



Robert Burroughs, District 1
Tom Walker, District 2
Pati Nolen, District 3, Vice Chair
Matt Hansen, District 4, Chairman
Greg Jones, District 5

Gabriel Hydrick
Chief Administrator

Margaret Long
County Counsel

Sean Houghtby
Clerk of the Board
(530) 527-3287

Present: Supervisor Greg Jones, Supervisor Rob Burroughs, Supervisor Tom Walker, and Chairperson Matt Hansen

9:00 AM CALL TO ORDER / PLEDGE OF ALLEGIANCE

REMINDER - The November 4th and November 11th Board meetings are cancelled pursuant to Board policy.

PUBLIC COMMENT

A resident led a prayer.

A resident read a Bible passage.

A resident commented about decorating the Old Courthouse for Christmas.

A resident read a Bible passage and commented about Chairman Hansen as the Board Chair and Pati Nolen's legal matters.

A resident commented about mental health.

A resident commented that he thinks an evening Board meeting would be beneficial.

A resident commented about answers to emails and phone calls.

A resident commented about the Pledge of Allegiance and the words contained in it. She further commented about injustice being done to one of the Board members.

A resident commented about number of times the words love, king, and hate are used in the Bible. He further commented about Bible passages.

A resident commented about the number of people who show up for the meeting and Public Comment.

ANNOUNCEMENT OF AGENDA CORRECTIONS

None.

PREVIOUS REPORTABLE ACTIONS FROM CLOSED SESSION

35. CLOSED SESSION 25-1591

PERSONNEL / PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)

Title: Part Two of the Environmental Health Director Annual Performance Evaluation Process

Reportable Action: Evaluation completed

36. CLOSED SESSION 25-1723

a) EMPLOYEE NEGOTIATIONS - CONFERENCE WITH LABOR NEGOTIATORS (Government Code Section 54957.6)

Agency Negotiators: Che Johnson & Coral Ferrin

Employee Organization: Joint Council of International Union of Operating Engineers, Local 39

Reportable Action: Direction given to negotiator

37. CLOSED SESSION 25-1744

a) PERSONNEL / PUBLIC APPOINTMENT OR EMPLOYMENT (Government Code Section 54957)

Title: Interim Public Works Director

Reportable Action: Direction given to staff

38. CLOSED SESSION 25-1789

a) EMPLOYEE NEGOTIATIONS - CONFERENCE WITH LABOR NEGOTIATORS (Government Code Section 54957.6)

Agency Negotiators: Gabriel Hydrick

Employee: Social Services Director

Reportable Action: Direction given to negotiator

39. CLOSED SESSION 25-1809

a) CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (54956.9 (d)(2))

Reportable Action: No reportable action

BOARD OF SUPERVISORS STANDING AND AD HOC COMMITTEE

Public Works Committee (Standing) (Hansen, Walker) - Met on Wednesday

Veterans Halls Advisory Committee (Standing) (Burroughs, Jones) - Has not met

Public Safety Tax Initiative Working Group (Burroughs, Jones) - Has not met

Personnel Procedures & Guidelines Ad Hoc Committee (Burroughs, Walker) - Meeting Dec. 8th

City of Red Bluff/Tehama County Ad Hoc Committee (Walker, Burroughs) - Has not met due to the meeting being canceled

Rent Control Ordinance Ad Hoc (Jones, Nolen) - Met yesterday

REPORTS OF MEETINGS ATTENDED INCLUDING AB1234

Supervisor Jones - Nothing to report

Supervisor Burroughs - Public Works Committee

Supervisor Walker - Tehama County Transportation Commission, Tehama County Technical Advisory Board

Supervisor Hansen - Tehama County Transportation Commission, Tehama County Technical Advisory Board, Public Works Committee

ANNOUNCEMENTS BY COUNTY DEPARTMENTS

Chief Probation Officer Pam Gonzalez shared information and statistics about the Juvenile Detention Facility and the employees who work there. She further commented about the importance of staffing the Juvenile Detention Facility and the vacancies they have.

Fire Chief Monty Smith announced that effective 11/3/25 that the Fire Marshalls office will be open Monday through Thursday 8am-12pm and 1pm-5pm, and Friday 8am-12pm and 1pm-5pm by appointment only.

Interim Public Works Director Tom Provine announced that the department is working with CalTrans to get the Newville Road Bridge opened. He further announced that lighted stop signs were added on Rawson & Gyle Roads and grants that are being explored for the boat ramps.

Social Services Director Bekkie Emery commented about impacts of the Federal Government shutdown on CalFresh benefits. She further commented about other resources available within Tehama County for food assistance. She further announced the Meals on Wheels Trivia Night on 11/8/25.

Sheriff Dave Kain commented about the career of Margaret Arano and thanked her for her 20 years of service to the Sheriff's Office.

CONSENT AGENDA

A motion was made by Supervisor Walker, seconded by Supervisor Jones, to APPROVE the consent agenda. The motion carried by the following vote:

RESULT: APPROVE
MOVER: Tom Walker
SECONDER: Greg Jones
AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen
ABSENT: Vice Chair Nolen

1. **GENERAL WARRANT REGISTER - 10/5/25 - 10/11/25** **25-1812**
2. **AUDITOR'S CLAIMS** **25-1834**
 - a) Court Operations, 2026-53221, Forensic Analytical Crime Lab, \$6,745.00.
4. **HEALTH SERVICES AGENCY / MENTAL HEALTH** **25-1875**
 - a) OTHER THAN "A" STEP - Request approval to appoint the applicant as a Psychiatric Aide II, Range 11, Step B, effective 11/2/25, or upon successful completion of all pre-employment requirements
5. **HEALTH SERVICES AGENCY / ADMINISTRATION** **25-1829**
 - a) AGREEMENT - Request approval and authorization for the Executive Director to sign the Agreement with Express Services Inc. dba Express Employment Professionals, for the purpose of providing temporary employees, for the rates as set forth in Exhibit "B", with maximum compensation not to exceed \$900,000, effective 10/1/25 and shall terminate 6/30/28
Enactment No: MISC. AGR 2025-316
6. **SOCIAL SERVICES** **25-1813**
 - a) AGREEMENT - Request approval and authorization for the Director of Social Services to sign the agreement with Grand Canyon University for Social Work Intern experience with Tehama County Social Services for the term of 8/14/25 through 8/13/28 (*Subject to receipt of required insurance documentation*)
Enactment No: MISC. AGR 2025-317
8. **SHERIFF'S OFFICE** **25-1839**
 - a) TRANSFER OF FUNDS: SHERIFF, B-13 - From CALAIM (2032-4505723), to Contingency (2002-59000), \$46,271.56; and from Contingency (2002-59000) to Professional/Special Services (2032-53230), \$46,271.56 (**Requires a 4/5's vote**)
9. **CLERK OF THE BOARD** **25-1811**
 - a) AGREEMENT - Request approval and authorization for the Chair to sign the agreement between the County of Tehama and Granicus, LLC for the purpose of providing meeting management software with hosted services, to be effective 5/1/26 and shall terminate 4/30/29, for a total not to exceed amount of \$94,259.54 (*Subject to receipt of required insurance documentation*)
Enactment No: MISC. AGR 2025-318

10. **BOARD OF SUPERVISORS** **25-1855**
a) Determine that there is a need to continue the emergency proclamation, proclaiming the existence of the local emergency in Tehama County caused conditions of peril
11. **APPROVAL OF MINUTES** **25-1832**
a) Waive the reading and approve the minutes of the regular meeting held
1) 09/16/2025
2) 09/23/2025
3) 09/30/2025
4) 10/07/2025

REGULAR AGENDA

7. **PERSONNEL** **25-1778**

a) **AGREEMENT** - Request approval and authorization for the Chairman of the Board to sign the second Amendment to Purchasing Agreement 370PA24, as amended by Misc. Agree 2025-031, with Van Dermeyden Makus Law Corporation for the purpose of conducting independent, impartial and objective investigations of County employees, thereby increasing the maximum compensation not to exceed \$200,000, and extending the term effective 11/15/24 and shall terminate 11/15/26 (*Subject to receipt of required insurance documentation*)

Supervisor Burroughs asked what investigations are being paid for. Chairman Hansen responded that it was a closed session matter and that the investigation is moving forward.

Jenny Alexander commented that she is disappointed that outside law firms are being used.

RESULT: APPROVE
MOVER: Tom Walker
SECONDER: Greg Jones
AYES: Supervisor Jones, Supervisor Walker, and Chairperson Hansen
NAYS: Supervisor Burroughs
ABSENT: Vice Chair Nolen

Enactment No: MISC AGR 2025-319

3. **DISTRICT ATTORNEY/ SHERIFF'S OFFICE/ FACILITIES** **25-1787**
MAINTENANCE/ PUBLIC WORKS/ FIRE/ PROBATION/ HEALTH
SERVICES AGENCY

a) Request approval of certificates recognizing the following employees for their years of faithful and dedicated service to the County of Tehama:

1) DISTRICT ATTORNEY - Jacob Rickey, 10 years

2) SHERIFF'S OFFICE - Margaret Arano, 20 years

3) FACILITIES MAINTENANCE - Hugo Chavez, 10 years

4) PUBLIC WORKS - Will Pike, 15 years

5) FIRE - David Haugen, 15 years

6) PROBATION

a) Glennda Allen, 25 years

b) Todd Hansen, 10 years

Interim Public Works Director Tom Provine gave information about Will Pikes career and thanked him for his years of service.

Chief Probation Officer Pam Gonzalez congratulated Glennda Allen and Todd Hansen for their years of service. She further commented that Glennda Allen keeps the office running efficiently, and commented on Todd Hansen's career.

b) Request approval of a retirement award recognizing the following employee for their many years of faithful and dedicated service to the County of Tehama:

1) HEALTH SERVICES AGENCY

a) Michael Nystrom

Health Services Agency Executive Director Jayme Bottke gave the career history of Mike Nystrom and thanked him for his years of service.

12. SOCIAL SERVICES/ HEALTH SERVICES AGENCY/ PROBATION 25-1760

a) Request approval of certificates recognizing the following employees for their years of faithful and dedicated service to the County of Tehama:

1) SOCIAL SERVICES - Alaina Imhoff, 10 years

2) HEALTH SERVICES AGENCY - Jamie Castro, 15 years

Social Services Director Bekkie Emery introduced Aliana Imhoff and commented about her career. Mrs. Emery complimented Aliana on her work and the support and time she puts into her staff. Aliana commented about the Meals on Wheels Trivia Night and encouraged everyone to attend.

Health Services Agency Executive Director Jayme Bottke introduced Jaime Castro and gave her career history. Mrs. Bottke further commented about Jaime's ability to work the crisis unit and her ability to help patients.

RESULT: APPROVE

MOVER: Rob Burroughs

SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

b) Request approval of a retirement award recognizing the following employees for their many years of faithful and dedicated service to the County of Tehama:

1) PROBATION - Margy Clifford

Chief Probation Officer Pam Gonzalez introduced Margy Clifford and gave her career history. Ms. Gonzalez complimented Margy on her compassion and her presence in the office.

RESULT: APPROVE

MOVER: Tom Walker

SECONDER: Greg Jones

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

13. BOARD OF SUPERVISORS 25-1708

a) INFORMATIONAL PRESENTATION - United Way of Northern California to present information detailing its disaster services programs across the different phases of a disaster

Chief Administrator Gabriel Hydrick introduced Theresia Acevedo and Kristen Graham from United Way of Northern California.

Theresia Acevedo, Manager of Community Resilience, gave a presentation on United Way of Northern California's activities and services during disasters.

In response to Supervisor Burroughs, Kristen Gray, Director of Development, gave details on funding streams that United Way receives from grants and private donations.

Sharon Novak asked what percentage of overhead United Way has and if they offer any trauma response services.

Ms. Graham responded that the overall budget is \$4.5 million but that approximately 10% of the funds go to overhead for disaster services.

Ms. Acevedo also responded that United Way has offered trauma response at times, but it is not a normal part of their services and that other non-profits offer mental health services.

RECESS to convene as the Tehama County Board of Equalization

**16. TEHAMA COUNTY BOARD OF EQUALIZATION - County Assessor 25-1847
Burley Phillips**

a) Request approval of the following stipulations as recommended by the County Assessor:

1) Assessment Appeal No. 15-2024, Wal-Mart Stores, Inc.

2) Assessment Appeal No. 02-2025, Robert H. Goren

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

1) Assessment Appeal No. 21-2023 (A-B) & 16-2024 (A-B), Wal-Mart Stores, Inc.

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

Enactment No: RESO NO 2025-093

10:00 A.M.

ADJOURN to reconvene as the Tehama County Board of Supervisors

17. PURCHASING / PUBLIC WORKS - Interim Director Tom Provine 25-1814

a) Request to award the bid for one (1) new ½ ton 4x4 Extended Cab Standard Bed Pickup Truck to Corning Ford in the amount of \$47,950 and further authorize the Purchasing Agent to sign a purchase order for the acquisition

RESULT: APPROVE

MOVER: Rob Burroughs

SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

18. PUBLIC WORKS - Interim Director Tom Provine 25-1828

a) BID AWARD - Request to award the following two contracts for the bid for Job Order Contracting General Civil Services 2025:

- 1) North Star Construction & Engineering, Inc. with a weighted Adjustment Factor of 1.3720
- 2) Dirt Dynasty, Inc. with a weighted Adjustment Factor of 1.4000

RESULT: APPROVE

MOVER: Tom Walker

SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

b) ROAD AGREEMENTS - Request approval and authorization for the Interim Director to sign the following agreements, with maximum compensation of \$1,500,000 for each contract:

- 1) ROAD AGREEMENT 2025-008 - North Star Construction & Engineering, Inc. *(Subject to receipt of required insurance documentation)*
- 2) ROAD AGREEMENT 2025-009 - Dirt Dynasty, Inc. *(Subject to receipt of required insurance documentation)*

RESULT: APPROVE

MOVER: Tom Walker

SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

Enactment No: ROAD AGR 2025-008

Enactment No: ROAD AGR 2025-009

19. PUBLIC WORKS / ADMINISTRATION / PERSONNEL - Chief 25-1868

Administrator Gabriel Hydrick

a) Request approval and authorization to re-recruit for the Director of Public Works with a salary range of \$181,489 - \$220,601 (Steps A - E) per year and an additional \$3,000 per year (\$250 per month) for duties performed as Road Commissioner

RESULT: APPROVE

MOVER: Rob Burroughs

SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

20. SHERIFF / PERSONNEL - Sheriff Dave Kain 25-1805

a) OTHER THAN "A" STEP - Request approval to appoint applicant as Correctional Deputy I, Range 28, Step 3, upon successful completion of all pre-employment requirements.

Sheriff Dave Kain gave an update on the hiring event and current staffing levels.

RESULT: APPROVE

MOVER: Greg Jones

SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

21. SHERIFF'S OFFICE - Sheriff Dave Kain 25-1820

a) RESOLUTION - Request adoption of the resolution authorizing signatory authority for the Sheriff, Undersheriff, and Captain for the purpose of participating in the JAG Equipment and Training Program supported by the Edward Byrne Memorial Justice Assistance Grant Program and Administered by the Board of State Community Corrections (BSCC)

RESULT: APPROVE

MOVER: Rob Burroughs

SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

Enactment No: RESO NO 2025-094

b) AGREEMENT - Request approval and authorization for the Sheriff to sign Standard Agreement #BSCC 1547-25 with the State of California Board of State and Community Corrections to accept grand funding for the Tehama County Sheriff's Office to be utilized for the purchase of a portable drug identification tester in the amount of \$50,551, effective 10/1/25 through 09/30/26

RESULT: APPROVE

MOVER: Greg Jones

SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

Enactment No: MISC. AGR 2025-320

22. ADMINISTRATION - Chief Administrator Gabriel Hydrick 25-1852

a) STUDY SESSION - Presentation of the Strategic Plan and possible direction to staff for Strategic Plan modifications in preparation for the coming budget cycle

Chief Administrator Gabriel Hydrick gave a presentation on the strategic plan and progress made.

In response to Supervisor Walker, Mr. Hydrick commented that a single grant writer for the County is a nicety, not a necessity, and the Departments have done well pursuing grants that are specific to them.

Sheriff Dave Kain thanked Mr. Hydrick for his strategic plan and that the Sheriff's Office is planning on bringing forward a presentation on their progress with the plan. Mr. Kain further commented about the responsibilities of a grant writer.

Michael Kain commented that grant writers are a unique opportunity and that a Countywide grant writer would be beneficial.

Jessica Clark commented that a grant writer is important to the County. She further commented about the potential MOU with the Tribe.

Chairman Hansen commented that each Department should develop their own strategic plan using the overall framework provided by the Board. He further commented that writing grants takes specific knowledge of the subject matter and that the grant administration sometimes exceeds the benefit of the funds received.

Supervisor Burroughs commented that having employees that can monitor and write grants is important and that departments should hire individuals who have the skill set.

Direction to bring the plan back to Board by late November or early December.

23. COMMITTEES / COMMISSIONS - Board of Supervisors 25-1745

a) Request to appoint one (1) representative of the Board of Supervisors and one (1) alternate to serve on the California State Association of Counties (CSAC) Board of Directors for the 2025-2026 term, effective 12/1/2025 (Incumbents: Pati Nolen, Alternate: Tom Walker)

Table to the November 18th Board meeting.

RESULT: TABLED

MOVER: Rob Burroughs

SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

24. BOARD OF SUPERVISORS 25-1869

a) Request formal direction to staff to draft and sign the agreement with TeamCivX for services related to the Public Safety Tax Initiative

RESULT: APPROVE

MOVER: Greg Jones

SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

b) TRANSFER OF FUNDS: PROFESSIONAL COUNTY SERVICES, B-15- From Fund Balance (101-301900) to Contingency (1109-59000) \$46,750.00; and From Contingency (1109-59000) to Professional Services (1105-53230), \$46,750.00
(Requires 4/5's vote)

In response to Supervisor Burroughs, Chief Administrator Hydrick provided costs of the survey and consulting.

Michael Kain commented that he is concerned about the County asking for more money and suggested that the County be specific about what the money is for.

Jessica Clark commented that she doesn't think that people want a new tax.

Jenny Alexander commented that she is not in favor of spending money on this.

Jesse Maguire commented professional polling will give direction on what the public wants.

Supervisor Jones commented that the polling would be an accurate piece of data for decisions going forward.

Supervisor Burroughs commented that the sales tax would be paid by everyone who travels through Tehama County and that having more law enforcement is important.

Supervisor Walker commented that, since taking his position as a Supervisor, he has learned that getting tax dollars out of the State is difficult and that the rules change frequently. He further commented that the survey will help shape the potential tax to what the public views as important.

Chairman Hansen commented that the Board cant make good decisions without good information. He further commented that the County needs to make a decision on what is important.

RESULT: APPROVE
MOVER: Greg Jones
SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

25. BOARD OF SUPERVISORS 25-1808

a) Board discussion and direction to staff regarding the drafted 2026 Regular Board meeting schedule

RESULT: APPROVE
MOVER: Greg Jones
SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, and Chairperson Hansen

ABSENT: Vice Chair Nolen

26. BOARD OF SUPERVISORS 25-1861

a) Discussion and announcement regarding the 3rd Annual Tehama County Holiday Lights Contest

Jessica Clark thanked the Board for putting this on the agenda and asked for the Historic Courthouse be decorated on the outside.

John Ward announced that he and his wife will be providing \$100 to the winner of the lights contest. He further invited the rest of the community to donate prizes for the winners.

Sheriff Dave Kain thanked John Ward and pledged to match the \$100.

FUTURE AGENDA ITEMS

Supervisor Walker - Letter of Support for horse racing at the Fairgrounds (consensus)

CLOSED SESSION

Michael Kain commented about Closed Session Item #28.

27. CLOSED SESSION 25-1592

a) PERSONNEL / PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)

Title: Part One of the Health Services Agency Director Annual Performance Evaluation Process

28. CLOSED SESSION 25-1790

a) Liability Claims Pursuant to Government Code 54956.95

Claimant: Pati Nolen

Agency claimed against: Tehama County

29. CLOSED SESSION 25-1860

a) CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Paragraph (1) of subdivision (d) of Government Code Section 54956.9). Name of Case: Poland et al v. Tehama County Board of Supervisors (Discussion and possible action relative to existing litigation.)

12:03 P.M. RECESS

REPORTABLE ACTIONS FROM CLOSED SESSION

27. CLOSED SESSION 25-1592

a) PERSONNEL / PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)

Title: Part One of the Health Services Agency Director Annual Performance Evaluation Process

Reportable Action: Part 1 of the Evaluation was completed

28. CLOSED SESSION 25-1790

a) Liability Claims Pursuant to Government Code 54956.95

Claimant: Pati Nolen

Agency claimed against: Tehama County

Reportable Action: This item was continued to the November 18th Board meeting

29. CLOSED SESSION 25-1860

a) CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Paragraph (1) of subdivision (d) of Government Code Section 54956.9). Name of Case: Poland et al v. Tehama County Board of Supervisors (Discussion and possible action relative to existing litigation.)

Reportable Action: The Board voted 4/0 to retain the law firm Maire and Deedon for this case

ADJOURN

2:23 P.M. There being no further business before the Board, the meeting was adjourned.

ATTEST: October 31, 2025

APPROVED

Chairman of the Board
of Supervisors

SEAN HOUGHTBY, Clerk
of the Board of Supervisors

by _____