inactive vested members, retired members, and other beneficiaries; assets of the plan; economic assumptions regarding future salary increases and investment earnings; and other actuarial factors, such as employee terminations and retirements.

The December 31, 2015 actuarial valuation reflects changes in economic and demographic assumptions compared to the prior year's report. The changes, along with plan experience, result in a net increase to the retirement fund's Unfunded Actuarial Accrued Liability (UAAL). The total UAAL of the retirement system—which includes County agencies, the Superior Court, and Valley of the Moon—increased from \$343.0 million by \$62.9 million to \$405.9 million, on an actuarial Valuation Value of Assets (VVA) basis. The UAAL increase was primarily caused by: lowering of the discount rate from 7.50% to 7.25%; reducing the assumed inflation rate for payroll from 3.25% to 3.00%; and demographic changes to the plan's participant population. The increased UAAL will impact all three employers participating in the plan in the form of higher contribution rates. Based on the 2015 actuarial valuation, the aggregate employer contribution rates are expected to increase by 2.29% of payroll. For the County, this rate increase is expected to impact the future FY 2017-2018 budget, due to the 18-month time lag. Compared to the 2014 valuation, the average contribution rates for employees participating in the plan will remain essentially unchanged.

County Share of UAAL

Each of SCERA's three employer entities—County, Superior Court, and Valley of the Moon—are responsible for covering their respective proportionate share of the retirement fund's overall unfunded liability. Per the UAAL Amortization Schedule (Appendix E) in Segal's 12/31/2015 valuation, the County is responsible for \$371.2 million, or 91.4%, of the overall UAAL of \$405.9 million.

To comply with GASB 67, SCERA's actuary calculates the system's Net Pension Liability (NPL) as the difference between its Total Pension Liability and its Fiduciary



Net Position. The NPL closely approximates the UAAL calculated on a Market Value of Assets (MVA) basis, as opposed to the aforementioned VVA basis. SCERA’s overall Net Pension Liability (NPL) as of December 31, 2014 was reported as \$216.8 million in the actuarial report. As cited in Sonoma County’s 2014-2015 Comprehensive Annual Financial Report (CAFR), the County’s proportionate share of the total \$216.8 million NPL was equal to \$191.1 million (including the Sonoma County Water Agency and Community Development Commission). Based upon the latest 2015 actuarial valuation, the NPL of the retirement system has grown to \$412.9 million. The official calculation to determine the County’s proportionate share of the December 31, 2015 NPL has not been completed as of the date of this report; however, it is reasonable to assume it will increase compared to the prior year.

Pension Obligation Bonds

In addition to SCERA’s reported UAAL, the County also pays for unfunded pension liabilities via its debt service on several Pension Obligation Bonds, which were issued to refinance UAAL obligations to SCERA. The bonds were issued by the County on three separate occasions when the interest rate difference between SCERA and the bond market afforded an opportunity for significant savings over the 20-year payment period used both by the system and the bond market. Table 1 below summarizes the County’s Pension Obligation Bond issuances:

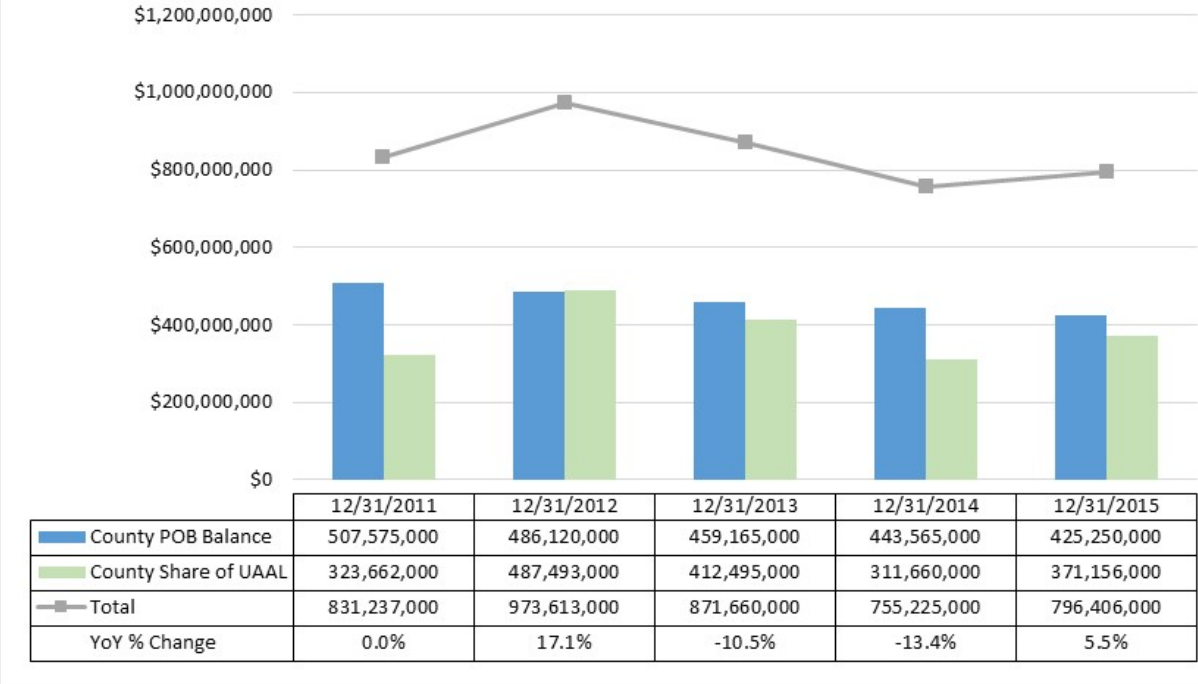
Debt Issuance	Bond Information			Total Debt Issuance			Outstanding Principal Balance as of 12/31/15
	True Interest Cost	Term (Years)	Final Maturity	Principal	Interest	Total	
1993 POB	6.72%	20	2013	97,400,000	96,115,491	193,515,491	-
Series 2003A	4.80%	20	2023	210,200,000	135,937,276	346,137,276	129,150,000
Series 2003B	5.18%	20	2023	21,000,000	20,876,800	41,876,800	21,000,000
Series 2010A	5.90%	20	2030	289,335,000	242,871,900	532,206,900	275,100,000
Grand Total				617,935,000	495,801,468	1,113,736,468	425,250,000

Unfunded Pension-related Liability

When the County’s share of retirement system UAAL as of 12/31/2015, \$371,156,000, is added to the outstanding POB balance of \$425,250,000, the County’s total unfunded pension liability equals \$796,406,000. Chart 2 on the next page presents a 5-year history of the County’s total unfunded pension-related liability, including the year-over-year percentage changes.

Based upon the County’s established debt payment schedules, the POB component of unfunded pension-related liability will decrease by an average of \$30.4 million each year over the next decade. The County’s share of SCERA’s UAAL may be subject to more volatility in the future, because it will continue to be impacted (positively and negatively) by actual investment returns and actuarial experience.

Chart 2: County's Unfunded Pension Liability (UAAL + POB)



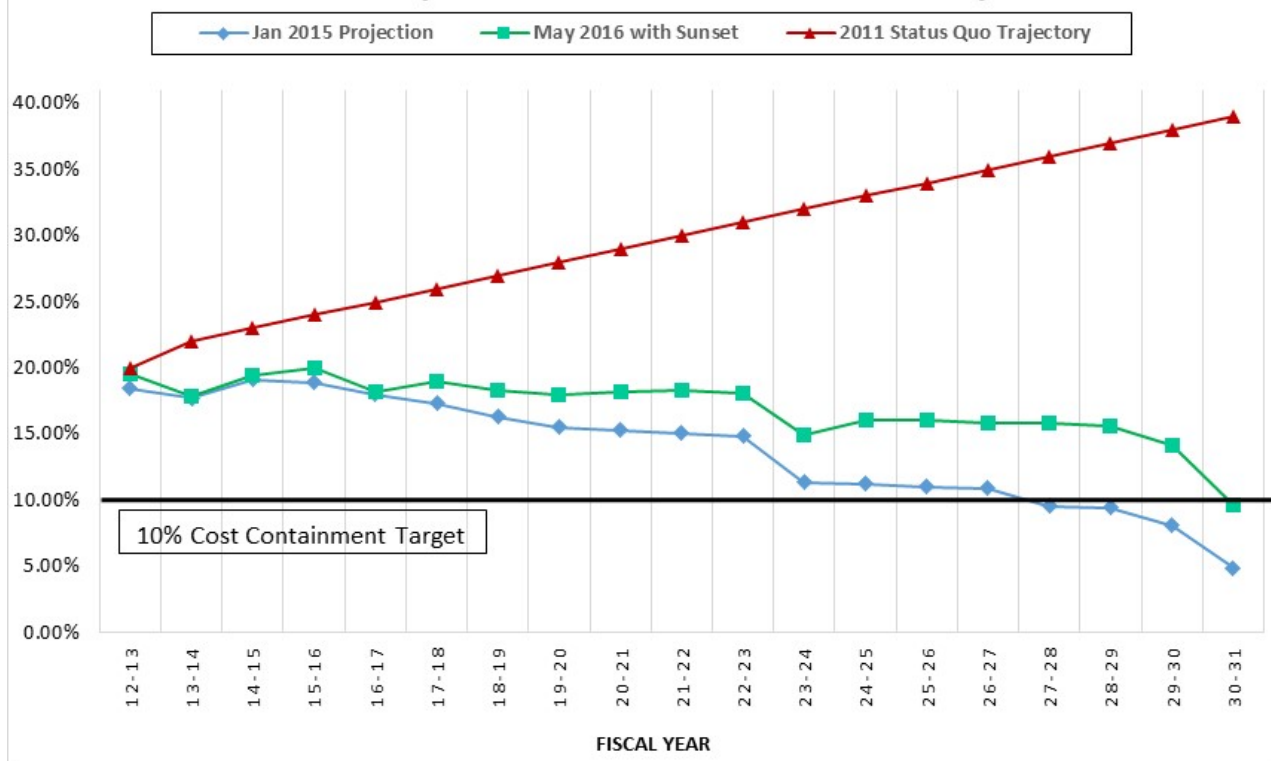
Pension Reform Cost Containment Update

To address the adverse course that Sonoma County pension costs had been on throughout the prior decade, in 2011, the Board of Supervisors approved work toward three main goals: Contain Costs, Maintain Market Competitiveness and Workforce Stability, and Increase Accountability and Transparency. The Cost Containment goal entailed setting a target for reducing pension-related costs to 10% of total salary and benefit expenditures within 10 years. The fiscal year beginning July 2023 (FY 2023-2024) was initially assumed to be the target year for meeting the 10% goal.

On January 27, 2015, County Administrator staff presented an updated pension cost projection to the Board, based upon the latest actuarial information (from December 31, 2013) available at that point in time. The updated January 2015 projection chart showed an updated trend line forecasting the ratio of pension costs, which included retirement contributions and POB debt service, as a percent of total salaries and benefits. The forecast indicated that the County was on track to attain a ratio of 11.4% by FY 2023-2024, shy of the 10% target.

For this latest June 2016 update to the Board, the 10% target projection chart has been updated using the latest information from SCERA's December 31, 2015 actuarial valuation, as well as rate forecasts from Segal Consulting's Illustration of Employer Contribution Rates, UAAL and Funding Percentages - Addendum, dated May 04, 2016. Segal's letter is provided as an attachment to this report. The updated forecast is captured in Chart 3 below:

**CHART 3: PROJECTED PENSION COSTS
(% OF TOTAL COMPENSATION)**



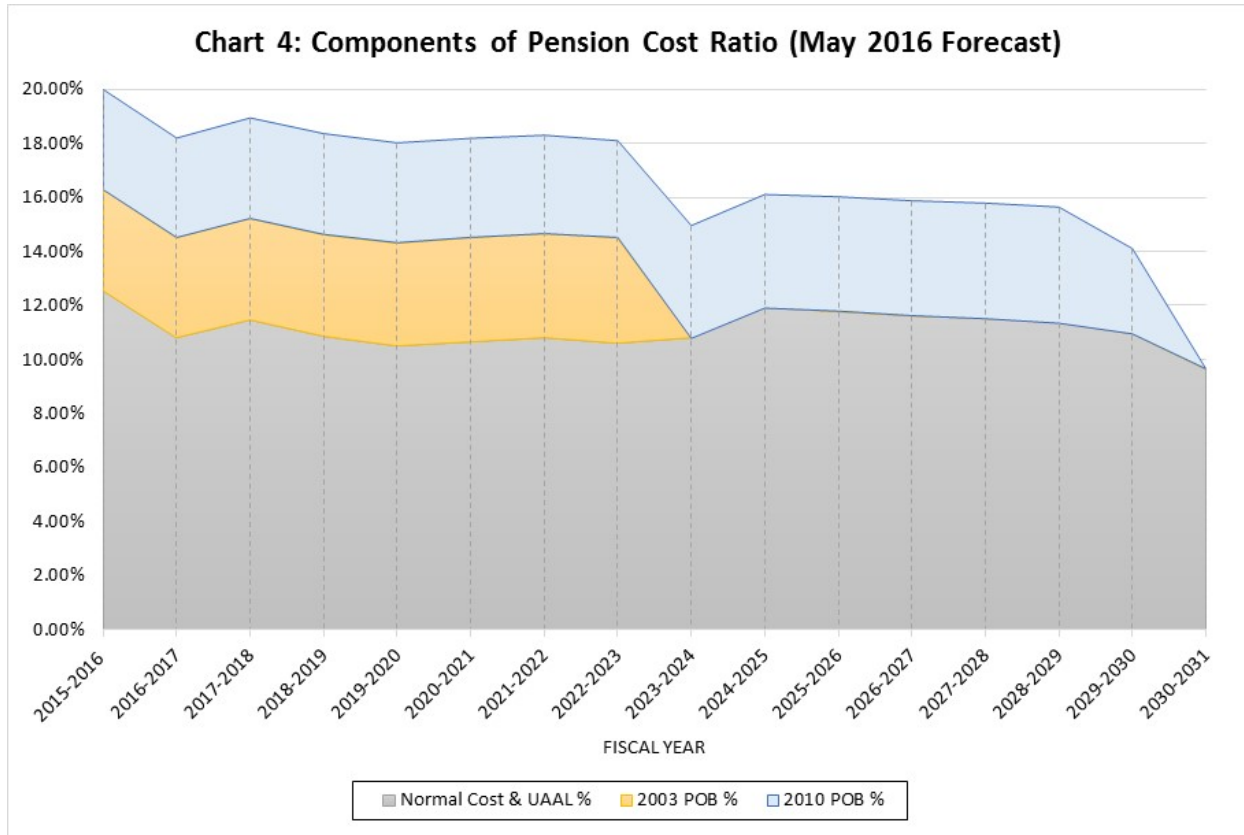
The main takeaway from this updated projection is that the 10% target is not expected to be achieved until FY 2030-2031. Compared to the January 2015 report, there are several primary causes for the 10% target being pushed out to FY 2030-2031:

- The actual investment rate of return in 2015 was 1.4%, lower than the 7.50% discount rate.
- The assumed discount rate for all years after 2015 has been lowered from 7.50% to 7.25%.
- The original projection reflected continuation of employees’ 3.03% (General) and 3.00% (Safety) contributions towards the UAAL beyond FY 2023-2024. The May 2016 update assumes these contributions would sunset in FY 2023-2024 per the most recent Memorandums of Understanding negotiated with bargaining units. This assumption could change in the future depending upon the outcome of future labor negotiations.

Although attainment of the 10% cost containment goal is anticipated to occur later than initially estimated, it is important to note that the County is still on a more sustainable path than the pre-PEPRA cost growth trajectory, represented by the “2011 Status Quo Trajectory” line in Chart 3.

This latest projection is intended to serve as an illustration, not a prediction, of what might occur if all current actuarial economic and non-economic assumptions from the 2015 valuation are realized over time. This projection does not reflect potential future changes to the assumed discount rate, actual investment returns, mortality assumptions, demographics of participants, or other actuarial factors. If any of these factors change in the future based on actual experience, they could have favorable or unfavorable impacts. Consequently, the timeline for achieving the 10% target would also adjust.

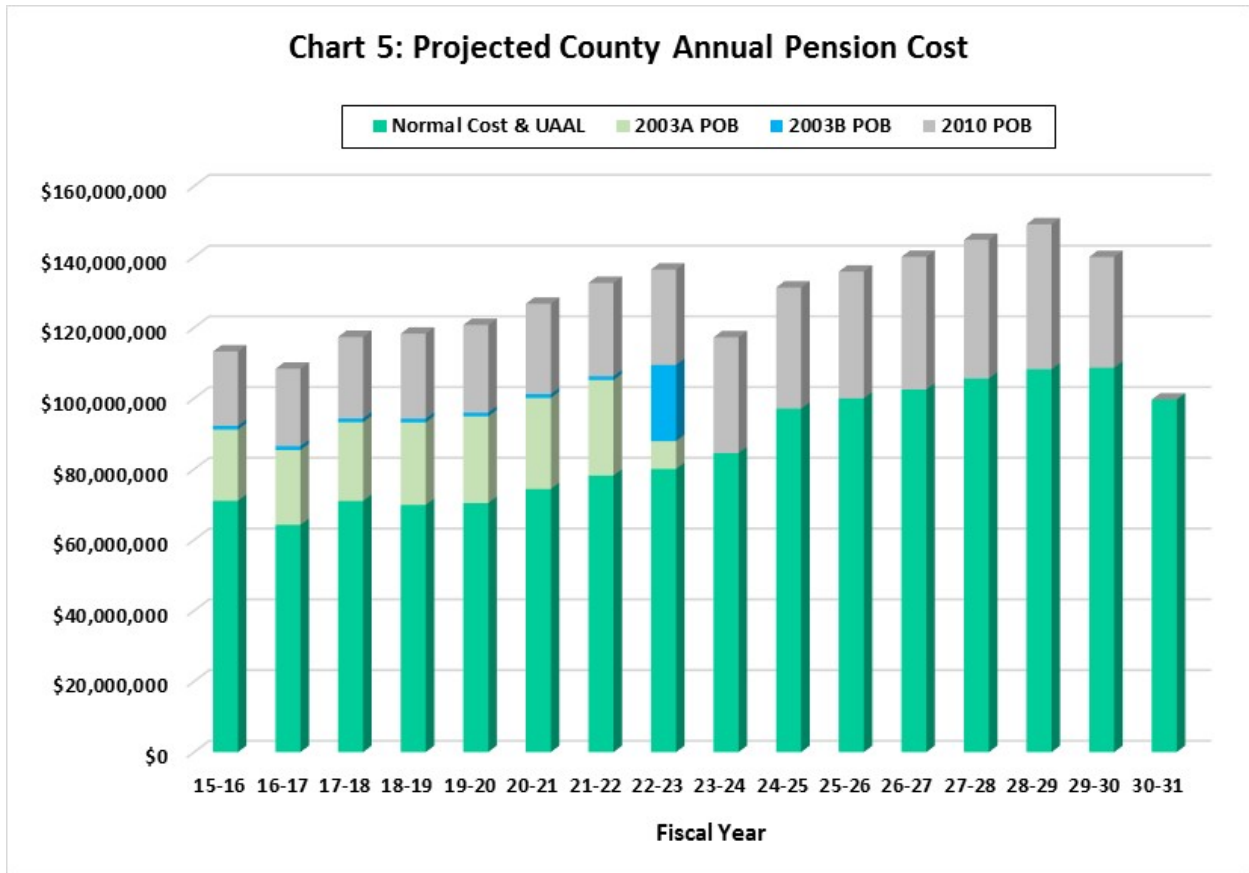
Chart 4 examines the May 2016 projection and breaks the trend line into its primary liability components: 2003 POB, 2010 POB, and Normal Cost & UAAL:



Based on this more detailed look at the individual liability components, under the current set of actuarial assumptions, the 10% target is expected to be attainable when both the 2003 and 2010 POB debts are fully paid.

Chart 5 on the following page presents the County’s projected future annual pension costs in absolute dollars, rather than as a ratio of pension costs divided by total salaries and benefits. This chart helps communicate that pension costs are estimated to gradually rise each fiscal year at a rate commensurate with assumed inflation of the County’s payroll costs. The estimated POB costs in Chart 3 include estimated principal and interest payments based upon the County’s established debt payment schedule for these issuances. The most sizable decreases in future annual pension costs occur in FY 2023-24 and FY 2030-31 when the 2003 and 2010 Pension Obligation Bonds, respectively, are each paid off. The estimated normal cost and UAAL costs were calculated by multiplying projected pensionable payroll times the contribution rates in Segal’s Employer Contribution Rates, dated May 4, 2016 (provided as an attachment to this report).

Chart 5: Projected County Annual Pension Cost

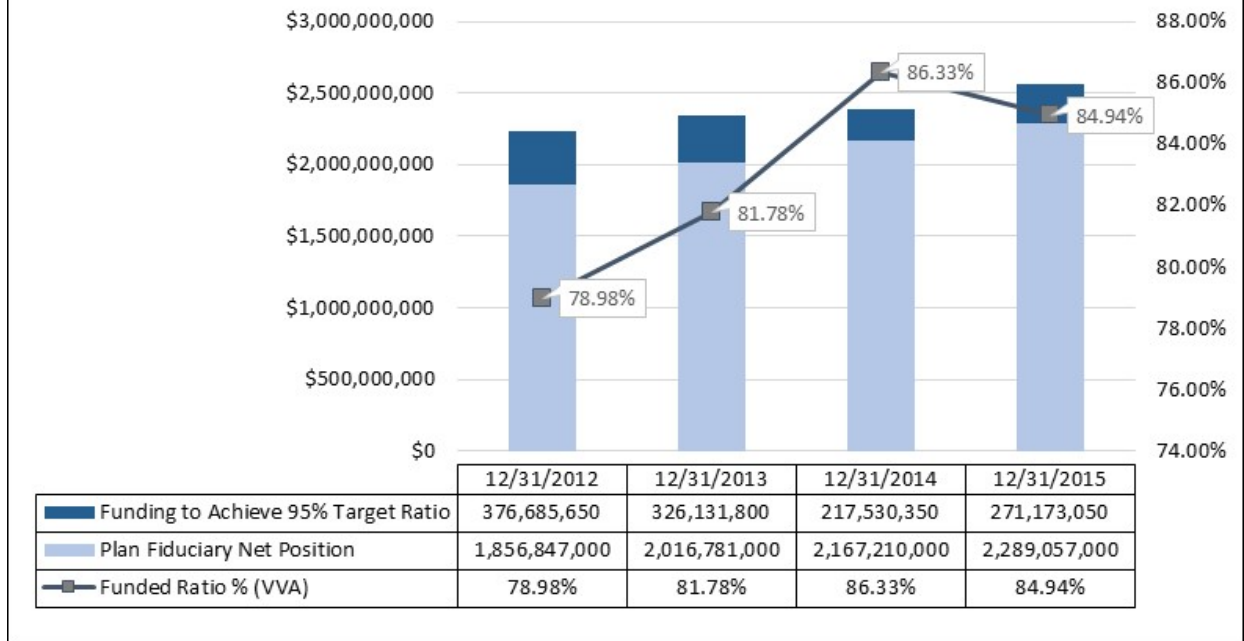


Retirement Plan Funded Ratio

In 2015, the Board approved a policy that supported funding the employee retirement system each year at a ratio of between 95% - 105% actuarial assets to liabilities. Working from the latest valuation report, the funded ratio of the plan was 84.9% as of 12/31/2015, based on an actuarial value of assets (VVA basis). The total amount of funding needed to bring the retirement fund to a 95% ratio of assets to liabilities would be \$271.2 million. This figure, divided by 4 years, equals the annual pension liability amount of \$67.8 million cited in the table of unmet needs being presented to the Board during the June 2016 budget hearings.

Chart 4 on the next page presents a recent 4-year history of the retirement system’s funded ratio on a VVA basis. The funding ratio improved for two years straight, before declining in the latest 2015 valuation, due to the same factors cited earlier in this report that caused the growth in the UAAL. It should be noted that Exhibit 2C in Segal’s letter dated May 4, 2016 to SCERA contains projected funding ratios in future years. If all actuarial assumptions are realized each year moving forward, including investment returns, the system is on a path to reach the 95% funded level in December 2027. Any potential future changes to the assumed discount rate, mortality assumptions, or actual investment returns would impact this trajectory, so this data point is provided for illustrative purposes only.

**Chart 4: Funds Req'd to Achieve 95% Funded Ratio
(Actuarial Value of Assets)**



FY 2015-16 Pension Reform Accomplishments

Employee Sharing of Normal Cost

During FY 2015-16, County staff began the process of negotiating with its various employee bargaining groups to implement a 50/50 sharing of normal cost between the County (as employer) and employees currently participating in Legacy Plan A. The implementation of equal normal cost sharing will be phased in over the next two fiscal years, with an anticipated completion in 2018. Under the California Public Employees’ Pension Reform Act of 2013 (PEPRA), Plan B employees already contribute 50% of their normal cost. As a result of the negotiated changes, future year SCERA actuarial valuations are expected to show an increase to the Legacy Plan A employees’ contribution rates (for both general and safety members), and a corresponding decrease to the County’s employer contribution rate.

Formation of Citizens Advisory Pension Committee

In November 2011, the Board of Supervisors approved several goals and strategies to reduce Sonoma County’s pension system costs and ensure a fair, equitable, and sustainable pension system. As part of this effort, the Board directed staff to explore establishment of an Independent Citizens Committee to review and propose policy changes to control pension system costs. In September 2015, the Board authorized creation of the new Sonoma County Independent Citizens Advisory Committee on Pension Matters, and appointed all seven initial members (all still serving as of June 2016). The Committee has been charged with accomplishing two main tasks: 1) evaluating the County’s progress towards achieving its stated pension reform goals (containing costs, maintaining market competitiveness, and increasing accountability and transparency); and 2) developing their own new pension reform recommendations for the Board’s consideration. From October 2015 through June 2016, the Committee has convened 20 meetings subject to the Brown Act and open to the public. In addition, the individual Committee members have each devoted significant time to learning about the complexities and intricacies of Sonoma County’s pension system.

Next Steps

Receive Pension Committee Report and Analyze Recommendations

The Independent Citizens Advisory Committee on Pension Matters' final report will be submitted to the Clerk of the Board on June 21, 2016, with a public presentation to the Board of Supervisors tentatively scheduled for July 12, 2016. After receiving the Committee's report and analyzing the findings and recommendations therein, County staff will consult with the Board and immediately begin developing an action plan for implementation of further reform efforts deemed most urgent.

Develop a Comprehensive Strategy for Future Labor Negotiations

In consultation with the Board, County staff will work on a comprehensive labor negotiation strategy to inform the next round of bargaining with represented employees in 2017. The strategy should outline a cohesive approach that treats employees fairly and equitably, while also identifying specific negotiation parameters intended to reduce pension and other-post employment liability costs borne by the County.

Potential Accelerated Payment towards Unfunded Actuarial Accrued Liability in FY 2016-17

In January 2015, the Board of Supervisors approved a \$3.5 million one-time advanced payment to SCERA in an effort to reduce the UAAL associated with the County's pension benefits. For FY 2016-2017, the County Administrator's Office will continue to monitor the County's actual retirement contribution expenditures against budgeted appropriations. As part of midyear or third quarter budget updates, the CAO may submit a request to the Board of Supervisors for authorization to apply cost savings towards an additional one-time UAAL payment. If the recommendation is ultimately approved by the Board, the County Administrator's Office would subsequently work with the Auditor-Controller to implement midyear increases to the retirement rates collected via payroll from all departments. The accelerated payroll collections would then be swept at year-end and sent to SCERA as an additional payment towards the UAAL. By making a one-time payment towards UAAL, the County would not only reduce the total outstanding liability, but also avoid the 7.25% in assumed compounding interest that the retirement system assesses the UAAL each year over an amortization period of 20 years.

Enclosures:

- 1: Board Report, Retirement Rates for FY 2016-2017, dated June 14, 2016.
- 2: Resolution #133 of the Retirement Board approving employee and employer contribution rates for FY 2016-2017, dated May 26, 2016.
- 3: Sonoma County Employees' Retirement Association Actuarial Valuation and Review as of December 31, 2015, prepared by Segal Consulting, dated April 27, 2016.
- 4: Segal Consulting Letter, Illustrations of Employer Contribution Rates, UAAL and Funding Percentages – Addendum, dated May 4, 2016.



County of Sonoma Agenda Item Summary Report

Clerk of the Board
575 Administration Drive
Santa Rosa, CA 95403

Agenda Item Number:
(This Section for use by Clerk of the Board Only.)

To: Board of Supervisors

Board Agenda Date: June 14, 2016

Vote Requirement: Majority

Department or Agency Name(s): Retirement and County Administrator's Office

Staff Name and Phone Number:

Julie Wyne, Retirement Administrator, SCERA
(707) 565-8103
Nikolas Klein, Administrative Analyst, County
Administrator's Office, (707) 565-5312

Supervisorial District(s):

Countywide

Title: Retirement Rates for Fiscal Year 2016-2017 and Actuarial Valuation Update

Recommended Actions:

1. Approve the Sonoma County Employees' Retirement Association employer and employee contribution rates for Fiscal Year 2016-2017.
2. Approve the County's Pension Obligation Bond debt service employer contribution rates for Fiscal Year 2016-2017.
3. Receive an update on the December 31, 2015 actuarial valuation of the SCERA retirement fund.

Executive Summary:

This item will provide an update on three main topics related to the Sonoma County Employees' Retirement Association (SCERA) retirement system: presentation of employer and employee retirement and Pension Obligation Bond (POB) contribution rates for Fiscal Year 2016-17; and summarization of key points from the most recent 2015 actuarial valuation and review of the retirement fund.

Background

As part of ongoing efforts by the County and SCERA to improve public understanding of the retirement system, the Board of Supervisors has requested that each year's actuarial valuation be presented for discussion after it has been formally reviewed and approved by the SCERA Retirement Board. The valuation calculates the total outstanding liabilities of the system at the close of each calendar year, and it is used to set employer and employee contribution rates for the fiscal year period beginning 18 months later. The reason for this delay is to allow sufficient time to prepare and review the valuation, and to allow for programming the resulting contribution rates into the County's annual budget. The FY 2016-2017 rates being presented to the Board of Supervisors in this report are based upon SCERA's

actuarial valuation as of December 31, 2014, which was presented to the board last June. Since the actuarial valuation for the 2015 calendar year was recently completed, it is also included as Attachment #2 to this report and available to review.

Fiscal Year 2016-2017 Employer and Employee Retirement Contribution Rates

Each year the Board of Supervisors reviews and adopts employer and employee retirement contribution rates for the coming fiscal year in accordance with determinations made by SCERA’s Board of Retirement. The Board of Retirement annually requires an actuarial valuation of the retirement fund to be performed as authorized by Section 31453 of the California Government Code. An actuarial report was previously prepared by SCERA’s contracted actuarial firm, Segal Consulting (Segal), as of December 31, 2014. Based on that actuarial valuation, Segal reported to the Board of Retirement as to the funding adequacy of the retirement system, and the contribution rates required to fund it.

The Board of Retirement in turn recommends that the County’s Board of Supervisors approve the following Fiscal Year 2016-2017 employer retirement contribution rates based on the 2014 actuarial valuation, pursuant to Retirement Board Resolution # 133, dated May 26, 2016:

Table 1: FY 16-17 Employer Retirement Contribution Rates			
County Tier	Effective Date	General	Safety
Legacy Plan A	07/05/16	17.74%	24.95%
PEPRA Plan B	07/05/16	12.79%	18.75%

The Legacy Plan A rates apply to all County employees hired prior to the Public Employee Pension Reform Act (PEPRA) implementation date of January 01, 2013. The Plan A rate also applies to certain employees hired after that date, but who are eligible for reciprocity with another qualified retirement system. The PEPRA Plan B rates apply to all new employees not eligible for reciprocity who are hired after the implementation date.

In addition to the SCERA retirement contribution rates, the County also budgets payroll contributions to service debt from its 2003 and 2010 Pension Obligation Bond (POB) issuances. The County’s Auditor-Controller generates the contribution rates for the Pension Obligation Bonds. The rates were calculated by applying the \$43 million in total payroll-based applicable debt service due in FY 2016-2017 to the estimated total pensionable payroll. The estimated FY 2016-17 pensionable payroll of \$314.9 million used for the 2010 bond calculation includes the County and all other agencies governed by the Board; the estimated FY 2016-17 pensionable payroll of \$327.4 million for the 2003 Series A bond calculation also includes the Superior Court as part of the base. Due to different shares of the underlying obligations that were refinanced, the calculations result in slightly different rates for general and safety members in the retirement system. All of the contribution rate components are summarized together in Table 2 below to provide a complete picture of the total employer retirement rate (excluding Other Post-Employment Health Benefits). Compared to the current FY 2015-2016 employer retirement rates, the SCERA employer contribution rates are declining year-over-year across the board for all plans and tiers. The estimated POB rates are changing slightly year-over-year based on the estimated debt payments for both bond issuances, in accordance with their respective 20-year amortization schedules.

The impact of all employer rate changes results in a slight net decrease of the total combined retirement rates for all plans and tiers.

Table 2 - Retirement and POB Employer Contribution Rates				
FY 16-17 Recommended Rates				
Rate Element	Plan A - Legacy		Plan B - PEPRA	
	General	Safety	General	Safety
SCERA Rates	17.74%	24.95%	12.79%	18.75%
POB Rates (2003)	6.29%	7.13%	6.29%	7.13%
POB Rates (2010)	6.90%	7.15%	6.90%	7.15%
Total Employer Rate	30.93%	39.23%	25.98%	33.03%
FY 15-16 Rates (Approved June 2015)				
Rate Element	Plan A - Legacy		Plan B - PEPRA	
	General	Safety	General	Safety
SCERA Rates	18.65%	26.42%	13.71%	19.39%
POB Rates (2003)	6.31%	7.15%	6.31%	7.15%
POB Rates (2010)	6.97%	7.25%	6.97%	7.25%
Total Employer Rate	31.93%	40.82%	26.99%	33.79%
Year-over-Year Change				
Rate Element	Plan A - Legacy		Plan B - PEPRA	
	General	Safety	General	Safety
SCERA Rates	-0.91%	-1.47%	-0.92%	-0.64%
POB Rates (2003)	-0.02%	-0.02%	-0.02%	-0.02%
POB Rates (2010)	-0.07%	-0.10%	-0.07%	-0.10%
Total Employer Rate	-1.00%	-1.59%	-1.01%	-0.76%

Table 3 below presents the employee contribution rates that will also be implemented for FY 2016-17. The table shows the *average* contribution rates for Legacy Plan A members (General and Safety); however, it is important to note that these employees actually pay different rates depending on their respective age of entry into the retirement system. Resolution #133 of the Retirement Board, included as Attachment #1 to this report, contains the full list of Legacy Plan A employee contribution rates by entry age. Members with lower entry ages pay lower contribution rates relative to members entering at older ages, because it is assumed the former will pay into the system for a longer period of time than the latter. All New PEPRA Plan B employees contribute at the same rate, which is 50% of their normal cost, irrespective of entry age.

Employee contribution rates for Legacy Plan A members remain unchanged year-over-year; however, the rate for the PEPRA Plan B Safety members increased due to demographic changes of the member population.

Table 3 - Employee Retirement and POB Contribution Rates				
FY 16-17 Recommended Rates				
	Plan A - Legacy		Plan B - PEPR A	
Rate Element	General	Safety	General	Safety
Retirement Rate	9.11%	9.03%	7.37%	11.98%
Additional Rate to Cover Unfunded Actuarial Accrued Liability (UAAL) from Enhanced Benefits	3.03%	3.00%	3.03%	3.00%
Total Employee Rate	12.14%	12.03%	10.40%	14.98%
FY 15-16 Rates (Approved June 2015)				
	Plan A - Legacy		Plan B - PEPR A	
Rate Element	General	Safety	General	Safety
Retirement Rate	9.11%	9.03%	7.39%	11.08%
Enhanced Benefit UAAL Rate	3.03%	3.00%	3.03%	3.00%
Total Employee Rate	12.14%	12.03%	10.42%	14.08%
Year-over-Year Change				
	Plan A - Legacy		Plan B - PEPR A	
Rate Element	General	Safety	General	Safety
Retirement Rate	0.00%	0.00%	-0.02%	0.90%
Enhanced Benefit UAAL Rate	0.00%	0.00%	0.00%	0.00%
Total Employee Rate	0.00%	0.00%	-0.02%	0.90%

Sonoma County Employees' Retirement Association Retirement Fund 2015 Actuarial Valuation

Segal Consulting presented its 2015 Actuarial Valuation and Review report to the SCERA Retirement Board on May 05, 2016. The primary purpose of the valuation report is to determine whether SCERA's assets, in conjunction with employer and member contributions, will be sufficient to provide prescribed benefits to members of the retirement system. The goal of the valuation is to establish contributions that fully fund the retirement system's liabilities. Segal analyzes several variables in its valuation: benefit formulas and provisions; demographic characteristics of active members, inactive vested members, retired members, and other beneficiaries; assets of the plan; economic assumptions regarding future salary increases and investment earnings; and other actuarial factors, such as employee terminations and retirements.

The December 31, 2015 actuarial valuation reflects changes in economic and demographic assumptions compared to the prior year's report. The changes, along with plan experience, result in a net increase to the retirement fund's Unfunded Actuarial Accrued Liability (UAAL). The total UAAL of the retirement system—which includes County agencies, the Superior Court, and Valley of the Moon—is increasing from \$343.0 million by \$62.9 million to \$405.9 million. The UAAL increase was primarily caused by: lowering of the discount rate from 7.50% to 7.25%; reducing the Consumer Price Index inflation rate from 3.25% to 3.00%; and demographic changes to the plan's participant population.

The increased UAAL will impact all three employers participating in the plan in the form of higher contribution rates. Based on the 2015 actuarial valuation, the aggregate employer contribution rates are expected to increase by 2.29% of payroll, which is expected to adversely impact the County's future FY 2017-2018 budget.

Compared to the 2014 valuation, the average contribution rates for employee participants remains essentially unchanged, since their rates scale with the plan's normal cost. The County is in the process of negotiating with its various employee bargaining groups to implement a 50/50 share of normal cost for employees currently participating in the Legacy Plan A. The implementation of equal normal cost sharing will be phased in over the next two fiscal years, with an anticipated completion in 2018. Under the California Public Employees' Pension Reform Act of 2013 (PEPRA), Plan B employees already contribute 50% of their normal cost. As a result of the negotiated changes, future SCERA actuarial valuations are expected to show an increase to the Legacy Plan A employees' contribution rates, and a corresponding decrease to the County's employer contribution rate.

Prior Board Actions:

06-16-2015: Fiscal Year 2015-2016 Retirement Contribution Rates Resolution approved and pension update received.

Other actions: Annual retirement contribution rates routinely approved by the Board of Supervisors.

Strategic Plan Alignment Goal 4: Civic Services and Engagement

Discussing the annual actuarial valuation of the retirement system with the Board of Supervisors helps improve transparency and public understanding of pension matters.

Fiscal Summary - FY 16-17

Expenditures		Funding Source(s)	
Budgeted Amount	\$	County General Fund	\$
Add Appropriations Req'd.	\$	State/Federal	\$
	\$	Fees/Other	\$
	\$	Use of Fund Balance	\$
	\$	Contingencies	\$
	\$		\$
Total Expenditure	\$	Total Sources	\$

Narrative Explanation of Fiscal Impacts (If Required):

The combined FY 2016-2017 retirement and Pension Obligation Bond employer contribution rates being recommended for approval in this report do not exceed the assumed contribution rates used to develop the FY 2015-2017 Year 2 Recommended Budget; therefore, approving these rates will not have a fiscal impact.

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:			
Attachment 1 – Resolution #133 of the Retirement Board approving employee and employer contribution rates for FY 2016-2017, dated May 26, 2016. Attachment 2 – Sonoma County Employees’ Retirement Association Actuarial Valuation and Review as of December 31, 2015, prepared by Segal Consulting.			
Related Items “On File” with the Clerk of the Board:			
None.			

RESOLUTION OF THE SONOMA COUNTY EMPLOYEES' RETIREMENT BOARD AUTHORIZING ADOPTION OF COUNTY OF SONOMA EMPLOYEE AND EMPLOYER CONTRIBUTION RATES.

WHEREAS, the Board of Retirement of the Sonoma County Employees' Retirement Association (SCERA) has caused an annual actuarial valuation study of SCERA to be conducted as authorized by Section 31453 of the California Government Code; and

WHEREAS, actuarial analyses were performed and actuarial reports were prepared by the actuarial firm of Segal Consulting based on conditions as of December 31, 2014, with adjustments of employer contribution rates for County Legacy Plan A and PEPRA Plan B general and safety members; and

WHEREAS, the Board of Retirement upon the basis of the valuation, actuarial analysis and recommendations of the actuaries, recommends adoption of employer and employee contribution rates for the County of Sonoma as follows:

**RETIREMENT EMPLOYER CONTRIBUTION RATES PERCENTAGE FOR
FISCAL YEAR 2016/2017**
(Based on the 12/31/14 Actuarial Report)
COUNTY

<u>Retirement Rates Legacy Plan A</u>	<u>General</u>	<u>Safety</u>
07/05/16	17.74%	24.95%
<u>Retirement Rates PEPRA Plan B</u>	<u>General</u>	<u>Safety</u>
07/05/16	12.79%	18.75%

EMPLOYEE CONTRIBUTION RATES FOR FISCAL YEAR 2016/2017

General and safety member contribution rates effective July 5, 2016 will be as shown in Appendix A.

NOW, THEREFORE, BE IT RESOLVED that, in accordance with Section 31453 of the California Government Code, the retirement employer and employee contribution rates as set forth above for the County of Sonoma shall be hereby ordered into effect on the first full pay period after July 1, 2016, or as soon as considered practical by the Retirement Administration.

RETIREMENT BOARD TRUSTEES:

Baker	<u> </u>	Dunk	<u> X </u>	Gossman	<u> X </u>	Jahn	<u> Absent </u>	Pels	<u> X </u>
Rabbitt	<u> Absent </u>	Querijero	<u> X </u>	Tambe	<u> X </u>	Williams	<u> X </u>	Williamson	<u> X </u>
Ayes	<u> 7 </u>	Noes	<u> 0 </u>	Abstain	<u> 0 </u>	Absent	<u> 2 </u>		

SO ORDERED

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**General Members' Contribution Rates from the December 31, 2014 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – Court and VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
16	4.30%	6.44%	16	4.45%	6.67%
17	4.37%	6.55%	17	4.53%	6.79%
18	4.44%	6.66%	18	4.60%	6.90%
19	4.52%	6.78%	19	4.68%	7.02%
20	4.59%	6.89%	20	4.76%	7.14%
21	4.67%	7.01%	21	4.84%	7.26%
22	4.75%	7.12%	22	4.92%	7.38%
23	4.83%	7.24%	23	5.00%	7.50%
24	4.91%	7.36%	24	5.08%	7.63%
25	4.99%	7.49%	25	5.17%	7.75%
26	5.07%	7.61%	26	5.25%	7.88%
27	5.16%	7.74%	27	5.34%	8.01%
28	5.24%	7.86%	28	5.43%	8.14%
29	5.33%	7.99%	29	5.52%	8.28%
30	5.42%	8.13%	30	5.61%	8.41%
31	5.51%	8.26%	31	5.70%	8.55%
32	5.60%	8.39%	32	5.79%	8.69%
33	5.69%	8.53%	33	5.89%	8.83%
34	5.78%	8.67%	34	5.98%	8.98%
35	5.88%	8.81%	35	6.08%	9.12%
36	5.97%	8.96%	36	6.18%	9.27%
37	6.07%	9.11%	37	6.28%	9.42%
38	6.17%	9.26%	38	6.38%	9.58%
39	6.27%	9.41%	39	6.49%	9.73%
40	6.38%	9.57%	40	6.60%	9.90%
41	6.49%	9.73%	41	6.71%	10.06%

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix A

Member Contribution Rates (continued)

**General Members' Contribution Rates from the December 31, 2014 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – Court and VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
42	6.60%	9.89%	42	6.82%	10.23%
43	6.71%	10.06%	43	6.93%	10.40%
44	6.83%	10.24%	44	7.05%	10.58%
45	6.95%	10.42%	45	7.18%	10.77%
46	7.08%	10.62%	46	7.31%	10.96%
47	7.22%	10.83%	47	7.45%	11.17%
48	7.37%	11.05%	48	7.60%	11.40%
49	7.54%	11.30%	49	7.76%	11.64%
50	7.66%	11.49%	50	7.88%	11.82%
51	7.74%	11.61%	51	7.95%	11.92%
52	7.76%	11.64%	52	7.94%	11.91%
53	7.72%	11.58%	53	7.85%	11.78%
54 & Over	7.63%	11.44%	54 & Over	7.63%	11.44%

Interest: 7.50%

COLA: 0.00%

Mortality: RP-2000 Combined Healthy Mortality Table projected to 2015 with Scale AA setback two years weighted 30% male and 70% female

Salary Increase: Inflation (3.25%) + Across the board increase (0.75%) + Merit (see Exhibit V)

Note: The above rates exclude an additional 3.03% of payroll payable from July 1, 2004 to June 30, 2024 for County and Court members only.

* For integrated members only.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**General Members' Contribution Rates from the December 31, 2014 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

	Plan B
	All Eligible Pay*
	7.37%
All Members	
Interest:	7.50%
COLA:	0.00%
Mortality:	RP-2000 Combined Healthy Mortality Table projected to 2015 with Scale AA setback two years weighted 30% male and 70% female
Salary Increase:	Inflation (3.25%) + Across the board increase (0.75%) + Merit (see Exhibit V)
Note:	The above rates exclude an additional 3.03% of payroll payable from July 1, 2004 to June 30, 2024 for County and Court members only.

* *It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2015 is equal to \$117,020. (For an employer that is not enrolled in Social Security, the maximum amount is \$140,424). (reference: Section 7522.10). These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2015. (reference: Section 7522.10(d)).*

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**Safety Members' Contribution Rates from the December 31, 2014 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
16	4.78%	7.17%	16	5.04%	7.56%
17	4.86%	7.29%	17	5.12%	7.68%
18	4.94%	7.41%	18	5.21%	7.81%
19	5.03%	7.54%	19	5.29%	7.94%
20	5.11%	7.66%	20	5.38%	8.07%
21	5.19%	7.79%	21	5.47%	8.21%
22	5.28%	7.92%	22	5.56%	8.34%
23	5.37%	8.05%	23	5.65%	8.48%
24	5.46%	8.18%	24	5.75%	8.62%
25	5.55%	8.32%	25	5.84%	8.76%
26	5.64%	8.46%	26	5.94%	8.90%
27	5.73%	8.60%	27	6.03%	9.05%
28	5.83%	8.74%	28	6.13%	9.20%
29	5.92%	8.88%	29	6.23%	9.35%
30	6.02%	9.03%	30	6.33%	9.50%
31	6.12%	9.18%	31	6.44%	9.66%
32	6.22%	9.33%	32	6.54%	9.81%
33	6.32%	9.48%	33	6.65%	9.98%
34	6.43%	9.64%	34	6.76%	10.14%
35	6.54%	9.80%	35	6.87%	10.31%
36	6.65%	9.97%	36	6.99%	10.48%
37	6.76%	10.14%	37	7.10%	10.66%
38	6.88%	10.32%	38	7.23%	10.84%
39	7.00%	10.50%	39	7.35%	11.03%
40	7.13%	10.70%	40	7.48%	11.22%
41	7.27%	10.90%	41	7.62%	11.43%

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**Safety Members' Contribution Rates from the December 31, 2014 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
42	7.41%	11.12%	42	7.77%	11.65%
43	7.57%	11.36%	43	7.92%	11.89%
44	7.75%	11.63%	44	8.10%	12.15%
45	7.87%	11.80%	45	8.21%	12.31%
46	7.94%	11.91%	46	8.26%	12.39%
47	7.97%	11.96%	47	8.26%	12.38%
48	7.97%	11.96%	48	8.18%	12.27%
49 & Over	7.80%	11.70%	49 & Over	7.80%	11.70%

Interest: 7.50%

COLA: 0.00%

Mortality: RP-2000 Combined Healthy Mortality Table projected to 2015 with Scale AA weighted 75% male and 25% female

Salary Increase: Inflation (3.25%) + Across the board increase (0.75%) + Merit (see Exhibit V)

Note: The above rates exclude an additional 3.00% of payroll payable effective February 1, 2005 for County members only.

* For integrated members only.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**Safety Members' Contribution Rates from the December 31, 2014 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan B – County		Plan B – VOM	
	All Eligible Pay*		All Eligible Pay*
All Members	11.98%	All Members	10.36%

Interest: 7.50%
 COLA: 0.00%
 Mortality: RP-2000 Combined Healthy Mortality Table projected to 2015 with Scale AA weighted 75% male and 25% female
 Salary Increase: Inflation (3.25%) + Across the board increase (0.75%) + Merit (see Exhibit V)
 Note: **The above rates exclude an additional 3.00% of payroll payable effective February 1, 2005 for County members only.**

* *It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the compensation that can be taken into account for 2015 is equal to \$117,020. (For an employer that is not enrolled in Social Security, the maximum amount is \$140,424). (reference: Section 7522.10). These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2015. (reference: Section 7522.10(d)).*

Sonoma County Employees' Retirement Association

**Actuarial Valuation and Review as of
December 31, 2015**



This report has been prepared at the request of the Board of Retirement to assist in administering the Fund. This valuation report may not otherwise be copied or reproduced in any form without the consent of the Board of Retirement and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

Copyright © 2016 by The Segal Group, Inc. All rights reserved.



The Segal Company
100 Montgomery Street, Suite 500 San Francisco, CA 94104
T 415.263.8200 F 415.263.8290 www.segalco.com

April 27, 2016

*Board of Retirement
Sonoma County Employees' Retirement Association
433 Aviation Boulevard, Suite 100
Santa Rosa, CA 95403*

Dear Board Members:

We are pleased to submit this Actuarial Valuation and Review as of December 31, 2015. It summarizes the actuarial data used in the valuation, establishes the funding requirements for the fiscal year beginning July 1, 2017 and analyzes the preceding year's experience.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the Board to assist in administering the Plan. The census and financial information on which our calculations were based was prepared by SCERA. That assistance is gratefully acknowledged.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in plan provisions or applicable law.

The actuarial calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA, Enrolled Actuary. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the actuarial valuation is complete and accurate. Further, in our opinion, the assumptions as approved by the Board are reasonably related to the experience of and the expectations for the Plan.


We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,

Segal Consulting, a Member of The Segal Group, Inc.

By: 

*Paul Angelo, FSA, MAAA, FCA, EA
Senior Vice President and Actuary*



*Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary*

EK/hy

SECTION 1

VALUATION SUMMARY

Purpose	i
Significant Issues in Valuation Year	ii
Summary of Key Valuation Results	vii
Summary of Key Valuation Demographic and Financial Data	ix

SECTION 2

VALUATION RESULTS

A. Member Data.....	1
B. Financial Information	4
C. Actuarial Experience	8
D. Employer And Member Contributions	13
E. Funded Ratio	20
F. Volatility Ratios	22

SECTION 3

SUPPLEMENTAL INFORMATION

EXHIBIT A

Table of Plan Coverage	
i. General Plan A	23
ii. General Plan B	24
iii. Safety Plan A.....	25
iv. Safety Plan B	26

EXHIBIT B

Members in Active Service and Projected Average Compensation as of December 31, 2015	
i. General Plan A	27
ii. General Plan B	28
iii. Safety Plan A.....	29
iv. Safety Plan B	30

EXHIBIT C

Reconciliation of Member Data – December 31, 2014 to December 31, 2015.....	31
---	----

EXHIBIT D

Summary Statement of Income and Expenses on an Actuarial Value Basis	32
--	----

EXHIBIT E

Summary Statement of Plan Assets	33
---	----

EXHIBIT F

Actuarial Balance Sheet.....	34
------------------------------	----

EXHIBIT G

Summary of Reported Reserve Information as of December 31, 2015.....	35
--	----

EXHIBIT H

Development of Unfunded Actuarial Accrued Liability for Year Ended December 31, 2015.....	36
---	----

EXHIBIT I

Section 415 Limitations.....	37
------------------------------	----

EXHIBIT J

Definitions of Pension Terms	38
------------------------------------	----

SECTION 4

REPORTING INFORMATION

EXHIBIT I

Summary of Actuarial Valuation Results	40
---	----

EXHIBIT II

Schedule of Employer Contributions.....	42
--	----

EXHIBIT III

Actuarial Assumptions and Actuarial Cost Method	43
--	----

EXHIBIT IV

Summary of Plan Provisions.....	59
---------------------------------	----

Appendix A

Member Contribution Rates.....	66
--------------------------------	----

Appendix B

Schedule of Additional (non- SCERA) Employer Contributions ...	73
---	----

Appendix C

Average Employer Contribution Rates	74
--	----

Appendix D

Reserves.....	75
---------------	----

Appendix E

Amortization Schedule for UAAL...	76
-----------------------------------	----

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

Purpose

This report has been prepared by Segal Consulting (Segal) to present a valuation of the Sonoma County Employees' Retirement Association as of December 31, 2015. The valuation was performed to determine whether the assets and contributions are sufficient to provide the prescribed benefits. The contribution requirements presented in this report are based on:

- The benefit provisions of the Retirement Association, as administered by the Board of Retirement;
- The characteristics of covered active members, inactive vested members, retired members and beneficiaries as of December 31, 2015, provided by the Retirement Association;
- The assets of the Plan as of December 31, 2015, provided by the Retirement Association;
- Economic assumptions regarding future salary increases and investment earnings; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc.

One of the general goals of an actuarial valuation is to establish contributions that fully fund the Association's liabilities, and that, as a percentage of payroll, remain as level as possible for each generation of active members. Annual actuarial valuations measure the progress toward this goal, as well as test the adequacy of the contribution rates.

In preparing this valuation, we have employed generally accepted actuarial methods and assumptions to evaluate the Association's assets, liabilities and future contribution requirements. Our calculations are based upon member data and financial information provided to us by the Association's staff. This information has not been audited by us, but it has been reviewed and found to be reasonably consistent, both internally and with prior years' information.

The contribution requirements are determined as a percentage of payroll. The Association's employer rates provide for both normal cost and a contribution to amortize any unfunded or overfunded actuarial accrued liabilities. Consistent with previous valuations, we have applied the funding policy adopted by the Board to amortize the Association's outstanding balance of the December 31, 2007 unfunded actuarial accrued liability (UAAL) as well as any new UAAL established on each subsequent actuarial valuation after the December 31, 2007 valuation over separate 20-year declining periods.

The rates calculated in this report may be adopted by the Board for the fiscal year that extends from July 1, 2017 through June 30, 2018.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

Significant Issues in Valuation Year

The following key findings were the result of this actuarial valuation:

- Reference:* Pg. 43 > The results of this valuation reflect changes in the economic and non-economic actuarial assumptions studied by Segal and adopted by the Board for the December 31, 2015 valuation. The Board adopted a 7.25% investment return assumption for this valuation. The other changes in assumptions were documented in our Review of Economic Actuarial Assumptions dated September 30, 2015 and in our Actuarial Experience Study dated October 2, 2015 and are also outlined in Section 4, Exhibit III of this report. These assumption changes resulted in an increase in the aggregate employer contribution rate of 2.29% of payroll and no change to the aggregate average employee contribution rate.¹
- Reference:* Pg. 20 > The ratio of the valuation value of assets to actuarial accrued liabilities decreased from 86.3% to 84.9%. The funded ratio
Reference: Pg. 36 measured on a market value basis decreased from 91.4% to 84.7%. The Association's UAAL increased from \$343.0 million as of December 31, 2014 to \$405.9 million as of December 31, 2015. The increase in UAAL is primarily due to the change in the actuarial assumptions in the December 31, 2015 valuation. A complete reconciliation of the Association's unfunded actuarial accrued liability is provided in Section 3, Exhibit H.
- Reference:* Pg. 18 > The average employer contribution rate calculated in this valuation increased from 18.76% of payroll to 20.38% of payroll. This change was primarily due to: (i) change in actuarial assumptions, offset to some degree by (ii) investment return (after "smoothing") higher than the 7.50% return assumption used in the December 31, 2014 valuation, (iii) lower than expected individual salary increases during 2014, (iv) decrease in UAAL rate due to higher than expected increases in total payroll, (v) actual contributions more than expected, (vi) demographic changes, (vii) County's additional UAAL payment, and (viii) other experience gains. A complete reconciliation of the Association's aggregate employer rate is provided in Section 2, Subsection D (see Chart 14).
- Reference:* Pg. 19 > The average member rate calculated in this valuation has decreased from 11.75% of payroll to 11.72% of payroll primarily due to demographic changes. A complete reconciliation of the Association's average member rate is provided in Section 2, Subsection D (see Chart 15).
- Reference:* Pg. 6 > As indicated in Section 2, Subsection B (see Chart 7) of this report, the total unrecognized investment loss as of December 31, 2015 was \$6.9 million (as compared to an unrecognized gain of \$126.3 million in the December 31, 2014 valuation). This investment loss will be recognized in the determination of the actuarial value of assets for funding purposes over the next few years, and will offset a portion of any investment gains that may occur after December 31, 2015. This implies that earning the assumed rate of investment return of 7.25% per year (net of expenses) on a **market**

¹ It should be noted that some of the individual employee rates go down slightly (General Plan A for the County and the Court) while others go up slightly.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

value basis will result in investment losses on the actuarial value of assets in the next few years. Therefore, if the actual market return is equal to the assumed 7.25% rate and all other actuarial assumptions are met, the contribution requirements would generally increase in the next few years. The potential impact associated with the deferred investment gains may be illustrated as follows:

- If the net deferred losses were recognized immediately and entirely in the valuation value of assets, the funded ratio would decrease from 84.9% to 84.7%.
- If the net deferred losses were recognized immediately and entirely in the valuation value of assets, the aggregate employer rate would increase from 20.4% to 20.5%.

Reference: Pg. 6

- The amount of deferred returns that would be recognized in each of the next four valuations is provided at the bottom of page 6. It should be noted that according to that schedule, the Association would recognize two years' of deferred gains (each of which is greater than the current deferred loss of \$6.9 million) followed next by the recognition of two years' of deferred losses (each of which is less than the current net deferred loss of \$6.9 million). We believe it would be appropriate to take the \$6.9 million in deferred losses and instead recognize those in four level amounts of about \$1.7 million each year. This would reduce the volatility associated with the pattern of deferred loss recognition and result in both more stable projected funded ratios (on a valuation basis) and more level employer contribution rates. We would be available to work with the Association staff to develop that recommendation for the Board's consideration well in advance of the next valuation.
- The actuarial valuation report as of December 31, 2015 is based on financial information as of that date. Changes in the value of assets subsequent to that date are not reflected. Declines in asset values will increase the actuarial cost of the plan, while increases will decrease the actuarial cost of the plan.
- Safety-County members pay an additional contribution amount equal to 3.00% of payroll effective February 1, 2005.
- General-County and General-Court members pay an additional contribution amount equal to 3.03% of payroll from July 1, 2004 to June 30, 2024. Effective July 1, 2024, the employer contribution rate will have to increase to offset for this expiration of the 3.03% rate paid by the General-County and General-Court members.

Reference: Pg. 35

- In this report, we have provided the amount of transfer that would be required to "true-up" the COLA and the Retired Member reserves so that the reserves after the "true-up" are equal to the present value of the COLA and retiree benefits for members currently receiving such benefits.

Reference: Pg. 16

- Effective with the December 31, 2007 valuation, we have calculated a separate Normal Cost rate for Safety – VOM based on the demographics of Safety employees of VOM. Any new Safety UAAL will continue to be allocated to Safety – County and Safety – VOM based on their proportions of payroll to the total Safety payroll. However, the County's

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

additional UAAL payment (\$3,553,289.39² as of August 3, 2015) has been split between General and Safety and only used to reduce the County's UAAL.

Reference: Pg. 15

- Effective with the restatement of the December 31, 2012 contribution rates, we have calculated a separate Normal Cost rate for General Plan A – County. Note that the Normal Cost rate for all other General employers continues to be developed on a pooled basis. However, starting with this valuation, we have adjusted the Normal Cost rate for General Plan A – VOM relative to that paid by General Plan A – Court. As stated in our Actuarial Experience Study dated October 2, 2015, this adjustment is to reflect SCERA's determination that the cashout cost paid by members in General Plan A – VOM should no longer be adjusted by a factor of 91%. Previously, the cashout cost paid by members, which is used to develop the member rates for both General Plan A – VOM and General Plan A – Court, were adjusted by a factor of 91% to represent the exclusion of the cashout of sick leave. These assumptions are outlined in Section 4, Exhibit III.

Similar to Safety, any new General UAAL will continue to be allocated to General – County, General – Court and General – VOM based on the proportions of their payroll to the total General payroll. However, the County's additional UAAL payment (\$3,553,289.39² as of August 3, 2015) has been allocated between General and Safety and only used to reduce the County's UAAL.

Impact of Future Experience on Contribution Rates

Future contribution requirements may differ from those determined in the valuation because of:

- difference between actual experience and anticipated experience;
- changes in actuarial assumptions or methods;
- changes in statutory provisions; and
- difference between the contribution rates determined by the valuation and those adopted by the Board.

² This amount when adjusted with interest at the assumed earnings rate of 7.5% is \$3,661,000 as of December 31, 2015.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

Important Information about Actuarial Valuations

In order to prepare an actuarial valuation, Segal Consulting (“Segal”) relies on a number of input items. These include:

- **Plan benefits** Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan description in this report (as well as the plan summary included in our funding valuation report) to confirm that Segal has correctly interpreted the plan provisions.
- **Participant data** An actuarial valuation for a plan is based on data provided to the actuary by SCERA. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
- **Assets** This valuation is based on the market value of assets as of the valuation date, as provided by SCERA.
- **Actuarial assumptions** In preparing an actuarial valuation, Segal projects the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. This projection requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of each participant for each year. In addition, the benefits projected to be paid for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments. The projected benefits are then discounted to a present value, based on the assumed rate of return that is expected to be achieved on the plan’s assets. There is a reasonable range for each assumption used in the projection and the results may vary materially based on which assumptions are selected. It is important for any user of an actuarial valuation to understand this concept. Actuarial assumptions are periodically reviewed to ensure that future valuations reflect emerging plan experience. While future changes in actuarial assumptions may have a significant impact on the reported results, that does not mean that the previous assumptions were unreasonable.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The valuation is prepared at the request of the Board to assist the sponsors of the Fund in preparing items related to the pension plan in their financial reports. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement of the plan's assets and liabilities at a specific date. Accordingly, except where otherwise noted, Segal did not perform an analysis of the potential range of future financial measures. The actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.
- If SCERA is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting, or tax advice. Segal's valuation is based on our understanding of applicable guidance in these areas and of the plan's provisions, but they may be subject to alternative interpretations. The Board should look to their other advisors for expertise in these areas.

As Segal Consulting has no discretionary authority with respect to the management or assets of SCERA, it is not a fiduciary in its capacity as actuaries and consultants with respect to SCERA.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

Summary of Key Valuation Results (Dollar amounts in thousands)

	December 31, 2015		December 31, 2014	
	Total Rate	Estimated Annual Amount ⁽¹⁾	Total Rate	Estimated Annual Amount ⁽¹⁾
Employer Contribution Rates:				
General Plan A – County	19.01%	\$37,450	17.81%	\$35,085
General Plan A – Court	29.96%	3,438	28.87%	3,313
General Plan A – Valley of the Moon	18.34%	42	16.58%	38
General Plan B – County	13.90%	8,365	12.86%	7,739
General Plan B – Court	23.87%	468	23.18%	455
General Plan B – Valley of the Moon	12.28%	7	10.89%	6
Safety Plan A – County	28.61%	16,569	25.06%	14,514
Safety Plan A – Valley of the Moon	35.33%	1,350	32.52%	1,243
Safety Plan B – County	21.60%	1,441	18.86%	1,259
Safety Plan B – Valley of the Moon	22.76%	46	20.49%	41
All Categories combined	20.38%	69,176	18.76%	63,693
Average Member Contribution Rates⁽²⁾:				
	Total Rate	Estimated Annual Amount ⁽¹⁾	Total Rate	Estimated Annual Amount ⁽¹⁾
General Plan A – County (Average Entry Age: 36)	11.93%	\$23,502	11.99%	\$23,620
General Plan A – Court (Average Entry Age: 36)	12.24%	1,405	12.30%	1,411
General Plan A – Valley of the Moon (Average Entry Age: 52)	12.13%	28	11.91%	28
General Plan B – County	10.43%	6,277	10.40%	6,259
General Plan B – Court	10.43%	205	10.40%	204
General Plan B – Valley of the Moon	7.40%	4	7.37%	4
Safety Plan A – County (Average Entry Age: 30)	12.07%	6,990	12.03%	6,967
Safety Plan A – Valley of the Moon (Average Entry Age: 34)	10.30%	394	10.14%	388
Safety Plan B – County	14.36%	958	14.98%	1,000
Safety Plan B – Valley of the Moon	10.04%	20	10.36%	21
All Categories combined	11.72%	39,783	11.75%	39,902

⁽¹⁾ Based on December 31, 2015 projected annual compensation.

⁽²⁾ Includes an additional 3.03% and 3.00% of payroll for General (County and Court) and Safety-County members, respectively.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

Summary of Key Valuation Results – continued (Dollar amounts in thousands)

	December 31, 2015	December 31, 2014
Funded Status:		
Actuarial accrued liability (AAL)	\$2,694,979	\$2,510,253
Valuation value of assets (VVA) ⁽³⁾	2,289,057	2,167,210
Market value of assets (MVA) ⁽³⁾	2,282,127	2,293,475
Funded percentage on a VVA basis	84.9%	86.3%
Funded percentage on a MVA basis	84.7%	91.4%
Unfunded Actuarial Accrued Liability on a VVA basis	405,922	343,043
Unfunded Actuarial Accrued Liability on a MVA basis	412,852	216,778
Key Assumptions:		
Interest rate	7.25%	7.50%
Inflation rate	3.00%	3.25%
Across the board salary increase	0.50%	0.75%

⁽³⁾ Excludes non-valuation reserves.

SECTION 1: Valuation Summary for the Sonoma County Employees' Retirement Association

Summary of Key Valuation Demographic and Financial Data

	December 31, 2015	December 31, 2014	Percentage Change
Active Members:			
Number of members	4,071	3,922	3.8%
Average age	45.7	46.0	N/A
Average service	9.6	9.8	N/A
Projected total compensation	\$339,516,784	\$324,418,882	4.7%
Average projected compensation	\$83,399	\$82,718	0.8%
Retired Member and Beneficiaries:			
Number of members:			
Service retired	3,513	3,409	3.1%
Disability retired	610	606	0.7%
Beneficiaries	530	491	7.9%
Total	4,653	4,506	3.3%
Average age	68.0	67.8	N/A
Average monthly benefit	\$2,691	\$2,645	1.7%
Vested Terminated Members:			
Number of terminated vested members ⁽¹⁾	1,047	975	7.4%
Average age	46.1	46.4	N/A
Summary of Financial Data (dollar amounts in thousands):			
Market value of assets	\$2,282,127	\$2,293,475	-0.5%
Return on market value of assets	1.37%	5.18%	N/A
Actuarial value of assets	\$2,289,057	\$2,167,210	5.6%
Return on actuarial value of assets	7.65%	9.71%	N/A
Valuation value of assets	\$2,289,057	\$2,167,210	5.6%
Return on valuation value of assets	7.65%	9.71%	N/A

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

A. MEMBER DATA

The Actuarial Valuation and Review considers the number and demographic characteristics of covered members, including active members, vested terminated members, retired members and beneficiaries.

This section presents a summary of significant statistical data on these member groups.

More detailed information for this valuation year and the preceding valuation can be found in Section 3, Exhibits A, B, and C.

A historical perspective of how the member population has changed over the past ten valuations can be seen in this chart.

CHART 1
Member Population: 2006 – 2015

Year Ended December 31	Active Members	Vested Terminated Members ⁽¹⁾	Retired Members and Beneficiaries	Ratio of Non-Actives to Actives
2006	4,212	729	3,095	0.91
2007	4,246	763	3,282	0.95
2008	4,193	853	3,399	1.01
2009	3,984	881	3,570	1.12
2010	3,780	904	3,780	1.24
2011	3,587	919	4,021	1.38
2012	3,620	876	4,258	1.42
2013	3,833	918	4,394	1.39
2014	3,922	975	4,506	1.40
2015	4,071	1,047	4,653	1.40

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Active Members

Plan costs are affected by the age, years of service and compensation of active members. In this year's valuation, there were 4,071 active members with an average age of 45.7, average years of service of 9.6 years and average projected compensation of \$83,399. The 3,922 active members in the prior valuation had an average age of 46.0, average service of 9.8 years and average projected compensation of \$82,718.

Among the active members, there were none with unknown age.

Inactive Members

In this year's valuation, there were 1,047 members with a vested right to a deferred or immediate vested benefit or entitled to a return of their member contributions versus 975 in the prior valuation.

These graphs show a distribution of active members by age and by years of service.

CHART 2

Distribution of Active Members by Age as of December 31, 2015

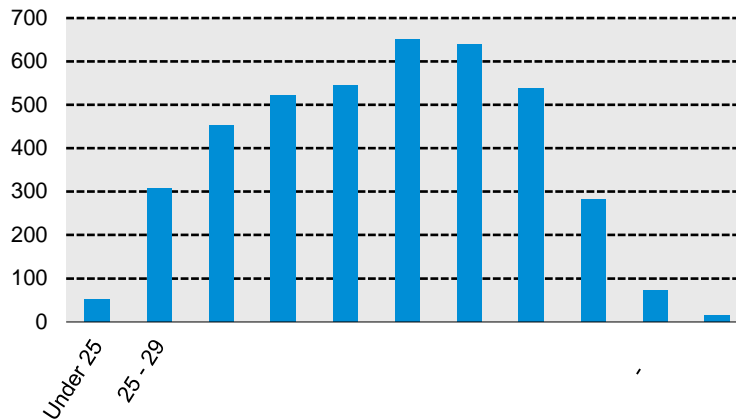
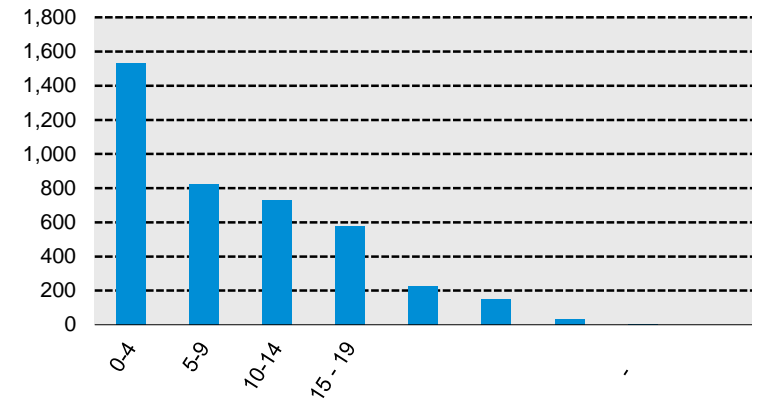


CHART 3

Distribution of Active Members by Years of Service as of December 31, 2015



SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Retired Members and Beneficiaries

As of December 31, 2015, 4,123 retired members and 530 beneficiaries were receiving total monthly benefits of \$12,519,042. For comparison, in the previous valuation, there were 4,015 retired members and 491 beneficiaries receiving monthly benefits of \$11,917,933.

These graphs show a distribution of the current retired members based on their monthly amount and age, by type of pension.

CHART 4
Distribution of Retired Members by Type and by Monthly Amount as of December 31, 2015

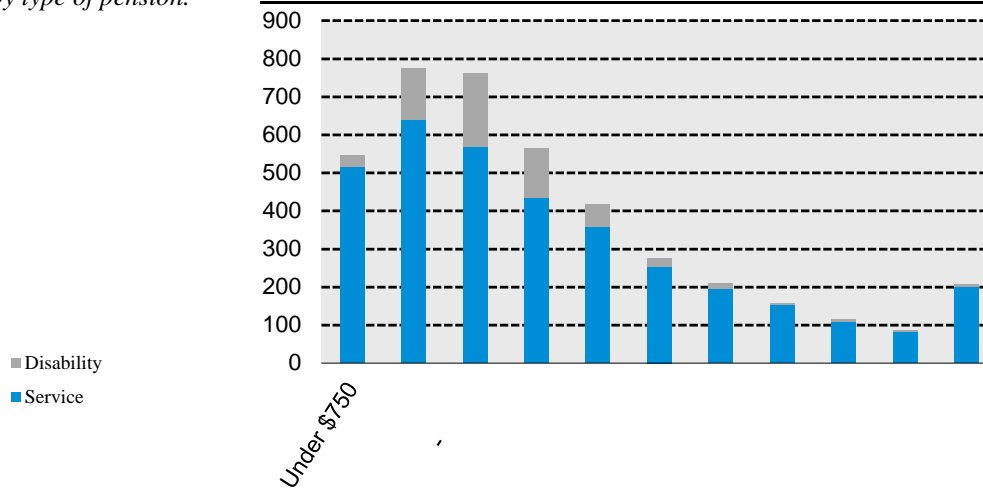
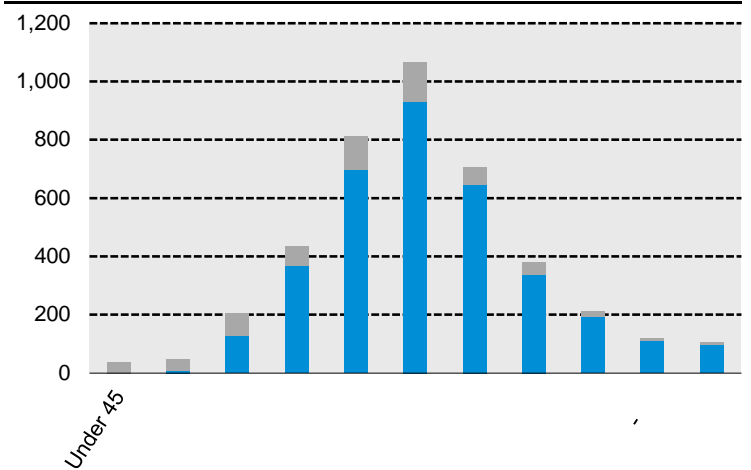


CHART 5
Distribution of Retired Members by Type and by Age as of December 31, 2015



SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

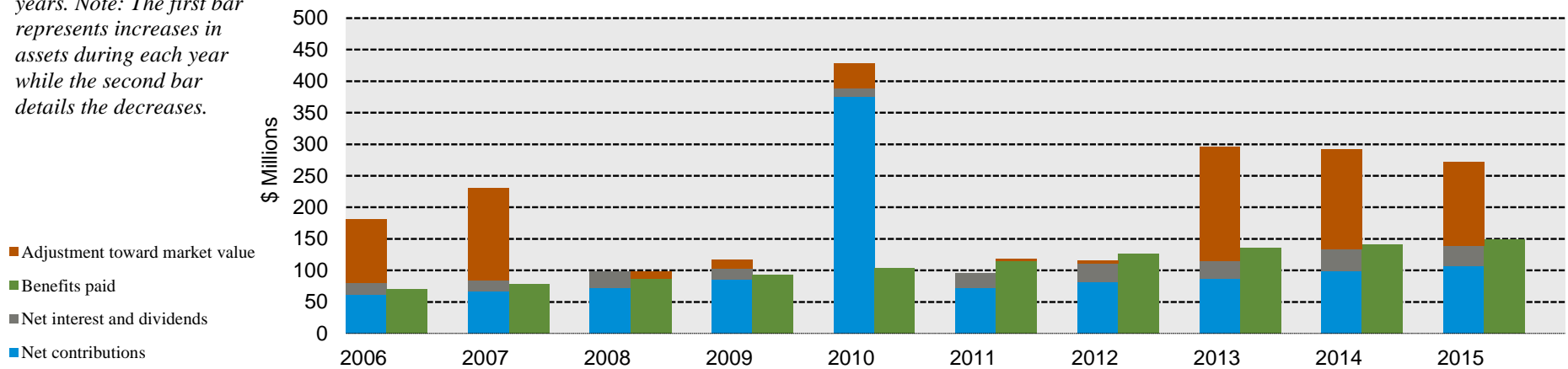
B. FINANCIAL INFORMATION

Retirement plan funding anticipates that, over the long term, both contributions and net investment earnings (less investment fees and administrative expenses) will be needed to cover benefit payments.

Retirement plan assets change as a result of the net impact of these income and expense components. The adjustment toward market value shown in the chart is the “non-cash” earnings on investments implicitly included in the actuarial value of assets. Additional financial information, including a summary of these transactions for the valuation year, is presented in Section 3, Exhibits D, E and F.

The chart depicts the components of changes in the actuarial value of assets over the last ten years. Note: The first bar represents increases in assets during each year while the second bar details the decreases.

CHART 6
Comparison of Increases and Decreases in the Actuarial Value of Assets for Years Ended December 31, 2006 - 2015



SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board of Retirement has approved an asset valuation method that gradually adjusts to market value. Under this method, the full value of market fluctuations is not recognized in a single year and, as a result, the asset value and the plan costs are more stable.

The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

The determination of the actuarial and valuation value of assets is provided on the following page.

The following are points of note in the asset smoothing method used by the actuary in developing the actuarial value and valuation value of assets: (1) the non-investment cash flow included contributions received, benefit payments and administrative expenses made during the last calendar year and (2) the amount subject to smoothing is the actual market return earned during the last calendar year that was in excess/below the expected return on the valuation value of assets

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

The chart shows the determination of the actuarial and valuation value of assets as of the valuation date.

CHART 7

Determination of Actuarial and Valuation Value of Assets for Year Ended December 31, 2015

Plan Year Ending December 31	Actual Return On Market Value	Expected Return On Valuation Value	Investment Gain/(Loss)	Deferred Factor	Deferred Return
2011	\$4,854,307	\$144,723,796	\$(139,869,489)	0.0	\$0
2012	242,604,327	142,862,439	99,741,888	0.2	19,948,378
2013	370,312,599	137,296,052	233,016,547	0.4	93,206,619
2014	117,662,316	149,497,548	(31,835,232)	0.6	(19,101,139)
2015	34,589,119	160,818,143	(126,229,024)	0.8	(100,983,219)
1. Total Deferred Return					\$(6,929,361)
2. Net Market Value of Assets					2,282,127,429
3. Actuarial Value of Assets (Item 2 – Item 1)					\$2,289,056,790
4. Ratio of Actuarial Value to Market Value					100.3%
5. Non-Valuation Reserves and Other Adjustments					
a. Interest Fluctuation Reserve					\$0
b. Undistributed Reserve					0
c. Negative Contingency Reserve (Before Any Transfer)					(490,104,376)
d. Transfer to True-Up Reserves					(1,256,614)
e. Negative Contingency Reserve (After Transfers) (Item 5c + Item 5d)					(491,360,990)
f. Total (Item 5a + Item 5b + Max (Item 5e,0))					\$0
6. Valuation Value of Assets (Item 3 – Item 5f)					\$2,289,056,790

The amounts of deferred return as of December 31, 2015 to be recognized in each subsequent valuation are as follows:

December 31, 2016	\$34,938,837
December 31, 2017	14,990,458
December 31, 2018	(31,612,851)
December 31, 2019	(25,245,805)
Total	\$(6,929,361)

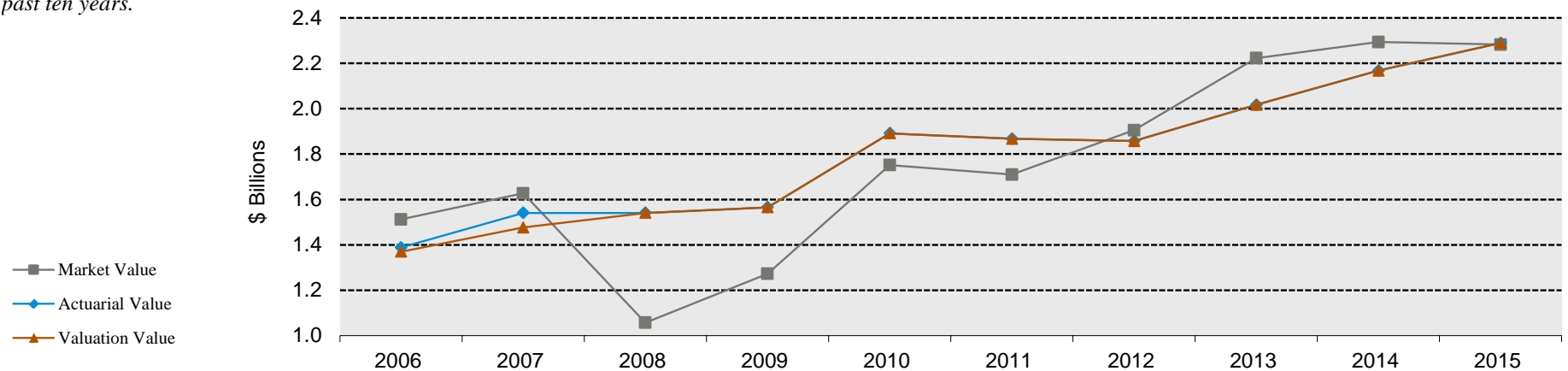
SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

The market value, actuarial value, and valuation value of assets are representations of the SCERA's financial status. As investment gains and losses are gradually taken into account, the actuarial value of assets tracks the market value of assets, but with less volatility. The valuation value of assets is the actuarial value, excluding any non-valuation reserves. The valuation asset value is significant because SCERA's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the unfunded actuarial accrued liability is an important element in determining the contribution requirement.

This chart shows the change in market value, actuarial value and valuation value over the past ten years.

CHART 8

Market Value, Actuarial Value and Valuation Value of Assets as of December 31, 2006 – 2015



SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

C. ACTUARIAL EXPERIENCE

To calculate the required contribution, assumptions are made about future events that affect the amount and timing of benefits to be paid and assets to be accumulated. Each year actual experience is measured against the assumptions. If overall experience is more favorable than anticipated (an actuarial gain), the contribution requirement will decrease from the previous year. On the other hand, the contribution requirement will increase if overall actuarial experience is less favorable than expected (an actuarial loss).

Taking account of experience gains or losses in one year without making a change in assumptions reflects the belief that the single year's experience was a short-term development and that, over the long term, experience will return to the original assumptions. For contribution requirements to remain stable, assumptions should approximate experience.

If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years.

The total experience gain was \$22.2 million, a gain of \$3.3 million from investments (after smoothing and relative to a return of 7.50% assumed in the December 31, 2014 valuation), a gain of \$3.5 million from contribution experience and a gain of \$15.4 million from all other sources. The gain from all other sources was 0.6% of the actuarial accrued liability. A discussion of the major components of the actuarial experience is on the following pages.

This chart provides a summary of the actuarial experience during the past year.

CHART 9 Actuarial Experience for Year Ended December 31, 2015

1. Net gain from investments on valuation value of assets ⁽¹⁾	\$3,307,000
2. Net gain from contribution experience	3,519,000
3. Net gain from other experience ⁽²⁾	<u>15,375,000</u>
4. Net experience gain: (1) + (2) + (3)	<u>\$22,201,000</u>

⁽¹⁾ Details in Chart 10.

⁽²⁾ See Section 3, Exhibit H.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Investment Rate of Return

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on SCERA's investment policy. For valuation purposes, the assumed rate of return on the valuation value of assets was 7.50% based on the December 31, 2014 valuation. The actual rate of return on a ("smoothed") valuation basis for the 2015 plan year was 7.65%.

Since the actual return for the year on the valuation value of assets was more than the assumed return, SCERA experienced an actuarial gain during the year ended December 31, 2015 with regard to its investments.

For this valuation, there is no difference between the return on the valuation value of assets and the return on the actuarial value of assets.

CHART 10

Investment Experience for Year Ended December 31, 2015 – Valuation Value, Actuarial Value and Market Value of Assets

This chart shows the gain/(loss) due to investment experience.

	Valuation Value	Actuarial Value	Market Value
1. Actual return	\$164,257,165	\$164,257,165	\$31,063,205
2. Average value of assets	\$2,146,004,861	\$2,146,004,861	\$2,272,269,460
3. Actual rate of return: (1) ÷ (2)	7.65%	7.65%	1.37%
4. Assumed rate of return	7.50%	7.50%	7.50%
5. Expected return: (2) x (4)	160,950,364	160,950,364	170,420,209
6. Actuarial gain/(loss): (1) – (5)	<u>\$3,306,801</u>	<u>\$3,306,801</u>	<u>\$(139,357,004)</u>

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

One measure of actuarial experience is to see how the assumed investment rate of return has compared to actual experience over time. The chart below shows the rate of return on an actuarial, valuation and market basis for the last ten years.

Based on future expectations, we have lowered the assumed rate of return of 7.50% to 7.25% for this valuation.

CHART 11

Investment Return – Actuarial Value, Valuation Value and Market Value: 2006 – 2015 (Dollar amount in thousands)

Year Ended December 31	Valuation Value Investment Return ⁽¹⁾		Actuarial Value Investment Return ⁽¹⁾		Market Value Investment Return ⁽¹⁾	
	Amount	Percent	Amount	Percent	Amount	Percent
2006	\$102,056	8.02%	\$118,855	9.33%	\$193,809	14.64%
2007	111,564	8.15%	163,919	11.86%	126,599	8.40%
2008	70,012	4.75%	13,753	0.90%	-556,235	-34.33%
2009	32,771	2.13%	32,771	2.13%	224,056	21.28%
2010	54,093	3.27%	54,093	3.27%	207,173	15.23%
2011	19,508	1.04%	19,508	1.04%	1,179	0.07%
2012	33,652	1.82%	33,652	1.82%	239,065	14.16%
2013	208,550	11.38%	208,550	11.38%	366,462	19.49%
2014	193,799	9.71%	193,799	9.71%	114,072	5.18%
2015	164,257	7.65%	164,257	7.65%	31,063	1.37%
Five-Year Average Return		6.24%		6.24%		7.79%
Ten-Year Average Return		5.74%		5.82%		5.20%

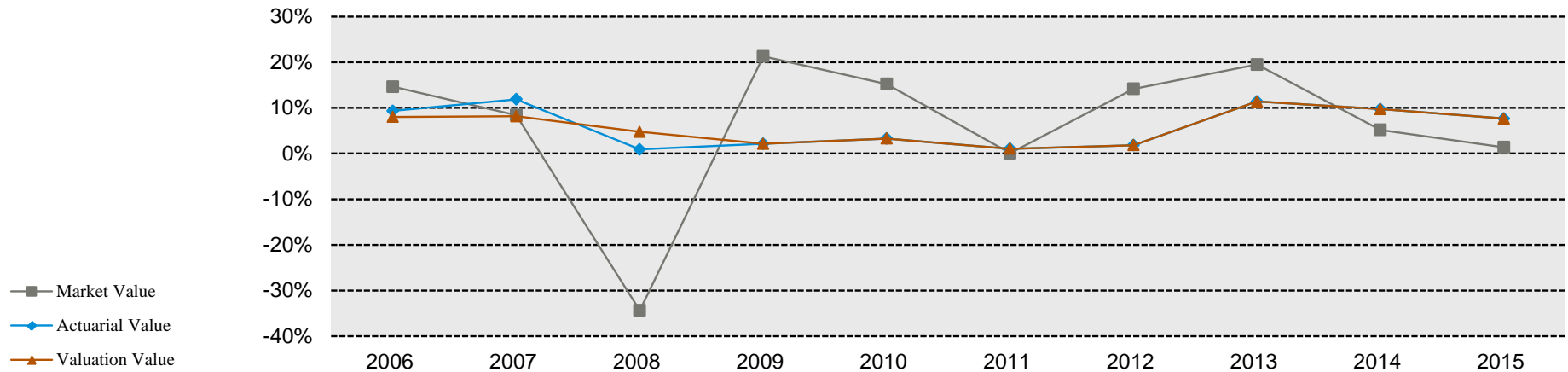
⁽¹⁾ Net of administrative and investment expenses.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Subsection B described the actuarial asset valuation method that gradually takes into account fluctuations in the market value rate of return. The effect of this is to stabilize the actuarial rate of return, which contributes to leveling pension plan costs.

This chart illustrates how this leveling effect has actually worked over the last ten years.

CHART 12
Market, Actuarial and Valuation Rates of Return for Years Ended December 31, 2006 - 2015



SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Other Experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation.

These may include:

- the extent of turnover among the participants,
- retirement experience (earlier or later than expected),
- mortality (more or fewer deaths than expected),

- the number of disability retirements, and
- salary increases different than assumed.

The net gain from this other experience for the year ended December 31, 2015 amounted to \$15.4 million, which was 0.6% of the actuarial accrued liability. See Exhibit H for a detailed development of the changes in the Unfunded Actuarial Accrued Liability.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

D. EMPLOYER AND MEMBER CONTRIBUTIONS

Employer contributions consist of two components:

Normal Cost

The annual contribution rate that, if paid annually from a member's first year of membership through the year of retirement, would accumulate to the amount necessary to fully fund the member's retirement-related benefits. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution rate is determined as a level percentage of the member's career compensation.

Contribution to the Unfunded Actuarial Accrued Liability (UAAL)

The annual contribution rate that, if paid annually over the UAAL amortization period, would accumulate to the amount necessary to fully fund the UAAL. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution (or rate credit in the case of a negative unfunded actuarial accrued liability) is calculated to remain as a level percentage of future active member payroll (including payroll for new members as they enter the Association) assuming a constant number of active members. In order to remain as a level percentage of payroll, amortization payments (credits) are scheduled to increase at the annual rate of 3.50% (i.e., 3.00% inflation plus 0.50% across-the-board salary increase). The outstanding balance of the December 31, 2007 UAAL as well as any new UAAL established on each subsequent valuation after December 31, 2007 is amortized over separate 20-year declining periods. The UAAL established as a result of including as pensionable salary a cash allowance of \$3.45 per hour for General-County and Safety-County members only is amortized over a 20-year declining period with 12 years remaining as of December 31, 2015.

The recommended employer contributions are provided on Charts 13a and 13b.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Member Contributions:

Normal Cost

Plan A Members

Articles 6 and 6.8 of the 1937 Act define the methodology to be used in the calculation of member basic contribution rates for General Plan A members and Safety Plan A members, respectively. The basic contribution rate is determined so that the accumulation of a member's basic contributions made in a given year until a certain age will be sufficient to fund an annuity at that age that is equal to 1/100 of Final Average Compensation for General and Safety members. That age is 55 for General members and 50 for Safety members. It is assumed that contributions are made annually at the same rate, starting at entry age. Accumulation includes semi-annual crediting of interest at one-half of the assumed investment earning rate. The member contribution rates are provided in Appendix A.

Plan B Members

Pursuant to Section 7522.30(a) of the Government Code, CalPEPRA members are required to contribute at least 50% of the Normal Cost rate. We have assumed that exactly 50% of the Normal Cost would be paid by the new members. Also of note is that based on our recommendation, SCERA has decided to use the discretion made available by AB1380 to no longer round the member's contribution rate to the nearest 1/4% as previously required by the California Public Employees' Pension Reform Act of 2013 (CalPEPRA).

Contribution to the Unfunded Actuarial Accrued Liability (UAAL)

General County and Court members pay an additional contribution amount equal to 3.03% of payroll for a 20-year period from July 1, 2004 to June 30, 2024 while Safety-County members (excluding Valley of the Moon) pay an additional contribution amount equal to 3.00% of payroll effective February 1, 2005. These rates are subtracted from the employer's UAAL rates, after adjustment for refundability.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

CHART 13a

Recommended Employer Contribution Rates (Dollar Amounts in Thousands)

	December 31, 2015 Actuarial Valuation		December 31, 2014 Actuarial Valuation	
	Rate	Estimated Annual Amount ⁽¹⁾	Rate	Estimated Annual Amount ⁽¹⁾
General Plan A-County Members				
Normal Cost	12.51%	\$24,645	12.32%	\$24,270
UAAL	<u>6.50%</u>	<u>12,805</u>	<u>5.49%</u>	<u>10,815</u>
Total Contribution	19.01%	\$37,450	17.81%	\$35,085
General Plan A-Court Members				
Normal Cost	13.49%	\$1,548	13.06%	\$1,499
UAAL	<u>16.47%</u>	<u>1,890</u>	<u>15.81%</u>	<u>1,814</u>
Total Contribution	29.96%	\$3,438	28.87%	\$3,313
General Plan A-Valley of the Moon Members				
Normal Cost	13.46%	\$31	13.06%	\$30
UAAL	<u>4.88%</u>	<u>11</u>	<u>3.52%</u>	<u>8</u>
Total Contribution	18.34%	\$42	16.58%	\$38
General Plan B-County Members				
Normal Cost	7.40%	\$4,453	7.37%	\$4,435
UAAL	<u>6.50%</u>	<u>3,912</u>	<u>5.49%</u>	<u>3,304</u>
Total Contribution	13.90%	\$8,365	12.86%	\$7,739
General Plan B-Court Members				
Normal Cost	7.40%	\$145	7.37%	\$145
UAAL	<u>16.47%</u>	<u>323</u>	<u>15.81%</u>	<u>310</u>
Total Contribution	23.87%	\$468	23.18%	\$455
General Plan B-Valley of the Moon Members				
Normal Cost	7.40%	\$4	7.37%	\$4
UAAL	<u>4.88%</u>	<u>3</u>	<u>3.52%</u>	<u>2</u>
Total Contribution	12.28%	\$7	10.89%	\$6

⁽¹⁾ Amounts are in thousands and are based on December 31, 2015 projected annual payroll (also in thousands) as shown on page 16.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

CHART 13a (continued)

Recommended Employer Contribution Rates (Dollar Amounts in Thousands)

	December 31, 2015 Actuarial Valuation		December 31, 2014 Actuarial Valuation	
	Rate	Estimated Annual Amount ⁽¹⁾	Rate	Estimated Annual Amount ⁽¹⁾
Safety Plan A-County Members				
Normal Cost	18.37%	\$10,639	18.18%	\$10,529
UAAL	<u>10.24%</u>	<u>5,930</u>	<u>6.88%</u>	<u>3,985</u>
Total Contribution	28.61%	\$16,569	25.06%	\$14,514
Safety Plan A-Valley of the Moon Members				
Normal Cost	22.61%	\$864	22.39%	\$856
UAAL	<u>12.72%</u>	<u>486</u>	<u>10.13%</u>	<u>387</u>
Total Contribution	35.33%	\$1,350	32.52%	\$1,243
Safety Plan B-County Members				
Normal Cost	11.36%	\$758	11.98%	\$800
UAAL	<u>10.24%</u>	<u>683</u>	<u>6.88%</u>	<u>459</u>
Total Contribution	21.60%	\$1,441	18.86%	\$1,259
Safety Plan B-Valley of the Moon Members				
Normal Cost	10.04%	\$20	10.36%	\$21
UAAL	<u>12.72%</u>	<u>26</u>	<u>10.13%</u>	<u>20</u>
Total Contribution	22.76%	\$46	20.49%	\$41
All Categories Combined				
Normal Cost	12.70%	\$43,107	12.54%	\$42,589
UAAL	<u>7.68%</u>	<u>26,069</u>	<u>6.22%</u>	<u>21,104</u>
Total Contribution	20.38%	\$69,176	18.76%	\$63,693

⁽¹⁾ Amounts are in thousands and are based on December 31, 2015 projected annual payroll (also in thousands):

General Plan A-County	\$196,999
General Plan A-Court	11,475
General Plan A-Valley of the Moon	231
General Plan B-County	60,181
General Plan B-Court	1,963
General Plan B-Valley of the Moon	56
Safety Plan A-County	57,915
Safety Plan A-Valley of the Moon	3,823
Safety Plan B-County	6,674
Safety Plan B-Valley of the Moon	<u>201</u>
Total	\$339,518

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

CHART 13b

Breakdown of the Employers' Plus Employees' Normal Cost Contributions to Fund for Each Type of Benefit

Normal Cost	Elements of Normal Cost for Plan A Members			
	All	Safety-Valley		Overall
	General	Safety-County	of the Moon	
Service Retirement	82%	63%	65%	77%
Vested Termination and Ordinary Withdrawal	10%	8%	6%	10%
Non Service and Service Connected Disability	7%	29%	29%	13%
Non Service and Service Connected Death	1%	0%	0%	0%
Total Employer Plus Employee Normal Cost	100%	100%	100%	100%

Normal Cost	Elements of Normal Cost for Plan B Members			
	All	Safety-Valley		Overall
	General	Safety-County	of the Moon	
Service Retirement	79%	55%	57%	75%
Vested Termination and Ordinary Withdrawal	10%	10%	10%	10%
Non Service and Service Connected Disability	10%	35%	33%	14%
Non Service and Service Connected Death	1%	0%	0%	1%
Total Employer Plus Employee Normal Cost	100%	100%	100%	100%

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

The contribution rates as of December 31, 2015 are based on all of the data described in the previous sections, the actuarial assumptions described in Section 4, and the Plan provisions adopted at the time of preparation of the Actuarial Valuation. They include all changes affecting future costs, adopted benefit changes, actuarial gains and losses and changes in the actuarial assumptions.

Reconciliation of Recommended Contribution

The chart below details the changes in the recommended contribution from the prior valuation to the current year's valuation

The chart reconciles the contribution from the prior valuation to the amount determined in this valuation.

CHART 14

Reconciliation of Recommended Contribution from December 31, 2014 to December 31, 2015 (Dollar Amounts in Thousands)

	<u>Contribution Rate</u>	<u>Estimated Annual Dollar Cost⁽¹⁾</u>
Recommended Average Employer Contribution Rate as of December 31, 2014	18.76%	\$63,693
Effect of investment gain ⁽²⁾	-0.07%	\$(238)
Effect of difference in actual versus expected individual salary increases	-0.26%	(883)
Effect of decrease in UAAL rate from higher than expected increases in total payroll	-0.10%	(340)
Effect of difference between actual and expected contributions ⁽³⁾	-0.07%	(238)
Effect of demographic changes	-0.01%	(34)
Effect of changes in actuarial assumptions	2.29%	7,775
Effect of County's additional UAAL payment	-0.10%	(340)
Effect of other experience gains	-0.06%	(219)
Subtotal	1.62%	\$5,483
Recommended Average Employer Contribution Rate as of December 31, 2015	20.38%	\$69,176

⁽¹⁾ Based on December 31, 2015 projected annual payroll of \$339,518.

⁽²⁾ Return on valuation assets was 7.65% and therefore was more than the 7.50% assumed in the December 31, 2014 valuation.

⁽³⁾ Includes impact of 18-month delay in rate implementation, phase-in of the impact of the changes in actuarial assumptions on the employer contribution rate (if any) and difference between normal cost and UAAL contributions due to actual payroll more than expected during 2015.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

Reconciliation of Recommended Contribution Rate

The chart below details the changes in the aggregate member contribution rate from the prior valuation to the current year's valuation.

CHART 15

Reconciliation of Recommended Member Contribution from December 31, 2014 to December 31, 2015

The chart reconciles the member contribution from the prior valuation to the amount determined in this valuation.

	General Plan A-County Contribution Rate ⁽¹⁾	General Plan A-Court Contribution Rate ⁽¹⁾	General Plan A-Valley of the Moon Contribution Rate	Safety Plan A- County Contribution Rate ⁽²⁾	Safety Plan A-Valley of the Moon Contribution Rate	
Recommended Average Member Contribution Rate as of December 31, 2014⁽³⁾	11.99%	12.30%	11.91%	12.03%	10.14%	
Effect of demographic changes	0.00%	0.00%	0.00%	0.00%	0.00%	
Effect of actuarial assumptions	-0.06%	-0.06%	0.22%	0.04%	0.16%	
Recommended Average Member Contribution Rate as of December 31, 2015⁽⁴⁾	11.93%	12.24%	12.13%	12.07%	10.30%	

	General Plan B-County Contribution Rate ⁽¹⁾	General Plan B-Court Contribution Rate ⁽¹⁾	General Plan B-Valley of the Moon Contribution Rate	Safety Plan B- County Contribution Rate ⁽²⁾	Safety Plan B-Valley of the Moon Contribution Rate	Total Contribution Rate
Recommended Average Member Contribution Rate as of December 31, 2014	10.40%	10.40%	7.37%	14.98%	10.36%	11.75%
Effect of demographic changes	-0.11%	-0.11%	-0.11%	-0.81%	-0.35%	-0.03%
Effect of actuarial assumptions	0.14%	0.14%	0.14%	0.19%	0.03%	0.00%
Recommended Average Member Contribution Rate as of December 31, 2015	10.43%	10.43%	7.40%	14.36%	10.04%	11.72%

⁽¹⁾ Rates include an additional 3.03% of payroll.

⁽²⁾ Rates include an additional 3.00% of payroll.

⁽³⁾ The above rates are based on average entry age. The weighted average member contribution rates as of December 31, 2014 are 11.94%, 12.25%, 11.60% and 9.13% for General-County, other General (i.e., Court and Valley of the Moon), Safety-County and Safety-Valley of the Moon, respectively.

⁽⁴⁾ The above rates are based on average entry age. The weighted average member contribution rates as of December 31, 2015 are 11.86%, 12.12%, 11.59% and 9.00% for General-County, other General (i.e., Court and Valley of the Moon), Safety-County and Safety-Valley of the Moon, respectively.

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

E. FUNDED RATIO

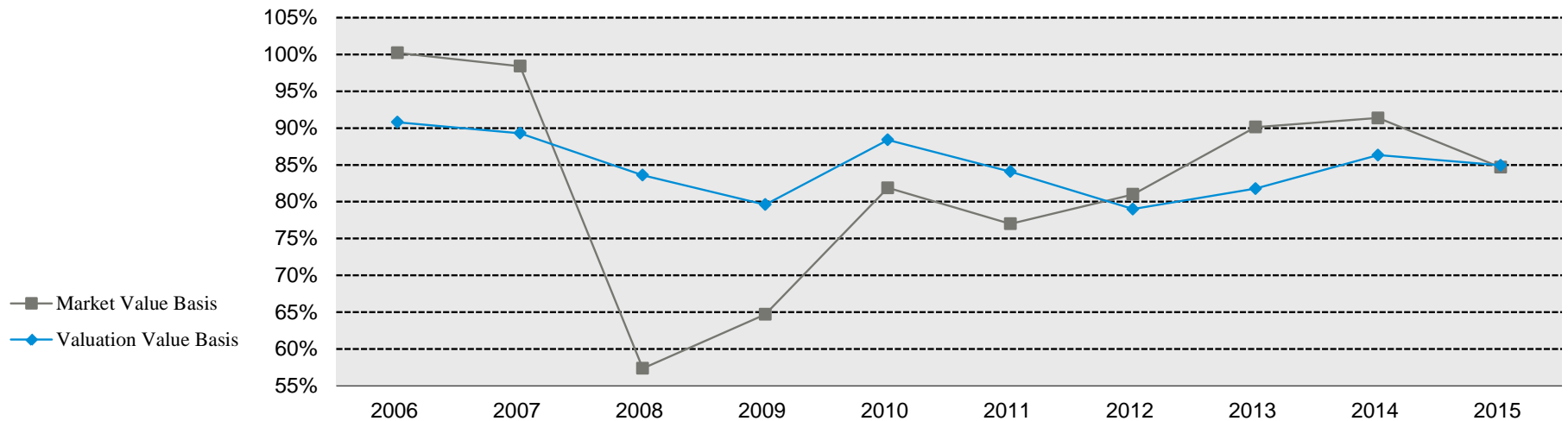
A critical piece of information regarding the Plan's financial status is the funded ratio. This ratio compares the valuation value of assets to the actuarial accrued liabilities of the Plan as calculated. High ratios indicate a well-funded plan with assets sufficient to pay most benefits. Lower ratios may indicate recent changes to benefit structures, funding of the plan below actuarial requirements, poor asset performance, or a variety of other factors.

The chart below depicts a history of the funded ratios for this plan.

The funded status measures shown in this valuation are appropriate for assessing the need for or amount of future contributions. However, they are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations. As the chart below shows, the measures are different depending on whether the valuation or market value of assets is used.

CHART 16

Funded Ratio for Plan Years Ending December 31, 2006 - 2015



SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

CHART 17

Schedule of Funding Progress

(Dollar Amounts in Thousands)

Actuarial Valuation Date	Valuation Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded/ (Overfunded) AAL (UAAL) (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll [(b) - (a)] / (c)
12/31/2006 ⁽¹⁾	\$1,369,669	\$1,509,083	\$139,414	90.8%	\$273,548	51.0%
12/31/2007	1,476,496	1,653,847	177,351	89.3%	292,772	60.6%
12/31/2008	1,540,461	1,842,404	301,943	83.6%	334,391	90.3%
12/31/2009	1,564,970	1,967,058	402,088	79.6%	322,484	124.7%
12/31/2010	1,890,874	2,139,460	248,586	88.4%	323,601	76.8%
12/31/2011	1,867,117	2,220,520	353,403	84.1%	308,644	114.5%
12/31/2012	1,856,847	2,351,087	494,240	79.0%	302,764	163.2%
12/31/2013	2,016,781	2,466,224	449,443	81.8%	329,896	136.2%
12/31/2014	2,167,210	2,510,253	343,043	86.3%	324,418	105.7%
12/31/2015	2,289,057	2,694,979	405,922	84.9%	339,518	119.6%

⁽¹⁾ Source: December 31, 2006 Comprehensive Annual Financial Report

SECTION 2: Valuation Results for the Sonoma County Employees' Retirement Association

F. VOLATILITY RATIOS

Retirement plans are subject to volatility in the level of required contributions. This volatility tends to increase as retirement plans become more mature.

The Asset Volatility Ratio (AVR), which is equal to the market value of assets divided by total payroll, provides an indication of the potential contribution volatility for any given level of investment volatility. A higher AVR indicates that the plan is subject to a greater level of contribution volatility. This is a current measure since it is based on the current level of assets.

For SCERA, the current AVR is about 6.7. This means that a 1% asset gain/(loss) (relative to the assumed investment return) translates to about 6.7% of one-year's payroll. Since SCERA amortizes actuarial gains and losses over a 20-year period, there would be a 0.5% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss). As the plan approaches full funding, we expect the AVR to increase.

The Liability Volatility Ratio (LVR), which is equal to the Actuarial Accrued Liability divided by payroll, provides an indication of the longer-term potential for contribution volatility for any given level of investment volatility. This is because, over an extended period of time, the plan's assets should track the plan's liabilities. For example, if a plan is 50% funded on a market value basis, the liability volatility ratio would be double the asset volatility ratio and the plan sponsor should expect contribution volatility to increase over time as the plan becomes better funded.

The LVR also indicates how volatile contributions will be in response to changes in the Actuarial Accrued Liability due to actual experience or to changes in actuarial assumptions.

For SCERA, the current LVR is about 7.9. This is about 18% higher than the AVR. Therefore, we would expect that contribution volatility will increase over the long-term.

This chart shows how the asset and liability volatility ratios have varied over time.

CHART 18
Volatility Ratios for Years Ended December 31, 2009 – 2015

Year Ended December 31	Asset Volatility Ratio			Liability Volatility Ratio		
	General	Safety	Total	General	Safety	Total
2009	3.8	4.4	3.9	5.9	6.8	6.1
2010	5.2	6.1	5.4	6.4	7.5	6.6
2011	5.3	6.3	5.5	6.9	8.2	7.2
2012	6.0	7.2	6.3	7.6	8.8	7.9
2013	6.4	7.8	6.7	7.2	8.6	7.5
2014	6.7	8.5	7.1	7.4	9.2	7.7
2015	6.3	8.5	6.7	7.4	10.1	7.9

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT A

Table of Plan Coverage

i. General Plan A

Category	Year Ended December 31		Change From Prior Year
	2015	2014	
Active members in valuation			
Number	2,455	2,626	-6.5%
Average age	48.8	48.2	N/A
Average service	12.0	11.3	N/A
Projected total compensation	\$208,704,198	\$216,555,408	-3.6%
Projected average compensation	\$85,012	\$82,466	3.1%
Account balances	\$334,329,250	\$318,940,926	4.8%
Total active vested members	2,017	2,084	-3.2%
Vested terminated members⁽¹⁾	735	735	0.0%
Retired members			
Number in pay status	3,085	3,001	2.8%
Average age	69.1	68.8	N/A
Average monthly benefit	\$2,753	\$2,708	1.7%
Disabled members			
Number in pay status	341	350	-2.6%
Average age	65.7	65.0	N/A
Average monthly benefit	\$1,745	\$1,741	0.2%
Beneficiaries			
Number in pay status	440	409	7.6%
Average age	72.8	72.9	N/A
Average monthly benefit	\$1,184	\$1,121	5.6%

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT A

Table of Plan Coverage

ii. General Plan B

Category	Year Ended December 31		Change From Prior Year
	2015	2014	
Active members in valuation			
Number	911	585	55.7%
Average age	40.0	40.5	N/A
Average service	1.4	1.1	N/A
Projected total compensation	\$62,199,997	\$39,021,956	59.4%
Projected average compensation	\$68,277	\$66,704	2.4%
Account balances	\$8,764,574	\$4,001,051	119.1%
Total active vested members	10	4	150.0%
Vested terminated members⁽¹⁾	129	60	115.0%
Retired members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Disabled members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Beneficiaries			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT A

Table of Plan Coverage

iii. Safety Plan A

Category	Year Ended December 31		Change From Prior Year
	2015	2014	
Active members in valuation			
Number	615	653	-5.8%
Average age	43.7	43.0	N/A
Average service	13.1	12.5	N/A
Projected total compensation	\$61,738,252	\$64,473,981	-4.2%
Projected average compensation	\$100,387	\$98,735	1.7%
Account balances	\$114,902,073	\$110,449,194	4.0%
Total active vested members	537	563	-4.6%
Vested terminated members⁽¹⁾	177	174	1.7%
Retired members			
Number in pay status	428	408	4.9%
Average age	64.1	63.6	N/A
Average monthly benefit	\$4,505	\$4,446	1.3%
Disabled members			
Number in pay status	269	256	5.1%
Average age	58.4	58.7	N/A
Average monthly benefit	\$3,015	\$2,954	2.1%
Beneficiaries			
Number in pay status	90	82	9.8%
Average age	64.3	63.6	N/A
Average monthly benefit	\$1,896	\$1,864	1.7%

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT A

Table of Plan Coverage

iv. Safety Plan B

Category	Year Ended December 31		Change From Prior Year
	2015	2014	
Active members in valuation			
Number	90	58	55.2%
Average age	31.8	33.1	N/A
Average service	1.4	0.9	N/A
Projected total compensation	\$6,874,338	\$4,367,538	57.4%
Projected average compensation	\$76,382	\$75,302	1.4%
Account balances	\$1,298,574	\$552,365	135.1%
Total active vested members	0	0	0.0%
Vested terminated members⁽¹⁾	6	6	0.0%
Retired members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Disabled members			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A
Beneficiaries			
Number in pay status	0	0	N/A
Average age	N/A	N/A	N/A
Average monthly benefit	N/A	N/A	N/A

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of December 31, 2015
By Age and Years of Service**

i. General Plan A

Age	Total	Years of Service									
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & over	
Under 25	1	1	--	--	--	--	--	--	--	--	--
	\$64,638	\$64,638	--	--	--	--	--	--	--	--	--
25 - 29	65	54	11	--	--	--	--	--	--	--	--
	70,938	71,937	\$66,033	--	--	--	--	--	--	--	--
30 - 34	187	81	88	17	1	--	--	--	--	--	--
	75,969	78,069	75,798	\$68,355	\$50,429	--	--	--	--	--	--
35 - 39	272	72	115	76	9	--	--	--	--	--	--
	81,382	84,124	80,715	79,842	80,979	--	--	--	--	--	--
40 - 44	319	55	94	107	57	6	--	--	--	--	--
	85,596	85,211	87,084	85,649	83,404	\$85,704	--	--	--	--	--
45 - 49	421	67	100	94	105	35	19	1	--	--	--
	84,442	88,963	81,791	82,167	83,490	91,171	\$86,458	\$86,598	--	--	--
50 - 54	468	54	99	119	93	58	40	5	--	--	--
	87,786	92,129	84,146	83,758	85,188	99,557	92,136	85,788	--	--	--
55 - 59	417	48	74	91	97	43	42	19	3	--	--
	90,467	96,253	90,137	83,781	89,218	94,562	88,113	108,778	\$107,561	--	--
60 - 64	228	17	60	59	57	19	13	3	--	--	--
	85,813	91,239	86,573	83,550	84,180	88,136	93,494	67,423	--	--	--
65 - 69	65	7	13	21	19	2	2	--	--	--	1
	85,135	115,084	69,402	80,784	93,715	64,566	75,670	--	--	--	\$68,436
70 & over	12	1	2	4	3	--	2	--	--	--	--
	76,932	97,358	82,832	72,179	68,851	--	82,447	--	--	--	--
Total	2,455	457	656	588	441	163	118	28	3	1	
	\$85,012	\$85,396	\$82,785	\$82,694	\$85,401	\$94,168	\$89,496	\$99,450	\$107,561	\$68,436	

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of December 31, 2015
By Age and Years of Service**

ii. General Plan B

Age	Total	Years of Service								
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & over
Under 25	36	36	--	--	--	--	--	--	--	--
	\$54,080	\$54,080	--	--	--	--	--	--	--	--
25 - 29	185	184	1	--	--	--	--	--	--	--
	61,142	61,123	\$64,538	--	--	--	--	--	--	--
30 - 34	154	153	1	--	--	--	--	--	--	--
	65,649	65,873	31,283	--	--	--	--	--	--	--
35 - 39	147	147	--	--	--	--	--	--	--	--
	71,195	71,195	--	--	--	--	--	--	--	--
40 - 44	88	87	1	--	--	--	--	--	--	--
	69,949	69,798	83,070	--	--	--	--	--	--	--
45 - 49	91	91	--	--	--	--	--	--	--	--
	70,843	70,843	--	--	--	--	--	--	--	--
50 - 54	88	86	2	--	--	--	--	--	--	--
	70,985	71,646	42,581	--	--	--	--	--	--	--
55 - 59	73	71	2	--	--	--	--	--	--	--
	75,530	76,177	52,565	--	--	--	--	--	--	--
60 - 64	40	38	1	1	--	--	--	--	--	--
	81,608	82,870	57,395	\$57,863	--	--	--	--	--	--
65 - 69	7	6	1	--	--	--	--	--	--	--
	85,170	90,843	51,137	--	--	--	--	--	--	--
70 & over	2	2	--	--	--	--	--	--	--	--
	71,574	71,574	--	--	--	--	--	--	--	--
Total	911	901	9	1	--	--	--	--	--	--
	\$68,277	\$68,440	\$53,079	\$57,863	--	--	--	--	--	--

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of December 31, 2015
By Age and Years of Service**

iii. Safety Plan A

Age	Years of Service								
	Total	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & over
Under 25	--	--	--	--	--	--	--	--	--
25 - 29	17	15	2	--	--	--	--	--	--
30 - 34	89	30	47	11	1	--	--	--	--
35 - 39	100	10	43	36	11	--	--	--	--
40 - 44	136	11	25	49	41	10	--	--	--
45 - 49	101,985	112,175	94,593	105,559	100,305	\$98,639	--	--	--
50 - 54	105,245	100,885	90,294	100,451	104,398	108,170	\$133,410	--	--
55 - 59	108,394	92,067	90,036	104,005	102,768	135,010	119,338	\$117,168	--
60 - 64	103,926	123,855	108,937	83,324	105,275	100,613	89,247	124,400	\$119,255
65 - 69	110,093	126,848	116,650	136,947	78,777	89,660	83,394	--	--
70 & over	1	--	1	--	--	--	--	--	--
	86,689	--	86,689	--	--	--	--	--	--
Total	615	84	158	141	134	60	31	6	1
	\$100,387	\$97,341	\$93,104	\$100,023	\$102,130	\$108,913	\$118,835	\$120,784	\$119,255

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT B

**Members in Active Service and Projected Average Compensation as of December 31, 2015
By Age and Years of Service**

iv. Safety Plan B

Age	Total	Years of Service							
		0-4	5-9	10-14	15-19	20-24	25-29	30-34	35 & over
Under 25	14	14	--	--	--	--	--	--	--
	\$70,187	\$70,187	--	--	--	--	--	--	--
25 - 29	39	39	--	--	--	--	--	--	--
	74,227	74,227	--	--	--	--	--	--	--
30 - 34	22	22	--	--	--	--	--	--	--
	72,496	72,496	--	--	--	--	--	--	--
35 - 39	2	2	--	--	--	--	--	--	--
	75,193	75,193	--	--	--	--	--	--	--
40 - 44	1	1	--	--	--	--	--	--	--
	93,195	93,195	--	--	--	--	--	--	--
45 - 49	2	2	--	--	--	--	--	--	--
	75,437	75,437	--	--	--	--	--	--	--
50 - 54	6	6	--	--	--	--	--	--	--
	111,995	111,995	--	--	--	--	--	--	--
55 - 59	3	3	--	--	--	--	--	--	--
	85,096	85,096	--	--	--	--	--	--	--
60 - 64	1	1	--	--	--	--	--	--	--
	80,221	80,221	--	--	--	--	--	--	--
65 - 69	--	--	--	--	--	--	--	--	--
	--	--	--	--	--	--	--	--	--
70 & over	--	--	--	--	--	--	--	--	--
	--	--	--	--	--	--	--	--	--
Total	90	90	--	--	--	--	--	--	--
	\$76,382	\$76,382	--	--	--	--	--	--	--

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT C

Reconciliation of Member Data – December 31, 2014 to December 31, 2015

	Active Members	Vested Terminated Members⁽¹⁾	Disabled Pensioners	Retired Members	Beneficiaries	Total
Number as of December 31, 2014	3,922	975	606	3,409	491	9,403
New members	467	40 ⁽²⁾	N/A	N/A	N/A	507
Terminations – with vested rights	-126	126	N/A	N/A	N/A	0
Contribution refunds	-43	-40	N/A	N/A	N/A	-83
Retirements	-142	-38	N/A	180	N/A	0
New disabilities	-15	-2	18	-1	N/A	0
Return to work	11	-11	0	0	N/A	0
Died with or without beneficiary	-3	-3	-14	-75	39 ⁽³⁾	-56
Data adjustments	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Number as of December 31, 2015	4,071	1,047	610	3,513	530	9,771

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they have less than five years of service.

⁽²⁾ Includes members who are included for the first time in this year's valuation as they were hired and terminated in the 2015 calendar year.

⁽³⁾ This is the net increase in the number of beneficiaries after subtracting the number of beneficiaries who died during the year.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT D

Summary Statement of Income and Expenses on an Actuarial Value Basis

	Year Ended December 31, 2015	Year Ended December 31, 2014
Contribution income:		
Employer contributions	\$68,239,981	\$61,179,319
Employee contributions	<u>38,713,777</u>	<u>37,126,072</u>
Net contribution income	\$106,953,758	\$98,305,391
Investment income:		
Interest, dividends and other income	\$53,531,277	\$56,821,792
Recognition of capital appreciation	132,581,481	158,289,584
Less investment fees and administrative expenses	<u>-21,855,593</u>	<u>-21,312,110</u>
Net investment income	<u>164,257,165</u>	<u>193,799,266</u>
Total income available for benefits	\$271,210,923	\$292,104,657
Less benefit payments:		
Service retirement and disability benefits	-\$147,277,253	-\$140,429,773
Member refunds	<u>-2,086,976</u>	<u>-1,245,610</u>
Net benefit payments	-\$149,364,229	-\$141,675,383
Change in assets held for future benefits	\$121,846,694	\$150,429,274

Results may be off due to rounding.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

**EXHIBIT E
Summary Statement of Plan Assets**

	Year Ended December 31, 2015	Year Ended December 31, 2014
Cash equivalents	\$110,865,919	\$160,577,332
Accounts receivable:		
Contributions, interest and dividends, and securities sold	\$21,874,558	\$22,284,216
Other receivable	<u>73,448</u>	<u>152,135</u>
Total accounts receivable	21,948,006	22,436,351
Investments:		
Domestic and international stocks	1,317,954,822	\$1,370,683,219
Domestic bonds	459,049,337	374,923,467
Real estate	400,961,251	382,119,536
Securities lending collateral	83,095,677	113,076,856
Miscellaneous	<u>73,302,486</u>	<u>69,465,441</u>
Total investments at market value	<u>2,334,363,573</u>	<u>2,310,268,519</u>
Total assets	\$2,467,177,498	\$2,493,282,202
Less accounts payable	-\$185,050,068	-\$199,807,507
Net assets at market value	<u>\$2,282,127,429</u>	<u>\$2,293,474,695</u>
Net assets at actuarial value	<u>\$2,289,056,790</u>	<u>\$2,167,210,096</u>
Net assets at valuation value	<u>\$2,289,056,790</u>	<u>\$2,167,210,096</u>

Results may be off due to rounding.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

**EXHIBIT F
Actuarial Balance Sheet**

An overview of the Plan's funding is given by an Actuarial Balance Sheet. In this approach, we first determine the amount and timing of all future payments that are anticipated to be made by the Plan for current participants. We then discount these payments at the valuation interest rate to the date of the valuation, thereby determining their present value. We refer to this present value as the "liability" of the Plan.

Second, we determine how this liability will be met. These actuarial "assets" include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments.

Actuarial Balance Sheet (Dollar Amounts in Thousands)

Assets	Basic	COLA	Total
1 Total valuation assets	\$2,244,269	\$44,788	\$2,289,057
2 Present value of future contributions by members ⁽¹⁾	\$258,904	\$0	\$258,904
3 Present value of future employer contributions for:			
a Entry age normal cost	\$221,847	\$0	\$221,847
b Unfunded actuarial accrued liability ⁽¹⁾	<u>\$405,922</u>	<u>\$0</u>	<u>\$405,922</u>
4 Total current and future assets	\$3,130,942	\$44,788	\$3,175,730
Liabilities			
5 Present value of benefits already granted	\$1,588,859	\$44,788	\$1,633,647
6 Present value of benefits to be granted	<u>\$1,542,083</u>	<u>\$0</u>	<u>\$1,542,083</u>
7 Total liabilities	\$3,130,942	\$44,788	\$3,175,730

⁽¹⁾ Before reflecting supplemental contributions payable by certain members for the UAAL.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT G

Summary of Reported Reserve Information as of December 31, 2015

Reserves			
	Before True-Up	After True-Up	Transfer Amount
Member reserves ⁽¹⁾			
General	\$385,907,674	\$385,907,674	\$0
Safety	127,535,845	127,535,845	0
Employer reserves ⁽¹⁾			
General	\$488,320,286	\$443,880,679	\$(44,439,607)
Safety	210,246,124	189,447,582	(20,798,542)
Retired member reserve ⁽¹⁾			
General	\$1,148,756,393	\$1,193,196,000	\$44,439,607
Safety	374,863,458	395,662,000	20,798,542
COLA	43,531,388	44,788,000	1,256,612
Negative contingency reserve ⁽¹⁾	(490,104,376)	(491,360,990)	(1,256,614)
Total valuation reserve ⁽¹⁾	2,289,056,792	2,289,056,790	(2)
Undistributed reserve ⁽²⁾	0	0	0
Interest fluctuation reserve ⁽²⁾	0	0	0
Market stabilization reserve ⁽²⁾	(6,929,363)	(6,929,361)	2
Net market value	\$2,282,127,429	\$2,282,127,429	\$0

⁽¹⁾ *Included in development of valuation value of assets.*

⁽²⁾ *Not included in development of valuation value of assets.*

Results may be off due to rounding.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT H

Development of Unfunded Actuarial Accrued Liability for Year Ended December 31, 2015

	(Dollar Amounts in Thousands)
1 Unfunded Actuarial Accrued Liability as of December 31, 2014	\$343,043
2 Normal Cost	70,337
3 Expected employer and member contributions	(100,009)
4 Interest	<u>24,727</u>
5 Expected Unfunded Actuarial Accrued Liability	\$338,098
6 Actuarial (gains)/losses due to all changes:	
<u>Experience (gains)/losses</u>	
(a) Investment gain	\$(3,307)
(b) Greater than expected contributions ⁽¹⁾	(3,519)
(c) Lower than expected salary increases	(12,829)
(d) Other experience gains	<u>(2,546)</u>
(e) Total experience gains and losses	(22,201)
7 Assumption changes	93,686
8 County's additional UAAL payment	<u>(3,661)</u>
9 Total changes	<u>\$67,824</u>
10 Unfunded Actuarial Accrued Liability as of December 31, 2015	\$405,922

⁽¹⁾ Includes impact of 18-month delay in rate implementation, phase-in of the impact of the changes in actuarial assumptions on the employer contribution rate and difference between normal cost and UAAL contributions due to actual payroll less than expected during 2015.

Note: Net gain from other experience of \$15.4 million (as shown on page 8) is equal to 6(c)+ 6(d).

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT I

Section 415 Limitations

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active participants could be taxed on their vested benefits and the IRS may seek to tax the income earned on the plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar indexed for inflation. That limit is \$210,000 for 2015 and 2016. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after tax contributions.

Plan A benefits in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Plan A contribution rates determined in this valuation have not been reduced for the Section 415 limitations. Actual limitations will result in gains as they occur.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

EXHIBIT J

Definitions of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Assumptions or Actuarial

Assumptions:

The estimates on which the cost of the Plan is calculated including:

- (a) Investment return — the rate of investment yield that the Plan will earn over the long-term future;
- (b) Mortality rates — the death rates of employees and pensioners; life expectancy is based on these rates;
- (c) Retirement rates — the rate or probability of retirement at a given age; and
- (d) Turnover rates — the rates at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement.

Normal Cost:

The amount of contributions required to fund the level cost allocated to the current year of service.

Actuarial Accrued Liability

For Actives:

The equivalent of the accumulated normal costs allocated to the years before the valuation date.

Actuarial Accrued Liability

For Pensioners:

The single sum value of lifetime benefits to existing pensioners. This sum takes account of life expectancies appropriate to the ages of the pensioners and the interest that the sum is expected to earn before it is entirely paid out in benefits.

Unfunded (Overfunded) Actuarial

Accrued Liability:

The extent to which the actuarial accrued liability of the Plan exceeds (or is exceeded by) the assets of the Plan. There are many approaches to recognizing the unfunded or overfunded actuarial accrued liability, from meeting the interest accrual only to amortizing it over a specific period of time.

SECTION 3: Supplemental Information for the Sonoma County Employees' Retirement Association

**Amortization of the Unfunded
(Overfunded) Actuarial
Accrued Liability:**

Payments made over a period of years equal in value to the Plan's unfunded or overfunded actuarial accrued liability.

Investment Return:

The rate of earnings of the Plan from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the market gains and losses to avoid significant swings in the value of assets from one year to the next.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

EXHIBIT I

Summary of Actuarial Valuation Results

The valuation was made with respect to the following data supplied to us:

1. Retired members as of the valuation date (including 530 beneficiaries in pay status)	4,653
2. Members inactive during year ended December 31, 2015 with vested rights ⁽¹⁾	1,047
3. Members active during the year ended December 31, 2015	4,071

The actuarial factors as of the valuation date are as follows (amounts in 000s):

1. Normal cost	\$72,321
2. Present value of future benefits	3,175,730
3. Present value of future normal costs	480,751
4. Actuarial accrued liability	2,694,979
Retired members and beneficiaries	\$1,633,647
Inactive members with vested rights	82,020
Active members	979,312
5. Valuation value of assets ⁽²⁾ (\$2,282,127 at market value as reported by Retirement Association)	2,289,057
6. Unfunded actuarial accrued liability	\$405,922

⁽¹⁾ Includes members who choose to leave their contributions on deposit even though they may have less than five years of service.

⁽²⁾ Excludes non-valuation reserves.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

EXHIBIT I (continued)

Summary of Actuarial Valuation Results

The determination of the recommended average employer contribution is as follows
(amounts in 000s):

	Dollar Amount	% of Payroll
1. Total normal cost	\$72,321	21.30%
2. Expected employee normal cost contributions (excluding expected employee supplemental contributions)	<u>29,214</u>	<u>8.60%</u>
3. Employer normal cost: (1) + (2)	\$43,107	12.70%
4. Amortization of unfunded actuarial accrued liability (less expected employee supplemental contributions to reduce the employer's UAAL)	<u>26,069</u>	<u>7.68%</u>
5. Total recommended average employer contribution: (3) + (4)	\$69,176	20.38%
6. Projected compensation	\$339,518	

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

EXHIBIT II

Schedule of Employer Contributions (Dollar Amounts in Thousands)

Plan Year Ended December 31	Annual Required Contributions	Actual Contributions	Percentage Contributed
2006	\$29,391	\$29,391	100.0%
2007	34,273	34,273	100.0%
2008	38,553 ⁽¹⁾	38,553	100.0% ⁽¹⁾
2009	47,577 ⁽¹⁾	47,577	100.0% ⁽¹⁾
2010	48,426 ⁽²⁾	48,426 ⁽³⁾	100.0% ⁽²⁾
2011	35,711 ⁽⁴⁾	35,711	100.0% ⁽⁴⁾
2012	45,079 ⁽²⁾	45,079	100.0% ⁽²⁾
2013	51,852 ⁽⁵⁾	51,852	100.0% ⁽⁵⁾
2014	61,179 ⁽⁶⁾	61,179	100.0% ⁽⁶⁾
2015	64,687	68,240	105.5%

⁽¹⁾ Determined using an amortization period of about 29 years (an amortization period of up to 30 years was allowed by GASB).

⁽²⁾ Determined using an amortization period of about 26 years (an amortization period of up to 30 years was allowed by GASB).

⁽³⁾ Excludes \$289.3 million in proceeds from issuance of Pension Obligation Bonds.

⁽⁴⁾ Determined using an amortization period of about 23 years (an amortization period of up to 30 years was allowed by GASB).

⁽⁵⁾ Determined using an amortization period of about 27 years (an amortization period of up to 30 years was allowed by GASB).

⁽⁶⁾ Determined using an amortization period of about 28 years (an amortization period of up to 30 years was allowed by GASB).

Note: Reference to GASB is under the old Statements 25 and 27.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

EXHIBIT III

Actuarial Assumptions and Actuarial Cost Method

Mortality Rates:

Healthy Retirement:

For General Members: Headcount-Weighted RP-2014 Healthy Annuitant Table projected 20 years with the two-dimensional scale MP20142D set back one year for males and set forward one year for females.

For Safety Members: Headcount-Weighted RP-2014 Healthy Annuitant Table projected 20 years with the two-dimensional scale MP20142D set back one year.

Disabled Retirement:

Headcount-Weighted RP-2014 Healthy Annuitant Table projected 20 years with the two-dimensional scale MP20142D set forward five years.

For Safety Members: Headcount-Weighted RP-2014 Healthy Annuitant Table projected 20 years with the two-dimensional scale MP20142D set forward four years.

The mortality tables shown above were determined to have a 15% to 20% margin to reflect future mortality improvement, based on a review of the mortality experience in the January 1, 2012 – December 31, 2014 Actuarial Experience Study.

Employee Contribution Rates:

For General Members: Headcount-Weighted RP-2014 Healthy Table projected 20 years with the two-dimensional scale MP2014D set back one year for males and set forward one year for females weighted 33.33% male and 66.67% female.

For Safety Members: Headcount-Weighted RP-2014 Healthy Table projected 20 years with the two-dimensional scale MP2014D set back one year weighted 75% male and 25% female.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Termination Rates Before Retirement:

Mortality Rates:

Age	Rate (%)			
	General		Safety	
	Male	Female	Male	Female
30	0.02	0.01	0.02	0.01
35	0.03	0.01	0.03	0.01
40	0.03	0.02	0.03	0.02
45	0.05	0.03	0.05	0.03
50	0.08	0.06	0.08	0.06
55	0.14	0.09	0.14	0.09
60	0.23	0.12	0.23	0.12

All pre-retirement deaths are assumed to be non-service connected deaths.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Disability Rates:

Age	Rate (%)	
	General ⁽¹⁾	Safety ⁽²⁾
20	0.05	0.06
25	0.05	0.16
30	0.08	0.38
35	0.13	0.65
40	0.18	0.90
45	0.29	1.60
50	0.38	2.30
55	0.43	2.80
60	0.51	0.00

⁽¹⁾ 50% of General disabilities are assumed to be service connected disabilities. The other 50% are assumed to be non-service connected disabilities.

⁽²⁾ 95% of Safety disabilities are assumed to be service connected disabilities. The other 5% are assumed to be non-service connected disabilities.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Withdrawal Rates:

Rate (%)		
Withdrawal (< 5 Years of Service)		
Years of Service	General	Safety
0	6.0	4.0
1	4.0	2.4
2	3.0	1.6
3	2.5	1.6
4	2.0	1.6

Rate (%)		
Withdrawal (5+ Years of Service)		
Age	General	Safety
20	1.50	1.60
25	1.50	1.60
30	1.50	1.26
35	1.05	0.70
40	0.60	0.34
45	0.44	0.14
50	0.34	0.00
55	0.24	0.00
60	0.14	0.00

No withdrawal is assumed after a member is assumed to retire.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Vested Termination Rates:

Rate (%)		
Vested Termination (<5 Years of Service)		
Years of Service	General	Safety
0	6.25	6.00
1	5.50	4.00
2	4.00	4.00
3	3.00	4.00
4	3.00	4.00
Rate (%)		
Vested Termination (5+ Years of Service)		
Age	General	Safety
20	3.00	4.00
25	3.00	4.00
30	3.00	3.40
35	3.00	2.10
40	2.40	1.05
45	2.00	0.60
50	2.00	0.00
55	1.70	0.00
60	1.50	0.00

No vested termination is assumed after a member is assumed to retire.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Retirement Rates:

Age	Rate (%)					
	General			Safety		
	Plan A Before 30 Years	Plan A 30 or More Years	Plan B	Plan A Before 30 Years	Plan A 30 or More Years	Plan B
50	7.0	10.0	0.0	14.0	10.0	4.0
51	7.0	10.0	0.0	16.0	12.0	5.0
52	7.0	12.0	4.0	16.0	18.0	6.0
53	8.0	16.0	1.5	18.0	25.0	6.0
54	9.0	20.0	2.5	24.0	50.0	8.0
55	10.0	25.0	2.5	30.0	100.0	20.0
56	10.0	30.0	4.5	30.0	100.0	15.0
57	10.0	30.0	5.5	25.0	100.0	15.0
58	15.0	30.0	6.5	25.0	100.0	20.0
59	20.0	40.0	7.5	25.0	100.0	20.0
60	25.0	40.0	8.5	100.0	100.0	100.0
61	25.0	45.0	9.5	100.0	100.0	100.0
62	30.0	45.0	14.5	100.0	100.0	100.0
63	30.0	45.0	16.5	100.0	100.0	100.0
64	30.0	45.0	19.0	100.0	100.0	100.0
65	30.0	45.0	24.0	100.0	100.0	100.0
66	40.0	45.0	20.0	100.0	100.0	100.0
67	40.0	50.0	20.0	100.0	100.0	100.0
68	50.0	50.0	20.0	100.0	100.0	100.0
69	80.0	80.0	20.0	100.0	100.0	100.0
70	100.0	100.0	100.0	100.0	100.0	100.0

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Retirement Age and Benefit for Deferred Vested Members:	<p>For deferred vested members, we make the following retirement assumption:</p> <p>General: Age 58</p> <p>Safety: Age 52</p> <p>We assumed that 30% of General and 45% of Safety deferred vested members will continue to work for a reciprocal employer. For reciprocals, we assume 4.00% compensation increases per annum.</p>
Future Benefit Accruals:	1.0 year of service per year.
Unknown Data for Members:	Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.
Definition of Active Members:	First day of pay period following employment.
Percent Married:	70% of male members and 55% of female members are assumed to be married at retirement or pre-retirement death.
Age of Spouse:	Male retirees are 4 years older than their spouses and Female retirees are 2 years younger than their spouses.
Net Investment Return:	7.25%; net of administration and investment expenses.
Employee Contribution Crediting Rate:	½ of the net investment return credited semi-annually.
Cost-of-Living Adjustment for Retirees:	Not applicable.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Salary Scale:

Annual Rate of Compensation Increase

Inflation: 3.00% per year; plus "Across the Board" salary increases of 0.50% per year; plus Merit and Promotion increases as follows:

Years of Service	General	Safety
0	6.00%	8.50%
1	5.00	4.75
2	3.75	3.75
3	2.50	2.75
4	1.50	1.75
5+	0.50	0.50

Cashouts for General Plan A Court members:

The following assumption for a one-time compensation increase at retirement from vacation, sick leave and holiday cashouts is used:

General members: 4%

Note: For the purposes of calculating member contribution rates, these assumptions are adjusted by a factor of 91% since about 9% of the full costs included above have been determined by SCERA to be from the cashout of sick leave which is excluded from the cashout cost paid by the active members.

Cashouts for Plan A VOM members:

The following assumptions for a one-time compensation increase at retirement from vacation, sick leave and holiday cashouts are used:

General members: 4%
Safety members: 6%

Increase in Section 7522.10 Compensation Limit:

Increase of 3.00% per year from the valuation date.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Actuarial Value of Assets:	Market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual market return and the expected return on valuation value and are recognized over a five-year period.
Valuation Value of Assets:	The Actuarial Value of Assets reduced by the value of the non-valuation reserves.
Actuarial Cost Method:	Entry Age Actuarial Cost Method. Entry Age is the age at the member's hire date. Actuarial Accrued Liability is calculated on an individual basis and is based on costs allocated as a level percentage of compensation.

Changes in Actuarial Assumptions and Methods:

Based on the December 31, 2014 Actuarial Experience Study, the following assumptions were changed. Previously, these assumptions were as follows:

Mortality Rates:

Healthy Retirement:

For General Members – RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2015 set back two years.
For Safety Members – RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2015.

Disabled Retirement:

For General Members – RP-2000 Disabled Retiree Mortality Table projected with Scale AA to 2015 set back four years.
For Safety Members – RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2015 set forward six years.

Employee Contribution Rates:

For General Members – RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2015 set back two years weighted 30% male and 70% female.
For Safety Members – RP-2000 Combined Healthy Mortality Table projected with Scale AA to 2015 weighted 75% male and 25% female.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Termination Rates Before Retirement:

Mortality Rates:

Age	Rate (%)			
	General		Safety	
	Male	Female	Male	Female
30	0.02	0.01	0.02	0.01
35	0.03	0.02	0.04	0.02
40	0.04	0.02	0.05	0.03
45	0.06	0.04	0.06	0.04
50	0.07	0.05	0.08	0.06
55	0.11	0.09	0.14	0.12
60	0.21	0.18	0.26	0.23

All pre-retirement deaths are assumed to be non-service connected deaths.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Disability Rates:

Age	Rate (%)	
	General ⁽¹⁾	Safety ⁽²⁾
20	0.05	0.06
25	0.05	0.16
30	0.06	0.38
35	0.12	0.95
40	0.24	1.40
45	0.33	1.80
50	0.41	2.30
55	0.51	2.80
60	0.70	0.00

⁽¹⁾ 50% of General disabilities are assumed to be service connected disabilities. The other 50% are assumed to be non-service connected disabilities.

⁽²⁾ 90% of Safety disabilities are assumed to be service connected disabilities. The other 10% are assumed to be non-service connected disabilities.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Withdrawal Rates:

Years of Service	Rate (%)	
	Withdrawal (< 5 Years of Service)	
	General	Safety
0	7.0	5.0
1	5.0	3.0
2	4.0	2.0
3	3.0	2.0
4	2.5	2.0

Age	Rate (%)	
	Withdrawal (5+ Years of Service)	
	General	Safety
20	2.50	2.00
25	2.50	2.00
30	2.20	1.58
35	1.28	0.88
40	0.68	0.42
45	0.48	0.18
50	0.34	0.00
55	0.24	0.00
60	0.14	0.00

No withdrawal is assumed after a member is assumed to retire.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Vested Termination Rates:

Years of Service	Rate (%)	
	Vested Termination (<5 Years of Service)	
	General	Safety
0	6.0	4.0
1	5.0	4.0
2	4.0	4.0
3	3.0	4.0
4	3.0	4.0

Age	Rate (%)	
	Vested Termination (5+ Years of Service)	
	General	Safety
20	3.00	2.00
25	3.00	2.00
30	3.00	2.00
35	3.00	1.40
40	2.40	0.94
45	1.85	0.84
50	1.60	0.00
55	1.05	0.00
60	0.75	0.00

No vested termination is assumed after a member is assumed to retire.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Retirement Rates:

Age	Rate (%)		
	General		Safety
	Plan A Before 30 Years	Plan A 30 or More Years	Plan A Before 30 Years
50	7.0	10.0	10.0
51	7.0	10.0	12.0
52	7.0	12.0	18.0
53	8.0	14.0	19.0
54	9.0	15.0	20.0
55	9.0	20.0	25.0
56	10.0	22.0	25.0
57	13.0	22.0	25.0
58	15.0	25.0	25.0
59	17.0	35.0	25.0
60	21.0	45.0	100.0
61	25.0	45.0	100.0
62	40.0	45.0	100.0
63	35.0	45.0	100.0
64	35.0	45.0	100.0
65	35.0	45.0	100.0
66	35.0	45.0	100.0
67	40.0	50.0	100.0
68	50.0	50.0	100.0
69	80.0	80.0	100.0
70	100.0	100.0	100.0

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Retirement Age and Benefit for Deferred Vested Members: For deferred vested members, we make the following retirement assumption:
 General: Age 58
 Safety: Age 53
 We assumed that 30% of General and 45% of Safety deferred vested members will continue to work for a reciprocal employer. For reciprocals, we assume 4.00% compensation increases per annum.

Percent Married: 75% of male members and 55% of female members are assumed to be married at retirement or pre-retirement death.

Age of Spouse: Females (or male) spouses are 3 years younger (older) than their spouses.

Net Investment Return: 7.50%; net of administration and investment expenses.

Salary Scale:

Annual Rate of Compensation Increase

Inflation: 3.25% per year; plus "Across the Board" salary increases of 0.75% per year; plus Merit and Promotion increases as follows:

Years of Service	General	Safety
0	6.00%	8.50%
1	5.00	4.75
2	3.75	3.75
3	2.50	2.75
4	1.50	1.75
5+	0.50	0.50

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Changes in Actuarial Assumptions and Methods (continued):

Increase in Section 7522.10

Compensation Limit: Increase of 3.25% per year from the valuation date.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

EXHIBIT IV

Summary of Plan Provisions

This exhibit summarizes the major provisions of the SCERA included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Membership Eligibility:	All permanent employees of the County of Sonoma or contracting district, scheduled to work at least 50% of a full-time position are eligible to become a member of the Retirement Association.
<i>Plan A</i>	All General and Safety members with membership dates before January 1, 2013.
<i>Plan B</i>	All General and Safety members with membership dates on or after January 1, 2013.

Final Compensation for Benefit Determination:

<i>Plan A</i>	Highest consecutive one year of compensation earnable (§31462.1)(FAC1).
<i>Plan B</i>	Highest consecutive three years of pensionable compensation (§7522.10(c), §7522.32 and §7522.34)(FAC3).

Service: Years of service (Yrs).

Service Retirement Eligibility:

<i>General</i>	
<i>Plan A</i>	Age 50 with 10 years of service credit, or age 70 regardless of service credit, or after 30 years of service credit, regardless of age (§31672).
<i>Plan B</i>	Age 52 with 5 years of service credit (§7522.20(a)).
<i>Safety</i>	
<i>Plan A</i>	Age 50 with 10 years of service credit, or age 70 regardless of service credit, or after 30 years of service credit, regardless of age (§31672).
<i>Plan B</i>	Age 50 with 5 years of service credit (§7522.25(d)).

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Benefit Formula:

	Retirement Age	Benefit Formula
<i>General Plan A – County (§31676.17)</i>	50	$(2.00\% \times \text{FAC1} - 1/3 \times 2.00\% \times \$350 \times 12) \times \text{Yrs}$
	55	$(2.50\% \times \text{FAC1} - 1/3 \times 2.50\% \times \$350 \times 12) \times \text{Yrs}$
	60 or later	$(3.00\% \times \text{FAC1} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
<i>General Plan A – Court (§31676.17)</i>	50	$(2.00\% \times \text{FAC1} - 1/3 \times 2.00\% \times \$350 \times 12) \times \text{Yrs}$
	55	$(2.50\% \times \text{FAC1} - 1/3 \times 2.50\% \times \$350 \times 12) \times \text{Yrs}$
	60 or later	$(3.00\% \times \text{FAC1} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
<i>General Plan A – Valley of the Moon (§31676.17)</i>	50	$2.00\% \times \text{FAC1} \times \text{Yrs}$
	55	$2.50\% \times \text{FAC1} \times \text{Yrs}$
	60 or later	$3.00\% \times \text{FAC1} \times \text{Yrs}$
<i>General Plan B (§7522.20(a))</i>	52	$1.00\% \times \text{FAC3} \times \text{Yrs}$
	55	$1.30\% \times \text{FAC3} \times \text{Yrs}$
	60	$1.80\% \times \text{FAC3} \times \text{Yrs}$
	62	$2.00\% \times \text{FAC3} \times \text{Yrs}$
	65	$2.30\% \times \text{FAC3} \times \text{Yrs}$
	67 or later	$2.50\% \times \text{FAC3} \times \text{Yrs}$

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

	Retirement Age	Benefit Formula
<i>Safety Plan A – County (§31664.1)</i>	50	$(3.00\% \times \text{FAC1} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
	55	$(3.00\% \times \text{FAC1} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
	60 or later	$(3.00\% \times \text{FAC1} - 1/3 \times 3.00\% \times \$350 \times 12) \times \text{Yrs}$
<i>Safety Plan A – Valley of the Moon (§31664.1)</i>	50	$3.00\% \times \text{FAC1} \times \text{Yrs}$
	55	$3.00\% \times \text{FAC1} \times \text{Yrs}$
	60 or later	$3.00\% \times \text{FAC1} \times \text{Yrs}$
<i>Safety Plan B (§7522.25(d))</i>	50	$2.00\% \times \text{FAC3} \times \text{Yrs}$
	55	$2.50\% \times \text{FAC3} \times \text{Yrs}$
	57 or later	$2.70\% \times \text{FAC3} \times \text{Yrs}$

Maximum Benefit:

<i>Plan A</i>	100% of Final Average Compensation (§31676.17, §31664.1)
<i>Plan B</i>	None

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Non Service Connected Disability:

General Plan A Members

Eligibility

Five years of service (§31720).

Benefit Formula

1.8% of FAC per year of service. If the benefit does not exceed one-third of Final Average Compensation, the service is projected to 62, and the total benefit cannot be more than one-third of Final Average Compensation (§31727.1). The Service Retirement benefit is payable, if greater.

Safety Plan A Members

Eligibility

Five years of service (§31720).

Benefit Formula

1.8% of FAC per year of service. If the benefit does not exceed one-third of Final Average Compensation, the service is projected to 55, and the total benefit cannot be more than one-third of Final Average Compensation (§31727.2). The Service Retirement benefit is payable, if greater.

All Plan B Members

Eligibility

Five years of service (§31720).

Benefit Formula

1.5% of FAC per year of service. If the benefit does not exceed one-third of Final Average Compensation, the service is projected to 65, and the total benefit cannot be more than one-third of Final Average Compensation (§31727). The Service Retirement benefit is payable, if greater.

Service Connected Disability:

All Members

Eligibility

No age or service requirements (§31720).

Benefit Formula

50% of the Final Average Compensation or 100% of Service Retirement benefit, if larger (§31727.4).

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Pre-Retirement Death:

All Members

<i>Eligibility</i>	None.
<i>Basic lump sum benefit</i>	Refund of employee contributions with interest, plus one month's compensation for each year of service, to a maximum of six months' compensation (§37181).
<i>Service Connected Death</i>	50% of Final Compensation or 100% of Service Retirement benefit, if greater, payable to spouse or registered domestic partner (§31787).

OR

Vested Members

<i>Eligibility</i>	Five years of service.
<i>Basic benefit</i>	60% of the greater of Service or Non Service Connected Disability Retirement benefit payable to surviving eligible spouse or registered domestic partner (§31765.1, §31781.1), in lieu of the basic lump sum benefit above.
<i>Service Connected Death</i>	50% of Final Compensation or 100% of Service Retirement benefit, if greater, payable to spouse or registered domestic partner (§31787).

Death After Retirement:

All Members

<i>Service or Non Service Connected Disability Retirement</i>	60% of member's unmodified allowance continued to eligible spouse or registered domestic partner (§31760.1).
<i>Service Connected Disability Retirement</i>	100% of member's unmodified allowance continued to eligible spouse or registered domestic partner (§31786).

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Withdrawal Benefits:

<i>Less than Five Years of Service</i>	Refund of accumulated employee contributions with interest, or earned benefit at age 70 (§31628). A member may also elect to leave contributions on deposit in the retirement fund (§31629.5).
<i>Five or More Years Service</i>	If contributions left on deposit, eligible for retirement benefits at any time after meeting eligibility criteria to retire (§31700).

Employer Contributions:

The amortization period for the outstanding balance of the December 31, 2007 Unfunded Actuarial Accrued Liability as well as for UAAL established on each subsequent valuation as a result of actuarial gains or losses and changes in actuarial assumptions is amortized over a declining 20-year period. The amortization period for UAAL established as a result of including as pensionable salary a cash allowance is amortized over a declining 20-year period with 12 years remaining as of December 31, 2014.

Member Contributions:

	Please refer to Appendix A for the specific rates.
<i>General Plan A</i>	Provide for an average annuity at age 55 equal to 1/100 of FAC. (§31621.8)
<i>General Plan B</i>	50% of the total Normal Cost rate.
<i>Safety Plan A</i>	Provide for an average annuity at age 50 equal to 1/100 of FAC. (§31639.25)
<i>Safety Plan B</i>	50% of the total Normal Cost rate.
<i>Additional Contributions</i>	
<i>General – County and Courts</i>	An additional amount equal to 3.03% of payroll will be paid from July 1, 2004 to June 30, 2024.
<i>Safety – County</i>	An additional amount equal to 3.00% of payroll will be paid effective February 1, 2005.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Other Information:

Safety Plan A members with 30 or more years of service are exempt from paying member contributions. The same applies for General Plan A members hired on or before March 7, 1973.

NOTE: *The summary of major plan provisions is designed to outline principle plan benefits as interpreted for purposes of the actuarial valuation. If the Association should find the plan summary not in accordance with the actual provisions, the Association should alert the actuary so they can both be sure the proper provisions are valued.*

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix A

Member Contribution Rates

Comparison of Total Member Rate⁽¹⁾ from December 31, 2015 (New) and December 31, 2014 (Current) Valuations

General Plan A – County ⁽²⁾				Safety Plan A – County ⁽⁴⁾			
Entry Age	Current	New	Change	Entry Age	Current	New	Change
25	7.49%	7.32%	(0.17%)	25	8.32%	8.30%	(0.02%)
35	8.81%	8.75%	(0.06%)	35	9.80%	9.92%	0.12%
45	10.42%	10.49%	0.07%	45	11.80%	12.11%	0.31%
General Plan A – Court ⁽²⁾				Safety Plan A – VOM			
Entry Age	Current	New	Change	Entry Age	Current	New	Change
25	7.75%	7.58%	(0.17%)	25	8.76%	8.78%	0.02%
35	9.12%	9.05%	(0.07%)	35	10.31%	10.48%	0.17%
45	10.77%	10.84%	0.07%	45	12.31%	12.68%	0.37%
General Plan A – VOM				Safety Plan B – County ⁽⁴⁾			
Entry Age	Current	New	Change	Entry Age	Current	New	Change
25	7.75%	7.60%	(0.15%)	Any ⁽³⁾	11.98%	11.36%	(0.62%)
35	9.12%	9.08%	(0.04%)				
45	10.77%	10.87%	0.10%				
General Plan B ⁽²⁾				Safety Plan B – VOM			
Entry Age	Current	New	Change	Entry Age	Current	New	Change
Any ⁽³⁾	7.37%	7.40%	0.03%	Any ⁽³⁾	10.36%	10.04%	(0.32%)

⁽¹⁾ For Plan A integrated members, contributions for the first \$350 of monthly payroll are based on 2/3 of the above rates.

⁽²⁾ Rates exclude an additional 3.03% of payroll payable from July 1, 2004 to June 30, 2024 for County and Court members only.

⁽³⁾ Plan B member rates are independent of entry age.

⁽⁴⁾ Rates exclude an additional 3.00% of payroll payable effective February 1, 2005 for County members only.

Note: The change in member rates for Plan A members is due to the mortality, interest, and wage growth assumptions adopted by the Board for the December 31, 2015 valuation. While the change in mortality and interest assumptions both increase the member rates at all ages, this increase is more than offset at the younger ages and only partially offset at the older ages, by the change in wage growth assumption.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix A

Member Contribution Rates (continued)

General Members' Contribution Rates from the December 31, 2015 Actuarial Valuation

(As a Percentage of Monthly Payroll)

Plan A – County			Plan A – Court			Plan A – VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
16	4.14%	6.20%	16	4.28%	6.43%	16	4.30%	6.45%
17	4.21%	6.32%	17	4.36%	6.55%	17	4.38%	6.57%
18	4.29%	6.44%	18	4.45%	6.67%	18	4.46%	6.69%
19	4.37%	6.56%	19	4.53%	6.79%	19	4.54%	6.82%
20	4.45%	6.68%	20	4.61%	6.92%	20	4.63%	6.94%
21	4.54%	6.80%	21	4.70%	7.05%	21	4.71%	7.07%
22	4.62%	6.93%	22	4.78%	7.18%	22	4.80%	7.20%
23	4.70%	7.06%	23	4.87%	7.31%	23	4.89%	7.33%
24	4.79%	7.18%	24	4.96%	7.44%	24	4.98%	7.47%
25	4.88%	7.32%	25	5.05%	7.58%	25	5.07%	7.60%
26	4.97%	7.45%	26	5.14%	7.71%	26	5.16%	7.74%
27	5.06%	7.58%	27	5.24%	7.85%	27	5.25%	7.88%
28	5.15%	7.72%	28	5.33%	7.99%	28	5.35%	8.02%
29	5.24%	7.86%	29	5.43%	8.14%	29	5.44%	8.17%
30	5.33%	8.00%	30	5.52%	8.28%	30	5.54%	8.31%
31	5.43%	8.15%	31	5.62%	8.43%	31	5.64%	8.46%
32	5.53%	8.29%	32	5.72%	8.58%	32	5.74%	8.61%
33	5.63%	8.44%	33	5.82%	8.74%	33	5.84%	8.77%
34	5.73%	8.59%	34	5.93%	8.89%	34	5.95%	8.92%
35	5.83%	8.75%	35	6.03%	9.05%	35	6.05%	9.08%
36	5.93%	8.90%	36	6.14%	9.21%	36	6.16%	9.24%
37	6.04%	9.06%	37	6.25%	9.38%	37	6.27%	9.41%
38	6.15%	9.22%	38	6.36%	9.54%	38	6.38%	9.58%
39	6.26%	9.39%	39	6.48%	9.71%	39	6.50%	9.75%
40	6.37%	9.56%	40	6.59%	9.89%	40	6.61%	9.92%

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix A

Member Contribution Rates (continued)

**General Members' Contribution Rates from the December 31, 2015 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – Court			Plan A – VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
41	6.49%	9.73%	41	6.71%	10.07%	41	6.73%	10.10%
42	6.61%	9.91%	42	6.83%	10.25%	42	6.86%	10.28%
43	6.73%	10.10%	43	6.96%	10.44%	43	6.98%	10.47%
44	6.86%	10.29%	44	7.09%	10.63%	44	7.11%	10.67%
45	6.99%	10.49%	45	7.22%	10.84%	45	7.25%	10.87%
46	7.13%	10.70%	46	7.37%	11.05%	46	7.39%	11.08%
47	7.28%	10.92%	47	7.51%	11.27%	47	7.54%	11.31%
48	7.44%	11.16%	48	7.68%	11.51%	48	7.70%	11.55%
49	7.62%	11.44%	49	7.85%	11.78%	49	7.88%	11.82%
50	7.76%	11.64%	50	7.98%	11.97%	50	8.00%	12.01%
51	7.85%	11.77%	51	8.06%	12.09%	51	8.08%	12.12%
52	7.88%	11.82%	52	8.07%	12.10%	52	8.08%	12.13%
53	7.84%	11.77%	53	7.98%	11.97%	53	8.00%	11.99%
54 & Over	7.76%	11.65%	54 & Over	7.76%	11.65%	54 & Over	7.76%	11.65%

Interest: 7.25%

COLA: 0.00%

Mortality: Headcount-Weighted RP-2014 Healthy Table projected 20 years with the two-dimensional scale MP2014D set back one year for males and set forward one year for females weighted 33.33% male and 66.67% female.

Salary Increase: Inflation (3.00%) + Across the board increase (0.50%) + Merit (see Exhibit III)

Note: The above rates exclude an additional 3.03% of payroll payable from July 1, 2004 to June 30, 2024 for County and Court members only.

* For integrated members only.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**General Members' Contribution Rates from the December 31, 2015 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

	Plan B	
	All Members	All Eligible Pay*
Interest:	7.25%	7.40%
COLA:	0.00%	
Mortality:	Headcount-Weighted RP-2014 Healthy Table projected 20 years with the two-dimensional scale MP2014D set back one year for males and set forward one year for females weighted 33.33% male and 66.67% female.	
Salary Increase:	Inflation (3.00%) + Across the board increase (0.50%) + Merit (see Exhibit III)	
Note:	The above rates exclude an additional 3.03% of payroll payable from July 1, 2004 to June 30, 2024 for County and Court members only.	

* *It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the maximum compensation that can be taken into account for 2016 is equal to \$117,020. (For an employer that is not enrolled in Social Security, the maximum amount is \$140,424). (reference: Section 7522.10). These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2016. (reference: Section 7522.10(d)).*

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix A

Member Contribution Rates (continued)

**Safety Members' Contribution Rates from the December 31, 2015 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
16	4.70%	7.05%	16	4.98%	7.47%
17	4.79%	7.18%	17	5.07%	7.60%
18	4.87%	7.31%	18	5.16%	7.74%
19	4.96%	7.45%	19	5.26%	7.88%
20	5.05%	7.58%	20	5.35%	8.03%
21	5.15%	7.72%	21	5.45%	8.17%
22	5.24%	7.86%	22	5.55%	8.32%
23	5.34%	8.00%	23	5.65%	8.47%
24	5.43%	8.15%	24	5.75%	8.62%
25	5.53%	8.30%	25	5.85%	8.78%
26	5.63%	8.45%	26	5.96%	8.94%
27	5.73%	8.60%	27	6.06%	9.10%
28	5.83%	8.75%	28	6.17%	9.26%
29	5.94%	8.91%	29	6.28%	9.42%
30	6.05%	9.07%	30	6.39%	9.59%
31	6.16%	9.23%	31	6.51%	9.76%
32	6.27%	9.40%	32	6.63%	9.94%
33	6.38%	9.57%	33	6.74%	10.12%
34	6.50%	9.74%	34	6.86%	10.30%
35	6.61%	9.92%	35	6.99%	10.48%
36	6.74%	10.10%	36	7.11%	10.67%
37	6.86%	10.29%	37	7.24%	10.87%
38	6.99%	10.49%	38	7.38%	11.07%
39	7.12%	10.69%	39	7.52%	11.27%
40	7.26%	10.90%	40	7.66%	11.49%

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix A

Member Contribution Rates (continued)

**Safety Members' Contribution Rates from the December 31, 2015 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan A – County			Plan A – VOM		
Entry Age	First \$350*	Over \$350	Entry Age	First \$350*	Over \$350
41	7.41%	11.12%	41	7.81%	11.71%
42	7.57%	11.36%	42	7.97%	11.95%
43	7.74%	11.62%	43	8.14%	12.21%
44	7.94%	11.91%	44	8.33%	12.50%
45	8.07%	12.11%	45	8.45%	12.68%
46	8.16%	12.24%	46	8.52%	12.77%
47	8.20%	12.30%	47	8.52%	12.78%
48	8.21%	12.31%	48	8.44%	12.66%
49 & Over	8.03%	12.05%	49 & Over	8.03%	12.05%

Interest: 7.25%

COLA: 0.00%

Mortality: Headcount-Weighted RP-2014 Healthy Table projected 20 years with the two-dimensional scale MP2014D set back one year weighted 75% male and 25% female.

Salary Increase: Inflation (3.00%) + Across the board increase (0.50%) + Merit (see Exhibit III)

Note: The above rates exclude an additional 3.00% of payroll payable effective February 1, 2005 for County members only.

* For integrated members only.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix A
Member Contribution Rates (continued)**

**Safety Members' Contribution Rates from the December 31, 2015 Actuarial Valuation
(As a Percentage of Monthly Payroll)**

Plan B – County		Plan B – VOM	
	All Eligible Pay*		All Eligible Pay*
All Members	11.36%	All Members	10.04%

Interest: 7.25%

COLA: 0.00%

Mortality: Headcount-Weighted RP-2014 Healthy Table projected 20 years with the two-dimensional scale MP2014D set back one year weighted 75% male and 25% female.

Salary Increase: Inflation (3.00%) + Across the board increase (0.50%) + Merit (see Exhibit III)

Note: The above rates exclude an additional 3.00% of payroll payable effective February 1, 2005 for County members only.

* *It is our understanding that in the determination of pension benefits under the CalPEPRA formulas, the maximum compensation that can be taken into account for 2016 is equal to \$117,020. (For an employer that is not enrolled in Social Security, the maximum amount is \$140,424). (reference: Section 7522.10). These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2016. (reference: Section 7522.10(d)).*

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix B
Schedule of Additional (non-SCERA) Employer Contributions

As requested by SCERA, we have provided the following additional employer contributions made by the employer to other outside parties. These rates are provided by the employer and we have not audited them against any other sources.

The County's total contributions toward retirement benefits include the contributions shown in this report which are paid to SCERA, along with payments to holders of Pension Obligation Bonds issued by the County in 1993, 2003 and 2010. The 1993 Pension Obligation Bond was paid-off in 2012/2013; therefore, the rates for 2013/2014 and later include only the payments for the 2003 and 2010 Pension Obligation Bonds. According to information supplied by the County, these contributions are projected to be made at the following percentage of covered payroll:

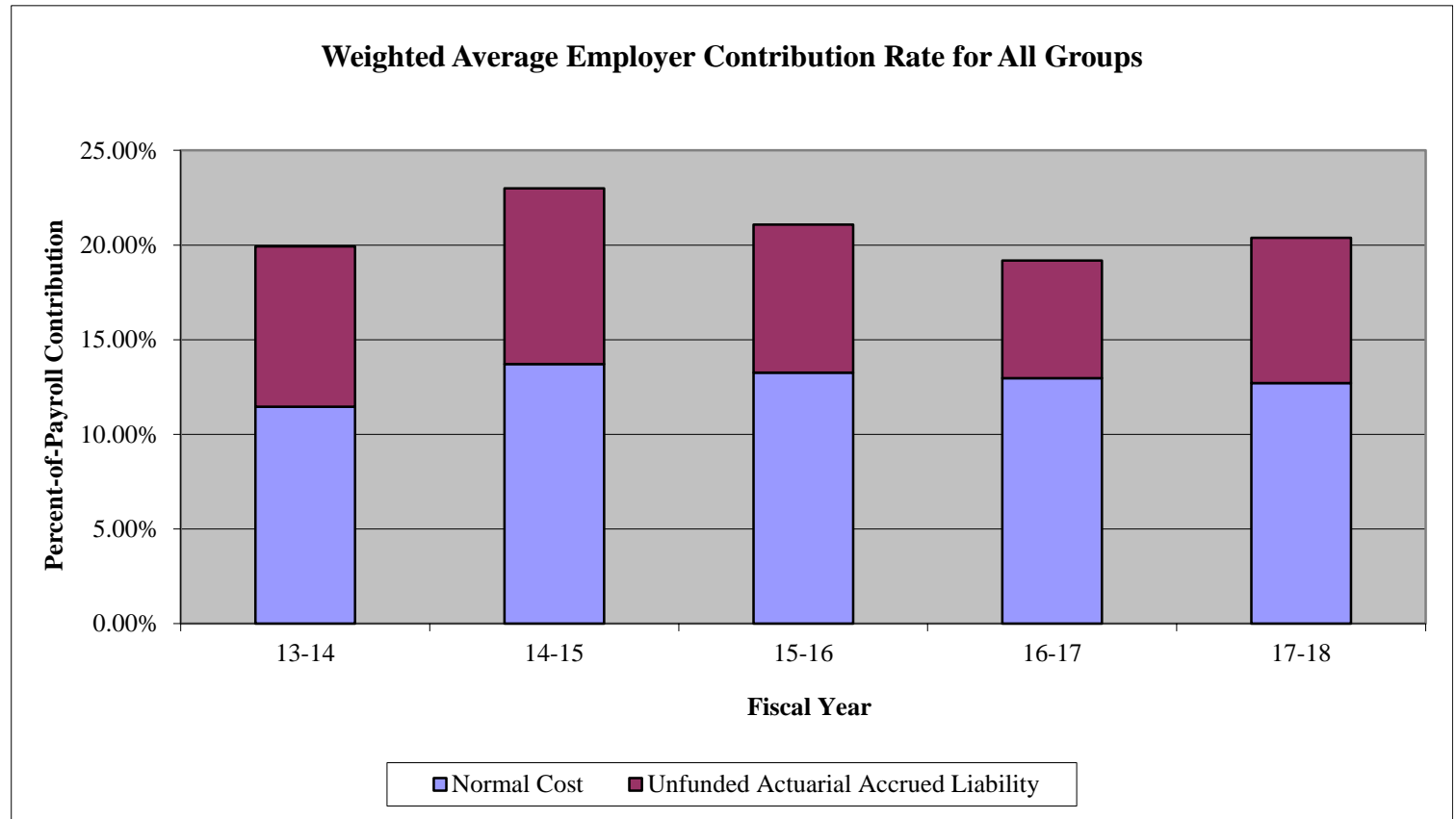
Pension Obligation Bonds

<u>Fiscal Year</u>	<u>Rate as % of Payroll</u>
2007/2008	8.31%
2008/2009	8.11%
2009/2010	8.15%
2010/2011	15.55%
2011/2012	General – 15.43% Safety – 16.83%
2012/2013	General – 15.95% Safety – 17.80%
2013/2014	General – 13.69% Safety – 13.88%
2014/2015	General – 13.83% Safety – 14.01%
2015/2016	General – 13.28% Safety – 14.40%
2016/2017	Not Yet Available
2017/2018	Not Yet Available

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix C
Average Employer Contribution Rates**

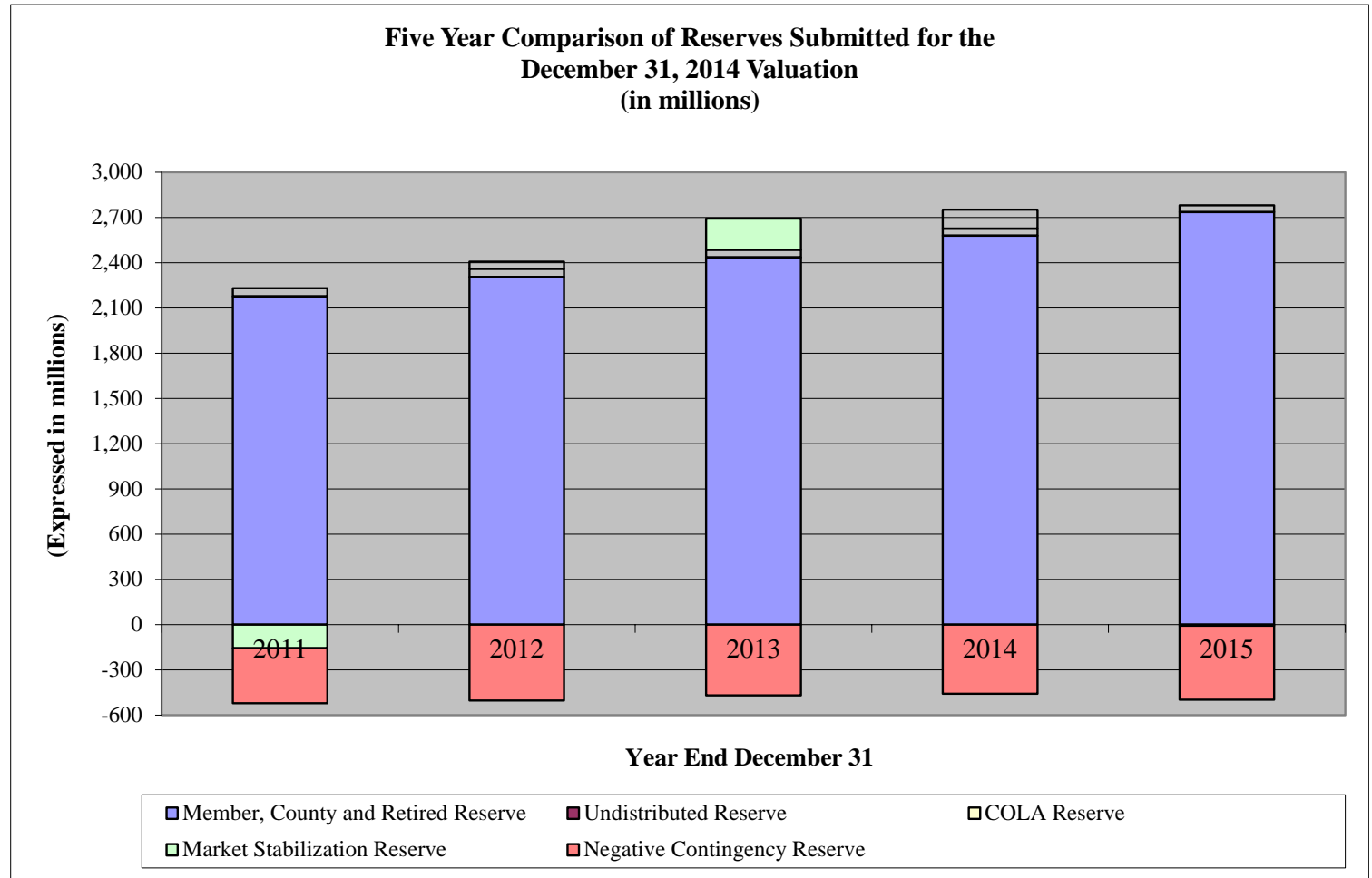
The following chart displays the historical average employer contribution rates, broken down by normal cost and unfunded actuarial accrued liability. These rates have not been adjusted for any contribution rate phase-in (if applicable).



SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

**Appendix D
Reserves**

The following chart displays the 5-year historical reserves balance after “true-up”.



SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix E

Amortization Schedule for UAAL (Dollar Amounts in Thousands)

	Date Established	Source	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment⁽³⁾
General	December 31, 2007	Restart amortization - County	\$123,396	\$33,004 ⁽²⁾⁽⁴⁾	13	\$3,236
	December 31, 2007	Restart amortization - Court	8,599	8,174	13	801
	December 31, 2007 ⁽¹⁾	Cash Allowance - County	55,982	14,812 ⁽²⁾⁽⁴⁾	12	1,547
	December 31, 2008	Actuarial loss - County	44,591	12,060 ⁽²⁾⁽⁴⁾	13	1,182
	December 31, 2008	Actuarial loss - Court	3,107	2,986	13	293
	December 31, 2009 ⁽¹⁾	Early Retirement Option - County	1,448	398 ⁽²⁾⁽⁴⁾	14	37
	December 31, 2009	Actuarial loss - County	45,691	12,561 ⁽²⁾⁽⁴⁾	14	1,162
	December 31, 2009	Actuarial loss - Court	2,859	2,793	14	258
	December 31, 2009	Actuarial loss - VOM	13	13	14	1
	December 31, 2009	Assumption changes - County	10,990	3,021 ⁽²⁾⁽⁴⁾	14	280
	December 31, 2009	Assumption changes - Court	688	672	14	62
	December 31, 2009	Assumption changes - VOM	3	3	14	0
	December 31, 2010	Actuarial loss - County	48,235	47,177 ⁽⁴⁾	15	4,142
	December 31, 2010	Actuarial loss - Court	3,044	3,008	15	264
	December 31, 2010	Actuarial loss - VOM	14	14	15	1
	December 31, 2010	Assumption changes - County	37,393	36,572 ⁽⁴⁾	15	3,211
	December 31, 2010	Assumption changes - Court	2,360	2,332	15	205
	December 31, 2010	Assumption changes - VOM	11	11	15	1
	December 31, 2011	Actuarial loss - County	74,087	73,028 ⁽⁴⁾	16	6,108
	December 31, 2011	Actuarial loss - Court	4,760	4,740	16	396
	December 31, 2011	Actuarial loss - VOM	23	23	16	2
	December 31, 2012	Actuarial loss - County	71,616	70,874 ⁽⁴⁾	17	5,670
	December 31, 2012	Actuarial loss - Court	4,188	4,188	17	335
	December 31, 2012	Actuarial loss - VOM	99	100	17	8
	December 31, 2012	Assumption changes - County	64,345	63,678 ⁽⁴⁾	17	5,094
	December 31, 2012	Assumption changes - Court	3,763	3,762	17	301
	December 31, 2012	Assumption changes - VOM	89	90	17	7
	December 31, 2012	Compensation earnable change - County	(8,157)	(8,072) ⁽⁴⁾	17	(646)
	December 31, 2012	Compensation earnable change - Court	(477)	(477)	17	(38)
	December 31, 2012	Compensation earnable change - VOM	(11)	(11)	17	(1)
	December 31, 2012	Cashout change - County	(20,626)	(20,413) ⁽⁴⁾	17	(1,633)

⁽¹⁾ Payment is only made by the County and not by the Court or Valley of the Moon because the programs were only available to County employees.

⁽²⁾ Adjusted to reflect \$289.3 million in proceeds from issuance of Pension Obligation Bonds by the County.

⁽³⁾ Before adjustments for supplemental contributions paid by certain employees to reduce the employer's UAAL.

⁽⁴⁾ Adjusted to reflect \$3.7 million from an additional UAAL payment by the County.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix E (continued)

Amortization Schedule for UAAL (Dollar Amounts in Thousands)

	Date Established	Source	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment⁽¹⁾
General (Continued)	December 31, 2013	Actuarial gain - County	(35,260)	(34,999) ⁽²⁾	18	(2,687)
	December 31, 2013	Actuarial gain - Court	(1,884)	(1,889)	18	(145)
	December 31, 2013	Actuarial gain - VOM	(38)	(38)	18	(3)
	December 31, 2014	Actuarial gain - County	(71,508)	(70,976) ⁽²⁾	19	(5,244)
	December 31, 2014	Actuarial gain - Court	(3,657)	(3,667)	19	(271)
	December 31, 2014	Actuarial gain - VOM	(84)	(84)	19	(6)
	December 31, 2015	Actuarial gain - County	(15,879)	(15,718) ⁽²⁾	20	(1,121)
	December 31, 2015	Actuarial gain - Court	(830)	(830)	20	(59)
	December 31, 2015	Actuarial gain - VOM	(18)	(18)	20	(1)
	December 31, 2015	Assumption changes - County	57,580	56,997 ⁽²⁾	20	4,064
	December 31, 2015	Assumption changes - Court	3,009	3,009	20	215
	December 31, 2015	Assumption changes - VOM	64	<u>64</u>	20	<u>5</u>
Subtotal				<u>\$302,972</u>		<u>\$27,033</u>

⁽¹⁾ Before adjustments for supplemental contributions paid by certain employees to reduce the employer's UAAL.

⁽²⁾ Adjusted to reflect \$3.7 million from an additional UAAL payment by the County.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix E (continued)

Amortization Schedule for UAAL (Dollar Amounts in Thousands)

	Date Established	Source	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment⁽³⁾
Safety – County	December 31, 2007	Restart amortization	\$43,504	\$11,652 ⁽²⁾⁽⁴⁾	13	\$1,142
	December 31, 2007 ⁽¹⁾	Cash Allowance	14,693	3,893 ⁽²⁾⁽⁴⁾	12	407
	December 31, 2008	Actuarial loss	7,603	2,059 ⁽²⁾⁽⁴⁾	13	202
	December 31, 2009	Actuarial loss	28,643	7,884 ⁽²⁾⁽⁴⁾	14	730
	December 31, 2009	Assumption changes	7,337	2,021 ⁽²⁾⁽⁴⁾	14	187
	December 31, 2010	Actuarial loss	14,765	14,461 ⁽⁴⁾	15	1,269
	December 31, 2010	Assumption changes	14,376	14,080 ⁽⁴⁾	15	1,236
	December 31, 2011	Actuarial loss	24,746	24,426 ⁽⁴⁾	16	2,043
	December 31, 2012	Actuarial loss	26,012	25,777 ⁽⁴⁾	17	2,062
	December 31, 2012	Assumption changes	12,268	12,156 ⁽⁴⁾	17	972
	December 31, 2012	Compensation earnable change	(2,613)	(2,589) ⁽⁴⁾	17	(207)
	December 31, 2012	Cashout change	(11,987)	(11,879) ⁽⁴⁾	17	(950)
	December 31, 2013	Actuarial gain	(6,051)	(6,014) ⁽⁴⁾	18	(462)
	December 31, 2014	Actuarial gain	(26,652)	(26,490) ⁽⁴⁾	19	(1,957)
	December 31, 2015	Actuarial gain	(5,153)	(5,108) ⁽⁴⁾	20	(364)
	December 31, 2015	Assumption changes	31,096	<u>30,823⁽⁴⁾</u>	20	<u>2,198</u>
Subtotal				<u>\$97,152</u>		<u>\$8,508</u>

⁽¹⁾ Payment is only made by the County and not by the Court or Valley of the Moon because the programs were only available to County employees.

⁽²⁾ Adjusted to reflect \$289.3 million in proceeds from issuance of Pension Obligation Bonds by the County.

⁽³⁾ Before adjustments for supplemental contributions paid by certain employees to reduce the employer's UAAL.

⁽⁴⁾ Adjusted to reflect \$3.7 million from an additional UAAL payment by the County.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix E (continued)

Amortization Schedule for UAAL (Dollar Amounts in Thousands)

	Date Established	Source	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment⁽¹⁾
Safety – Valley of the Moon	December 31, 2007	Restart amortization	\$1,852	\$1,760	13	\$173
	December 31, 2008	Actuarial loss	169	163	13	16
	December 31, 2009	Actuarial loss	678	662	14	61
	December 31, 2009	Assumption changes	174	170	14	16
	December 31, 2010	Actuarial loss	344	341	15	30
	December 31, 2010	Assumption changes	335	332	15	29
	December 31, 2011	Actuarial loss	639	636	16	53
	December 31, 2012	Actuarial loss	1,444	1,444	17	116
	December 31, 2012	Assumption changes	681	681	17	54
	December 31, 2012	Compensation earnable change	(145)	(145)	17	(12)
	December 31, 2013	Actuarial gain	(333)	(334)	18	(26)
	December 31, 2014	Actuarial gain	(1,524)	(1,528)	19	(113)
	December 31, 2015	Actuarial gain	(321)	(321)	20	(23)
	December 31, 2015	Assumption changes	1,937	<u>1,937</u>	20	<u>138</u>
	Subtotal				\$5,798	

⁽¹⁾ Before adjustments for supplemental contributions paid by certain employees to reduce the employer's UAAL.

SECTION 4: Reporting Information for the Sonoma County Employees' Retirement Association

Appendix E (continued)

Amortization Schedule for UAAL (Dollar Amounts in Thousands)

	Date Established	Source	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment⁽²⁾
Total	December 31, 2007	Restart amortization	\$177,351	\$54,590 ⁽¹⁾⁽³⁾	13	\$5,352
	December 31, 2007	Cash Allowance	70,675	18,705 ⁽¹⁾⁽³⁾	12	1,954
	December 31, 2008	Actuarial loss	55,470	17,268 ⁽¹⁾⁽³⁾	13	1,693
	December 31, 2009	Early Retirement Option	1,448	398 ⁽¹⁾⁽³⁾	14	37
	December 31, 2009	Actuarial loss	77,884	23,913 ⁽¹⁾⁽³⁾	14	2,212
	December 31, 2009	Assumption changes	19,192	5,887 ⁽³⁾	14	545
	December 31, 2010	Actuarial loss	66,402	65,001 ⁽³⁾	15	5,706
	December 31, 2010	Assumption changes	54,475	53,327 ⁽³⁾	15	4,682
	December 31, 2011	Actuarial loss	104,255	102,853 ⁽³⁾	16	8,602
	December 31, 2012	Actuarial loss	103,359	102,383 ⁽³⁾	17	8,191
	December 31, 2012	Assumption changes	81,146	80,367 ⁽³⁾	17	6,428
	December 31, 2012	Compensation earnable change	(11,403)	(11,294) ⁽³⁾	17	(904)
	December 31, 2012	Cashout change	(32,613)	(32,292) ⁽³⁾	17	(2,583)
	December 31, 2013	Actuarial gain	(43,566)	(43,274) ⁽³⁾	18	(3,323)
	December 31, 2014	Actuarial gain	(103,425)	(102,745) ⁽³⁾	19	(7,591)
	December 31, 2015	Actuarial gain	(22,201)	(21,995) ⁽³⁾	20	(1,568)
	December 31, 2015	Assumption changes	93,686	<u>92,830</u> ⁽³⁾	20	<u>6,620</u>
Subtotal				\$405,922		\$36,053

⁽¹⁾ Adjusted to reflect \$289.3 million in proceeds from issuance of Pension Obligation Bonds by the County.

⁽²⁾ Before adjustments for supplemental contributions paid by certain employees to reduce the employer's UAAL.

⁽³⁾ Adjusted to reflect \$3.7 million from an additional UAAL payment by the County.

5419320v2/05012.003



100 Montgomery Street Suite 500 San Francisco, CA 94104-4308
T 415.263.8283 www.segalco.com

Andy Yeung ASA, MAAA, FCA, EA
Vice President & Actuary
ayeung@segalco.com

VIA E-MAIL & USPS

May 4, 2016

Ms. Julie Wyne
Retirement Administrator
Sonoma County Employees' Retirement Association
433 Aviation Boulevard, Suite 100
Santa Rosa, CA 94503-1069

Re: Illustrations of Employer Contribution Rates, UAAL and Funding Percentages – Addendum

Dear Julie:

As mentioned in our Illustrations of Employer Contribution Rates, UAAL and Funding Percentages letter dated April 29, 2016, we did not reflect the sunsets of the additional 3.03% and 3.00% member contributions from General County (including the Court) and Safety County members, respectively in developing the projected employer contribution rates. We understand that during recent bargaining, specific sunset dates for these additional member contributions have been identified and included in the MOUs. Subsequently, we have been asked to provide a second set of projections for SCERA to reflect the impact of the sunset of these additional member contributions on the projected employer contribution rates.

As directed by SCERA, we have used a sunset date of June 30, 2024 for General County and General Court members and have made the assumption of a sunset date of June 30, 2023 for Safety County members. We would urge SCERA to seek clarification from the County and DSA on the exact end date especially if it is the intent of the bargaining parties to make such contributions through the month of July 2023. (In any event, Segal does not believe that the results of our projections will be significantly affected due to that difference in end date, if any).

Exhibits 1A to 1C show our projections of the employer aggregate contribution rates, Unfunded Actuarial Accrued Liabilities (UAAL) and funded percentages from December 31, 2014 to December 31, 2034 with the sunset for the baseline market return under Scenario #2 (described below) together with the results from our valuation projections that did not reflect the sunset (reference letter dated April 29, 2016 and attached as Exhibit 3).

The scenarios are as follows:

- Scenario #1: 14.50% for 2016 and 7.25% thereafter
- Scenario #2: 7.25% for all years (starting 2016)
(Baseline)
- Scenario #3: 0.00% for 2016 and 7.25% thereafter

In Exhibits 2A to 2C, we have included the results from the projections described above, under the three possible sets of market return “scenarios” after December 31, 2015. These results have been prepared using the same assumptions and methodology as outlined in our April 29, 2016 letter, with the exception of the inclusion of sunset dates for both General and Safety members, as provided by SCERA.

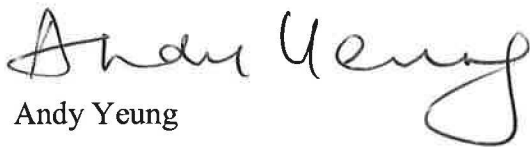
Other Considerations

Projections, by their nature, are not a guarantee of future results. The modeling projections are intended to serve as estimates of future financial outcomes that are based on the information available to us at the time the modeling is undertaken and completed, and the agreed-upon assumptions and methodologies described herein. Emerging results may differ significantly if the actual experience proves to be different from these assumptions or if alternative methodologies are used. Actual experience may differ due to such variables as demographic experience, the economy, stock market performance, and the regulatory environment.

The projections are based on the actuarial assumptions and census data used in our December 31, 2015 valuation report for the Association. Future experience is expected to follow all of the assumptions, except as noted above. This study was prepared under the supervision of Andy Yeung, ASA, MAAA, FCA, EA.

Please let us know if you have any questions.

Sincerely,

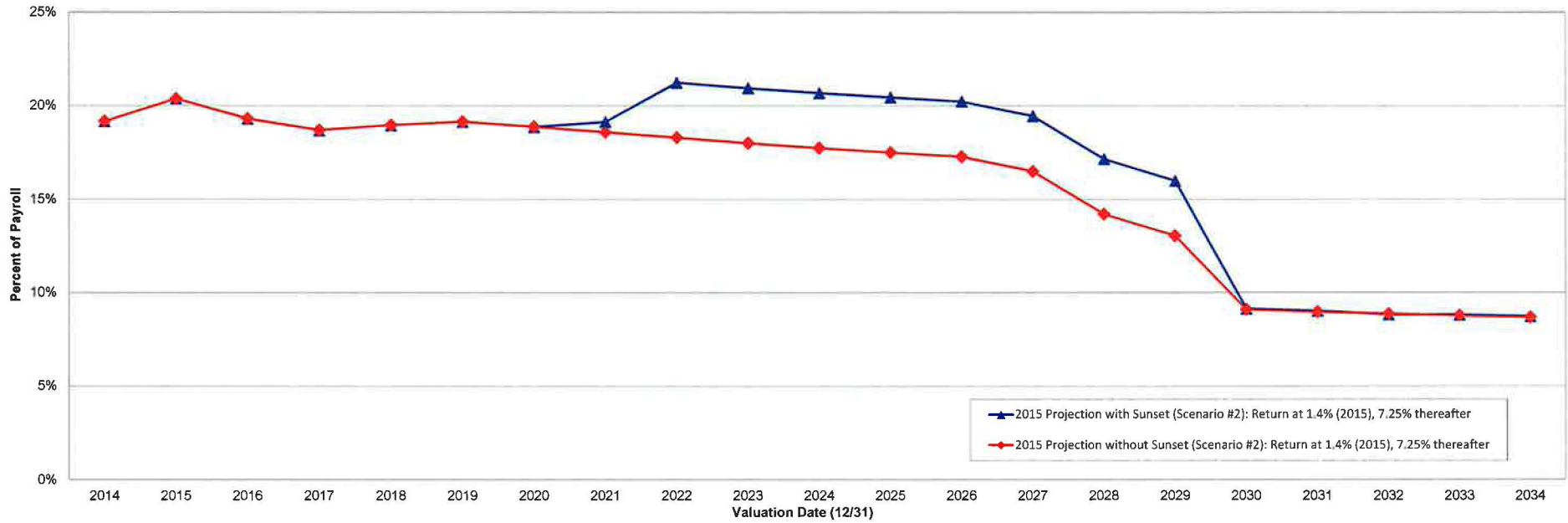


Andy Yeung

EK/hy
Enclosures

Exhibit 1A: Projected Employer Rates

(Before Reflecting Phase-in of the Contribution Rate Impact of the Assumption Changes from the December 31, 2015 valuation)



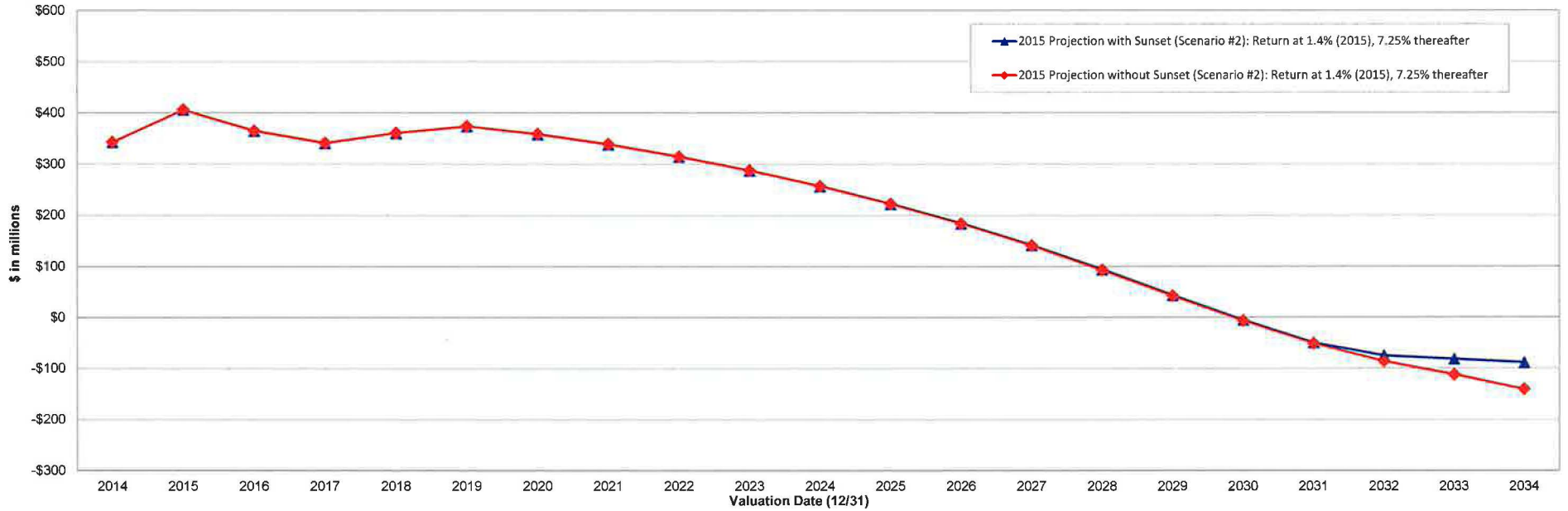
Based on 12/31/2015 Projection

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection with Sunset (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	19.2%	20.4%	19.3%	18.7%	19.0%	19.2%	18.9%	19.2%	21.2%	21.0%	20.7%	20.5%	20.2%	19.5%	17.2%	16.0%	9.1%	9.0%	8.8%	8.8%	8.7%

Based on 12/31/2014 Projection

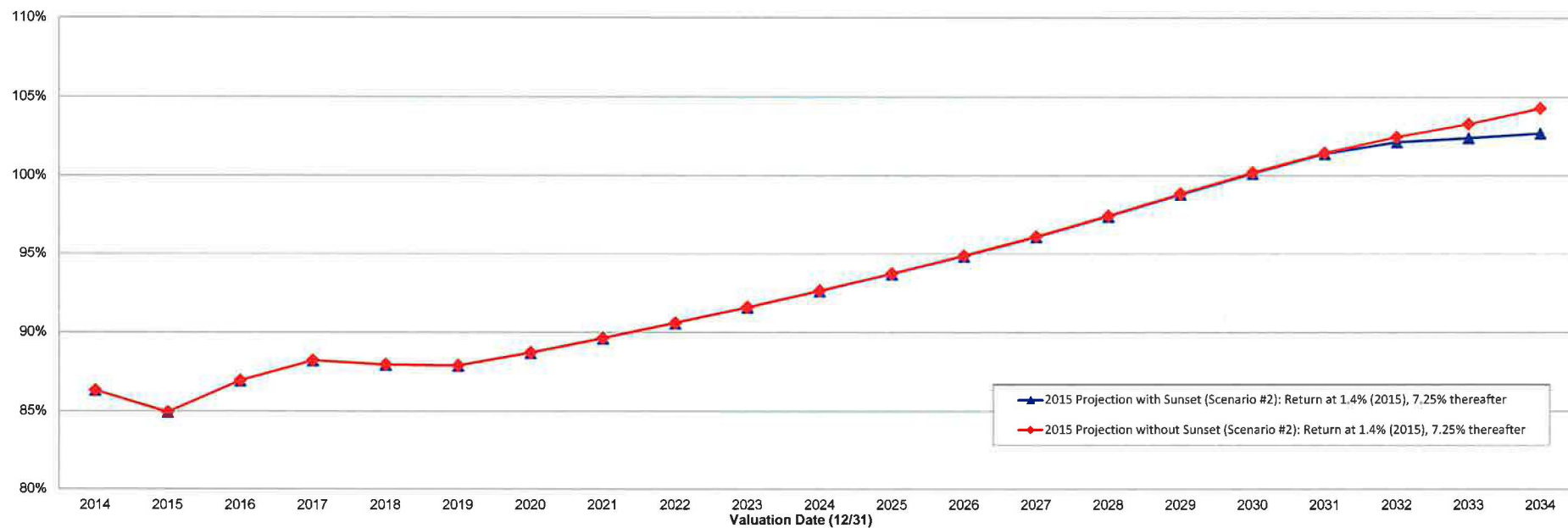
Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection without Sunset (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	19.2%	20.4%	19.3%	18.7%	19.0%	19.2%	18.9%	18.6%	18.3%	18.0%	17.8%	17.5%	17.3%	16.5%	14.2%	13.1%	9.1%	9.0%	8.8%	8.8%	8.7%

Exhibit 1B: Projected UAAL



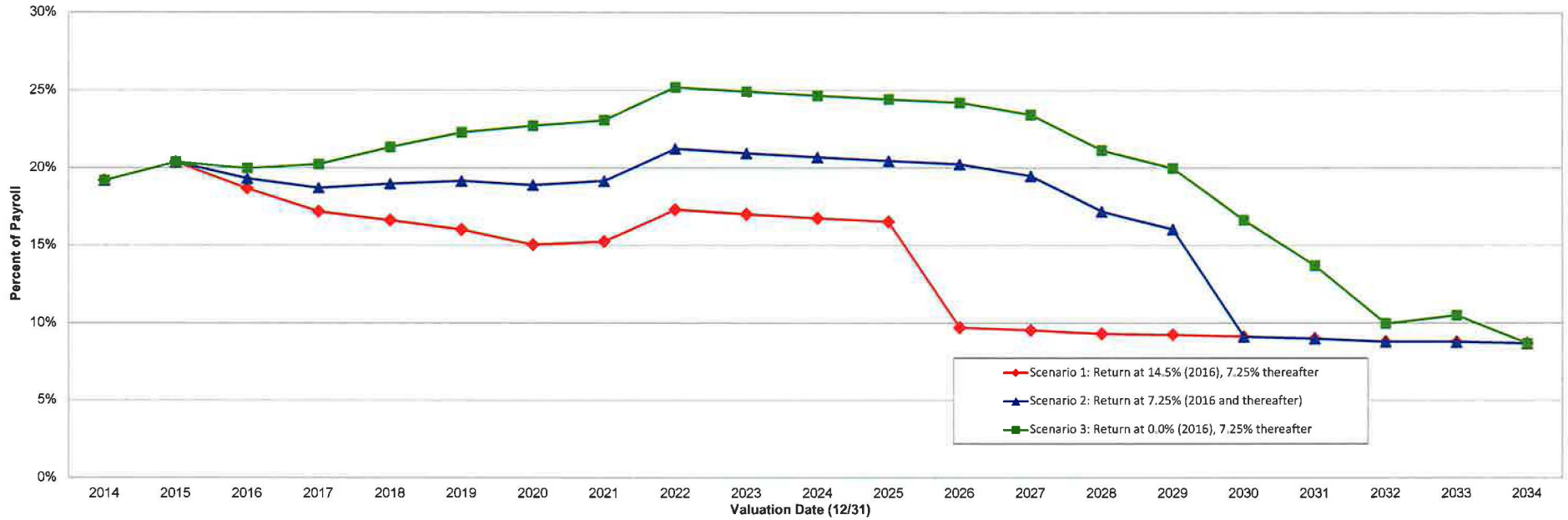
		Based on 12/31/2015 Projection																				
Valuation Date (12/31)		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection with Sunset (Scenario #2): Return at 1.4% (2015), 7.25% thereafter		343	406	365	341	361	374	358	338	315	287	257	223	184	142	94	44	-5	-50	-75	-82	-89
		Based on 12/31/2014 Projection																				
Valuation Date (12/31)		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection without Sunset (Scenario #2): Return at 1.4% (2015), 7.25% thereafter		343	406	365	341	361	374	358	338	315	287	257	222	184	141	93	42	-7	-52	-86	-112	-141

Exhibit 1C: Projected Funded Percentage



		Based on 12/31/2015 Projection																				
Valuation Date (12/31)		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
	2015 Projection with Sunset (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	86.3%	84.9%	86.9%	88.2%	87.9%	87.9%	88.7%	89.6%	90.6%	91.6%	92.6%	93.7%	94.8%	96.1%	97.4%	98.8%	100.1%	101.4%	102.2%	102.4%	102.7%
		Based on 12/31/2014 Projection																				
Valuation Date (12/31)		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
	2015 Projection without Sunset (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	86.3%	84.9%	86.9%	88.2%	87.9%	87.9%	88.7%	89.6%	90.6%	91.6%	92.6%	93.7%	94.9%	96.1%	97.4%	98.8%	100.2%	101.5%	102.5%	103.3%	104.3%

Exhibit 2A: Projected Employer Rates
 (Before Reflecting Phase-in of the Contribution Rate Impact of the Assumption Changes from the December 31, 2015 valuation)

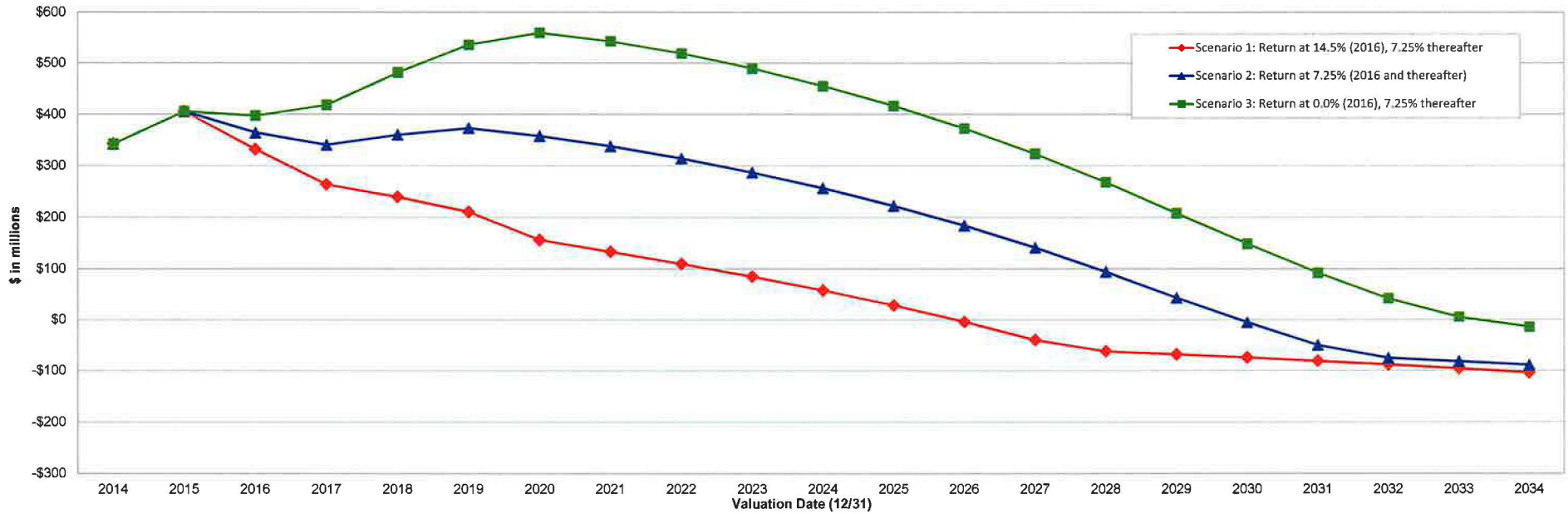


Valuation Date (12/31)	Based on 12/31/2015 Projection																				
	2014*	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Scenario 1: Return at 14.5% (2016), 7.25% thereafter	19.2%	20.4%	18.7%	17.2%	16.6%	16.0%	15.0%	15.2%	17.3%	17.0%	16.7%	16.5%	9.7%	9.5%	9.3%	9.2%	9.1%	9.0%	8.8%	8.8%	8.7%
Scenario 2: Return at 7.25% (2016 and thereafter)	19.2%	20.4%	19.3%	18.7%	19.0%	19.2%	18.9%	19.2%	21.2%	21.0%	20.7%	20.5%	20.2%	19.5%	17.2%	16.0%	9.1%	9.0%	8.8%	8.8%	8.7%
Scenario 3: Return at 0.0% (2016), 7.25% thereafter	19.2%	20.4%	20.0%	20.2%	21.4%	22.3%	22.7%	23.1%	25.2%	24.9%	24.7%	24.4%	24.2%	23.4%	21.1%	20.0%	16.6%	13.7%	10.0%	10.5%	8.7%

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Ratio of AVA to MVA, Scenario 1	94%	100%	97%	98%	99%	99%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ratio of AVA to MVA, Scenario 2	94%	100%	102%	102%	101%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ratio of AVA to MVA, Scenario 3	94%	100%	108%	107%	104%	101%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

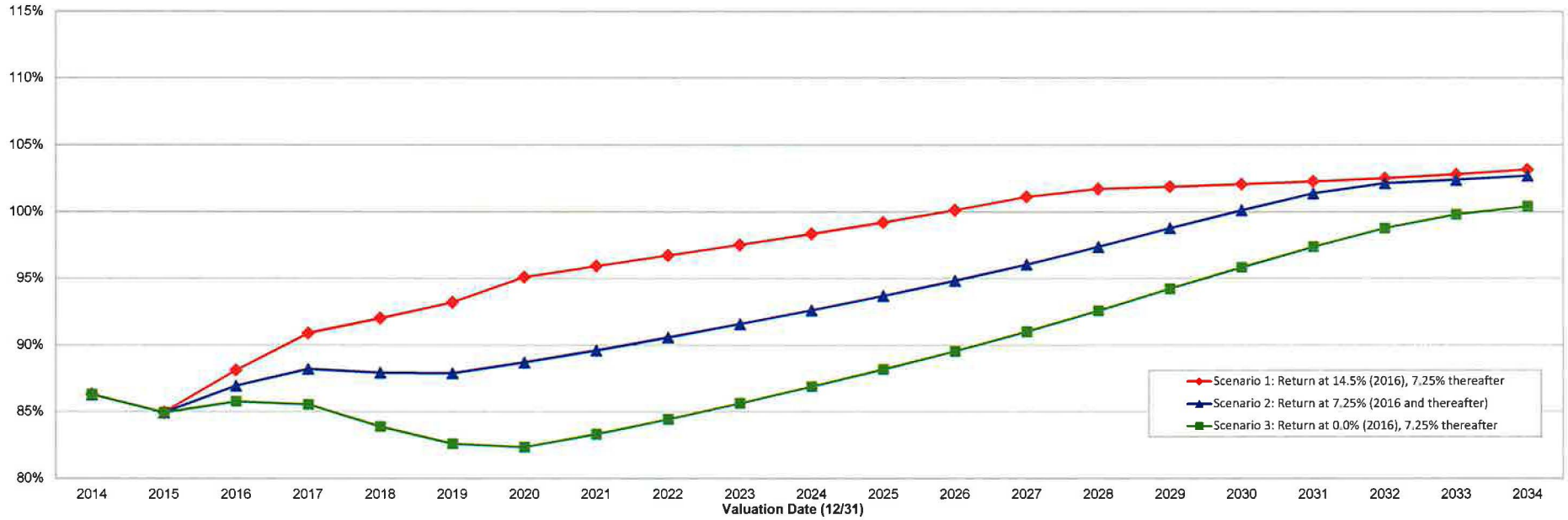
* 19.2% is the aggregate contribution rate using the composition of payroll reported for General/Safety and Tier A/B in the December 31, 2014 valuation. If we recompute the rate using payrolls for the above classifications in the December 31, 2015 valuation, the aggregate rate is 18.8%.

Exhibit 2B: Projected UAAL



		Based on 12/31/2015 Projection																				
Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	
Scenario 1: Return at 14.5% (2016), 7.25% thereafter	343	406	332	264	239	210	156	133	109	85	58	28	-4	-40	-62	-68	-74	-81	-88	-96	-104	
Scenario 2: Return at 7.25% (2016 and thereafter)	343	406	365	341	361	374	358	338	315	287	257	223	184	142	94	44	-5	-50	-75	-82	-89	
Scenario 3: Return at 0.0% (2016), 7.25% thereafter	343	406	398	418	482	537	561	544	520	490	456	417	373	324	269	208	149	92	42	6	-14	

Exhibit 2C: Projected Funded Percentage



Based on 12/31/2015 Projection

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Scenario 1: Return at 14.5% (2016), 7.25% thereafter	86.3%	84.9%	88.1%	90.9%	92.0%	93.2%	95.1%	95.9%	96.7%	97.5%	98.3%	99.2%	100.1%	101.1%	101.7%	101.9%	102.1%	102.3%	102.5%	102.8%	103.2%
Scenario 2: Return at 7.25% (2016 and thereafter)	86.3%	84.9%	86.9%	88.2%	87.9%	87.9%	88.7%	89.6%	90.6%	91.6%	92.6%	93.7%	94.8%	96.1%	97.4%	98.8%	100.1%	101.4%	102.2%	102.4%	102.7%
Scenario 3: Return at 0.0% (2016), 7.25% thereafter	86.3%	84.9%	85.8%	85.5%	83.9%	82.6%	82.3%	83.3%	84.4%	85.6%	86.9%	88.2%	89.6%	91.0%	92.6%	94.2%	95.9%	97.4%	98.8%	99.8%	100.4%

Exhibit 3



100 Montgomery Street Suite 500 San Francisco, CA 94104-4308
T 415.263.8283 www.segalco.com

VIA E-MAIL AND USPS

April 29, 2016

Ms. Julie Wyne
Retirement Administrator
Sonoma County Employees' Retirement Association
433 Aviation Boulevard, Suite 100
Santa Rosa, CA 94503-1069

Re: Illustrations of Employer Contribution Rates, UAAL and Funding Percentages

Dear Julie:

Enclosed please find two sets of valuation projections for SCERA. The first set (Exhibits 1A to 1C) show our projections of the employer aggregate contribution rates, Unfunded Actuarial Accrued Liabilities (UAAL) and funded percentages from December 31, 2014 to December 31, 2034 from this year's projection for the baseline market return under Scenario #2 (described below) together with the results from last year's projection (reference letter dated May 1, 2015). Please note that the new actuarial assumptions adopted by the Board for the December 31, 2015 valuation are reflected in the 2015 projection only.

Similar to last year, we have expanded the illustrations to include three possible market rate of return scenarios so that the stakeholders may better understand the sensitivity of the above results to a change in the short-term market rate of return. The scenarios are as follows:

- Scenario #1: 14.50% for 2016 and 7.25% thereafter
- Scenario #2: 7.25% for all years (starting 2016)
(Baseline)
- Scenario #3: 0.00% for 2016 and 7.25% thereafter

In Exhibits 2A to 2C, we have included the results from this year's projection under the three possible sets of market return "scenarios" after December 31, 2015. These results have been prepared using the results from the December 31, 2015 valuation.

Results

As of December 31, 2015, there were \$6.9 million in net deferred investment losses. In this letter, we have projected the change in the employer's contribution rate in the next several years

Exhibit 3 (Continued)

Ms. Julie Wyne
April 29, 2016
Page 2

as those net deferred investment losses are recognized as part of the Board's asset smoothing method, assuming again that the Association earns an annual return of 7.25% on a market value basis beginning with January 1, 2016 as shown in Exhibit 1A (and also Exhibit 2A under Scenario #2).

As we pointed out in our December 31, 2015 funding valuation report, the \$6.9 million in deferred investment losses would be recognized in a non-level manner. The Association would recognize two years' of deferred gains (each of which is greater than the current deferred loss of \$6.9 million) followed next by the recognition of two years' of deferred losses (each of which is less than the current net deferred loss of \$6.9 million). We believe it would be appropriate to take the \$6.9 million in deferred losses and instead recognize those in four level amounts of about \$1.7 million each year. This would reduce the volatility associated with the pattern of deferred loss recognition and result in both more stable projected funded ratios (on a valuation basis) and more level employer contribution rates¹. We intend to work with the Association to develop that recommendation for the Board's consideration well in advance of the next valuation. As we have not yet discussed this topic with the Board, we have not reflected any leveling of the recognition of the net deferred investment losses in preparing these projections.

Due to a reduction in the level of benefits, the employer's normal costs under the CalPEPRA plans are lower than those under the Legacy plans. The future employer aggregate normal cost rates calculated to include both the Legacy and the CalPEPRA plans are projected to decrease as members in the Legacy plans are gradually replaced by members in the CalPEPRA plans. In addition to the CalPEPRA members reported in the December 31, 2015 valuation, we have estimated the potential employer normal cost savings by assuming that the payroll for the CalPEPRA plans can be modeled as follows: (1) projecting the total \$339,518,000 December 31, 2015 combined General and Safety payroll using the 3.5% annual increase used in the valuation to predict annual wage growth for amortizing the UAAL and (2) subtracting the projected closed group payroll for the Legacy plans according to the assumptions used in the December 31, 2015 valuation to anticipate termination, retirement (both service and disability) and other exits from active employment.

Note that the primary purpose for preparing the illustration is to reflect future changes in the employer contribution rates due to: (1) the deferred recognition of investment gains (or losses), (2) the contribution rate impact due to the 18-month delay between the date of the valuation and the date of the rate implementation and (3) the lower normal cost under the CalPEPRA benefit

¹ For instance, the contribution rates before and after such leveling on the Scenario #2 results are as follows:

<u>Valuation Date</u>	<u>Projected Employer Rates</u>	
	<u>Without Leveling</u>	<u>With Leveling</u>
12/31/2015	20.4%	20.4%
12/31/2016	19.3%	20.1%
12/31/2017	18.7%	19.8%
12/31/2018	19.0%	19.5%
12/31/2019	19.2%	19.1%
12/31/2020	18.9%	18.8%

Exhibit 3 (Continued)

Ms. Julie Wyne
April 29, 2016
Page 3

plans. For that reason, we have not reflected impacts from sunsets of the additional 3.03% and 3.00% member contributions from General County (including the Court) and Safety County members, respectively, which generally would have the impact of increasing the employer contribution rates provided in this letter after the sunset date.² This is in contrast to our inclusion of the potential cost impact from the CalPEPRA benefits because those savings will be recognized (gradually) starting in 2013 while the impact from the sunsets of the additional contributions will not take place until about the middle of the 20-year period included in our projection.

As a result of CalPEPRA, the employer is required to continue to contribute the normal cost even after the Association is expected to be over 100% funded, at least until the funded percentage exceeds 120%. This is shown in the projections where the contributions are equal to the normal cost once the Association is expected to be over 100% funded. This statutory requirement overrules the Association's funding policy provision that would amortize surplus over a 30-year period.

Also, there was an increase in the employer rate for the December 31, 2015 valuation³ of 2.29% of payroll as a result of the assumption changes adopted by the Board. According to the Association's Actuarial Funding Policy that was last reviewed on June 18, 2015, a change greater than 2.00% of payroll due to assumption changes should be phased-in over a period of two years. Since this phase-in adjustment is made by the staff, the rates shown in the projection have not been adjusted for the phase-in.

As noted above, a comparison of the changes in the values provided by this year's projection and last year's projection can be found in Exhibits 1A to 1C. The employer contribution rates in this year's projection are higher as a result of the change in actuarial assumptions adopted by the Board effective for the December 31, 2015 valuation, offset by lower than expected individual salary increases and other experience gains.

Other Considerations

Projections, by their nature, are not a guarantee of future results. The modeling projections are intended to serve as estimates of future financial outcomes that are based on the information available to us at the time the modeling is undertaken and completed, and the agreed-upon assumptions and methodologies described herein. Emerging results may differ significantly if the actual experience proves to be different from these assumptions or if alternative methodologies

² As an example, if we were to reflect the sunset of General County and Court members' additional 3.03% contributions starting July 1, 2024, we would have increased the aggregate employer's contribution rate (calculated using both General and Safety payroll) by about 2.38% after adjustment for refundability. Similarly, if we were to reflect the sunset of the Safety County members' additional 3.00% contributions starting July 1, 2023, we would have increased the aggregate employer's contribution rate (calculated using both General and Safety payroll) by about 0.56% after adjustment for refundability.

³ The employer rate approved in the December 31, 2015 valuation will be implemented in fiscal year 2017/2018.

Exhibit 3 (Continued)

Ms. Julie Wyne
April 29, 2016
Page 4

are used. Actual experience may differ due to such variables as demographic experience, the economy, stock market performance, and the regulatory environment.

The projections are based on the actuarial assumptions and census data used in our December 31, 2015 valuation report for the Association. Future experience is expected to follow all of the assumptions, except as noted above. This study was prepared under the supervision of Andy Yeung, ASA, MAAA, FCA, EA.

Please let us know if you have any questions.

Sincerely,



Paul Angelo, FSA, MAAA, FCA, EA
Senior Vice President and Actuary



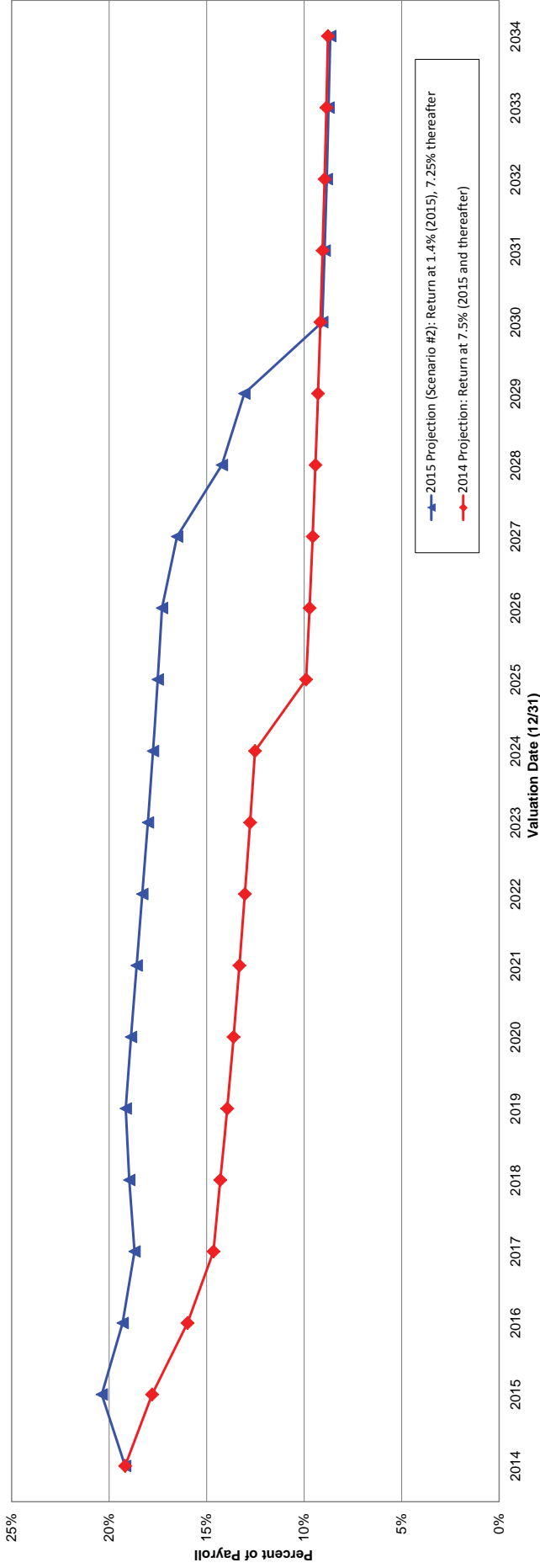
Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary

EK/bbf
Enclosures

Exhibit 3 (Continued)

Exhibit 1A: Projected Employer Rates

(Before Reflecting Sunset of Additional Member Contributions and Phase-in of the Contribution Rate Impact of the Assumption Changes from the December 31, 2015 valuation)



Based on 12/31/2015 Projection

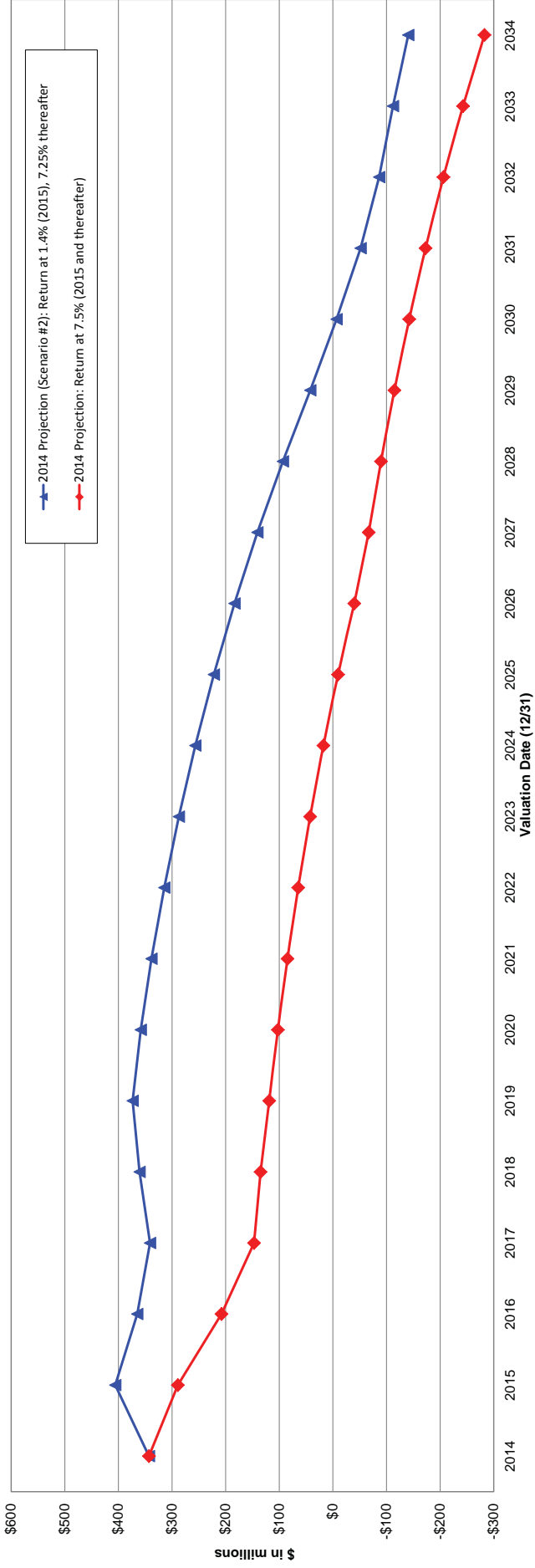
Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	19.2%	20.4%	19.3%	18.7%	19.0%	19.2%	18.9%	18.6%	18.3%	18.0%	17.8%	17.5%	17.3%	16.5%	14.2%	13.1%	9.1%	9.0%	8.8%	8.8%	8.7%

Based on 12/31/2014 Projection

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2014 Projection: Return at 7.5% (2015 and thereafter)	19.2%	17.8%	16.0%	14.7%	14.3%	13.9%	13.6%	13.3%	13.0%	12.8%	12.5%	9.9%	9.7%	9.6%	9.4%	9.3%	9.2%	9.1%	9.0%	8.9%	8.8%

Exhibit 3 (Continued)

Exhibit 1B: Projected UAAL



Based on 12/31/2015 Projection

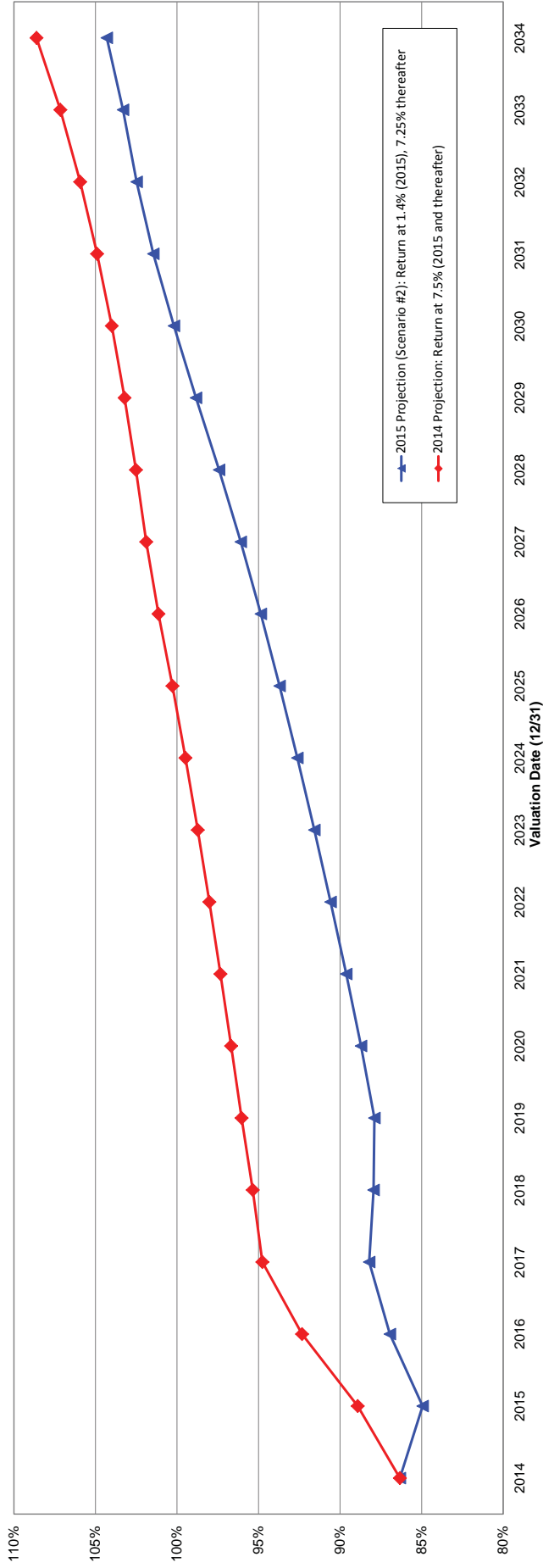
Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	343	406	365	341	361	374	358	338	315	287	257	222	184	141	93	42	-7	-52	-86	-112	-141

Based on 12/31/2014 Projection

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2014 Projection: Return at 7.5% (2015 and thereafter)	343	289	208	147	135	119	103	85	65	42	18	-10	-40	-67	-90	-115	-142	-173	-206	-243	-283

Exhibit 3 (Continued)

Exhibit 1C: Projected Funded Percentage



Based on 12/31/2015 Projection

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2015 Projection (Scenario #2): Return at 1.4% (2015), 7.25% thereafter	86.3%	84.9%	86.9%	88.2%	87.9%	87.9%	88.7%	89.6%	90.6%	91.6%	92.6%	93.7%	94.9%	96.1%	97.4%	98.8%	100.2%	101.5%	102.5%	103.3%	104.3%

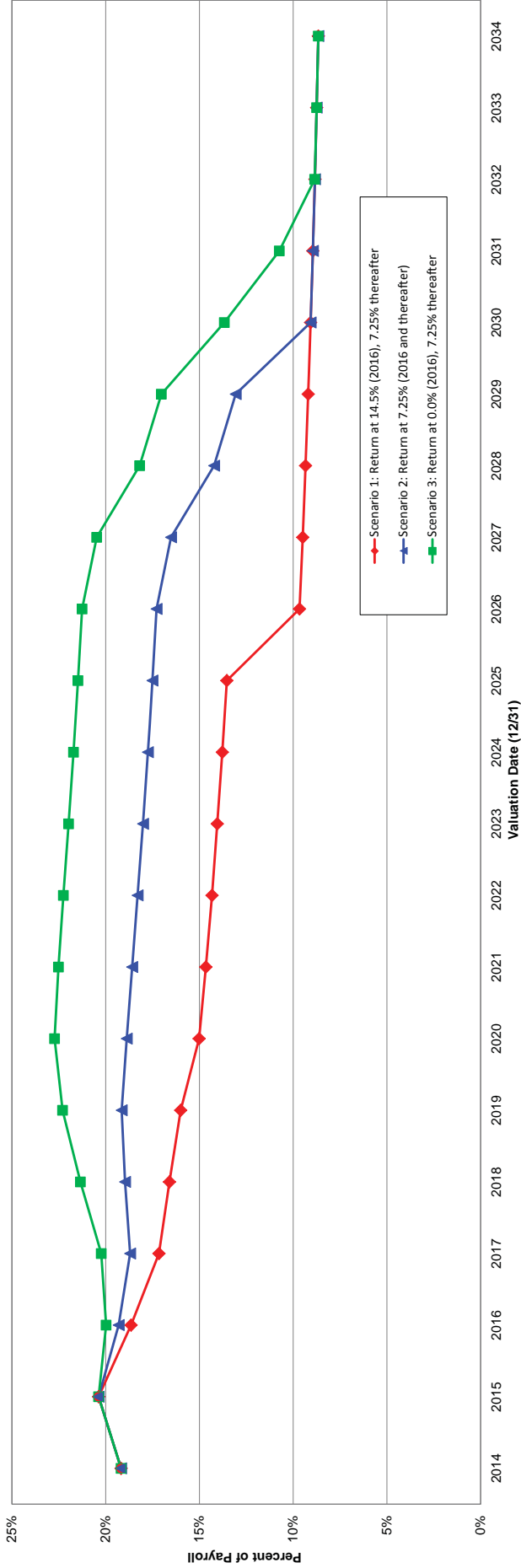
Based on 12/31/2014 Projection

Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
2014 Projection: Return at 7.5% (2015 and thereafter)	86.3%	88.9%	92.3%	94.8%	95.4%	96.0%	96.7%	97.3%	98.0%	98.7%	99.5%	100.3%	101.1%	101.9%	102.5%	103.2%	104.0%	104.9%	105.9%	107.2%	108.6%

Exhibit 3 (Continued)

Exhibit 2A: Projected Employer Rates

(Before Reflecting Sunset of Additional Member Contributions and Phase-in of the Contribution Rate Impact of the Assumption Changes from the December 31, 2015 valuation)



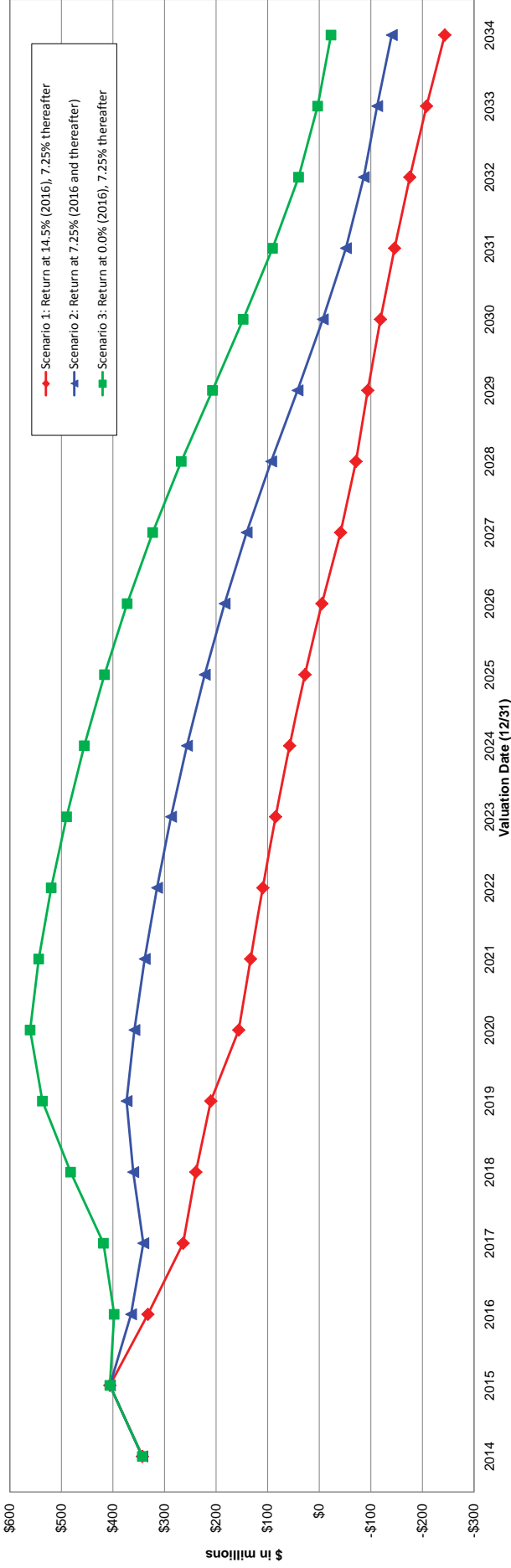
Based on 12/31/2015 Projection

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	
Scenario 1: Return at 14.5% (2016), 7.25% thereafter	19.2%	20.4%	18.7%	17.2%	16.6%	16.0%	15.0%	14.7%	14.3%	14.1%	13.8%	13.5%	9.7%	9.5%	9.3%	9.2%	9.1%	9.1%	9.0%	8.8%	8.8%	8.7%
Scenario 2: Return at 7.25% (2016 and thereafter)	19.2%	20.4%	19.3%	18.7%	19.0%	19.2%	18.9%	18.6%	18.3%	18.0%	17.8%	17.5%	17.3%	16.5%	14.2%	13.1%	9.1%	9.0%	8.8%	8.8%	8.8%	8.7%
Scenario 3: Return at 0.0% (2016), 7.25% thereafter	19.2%	20.4%	20.0%	20.2%	21.4%	22.3%	22.7%	22.5%	22.3%	22.0%	21.7%	21.5%	21.3%	20.5%	18.2%	17.0%	13.7%	10.7%	8.9%	8.8%	8.8%	8.7%
Ratio of AVA to MVA, Scenario 1	94%	100%	97%	98%	99%	99%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ratio of AVA to MVA, Scenario 2	94%	100%	102%	102%	101%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ratio of AVA to MVA, Scenario 3	94%	100%	108%	107%	104%	101%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

* 19.2% is the aggregate contribution rate using the composition of payroll reported for General/Safety and Tier A/B in the December 31, 2014 valuation. If we recomposite the rate using payrolls for the above classifications in the December 31, 2015 valuation, the aggregate rate is 18.8%.

Exhibit 3 (Continued)

Exhibit 2B: Projected UAAL

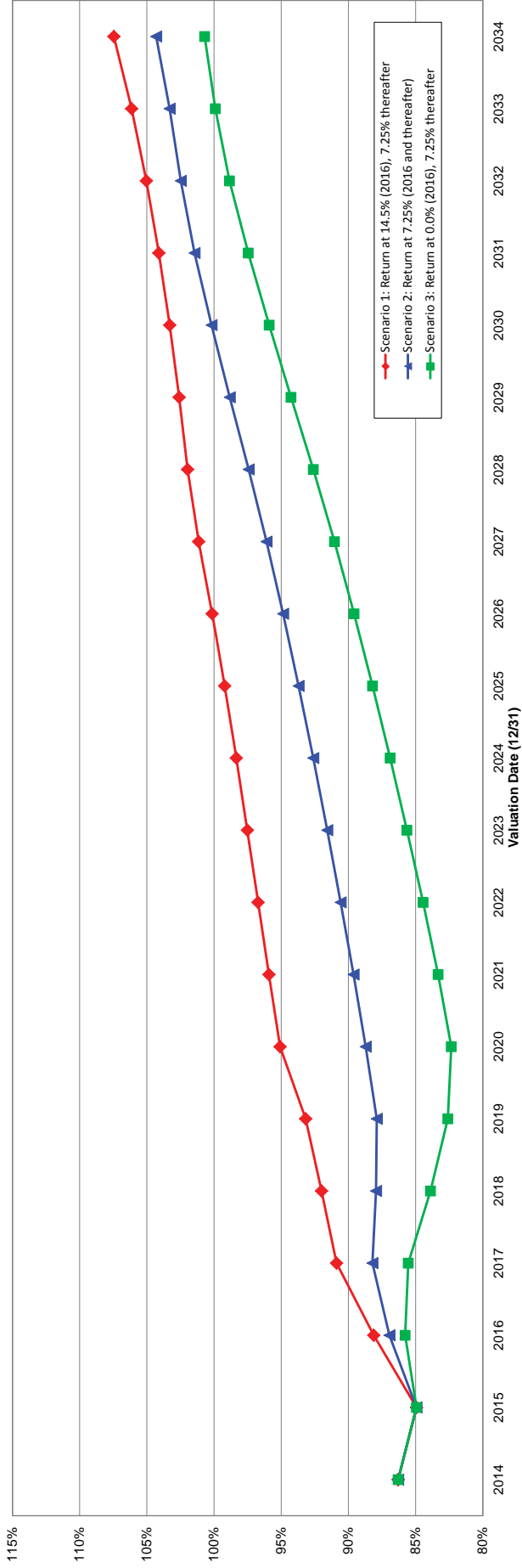


Based on 12/31/2015 Projection

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Scenario 1: Return at 14.5% (2016), 7.25% thereafter	343	406	332	264	239	210	156	133	109	85	58	28	-5	-41	-71	-94	-119	-146	-176	-208	-243
Scenario 2: Return at 7.25% (2016 and thereafter)	343	406	365	341	361	374	358	338	315	287	257	222	184	141	93	42	-7	-52	-86	-112	-141
Scenario 3: Return at 0.0% (2016), 7.25% thereafter	343	406	398	418	482	537	561	544	520	490	456	416	372	323	267	207	148	91	40	3	-23

Exhibit 3 (Continued)

Exhibit 2C: Projected Funded Percentage



Based on 12/31/2015 Projection

	Valuation Date (12/31)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Scenario 1: Return at 14.5% (2016), 7.25% thereafter	Valuation Date (12/31)	86.3%	84.9%	88.1%	90.9%	92.0%	93.2%	95.1%	95.9%	96.7%	97.5%	98.3%	99.2%	100.1%	101.1%	102.0%	102.6%	103.3%	104.1%	105.0%	106.1%	107.5%
Scenario 2: Return at 7.25% (2016 and thereafter)	Valuation Date (12/31)	86.3%	84.9%	86.9%	86.2%	87.9%	87.9%	88.7%	89.6%	90.6%	91.6%	92.6%	93.7%	94.9%	96.1%	97.4%	98.8%	100.2%	101.5%	102.5%	103.3%	104.3%
Scenario 3: Return at 0.0% (2016), 7.25% thereafter	Valuation Date (12/31)	86.3%	84.9%	85.8%	85.5%	83.9%	82.6%	82.3%	83.3%	84.4%	85.6%	86.9%	88.2%	89.6%	91.0%	92.6%	94.3%	95.9%	97.5%	98.9%	99.9%	100.7%

8

Other Post-Employment
Benefits (OPEB)
Valuation Changes

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR

CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors

From: Veronica A. Ferguson, County Administrator

Re: Other Post-Employment Benefits (OPEB) – Revised GASB Valuation

On March 8, 2016, the Board was informed about new requirements that replace GASB Statements Nos. 43 and 45 with new GASB accounting standards Nos. 74 and 75, effective fiscal year ending June 30, 2017 and Statement No. 75 effective fiscal year ending June 30, 2018. In light of the changes to the GASB accounting and financial reporting requirements, your Board directed staff to conduct a revised 2015 valuation based upon the new GASB accounting standards.

Revised Valuation

Based upon the revised 2015 valuation, the County's current Total OPEB Liability is \$435,773,000 and the Net OPEB Liability (Unfunded Liability) is \$398,515,000, a 30% and 32%, increase over the previous 2015 GASB 43/45 total liability of \$307,775,992 and net valuation of the unfunded liability of \$270,517,336. Enclosed are the Actuary's revised valuation for the period ending June 30, 2015, and a summary comparison of the GASB 74/75 valuation to the prior GASB 43/45.

New GASB Reporting Requirements

The primary objective of these changes is to improve accounting and financial reporting by state and local governments related to recognizing and measuring liabilities for retiree benefits other than pension benefits. These accounting standards require public entities to complete an actuarial valuation at least every two years, to provide public reporting on the cost of post-employment benefits other than pension defined by GASB as medical, prescription drug, dental, vision and life insurance benefits for which an employer provides a contribution. For Sonoma County, OPEB mainly consists of contributions for retiree medical benefits up to \$500/month.

The following outlines the most significant changes to the valuation standards:

- 1) Using a discount rate of 4.0% based upon the actual plan's fiduciary net position and the investment horizon of those resources, rather than utilizing a long term expected rate of return;
- 2) Recognition of the OPEB expense over a 7 year amortization period, rather than 30 years;

- 3) A single method of attributing the actuarial present value of projected benefits (Entry Age Method) rather than the Projected Unit Credit Method previously allowed; and
- 4) Immediate recognition in the County's financial statement of the total OPEB liability, rather than the current practice of recognizing only the current year portion of the liability.

Addressing OPEB Obligation

In 2008, the County took significant steps towards reducing its OPEB liability by providing employees hired after 2009 with a Retiree Health Reimbursement Arrangement. This Retiree HRA benefit provides employees flexibility in how they want to spend their money for retiree medical benefits, provides portability as the amount contributed to the Retiree HRA remains in their name, even if they leave County employment it becomes available for their use at age 50 (or upon retirement if they continue with the County). This action alone eliminated the County's OPEB obligation of future employees. There are approximately 1,700 active employees or 42% of our active workforce, hired after January 1, 2009 who are eligible for a Retiree HRA contribution and are not included in the OPEB valuation.

Given the significant impact these new GASB reporting requirements place on the County's budget, it is imperative the County develop a strategic approach to address operational and budgetary changes to further reduce and/or eliminate OPEB liability, as the alternative will result in significant budgetary constrictions, including staffing, program and service reductions, and poor financial reporting results. Based upon direction from your Board in March 2016, and following review of the 2016 OPEB valuation, staff will continue to evaluate further initiatives to reduce and/or eliminate the County's OPEB liability, and any future OPEB changes that may impact future valuations. Therefore, mitigating the new GASB requirements and proactively managing the County's OPEB liability should be a high priority.

Next Steps:

Include New Valuation in Financial Statements

The CAO, HR and ACTTC staff will immediately proceed with conducting a complete GASB 74/75 valuation as of June 30, 2016 to be used for financial reporting purposes for the 2016 Comprehensive Annual Financial Report, and will continue valuations on an annual versus biennial basis going forward.

Implement Measures to Further Reduce Liability

Staff will also continue to evaluate liability reduction options and develop an implementation plan consistent with labor negotiations meet and confer requirements to execute measures previously identified. Including: expansion of the Retiree Health Reimbursement Account (HRA) program, elimination of implicit subsidy and Medicare Part B premium, reduction of employer paid medical contributions for retirees, and evaluation of the County Health Plan.

Enclosures:

1. Summary of OPEB Comparative Actuarial Valuations 2007-2015
2. Governmental Accounting Standards 74/75 Actuarial Valuation as of June 30, 2015

Summary of OPEB Comparative Actuarial Valuations 2007-2015

GASB 43/45 Terminology	OPEB Valuations Under GASB 43/45					GASB 74/75	New GASB 74/75 Terminology
	2007	2009	2011	2013	2015	2015 Revised	
Actuarial Accrued Liability	\$414,418,582	\$268,453,913	\$316,736,980	\$335,364,067	\$307,775,992	\$435,773,000	Total OPEB Liability
Plan Assets	\$7,000,000	\$9,716,355	\$19,045,636	\$23,693,872	\$37,258,656	\$37,258,656	Plan Fiduciary Net Position
Funded Ratio	1.69%	3.62%	6.01%	7.07%	12.11%	8.55%	
Unfunded Actuarial Accrued Liability	\$407,418,582	\$258,737,558	\$297,691,344	\$311,670,195	\$270,517,336	\$398,515,000	Net OPEB Liability
Annual Required Contribution	\$37,039,322	\$38,613,493	\$23,582,859	\$26,715,197	\$21,455,440	\$27,529,000	Actuarially determined
Actuarial Payroll Rate	12.92%	7.05%	7.86%	7.51%	7.19%	138.50%	
County OPEB Payroll Rate	7.5%	7.5%	7.3%	7.5%	8.8%	8.8%	

County of Sonoma

Governmental Accounting Standards (GAS) 74/75
Actuarial Valuation as of June 30, 2015

DRAFT

This report has been prepared for the County of Sonoma to assist in administering the Plan. This valuation report may not otherwise be copied or reproduced in any form without the consent of the County of Sonoma and may only be provided to other parties in its entirety. The measurements shown in this actuarial valuation may not be applicable for other purposes.

Copyright © 2016 by The Segal Group, Inc. All rights reserved.



100 Montgomery Street Suite 500 San Francisco, CA 94104-4308
T 415.263.8200 www.segalco.com

May 2, 2016

Ms. Marcia Chadbourne, Risk Manager
County of Sonoma
Human Resources, Risk Management Division
Santa Rosa, CA 95403

Dear Marcia:

We are pleased to submit this Governmental Accounting Standards (GAS) 74/75 Actuarial Valuation as of June 30, 2015. It contains various information that will need to be disclosed in order to comply with GAS 74 and GAS 75.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the County of Sonoma to assist in administering the Plan. The census and financial information on which our calculations were based was prepared by the County of Sonoma. That assistance is gratefully acknowledged.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; and changes in plan provisions or applicable law.

The actuarial calculations were completed under the supervision of Dave Bergerson, ASA, MAAA, FCA, Enrolled Actuary and Thomas Bergman, ASA, MAAA, Enrolled Actuary. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the actuarial valuation is complete and accurate. Further, in our opinion, the assumptions as approved by the Board are reasonably related to the experience of and expectations for the Association.

We look forward to reviewing this report with you and to answering any questions.

Sincerely,

Segal Consulting, a Member of The Segal Group, Inc.

By:

Thomas M. Morrison, Jr.
Senior Vice President

Dave Bergerson, ASA, EA, FCA, MAAA
Vice President & Actuary

Thomas Bergman, ASA, EA, MAAA
Associate Actuary

DTB/hy

SECTION 1	SECTION 2	SECTION 3
VALUATION SUMMARY	GASB 74 INFORMATION	GASB 75 INFORMATION
Purpose i	EXHIBIT 1 General Information – “Financial Statements”, Note Disclosures and Required Supplementary Information for a Single-Employer OPEB Plan.....1	APPENDIX A Summary of Significant Accounting Policies & General Information about the OPEB Plan 10
Significant Issues in Valuation Year..... i	EXHIBIT 2 Investments2	APPENDIX B Net OPEB Liability 12
Summary of Key Valuation Results.....iii	EXHIBIT 3 Net OPEB Liability3	APPENDIX C OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB 16
	EXHIBIT 4 Schedule of Changes in Net OPEB Liability – Last Plan Years (in thousands)5	APPENDIX D Schedule of Changes in The County’s Net OPEB Liability and Related Ratios 17
	EXHIBIT 5 Schedule of Contributions – Last Five Fiscal Years (in thousands).....6	APPENDIX E Schedule Of County Contributions 18
	EXHIBIT 6 Projection of OPEB Plan’s Fiduciary Net Position for Use in Calculation of Discount Rate as of June 30, 20158	APPENDIX F Components of County’s OPEB Expense for the Fiscal Year Ended June 30, 2015 19

SECTION 1: Valuation Summary for Sonoma County – June 30, 2015 (GAS) 74/75

Purpose

This report has been prepared by Segal Consulting to present certain disclosure information required by Governmental Accounting Standards (GAS) 74 and (GAS) 75 as of June 30, 2015. This valuation is based on:

- The benefit provisions of the Plan, as administered by the County of Sonoma;
- The characteristics of covered active members, retired members and beneficiaries as of June 30, 2015, provided by the County of Sonoma;
- The assets of the Plan as of June 30, 2015, provided by the County of Sonoma;
- Economic assumptions regarding future salary increases and investment earnings; and
- Other actuarial assumptions, regarding employee terminations, retirement, death, etc.

Significant Issues in Valuation Year

The following key findings were the result of this actuarial valuation:

- The Governmental Accounting Standards Board (GASB) approved two new Statements affecting the reporting of OPEB liabilities for accounting purposes. Statement 74 replaces Statement 43 and is for plan reporting. Statement 75 replaces Statement 45 and is for employer reporting. Statement 74 is effective with the calendar year ending June 30, 2017 for Plan reporting and Statement 75 is effective with the fiscal year ending June 30, 2018 for employer reporting. The information contained in this valuation is intended to be used (along with other information) in order to comply with Statement 74 and 75.
- It is important to note that the new GASB rules only redefine OPEB liability and expense for financial reporting purposes, and do not apply to contribution amounts for funding purposes. Employers and plans can still develop and adopt funding policies under current practices.
- When measuring OPEB liability GASB uses a different actuarial cost method (Entry Age method) and a different discount rate (expected return on assets) than County of Sonoma used in prior GAS 43/45 valuations. This means that the Total OPEB Liability (TOL) measure for financial reporting shown in this report is determined on a different basis from previous reports.
- The Net OPEB Liability (NOL) is equal to the difference between the Total OPEB Liability (TOL) and the Plan's Fiduciary Net Position. The Plan's Fiduciary Net Position is equal to the market value of assets.

SECTION 1: Valuation Summary for Sonoma County – June 30, 2015 (GAS) 74/75

- The NOL decreased from \$436 million as of June 30, 2014 to \$398 million as of June 30, 2015 primarily as a result of the gain from the combined effect of lower than expected per capita costs and updating the participation assumption and partially offset from lowering the discount rate from 4.4% to 4.0%. Changes in these values during the last year ending June 30, 2015 can be found in Exhibit 4 of Section 2.
- The NOLs measured as of June 30, 2015 and 2014 have been determined based on the results of the actuarial valuations as of June 30, 2015 and June 30, 2013, respectively.
- The discount rates used to determine the TOL and NOL as June 30, 2015 and 2014 were 4.0% and 4.4%, respectively. The detailed calculations of the discount rate of 4.0% used in calculation of the TOL and NOL as of June 30, 2015 can be found in Exhibit 6 of Section 2. Various other information that is required to be disclosed by GAS 74 can be found throughout Exhibits 1 through 6 in Section 2.
- The information that is required to be disclosed by GAS 75 can be found throughout Section 3.
- The actuarial assumptions with the exception of discount rate are those used in the June 30, 2015 GAS 43/45 valuation. Updated actuarial assumptions that were adopted after that valuation was released have not been incorporated in this report.

SECTION 1: Valuation Summary for Sonoma County – June 30, 2015 (GAS) 74/75

Summary of Key Valuation Results

	2015	2014
Disclosure elements for fiscal year ending June 30:	(in thousands)	
Service cost	12,043	13,244
Total OPEB liability	435,773	467,803
Plan fiduciary net position	37,259	31,802
Net OPEB liability	398,515	436,001
Schedule of contributions for fiscal year ending June 30:	(in thousands)	
Actuarially determined contributions	27,529	26,500
Actual contributions	25,950	26,060
Contribution deficiency (excess)	1,579	440
Demographic data for plan year ending June 30:		
Number of retired members and beneficiaries	3,031	3,183 ⁽²⁾
Number of active members eligible for OPEB	2,309	3,514 ⁽²⁾
Key assumptions as of June 30:		
Investment rate of return	4.00%	4.40%
Inflation rate	3.25%	3.25%
Projected salary increases ⁽¹⁾	4.00%	4.00%

⁽¹⁾ Includes inflation at 3.25% plus real across-the-board salary increase of 0.75% plus merit and longevity increases.

⁽²⁾ As of June 30, 2013.

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 1

General Information – “Financial Statements”, Note Disclosures and Required Supplementary Information for a Single-Employer OPEB Plan

Plan Description

Plan administration. The County of Sonoma administers the OPEB Plan - a single employer OPEB plan that is used to provide postemployment benefits other than pensions (OPEB) for permanent full-time general and public safety employees of the County hired before 2009. Management of the OPEB Plan is governed by the County’s Board of Supervisors, which consists of five members.

Plan membership. At June 30, 2015, the County’s membership consisted of the following:

Retired members or beneficiaries currently receiving benefits	3,031
Active members eligible for OPEB	<u>2,309</u>
Total	5,340

Benefits provided. Retirees are eligible for medical and drug benefits provided under two self-insured indemnity plans administered by Anthem Blue Cross (County Health Plan PPO or County Health Plan EPO). In addition, retirees not yet eligible for Medicare can enroll in any of three Kaiser plans, while retirees eligible for Medicare can enroll in a Kaiser HMO or a UHC AARP HMO. Medicare Part B premiums are reimbursed by the County to eligible retired members at a fixed contribution of \$96.40 per month, but not to dependents. In addition, retirees are eligible for dental benefits from Delta Dental at full cost to the retiree. Since these benefits are fully paid by the retirees, they have been excluded from this valuation.

Duration of Coverage. Lifetime, subject to continuing support by the Board of Supervisors.

Dependent Benefits. Same as retirees.

Dependent Coverage. Benefits are available for dependents. However, the County does not subsidize coverage for all dependents.

As of April 2007, disabled retirees qualify for dependent coverage the same as regular retirees.

County Contributions. Retirees may elect to enroll in any County offered medical plan and shall pay for all costs in excess of the County contribution dollar amount. For plans with premiums under \$500, the County will pay the full cost of the coverage up to \$500 per month. Most retirees are responsible for the full cost of dental coverage. Therefore, no retiree dental costs have been reflected in this valuation. Medicare Integration. Carve-out method in which the plan benefit is first determined without regard to Medicare payments, and is then reduced by the amount of such payments.

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 2

Investments

Investment policy. The County of Sonoma’s Investment Policy is detailed in the “Investment Guidelines Document – County of Sonoma Post-Employment Health Care Plan Investment Policy Document – January 2014”. The following is the Board’s adopted asset allocation policy as of June 30, 2015:

Asset Class	Target Allocation	Long-Term Expected Nominal Rate of Return
Large Cap U.S. Equity	30	9.3
Mid Cap U.S. Equity	4	9.3
Small Cap U.S. Equity	8	9.3
International Equity	8	10.2
Global Equity	6	10.2
U.S. Core Fixed Income	31	4.2
Alternatives	8	6.2
Cash	1	0.0
Real Estate	4	7.1
Total	100%	

Rate of return. For the year ended June 30, 2015, the annual money-weighted rate of return on investments, net of investment expense, was 7.5 percent. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 3

Net OPEB Liability

	(in thousands)	
	June 30, 2015	June 30, 2014
The components of the Net OPEB liability for Sonoma County as follows:		
Total OPEB liability	\$435,773	\$467,803
Plan fiduciary net position	<u>37,259</u>	<u>31,802</u>
Net OPEB liability	\$398,515	\$436,001
Plan fiduciary net position as a percentage of the total OPEB liability	8.55%	6.80%

The Net OPEB liability was measured as of June 30, 2015 and 2014 and determined based on the total OPEB liability from actuarial valuations as of June 30, 2015 and 2013, respectively.

Actuarial assumptions: The total OPEB liability was determined by an actuarial valuation as of June 30, 2015 using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	3.25%
Investment rate of return	7.50%, net of OPEB plan investment expense, including inflation
Other assumptions	See analysis of actuarial experience during the period January 1, 2009 through December 31, 2011 per formed for the Sonoma County Employees' Retirement Association (SCERA).

The long-term expected rate of return on OPEB plan investments was determined using a building-block method in which the expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment expenses and a risk margin. The target allocation and projected arithmetic real rates of return for each major asset class, after deducting inflation, but before investment expenses, used in the derivation of the long-term expected investment rate of return assumption are summarized on the previous page.

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

**EXHIBIT 3
Net OPEB Liability (continued)**

Discount rate: The discount rates used to measure the total OPEB liability were 4.0% and 4.4% as of June 30, 2015 and June 30, 2014, respectively. The projection of cash flows used to determine the discount rate assumed that employer contributions will be made at rates proportional to the actuarially determined contribution rates. For this purpose, employer contributions that are intended to fund benefits of current plan members and their beneficiaries are included. Projected employer contributions that are intended to fund the service costs for future plan members and their beneficiaries are not included. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments for current plan members through the fiscal year ending June 30, 2023.

Sensitivity of the Net OPEB liability to changes in the discount rate The following presents the Net OPEB liability of County of Sonoma's of June 30, 2015, calculated using the discount rate of 4%, as well as what the County of Sonoma's Net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (3%) or 1-percentage-point higher (5%) than the current rate:

	(in thousands)		
	1% Decrease (3.0%)	Current Discount (4.0%)	1% Increase (5.0%)
County of Sonoma's Net OPEB liability as of June 30, 2015	\$448,987	\$398,515	\$355,954

Sensitivity of the Net OPEB liability to changes in the trend rates. The following presents the Net OPEB liability of County of Sonoma's of June 30, 2015, calculated using the trend rate of +1%, as well as what the County of Sonoma's Net OPEB liability would be if it were calculated using trend rates that are -1% than the current rates:

	(in thousands)		
	1% Decrease Trend -1%	Current Trend Rates	1% Increase Trend +1%
County of Sonoma's Net OPEB liability as of June 30, 2015	\$389,838	\$398,515	\$407,820

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 4

Schedule of Changes in Net OPEB Liability – Last Plan Years (in thousands)

Year Ending June 30,	2015
Total OPEB liability	
Service cost	\$13,244
Interest	21,166
Change of benefit terms	0
Differences between expected and actual experience	(43,440)
Changes of assumptions	0
Benefit payments, including refunds of employee contributions	<u>(23,000)</u>
Net change in total OPEB liability	(32,030)
Total OPEB liability – beginning	467,803
Total OPEB liability – ending (a)	<u>435,773</u>
Plan fiduciary net position	
Contributions – employer	27,500
Net investment income	1,083
Benefit payments	(23,000)
Administrative expense	(126)
Other	<u>0</u>
Net change in plan fiduciary net position	5,457
Plan fiduciary net position – beginning	<u>31,802</u>
Plan fiduciary net position – ending (b)	37,259
County’s Net OPEB liability – ending (a) – (b)	<u>398,515</u>
Plan fiduciary net position as a percentage of the total OPEB liability	8.55%
Covered employee payroll	287,745
Plan Net OPEB liability as percentage of covered employee payroll	138.50%

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 5

Schedule of Contributions – Last Five Fiscal Years (in thousands)

Year Ended June 30,	Actuarially Determined Contributions	Contributions in Relation to the Actuarially Determined Contributions	Contribution Deficiency (Excess)	Covered-Employee Payroll	Contributions as a Percentage of Covered Employee Payroll
2011	\$24,465	\$23,042	\$1,423	\$314,045	7.3%
2012	26,313	21,814	4,499	314,045	6.9%
2013	27,692	21,851	5,841	327,651	6.7%
2014	26,500	26,060	440	327,651	8.0%
2015	27,529	25,950	1,579	287,745	9.0%

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

Notes to Exhibit 5

**Methods and assumptions used to establish
“actuarially determined contribution” rates:**

Valuation date	Actuarially determined contribution rates are based on the June 30 valuation.
Actuarial cost method	Projected Unit Credit Cost Method
Amortization method	Level percent of payroll for total unfunded actuarial accrued liability
Remaining amortization period	
June 30, 2015 valuation	30 years (rolling) for outstanding balance of the June 30, 2015 unfunded OPEB liability.
Asset valuation method	Market value of assets
Actuarial assumptions:	
June 30, 2015 valuation	
<i>Investment rate of return</i>	7.5%, net of OPEB plan investment expense, including inflation
<i>Other assumptions</i>	Same as those used in the June 30, 2015 GASB 43 actuarial valuation dated December 11, 2015.

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 6

**Projection of OPEB Plan's Fiduciary Net Position for Use in Calculation of Discount Rate
as of June 30, 2015 (\$ in thousands)**

Year Beginning	Projected Beginning Plan Fiduciary Net Position	Projected Total Contributions	Projected Benefit Payments	Projected Administrative Expenses	Projected Investment Earnings	Projected Ending Plan Fiduciary Net Position
July 1,	(a)	(b)	(c)	(d)	(e)	(f) = (a) + (b) - (c) - (d) + (e)
2015	\$37,259	\$20,234	\$23,006	\$0	\$2,690	\$37,177
2016	37,177	20,047	24,024	0	2,639	35,839
2017	35,839	19,767	25,210	0	2,484	32,880
2018	32,880	19,495	26,427	0	2,206	28,154
2019	28,154	19,297	27,446	0	1,806	21,811
2020	21,811	19,181	28,516	0	1,286	13,762
2021	13,762	19,100	29,394	0	646	4,114
2022	4,114	19,077	29,974	0	0	0

* Shown until Projected Plan Fiduciary Net Position goes to zero.

SECTION 2: Sonoma County – June 30, 2015 (GAS) 74 Information

EXHIBIT 6

Projection of OPEB Plan's Fiduciary Net Position for Use in Calculation of Discount Rate as of June 30, 2015 (\$ in thousands) – continued

Notes:

- (1) Amounts may not total exactly due to rounding
- (2) Years beyond 2022 have been omitted from this table as the Fiduciary Net Position is zero.
- (3) Column (b): Projected total contributions include the normal cost applied to closed group (based on covered active members as of June 30, 2015), plus employer contributions to the unfunded actuarial accrued liability. Contributions are assumed to occur halfway through the year on average.
- (4) Column (c): Projected benefit payments have been determined in accordance with paragraphs 43-47 of GASB Statement No. 74 and are based on the closed group of active, retired members, and beneficiaries as of June 30, 2015.
- (5) Column (d): Projected administrative expenses have been excluded.
- (6) Column (e): Projected investment earnings are based on the assumed investment rate of return of 7.50% per annum and reflect the assumed timing of benefit payments made at the beginning of each month.
- (7) As illustrated in this Exhibit, the Plan's fiduciary net position was projected to be exhausted by June 30, 2023.

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix A

Summary of Significant Accounting Policies & General Information about the OPEB Plan

Summary of Significant Accounting Policies

Postemployment Benefits Other Than Pensions (OPEB). For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the County of Sonoma OPEB Plan and additions to/deductions from the Plan’s fiduciary net position have been determined on the same basis as they are reported by the County. For this purpose, the OPEB Plan recognizes benefit payments when due and payable in accordance with the benefit terms. Investments are reported at fair value, except for money market investments and participating interest-earning investment contracts that have a maturity at the time of purchase of one year or less, which are reported at cost.

General Information about the OPEB Plan

Plan administration. The County of Sonoma administers the OPEB Plan - a single employer OPEB plan that is used to provide postemployment benefits other than pensions (OPEB) for all permanent full-time general and public safety employees of the County. Management of the OPEB Plan is governed by the County’s Board of Supervisors, which consists of five members.

Plan membership. At June 30, 2015, the County’s membership consisted of the following:

Retired members or beneficiaries currently receiving benefits	3,031
Active members	<u>2,309</u>
Total	5,340

Benefits provided. Retirees are eligible for medical and drug benefits provided under two self-insured indemnity plans administered by Anthem Blue Cross (County Health Plan PPO or County Health Plan EPO). In addition, retirees not yet eligible for Medicare can enroll in any of three Kaiser plans, while retirees eligible for Medicare can enroll in a Kaiser HMO or a UHC AARP HMO. Medicare Part B premiums are reimbursed by the County to eligible retired members at a fixed contribution of \$96.40 per month, but not to dependents. In addition, retirees are eligible for dental benefits from Delta Dental at full cost to the retiree. Since these benefits are fully paid by the retirees, they have been excluded from this valuation.

Duration of Coverage. Lifetime, subject to continuing support by the Board of Supervisors.

Dependent Benefits. Same as retirees.

Dependent Coverage. Benefits are available for dependents. However, the County does not subsidize coverage for all dependents.

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix A

Summary of Significant Accounting Policies & General Information about the OPEB Plan – (continued)

As of April 2007, disabled retirees qualify for dependent coverage the same as regular retirees.

County Contributions. Retirees may elect to enroll in any County offered medical plan and shall pay for all costs in excess of the County contribution dollar amount. For plans with premiums under \$500, the County will pay the full cost of the coverage up to \$500 per month. Most retirees are responsible for the full cost of dental coverage. Therefore, no retiree dental costs have been reflected in this valuation. Medicare Integration. Carve-out method in which the plan benefit is first determined without regard to Medicare payments, and is then reduced by the amount of such payments.

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix B

Net OPEB Liability

Net OPEB Liability

The City's net OPEB liability was measured as of June 30, 2015 and 2014, and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of June 30, 2015 and 2013, respectively.

Actuarial assumptions. The total OPEB liability in the June 30, 2015 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

Inflation	3.25%
Investment rate of return	7.50%, net of OPEB plan investment expense, including inflation
Other assumptions	See analysis of actuarial experience during the period January 1, 2009 through December 31, 2011 performed for the Sonoma County Employees Retirement Association (SCERA).

Mortality rates were based on the RP-2000 Healthy Annuitant Mortality Table for Males or Females, as appropriate, with adjustments for mortality improvements based on Scale AA.

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix B

Net OPEB Liability (continued)

The long-term expected rate of return on OPEB plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic nominal rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Nominal Rate of Return
Large Cap U.S. Equity	30	9.3
Mid Cap U.S. Equity	4	9.3
Small Cap U.S. Equity	8	9.3
International Equity	8	10.2
Global Equity	6	10.2
U.S. Core Fixed Income	31	4.2
Alternatives	8	6.2
Cash	1	4.2
Real Estate	4	7.1
Total	100%	

Discount rate. The discount rate used to measure the total OPEB liability was 4.0 percent. The projection of cash flows used to determine the discount rate assumed that County contributions will be made at rates proportional to the actuarially determined contribution rates. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments for current plan members through the fiscal year ending June 30, 2023. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

The discount rate was lowered from 4.4% on June 30, 2014 to 4.0% on June 30, 2015.

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix B

Net OPEB Liability (continued) (In thousands)

	Increase(Decrease)		
	Total OPEB Liability (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (c)
Balance at 6/30/2014	\$467,803	31,802	\$436,001
Changes for the year:			
Service Cost	13,244		13,244
Interest	21,166		21,166
Differences between expected and actual experience	(43,440)		(43,440)
Contributions – employer		27,500	(27,500)
Net investment income		1,083	(1,083)
Benefit payments	(23,000)	(23,000)	-
Administrative expense		(126)	126
Net Changes	<u>(32,030)</u>	<u>5,457</u>	<u>(37,487)</u>
Balance at 6/30/2015	\$435,773	37,259	\$398,514

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix B

Net OPEB Liability (continued)

Sensitivity of the Net OPEB liability to changes in the discount rate and health-care cost trend rates.

The following presents the Net OPEB liability of County of Sonoma’s of June 30, 2015, calculated using the discount rate of 4%, as well as what the County of Sonoma’s Net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (3%) or 1-percentage-point higher (5%) than the current rate:

	(in thousands)		
	1% Decrease (3.0%)	Current Discount (4.0%)	1% Increase (5.0%)
County of Sonoma’s Net OPEB liability as of June 30, 2015	\$448,987	\$398,515	\$355,954

The following presents the Net OPEB liability of County of Sonoma’s of June 30, 2015, calculated using the current trend rates, as well as what the County of Sonoma’s Net OPEB liability would be if it were calculated using trend rates that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

	(in thousands)		
	1% Decrease Trend -1%	Current Trend Rates	1% Increase Trend +1%
County of Sonoma’s Net OPEB liability as of June 30, 2015	\$389,838	\$398,515	\$407,820

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix C

OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB – (In thousands)

For the year ended June 30, 2015, the County recognized OPEB expense of \$18,706. At June 30, 2015, the County reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$0	\$43,791
Changes of assumptions	13,926	0
Net difference between projected and actual earnings on OPEB plan investments	<u>1,172</u>	<u>0</u>
Total	\$15,098	\$43,791

Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year ended June 30:

2016	(13,282)
2017	(13,282)
2018	(2,422)
2018	293

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix D

Schedule of Changes in The County's Net OPEB Liability and Related Ratios

Schedule of Changes in The County's Net OPEB Liability and Related Ratios (in thousands)

Year Ending June 30,	2015
Total OPEB liability	
Service cost	\$13,244
Interest	21,166
Change of benefit terms	0
Differences between expected and actual experience	(43,440)
Changes of assumptions	0
Benefit payments	<u>(23,000)</u>
Net change in total OPEB liability	(32,030)
Total OPEB liability – beginning	467,803
Total OPEB liability – ending (a)	<u>435,773</u>
Plan fiduciary net position	
Contributions – employer	27,500
Net investment income	1,083
Benefit payments	(23,000)
Administrative expense	(126)
Other	<u>0</u>
Net change in plan fiduciary net position	5,457
Plan fiduciary net position – beginning	<u>31,802</u>
Plan fiduciary net position – ending (b)	37,259
County's Net OPEB liability – ending (a) – (b)	<u>398,515</u>
Plan fiduciary net position as a percentage of the total OPEB liability	8.55%
Covered employee payroll	287,745
Plan Net OPEB liability as percentage of covered employee payroll	138.50%

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix E

Schedule Of County Contributions (In thousands)

The schedule of County Contributions are shown in Section 2 – Exhibit 5.

DRAFT

SECTION 3: Sonoma County – June 30, 2015 (GAS) 75 Information

Appendix F

Components of County's OPEB Expense for the Fiscal Year Ended June 30, 2015 (in thousands)

Year Ending June 30,	2015
Service cost	\$13,244
Interest	21,166
Recognized differences between expected and actual experience	(19,905)
Recognized changes of assumptions	6,330
Projected earnings on OPEB plan investments	(2,549)
Recognized differences between projected and actual earnings on plan investments	294
Administrative expense	<u>126</u>
Total OPEB Expense	<u>18,706</u>

5425069v2/10520.041

9

Tribal Update

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR

CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR

REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
From: Veronica A. Ferguson, County Administrator
Re: FY 2016-2017 Tribal Impact Mitigation Funds

The County of Sonoma is home to five federally-recognized tribes, four of which have lands held in trust by the federal government and three of which have intergovernmental agreements with the County. This memo reviews the history and intent of the agreements with the Federated Indians of Graton Rancheria (the Graton Tribe) and the Dry Creek Rancheria Band of Pomo Indians (the Dry Creek Tribe), which provide funding to mitigate casino impacts, an accounting of payments to date and fund balances, and recommendations for further mitigation action with available funding.

Overview

Tribes are sovereign governments, and trust lands are essentially removed from County jurisdiction and exempt from local land use and taxing authority. As such, the County has prioritized establishing intergovernmental agreements and currently has agreements with the Graton Tribe, the Dry Creek Tribe, and the Lytton Band of Pomo Indians (the Lytton Tribe). The County is currently in negotiations with the Kashia Band of Pomo Indians and Cloverdale Rancheria of Pomo Indians related to areas of mutual interest.

The agreements with the tribes cover a number of different issues, but central to all of them is the premise that the impacts of developments on land held in trust for these sovereign governments should be borne by those governments. Some mitigation measures are carried out by the tribes, and some are carried out by neighboring local governments such as the County with funding from the Tribe as governed by the agreements.

The Graton Tribe and the Dry Creek Tribe each operate casinos on their trust lands, and the agreements with them focus on mitigating the off-reservation impacts of those and future developments. They are the only two tribes from which the County is currently collecting mitigation payments and has established Mitigation Funds. The agreement with the Lytton Tribe also includes provisions for mitigation payments, however those payments do not begin until the land owned by the tribe outside of Windsor goes into trust.

The County has adopted the following financial policy with regards to mitigation funds:

“Tribal Development Impact Mitigation Funds shall be accounted for separately, so that when budgeting, only those monies received in the current year shall be relied upon for financing costs in the coming budget. The Board of Supervisors shall make a determination, as new tribal developments occur, on the best uses of these funds to mitigate impacts and maintain the high quality of life in surrounding or affected communities.”

Staff recommendations herein seek to apply these principles to the expenditure of funds associated with the Graton and Dry Creek Tribal Mitigation Funds.

Graton Mitigation Fund

The Graton Tribe has a 254-acre parcel of land held in trust by the federal government located west of Rohnert Park (the Reservation). On October 23, 2012, the Graton Tribe and the County entered into an Intergovernmental Mitigation Agreement (IMA) primarily to address the anticipated offsite impacts of planned development on the Reservation and to ensure the costs required to mitigate those impacts were borne by the Graton Tribe.

Graton Resort & Casino

The development of the Graton Resort & Casino is occurring in two phases. Phase I included the construction of a 317,750 sq. ft. casino and entertainment space, with approximately 100,000 sq. ft. dedicated to gaming, including up to 3,000 slot machines. The entertainment space includes numerous restaurants and bars, a nightclub, lounge, and banquet facilities. This phase also included a multi-level parking structure and surface parking for some 5,000 spaces. Phase I was completed and opened to the public in November 2013. Phase II development is currently underway and includes a 200-room hotel, convention center, pool, and spa.

Intergovernmental Mitigation Agreement Payments

Under the IMA, the Graton Tribe is responsible for covering all costs associated with mitigating the impacts of the casino, including startup costs, one-time infrastructure and project costs, and ongoing expenses. Payments to the County for start-up costs were made directly by the Tribe before the Casino opened. Payments to the County for the remaining costs are made by the state with monies collected from Graton Casino Gaming Revenues as a part of the State Gaming Compact. In any year where insufficient funds are collected by the state to meet all mitigation payments in the State Gaming Compact, the IMA requires the Graton Tribe to directly pay the County for certain minimum guaranteed mitigations.

The Tribe is currently permitted a deduction from its payments to the Graton Mitigation Fund for payments to tribal members and predevelopment debt. This will end in 2021, and will thus send more revenue into the Graton Mitigation Fund to be distributed by the state to the City of Rohnert Park and the County. In addition to paying the guaranteed mitigations, this revenue is to be used to address effects on roads, groundwater, and other impacts identified in the agreement. The Graton Mitigation Fund revenue is dependent on revenue increase from Class III gaming machines, and given current data staff estimates that payments beyond the guaranteed amounts will not occur prior to 2019.

Start-Up Payments

In order for local agencies to sufficiently prepare for the opening of the casino, the Graton Tribe agreed to make non-recurring payments for startup costs that would later be repaid. Those payments include \$1.7 million for law enforcement, \$1.5 million for fire services, \$60,000 for costs associated with negotiating the agreement, and \$10,000 to re-time a nearby traffic signal, totaling \$3.27 million.

Recurring Payments

The agreement provides for guaranteed recurring payments as follows:

- Law, Justice, Public Safety, and Tribal Relations: \$3.1 million annually to mitigate impacts on law, justice, and public safety, including payments to the Sheriff's Office, District Attorney's Office, Public Defender's Office, Probation Department, and other County public safety providers. These mitigation payments are also intended to cover dispatch services, tribal relations and administration, and data gathering.
- Health, Human Services, and Socioeconomic Impacts: \$600,000 annually to mitigate health, human services, and socioeconomic impacts including substance abuse, domestic violence, and child welfare, and to implement programs that address gambling addiction.
- Fire and Emergency Services: \$1 million annually for pass through payments to Rancho Adobe, Central Fire, Rohnert Park, and CSA 40 fire districts for the provision of fire and emergency services.
- Crime Impact Mitigation to Cities: \$416,918 annually for pass through payments to Cotati (\$12,808), Petaluma (\$102,591), Santa Rosa (\$286,923), and Sebastopol (\$14,596) to mitigate crime impacts caused by the development.

Pursuant to the IMA, these payments are to increase each year based on the Consumer Price Index (CPI) Adjustment, which is to be applied by the Graton Tribe annually.

Other Recurring Payments

When there is sufficient revenue going into the Graton Mitigation Fund administered by the state, the IMA instructs that payments to the County first fund the four categories listed above. Once those are fully funded, other County mitigation measures will be funded in the following order: groundwater mitigation, development and mitigation fees, TOT in-lieu fees, local roads maintenance, Highway 101 Sonoma County Transit Authority (SCTA) pass through, and groundwater mitigation/conjunctive use. Additional payments to fund mitigation to parks and open space and other environmental mitigation measures are in a subsequent category.

Payments, Expenditures, and Recommendations

Below lays out the start-up and recurring payments received from the Graton Tribe and expenditures made by the County to date for each program area as broken out by the IMA. Also included are budgeted revenues and expenditures for FY 2016-2017 based on previously approved mitigation measures, including payments to the Sheriff's Office and mandated pass throughs to the cities.

FY 2015-2016 Estimated Year End Summary

	Total Revenue	Total Expenditures	Fund Balance
Law Justice Public Safety and Tribal Relations	\$ 6,368,426	\$ 4,352,159	\$ 2,016,267
Health, Human Services, Socioeconomic Impacts	\$ 1,229,598	\$ 400,000	\$ 829,598
Fire Districts Pass Through	\$ 2,054,330	\$ 1,845,660	\$ 208,670
City Public Safety Pass Through	\$ 856,488	\$ 833,836	\$ 22,652
Interest	\$ 69,523	\$ 16,914	\$ 52,609
Total	\$ 10,578,365	\$ 7,448,569	\$ 3,129,796

Law, Justice, Public Safety, and Tribal Relations

Pre-operating expenses were paid by the Graton Tribe for startup costs related to the Sheriff’s Office (\$1,700,000), tribal relations including the cost of negotiating the agreement (\$60,000), and traffic mitigation (\$10,000). Revenues not expended on operating costs in FY 2013-2014 and 2014-2015 have been reserved for the payback of pre-operating expenses. Currently, the total necessary reserve of \$1,770,000 has been set aside, leaving a projected fund balance of \$2,016,267 at the end of FY 2015-2016.

Expenditures for previously approved mitigation measures are as follows:

- **Sheriff:** Start-up funds were used to cover the cost of hiring four additional deputies and the ongoing costs of those position to offset the law enforcement impacts. These positions ensure an additional deputy in the service area 24 hours per day.
- **Tribal Relations:** One-time funds were used to offset the cost of negotiating the IMA, \$15,000 to the County Counsel’s Office and \$15,000 to the County Administrator’s Office.
- **Traffic Mitigation:** \$16,914 was expended to re-time the traffic signal at Rohnert Park Expressway and Stony Point Road prior to the casino opening. \$10,000 was covered by the Graton Tribe and the remaining was paid with interest accrued on the fund balance.
- **REDCOM:** REDCOM provides dispatch services supporting law enforcement and fire and emergency services. \$100,000 was expended for startup costs and \$200,000 per year covers the increased demand on those services.

Start-up Payments and Expenditures

	Start-up Payment	Expenditure	Remainder from Start-up Payment
Sheriff	\$ 1,700,000	\$ 1,247,916	\$ 452,084
Tribal Relations	\$ 60,000	\$ 30,000	\$ 30,000
Traffic Mitigation	\$ 10,000	\$ 16,914	\$ (6,914)
Total	\$ 1,770,000	\$ 1,294,830	\$ 475,170

Reserve for Payback of Start-up Payments

	Remainder from Start-up Payment	Recurring Revenue Set Aside	Total Reserve
Sheriff	\$ 452,084	\$ 1,247,916	\$ 1,700,000
Tribal Relations	\$ 30,000	\$ 30,000	\$ 60,000
Traffic Mitigation	\$ (6,914)	\$ 16,914	\$ 10,000
Total	\$ 475,170	\$ 1,294,830	\$ 1,770,000

Recurring Revenues and Expenditures

	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017 <i>Estimated</i>
Revenues	\$ 775,000	\$ 2,368,204	\$ 3,225,222	\$ 3,264,037
Expenditures	<i>Recommended</i>			
Sheriff	\$ 451,084	\$ 866,084	\$ 1,257,075	\$ 1,257,075
REDCOM	\$ 100,000	\$ 200,000	\$ 200,000	\$ 200,000
Pre-Operating Payback	\$ 223,916	\$ 1,054,000	\$ -	\$ -
Total Expenditures	\$ 775,000	\$ 2,120,084	\$ 1,457,075	\$ 1,457,075
Balance	\$ -	\$ 248,120	\$ 2,016,267	\$ 3,823,229

Recommendations

- **Year 2 Adjustments:** Approve continued recurring expenditures for FY 2016-2017 including \$1,257,075 to the Sheriff's Office and \$200,000 to REDCOM.
- **\$60,000 for Tribal Relations:** The Graton Tribe initially paid a one-time cost of \$60,000 to cover the cost of negotiating the IMA. The IMA also provides for recurring payments to support tribal relations, including legal and administrative costs currently supported by the General Fund. Staff proposes that \$60,000 be appropriated on an ongoing basis to cover costs incurred by the County Counsel's Office and the County Administrator's Office, with \$30,000 allocated to each, so that the costs of tribal affairs are not borne by the General Fund.
- **Cash Budgeting:** Approve the reservation of fund balance so that there are sufficient funds to cover one year of budgeted expenditures, including \$60,000 for tribal relations, \$200,000 for REDCOM, and \$1,257,075 for the Sheriff's Office to be adjusted annually based on the CPI applied by the Graton Tribe, totaling \$1,517,075 in FY 2016-2017. This reserve will ensure annual departmental budgets will not be impacted if payments are not made on time in a future year.
- **Community Outreach to Identify Public Safety Measures:** Constituents in the area surrounding the casino have voiced public safety concerns that may require mitigation. The concerns range from the availability of Sheriff's deputies to lighting and roadway improvements. Staff recommends community meetings and other outreach dedicated to identifying mitigation measures for improving public safety. These community meetings would include representatives from those departments providing justice services in addition to the Department of Transportation and Public Works and the Permit and Resource Management Department to comprehensively assess an array of mitigation opportunities. After funds are reserved to maintain cash budgeting, there is \$499,192 remaining in

FY 2016-2017 for additional public safety measures. Staff would return at first quarter consolidated budget adjustments with recommended mitigation measures for the Board’s consideration.

Health, Human Services, Socioeconomic Impacts

In FY 2015-2016, \$400,000 was paid to the Petaluma Health Center to cover up to 50% of equipment costs for its health center in Rohnert Park to assist with mitigating the impacts of the development on health services. No start-up payments were provided in this category.

Recurring Revenues and Expenditures

	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017 <i>Estimated</i>
Revenues	\$ 150,000	\$ 455,362	\$ 624,236	\$ 631,748
Expenditures				
Petaluma Health Center	\$ -	\$ -	\$ 400,000	\$ -
Total Expenditures	\$ -	\$ -	\$ 400,000	\$ -
Balance	\$ 150,000	\$ 605,362	\$ 829,598	\$ 1,461,346

Recommendation

- Community Outreach and Request for Proposal (RFP) Process: As with the public safety measures, staff recommends community meetings and other outreach be dedicated to identifying specific impacts and opportunities for improving services to mitigate those impacts. First, based on community input, staff will identify existing County programs that could be augmented to provide the needed mitigation services, providing the opportunity to leverage existing resources, also taking into consideration existing programs operated by other entities. Next, staff would produce and disseminate an RFP tailored to the needs identified. The responses would be evaluated and the highest scoring proposals would be brought for Board consideration. Staff would then return at first quarter consolidated budget adjustments with recommended mitigation measures.

Fire District Funding Pass Through

Funding for four fire districts, Rancho Adobe, Central Fire, Rohnert Park, and CSA 40, is designated to cover expenditures associated with additional staffing and other costs necessary to provide services on the Reservation and additional offsite impacts. The Graton Tribe paid \$1,500,000 to cover startup costs, of which only \$179,957 in actual costs were incurred and paid to the fire districts. The remaining pre-operating balance and additional funds from the FY 2014-2015 operating payment have been set aside to pay back the non-recurring payment.

In FY 2014-2015 the Board allocated \$297,400 to Rancho Adobe to allow for full station staffing and for station repairs; and \$351,710 to Central Fire for station repairs, payment on a new fire apparatus, property tax loss and additional dispatch costs tied to the casino; with an additional \$20,000 allocated to CSA 40 for costs associated with administering the funding and for costs incurred with services provided centrally by the County.

Start-up Payments and Expenditures

	Start-up Payment	Expenditure	Remainder from Start-up Payment
Fire & Emergency Services	\$ 1,500,000	\$ 179,957	\$ 1,320,043

Reserve for Payback of Start-up Payments

	Remainder from Start-up Payment	Recurring Revenue Set Aside	Total Reserve
Fire & Emergency Services	\$ 1,320,043	\$ 179,957	\$ 1,500,000

Recurring Revenues and Expenditures

	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017 <i>Estimated</i>
Revenues	\$ 250,000	\$ 763,936	\$ 1,040,394	\$ 1,052,916
Expenditures			<i>Recommended</i>	<i>To Be Determined</i>
Rancho Adobe	\$ -	\$ 297,400	\$ 300,000	\$ -
Central Fire	\$ -	\$ 351,710	\$ 676,036	\$ -
Rohnert Park	\$ -	\$ -	\$ -	\$ -
CSA 40	\$ -	\$ 20,000	\$ 20,557	\$ -
Pre-Operating Payback	\$ 179,957	\$ -	\$ -	\$ -
Total Expenditures	\$ 179,957	\$ 669,110	\$ 996,593	\$ -
Balance	\$ 70,043	\$ 164,869	\$ 208,670	\$ 1,261,586

Recommendations

- FY 2015-2016 Pass Through Distribution: The four agencies listed in the IMA meet to make recommendations about how best to distribute mitigation funds. For FY 2015-2016, staff will return with recommended agreements with the agencies consistent with the following distribution:
 - \$676,036 for Central Fire Authority of Sonoma County for equipment, dispatch costs, and capital repairs;
 - \$300,000 for Rancho Adobe Fire Protection District for station staffing and repairs and communications costs; and
 - \$20,557 for CSA 40 for general operations.
- FY 2016-2017 Pass Through Distribution: The Agencies are currently in the process of meeting and intend to return in FY 2016-2017 with a multi-year agreement including all four members. Staff anticipates returning at first quarter consolidated budget adjustments with the proposed agreement and distribution.

City Public Safety Funding Pass Through

The IMA specifically lays out pass through payments to the surrounding cities to mitigate crime impacts in the following amounts: \$12,808 to Cotati, \$102,591 to Petaluma, \$286,923 to Santa Rosa, and \$14,596 Sebastopol. The payments are to be adjusted in accordance with the CPI used by the Graton Tribe to adjust its mitigation payments to the County. In FY 2014-2015 and FY 2015-2016 the CPI

Adjustment was not included in the pass through payments to the cities. In FY 2016-2017, the appropriate adjustments will be made in addition to the full FY 2016-2017 pass throughs, leaving the fund balance at \$0. No start-up payments were provided in this category.

Recurring Revenues and Expenditures

	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017 <i>Estimated</i>
Revenues	\$ 104,230	\$ 318,499	\$ 433,759	\$ 438,979
Expenditures				
Cotati	\$ 3,202	\$ 9,606	\$ 12,808	\$ 14,182
Petaluma	\$ 25,648	\$ 76,943	\$ 102,591	\$ 113,593
Santa Rosa	\$ 71,731	\$ 215,192	\$ 286,923	\$ 317,694
Sebastopol	\$ 3,649	\$ 10,947	\$ 14,596	\$ 16,161
Total Expenditures	\$ 104,230	\$ 312,689	\$ 416,918	\$ 461,631
Balance	\$ -	\$ 5,810	\$ 22,652	\$ -

Recommendation

- Approve payment of ongoing pass through and CPI Adjustment true ups to the surrounding cities.

Dry Creek Mitigation Fund

The Dry Creek Tribe owns federal trust lands in the Alexander Valley known as the Dry Creek Rancheria, on which the River Rock Casino is located. The County entered into a Memorandum of Agreement (MOA) with the Dry Creek Tribe on March 18, 2008, to address the impacts of the casino and other potential developments on the surrounding area and to ensure the cost of mitigation was borne by the Dry Creek Tribe. To fund mitigation measures, the Tribe agreed to pay the County \$75 million over the course of the agreement. Annual payments were set at \$3.5 million, with a balloon payment due at the end of 2020 for the remaining balance.

The negotiated payments contemplated the development of a hotel resort complex on the Rancheria by 2011, which has not occurred. The MOA contained triggers for “reopening” the agreement and renegotiating various terms, including that the timing of opening the resort and future revenues of the Tribe did not materialize as expected. The Tribe initiated a “reopener” of the MOA in late summer 2013 because it was experiencing a decline in business due to the recession, and anticipating further revenue declines upon the opening of the Graton Resort and Casino in fall 2013. The Tribe failed to pay the County the \$3.5 million annual payments that were due on June 30, 2014, and June 30, 2015.

On September 22, 2015, the Board adopted an amendment to the MOA that, among other things, renegotiated the mitigation payments due to the County. The amendment provided for a one-time payment of \$4.2 million to partially address the \$7 million in missed annual payments. It also included a reduced annual payment of \$750,000, first due on December 15, 2016, which has the potential to increase based on increases in casino revenue.

Payments and Expenditures

The County received mitigation payments from the Dry Creek Tribe from the year the casino opened in September of 2002 until the June 30, 2013, payment. These funds, totaling \$20.8 million, were paid to the General Fund to cover the loss in property tax revenue and to fund net cost increases for additional costs incurred by several departments responsible for managing or implementing mitigation measures. This included the direct costs of four additional deputies to provide an extra deputy on patrol in the Alexander Valley region 24 hours a day, additional overhead such as training, uniforms, patrol cars expenses, and waste management services provided by Probation’s Supervised Adult Crews through a contract from the Department of Transportation and Public Works (TPW). The initial payments were also used to offset indirect costs associated with the District Attorney’s Office, Public Defender’s Office, and Probation Department for the provision of justice services, as well as costs incurred by the County Counsel’s Office and the County Administrator’s Office in administration, tribal relations, and negotiation of subsequent agreements.

Since FY 2014-2015 when mitigation payments from the Dry Creek Tribe ceased, the costs for justice services, administration and the waste management services contract have been paid by the General Fund as the County was committed to continuing these mitigation services for the community despite the lack of reimbursement. In November 2015, the Dry Creek Tribe paid \$4.2 million pursuant the amendment to the MOA. The newly negotiated annual payment of \$750,000 will not be received until December 2016.

Dry Creek Mitigation Fund

	FY 2014-2015	FY 2015-2016	FY 2016-2017 <i>Recommended</i>		FY 2017-2018 <i>Estimated</i>
			Jul – Dec	Jan – Jun	
Revenue	\$ -	\$ 4,200,000	\$ -	\$ 750,000	\$ 750,000
Expenditures					
Administration	\$ 60,000	\$ 60,000	\$ 30,000	\$ 30,000	\$ 60,000
Sheriff	\$ 1,015,227	\$ 1,043,552	\$ 534,508	\$ 534,507	\$ 1,094,671
TPW	\$ 147,988	\$ 147,988	\$ 73,994	\$ 73,994	\$ 147,988
Geyserville Specific Plan			\$ 300,000		
Follow-up Project Set-aside			\$ 786,743		
Total Expenditures	\$ 1,223,215	\$ 1,251,540	\$ 1,725,245	\$ 638,501	\$ 1,302,659
<i>General Fund Repayment</i>			\$ 3,113,257		
Balance	\$ (1,223,215)	\$ 1,725,245	\$ -	\$ 111,499	\$ (441,160)

Supplemental and Recommended Actions

Staff recommends that a portion of the one-time \$4.2 million payment be used to reimburse the General Fund for direct costs associated with the Sheriff, TPW, and administration and tribal relations from FY 2014-2015 through second quarter of FY 2016-2017. The annual mitigation payment received in December would be used to offset costs incurred in the third and fourth quarters of FY 2016-2017.

The County's direct expenses will be covered in full through FY 2016-2017. Going forward, mitigation payments received by the Dry Creek Tribe will be insufficient to fully cover mitigation costs. Staff recommends that the County continue to track expenditures and fully fund the existing mitigation measures, and use the \$750,000 annual payment to partially offset the impact on the General Fund. In FY 2017-2018, with that offset there will be a shortfall of \$441,000. The renegotiated agreement calls for increased annual payments when casino revenue increases, which staff recommends be used for direct expenses to reduce the annual shortfall.

After the General Fund is reimbursed, a balance of \$1,086,744 remains from the November one-time payment. For these funds staff recommends the following:

- Geyserville Specific Plan: \$300,000 to fund an update to the Geyserville Specific Plan, which was first written in 1985. As property values continue to rise and properties change hands, the specific plan will update land uses to reflect current community values, gauge the ability of existing infrastructure to accommodate growth, and estimate costs and financing for public improvements. The updated Specific Plan will take into account the changed circumstances and impacts caused by the casino. The funds will be appropriated once Permit and Resource Management Department (PRMD) develops a timeline associated with the proposed project.
- Infrastructure Follow-up Projects: The remaining funds, \$786,743, would be set aside for projects identified by the specific plan or other infrastructure projects in the area designed to mitigate the impacts of casino.

While remaining funds could also be used to support the ongoing shortfall, this recommendation is intended to strike a balance between the need to offset direct impacts of tribal development on the County's General Fund while also reserving some monies for projects to mitigate for other impacts experienced in the region surrounding the casino.

Conclusion

In summary, staff recommends that the Board adopt the recommended budget based on previously approved mitigation measures and take the following supplemental actions:

- **Graton Mitigation Fund**
 - Staff will create a designation of \$1,770,000 to pay back start-up payments made by the Graton Tribe for law enforcement expenses and \$1,500,000 to pay back start-up payments for fire and emergency services.
 - Allocate \$60,000 ongoing for tribal relations.
 - Financial policies will be updated to employ cash budgeting and reserve funds sufficient to cover expenses planned in any subsequent year for tribal relations and law enforcement costs.
 - Give staff direction to conduct community outreach for public safety and health, human services, and socioeconomic impacts mitigation with subsequent funding recommendations to come before the Board for approval.
 - Direct staff to return with agreements for pass through payments for FY 2015-2016 consistent with the following distribution: \$300,000 to Rancho Adobe, \$676,036 to Central Fire and \$20,557 to CSA 40.

- Dry Creek Mitigation Fund
 - Reimburse \$3,113,257 to the General Fund for incurred administration, law enforcement, and waste management services costs during the period of non-payment by the Dry Creek Tribe.
 - Allocate ongoing payments (initially set at \$750,000) to the General Fund to partially offset ongoing costs associated with tribal administration, law enforcement, and waste management services. Staff would return to the Board if the annual payments exceed current costs in the future.
 - Designate \$300,000 for a Geyserville Specific Plan update and \$786,743 for one-time and ongoing mitigation measures in the area surrounding the River Rock Casino.

10

Advertising Budget

COUNTY OF SONOMA
 OFFICE OF THE COUNTY ADMINISTRATOR
 575 ADMINISTRATION DRIVE – ROOM 104A
 SANTA ROSA, CALIFORNIA 95403-2888
 TELEPHONE (707) 565-2431
 FAX (707) 565-3778



VERONICA A. FERGUSON
 COUNTY ADMINISTRATOR
 CHRISTINA RIVERA
 DEPUTY COUNTY ADMINISTRATOR
 REBECCA WACHSBERG
 DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
 From: Veronica A. Ferguson, County Administrator
 Re: FY 2016-2017 Supplemental Budget: Advertising Budget

Transient Occupancy Tax (TOT)

Transient Occupancy Tax (TOT) of 9% is charged to rooms in all hotels, motels, bed and breakfasts, inns, and campgrounds in the unincorporated area of the county. Per Board policy, the proceeds of this tax are distributed between the General Fund (25%) and the Advertising Fund (75%). The Advertising Fund finances Chambers of Commerce, Visitor Centers, Economic Development initiatives, Tourism Marketing, Visitor Way Finding and Signage, Workforce Development and Scholarships, a portion of Regional Parks Department operations and maintenance costs, Veteran’s Buildings marketing efforts as Event Facilities, Community Impacts on Public Safety, Agricultural Promotion, Historical Commissions, County Departmental activities that benefit local tourism, Affordable Housing, and staff efforts to administer and operate the funds. Most importantly, the Fund finances local promotions, marketing and advertising efforts of local events, organizations, and documentaries that encourage tourism and economic vitality, per the Advertising and Promotions Program Policy.

Transient Occupancy or Tax History

The chart below summarizes TOT revenues for the past four fiscal years, and includes both quarterly collections and delinquencies. In FY 2015-2016, based on the recent collection report for the past quarter, revenues are 7.6% or \$962,136 more than the prior year's total collections. Delinquent collections for FY 2015-2016 total \$248,749. It is estimated that \$520,000 in outstanding delinquencies, in various stages of collections, are still outstanding.

The existing revenue base (not including outstanding delinquent amounts) is expected to grow 5% from current year estimates.

TOT COLLECTIONS HISTORICAL DATA

Fiscal Year	General Fund	Advertising Fund	Total	Percent Change
FY 12-13	\$2,426,258	\$7,278,773	\$9,705,030	9.8
FY 13-14	\$2,761,460	\$8,284,381	\$11,045,841	12.1
FY 14-15	\$3,190,752	\$9,572,256	\$12,763,008	13.8
FY 15-16	\$3,431,536	\$10,294,608	\$13,725,144	7.6

FY 2016-2017 Advertising Program

For FY 2016-2017, the Advertising Program Grant applications filing period was open between January 12 and February 19, 2016. An announcement and the application were posted on the County's Advertising Program website and an email was sent to all current and past grantees. Staff screened and reviewed all applications and provided information and recommendations to the Advertising Committee. The Advertising Committee reviewed applications based on policy guidelines and restrictions, visitor impacts, and the available funding per category.

On Tuesday May 3, 2016, the Board approved Advertising and Promotions Program grants for FY 2016-2017. The Board also asked staff to work with the Advertising Committee and return with recommendations on possible ways to spend FY 2016-2017 contingency funds. Specifically, the Board asked for the Advertising Committee to consider the following:

1. Increased funding to 10,000 Degrees
2. Increased base allocation funding for Category E – Local Events, Organizations, and Economic Development
3. Additional funding for the Sonoma County Landmarks Commission
4. Additional program needs and funding uses

Enclosed is the May 3, 2016, Board approved FY 2016-2017 grant awards.

The projected available ending fund balance for FY 2016-2017 based on the recommended budget is \$33,010. The economic uncertainty reserve is set at \$1,032,201 or 10% of assumed revenues and contingencies at \$300,000.

The Advertising Committee met on May 25, 2016 to address the Board's May 3, 2016, direction to explore uses for contingency funds. The Advertising Committee supported the following supplemental changes totaling a \$210,324 use of available contingency funds for a new net balance of \$89,676 in FY 2016-2017. Of the available remaining contingency funds, the Advertising Committee recommends holding \$50,000 of funds to support the 2017 Amgen Tour of California professional cycling race if a bid by the Local Organizing Committee is submitted and approved by Amgen Tour of California. The Board's Advertising Committee recommends utilizing an additional \$50,000 from the economic uncertainty reserve fund if the City of Santa Rosa is selected as the Amgen Tour of California's overall start city.

1.) Increased funding to 10,000 Degrees

During the May 3, 2016, Board discussion, interest was expressed to provide an additional \$50,000 in funding to support the 10,000 Degrees program which includes providing scholarships to skill, trade and apprenticeship programs in addition to college scholarships. On May 25th the Advertising Committee recommended the additional one-time allocation of \$50,000.

2.) Increased base allocation funding for Category E – Local Events, Organizations

During the May 3, 2016, Board discussion, the Board directed staff to consider an increase to the base allocation funding for Category E – Local Events, Organizations, and Economic Development. Category E funds are dedicated to support advertising and economic development efforts that promote Sonoma County and encourage visitors to frequent the county throughout the year, and are awarded at the discretion of each Supervisorial District. The current Advertising and Promotions Policy provides that of the \$160,000 allocated to fund this category, 50% is divided equally across all districts as baseline funding, and the remaining 50% is divided based on percent of collection by district in the previous fiscal year. On May 25th the Advertising Committee recommended funding an

additional \$2,000 to the base allocation of each Supervisorial District, increasing ongoing appropriations by \$10,000 overall.

3.) Additional funding for the Sonoma County Landmarks Commission

On May 3, 2016, the Board discussed additional funding for the Sonoma County Landmarks Commission to fund preservation and restoration of historically significant buildings in the county. On May 25th the Advertising Committee recommended as additional ongoing allocation of \$10,000.

4.) Additional program needs and funding uses

On May 3, 2016, the Board directed staff to consider additional options for use of contingencies to fund program and community needs. On May 25th the Advertising Committee reviewed options including one-time funding of \$95,940 for night and weekend vacation rental code enforcement to the Permit and Resource Management Department who will manage a contract with a private security firm to provide this service. In addition, the Advertising Committee acknowledged the need to appropriate Advertising Program contingency funds in the amount of \$44,384 to fund a position recently reclassified within the Economic Development Department and approved by the Board on May 24, 2016. As recommended by the Advertising Committee on May 25th, the total recommended allocation for additional needs within the Advertising Program is \$140,324.

Category E – Local Events/Organizations Allocations

The current Advertising and Promotions Policy provides that of the \$160,000 allocated to fund this category, 50% is divided equally across all districts as baseline funding, and the remaining 50% is divided based on percent of collection by district in the previous fiscal year. Based on this methodology, the FY 2016-2017 allocation for each district is as follows:

District	Base Allocation	% Collected	% Allocation	FY 16-17 Allocation
First	\$16,000	35.59%	\$28,472	\$44,472
Second	\$16,000	0.27%	\$216	\$16,216
Third	\$16,000	2.85%	\$2,280	\$18,280
Fourth	\$16,000	16.88%	\$13,504	\$29,504
Fifth	\$16,000	44.41%	\$35,528	\$51,528

Next Steps:

Should the Board approve the proposed actions and adopt the updated Advertising Policy with the Supplemental Budget, staff will incorporate the final grant awards, along with awards approved by the Board on May 3, 2016 into the Advertising Program budget through the FY 2016-2017 supplemental budget process.

Enclosures:

May 3, 2016 FY 2016-2017 Approved Advertising Program Grant Awards Board Report
Draft 6/13/16 Advertising and Promotions Policy (Red Line)



County of Sonoma Agenda Item Summary Report

Clerk of the Board
575 Administration Drive
Santa Rosa, CA 95403

Agenda Item Number:
(This Section for use by Clerk of the Board Only.)

To: Board of Supervisors

Board Agenda Date: May 3, 2016

Vote Requirement: Majority

Department or Agency Name(s): County Administrator's Office

Staff Name and Phone Number:

Hannah Euser, 565-3783

Supervisorial District(s):

All

Title: FY 2016-17 Advertising and Promotions Program Grant Awards

Recommended Actions:

- A. Adopt updated Advertising and Promotions Policy
- B. Approve Fiscal Year 2016-17 Advertising and Promotions Program grant awards and funding allocation.

Executive Summary:

This item requests Board consideration and approval of Advertising and Promotions Program Policy (Policy) amendments and FY 2016-17 Advertising and Promotions Program (Advertising Program) grant awards and funding allocation. The proposed awards have been reviewed and recommended by Advertising Program Committee liaisons, Supervisors Efren Carrillo and Susan Gorin.

Background

The Advertising Program utilizes a portion of the Transient Occupancy Tax (TOT) to encourage tourism, economic development and community engagement through a variety of grant award and funding avenues. The Program provides various grants to community non-profits for advertising and promoting events and the county as a visitor destination with the goal of advancing economic growth through tourism. Additionally the program provides grants to promote agricultural promotion as well as address impacts on safety due to tourism. The Program also provides funding to the Regional Parks Department as well as the Economic Development Department and a number of other county department activities, all with the focus of encouraging tourism and awareness of Sonoma County.

Monies Now Available

Due to a change in County accounting practices for FY 15-16, TOT funds are now collected on an accrual basis. This change resulted in a one-time accrual of \$3,000,000 into the Advertising Program's Fund Balance. The Advertising Committee closely reviewed additional needs throughout the County that could benefit from this one-time funding source. Recommended use of these funds is indicated within each funding category, and clearly designated as "one-time".

The focus was on mitigating the impacts of tourism; Housing, Workforce Development, Fire Protection, and Infrastructure (Parks, Veterans Hall and Fairgrounds).

Proposed Policy Changes

Substantial proposed policy changes are summarized below and the proposed Policy is attached (Attachment A – original policy with proposed amendments in track changes, Attachment B – final proposed policy for adoption):

1. *Category A6:* This new category, Workforce Development and Scholarships, acknowledges that a qualified workforce is essential to the growing needs of the tourism industry as well as the overall health of the community. Funds will be designated to support workforce development and to increase access to educational opportunities through scholarships. Requests may be made for multi-year grants with a maximum of \$350,000 per year.
2. *Category B1:* Updated to include County Event Facilities, including Veterans Halls (managed by General Services Department).
3. *Category B2:* Updated to allow the Fire Advisory Council to provide recommendations for grant awards, effective for the FY 17-18 grant cycle.

FY 16-17 Grant Recommendations:

Grant applications for FY 16-17 funding were accepted from January 12, 2016 to February 19, 2016 following an informational workshop on the various program categories, application process and requirements which was held on January 11, 2016. The application process was conducted for all categories except Category E – Local Events, Organizations and Economic Development, which is funded at the discretion of each supervisor throughout the fiscal year. Staff worked in collaboration with the Advertising Committee, comprised of Supervisors Carrillo and Gorin, in considering all applications, given the available funding. Recommendations are based on a consideration of Policy guidelines and restrictions as well as potential return on investment, including attendance, duration of events and advertisements, and data provided on the success of previous events and usage of prior grant awards.

Attachment C details the applications received under each category, a description of the event or program, the grant amount awarded in FY 15-16 if the event/organization previously received an award, the amount requested for FY 16-17, and the amount recommended by the Advertising Committee.

The following is a summary of recommendations:

Category A1- Chambers of Commerce: Allocates \$39,290 to eight entities serving the unincorporated area for membership dues 10% match awards. This amount represents an increase in the maximum funds allowable for this category from \$30,000 to \$40,000.

Category A2 – Visitors Centers: Allocates \$342,400 to 10 entities. Nine of the grants in this category are previously approved multi-year grants that will end 6/30/2017. The Committee recommends approving an additional one-year grant for the Geyserville Visitors Center.

Category A3 – Economic Development Initiatives: Includes funding to the Economic Development Department’s Business Assistance Services in the amount of \$2,476,215 and \$35,000 in funding to the Sonoma County Lodging Association for administrative staffing to provide advocacy and educational resources to the local industry and increase marketing efforts.

Category A4 – Tourism Marketing Program: Continues funding to Sonoma County Tourism per the Policy of allocating the first 2% of the 9% tax collected (23% of collections).

Category A5 – Visitor Way Finding & Signage: Allocates \$97,000 to nine entities. In addition, one-time funding is provided to the Sonoma County Fair & Exposition Center in the amount of \$25,000.

Category A6 – Workforce Development and Scholarships: This new category focuses on workforce development and allocates \$350,000 for six entities. Funding will support the 10,000 Degrees program for direct scholarship awards to underserved high school and undergraduate students from within Sonoma County; the Career Technical Education Foundation for the Regional Advanced Mechanics Program in high schools including program development, grants to high schools and the Santa Rosa Junior College for equipment; Creative Sonoma to support Summer Youth Arts grants and year round arts education programs in underserved schools; the Community Foundation for Career Technical Education (CTE) for new high school sessions in advanced technology and manufacturing as previously approved; and a multi-year grant to fund the Santa Rosa Chamber of Commerce for the Mike Hauser Algebra Academy program geared to strengthen algebra skills and encourage a career in technology for 8th and 9th graders for whom English is a second language.

Category B1 – Parks, Recreation and Event Facilities: Provides \$2,651,507 in funding to the Regional Parks Department for operations and maintenance of existing and new park facilities, and funding for Veteran’s Buildings online marketing project in the amount of \$30,000. One-time funding is provided to the Regional Parks Department to support Sonoma County Integrated Parks Plan (SCIPP) projects and 50th Anniversary Celebration activities, in the amount of \$450,000. Additional one-time funding of \$400,000 is provided for capital project improvements to Veteran’s Buildings which serve as event facilities for the community.

Category B2 – Community Impacts/Public Safety: Allocates \$90,000 to nine entities. Additional one-time funds in the amount of \$768,000 will be provided to Fire and Emergency Services to fund central dispatch costs for FY 16-17.

Category C – Agricultural Promotion: Allocates a total of \$185,000 to eight entities. The Advertising Committee recommends that one-time awards be made to Wine Road and Winegrowers of Dry Creek Valley who will be encouraged to fully work with the Sonoma AgGregate/Sonoma County Vintners group (Sonoma County Vintners, Sonoma County Winegrape Commission, Sonoma Valley Vintners and Growers, Sonoma County Farm Trails, Wine Country Weekend, Wine Road, and Sonoma County Harvest Fair) on a joint application for future funding consideration. This amount represents an increase in the maximum funds allowable for this category from \$180,000 to \$185,000.

Category D – Historical Commissions: Allocates \$50,000 to two entities. This amount represents an increase in the maximum funds allowable for this category from \$30,000 to \$50,000.

Category E – Local Events, Organizations and Economic Development: This category provides funding to each supervisor based on an allocation of \$160,000 where 50% of this amount is divided equally across each district as baseline funding and the remaining 50% is divided by the percent of TOT collections by district in the previous fiscal year. Staff will provide updated figures for allocations to each district as part of FY 16-17 budget hearings once additional collection data is known.

Category F – Major Events/Organizations: Allocates \$300,000 to 13 entities.

Category G1 – Departmental Activities: Provides funding to the Agricultural Commissioner’s Office for development of the California State Fair Exhibit to promote the county as a destination, and provides funding to the Sonoma County Library for historical records and digital photography collection. In addition, one-time funds are provided for the Community Development Commission to partially fund the Roseland Mural Project (\$12,000), Health Services Department to fund Russian River Monitoring, which includes public safety information sharing (\$40,000), and funding for the Sonoma County Fair Foundation for Saralee and Richard’s Barn (\$75,000).

Category G2 – Affordable Housing: Provides funding to the Community Development Commission (CDC) for affordable housing and homeless service efforts; maintains a set aside for emergency shelter needs throughout the year; and provides funding to the Permit and Resource Management Department for continued work related to the Housing Element. One-time funding of \$1,000,000 is provided for the Workforce Housing Public-Private Partnership, in which funds will be reserved under the County Fund for Housing administered by the CDC to be used to assist and meet the development of workforce housing.

Category G3 – Collections/Audit Services: Provides funding to the Auditor-Controller-Treasurer-Tax Collector for tax collection administration, audit for grant recipients, audit of tax collectors and remittance, and program support for additional audit needs such as work related to vacation rentals.

Category G4 – Legal Services: Provides funding to County Counsel for legal support work related to the Program, contract disputes and audit/collections needs.

Category G5 – Program Administration: Provides funding to the County Administrator and Board of Supervisor staff for overall program management and support. Funds also provide staffing for code enforcement of vacation rentals within the Permit and Resource Management Department.

Category H - Film Documentaries: Allocates \$30,000 to four entities.

Category I - Seasonal and Off Peak Programs: Allocates a total of \$41,000 to nine entities.

Reserves –Allocates additional funding to the Economic Uncertainty Reserve to maintain a reserve fund of 10% of TOT collections, and allocates \$300,000 of available revenue to contingencies.

FY 2016-17 Advertising Program Budget:

The recommendations summarized above and detailed in Attachment C provide for total FY 16-17 expenditures of \$15,008,997. These expenditures are supported through projected TOT collections and

interest of \$10,653,100 and use of \$4,388,907 in available fund balance. Revenue from collections is budgeted to increase 5% from FY 15-16. This recommended budget maintains an Economic Uncertainty Fund of \$1,032,201 and a fund balance of 33,010, and is summarized in Attachment D - Advertising Fund Allocation Summary for FY 2015-16 and 2016-17.

Next Steps

Should the Board approve the proposed recommendations, staff will update the Advertising Program Policy as approved and incorporate the final grant awards into the Advertising Program budget through the FY 16-17 budget process.

Prior Board Actions:

2/10/15: Board adopted updated Advertising and Promotions Policy and approved FY 2016-17 Advertising Program grant awards and funding allocation.

6/15/15: Board approved Advertising Program grants for FY 2015-16 as part of the budget hearing process.

12/8/15: FY 2015-16 Supplemental Advertising Program Grant Awards

Strategic Plan Alignment Goal 2: Economic and Environmental Stewardship

Through grants provided to local non-profits to promote the county and encourage tourism, the Advertising Program encourages economic development and job growth.

Fiscal Summary - FY 15-16

Expenditures		Funding Source(s)	
Budgeted Amount	\$	County General Fund	\$
Add Appropriations Req'd.	\$	State/Federal	\$
	\$	Fees/Other	\$
	\$	Use of Fund Balance	\$
	\$	Contingencies	\$
	\$		\$
Total Expenditure	\$	Total Sources	\$

Narrative Explanation of Fiscal Impacts (If Required):

Grant awards are for FY 16-17, there is no fiscal impact on FY 15-16 as a result of this action. Adjustments will be incorporated into the supplemental FY 16-17 budget based on Board approval of these recommendations.

Staffing Impacts

Position Title (Payroll Classification)	Monthly Salary Range (A – I Step)	Additions (Number)	Deletions (Number)

Narrative Explanation of Staffing Impacts (If Required):
Attachments:
Attachment A – DRAFT Advertising and Promotions Policy (Red Line) Attachment B – Final DRAFT Advertising and Promotions Policy for adoption Attachment C – FY 16-17 Grant Award Recommendations Attachment D – Advertising Fund Allocation Summary for FY 2015-16 and 2016-17
Related Items “On File” with the Clerk of the Board:

Adopted 07/08/86

Revised 10/02/01; 10/08/02; 09/12/03; 02/03/04; 04/18/06; 04/17/07; 05/10/11; 03/27/12, 6/10/13, 9/16/14,
2/10/15, [5/3/16](#)

ADVERTISING & PROMOTIONS PROGRAM POLICY

I. SOURCE OF FUNDS

The Transient Occupancy Tax (Hotel/Motel Tax or Bed Tax) is authorized under State Revenue and Taxation Code Section 7280 as an additional source of non-property tax revenue to local government. This tax is levied in Sonoma County at a rate of 9%. The code does not require any specific use of the Transient Occupancy Tax (TOT). Funds developed as a result of the TOT may be utilized for General Fund, Advertising Fund, or other purposes.

The Sonoma County Board of Supervisors has established a policy that 25% of the TOT funds are designated to the General Fund, and 75% of the funds will be used to finance advertising, promotional and other activities.

Activities performed utilizing Advertising Program grants provided to non-profit must also be consistent with Government Code Section 26100, which states that advertising funds may be utilized for the following purposes:

- A. Advertising, exploiting, and making known the resources of the county;
- B. Exhibiting or advertising the agricultural, horticultural, viticultural, mineral, industrial, commercial, climatic, educational, recreational, artistic, musical, cultural, and other resources or advantages of the county;
- C. Making plans and arrangements for a world's fair, trade fair, or other fair or exposition at which such resources may be exhibited;
- D. Doing any of such work in cooperation with or jointly by contract with other agencies, associations, or corporations.

For purposes of this policy:

- a. "Advertising" shall be taken to mean the cost of advertisements in radio, television, newspapers and magazines, printing of newsletters, direct mail, posters and handbills, internet and other paid advertising, the purpose of which is to draw an increased attendance at an event.
- b. "Promotions" shall be taken to mean costs of communication primarily directed outside of the County for which the purpose is the further recognition of Sonoma County and/or regional areas, events and/or activities in order to achieve favorable media attention and/or large audience exposure. Examples of communication may include attendance at trade shows, public relations activities, in-county familiarization tours and marketing programs.

II. POLICY STATEMENT

The Board of Supervisors wishes to encourage tourism, agriculture, and economic development in the County by supporting a series of promotional, community, and cultural, activities through the use of Advertising funds for: regional and national advertising, support of the community's spirit and its art/cultural programs, and promotion of other special events as deemed, by the Board, consistent with this Policy. Funding levels will be established annually based on collections.

Except where provided for differently, the Board has established the following general principles which shall govern the allocation of advertising funds:

1. The Board may provide advertising funds to private non-profit organizations whose purpose is to promote cultural activities, historical preservation activities, promotional activities which enhance tourism and industry, and/or local community events which encourage a sense of community. For purposes of this policy, to qualify as a cultural or artistic organization, the organization must have an annual program consisting of a series of presentations and/or activities. The organization must also have subscriptions, season tickets, and/or non-exclusive memberships, which provides financial support for the organization.
2. Any event promoted by clubs, fraternal organizations, societies, human service organizations, and other similar type organizations, and for which the proceeds of the event will be used to fund other activities, are not eligible for Advertising funds.
3. Advertising fund grant awards will be based upon an evaluation of all application materials, with a focus on the return on investment and benefit to be gained, including potential tourism and business revenue, from providing financial support to the event/organization. Events and organizations who demonstrate ability to receive and/or contribute match funding or grants as the result of receipt of Advertising funds will be given priority consideration in the application review process and in consideration of amount of grant award.
4. Costs for staff salaries, overhead, travel expenses (such as transportation, lodging and/or meals) and fixed assets are not allowable advertising and promotions reimbursable expenses. (Economic Development, Historical Commission, and Departmental activities as indicated in section A.3, B, D, ~~and~~ G and H are exempt from this provision.) Items provided for individual benefit are not allowed, such as t-shirts or wine glasses.
5. Entities will be required to include the County of Sonoma logo and/or statement indicating sponsorship and/or support on all printed and online promotional materials, unless otherwise requested or agreed upon with the County.
6. County funds are not to be used for individual business promotion or advertisement. Any business name mentioned in county funded materials must be a sponsor or direct participant in the event or promotional effort. Any listing of service or product providers or co-sponsors must be inclusive. Any advertising space or time purchased by an individual business must be clearly and separately identified as paid advertising.
7. Advertisers with multiple events are asked to submit only one (1) application per agency/IRS tax number. Advertisers may apply for grants for various events and under various categories within the single application. Each separate event or activity for which funds are requested must identify the category(s) under which the event qualifies and is applying for funds.

III. ACTIVITIES ELIGIBLE FOR ADVERTISING AND PROMOTIONS FUNDS

A. **Economic Development and Promotional Organizations**

The Board desires to designate available funds towards projects and initiatives that stimulate and expand the county's economic vitality.

1. **Chambers of Commerce:**

Funding may be provided to Chambers of Commerce serving unincorporated areas of Sonoma County. Chambers located in the unincorporated area of the county will be given priority in funding consideration. Allocation of funds will be based upon an [up to](#) 10% match of membership dues and private cash contributions that are discretionary revenue to the chamber and are not associated with a particular event, function or position. A maximum of [\\$340,000](#) per year may be made available for Chambers of Commerce.

2. **Visitors Centers:**

Funding for Visitor Centers within the county may be considered at the discretion of the Board of Supervisors. For purposes of funding, Visitors Centers will be distinct from the Tourism Marketing Program. Requests for funding [will can](#) be made annually [to the Economic Development Board](#).

3. **Economic Development Board:**

The Board of Supervisors has designated the Economic Development Board (EDB) to provide business assistance services to enable local businesses to maintain or expand their operations. The EDB will request funds annually through the budget process and will be considered at the discretion of the Board of Supervisors.

4. **Tourism Marketing Program:**

As determined by the Board of Supervisors, the County will provide TOT funds for advertising and promotional efforts as provided by the Sonoma County Tourism Bureau (SCTB). A sum equivalent to the first 2% of the 9% TOT tax collected in the unincorporated Sonoma County will be designated for the SCTB. The county's TOT contribution to SCTB is disbursed through the EDB budget.

5. **Visitor Way Finding and Signage:**

Funding may be provided for permanent signage related to visitor way finding and area identification. These funds are intended for the installment and maintenance of permanent identification signs, not temporary or event promotion signs. A maximum of \$100,000 per year may be made under this category.

6. **Workforce Development and Scholarships:**

[Acknowledging that a qualified workforce is essential to the growing needs of the tourism industry as well as the overall health of the community, the Board of Supervisors has designated funds to support workforce development and to increase access to educational opportunities through scholarships. Requests may be made for multi-year grants. A maximum of \\$350,000 per year may be made available for Workforce Development and Scholarships.](#)

B. County Tourism Impacts

1. Parks, & Recreation, and Event Facilities:

The Board of Supervisors desires to provide TOT funds to County departments for recreational activities that benefit local tourism activities and the tourist industry, including, but not limited to, the Regional Parks Department and the Fairgrounds and Exposition, Inc., [and Veterans Halls \(under contract or managed by the General Services Department\)](#). Funding provided to the Regional Parks Department is allocated for operations and maintenance of existing park facilities only. Requests for TOT funds from County departments will be reviewed annually on a case-by-case basis and will be considered at the discretion of the Board of Supervisors.

2. Community Safety:

The Board of Supervisors desires to address potential impacts on visitors' and residents' safety as a result of high-impact tourism within the unincorporated areas of the county. A maximum of \$90,000 per year may be made available under this category as Program funding allows. Request for Advertising funds under this category will be reviewed annually on a case-by-case basis. [Grants will be awarded as per recommendations from the Fire Advisory Council \(effective for FY 17-18 grant cycle\)](#).

The following guidelines and specific criteria must be met to be eligible for funding under this category:

- a. Only public safety agencies located in the unincorporated area of the county may apply under this category.
- b. Applicants must request funding for a specific purpose (i.e. personnel training, safety equipment, etc.) and include the cost of the activity in relation to the amount of grant funds being applied for.
- c. Applicants must demonstrate a clear nexus between the grant request activity and impacts of tourism resulting in the necessity of the activity.
- d. Applicants must demonstrate a clear nexus between the request activity and the benefit to the resident and visitor population within the unincorporated area of the county resulting from the activity.

C. Agricultural Promotion

The Board of Supervisors desires to support advertising campaigns and promotional activities directed by Sonoma County agricultural and viticulture industries.

1. A maximum of \$1895,000 per year may be made available for agricultural and viticulture industries under this category.
2. The following general guidelines shall apply to this category:
 - a. In order to promote collaborative advertising and promotional efforts within the agricultural sector, only one application will be considered under this category. Such application shall include promotion of the major agricultural related activities within Sonoma County.

- i. Application requests that include multiple agency efforts will require submission of agency budgets from all involved agencies.
 - ii. If county funds are redistributed to other agencies a Memorandum of Understanding (MOU) between agencies must be submitted with application.
- b. Agency applying under this category must be responsive to requests for visitor information on a year-round basis.
 - c. The request must be part of a larger advertising program. Industry commitment as demonstrated by matching industry/membership contributions must exceed request for funding from County advertising program.

D. Historical Commissions

The Board of Supervisors desires to support historical preservation of the county's culture and historical records and architecture.

1. A maximum of \$530,000 per year may be made available for this category.
2. The County has designated the Sonoma County Landmarks Commission to advise on the distribution of funds for preservation and restoration of historically significant buildings. Funding may be provided to this Commission to accept grant applications for the renovation, restoration and/or preservation of historical facilities.
3. The Board has designated a Historical Records Commission to review and make recommendations regarding the maintenance and destruction and retention of records, which may be of historical significance. Funding under this category may be provided for these activities.

E. Local Events, Organizations and Economic Development

The Board has established this category to assist small cultural, artistic, and countywide events and organizations as well as events occurring during the off peak tourism season (November 15 through April 15) with funding for advertising and economic development efforts that promote Sonoma County and encourage visitors to frequent the county throughout the entire year. Funding for these events and organizations will be at the discretion of each Supervisorial District. Events and organizations will make requests annually to the Supervisorial District in which their event/organization exists.

\$160,000 has been allocated for district discretion. 50% of this allocation will be divided equally across each district as baseline funding. The remaining 50% will be divided by the percent of TOT collections by district in the previous fiscal year.

F. Major County Events and Organizations

The Board of Supervisors desires to promote major events and cultural and artistic organizations which draw countywide, regional, state and national interest as evidenced by widespread media promotion and which can demonstrate a significant population of participants and visitors from outside the county.

1. A maximum of \$300,000 per year may be made available for major events and organizations within this category.

2. The following general guidelines apply to this category:
 - a. Must demonstrate overall attendance either at a single event or through a series of events in excess of 15,000, with significant (20% or more) demonstrated attendance from out of the county.
 - b. Must demonstrate extent of out-of-county attendance and demonstrate link to overnight stays from attendees.
 - c. Must demonstrate advertising expenses exceeding \$25,000, of which the Advertising funds being requested must not exceed 50% of total advertising expenses for the event or organization.
 - d. Must demonstrate a major advertising campaign plan focused outside of the county.
 - e. Must demonstrate the extent to which the event, season series, exhibit, or marketing effort will support the county's economic development in the form of local job promotion, local education contribution, and/or local business-chambers of commerce-visitors centers partnerships.
3. The maximum advertising fund contribution which can be applied for is \$50,000.
- 3-4. Funds are only to be used for advertising and promotion of the events and not towards the cost of event production.
- 4-5. The following will be requested as part of the application process for all events and organizations who apply for advertising funds under this category. This information is not required and failure to provide will not result in disqualification, however, the information will be used to determine grant awards and amounts based on demonstrated ability to most effectively promote tourism, agricultural, and/or economic development.
 - a. A complete Advertising Fund grant application (form provided by the County);
 - b. A completed post-program/event report containing results and benefits of prior year activities and events, if the entity received Advertising Funds in the previous fiscal year (form provided by the County);
 - c. Detail the advertising/promotional campaign for which advertising funds are being requested, including the type of advertising and region(s) of promotion;
 - d. Detail how these activities will promote attendance, including expected attendance, overnight stays, and visitor spending; and
 - e. Detail how the County of Sonoma organization will be promoted as an organization/event sponsor in advertising materials, available event/booth attendance, and other such activities. Information should also be provided on available sponsorship packages.

G. County Government Departmental Activities

The Board of Supervisors desires to provide Advertising funds for certain county departmental activities that benefit local tourism activities and the tourist industry, and which preserve and promote Sonoma County history. Advertising funds may be used for salaries of County

employees when participating in activities funded by Advertising funds. Administrative costs (including collection, audit, program coordination, consultant, and legal services), should not exceed 10% of the estimated and/or budgeted TOT revenues.

Request for Advertising funds from departments will be reviewed annually on a case-by-case basis.

1. Miscellaneous Department Activities:

Funding may be provided to County departments to advertise specific activities which promote tourism and awareness of the County, including, but not limited to, the Sonoma County Library, the Sonoma County State Capital Exhibit, and similar endeavors; as well as provide for venue services where tourist and community activities take place.

2. Affordable Housing:

Funding may also be identified for an affordable housing program. Funding designated for affordable housing shall be recommended by the County Administrator's Office based on available funding and approved by the Board of Supervisors on an annual basis. As a goal, funds will be recommended based upon 50% of revenues directed toward this fund that are generated from facilities established after 2002, pursuant to the March 2002 Board Policy Workshop, and after categories A-F and H-I have been funded at appropriate levels.

The Community Development Commission and the Permit and Resources Management Department shall make requests for these funds annually through the budget process for funding affordable housing programs and related efforts as well as for implementation of the Housing Element. Additionally, \$60,000 shall remain in the Affordable Housing Set Aside Fund within the Advertising Program to be available for emergency shelter needs that arise throughout the year that have not been addressed elsewhere.

Should additional funds set aside for affordable housing remain available following these requests and the Set Aside, the funds shall be allocated to the existing County Fund for Housing (CFH), administrated by the Community Development Commission.

3. Collections/Audit Services:

Revenue and tax collection services and program and grantee audit services are provided for this Program. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

4. Legal Services:

Legal guidance, advice, interpretation and other related services are provided for this Program. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

5. Program Administration Services:

Administration of this Program, including policy management and review, budget management and review, application review and recommendation, contract management, claims processing, and other related activities are provided by the County Administrator's Office. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

H. Documentary Films

The Board of Supervisors desires to support Sonoma County based documentary films that document and promote or maintain a historical record of the region, culture, community and arts.

1. A maximum of \$30,000 per year may be made available for documentary film production, with an allocation not to exceed \$10,000 per film.
2. The following general guidelines apply in this category:
 - a. Must demonstrate historical, current social issues, cultural, regional or specific human experiences in Sonoma County that raise awareness and create an impact upon the viewing audience.
 - b. Must have real, factual situations and circumstances which leave audiences better informed.
 - c. Must provide detail of advertising/promotional campaign activities, including the type of advertising and region(s) of promotion.
 - d. Must be able to demonstrate that the film will be exhibited publicly, including but not limited to broadcast and cable television, and Internet transmission.
 - e. Applicant must provide a production timeline [including release date of film](#) and the cost of the activity in relation to the amount of grant funds being applied for.

I. Seasonal and Off Peak Programs

The Board of Supervisors desires to promote seasonal programs, events and cultural and artistic organizations as well as events that occur during the off peak tourism season (November 15 through April 15) which draw countywide and regional interest and which can demonstrate participants and visitors from within and/or outside the county. The program will pay for the direct cost of advertising.

1. A maximum of \$50,000 per year may be made available under this category. ~~Of that amount, \$30,000 will be designated for off peak programs and \$20,000 for seasonal programs.~~
2. The maximum advertising fund contribution which can be applied for is \$5,000.
3. The following general guidelines apply to this category:
 - a. Must detail overall attendance from in and/or outside of the county.
 - b. Must demonstrate local and/or out of county advertising campaign plan.
 - c. Must demonstrate the extent to which the event, seasonal program, exhibit or marketing effort will support the County's economic development in the form of local job promotion, local education contribution, and/or overnight stays from attendees.
 - d. Must provide a budget of total advertising expenses in relation to the amount of grant funds being applied for.

Adopted 07/08/86
Revised 10/02/01; 10/08/02; 09/12/03; 02/03/04; 04/18/06; 04/17/07; 05/10/11; 03/27/12, 6/10/13, 9/16/14,
2/10/15, 5/3/16

ADVERTISING & PROMOTIONS PROGRAM POLICY

I. SOURCE OF FUNDS

The Transient Occupancy Tax (Hotel/Motel Tax or Bed Tax) is authorized under State Revenue and Taxation Code Section 7280 as an additional source of non-property tax revenue to local government. This tax is levied in Sonoma County at a rate of 9%. The code does not require any specific use of the Transient Occupancy Tax (TOT). Funds developed as a result of the TOT may be utilized for General Fund, Advertising Fund, or other purposes.

The Sonoma County Board of Supervisors has established a policy that 25% of the TOT funds are designated to the General Fund, and 75% of the funds will be used to finance advertising, promotional and other activities.

Activities performed utilizing Advertising Program grants provided to non-profit must also be consistent with Government Code Section 26100, which states that advertising funds may be utilized for the following purposes:

- A. Advertising, exploiting, and making known the resources of the county;
- B. Exhibiting or advertising the agricultural, horticultural, viticultural, mineral, industrial, commercial, climatic, educational, recreational, artistic, musical, cultural, and other resources or advantages of the county;
- C. Making plans and arrangements for a world's fair, trade fair, or other fair or exposition at which such resources may be exhibited;
- D. Doing any of such work in cooperation with or jointly by contract with other agencies, associations, or corporations.

For purposes of this policy:

- a. "Advertising" shall be taken to mean the cost of advertisements in radio, television, newspapers and magazines, printing of newsletters, direct mail, posters and handbills, internet and other paid advertising, the purpose of which is to draw an increased attendance at an event.
- b. "Promotions" shall be taken to mean costs of communication primarily directed outside of the County for which the purpose is the further recognition of Sonoma County and/or regional areas, events and/or activities in order to achieve favorable media attention and/or large audience exposure. Examples of communication may include attendance at trade shows, public relations activities, in-county familiarization tours and marketing programs.

II. POLICY STATEMENT

The Board of Supervisors wishes to encourage tourism, agriculture, and economic development in the County by supporting a series of promotional, community, and cultural, activities through the use of Advertising funds for: regional and national advertising, support of the community's spirit and its art/cultural programs, and promotion of other special events as deemed, by the Board, consistent with this Policy. Funding levels will be established annually based on collections.

Except where provided for differently, the Board has established the following general principles which shall govern the allocation of advertising funds:

1. The Board may provide advertising funds to private non-profit organizations whose purpose is to promote cultural activities, historical preservation activities, promotional activities which enhance tourism and industry, and/or local community events which encourage a sense of community. For purposes of this policy, to qualify as a cultural or artistic organization, the organization must have an annual program consisting of a series of presentations and/or activities. The organization must also have subscriptions, season tickets, and/or non-exclusive memberships, which provides financial support for the organization.
2. Any event promoted by clubs, fraternal organizations, societies, human service organizations, and other similar type organizations, and for which the proceeds of the event will be used to fund other activities, are not eligible for Advertising funds.
3. Advertising fund grant awards will be based upon an evaluation of all application materials, with a focus on the return on investment and benefit to be gained, including potential tourism and business revenue, from providing financial support to the event/organization. Events and organizations who demonstrate ability to receive and/or contribute match funding or grants as the result of receipt of Advertising funds will be given priority consideration in the application review process and in consideration of amount of grant award.
4. Costs for staff salaries, overhead, travel expenses (such as transportation, lodging and/or meals) and fixed assets are not allowable advertising and promotions reimbursable expenses. (Economic Development, Historical Commission, and Departmental activities as indicated in section A.3, B, D, G and H are exempt from this provision.) Items provided for individual benefit are not allowed, such as t-shirts or wine glasses.
5. Entities will be required to include the County of Sonoma logo and/or statement indicating sponsorship and/or support on all printed and online promotional materials, unless otherwise requested or agreed upon with the County.
6. County funds are not to be used for individual business promotion or advertisement. Any business name mentioned in county funded materials must be a sponsor or direct participant in the event or promotional effort. Any listing of service or product providers or co-sponsors must be inclusive. Any advertising space or time purchased by an individual business must be clearly and separately identified as paid advertising.
7. Advertisers with multiple events are asked to submit only one (1) application per agency/IRS tax number. Advertisers may apply for grants for various events and under various categories within the single application. Each separate event or activity for which funds are requested must identify the category(s) under which the event qualifies and is applying for funds.

III. ACTIVITIES ELIGIBLE FOR ADVERTISING AND PROMOTIONS FUNDS

A. Economic Development and Promotional Organizations

The Board desires to designate available funds towards projects and initiatives that stimulate and expand the county's economic vitality.

1. **Chambers of Commerce:**

Funding may be provided to Chambers of Commerce serving unincorporated areas of Sonoma County. Chambers located in the unincorporated area of the county will be given priority in funding consideration. Allocation of funds will be based upon an up to 10% match of membership dues and private cash contributions that are discretionary revenue to the chamber and are not associated with a particular event, function or position. A maximum of \$40,000 per year may be made available for Chambers of Commerce.

2. **Visitors Centers:**

Funding for Visitor Centers within the county may be considered at the discretion of the Board of Supervisors. For purposes of funding, Visitors Centers will be distinct from the Tourism Marketing Program. Requests for funding can be made annually to the Economic Development Board.

3. **Economic Development Board:**

The Board of Supervisors has designated the Economic Development Board (EDB) to provide business assistance services to enable local businesses to maintain or expand their operations. The EDB will request funds annually through the budget process and will be considered at the discretion of the Board of Supervisors.

4. **Tourism Marketing Program:**

As determined by the Board of Supervisors, the County will provide TOT funds for advertising and promotional efforts as provided by the Sonoma County Tourism Bureau (SCTB). A sum equivalent to the first 2% of the 9% TOT tax collected in the unincorporated Sonoma County will be designated for the SCTB. The county's TOT contribution to SCTB is disbursed through the EDB budget.

5. **Visitor Way Finding and Signage:**

Funding may be provided for permanent signage related to visitor way finding and area identification. These funds are intended for the installment and maintenance of permanent identification signs, not temporary or event promotion signs. A maximum of \$100,000 per year may be made under this category.

6. **Workforce Development and Scholarships:**

Acknowledging that a qualified workforce is essential to the growing needs of the tourism industry as well as the overall health of the community, the Board of Supervisors has designated funds to support workforce development and to increase access to educational opportunities through scholarships. Requests may be made for multi-year grants. A maximum of \$350,000 per year may be made available for Workforce Development and Scholarships.

B. County Tourism Impacts**1. Parks, Recreation, and Event Facilities:**

The Board of Supervisors desires to provide TOT funds to County departments for recreational activities that benefit local tourism activities and the tourist industry, including, but not limited to, the Regional Parks Department and the Fairgrounds and Exposition, Inc., and Veterans Halls (under contract or managed by the General Services Department). Funding provided to the Regional Parks Department is allocated for operations and maintenance of existing park facilities only. Requests for TOT funds from County departments will be reviewed annually on a case-by-case basis and will be considered at the discretion of the Board of Supervisors.

2. Community Safety:

The Board of Supervisors desires to address potential impacts on visitors' and residents' safety as a result of high-impact tourism within the unincorporated areas of the county. A maximum of \$90,000 per year may be made available under this category as Program funding allows. Request for Advertising funds under this category will be reviewed annually on a case-by-case basis. Grants will be awarded as per recommendations from the Fire Advisory Council (effective for FY 17-18 grant cycle).

The following guidelines and specific criteria must be met to be eligible for funding under this category:

- a. Only public safety agencies located in the unincorporated area of the county may apply under this category.
- b. Applicants must request funding for a specific purpose (i.e. personnel training, safety equipment, etc.) and include the cost of the activity in relation to the amount of grant funds being applied for.
- c. Applicants must demonstrate a clear nexus between the grant request activity and impacts of tourism resulting in the necessity of the activity.
- d. Applicants must demonstrate a clear nexus between the request activity and the benefit to the resident and visitor population within the unincorporated area of the county resulting from the activity.

C. Agricultural Promotion

The Board of Supervisors desires to support advertising campaigns and promotional activities directed by Sonoma County agricultural and viticulture industries.

1. A maximum of \$185,000 per year may be made available for agricultural and viticulture industries under this category.
2. The following general guidelines shall apply to this category:
 - a. In order to promote collaborative advertising and promotional efforts within the agricultural sector, only one application will be considered under this category. Such application shall include promotion of the major agricultural related activities within Sonoma County.

- i. Application requests that include multiple agency efforts will require submission of agency budgets from all involved agencies.
 - ii. If county funds are redistributed to other agencies a Memorandum of Understanding (MOU) between agencies must be submitted with application.
- b. Agency applying under this category must be responsive to requests for visitor information on a year-round basis.
 - c. The request must be part of a larger advertising program. Industry commitment as demonstrated by matching industry/membership contributions must exceed request for funding from County advertising program.

D. Historical Commissions

The Board of Supervisors desires to support historical preservation of the county's culture and historical records and architecture.

1. A maximum of \$50,000 per year may be made available for this category.
2. The County has designated the Sonoma County Landmarks Commission to advise on the distribution of funds for preservation and restoration of historically significant buildings. Funding may be provided to this Commission to accept grant applications for the renovation, restoration and/or preservation of historical facilities.
3. The Board has designated a Historical Records Commission to review and make recommendations regarding the maintenance and destruction and retention of records, which may be of historical significance. Funding under this category may be provided for these activities.

E. Local Events, Organizations and Economic Development

The Board has established this category to assist small cultural, artistic, and countywide events and organizations as well as events occurring during the off peak tourism season (November 15 through April 15) with funding for advertising and economic development efforts that promote Sonoma County and encourage visitors to frequent the county throughout the entire year. Funding for these events and organizations will be at the discretion of each Supervisorial District. Events and organizations will make requests annually to the Supervisorial District in which their event/organization exists.

\$160,000 has been allocated for district discretion. 50% of this allocation will be divided equally across each district as baseline funding. The remaining 50% will be divided by the percent of TOT collections by district in the previous fiscal year.

F. Major County Events and Organizations

The Board of Supervisors desires to promote major events and cultural and artistic organizations which draw countywide, regional, state and national interest as evidenced by widespread media promotion and which can demonstrate a significant population of participants and visitors from outside the county.

1. A maximum of \$300,000 per year may be made available for major events and organizations within this category.

2. The following general guidelines apply to this category:
 - a. Must demonstrate overall attendance either at a single event or through a series of events in excess of 15,000, with significant (20% or more) demonstrated attendance from out of the county.
 - b. Must demonstrate extent of out-of-county attendance and demonstrate link to overnight stays from attendees.
 - c. Must demonstrate advertising expenses exceeding \$25,000, of which the Advertising funds being requested must not exceed 50% of total advertising expenses for the event or organization.
 - d. Must demonstrate a major advertising campaign plan focused outside of the county.
 - e. Must demonstrate the extent to which the event, season series, exhibit, or marketing effort will support the county's economic development in the form of local job promotion, local education contribution, and/or local business-chambers of commerce-visitors centers partnerships.
3. The maximum advertising fund contribution which can be applied for is \$50,000.
4. Funds are only to be used for advertising and promotion of the events and not towards the cost of event production.
5. The following will be requested as part of the application process for all events and organizations who apply for advertising funds under this category. This information is not required and failure to provide will not result in disqualification, however, the information will be used to determine grant awards and amounts based on demonstrated ability to most effectively promote tourism, agricultural, and/or economic development.
 - a. A complete Advertising Fund grant application (form provided by the County);
 - b. A completed post-program/event report containing results and benefits of prior year activities and events, if the entity received Advertising Funds in the previous fiscal year (form provided by the County);
 - c. Detail the advertising/promotional campaign for which advertising funds are being requested, including the type of advertising and region(s) of promotion;
 - d. Detail how these activities will promote attendance, including expected attendance, overnight stays, and visitor spending; and
 - e. Detail how the County of Sonoma organization will be promoted as an organization/event sponsor in advertising materials, available event/booth attendance, and other such activities. Information should also be provided on available sponsorship packages.

G. County Government Departmental Activities

The Board of Supervisors desires to provide Advertising funds for certain county departmental activities that benefit local tourism activities and the tourist industry, and which preserve and promote Sonoma County history. Advertising funds may be used for salaries of County

employees when participating in activities funded by Advertising funds. Administrative costs (including collection, audit, program coordination, consultant, and legal services), should not exceed 10% of the estimated and/or budgeted TOT revenues.

Request for Advertising funds from departments will be reviewed annually on a case-by-case basis.

1. Miscellaneous Department Activities:

Funding may be provided to County departments to advertise specific activities which promote tourism and awareness of the County, including, but not limited to, the Sonoma County Library, the Sonoma County State Capital Exhibit, and similar endeavors; as well as provide for venue services where tourist and community activities take place.

2. Affordable Housing:

Funding may also be identified for an affordable housing program. Funding designated for affordable housing shall be recommended by the County Administrator's Office based on available funding and approved by the Board of Supervisors on an annual basis. As a goal, funds will be recommended based upon 50% of revenues directed toward this fund that are generated from facilities established after 2002, pursuant to the March 2002 Board Policy Workshop, and after categories A-F and H-I have been funded at appropriate levels.

The Community Development Commission and the Permit and Resources Management Department shall make requests for these funds annually through the budget process for funding affordable housing programs and related efforts as well as for implementation of the Housing Element. Additionally, \$60,000 shall remain in the Affordable Housing Set Aside Fund within the Advertising Program to be available for emergency shelter needs that arise throughout the year that have not been addressed elsewhere.

Should additional funds set aside for affordable housing remain available following these requests and the Set Aside, the funds shall be allocated to the existing County Fund for Housing (CFH), administrated by the Community Development Commission.

3. Collections/Audit Services:

Revenue and tax collection services and program and grantee audit services are provided for this Program. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

4. Legal Services:

Legal guidance, advice, interpretation and other related services are provided for this Program. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

5. Program Administration Services:

Administration of this Program, including policy management and review, budget management and review, application review and recommendation, contract management, claims processing, and other related activities are provided by the County Administrator's Office. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

H. Documentary Films

The Board of Supervisors desires to support Sonoma County based documentary films that document and promote or maintain a historical record of the region, culture, community and arts.

1. A maximum of \$30,000 per year may be made available for documentary film production, with an allocation not to exceed \$10,000 per film.
2. The following general guidelines apply in this category:
 - a. Must demonstrate historical, current social issues, cultural, regional or specific human experiences in Sonoma County that raise awareness and create an impact upon the viewing audience.
 - b. Must have real, factual situations and circumstances which leave audiences better informed.
 - c. Must provide detail of advertising/promotional campaign activities, including the type of advertising and region(s) of promotion.
 - d. Must be able to demonstrate that the film will be exhibited publicly, including but not limited to broadcast and cable television, and Internet transmission.
 - e. Applicant must provide a production timeline including release date of film and the cost of the activity in relation to the amount of grant funds being applied for.

I. Seasonal and Off Peak Programs

The Board of Supervisors desires to promote seasonal programs, events and cultural and artistic organizations as well as events that occur during the off peak tourism season (November 15 through April 15) which draw countywide and regional interest and which can demonstrate participants and visitors from within and/or outside the county. The program will pay for the direct cost of advertising.

1. A maximum of \$50,000 per year may be made available under this category. .
2. The maximum advertising fund contribution which can be applied for is \$5,000.
3. The following general guidelines apply to this category:
 - a. Must detail overall attendance from in and/or outside of the county.
 - b. Must demonstrate local and/or out of county advertising campaign plan.
 - c. Must demonstrate the extent to which the event, seasonal program, exhibit or marketing effort will support the County's economic development in the form of local job promotion, local education contribution, and/or overnight stays from attendees.
 - d. Must provide a budget of total advertising expenses in relation to the amount of grant funds being applied for.

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Category A1 - Chambers of Commerce										Category Max:	\$40,000
Cloverdale Chamber	Membership match	\$2,500	\$3,000	Improve local economy by promoting local business. Organizes Dia de Los Muertos event, Winter Festival, Citrus Fair, Car & Moto Show, maintains website and Welcome Sign, Cycle'Dale program for bike tourism.		\$30,000 member dues				Visitors Guide and map, at public events, as applicable.	\$3,000
Forestville Chamber	Membership match	\$700	\$700	Updating website with business partner information.		\$7000 member dues				website and FB	\$700
Geyserville Chamber	Membership match	\$1,700	\$2,050	Advertise events in multiple medium targeting Bay Area visitors and beyond. Promote May Day, Fall Colors, Tractor Parade.	10-20 visitors/day	\$20,500 member dues				website and materials	\$2,050
Mark West Chamber	Membership match	n/a	\$2,000	Operational costs for organization.		\$17,050 member dues				acknowledge	\$2,000
Monte Rio Chamber	Membership match	\$190	\$189	Promotion of 4th July Fireworks Program event.	1K-1,500	\$1,890 member dues				website and marketing	\$190
Russian River Chamber and Visitor Center	Membership match	\$4,000	\$6,500	Targets international and national visitors, California, and San Francisco Bay Area. Funds used for Office Operating costs.	38K	\$65,000 member dues					\$6,000
Sebastopol Chamber and Visitors Center	Membership match	\$6,000	\$7,000	Funds used for programming and marketing.		\$65,000 member dues				directory and website	\$6,500
Sonoma Valley Chamber	Membership match	\$14,200	\$20,000	Forums, promotions, showcase events.		\$200,000 annual dues and private contrib.				print and online materials	\$19,500
\$41,439										Total Recommended	\$39,940

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Category A2 - Visitors Center (rated on # visitors, serve to unincorporated area; cost per visitor ratio and general public levels)										Category Max:	None
Cloverdale Visitors Center	Existing 2 year contract in place, expires June 2017.	\$10,000	\$10,000	Awarded in FY 15-16 for two consecutive FY.							\$10,000
Geyserville Visitors Center	Existing. 1 year contract expires June 2016.	\$5,000	\$19,000	1-year contract expires June 2016.							\$6,500
Healdsburg Chamber & Visitors Center	Existing 3 year contract in place, expires June 2017.	\$10,000	\$10,000	Awarded in FY 14-15 for three consecutive FY. 2nd year of contract							\$10,000
Petaluma	Existing 3 year contract in place, expires June 2017.	\$10,000	\$10,000	Awarded in FY 14-15 for three consecutive FY. 2nd year of contract							\$10,000
Redwood Coast	Existing 3 year contract in place, expires June 2017.	\$6,750	\$6,750	Awarded in FY 14-15 for three consecutive FY. 3rd year of contract							\$6,750
Russian River	Existing 3 year contract in place, expires June 2017.	\$78,800	\$78,800	Awarded in FY 14-15 for three consecutive FY. 3rd year of contract							\$78,800
Santa Rosa	Existing 3 year contract in place, expires June 2017.	\$31,000	\$31,000	Awarded in FY 14-15 for three consecutive FY. 3rd year of contract							\$31,000
Sebastopol	Existing 3 year contract in place, expires June 2017.	\$13,350	\$13,350	Awarded in FY 14-15 for three consecutive FY. 3rd year of contract							\$13,350
Sonoma Coast (Bodega Bay)	Existing 3 year contract in place, expires June 2017.	\$82,000	\$82,000	Awarded in FY 14-15 for three consecutive FY. 3rd year of contract							\$82,000
Sonoma Valley	Existing 3 year contract in place, expires June 2017.	\$94,000	\$94,000	Awarded in FY 14-15 for three consecutive FY. 3rd year of contract							\$94,000
\$354,900										Total Recommended	\$342,400
Category A3 - Economic Development										Category Max:	None
Economic Development Department	Business Assistance Services	\$1,665,100	\$2,476,215	Includes 12.5 FTEs staffing program services in both Business Assistance Services and Research and Program Development areas. The programs are supported by \$2,817,115 in funding provided by the Advertising Fund (this includes Visitor Center Program). Additional revenues from external sources in the amount of \$66,275 and \$469,000 from an MOU with the WIB provide the rest of the funding needed for the department.	Funded Programs: Business Assistance Hotline: START Your Business; Business Expansion & Outreach Program: EXPAND Your Business; Micro Loan Connect: FINANCE Your Business; Business Development & Marketing: DEVELOP Your Business; Creative Sonoma Arts & Creative Economy Program; Bilingual Business Assistance Program. Partially funded Programs include: Special Events & Economic Briefings; Business Services Program: CONNECT Businesses with Employees; Research Reports and Partnerships; Marketing Industry Sector Special Events, Sonoma County Beer, Cider & Spirits Conference. Permanent Positions Funded: 1.0 Executive Director; 1.0 Operations Program Manager; .75 Bus. Develop DPM; 1.0 Bus Assistance DPM; 1.0 Bus Retention DPM; 1.0 Bilingual DPM; 1.0 Creative BDM; 1.0 DPM; 4.75 Admin Aide = 12.5 FTE						\$2,476,215
Sonoma County Lodging Association	Administrative staffing to provide advocacy and educational resources and increase marketing efforts.	\$35,000	\$35,000	Target hospitality and lodging. Provides advocacy and educational resources to local industry and increase marketing needs.							\$35,000
\$2,511,215										Total Recommended	\$2,511,215

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Category A4 - Tourism Marketing Program			None			Cost per visitor ratio	EDB Recomm.				
Sonoma County Tourism	Operations and staffing	\$2,753,520	\$3,117,576	First 2% of 9% TOT tax collected in unincorporated area designated to SCTB.							\$3,117,576
\$3,117,576										Total Recommended	\$3,117,576
Category A5 - Visitor Way Finding & Signage			Max \$100,000	project notes	Attend	Budget	Timeline	Overnight stays/Econo impact	collaborations	Category Max:	\$100,000
Geyserville Chamber of Commerce	4 Welcome signs - south, north entrances on Geyserville Ave, as well as highway 128 entrance. One new sign for visitor center parking.	n/a	\$4,000	4 new signs total. Redesign of 2 existing signs would be \$2k, new sign is \$1,500. \$500 for visitor center sign.		Total estimate for 4 signs - \$4000					\$4,000
Healdsburg Performing Arts Theater, Inc. (DBA Raven Theater Windsor)	Restore historical marquee with unique neon design of Raven bird.	\$0	\$25,000	Sign is visible/iconic, in many pictures of Sonoma County.	16,000 attend Raven annually	Total budget is \$35k, expect donations	Aug - Sept 2016	Estimate 5-10% stay overnight. 50% dine out in Healdsburg	NA	Show programs, website, emails, direct mail.	\$5,000
Museums of Sonoma County	Permanent signage along B Street for the new Art Museum and banners placed at the corner of B and 7th St.	\$20,000	\$10,000	Signage will be readable by cars and pedestrians. Funds will be used for design, printing and installation and painted wayfinding murals. Signs will replace damaged/stolen signs and expand.	22K visitors fro SC Museum and expect double to 40K		Begin design July 2015, upon approval of City SR	15-30% monthly visitors from out of area. In FY 13-14, visitors to the Museum per survey stayed a	\$70k in sponsorships, anticipates additional \$75k. Additional in-kind	printed material, at physical location	\$10,000
Petaluma Visitors Program & Petaluma Arts Center	Permanent signage on utility poles in downtown Petaluma business district directing people to "Petaluma Visitors Program" and "Petaluma Arts Center".	n/a	\$28,837	8 signs to be installed on existing utility poles. PVP operated under Petaluma Downtown Association umbrella.						printed materials, website, press release, social media	\$10,000
Russian River Chamber of Commerce	Gateway Signage: 4 "Welcome To" signs: 116 South, from Hwy 1, and two "Welcome to Guerneville" signs in town and kiosk in downtown plaza, and lighting.	\$20,000	\$84,000	Requesting \$7500 to cover expenses over what was estimated/spent on FY15-16 project of Gateway Signage: 4 "Welcome To" signs: 116 South, from Hwy 1, and two "Welcome to Guerneville" signs in town. Requesting \$59,500 for gateway signage off of Hwy 116 from South, Forestville, and West Hwy 1. Also requesting \$7k for kiosk downtown, \$5k for lighting, \$5k for pole signage.					Agreement in place w/ EDB of \$20k for Gateway project	Where appropriate	\$20,000

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Sebastopol Center for the Arts	Permanent signage for Sebastopol Veterans Memorial Bldg to identify Sebastopol Center for the Arts in new location.	n/a	\$7,500	New venue for Center for the Arts. Signage will also provide information about events/activities within building.	50,000 annually	Total budget is \$9500		30% of visitors from out of county	Sebastopol Rotary Club expected to give \$1500 grant	On signage frame	\$7,500
Sonoma Ecology Center	Internal way finding and internal signage in park.	\$9,550	\$11,500	FY 15-16 grant partially funded: Entry "Sonoma Garden Park"; kiosk "Welcome to the Sonoma Garden Park"; "Sonoma Garden Park" sign for pedestrians, bicyclists/motorists, wayfinding into park. FY 16-17 grant would fund: Way finding signs into park from road and bike route, parking lot gate signs, entrance signs.	200 visitors per week during peak season, 50/wk in winter months				Labor/install/fabric contrib. SEC, volunteers, Berger Concrete, Solarcraft, City of Sonoma, APOSD.	on signage	\$10,000
Sonoma Valley Visitors Bureau	Sonoma Valley billboard program Hwy 37/121, official welcome sign to Sonoma County and Sonoma Valley.	\$20,000	\$20,700	Billboard at Hwy 37/121 intersection. Funds used for contract costs and artwork/design updates.	43k people view daily during peak months. 100k from Sonoma Raceway.	existing billboards	year round		Sonoma Tourism Improvement District & SV marketing Partnership \$25K.	visual credit on billboard	\$20,500
Windsor Certified Farmers Market, Inc.	Permanent directional signs directing traffic to Windsor Farmers Market location with dates and times.	\$0	\$1,500	Windsor Farmers Market is not a non-profit.	500 attendees each Sun. market, 3-5000 attendees at Thurs. Night Market				Farmers Market spends about \$10k/year on advertising of events.	On signs	\$0
Winegrowers of Dry Creek Valley	Replacement of 5 Welcome signs and major entrances to region, Dry Creek Rd, Westside Rd, Canyon Rd, Lytton Springs, and Dutcher.	n/a	\$15,000	Signs will replace old signs. Will be updated in look, but text will remain the same, "Welcome to Dry Creek Valley, Sonoma County, CA". 5 signs total.	15k visitors per year				WDCV will provide \$5k.	On signage and on website	\$10,000
\$208,037										Total Recommended	\$97,000
Category A5 - Visitor Way Finding & Signage (ONE-TIME FUNDS)				project notes	Attend	Budget	Timeline	Overnight stays/Econo impact	collaborations	Category Max:	100000
Sonoma County Fair & Exposition Center	Replacement of electronic sign at top of Grace Pavillion.	n/a	\$75,000							Printed materials, on sign, and on website	\$25,000
\$75,000										Total Recommended	\$25,000

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation	
Category A6 - Workforce Development and Scholarships (NEW)			Max: \$350,000								Category Max:	Max: \$350,000
10,000 Degrees	10,000 Degrees Sonoma County College Prep, Access & Success Expansion Program	\$150,000	\$300,000	Requesting \$300k/year for 5 years. Support for low-income Sonoma County students to attend and graduate from college. Includes funding for scholarships. Recommend funding \$100k/year for 5 year term, ending FY 2020-21.							\$100,000	
Career Technical Education Foundation - Ag and Food Career Exploration and Recruitment	Ag and Food Career Exploration and Recruitment administered by CTE Foundation in conjunction with Food Industry Group, Workforce Development Board, Santa Rosa Junior College, & Sonoma County Office of Education	n/a	\$25,000	Develop and promote career exploration and job placement opportunities in food and ag industry at high school and JC level. Day long symposium in Spring 2017. Pay for coordinator, promotions, transportation, teacher for survey course. One-time funding.					Many community partners involved.		\$0	
Career Technical Education Foundation - Regional Advanced Mechanics Program	Regional Advanced Mechanics Program: Regional manufacturing training program to support local manufacturing needs for technicians and mechanics. Funding for program development, grants to high schools and SRJC for equipment, new course implementation, teacher externships and internship opportunities for students. Begins in high schools and finish in one year at SRJC.	\$50,000	\$50,000	Year 2 of 3 year contract. 2015-16 through 2017-18.	"Manufacturing Magnet" program with the goal of preparing globally competitive technicians and engineers.			Recruit students in fall 2015	County invest would attract matching \$ needed from local industry that would meet or exceed a 1:1 match.		\$50,000	
Creative Sonoma Summer Arts Grants	Summer Arts Youth Grants	n/a	\$100,000	Creative Sonoma to manage summer grant process and report back to Board by end of year.							\$100,000	
Creative Sonoma Arts Education Grants	Program to support equitable access arts education for underserved Sonoma County schools	n/a	n/a	Funding previously allocated to Community Foundation. Funds will be used to provide grants to non-profit arts organizations. Committed matching grants from Community Foundation to enhance available funds.							\$24,000	
Community Foundation: Arts Education Programs	Program to support equitable access arts education for underserved Sonoma County schools	\$50,000	\$50,000	Through collaboration with Creative Sonoma, funds will now be provided to Creative Sonoma to manage, with collaboration with the Community Foundation.							\$0	
Community Foundation: Education/Mentorship (CTE)	Career Technical Education: "New" courses at high schools and off campuses to develop local workforce in engineering/design or Advanced Tech & Manufacturing (STEM) county-wide	\$51,000	\$51,000	Year 4 of 5 year contract. 2013-14 through 2017-18.							\$51,000	
Santa Rosa Chamber of Commerce - Mike Hauser Algebra Academy	Algebra prep program and expansion for 8th & 9th graders in Sonoma County for whom English is a second language. 60% of enrolled students qualify as low income.	\$35,000	\$35,000	Provides 3 week hands-on learning program in June. In 2015, served 100+ 8th grade English Language Learners county-wide. Goal for 2017 is 180. Recommend funding for \$25,000 per year for 3 year term, ending FY 2018-19.		Total Program Cost is \$111,000			Private donors, John Jordan Foundation, Healdsburg Education Foundation & SCOE	Press releases, website, printed materials, graduation program	\$25,000	
										\$611,000	Total Recommended	\$350,000

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advert Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation	
Category B1 - Parks, Recreation and Event Facilities										Category Max:	n/a	
Regional Parks Department	Operations and Maintenance of existing facilities	\$2,331,431	\$2,751,507	Increase based on needs and opening of new parks. Additional funds will offset operations and maintenance expenses. Additional allocations will fund existing Planner Tech (\$55,915) fund O&M Maintenance (\$77,690), O&M Admin (\$64,471), and general O&M activities (\$122,500).							\$2,651,507	
General Services - Veteran's Buildings	Veteran's Building online marketing project	\$30,000	\$30,000	Project includes a new website and printed promotional materials. Project to be managed by General Services							\$30,000	
										Total Recommended	\$2,681,507	
Category B1 - Parks, Recreation and Event Facilities (ONE-TIME FUNDS)										Category Max:	n/a	
Regional Parks Department - One-time Funds	Sonoma County Integrated Parks Plan (SCIPP) projects and 50th Anniversary Celebration	n/a	\$500,000	Includes \$250,000 in funding to support Sonoma County Integrated Parks Plan (SCIPP) projects in each of the five districts. In addition, this will fund the Healdsburg Memorial Beach Master Plan (\$50,000) and Bodega Head management (\$83,000). Regional Parks 50th Anniversary Celebration activities will receive \$67,000 in funds.							\$450,000	
General Services - Veteran's Buildings - One-time Funds	Capital project improvements for Veteran's Buildings	n/a	\$684,403	Projects include: Santa Rosa Vets Hall Reroof (design) - \$100,000; Sebastopol Sprinkler - \$440,403; Petaluma Kitchen (design) - \$32,000; Sonoma Kitchen (design) - \$62,000; Guerneville HVAC (design) - \$30,000; Guerneville Hazmat Cleanup - \$20,000							\$400,000	
										Total Recommended	\$850,000	
Category B2 - Community Impacts - Public Safety			Max: \$90,000								Category Max:	\$90,000
Bodega Bay Fire Protection District	Safety training and education, utility vehicle for non-emergency and emergency response, AEDs.	\$35,000	\$90,000	1. Utility vehicle will be used for response and towing of Fire/Rescue Boat and inflatable rescue boat for response (\$60k). 2. paramedic training and education for 1-2 people (\$20k). 3. 2 new AED's (\$10K).	Bodega Bay. FY 14/15 responded to 595 calls (210 non-resident). Total visitors 4M+ visitors annually.			70% calls response and 80% ambulance transport for non-residents	Possibly District or Bodega Bay Fire Assoc. funds	press release, website	\$15,000	
Bodega Volunteer Fire Department	Station upgrades.	\$20,000	\$52,000	Facility upgrades for fire station #2/Community Disaster Shelter \$52k (Door replacement, \$2500; Interior paint, \$12k; interior flooring, \$15k; New roof, \$20k, New Propane Interior Heater, \$2500.	Town of Bodega. 50k visitors annually				No current funding dedicated to Fire Station upgrades	website, newsletter, FB	\$10,000	
Cazadero Community Services District/Cazadero Volunteer Fire District	Exhaust system for Cazadero Fire Hall/Community Hall.	\$15,000	\$36,452	Hall is currently not OSHA compliant, there is no exhaust system. Cazadero Hall is only large public building in town and is used for many community events, also fire drills/safety training, etc.	Cazadero Area - vacationers, tourists, hikers, and cyclists				None	Sign in building	\$10,000	
Monte Rio Fire Protection District	Maintain and improve Rescue Boat Program.	\$0	\$27,500	Will purchase life jackets, radios, modern underwater imaging sonar equipment, inflatable rescue boat, and boat operations training. Rescue Boat responds to water related emergencies. Increase in responses related to water activity tourism.	Monte Rio population is 2500.				MRFPD or Monte rio Firefighters Association will possibly provide funds to fulfill request.	Logo on equipment, materials.	\$10,000	
Occidental Fire Department	Auto Extrication Tool for motor vehicle related emergency response.	\$0	\$30,000	Increased rise in road traffic has led to increased need for public safety equipment. Tool would be used to extricate victims trapped in a car due to an accident. Current tool is over 25 years old and in disrepair.	Occidental population is 5,000. 263 emergency calls in 2015.				Occidental Fire Dept. will match \$30k for extrication tool	Logo on equipment, press release.	\$10,000	

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Russian River Chamber of Commerce & Visitors Center	Extension of contract with security firm to provide security services.	\$0	\$100,000	FY 15-16 Security firm contract of \$35k for seasonal pilot security program funded by Sonoma County. Reports of drug, alcohol, and problematic transient behavior in Russian River area which negatively impacts community and tourism. Total cost to fund one security guard to patrol 24 hours/day, 7 days/wk. = \$260k/yr. GENERAL SERVICES is organizing a contract to provide this service in collaboration with the Russian River Chamber.						Website, printed materials, FB, events.	\$0
Russian River FPD	CERT (Community Emergency Response Team) Program.	\$0	\$15,000	Includes \$9000 for trailer and related equipment and the remaining to cover training materials and staff costs. CERT teams provide emergency response to incidents. Russian River FPD prioritized funding for the "Jaws of Life" need over this program for FY 16-17.	Serves 20 sq. mile are. Population is 10,400, seasonally doubles with tourism. 1700 incident responses/yr.				Business donations from True Value Hardware (\$1000) and Von Renner Construction (\$500), \$1000 from Mesa Lane Partners.	Website, on equipment	\$0
Russian River FPD	Hydraulic rescue equipment, "Jaws of Life".	\$0	\$40,858	Tools used to remove a victim from a mangled car due to traffic collision. Current tools are outdated and unacceptable to save lives.	Serves 20 sq. mile are. Population is 10,400, seasonally doubles with tourism. 1700 incident responses/yr.				none.	On equipment, FB, webpage, at events.	\$20,000
Timber Cove FPD	Rescue tool, Capstan, cylindrical shaft mounted on tailgate of rescue vehicle. Allows for faster and efficient rescue and increases safety for personnel.	\$0	\$12,904	Tool is compatible with Bodega Bay Fire rescue and will allow for joint rescue operations.	Timber Cove sees 3500-500 visitors/year. Emergency responses have increased.				Timber Voce FPD will pay \$1250 for installation costs of capstan.	On equipment	\$5,000
Valley Moon FPD	Live fire structure for mandatory training.	\$20,000	\$70,000	Live fire structure for mandatory training.	Agua Caliente, Boyes Hot Springs, El Verano, Fetters Hot			EMS response area 100 sq. miles. Responds to 4500 calls each year.		Proclamation at FPD Board meeting and letter to Sonoma Index Tribune, plaque on structure.	\$10,000
\$474,714										Total Recommended	\$90,000

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation	
Category B2 - Community Impacts - Public Safety (ONE-TIME FUNDS)											Category Max:	n/a
Fire and Emergency Services	Central Dispatch Costs for FY 16-17 - One Time Funding	n/a	\$768,000	Amount based on actual costs for FY 15-16.							\$768,000	
\$768,000										Total Recommended	\$768,000	
Category C - Agricultural Promotion											Category Max:	\$185,000
Sonoma AgGregate/Sonoma County Vintners	SC Vintners, SC Winegrowers, SV Vintners & Growers, SC Farm Trails, SC Harvest Fair, Sonoma Wine Country Weekend, Wine Road	\$150,000	\$180,000	support advertising, public relations programs to build brand awareness for SC's vineyards, wineries, and farms. \$57K Vintners; \$51K Winegrape Comm.; \$25K SV Vintners; \$17K Farm Trails, \$10k WC Weekend, \$10k Wine Road, \$10k Harvest Fair	4.3M visitors annually					websites, printed materials, member communication	\$175,000	
Wine Road – Northern Sonoma County Barrel	Barrel Tasting Weekends	\$5,000	\$5,000	March 3-5 and 10-12, 2017. 115 wineries participating. Printed materials, posters, postcards, programs, event maps.	14,000-17,000			50% from out of County, \$800k econ impact plus \$1.2M in wine sales		Printed materials, website	\$3,000	
Wine Road – Northern Sonoma County WINEland	Winter WINEland	\$5,000	\$5,000	Jan. 14-15, 2017 Winter WINEland. Printed material, posters, postcards, programs, event maps.	5000-6000	\$30,000		70% from out of County		Printed materials, website	\$3,000	
Winegrowers of Dry Creek Valley	Passport to Dry Creek Valley	n/a	\$5,000	April 29-30, 2017. Advertising campaign. One time funding only - next year will need to apply under Aggregate.	6,000	n/a		2,700 overnight stays, econ impact \$2.3M		materials, website, direct mail, event materials	\$4,000	
\$195,000										Total Recommended	\$185,000	
Category D - Historical Commissions											Category Max:	\$50,000
Historical Records Commission	Peterson Prize an annual writing competition and general records preservation efforts	\$2,000	\$10,000	Cataloging and preserving records. Organize Archives Day, a public awareness event to bring attention to importance of historical records. Maintain HRC website.							\$10,000	
Landmarks Commission	Funding for preservation and restoration of historically significant buildings.	\$28,000	\$60,000	Daniels School Restoration Phase 2 (\$15k), Jack London State Park House of Happy Walls Visitor Center interior repairs/restoration and update of museum exhibits and displays (\$10k), Luther Burbank Cottage repair/restoration (\$10k), Healdsburg Museum exterior re-painting (\$11k), Guerneville Bridge/Plaza Signage & Walking Map (\$2500), Sonoma Valley Historical Context Report (\$10k).							\$40,000	
Western Sonoma County Historical Society	Replace wood shake roof and gutters of Luther Burbank Experiment Farm Cottage	\$0	\$23,369	Shake roof (\$18k) and wood gutters (\$5,309) need replacement to avoid further damage to items within Cottage							\$0	
Museums of Sonoma County	Documentation of original exhibitions on website.	\$0	\$3,500	Develop and present virtual exhibition records for four Sonoma County history exhibitions.							\$0	
\$96,869										Total Recommended	\$50,000	
Category E - Local Events, Organizations and Economic Development											Category Max:	\$160,000
		15/16 Allocation	16/17 Allocation		FY 15/16 % collect	New % x \$80k	\$80k / 5					
District 1		\$43,229	\$44,152		35.59%	\$28,472	16,000				\$44,472	
District 2		\$16,096	\$16,240		0.27%	\$216	16,000				\$16,216	
District 3		\$18,340	\$18,248		2.85%	\$2,280	16,000				\$18,280	
District 4		\$29,603	\$29,800		16.88%	\$13,504	16,000				\$29,504	
District 5		\$52,732	\$51,560		44.41%	\$35,528	16,000				\$51,528	
\$160,000										Total Recommended	\$160,000	

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Adv Grant	Amount Requested	Project notes	Attend/Reach	Advt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation	
Category F - Major Events/Organizations			Max: \$300,000								Category Max:	\$300,000
Single Event												
American Legion Post 28	Petaluma Veterans Day Parade	n/a	\$11,000	Veterans Day Parade and Fly Over in Petaluma on 11/11/16. Pay for advertising and promote out-of-area visitors. Typically receives tv news coverage.	45,000+	\$11,000		n/a	n/a	website and at parade	\$4,000	
Cruisin the Boulevard	Petaluma's Salute to American Graffiti	n/a	\$10,000	Advertising and promotion of event, radio, newspaper, brochure; 11th annual celebration on May 20, 2017	30,000	\$18,000		Hotels report full occupancy rates with out of town visitors	Sponsorships	Printed programs	\$4,000	
Luther Burbank Rose Parade & Festival	123 Annual Rose Parade and Festival	\$6,000	\$7,000	Buy print, ad, web, radio and flyers for SF Area, Marin, Napa, Lake. Parade 5/20/17 in Santa Rosa.	15-16,000 attendees	\$22,200		Visitors from in and out of County	Print, web, radio advertising and flyers	print materials, website, and broadcast	\$5,000	
Sonoma County Farm Trails	Gravenstein Apple Fair	\$15,000	\$15,000	Promotion of the 43rd annual Gravenstein Apple Fair August 13-14, 2016. Advertise throughout Bay Area with print media, radio, websites, social media, billboards, posters, flyers, rack cards, mailers.	15,000, 30% from outside of SoCo.	\$45,000	400,000 in spending			website, printed materials, banners, special stage dedicated at Fair.	\$13,000	
Sonoma Volunteer Firefighter Association	44th Annual July 4th Fireworks Show in Sonoma	n/a	\$10,000	Purchase services and materials.	Estimates 40,000 people can see fireworks throughout locations	\$11,652			Raised \$33k through donations	Flyers, notices, website (to be developed)	\$3,000	
Series (not year round)												
Charles M. Schulz Museum and Research Center	General marketing program for Sept-Dec. 2016	n/a	\$12,700	84% of visitors from outside Sonoma County, many international.	83,000 visitors/year.	\$41,000	\$1.2M in spending	3,000 nights, spend \$389/day		On-line and email	\$5,000	
Green Music Center at Sonoma State University	2016-17 Winter/Spring Season	n/a	\$50,000	Brand awareness campaign focused outside Sonoma County - SF, Marin, East Bay. Outdoor billboards, MUNI, BART, Taxis, print/online advertisements.	35,000 between 10/1/2016 - May 15, 2017	\$472,199		20% from outside county, estimate 50% stay overnight. Econ Impact \$500/day	n/a	Printed materials, program books, website	\$17,500	
Jack London Park Partners	2016 Jack London Centennial Celebration	n/a	\$35,000	Public relations effort to promote events between July 1-Dec 31, 2016. Includes Transcendence Theatre Company summer season Broadway Under the Stars, Jack London Film Festival, Klondike Challenge, Jack London 20th Century Man screening, campaign to re-design the House of Happy Walls.	35,000 over 6 month period			Visitors spend \$250/day	Various wineries and non-profit donations and co-promoting match funds, in-kind donations	Press releases, promotional materials, website	\$8,500	

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Pacific Coast Air Museum	2 events: 1. Airshow2016 presented by the Pacific Coast Air Museum (formerly Wings Over Wine Country), 2. Pacific Coast Air Museum event series (Climb Aboards and Special Events, Aviation Summer School, 9/11 Commemoration, Veteran's Day, Santa Fly-In)	\$20,000	\$25,000	\$15K for Air Show; \$10K for series. Promotion in Bay Area TV stations, Cable, radio and newspaper, expand social media reach.	Air Show: 20K; Museum 16K-18K	Air Show: \$36,000; Museum \$27,500		33 % air show attendees from out of county	Match by Museum, ABC7, KTVU, Comcast	promotional materials, rack cards	\$10,000
Sonoma County Fair	2016 Sonoma County Fair	\$40,000	\$50,000	July 22-August 7, 2016. Radio, tv, newspaper, social media & email in Marin and SC, Bay Area	270,000+	\$305,000	\$4.1M	4k overnight stays, estimated \$4.1M impact	None	print, website, social media, jumbotron	\$40,000
Summer Repertory Theatre Festival	5 events: Gershwin's Nice Work if You Can Get It; Rock of Ages; Merrily We Roll Along; Boeing Boeing; The Little Dog Laughed	n/a	\$15,000	National advertising for Summer Repertory Theatre Festival 2016 Season. Mailing list of 22,000 names, adv. In newspaper, websites, visitors guides	28,000 attendees throughout California	\$26,642		no specific data - "many stay 2 nights"	n/a	website, digital newsletters, program guide	\$5,000
Year Round Series											
6th Street Playhouse	2016-17 6th Street Playhouse season	n/a	\$50,000	Advertising, marketing (inc. marketing initiative to boost outside), broadcasting, signage and printed materials	Project 49,500 attendees for FY 16-17	\$145,471		16% from outside County, \$1.8M spent in community	In-kind donations of over \$30k/year	print, web, social media	\$10,000
Healdsburg Jazz Festival, Inc.	2016-17 Healdsburg Jazz year round programming	\$12,000	\$45,000	print, radio, Internet and social media Bay Area and Sac., digital ads, e-newsletters.	20,000	\$81,680		Survey reveals educated/affluent attendees, 39% out of area, 14% stays overnight.	Healdsburg Jazz will match two-thirds. NEA grant some promo costs. In kind = \$32,500	Display advertising, direct-mail brochure, programs, newspaper inserts, posters.	\$10,000
Luther Burbank Memorial Foundation	Wells Fargo Center for the Arts 2016-17 Season	\$50,000	\$50,000	music, dance, theater. Regional, state & national media: print, radio, tv, web, movie theater, direct mail ads.	100k+/year. 23% outside of SC	\$781,215	\$9M annual local spending. 55 FTE	25% of visitors stay overnight, spend avg \$3350/day.	100% match in-kind print, tv and movie theater	IF \$50K+ will list on donor wall, logo eblast, website, campus signage	\$45,000
Museums of Sonoma County	Art and History Museum year round exhibition programs	\$43,000	\$50,000	SF Bay, Marin, Sac. Mailings, online, email blast and social media, newspaper, national mag.	40,000+ - 40% from	\$230,000		581 stays	100% match by private donors	print materials, web, social media.	\$40,000
Petaluma Downtown Association -	4 events: Butter & Egg Days Parade, 2 Antique Fairs, and The Art & Garden Festival	\$5,000	\$18,000	Print, online, TV, radio and outdoor advertising through greater Bay Area.	Parade: 30,000, Antique Fairs: 8-12k visitors, Art & Garden Festival 12-15k visitors		\$2.5M for Parade		Sponsorships being sought.		\$5,000

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation	
Santa Rosa Symphony	89th Season - year round concerts series, special events and integrated community music education	\$50,000	\$50,000	95% concerts held at Green Music Hall. Includes free summer/community concerts - Tiempo Libre in 2015 and Mariachi Regna de Los Angeles in 2016. Target SC, North Bay, Bay Area. Ads radio, newspapers, magazine, FB, catalog, web.	46,696+	\$205,033	\$280k of spending	Using survey estimates 5% stay one night in hotel = 132 overnight stays, spending \$100 more per night	in-kind advertising	large digital monitors and concert programs	\$50,000	
Sebastopol Center for the Arts	Year round art exhibitions, classes, musical performances, poetry events, special events and film arts.	\$40,000	\$50,000	Promote in SC, Napa, Marin, SF, Alameda. Newspaper, mag, web, tv, radio, print, newsletter, postcards, banners	50000+	\$190,375	\$666k		Financial In-kind: long list of supermarkets, banks, newspaper, radio, tv, Foundations, local business & others some from SF Bay and local	print materials, newsletters, web, e-announcements	\$25,000	
\$553,700										Total Recommended	\$300,000	
Category G1 - Departmental Activities											Category Max:	None
Sonoma Co Library	Digital Image Collection	\$33,350	\$40,000	Costs associated with making reprints preserving, researching, cataloging & scanning photographs.						Website	\$25,000	
Agricultural Commissioner	2017 CA State Fair Exhibit	\$14,000	\$20,000	Exhibit highlights County tourism, ag and recreation. Usually held in July. Draws 700k guests, over 19 days. Funds pay for consultant for services, materials, supplies, design, build, install of exhibit.	700,000						\$20,000	
\$60,000										Total Recommended	\$45,000	
Category G1 - Departmental Activities (ONE-TIME FUNDS)											Category Max:	None
CDC Department	Roseland Mural Project	n/a	\$71,000	Each Mural costs approx. \$6,000 to create. Recommendation from the CALLE Taskforce.							\$12,000	
Health Services Department	Russian River Monitoring	n/a	\$80,000	Blue-Green Algae Monitoring in Russian River, includes public information sharing.							\$40,000	
Sonoma County Fair Foundation	Saralee and Richard's Barn	\$200,000	\$75,000	Advertising Program funds in the amount of \$300k were provided in FY 14-15 and FY 15-16.							\$75,000	
\$226,000										Total Recommended	\$127,000	
Category G2 - Affordable Housing											Category Max:	n/a
Set Aside Fund for Emergency Shelter	Maintain in Advertising Fund	\$60,000	\$60,000								\$60,000	
Community Development Commission	Homeless Services	\$220,000	\$285,000	Jones Hall increase from \$100k to \$165k; Coord. Intake HUD Mandate Conti of Care \$40k; Homeless count \$80k.							\$285,000	
Permit and Resource Management	Housing Element Implementation	\$100,000	\$150,000	Scope of work is done every two years on the next implementation strategies as part of the Comp Planning Work Plan. Housing Element is on a 7-year update cycle.							\$150,000	
\$495,000										Total Recommended	\$495,000	

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Category G2 - Affordable Housing (ONE-TIME FUNDS)										Category Max:	n/a
Workforce Housing Public-Private Partnership	Funds reserved under County Fund for Housing, administered through CDC.	\$0	\$1,000,000	CFH administered through CDC as additional affordable housing funds are available per policy							\$1,000,000
\$1,000,000										Total Recommended	\$1,000,000
Category G3 - Collections/Audit Services										Category Max:	n/a
ACTTC - Collections	Tax collection administration activities	\$367,819	\$367,819								\$367,819
ACTTC - Audit	Audit services including program grant audits, collection audits and VRBO	\$99,850	\$99,850								\$99,850
\$467,669										Total Recommended	\$467,669
Category G4 - Legal Services										Category Max:	n/a
County Counsel	Program and collections legal services	\$41,810	\$51,810								\$51,810
\$51,810										Total Recommended	\$51,810
Category G5 - Program Administration										Category Max:	n/a
CAO/BOS	Program staff support	\$380,000	\$432,093								\$432,093
PRMD	Code Enforcement Vacation Rental Services	\$150,000	\$150,000								\$150,000
EFS Administration costs		\$1,787	\$1,787								\$1,787
\$583,880										Total Recommended	\$583,880
Category H - Documentary Films			Max: \$30,000							Category Max:	\$30,000
KRCB North Bay Public Media	Short documentaries that promote "rural art" in Sonoma County.	\$0	\$10,000	Three 3-min. documentary shorts that promote "rural art", featuring local artists, scenic inspiration for their work, and various public venues where their art is located.	Videos to be shown on KRCB and on website	\$22,750			Collaborating with Creative Sonoma. KRCB to donate full amount of adv. Budget		\$10,000
Museums of Sonoma County	Short documentary on Sonoma County artist Ned Kahn, creator of prominent kinetic sculpture titled "erratic fence".	\$0	\$10,000	Funds will hire 2 filmmakers to produce film. Film will be posted online and shown on KRCB, will be submitted to international film festivals.	Audience is art and independent film followers. Museum expects 32k visitors/yr	\$17,500. Anticipates in-kind donations, partner with Rialto Theater.		500 hotel night stays for those visiting Museum. Anticipates increase in 2016.	Printed materials, exhibition collateral, website, email blasts		\$7,500

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation	
Sonoma County Human Rights Commission	NorthBay DREAMers Documentary Film and Social Media Project.	\$0	\$5,000	Documentaries will promote the County through telling story of youth immigrant, specifically Latino community youth, many of who work in hospitality and travel industries of Sonoma County. Has produced 6 films, plan to produce 10 more.	Will be shown at film festivals, commercial theaters, public TV, KRCB, PBS, in CA and across USA.	\$10k grant received for Cat E in FY14-15. Addl. funding from CalHumanities and Human Rights Commission			Working with PBS and KRCB to produce and broadcast.	In documentaries, website, FB	\$7,500	
Winegrowers of Dry Creek Valley	Oral Histories project documenting the history and evolution of the Dry Creek Valley wine region.		\$10,000	Five videos will be produced with oral histories from key families in the region who have seen the area evolve since the 1840's.	WDCV represents 60 vintners and over 100 growers in Dry Creek Valley	\$100k + annually		15% of visitors staying overnight, \$875k rev.	None	In documentaries	\$5,000	
\$35,000										Total Recommended	\$30,000	
Category I - Seasonal and Off Peak			Max: \$50,000								Category Max:	\$50,000
SEASONAL												
Alexander Valley Film Society	Alexander Valley Film Festival	\$5,000	\$5,000	2nd Annual 4-day festival - October 20-24, 2016. Buy, print, distribute local/regional print/digital media ads	2,000	\$16,600		10-12 overnight stays - hoping to increase. Est, \$20-25k in impact		Printed materials, brochure, trailers	\$3,000	
Courtney's Pumpkin Patch	Courtney's Pumpkin Patch	n/a	\$1,000	Event on 10/1/16. Will advertise in newspapers and radio. Funds raised are donated to non-profits and local cancer patients (donates \$15k-\$20k).	500-1000 attendees.	\$1,000		n/a	n/a	Banner, radio, newspaper ad	\$0	
Duncan Mills Association	Duncan Mills Merchant Association	n/a	\$5,000	This organization is not a non-profit.	100-1,000	n/a				Printed materials and at events.	\$0	
Geyserville Chamber of Commerce	3 events: May Day, Fall Colors, Tractor Parade	n/a	\$11,300	Online, local papers, banners, radio	13,500-15,000 total for all 3 events	\$11,300		n/a	n/a	website and materials	\$5,000	
Kings Ridge Foundation (formerly VeloStreet, Inc.)	Levi's GranFondo	n/a	\$50,000	Fundraiser bike ride and festival championed by local pro cyclist Levi Leipheimer. Funds raised are donated to local beneficiaries.	Local, national, international coverage. 6,500 participants, addl 3,000 visitors.	\$125,000		Estimated \$18M in economic activity. 9000 overnight stays generated.	City of SR, SCTB, SR Convention & Visitor's Bureau	website, outreach materials (utility bill mailers)	\$5,000	
Kut Ups of Rohnert Park	Summer Main Stage Shows	\$1,400	\$2,000	5 Shows: July 9-16. Advertise via post cards, mailers, and info packets throughout Northern CA.	1,357 - Primary target are	\$2,400				lobby recognition wall, program and banners	\$0	
Sebastopol Center for the Arts	Sebastopol Center for the Arts presents Sonoma County Art Trails open studio tour	\$10,000	\$10,000	Art Trails Oct. 8-9, 15-16, 2016. Design, print, distribute 50k copies of catalog, update website and social media, media marketing.	38,371 for Art Trails. 1500 visitors for preview exhibit.	\$90k	\$660k-2.6M in spending	30% out of county,	Seeking sponsorship and support from businesses, Community Foundation, City of SR, Sebastopol, donors	print ad, web advertising	\$5,000	

FY 2016/17 Sonoma County Advertising Program Grants

(adopted 5/3/16)

Entity	Event/Purpose	15/16 Advt Grant	Amount Requested	Project notes	Attend/Reach	Advrt Budget	ROI data	Econ impact	Match/Collaborations	County Recognition	Adv Cmte Recommendation
Sebastopol Chamber (Apple Blossom Festival and Parade)	71st Apple Blossom Festival and Parade	\$5,000	\$5,000	2 day festival. Promote online, radio to Sonoma; Marin, SF Bay Area and Sacramento. April 22-23, 2017	10,000-15,000	\$26,000		n/a	Chamber match/exceed advrt dollars. Sponsorships \$10k, In-kind \$8k	Poster, print ads and website	\$5,000
Sonoma International Film Festival	Sonoma International Film Festival (5 days)	\$12,000	\$17,000	Advertising for local, Bay Area, and California digital publications and newspapers. 5-day event is March 30-April 3, 2017 in City of Sonoma.	3,000 attendees	\$68,500		500 nights, predicts \$247,500 in econ impact	no match	e-newsletter (35 to over 20k recipients), Box Office, Programs	\$5,000
\$106,300										Total Seasonal:	\$28,000
OFF PEAK PROGRAMS											
Performing Arts Coalition for Theater, Inc - DBA Main Stage West	End of 2016 season, first half 2017 season	n/a	\$5,000	Printing and mailing postcards for off season shows	7,000 each year	\$13,825		Est. \$175k/yr econ impact, no		Posters, postcards, mailings, programs	\$4,000
Sonoma County Farm Trails	Holidays Along the Farm Trails	n/a	\$5,000	Nov-Dec. 2016, promotion and advertising of event - print, radio, online, mailing	8,000	\$10,000		n/a - will conduct survey		website, printed material	\$4,000
Sonoma Valley Visitors Bureau	4 events: Holidays in Sonoma Valley, Sonoma Valley Olive Season, Romance in Sonoma Valley, Sonoma Valley Girlfriends and Guys Getaways	\$8,000	\$50,000	Promote off peak season tourism with marketing, promotion, and advertising program. Print, radio, web video, tv commercial, social media, and contests.	Total: 3,050-5,050 visitors for 4 combined events.	\$352,500			Sonoma Tourism District and SV Visitors Bureau will match	materials that list sponsors.	\$5,000
\$60,000										Total Off Peak:	\$13,000
\$166,300										Total Recommended	\$41,000
Reserves											
Allocate to Economic Uncertainty Reserve											\$300,000
Allocate to Contingencies											\$300,000
Total to Reserves										Total Recommended	\$600,000
Total Expenditures											\$15,008,997
Revenues											
TOT Collections											\$10,628,100
Interest on pooled cash											\$25,000
Available Fund Balance											\$4,388,907
Total Revenues											\$15,042,007

ADVERTISING FUND ALLOCATION SUMMARY

Category	Description	FY 15-16 Revised	FY 16-17 Recommended	FY 16-17 One-Time Funds
BEGINNING AVAILABLE BALANCE		5,239,250	4,388,907	4,388,907
SOURCES				
	TOT Revenue (75% of total Collection)	10,122,000	10,628,100	10,628,100
	Interest	25,000	25,000	25,000
TOTAL Revenues		10,147,000	10,653,100	10,653,100
USES				
A1	Chambers of Commerce	29,290	39,940	
A2	Visitor Centers	340,900	342,400	
A5	Signage	83,600	97,000	25,000
A6	Workforce Development & Scholarships	-	350,000	
C	Agricultural Promotion	180,000	185,000	
E	Local Events/Orgs/Econ Develop	160,000	160,000	
F	Major County Events & Org	306,000	300,000	
H	Film Documentaries	20,000	30,000	
I	Seasonal and Off Peak Programs	28,600	41,000	
	Advertisers Sub-total	1,148,390	1,545,340	25,000
A3	EDB & Econ. Dev. Activities	2,836,100	2,511,215	
A4	Sonoma County Tourism	2,753,520	3,117,576	
B1	Parks, Recreation, Event Facilities	2,285,717	2,681,507	450,000
B1	Veterans Buildings			400,000
B2	Community Safety Impacts	90,000	90,000	768,000
D	Historical Commissions	30,000	50,000	
G1	Departmental Activities	77,350	45,000	127,000
G2	PRMD - Housing Element Project	100,000	150,000	
G2	CDC Homeless Services	220,000	285,000	
G2	Workforce Housing Partnership			1,000,000
G2	Affordable Housing - Emergency Shelter	60,000	60,000	
	Community Services Sub-total	8,452,687	8,990,298	2,745,000
G3	ACTTC Collection	367,819	367,819	
G3	ACTTC Audit	99,850	99,850	
G4	Legal Services	41,810	51,810	
G5	CAO/BOS & EFS Admin Costs	381,787	433,880	
G5	PRMD Code Enforce Vacation Rental	150,000	150,000	
	Program Admin Sub-total	1,041,266	1,103,359	-
ONE TIME FUNDING FOR TOURISM SUPPORT AND IMPACT MITIGATION (see "One-Time Funds")			2,770,000	
	Contingencies	55,000	300,000	
	EUR Contribution	300,000	300,000	
TOTAL EXPENSES		10,997,343	15,008,997	2,770,000
Increase/(Decrease) to Fund		(850,343)	(4,355,897)	
ENDING AVAILABLE BALANCE		4,388,907	33,010	
Econ. Uncertainty Rve Balance		732,201	1,032,201	1,032,201
% of Revenues		7%	10%	10%

Adopted 07/08/86
Revised 10/02/01; 10/08/02; 09/12/03; 02/03/04; 04/18/06; 04/17/07; 05/10/11; 03/27/12, 6/10/13, 9/16/14,
2/10/15, 5/3/16, 6/13/16

ADVERTISING & PROMOTIONS PROGRAM POLICY

I. SOURCE OF FUNDS

The Transient Occupancy Tax (Hotel/Motel Tax or Bed Tax) is authorized under State Revenue and Taxation Code Section 7280 as an additional source of non-property tax revenue to local government. This tax is levied in Sonoma County at a rate of 9%. The code does not require any specific use of the Transient Occupancy Tax (TOT). Funds developed as a result of the TOT may be utilized for General Fund, Advertising Fund, or other purposes.

The Sonoma County Board of Supervisors has established a policy that 25% of the TOT funds are designated to the General Fund, and 75% of the funds will be used to finance advertising, promotional and other activities.

Activities performed utilizing Advertising Program grants provided to non-profit must also be consistent with Government Code Section 26100, which states that advertising funds may be utilized for the following purposes:

- A. Advertising, exploiting, and making known the resources of the county;
- B. Exhibiting or advertising the agricultural, horticultural, viticultural, mineral, industrial, commercial, climatic, educational, recreational, artistic, musical, cultural, and other resources or advantages of the county;
- C. Making plans and arrangements for a world's fair, trade fair, or other fair or exposition at which such resources may be exhibited;
- D. Doing any of such work in cooperation with or jointly by contract with other agencies, associations, or corporations.

For purposes of this policy:

- a. "Advertising" shall be taken to mean the cost of advertisements in radio, television, newspapers and magazines, printing of newsletters, direct mail, posters and handbills, internet and other paid advertising, the purpose of which is to draw an increased attendance at an event.
- b. "Promotions" shall be taken to mean costs of communication primarily directed outside of the County for which the purpose is the further recognition of Sonoma County and/or regional areas, events and/or activities in order to achieve favorable media attention and/or large audience exposure. Examples of communication may include attendance at trade shows, public relations activities, in-county familiarization tours and marketing programs.

II. POLICY STATEMENT

The Board of Supervisors wishes to encourage tourism, agriculture, and economic development in the County by supporting a series of promotional, community, and cultural, activities through the use of Advertising funds for: regional and national advertising, support of the community's spirit and its art/cultural programs, and promotion of other special events as deemed, by the Board, consistent with this Policy. Funding levels will be established annually based on collections.

Except where provided for differently, the Board has established the following general principles which shall govern the allocation of advertising funds:

1. The Board may provide advertising funds to private non-profit organizations whose purpose is to promote cultural activities, historical preservation activities, promotional activities which enhance tourism and industry, and/or local community events which encourage a sense of community. For purposes of this policy, to qualify as a cultural or artistic organization, the organization must have an annual program consisting of a series of presentations and/or activities. The organization must also have subscriptions, season tickets, and/or non-exclusive memberships, which provides financial support for the organization.
2. Any event promoted by clubs, fraternal organizations, societies, human service organizations, and other similar type organizations, and for which the proceeds of the event will be used to fund other activities, are not eligible for Advertising funds.
3. Advertising fund grant awards will be based upon an evaluation of all application materials, with a focus on the return on investment and benefit to be gained, including potential tourism and business revenue, from providing financial support to the event/organization. Events and organizations who demonstrate ability to receive and/or contribute match funding or grants as the result of receipt of Advertising funds will be given priority consideration in the application review process and in consideration of amount of grant award.
4. Costs for staff salaries, overhead, travel expenses (such as transportation, lodging and/or meals) and fixed assets are not allowable advertising and promotions reimbursable expenses. (Economic Development, Historical Commission, and Departmental activities as indicated in section A.3, B, D, G and H are exempt from this provision.) Items provided for individual benefit are not allowed, such as t-shirts or wine glasses.
5. Entities will be required to include the County of Sonoma logo and/or statement indicating sponsorship and/or support on all printed and online promotional materials, unless otherwise requested or agreed upon with the County.
6. County funds are not to be used for individual business promotion or advertisement. Any business name mentioned in county funded materials must be a sponsor or direct participant in the event or promotional effort. Any listing of service or product providers or co-sponsors must be inclusive. Any advertising space or time purchased by an individual business must be clearly and separately identified as paid advertising.
7. Advertisers with multiple events are asked to submit only one (1) application per agency/IRS tax number. Advertisers may apply for grants for various events and under various categories within the single application. Each separate event or activity for which funds are requested must identify the category(s) under which the event qualifies and is applying for funds.

III. ACTIVITIES ELIGIBLE FOR ADVERTISING AND PROMOTIONS FUNDS

A. Economic Development and Promotional Organizations

The Board desires to designate available funds towards projects and initiatives that stimulate and expand the county's economic vitality.

1. **Chambers of Commerce:**

Funding may be provided to Chambers of Commerce serving unincorporated areas of Sonoma County. Chambers located in the unincorporated area of the county will be given priority in funding consideration. Allocation of funds will be based upon an up to 10% match of membership dues and private cash contributions that are discretionary revenue to the chamber and are not associated with a particular event, function or position. A maximum of \$40,000 per year may be made available for Chambers of Commerce.

2. **Visitors Centers:**

Funding for Visitor Centers within the county may be considered at the discretion of the Board of Supervisors. For purposes of funding, Visitors Centers will be distinct from the Tourism Marketing Program. Requests for funding can be made annually to the Economic Development Board.

3. **Economic Development Board:**

The Board of Supervisors has designated the Economic Development Board (EDB) to provide business assistance services to enable local businesses to maintain or expand their operations. The EDB will request funds annually through the budget process and will be considered at the discretion of the Board of Supervisors.

4. **Tourism Marketing Program:**

As determined by the Board of Supervisors, the County will provide TOT funds for advertising and promotional efforts as provided by the Sonoma County Tourism Bureau (SCTB). A sum equivalent to the first 2% of the 9% TOT tax collected in the unincorporated Sonoma County will be designated for the SCTB. The county's TOT contribution to SCTB is disbursed through the EDB budget.

5. **Visitor Way Finding and Signage:**

Funding may be provided for permanent signage related to visitor way finding and area identification. These funds are intended for the installment and maintenance of permanent identification signs, not temporary or event promotion signs. A maximum of \$100,000 per year may be made under this category.

6. **Workforce Development and Scholarships:**

Acknowledging that a qualified workforce is essential to the growing needs of the tourism industry as well as the overall health of the community, the Board of Supervisors has designated funds to support workforce development and to increase access to educational opportunities through scholarships. Requests may be made for multi-year grants. A maximum of ~~\$400,000~~ per year may be made available for Workforce Development and Scholarships.

Deleted: \$350,000

B. County Tourism Impacts

1. Parks, Recreation, and Event Facilities:

The Board of Supervisors desires to provide TOT funds to County departments for recreational activities that benefit local tourism activities and the tourist industry, including, but not limited to, the Regional Parks Department and the Fairgrounds and Exposition, Inc., and Veterans Halls (under contract or managed by the General Services Department). Funding provided to the Regional Parks Department is allocated for operations and maintenance of existing park facilities only. Requests for TOT funds from County departments will be reviewed annually on a case-by-case basis and will be considered at the discretion of the Board of Supervisors.

2. Community Safety:

The Board of Supervisors desires to address potential impacts on visitors' and residents' safety as a result of high-impact tourism within the unincorporated areas of the county. A maximum of \$90,000 per year may be made available under this category as Program funding allows. Request for Advertising funds under this category will be reviewed annually on a case-by-case basis. Grants will be awarded as per recommendations from the Fire Advisory Council (effective for FY 17-18 grant cycle).

The following guidelines and specific criteria must be met to be eligible for funding under this category:

- a. Only public safety agencies located in the unincorporated area of the county may apply under this category.
- b. Applicants must request funding for a specific purpose (i.e. personnel training, safety equipment, etc.) and include the cost of the activity in relation to the amount of grant funds being applied for.
- c. Applicants must demonstrate a clear nexus between the grant request activity and impacts of tourism resulting in the necessity of the activity.
- d. Applicants must demonstrate a clear nexus between the request activity and the benefit to the resident and visitor population within the unincorporated area of the county resulting from the activity.

C. Agricultural Promotion

The Board of Supervisors desires to support advertising campaigns and promotional activities directed by Sonoma County agricultural and viticulture industries.

1. A maximum of \$185,000 per year may be made available for agricultural and viticulture industries under this category.
2. The following general guidelines shall apply to this category:
 - a. In order to promote collaborative advertising and promotional efforts within the agricultural sector, only one application will be considered under this category. Such application shall include promotion of the major agricultural related activities within Sonoma County.

- i. Application requests that include multiple agency efforts will require submission of agency budgets from all involved agencies.
- ii. If county funds are redistributed to other agencies a Memorandum of Understanding (MOU) between agencies must be submitted with application.
- b. Agency applying under this category must be responsive to requests for visitor information on a year-round basis.
- c. The request must be part of a larger advertising program. Industry commitment as demonstrated by matching industry/membership contributions must exceed request for funding from County advertising program.

D. Historical Commissions

The Board of Supervisors desires to support historical preservation of the county’s culture and historical records and architecture.

- 1. A maximum of ~~\$60,000~~ per year may be made available for this category.
- 2. The County has designated the Sonoma County Landmarks Commission to advise on the distribution of funds for preservation and restoration of historically significant buildings. Funding may be provided to this Commission to accept grant applications for the renovation, restoration and/or preservation of historical facilities.
- 3. The Board has designated a Historical Records Commission to review and make recommendations regarding the maintenance and destruction and retention of records, which may be of historical significance. Funding under this category may be provided for these activities.

Deleted: \$50,000

E. Local Events, Organizations and Economic Development

The Board has established this category to assist small cultural, artistic, and countywide events and organizations as well as events occurring during the off peak tourism season (November 15 through April 15) with funding for advertising and economic development efforts that promote Sonoma County and encourage visitors to frequent the county throughout the entire year. Funding for these events and organizations will be at the discretion of each Supervisorial District. Events and organizations will make requests annually to the Supervisorial District in which their event/organization exists.

~~\$170,000~~ has been allocated for district discretion. 50% of this allocation will be divided equally across each district as baseline funding. The remaining 50% will be divided by the percent of TOT collections by district in the previous fiscal year.

Deleted: \$160,000

F. Major County Events and Organizations

The Board of Supervisors desires to promote major events and cultural and artistic organizations which draw countywide, regional, state and national interest as evidenced by widespread media promotion and which can demonstrate a significant population of participants and visitors from outside the county.

- 1. A maximum of \$300,000 per year may be made available for major events and organizations within this category.

2. The following general guidelines apply to this category:
 - a. Must demonstrate overall attendance either at a single event or through a series of events in excess of 15,000, with significant (20% or more) demonstrated attendance from out of the county.
 - b. Must demonstrate extent of out-of-county attendance and demonstrate link to overnight stays from attendees.
 - c. Must demonstrate advertising expenses exceeding \$25,000, of which the Advertising funds being requested must not exceed 50% of total advertising expenses for the event or organization.
 - d. Must demonstrate a major advertising campaign plan focused outside of the county.
 - e. Must demonstrate the extent to which the event, season series, exhibit, or marketing effort will support the county's economic development in the form of local job promotion, local education contribution, and/or local business-chambers of commerce-visitors centers partnerships.
3. The maximum advertising fund contribution which can be applied for is \$50,000.
4. Funds are only to be used for advertising and promotion of the events and not towards the cost of event production.
5. The following will be requested as part of the application process for all events and organizations who apply for advertising funds under this category. This information is not required and failure to provide will not result in disqualification, however, the information will be used to determine grant awards and amounts based on demonstrated ability to most effectively promote tourism, agricultural, and/or economic development.
 - a. A complete Advertising Fund grant application (form provided by the County);
 - b. A completed post-program/event report containing results and benefits of prior year activities and events, if the entity received Advertising Funds in the previous fiscal year (form provided by the County);
 - c. Detail the advertising/promotional campaign for which advertising funds are being requested, including the type of advertising and region(s) of promotion;
 - d. Detail how these activities will promote attendance, including expected attendance, overnight stays, and visitor spending; and
 - e. Detail how the County of Sonoma organization will be promoted as an organization/event sponsor in advertising materials, available event/booth attendance, and other such activities. Information should also be provided on available sponsorship packages.

G. County Government Departmental Activities

The Board of Supervisors desires to provide Advertising funds for certain county departmental activities that benefit local tourism activities and the tourist industry, and which preserve and promote Sonoma County history. Advertising funds may be used for salaries of County

employees when participating in activities funded by Advertising funds. Administrative costs (including collection, audit, program coordination, consultant, and legal services), should not exceed 10% of the estimated and/or budgeted TOT revenues.

Request for Advertising funds from departments will be reviewed annually on a case-by-case basis.

1. Miscellaneous Department Activities:

Funding may be provided to County departments to advertise specific activities which promote tourism and awareness of the County, including, but not limited to, the Sonoma County Library, the Sonoma County State Capital Exhibit, and similar endeavors; as well as provide for venue services where tourist and community activities take place.

2. Affordable Housing:

Funding may also be identified for an affordable housing program. Funding designated for affordable housing shall be recommended by the County Administrator's Office based on available funding and approved by the Board of Supervisors on an annual basis. As a goal, funds will be recommended based upon 50% of revenues directed toward this fund that are generated from facilities established after 2002, pursuant to the March 2002 Board Policy Workshop, and after categories A-F and H-I have been funded at appropriate levels.

The Community Development Commission and the Permit and Resources Management Department shall make requests for these funds annually through the budget process for funding affordable housing programs and related efforts as well as for implementation of the Housing Element. Additionally, \$60,000 shall remain in the Affordable Housing Set Aside Fund within the Advertising Program to be available for emergency shelter needs that arise throughout the year that have not been addressed elsewhere.

Should additional funds set aside for affordable housing remain available following these requests and the Set Aside, the funds shall be allocated to the existing County Fund for Housing (CFH), administrated by the Community Development Commission.

3. Collections/Audit Services:

Revenue and tax collection services and program and grantee audit services are provided for this Program. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

4. Legal Services:

Legal guidance, advice, interpretation and other related services are provided for this Program. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

5. Program Administration Services:

Administration of this Program, including policy management and review, budget management and review, application review and recommendation, contract management, claims processing, and other related activities are provided by the County Administrator's Office. Funding shall be recommended by the County Administrator's Office annually to fund these activities.

H. Documentary Films

The Board of Supervisors desires to support Sonoma County based documentary films that document and promote or maintain a historical record of the region, culture, community and arts.

1. A maximum of \$30,000 per year may be made available for documentary film production, with an allocation not to exceed \$10,000 per film.
2. The following general guidelines apply in this category:
 - a. Must demonstrate historical, current social issues, cultural, regional or specific human experiences in Sonoma County that raise awareness and create an impact upon the viewing audience.
 - b. Must have real, factual situations and circumstances which leave audiences better informed.
 - c. Must provide detail of advertising/promotional campaign activities, including the type of advertising and region(s) of promotion.
 - d. Must be able to demonstrate that the film will be exhibited publicly, including but not limited to broadcast and cable television, and Internet transmission.
 - e. Applicant must provide a production timeline including release date of film and the cost of the activity in relation to the amount of grant funds being applied for.

I. Seasonal and Off Peak Programs

The Board of Supervisors desires to promote seasonal programs, events and cultural and artistic organizations as well as events that occur during the off peak tourism season (November 15 through April 15) which draw countywide and regional interest and which can demonstrate participants and visitors from within and/or outside the county. The program will pay for the direct cost of advertising.

1. A maximum of \$50,000 per year may be made available under this category. .
2. The maximum advertising fund contribution which can be applied for is \$5,000.
3. The following general guidelines apply to this category:
 - a. Must detail overall attendance from in and/or outside of the county.
 - b. Must demonstrate local and/or out of county advertising campaign plan.
 - c. Must demonstrate the extent to which the event, seasonal program, exhibit or marketing effort will support the County's economic development in the form of local job promotion, local education contribution, and/or overnight stays from attendees.
 - d. Must provide a budget of total advertising expenses in relation to the amount of grant funds being applied for.

11

Reinvestment & Revitalization Funds

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR

CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 13, 2016

To: Members of the Board of Supervisors
From: Veronica A. Ferguson, County Administrator
Re: FY 2016-2017 Budget: Reinvestment and Revitalization Funds

The Reinvestment and Revitalization (R&R) fund was created by the Board following the dissolution of Redevelopment in 2012. The fund was established using Redevelopment Property Tax Trust Fund (RPPTF) revenues from the General Fund to support countywide economic, community, and housing development projects. On March 29, 2016, the Board approved the 5-Year R&R Plan, which is reflected in the FY 2016-2017 Recommended Budget. This supplemental report provides updated revenue estimates and recommended expenditures changes to the March 29, 2016 plan, which are outlined in red on the enclosed R&R Fund Summary.

Revised Revenue Estimates

As a result of an audit recently conducted by the State Controller's Office for Program Years 2009-2014, the Auditor-Controller-Treasurer-Tax Collector (ACTTC) will be making an adjustment to the tax revenue allocation for FY 2015-16, which will result in a one-time increase in available revenue of \$1,074,281. Please see the revisions made to the Revised FY 2015-2016 revenue column of the R&R Fund Summary.

Recommended Expenditures

Since March, a number of other programs that may be funded with R&R have been identified for the Board's consideration as a part of the Supplemental Budget. These recommendations, which are outlined in red on R&R Fund Summary Proposed FY 2016-2017 column include:

1) Emergency Solutions Grant Supplemental Funding \$847,000

Provide one-time supplemental funding to mitigate the negative impacts of new State Department of Housing and Community Development's (State HCD) regulations upon Santa Rosa and Petaluma-based homeless service agencies. The new HCD regulation translates to a loss of \$1.2 million or almost 80% in funding from annual average awards. The financial support will also give homeless service stakeholders time to develop alternative funding plans. As discussed during the May 3, 2016, meeting that approved R&R funds as one-time supplemental funding, the Community Development Commission (CDC) will be returning to the Board for approval of the recommended grant awards to specific agencies on June 21, 2016.

2) Augment Housing Legal Services \$100,000

Augment the existing contract with Sonoma County Legal Aid. Sonoma County Legal Aid currently has a contract with the CDC for \$32,000 paid with Low-and-Moderate-Income Housing

Assistance Funds to provide legal assistance to tenants facing eviction. The Board has expressed a desire to enhance housing legal services within the County. Sonoma County Legal Aid provided a proposal that would establish a satellite office outside of Santa Rosa in an effort to expand services to other areas of the county. The proposal requested \$300,000 to hire two attorneys and two bilingual caseworkers, as well as program expenses to open a satellite office. Staff is recommending the Board authorize one-time support of \$100,000 and direct CDC staff to work with Sonoma County Legal Aid to develop an agreeable plan that still meets the Board's desire to expand housing legal services to other areas of the County.

3) Augment Housing Support for Homeless Youth \$100,000

Augment the existing CDC contract with Social Advocates for Youth (SAY) to support the newly opened Dream Center. As noted by the U.S. Department of Housing and Urban Development (HUD) in their 2015 Annual Homeless Assessment Report, Sonoma County has the largest number of unaccompanied youth in their smaller city/county category - 678, representing homeless numbers that are comparable to cities the size of Seattle, Washington and San Diego County. The SAY Dream Center was conceived to address this critical need. The \$9.8 million Dream Center was completed in December 2015, using private donations. The program has capacity to provide 40 long-term beds and 12 short-term beds, and is currently using a total of 30 beds to serve 77 unduplicated homeless youth a year. SAY has indicated they have an operational funding gap for a segment of the homeless youth they serve and has requested \$150,000 in support from the County. Staff is recommending one-time contribution of \$100,000 in R&R for the SAY Dream Center to provide support for this impacted sub-population.

Additionally, due to an E-Coli contamination of drinking wells in the Canon Manor subdivision, CDC staff is recommending that the Housing Rehabilitation Loan Program (HRLP) Design be revised to eliminate the income and asset limits for resident owners of the Canon Manor subdivision to allow them to access R&R funds for water and sewer hook-ups. CDC staff will bring revisions to HRLP Design for consideration in July 2016. The Recommended Budget includes \$500,000 for HRLP projects.

Enclosures:

1. R&R Funding Recommendations for FY 2016-2017
2. Policy Regarding Use of Reinvestment and Revitalization Funds

**Reinvestment and Revitalization Funds Summary
FY 2016-2017 Budget and 5-Year Funding Plan**

Beginning Balance July 1	9,926,561	12,427,064	12,631,794	17,104,920	2,906,828	2,526,191	2,028,866	
Estimated Revenue	Actual FY 13-14	Actual FY 14-15	Revised FY 15-16	Projected FY 16-17	Projected FY 17-18	Projected FY 18-19	Projected FY 19-20	Estimated Total
Successor Agency Reimbursements for Highway 12	-	-	3,036,323	-	624,283	507,595	-	4,168,201
Successor Agency Reimbursements for Roseland Village	-	-	542,022	-	869,600	869,600	602,233	2,883,455
Interest on Cash	57,802	56,483	50,000	25,000	25,000	25,000	25,000	264,285
County Tax Apportionment	2,568,393	3,919,612	2,300,000	2,000,000	2,100,000	2,100,000	2,100,000	17,088,005
County Asset Liquidation Allocation	1,356,247	-	3,504,797	-	-	-	-	4,861,044
State Controller Audit Adjustments	-	-	1,074,281	-	-	-	-	1,074,281
Total Revenue	3,982,442	3,976,095	10,507,423	2,025,000	3,618,883	3,502,195	2,727,233	40,265,832
Projects / Programs	Actual FY 13-14	Actual FY 14-15	Revised FY 15-16	Proposed FY 16-17	Proposed FY 17-18	Proposed FY 18-19	Proposed FY 19-20	Total Budgeted
<u>Policy Area 1 - Former RDA Projects Previously Approved</u>								
Highway 12 (TPW)	599,916	1,297,108	1,154,629	1,131,878	-	-	-	4,183,531
Hwy 12 Parking Mitigation (Funds to complete \$2.2M work)	-	-	-	826,847	-	-	-	826,847
Roseland Village Mixed Use Project	-	542,022	-	2,341,433	-	-	-	2,883,455
Monte Rio Wastewater Feasibility Studies	8,524	85,062	430,000	676,414	-	-	-	1,200,000
Guerneville Comm. Police (1x set up)	-	78,856	-	-	-	-	-	78,856
Guerneville Homeless Shelter & Day Service Center	71,136	6,000	942,864	500,000	-	-	-	1,520,000
<u>Policy Area 2 - Supplement GF Support for Community Services Fund</u>								
Community Services Funding - Annual Competitive Grants	200,000	200,000	200,000	200,000	200,000	200,000	200,000	1,400,000
Homeless Safe Parking / Motel Vouchers	140,953	150,000	150,000	150,000	150,000	150,000	150,000	1,040,953
Homeless Outreach Services Team (HOST) Project	-	285,000	200,000	200,000	200,000	200,000	200,000	1,285,000
Homeless Gap Funding (1x set up)	-	285,000	-	-	-	-	-	285,000
Code Blue Expansion	-	-	29,679	-	-	-	-	29,679
CFSA - Guerneville Homeless Shelter / April 2016	-	-	24,160	-	-	-	-	24,160
Sam Jones Hall Winter Beds	-	-	45,000	-	-	-	-	45,000
Supplement State ESG Funds for Santa Rosa & Petaluma Service Areas	-	-	-	847,000	-	-	-	847,000
Augment Housing Legal Services	-	-	-	100,000	-	-	-	100,000
Augment Housing Support for Youth	-	-	-	100,000	-	-	-	100,000
<u>Policy Area 3 - Former RDA Programs Previously Approved</u>								
Commercial Rehab Loan Program	112,750	409,555	940,445	500,000	500,000	500,000	500,000	3,462,750
Housing Rehab Loan Program - <i>Include Canon Manor</i>	11,281	-	500,000	500,000	500,000	500,000	500,000	2,511,281
<u>Policy Area 4 - Projects & Programs in Unincorporated Areas</u>								
Springs Hub Plaza & Other Projects TBD	-	-	50,000	2,000,000	-	-	-	2,050,000
Roseland Library & Other Potential Parks or Infrastructure Projects in SW SR	-	-	-	2,500,000	-	-	-	2,500,000
Penngrove Pedestrian Safety Improvements (TPW)	-	-	250,000	2,000,000	-	-	-	2,250,000
<u>Policy Area 5 - Projects & Programs that Promote Economic Development</u>								
Day Labor Centers	30,000	100,000	80,000	-	-	-	-	210,000
<u>Policy Area 6 - Affordable Housing Projects & Programs</u>								
County Fund for Housing	250,000	-	250,000	1,200,000	2,000,000	2,000,000	2,000,000	7,700,000
Tiny Home Pilot Project	-	-	75,000	-	-	-	-	75,000
Housing Toolbox Work Plan	-	-	213,000	-	-	-	-	213,000
Russell Houses - Repair Reserve Fund	-	-	50,000	-	-	-	-	50,000
<u>Policy Area - Administrative, Housing Successor, and ROPS Denied Costs</u>								
R&R Administrative Costs	57,381	182,762	299,520	299,520	299,520	299,520	299,520	1,737,743
Successor Agency Costs Denied on ROPS: Housing Successor Admin Allowance	-	150,000	150,000	150,000	150,000	150,000	-	750,000
Total Expenditures	1,481,939	3,771,365	6,034,297	16,223,092	3,999,520	3,999,520	3,849,520	39,359,253
Available Balance	12,427,064	12,631,794	17,104,920	2,906,828	2,526,191	2,028,866	906,579	906,579

Sonoma County Board of Supervisors
Policy Regarding Use of Reinvestment and Revitalization Funds
Revised as of March 29, 2016

Funds available to the Sonoma County Board of Supervisors as a result of the dissolution of Redevelopment Project Areas will be known as “Reinvestment and Revitalization Funds” and will be used to fund projects and programs in the following order:

1. To fund former Sonoma County Redevelopment Agency projects previously approved by the Board of Supervisors acting as the Commissioners of the Redevelopment Agency.
2. To supplement the County General Fund support for the Community Services Fund.
3. To fund former Sonoma County Redevelopment Agency programs previously approved by the Board of Supervisors acting as the Commissioners of the Redevelopment Agency.
4. To fund projects and programs in unincorporated areas of Sonoma County.
5. To fund projects and programs which promote economic development.
6. To fund affordable housing projects and programs.

Funds will primarily be used in the County’s unincorporated areas, except where the funds have historically been used for County-wide purposes (as with the Community Services Fund). They will also be needed to cover administrative costs, operating costs listed on Board-approved Recognized Obligation Payments Schedule (ROPS) if denied by the state, and Housing Successor Agency costs if other funds from the Community Development Commission are not available

This policy is intended to apply through FY 2019-2020. It will be reviewed annually, as well as specific funding recommendations.

12

Community Corrections
Partnership (CCP) -
Annual Recommended
Budget Materials

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR

CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 14, 2016

To: Members of the Board of Supervisors
From: Veronica A. Ferguson, County Administrator
Re: FY 2016 2017 Community Correction Partnership Plan

The California Public Safety Realignment Act (Assembly Bill 109) took effect on October 1, 2011. This legislation shifted responsibility for specific populations of adult offenders from the state to the county where the crime was committed. In November 2012, the voters passed Proposition 30, which provided a guaranteed funding stream for the programs realigned in 2011.

AB 109 also expanded the role of the Community Corrections Partnership (CCP), previously established by Senate Bill 768. The CCP was given the responsibility to adopt an annual AB 109 Implementation Plan, and present the annual plan to the Board of Supervisors for approval. The voting members (Executive Committee) of the CCP include the Chief Probation Officer, the District Attorney, the Sheriff, the Public Defender, the Court Executive Officer, the Director of Behavioral Health, and one Chief of Police (currently Jeff Weaver, Sebastopol). The full membership (non-voting members) includes representatives from the Board of Supervisors, County Administration, Human Services, Victim Services, the Office of Education, and a representative from Community Based Organizations.

Since the beginning, the Sonoma County CCP has aligned the annual Community Corrections Partnership with the recommendations in the 2010 Criminal Justice Master Plan. In developing the 2016-2017 Plan, the CCP aligned with the recommendations of the Criminal Justice System Master Plan, 2015 Update that was adopted by the Board in December 2015. Realignment funding has been used to implement the Day Reporting Center, as recommended, and more recently, a Pre-Trial Services program, in addition to providing on-going support to the Sheriff's Office and the Probation Department for the services provided to the realigned offenders. There is also specific funding included for the District Attorney and Probation to handle Parole Revocation proceedings for Sonoma County offenders.

While Sonoma County's share of the statewide funding has decreased, we continue to receive stable revenue with annual growth based on the sales tax growth. The FY 2016-2017 budget is balanced with \$10.9 million in new revenue and \$2.6 million in fund balance. The fund balance increased during the first 4 years of realignment, and the FY 2015-2016 budget was the first budget that assumed any use of this fund balance.

The total recommended expenditure budget for FY 2016-2017 is \$13.5 million, an increase of 1.4 million over FY 2015-2016. The CCP Plan recommends funding for all ongoing programs from previous years and the addition of one Administrative Aide position to support the pre-trial services and other AB 109 funded programs.

The CCP has utilized the tiered approach, similar to that used by Upstream Investments, to classify programs. The CCP is in the process of conducting a solicitation for evaluation services to develop

evaluation data to ensure that the funding remains available for those programs that make the most impact towards reducing recidivism, while reducing future expenditures to align with available revenue.

Enclosures:

Staff Report for the 2016-2017 Community Corrections Partnership Plan adoption
2016-2017 Community Corrections Partnership Plan



County of Sonoma Agenda Item Summary Report

Clerk of the Board
575 Administration Drive
Santa Rosa, CA 95403

Agenda Item Number:
(This Section for use by Clerk of the Board Only.)

To: Board of Supervisors of Sonoma County

Board Agenda Date: June 14, 2016

Vote Requirement: Majority

Department or Agency Name(s): Probation Department and County Administrator's Office

Staff Name and Phone Number:

David Koch, Probation: 565-2168
Mary Booher, CAO: 565-3779

Supervisorial District(s):

Countywide

Title: Public Safety Realignment Plan for Fiscal Year 2016-17

Recommended Actions:

Approve the Community Corrections Partnership's recommended Public Safety Realignment Plan for Fiscal Year 2016-17.

Executive Summary:

The purpose of this report is to present for the Board's approval the Sonoma County Community Corrections Partnership's (CCP's) recommended AB 109 Public Safety Realignment Plan ("Plan") for Fiscal Year 2016-17. The full Plan, which was unanimously approved by the CCP on February 29, 2016, is attached for reference and contains the following supplemental information: an overview of the Public Safety Realignment Act legislation; the CCP's planning process and objectives; AB 109 population data and reconviction rates; the State's funding allocation methodology; and descriptions and budgets for all recommended programs and services.

The CCP's Fiscal Year 2016-17 budget includes 63.70 Full-Time Equivalent (FTE) position allocations and \$13,471,610 in funding for the following departments: Sheriff's Office, Probation, Department of Health Services, Human Services Department, District Attorney's Office, Public Defender's Office, County Counsel, and Information Systems. The Plan also includes funding for the Sonoma County Office of Education; the Superior Court; and community-based organizations to provide transitional housing, substance use disorder treatment, and restorative justice programs. Consistent with prior years, the FY 2016-17 Plan promotes evidence-based programming and upstream investments by using proven strategies to help offenders successfully complete supervision and reduce future involvement in the justice system. Furthermore, the Plan aligns with the overall strategic goals, guiding principles, and recommendations of Sonoma County's 2015 Criminal Justice Master Plan Update.

CCP Budgeting Process in FY 2016-17

The CCP Executive Committee held public budget meetings in January and February 2016 to consider input from the public and from the Detention Alternatives Subcommittee, which includes representation from several County departments and community-based organizations. As in previous years, the Executive Committee then ranked existing and proposed programs according to the impacts they were expected to have on the AB 109 realigned offender population, using a tiered approach in which Tier 1 programs are those specifically for realigned offenders; Tier 2 programs assist with the criminal justice system overall, but may not directly or exclusively impact AB 109 offenders; and Tier 3 programs provide ancillary benefits to the criminal justice system.

The recommended budget for FY 2016-17 continues all activities funded during FY 2015-16, and adds one position: an Administrative Aide to perform the technical administrative work of the pre-trial and AB 109 programs, perform research for a variety of projects, and coordinate scheduling of pre-trial services with the Sheriff's Office, Probation Department, and the electronic monitoring vendor. Aside from the Administrative Aide, all line item budgetary changes in FY 2016-17 reflect the estimated costs to continue FY 2015-16 programs in substantially the same formats.

Sonoma County FY 2016-17 AB 109 Revenue and Expenses

The CCP's recommended FY 2016-17 budget for Public Safety Realignment assumes Sonoma County will receive state revenues amounting to **\$18,538,950**, which includes \$7,627,872 in prior year rollover funds. Of the total anticipated revenues for FY 2016-17, the CCP recommends allocating **\$13,471,610** to fund all programs and services. The surplus of \$5,067,340 will be held as a contingency reserve.

The table below shows State funding allocations to Sonoma County since the beginning of Public Safety Realignment.

Overview of State Funding to Sonoma County by Fiscal Year and Revenue Source

	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17
Main AB 109 Subaccount	\$3,240,428	\$9,027,459	\$10,698,219	\$9,657,516	\$9,732,986	\$10,480,592
Planning	\$378,650	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
DA/PD Subaccount	\$116,154	\$136,028	\$159,321	\$147,723	\$228,129	\$280,486
Main AB 109 Growth	\$0	\$526,222	\$634,193	\$4,530,253	\$737,368	TBD
DA/PD Growth	\$0	\$53,888	\$45,618	\$67,709	\$53,292	TBD
Prior Year Rollover	\$0	\$1,317,764	\$3,881,593	\$5,538,788	\$8,845,118	\$7,627,872
Total Revenue	\$3,735,232	\$11,211,362	\$15,568,944	\$20,091,988	\$19,746,893	\$18,538,950
Less Expenditures	(\$2,417,468)	(\$7,329,769)	(\$10,030,156)	(\$11,246,870)	(\$12,119,021)	(\$13,471,610)
Net Surplus/(Deficit)	\$1,317,764	\$3,881,593	\$5,538,788	\$8,845,118	\$7,627,872	\$5,067,340
<i>Recommended CCP Budget</i>	<i>\$3,361,500</i>	<i>\$9,552,756</i>	<i>\$12,524,548</i>	<i>\$12,609,797</i>	<i>\$12,563,527</i>	<i>\$13,471,610</i>

Program Highlights

Pre-Trial Services

Traditionally, courts have based decisions of releasing defendants from incarceration partly on their ability to meet financial burdens of bond or bail, a system that may release dangerous defendants while incarcerating those who pose little risk to their communities. By contrast, under a pre-trial services program, courts base release decisions on defendants' risk of 1) posing a threat to public safety, and 2) failing to appear in court.

The Sonoma County Superior Court and CCP jointly developed this program to mitigate risks and avoid penalizing defendants due to their inability to pay. By using a risk-based model, the program reduces incarceration expenses while protecting the public and allowing many defendants to continue productive, law-abiding activities while awaiting adjudication.

The pre-trial services program provides universal front-end screening for all persons booked into jail, supports jail management, and facilitates efficient case processing. The program has two components: assessment, operated within the Sheriff's Classification Unit in the Main Adult Detention Facility, and supervision, which Probation operates.

The Superior Court began using pre-trial services in January 2015. In recent months, the Court has released an average of 82 defendants per month on pre-trial services, and the CCP expects this number to rise as the judges become more comfortable with this developing program.

Day Reporting Center

Serving as the central point of evidence-based programming and structure for Post-Release Community Supervision, Mandatory Supervision, and felony probationers, the Day Reporting Center (DRC) provides a detention alternative to traditional incarceration for adult offenders who meet the program criteria. The Probation Department collaborates with the Sheriff's Office, the Department of Health Services, the Human Services Department, and the Sonoma County Office of Education to provide seamless, offender-engaged reentry service coordination that begins in custody, continues through supervision, and transitions the offender to ongoing community-based supports and services when supervision ends. Services include cognitive behavioral intervention programs, life skills, vocational skills, and substance abuse treatment. As of May 2016, the DRC is serving 154 participants, slightly above design capacity of 150 participants.

Since Probation assumed operation of the DRC in January 2015, 52 offenders have successfully completed the 54-session Cognitive Behavioral Intervention curriculum, and 11 have completed the 30-session Aggression Replacement Training series. As many offenders are currently enrolled in these programs, Probation expects the numbers of successful completions to accelerate.

Probation's partners at the DRC have delivered many services as well:

- Since January 2015, the Sonoma County Office of Education has held 111 meetings with offenders to help prepare them for the GED exam.
- Through JobLink, Human Services has held 317 meetings to help offenders secure employment.
- The Department of Health Services has performed 210 substance use disorder and mental health assessments.
- Contract providers have held 369 meetings with offenders for outpatient substance abuse treatment.

Mental Health Services

The CCP funds mental health and substance use disorder services well beyond the DRC. Services begin in the jail, follow inmates as they transition to the DRC, and continue as they enter the community. In the community, offenders will find a suite of wraparound services. For example, a licensed Marriage and Family Therapist conducts mental health assessments for individuals referred by Probation and subsequently refers individuals to appropriate services. An eligibility worker assesses individuals who need mental health services to determine their eligibility for benefits (e.g., Medi-Cal, County Medical Services Program, Social Security Insurance, CalFresh, and related programs). A psychiatrist assesses each individual's need for medications and develops an initial medication service plan.

In all, the CCP's FY 2016-17 budget invests over \$1.9 million into mental health and substance use disorder services, plus additional investments in related services such as the DUI Court, restorative justice, and domestic violence programming.

Performance Reporting

In FY 2015-16, the CCP commissioned two major initiatives to expand reporting abilities and better understand the outcomes of its programs. The first initiative, a new *Offender Outcomes Data Report*, is expected to be completed in fall 2016 with regular updates to follow, while a *Realignment Evaluation Services* project is a longer-term undertaking expected to begin producing data in two to three years.

Offender Outcomes Data Report

Through its Data and Evaluation Subcommittee, the CCP is constructing the most comprehensive Realignment recidivism report ever in Sonoma County. The report will have a separate section for each of the main offender populations—PRCS, PC 1170(h), and formal probation—with recidivism data for each population as measured by arrests, formal complaints filed, and convictions during supervision and during the first year following supervision or incarceration. The report will also cover formal revocations and types of crimes committed. A final section will review efficacy data for programs such as the Day Reporting Center, transitional housing, electronic monitoring, and services offered through the departments of Health and Human Services.

Realignment Evaluation Services

A request for proposals process is underway to identify organizations to support the CCP in addressing the following areas:

1. The effectiveness of criminal justice interventions in accomplishing short-term, intermediate, and long-term outcomes, including the treatment effect related to recidivism for individual criminal justice interventions;
2. The success of the criminal justice system in increasing public safety in Sonoma County, with attention given to specific criminal justice populations, including realigned populations and felony probationers;
3. The effectiveness of system capacity improvements in accomplishing stated goals;
4. The degree to which individual criminal justice interventions are implemented with fidelity to design, and the relationship between fidelity and outcomes for these interventions;
5. The monetized benefit relative to cost for individual criminal justice interventions;
6. The effectiveness of individual criminal justice interventions and the criminal justice system overall compared across demographic groups such as race/ethnicity, sex, neighborhood, mental health status, and gang connection; and
7. The effects of system changes on public safety outcomes (e.g., AB 109 and Proposition 47).

These offender outcome data will provide rich sources of information that will guide investments and decision-making in the years to come. The CCP expects to recommend a Realignment evaluation services vendor for Board approval at the July 19, 2016, meeting.

Prior Board Actions:

- 1) 06/16/2015: The Board approved the CCP's FY 15-16 Realignment Plan.
- 2) 06/17/2014: The Board approved the CCP's FY 14-15 Realignment Plan.
- 3) 06/04/2013: The Board approved the CCP's FY 13-14 Realignment Plan.
- 4) 07/31/2012: The Board approved the CCP's FY 12-13 Realignment Plan and associated budget.
- 5) 11/01/2011: The Board approved the CCP's FY 11-12 Interim Realignment Plan and budget.
- 6) 08/16/2011: The Board approved initial amendments to both the Sheriff's and Probation's position allocation lists to add staff in anticipation of Realignment.

Strategic Plan Alignment Goal 1: Safe, Healthy, and Caring Community

The CCP's FY 2016-17 Realignment Plan aligns with the County's strategic goal of promoting a safe, healthy, and caring community. The Plan includes continued funding for a jail unit to maintain capacity commensurate with need, plus additional resources to monitor offenders effectively in the community. It also includes innovative public safety programs, such as pre-trial services and electronic monitoring, which provide cost-effective detention alternatives, while protecting public safety. Finally, recommended funding will support a variety of programs that invest upstream in health, education, and

human services. These services address offenders' needs, bolster their skills, improve their employment prospects, and foster integration into the community.

Fiscal Summary - FY 16-17

Expenditures		Funding Source(s)	
Budgeted Amount	\$ 13,471,610		\$
Add Appropriations Req'd.	\$	State/Federal	\$ 10,911,078
Contingency Reserve	\$ 5,067,340	Fees/Other	\$
	\$	Use of Fund Balance	\$ 7,627,872
	\$	Contingencies	\$
	\$		\$
Total Expenditure	\$ 18,538,950	Total Sources	\$ 18,538,950

Narrative Explanation of Fiscal Impacts (If Required):

All County departments with AB 109-funded programs incorporated their portion of the Realignment budget into their respective FY 2016-17 departmental budgets. Sonoma County's FY 2016-17 Main AB 109 Subaccount allocation is \$10,480,592. Additionally, Sonoma County expects to receive \$280,486 in the District Attorney/Public Defender Subaccount and \$150,000 in planning revenue, for a total of \$10,911,078 in State funding.

Sonoma County expects to receive \$737,368 in FY 2015-16 growth allocation funds by November 2016. These funds, combined with prior year rollover funds, contribute to the expected fund balance of \$7,627,872.

Staffing Impacts

Position Title (Payroll Classification)	Monthly Salary Range (A – I Step)	Additions (Number)	Deletions (Number)

Narrative Explanation of Staffing Impacts (If Required):

All County departments with AB 109-funded activities included their requested positions in their respective FY 2016-17 departmental budget submissions. For FY 2016-17, the CCP recommends funding for 63.70 Full-Time Equivalent (FTE) positions, an increase of 1.00 FTE from FY 2015-16 resulting from the addition of 1.00 FTE Probation Administrative Aide.

Attachments:

Attachment A: County of Sonoma Community Corrections Partnership Recommended Public Safety Realignment Plan for Fiscal Year 2016-17.

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

None.

County of Sonoma Community Corrections Partnership

Recommended Public Safety Realignment Implementation Plan Fiscal Year 2016-17

June 14, 2016



Submitted by:
Sonoma County Community Corrections Partnership
Board Budget Memorandum - Attachment "A"

TABLE OF CONTENTS

1 EXECUTIVE SUMMARY 5

2 LEGISLATION OVERVIEW..... 6

3 CCP PLANNING PROCESS AND OBJECTIVES 8

4 POPULATION DATA AND RE-OFFENSE RATES OF REALIGNED OFFENDERS..... 9

 4.1 AB 109 Local Population Trends 10

 4.2 Term Completions, Revocations, and Arrests for PRCS and PC 1170(h) Populations 15

 4.3 Reconviction Rates of Realigned Offenders by Calendar Year 17

 4.4 Crime in California Related to Realignment..... 19

 4.5 Outcome Reporting—Current Initiatives 20

5 STATE FUNDING ALLOCATION METHODOLOGY22

6 FY 2016-17 REALIGNMENT BUDGET AND PROGRAM OVERVIEW24

 6.1 FY 2016-17 Realignment Budget..... 24

 6.2 Budget Changes between FY 2014-15 and FY 2015-16 25

 6.3 Program Overview 27

7 FY 2016-17 REALIGNMENT PROGRAM DESCRIPTIONS AND BUDGETS30

 7.1 Administration 31

 7.1.1 Department Analyst (Probation)..... 31

 7.1.2 Business Systems Analyst..... 31

 7.1.3 Department Analyst (Sheriff) 32

 7.2 Community Supervision 33

 7.2.1 AB 109 Supervision Units 33

 7.2.2 AB 109 Offender Needs Fund 33

 7.3 Custody 35

 7.3.1 Jail Unit..... 35

 7.3.2 Specialized Emergency Response Team Training 35

 7.3.3 Senior Legal Processor 36

 7.3.4 Inmate Transportation Deputy 36

 7.4 In-Custody Programming 37

 7.4.1 Inmate Program Sergeant..... 37

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

7.4.2	Jail Programs	37
7.4.3	Starting Point Substance Use Disorder Services	38
7.4.4	In-Custody Mental Health Services	38
7.4.5	Penal Code 1370 Restoration Services.....	38
7.5	Out-of-Custody Programming and Detention Alternatives	40
7.5.1	Day Reporting Center.....	40
7.5.2	Restorative Reentry Program - Circles of Support.....	41
7.5.3	SCOE GED Preparation and Testing Services	41
7.5.4	Transitional Housing	41
7.5.5	Domestic Violence 52-Week Course.....	42
7.5.6	Supervised Adult Crew.....	42
7.5.7	Electronic Monitoring Program.....	43
7.5.8	Community Mental Health Services	43
7.5.9	Community Substance Use Disorder Services	44
7.5.10	Substance Use Disorder Contract Services	44
7.5.11	Employment and Eligibility Services	45
7.5.12	Business Representative	45
7.5.13	General Assistance	45
7.5.14	DUI Treatment Court.....	46
7.5.15	Young Adult Restorative Justice.....	46
7.6	Parole Revocation Hearings	48
7.6.1	District Attorney - Parole Revocation Hearings Case Prosecution.....	48
7.6.2	District Attorney – Legal Processor.....	48
7.6.3	Public Defender - Parole Revocation Hearings Attorney	48
7.6.4	Public Defender – Parole Revocation Hearings Investigator	49
7.7	Pre-Trial Services.....	50
7.7.1	Pre-Trial Services.....	50
7.7.2	Administrative Aide.....	51
7.8	Data Management	52
7.8.1	Programming Support.....	52
7.8.2	Data Evaluation and Analysis Consultant.....	52
7.9	Other Programs.....	53

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

7.9.1 Legal Support 53

7.9.2 Penal Code 1368 Mental Competency Assessments 53

Exhibit A: Community Corrections Partnership Roster54

Exhibit B: Budget by Major Program55

Exhibit C: Budget by Department.....57

1 EXECUTIVE SUMMARY

This document presents the Sonoma County Community Corrections Partnership's (CCP's) AB 109 Public Safety Realignment Implementation Plan (Plan) for Fiscal Year 2016-17, covering the 12-month period from July 1, 2016, through June 30, 2017. Chapters 2 through 5 provide broad context for this Plan by describing the legislation, local planning efforts, objectives, data on the AB 109 population, and state methodology for allocating Realignment funds. Chapters 6 and 7 detail Sonoma County's AB 109 program budget and the specific programs and services recommended by the CCP.

Chapter 2 summarizes the October 2011 Public Safety Realignment Act legislation, which consists of Assembly Bill 109 and associated trailer bills. This chapter describes the three primary groups of adult offenders in California affected by AB 109: (1) Post-Release Community Supervision offenders, (2) individuals sentenced to jail and/or mandatory supervision pursuant to Penal Code 1170(h), and (3) state parole violators serving revocation terms in local jail. Following the legislative overview, chapter 3 provides insight into the guiding principles and objectives adhered to by the CCP in developing its annual Plan.

Chapter 4 reviews data on realigned offenders—their numbers, composition, and re-conviction rates in Sonoma County, followed by a brief review of a published statewide analysis of crime trends related to Realignment.

The CCP's programmatic and budgetary recommendations must consider the anticipated revenues that Sonoma County will receive from the state to implement AB 109 programs. Chapter 5 explains recent changes in the state's revenue allocation methodology and how it might affect Sonoma County in 2016 and beyond.

The last two chapters of this Plan describe the individual programs and services that comprise the CCP's recommended FY 2016-17 plan and budget. The individual programs are grouped into the following nine major categories: Administration, Community Supervision, Custody, In-custody Programming, Out-of-Custody Programming and Detention Alternatives, Parole Revocation Hearings Support, Pre-trial Services, Data Management, and Other Programs. Chapter 6 provides a high-level overview of the CCP's budget by major program and briefly describes programs continued from prior years and scope changes to continuing efforts. Chapter 7 details all programs and services recommended by the CCP. Each program narrative includes an overview, description of any scope changes, and an estimated budget.

The CCP's recommended Plan for FY 2016-17 augments prior year plans, strives to achieve stated objectives, and represents both a synergistic and balanced approach to addressing the challenges of Realignment.

2 LEGISLATION OVERVIEW

In response to a federal court order to reduce prison overcrowding, California's Public Safety Realignment Act (Assembly Bill 109) took effect October 1, 2011, and mandated sweeping changes to the criminal justice system by shifting the responsibility for managing select adult offenders from the state to each of the 58 counties. Realignment legislation applies to three major groups of offenders. The first group, known as the Post-Release Community Supervision (PRCS) population, consists of offenders incarcerated for offenses classified as non-violent and non-serious and excludes high-risk sex offenders, third-strike offenders, and mentally disordered offenders. No inmates currently in state prison are transferred to county jails, and no state prison inmates are released early. The second group consists of so-called "non-non-non" offenders. The Realignment Act changed the penal code and sentencing laws so that offenders whose current or past offenses are non-violent, non-serious, and non-sex related, will serve their sentences locally pursuant to Penal Code section 1170(h). Local sentences include combinations of county jail detention, Mandatory Supervision (MS) by Probation, and a variety of detention alternatives. The third group consists of state parole and probation violators. Most of these offenders will serve their revocation terms in county jail, although those previously receiving life sentences can still be revoked to state prison. The statutes place a high-value on evidence-based practices to reduce recidivism among offenders.

Local courts in Sonoma County function as the designated authorities for determining revocations. However, the Board of Parole Hearings conducts parole consideration hearings for offenders previously receiving life sentences, medical parole hearings, mentally disordered offender case hearings, and sexually violent predator case hearings.

In November 2012, California voters passed Proposition 30, which imposed new taxes and added Section 36 to Article XIII of the California Constitution, which guarantees future funding to the counties for Public Safety Realignment.

In November 2014, California voters passed Proposition 47, which reduced drug and some other felonies to misdemeanors. The initiative could be expected to cause reductions in prison and jail usage, as well as in the probation population. Data compiled by the CCP do indicate that the initiative has slightly reduced the PRCS population and has more substantially reduced the PC 1170(h) population. Between December 2014 and March 2016, the initiative accounted for termination of 23 PRCS sentences (4% of total PRCS terminations during this period), and 52 MS sentences (12% of total MS terminations during this period) (Figure 2.1). However, terminations resulting from Proposition 47 appear to have mostly run their course, as there have been no new terminations since July 2015 and September 2015 for PRCS and MS offenders, respectively. The CCP will continue to assess effects of Proposition 47.

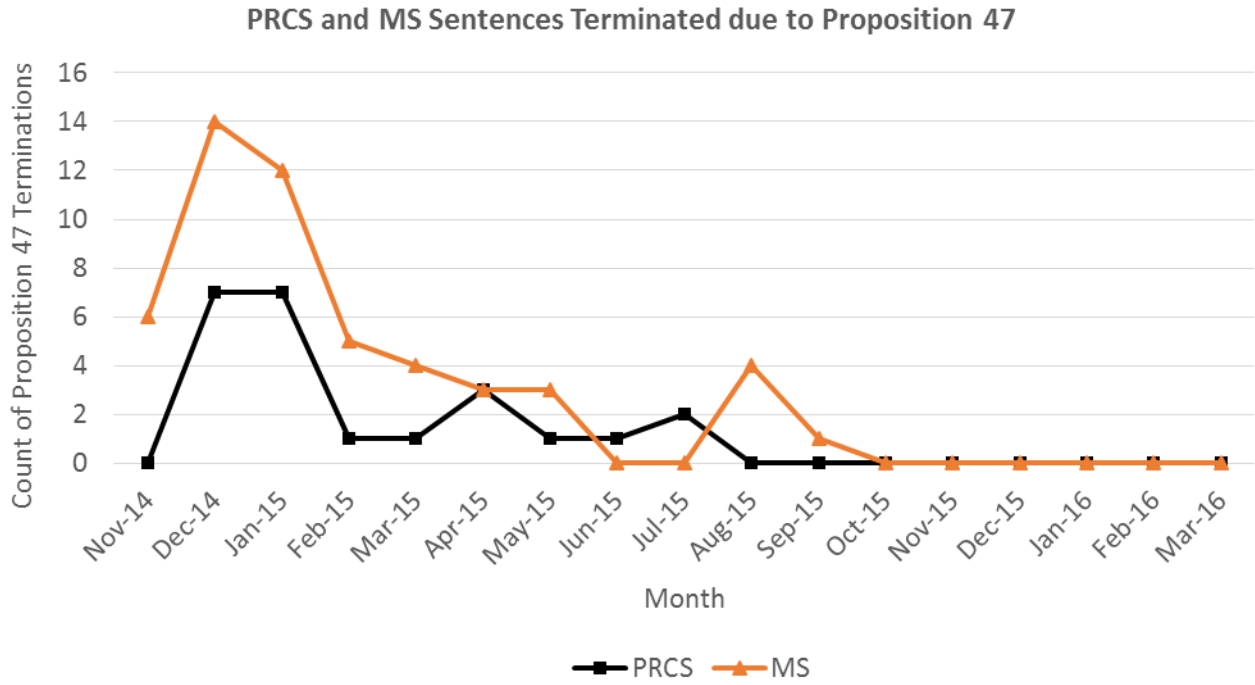


Figure 2.1: PRCS and MS Sentences Terminated due to Proposition 47

3 CCP PLANNING PROCESS AND OBJECTIVES

The Public Safety Realignment Act expanded the role and purpose of each county's local Community Corrections Partnership (CCP) committee, previously established under SB 678, to lead local planning efforts associated with Realignment. AB 117 requires that the CCP Executive Committee prepare a public safety realignment implementation plan to meet the goals of the legislation and that the plan be approved by the Board of Supervisors. The Chief Probation Officer chairs the committee, and the voting membership (Executive Committee) comprises the Sheriff, District Attorney, Public Defender, Director of Behavioral Health, Sonoma Superior Court Executive Officer, and Sebastopol Chief of Police. Exhibit A contains a full membership roster for the CCP as of May 2016.

During February 2016, the CCP conducted a series of budget-focused meetings. On February 29, 2016, the CCP voted unanimously in favor of approving the recommended plan and associated budget for FY 2016-17. The CCP's recommended programs and services fall under the following major categories: community supervision, jail operations, in-custody programming and treatment, detention alternatives, out-of-custody programming and treatment, parole revocation hearings support, pre-trial services, data management, and administration. Consistent with prior year plans, the CCP's FY 2016-17 plan aims to achieve the following objectives:

Sonoma County CCP Public Safety Realignment Implementation Plan Objectives

1. Reduce recidivism to enhance public safety.
2. Promote evidence-based programming and upstream investments in health, education, and human services to decrease the need for (and costs of) enforcement, prosecution, and incarceration.
3. Fund programs that align with both Sonoma County's over-arching strategic goals of enhancing public safety and investing in the future and with the tenets of the County's Criminal Justice Master Plan¹.
4. Minimize use of jail beds through utilization of detention alternatives in a manner that is consistent with public safety and that maintains the integrity of the criminal justice system.
5. Provide programming for offenders both in-custody, as well as out-of-custody, and use validated risk assessments to inform programming decisions and ensure continuity.
6. Implement a Day Reporting Center to serve as the central point of evidence-based programming to help offenders reintegrate into the community.

¹ An update of the 2010 Master Plan was completed and adopted by the Board of Supervisors in December 2015. The 2015 update informed the CCP's efforts during development of the FY 2016-17 Realignment Plan.

4 POPULATION DATA AND RE-OFFENSE RATES OF REALIGNED OFFENDERS

This chapter focuses on the realigned population, beginning with population trends and followed by various measures of offenders' involvement with the criminal justice system, such as re-arrests and re-convictions, during their terms of community supervision. Next is a brief review of a published study on Realignment-related crime in California.

As treatment programs such as the Day Reporting Center and substance abuse services begin to mature, it becomes increasingly important to evaluate their efficacy. This chapter concludes with a description of two current initiatives that will increase the CCP's ability to report on the effectiveness of Sonoma County's criminal justice system.

4.1 AB 109 Local Population Trends

The overall population of realigned offenders in Sonoma County steadily rose from October 1, 2011, when AB 109 legislation took effect, until the beginning of 2015, when it began to stabilize at between 327 and 344 individuals (Figure 4.1).

As the overall population was increasing during 2013 and 2014, the Post Release Community Supervision (PRCS) population was declining. This pattern was expected as the initial influx of PRCS offenders declined, and newly convicted offenders eligible for PC 1170(h) sentencing were sentenced to county jail rather than being sent to prison, which effectively reduced the pool of individuals who might subsequently be eligible for PRCS at a later date. Since 2014, the PRCS population has held fairly steady at close to 200 individuals.

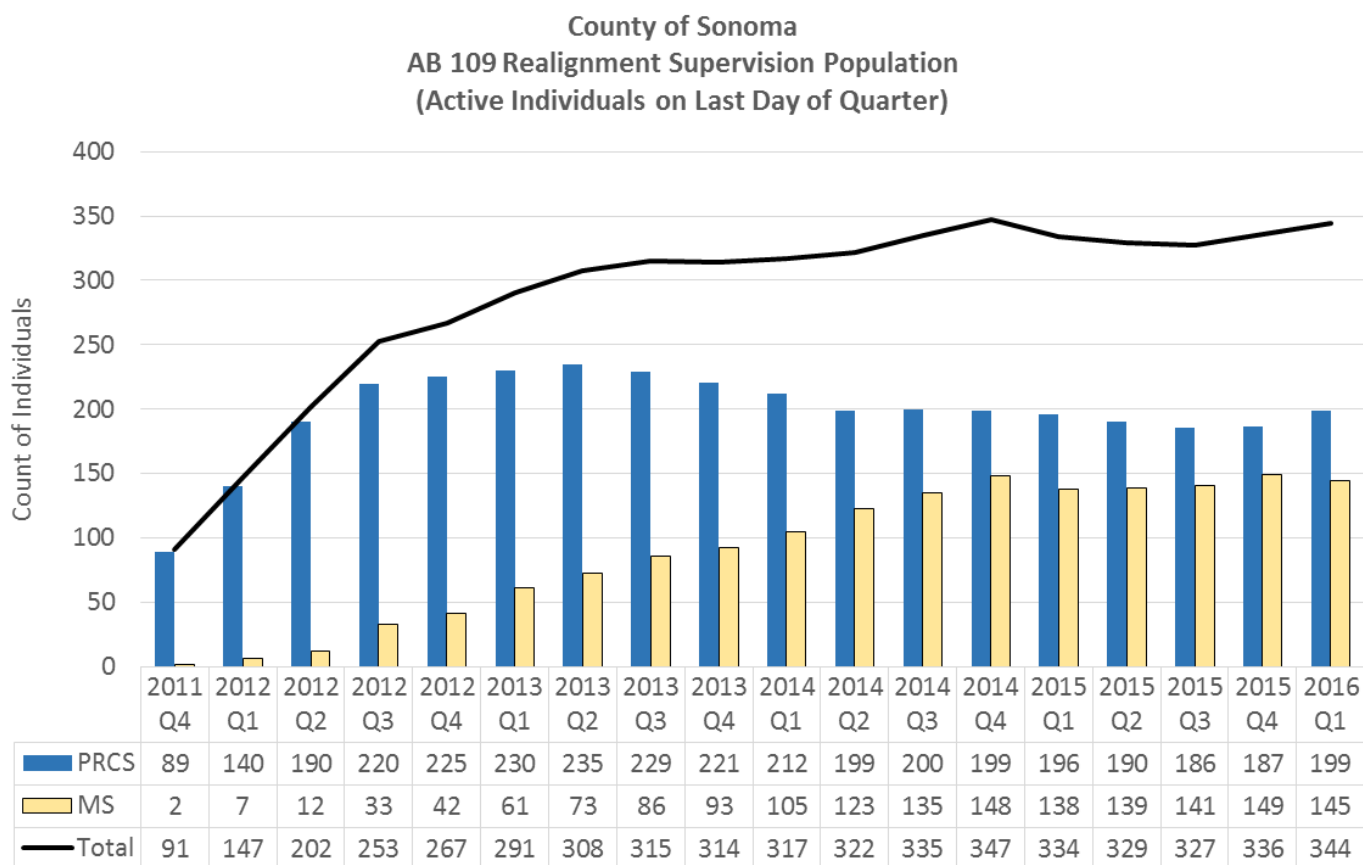


Figure 4.1: AB 109 Realignment Supervision Population October 2011 through March 2016

Offsetting the earlier decreases in the PRCS population was a steady rise in the Mandatory Supervision (MS) population as the courts increasingly utilized split sentencing (jail time followed by MS) and as the supervision portion of earlier sentences commenced. Since 2014 Q3, the MS population has stabilized at between 135 and 149 individuals.

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Figure 4.2 shows the realigned jail inmate population in Sonoma County. Offenders serving sentences under PC 1170(h) have continued to represent by far the largest realigned population in the jail, comprising close to 90% of the realigned population and close to 20% of the total jail population. PRCS violators account for most of the remaining realigned jail population.

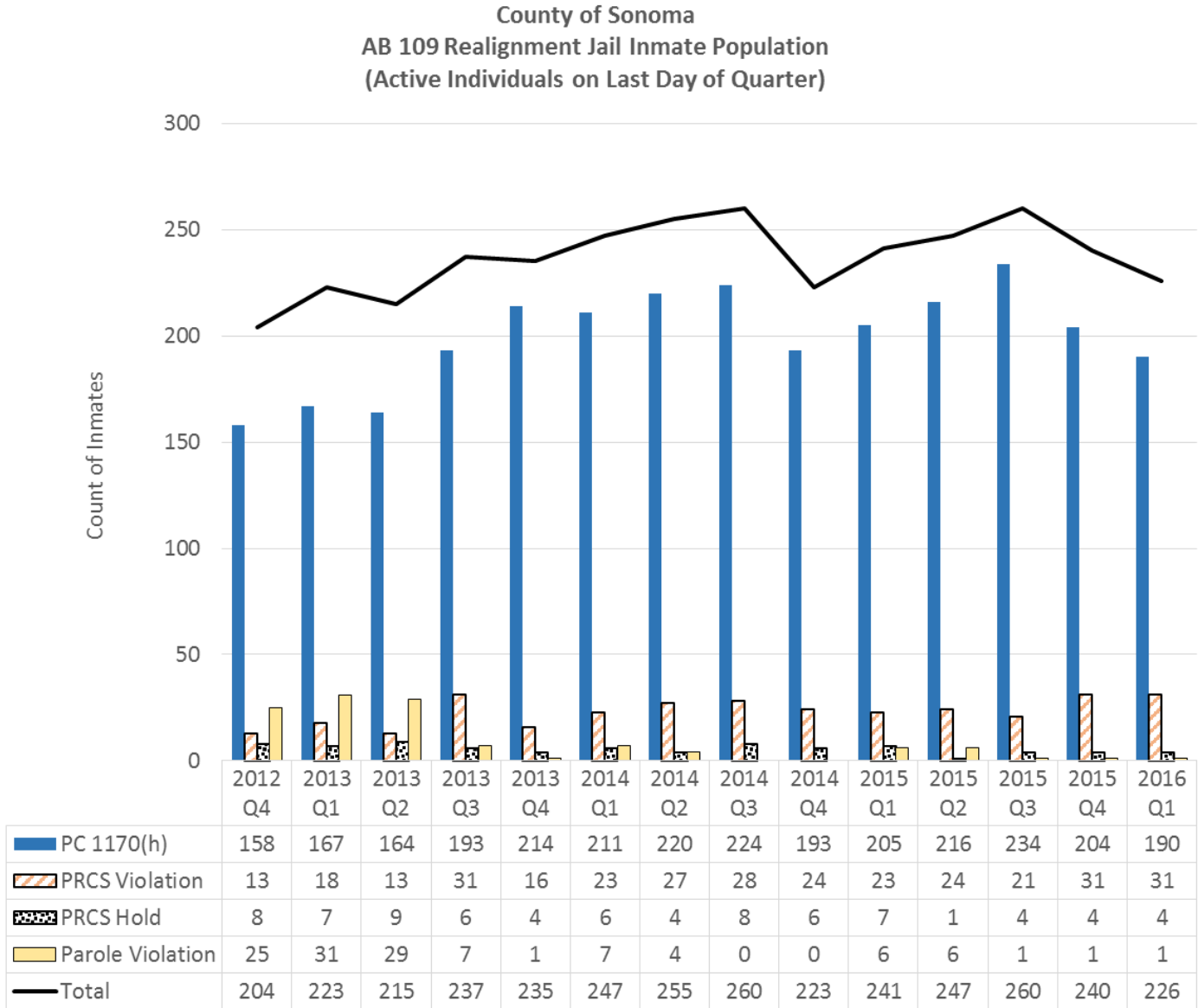


Figure 4.2: AB 109 Jail Inmate Population

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

As shown in Figure 4.3, PRCS quarterly intakes of offenders released from prison to probation peaked immediately after the Realignment Act took effect and then generally declined for the following two years, until beginning to rise again in 2014. It is not clear whether the recent declines in intakes represent a downward trend or only a temporary drop.

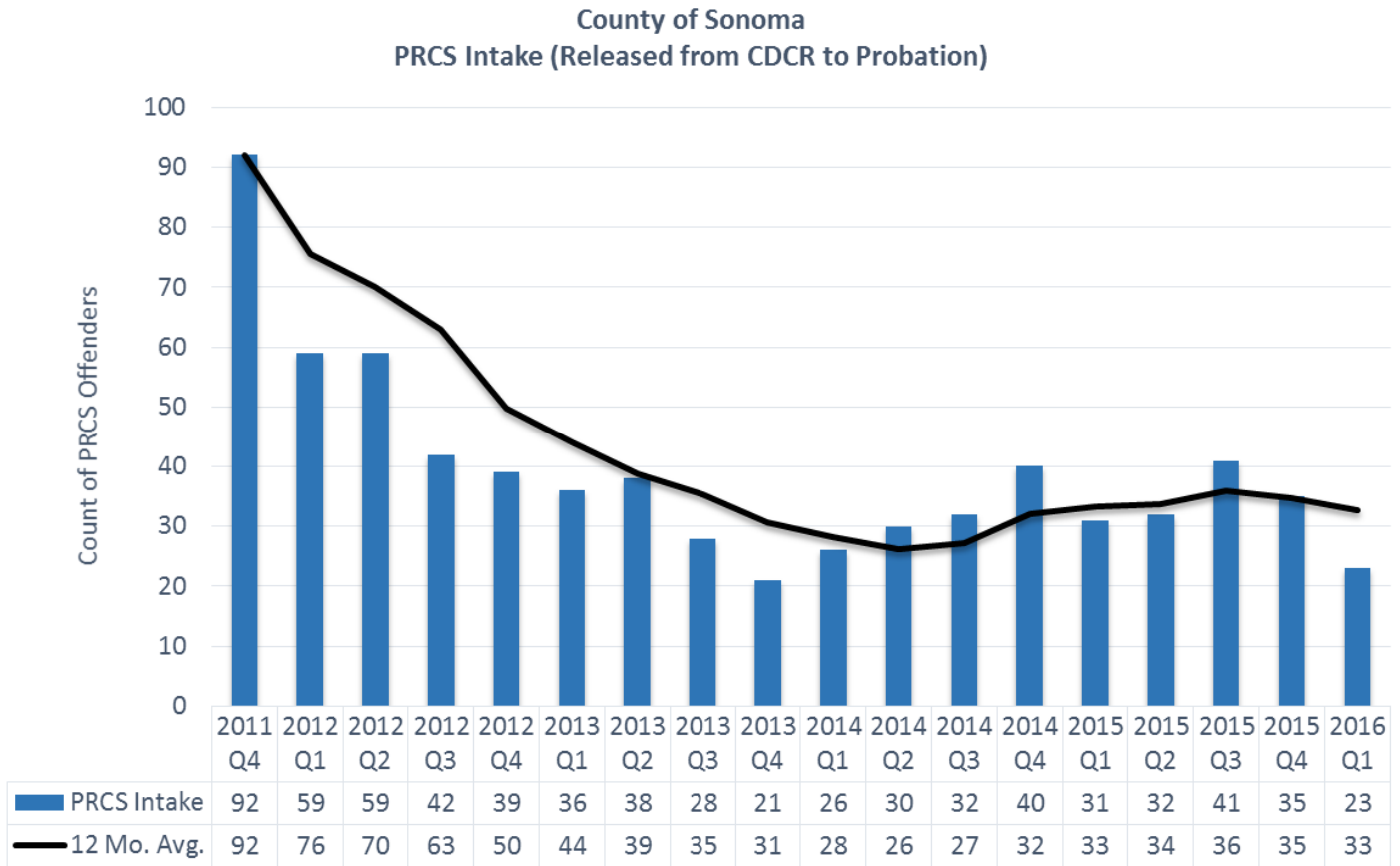


Figure 4.3: PRCS Intakes

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Inmates serving a sentence under PC 1170(h) and then released to Probation on MS are shown in Figure 4.4. MS releases increased steadily from the beginning of Realignment until the second quarter of 2014, when they peaked at 45. Over the last three quarters, MS releases have been close to 40 per quarter.

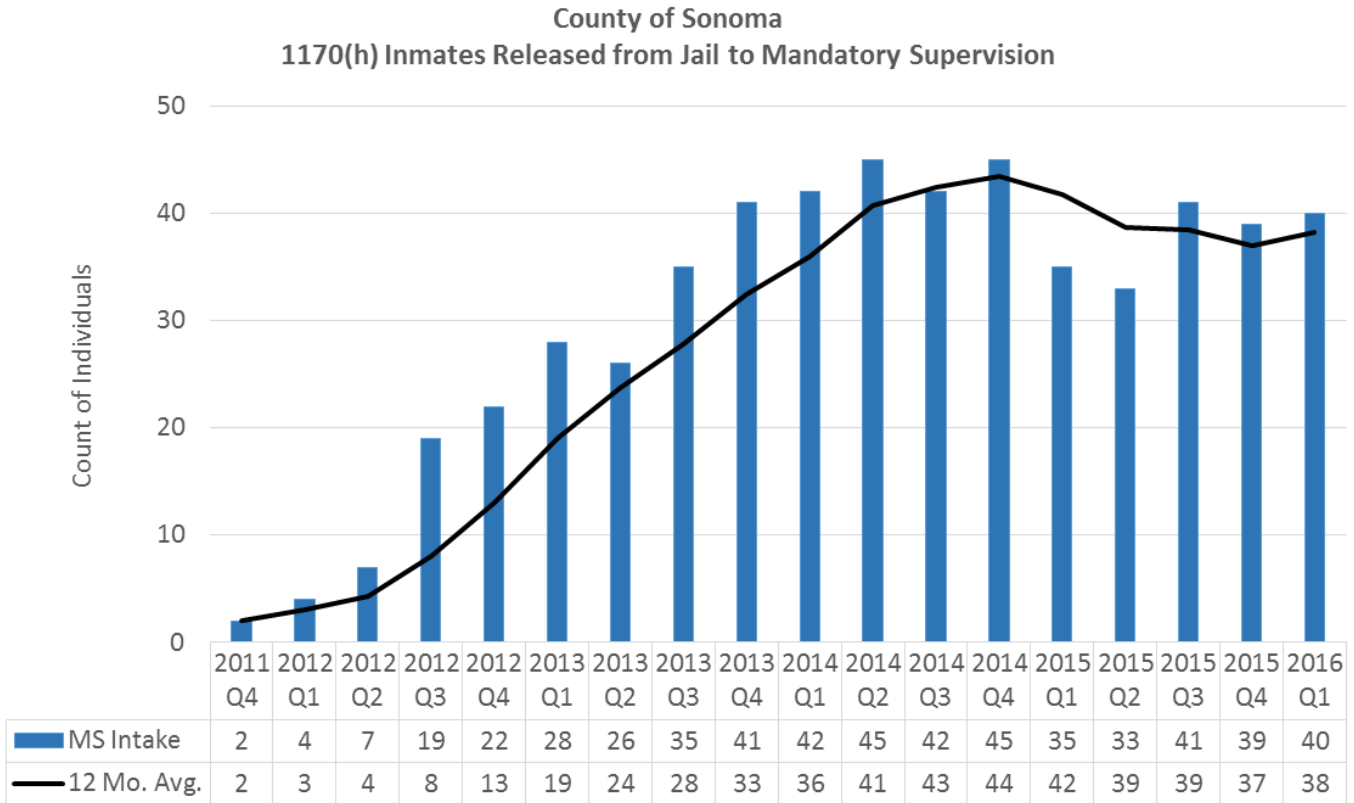


Figure 4.4: 1170(h) Inmates Released from Jail to MS

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Sonoma County’s sentencing of offenders under PC 1170(h) has consistently included a high percentage of split sentences compared to the state average, which has increased from a low of 20% in 2011 but still remains below 50%. By contrast, Sonoma County began split sentencing at a rate of 50% in 2011, and the percentage has generally increased over the years, reaching a high of 96% in the first quarter of 2016² (Figure 4.5).

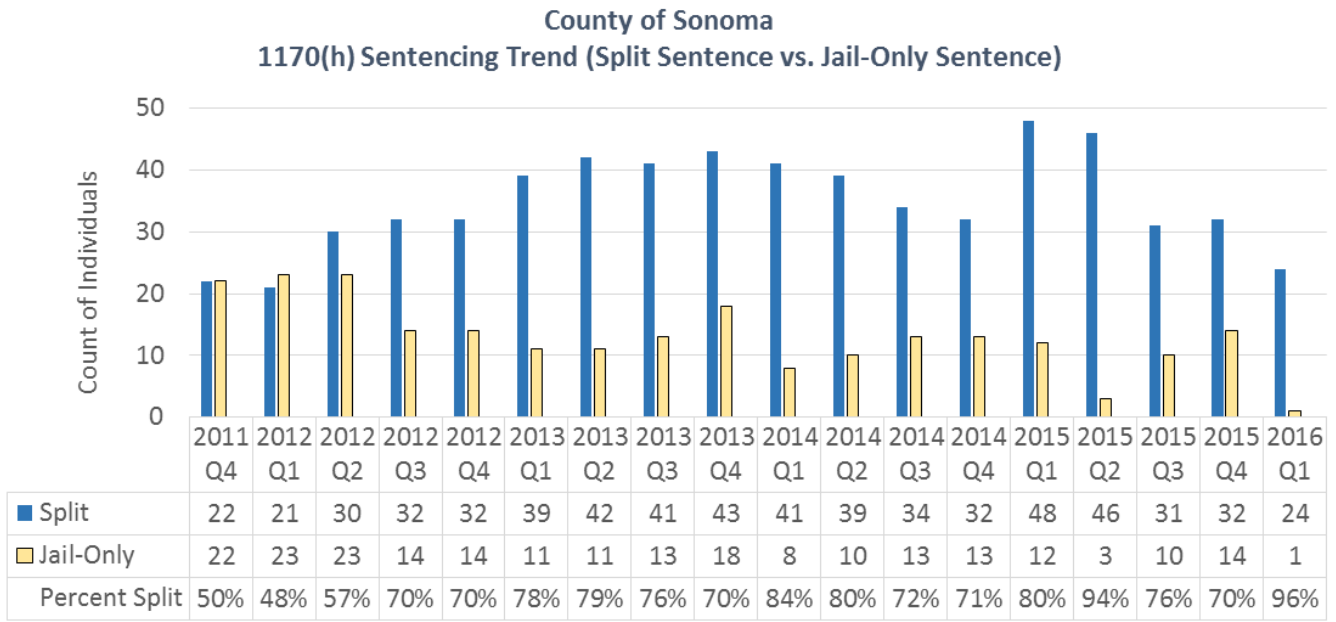


Figure 4.5: 1170(h) Sentencing Trend

² Readers may note that Figure 4.5 indicates fewer split sentences in 2013 and 2014 than does the corresponding figure (Figure 5 on page 12) of last year’s Plan. Proposition 47 relief explains the discrepancy; several offenders counted under split sentencing last year were subsequently resentenced, resulting in removal of the MS portion of their sentences.

4.2 Term Completions, Revocations, and Arrests for PRCS and PC 1170(h) Populations

The CCP produces a regular report on various measures of the realigned populations. This section summarizes data from the March 31, 2016, report.

Post-Release Community Supervision Population

Since Realignment began, Sonoma County has received 722 PRCS offenders, 205 of whom were still on active PRCS supervision as of March 31, 2016, with the remaining 517 completing their terms. Of the completions, 237 (46%) completed PRCS in the first 12 months without being incarcerated, 41 (8%) who did not complete PRCS in the first 12 months went on to complete their terms by not being incarcerated for 12 consecutive months, 96 (19%) had their PRCS revoked and not reinstated, 91 (18%) transferred to another county or were deceased, 29 (6%) had their PRCS term expire, and 23 (4%) terminated because of a Proposition 47 sentence reduction.

A total of 232 individuals had their supervision revoked, although a majority of the revoked terms were later reinstated. Indeed, some offenders experienced multiple formal revocations; the 232 individuals with formal revocations produced 506 formal revocation occurrences.

Some 302 PRCS individuals were flash incarcerated for a total of 825 flash incarceration occurrences. At the end of March 2016, 31 jail inmates were serving time for a PRCS violation, which accounted for 3% of the total inmate population.

There were 1,021 arrests during the study period, with most being conducted by the Probation Department (35%), the Santa Rosa Police Department (24%), and the Sonoma County Sheriff's Office (18%).

A total of 337 individuals were convicted for new offenses while on PRCS. Of these convictions, 58% were misdemeanors, and 42% were felonies.

Penal Code 1170(h) Population

Since Realignment began, a total of 872 offenders have been sentenced under PC 1170(h) in Sonoma County, with 633 receiving split sentences and the remaining 239 receiving jail-only sentences.

As of March 31, 2016, 592 individuals have been released from custody to MS, 148 of whom were still on active MS supervision as of March 31, 2016, with the remaining 444 completing their terms. Of the completions, 175 (39%) completed their full sentences, 154 (35%) were terminated for probation violations or new crimes, 63 (14%) transferred to another county or were deceased, and 52 (12%) terminated because of a Proposition 47 sentence reduction.

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

There were 240 arrests, with most being conducted by the Santa Rosa Police Department (32%) and the Sonoma County Sheriff's Office (27%). At the end of March 2016, 202 individuals from the 1170(h) population were serving jail time, which accounted for 18% of the total inmate population.

A total of 190 individuals were convicted for new offenses while on MS. Of these convictions, 56% were misdemeanors, and 44% were felonies.

4.3 Reconviction Rates of Realigned Offenders by Calendar Year

The top priority of community supervision is to protect public safety by reducing the chances of offenders reoffending. One method to measure re-offenses is through reconviction rates of realigned offenders during their community supervision, calculated as the number of individuals with reconvictions in a particular year divided by the total number of individuals ending supervision in that year. Figures 4.6 and 4.7 present these calculations for the PRCS and MS populations during calendar years 2012 through 2015.³

Figure 4.6 shows that the PRCS felony new conviction rate has increased gradually since 2013, while the overall new conviction rate has increased sharply during this period, due to a spike in misdemeanor convictions. Total exits from supervision increased steadily from 58 in 2012 to 157 in 2015. Similar to the PRCS data, misdemeanor convictions by the MS population increased sharply in 2015, while total supervision exits rose steadily from 2012 to 2015. Increasing lengths of stay on supervision for individuals ending supervision in later years may have driven the increase. The increasing lengths of stay relate to the recency of Realignment in that individuals ending supervision in 2015 had the opportunity to be on supervision for longer periods than those ending supervision in 2013 and 2014.

³ According to the hierarchy used here, an offender who is on PRCS and MS concurrently is counted only on PRCS.

County of Sonoma
 New Conviction Rates for PRCS Population by Calendar Year
 (Defined as Conviction for New Offense During Term of Supervision)

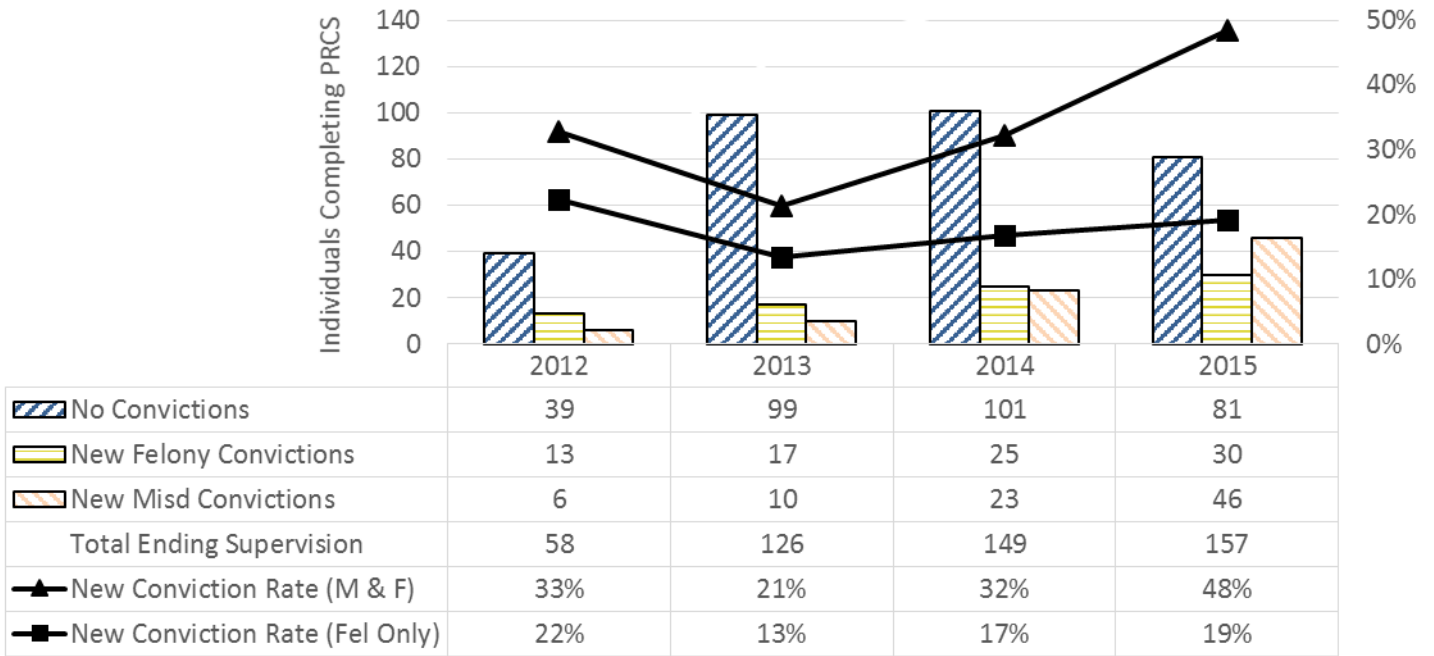


Figure 4.6: New Conviction Rates for PRCS Population by Calendar Year

County of Sonoma
 New Conviction Rates for MS Population by Calendar Year
 (Defined as Conviction for New Offense During Term of Supervision)

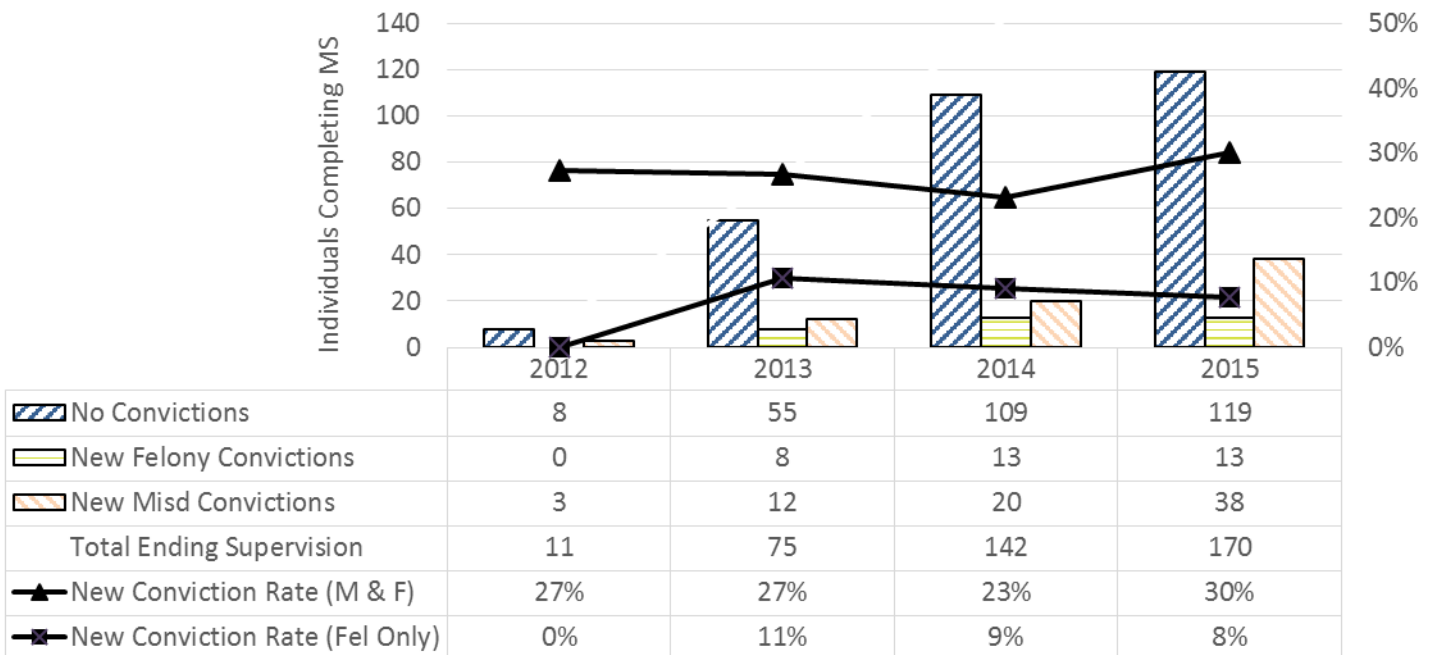


Figure 4.7: New Conviction Rates for MS Population by Calendar Year

4.4 Crime in California Related to Realignment

With the advent of Realignment in October 2011 came concerns about increased crime as offenders formerly under state jurisdiction and in state prisons were transferred to the communities and jails of California's counties. However, the report "[Public Safety Realignment: Impacts So Far](#)," authored by Magnus Lofstrom and Brandon Martin of the Public Policy Institute of California, found no evidence that Realignment statewide has increased violent crime. The study did attribute a modest rise in property crime, resulting from increased auto theft, to Realignment, but overall, concluded that both property and violent crime rates are now below 2011 levels. As discussed in section 4.5 below, coming studies commissioned by the CCP will examine the effects of Realignment in much more detail than is possible today.

4.5 Outcome Reporting—Current Initiatives

The above examination of new convictions for crimes committed during supervision is one of many methods to study the impact of Realignment and the effectiveness of Sonoma County's justice system with the realigned population. At this writing, two major initiatives are underway to expand reporting abilities and better understand the outcomes of our programs. The first initiative, a new offender outcomes data report, will be completed this year, while a Realignment evaluation services project is a longer-term undertaking expected to begin producing data in two to three years.

Offender Outcomes Data Report

Through its Data and Evaluation Subcommittee, the CCP is constructing the most comprehensive Realignment recidivism report ever in Sonoma County. The report will have a separate section for each of the main offender populations—PRCS, PC 1170(h), and formal probation—with recidivism data for each population as measured by arrests, formal complaints filed, and convictions during supervision and during the first year following supervision or incarceration. The report will also cover formal revocations and types of crimes committed. A final section will review efficacy data for programs such as the Day Reporting Center, transitional housing, electronic monitoring, and services offered through the departments of Health and Human Services. The first release of this report is expected in fall 2016, and it will be updated regularly.

Realignment Evaluation Services

A request for proposals process is underway to identify an evaluation consultant to support the CCP in addressing the following areas:

1. The effectiveness of criminal justice interventions in accomplishing short-term, intermediate, and long-term outcomes, including the treatment effect related to recidivism for individual criminal justice interventions;
2. The success of the criminal justice system in increasing public safety in Sonoma County, with attention given to specific criminal justice populations, including realigned populations and felony probationers;
3. The effectiveness of system capacity improvements in accomplishing stated goals;
4. The degree to which individual criminal justice interventions are implemented with fidelity to design, and the relationship between fidelity and outcomes for these interventions;
5. The monetized benefit relative to cost for individual criminal justice interventions;

6. The effectiveness of individual criminal justice interventions and the criminal justice system overall compared across demographic groups such as race/ethnicity, sex, neighborhood, mental health status, and gang connection; and

7. The effects of system changes on public safety outcomes (e.g., AB 109 and Proposition 47).

These offender outcome data will provide rich sources of information that will guide investments and decision-making in the years to come. Next year's Plan will include data from the new offender outcomes data report and an update on progress with the Realignment evaluation project.

5 STATE FUNDING ALLOCATION METHODOLOGY

Each year, Sonoma County receives a **base allocation** of state funding to implement Realignment programs, and may receive additional funding in the forms of **growth funds** and **planning and other revenue**. Historically, both the state budgets for these funding sources and the percentage of these funds that counties receive have varied substantially from year to year. In 2014, California, through its Realignment Allocation Committee (RAC)⁴, developed new sets of funding allocation formulas in an effort to (1) smooth the level of year-to-year funding that each county receives, and (2) incentivize improvements in certain areas.

Base Allocation

For FY 2015-16, the RAC developed a new, permanent base allocation formula containing three categories, weighted as follows:

1. Caseload (45%) considers the jail population (share of statewide PC 1170(h) population) and the probation population (share of statewide PRCS and felony probationers).
2. Population and Crime (45%) considers the adult population (share of people statewide aged 18-64) and crime (share of statewide serious property and violent crimes for 2010, 2011, and 2012, added together).
3. Special Factors (10%) provides funding to counties that have high levels of poverty; that have small populations; or that house a state prison. Sonoma County does not qualify for any Special Factors funding.

As Table 5.1 indicates, under this new formula, Sonoma County's share of the statewide budget decreased substantially in FY 2015-16 (0.88%) compared to FY 2014-15 (1.03%). However, this decrease was offset by an increased statewide budget in FY 2015-16. Benefitting from the tailwind of an expected 7.7% increase in the statewide budget in FY 2016-17, Sonoma County anticipates receiving an additional \$748,000 in base allocation compared to FY 2015-16. Sonoma County's base allocation of 0.88% is expected to be permanent.

Growth Funds

Growth funds are based on sales taxes and vehicle license fees and are usually received in October or November, meaning that growth funds are received in the fiscal year following the year for which they are calculated. For example, the FY 2015-16 growth funds listed in Table 5.1 are expected in November 2016.

Beginning in FY 2015-16 (for payments received in FY 2016-17), growth payments are based entirely on incentives. Briefly, this formula weights 80% of growth funding on probation factors

⁴ The RAC comprises nine county administrative officers, each from a different county. The RAC makes recommendations to the California Department of Finance, which makes final decisions on funding allocation. The Department of Finance has accepted all allocation formulas discussed in this chapter.

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

(success and improvement in probation outcomes) and 20% on incarceration factors (success and improvement in reducing prison incarcerations). The RAC considers this formula an interim measure and expects to develop a permanent growth formula within five years.

Planning and Other Revenue

Sonoma County received \$150,000 from the state in each of the past four fiscal years to cover one-time planning costs and expects to receive an additional \$150,000 for planning in FY 2016-17. However, these funds are considered one-time in nature and are not assured. To be eligible for these funds, Sonoma County must submit a report to the state describing the status of its local public safety realignment implementation.

In addition to the main AB 109 revenue allocations discussed here, Sonoma County also receives annual allotments from the state to fund District Attorney and Public Defender activities related to Realignment (Table 5.1).

Table 5.1: Sonoma County AB 109 Revenue
AB 109 REVENUE SUMMARY - SONOMA COUNTY

MAIN AB 109 SUBACCOUNT	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17*
Statewide Budget	\$354,300,000	\$842,900,000	\$998,900,000	\$934,100,000	\$1,107,528,945	\$1,192,600,000
Sonoma Allocation (%)	0.91%	1.07%	1.07%	1.03%	0.88%	0.88%
Subtotal Revenue	\$3,240,428	\$9,027,459	\$10,698,219	\$9,657,516	\$9,732,986	\$10,480,592
DA/PD SUBACCOUNT	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17*
Statewide Budget	\$12,700,000	\$14,600,000	\$17,100,000	\$15,855,211	\$24,400,000	\$30,000,000
Sonoma Allocation (%)	0.91%	0.93%	0.93%	0.93%	0.93%	0.93%
Subtotal Revenue	\$116,154	\$136,028	\$159,321	\$147,723	\$228,129	\$280,486
CCP PLANNING	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17**
Subtotal Revenue	\$378,650	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
MAIN AB 109 GROWTH (Performance)	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16**	FY 16-17**
Statewide Budget	\$0	\$86,757,030	\$48,446,395	\$64,800,000	\$85,100,000	\$102,000,000
Sonoma Allocation (%)	0.00%	0.61%	0.87%	2.612%	0.87%	0.87%
Subtotal Revenue	\$0	\$526,222	\$419,800	\$1,692,684	\$737,368	\$883,801
MAIN AB 109 GROWTH (1x Stabilizatio	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17
Statewide Budget	\$0	\$0	\$24,741,706	\$39,052,911	\$0	\$0
Sonoma Allocation (%)	0.00%	0.00%	0.87%	0.00%	0.00%	0.00%
Subtotal Revenue	\$0	\$0	\$214,393	\$0	\$0	\$0
MAIN AB 109 GROWTH (1x Transition)	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17
Statewide Budget	\$0	\$0	\$0	\$108,628,945	\$0	\$0
Sonoma Allocation (%)	0.00%	0.00%	0.00%	2.61%	0.00%	0.00%
Subtotal Revenue	\$0	\$0	\$0	\$2,837,569	\$0	\$0
DA/PD GROWTH	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16**	FY 16-17**
Statewide Budget	\$0	\$5,763,710	\$4,879,201	\$7,241,930	\$5,700,000	\$6,800,000
Sonoma Allocation (%)	0.00%	0.93%	0.93%	0.93%	0.93%	0.93%
Subtotal Revenue	\$0	\$53,888	\$45,618	\$67,709	\$53,292	\$63,577
Total Revenue	\$3,735,232	\$9,893,597	\$11,712,587	\$14,553,200	\$10,901,775	\$11,858,456

* Based on the Governor's May Revised 2016-17 budget

** Planning and Growth figures are projections; there is no assurance that Sonoma County will receive these funds.

6 FY 2016-17 REALIGNMENT BUDGET AND PROGRAM OVERVIEW

6.1 FY 2016-17 Realignment Budget

The CCP’s recommended FY 2016-17 budget for public safety realignment assumes state revenues of **\$18,538,950** from four sources: (1) projected carry-over of \$7,627,872 in unspent prior year Realignment funds; (2) an annual FY 2016-17 subaccount revenue allocation of \$10,480,592; (3) an annual District Attorney/Public Defender state subaccount revenue allocation of \$280,486; and (4) a planning allocation of \$150,000. Of the total anticipated revenues for FY 2016-17, the CCP recommends that **\$13,471,610** be allocated to fund FY 2016-17 programs and services. The estimated surplus of \$5,067,340 will be held as a contingency reserve to cover unanticipated costs and as a buffer against any decreases in state funding that might occur in subsequent years (Table 6.1).

Table 6.1: AB 109 Revenues and Expenditures

Sonoma County AB 109 Revenue vs. Expenditures						
	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	FY 16-17
Main AB 109 Subaccount	\$3,240,428	\$9,027,459	\$10,698,219	\$9,657,516	\$9,732,986	\$10,480,592
Planning	\$378,650	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
DA/PD Subaccount	\$116,154	\$136,028	\$159,321	\$147,723	\$228,129	\$280,486
Main AB 109 Growth	\$0	\$526,222	\$634,193	\$4,530,253	\$737,368	TBD
DA/PD Growth	\$0	\$53,888	\$45,618	\$67,709	\$53,292	TBD
Prior Year Rollover	\$0	\$1,317,764	\$3,881,593	\$5,538,788	\$8,845,118	\$7,627,872
Total Revenue	\$3,735,232	\$11,211,362	\$15,568,944	\$20,091,988	\$19,746,893	\$18,538,950
Less Expenditures	(\$2,417,468)	(\$7,329,769)	(\$10,030,156)	(\$11,246,870)	(\$12,119,021)	(\$13,471,610)
Net Surplus/(Deficit)	\$1,317,764	\$3,881,593	\$5,538,788	\$8,845,118	\$7,627,872	\$5,067,340
<i>Recommended CCP Budget</i>	<i>\$3,361,500</i>	<i>\$9,552,756</i>	<i>\$12,524,548</i>	<i>\$12,609,797</i>	<i>\$12,563,527</i>	<i>\$13,471,610</i>

The actual surplus carryover amount will not be known until FY 2015-16 concludes; therefore, revenue estimates should be considered preliminary. The FY 2016-17 projected surplus will change based on actual expenditures during the year and the variance between the forecasted and actual FY 2015-16 expenditures and growth fund allocations. The CCP anticipates receiving the FY 2015-16 growth revenues described in Table 6.1 in November 2016. While Sonoma County will likely receive FY 2016-17 growth funds as well, the allocation, if any, is unknown as of May 2016. Any revenues received from these sources would be added to the estimated FY 2016-17 surplus.

6.2 Budget Changes between FY 2014-15 and FY 2015-16

Compared to FY 2015-16, the overall FY 2016-17 recommended budget was similar, increasing by 3.9% from \$12,563,527 to \$13,471,610, due mostly to cost of living-related increases for continuing programs (Table 6.2).

Table 6.2: Summary of Funding Changes between FY 2015-16 and FY 2016-17

(a)	(b)	(c)	(d)	(e) = (a) + (b) + (c) + (d)
FY 2015-16 CCP Approved, including mid-year additions	FY 2016-17 Cut or Eliminated Programs	FY 2016-17 New or Expanded Programs	FY 2016-17 Salary and Benefit Net Changes for Continuing Programs	FY 2016-17 CCP Approved
\$12,963,527	(\$45,850)	\$150,234	\$403,699	\$13,471,610

Table 6.3 details the line item changes that the CCP made in formulating the FY 2016-17 recommended budget. The only programming cut was a \$45,850 reduction for outpatient substance use disorder services at the Day Reporting Center, which was reduced by half because the CCP expects that Drug Medi-Cal will begin subsidizing these services part way through the year. The only programming addition was a \$121,557 allocation for a new Administrative Aide, who will perform data collection and reporting processes, mostly to support the pre-trial program. Total salary and benefit costs for existing positions increased by \$403,699 or 4.4%. More information about these changes appears in chapter 7.

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Table 6.3: Details of Funding Changes between FY 2015-16 and FY 2016-17

Dept/Agency	Program/Service Description	FY 2015-16	FY 2016-17	
		CCP Approved	CCP Approved	Addition or (Reduction) Compared to FY 15-16
FY 2015-16 CCP Approved, including mid-year additions (a)		\$12,963,527		
FY 2016-17 Cut or Eliminated Programs (b)				
Health	Outpatient SUD at DRC	\$91,700	\$45,850	(\$45,850)
			Total	(\$45,850)
FY 2016-17 New or Expanded Programs (c)				
Probation	Transitional Housing	\$291,000	\$298,275	\$7,275
Probation	Program Support (Admin Aide)		\$121,557	\$121,557
Sheriff	Jail Programs	\$138,412	\$142,564	\$4,152
Superior Court	"1368" Competency Assessments	\$60,000	\$77,250	\$17,250
			Total	\$150,234
FY 2016-17 Salary and Benefit Net Changes for Continuing Programs (d)				
District Attorney	Case Prosecution	\$203,745	\$228,769	\$25,024
District Attorney	Legal Processor	\$78,319	\$99,375	\$21,056
Health Services	"1370" Restoration Services	\$491,960	\$487,627	(\$4,333)
Health Services	In-Custody Mental Health	\$370,595	\$455,680	\$85,085
Health Services	Community Mental Health Services	\$227,451	\$250,022	\$22,571
Health Services	Starting Point SUD Services	\$255,238	\$242,603	(\$12,635)
Health Services	AODS SUD Services	\$131,019	\$169,552	\$38,533
Human Services	Employment/Eligibility Services	\$231,817	\$248,854	\$17,037
Probation	AB 109 Supervision Unit	\$2,060,090	\$2,087,850	\$27,760
Probation	Probation-Operated DRC	\$1,698,987	\$1,788,684	\$89,697
Probation	Pre-Trial Supervision	\$763,105	\$722,382	(\$40,723)
Probation	DUI Court - PO Support	\$162,097	\$153,469	(\$8,628)
Probation	Department Analyst (Prob)	\$140,190	\$135,720	(\$4,470)
Probation	Business Systems Analyst	\$66,625	\$72,369	\$5,744
Public Defender	Attorney	\$142,707	\$152,297	\$9,590
Public Defender	Investigator	\$51,415	\$57,354	\$5,939
Sheriff	Jail Unit 1	\$1,633,052	\$1,690,373	\$57,321
Sheriff	Assessment Staff	\$734,687	\$751,500	\$16,813
Sheriff	Electronic Monitoring - Staff	\$374,772	\$384,538	\$9,766
Sheriff	Senior Legal Processor	\$110,715	\$105,748	(\$4,967)
Sheriff	Inmate Transp. Deputy	\$184,459	\$192,624	\$8,165
Sheriff	Program Sergeant	\$181,505	\$186,499	\$4,994
Sheriff	Detective	\$219,955	\$245,727	\$25,772
Sheriff	Department Analyst (SO)	\$139,504	\$148,091	\$8,587
			Total	\$403,699
FY 2016-17 CCP Approved (e)			\$13,471,610	

6.3 Program Overview

This overview summarizes the FY 2016-17 Realignment Implementation Plan, itemized by the nine major categories that comprise the \$13,471,610 recommended program budget (Figure 6.1). Under each major program category, individual program elements are listed and identified as either a continuing effort or new program, and proposed changes to continuing efforts are also noted. Each program element cited in this chapter is described in greater detail in chapter 7.

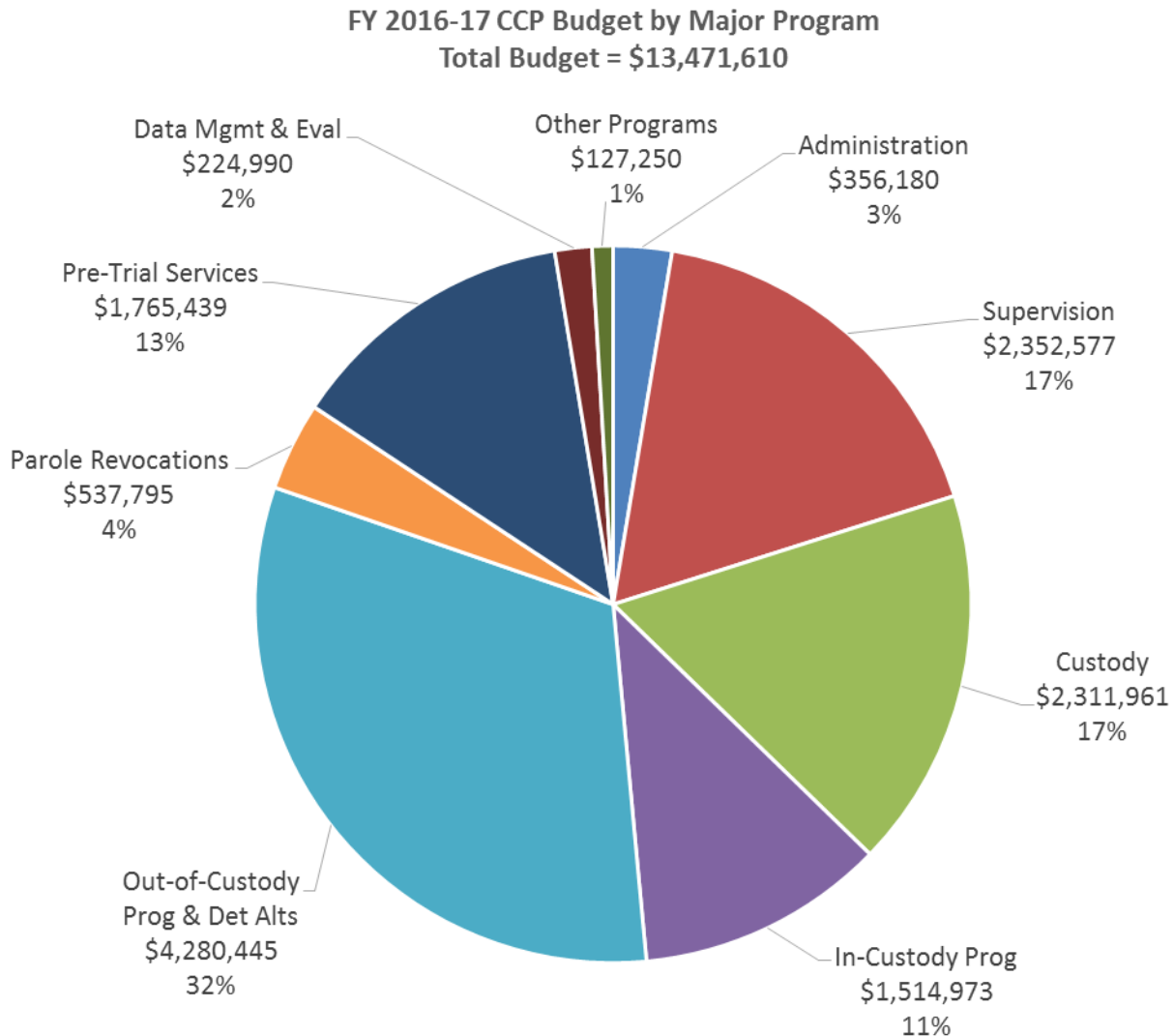


Figure 6.1: FY 2016-17 CCP Budget by Major Program

1) Administration - \$356,180 (3% of total budget)

- Description: Administrative, budgetary, and analytical support to the CCP.
- Continuing Efforts: Probation Department Analyst, Sheriff Department Analyst, and Probation Business Systems Analyst.
- Continuing Effort Scope Changes: None.
- New Programs: None.

2) Community Supervision - \$2,352,577 (17% of total budget)

- Description: Supervision of realigned offenders in the local community.
- Continuing Efforts: Probation AB 109 Supervision Units, Offender Needs Fund, Family Justice Center rental costs, and Sheriff Detective.
- Continuing Effort Scope Changes: None.
- New Programs: None.

3) Custody - \$2,311,961 (17% of total budget)

- Description: Local jail accommodations for realigned inmates.
- Continuing Efforts: North County Detention Facility Jail Unit and Specialized Emergency Response Team training.
- Continuing Effort Scope Changes: None.
- New Programs: None.

4) In-Custody Programming - \$1,514,973 (11% of total budget)

- Description: Includes all rehabilitative programming for realigned and other jail inmates.
- Continuing Efforts: Jail Programs, Inmate Programs Sergeant, Starting Point, In-custody Mental Health Services, and PC 1370 Restoration Services.
- Continuing Effort Scope Changes: None.
- New Programs: None.

5) Out-of-Custody Programming and Detention Alternatives - \$4,280,445 (32% of total budget)

- Description: All programs and services that support realigned offenders under community supervision, such as mental health, substance use disorder treatment, evidence-based programming, employment training, and educational assistance. Also includes detention alternatives that allow Sonoma County to minimize use of traditional jail beds.
- Continuing Efforts: Day Reporting Center, SCOE GED Preparation and Testing, Transitional Housing, Community Mental Health Services, Domestic Violence Programming, Alcohol and Other Drug Substance Use Disorder Services, Substance Use Disorder Contracts, Employment and Eligibility Services, Human Services Contract Business Representative, and General Assistance subsidy.
- Continuing Effort Scope Changes: Budget decreased for substance use disorder services at the DRC.
- New Programs: None.

6) Parole Revocation Hearings - \$537,795 (4% of total budget)

- Description: Staff needed to handle additional workload created by transferring the parole revocation hearings process from the State Board of Parole Hearings to local courts.

- Continuing Efforts: DA Parole Revocation Hearings Case Prosecution, DA Parole Revocation Legal Processor, Public Defender Parole Revocation Hearings Investigator, and PD Parole Investigations Attorney.
- Continuing Effort Scope Changes: None.
- New Programs: None.

7) Pre-Trial Services - \$1,765,439 (13% of total budget)

- Description: Provides universal front-end screening for all persons booked into jail, supports jail management, provides community supervision for defendants awaiting trial, reduces pre-trial failure, and facilitates efficient case processing.
- Continuing Efforts: Pre-Trial Services.
- Continuing Effort Scope Changes: None.
- New Programs: Administrative Aide.

8) Data Management - \$224,990 (2% of total budget)

- Description: Services to capture, analyze, and report data pertaining to AB 109 offenders.
- Continuing Efforts: Programming Support.
- Continuing Effort Scope Changes: None.
- New Programs: None.

9) Other Programs - \$127,250 (1% of total budget)

- Description: Services that either support the CCP's planning efforts or address needs of partner agencies impacted by Realignment.
- Continuing Efforts: Legal Support, Data Evaluation and Analysis Consultant, and "1368" Competency Assessments.
- Continuing Effort Scope Changes: Budget increased for PC 1368 Competency Assessments.
- New Programs: None.

7 FY 2016-17 REALIGNMENT PROGRAM DESCRIPTIONS AND BUDGETS

This chapter reviews the programs and services that comprise the CCP’s recommended FY 2016-17 budget for public safety realignment. The key programs for FY 2016-17 are grouped into the nine major categories described in Table 7.1, which also includes the CCP’s recommended budget and document section references.

Table 7.1: Budget Summary by Major Program

Section	Major Program Description	County FTEs	FY 16-17 Amount
8.1	Administration	2.5	\$356,180
8.2	Supervision	14.0	\$2,352,577
8.3	Custody	10.0	\$2,311,961
8.4	In-Custody Prog	6.1	\$1,514,973
8.5	Out-of-Custody Prog & Det Alts	17.6	\$4,280,445
8.6	Parole Revocations	3.5	\$537,795
8.7	Pre-Trial Services	10.0	\$1,765,439
8.8	Data Mgmt & Eval	0.0	\$224,990
8.9	Other Programs	0.0	\$127,250
Total Major Programs		63.7	\$13,471,610

Note: Exhibits B and C to this report provide alternate views (by Major Program and by Department) of the budget summarized below.

7.1 Administration

The Administration major program area includes administrative, budgetary, and analytical support to the CCP for Realignment. Table 7.2 summarizes the CCP’s recommended budget for Administration, and the following sub-sections provide supporting information for each program.

Table 7.2: Administration Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.1.1	Probation	Department Analyst (Prob)	1.00	\$135,720
8.1.2	Probation	Business Systems Analyst	0.50	\$72,369
8.1.3	Sheriff	Department Analyst (SO)	1.00	\$148,091
Administration Total			2.50	\$356,180

7.1.1 Department Analyst (Probation)

7.1.1.1 Program Overview: The Probation Department Analyst provides administrative and analytical support to the CCP as follows: prepares budget documents and coordinates budget development; drafts and administers requests for proposals, contracts, and memoranda of understanding; and produces this Plan and other data and written reports for internal and external stakeholders.

7.1.1.2 FY 2016-17 Plan: No change from prior year.

7.1.1.3 FY 2016-17 Budget: \$135,720 to fund 1.0 FTE Department Analyst.

7.1.2 Business Systems Analyst

7.1.2.1 Program Overview: The Business Systems Analyst identifies and implements information technology solutions needed to support Probation’s evidence-based practices initiatives, increases efficiency of offender case management practices, and creates data analyses and reports. The position analyzes current and future probation processes, needs, and problems in relation to information technology; works with business users to determine business specifications for information technology solutions; evaluates business processes related to adaptation of technology; works with the Information Systems Department to recommend hardware and software applications; plans, prioritizes, budgets, and reviews resources surrounding technology development and acquisition; and conducts end-user testing of systems.

7.1.2.2 FY 2016-17 Plan: No change from prior year.

7.1.2.3 FY 2016-17 Budget: \$72,369 to fund 0.5 FTE Business Systems Analyst. (General Fund contributions fund the other half of this full-time position.)

7.1.3 Department Analyst (Sheriff)

7.1.3.1 Program Overview: The Sheriff's Office Department Analyst performs fiscal management, contract management, reporting activities, analysis of the Sheriff's AB 109 programs and services, and compilation of statistical data to analyze the impact of Realignment on detention operations and resources.

7.1.3.2 FY 2016-17 Plan: No change from prior year.

7.1.3.3 FY 2016-17 Budget: \$148,091 to fund 1.0 FTE Department Analyst.

7.2 Community Supervision

The Community Supervision major program area includes all programs and services that involve monitoring out-of-custody realigned offenders in the local community. Table 7.3 summarizes the CCP’s recommended budget for the Community Supervision program category, and the following sub-sections provide supporting information for each program.

Table 7.3: Community Supervision Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.2.1	Probation	AB 109 Supervision Unit	13.00	\$2,087,850
8.2.1	Probation	Family Justice Center Rent	0.00	\$17,000
8.2.1	Sheriff	Detective	1.00	\$245,727
8.2.2	Probation	Offender Needs Fund	0.00	\$2,000
Community Supervision Total			14.00	\$2,352,577

7.2.1 AB 109 Supervision Units

7.2.1.1 Program Overview: In collaboration with the Sheriff’s Office, Probation supervises the PRCS and MS populations. A Sheriff’s Detective, co-located at the Adult Probation office, provides dedicated support to Probation’s intensive supervision unit. AB 109 funding supports the Sheriff’s Detective and all Probation Officers in this intensive supervision unit.

7.2.1.2 FY 2016-17 Plan: No change from prior year. Based on Probation’s latest AB 109 offender population projections, the department anticipates the current staffing level will be sufficient to maintain a 1:35 officer-to-offender caseload ratio. An additional Probation Officer III position may be necessary (subject to CCP and Board approval) to maintain this caseload ratio, should the actual influx of AB 109 offenders exceed estimates.

7.2.1.3 FY 2016-17 Budget: Probation’s budget of \$2,087,850 will fund the following 13.0 FTE positions: 2.0 FTE Probation Officer IV (supervisors), 9.0 FTE Probation Officer III, 1.0 FTE Probation Officer II, and 1.0 FTE Legal Processor. If the AB 109 supervision population exceeds the threshold of 350 active offenders for an extended period of time during FY 2016-17, Probation may request additional funds from the CCP for a 1.0 FTE Probation Officer III. The estimated budget includes training, vehicles, communications, office supplies, and other related administrative expenses. Probation’s budget also includes \$17,000 to cover lease costs for Probation’s use of the Family Justice Center facility. The Sheriff’s budget of \$245,727 funds 1.0 FTE Deputy Sheriff II Detective, plus overtime, vehicle, and cell phone.

7.2.2 AB 109 Offender Needs Fund

7.2.2.1 Program Overview: Petty cash fund used to help PRCS and MS offenders buy miscellaneous items, such as identification cards, birth certificates, and medications. There is an ongoing need for smaller amounts of money to pay for items, which are

essential stabilizing factors for these offenders. The Offender Needs Fund will be administered by Probation as a petty cash fund under direct control of both the Adult Division Director and Accounting.

7.2.2.2 FY 2016-17 Plan: No change from prior year.

7.2.2.3 FY 2016-17 Budget: \$2,000 petty cash fund.

7.3 Custody

The Custody major program area includes all programs and services needed to house realigned inmates in the local jail. Table 7.4 summarizes the CCP’s recommended budget for the Custody program category, and the following sub-sections provide supporting information for each program.

Table 7.4: Custody Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.3.1	Sheriff	Jail Unit 1	8.00	\$1,690,373
8.3.1	Sheriff	Jail Unit 2	0.00	\$300,000
8.3.2	Sheriff	SERT Training	0.00	\$23,216
8.3.3	Sheriff	Senior Legal Processor	1.00	\$105,748
8.3.4	Sheriff	Inmate Transportation Deputy	1.00	\$192,624
Custody Total			10.00	\$2,311,961

7.3.1 Jail Unit

7.3.1.1 Program Overview: The Sheriff’s Office re-opened one additional jail unit at the North County Detention Facility (NCDF) in March 2012 to accommodate the influx of realigned inmates. The unit will remain open through FY 2016-17. In addition to the PC 1170(h) inmate population, state parolees also serve their revocation periods (up to 180 days) in county detention facilities. Prior to Realignment, inmates in local custody on parole violations were sent to state prison within a week to serve any revocation sentence. There were an average of 248 realigned offenders in county detention facilities during the first half of FY 2015-16. The overall cost of housing these 248 inmates at an estimated daily rate of \$161.30 per bed is \$14,600,876 per year.

7.3.1.2 FY 2016-17 Plan: The original approved FY 2015-16 budget included \$300,000 in contingency funding for a second jail unit to be used if jail capacity were to become strained. Ultimately, this additional unit was needed, and a mid-year adjustment added \$300,000 in funding for this purpose. As the CCP expects that this unit will continue to be open during at least part of FY 2016-17, funds to operate it are included in the recommended budget. The unit is staffed by one Correctional Deputy 24 hours a day on overtime.

7.3.1.3 FY 2016-17 Budget: \$1,690,373 to fund the following 8.0 FTE positions, plus overtime, meals, inmate clothing, and household supplies necessary to operate one NCDF jail unit: 4.0 FTE Correctional Deputy, 2.0 FTE Legal Processor, 1.0 FTE Detention Assistant, and 1.0 FTE Cook.

7.3.2 Specialized Emergency Response Team Training

7.3.2.1 Program Overview: The Sonoma County Sheriff's Specialized Emergency Response Team (SERT) is responsible for high-risk emergency response within the jail facilities, which

includes incidents involving armed inmates, cell extractions, major inmate disturbances, high security searches, escape attempts, riots, and hostage incidents. The team is specifically trained in current emergency response techniques and tactics, including use of specialized equipment, to resolve jail emergencies and maintain the safety and security of the facility, staff, inmates, and the public. The SERT team trains monthly to keep updated on these tactics. All of the high-risk emergency responses conducted by SERT were resolved without injury to staff or inmates during 2015.

7.3.2.2 FY 2016-17 Plan: No change from prior year.

7.3.2.3 FY 2016-17 Budget: \$23,216 to fund training, equipment, and premium pay for new members.

7.3.3 Senior Legal Processor

7.3.3.1 Program Overview: The Senior Legal Processor reviews release paperwork for AB 109 inmates. Calculating release dates takes about four times longer for PC 1170(h) cases than for non-PC 1170(h) cases because of additional factors that need to be considered in the calculations.

7.3.3.2 FY 2016-17 Plan: No change from prior year.

7.3.3.3 FY 2016-17 Budget: \$105,748 to fund 1.0 FTE Senior Legal Processor.

7.3.4 Inmate Transportation Deputy

7.3.4.1 Program Overview: The Inmate Transportation Deputy transports inmates to Alameda County detention facilities to increase capacity at Sonoma County detention facilities; transports inmates from detention facilities to medical care facilities for reasons such as emergency room visits, specialized treatments, and oral and medical surgeries; and performs extraditions resulting from PRCS warrants. The total average additional transportation time because of AB 109 is 41 hours per week.

7.3.4.2 FY 2016-17 Plan: No change from prior year.

7.3.4.3 FY 2016-17 Budget: \$192,624 to fund 1.0 FTE Inmate Transportation Deputy.

7.4 In-Custody Programming

The In-Custody Programming major program area includes all programs and services that provide rehabilitation for jail inmates. Table 7.5 summarizes the CCP’s recommended budget for this major program category, and the following sub-sections provide supporting information for each program.

Table 7.5: In-Custody Programming Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.4.1	Sheriff	Program Sergeant	1.00	\$186,499
8.4.2	Sheriff	Jail Programs	0.00	\$142,564
8.4.3	Health	Starting Point SUD Services	1.45	\$242,603
8.4.4	Health	In-Custody Mental Health	1.80	\$455,680
8.4.5	Health	"1370" Restoration Services	1.85	\$487,627
In-Custody Programming Total			6.10	\$1,514,973

7.4.1 Inmate Program Sergeant

7.4.1.1 Program Overview: The Inmate Program Sergeant is tasked with providing educational opportunities, rehabilitative programming, job skills training, and the delivery of faith-based support to thousands of inmates on an annual basis. The Program Sergeant collaborates with local non-profit and faith-based organizations to achieve maximum volunteer instruction and support, supplemented by contractual agreements with many of the same organizations to achieve increased access and dosage.

7.4.1.2 FY 2016-17 Plan: No change from the prior year.

7.4.1.3 FY 2016-17 Budget: \$186,499 to fund 1.0 FTE Correctional Sergeant.

7.4.2 Jail Programs

7.4.2.1 Program Overview: The Sheriff’s Office is committed to the development and delivery of evidence-based in-custody programs and services for inmates to reduce recidivism. Contracted services include job and life skills, parenting classes, anger management, adult academic education, and cognitive behavioral skills therapy. During 2015, 1,838 inmates attended inmate programs, 221 of whom were AB 109 inmates. In 2016, milestone incentives under Penal Code 4019 have been implemented to increase AB 109 inmate participation in inmate programs. In an effort to increase AB 109 inmate access to in-custody programs, an electronic tablet-based educational platform with secure connectivity will be implemented in FY 2016-17. The platform will also serve to collect data for evaluation and decision-making purposes.

7.4.2.2 FY 2016-17 Plan: No change from prior year.

7.4.2.3 FY 2016-17 Budget: \$142,564 to fund the jail programs contracts.

7.4.3 Starting Point Substance Use Disorder Services

7.4.3.1 Program Overview: Starting Point provides a means for incarcerated offenders to initiate drug and alcohol treatment. Behavioral Health counselors provide substance use disorder services in the jail to substance abusing inmates. The program offers relapse prevention, anger management, life skills instruction, as well as a cognitive program designed to reduce criminal thinking, enabling participants to identify their destructive lifestyle, patterns of drug abuse, and criminal behavior. Evidence-based practices and other cognitive behavioral techniques are key components of the curriculum.

7.4.3.2 FY 2016-17 Plan: No change from prior year.

7.4.3.3 FY 2016-17 Budget: \$242,603 to fund 1.00 FTE Behavioral Health Clinician and 0.45 FTE AODS Counselor, staff training, and purchase of instructional materials and supplies.

7.4.4 In-Custody Mental Health Services

7.4.4.1 Program Overview: The Department of Health Services provides mental health staff and services for realigned inmates in the jail. Mental Health staff may assess any PC 1170(h) inmates who appear to need behavioral health services. Assessed PC 1170(h) inmates may subsequently be referred for medication evaluations. Inmates found to have alcohol and other drug services or mental health needs are referred to follow-up services. Upon release from custody, the PC 1170(h) inmates who require follow-up services are referred to the embedded Probation team or appropriate treatment provider referrals.

7.4.4.2 FY 2016-17 Plan: No change from prior year.

7.4.4.3 FY 2016-17 Budget: \$455,680 to fund medications, services, supplies, and the following 1.80 FTE positions for 12 months: 0.50 FTE Marriage Family Therapist, 0.30 FTE Psychiatrist, and 1.00 FTE Eligibility Worker.

7.4.5 Penal Code 1370 Restoration Services

7.4.5.1 Program Overview: Penal Code 1370 states that defendants found mentally incompetent shall have their trial or judgment suspended until they become mentally competent. If the defendant is found mentally competent, the criminal process shall resume, the trial on the offense charged shall proceed, and judgment may be pronounced. The PC 1370 team provides evidence-based interventions designed to restore defendants to competency so that they can participate in the legal process and have their cases adjudicated, thus reducing time spent in custody. Mental health staff assigned to this program report the statuses of the restoration processes to the court, as required by law. The PC 1370 team intensively case manages and engages this high-risk population in treatment services while in custody

and makes referrals to the appropriate out-of-custody mental health services when cases are resolved. Individuals who are not restored typically have their charges dropped with a resulting referral into services.

7.4.5.2 FY 2016-17 Plan: No change from prior year.

7.4.5.3 FY 2016-17 Budget: \$487,627 to fund the following 1.85 FTE positions: 1.50 FTE Marriage Family Therapist, 0.10 FTE Psychiatric Registered Nurse, and 0.25 FTE Psychiatrist.

7.5 Out-of-Custody Programming and Detention Alternatives

The Out-of-Custody Programming and Detention Alternatives major program area includes evidence-based programs and services that support realigned offenders under community supervision, such as substance use disorder treatment, employment training, and educational assistance. This category also includes detention alternatives that allow Sonoma County to minimize use of traditional jail beds. Table 7.6 summarizes the CCP’s recommended budget for this major program, and the following sub-sections provide supporting information for each program.

Table 7.6: Out-of-Custody Programming and Detention Alternatives Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.5.1	Probation	Probation-Operated DRC	10.00	\$1,788,684
8.5.2	Probation	DRC Restorative Re-Entry Program	0.00	\$35,000
8.5.3	Probation	SCOE GED Preparation and Testing	0.00	\$49,827
8.5.4	Probation	Transitional Housing	0.00	\$298,275
8.5.5	Probation	Domestic Violence Programming	0.00	\$7,000
8.5.6	Probation	Supervised Adult Crew	0.00	\$200,000
8.5.7	Probation	Electronic Monitoring - Contract	0.00	\$160,000
8.5.7	Sheriff	Electronic Monitoring - Staff	2.00	\$384,538
8.5.8	Health	Community Mental Health Services	1.60	\$250,022
8.5.9	Health	AODS SUD Services	1.00	\$169,552
8.5.10	Health	Outpatient SUD at DRC	0.00	\$45,850
8.5.10	Health	SUD Contract Services	0.00	\$261,442
8.5.11	Human Services	Employment and Eligibility Services	2.00	\$248,854
8.5.12	Human Services	Business Rep (Contract)	0.00	\$50,000
8.5.13	Human Services	General Assistance Subsidy	0.00	\$70,000
8.5.14	Probation	DUI Court - PO Support	1.00	\$153,469
8.5.14	Superior Court	DUI Court - Admin	0.00	\$47,932
8.5.15	Probation	Young Adult Restorative Justice	0.00	\$60,000
Programming & Detention Alternatives Total			17.60	\$4,280,445

7.5.1 Day Reporting Center

7.5.1.1 Program Overview: Serving as the central point of evidence-based programming and structure for PRCS, MS, and felony probationers, the Day Reporting Center (DRC) provides a detention alternative to traditional incarceration for adult offenders who meet the program criteria. The Probation Department collaborates with the Sheriff’s Office, the Department of Health Services, the Human Services Department, and the Sonoma County Office of Education to provide seamless, offender-engaged reentry service coordination that begins in custody, continues through supervision, and transitions the offender to ongoing community-based supports and services when supervision ends. Services include cognitive behavioral intervention programs, life skills, vocational skills, and substance abuse treatment. Case coordination within the center is led by each offender’s Probation Officer in collaboration with service partners. The Probation Department staffs the center along with embedded staff from system partners and contractors who provide services such as substance abuse

treatment and restorative justice. As of May 2016, the DRC is operating at full capacity, serving between 150 and 160 participants.

7.5.1.2 FY 2016-17 Plan: No change from prior year.

7.5.1.3 FY 2016-17 Budget: \$1,788,684 to fund the following 10.0 FTE positions: 1.0 FTE Probation Officer IV (supervisor), 2.0 FTE Probation Officer III, 4.0 Probation Officer II, 1.0 FTE Administrative Aide, and 2.0 FTE Probation Assistant. This funding also covers facility rent, utilities, maintenance, and all services and supplies.

7.5.2 Restorative Reentry Program - Circles of Support

7.5.2.1 Program Overview: Research shows those returning to the community following incarceration have a better chance of successful reintegration when they have strong connections with family and positive community members and a solid reentry plan. The restorative reentry program provides an opportunity for accomplishing reunification and reconciliation with family, connection with positive community members, and development of a detailed reentry plan addressing all aspects of the participant's new life. The program brings together the incarcerated person with his or her family members and trained community support people to participate in a restorative justice dialogue, which focuses on accountability, reconciliation, achieving goals, and community reintegration. The family and community volunteers form a circle of support and accountability to support and hold the participant accountable to the reentry plan.

7.5.2.2 FY 2016-17 Plan: No change from the prior year.

7.5.2.3 FY 2016-17 Budget: \$35,000 for Restorative Resources to operate a re-entry pilot program.

7.5.3 SCOE GED Preparation and Testing Services

7.5.3.1 Program Overview: The Sonoma County Office of Education stations an Educational Coordinator at the DRC to provide tutoring, preparation, and testing for the General Equivalency Diploma.

7.5.3.2 FY 2016-17 Plan: No change from the prior year.

7.5.3.3 FY 2016-17 Budget: \$49,827 to fund an Educational Coordinator and administrative costs.

7.5.4 Transitional Housing

7.5.4.1 Program Overview: Probation contracts with Inter-Faith Shelter Network (IFSN) to provide transitional residential services to homeless offenders who meet the program criteria. AB 109 transitional housing program participants are those who

would otherwise be living marginally in the community with little or no support and who are at increased risk to recidivate without the support of transitional housing. IFSN provides 20 beds dedicated for referrals from Probation and 10 beds that Probation can secure on an as-needed basis. In addition to maintaining a sober living environment, IFSN also coordinates with Probation to provide services such as permanent housing search and placement assistance, assistance with enrollment in health care and CalFresh, employment preparation and job search assistance, referral to credit counseling services, assistance with advancing education or earning a GED, individual counseling, group counseling focused on cognitive-behavioral skill development, referral to substance abuse recovery programs, and drug and alcohol testing. Services are tailored to each offender's needs. The over-arching goal of the program is to reduce recidivism and enhance public safety by providing a secure, sober living environment for offenders.

7.5.4.2 FY 2016-17 Plan: No change from the prior year.

7.5.4.3 FY 2016-17 Budget: \$298,275 to cover contract costs.

7.5.5 Domestic Violence 52-Week Course

7.5.5.1 Program Overview: The Probation Department will contract with certified local providers of mandated 52-week domestic violence programs to allow indigent offenders who pose a current safety risk to start counseling services. Offenders will be required to make a small co-payment, and funding will cover the first four months of the program.

7.5.5.2 FY 2016-17 Plan: No change from prior year.

7.5.5.3 FY 2016-17 Budget: \$7,000 to fund contract costs, which will provide scholarship assistance for up to 12 individuals.

7.5.6 Supervised Adult Crew

7.5.6.1 Program Overview: The Supervised Adult Crew (SAC) program allows Probation Work Release offenders to satisfy their 90-day or less jail sentences by working on SAC's crews in lieu of jail, completing community construction projects. Each day on a SAC crew counts as one day of jail time served. Offenders are screened by Probation Work Release staff, and scheduled to work on SAC crews during their days off from employment. In addition to work release offenders, SAC crews include select, low-risk in-custody offenders who have been prescreened for public safety concerns and adult probationers as a non-custody sanction for poor compliance with terms and conditions of probation.

7.5.6.2 FY 2016-17 Plan: No change from prior year.

7.5.6.3 FY 2016-17 Budget: \$200,000 to fund approximately 10% of the total annual SAC budget.

7.5.7 Electronic Monitoring Program

7.5.7.1 Program Overview: Electronic monitoring of offenders in the community is a critical tool for law enforcement to increase public safety, and it provides a cost-effective detention alternative for Sonoma County to manage its jail population. The Electronic Monitoring Program (EMP) is jointly administered by the Sheriff's Office and Probation Department. It contains both offender-funded and agency-funded program components. Both program components involve electronic monitoring of offenders on radio frequency, alcohol monitoring, and GPS devices. The Sheriff's offender-funded program serves low-risk offenders and is run by BI Incorporated at no cost to Sonoma County. AB 109 Realignment funds cover Probation's agency-funded populations, including individuals classified as PRCS, MS, Work Furlough, and Pre-Trial. The Correctional Sergeant and Correctional Deputy assigned to the Sheriff's EMP perform the following functions: reviewing jail population for EMP candidates; reviewing all out-of-custody defendants sentenced with stay dates for eligibility and contacting them regarding EMP; processing applications for the program; identifying program requirements for each participant, to include type of equipment, restrictions, schedules, and referrals to community-based rehabilitative programming; reviewing and responding to program violations; and serving as liaisons with contracted providers, Probation, and the courts.

During 2015, the Sheriff's Office placed 315 individuals on the offender-funded EMP, 307 or 97.5% of whom completed their sentence with no new misdemeanor or felony arrests and no failures to appear in court. The program reduced jail bed use by 8,756 days.

7.5.7.2 FY 2016-17 Plan: No change from prior year.

7.5.7.3 FY 2016-17 Budget: A combined budget of \$544,538 funds both Probation and Sheriff EMP components. The Sheriff's budget of \$384,538 covers the 2.0 FTEs assigned to administer the Electronic Monitoring Program: 1.0 FTE Correctional Sergeant and 1.0 FTE Correctional Deputy, plus overtime, cell phones, equipment, and supplies. Probation's budget of \$160,000 covers costs for BI Incorporated to operate the agency-funded program.

7.5.8 Community Mental Health Services

7.5.8.1 Program Overview: The following 1.60 FTE Behavioral Health employees are embedded at Probation's Adult Division office: 1.00 FTE Licensed Clinical Social Worker or Marriage Family Therapist, 0.50 FTE Eligibility Worker, and 0.10 FTE Psychiatrist. The Marriage Family Therapist conducts mental health assessments for individuals referred by Probation staff and subsequently refers individuals to appropriate services. The Eligibility Worker assesses individuals who need mental

health services to determine their eligibility for benefits (e.g., Medi-Cal, County Medical Services Program, Social Security Insurance, CalFresh, and related programs). The Psychiatrist assesses each individual's need for medications and develops an initial medication service plan. Embedding these services in Probation creates system efficiencies, improves inter-departmental communication, and enhances offenders' access to needed services.

7.5.8.2 FY 2016-17 Plan: No change from prior year.

7.5.8.3 FY 2016-17 Budget: \$250,022 to fund Behavioral Health staff.

7.5.9 Community Substance Use Disorder Services

7.5.9.1 Program Overview: The Department of Health Services assigns a Substance Use Disorder (SUD) Specialist to work at the Probation office to assist with the assessment, referral, and case management of substance-abusing realigned offenders.

7.5.9.2 FY 2016-17 Plan: No change from prior year.

7.5.9.3 FY 2016-17 Budget: \$169,552 to fund 1.0 FTE SUD Specialist.

7.5.10 Substance Use Disorder Contract Services

7.5.10.1 Program Overview: The Department of Health Services contracts with local providers for residential, outpatient, and narcotic treatment services for substance-abusing AB 109 offenders. The funding provides access to a continuum of care for the AB 109 offenders that includes residential and outpatient services. The program approach is to assess and refer offenders to an existing network of substance use disorder providers. Clients are referred to the appropriate service component based upon clinical assessment.

The DRC outpatient program will be modeled after outpatient Drug Medi-Cal (DMC) programs currently run by the Drug Abuse Alternatives Center and California Human Development, two community-based organizations with which Health Services currently holds contracts. Health Services and Probation originally expected to open an RFP for a provider in FY 2015-16; due to delays in determining how the program would be structured, this process will now occur in FY 2016-17. As a requirement of the RFP, the provider will be DMC-certified and will assist in the process of certifying the DRC as a DMC satellite site. Once DMC certification is complete, the CCP expects that Federal Financial Participation will fund a large portion of program costs, with the CCP funding only the local match portion.

7.5.10.2 FY 2016-17 Plan: No change from prior year.

7.5.10.3 FY 2016-17 Budget: \$353,142 to cover contract costs, which includes \$261,442 for SUD contract services and \$45,850 to cover contract costs for outpatient services at the DRC. The recommended outpatient services budget is one-half that of FY 2015-16, which assumes that the DRC will become DMC-certified in FY 2016-17.

7.5.11 Employment and Eligibility Services

7.5.11.1 Program Overview: The Human Services Department staffs an Employment and Training Coordinator to provide a single point of contact for Job Link services to work with AB 109 offenders. This position will work in the DRC for ease of client accessibility, in collaboration with Probation, the Department of Health Services, residential and outpatient services, and other partner agencies. The Coordinator provides vocational plans for clients and coordinates training (paid for by Job Link), as appropriate. An Eligibility Worker II assigned to the program coordinates economic assistance by receiving eligibility applications from the Department of Health Services to ensure fast processing. The Eligibility Worker takes additional applications and determines eligibility for Medi-Cal, County Medical Services Program, CalFresh, and General Assistance, and subsequently makes appropriate referrals.

7.5.11.2 FY 2016-17 Plan: No change from prior year.

7.5.11.3 FY 2016-17 Budget: \$248,854 to fund 1.0 FTE Employment and Training Coordinator and 1.0 FTE Eligibility Worker II.

7.5.12 Business Representative

7.5.12.1 Program Overview: Through an existing contract with Goodwill Industries of the Redwood Empire, a Business Representative meets with local employers to identify appropriate jobs for the AB 109 population. The Business Representative collaborates with the Employment and Training Coordinator referenced in subsection 7.5.11.

7.5.12.2 FY 2016-17 Plan: No change from prior year.

7.5.12.3 FY 2016-17 Budget: \$50,000 to fund contract costs.

7.5.13 General Assistance

7.5.13.1 Program Overview: The Human Services Department provides General Assistance (GA) benefits to qualifying individuals. Human Services is reimbursed funding from GA (as GA is otherwise funded primarily through the County General Fund) expended on behalf of AB 109 offenders during their term of active community supervision.

7.5.13.2 FY 2016-17 Plan: No change from prior year.

7.5.13.3 FY 2016-17 Budget: \$70,000 to fund program costs.

7.5.14 DUI Treatment Court

7.5.14.1 Program Overview: The Sonoma County Superior Court administers the multi-agency collaborative DUI Treatment Court program, which includes enhanced alcohol monitoring through continuous alcohol monitoring devices, weekly judicial reviews, intensive supervision by a Probation Officer, and targeted alcohol treatment services from contracted providers. The DUI Treatment Court targets offenders with one or two prior convictions and first-time offenders who exhibit high-risk behaviors. An established interdisciplinary team comprising court staff, local treatment providers, probation professionals, representatives of the District Attorney and Public Defender offices, County treatment experts, and judicial officers administer the program. The DUI Treatment Court provides a closely supervised treatment model, which employs a four-phase, graduated treatment program including counseling, drug testing, incentives, and sanctions. The participants are monitored by a judicial officer and supervised by a Probation Officer and a Behavioral Health Coordinator. A court Management Analyst conducts statistical tracking of the program.

Contracted treatment providers provide day-to-day treatment of DUI Court participants. Offenders participating in the program are required to attend regular group and individual counseling sessions, self-help meetings, and the county Drunk Driver Program and are subject to regular random drug and alcohol testing. Participants' treatment and testing compliance is monitored by a Behavioral Health Coordinator. The program affords the judge control to require specific sanctions and conditions of probation. The Probation Officer links clients to county services, monitors their compliance with conditions of probation, helps them set realistic life goals, and provides structure and guidance to increase the likelihood of success. The Probation Officer also conducts random alcohol testing and can arrest an individual who needs to be remanded to jail.

7.5.14.2 FY 2016-17 Plan: No change from prior year.

7.5.14.3 FY 2016-17 Budget: \$201,401 to fund 1.0 FTE Probation Officer III (\$153,469) and Court administration costs (\$47,932). The Department of Health Services will oversee all treatment provider contracts. By leveraging federal funding opportunities, the contracts will operate at no cost to the CCP.

7.5.15 Young Adult Restorative Justice

7.5.15.1 Program Overview: This program provides restorative conferencing as an alternative to incarceration for young adults (usually between 18 and 25 years old). In restorative conferencing, offenders take responsibility for their choices, explore how these choices affected others, and commit to actions that will make amends to

victims and help prevent future offending. As part of the process, offenders develop formal written plans to accomplish these goals. Courts provide incentives for successfully completing the plans, most commonly, offering to drop jail sentences. Referrals will be made through Sonoma Superior Court by an agreement among the Defense Attorney, District Attorney, and Superior Court Judge.

7.5.15.2 FY 2016-17 Plan: No change from prior year.

7.5.15.3 FY 2016-17 Budget: \$60,000 will fund case and volunteer management for up to 100 offenders.

7.6 Parole Revocation Hearings

After passage of AB 109, the State Board of Parole Hearings initially retained responsibility for parole revocation hearings; however, that changed on July 1, 2013, at which time the parole revocation process became a local court-based process. The Sonoma County Superior Court is now the designated authority for determining revocations. Under this arrangement, only offenders previously sentenced to a term of life can be revoked to state prison instead of local jail. The Board of Parole Hearings continues to conduct the following types of hearings: parole consideration for lifers, medical parole hearings, mentally disordered offender cases, and sexually violent predator cases. The Parole Revocation Hearings major program area includes all programs and services needed to address the additional workload. Table 7.7 summarizes the CCP’s recommended budget for this major program, and the following sub-sections provide supporting information for each program.

Table 7.7: Parole Revocation Hearings Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.6.1	District Attorney	Case Prosecution	1.00	\$228,769
8.6.2	District Attorney	Legal Processor	1.00	\$99,375
8.6.3	Public Defender	Attorney	1.00	\$152,297
8.6.4	Public Defender	Investigator	0.50	\$57,354
Parole Revocation Hearings Total			3.50	\$537,795

7.6.1 District Attorney - Parole Revocation Hearings Case Prosecution

7.6.1.1 Program Overview: Funds a Deputy District Attorney to handle the prosecution of parole and PRCS cases that are referred to the District Attorney’s Office.

7.6.1.2 FY 2016-17 Plan: No change from prior year.

7.6.1.3 FY 2016-17 Budget: \$228,769 to fund 1.0 FTE Deputy District Attorney IV.

7.6.2 District Attorney – Legal Processor

7.6.2.1 Program Overview: Funds a Legal Processor to handle the administration of parole and PRCS cases that are referred to the District Attorney’s Office.

7.6.2.2 FY 2016-17 Plan: No change from prior year.

7.6.2.3 FY 2016-17 Budget: \$99,375 to fund 1.0 FTE Legal Processor II.

7.6.3 Public Defender - Parole Revocation Hearings Attorney

7.6.3.1 Program Overview: The Parole Revocation Attorney (PRA) represents individuals facing parole revocations. The PRA reviews revocation petitions, reports, and criminal histories of parolees upon receipt of the petition and discovery and conducts in-depth interviews with clients in jail. The PRA creates the investigation plan and

legal research when appropriate, discusses cases with Parole Officers, seeks counseling alternatives for clients, conducts plea bargain negotiations with the District Attorney's Office, appears in trial courts when cases are set for motions or hearings, and conducts violation of parole hearings. In addition, the PRA maintains statistics on the cases represented by the Public Defender.

7.6.3.2 FY 2016-17 Plan: No change from prior year.

7.6.3.3 FY 2016-17 Budget: \$152,297 to fund 1.0 FTE Public Defender Attorney (Extra Help).

7.6.4 Public Defender – Parole Revocation Hearings Investigator

7.6.4.1 Program Overview: The Parole Revocation Hearings Investigator (PRHI) conducts in-house and field investigations related to parolees, PRCS clients, and MS clients. The PRHI's duties include review of records, conducting witness interviews, providing Spanish translation assistance, issuing subpoenas, retrieving medical documents, releasing client information, and retrieving investigative information at the request of an attorney.

7.6.4.2 FY 2016-17 Plan: No change from prior year.

7.6.4.3 FY 2016-17 Budget: \$57,354 to fund 0.5 FTE Investigator.

7.7 Pre-Trial Services

Sonoma County’s 2015 Criminal Justice Master Plan Update highlights Pre-Trial Services as a key recommendation. Table 7.8 summarizes the CCP’s recommended budget for Pre-Trial Services, and the following sub-sections provide supporting information for each program.

Table 7.8: Pre-Trial Services Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.7.1	Probation	Pre-Trial - Consultant	0.00	\$10,000
8.7.1	Probation	Pre-Trial - Electronic Monitoring	0.00	\$160,000
8.7.1	Probation	Pre-Trial Supervision	5.00	\$722,382
8.7.1	Sheriff	Assessment Staff	4.00	\$751,500
8.7.2	Probation	Administrative Aide	1.00	\$121,557
Pre-Trial Services Total			10.00	\$1,765,439

7.7.1 Pre-Trial Services

7.7.1.1 Program Overview: The risk-based pre-trial program allows the Sonoma County Superior Court to release defendants from custody under the desired level of supervision, which may include electronic monitoring. Pre-trial electronic monitoring is similar in scope to the Probation electronic monitoring program described previously, except that it serves defendants rather than convicted offenders. The Superior Court and CCP jointly developed this program to mitigate defendants’ risk to public safety and the risk of failing to appear in court. By using a risk-based model, the pre-trial program reduces incarceration expenses while protecting the public and allowing defendants to continue productive, law-abiding activities while awaiting adjudication.

The Pre-Trial Services program provides universal front-end screening for all persons booked into jail, supports jail management, and facilitates efficient case processing. The program has two components: assessment, operated within the Sheriff’s Classification Unit in the Main Adult Detention Facility, and supervision, which the Probation Department will operate.

7.7.1.2 FY 2016-17 Plan: No change from prior year.

7.7.1.3 FY 2016-17 Budget: A combined budget of \$1,643,882 funds both Probation and Sheriff components, as well as contracts. The Sheriff’s budget of \$751,500 covers 4.0 FTE Correctional Deputies. Probation’s budget of \$722,382 covers 3.0 FTE Probation Officer III, 1.0 FTE Probation Officer II, and 1.0 FTE Senior Legal Processor. Probation’s budget also includes \$160,000 to cover electronic monitoring contract costs for the pre-trial population and \$10,000 to reimburse the consultant hired to facilitate program design and implementation.

7.7.2 Administrative Aide

7.7.2.1 Program Overview: This new position will perform the technical administrative work of the pre-trial and AB 109 programs, perform research for a variety of projects, and coordinate scheduling of pre-trial services with the Sheriff, Probation, and the electronic monitoring vendor. Specific duties will include the following: initial data entry for those eligible for pre-trial; entry of release information from the Sheriff and Probation; tracking and updating release information and SPRAT report results; compiling and distributing a monthly summary report; performing research to determine information such as charges filed, demographics and release types, and program outcomes such as failures to appear in court and new offenses; researching, entering, and compiling data regarding arrests, warrants, revocations, incarcerations, and completion statuses for the Post-Release Community Supervision (PRCS) and PC 1170(h) populations; and researching the effects of Proposition 47 on PRCS and PC 1170(h) populations.

7.7.2.2 FY 2016-17 Plan: Sonoma County's pre-trial services program commenced in February 2015 and has grown rapidly, with 674 defendants being placed into pre-trial supervision during the calendar year. The program promises to reduce the inmate population, allow lower-risk defendants to engage in productive law-abiding activities while awaiting adjudication, and create a more equitable justice system, all while protecting the public from further harm. However, measuring these outcomes and determining any changes needed in the program requires a level of data entry, analysis, and reporting that the current pre-trial staff is unable to fulfill. As a result, some data entry and reporting needs are going unfulfilled entirely while others are being met by sworn staff in the Sheriff's Office and Probation Department. This position will provide critical reporting functions more consistently and cost-effectively than is currently possible.

7.7.2.3 FY 2016-17 Budget: \$121,557 to fund 1.0 FTE Administrative Aide.

7.8 Data Management

The Data Management major program area includes programs and services that involve capturing, analyzing, and reporting data pertaining to AB 109 offenders. Table 7.9 summarizes the CCP’s recommended budget for the Data Management program, and the following sub-sections provide supporting information for each program.

Table 7.9: Data Management Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.8.1	ISD	Programming Support	0.00	\$124,990
8.8.2	Probation	AB 109 Evaluation Consultant	0.00	\$100,000
Data Management Total			0.00	\$224,990

7.8.1 Programming Support

7.8.1.1 Program Overview: This funding allocation supports the Information Systems Department’s (ISD) programming needs for the Integrated Justice System (IJS) that relates to capturing, measuring, and reporting information on AB 109 populations. ISD continues to streamline and implement new functionality in IJS to provide improved management and reporting of Realignment populations.

7.8.1.2 FY 2016-17 Plan: No change from prior year.

7.8.1.3 FY 2016-17 Budget: \$124,990 to fund programming time. Changes to ISD’s staffing allocation are not required.

7.8.2 Data Evaluation and Analysis Consultant

7.8.2.1 Program Overview: The CCP will contract with a consultant to establish a plan for evaluating and collecting appropriate data to determine the impact that Realignment populations have on county resources, as well as the outcomes of programs and services. Specifically, the consultant will evaluate how effective AB 109-funded programs are at achieving their outcomes; how well they are implemented; and how cost-effective the programs are. The consultant will collaborate with the CCP’s Data Management and Evaluation Subcommittee. As of May 2016, an RFP was open to locate an evaluation consultant. The CCP expects that a consultant will be recommended for Board of Supervisors’ approval in July 2016 and that work will commence shortly thereafter to develop a scalable evaluation plan.

7.8.2.2 FY 2016-17 Plan: No change from prior year.

7.8.2.3 FY 2016-17 Budget: \$100,000 to contract with a consultant.

7.9 Other Programs

The Other Programs budget funds legal support for the CCP and mental competency assessments for criminal defendants. Table 7.10 summarizes the CCP’s recommended budget for Other Programs, and the following sub-sections provide supporting information for each program.

Table 7.10: Other Programs Budget

Section	Department	Program Description	County FTE	FY 2016-17 Budget
8.9.1	County Counsel	Legal Support	0.00	\$50,000
8.9.2	Superior Court	"1368" Competency Assessments	0.00	\$77,250
Other Programs Total			0.00	\$127,250

7.9.1 Legal Support

7.9.1.1 Program Overview: County Counsel provides legal services upon request by the CCP or member agencies on Realignment issues. County Counsel analyzes issues and provides legal opinions on the interpretation and application of various Realignment statutes.

7.9.1.2 FY 2016-17 Plan: No change from prior year.

7.9.1.3 FY 2016-17 Budget: \$50,000 to cover ad-hoc legal support. Work will be performed by existing County Counsel staff; therefore, no changes to position allocations are needed.

7.9.2 Penal Code 1368 Mental Competency Assessments

7.9.2.1 Program Overview: The Sonoma County Superior Court’s contract psychologist provides early assessments of criminal defendants to determine whether a Penal Code 1368 competency process should be ordered, thereby limiting non-competency cases from delaying the process. The psychologist provides pre-screening for PC 1368 referrals from the court and conducts interviews and file reviews to provide reports to the courts. This quick assessment facilitates efficient movement of cases where competency is determined not to be an issue, thereby reducing potential jail bed days. The courts request CCP’s assistance in offsetting these costs, which in turn avoids unnecessary jail time and costs for offenders awaiting full psychiatric review.

7.9.2.2 FY 2016-17 Plan: Budget allocation increased by \$17,250 from prior year.

7.9.2.3 FY 2016-17 Budget: \$77,250 to reimburse the Superior Court for contract costs. Superior Court will fund any contract costs exceeding the FY 2016-17 budget.

Exhibit A: Community Corrections Partnership Roster
(as of May 2016)

Executive Committee (Voting)

Member	Name	Title
Chief Probation Officer (Chair)	David Koch	Chief Probation Officer
Chief of Police	Jeffrey Weaver	Chief, City of Sebastopol Police Department
District Attorney	Jill Ravitch	District Attorney
Public Defender	Kathleen Pozzi	Public Defender
Sheriff	Steve Freitas	Sheriff
Superior Court	Jose Guillen	Superior Court Executive Officer
Health Services/Mental Health	Michael Kennedy	Director of Behavioral Health

Full Committee

Member	Name	Title
Chief Probation Officer (Chair)	David Koch	Chief Probation Officer
Chief of Police	Jeffrey Weaver	Chief, City of Sebastopol Police Department
District Attorney	Jill Ravitch	District Attorney
Public Defender	Kathleen Pozzi	Public Defender
Sheriff	Steve Freitas	Sheriff
Superior Court	Jose Guillen	Superior Court Executive Officer
Health Services/Mental Health	Michael Kennedy	Director of Behavioral Health
Board of Supervisors	Susan Gorin	1 st District Supervisor
County Administrator's Office	Veronica Ferguson	County Administrator
County Administrator's Office	Mary Booher	Administrative Analyst
Human Services	Jerry Dunn	Director, Human Services
Employment Services	Karen Fies	Assistant Director, Human Services
Victim Services	Gloria Eurotas	Victim Services Director, District Attorney's Office
Office of Education	Steven Herrington	Superintendent, Sonoma County Schools
Superior Court	Raima Ballinger	Superior Court Presiding Judge
Community-Based Organization	Susan Hertel	Director, Drug Abuse Alternatives Center

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Exhibit B: Budget by Major Program

Major Program	Department	Program Description	County	FY 2016-17
			FTE	Budget
Administration	Probation	Business Systems Analyst	0.50	\$72,369
	Probation	Department Analyst (Prob)	1.00	\$135,720
	Probation Total		1.50	\$208,089
	Sheriff	Department Analyst (SO)	1.00	\$148,091
	Sheriff Total		1.00	\$148,091
Administration Total			2.50	\$356,180
Community Supervision	Probation	AB 109 Supervision Unit	13.00	\$2,087,850
	Probation	Family Justice Center Rent	0.00	\$17,000
	Probation	Offender Needs Fund	0.00	\$2,000
	Probation Total		13.00	\$2,106,850
	Sheriff	Detective	1.00	\$245,727
Sheriff Total		1.00	\$245,727	
Community Supervision Total			14.00	\$2,352,577
Custody	Sheriff	Inmate Transportation Deputy	1.00	\$192,624
	Sheriff	Jail Unit 1	8.00	\$1,690,373
	Sheriff	Jail Unit 2	0.00	\$300,000
	Sheriff	Senior Legal Processor	1.00	\$105,748
	Sheriff	SERT Training	0.00	\$23,216
	Sheriff Total		10.00	\$2,311,961
Custody Total			10.00	\$2,311,961
Data Management	ISD	Programming Support	0.00	\$124,990
	ISD Total		0.00	\$124,990
	Probation	AB 109 Evaluation Consultant	0.00	\$100,000
Probation Total		0.00	\$100,000	
Data Management Total			0.00	\$224,990
In-Custody Programming	Health	"1370" Restoration Services	1.85	\$487,627
	Health	In-Custody Mental Health	1.80	\$455,680
	Health	Starting Point SUD Services	1.45	\$242,603
	Health Total		5.10	\$1,185,910
	Sheriff	Jail Programs	0.00	\$142,564
	Sheriff	Program Sergeant	1.00	\$186,499
Sheriff Total		1.00	\$329,063	
In-Custody Programming Total			6.10	\$1,514,973
Other Programs	County Counsel	Legal Support	0.00	\$50,000
	County Counsel Total		0.00	\$50,000
	Superior Court	"1368" Competency Assessments	0.00	\$77,250
Superior Court Total		0.00	\$77,250	
Other Programs Total			0.00	\$127,250
Parole Revocation Hearings	District Attorney	Case Prosecution	1.00	\$228,769
	District Attorney	Legal Processor	1.00	\$99,375
	District Attorney Total		2.00	\$328,144
	Public Defender	Attorney	1.00	\$152,297
	Public Defender	Investigator	0.50	\$57,354
Public Defender Total		1.50	\$209,651	
Parole Revocation Hearings Total			3.50	\$537,795

Exhibit B: Budget by Major Program (continued)

Major Program	Department	Program Description	County FY 2016-17	
			FTE	Budget
Pre-Trial Services	Probation	Pre-Trial - Consultant	0.00	\$10,000
	Probation	Pre-Trial - Electronic Monitoring	0.00	\$160,000
	Probation	Pre-Trial Supervision	5.00	\$722,382
	Probation	Administrative Aide	1.00	\$121,557
	Probation Total		6.00	\$1,013,939
	Sheriff	Assessment Staff	4.00	\$751,500
	Sheriff Total	4.00	\$751,500	
Pre-Trial Services Total			10.00	\$1,765,439
Programming & Detention Alternatives	Health	AODS SUD Services	1.00	\$169,552
	Health	Community Mental Health Services	1.60	\$250,022
	Health	Outpatient SUD at DRC	0.00	\$45,850
	Health	SUD Contract Services	0.00	\$261,442
	Health Total		2.60	\$726,866
	Human Services	Business Rep (Contract)	0.00	\$50,000
	Human Services	Employment and Eligibility Services	2.00	\$248,854
	Human Services	General Assistance Subsidy	0.00	\$70,000
	Human Services Total		2.00	\$368,854
	Probation	Domestic Violence Programming	0.00	\$7,000
	Probation	DRC Restorative Re-Entry Program	0.00	\$35,000
	Probation	DUI Court - PO Support	1.00	\$153,469
	Probation	Electronic Monitoring - Contract	0.00	\$160,000
	Probation	Probation-Operated DRC	10.00	\$1,788,684
	Probation	SCOE GED Preparation and Testing	0.00	\$49,827
	Probation	Supervised Adult Crew	0.00	\$200,000
	Probation	Transitional Housing	0.00	\$298,275
	Probation	Young Adult Restorative Justice	0.00	\$60,000
	Probation Total		11.00	\$2,752,255
	Sheriff	Electronic Monitoring - Staff	2.00	\$384,538
	Sheriff Total		2.00	\$384,538
	Superior Court	DUI Court - Admin	0.00	\$47,932
	Superior Court Total		0.00	\$47,932
Programming & Detention Alternatives Total			17.60	\$4,280,445
Grand Total			63.70	\$13,471,610

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Exhibit C: Budget by Department

Department	Major Program	Program Description	County FTE	FY 2016-17 Budget
County Counsel	Other Programs	Legal Support	0.00	\$50,000
	Other Programs Total		0.00	\$50,000
County Counsel Total			0.00	\$50,000
District Attorney	Parole Revocation Hearings	Case Prosecution	1.00	\$228,769
		Legal Processor	1.00	\$99,375
	Parole Revocation Hearings Total		2.00	\$328,144
District Attorney Total			2.00	\$328,144
Health	In-Custody Programming	"1370" Restoration Services	1.85	\$487,627
		In-Custody Mental Health	1.80	\$455,680
		Starting Point SUD Services	1.45	\$242,603
	In-Custody Programming Total		5.10	\$1,185,910
	Programming & Detention Alternatives	AODS SUD Services	1.00	\$169,552
		Community Mental Health Services	1.60	\$250,022
		Outpatient SUD at DRC	0.00	\$45,850
		SUD Contract Services	0.00	\$261,442
	Programming & Detention Alternatives Total		2.60	\$726,866
	Health Total		7.70	\$1,912,776
Human Services	Programming & Detention Alternatives	Business Rep (Contract)	0.00	\$50,000
		Employment and Eligibility Services	2.00	\$248,854
		General Assistance Subsidy	0.00	\$70,000
	Programming & Detention Alternatives Total		2.00	\$368,854
Human Services Total		2.00	\$368,854	
ISD	Data Management	Programming Support	0.00	\$124,990
	Data Management Total		0.00	\$124,990
ISD Total			0.00	\$124,990
Probation	Administration	Business Systems Analyst	0.50	\$72,369
		Department Analyst (Prob)	1.00	\$135,720
	Administration Total		1.50	\$208,089
	Community Supervision	AB 109 Supervision Unit	13.00	\$2,087,850
		Family Justice Center Rent	0.00	\$17,000
		Offender Needs Fund	0.00	\$2,000
	Community Supervision Total		13.00	\$2,106,850
	Data Management	AB 109 Evaluation Consultant	0.00	\$100,000
	Data Management Total		0.00	\$100,000
	Pre-Trial Services	Pre-Trial - Consultant	0.00	\$10,000
		Pre-Trial - Electronic Monitoring	0.00	\$160,000
		Pre-Trial Supervision	5.00	\$722,382
		Administrative Aide	1.00	\$121,557
		Pre-Trial Services Total		6.00
	Programming & Detention Alternatives	Domestic Violence Programming	0.00	\$7,000
		DRC Restorative Re-Entry Program	0.00	\$35,000
		DUI Court - PO Support	1.00	\$153,469
Electronic Monitoring - Contract		0.00	\$160,000	
Probation-Operated DRC		10.00	\$1,788,684	
SCOE GED Preparation and Testing		0.00	\$49,827	
Supervised Adult Crew		0.00	\$200,000	
Transitional Housing		0.00	\$298,275	
Young Adult Restorative Justice		0.00	\$60,000	
Programming & Detention Alternatives Total		11.00	\$2,752,255	
Probation Total		31.50	\$6,181,133	

FY 2016-17 County of Sonoma Public Safety Realignment Implementation Plan

Exhibit C: Budget by Department (continued)

Department	Major Program	Program Description	County FTE	FY 2016-17 Budget	
Public Defender	Parole Revocation Hearings	Attorney	1.00	\$152,297	
		Investigator	0.50	\$57,354	
	Parole Revocation Hearings Total		1.50	\$209,651	
Public Defender Total			1.50	\$209,651	
Sheriff	Administration	Department Analyst (SO)	1.00	\$148,091	
	Administration Total		1.00	\$148,091	
	Community Supervision	Detective	1.00	\$245,727	
	Community Supervision Total		1.00	\$245,727	
	Custody		Inmate Transportation Deputy	1.00	\$192,624
			Jail Unit 1	8.00	\$1,690,373
			Jail Unit 2	0.00	\$300,000
			Senior Legal Processor	1.00	\$105,748
			SERT Training	0.00	\$23,216
	Custody Total		10.00	\$2,311,961	
	In-Custody Programming		Jail Programs	0.00	\$142,564
			Program Sergeant	1.00	\$186,499
	In-Custody Programming Total		1.00	\$329,063	
	Pre-Trial Services	Assessment Staff	4.00	\$751,500	
	Pre-Trial Services Total		4.00	\$751,500	
Programming & Detention Alternatives	Electronic Monitoring - Staff		2.00	\$384,538	
		Programming & Detention Alternatives Total		2.00	\$384,538
Sheriff Total			19.00	\$4,170,880	
Superior Court	Other Programs	"1368" Competency Assessments	0.00	\$77,250	
		Other Programs Total		0.00	\$77,250
	Programming & Detention Alternatives	DUI Court - Admin	0.00	\$47,932	
Programming & Detention Alternatives Total		0.00	\$47,932		
Superior Court Total			0.00	\$125,182	
Grand Total			63.70	\$13,471,610	

13

Sheriff Office
Helicopter
Replacement

COUNTY OF SONOMA
OFFICE OF THE COUNTY ADMINISTRATOR
575 ADMINISTRATION DRIVE – ROOM 104A
SANTA ROSA, CALIFORNIA 95403-2888
TELEPHONE (707) 565-2431
FAX (707) 565-3778



VERONICA A. FERGUSON
COUNTY ADMINISTRATOR

CHRISTINA RIVERA
DEPUTY COUNTY ADMINISTRATOR
REBECCA WACHSBERG
DEPUTY COUNTY ADMINISTRATOR

June 14, 2016

To: Members of the Board of Supervisors
From: Veronica A. Ferguson, County Administrator
Re: Replacement of Sheriff's Helicopter "Henry 1"

Sonoma County has funded a Helicopter Unit within the Sheriff's office since 1974, utilizing both county-owned and contractor-provided services during this time. Most recently, in 2008, the Board approved the purchase of a 1996 Bell 407 single-engine helicopter, known as Henry 1. Henry 1 is approaching 10,000 hours, a threshold that results in significant maintenance costs as all of the mechanical and electronic components would have to be rebuilt with current technology. This upcoming threshold, along with Federal Aviation Administration requirements for avionics upgrades by 2020, has resulted in staff analyzing the options, including the purchase of a new helicopter. A detailed proposal developed by the Sheriff's Office is included with this memo.

The Sheriff is asking to purchase a twin engine aircraft, which enhances the safety for the staff and the public, and allows Sonoma County to serve the region with long-line rescues. Henry 1 is the only helicopter in the area that provides long-line rescues, as there are some areas that hoist rescues are not a viable option. California Highway Patrol and the United States Coast Guard use a mechanical hoist system for their helicopter rescues.

The cost to purchase and equip a new helicopter is estimated by Sheriff's Office staff to be \$6.8 to 8.3 million. The variation is due to different options for equipping the new helicopter; market conditions at time of purchase, including the availability of used helicopters; and the trade-in value on the existing helicopter, which will decrease as the total hours approaches 10,000. The Sheriff is requesting approval of the use of approximately \$3 million of Asset Forfeiture funds as a down payment, which represents all funds currently available. The Sheriff has also initiated conversations with the Bay Area Urban Areas Security Initiative for regional funding for the inter-operable communications equipment, estimated to be \$850,000. This would result in financing \$2.9 to \$4.4 million. Currently, a seven year loan would be at 2.6% interest. Additional Asset Forfeiture funds may become available for debt service payments in the future, but this is not a reliable or predictable revenue source.

The supplemental budget requests Board approval of expenditure appropriations from the Sheriff's Asset Forfeiture funds of \$2.95 million for the purchase of the helicopter, which is a combination of \$1.14 million of anticipated revenue and \$1.81 million of fund balance. These funds, along with any trade-in value, will be used as a down payment for the purchase of the new helicopter. If approved by the Board, staff in the Sheriff's office will issue a Request for Proposals. Once this process is complete, staff will return to the Board with a recommendation to purchase a helicopter, including a life-cycle cost analysis, and request the Board to authorize the purchase documents and any associated financing.

Enclosures:
Sheriff's memo
Helicopter Replacement Proposal



Sonoma County Sheriff's Office

STEVE FREITAS
Sheriff-Coroner

ROBERT GIORDANO
Assistant Sheriff
Law Enforcement Division

RANDALL WALKER
Assistant Sheriff
Detention Division

Date: June 2, 2016

To: Veronica Ferguson, County Administrator

Re: Helicopter Replacement Request for Proposal

Thank you for reviewing the report we submitted titled *The Sheriff's Office Helicopter Program: An Analysis of Helicopter Replacement Options*, and for your initial support of our recommendation to replace Henry-1, the County-owned helicopter. As we discussed at our meeting on May 23, 2016, I intend to formally request funding to replace the helicopter during the FY 17-18 budget process. Though funding is uncertain and many assumptions and quotes included in the report must be updated, we believe it is prudent to issue a Request for Proposals (RFP) soon given the lead time necessary for this type of procurement.

In the letter I submitted with the report, I expressed my commitment to contribute \$1M in asset forfeiture funds towards the helicopter down payment. Given current Federal and State Asset Forfeiture Fund balances, in addition to anticipated and approved Federal Equitable Sharing forfeiture distributions, I now believe that I will be able to commit up to \$3M towards the helicopter down payment. This would put our likely loan amount in the \$2.9M to \$5.3M range based on purchase price quotes ranging from \$6.8M to \$8.3M, a potential \$850,000 in grant funding, and the \$3M in forfeited funds. This week, a potential lender provided a financing quote for a \$3.8M, seven-year loan at 2.6% interest. For illustration purposes these terms would produce an estimated annual payment of approximately \$600K. Depending on the amount of the loan, selected term, and interest rate at the time financing terms are agreed, the annual payment could be in the range of \$400K to \$700K.

Upon approval of the Board of Supervisors, the Sheriff's Office would like to move forward with issuing a RFP, so that we may begin the process of exploring our options further and in more detail.

Sincerely,

A handwritten signature in cursive script that reads "Steve Freitas".

STEVE FREITAS
Sheriff-Coroner

Helicopter Unit Operational and Financing Cost Summary assuming Helicopter Replacement (Excludes Position Costs)

Ongoing Operational Costs	FY 15-16 Adopted	FY 16-17 Recommended	FY 17-18 Estimated	
Operational Costs * (detail below)	388,436	600,502	471,642	In FY 16-17, assumes major maintenance due on Henry-1
Financing Costs	258,130	258,130	593,056	FY 17-18 assumes \$3.8M loan amount, 7 year term, 2.6% interest rate, but also no payments on Henry-1.
Total Ongoing Costs	646,566	858,632	1,064,698	

Estimated Replacement Cost and Funding	FY 17-18 Estimated	
Estimated Helicopter Purchase Price	6,800,000	Assumes fully configured from Original Equipment Manufacturer (OEM). Includes mission specific equipment estimated at \$1,637,000 based on 2015 quotes. If purchased through Service Center and Center configures, we estimate configuration costs to be \$500,000 higher. The quote for fully configured was \$7.8M. Costs for the same model have since been reduced by \$1M for a current estimate of \$6.8 M.
Estimated UASI Regional Grant Funds	(850,000)	Will need to apply for the UASI grant in the fall of 2016. There is general support from voting members of the UASI Approval Authority to support a regional helicopter.
Down payment/Asset Forfeiture	(3,000,000)	Based on current Federal and State Forfeiture Fund balances and anticipated Federal Forfeiture approved distributions.
Estimated Replacement Costs	2,950,000	A trade in value for the existing aircraft has not been estimated at this time as the variables (such as flight hours and market demand) are too volatile to produce a figure with any validity. At the conclusion of the RFP process, when a more firm replacement date is available, we can begin the process of determining the market value and demand of the existing aircraft.

*Ongoing Operational Costs

Direct Maintenance Cost	164,500	164,500	183,750
Specific Maintenance	45,500	255,785	0
Fuel	67,200	67,200	134,050
Insurance	40,000	40,000	75,000
Other Services and Supplies	71,236	73,017	78,842
	388,436	600,502	471,642

To: County Administrator's Office

From: Sheriff Steve Freitas

Prepared by: Jody Like

Sheriff's Office Helicopter Program

An Analysis of Helicopter Replacement Options



Special thanks to the many contributors to this analysis including Sgt. Pete Quartarolo, Pilot Paul Bradley, AJ Trombetta, Stanislaus County Sheriff's Office, Placer County Sheriff's Office, Contra Costa County Sheriff's Office and Ventura County Sheriff's Office.

TABLE OF CONTENTS

1	Introduction	4
1.1	Subject of this Proposal	4
1.1.1	Considerations	4
1.1.2	Objectives.....	4
1.2	Overview.....	4
1.2.1	Historic Overview.....	5
1.2.2	Present Operations.....	6
1.2.2	Operational Overview	6
1.2.3	Rescue Operations.....	7
1.2.4	Agency Comparison	8
2	Replacement Analysis	10
2.1	Projected Costs Versus Value	10
2.2	Equipment Upgrades	11
2.2.1	Federal Aviation Administration:.....	11
2.2.2	National Transportation Safety Board.....	12
2.2.3	Crew Recommendations	12
3	Requirements Analysis.....	13
3.1	Requirements	14
3.2	Desirable Features	16
3.3	Product Reliability and Customer Support	16
3.4	Sheriff's Office Recommendation	16
3.5	Direct Operating Cost Comparison	17
3.6	Mission-Specific Equipment.....	17
4	Acquisition Options	18
4.1	Option 1: Purchase a New Helicopter	18
4.1.1	Estimated Cost of Option 1	19
4.1.2	Pros and Cons of Option 1	20
4.2	Option 2: Lease a New Helicopter	20
4.2.1	Estimated Cost of Option 2.....	21
4.2.2	Pros and Cons of Option 2	21
4.3	Option 3: Purchase a Used Helicopter.....	21
4.3.1	Estimated Cost of Option 3.....	22
4.3.2	Pros and Cons of Option 3	22
4.4	Option 4: Rebuild Existing Bell 407 Craft.....	23
4.5	Comparison of Options	23

4.5.1	Summary of Pros and Cons	24
4.6	Purchase Financing Options	24
5	Conclusions and Recommendations	26
6	Appendices	27
6.1	News Article	27
6.2	Federal Aviation Administration (FAA) Regulations	29
6.3	NTSB Safety Recommendations	30
6.4	NTSB 2015 Most Wanted List.....	33

1 INTRODUCTION

The Sonoma County Sheriff's Office (SCSO) Helicopter Unit performs a variety of law enforcement and rescue missions including aerial observation and communication with ground operations during foot pursuits and perimeters, vehicle pursuit tracking, aerial support for Search and Rescue (SAR) operations for missing persons, and long-line rescues of individuals in peril. Annually, the Unit responds to an average of 775 urgent calls for assistance.

The SCSO helicopter, Henry 1, is a 1996 model year single-engine Bell 407 with 8,750 accumulated flight hours. Maintenance and upgrade costs for Henry 1 will soon exceed the resale value of the craft. Major maintenance is required at 10,000 accumulated flight hours. Within the next three years, the Federal Aviation Administration (FAA) will require costly avionics upgrades. Additionally, the National Transportation Safety Board (NTSB) recommends critical upgrades to enhance crew and public safety. The Helicopter Unit is a vital component of the Sheriff's Office and it is recommended that the aging craft be replaced.

1.1 SUBJECT OF THIS PROPOSAL

This analysis presents the helicopter replacement reasons and timing, craft and operational requirements and crew recommendations to ensure compliance with FAA regulations while maximizing crew safety and operational flexibility. Research focused on light, twin-engine helicopters as this class of craft is widely used for rescue operations and meets SCSO operational requirements. Comparison to single-engine helicopter models is provided.

1.1.1 Considerations

Financial and operational impacts based on historical data and anecdotal inputs are included in this report. An evaluation of the affordability, availability, and suitability of helicopter models is presented. Acquisitions options including purchase and operating lease are examined.

1.1.2 Objectives

Replacement of the existing helicopter would meet following objectives:

- Increased compliance with FAA regulations.
- Maximize safety through implementation of current rotorcraft technology.
- Optimize operational capability to allow response to most emergency missions.

1.2 OVERVIEW

This section describes the history of the SCSO Helicopter Unit, mission type and frequency, and operational capability. Rescue methodology is discussed to provide context for helicopter requirements. A comparison to agencies with similar operations is provided.

1.2.1 Historic Overview

The Sheriff's Helicopter Unit program was founded in 1974. From 1974 through 1983, the craft was a component in a County-owned, County-operated program. Pilots were deputies who had prior flight experience, and the aircraft was owned and maintained by the County. Unfortunately, the program suffered two fatal accidents in the first six years. The County purchased a replacement helicopter in 1981; however, that craft had numerous mechanical issues and was sold in 1982.

Helicopter Unit Program: 1983-2008

In 1983, the County began contracting for helicopter services. The contract included helicopter maintenance, staffing, and insurance coverage. However, the program experienced difficulty recruiting and retaining staff. Additionally, the County lacked control over maintenance repairs and struggled with lack of craft availability. The County utilized the services of five different contractors in the span of 24 years.

During this time, the Sheriff's Office collected payments for medical transports, which was allowable under a Federal Aviation Administration (FAA) opinion for leased aircraft. In 2006, the FAA reversed this opinion; as a public agency operating a public use craft, the Sheriff's Office could no longer collect payment for medical transports regardless of whether the craft was leased or owned.

Helicopter Unit Program: 2008 – 2011

On January 15, 2008, the Board of Supervisors approved a County-owned, County-operated Helicopter Unit. County operations staffing allocations increased from a Sergeant and Tactical Flight Officer (TFO) deputy to include two pilots and a full-time paramedic. Funding for two alternate TFO positions was also approved. Under this model, the County continued to contract for mechanic services. Due to delays with County Human Resources establishing the job class and difficulty recruiting a full-time paramedic, the position was never filled and was eventually deleted during FY 11-12.

In the third quarter of FY 10-11, the Field Services Captain temporarily reassigned the deputy TFO to Patrol to alleviate patrol staffing shortages. Due to budget cuts in FY 11-12, staffing and flight hours were greatly reduced, but the Helicopter Unit remained in-service for critical search and rescue, law enforcement and fire suppression needs. The Unit's flight hours were reduced from 500 to 300 flight hours, and non-essential maintenance was delayed.

1.2.2 Present Operations

Helicopter Unit Program: 2012 – present

Following FY 11-12 budget cuts, the program staffing plan was reduced to one pilot and one full-time deputy TFO. Extra-help paramedics filled the paramedic role for the Unit. Alternate TFO deputies provided relief coverage on overtime for the full-time deputy. Flight hours were increased from 300 to 350 to provide baseline operation and required training time for alternate crew members. Unit supervision was divided between the Helicopter and Marine Units, and the County continued to contract for the services of a mechanic.

In FY 13-14, the Unit determined that a full-time sergeant was necessary to provide Unit management, and the deputy TFO position was upgraded to a full-time sergeant TFO. Currently, alternate TFOs continue to train with the Unit and provide coverage when the sergeant TFO is unavailable.

In FY 14-15, the unit's flight hours remained at 350 and the unit was able to provide baseline operational SAR and law enforcement service with the following staff: one full-time sergeant TFO, one pilot, alternate deputy TFOs on overtime basis, and extra-help paramedics.

The FY 15-16 budget remains at 350 flight hours with no changes to the staffing plan. In August, the pilot resigned his position and the Unit is out of service until the pilot recruitment is completed. The helicopter was flown to the contract service center for required maintenance during this downtime. The Unit expects to return to full service in March/April 2016.

1.2.2 Operational Overview

The SCSO helicopter unit performs a wide variety of missions: law enforcement, fire suppression, Emergency Medical Service (EMS) transport and Search and Rescue (SAR) missions. The Unit performs day and night operations utilizing Night Vision Goggle (NVG) technology. Rescue operations are further described in the following section.

Flight hours by mission type for three years are shown in Figure 1. As shown, 60% of flight hours were spent on law enforcement calls, 23% of hours were spent on critical search and rescue or long-line rescue, 10% of hours were spent on training, and the remaining flight hours are expended on fire suppression, maintenance, public outreach events, or medical transports, if private air ambulances are unavailable.

Historical Average of Flight Hours by Mission Type Three-Yr Average, FY 11-12 to FY 13-14

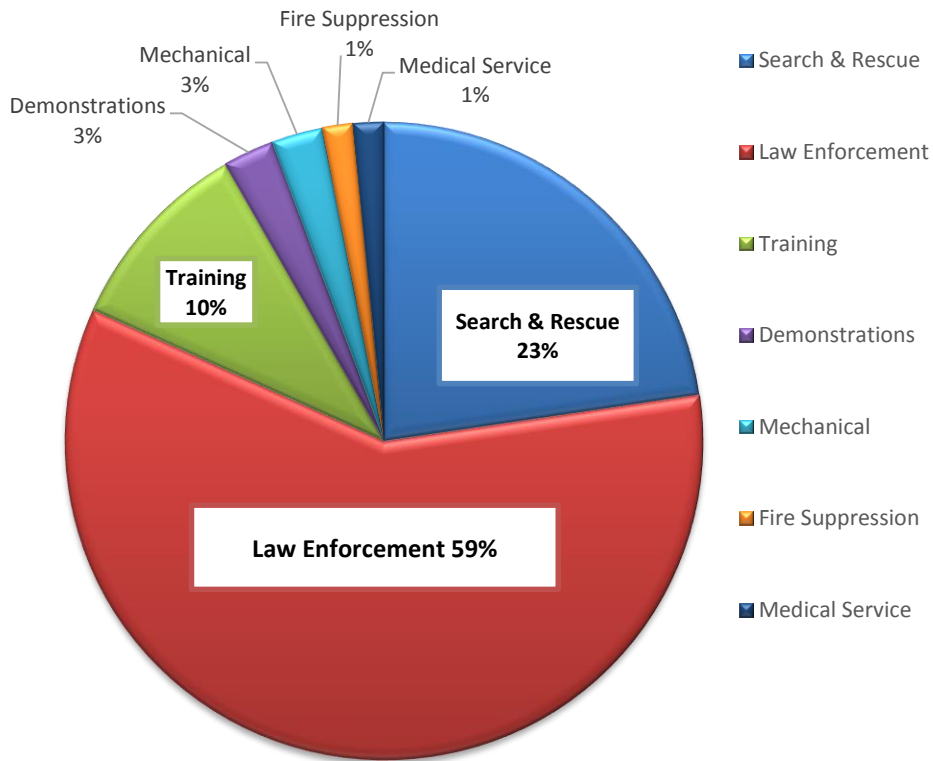


Figure 1: Flight Hours by Mission Type

1.2.3 Rescue Operations

The SCSO Unit performs vertical reference long line rescues, a method that requires the highest level of skill and training for both the pilot and rescuer. A rescue is performed as follows: the helicopter is briefly landed while the crew attaches a line to the helicopter belly hook. Figure 2 shows the “belly hook” attachment of the cable to the helicopter. The rescuer is attached to the line and flown to the rescue site. The pilot holds the helicopter steady (hover) while observing the rescue and sighting the ground through the open helicopter door. This requires significant pilot skill. The rescuer provides urgent medical care to the victim then places them on a litter (stretcher) or attaches a rescue harness. The pilot then flies the victim and rescuer to land where further medical care is provided.

Other agencies perform rescues using a mechanical hoist: the pilot holds the helicopter stable while the rescuer is lowered by hoist. A hoist rescue takes longer, extending the most dangerous

portion of the flight profile, the hover. Hoist rescues require an additional crew member to operate the hoist, adding weight to the flight and limiting the mission flight time.



Figure 2: Cable Attachment to Helicopter

The Unit excels at water rescues due to frequent calls for assistance along the coastline of Sonoma, Marin and Mendocino counties. The rescuer is inserted into the water while remaining attached to the long line for the duration of the rescue. The rescuer immediately secures the victim to the harness, thereby removing them from cold water exposure as quickly as possible. Other local agencies, including California Highway Patrol (CHP) and Coast Guard, perform unassisted rescues in which a rope is dropped near the victim. This method requires the victim to attach themselves to the rescue harness, extending the rescue time and increasing the risk of injury and/or hypothermia for the victim. It also assumes that the victim is capable of attaching the harness themselves when often they cannot due to injury or exhaustion.

The SCSO Unit has perfected its quick, precise technique for long-line rescue and is considered an expert in the field. First responders rely on assistance from Henry 1, especially when the rescue creates significant risk to the on-ground responders or when the victim is inaccessible by land. Refer to the attached [News Article](#) for description of a recent complex rescue performed by the crew of Henry 1.

1.2.4 Agency Comparison

For this analysis, a survey was conducted to compare helicopter operations of similar law enforcement agencies. Operational ability, mission profile data, helicopter technology and other relevant parameters were compared. It is impossible to directly compare operations due to vast differences in budget, helicopter type/quantity, unit staffing, geographic response area, and mission type. To provide the most accurate comparison, agencies with similar operational ability,

specifically, the ability to perform long-line rescues, were contacted. The following agencies were surveyed:

- Contra Costa County Sheriff's Office
- Stanislaus County Sheriff's Office
- Ventura County Sheriff's Office
- Placer County Sheriff's Office

It is important to note that Contra Costa County and Stanislaus County would like to replicate SCSO's program within their own county and their personnel have trained with the Sonoma County unit. The comparison data is summarized in Tables 1 and 2.

Of the comparison agencies, no other unit performs all of the mission types that the SCSO unit performs utilizing a single helicopter. Stanislaus County Sheriff's Office does not respond to fire suppression missions. Ventura County performs all the mission types with access to four helicopters and dedicated fire personnel. The comparison shows that the range of operations is large and varies by geographic area.

The SCSO Unit distinguishes itself with the expertise to perform long line rescues utilizing paramedic trained personnel. While other agencies do perform long line rescues, it is rare to have a paramedic-trained rescuer. Additionally, the SCSO Unit is the only agency performing vertical reference long line rescues, as opposed to hoist rescues. SCSO performs more water rescues than Contra Costa, Stanislaus and Placer counties due to responsibility for the Sonoma coastline and frequent calls for agency assist to Marin and Mendocino counties coastline.

The smaller surveyed agencies utilize single engine helicopter models in their missions due to budget restrictions. Ventura County utilizes three twin engine models. Large agencies such as San Diego Sheriff's Office (8 helicopters) and Arizona Department of Public Safety (5 helicopters) use twin engine craft for performing operations with human external cargo. Industry wide, a twin engine craft is preferred for hover operations during long-line rescue.

The SCSO Helicopter Unit is on the leading edge of operational ability and staff are considered experts in the field by their peers. The Unit performs the largest variety of specialized missions for agencies of comparable size in California and is on-par with agencies of much larger size and resources. For this reason, it is imperative to equip the Unit with current helicopter technology so that it may continue to respond to critical missions in Sonoma County and provide assistance to the region.

Table 1: Agency Comparison Data

Agency	Unit Budget (\$)	Budgeted Annual Flight Hours	Helo type used for Long Line Rescue	Helicopter model for Long Line rescue	Model Year(s)	Long Line Rescue method
Placer County SO	\$949,000	420	Single Engine	EC AS350B3	2008	Hoist
Contra Costa County SO	\$697,807	624	Single Engine	Bell 407GX	1996/2014	Hoist
Ventura County SO		740	Twin Engine	Bell UH-1H		Hoist
Stanislaus County SO	\$580,000	300	Single Engine	Bell 206	1974	Hoist
Sonoma County SO	\$1,570,763	350	Single Engine	Bell 407	1996	Vertical Reference

Table 2: Mission Profile by Agency

Agency	Mission Profile				
	Law Enforcement	Rescue	Medical Evacuation	Fire Suppression	Other (Training/Maintenance/Demo/County Business)
Placer County SO	70%	10%	n/a	0%	20%
Contra Costa County SO	84%	2%	1%	1%	12%
Ventura County SO	22%	24%	12%	8%	34%
Stanislaus County SO	70%	10%	1%	n/a	19%
Sonoma County SO	59%	23%	1%	1%	16%

2 REPLACEMENT ANALYSIS

This section details the reasons and timing for replacement of Henry 1. Applicable Federal Aviation Administration (FAA) regulations and National Transportation Safety Board (NTSB) recommendations are explained.

2.1 PROJECTED COSTS VERSUS VALUE

Maintenance and upgrade cost for the current helicopter is projected to exceed the resale value of the craft in FY 17-18. Significant craft maintenance is projected for the next two fiscal years; major maintenance is required at 10,000 accumulated flight hours, projected to occur in FY 17-18. Operations staff may be required to reduce flight hours to avoid maintenance costs and the

loss of resale value. Additionally, the helicopter electronic control and monitoring systems (avionics) must be upgraded to meet FAA mandates, as described in the following section. The issue of the current craft’s maintenance costs combined with the FAA safety avionics requirements necessitates the acquisition of a modern aircraft capable of safely performing typical SCSO operations. The table below projects maintenance and upgrade cost versus value of the Bell 407 by fiscal year.

1996, Bell 407	FY 14-15	FY 15-16	FY 16-17 *	FY 17-18*
Flight Hours on craft	8,900	9,270	9,640	10,010
Craft Value	\$900,000	\$850,000	\$800,000	\$750,000
Maintenance costs	\$390,390	\$340,564	\$683,670	\$858,000
* includes required FAA avionics				

2.2 EQUIPMENT UPGRADES

This section describes recent changes in Federal Aviation Administration (FAA) regulations and National Transportation Safety Board (NTSB) recommendations. Unit equipment recommendations are discussed. The required and recommended equipment upgrades are summarized in Table 3.

2.2.1 Federal Aviation Administration:

The SCSO Helicopter Unit operates under FAA Part 91 flight rules. Additional rules for air ambulance operations and external loads are contained in Parts 135 and Part 133, respectively. As a public safety government agency, the Unit and crew are exempt from FAA rules when responding to an emergency, under the “public use exemption.” (The FAA considers public aircraft operations to be those owned or leased by a federal, state, or a local government agency.) The Unit’s crew members strive to comply with FAA regulations during regular operations as a matter of crew safety and County liability. However, there may be circumstances where the pilot must weigh the risk to the crew and make the decision to operate the craft outside FAA regulations to provide rescue operations and prevent loss of life.

Between 2003 and 2008, the number of air ambulance crashes reached the highest level in history. In 2008 alone, five air ambulance accidents killed 21 people including pilots, patients, and medical personnel. These crashes were due to multiple reasons: pilot judgement and actions, safety management issues, and system component failure, among other reasons. The FAA responded with significant changes to regulations, developed with industry input, over the course of a decade. The new regulations include changes in operating methods and require equipment upgrades, implemented in phases. The compliance deadline for operational changes was April 22, 2015, with equipment upgrades due by 2018. The Unit has implemented all applicable procedural safety requirements, including a major revision of the flight manual. Henry 1 is not currently equipped with the technology to operate under the new requirements. Although the Unit and crew are exempt from the air ambulance and external load regulations,

civil liability increases for public agencies that operate craft outside FAA rules and public agency best practices. Refer to [Appendix 6.2](#) for further explanation of the FAA regulations.

2.2.2 National Transportation Safety Board

The NTSB is an independent agency charged with determining the probable cause of transportation accidents and promoting transportation safety. In 2009, the NTSB issued specific safety recommendations for the Sonoma County Sheriff's Office that included installation of new equipment. In a follow-up letter from the NTSB on March 6, 2015, the NTSB recognized that the existing helicopter is not outfitted with this equipment and that these safety recommendations remain "open" pending addition of this technology upon craft replacement. Refer to Appendix 6.3: [NTSB Safety Recommendations](#).

The NTSB has recognized the gap between private and public agency regulations and has prioritized the need to "Enhance Public Helicopter Safety" in their 2015 Most Wanted List. The NTSB's Most Wanted List is designed to "increase awareness of, and support for, the most critical changes needed to reduce transportation accidents and save lives". Operational changes and equipment upgrades are recommended for public helicopter safety. Refer to Appendix 6.4: [NTSB 2015 Most Wanted List](#).

2.2.3 Crew Recommendations

Category A Certified Craft: The Unit recommends acquisition of a Category A (CAT A) certified twin engine helicopter to increase the safety margin during all operations. In addition to having two engines, a CAT A helicopter has other redundant systems that greatly improve the margin of safety in the case of system or component failure.

Vertical long-line rescues performed by the Unit require hover flight with human life on the long-line (human external cargo). Rescues are performed at height of 100 feet or less above the ground which does not allow time and distance for a helicopter to land in the event of engine failure. Malfunction of a single-engine helicopter, especially in the course of a long-line rescue, would result in significant injury and likely loss of human life. The CAT A craft also increases safety en-route to calls because Henry 1 operates at night over remote mountainous terrain with limited availability of landing sites.

The Sheriff's Office jurisdiction includes five miles off the coastline of Sonoma County. Currently, the Unit's response is limited to coastline rescues due to amplified risk during open water operations with a single engine craft. Acquisition of a CAT A craft would allow response to critical offshore missions.

Single engine helicopters operate near maximum engine performance while in hover, inducing strain on the engine over long term use. The CAT A helicopter operates significantly below maximum engine capability, with one engine "loafing" during normal flight. A Category A craft is designed to continue hover or forward flight in the event of one engine failure, until a safe landing

is achieved. Some limitations exist due to altitude or height above ground but in most situations, the safety margin is vastly improved over operation with a single engine craft.

Instrument Flight Rated (IFR) Craft: Due to limited avionics equipment, such as lack of autopilot, Henry 1 operates under Visual Flight Rules (VFR). FAA rules require a pilot to maintain a fixed amount of visibility so that he or she would be less likely to suddenly encounter fog, rain, or other reduced visibility. Sudden entry of a VFR rated craft into low visibility conditions is a leading cause of crashes. The Unit recommends acquisition of a helicopter that is Instrument Flight Rules (IFR) capable to increase the safety margin and expand operations as follows:

- 1) Improve safety in the case of inadvertent flight into decreased visibility conditions, allowing the pilot to safely navigate through unexpected changes in visibility.
- 2) Expand the ability to respond to calls in poor weather. Sonoma County is often blanketed in fog due to its coastal climate. Currently, if the Sonoma County airport has low visibility conditions, Henry 1 cannot take off and the Unit must decline the mission.
- 3) Increase the number of potential receiving hospitals for patients. The helicopter would be able to land at most hospitals, even in decreased visibility with the use of instrument technology.

(Note: Single engine models are not configured to be Instrument Flight Rated (IFR) due to industry/market preference; Category A twin engine craft are also IFR certified.)

Table 3: Summary of Equipment Upgrades

Equipment	FAA Required?	For Whom?	Recommended by?
Traffic Awareness ADS-B	Yes	All Operators	
Autopilot	Recommended	All Operators	NTSB
Radio Altimeter	Yes	All Operators	NTSB
Helicopter Terrain Awareness and Warning System (HTAWS)	Yes	Air Ambulance	NTSB
Flight data recorder	Yes	Air Ambulance	NTSB
Category A twin-engine craft	Yes	External Load Operators	Crew
Instrument Flight Rated (IFR) craft	Yes*	All Operators	Crew

*dependent on weather/visibility

3 REQUIREMENTS ANALYSIS

This section details the helicopter and mission-specific equipment specifications required by the Unit to respond to the varied operational missions. Research focused on light, twin engine helicopters because this class of craft is widely used for rescue operations and meets SCSO operational requirements. Comparison to single engine helicopter models is provided. A comparison of manufacturers and current models against Unit requirements is included.

Information from the following helicopter manufacturers is presented: Bell Helicopter, McDonnell-Douglas, Airbus (formerly EuroCopter) and AgustaWestland.

3.1 REQUIREMENTS

The Unit has several requirements for a helicopter based on safety and operational requirements and physical limitations of the hangar facility. Table 4 compares the current Bell 407 (Henry 1) and selected helicopter models against the requirements explained as follows:

Category A Certified: The selected model should be certified for Category A performance to increase safety margin during long line rescue operations and comply with FAA Part 133 requirements for private operators.

Instrument Flight Rules (IFR) operation: The Unit responds to calls at night, in variable fog and other inclement weather conditions that limit visibility requiring helicopter operation outside of the Visual Flight Rules specified by the FAA. The selected helicopter should be Instrument Flight Rules (IFR) certified to increase safety margin and compliance with regulations while responding to all missions.

Length: The existing hangar at the Sonoma County airport will accommodate a maximum helicopter length of 43 feet, defined as the total helicopter length with “rotors turning” (versus the fuselage length only).

Hoist system: The helicopter should allow configuration with an external hoist system able to carry up to 600 pounds of cargo to safely accommodate the combined weight of the rescuer and victim. (Note: a hoist certified for Human External Cargo with capability to carry 600 pounds is only available on a twin engine helicopter due to increased hoist weight).

Flat floor: The helicopter interior floor should be flat to accommodate equipment required for Emergency Medical Services (EMS) missions. A flat floor facilitates the transport of a patient on a stretcher.

Landing gear: The chosen helicopter must be equipped with skid-type landing gear to accommodate landing on variable surfaces such as sand, dirt or rock during rescue operations.

There are three models that do not meet the minimum requirements: AgustaWestland 119Kx, Airbus H125 (formerly EuroCopter AS350B3) and Bell 407GXP. These models have been excluded from further comparison.

The MD Explorer meets requirements but has been excluded from further consideration due to model availability/manufacturer delivery issues.

The AW109 Trekker model meets requirements but is not yet available in the United States due to required FAA certification. The AW109 Trekker has been excluded from further consideration.

Table 4 Requirements, Comparison by Model

Requirement	Henry 1 Bell 407	Bell 429	Airbus H135 (formerly EC135)	Airbus H145 (formerly EC145T2)	MD Explorer	AW109 Trekker	AW 119Kx	Airbus H125 (formerly AS350B3e)	Bell 407GXP
Engine(s)	Single	Twin	Twin	Twin	Twin	Twin	Single	Single	Single
Performance: Category A	no	yes	yes	yes	yes	yes	no	no	no
Instrument Flight Rules Certified	no	yes	yes	yes	yes	yes	no	no	no
Length: less than 43 feet	yes	yes	yes	yes	yes	yes	yes	no	yes
Hoist: 600 Lbs. capacity	no	yes	yes	yes	yes	yes	no	no	yes
Flat floor	no	yes	yes	yes	yes	yes	no	yes	no
Landing gear: Skid type	yes	yes	yes	yes	yes	yes	yes	yes	yes

3.2 DESIRABLE FEATURES

A helicopter with the following features and capability will optimize operational performance for the unique missions of the Unit:

Cruise Speed: The cruise speed of the helicopter affects response time to emergencies. The Unit recommends acquiring a helicopter with highest cruise speed to minimize response time. (The maximum cruise speed of a Bell 407 is 133 knots). Cruise speed is reduced with increasing weight; the Airbus H145 is heavier and thus has lower cruise speed than the Bell 429 and Airbus H135 models.

Unenclosed tail rotor: The tail rotor on the H135 model is enclosed. This feature is undesirable for SCSO operations due to the reduced performance with tail winds and reduced ground clearance. The housing could potentially interfere with landing on variable surfaces and become cracked during take-off or landing at an elevated angle.

The following table compares desirable features by model to the existing Bell 407:

Requirement	Henry 1 Bell 407	Bell 429	Airbus H135	Airbus H145
Max Cruise Speed: 140 KTS or greater	no	yes	yes	no
Unenclosed tail rotor	yes	yes	no	yes

3.3 PRODUCT RELIABILITY AND CUSTOMER SUPPORT

Aviation International News conducts a survey, published annually, to rank product performance and support by aviation manufacturer. Respondents to the survey are actual product users. The following table gives 2015 survey results for overall product reliability and customer support for the manufacturers of the helicopter models that are being considered by the SCSO Helicopter Unit. Bell Helicopter has the highest rating in nine out of ten of the survey categories, giving it the highest overall average ranking. (Note: McDonnell-Douglas (MD) helicopter was not included in the survey.)

Manufacturer	Bell	Airbus	AgustaWestland
Parts Availability	7.6	7.0	6.2
Warranty Fulfillment	8.6	7.6	7.6
Overall Reliability	8.0	8.4	7.2
Overall Average	7.9	7.5	6.8

3.4 SHERIFF'S OFFICE RECOMMENDATION

The Sheriff's Office recommends acquisition of a Bell 429 helicopter. The Bell 429 model meets all requirements and desirable specifications and Bell Helicopter has the highest overall ranking

in the customer survey performed by Aviation International News. The Unit currently operates a Bell helicopter, allowing Sonoma County to leverage existing knowledge and training.

Manufacturer	Bell	Airbus	AgustaWestland
Meets Non-negotiable requirements	X	X	X
Meets Desirable specifications	X		
Best Customer Survey results	X		
Existing training	X		

3.5 DIRECT OPERATING COST COMPARISON

A Category A twin-engine, IFR certified craft is recommended as the ideal operational craft. However, there are significant purchase and annual operating cost differences between a single engine craft and a Category-A twin engine craft.

There is a direct correlation between the number of hours flown and the below operating costs. Direct Maintenance Costs (DMC) refers to the manufacturer provided cost per flight hour (excluding fuel). The following table represents the direct operating costs for the current 407 craft in comparison to the operation of a new craft.

Annual Direct Operating Costs based on 350 flight hours				
	Existing Henry-1, Bell 407		New single engine	New Twin engine, CAT-A
	FY 15-16	FY 16-17	Bell407GX	Bell 429
DMC	\$164,500	\$164,500	\$123,850	\$183,750
Specific maintenance	\$45,500	\$255,785	\$0	\$0
Fuel	\$67,200	\$67,200	\$81,200	\$134,050
Insurance*	\$40,000	\$40,001	\$60,000	\$75,000
Total	\$317,200	\$527,486	\$264,050	\$392,800

*estimate – actual insurance costs for these craft will be verified through Risk Management

3.6 MISSION-SPECIFIC EQUIPMENT

The acquired helicopter must be outfitted with mission-specific equipment to conduct the law enforcement, fire suppression, and rescue operations performed by the Unit. These systems include a night vision/infrared camera (FLIR), computerized mapping for navigation, a customized 7-band radio for simultaneous communication with multiple agencies (SCSO dispatch, REDCOM, California Highway Patrol, Cal-Fire, etc.), a moving map overlay system for relaying incident location to ground patrol units, and attachment system for external cargo. If the helicopter is being purchased directly from the Original Equipment Manufacturer (OEM), this equipment may be purchased through them. If a base model helicopter is purchased, this

equipment may be purchased by the County directly from the manufacturer (“after-market”) or purchased by the service center performing the configuration on behalf of the County. In both cases, the mission-specific equipment is installed by the service center.

The table below lists the equipment necessary to meet operational requirements and estimated costs as of September 2015. The actual cost to purchase and install this equipment will vary depending on the helicopter and equipment model chosen and current market value.

Equipment Description	Cost
Infrared Camera System	\$ 606,150
Navigation system	\$ 35,700
Traffic Avoidance System	\$ 39,150
Audio System	\$ 75,450
Communication System	\$ 125,000
Moving Map/Overlay System	\$ 91,750
Satellite Tracking System	\$ 13,000
Airborne displays	\$ 28,950
Digital Video Recorder	\$ 29,350
Public Address system	\$ 41,300
Searchlight	\$ 156,400
*Ambulance Medical Interior	\$ 350,000
*External Cargo Hook System	\$ 44,800
TOTAL (ESTIMATED)	\$ 1,637,000

*Not included in manufacturer configuration pricing.

4 ACQUISITION OPTIONS

This section details options for acquiring a replacement helicopter. Purchase of new and used craft and operating lease options are compared. Financing options are presented.

4.1 OPTION 1: PURCHASE A NEW HELICOPTER

Purchase of a new, zero flight-hours helicopter ensures that the Unit obtains the desired model to meet operational needs. Model and ancillary equipment are chosen based upon specifications outlined by the Unit and warranty and training are included in the purchase. There are two options for acquiring a new helicopter:

- Purchase Configured: A custom configured model is purchased directly from the Original Equipment Manufacturer (OEM).
- Purchase “green”: A base model “green” helicopter is purchased from the OEM and configured to meet SCSO requirements by a certified service center. Ancillary equipment may be purchased separately and provided to the service center for installation or purchased by

the service center on behalf of SCSO. In the case of Bell helicopters, the custom configuration would be completed by Rotorcraft Support Incorporated (RSI), the current contract maintenance provider for Henry 1. Total cost may be slightly lower versus direct purchase from the OEM. Lead time may be longer than direct purchase from the OEM, depending upon the service center’s workload.

4.1.1 Estimated Cost of Option 1

Helicopter manufacturers provided quotes in April 2015 for purchase of fully configured models. The quotes are not included in the appendix of this analysis because they are proprietary. The following table summarizes the quotes for various models with ancillary equipment installed (excluding EMS medical interior and cargo hook system) as quoted by the OEM:

Configured Purchase Price				
Bell 407GXP	Airbus H125 (formerly AS350B3)*	Bell 429	Airbus H135	Airbus H145
Single Engine	Single Engine	Category A	Category A	Category A
\$4,411,600	\$4,857,654	\$7,794,550	\$7,349,000	\$8,358,165

*Note: The State of California has a master agreement with Airbus for purchase of AS350B3 helicopters for use by the California Highway Patrol. This contract is available for use by all California government agencies provided an administrative fee (1.06% percent of order total) is paid to the State department of General Services. Use of this contract results in additional administrative fees of approximately \$62,000 for Sonoma County, not included in the cost shown in the table, above.

4.1.2 Pros and Cons of Option 1

	Pros	Cons
Option 1	County obtains long-term asset Longest asset useful life, 15-20 years Model of choice Custom configuration County fully controls use of craft Equipment warranty included Training included	Significant up-front cost

4.2 OPTION 2: LEASE A NEW HELICOPTER

Under option 2, the County enters into an agreement with a helicopter leasing agency, such as Milestone Aviation, Macquarie Rotorcraft Leasing, Inc., or Waypoint Leasing. This option became more popular as a result of the worldwide financial crisis that began in 2009. The leasing agency purchases a zero flight-hours craft configured specifically for SCSO and leases the craft back to the County for an agreed price and term. At the end of the term, the craft is returned to the leasing company. The term is significantly shorter than the useful life of the craft to ensure a residual value for the leasing agency. A shorter term means an increased administrative burden, as the acquisition process would be repeated within five to seven years' time.

The advantage of this option is minimal up-front cost to the County by avoiding a costly capital down payment to the helicopter manufacturer and service center performing the custom configuration. The County does not incur debt and does not retain the asset "on the books" but instead pays an annual payment to the leasing agency. The lease may be terminated, and the craft returned to the leasing agency, in the case of non-appropriation of funds.

An operating lease involves additional costs not required in a purchase option. Examples of additional operating lease requirements are:

- Enrollment in a "Power by the Hour" (PBH) maintenance program with a certified service center. This maintenance program ensures the residual value of the craft upon return to the leasing agency. Annual costs for PBH programs are higher than maintaining the craft outside of this program.
- Submission of monthly utilization reports to the leasing agency.
- Additional liability insurance cost.

4.2.1 Estimated Cost of Option 2

The below table provides an estimate of operating lease prices based upon April 2015 pricing and available models from Macquarie Rotorcraft Leasing, Inc. A single engine model is not available for lease due to limited return on investment for the leasing agency.

Current Cost	Annual Operating Lease Cost			
FY 15-16	Bell407GXP	AW109	Bell 429	H145
\$258,313	N/A	\$757,560	\$895,320	\$952,824

Note: Actual configured models will vary over time due to manufacturer and lease options.

4.2.2 Pros and Cons of Option 2

	Pros	Cons
Option 2	Minimal up-front cost Model of choice Custom configuration Lease may be terminated in case of non-appropriation of funds Ability to operate with current technology (craft will be replaced earlier than owned craft) Predictable cost	County does not retain asset Shorter asset useful life (increased administrative burden) Higher maintenance costs due to Power by Hour subscription Increased insurance cost for liability coverage

4.3 OPTION 3: PURCHASE A USED HELICOPTER

Under this option, the County would purchase a previously-owned helicopter with accumulated flight hours. The selection is limited by market availability, thus, the County may not be able to acquire the desired model or equipment options. The Helicopter Unit would need to make significant equipment compromises and incur cost to have the craft reconfigured for specific operational requirements. Reconfiguration is not possible in all scenarios due to model/equipment compatibility limitations. Helicopter manufacturers have limited inventory of used craft; the County would likely purchase from a private broker, incurring broker fees in the process. Training would be obtained through the Original Equipment Manufacturer at additional cost to the County. There is no provision for replacement equipment in the case of out-of-service events due to equipment malfunction, as the helicopter will likely be outside the warranty period when acquired.

4.3.1 Estimated Cost of Option 3

The cost implications of Option 3 are dependent upon the number of flight hours accumulated on the craft and the initial purchase price. In general, the cost of a used helicopter is calculated as follows:

$$\text{Initial purchase price} - (\# \text{ of flight hours} \times \text{hourly Direct Operating Cost})$$

The money saved in purchase of a used craft is often expended in the additional maintenance cost if the craft was not maintained in excellent condition. In addition, the cost to reconfigure a used helicopter may be higher than custom configuration of a new craft due to additional labor costs. The following table gives examples of used helicopters available in September 2015.

Option	Type	Manufacturer/Model (year)	Flight Hours	Purchase Price Estimate	Notes
1	Category A	Bell 429 (2013)	244	\$5,600,000	Configured for corporate seating
2	Category A	Eurocopter 135P2+ (2013)	0	\$5,250,000	Needs full configuration (green)
3	Single	Bell 407GX (2011)	130	\$3,275,000	Configured for EMS missions
4	Single	Eurocopter AS350B3E (2014)	8	\$2,650,000	New, under warranty

4.3.2 Pros and Cons of Option 3

	Pros	Cons
Option 3	County obtains long-term asset County fully controls use of craft Reduced cost as compared to purchase of new craft	Unit must compromise on model and equipment due to limited market selection Additional cost to reconfigure helicopter for SCSO operations Additional fees for broker services Additional cost for Training Reduced asset useful life No equipment warranty

4.4 OPTION 4: REBUILD EXISTING BELL 407 CRAFT

Under this option, the existing Bell 407 craft would be flown to the contract service center, stripped of all existing mechanical and avionics equipment and rebuilt with new technology equipment. This option, although possible, is rarely attempted in the helicopter industry. The cost is prohibitive due to the significant labor hours required. The Unit would be out of service for approximately one year total while the craft was rebuilt, unless a replacement craft was leased during the downtime. Any existing problems with the airframe would be carried over resulting in unknown future maintenance and downtime impacts. This option is not recommended due to significant cost and Unit downtime.

4.5 COMPARISON OF OPTIONS

The following table provides a comparison of acquisition options:

	Purchase New	Operating Lease	Purchase Used
Relative "up-front" cost to County	High	Low	High
County incurs debt on books	Yes	No	Yes
County fully controls asset operational use	Yes	No	Yes
Flexibility for non-appropriation	Yes	Yes	Yes
Useful life of helicopter	15-20 years	9 to 12 years	12-15 years
Requires enrollment in "Power by the Hour" maintenance program	No	Yes	No
Asset owned at end of Term	Yes	No	Yes

4.5.1 Summary of Pros and Cons

Option	Pros	Cons
1	County obtains long-term asset Longest asset useful life, 15-20 years Model of choice Custom configuration County fully controls use of craft Equipment warranty included Training included	Significant up-front cost.
2	Minimal up-front cost Model of choice Custom configuration Lease may be terminated in case of non-appropriation of funds	County does not retain asset. Shorter asset useful life (increased administrative burden) Higher maintenance costs due to Power by Hour subscription. Increased insurance cost for tail liability coverage.
3	County obtains long-term asset County fully controls use of craft Reduced cost as compared to purchase of new craft	Unit must compromise on model and equipment due to limited market selection Additional cost to reconfigure helicopter for SCSO operations Additional fees for broker services Additional cost for Training Reduced asset useful life No equipment warranty

4.6 PURCHASE FINANCING OPTIONS

Purchase of large equipment assets for public agencies is often financed through a municipal lease-purchase agreement. Sonoma County purchased the existing helicopter through this type of agreement. In a lease-purchase agreement, an outside agency (“lessor”) provides funding. The County holds the asset title and the lessor files a security interest with the FAA. The County

makes annual payments on the lease, including principal and interest, and may choose to pay the lease in full and own the asset outright at any point in the agreement. At the end of the lease term, the County has the option to purchase the asset from the financing agency, usually for the amount of \$1. A municipal lease-purchase agreement includes a non-appropriation clause in which the asset would return to the finance agency in the case of non-payment due to non-appropriation of funds.

This agreement type is available through the helicopter manufacturer or from private agencies. The County may be required to pay a down payment and configuration costs outside of the lease-purchase agreement. Additional fees may be required for legal counsel representation for filing of the security interest with the FAA. Final terms are dependent upon current market.

For this analysis, four agencies were contacted to provide comparison of terms. The following table provides a comparison of municipal lease-purchase agreements for a loan amount of \$7,500,000:

Agency	Term (years)	Annual Payment	Nominal Annual Rate	Total Cost of Loan
Textron Financial (owner of Bell Helicopter)	12	\$714,871	2.130%	\$8,578,455
Bank of America	12	\$738,035	2.75%	\$8,856,423
Umpqua Equipment Financing *15 year amortization with 10 year balloon payment	10*	\$609,891	2.76%	\$8,855,429 (\$2,756,519 Balloon Payment)
Umpqua Equipment Financing	10	\$850,680	2.59%	\$8,506,850

5 CONCLUSIONS AND RECOMMENDATIONS

The Helicopter Unit provides critical support for Sheriff's Office deputies and the citizens of Sonoma County. Maintenance and upgrade costs for the current helicopter, Henry 1, are projected to exceed the resale value of the craft in FY 17-18. The Sheriff's Office recommends acquisition of a modern helicopter to optimize operational capability, maximize safety and ensure compliance with FAA regulations and NTSB safety recommendations. Delaying replacement of the existing craft will result in escalating maintenance and upgrade costs and increased downtime for the Unit.

The Sheriff's Office recommends purchase of a zero flight-hours helicopter, specifically a Category A certified craft. The Bell 429 model meets all non-negotiable and desirable specifications and Bell Helicopter has the highest overall ranking in the customer survey performed by Aviation International News.

The Sheriff's Office has applied for grant funding through the Urban Area Security Initiative (UASI). County Emergency Managers in or Hub Area have expressed support to fund ancillary equipment for this project. The UASI Approval Authority will finalize awards in April 2016. Friends of Henry 1, a local non-profit organization, has indicated its intent to aggressively raise funds to help offset purchase costs, although funding amount is uncertain at this time.

6 APPENDICES

6.1 NEWS ARTICLE

Vertical Magazine

2013-05-26 20:52:02

Sonoma County Sheriff helicopter rescues nine first responders in Del Norte County

On the night of May 24, the Sonoma County Sheriff's Bell 407 helicopter "Henry One" came to the rescue again, this time long-lining nine first responders off a rocky ledge in Del Norte County, Calif.

The Sonoma County Sheriff's Office received a request for help from the Del Norte County Sheriff's Office at approximately 8:30 p.m. on Friday. The rescue incident for Del Norte County first responders had begun two hours earlier, when a 27-year-old female fell approximately 20 feet onto a jagged, rocky surface while visiting the Del Norte coast south of Crescent City.

The patient appeared to have suffered major traumatic injuries, which brought numerous first responders to her location. Prior to Henry One arriving on scene, a United States Coast Guard helicopter rescued the patient and her male companion. The patient's injuries were severe, and she was ultimately transported by air ambulance to the UC Davis Medical Center.

While the first responders were providing treatment to the patient and tending to her companion, high tide rolled in and the waves increased in size, trapping nine first responders on a steep rocky ledge after the patient and her companion were rescued. Several of the first responders, including law enforcement, emergency medical and fire personnel, were wearing normal duty attire, and unprotected from the cold, wet conditions.

The Henry One flight crew, consisting of a pilot, deputy sheriff/tactical flight officer and paramedic — all of whom are all trained to perform night long-line rescues — reported to the Sonoma County Sheriff's hangar, located at the Charles M. Schulz Airport in Santa Rosa, Calif. The crew began making plans for the two-hour flight to Del Norte County, which included a refueling stop in Arcata, Calif.

The Henry One flight crew departed the airport at approximately 9:30 p.m. and arrived at the scene of the rescue at approximately 11:45 p.m. The crew located the first responders and configured the aircraft for a night long-line rescue using a 100-foot rope attached to the belly of the aircraft. Within minutes, pilot Paul Bradley was flying Deputy Sheriff Chris Mahoney and paramedic Don Ricci to the first responders.

Pilot Bradley lowered the rescuers to the rock where the first responders were waiting. Paramedic Ricci stayed with the first responders on the rock while Bradley made four trips, long-lining Deputy Mahoney with two victims at a time back to the landing zone a mile away. Bradley then made one final flight, long-lining the last first responders and Ricci back to the landing zone.

All of the first responders were met at the landing zone by awaiting medical personnel. The first responders were wet, cold and several were showing signs of hypothermia.

From the time Henry One arrived on scene, the rescue took approximately 30 minutes. The Henry One flight crew returned to the Sheriff's hangar at approximately 2:30 a.m. Saturday morning.

Bradley told *Vertical* that “lots of practice” is the key to conducting night long-line rescues safely. Henry One crews conduct such rescues with the aid of a Nightsun searchlight, but without using night vision goggles. “It’s a constant mental fight against vertigo because you can’t see the movement very well; that’s why practice makes safe for the crew and pilot,” Bradley said. “I like to say, ‘We rescue like we train, we train like we rescue.’”

6.2 FEDERAL AVIATION ADMINISTRATION (FAA) REGULATIONS

FAA Part 91: Due to limited avionics equipment, such as lack of autopilot, Henry 1 operates under Visual Flight Rules (VFR). Part 91 FAA rules require a pilot to maintain a fixed amount of visibility so that he or she would be less likely to suddenly encounter fog, rain, or other reduced visibility known as Instrument Meteorological Conditions. Craft operating under VFR, less than 1,200 feet above ground level (AGL), are required to operate under speed and conditions that give the pilot adequate opportunity to avoid collision with air traffic, obstruction, or terrain. The Unit performs long-line rescues over water or other hazardous terrain at altitude less than 1,200 feet AGL.

In 2020 the FAA will require all aircraft to have Automatic Dependent Surveillance-Broadcast (ADS-B) traffic awareness systems installed. This equipment is the next generation of air traffic control and allows the pilot to view a display of all other air traffic using satellite rather than radar equipment on the ground.

FAA Part 133: The regulations for rotorcraft external load operations are specified in part 133. During the performance of long line rescues, the Unit operates under the public use exemption in section 133.1. Following the regulation for private operators, the Unit would be subject to all part 133 regulations, requiring the use of a Category A certified helicopter during operations with human external cargo (rotorcraft-load combination Class D).

FAA Part 135: Part 135 specifies the operating requirements for commuter and on-demand operations. The regulations for Helicopter Air Ambulance Operators are contained within Part 135. When the Unit performs a rescue that involves subsequent patient transport to a medical facility, the operation is conducted under the public use exemption because the existing helicopter does not meet FAA Part 135 regulations. Compliance with Part 135 would significantly improve safety for both the crew and the patient, while maintaining a commitment to comply with regulations to the degree possible.

Required equipment upgrades to comply with Part 135 are as follows:

- Radio altimeter, required in 2017 (for all rotorcraft operators)
- Helicopter Terrain Awareness and Warning Systems (HTAWS), required in 2017
- Flight data monitoring systems, required in 2018
- Autopilot (recommended)

6.3 NTSB SAFETY RECOMMENDATIONS



Office of the Chairman

National Transportation Safety Board

Washington, DC 20594

March 6, 2015

Ms. Veronica Ferguson
County Administrator
Sonoma County Administrator's Office
575 Administration Dr., Ste. 104A
Santa Rosa, CA 95403

Dear Ms. Ferguson:

Thank you for the December 9, 2014, letter signed by Mr. Steve Freitas, Sheriff-Coroner, to the National Transportation Safety Board regarding eight safety recommendations that we issued to the Sonoma County Sheriff's Office in 2009. We issued Safety Recommendations A-09-97 through -101 on October 1, 2009, as a result of our February 3-6, 2009, investigative hearing, held in response to an increase in helicopter emergency medical services (HEMS) accidents in calendar year 2008. We issued Safety Recommendations A-09-131 through -133 on November 13, 2009, as a result of our investigation of the crash during approach to landing of a Maryland State Police emergency medical helicopter in District Heights, Maryland, on September 27, 2008.

A-09-97

Conduct scenario-based training, including the use of simulators and flight training devices [FTD], for helicopter emergency medical services (HEMS) pilots, to include inadvertent flight into instrument meteorological conditions [IMC] and hazards unique to HEMS operations, and conduct this training frequently enough to ensure proficiency.

We note that your pilots receive initial and recurrent scenario-based training that addresses the use of FTDs and inadvertent flight into IMC. Although this recommendation was limited to pilots, we are pleased that you also provide initial and recurrent aviation-related training to your technical flight officers (TFO). Because these actions exceed the intent of Safety Recommendation A-09-97, it is classified "Closed—Exceeds Recommended Action."

A-09-98

Implement a safety management system [SMS] program that includes sound risk management practices.

201401584

We are pleased to learn that you have a formal SMS program in place that is consistent with the Airborne Law Enforcement Association and International Helicopter Safety Team's standards. Accordingly, Safety Recommendation A-09-98 is classified "Closed—Acceptable Action."

A-09-99

Install flight data recording [FDR] devices and establish a structured flight data monitoring program that incorporates routine reviews of all available sources of information to identify deviations from established norms and procedures and other potential safety issues.

Although you have not installed FDR devices on your helicopter, we are aware that, when you replace it in the near future, you intend to consider this technology. Accordingly, Safety Recommendation A-09-99 is classified "Open—Acceptable Response" pending our receipt of updates on your progress and completion of the recommended actions.

A-09-100

Install night vision imaging systems in helicopters used for emergency medical services and require HEMS pilots be trained in their use during night operations.

We are aware that not only your pilots but also your TFOs are trained and use night vision goggles. Because these actions exceed the intent of Safety Recommendation A-09-100, the recommendation is classified "Closed—Exceeds Recommended Action."

A-09-101

Equip helicopters that are used in HEMS transportation with autopilots, and train pilots to use the autopilot if a second pilot is not available.

We note that, although your helicopter is not equipped with an autopilot, you intend to consider this technology when you replace it. Accordingly, Safety Recommendation A-09-99 is classified "Open—Acceptable Response" pending our receipt of updates on your progress and completion of the recommended actions.

A-09-131

Develop and implement flight risk evaluation programs that include training for all employees involved in the operation, procedures that support the systematic evaluation of flight risks, and consultation with others trained in helicopter emergency medical services flight operations if the risks reach a predefined level.

We note that you have a risk assessment program in place, which incorporates an effect/probability-type risk assessment and predetermined levels of risk that require management approval if the risk reaches an established level. We are also aware that this program falls under your SMS program, and that you provide risk assessment training to your employees. Accordingly, Safety Recommendation A-09-131 is classified "Closed—Acceptable Action."

A-09-132

Use formalized dispatch and flight-following procedures that include up-to-date weather information and assistance in flight risk assessment decisions.

We are aware that you have formal dispatch and flight-following procedures in place for assessing risk and responding to incidents, that up-to-date weather information is available in the cockpit, and that you train TFOs in accessing this information to assist pilots during times of high workload. Accordingly, Safety Recommendation A-09-132 is classified "Closed—Acceptable Action."

A-09-133

Install terrain awareness and warning systems [TAWS] on your aircraft and provide adequate training to ensure that flight crews are capable of using the systems to safely conduct HEMS operations.

We note that, although your helicopter is not equipped with TAWS, you will consider including this technology when you replace it. Pending our receipt of future updates regarding your progress in updating your equipment, Safety Recommendation A-09-133 is classified "Open—Acceptable Response."

Please submit updates electronically at correspondence@ntsb.gov regarding your progress in addressing Safety Recommendations A-09-99, -101, and -133. Please do not submit both an electronic copy and a hard copy of the same response. If you have any questions, please contact Mr. Nathaniel Hoyt at (202) 631-3471 or nathaniel.hoyt@ntsb.gov.

Thank you for your assistance and for your efforts to improve HEMS safety.

Sincerely,

 **Christopher A. Hart**
Acting Chairman

cc: Mr. Steve Freitas
Sheriff-Coroner
Sonoma County Sheriff's Office

6.4 NTSB 2015 MOST WANTED LIST

ENHANCE PUBLIC HELICOPTER SAFETY

What is the issue?

The safety of public helicopter operations is often overlooked.

Every day, hundreds of federal, state, and local helicopter pilots fly emergency medical service, law enforcement support, and search and rescue missions, as well as a host of other public operations. The public trusts these operators and relies on them to conduct the mission safely; the public often needs this transportation to survive. And each of these helicopter operations requires planning, training, and support. Unfortunately, not all of the pilots complete their missions.

On September 27, 2008, a Maryland State Police (MSP) helicopter, Trooper 2, received a medevac flight request to pick up two patients involved in an automobile accident. Trooper 2 reached the accident site, loaded the patients, but never reached the hospital.

On June 9, 2009, a New Mexico State Police (NMSP) helicopter pilot received a request for an aerial search for a lost hiker. The NMSP pilot landed the helicopter, located the hiker, departed from the mountain, but did not make it back to base.

A very similar situation occurred on March 30, 2013. The Alaska Department of Public Safety (ADPS) helicopter pilot received a request to rescue a stranded snowmobiler. The pilot landed the helicopter, located the snowmobiler, departed from the frozen lake, but did not reach the designated landing zone.

Prior to accepting their missions, both the MSP and NMSP pilots expressed concern about weather conditions. Although the pilot of the ADPS helicopter did not discuss the weather with anyone, he should have been aware of the deteriorating conditions. However, all three pilots accepted and attempted to complete the missions even when faced with poor weather at night. And tragically, the helicopters crashed before reaching their destinations, killing a total of nine people.

Crashes involving public helicopters are not just limited to those used by law enforcement agencies. On January 5, 2010, a California Department of Fish and Game helicopter sustained substantial damage when it collided with power lines during a deer-surveying mission. The NTSB determined that the pilot's failure to maintain positive control of the helicopter caused the crash.

Since 2004, the NTSB has investigated more than 130 accidents involving federal, state, and local public helicopter operations, including the 4 mentioned above. Fifty people lost their lives and nearly 40 were seriously injured in these accidents. The lessons learned as a result of these investigations have the potential to make federal, state, and local public helicopter operations safer.

What can be done?

Because public operator safety is not generally governed by Federal Aviation Administration regulations, a safety net does not necessarily exist; the safety decisions and programs are solely the responsibility of the public operators. Yet these operators often carry passengers, and they owe it to the public, who they serve, to operate in the safest manner possible. The

NTSB is concerned that, absent a concerted effort to enhance helicopter safety in public operations, accidents involving public helicopters will continue. These could lead to more injuries and loss of life in search and rescue operations and emergency medical service flights, as well as other operations by federal, state, and local entities.

Based on our accident investigations, the NTSB has identified a number of actions that public operators can take to address operational, pilot, and helicopter factors.

Operational factors hold great promise because they impact the overall safety of the operation. Operational improvements include developing and implementing safety management systems that include sound risk management practices, particularly flight risk evaluation programs and formalized dispatch and flight-following procedures. Operators can also implement best practices for flight crews that include scenario-based training and fatigue management. In particular, given the heightened risk associated with flight in bad weather, helicopter operators should employ training scenarios that expose pilots to inadvertent flight into instrument meteorological conditions.

Helicopter technology also plays a significant role in mitigating risk to thousands of pilots and passengers each year. The NTSB has recommended that helicopter operators install radio altimeters, night vision imaging systems, and terrain awareness warning systems.

Finally, the NTSB advocates for crash-resistant flight recorder systems for all aircraft. These recorders can be used to enhance the safety culture within the public agency by allowing the operators to identify and address safety issues before a crash occurs. Further, if an accident does occur, crash-resistant flight recorder systems can assist investigators, regulatory agencies, and operators to quickly identify what went wrong and how to prevent it from happening again.

For more information visit: www.nts.gov/mostwanted

14

Draft Resolutions Adopting
the Budget at the
Conclusion of the Public
Hearings



County of Sonoma
State of California

Date: June 13, 2016

Item Number: _____
Resolution Number: _____

4/5 Vote Required

Resolution Of The Board Of Supervisors Of The County Of Sonoma, State Of California, and all Public Entities for which the Board Of Supervisors Acts as the Board Of Directors or Commissioners, Adopting the Fiscal Year 2016-17 Budget for all Governmental Entities within its Jurisdiction, and Addressing ADA Requirements, and use of Water Agency Funds for costs associated with the Russian River Project

Whereas, the Board of Supervisors of the County of Sonoma (“Board”), as the governing body of the County and as the Directors and Commissioners of its Internal Service and Enterprise Funds, Special Districts, and Community Development Commission, has made available for public review the recommended budget for Fiscal Year 2016-17 for the governmental entities within its jurisdiction (“Fiscal Year 2015-2017 Year 2 Recommended Budget”), in accordance with Section 29080 of the Government Code, State of California, and

Whereas, the Board has completed Budget Hearings, as required by Sections 29080 and 29081 of the Government Code, State of California, and

Whereas, at this time, it is the desire of the Board to adopt a Fiscal Year 2016-17 Budget by reference for all governmental entities within its jurisdiction, and

Whereas, the Federal Americans with Disabilities Act of 1990 (ADA) is wide-ranging legislation intended to make American Society more accessible to people with disabilities, and

Whereas, the County has an updated ADA Transition Plan with a multi-year schedule for additional ADA barrier removal that is addressed in the Fiscal Year 2016-17 Recommended Budget reviewed in the Budget Hearings.

Now, Therefore, Be It Resolved and Ordered that the Fiscal Year 2016-17 Recommended Budget, adjusted for the attached increases/decreases listed in Exhibit A and in the Budget Hearings Attachment 2, be adopted by reference as the Fiscal Year 2016-17 Adopted Budget for the governmental entities listed in Exhibit B, in accordance with Sections 29088 through 29092 of the Government Code, State of California.

Be It Further Resolved that the County Auditor-Controller-Treasurer-Tax Collector and the County Administrator are authorized to complete any necessary budgetary and accounting transfers and adjustments to implement the adopted FY 2016-17 budget and to re-establish valid prior year encumbrances in FY 2016-17. Such adjustments shall include but not be limited to decreasing appropriations in any and all funds associated with projects initiated prior to the 2016-17 fiscal year-end to meet actual available resources. Authority includes budgetary and accounting adjustments necessary to assign year-end actual fund balances, and increasing or decreasing appropriations for Community Development Commission, Sonoma County Agricultural Preservation and Open Space District, Northern Sonoma County Air Pollution Control District, and Sonoma County Public Finance Authority, to close out the fiscal year for previously approved projects, operations and maintenance expenses and budgetary and accounting adjustments necessary to assign actual fund balances.

In addition, the County Auditor-Controller-Treasurer-Tax Collector and the County Administrator are authorized to transfer available year-end County General Fund Balance beyond the amount required in the Adopted Budget in the following ways. First, to meet the Board's Long Term Fiscal Sustainability priority towards having a Reserve equal to 15% of General Fund Revenues, transfer up to \$4 million, or 12%, of Adopted General Fund revenues to incrementally increase reserves towards the 15% goal. Second, to meet the county's facility obligation associated with the new state courthouse, assign up to \$8 million to the Courthouse Inmate Transfer Connector capital project. And third, transfer any remaining General Fund year-end balance to the Sonoma County Employees Retirement Association (SCERA) to pay down pension liability.

Conversely, amounts short of the FY 2015-16 year-end General Fund available balance required to finance the Adopted FY 2016-17 Budget would be balanced by reducing FY 2016-17 appropriated General Fund Contingencies.

Be It Further Resolved that the County Auditor-Controller-Treasurer-Tax Collector and the County Administrator are authorized to establish new funds and complete any necessary budgetary and accounting transfers and adjustments to comply with Generally Accepted Accounting principles (GAAP).

Be It Further Resolved that the County Auditor-Controller-Treasurer-Tax Collector and the County Administrator are authorized to temporarily transfer cash between certain County funds during the last thirty days of the current fiscal year subject to all applicable laws and government accounting standards and principles as necessary in order to maintain appropriate levels of working capital to ensure service delivery continuation for mandated services pending receipt of State reimbursements. This authorization covers permissible temporary cash transfers

within the governmental fund types of the general fund, enterprise funds, internal service funds and special revenue funds as well as from any of the first three of these fund types to any of the other specified fund types, to the extent allowable under law.

Be It Further Resolved that the Human Resources Director, with the concurrence of the County Administrator, is authorized to make technical changes to departmental position allocation lists to conform to the position allocation changes included in Exhibit C, as updated by Board direction in the Budget Hearings, and all previous Board actions. Such changes shall also include the adjustment of the term of any time limited positions necessary to complete projects continued into the 2016-17 fiscal year per the adopted budget and authorized adjustments thereto.

Be It Further Resolved that the Board declares its intent to continue allocating funds in future years to identify and remove physical and programmatic barriers to County services, and

Be It Further Resolved that the Board directs all department and agency heads of the County to examine all possible programmatic and operational means to ensure accessibility of their programs and services to avoid more costly and time-consuming construction or remodeling projects to remove barriers.

Be It Further Resolved that the Board authorizes County Administrator and the Auditor-Controller-Treasurer-Tax Collector to transfer to the Sonoma County Employee Retirement Association (SCERA) up to the maximum annual amount allowed per the SCERA policy beyond the current and future year prepaid normal cost to be retained on deposit.

Be it Further Resolved that with respect to the Sonoma County Water Agency ("Water Agency") this Board hereby finds, determines, declares and orders as follows:

1. The Warm Springs Dam/Russian River Project ("the Project") was approved by the United States Congress (Public Law 516, 81st Congress, 2nd Session), by the California Legislature (Water Code sections 12699 and 12700) and the Water Agency's indebtedness arising from the Project ("the indebtedness") was approved by the Water Agency's voters in elections held in 1955, 1974 and 1979. The Water Agency levies a tax at a rate necessary to pay the indebtedness so as to ensure a continuation of the benefits of the Project.

2. Costs associated with the Project include the contractual obligations owed to the federal government and other public agencies as identified and discussed in the August 2001 "Report to the Board of Directors of the Sonoma County Water Agency on Financing the Costs of the Russian River Project" ("the Report").

Additional obligations include the obligations relating to the operation of Warm Springs Dam and the Russian River Project that will be imposed on the Water Agency during Fiscal Year 2016-17 under the Biological Opinion issued by the National Marine Fisheries Service in September 2008. Other Water Agency revenues are not reasonably available to fund these increased costs due to the need to fund other obligations identified in the Recommended Budget, including but not limited to funding other Water Agency non-Project obligations and programs.

3. The rate of the tax levied for the indebtedness for fiscal year 2016-17 is a rate reasonable, necessary and appropriate to discharge the Water Agency's voter-approved indebtedness, including an amount appropriate for necessary reserves, after taking into account funds available from the Water Agency's General Fund and other Water Agency funds. Accordingly, this Board concludes that the Water Agency's taxes for the Project have been and are levied in full compliance with the requirements of Article 13 A, section 1(b)(1), Revenue & Taxation Code section 96.31 and Government Code section 29100.

4. The County Counsel is directed to advise this Board and the General Manager as to lawful appropriations that can be made from taxes levied for the Project to pay the indebtedness.

Supervisors:

Gorin:	Rabbitt:	Zane:	Gore:	Carrillo:
Ayes:	Noes:	Absent:	Abstain:	

So Ordered.

Date: June 13, 2016

Item Number: _____
Resolution Number: _____

4/5 Vote Required

**Resolution of the Board of Directors of the Sonoma Valley
County Sanitation District Adopting the Fiscal Year 2016-17 Budget**

Whereas, the Board of Directors has completed Budget Hearings as required by Sections 29080 and 29081 of the Government Code, State of California, and

Whereas, it is the desire of the Board of Directors to approve the Fiscal Year 2016-17 Budget by reference for the Sonoma Valley County Sanitation District,

Now, Therefore, Be It Resolved and ordered that the Fiscal Year 2016-17 Recommended Budget, adjusted for any attached increases/decreases listed in Exhibit "A" be adopted by reference as the Fiscal Year 2016-17 Budget, for the Sonoma Valley County Sanitation District in accordance with Sections 29088 through 29091 of the Government Code, State of California.

Be It Further Resolved that after the adoption of the budget and the end of the 2016-17 fiscal year, the County Auditor-Controller-Treasurer-Tax Collector and the County Administrator are authorized to complete any necessary budgetary and accounting transfers and adjustments necessary to close the FY 2016-17 transactions budget and to re-establish valid prior year encumbrances in FY 2016-17. Such adjustments shall include, but not be limited to, adjusting appropriations for any and all funds associated with projects, budgetary, and accounting adjustments necessary to assign year end actual fund balances.

Directors:

Gorin:

Carrillo:

Gallian:

Ayes:

Noes:

Absent:

Abstain:

So Ordered.

GOVERNMENTAL AGENCIES INCLUDED WITHIN THE FY 2016-2017 BUDGET

1. Under the Board of Supervisors Jurisdiction:

A. County of Sonoma - (Including individual budgets and information in the following functional areas)

Administration & Fiscal Services
 Justice Services
 Health & Human Services
 Development Services
 Other County Services
 Capital Projects
 Reserves / Designations

B. Internal Service/Enterprise Funds

Airport Enterprise Fund
 ERP System Administration - ISF
 Heavy Equipment Internal Service Fund
 Mason Marina Enterprise Fund
 Refuse Disposal Enterprise Fund
 Self-Funded Insurance - ISF
 Sonoma County Energy Independence Program
 Sport Fishing Center Enterprise Fund
 Spud Point Marina Enterprise Fund
 Transit Enterprise Fund
 Unemployment Insurance - ISF

C. Special Districts

1. County Service Areas
 - a. #40 County Fire Services
 - b. #41 Multi-Services
2. South Santa Rosa Lighting/Landscaping District
3. Community Facilities Districts
 - a. #4 Wilmar
 - b. #5 Dry Creek
 - c. #7 Mayacamas
4. Lighting Districts

<ol style="list-style-type: none"> a. CSA #41 County-Wide c. Airport Business Center e. CSA #41 Meadowlark 	<ol style="list-style-type: none"> b. Airport/Larkfield/Wikiup d. Roseland
---	--
5. Permanent Roads

<ol style="list-style-type: none"> a. Bittner Lane c. Mirabel Heights e. Peaks Pike 	<ol style="list-style-type: none"> b. Mill Creek Lane d. Monte Rosa f. Canon Manor
--	---

2. Under the Board of Directors Jurisdiction:

A. Special Districts

1. Sonoma County Water Agency and Zones
2. Sanitation Districts
 - a. Occidental
 - b. Russian River
 - c. Sonoma Valley
 - d. South Park
3. Northern Sonoma County Air Pollution Control District*
4. Sonoma County Agricultural Preservation/Open Space District
5. IHSS Public Authority
6. Rio Nido Geologic Hazard Abatement District

3. Under the Board of Commissioners Jurisdiction:

A. Community Development Commission

B. Successor Agency

1. CASA – Roseland
2. CASA – Sonoma Valley
3. CASA – Russian River

**Subject to a separate public hearing conducted by the Board of Directors scheduled June 14, 2016.*

17

Permanent Position Allocation by Department and Job Class

Permanent Position Allocation
by Department and Job Class

Department Defined	Title	FY 16/17 Recomm Total	FY 16/17 Supp	16/17 Totals with Supp	16/17 Hearing Actions	Final Adopted FY 16/17	Notes
AGRICULTURAL COMMISSIONER							
AGRICULTURAL COMMISSIONER	OFFICE ASSISTANT II	0.80		0.80		0.80	
AGRICULTURAL COMMISSIONER	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	EXECUTIVE SECRETARY	0.00		0.00		0.00	
AGRICULTURAL COMMISSIONER	RECEPTIONIST	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	ACCOUNT CLERK II	0.75		0.75		0.75	
AGRICULTURAL COMMISSIONER	SENIOR ACCOUNT CLERK	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	DEPARTMENT ANALYST	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	ENVIRONMENTAL SPECIALIST	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	ENGINEERING TECHNICIAN IV	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	SENIOR ENGINEER	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	AGRICULTURAL BIOLOGIST-STANDARD SPECIALIST III	6.75		6.75		6.75	
AGRICULTURAL COMMISSIONER	SENIOR AGRICULTURAL BIOLOGIST- STANDARD SPECIALIST	3.00		3.00		3.00	
AGRICULTURAL COMMISSIONER	DEPUTY AGRICULTURAL COMMISSION	3.00		3.00		3.00	
AGRICULTURAL COMMISSIONER	CHIEF DEPUTY AGRICULTURAL COMMISSIONER	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	ASSISTANT AGRICULTURAL COMMISSIONER	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	AGRICULTURAL COMMISSIONER-SEALER	1.00		1.00		1.00	
AGRICULTURAL COMMISSIONER	WILDLIFE SPECIALIST	1.00		1.00		1.00	
SEALER OF WEIGHTS & MEASURES	CHIEF DEPUTY SEALER	1.00		1.00		1.00	
SEALER OF WEIGHTS & MEASURES	AGRICULTURAL BIOLOGIST-STANDARD SPECIALIST III	4.00	-0.05	3.95		3.95	.05 Deleted 12+ vacant
SEALER OF WEIGHTS & MEASURES	SENIOR AGRICULTURAL BIOLOGIST- STANDARD SPECIALIST	1.00		1.00		1.00	
10-AGC Total		33.30	-0.05	33.25	0.00	33.25	
AUDITOR-CONTROLLER							
AUDITOR-CONTROLLER	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
AUDITOR-CONTROLLER	ACCOUNT CLERK II	1.00		1.00		1.00	
AUDITOR-CONTROLLER	SENIOR ACCOUNT CLERK	4.00		4.00		4.00	
AUDITOR-CONTROLLER	ACCOUNTING ASSISTANT	5.00		5.00		5.00	
AUDITOR-CONTROLLER	ACCOUNTANT II	2.00		2.00		2.00	
AUDITOR-CONTROLLER	ACCOUNTANT III	2.00		2.00		2.00	
AUDITOR-CONTROLLER	SUPERVISING ACCOUNTANT	3.00		3.00		3.00	Time Limited Ends 6/30/17 (06)
AUDITOR-CONTROLLER	ACCOUNTANT-AUDITOR II	5.00		5.00		5.00	Time Limited Ends 6/30/17 (17)
AUDITOR-CONTROLLER	ACCOUNTING MANAGER AUDITOR CONTROLLER'S OFFICE	2.00		2.00		2.00	Time Limited Ends 6/30/17 (03)
AUDITOR-CONTROLLER	ASSISTANT AUDITOR-CONTROLLER	1.00	1.00	2.00		2.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

AUDITOR-CONTROLLER	DEPARTMENT ANALYST	1.00		1.00	1.00	Time Limited Ends 6/30/17 (04)
AUDITOR-CONTROLLER	SENIOR ACCOUNT CLERK	1.00		1.00	1.00	
AUDITOR-CONTROLLER	ACCOUNTING TECHNICIAN	1.00		1.00	1.00	
AUDITOR-CONTROLLER	ACCOUNTING ASSISTANT	2.00		2.00	2.00	
AUDITOR-CONTROLLER	ACCOUNTANT II	6.00		6.00	6.00	
AUDITOR-CONTROLLER	SUPERVISING ACCOUNTANT	2.00		2.00	2.00	
AUDITOR-CONTROLLER	ACCOUNTANT-AUDITOR II	1.00		1.00	1.00	
AUDITOR-CONTROLLER	ACCOUNTING MANAGER AUDITOR CONTROLLER'S OFFICE	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	ACCOUNTING TECHNICIAN	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	ACCOUNTING ASSISTANT	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	ACCOUNTANT II	2.00		2.00	2.00	
ACTTC-TAX COLLECTOR	ACCOUNTANT-AUDITOR II	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	ACCOUNTING MANAGER AUDITOR CONTROLLER'S OFFICE	1.00		1.00	1.00	
AUDITOR-CONTROLLER	DEPARTMENT INFORMATION SYSTEMS COORDINATOR	1.00		1.00	1.00	
AUDITOR-CONTROLLER	PAYROLL MANAGER AUDITOR CONTROLLER'S OFFICE	0.00		0.00	0.00	
AUDITOR-CONTROLLER	ACCOUNTANT-AUDITOR II	1.00		1.00	1.00	
AUDITOR-CONTROLLER	ACCOUNTING MANAGER AUDITOR CONTROLLER'S OFFICE	1.00		1.00	1.00	
AUDITOR-CONTROLLER	DEPT INFO SYSTEMS SPECIALIST II CONFIDENTIAL	2.00		2.00	2.00	
AUDITOR-CONTROLLER	AUDITORS PAYROLL TECHNICIAN CONFIDENTIAL	6.00		6.00	6.00	
AUDITOR-CONTROLLER	ACCOUNTANT II CONFIDENTIAL	0.00		0.00	0.00	
ACTTC-TREASURY	ACCOUNTING TECHNICIAN	1.00		1.00	1.00	
ACTTC-TREASURY	ACCOUNTANT-AUDITOR II	1.00		1.00	1.00	
ACTTC-TREASURY	TREASURY MANAGER	1.00		1.00	1.00	
ACTTC-TREASURY	ASSISTANT TREASURER-TAX COLLECTOR	1.00	-1.00	0.00	0.00	
ACTTC-TAX COLLECTOR	ACCOUNT CLERK II	3.00		3.00	3.00	
ACTTC-TAX COLLECTOR	SENIOR ACCOUNT CLERK	5.00		5.00	5.00	
ACTTC-TAX COLLECTOR	ACCOUNTING TECHNICIAN	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	ACCOUNTING ASSISTANT	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	ACCOUNTANT-AUDITOR II	1.00		1.00	1.00	
ACTTC-TAX COLLECTOR	TAX COLLECTION MANAGER	1.00		1.00	1.00	
ACTTC-TREASURY	SENIOR ACCOUNT CLERK	2.00		2.00	2.00	
ACTTC-TREASURY	ACCOUNTANT-AUDITOR II	1.00		1.00	1.00	
ACTTC-TREASURY	INVESTMENT AND DEBT OFFICER	1.00		1.00	1.00	
ACTTC-TREASURY	ADMINISTRATIVE AIDE	1.00		1.00	1.00	
ACTTC-TREASURY	ADMINISTRATIVE AIDE CONFIDENTIAL	1.00		1.00	1.00	
ACTTC-TREASURY	DEPARTMENT ANALYST	1.00		1.00	1.00	
AUDITOR-CONTROLLER	SUPERVISING ACCOUNTANT	1.00		1.00	1.00	
AUDITOR-CONTROLLER	ACCOUNTANT-AUDITOR II	5.00		5.00	5.00	
AUDITOR-CONTROLLER	AUDIT MANAGER	1.00		1.00	1.00	
ACTTC-ADMINISTRATION	ADMINISTRATIVE AIDE CONFIDENTIAL	1.00		1.00	1.00	
ACTTC-ADMINISTRATION	DEPARTMENT ANALYST	2.00		2.00	2.00	
ACTTC-ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00	1.00	
ACTTC-ADMINISTRATION	AUDITOR CONTROLLER-TREASURER-TAX COLLECTOR	1.00		1.00	1.00	

Permanent Position Allocation
by Department and Job Class

11-AUD Total		93.00	0.00	93.00	0.00	93.00	
DEPT CHILD SUPPORT SERVICES							
DCSS-CHILD SUPPORT	LEGAL SECRETARY II	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	LEGAL PROCESSOR II	10.00		10.00		10.00	
DCSS-CHILD SUPPORT	SENIOR LEGAL PROCESSOR	10.00		10.00		10.00	
DCSS-CHILD SUPPORT	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	2.00		2.00		2.00	
DCSS-CHILD SUPPORT	PAYROLL CLERK	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	ACCOUNT CLERK II	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	CHILD SUPPORT FINANCIAL WORKER II	5.00		5.00		5.00	
DCSS-CHILD SUPPORT	SENIOR CHILD SUPPORT FINANCIAL WORKER	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	CHILD SUPPORT OFFICER II	32.00		32.00		32.00	
DCSS-CHILD SUPPORT	CHILD SUPPORT OFFICER III	13.50		13.50		13.50	
DCSS-CHILD SUPPORT	CHILD SUPPORT SERVICES SUPERVISOR	9.00		9.00		9.00	
DCSS-CHILD SUPPORT	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	ASSISTANT DIRECTOR CHILD SUPPORT SERVICES	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	DIRECTOR OF CHILD SUPPORT SERVICES	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00	
DCSS-CHILD SUPPORT	HUMAN SERVICES SECTION MANAGER	2.00		2.00		2.00	
DCSS-CHILD SUPPORT	CHILD SUPPORT ATTORNEY IV	4.00		4.00		4.00	
DCSS-CHILD SUPPORT	EXECUTIVE LEGAL SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
12-DCS Total		96.50	0.00	96.50	0.00	96.50	
CLERK-RECORDER-ASSESSOR							
RECORDER OPERATIONS FUND	RECEPTIONIST	1.00		1.00		1.00	
RECORDER OPERATIONS FUND	MICROGRAPHIC TECHNICIAN II	4.00	-1.00	3.00		3.00	1.0 Deleted vacant 12+
RECORDER OPERATIONS FUND	SUPERVISING MICROGRAPHIC TECHNICIAN	1.00		1.00		1.00	
RECORDER OPERATIONS FUND	DOCUMENT RECORDER II	7.00		7.00		7.00	
RECORDER OPERATIONS FUND	DOCUMENT RECORDER III	1.00		1.00		1.00	
RECORDER OPERATIONS FUND	CHIEF DEPUTY COUNTY CLERK-RECORDER	1.00		1.00		1.00	
CRA-CLERK OP FND	LEGAL PROCESSOR II	3.00		3.00		3.00	
CRA-CLERK OP FND	SENIOR LEGAL PROCESSOR	1.00		1.00		1.00	
CRA-CLERK OP FND	LEGAL STAFF SUPERVISOR	1.00		1.00		1.00	
ASSESSOR	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	2.75		2.75		2.75	
ASSESSOR	ASSESSMENT CLERK	10.00		10.00		10.00	
ASSESSOR	ASSESSMENT PROCESS SPECIALIST	9.00		9.00		9.00	
ASSESSOR	ASSESSMENT PROCESS SUPERVISOR	2.00		2.00		2.00	
ASSESSOR	ASSESSORS CHANGE OF OWNERSHIP SUPERVISOR	1.00		1.00		1.00	
ASSESSOR	ASSESSMENT PROCESS MANAGER	1.00		1.00		1.00	
ASSESSOR	AUDITOR-APPRAISER II	6.00		6.00		6.00	
ASSESSOR	SUPERVISING AUDITOR-APPRAISER	1.00		1.00		1.00	
ASSESSOR	APPRAISER AIDE	4.00		4.00		4.00	
ASSESSOR	APPRAISER III	19.00		19.00		19.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

ASSESSOR	APPRAISER IV	4.00		4.00		4.00	
ASSESSOR	CHIEF APPRAISER	1.00		1.00		1.00	
ASSESSOR	CHIEF OF ASSESSMENT STANDARDS	1.00		1.00		1.00	
ASSESSOR	CHIEF DEPUTY ASSESSOR	1.00		1.00		1.00	
ASSESSOR	CADASTRAL MAPPING TECHNICIAN II	3.00		3.00		3.00	
ASSESSOR	CADASTRAL MAPPING SUPERVISOR	1.00		1.00		1.00	
ADMINISTRATIVE SERVICES	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
ADMINISTRATIVE SERVICES	ACCOUNT CLERK II	1.00		1.00		1.00	
ADMINISTRATIVE SERVICES	ACCOUNTANT II	1.00		1.00		1.00	
ADMINISTRATIVE SERVICES	DEPARTMENT ACCOUNTING MANAGER	0.00		0.00		0.00	
ADMINISTRATIVE SERVICES	DEPARTMENT ANALYST	0.00		0.00		0.00	
ADMINISTRATIVE SERVICES	ADMINISTRATIVE SERVICES OFFICER I	2.00		2.00		2.00	
ADMINISTRATIVE SERVICES	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
ADMINISTRATIVE SERVICES	ACCOUNTANT II CONFIDENTIAL	1.00		1.00		1.00	
ADMINISTRATIVE SERVICES	COUNTY CLERK-RECORDER-ASSESSOR	1.00		1.00		1.00	
REGISTRAR OF VOTERS-ELECTIONS	CHIEF DEPUTY REGISTRAR OF VOTERS	1.00		1.00		1.00	
REGISTRAR OF VOTERS-ELECTIONS	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	1.00		1.00		1.00	
REGISTRAR OF VOTERS-ELECTIONS	DEPARTMENT INFORMATION SYSTEMS COORDINATOR	1.00		1.00		1.00	
REGISTRAR OF VOTERS-ELECTIONS	ELECTION SPECIALIST II	5.00		5.00		5.00	
REGISTRAR OF VOTERS-ELECTIONS	SENIOR ELECTION SPECIALIST	3.00		3.00		3.00	
REGISTRAR OF VOTERS-ELECTIONS	ELECTION SERVICES SUPERVISOR	0.00		0.00		0.00	
REGISTRAR OF VOTERS-ELECTIONS	STOREKEEPER	1.00		1.00		1.00	
REGISTRAR OF VOTERS-ELECTIONS	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
REGISTRAR OF VOTERS-ELECTIONS	PROGRAM DEVELOPMENT MANAGER	1.00		1.00		1.00	
13-CRA Total		108.75	-1.00	107.75	0.00	107.75	
COMMUNITY DEVELOPMENT							
COMMUNITY DEVELOPMENT	OFFICE ASSISTANT II	4.00		4.00		4.00	
COMMUNITY DEVELOPMENT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	SENIOR OFFICE SUPPORT SUPERVISOR	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	ACCOUNT CLERK II	2.00		2.00		2.00	Extend 1.0 Time Limited end date to 6/30/2018 (03)
COMMUNITY DEVELOPMENT	ACCOUNTING TECHNICIAN	2.00		2.00		2.00	
COMMUNITY DEVELOPMENT	ACCOUNTANT II	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	SUPERVISING ACCOUNTANT	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	SPECIAL PROJECTS DIRECTOR PROJECT	1.00		1.00		1.00	Project ends 4/27/2020 (01)
COMMUNITY DEVELOPMENT	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	EXECUTIVE DIRECTOR SONOMA COUNTY CDC	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	HOUSING REHABILITATION SPECIAL	3.00		3.00		3.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

COMMUNITY DEVELOPMENT	AFFORDABLE HOUSING ASSISTANT MANAGER	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT ASSISTANT MANAGER	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	ASSISTANT EXECUTIVE DIRECTOR CDC	2.00		2.00		2.00	
COMMUNITY DEVELOPMENT	EMPLOYMENT HOUSING COUNSELOR	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT ASSOCIATE	7.00		7.00		7.00	Extend 1.0 Time Limited end date to 6/30/2018 (05, 06)
COMMUNITY DEVELOPMENT	SUPERVISING COMMUNITY DEVELOPMENT SPECIALIST	1.00		1.00		1.00	
COMMUNITY DEVELOPMENT	SENIOR COMMUNITY DEVELOPMENT SPECIALIST	4.00		4.00		4.00	
COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT SPEC II	7.00		7.00		7.00	
14-CDC Total		43.00	0.00	43.00	0.00	43.00	
BOARD OF SUPERVISORS							
BOARD OF SUPERVISORS DISTRICT ONE	BOARD OF SUPERVISORS AIDE	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT ONE	BOARD OF SUPERVISORS STAFF ASSISTANT	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT ONE	SUPERVISOR	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT TWO	BOARD OF SUPERVISORS AIDE	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT TWO	BOARD OF SUPERVISORS STAFF ASSISTANT	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT TWO	SUPERVISOR	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT THREE	BOARD OF SUPERVISORS AIDE	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT THREE	BOARD OF SUPERVISORS STAFF ASSISTANT	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT THREE	SUPERVISOR	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT FOUR	BOARD OF SUPERVISORS AIDE	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT FOUR	BOARD OF SUPERVISORS STAFF ASSISTANT	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT FOUR	SUPERVISOR	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT FIVE	BOARD OF SUPERVISORS AIDE	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT FIVE	BOARD OF SUPERVISORS STAFF ASSISTANT	1.00		1.00		1.00	
BOARD OF SUPERVISORS DISTRICT FIVE	SUPERVISOR	1.00		1.00		1.00	
BOARD OF SUPERVISORS	CHIEF DEPUTY CLERK OF THE BOARD	1.00		1.00		1.00	
BOARD OF SUPERVISORS	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
BOARD OF SUPERVISORS	SENIOR OFFICE ASSISTANT CONFIDENTIAL	1.00		1.00		1.00	
BOARD OF SUPERVISORS	SECRETARY CONFIDENTIAL	2.00		2.00		2.00	
15-BOS Total		21.00	0.00	21.00	0.00	21.00	
COUNTY ADMINISTRATOR							

Permanent Position Allocation
by Department and Job Class

COUNTY ADMINISTRATOR	ASSISTTO THE COUNTY ADMINISTRATOR	1.00		1.00		1.00	
COUNTY ADMINISTRATOR	ADMINISTRATIVE AIDE	0.00		0.00		0.00	
COUNTY ADMINISTRATOR	ADMINISTRATIVE AIDE CONFIDENTIAL	3.00		3.00		3.00	
COUNTY ADMINISTRATOR	DEPUTY COUNTY ADMINISTRATOR	3.00		3.00		3.00	
COUNTY ADMINISTRATOR	ADMINISTRATIVE ANALYST III	7.00		7.00		7.00	
COUNTY ADMINISTRATOR	PRINCIPAL ADMINISTRATIVE ANALYST	3.00		3.00		3.00	
COUNTY ADMINISTRATOR	ASSISTANT COUNTY ADMINISTRATOR	1.00		1.00		1.00	
COUNTY ADMINISTRATOR	COUNTY ADMINISTRATOR	1.00		1.00		1.00	
LAFCO	ADMINISTRATIVE AIDE	0.75		0.75		0.75	
LAFCO	ADMINISTRATIVE ANALYST III	0.80		0.80		0.80	
LAFCO	LAFCO EXECUTIVE OFFICER	1.00		1.00		1.00	
15-CAO Total		21.55	0.00	21.55	0.00	21.55	
COUNTY COUNSEL							
COUNTY COUNSEL	ADMINISTRATIVE AIDE CONFIDENTIAL	1.00		1.00		1.00	Time Limited Ends 6/30/17 (01)
COUNTY COUNSEL	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
COUNTY COUNSEL	CHIEF DEPUTY COUNTY COUNSEL	4.00		4.00		4.00	
COUNTY COUNSEL	ASSISTANT COUNTY COUNSEL	1.00		1.00		1.00	
COUNTY COUNSEL	DEPUTY COUNTY COUNSEL IV	23.25		23.25		23.25	
COUNTY COUNSEL	COUNTY COUNSEL	1.00		1.00		1.00	
COUNTY COUNSEL	LEGAL ASSISTANT CONFIDENTIAL	7.00		7.00		7.00	
COUNTY COUNSEL	LEGAL SECRETARY II CONFIDENTIAL	2.00		2.00		2.00	Time Limited Ends 6/30/17 (01)
COUNTY COUNSEL	RECEPTIONIST CONFIDENTIAL	1.00		1.00		1.00	
COUNTY COUNSEL	ACCOUNTING TECHNICIAN CONFIDENTIAL	1.00		1.00		1.00	
17-CNS Total		42.25	0.00	42.25	0.00	42.25	
DISTRICT ATTORNEY							
DISTRICT ATTORNEY	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	1.00		1.00		1.00	
DISTRICT ATTORNEY	DEPARTMENT ANALYST	1.00		1.00		1.00	
DISTRICT ATTORNEY	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
DISTRICT ATTORNEY	CHIEF DEPUTY DISTRICT ATTORNEY	5.00		5.00		5.00	
DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY LIMITED TERM	1.00		1.00		1.00	
DISTRICT ATTORNEY	EXECUTIVE LEGAL SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
DISTRICT ATTORNEY	SENIOR ACCOUNT CLERK CONFIDENTIAL	1.00		1.00		1.00	
DISTRICT ATTORNEY	ACCOUNTING TECHNICIAN CONFIDENTIAL	1.00		1.00		1.00	
DISTRICT ATTORNEY	DISTRICT ATTORNEY	1.00		1.00		1.00	
DISTRICT ATTORNEY	DEPUTY DISTRICT ATTORNEY IV	41.00		41.00		41.00	
DISTRICT ATTORNEY	DEPUTY DISTRICT ATTORNEY IV	4.00		4.00		4.00	
DISTRICT ATTORNEY	LEGAL ASSISTANT	1.00		1.00		1.00	
DISTRICT ATTORNEY	LEGAL SECRETARY II	1.00		1.00		1.00	
DISTRICT ATTORNEY	LEGAL ASSISTANT	1.00		1.00		1.00	
DISTRICT ATTORNEY	SECRETARY	0.75		0.75		0.75	
DISTRICT ATTORNEY	DISTRICT ATTORNEY INVESTIGATOR II	12.00		12.00		12.00	
DISTRICT ATTORNEY	SENIOR DISTRICT ATTORNEY INVESTIGATOR	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

DISTRICT ATTORNEY	CHIEF CRIMINAL INVESTIGATOR	1.00		1.00		1.00	
DISTRICT ATTORNEY	DEPUTY DISTRICT ATTORNEY IV	0.00		0.00		0.00	
DISTRICT ATTORNEY	LEGAL SECRETARY II	1.00		1.00		1.00	
DISTRICT ATTORNEY	LEGAL ASSISTANT	1.00		1.00		1.00	
DISTRICT ATTORNEY	LEGAL SECRETARY II	4.00		4.00		4.00	
DISTRICT ATTORNEY	SECRETARY	1.00		1.00		1.00	
DISTRICT ATTORNEY	LEGAL PROCESSOR II	17.00		17.00		17.00	
DISTRICT ATTORNEY	SENIOR LEGAL PROCESSOR	2.00		2.00		2.00	
DISTRICT ATTORNEY	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
DISTRICT ATTORNEY	LEGAL STAFF SUPERVISOR	2.00		2.00		2.00	
DISTRICT ATTORNEY	DEPARTMENT ANALYST	2.00		2.00		2.00	
DA-VICTIM WITNESS	LEGAL ASSISTANT	1.00		1.00		1.00	
DA-VICTIM WITNESS	LEGAL PROCESSOR II	2.00		2.00		2.00	
DA-VICTIM WITNESS	VICTIM CLAIMS SPECIALIST II	2.00		2.00		2.00	
DA-VICTIM WITNESS	VICTIM CLAIMS SUPERVISOR	1.00		1.00		1.00	
DA-VICTIM WITNESS	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00	
DA-VICTIM WITNESS	SENIOR VICTIM WITNESS ADVOCATE	1.00		1.00		1.00	
DA-VICTIM WITNESS	VICTIM WITNESS ADVOCATE II	8.00		8.00		8.00	
DISTRICT ATTORNEY	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
DISTRICT ATTORNEY	BUSINESS DEVELOPMENT MANAGER	1.00		1.00		1.00	
18-DAO Total		124.75	0.00	124.75	0.00	124.75	
ECONOMIC DEVELOPMENT							
ECONOMIC DEVELOPMENT BOARD	EXECUTIVE DIRECTOR ECONOMIC DEVELOPMENT BOARD	1.00		1.00		1.00	
ECONOMIC DEVELOPMENT BOARD	ADMINISTRATIVE AIDE	3.75		3.75		3.75	Extend 1.0 Time Limited end date to 6/30/2017 (06)
ECONOMIC DEVELOPMENT BOARD	BUSINESS DEVELOPMENT MANAGER	1.00		1.00		1.00	
ECONOMIC DEVELOPMENT BOARD	DEPARTMENT PROGRAM MANAGER	5.75		5.75		5.75	Extend 1.0 Time Limited end date to 6/30/2017 (06)
19-EDB Total		11.50	0.00	11.50	0.00	11.50	
EMERGENCY PLANNING & FIRE							
EMERGENCY PLANNING	DEPUTY EMERGENCY SERVICES COORDINATOR	2.00		2.00		2.00	
EMERGENCY PLANNING	EMERGENCY SERVICES COORDINATOR	1.00		1.00		1.00	
EMERGENCY PLANNING	SPECIAL PROJECTS DIRECTOR PROJECT	1.00		1.00		1.00	Project ends 2/11/18
EMERGENCY PLANNING	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00	
EMERGENCY PLANNING	MAINTENANCE WORKER II	1.50		1.50		1.50	
F S HAZARDOUS MATERIALS	SENIOR OFFICE ASSISTANT	0.50		0.50		0.50	
F S HAZARDOUS MATERIALS	FIRE SERVICES OFFICER	1.00		1.00		1.00	
F S HAZARDOUS MATERIALS	FIRE INSPECTOR II	4.00		4.00		4.00	
FIRE ADMINISTRATION	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
FIRE ADMINISTRATION	SENIOR ACCOUNT CLERK	1.00		1.00		1.00	
FIRE ADMINISTRATION	ADMINISTRATIVE AIDE	1.75		1.75		1.75	
FIRE ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
FIRE OPERATIONS	MATERIALS HANDLER	1.00		1.00		1.00	
FIRE OPERATIONS	SENIOR FIRE INSPECTOR	1.00		1.00		1.00	
FIRE OPERATIONS	ASSISTANT FIRE CHIEF	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

FIRE MANAGEMENT	DIRECTOR OF FIRE AND EMERGENCY SERVICES	1.00		1.00		1.00	
FIRE PREVENTION DIVISION	SENIOR FIRE INSPECTOR	1.00		1.00		1.00	
FIRE PREVENTION DIVISION	ASSISTANT FIRE CHIEF	1.00		1.00		1.00	
FIRE PREVENTION DIVISION	FIRE INSPECTOR II	2.00		2.00		2.00	
20-ESO Total		24.75	0.00	24.75	0.00	24.75	
GENERAL SERVICES							
GENERAL SERVICES-ADMINISTRATIO	SECRETARY	0.50		0.50		0.50	
GENERAL SERVICES-ADMINISTRATIO	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
GENERAL SERVICES-ADMINISTRATIO	GENERAL SERVICES DEPUTY DIRECTOR	1.00		1.00		1.00	
GENERAL SERVICES-ADMINISTRATIO	GENERAL SERVICES DIRECTOR	1.00		1.00		1.00	
GENERAL SERVICES-ADMINISTRATIO	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
GENERAL SERVICES-ACCOUNTING	ACCOUNT CLERK II	2.00		2.00		2.00	
GENERAL SERVICES-ACCOUNTING	SENIOR ACCOUNT CLERK	1.00		1.00		1.00	
GENERAL SERVICES-ACCOUNTING	ACCOUNTING TECHNICIAN	1.00		1.00		1.00	
GENERAL SERVICES-ACCOUNTING	SUPERVISING ACCOUNTANT	1.00		1.00		1.00	
GENERAL SERVICES-ACCOUNTING	PAYROLL CLERK CONFIDENTIAL	1.00		1.00		1.00	
ARCHITECT	SENIOR OFFICE ASSISTANT	3.00		3.00		3.00	
ARCHITECT	BUSINESS SYSTEMS ANALYST	1.00		1.00		1.00	
ARCHITECT	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
ARCHITECT	GENERAL SERVICES DEPUTY DIRECTOR	1.00		1.00		1.00	
ARCHITECT	ASSISTANT PROJECT SPECIALIST	1.00		1.00		1.00	Project ends 4/30/20
ARCHITECT	PROJECT SPECIALIST	4.00		4.00		4.00	
ARCHITECT	SENIOR PROJECT SPECIALIST	3.00		3.00		3.00	
ARCHITECT	CAPITAL PROJECT MANAGER	2.00		2.00		2.00	
ARCHITECT	SENIOR CAPITAL PROJECT MANAGER	2.00		2.00		2.00	
REAL PROPERTY MANAGEMENT	SECRETARY	0.50		0.50		0.50	
REAL PROPERTY MANAGEMENT	REAL ESTATE MANAGER	1.00		1.00		1.00	
REAL PROPERTY MANAGEMENT	DEPARTMENT ANALYST	2.00		2.00		2.00	
FACILITIES OPERATIONS	OFFICE ASSISTANT II	1.00		1.00		1.00	
FACILITIES OPERATIONS	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
FACILITIES OPERATIONS	DEPARTMENT ANALYST	1.00		1.00		1.00	
FACILITIES OPERATIONS	PROJECT SPECIALIST	2.00		2.00		2.00	
FACILITIES OPERATIONS	JANITORIAL SERVICES SUPERVISOR	1.00		1.00		1.00	
FACILITIES OPERATIONS	BUILDING MECHANIC II	28.00		28.00		28.00	
FACILITIES OPERATIONS	ASSISTANT BUILDING SUPERINTENDENT	3.00		3.00		3.00	
FACILITIES OPERATIONS	ASSISTANT FACILITY MANAGER	1.00		1.00		1.00	
PURCHASING AGENT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
PURCHASING AGENT	BUYER	5.00		5.00		5.00	Time Limited Ends 6/30/17 (04, 05)
PURCHASING AGENT	ASSISTANT PURCHASING AGENT	2.00		2.00		2.00	Time Limited Ends 6/30/17 (03)
PURCHASING AGENT	PURCHASING AGENT	1.00		1.00		1.00	
PURCHASING AGENT	DEPARTMENT ANALYST	1.00		1.00		1.00	
VETERANS/COMMUNITY BUILDINGS	EVENT SERVICES WORKER	0.50		0.50		0.50	

Permanent Position Allocation
by Department and Job Class

Exhibit C

VETERANS/COMMUNITY BUILDINGS	EVENTS SERVICES SUPERVISOR	1.00		1.00		1.00	
GENERAL SERVICE ENERGY DIV	SENIOR OFFICE ASSISTANT	3.00		3.00		3.00	
GENERAL SERVICE ENERGY DIV	ADMINISTRATIVE AIDE	4.00		4.00		4.00	
GENERAL SERVICE ENERGY DIV	DEPARTMENT ANALYST	4.00		4.00		4.00	
GENERAL SERVICE ENERGY DIV	DEPARTMENT PROGRAM MANAGER	2.00		2.00		2.00	
GENERAL SERVICE ENERGY DIV	ENERGY & SUSTAINABILITY PROGRAM MANAGER	1.00		1.00		1.00	
FLEET OPERATIONS	SENIOR OFFICE ASSISTANT	3.00		3.00		3.00	
FLEET OPERATIONS	DEPARTMENT ANALYST	1.00		1.00		1.00	
FLEET OPERATIONS	ASSISTANT FLEET MANAGER	1.00		1.00		1.00	
FLEET OPERATIONS	FLEET MANAGER	1.00		1.00		1.00	
FLEET OPERATIONS	MOTOR POOL ATTENDANT	1.00		1.00		1.00	
FLEET OPERATIONS	AUTOMOTIVE TECHNICIAN	6.00		6.00		6.00	
FLEET OPERATIONS	AUTO FLEET MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
FLEET OPERATIONS	WELDER	1.00		1.00		1.00	
FLEET OPERATIONS	HEAVY EQUIPMENT MECHANIC II	7.00		7.00		7.00	
FLEET OPERATIONS	HEAVY EQUIPMENT FLEET MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
21-GSO Total		120.50	0.00	120.50	0.00	120.50	
HEALTH SERVICES DEPT							
HEALTH SVCS ADMINISTRATION	SENIOR OFFICE ASSISTANT	3.00		3.00		3.00	
HEALTH SVCS ADMINISTRATION	SECRETARY	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	RECEPTIONIST	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	SYSTEMS SOFTWARE ANALYST	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	7.00	1.00	8.00		8.00	Extend Time Limited to 6/30/18 (09)
HEALTH SVCS ADMINISTRATION	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	STOREKEEPER	2.00		2.00		2.00	
HEALTH SVCS ADMINISTRATION	PAYROLL CLERK	3.00		3.00		3.00	
HEALTH SVCS ADMINISTRATION	ACCOUNT CLERK II	3.00		3.00		3.00	
HEALTH SVCS ADMINISTRATION	SENIOR ACCOUNT CLERK	4.50		4.50		4.50	
HEALTH SVCS ADMINISTRATION	ACCOUNTING TECHNICIAN	4.00		4.00		4.00	
HEALTH SVCS ADMINISTRATION	ACCOUNTANT II	10.00		10.00		10.00	
HEALTH SVCS ADMINISTRATION	ACCOUNTANT III	2.00		2.00		2.00	
HEALTH SVCS ADMINISTRATION	SUPERVISING ACCOUNTANT	2.00		2.00		2.00	
HEALTH SVCS ADMINISTRATION	DEPARTMENT ACCOUNTING MANAGER	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	ADMINISTRATIVE AIDE	5.00		5.00		5.00	
HEALTH SVCS ADMINISTRATION	DEPARTMENT ANALYST	7.00		7.00		7.00	
HEALTH SVCS ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER I	2.00		2.00		2.00	
HEALTH SVCS ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER II	2.00		2.00		2.00	
HEALTH SVCS ADMINISTRATION	DEPARTMENT ADMINISTRATIVE SERVICES DIRECTOR	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	COMPLIANCE AND DEPARTMENT RISK MANAGER	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	SPECIAL PROJECTS DIRECTOR PROJECT	1.00		1.00		1.00	Project ends 4/27/2020 (01)
HEALTH SVCS ADMINISTRATION	BUSINESS DEVELOPMENT MANAGER	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

HEALTH SVCS ADMINISTRATION	PATIENT CARE ANALYST	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	HEALTH OFFICER	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	ASSISTANT DIRECTOR OF HEALTH SERVICES	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	DIRECTOR OF HEALTH SERVICES	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
HEALTH SVCS ADMINISTRATION	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
PH PROGRAM SUPPORT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
PH PROGRAM SUPPORT	VITAL STATISTICS TECHNICIAN	3.00		3.00		3.00	
PH PROGRAM SUPPORT	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
PH PROGRAM SUPPORT	DEPARTMENT ANALYST	1.00		1.00		1.00	
PH PROGRAM SUPPORT	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
PH PROGRAM SUPPORT	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
PH PROGRAM SUPPORT	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00	
PH PROGRAM SUPPORT	HEALTH SERVICES DIVISION DIRECTOR	1.00		1.00		1.00	
PH PROGRAM SUPPORT	HEALTH PROGRAM MANAGER	0.80		0.80		0.80	
PH ENVIRONMENTAL HEALTH	OFFICE ASSISTANT II	1.00		1.00		1.00	
PH ENVIRONMENTAL HEALTH	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00	
PH ENVIRONMENTAL HEALTH	SECRETARY	1.00		1.00		1.00	
PH ENVIRONMENTAL HEALTH	ACCOUNT CLERK II	0.50		0.50		0.50	
PH ENVIRONMENTAL HEALTH	SENIOR ACCOUNT CLERK	1.00		1.00		1.00	
PH ENVIRONMENTAL HEALTH	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
PH ENVIRONMENTAL HEALTH	DEPARTMENT ANALYST	0.00		0.00		0.00	
PH ENVIRONMENTAL HEALTH	ENVIRONMENTAL HEALTH TECHNICIAN	1.00		1.00		1.00	
PH ENVIRONMENTAL HEALTH	ENVIRONMENTAL HEALTH SPECIALIST II	0.72		0.72		0.72	
PH ENVIRONMENTAL HEALTH	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	1.26		1.26		1.26	
PH ENVIRONMENTAL HEALTH	SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	0.69		0.69		0.69	
PH ENVIRONMENTAL HEALTH	ENVIRONMENTAL HEALTH PROGRAM MANAGER	1.00		1.00		1.00	
PH ENVIRONMENTAL HEALTH	ENVIRONMENTAL HEALTH AND SAFETY SECTION MANAGER	1.00		1.00		1.00	
PH MCH	SENIOR OFFICE ASSISTANT	3.00		3.00		3.00	
PH MCH	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
PH MCH	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00	
PH MCH	PUBLIC HEALTH NURSE II	19.35		19.35		19.35	
PH MCH	SENIOR PUBLIC HEALTH NURSE	8.00		8.00		8.00	
PH MCH	SUPERVISING PUBLIC HEALTH NURSE	5.00		5.00		5.00	
PH MCH	FAMILY HEALTH SECTION MANAGER	0.90		0.90		0.90	
PH MCH	HEALTH INFORMATION SPECIALIST II	1.00		1.00		1.00	
PH MCH	HEALTH PROGRAM MANAGER	2.00		2.00		2.00	
PH MCH	SOCIAL SERVICE WORKER III	5.00		5.00		5.00	
PH MCH	SOCIAL SERVICE SUPERVISOR I	1.00		1.00		1.00	
PH MCH	PUBLIC HEALTH ASSISTANT	1.80		1.80		1.80	
PH WIC	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
PH WIC	NUTRITIONIST	3.50		3.50		3.50	
PH WIC	SUPERVISING NUTRITIONIST	1.00		1.00		1.00	
PH WIC	FAMILY HEALTH SECTION MANAGER	0.10		0.10		0.10	
PH WIC	SENIOR LACTATION CONSULTANT	0.90		0.90		0.90	
PH WIC	HEALTH PROGRAM MANAGER	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

PH WIC	PUBLIC HEALTH AIDE II	5.60		5.60		5.60
PH WIC	PUBLIC HEALTH ASSISTANT	4.00		4.00		4.00
PH-CHILDRENS MEDICAL SVC	OFFICE ASSISTANT II	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	SENIOR OFFICE ASSISTANT	3.80		3.80		3.80
PH-CHILDRENS MEDICAL SVC	SECRETARY	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	SENIOR ACCOUNT CLERK	1.50		1.50		1.50
PH-CHILDRENS MEDICAL SVC	MEDICAL SECRETARY	0.75		0.75		0.75
PH-CHILDRENS MEDICAL SVC	MEDICAL RECORD CLERK III	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	OCCUP THERAPIST II CHILD THERAPY PROGRAM	5.00		5.00		5.00
PH-CHILDRENS MEDICAL SVC	PHYS THERAPIST II CHILD THERAPY PROGRAM	5.35		5.35		5.35
PH-CHILDRENS MEDICAL SVC	CHIEF THERAPIST CHILDREN'S THERAPY PROGRAM	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	PUBLIC HEALTH PHYSICIAN	0.70		0.70		0.70
PH-CHILDRENS MEDICAL SVC	PUBLIC HEALTH NURSE II	6.75		6.75		6.75
PH-CHILDRENS MEDICAL SVC	SENIOR PUBLIC HEALTH NURSE	3.00		3.00		3.00
PH-CHILDRENS MEDICAL SVC	SUPERVISING PUBLIC HEALTH NURSE	2.00		2.00		2.00
PH-CHILDRENS MEDICAL SVC	FAMILY HEALTH SECTION MANAGER	0.00		0.00		0.00
PH-CHILDRENS MEDICAL SVC	HEALTH PROGRAM MANAGER	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	HEALTH SERVICES SECTION MANAGER	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	SOCIAL SERVICE WORKER II	2.00		2.00		2.00
PH-CHILDRENS MEDICAL SVC	SOCIAL SERVICE WORKER IV	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	SOCIAL SERVICE SUPERVISOR I	1.00		1.00		1.00
PH-CHILDRENS MEDICAL SVC	PUBLIC HEALTH AIDE II	1.50		1.50		1.50
PH-CHILDRENS MEDICAL SVC	PUBLIC HEALTH ASSISTANT	3.00		3.00		3.00
ANIMAL CARE & CONTROL	ACCOUNT CLERK II	5.50		5.50		5.50
ANIMAL CARE & CONTROL	ADMINISTRATIVE AIDE	1.00		1.00		1.00
ANIMAL CARE & CONTROL	ADMINISTRATIVE SERVICES OFFICER I	0.00		0.00		0.00
ANIMAL CARE & CONTROL	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
ANIMAL CARE & CONTROL	HEALTH PROGRAM MANAGER	1.00		1.00		1.00
ANIMAL CARE & CONTROL	ANIMAL CONTROL OFFICER II	13.00		13.00		13.00
ANIMAL CARE & CONTROL	ANIMAL HEALTH TECHNICIAN	5.50		5.50		5.50
ANIMAL CARE & CONTROL	ANIMAL CARE ASSISTANT	6.00		6.00		6.00
ANIMAL CARE & CONTROL	SUPERVISING ANIMAL CONTROL OFFICER	3.00		3.00		3.00
ANIMAL CARE & CONTROL	LEAD ANIMAL CARE ASSISTANT	1.00		1.00		1.00
ANIMAL CARE & CONTROL	ANIMAL CARE AND CONTROL DIRECTOR	1.00		1.00		1.00
PH DISEASE CONTROL & SURV	SENIOR OFFICE ASSISTANT	0.87		0.87		0.87
PH DISEASE CONTROL & SURV	ADMINISTRATIVE AIDE	1.50		1.50		1.50
PH DISEASE CONTROL & SURV	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
PH DISEASE CONTROL & SURV	PUBLIC HEALTH NURSE II	4.90		4.90		4.90
PH DISEASE CONTROL & SURV	SENIOR PUBLIC HEALTH NURSE	1.00		1.00		1.00
PH DISEASE CONTROL & SURV	SUPERVISING PUBLIC HEALTH NURSE	1.00		1.00		1.00
PH DISEASE CONTROL & SURV	PUBLIC HEALTH INVESTIGATOR	1.00		1.00		1.00
PH DISEASE CONTROL & SURV	DEPUTY PUBLIC HEALTH OFFICER	1.00		1.00		1.00
PH SPECIAL CLINICAL SERVICES	ACCOUNT CLERK II	0.00		0.00		0.00
PH SPECIAL CLINICAL SERVICES	CLINIC CLERK	1.00		1.00		1.00
PH SPECIAL CLINICAL SERVICES	NURSE PRACTITIONER-PHYSICIAN'S ASSISTANT	1.25		1.25		1.25
PH SPECIAL CLINICAL SERVICES	STAFF NURSE II	4.20		4.20		4.20

Permanent Position Allocation
by Department and Job Class

PH SPECIAL CLINICAL SERVICES	BEHAVIORAL HEALTH CLINICIAN	2.50		2.50		2.50
PH SPECIAL CLINICAL SERVICES	FORENSIC PSYCHIATRIST	0.50		0.50		0.50
PH SPECIAL CLINICAL SERVICES	HEALTH PROGRAM MANAGER	1.00		1.00		1.00
PH EMS	ADMINISTRATIVE AIDE	0.50		0.50		0.50
PH EMS	PSYCHIATRIC NURSE	0.50	-0.50	0.00		0.00
PH EMS	HEALTH PROGRAM MANAGER	0.20		0.20		0.20
PH EMS	EMERGENCY MEDICAL SERVICES COORDINATOR	3.00		3.00		3.00
PH EMS	ADVANCED LIFE SUPPORT COORDINATOR	0.00	1.00	1.00		1.00
PH EMS	REGIONAL EMERGENCY MEDICAL SERVICES MANAGER	1.00		1.00		1.00
PH CLINICAL LAB	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00
PH CLINICAL LAB	SENIOR ACCOUNT CLERK	0.00		0.00		0.00
PH CLINICAL LAB	PUBLIC HEALTH LABORATORY TECHNICIAN II	3.00		3.00		3.00
PH CLINICAL LAB	PUBLIC HEALTH MICROBIOLOGIST II	2.50		2.50		2.50
PH CLINICAL LAB	PUBLIC HEALTH LABORATORY DIRECTOR	1.00		1.00		1.00
PH PREPAREDNESS	ADMINISTRATIVE AIDE	1.00		1.00		1.00
PH PREPAREDNESS	DEPARTMENT ANALYST	1.00		1.00		1.00
PH PREPAREDNESS	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
PH PREPAREDNESS	PUBLIC HEALTH MICROBIOLOGIST II	1.50		1.50		1.50
CHILDREN & FAMILIES FIRST	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00
CHILDREN & FAMILIES FIRST	ADMINISTRATIVE AIDE	1.00		1.00		1.00
CHILDREN & FAMILIES FIRST	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
CHILDREN & FAMILIES FIRST	HEALTH INFORMATION SPECIALIST II	3.00		3.00		3.00
CHILDREN & FAMILIES FIRST	HEALTH PROGRAM MANAGER	1.00		1.00		1.00
CHILDREN & FAMILIES FIRST	FIRST 5 SECTION MANAGER	1.00		1.00		1.00
PH-FEE STABILIZATION FUND	ADMINISTRATIVE AIDE	0.00		0.00		0.00
PH-FEE STABILIZATION FUND	ENVIRONMENTAL HEALTH SPECIALIST II	8.78		8.78		8.78
PH-FEE STABILIZATION FUND	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	5.74		5.74		5.74
PH-FEE STABILIZATION FUND	SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	2.31		2.31		2.31
PH-FEE STABILIZATION FUND	DAIRY INSPECTOR	2.00		2.00		2.00
MH PROGRAM SUPPORT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00
MH PROGRAM SUPPORT	SECRETARY	1.00		1.00		1.00
MH PROGRAM SUPPORT	ACCOUNT CLERK II	3.00		3.00		3.00
MH PROGRAM SUPPORT	SENIOR ACCOUNT CLERK	2.50		2.50		2.50
MH PROGRAM SUPPORT	ACCOUNTING TECHNICIAN	2.00		2.00		2.00
MH PROGRAM SUPPORT	ADMINISTRATIVE AIDE	1.00		1.00		1.00
MH PROGRAM SUPPORT	DEPARTMENT ANALYST	1.75		1.75		1.75
MH PROGRAM SUPPORT	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00
MH PROGRAM SUPPORT	ADMINISTRATIVE SERVICES OFFICER II	0.50		0.50		0.50
MH PROGRAM SUPPORT	MEDICAL RECORD CLERK III	1.00		1.00		1.00
MH PROGRAM SUPPORT	PATIENT CARE ANALYST	5.00		5.00		5.00
MH PROGRAM SUPPORT	BEHAVIORAL HEALTH CLINICAL SPECIALIST	1.00		1.00		1.00
MH PROGRAM SUPPORT	BEHAVIORAL HEALTH MEDICAL DIRECTOR	0.55		0.55		0.55
MH PROGRAM SUPPORT	HEALTH SERVICES SECTION MANAGER	0.50		0.50		0.50

Permanent Position Allocation
by Department and Job Class

Exhibit C

MH PSYCH EMERGENCY SVCS	SENIOR OFFICE ASSISTANT	4.00	2.00	6.00		6.00
MH PSYCH EMERGENCY SVCS	ELIGIBILITY WORKER II	1.00		1.00		1.00
MH PSYCH EMERGENCY SVCS	MEDICAL UNIT CLERK	1.00		1.00		1.00
MH PSYCH EMERGENCY SVCS	NURSE PRACTITIONER-PHYSICIAN'S ASSISTANT	1.60	2.50	4.10		4.10
MH PSYCH EMERGENCY SVCS	LICENSED VOCATIONAL NURSE II	1.00	7.50	8.50		8.50
MH PSYCH EMERGENCY SVCS	CLIENT CARE MANAGER	2.00	1.00	3.00		3.00
MH PSYCH EMERGENCY SVCS	PSYCHIATRIC TECHNICIAN	1.50	4.50	6.00		6.00
MH PSYCH EMERGENCY SVCS	PSYCHIATRIC NURSE	5.40	1.00	6.40		6.40
MH PSYCH EMERGENCY SVCS	SENIOR CLIENT SUPPORT SPECIALIST	2.00		2.00		2.00
MH PSYCH EMERGENCY SVCS	BEHAVIORAL HEALTH CLINICIAN	19.78	14.50	34.28		34.28
MH PSYCH EMERGENCY SVCS	BEHAVIORAL HEALTH CLINICAL SPECIALIST	1.00	1.00	2.00		2.00
MH PSYCH EMERGENCY SVCS	ACUTE FORENSICS SECTION MANAGER	1.00		1.00		1.00
MH PSYCH EMERGENCY SVCS	STAFF PSYCHIATRIST	1.35	0.25	1.60		1.60
MH PSYCH EMERGENCY SVCS	FORENSIC PSYCHIATRIST	1.35		1.35		1.35
MH YOUTH & FAMILY SERVICES	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00
MH YOUTH & FAMILY SERVICES	RECEPTIONIST	1.00		1.00		1.00
MH YOUTH & FAMILY SERVICES	NURSE PRACTITIONER-PHYSICIAN'S ASSISTANT	0.00		0.00		0.00
MH YOUTH & FAMILY SERVICES	SENIOR CLIENT SUPPORT SPECIALIST	0.00		0.00		0.00
MH YOUTH & FAMILY SERVICES	BEHAVIORAL HEALTH CLINICIAN	22.15		22.15		22.15
MH YOUTH & FAMILY SERVICES	CLINICAL PSYCHOLOGIST	0.00	1.00	1.00		1.00
MH YOUTH & FAMILY SERVICES	ADULT YOUTH AND FAMILY SERVICES SECTION MANAGER	1.00		1.00		1.00
MH YOUTH & FAMILY SERVICES	STAFF PSYCHIATRIST	1.90		1.90		1.90
MH YOUTH & FAMILY SERVICES	FORENSIC PSYCHIATRIST	0.58		0.58		0.58
MH YOUTH & FAMILY SERVICES	HEALTH PROGRAM MANAGER	3.00		3.00		3.00
MH YOUTH & FAMILY SERVICES	AODS COUNSELOR II	1.75		1.75		1.75
MENTAL HEALTH SERVICES ACT	SENIOR OFFICE ASSISTANT	11.00		11.00		11.00
MENTAL HEALTH SERVICES ACT	SECRETARY	2.00		2.00		2.00
MENTAL HEALTH SERVICES ACT	RECEPTIONIST	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	ELIGIBILITY WORKER II	2.00		2.00		2.00
MENTAL HEALTH SERVICES ACT	ELIGIBILITY WORKER III	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	ADMINISTRATIVE AIDE	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	DEPARTMENT ANALYST	1.25		1.25		1.25
MENTAL HEALTH SERVICES ACT	ADMINISTRATIVE SERVICES OFFICER II	0.50		0.50		0.50
MENTAL HEALTH SERVICES ACT	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	NURSE PRACTITIONER-PHYSICIAN'S ASSISTANT	0.00		0.00		0.00
MENTAL HEALTH SERVICES ACT	SUPERVISING STAFF NURSE	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	CLIENT CARE MANAGER	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	PSYCHIATRIC NURSE	9.60		9.60		9.60
MENTAL HEALTH SERVICES ACT	PATIENT CARE ANALYST	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	CLIENT SUPPORT SPECIALIST	1.50		1.50		1.50
MENTAL HEALTH SERVICES ACT	SENIOR CLIENT SUPPORT SPECIALIST	18.00		18.00		18.00
MENTAL HEALTH SERVICES ACT	BEHAVIORAL HEALTH CLINICIAN	40.40		40.40		40.40
MENTAL HEALTH SERVICES ACT	BEHAVIORAL HEALTH CLINICAL SPECIALIST	7.00		7.00		7.00
MENTAL HEALTH SERVICES ACT	COMMUNITY MENTAL HEALTH SECTION MANAGER	1.00		1.00		1.00
MENTAL HEALTH SERVICES ACT	STAFF PSYCHIATRIST	4.70		4.70		4.70

Permanent Position Allocation
by Department and Job Class

Exhibit C

MENTAL HEALTH SERVICES ACT	FORENSIC PSYCHIATRIST	0.00		0.00		0.00	
MENTAL HEALTH SERVICES ACT	BEHAVIORAL HEALTH MEDICAL DIRECTOR	0.45		0.45		0.45	
MENTAL HEALTH SERVICES ACT	HEALTH SERVICES DIVISION DIRECTOR	1.00		1.00		1.00	
MENTAL HEALTH SERVICES ACT	HEALTH PROGRAM MANAGER	7.00		7.00		7.00	
MENTAL HEALTH SERVICES ACT	HEALTH SERVICES SECTION MANAGER	0.50		0.50		0.50	
MENTAL HEALTH SERVICES ACT	AODS COUNSELOR II	2.00		2.00		2.00	
MENTAL HEALTH SERVICES ACT	AODS SPECIALIST	1.00		1.00		1.00	
SUBSTANCE USE DISORDERS	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00	
SUBSTANCE USE DISORDERS	SENIOR ACCOUNT CLERK	0.00		0.00		0.00	
SUBSTANCE USE DISORDERS	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
SUBSTANCE USE DISORDERS	BEHAVIORAL HEALTH CLINICIAN	1.50		1.50		1.50	
SUBSTANCE USE DISORDERS	HEALTH PROGRAM MANAGER	0.30		0.30		0.30	
SUBSTANCE USE DISORDERS	AODS ASSISTANT II	1.00		1.00		1.00	
SUBSTANCE USE DISORDERS	AODS ASSISTANT III	1.00		1.00		1.00	
SUBSTANCE USE DISORDERS	AODS COUNSELOR II	8.29		8.29		8.29	
SUBSTANCE USE DISORDERS	AODS SPECIALIST	5.00		5.00		5.00	
SUBSTANCE USE DISORDERS	Substance Use Disorder & Comm Recvry Svcs Sect Mgr	1.00		1.00		1.00	
AODS-DUI PROGRAM	OFFICE ASSISTANT II	2.00		2.00		2.00	
AODS-DUI PROGRAM	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
AODS-DUI PROGRAM	ACCOUNT CLERK II	1.00		1.00		1.00	
AODS-DUI PROGRAM	AODS INTAKE INTERVIEWER	2.00		2.00		2.00	
AODS-DUI PROGRAM	HEALTH PROGRAM MANAGER	0.70		0.70		0.70	
AODS-DUI PROGRAM	AODS COUNSELOR II	6.13		6.13		6.13	
AODS-DUI PROGRAM	AODS SPECIALIST	1.00		1.00		1.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	OFFICE ASSISTANT II	1.00		1.00		1.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	ADMINISTRATIVE AIDE	1.50		1.50		1.50	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	DEPARTMENT ANALYST	1.00		1.00		1.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	PROGRAM PLANNING AND EVALUATION ANALYST	5.00		5.00		5.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	BIostatistician	2.00		2.00		2.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	HEALTH INFORMATION SPECIALIST II	0.00		0.00		0.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	HEALTH PROGRAM MANAGER	1.00		1.00		1.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	HEALTH SERVICES SECTION MANAGER	0.00		0.00		0.00	
HEALTH POLICY, PLANNING & EVALUATION PROG SUPPORT	DIRECTOR OF HEALTH PROGRAM PLANNING AND EVALUATION	1.00		1.00		1.00	
HEALTH SERVICES - HEALTHY COMMUNITIES	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
HEALTH SERVICES - HEALTHY COMMUNITIES	PROGRAM PLANNING AND EVALUATION ANALYST	2.00		2.00		2.00	
HEALTH SERVICES - HEALTHY COMMUNITIES	HEALTH INFORMATION SPECIALIST II	9.00		9.00		9.00	

Permanent Position Allocation
by Department and Job Class

HEALTH SERVICES - HEALTHY COMMUNITIES	HEALTH PROGRAM MANAGER	2.00		2.00		2.00	
HEALTH SERVICES - HEALTHY COMMUNITIES	SENIOR HEALTH INFORMATION SPECIALIST	1.00		1.00		1.00	
HEALTH SERVICES - HEALTHY COMMUNITIES	HEALTHY COMMUNITIES SECTION MANAGER	1.00		1.00		1.00	
POLICY, STRATEGY & EVALUATION	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
POLICY, STRATEGY & EVALUATION	ADMINISTRATIVE AIDE	0.50		0.50		0.50	
POLICY, STRATEGY & EVALUATION	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00	
POLICY, STRATEGY & EVALUATION	BIostatistician	2.00		2.00		2.00	
POLICY, STRATEGY & EVALUATION	HEALTH INFORMATION SPECIALIST II	0.00	0.00	0.00		0.00	Time Limited Expires 6/30/18 (01)
POLICY, STRATEGY & EVALUATION	HEALTH PROGRAM MANAGER	3.00		3.00		3.00	
POLICY, STRATEGY & EVALUATION	SENIOR HEALTH INFORMATION SPECIALIST	1.00		1.00		1.00	
22-DHS Total		600.70	36.75	637.45	0.00	637.45	
HUMAN RESOURCES							
ADMINISTRATION	ASSISTANT HUMAN RESOURCES DIRECTOR	1.00		1.00		1.00	
ADMINISTRATION	DIRECTOR HUMAN RESOURCES	1.00		1.00		1.00	
ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
ADMINISTRATION	SENIOR OFFICE ASSISTANT CONFIDENTIAL	1.00		1.00		1.00	
ADMINISTRATION	SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
ADMINISTRATION	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
ADMINISTRATION	HUMAN RESOURCES TECHNICIAN CONFIDENTIAL	2.00		2.00		2.00	
RECRUITMENT	HUMAN RESOURCES ANALYST III PROJECT	0.50		0.50		0.50	Project Ends 4/30/20
RECRUITMENT	HUMAN RESOURCES ANALYST III	6.00		6.00		6.00	
RECRUITMENT	SUPERVISING HUMAN RESOURCES ANALYST	2.00		2.00		2.00	
RECRUITMENT	RECRUITMENT & CLASSIFICATION MANAGER	1.00		1.00		1.00	
RECRUITMENT	DEPARTMENT ANALYST	1.00		1.00		1.00	
RECRUITMENT	HUMAN RESOURCES TECHNICIAN CONFIDENTIAL	3.00		3.00		3.00	
TRAINING	HUMAN RESOURCES ANALYST III	1.00		1.00		1.00	
TRAINING	TRAINING MANAGER	1.00		1.00		1.00	
TRAINING	SENIOR OFFICE ASSISTANT CONFIDENTIAL	1.00		1.00		1.00	
HRMS	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
HRMS	DEPT INFO SYSTEMS SPECIALIST II CONFIDENTIAL	2.00		2.00		2.00	
LABOR RELATIONS	HUMAN RESOURCES ANALYST III	3.00		3.00		3.00	
LABOR RELATIONS	EMPLOYEE RELATIONS MANAGER	1.00		1.00		1.00	
LABOR RELATIONS	HUMAN RESOURCES TECHNICIAN CONFIDENTIAL	1.00		1.00		1.00	
HUMAN RESOURCES - ADA COMPLIANCE	HUMAN RESOURCES ANALYST III	1.00		1.00		1.00	
SELF FUNDED INS PROG ADMIN	ACCOUNTANT III	1.00		1.00		1.00	
SELF FUNDED INS PROG ADMIN	RISK MANAGER	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

SELF FUNDED INS PROG ADMIN	RISK MANAGEMENT ANALYST II	10.00		10.00		10.00	
SELF FUNDED INS PROG ADMIN	RISK MANAGEMENT ANALYST III	5.00		5.00		5.00	
SELF FUNDED INS PROG ADMIN	EQUAL EMPLOYMENT OPPORTUNITY MANAGER	1.00		1.00		1.00	
SELF FUNDED INS PROG ADMIN	ADMINISTRATIVE AIDE CONFIDENTIAL	1.00		1.00		1.00	
SELF FUNDED INS PROG ADMIN	DEPARTMENT ANALYST	1.00		1.00		1.00	
SELF FUNDED INS PROG ADMIN	SENIOR OFFICE ASSISTANT CONFIDENTIAL	3.50		3.50		3.50	
SELF FUNDED INS PROG ADMIN	SENIOR ACCOUNT CLERK CONFIDENTIAL	1.00		1.00		1.00	
SELF FUNDED INS PROG ADMIN	HUMAN RESOURCES TECHNICIAN CONFIDENTIAL	3.00		3.00		3.00	
23-HRD Total		61.00	0.00	61.00	0.00	61.00	
HUMAN SERVICES							
OFFICE OF DIRECTOR	ASSISTANT DIRECTOR HUMAN SERVICES	1.00		1.00		1.00	
OFFICE OF DIRECTOR	DIRECTOR OF HUMAN SERVICES	1.00		1.00		1.00	
OFFICE OF DIRECTOR	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
HR/ORG DEVE	ADMINISTRATIVE SERVICES OFFICER I	2.00		2.00		2.00	
HR/ORG DEVE	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
HR/ORG DEVE	PAYROLL CLERK	2.00		2.00		2.00	
HR/ORG DEVE	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
HR/ORG DEVE	ADMINISTRATIVE AIDE CONFIDENTIAL	1.00		1.00		1.00	
HR/ORG DEVE	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
HR/ORG DEVE	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
HR/ORG DEVE	PROGRAM DEVELOPMENT MANAGER	1.00		1.00		1.00	
HR/ORG DEVE	PAYROLL CLERK CONFIDENTIAL	2.00		2.00		2.00	
HR/ORG DEVE	ELIGIBILITY WORKER III	0.00		0.00		0.00	
HR/ORG DEVE	PROGRAM SPECIALIST	3.00		3.00		3.00	
HR/ORG DEVE	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00	
HR/ORG DEVE	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
HR/ORG DEVE	PROGRAM PLANNING AND EVALUATION ANALYST	5.00		5.00		5.00	
INFORM TECH	OFFICE SUPPORT SUPERVISOR	1.00		1.00		1.00	
INFORM TECH	SUPERVISING PUBLIC ASSISTANCE SYSTEMS TECHNICIAN	1.00		1.00		1.00	
INFORM TECH	PUBLIC ASSISTANCE SYSTEMS TECHNICIAN	4.00		4.00		4.00	
INFORM TECH	OFFICE SUPPORT SUPERVISOR	1.00		1.00		1.00	
INFORM TECH	MICROGRAPHIC TECHNICIAN I	6.00		6.00		6.00	
INFORM TECH	MICROGRAPHIC TECHNICIAN II	4.00		4.00		4.00	
INFORM TECH	DEPARTMENT INFORMATION SYSTEMS TECHNICIAN II	1.00		1.00		1.00	
INFORM TECH	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	6.00		6.00		6.00	
INFORM TECH	DEPARTMENT INFORMATION SYSTEMS MANAGER	3.00		3.00		3.00	
INFORM TECH	SENIOR DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
INFORM TECH	HUMAN SERVICES NETWORK ANALYST	3.00		3.00		3.00	
INFORM TECH	HUMAN SERVICES SYSTEMS & PROGRAMMING ANALYST	7.00		7.00		7.00	
INFORM TECH	COMPUTER LAB SUPPORT SPECIALST	0.00		0.00		0.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

INFORM TECH	PUBLIC ASSISTANCE SYSTEMS MANAGER	1.00		1.00		1.00	
INFORM TECH	PUBLIC ASSISTANCE SYSTEMS SPECIALIST	4.00		4.00		4.00	
INFORM TECH	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
INFORM TECH	PROGRAM PLANNING AND EVALUATION ANALYST	0.00		0.00		0.00	
PLANNING/UPSTREAM	SECRETARY	1.00		1.00		1.00	
PLANNING/UPSTREAM	PUBLIC ASSISTANCE SYSTEMS SPECIALIST	1.00		1.00		1.00	
PLANNING/UPSTREAM	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
PLANNING/UPSTREAM	PROGRAM PLANNING AND EVALUATION ANALYST	7.50		7.50		7.50	
PLANNING/UPSTREAM	PROGRAM DEVELOPMENT MANAGER	2.00		2.00		2.00	Time Limited Ends 6/30/18 (09)
PLANNING/UPSTREAM	ASSISTANT DIRECTOR HUMAN SERVICES	1.00		1.00		1.00	
SPEC INV UNIT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
SPEC INV UNIT	ELIGIBILITY WORKER II	1.00		1.00		1.00	
SPEC INV UNIT	ELIGIBILITY WORKER III	10.00		10.00		10.00	
SPEC INV UNIT	ELIGIBILITY SUPERVISOR	2.00		2.00		2.00	
SPEC INV UNIT	OFFICE ASSISTANT II	1.00		1.00		1.00	
SPEC INV UNIT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
SPEC INV UNIT	SOCIAL SERVICE WORKER IV	1.00		1.00		1.00	
SPEC INV UNIT	WELFARE FRAUD INVESTIGATOR II	4.00		4.00		4.00	
SPEC INV UNIT	CHIEF WELFARE FRAUD INVESTIGATOR	1.00		1.00		1.00	
SPEC INV UNIT	SENIOR WELFARE FRAUD INVESTIGATOR	1.00		1.00		1.00	
FISCAL	ACCOUNTING TECHNICIAN	1.00		1.00		1.00	
FISCAL	ACCOUNT CLERK II	4.00		4.00		4.00	
FISCAL	SENIOR ACCOUNT CLERK	5.00		5.00		5.00	
FISCAL	ACCOUNTING TECHNICIAN	2.00		2.00		2.00	
FISCAL	ACCOUNTANT II	2.00		2.00		2.00	
FISCAL	ACCOUNTANT III	2.00		2.00		2.00	
FISCAL	SUPERVISING ACCOUNTANT	1.00		1.00		1.00	
FISCAL	DEPARTMENT ACCOUNTING MANAGER	1.00		1.00		1.00	
FISCAL	DEPARTMENT ANALYST	0.00		0.00		0.00	
FISCAL	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
FISCAL	DEPARTMENT ADMINISTRATIVE SERVICES DIRECTOR	1.00		1.00		1.00	
FISCAL	ACCOUNTANT II	1.00		1.00		1.00	
FISCAL	ACCOUNTANT III	1.00		1.00		1.00	
FISCAL	ACCOUNT CLERK II	4.00		4.00		4.00	
FISCAL	SENIOR ACCOUNT CLERK	3.00		3.00		3.00	
FISCAL	SENIOR OFFICE ASSISTANT	4.00		4.00		4.00	
FISCAL	OFFICE SUPPORT SUPERVISOR	1.00		1.00		1.00	
OPERATIONS	ADMINISTRATIVE AIDE	2.00		2.00		2.00	
OPERATIONS	DEPARTMENT ANALYST	1.00		1.00		1.00	
OPERATIONS	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
OPERATIONS	PROGRAM PLANNING AND EVALUATION ANALYST	2.00		2.00		2.00	
OPERATIONS	PROGRAM DEVELOPMENT MANAGER	1.00		1.00		1.00	
OPERATIONS	OFFICE SUPPORT SUPERVISOR CONFIDENTIAL	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

OPERATIONS	SENIOR OFFICE ASSISTANT	3.00		3.00		3.00	
OPERATIONS	STOREKEEPER	1.00		1.00		1.00	
OPERATIONS	SENIOR STOREKEEPER	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	SECRETARY	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	ADMINISTRATIVE AIDE	3.00		3.00		3.00	
ECONOMIC ASSISTANCE	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	PROGRAM PLANNING AND EVALUATION ANALYST	5.00		5.00		5.00	
ECONOMIC ASSISTANCE	PROGRAM DEVELOPMENT MANAGER	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	HUMAN SERVICES SECTION MANAGER	3.00		3.00		3.00	
ECONOMIC ASSISTANCE	HUMAN SERVICES DIVISION DIRECTOR	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	ELIGIBILITY WORKER II	152.50		152.50		152.50	1.0 Time Limited coverted to perm
ECONOMIC ASSISTANCE	ELIGIBILITY WORKER III	35.00		35.00		35.00	
ECONOMIC ASSISTANCE	ELIGIBILITY SUPERVISOR	25.00		25.00		25.00	
ECONOMIC ASSISTANCE	SOCIAL SERVICE WORKER II	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	SOCIAL SERVICE WORKER III	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	SOCIAL SERVICE SUPERVISOR II	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	SUPERVISING EMPLOYMENT & TRAINING SPECIALIST	0.00		0.00		0.00	
ECONOMIC ASSISTANCE	OFFICE ASSISTANT II	19.50		19.50		19.50	
ECONOMIC ASSISTANCE	SENIOR OFFICE ASSISTANT	11.00		11.00		11.00	
ECONOMIC ASSISTANCE	OFFICE SUPPORT SUPERVISOR	7.00		7.00		7.00	
ECONOMIC ASSISTANCE	TELEPHONE OPERATOR	0.00		0.00		0.00	
ECONOMIC ASSISTANCE	MATERIALS HANDLER	3.00		3.00		3.00	
ECONOMIC ASSISTANCE	STOREKEEPER	1.00		1.00		1.00	
ECONOMIC ASSISTANCE	HUMAN SERVICES AIDE II	14.00		14.00		14.00	
EMPLOYMENT AND TRAINING	ELIGIBILITY WORKER II	7.00		7.00		7.00	
EMPLOYMENT AND TRAINING	SECRETARY	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	ADMINISTRATIVE AIDE	0.00		0.00		0.00	
EMPLOYMENT AND TRAINING	PROGRAM PLANNING AND EVALUATION ANALYST	6.00		6.00		6.00	
EMPLOYMENT AND TRAINING	PROGRAM DEVELOPMENT MANAGER	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	HUMAN SERVICES SECTION MANAGER	2.00		2.00		2.00	
EMPLOYMENT AND TRAINING	HUMAN SERVICES DIVISION DIRECTOR	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	OFFICE ASSISTANT II	4.00		4.00		4.00	
EMPLOYMENT AND TRAINING	SENIOR OFFICE ASSISTANT	6.00		6.00		6.00	
EMPLOYMENT AND TRAINING	OFFICE SUPPORT SUPERVISOR	2.00		2.00		2.00	
EMPLOYMENT AND TRAINING	ACCOUNT CLERK II	0.00		0.00		0.00	
EMPLOYMENT AND TRAINING	HUMAN SERVICES AIDE II	4.00		4.00		4.00	
EMPLOYMENT AND TRAINING	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	COMPUTER LAB SUPPORT SPECIALST	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	PUBLIC ASSISTANCE SYSTEMS SPECIALIST	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
EMPLOYMENT AND TRAINING	EMPLOYMENT & TRAINING SPECIALIST	31.50		31.50		31.50	
EMPLOYMENT AND TRAINING	SENIOR EMPLOYMENT & TRAINING SPECIALIST	5.00		5.00		5.00	
EMPLOYMENT AND TRAINING	SUPERVISING EMPLOYMENT & TRAINING SPECIALIST	5.00		5.00		5.00	
EMPLOYMENT AND TRAINING	EMPLOYMENT & TRAINING COUNSELOR II	26.00		26.00		26.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

EMPLOYMENT AND TRAINING	EMPLOYMENT & TRAINING COORDINATOR	10.00	10.00	10.00	Time Limited Expires 12/31/17 (13) 1.0 Time Limited converted to Perm
EMPLOYMENT AND TRAINING	SUPERVISING EMPLOYMENT & TRAINING COUNSELOR	5.00	5.00	5.00	
FAMILY YOUTH AND CHILDREN	PROGRAM DEVELOPMENT MANAGER	2.00	2.00	2.00	
FAMILY YOUTH AND CHILDREN	ELIGIBILITY WORKER II	3.75	3.75	3.75	
FAMILY YOUTH AND CHILDREN	ELIGIBILITY SUPERVISOR	1.00	1.00	1.00	
FAMILY YOUTH AND CHILDREN	SOCIAL SERVICE WORKER II	1.00	1.00	1.00	
FAMILY YOUTH AND CHILDREN	SOCIAL SERVICE WORKER III	2.00	2.00	2.00	
FAMILY YOUTH AND CHILDREN	SOCIAL SERVICE WORKER IV	97.25	97.25	97.25	
FAMILY YOUTH AND CHILDREN	SOCIAL SERVICE SUPERVISOR I	1.00	1.00	1.00	
FAMILY YOUTH AND CHILDREN	SOCIAL SERVICE SUPERVISOR II	15.00	15.00	15.00	
FAMILY YOUTH AND CHILDREN	SECRETARY	1.00	1.00	1.00	
FAMILY YOUTH AND CHILDREN	ADMINISTRATIVE AIDE	2.00	2.00	2.00	
FAMILY YOUTH AND CHILDREN	PROGRAM PLANNING AND EVALUATION ANALYST	4.00	4.00	4.00	
FAMILY YOUTH AND CHILDREN	HUMAN SERVICES SECTION MANAGER	4.00	4.00	4.00	
FAMILY YOUTH AND CHILDREN	HUMAN SERVICES DIVISION DIRECTOR	1.00	1.00	1.00	
FAMILY YOUTH AND CHILDREN	OFFICE ASSISTANT II	0.00	0.00	0.00	
FAMILY YOUTH AND CHILDREN	SENIOR OFFICE ASSISTANT	28.00	28.00	28.00	
FAMILY YOUTH AND CHILDREN	OFFICE SUPPORT SUPERVISOR	3.00	3.00	3.00	
FAMILY YOUTH AND CHILDREN	RECEPTIONIST	0.00	0.00	0.00	
FAMILY YOUTH AND CHILDREN	ADMINISTRATIVE AIDE	1.00	1.00	1.00	
FAMILY YOUTH AND CHILDREN	SOCIAL WORK ASSISTANT	8.00	8.00	8.00	
VOM CHILDRENS HOME	PROGRAM PLANNING AND EVALUATION ANALYST	0.00	0.00	0.00	
VOM CHILDRENS HOME	CHILDREN'S RESIDENTIAL CARE COUNSELOR II	23.00	23.00	23.00	
VOM CHILDRENS HOME	SUPERV CHILD RESIDENTIAL CARE COUNSELOR	4.00	4.00	4.00	
VOM CHILDRENS HOME	VALLEY OF THE MOON CHILDREN'S HOME MANAGER	1.00	1.00	1.00	
VOM CHILDRENS HOME	JUVENILE CORRECTIONAL COUNSELOR II	4.00	4.00	4.00	
VOM CHILDRENS HOME	JUVENILE CORRECTIONAL COUNSELOR IV	2.00	2.00	2.00	
VOM CHILDRENS HOME	RESIDENTIAL SERVICE WORKER	3.00	3.00	3.00	
VOM CHILDRENS HOME	COOK	2.00	2.00	2.00	
VOM CHILDRENS HOME	CHEF	0.75	0.75	0.75	
ADULT AND AGING ADMIN	PUBLIC ASSISTANCE SYSTEMS SPECIALIST	1.00	1.00	1.00	
ADULT AND AGING ADMIN	SENIOR ACCOUNT CLERK	1.00	1.00	1.00	
ADULT AND AGING ADMIN	PROGRAM PLANNING AND EVALUATION ANALYST	2.00	2.00	2.00	
ADULT AND AGING ADMIN	PROGRAM DEVELOPMENT MANAGER	1.00	1.00	1.00	
ADULT AND AGING ADMIN	HUMAN SERVICES SECTION MANAGER	1.00	1.00	1.00	
ADULT AND AGING ADMIN	HUMAN SERVICES DIVISION DIRECTOR	1.00	1.00	1.00	
ADULT AND AGING ADMIN	SECRETARY CONFIDENTIAL	1.00	1.00	1.00	
HUMAN SERVICES ADMINISTRATION	SENIOR OFFICE ASSISTANT	2.00	2.00	2.00	
HUMAN SERVICES ADMINISTRATION	OFFICE SUPPORT SUPERVISOR	1.00	1.00	1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

HUMAN SERVICES ADMINISTRATION	RECEPTIONIST	0.00		0.00		0.00
IHSS NP AUTHORITY	SOCIAL SERVICE WORKER II	1.00		1.00		1.00
IHSS NP AUTHORITY	SOCIAL SERVICE WORKER III	39.50		39.50		39.50
IHSS NP AUTHORITY	SOCIAL SERVICE WORKER IV	4.00		4.00		4.00
IHSS NP AUTHORITY	SOCIAL SERVICE SUPERVISOR I	6.00		6.00		6.00
IHSS NP AUTHORITY	SOCIAL SERVICE SUPERVISOR II	1.00		1.00		1.00
IHSS NP AUTHORITY	HOME CARE SUPPORT SPECIALIST	4.00		4.00		4.00
IHSS NP AUTHORITY	PUBLIC HEALTH AIDE II	2.00		2.00		2.00
IHSS NON PUBLIC AUTHORITY	SENIOR OFFICE ASSISTANT	7.00		7.00		7.00
IHSS NON PUBLIC AUTHORITY	OFFICE SUPPORT SUPERVISOR	1.00		1.00		1.00
IHSS NON PUBLIC AUTHORITY	ACCOUNT CLERK II	7.00		7.00		7.00
IHSS NON PUBLIC AUTHORITY	ADMINISTRATIVE AIDE	1.00		1.00		1.00
IHSS NON PUBLIC AUTHORITY	HOME CARE SUPPORT SPECIALIST	1.00		1.00		1.00
IHSS NON PUBLIC AUTHORITY	SOCIAL WORK ASSISTANT	1.00		1.00		1.00
ADULT PROTECTIVE SERVICES	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00
ADULT PROTECTIVE SERVICES	SOCIAL SERVICE WORKER IV	27.00		27.00		27.00
ADULT PROTECTIVE SERVICES	SOCIAL SERVICE SUPERVISOR II	4.00		4.00		4.00
ADULT PROTECTIVE SERVICES	HUMAN SERVICES SECTION MANAGER	1.00		1.00		1.00
AREA AGENCY ON AGING	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
AREA AGENCY ON AGING	PROGRAM DEVELOPMENT MANAGER	1.00		1.00		1.00
AREA AGENCY ON AGING	ACCOUNTANT III	1.00		1.00		1.00
AREA AGENCY ON AGING	PROGRAM PLANNING AND EVALUATION ANALYST	1.00		1.00		1.00
MSSP SENIOR SERVICES	SOCIAL SERVICE WORKER IV	7.00		7.00		7.00
MSSP SENIOR SERVICES	SOCIAL SERVICE SUPERVISOR II	1.00		1.00		1.00
MSSP SENIOR SERVICES	SENIOR OFFICE ASSISTANT	0.50		0.50		0.50
MSSP SENIOR SERVICES	SENIOR ACCOUNT CLERK	1.00		1.00		1.00
VETERANS SERVICES	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00
VETERANS SERVICES	VETERANS CLAIMS WORKER II	4.00		4.00		4.00
VETERANS SERVICES	SENIOR VETERANS CLAIMS WORKER	1.00		1.00		1.00
VETERANS SERVICES	VETERANS SERVICE OFFICER	1.00		1.00		1.00
PA/PG/PC	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00
PA/PG/PC	SENIOR ACCOUNT CLERK	0.80		0.80		0.80
PA/PG/PC	DEPUTY PUBLIC ADMINISTRATOR-GUARDIAN-CONSERVATOR	5.00		5.00		5.00
PA/PG/PC	SUPERVISING PUBLIC ADMIN-GUARDIAN-CONSERVATOR	1.00		1.00		1.00
PA/PG/PC	CHIEF DEPUTY PUBLIC ADMIN-GUARDIAN-CONSERVATOR	1.00		1.00		1.00
IHSS PUBLIC AUTHORITY	IHSS PUBLIC AUTHORITY MANAGER	1.00		1.00		1.00
24-HSD Total		929.55	0.00	929.55	0.00	929.55
INFORMATION SYSTEMS						
ISD ADMINISTRATION	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00
ISD ADMINISTRATION	INFORMATION SYSTEM DIVISION DIRECTOR	0.00		0.00		0.00
ISD ADMINISTRATION	INFORMATION SYSTEM DIRECTOR	1.00		1.00		1.00
ISD ADMINISTRATION	INFORMATION TECHNOLOGY ANALYST II	1.00		1.00		1.00
ISD ADMINISTRATION	INFORMATION TECHNOLOGY ANALYST III	1.00		1.00		1.00
ISD ADMINISTRATION	ADMINISTRATIVE AIDE	5.00		5.00		5.00

Permanent Position Allocation
by Department and Job Class

ISD ADMINISTRATION	DEPARTMENT ANALYST	3.00		3.00		3.00	
ISD ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER I	2.00		2.00		2.00	
ISD ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
ISD SYSTEMS & PROGRAMMING	SENIOR PROGRAMMER ANALYST	9.00		9.00		9.00	
ISD SYSTEMS & PROGRAMMING	PROGRAMMER ANALYST	1.00		1.00		1.00	
ISD SYSTEMS & PROGRAMMING	INFORMATION SYSTEMS PROJECT MANAGER	2.00		2.00		2.00	
ISD SYSTEMS & PROGRAMMING	INFORMATION SYSTEM DIVISION DIRECTOR	1.00		1.00		1.00	
ISD SYSTEMS & PROGRAMMING	SENIOR BUSINESS SYSTEMS ANALYST	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	SENIOR PROGRAMMER ANALYST	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	GEOGRAPHIC INFORMATION TECHNICIAN II	3.00		3.00		3.00	
ISD SYSTEMS & PROGRAMMING	SYSTEMS SOFTWARE ANALYST	2.50		2.50		2.50	
ISD SYSTEMS & PROGRAMMING	SENIOR PROGRAMMER ANALYST	5.50		5.50		5.50	
ISD SYSTEMS & PROGRAMMING	PROGRAMMER ANALYST	2.00		2.00		2.00	
ISD SYSTEMS & PROGRAMMING	INFORMATION SYSTEMS PROJECT MANAGER	2.00		2.00		2.00	
ISD INFORMATION MANAGEMENT	SENIOR PROGRAMMER ANALYST	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	PROGRAMMER ANALYST	2.00		2.00		2.00	
ISD INFORMATION MANAGEMENT	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	INFORMATION SYSTEM DIVISION DIRECTOR	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	INFORMATION TECHNOLOGY ANALYST II	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	SENIOR BUSINESS SYSTEMS ANALYST	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	GRAPHICS DESIGNER PHOTOGRAPHER	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	SYSTEMS SOFTWARE ANALYST	9.50		9.50		9.50	
ISD TECHNICAL SUPPORT SERVICES	SENIOR NETWORK ANALYST	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	NETWORK ANALYST	2.00		2.00		2.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION SYSTEM DIVISION DIRECTOR	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION TECHNOLOGY ANALYST II	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION TECHNOLOGY ANALYST III	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	SENIOR BUSINESS SYSTEMS ANALYST	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	COMMUNICATIONS MANAGER	0.00		0.00		0.00	
ISD TECHNICAL SUPPORT SERVICES	SYSTEMS SOFTWARE ANALYST	0.00		0.00		0.00	
ISD TECHNICAL SUPPORT SERVICES	SENIOR NETWORK ANALYST	2.00		2.00		2.00	
ISD TECHNICAL SUPPORT SERVICES	NETWORK ANALYST	3.00		3.00		3.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

ISD TECHNICAL SUPPORT SERVICES	INFORMATION TECHNOLOGY ANALYST II	0.00		0.00		0.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION TECHNOLOGY ANALYST II	12.00		12.00		12.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION TECHNOLOGY ANALYST III	3.00		3.00		3.00	
ISD TECHNICAL SUPPORT SERVICES	STOREKEEPER	0.00		0.00		0.00	
ISD TECHNICAL SUPPORT SERVICES	SENIOR STOREKEEPER	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	SYSTEMS SOFTWARE ANALYST	2.00		2.00		2.00	
ISD TECHNICAL SUPPORT SERVICES	SENIOR PROGRAMMER ANALYST	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	SENIOR BUSINESS SYSTEMS ANALYST	0.00		0.00		0.00	
ISD TECHNICAL SUPPORT SERVICES	GEOGRAPHIC INFORMATION TECHNICIAN II	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	INFORMATION SYSTEMS PROJECT MANAGER	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	RECORDS AND INFORMATION MANAGER	0.50		0.50		0.50	
ISD INFORMATION MANAGEMENT	MAIL MATERIALS AND RECORDS HANDLER II	8.00		8.00		8.00	
ISD INFORMATION MANAGEMENT	MAIL MATERIALS AND RECORDS SUPERVISOR	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	MATERIALS EQUIPMENT SPECIALIST	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	RECORDS AND INFORMATION MANAGER	0.50		0.50		0.50	
ISD INFORMATION MANAGEMENT	REPROGRAPHICS TECHNICIAN II	0.00		0.00		0.00	
ISD INFORMATION MANAGEMENT	REPROGRAPHICS TECHNICIAN III	0.00		0.00		0.00	
ISD INFORMATION MANAGEMENT	REPROGRAPHICS SUPERVISOR	0.00		0.00		0.00	
ISD INFORMATION MANAGEMENT	GRAPHICS DESIGNER PHOTOGRAPHER	1.00		1.00		1.00	
ISD INFORMATION MANAGEMENT	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
ISD TECHNICAL SUPPORT SERVICES	SENIOR COMMUNICATIONS TECHNICIAN	1.00		1.00		1.00	
25-ISD Total		116.50	0.00	116.50	0.00	116.50	
PERMIT & RESOURCE MANAGEMENT DEPT							
CUSTOMER SERVICE	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
CUSTOMER SERVICE	PERMIT TECHNICIAN II	6.00		6.00		6.00	
CUSTOMER SERVICE	CUSTOMER SERVICE SUPERVISOR	1.00		1.00		1.00	
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	OFFICE ASSISTANT II	1.00		1.00		1.00	
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	TELEPHONE OPERATOR	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

ACCOUNTING ADMIN SVC ADMINSTRATION DIS	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	3.00		3.00	3.00	Time Limited Expires 6/30/17 (03)
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00	1.00	
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	ADMINISTRATIVE SERVICES OFFICER I	0.00		0.00	0.00	
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	GEOGRAPHIC INFORMATION TECHNICIAN II	2.00		2.00	2.00	Time Limited Expires 6/30/18 (01)
ACCOUNTING ADMIN SVC ADMINSTRATION DIS	SENIOR GEOGRAPHIC INFORMATION TECHNICIAN	1.00		1.00	1.00	
ADMINISTRATION	PAYROLL CLERK	1.00		1.00	1.00	
ADMINISTRATION	ACCOUNT CLERK II	1.00		1.00	1.00	
ADMINISTRATION	SENIOR ACCOUNT CLERK	1.00		1.00	1.00	
ADMINISTRATION	ACCOUNTING TECHNICIAN	1.00		1.00	1.00	
ADMINISTRATION	ACCOUNTANT III	1.00		1.00	1.00	
ADMINISTRATION	ADMINISTRATIVE AIDE	1.00		1.00	1.00	
ADMINISTRATION	DEPARTMENT ANALYST	1.00		1.00	1.00	
ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00	1.00	
ADMINISTRATION	PRMD DIVISION MANAGER	1.00		1.00	1.00	
ADMINISTRATION	DIRECTOR PRMD	1.00		1.00	1.00	
ADMINISTRATION	DEPARTMENT PROGRAM MANAGER	1.00		1.00	1.00	Time Limited Expires 11/3/17 (01)
ENG & CONST ADMIN	SECRETARY	1.00		1.00	1.00	
ENG & CONST ADMIN	DEPUTY DIRECTOR ENGINEERING CONSTRUCTION	1.00		1.00	1.00	
ENG - INSPECTION	SENIOR OFFICE ASSISTANT	1.00		1.00	1.00	
ENG - INSPECTION	LICENSED LAND SURVEYOR	1.00		1.00	1.00	
ENG - INSPECTION	ENGINEERING TECHNICIAN III	5.00		5.00	5.00	
ENG - INSPECTION	ENGINEERING TECHNICIAN IV	1.00		1.00	1.00	
ENG - INSPECTION	ENGINEER	2.00		2.00	2.00	
ENG - INSPECTION	ENGINEERING DIVISION MANAGER	1.00		1.00	1.00	
STORM WATER	ENGINEER	1.00		1.00	1.00	
STORM WATER	SENIOR ENGINEER	1.00		1.00	1.00	
WELL AND SEPTIC	SENIOR OFFICE ASSISTANT	2.00		2.00	2.00	
WELL AND SEPTIC	ENVIRONMENTAL HEALTH SPECIALIST II	4.00		4.00	4.00	
WELL AND SEPTIC	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	4.00		4.00	4.00	
WELL AND SEPTIC	SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	1.00		1.00	1.00	
BUILDING	SENIOR OFFICE ASSISTANT	2.00		2.00	2.00	
BUILDING	ENGINEER	2.00		2.00	2.00	
BUILDING	SENIOR ENGINEER	1.00		1.00	1.00	
BUILDING	BUILDING DIVISION MANAGER	1.00		1.00	1.00	
BUILDING	BUILDING INSPECTOR II	7.00		7.00	7.00	
BUILDING	SENIOR BUILDING INSPECTOR	3.00		3.00	3.00	
BUILDING	BUILDING PLANS EXAMINER II	3.00		3.00	3.00	
BUILDING	SENIOR BUILDING PLANS EXAMINER	3.00		3.00	3.00	
BUILDING	SUPERVISING BUILDING INSPECTOR	1.00		1.00	1.00	
CODE ENFORCEMENT	SENIOR OFFICE ASSISTANT	1.00		1.00	1.00	
CODE ENFORCEMENT	SECRETARY	0.00		0.00	0.00	
CODE ENFORCEMENT	CODE ENFORCEMENT INSPECTOR II	4.00		4.00	4.00	
CODE ENFORCEMENT	SENIOR CODE ENFORCEMENT INSPECTOR	3.00		3.00	3.00	

Permanent Position Allocation
by Department and Job Class

CODE ENFORCEMENT	CODE ENFORCEMENT SUPERVISOR	1.00		1.00		1.00	
PLANNING - ADMIN	SECRETARY	1.00		1.00		1.00	
PLANNING - ADMIN	DEPUTY DIRECTOR-PLANNING	1.00		1.00		1.00	
PROJECT REVIEW	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
PROJECT REVIEW	SECRETARY	1.00		1.00		1.00	
PROJECT REVIEW	PLANNING TECHNICIAN	1.00		1.00		1.00	
PROJECT REVIEW	PLANNER III	8.00		8.00		8.00	
PROJECT REVIEW	PRMD DIVISION MANAGER	1.00		1.00		1.00	
PROJECT REVIEW	SUPERVISING PLANNER	3.00		3.00		3.00	
PROJECT REVIEW	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	1.00		1.00		1.00	Time Limited Expires 6/30/18 (01)
ENVIRONMENTAL REVIEW	SENIOR ENVIRONMENTAL SPECIALIST	5.00		5.00		5.00	
ENVIRONMENTAL REVIEW	PROFESSIONAL GEOLOGIST	1.00		1.00		1.00	
ENVIRONMENTAL REVIEW	PRMD DIVISION MANAGER	1.00		1.00		1.00	
COMPREHENSIVE PLANNING	PLANNER III	7.00		7.00		7.00	Time Limited Expires 8/18/18 (18)
26-PRD Total		119.00	0.00	119.00	0.00	119.00	
PROBATION							
PROBATION ADMINISTRATION - ADMINISTRATION	EXECUTIVE SECRETARY	1.00	-1.00	0.00		0.00	
PROBATION ADMINISTRATION - ADMINISTRATION	DEPARTMENT ANALYST	1.00		1.00		1.00	
PROBATION ADMINISTRATION - ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
PROBATION ADMINISTRATION - ADMINISTRATION	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00	
PROBATION ADMINISTRATION - ADMINISTRATION	PROBATION OFFICER III	1.00		1.00		1.00	
PROBATION ADMINISTRATION - ADMINISTRATION	PROBATION DIVISION DIRECTOR II	1.00		1.00		1.00	
PROBATION ADMINISTRATION - ADMINISTRATION	DEPUTY CHIEF PROBATION OFFICER	2.00		2.00		2.00	
PROBATION ADMINISTRATION - ADMINISTRATION	CHIEF PROBATION OFFICER	1.00		1.00		1.00	
PROBATION ADMINISTRATION - ADMINISTRATION	EXECUTIVE LEGAL SECRETARY CONFIDENTIAL	0.00	1.00	1.00		1.00	
PROBATION ADMINISTRATION - FINANCE	ACCOUNT CLERK II	4.60		4.60		4.60	
PROBATION ADMINISTRATION - FINANCE	SENIOR ACCOUNT CLERK	2.00		2.00		2.00	
PROBATION ADMINISTRATION - FINANCE	ACCOUNTING TECHNICIAN	1.00		1.00		1.00	
PROBATION ADMINISTRATION - FINANCE	ACCOUNTANT II	1.00		1.00		1.00	
PROBATION ADMINISTRATION - FINANCE	SUPERVISING ACCOUNTANT	1.00		1.00		1.00	
PROBATION ADMINISTRATION - HR/SAFETY	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
PROBATION ADMINISTRATION - HR/SAFETY	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
PROBATION ADMINISTRATION - HR/SAFETY	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
PROBATION ADMINISTRATION - INFORMATION SERVICES	BUSINESS SYSTEMS ANALYST	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

PROBATION ADMINISTRATION - INFORMATION SERVICES	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	1.00		1.00		1.00	
PROBATION ADMINISTRATION - INFORMATION SERVICES	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
ADULT INVESTIGATIONS - INVESTIGATIONS	LEGAL PROCESSOR II	0.00		0.00		0.00	
ADULT INVESTIGATIONS - INVESTIGATIONS	PROBATION OFFICER II	3.00		3.00		3.00	
ADULT INVESTIGATIONS - INVESTIGATIONS	PROBATION OFFICER III	4.00		4.00		4.00	
ADULT INVESTIGATIONS - INVESTIGATIONS	PROBATION OFFICER IV	2.00		2.00		2.00	
ADULT INVESTIGATIONS COURT	PROBATION OFFICER III	6.00		6.00		6.00	
ADULT SUPERVISION ADMINISTRATION	SECRETARY	1.00		1.00		1.00	
ADULT SUPERVISION ADMINISTRATION	LEGAL PROCESSOR II	4.00		4.00		4.00	
ADULT SUPERVISION ADMINISTRATION	SENIOR LEGAL PROCESSOR	4.00		4.00		4.00	
ADULT SUPERVISION ADMINISTRATION	LEGAL STAFF SUPERVISOR	1.00		1.00		1.00	
ADULT SUPERVISION ADMINISTRATION	PROBATION DIVISION DIRECTOR II	2.00		2.00		2.00	
ADULT SUPERVISION FIELD SUPERVISION	SENIOR LEGAL PROCESSOR	1.00		1.00		1.00	
ADULT SUPERVISION FIELD SUPERVISION	PROBATION ASSISTANT	1.00		1.00		1.00	
ADULT SUPERVISION FIELD SUPERVISION	PROBATION OFFICER II	8.00		8.00		8.00	
ADULT SUPERVISION FIELD SUPERVISION	PROBATION OFFICER III	15.00		15.00		15.00	
ADULT SUPERVISION FIELD SUPERVISION	PROBATION OFFICER IV	3.00		3.00		3.00	
ADULT SUPERVISION GANG	PROBATION OFFICER III	2.00		2.00		2.00	
ADULT SUPERVISION DOMESTIC VIOLENCE	PROBATION OFFICER II	3.00		3.00		3.00	
ADULT SUPERVISION DOMESTIC VIOLENCE	PROBATION OFFICER III	4.00		4.00		4.00	
ADULT SUPERVISION DOMESTIC VIOLENCE	PROBATION OFFICER IV	1.00		1.00		1.00	
ADULT REALIGNMENT	DEPARTMENT ANALYST	1.00		1.00		1.00	
PROBATION ADULT REALIGNMENT FIELD SUPERVISION	SENIOR LEGAL PROCESSOR	1.00		1.00		1.00	
PROBATION ADULT REALIGNMENT FIELD SUPERVISION	PROBATION OFFICER II	1.00		1.00		1.00	
PROBATION ADULT REALIGNMENT FIELD SUPERVISION	PROBATION OFFICER III	9.00		9.00		9.00	
PROBATION ADULT REALIGNMENT FIELD SUPERVISION	PROBATION OFFICER IV	2.00		2.00		2.00	
PROBATION ADULT REALIGNMENT PRETRIAL	SENIOR LEGAL PROCESSOR	1.00		1.00		1.00	
PROBATION ADULT REALIGNMENT PRETRIAL	ADMINISTRATIVE AIDE	0.00	1.00	1.00		1.00	
PROBATION ADULT REALIGNMENT PRETRIAL	PROBATION OFFICER II	0.00		0.00		0.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

PROBATION ADULT REALIGNMENT PRETRIAL	PROBATION OFFICER III	4.00		4.00		4.00	
PROBATION ADULT REALIGNMENT DUI	PROBATION OFFICER III	1.00		1.00		1.00	
PROBATION ADULT REALIGNMENT PROGRAMMING	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
PROBATION ADULT REALIGNMENT PROGRAMMING	PROBATION ASSISTANT	2.00		2.00		2.00	
PROBATION ADULT REALIGNMENT PROGRAMMING	PROBATION OFFICER II	4.00		4.00		4.00	
PROBATION ADULT REALIGNMENT PROGRAMMING	PROBATION OFFICER III	2.00		2.00		2.00	
PROBATION ADULT REALIGNMENT PROGRAMMING	PROBATION OFFICER IV	1.00		1.00		1.00	
JUVENILE INVESTIGATIONS ADMINISTRATION	LEGAL PROCESSOR II	0.00		0.00		0.00	
JUVENILE INVESTIGATIONS ADMINISTRATION	SENIOR LEGAL PROCESSOR	2.00		2.00		2.00	
JUVENILE INVESTIGATIONS ADMINISTRATION	LEGAL STAFF SUPERVISOR	1.00		1.00		1.00	
JUVENILE INVESTIGATIONS INTAKE/DIVERSION	PROBATION OFFICER III	2.00		2.00		2.00	
JUVENILE INVESTIGATIONS - INVESTIGATIONS	PROBATION OFFICER II	2.00		2.00		2.00	
JUVENILE INVESTIGATIONS - INVESTIGATIONS	PROBATION OFFICER III	5.00		5.00		5.00	
JUVENILE INVESTIGATIONS - INVESTIGATIONS	PROBATION OFFICER IV	1.00		1.00		1.00	
JUVENILE INVESTIGATIONS COURT	PROBATION OFFICER III	1.00		1.00		1.00	
JUVENILE SUPERVISION ADMINISTRATION	SECRETARY	1.00		1.00		1.00	
JUVENILE SUPERVISION ADMINISTRATION	LEGAL PROCESSOR II	1.00		1.00		1.00	
JUVENILE SUPERVISION ADMINISTRATION	SENIOR LEGAL PROCESSOR	3.00		3.00		3.00	
JUVENILE SUPERVISION ADMINISTRATION	DEPARTMENT ANALYST	1.00		1.00		1.00	
JUVENILE SUPERVISION ADMINISTRATION	DEPARTMENT PROGRAM MANAGER	0.00		0.00		0.00	
JUVENILE SUPERVISION ADMINISTRATION	PROBATION DIVISION DIRECTOR II	1.00		1.00		1.00	
JUVENILE SUPERVISION FIELD SUPERVISION	PROBATION ASSISTANT	2.00		2.00		2.00	
JUVENILE SUPERVISION FIELD SUPERVISION	PROBATION OFFICER II	1.00		1.00		1.00	
JUVENILE SUPERVISION FIELD SUPERVISION	PROBATION OFFICER III	7.00		7.00		7.00	
JUVENILE SUPERVISION FIELD SUPERVISION	PROBATION OFFICER IV	3.00		3.00		3.00	
JUVENILE SUPERVISION PLACEMENT	PROBATION OFFICER III	4.00		4.00		4.00	
JUVENILE SUPERVISION PLACEMENT	PROBATION OFFICER IV	1.00		1.00		1.00	
PROBATION GRANT FUNDS JABG and JJCPA ADMINISTRATIO	ADMINISTRATIVE AIDE	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

PROBATION GRANT FUNDS JABG and JJCPA FIELD SUP	PROBATION OFFICER II	4.00		4.00		4.00	
PROBATION GRANT FUNDS JABG and JJCPA FIELD SUP	PROBATION OFFICER III	1.00		1.00		1.00	
PROBATION GRANT FUNDS JABG and JJCPA GANG	PROBATION OFFICER III	3.00		3.00		3.00	
KEEP KIDS IN SCHOOL GRANT	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00	
SUPERVISED ADULT CREWS	PROBATION INDUSTRIES CREW SUPERVISOR	7.00		7.00		7.00	
SUPERVISED ADULT CREWS	PROBATION INDUSTRIES FIELD SUPERVISOR	1.00		1.00		1.00	
SUPERVISED ADULT CREWS	PROBATION DIVISION DIRECTOR I	1.00		1.00		1.00	
JUVENILE HALL ADMINISTRATION	SECRETARY	1.00		1.00		1.00	
JUVENILE HALL ADMINISTRATION	PROBATION DIVISION DIRECTOR I	2.00		2.00		2.00	
JUVENILE HALL ADMINISTRATION	PROBATION DIVISION DIRECTOR II	1.00		1.00		1.00	
JUVENILE HALL FIELD SUPERVISION/CD	JUVENILE CORRECTIONAL COUNSELOR III	0.00		0.00		0.00	
JUVENILE HALL FIELD SUPERVISION/CD	PROBATION ASSISTANT	0.00		0.00		0.00	
JUVENILE HALL FIELD SUPERVISION/CD	PROBATION OFFICER III	0.00		0.00		0.00	
JUVENILE HALL PROGRAMMING	JUVENILE CORRECTIONAL COUNSELOR II	3.00		3.00		3.00	
JUVENILE HALL PROGRAMMING	JUVENILE CORRECTIONAL COUNSELOR III	11.00		11.00		11.00	
JUVENILE HALL PROGRAMMING	JUVENILE CORRECTIONAL COUNSELOR IV	1.00		1.00		1.00	
JUVENILE HALL INSTITUTION SUPERVISION UNITS	JUVENILE CORRECTIONAL COUNSELOR II	40.00		40.00		40.00	
JUVENILE HALL INSTITUTION SUPERVISION UNITS	JUVENILE CORRECTIONAL COUNSELOR IV	7.00		7.00		7.00	
JUVENILE HALL INTAKE/SECURITY/CENTRAL CONTROL	JUVENILE CORRECTIONAL COUNSELOR II	21.00		21.00		21.00	
JUVENILE HALL KITCHEN	RESIDENTIAL SERVICE WORKER	1.00		1.00		1.00	
JUVENILE HALL KITCHEN	COOK	4.00		4.00		4.00	
JUVENILE HALL KITCHEN	CHEF	1.00		1.00		1.00	
PROBATION CAMP ADMINISTRATION	SECRETARY	1.00		1.00		1.00	
PROBATION CAMP ADMINISTRATION	PROBATION DIVISION DIRECTOR I	1.00		1.00		1.00	
PROBATION CAMP FIELD SUPERVISION/AFTER CARE	JUVENILE CORRECTIONAL COUNSELOR III	1.00		1.00		1.00	
PROBATION CAMP FIELD SUPERVISION/AFTER CARE	PROBATION OFFICER III	1.00		1.00		1.00	
PROBATION CAMP PROGRAMMING	JUVENILE CORRECTIONAL COUNSELOR III	5.00		5.00		5.00	
PROBATION CAMP PROGRAMMING	JUVENILE CORRECTIONAL COUNSELOR IV	1.00		1.00		1.00	
PROBATION CAMP VOCATIONAL	PROBATION INDUSTRIES CREW SUPERVISOR	2.00		2.00		2.00	
PROBATION CAMP VOCATIONAL	JUVENILE CORRECTIONAL COUNSELOR III	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

PROBATION CAMP INSTITUTION SUPERVISION (UNITS)	JUVENILE CORRECTIONAL COUNSELOR II	4.00		4.00		4.00	
PROBATION CAMP KITCHEN	CHEF	1.00		1.00		1.00	
27-PRB Total		288.60	1.00	289.60	0.00	289.60	
PUBLIC DEFENDER							
PUBLIC DEFENDER	LEGAL SECRETARY II	6.00		6.00		6.00	
PUBLIC DEFENDER	LEGAL PROCESSOR II	3.00		3.00		3.00	
PUBLIC DEFENDER	LEGAL STAFF SUPERVISOR	1.00		1.00		1.00	
PUBLIC DEFENDER	ACCOUNT CLERK II	1.00		1.00		1.00	
PUBLIC DEFENDER	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
PUBLIC DEFENDER	CHIEF DEPUTY PUBLIC DEFENDER	1.00		1.00		1.00	
PUBLIC DEFENDER	ASSISTANT PUBLIC DEFENDER	1.00		1.00		1.00	
PUBLIC DEFENDER	PUBLIC DEFENDER	1.00		1.00		1.00	
PUBLIC DEFENDER	DEPUTY PUBLIC DEFENDER IV	27.00		27.00		27.00	
PUBLIC DEFENDER	SENIOR PUBLIC DEFENDER INVESTIGATOR	1.00		1.00		1.00	
PUBLIC DEFENDER	PUBLIC DEFENDER INVESTIGATOR II	7.00		7.00		7.00	
28-PDO Total		50.00	0.00	50.00	0.00	50.00	
REGIONAL PARKS							
O and M OPERATIONS	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
O and M OPERATIONS	ADMINISTRATIVE AIDE CONFIDENTIAL	1.00		1.00		1.00	
O and M OPERATIONS	DEPARTMENT ANALYST	1.00		1.00		1.00	
O and M OPERATIONS	PLANNING TECHNICIAN	1.00		1.00		1.00	
O and M OPERATIONS	RECREATION AND EDUCATION SERVICES MANAGER	1.00		1.00		1.00	
O and M OPERATIONS	PARK MANAGER	1.00		1.00		1.00	
O and M OPERATIONS	PARK RANGER I	10.00		10.00		10.00	Time Limited Expires 6/30/17 (14)
O and M OPERATIONS	PARK RANGER II	4.00		4.00		4.00	
O and M OPERATIONS	PARK RANGER III	3.00		3.00		3.00	
O and M MAINTENANCE	PARKS GROUNDS MAINTENANCE WORKER II	18.00		18.00		18.00	Time Limited Expires 6/30/17 (21)
O and M MAINTENANCE	PARKS GROUNDS MAINTENANCE SUPERVISOR	2.00		2.00		2.00	
PLANNING	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
PLANNING	PLANNING TECHNICIAN	1.00		1.00		1.00	
PLANNING	PARK PLANNER II	4.00		4.00		4.00	Time Limited Expires 6/30/17 (05)
PLANNING	SENIOR PARK PLANNER	1.00		1.00		1.00	
PLANNING	PARK PLANNING MANAGER	1.00		1.00		1.00	
PLANNING	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00	
CE MARKETING and PARTNERSHIPS	MARKETING SPECIALIST	1.00		1.00		1.00	
CE MARKETING and PARTNERSHIPS	RECREATION AND EDUCATION SERVICES MANAGER	1.00		1.00		1.00	
CE PROGRAMS	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
CE PROGRAMS	PARK PROGRAM ASSISTANT	1.00		1.00		1.00	
CE PROGRAMS	AQUATIC SPECIALIST	1.00		1.00		1.00	
ADMINISTRATION	OFFICE ASSISTANT II	2.00		2.00		2.00	
ADMINISTRATION	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00	
ADMINISTRATION	SECRETARY	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

ADMINISTRATION	PAYROLL CLERK	1.00		1.00		1.00	
ADMINISTRATION	ACCOUNT CLERK II	3.00		3.00		3.00	
ADMINISTRATION	DEPARTMENT ANALYST	2.00		2.00		2.00	
ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
ADMINISTRATION	DEPUTY DIRECTOR REGIONAL PARKS	1.00		1.00		1.00	
ADMINISTRATION	DIRECTOR OF REGIONAL PARKS	1.00		1.00		1.00	
ADMINISTRATION	BOOKING & RESERVATION COORDINATOR	1.00		1.00		1.00	
ADMINISTRATION	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
SLP OPERATIONS	PARK RANGER I	3.00		3.00		3.00	
SLP OPERATIONS	PARK RANGER II	1.00		1.00		1.00	
SLP OPERATIONS	PARK RANGER III	1.00		1.00		1.00	
SLP MAINTENANCE	PARKS GROUNDS MAINTENANCE WORKER II	2.00		2.00		2.00	
SLP MAINTENANCE	PARKS GROUNDS MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
SLP PROGRAMS	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
SLP PROGRAMS	ENVIRONMENTAL DISCOVERY CENTER COORDINATOR	1.00		1.00		1.00	
SPUD POINT MARINA	SECRETARY	1.00		1.00		1.00	
SPUD POINT MARINA	BUILDING MECHANIC I	0.00		0.00		0.00	
SPUD POINT MARINA	BUILDING MECHANIC II	1.00		1.00		1.00	
SPUD POINT MARINA	MARINA ATTENDANT	1.00		1.00		1.00	
SPUD POINT MARINA	SENIOR MARINA ATTENDANT	1.00		1.00		1.00	
SPUD POINT MARINA	MARINA SUPERVISOR	1.00		1.00		1.00	
29-PRK Total		88.00	0.00	88.00	0.00	88.00	
SHERIFF							
SHERIFF ADMINISTRATION	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	EXECUTIVE ASST TO SHERIFF	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	LEGAL PROCESSOR II	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	5.00		5.00		5.00	
SHERIFF ADMINISTRATION	DEPARTMENT INFORMATION SYSTEMS MANAGER	0.00		0.00		0.00	
SHERIFF ADMINISTRATION	SENIOR DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	STOREKEEPER	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	ACCOUNT CLERK II	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	SENIOR ACCOUNT CLERK	5.00		5.00		5.00	
SHERIFF ADMINISTRATION	ACCOUNTANT II	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	SUPERVISING ACCOUNTANT	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	ADMINISTRATIVE AIDE	3.00		3.00		3.00	
SHERIFF ADMINISTRATION	DEPARTMENT ANALYST	6.00		6.00		6.00	
SHERIFF ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	ADMINISTRATIVE SERVICES OFFICER II	2.00		2.00		2.00	
SHERIFF ADMINISTRATION	DEPARTMENT ADMINISTRATIVE SERVICES DIRECTOR	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	WATER AGENCY PUBLIC INFORMATION OFFICER	1.00		1.00		1.00	
SHERIFF ADMINISTRATION	DEPUTY SHERIFF II	2.00		2.00		2.00	
SHERIFF ADMINISTRATION	SHERIFFS SERGEANT	4.00		4.00		4.00	
SHERIFF ADMINISTRATION	SHERIFFS LIEUTENANT	2.00		2.00		2.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

SHERIFF ADMINISTRATION	SHERIFFS CAPTAIN	1.00		1.00		1.00
SHERIFF ADMINISTRATION	CORRECTIONAL DEPUTY II	1.00		1.00		1.00
SHERIFF ADMINISTRATION	CORRECTIONAL SERGEANT	1.00		1.00		1.00
SHERIFF ADMINISTRATION	SECRETARY CONFIDENTIAL	1.00		1.00		1.00
SHERIFF ADMINISTRATION	PAYROLL CLERK CONFIDENTIAL	1.00		1.00		1.00
SHERIFF ADMINISTRATION	SENIOR ACCOUNT CLERK CONFIDENTIAL	0.00		0.00		0.00
SHERIFF ADMINISTRATION	SHERIFF-CORONER	1.00		1.00		1.00
SHERIFF LAW ENFORCEMENT ADMIN	DEPARTMENT ANALYST	1.00		1.00		1.00
SHERIFF LAW ENFORCEMENT ADMIN	COMMUNITY SERVICES OFFICER II	2.00		2.00		2.00
SHERIFF LAW ENFORCEMENT ADMIN	ASSISTANT SHERIFF	1.00		1.00		1.00
SHERIFF-DISPATCH	COMMUNICATIONS DISPATCHER II	19.50		19.50		19.50
SHERIFF-DISPATCH	SENIOR COMMUNICATIONS DISPATCHER	4.00		4.00		4.00
SHERIFF-DISPATCH	SUPERVISING COMMUNICATIONS DISPATCHER	5.00		5.00		5.00
SHERIFF-DISPATCH	COMMUNICATIONS DISPATCH MANAGER	1.00		1.00		1.00
SHERIFF-CIVIL	CIVIL BUREAU SPECIALIST	1.00		1.00		1.00
SHERIFF-CIVIL	LEGAL PROCESSOR II	2.00		2.00		2.00
SHERIFF-CIVIL	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00
SHERIFF-CIVIL	COMMUNITY SERVICES OFFICER II	1.00		1.00		1.00
SHERIFF-SRVCS-RECORDS	LEGAL PROCESSOR II	6.00		6.00		6.00
SHERIFF-SRVCS-RECORDS	SENIOR LEGAL PROCESSOR	4.00		4.00		4.00
SHERIFF-SRVCS-RECORDS	LEGAL STAFF SUPERVISOR	3.00		3.00		3.00
SHERIFF-SRVCS-RECORDS	SHERIFFS INFORMATION BUREAU MANAGER	1.00		1.00		1.00
SHERIFF-SRVCS-RECORDS	COMMUNITY SERVICES OFFICER II	7.00		7.00		7.00
SHERIFF-RADIO	COMMUNICATIONS TECHNICIAN II	3.00		3.00		3.00
SHERIFF-RADIO	SENIOR COMMUNICATIONS TECHNICIAN	1.00		1.00		1.00
SHERIFF-PATROL	COMMUNITY SERVICES OFFICER II	4.00		4.00		4.00
SHERIFF-PATROL	DEPUTY SHERIFF II	105.00		105.00		105.00
SHERIFF-PATROL	SHERIFFS SERGEANT	12.00		12.00		12.00
SHERIFF-PATROL	SHERIFFS LIEUTENANT	4.00		4.00		4.00
SHERIFF-PATROL	SHERIFFS CAPTAIN	1.00		1.00		1.00
SHERIFF-WINDSOR	LEGAL PROCESSOR II	1.00		1.00		1.00
SHERIFF-WINDSOR	ADMINISTRATIVE AIDE	1.00		1.00		1.00
SHERIFF-WINDSOR	COMMUNITY SERVICES OFFICER II	1.00		1.00		1.00
SHERIFF-WINDSOR	DEPUTY SHERIFF II	18.00		18.00		18.00
SHERIFF-WINDSOR	SHERIFFS SERGEANT	2.00		2.00		2.00
SHERIFF-WINDSOR	SHERIFFS LIEUTENANT	1.00		1.00		1.00
SONOMA-SHERIFF	ADMINISTRATIVE AIDE	1.00		1.00		1.00
SONOMA-SHERIFF	COMMUNITY SERVICES OFFICER II	2.00		2.00		2.00
SONOMA-SHERIFF	DEPUTY SHERIFF II	10.00		10.00		10.00
SONOMA-SHERIFF	SHERIFFS SERGEANT	2.00		2.00		2.00
SONOMA-SHERIFF	SHERIFFS LIEUTENANT	1.00		1.00		1.00
SHERIFF-HELICOPTER	HELICOPTER PILOT	2.00		2.00		2.00
SHERIFF-HELICOPTER	SHERIFFS SERGEANT	1.00		1.00		1.00
SHERIFF MARINE UNIT	DEPUTY SHERIFF II	3.00		3.00		3.00
SHERIFF MARINE UNIT	SHERIFFS SERGEANT	1.00		1.00		1.00
SHERIFF-INVESTIGATION	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00
SHERIFF-INVESTIGATION	SECRETARY	2.00		2.00		2.00
SHERIFF-INVESTIGATION	DEPUTY SHERIFF II	25.00		25.00		25.00

Permanent Position Allocation
by Department and Job Class

SHERIFF-INVESTIGATION	SHERIFFS SERGEANT	6.00		6.00		6.00
SHERIFF-INVESTIGATION	SHERIFFS LIEUTENANT	1.00		1.00		1.00
SHERIFF-CORONER	FORENSIC ASSISTANT	2.00		2.00		2.00
SHERIFF-CORONER	DEPUTY SHERIFF II	4.00		4.00		4.00
SHERIFF-CORONER	SHERIFFS SERGEANT	1.00		1.00		1.00
SHERIFF COURT SECURITY	DEPUTY SHERIFF II	29.00		29.00		29.00
SHERIFF COURT SECURITY	SHERIFFS SERGEANT	2.00		2.00		2.00
SHERIFF COURT SECURITY	SHERIFFS LIEUTENANT	1.00		1.00		1.00
SHERIFF COURT SECURITY	CORRECTIONAL DEPUTY II	6.00		6.00		6.00
SHERIFF TRANSPORTATION	DEPUTY SHERIFF II	5.00		5.00		5.00
SHERIFF TRANSPORTATION	SHERIFFS SERGEANT	1.00		1.00		1.00
DETENTION ADMINISTRATION	SECRETARY	1.00		1.00		1.00
DETENTION ADMINISTRATION	LEGAL PROCESSOR II	3.00		3.00		3.00
DETENTION ADMINISTRATION	SHERIFFS INFORMATION BUREAU MANAGER	1.00		1.00		1.00
DETENTION ADMINISTRATION	DETENTION ASSISTANT	16.00		16.00		16.00
DETENTION ADMINISTRATION	SUPERVISING DETENTION ASSISTANT	2.00		2.00		2.00
DETENTION ADMINISTRATION	ASSISTANT SHERIFF	1.00		1.00		1.00
DETENTION ADMINISTRATION	SHERIFFS CAPTAIN CORRECTIONS	1.00		1.00		1.00
DETENTION ADMINISTRATION	CORRECTIONAL DEPUTY II	17.00		17.00		17.00
DETENTION ADMINISTRATION	CORRECTIONAL SERGEANT	3.00		3.00		3.00
DETENTION ADMINISTRATION	CORRECTIONAL LIEUTENANT	3.00		3.00		3.00
DETENTION ADMINISTRATION	JANITOR	6.00		6.00		6.00
DETENTION ADMINISTRATION	ASSISTANT COOK	0.00		0.00		0.00
DETENTION ADMINISTRATION	COOK	13.00		13.00		13.00
DETENTION ADMINISTRATION	CHEF	2.00		2.00		2.00
DETENTION-MAIN JAIL	SECRETARY	1.00		1.00		1.00
DETENTION-MAIN JAIL	LEGAL PROCESSOR II	22.60		22.60		22.60
DETENTION-MAIN JAIL	SENIOR LEGAL PROCESSOR	3.00		3.00		3.00
DETENTION-MAIN JAIL	LEGAL STAFF SUPERVISOR	4.00		4.00		4.00
DETENTION-MAIN JAIL	SHERIFFS CAPTAIN CORRECTIONS	1.00		1.00		1.00
DETENTION-MAIN JAIL	CORRECTIONAL DEPUTY II	135.00		135.00		135.00
DETENTION-MAIN JAIL	CORRECTIONAL SERGEANT	14.00		14.00		14.00
DETENTION-MAIN JAIL	CORRECTIONAL LIEUTENANT	4.00		4.00		4.00
DETENTION-HONOR FARM	LEGAL PROCESSOR II	4.40		4.40		4.40
DETENTION-HONOR FARM	CORRECTIONAL DEPUTY II	22.00		22.00		22.00
DETENTION-HONOR FARM	CORRECTIONAL SERGEANT	4.00		4.00		4.00
30-SHF Total		652.50	0.00	652.50	0.00	652.50
AG PRESERVATION/OPEN SPACE						
SC AG PRES OPEN SPACE	ACCOUNTING TECHNICIAN	1.00		1.00		1.00
SC AG PRES OPEN SPACE	ADMINISTRATIVE AIDE	2.00		2.00		2.00
SC AG PRES OPEN SPACE	OSD RECEPTIONIST	1.00		1.00		1.00
SC AG PRES OPEN SPACE	OSD EXECUTIVE SECRETARY	1.00		1.00		1.00
SC AG PRES OPEN SPACE	OSD TECHNICIAN	0.00		0.00		0.00
SC AG PRES OPEN SPACE	OSD LAND ACQUISITION SPECIALIST	0.00		0.00		0.00
SC AG PRES OPEN SPACE	OSD GENERAL MANAGER	1.00		1.00		1.00
SC AG PRES OPEN SPACE	OSD ADMINISTRATIVE-FISCAL MANAGER	1.00		1.00		1.00
PLANNING	OSD ASSOCIATE PLANNER	2.00		2.00		2.00
PLANNING	OSD CONSERVATION GIS ANALYST	1.00		1.00		1.00
PLANNING	OSD COMMUNITY RELATIONS MANAGER	1.00		1.00		1.00
PLANNING	OSD PROGRAM MANAGER	1.00		1.00		1.00

Permanent Position Allocation
by Department and Job Class

ACQUISITION	OSD ASSISTANT PLANNER	1.00		1.00		1.00	
ACQUISITION	OSD ASSOCIATE PLANNER	1.00		1.00		1.00	
ACQUISITION	OSD LAND ACQUISITION SPECIALIST	2.00		2.00		2.00	
ACQUISITION	OSD ACQUISITION ASSISTANT	1.00		1.00		1.00	
ACQUISITION	OSD PROGRAM MANAGER	1.00		1.00		1.00	
STEWARDSHIP	OSD PUBLIC INFORMATION SPECIALIST	1.00		1.00		1.00	
STEWARDSHIP	OSD TECHNICIAN	4.00		4.00		4.00	
STEWARDSHIP	OSD ASSOCIATE PLANNER	2.50		2.50		2.50	
STEWARDSHIP	OSD STEWARD COORDINATOR	1.00		1.00		1.00	
STEWARDSHIP	OSD PROGRAM MANAGER	1.00		1.00		1.00	
31-OSD Total		27.50	0.00	27.50	0.00	27.50	
IND OFFICE OF LAW ENF REVIEW & OUTREACH (IOLERO)							
IND OFFICE OF LAW ENFORCEMENT REVIEW AND OUTREACH	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
IND OFFICE OF LAW ENFORCEMENT REVIEW AND OUTREACH	DIRECTOR INDEPENDENT OFF OF LAW ENF REV & OUTREA	1.00		1.00		1.00	
32-LRO Total		2.00	0.00	2.00	0.00	2.00	
WATER AGENCY							
WATER AGENCY	ACCOUNT CLERK II	2.00		2.00		2.00	
WATER AGENCY	SENIOR ACCOUNT CLERK	2.00		2.00		2.00	
WATER AGENCY	ACCOUNTANT I	1.00		1.00		1.00	
WATER AGENCY	ACCOUNTANT II	1.00		1.00		1.00	
WATER AGENCY	ACCOUNTING TECHNICIAN	1.00		1.00		1.00	
WATER AGENCY	ACCOUNTANT III	1.00		1.00		1.00	
WATER AGENCY	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
WATER AGENCY	ENGINEERING TECHNICIAN III	1.00		1.00		1.00	
WATER AGENCY	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
WATER AGENCY	DEPARTMENT ANALYST	1.00		1.00		1.00	
WATER AGENCY	ADMINISTRATIVE SERVICES OFFICER I	2.00		2.00		2.00	
WATER AGENCY	TECHNICAL WRITING SPECIALIST	3.00		3.00		3.00	
WATER AGENCY	PAYROLL CLERK	0.00		0.00		0.00	
WATER AGENCY	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
WATER AGENCY	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00		1.00	
WATER AGENCY	PAYROLL CLERK CONFIDENTIAL	1.00		1.00		1.00	
WATER AGENCY	OFFICE ASSISTANT II	4.00		4.00		4.00	
WATER AGENCY	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00	
WATER AGENCY	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
WATER AGENCY	DEPARTMENT ANALYST	1.00		1.00		1.00	
WATER AGENCY	RISK MANAGEMENT ANALYST II	1.00		1.00		1.00	
WATER AGENCY	RISK MANAGEMENT ANALYST III	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY RESOURCE PROGRAMS TECHNICIAN II	3.00		3.00		3.00	
WATER AGENCY	WATER AGENCY ENVIRONMENTAL SPECIALIST II	4.00		4.00		4.00	
WATER AGENCY	WATER AGENCY SENIOR ENVIRONMENTAL SPECIALIST	7.00		7.00		7.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENVIRONMENTAL SPECIALIST	4.00		4.00		4.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

WATER AGENCY	WATER AGENCY ENVIRONMENTAL RESOURCES MANAGER	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY GOVERNMENTAL AFFAIRS MANAGER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PROGRAMS SPECIALIST II	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY PRINCIPAL PROGRAM SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PROGRAMS SPECIALIST II	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL PROGRAM SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY SENIOR PROGRAMS SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PROGRAMS SPECIALIST II	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL PROGRAM SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PROGRAMS SPECIALIST II	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL PROGRAM SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY SENIOR PROGRAMS SPECIALIST	3.00		3.00		3.00	
WATER AGENCY	TECHNICAL WRITING SPECIALIST	2.00		2.00		2.00	
WATER AGENCY	ENGINEERING TECHNICIAN III	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY ENGINEER IV	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENGINEER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENGINEER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ENGINEER IV	5.00		5.00		5.00	
WATER AGENCY	PROJECT SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	DEPARTMENT INFORMATION SYSTEMS SPECIALIST II	1.00		1.00		1.00	
WATER AGENCY	ENGINEERING TECHNICIAN III	1.00		1.00		1.00	
WATER AGENCY	ENGINEERING TECHNICIAN IV	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY CAD-GIS COORDINATOR	1.00		1.00		1.00	
WATER AGENCY	SENIOR GEOGRAPHIC INFORMATION TECHNICIAN	1.00		1.00		1.00	
WATER AGENCY	DEPUTY CHIEF ENGINEER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENGINEER	1.00		1.00		1.00	
WATER AGENCY	DEPARTMENT ANALYST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENGINEER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ENGINEER IV	5.00		5.00		5.00	
WATER AGENCY	WATER AGENCY HYDROGEOLOGIST IV	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY LAND SURVEYOR	1.00		1.00		1.00	
WATER AGENCY	ENGINEERING TECHNICIAN III	3.00		3.00		3.00	
WATER AGENCY	RIGHT OF WAY AGENT II	1.00		1.00		1.00	
WATER AGENCY	SUPERVISING RIGHT OF WAY AGENT	1.00		1.00		1.00	
WATER AGENCY	TECHNICAL WRITING SPECIALIST	3.75		3.75		3.75	
WATER AGENCY	TECHNICAL WRITING MANAGER	1.00		1.00		1.00	
WATER AGENCY	SECRETARY	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY DIVISION MGR ADMINISTRATIVE SERVICES	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY CHIEF ENGINEER-DIR OF GRNDWATER MGT	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

WATER AGENCY	WATER AGENCY GENERAL MANAGER	1.00		1.00		1.00	
WATER AGENCY	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ASSISTANT GENERAL MANAGER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ASSISTANT GENERAL MANAGER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY COORDINATOR	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY MAINTENANCE WORKER II	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY MAINTENANCE WORKER III	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY LEAD MAINTENANCE WORKER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ENVIRONMENTAL COMPLIANCE INSPECTOR	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY MAINTENANCE WORKER II	2.00		2.00		2.00	
WATER AGENCY	ACCOUNT CLERK II	1.00		1.00		1.00	
WATER AGENCY	ENGINEERING TECHNICIAN III	1.00		1.00		1.00	
WATER AGENCY	VEGETATION CONTROL ADVISOR	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY COORDINATOR	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY MAINTENANCE WORKER II	5.00		5.00		5.00	
WATER AGENCY	WATER AGENCY MAINTENANCE WORKER III	6.00		6.00		6.00	
WATER AGENCY	WATER AGENCY LEAD MAINTENANCE WORKER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY MECHANIC	1.00		1.00		1.00	
WATER AGENCY	MATERIALS EQUIPMENT SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY COORDINATOR	3.00		3.00		3.00	
WATER AGENCY	WATER AGENCY LEAD MAINTENANCE WORKER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY MECHANIC	17.00		17.00		17.00	
WATER AGENCY	WATER AGENCY LEAD MECHANIC	6.00		6.00		6.00	
WATER AGENCY	AUTOMOTIVE MECHANIC	1.00		1.00		1.00	
WATER AGENCY	HEAVY EQUIPMENT MECHANIC II	2.00		2.00		2.00	
WATER AGENCY	SENIOR OFFICE ASSISTANT	0.00		0.00		0.00	
WATER AGENCY	SENIOR NETWORK ANALYST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY RESOURCE PROGRAMS TECHNICIAN II	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ENVIRONMENTAL SPECIALIST II	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PROGRAMS SPECIALIST II	0.00		0.00		0.00	
WATER AGENCY	WATER AGENCY SENIOR PROGRAMS SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	TECHNICAL WRITING SPECIALIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY DIV MGR - ENVIR RES & PUBLIC AFFAIRS	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ENGINEER IV	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY PRINCIPAL HYDROGEOLOGIST	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY LEAD MAINTENANCE WORKER	1.00		1.00		1.00	
WATER AGENCY	SENIOR PROGRAMMER ANALYST	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

WATER AGENCY	PROGRAMMER ANALYST	3.00		3.00		3.00	
WATER AGENCY	ENGINEERING PROGRAMMING MANAGER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY SENIOR NETWORK ANALYST	2.00		2.00		2.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENGINEER	1.00		1.00		1.00	
WATER AGENCY	ELECTRICIAN-INSTRUMENTATION TECHNICIAN	7.00		7.00		7.00	
WATER AGENCY	WATER AGENCY COORDINATOR	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY CHEMIST	4.00		4.00		4.00	
WATER AGENCY	ENGINEERING TECHNICIAN III	3.00		3.00		3.00	
WATER AGENCY	WATER AGENCY PRINCIPAL ENGINEER	1.00		1.00		1.00	
WATER AGENCY	WATER AGENCY ENGINEER IV	5.00		5.00		5.00	
WATER AGENCY	WATER AGENCY COORDINATOR	3.00		3.00		3.00	
WATER AGENCY	WATER AGENCY SENIOR PLANT OPERATOR	16.00		16.00		16.00	
33-WTR Total		226.75	0.00	226.75	0.00	226.75	
TRANSPORTATION & PUBLIC WORKS							
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	2.00		2.00		2.00	
TRANSPORTATION/PUB WRKS ROAD	BRIDGE WORKER	4.00		4.00		4.00	
TRANSPORTATION/PUB WRKS ROAD	SENIOR BRIDGE WORKER	3.00		3.00		3.00	
TRANSPORTATION/PUB WRKS ROAD	BRIDGE SUPERVISOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	9.00		9.00		9.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	5.00		5.00		5.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	OFFICE SUPPORT SUPERVISOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	YARD CLERK	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	2.00		2.00		2.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	3.00		3.00		3.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	4.00		4.00		4.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	3.00		3.00		3.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	5.00		5.00		5.00	

Permanent Position Allocation
by Department and Job Class

Exhibit C

TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	4.50		4.50	4.50
TRANSPORTATION/PUB WRKS ROAD	VEGETATION SPECIALIST	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE SUPERVISOR	1.50		1.50	1.50
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	4.00		4.00	4.00
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	3.00		3.00	3.00
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE SUPERVISOR	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	SENIOR OFFICE ASSISTANT	3.00		3.00	3.00
TRANSPORTATION/PUB WRKS ROAD	SECRETARY	0.00		0.00	0.00
TRANSPORTATION/PUB WRKS ROAD	DEPARTMENT INFORMATION SYSTEMS MANAGER	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	MATERIALS EQUIPMENT SPECIALIST	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	PAYROLL CLERK	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	SENIOR ACCOUNT CLERK	4.00		4.00	4.00
TRANSPORTATION/PUB WRKS ROAD	DEPARTMENT ANALYST	4.00		4.00	4.00
TRANSPORTATION/PUB WRKS ROAD	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	ADMINISTRATIVE SERVICES OFFICER II	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	TECHNICAL WRITING SPECIALIST	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	LICENSED LAND SURVEYOR	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	ENGINEERING TECHNICIAN III	10.00		10.00	10.00
TRANSPORTATION/PUB WRKS ROAD	ENGINEERING TECHNICIAN IV	5.00		5.00	5.00
TRANSPORTATION/PUB WRKS ROAD	TRAFFIC SIGNAL TECHNICIAN	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	ENGINEER	8.00		8.00	8.00
TRANSPORTATION/PUB WRKS ROAD	SENIOR ENGINEER	4.00		4.00	4.00
TRANSPORTATION/PUB WRKS ROAD	ENGINEERING DIVISION MANAGER	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	DEPUTY DIRECTOR TRANSPORTATION & OPERATIONS	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	DEPUTY DIRECTOR ENGINEERING & MAINTENANCE	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	DIRECTOR OF TRANSPORTATION & PUBLIC WORKS	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	RIGHT OF WAY MANAGER	1.00		1.00	1.00
TRANSPORTATION/PUB WRKS ROAD	GEOGRAPHIC INFORMATION TECHNICIAN II	1.00		1.00	1.00

Permanent Position Allocation
by Department and Job Class

Exhibit C

TRANSPORTATION/PUB WRKS ROAD	ROAD OPERATIONS DIVISION MANAGER	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	DEPARTMENT PROGRAM MANAGER	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	0.00		0.00		0.00	
TRANSPORTATION/PUB WRKS ROAD	PUBLIC WORKS FLEET EQUIPMENT MANAGER	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	PUBLIC WORKS OPERATIONS COORDINATOR	2.00		2.00		2.00	
TRANSPORTATION/PUB WRKS ROAD	EXECUTIVE SECRETARY CONFIDENTIAL	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	PAYROLL CLERK CONFIDENTIAL	0.00		0.00		0.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER II	2.00		2.00		2.00	
TRANSPORTATION/PUB WRKS ROAD	MAINTENANCE WORKER III	3.00		3.00		3.00	
TRANSPORTATION/PUB WRKS ROAD	VEGETATION CONTROL ADVISOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRKS ROAD	TRAFFIC PAINT & SIGN WORKER	4.00		4.00		4.00	
TRANSPORTATION/PUB WRKS ROAD	TRAFFIC MAINTENANCE SUPERVISOR	1.00		1.00		1.00	
AIRPORT ENTERPRISE	OFFICE ASSISTANT II	1.00		1.00		1.00	
AIRPORT ENTERPRISE	SENIOR OFFICE ASSISTANT	2.00		2.00		2.00	
AIRPORT ENTERPRISE	AIRPORT OPERATIONS SPECIALIST	7.00		7.00		7.00	
AIRPORT ENTERPRISE	AIRPORT OPERATIONS SUPERVISOR	1.00		1.00		1.00	
AIRPORT ENTERPRISE	ASSISTANT AIRPORT MANAGER	1.00		1.00		1.00	
AIRPORT ENTERPRISE	AIRPORT MANAGER	1.00		1.00		1.00	
AIRPORT ENTERPRISE	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
AIRPORT ENTERPRISE	ADMINISTRATIVE SERVICES OFFICER I	1.00		1.00		1.00	
AIRPORT ENTERPRISE	MARKETING SPECIALIST	1.00		1.00		1.00	
AIRPORT ENTERPRISE	RIGHT OF WAY AGENT II	1.00		1.00		1.00	
AIRPORT ENTERPRISE	MAINTENANCE WORKER II	1.00		1.00		1.00	
TRANSPORTATION P/W TRANSIT	OFFICE ASSISTANT II	1.00		1.00		1.00	
TRANSPORTATION P/W TRANSIT	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
TRANSPORTATION P/W TRANSIT	TRANSIT SPECIALIST II	2.00		2.00		2.00	
TRANSPORTATION P/W TRANSIT	TRANSIT SYSTEMS MANAGER	1.00		1.00		1.00	
TRANSPORTATION/PUB WRK REFUSE	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
TRANSPORTATION/PUB WRK REFUSE	ADMINISTRATIVE AIDE	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	DEPARTMENT ANALYST	1.00		1.00		1.00	
TRANSPORTATION/PUB WRK REFUSE	ENGINEERING TECHNICIAN III	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	ENGINEERING TECHNICIAN IV	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	ENGINEER	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	SENIOR ENGINEER	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	PROFESSIONAL GEOLOGIST	1.00		1.00		1.00	

Permanent Position Allocation
by Department and Job Class

TRANSPORTATION/PUB WRK REFUSE	CODE ENFORCEMENT INSPECTOR II	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	DISPOSAL WORKER I	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	DISPOSAL WORKER II	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	DISPOSAL SUPERVISOR	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	INTEGRATED WASTE OPERATIONS DIVISION MANAGER	1.00		1.00		1.00	
TRANSPORTATION/PUB WRK REFUSE	WASTE MANAGEMENT SPECIALIST II	3.00		3.00		3.00	
TRANSPORTATION/PUB WRK REFUSE	REFUSE ENFORCEMENT SPECIALIST	1.00		1.00		1.00	
TRANSPORTATION/PUB WRK REFUSE	WASTE MANAGEMENT AGENCY EXECUTIVE DIRECTOR	1.00		1.00		1.00	
TRANSPORTATION/PUB WRK REFUSE	BUILDING MECHANIC II	0.00		0.00		0.00	
TRANSPORTATION/PUB WRK REFUSE	LANDFILL FACILITIES SPECIALIST	1.00		1.00		1.00	
NORTHERN AIR POLLUTION CONTROL	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
NORTHERN AIR POLLUTION CONTROL	AIR QUALITY SPECIALIST III	3.00		3.00		3.00	
NORTHERN AIR POLLUTION CONTROL	AIR QUALITY ENGINEER	1.00		1.00		1.00	
NORTHERN AIR POLLUTION CONTROL	AIR QUALITY MANAGER	1.00		1.00		1.00	
34-PWT Total		171.00	0.00	171.00	0.00	171.00	
UC COOPERATIVE EXTENSION							
UNIV OF CA COOP EXT	ADMINISTRATIVE AIDE	1.00		1.00		1.00	
UNIV OF CA COOP EXT	DEPARTMENT ANALYST	2.00		2.00		2.00	
UNIV OF CA COOP EXT	SENIOR AGRICULTURAL PROGRAM ASSISTANT	2.00	-1.00	1.00		1.00	1.0 Deleted vacant 12+
UNIV OF CA COOP EXT	DEPARTMENT PROGRAM MANAGER	2.00		2.00		2.00	
35-UCC Total		7.00	-1.00	6.00	0.00	6.00	
SONOMA COUNTY FAIRGROUNDS							
SONOMA COUNTY FAIRGROUNDS	STOREKEEPER	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	FAIRGROUNDS MAINTENANCE WORKER	2.00		2.00		2.00	
SONOMA COUNTY FAIRGROUNDS	SENIOR FAIRGROUNDS MAINTENANCE WORKER	3.00		3.00		3.00	
SONOMA COUNTY FAIRGROUNDS	AUTOMOTIVE MECHANIC	0.00		0.00		0.00	
SONOMA COUNTY FAIRGROUNDS	HEAVY EQUIPMENT MECHANIC II	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	BUILDING MECHANIC II	3.00		3.00		3.00	
SONOMA COUNTY FAIRGROUNDS	FAIR GROUNDS BUILDING SUPERINTENDENT	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	SECRETARY	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	ACCOUNTING TECHNICIAN	2.00		2.00		2.00	
SONOMA COUNTY FAIRGROUNDS	FAIR MANAGER	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	MARKETING AND PROMOTIONS COORDINATOR	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	FAIR FINANCIAL SERVICES OFFICER	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	SIMULCAST ATTENDANT	0.75		0.75		0.75	

Permanent Position Allocation
by Department and Job Class

SONOMA COUNTY FAIRGROUNDS	SENIOR SIMULCAST ATTENDANT	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	JANITOR	0.00		0.00		0.00	
SONOMA COUNTY FAIRGROUNDS	SENIOR OFFICE ASSISTANT	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	SECRETARY	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	FAIRGROUNDS MAINTENANCE WORKER	2.00		2.00		2.00	
SONOMA COUNTY FAIRGROUNDS	SENIOR FAIRGROUNDS MAINTENANCE WORKER	3.00		3.00		3.00	
SONOMA COUNTY FAIRGROUNDS	DEPUTY FAIR MANAGER	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	INTERIM EVENTS COORDINATOR	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	BUILDING MECHANIC II	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	FAIRGROUND PREMIUM EXHIBIT ASSISTANT	1.00		1.00		1.00	
SONOMA COUNTY FAIRGROUNDS	PREMIUM AND EXHIBIT COORDINATOR	1.00		1.00		1.00	
<i>80-FGS Total</i>		<i>30.75</i>	<i>0.00</i>	<i>30.75</i>	<i>0.00</i>	<i>30.75</i>	
		4,111.70	35.70	4,147.40	0.00	4,147.40	