Sonoma County Operational Area
Concept of Operations (CONOPS):

Local Immigration Enforcement Impact CONOP

June 2026

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Overview

Sonoma County is home to a diverse population, including many immigrant communities that are deeply woven into the county's social fabric. No-notice, large-scale Federal immigration enforcement actions in Sonoma County can result in compounding negative outcomes for immigrant and mixed-status families.

These outcomes may include family separation, housing instability due to loss of income, and fear of asserting civil rights when landlords, employers, and others threaten to contact Immigration and Customs Enforcement (ICE). Threats of raids or deportation may also erode trust in local law enforcement agencies, which may result in reduced crime reports, and reduced willingness to seek essential assistance or medical care.

Since the inauguration of the current Presidential Administration, planned protests across Sonoma County have also increased significantly. This coincides with an intensive Federal immigration policy which is more extensive and less discriminating than previous enforcement efforts. Taken together, it collectively creates an environment of heightened tension across our county.

Objective

This Concept of Operations (CONOP) will create a structure for the County to respond to the impacts of Federal immigration enforcement actions. This response structure will:

1. Adhere to local, state, and federal law
2. Be informed by the perspectives of community members most impacted by enforcement actions, and insights from trusted community partners in service delivery
3. Focus on mitigating the compounding impacts of Federal immigration policy in Sonoma County, without interfering with Federal law enforcement operations

Scope

This CONOP is limited to the County's response to impacts resulting from Federal immigration enforcement policies.

This CONOP addresses immigration enforcement impacts of any size, type, and location within Sonoma County. Its triggers are based on the scope of the

federal immigration activities, the public response to those activities, and the immediate consequences of those operations. Triggers for response are outlined in the Concept of Operations section below.

Planning Assumptions

This CONOP makes the following assumptions:

- Actions conducted by Federal law enforcement will occur with little to no notice to local law enforcement
- The presence of Federal law enforcement agents in Sonoma County will draw the attention of community members and may result in protests, at which civil disturbances may occur
- Immigration enforcement actions may result in caregivers or guardians being taken into custody, leaving unaccompanied minors, people with disabilities, elderly people, or pets
- Any incidents occurring as a result of Federal enforcement actions in Sonoma County will generate an immediate and sustained need for accurate and lawfully compliant County-issued public information
- The actions of ICE or other Federal Law Enforcement agencies have a heightened potential to diminish community trust, including willingness to access local government services
- Federal enforcement incidents, or the response to these incidents, may generate intensive and possibly national media coverage
- During any Federal enforcement action that takes place within a county-operated/owned facility or event, county employees will follow internal notifications, policy, and procedures, along with previous direction by the County Executive, policy, procedures, notifications, and training provided/required training within the County's learning management system (LMS)

All Hazards Emergency Operations Plan & Annexes

The Sonoma County Operational Area All-Hazards Emergency Operations Plan (EOP) is the County's comprehensive, multi-agency framework for coordinating preparedness, response, recovery, and mitigation activities for emergencies and disasters affecting the Sonoma C

ounty Operational Area. It establishes the organizational structure, authorities, roles, responsibilities, and processes used by County departments, cities, special

districts, tribal partners, non-governmental organizations, and state and federal partners to protect life, property, the environment, and the continuity of government.

Incident Annexes and Support Function Annexes are supplemental components of the Sonoma County Operational Area All-Hazards Emergency Operations Plan (EOP) that provide detailed guidance for managing specific hazards and coordinating critical emergency support capabilities. Together, they expand upon the Base Plan by outlining hazard-specific actions and the operational responsibilities of participating agencies.

In addition to the all-hazards emergency operations plan, the county maintains incident and support function annexes:

Incident Annexes are hazard- or threat-specific plans that describe the unique operational considerations, authorities, and coordination mechanisms necessary to prepare for, respond to, and recover from a particular type of incident. While the Base Plan establishes the overarching emergency management framework, Incident Annexes address the specialized actions required for events such as:

- Wildfires
- Flooding and atmospheric rivers
- Earthquakes
- Public Safety Power Shutoff (PSPS) events
- Public health emergencies and pandemics
- Hazardous materials incidents
- Terrorism or intentional acts
- Extreme weather events
- Tsunamis and coastal hazards

Each Incident Annex identifies the lead and supporting agencies, concept of operations, key decision points, resource requirements, and integration with SEMS, NIMS, and the Incident Command System (ICS).

Support Function Annexes organize the County's capabilities by functional area rather than by hazard. They define how County departments, Operational Area partners, and external agencies coordinate to deliver essential services during any emergency, regardless of cause.

Common Support Function Annexes include

- Public Information
- Mass Care and Sheltering

- Resource Management and Logistics
- Debris Management
- Continuity of Government

Each Support Function Annex designates a primary agency and supporting agencies, describes functional responsibilities, and establishes procedures for resource coordination, information sharing, and operational support through the Emergency Operations Center (EOC)

More information about the County's emergency plans is available at Plans | Department of Emergency Management. County staff assigned to the County/Operational Area Emergency Operations Center will receive training through the County's EOC training program on the EOP and annexes through the County learning management system (LMS)

Concept of Operations

Notification

Notification of an imminent or occurring Federal immigration enforcement action may reach the County through several different channels. These may include:

- Social media
- Community-Based Organizations (CBOs)
- Public calls

When the County is notified of an enforcement action that may meet this CONOPS' activation triggers (see below), the notified County agency will immediately alert all other key Safety Net Collaborative agencies, DEM, CEO, and OOE. The County Executive's Office will contact community-based partners such as the North Bay Rapid Response Network.

Activation triggers

The Department of Emergency Management will consider opening its Department Operations Center (DOC) if any of the following triggers are met:

- Reliable intelligence received of imminent immigration enforcement actions by Federal law enforcement, which are:
    - High-profile, attracting significant public and media attention
    - Intensive
    - Large-scale

- Reliable intelligence received of possible immigration enforcement actions meeting the above criteria, coinciding with a separate threat or hazard which may overwhelm the Duty Officer's ability to monitor the consequences of those enforcement actions
- Federal law enforcement actions result in four (4) or fewer unaccompanied minors
- Large-scale protests are scheduled in response to Federal immigration enforcement actions, and reliable intelligence suggests an ongoing or potential civil disturbance may result

The County may consider activating its Emergency Operations Center (EOC) to an appropriate level if any of the following triggers are met:

- Public reaction to Federal law enforcement actions results in a civil disturbance which cannot be dispersed by Local Law Enforcement, and/or a local law enforcement agency has issued an unlawful assembly order
- Federal law enforcement actions result in five (5) or more unaccompanied minors
- A City in the Operational Area (OA) requests lawful support for their response to the impacts of immigration enforcement within their jurisdiction
- A significant community need resulting from immigration enforcement actions is identified by CBO partners, and is confirmed by DEM or Safety Net Collaborative partners, and is within the scope of the Safety Net Collaborative's mission areas (see Roles and Responsibilities below)

Civil Disturbance

Should an action result in a civil disturbance which has not, or has not yet, received an unlawful assembly order by law enforcement, DEM will follow its duty officer protocols and consider DOC activation. These protocols may include:

- Active situation monitoring
- Operational Area information sharing
- Public information
- Public Alert and Warning

If the civil disturbance cannot be dispersed by local Law Enforcement, the EOC maybe be activated to accomplish the following objectives:

- Maintain and share situational awareness
- Implement road closures
- Provide public information
- Public Alert and Warning as requested by law enforcement
- Resource support to local Law Enforcement partners
- The Sonoma County Fire/EMS/Law Enforcement agencies maintain operational policy and procedures for response to a civil disturbance event within the operational area. DEM and the EOC do not maintain operational/tactical control over such events

Family Separation

Unaccompanied Minors

Should immigration enforcement actions result in minors becoming separated from their caregivers, the County's response will depend on the number of separated minors.

- If more than five (5) minors are separated from their primary caregiver, the EOC will activate to coordinate this support in alignment with existing reunification and mass care and shelter plans and protocols. CBO partners will be integrated into response operations via the COAD desk in the EOC
- If four (4) or fewer minors are impacted, DEM will activate its DOC to help coordinate Safety Net Collaborative and CBO partners to provide assistance

The separation of minors may occur at the site of the immigration enforcement action, or in other locations such as homes, schools, day care centers, or after-school programs. Any situation of any size involving a minor being separated from their primary caregiver(s) will require a response from safety net partners.

Assembly Bill No. 495

The passage of California Assembly Bill (AB) 495 on October 12, 2025, strengthened legal support for immigrant families. This includes giving parents a way to plan for their children's care in the event of detention or deportation, and legal pathways for courts to appoint joint guardians. Any actions taken by Sonoma County in support of minors experiencing separation from their primary caregiver will be in line with Local, State, and Federal law.

Older Adults and People with Disabilities

Should immigration enforcement actions result in older adults or people with disabilities becoming separated from their caregivers, the County's response will utilize existing safety net services.

If the separated individual is an older adult (60+) with unmet needs who was dependent on a family member removed by immigration enforcement actions, Adult Protective Services will be activated.

If the separated individual lives with a disability, Adult Protective Services will be activated. If the separated individual is part of Home Support Services (IHSS), the urgent substitute provider program will be activated. Additionally, CBO partners may be contacted for support as needed.

Pets

Should immigration enforcement actions result in pets becoming separated from their caregivers, the County will deploy animal control to collect and care for the animals until the owner, or a family member is able to collect the animal.

Post-Incident & Ongoing Community Support

Immigration enforcement operations by Federal agents in a community will likely result in widespread fear of interacting with any government agency, whether federal, state, or local. The result will be fewer services accessed by the most impacted community members.

If an immigration enforcement incident results in identified unmet needs for impacted communities, notification may follow one of three pathways:

1. An impacted individual may call the North Bay Rapid Response Network (NBRRN) for assistance. If the individual expresses a need NBRRN is unable to meet, NBRRN may contact either of the below parties to identify available resources:
    a. Community Organizations Active in Disasters (COAD)
    b. The DEM Duty Officer
2. An individual may call 211. If 211 is unable to address the identified need, they will refer the individual to an appropriate CBO or to the County through either direct contact with a member of the Safety Net Collaborative, or via the DEM Duty Officer
3. A CBO may identify an unmet need, and if meeting that need is outside their scope or responsibilities or available resources, they may escalate to any of the below:

a. 211
b. Community Organizations Active in Disasters (COAD)
c. The DEM Duty Officer

Needs should be addressed first by a CBO if possible. If there are unmet needs which cannot be met by, or are outside of the scope of, available CBOs or 211 resources, the County may activate appropriate members of the Safety Net Collaborative.

County services will be provided in a manner tailored to the need. Service delivery models will avoid utilizing physical locations such as public facilities. Instead, they will favor targeted outreach to individuals, or empowering trusted CBO partners, including COAD, and North Bay Organizing Project (NBOP.

If any County agency is contacted to provide a service, they will notify DEM, CAO, OOE, and all key Safety Net Collaboration agencies.

Public Information

All Public Information efforts made by Sonoma County will be conducted in alignment with County policy and existing legal obligations. The County will balance these obligations alongside the critical importance of maintaining public trust, accomplishing this where possible through clear and consistent public messaging.

The County will not broadcast information about immigration enforcement actions. Public information in the context of Federal immigration enforcement actions will be limited to:

1. Supporting EOC activities within the County's scope of operations
2. Sharing publicly available resources, such as the County immigrant support page
3. Informing the community of the County's policies, resources, incident response, and stance regarding Federal immigration enforcement
4. Monitoring social and traditional media sources for:
    a. Intelligence on occurring, likely, or imminent immigration enforcement actions which may result in a trigger of this CONOP being met
    b. Misinformation about County actions, policies, or community outcomes
    c. Any need for rumor control support

d. Opportunities to proactively share accurate information to the community when known within the scope of the law

5. Resource information will be posted across the County's social media channels, newsletters, SC OpenDoors resource hub, and press releases with references to available county services

Phases of Operation

The implementation of any response to Federal immigration enforcement will be highly dependent on the circumstances of the operation, the public and media response, and the enforcement's outcome. Below is a general timeline of a phased approach to County response:

Phase 1: Notification			
Step	Response	Responsible	Time
Notification	The County receives notification of a likely, imminent, or occurring Federal immigration enforcement action	Notifying the individual or agency	N= 0
	The County receives notification of an unmet need resulting from an immigration enforcement action from 211 or a trusted CBO partner	211/CBO	
Internal Communications	The notified County agency will alert all key Safety Net Collaborative agencies, DEM, the County Administrator's Office (CAO), and the Office of Equity. The County Executive's Office will notify community groups such as North Bay Rapid Response	Notified agency	N+ <1 hour
Public Information Outreach	County begins public messaging and rumor control.	CAO – County Communications	N+ 1hour

Follow-Up	Updates on the situation, including any triggers met, actions taken, or situation developments, will be shared by the responding or contacted Safety Net Collaborative agency to all other Safety Net Collaborative agencies, DEM, the County Administrator's Office (CAO), and the Office of Equity.	Safety Net Collaborative agency responding	N+ <2 hours
Phase 2: Response Operations			
Step	Response		Time
Trigger Determination	DEM determines that one or more triggers of this CONOP is met	DEM	T=0
Operations Center Activation	Department Operations Center(s) or Emergency Operations Center is activated if criteria met	DEM	T+ <1 hour
Response	Civil disturbance Response begins	DEM	T+ <2 hour
	Family separation response begins	DEM, HSD	T+ <2 hours
	Community Support begins	Responding Safety Net Collaborative agency	T+ 24 hours
Phase 3: Demobilization			
Step	Response		Time
Demobilization	After County operations conclude, the primary responding agency will inform	Safety Net Collaborative	D+1 hour

	all key Safety Net Collaborative agencies, DEM, the County Administrator's Office (CAO), and the Office of Equity.	agency responding	
Hot Wash	Conduct an informal hot wash with participating County agencies	DEM	D+ 48 hours

*N = Notification; T = Trigger; D= Demobilization

Federal Immigration Enforcement involving County Staff, Facilities, or Events

County Facilities

For a fuller explanation of employee protocols during an immigration enforcement action involving a County Facility, please see the "Employee Checklist for ICE Visits to County Facilities" document.

If County staff encounter Immigration and Customs Enforcement (ICE) agents at any County facility, they will:

- Remain calm and notify their supervisors.
- Inform ICE or other law enforcement officials that these officials are not authorized to access non-public areas
    - If agents insist on physically entering, staff will verbally register that they do not consent, but that they will not interfere with the order
- Request copies of, or request to make copies of, any paperwork, including warrants or other documents, allowing ICE access to non-public County areas.
    - Contact County Counsel to review and validate such documents.

County staff will not:

- Provide access to County non-public areas to federal agents, without first requesting proper documentation and having it reviewed by County Counsel
    - An exception will be made for the Main Adult Detention Facility in line with the California Values Act (SB 54)

- Physically attempt to block access to a facility or interfere with federal enforcement if agents insist on entering the premises, even without the proper documentation
- Raise voices, yell, or use profanity
- Instruct members of the public on how to respond to ICE or other federal agencies

Note that County staff, in accordance with AB 450, shall not provide "voluntary consent" allowing an immigration enforcement agent access to any nonpublic areas of a place of labor.

Federal Enforcement Actions at County-sponsored events

Should enforcement actions occur at an event sponsored by Sonoma County, County Communications or the EOC PIO will message the following:

- The County's adherence to California Assembly Bill 450[1]
- Reaffirmation of the County's commitment to inclusion, trust, and public safety for all community members.[2]
- Clarification that the County was not informed of, or involved in, the federal enforcement action.
- Referral materials, including contact information for legal aid resources and community partners, and reference to the County's Support of immigrant communities website.
    - The County may also conduct a "warm handoff", directly connecting impacted individuals to a County department or CBO partner capable of addressing any resultant needs.
- Assurance that County services remain available and accessible to all community members, including immigrant communities.

[1] https://www.dir.ca.gov/dlse/AB_450_QA.pdf

[2] https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=7087194&GUID=630532E8-1F20-41A1-9DF5-331527EAB540&Options=&Search=

Roles and Responsibilities

County Executive Office

- Maintain overall control and direction of County response to any Federal immigration enforcement actions
- Maintain communication with community groups such as North Bay Rapid Response via agreed-upon communication platforms.
- Provide a Board Liaison to the EOC, if active
- The County Executive may proclaim a local emergency within the operational area to support actions or trigger points within this plan, dependent upon the situation.
    - Departments will track cost and time with pre-established codes, and department directors will work with their CEO on cost analysis. It is very unlikely that an event triggered in this CONOPS will see state or federal cost recovery.
        - Dimensions Countywide Code: SON-00ERO32526 FY26 Federal ICE EFS
        - TCA Coding: CWERO32526 FY26 Federal ICE

Department of Emergency Management

- Maintain this CONOP
- Lead EOC operations if active
- Maintain internal DOC if triggers are met
- Support or coordinate reunification efforts as appropriate
- Ensure operational area flash reports and or if the County/Operational Area EOC is activated, EOC Situation Reports to the operational area.
- Ensure SCOE is aware of the federal enforcement action for evaluation and internal trigger points
- Within the scope of the Duty Officer program, monitor immigration enforcement incidents for impacts triggering this CONOP

Office of Equity

- Support the EOC Director by identifying and anticipating emerging community needs and potential service gaps.
- Identify barriers that limit access to response and recovery services for disproportionately impacted communities.

- Propose strategies to mitigate additional adverse impacts on impacted community members by leveraging existing community connections to bring forward relevant perspectives.

Safety Net Collaborative – Active Agencies

Below are the Safety Net Collaborative agencies that may have a role in executing all or part of this CONOP. Any starred department (*) is considered a key agency.

Sonoma County Community Development Commission (housing)

- Communicate with assisted households that may be impacted by federal immigration enforcement activities
- Provide impacted households with connections to Secure Family Collaborative
- Follow prescribed processes to transfer rental assistance in impacted households as necessary

Sonoma County Counsel

- Provide legal advice to County departments and representatives executing this CONOP
- Determine the scope of the County's legal obligations during immigration enforcement incidents
- Assist with County community messaging to ensure messages accurately describe legal parameters

Sonoma County Department of Child Support Services*

- Suspend current child support obligations for participants who are incarcerated or involuntarily institutionalized
- Support unaccompanied minor reunification efforts made within the scope of this CONOP

Sonoma County Department of Health Services*

- Assist with any animals left abandoned by immigration enforcement actions
- Activating mobile crisis services to provide behavioral health to impacted individuals and communities as necessary

Sonoma County Human Services Department*

- Through child protective services, respond to the outcome of immigration enforcement incidents in which children are left without a parent or caregiver. This may be done either individually or in the context of a reunification effort within the scope of this CONOP
- Through adult protective services, respond to the outcome of immigration enforcement incidents in which adults 60 years or older, or those living with a disability, are left without a caregiver.
- Support or coordinate reunification as appropriate

Sonoma County Public Defender*

- Provide removal defense for current clients impacted by immigration enforcement actions, including minors in Sonoma County Juvenile Court

Sonoma County Sheriff's Office

- Liaise with the Department of Emergency Management, sharing any relevant information as appropriate
- Coordinate with County EOC, if active, for support during civil disturbances

Community Based Organization Partners

CBO partners may reach out to the County through multiple channels. Contact may be made to the DEM Duty Officer, the Office of Equity or a Safety Net Collaborative agency. Whichever agency in the County is activated must notify other relevant County departments (see Notification above).

Community Organizations Active in Disasters (COAD)

- Serve as a point of contact for member CBOs who have exhausted their resources while providing assistance to communities impacted by immigration enforcement actions
- Serve as a point of contact for the County to identify CBOs suited to address unmet needs presented to County agencies
- Coordinate assistance to impacted communities and individuals as appropriate

North Bay Organizing Project

- Serve as a trusted community partner to the County in delivering services to individuals or communities impacted by immigration enforcement actions within the scope of this CONOP

North Bay Rapid Response Network

- Provide early warning of an imminent, large-scale immigration enforcement action