



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 Dermyden 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) Glenda 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 Glenda Allen and Todd Hansen for their years of service. She further commented that Glenda 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 - Jaime 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
Burley Phillips**

25-1847

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

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

b) Request approval of the following withdrawals as recommended by the County Assessor:

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

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

RECESS to convene as the Tehama County Air Pollution Control District

14. TEHAMA COUNTY AIR POLLUTION CONTROL DISTRICT - Air 25-1819
Pollution Control Officer Joseph Tona

a) Request confirmation and authorization for the Air Pollution Control Officer to sign and submit the FY 25/26 subvention application and supporting budgets to the California Air Resources Board

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

ADJOURN to reconvene as the Tehama County Board of Supervisors

15. PROBATION / PERSONNEL - Chief Probation Officer Pamela Gonzalez 25-1754

a) RESOLUTION - Request adoption of a resolution to amend the FY 2025-26 Position Allocation List (PAL), (Reso #2025-074), by increasing the number of bilingual designations in Budget Unit 2037 - Probation from 4.5 FTE to 6.0 FTE effective 10/28/25

RESULT: APPROVE
MOVER: Greg Jones
SECONDER: Rob Burroughs

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 _____

Sean Houghtby

From: Eric & Jenny Alexander <jeneric@digitalpath.net>
Sent: Thursday, October 23, 2025 8:31 AM
To: Tehama County Board of Supervisors
Subject: Item #7

I wish to remove Item #7 from consent and have the following questions answered:

This is not a routine contract...this is for more funds than was previously requested and should have transparency and communication to the public.

Please explain why the extra funds are necessary.

Why are we asking for so much money for these special investigations especially when there are known complaints that have not been explained with any transparency (Sheriff Kain's complaint)?

Is this Board doing anything to try and lessen the cost and over all necessity of these outside investigations? Since I have been attending meetings, it seems like a large increase in the number of personnel investigations. Do you have an explanation for that?

Thank you in advance for hopefully addressing these questions publicly and transparently.

Jenny Alexander

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Sean Houghtby

From: Tom Provine
Sent: Thursday, October 23, 2025 2:37 PM
To: Tehama County Board of Supervisors
Subject: Fw: Public Comment Item 23

Board,

Just to make sure you have accurate information regarding this complaint and the agenda item next week, this is a regular item that staff brings to the Board this time each year, because CSAC requests that we provide our nominations to them before the November (this year first of December) conference. There is nothing unusual about the item this time.

Contrary to the claim below, in the last several years this was agendized for the Board on the following dates:

11/5/24

10/24/23

11/8/22

10/26/21

Tom Provine

Administrative Services Director

Interim Public Works Director

Tehama County Administration

727 Oak Street

Red Bluff, CA 96080

(530)527-4655 Ext. 3027

tprovine@tehama.gov

From: Eric & Jenny Alexander <jeneric@digitalpath.net>
Sent: Thursday, October 23, 2025 8:38 AM
To: Tehama County Board of Supervisors <tcbos@tehama.gov>
Subject: Public Comment Item 23

In past years, the individual putting forth this request has included the flyer/email/paper proving that there is a request for an early CSAC appointment. That transparency is not present and I think it should be added to the agenda backup material.

This item seems premature especially since the text indicates a 12/1/25 deadline and this is October. This seems like a pointed effort to assume that Supervisor Nolen is going to be removed from office and is premature. I think the disrespect shown to my district supervisor is amazing. Certainly I believe the two individuals, Supervisors Nolen and Walker should reasonably be allowed to continue this appointment and that this should not be on an agenda until a time closer to the deadline.

I would appreciate an explanation as to why this agenda item is on here and why there is no substantiation for the 12/1/25 deadline by CSAC and recommend delaying this item to a later more reasonable date.

Jenny Alexander

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STRATEGIC PLAN 2025

**A FOUNDATION FOR BUDGET, MORALE,
COMMUNITY, & PROSPERITY**





Completed
In Process

▪ **FISCAL STABILITY**

- More accurate budgeting for vacant positions
- Brought Boat Ramps before Board once already
- Completion of Hazard Mitigation Plan and General Plan Safety Element for CDAA Funds (Park Fire)
- Juvenile Hall costs and agreements modernized
- Completed & initiated
- IT vendor negotiations resulting in over \$500,000 in annual costs
- In-house project/implementation & labor efficiency with IT
- Developing Budget Policy
- Moving to Programmatic Budgeting
- Successful Fee & Franchise Fee RFP
- TOT- update ordinance, procure & implement platform
- In second year of TRAN Loan
- Joined SB90 CSAC group
- Updated parks and facilities fees
- ClearGov
- Got Franchise Fee opportunity in GSCA agreement
- Develop new Tribal MOU
- Moving Plot Plan process digital and modernizing fees
- Developing template for Development Agreement
- Provided ideas to CSAC for USDA grants
- County joined RCRC RFP for Jail Medical Feasibility Study
- Develop Capital Improvement Program in ClearGov
- PA revenue increase
- Evaluating options with Williamson Act
- Vehicle Fleet Management on hold
- Budget decisions are data driven and fact based



Completed
In Process

▪ PUBLIC SAFETY

- Modernizing TCSO fleet (30+ vehicles)
- Modernizing Fire fleet Helicopter acquisition and operation
- Thorough annual evaluation of facility liabilities
- Regular updates from Fire, Sheriff, DA & Probation
- Park Fire recovery (dead trees and private properties)
- Public Safety Tax Initiative Working Group in place
- Roundabout on 99E & South Ave
- Fire purchased new platform (First Due)
- Fire participates in 4th of July firework enforcement & prevention
- Fire attending ~70 public events w/safety education, social media and news outlet efforts
- Fire promoted volunteer training, pursuing grants for gear & equipment
- Fire Marshal working with other departments for Ground mount solar and TOT fee
- Fire office hours expanding
- Fire facilities were repaired and improved



Completed
In Process

▪ **PUBLIC SAFETY (contd.)**

- Probation providing parenting classes for all parents
- Probation providing rehabilitative services (employment, treatment, housing, education)
- Probation improved contract rates with a tiered system and implementing Cal-Aim
- Probation changed the title of “counselor” to “officer” for JDF and resulted in increased recruitment
- Initiated Sheriff radio project
- Conversations are current for new/expanded Animal Shelter
- Tax Initiative- ongoing conversations with labor groups, stakeholders and consultants
- Mobile home rent control discussion underway



Completed
In Process

▪ PUBLIC HEALTH

- Completed the Community Health Assessment (CHA)
 - The Community Health Assessment (CHA) process identifies and analyzes the community health needs of Tehama County residents.
 - High rates of poverty and unemployment, low educational outcomes, and limited access to healthcare contributes to high-risk conditions and health behaviors, high rates of premature death, and low life expectancy among its residents.
- Completed the Community Health Improvement Plan (CHIP)
 - County Community Health Improvement Plan (CHIP) is a collaborative, **stakeholder-driven** effort aimed at enhancing the health and well-being of all residents.
 - CHIP prioritized three areas of focus:
 - Access to healthcare
 - Mental health and substance abuse prevention programs
 - Access to healthy food
- Completed Public Health Strategic Plan for readiness to apply for Public Health Accreditation
- Implemented weekly medical outreach utilizing the mobile clinic
- Transition to Mobile Crisis Unit
- PATH open and operating
- Homelessness at Brickyard currently mitigated, alternatives explored



Completed
In Process

▪ RISK MANAGEMENT

- Evident insurance verification & management software implemented
- Improved cybersecurity and used grants
- Cloud and infrastructure modernization
- Improved IT process & policy: cybersecurity, AI, MFA, passwords
- Negotiated stronger vendor data protections clauses
- Deployed digital signature and PDF automation reducing paper handling
- Improve Standard Agreement and mitigate exposure by updating Abuse and Molestation insurance
- Reviewing Probation programs for risk mitigation
- Probation replacing outdated JDF control panel



Completed
In Process

▪ ORGANIZATIONAL HEALTH

- Clarified numerous county policies
- Personnel Procedures & Guidelines Ad Hoc in place and functioning
- Differentiation between policies applicable to appointed and elected staff improved and underway
- Code of Conduct for Board and Public in place
- Added IS Manager to county team, currently considering measure for growing department
- Growing Health Fair (290 in attendance)
- Aerial ambulance services (PHI & Reach)
- Department Head retreat, meeting and appreciation
- Replaced hazardous flooring in Social Services and Assessor
- Paid for safety gear (boots, speed bumps,
- DSR appreciation and recognition (99% last 3 years)
- Final stages of Merit transition
- Developed benefits presentation to take to departments
- Considering JPA structure and transition for 3 different entities



Completed
In Process

- **ORGANIZATIONAL HEALTH**

- Staying current with the development and potential implementation of Agentic AI
- Updated conference rooms with current technology



Completed
In Process

▪ **PUBLIC EDUCATION**

- Strategic Plan publicly available online
- County budget online, live, and interactive

2025 STRATEGIC PLAN



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VISION

MISSION

- We envision a vibrant economy, a rural lifestyle, and a sense of community pride and civility

- Tehama County will provide quality public services by: setting and executing public policy through wise management of resources, cooperation with the community to create a safe, healthy, social and economic environment



RULES OF ENGAGEMENT

- The public is our highest priority. Lead with integrity.
- Tell the truth. Do the right thing.
- Conduct productive and meaningful meetings; be prepared and arrive on time.
- Establish clear expectations for performance; demonstrate clear communication; show good leadership.
- Get both sides of the story and keep an open mind.
- Trust, but verify and give staff the benefit of the doubt.
- Create an environment without fault; learn from mistakes and errors.
- Set clear expectations and establish well-defined deadlines and timelines.
- Initiate and establish accountability.
- Encourage the potential of others; provide mentoring and training to develop and enhance skills.
- Watch for red flags.
- Have a sense of urgency as needed.
- Answer inquiries in a timely manner.
- Establish a simple process to assess past policies; establish measurable outcomes; develop plans.
- Develop reporting benchmarks; put in place data-driven decisions.
- Be open to change and change management.
- Educate, encourage, and reward innovation.
- Perform consistent, timely, periodic performance evaluations that are meaningful.
- Address unacceptable performance timely.
- Demand consistency in supervision.
- Provide promotional opportunities that can inspire increased performance.
- Develop our own way instead of taking something already developed that does not fit.
- Embrace a better attitude; if what you are about to say is going to feel good, then say it – otherwise, don't.
- Follow the Golden Rule.



FISCAL STABILITY

- Implement Fee Study and Franchise Fee findings from Departmental Fee & Franchise Fee RFP
 - Leverage new fees
 - Track, manage and audit Franchise Fees
- Develop and implement new MOU with Tribe
- Move Budget practice to Programmatic Based Budgeting
- Develop methodologies to increase cost savings and efficiencies through technology
- Finalize Budget Policy
- Analysis to Minimize/Eliminate County owed late fees
- Continue and adjust TRAN Loans
- Maximize One Time Funds
- Prioritize programs to fund the jail expansion
- Obtain and implement Board direction on missed revenue:
 - Departmental fees, Boat ramps, Park and Facility fees, Development Impact Fees, Williamson Act funds, TOT rate, Franchise Fees, Sites Reservoir



PUBLIC SAFETY

- Advance Public Safety Sales Tax Initiative
- Improve Revenues & reduce Expenditures
- Results of Code Enforcement Seed Money for blighted properties
- Identify and leverage grant opportunities
- Reduction of biofuels
- Lobby improvements to homeowner insurance
- Improve Animal Shelter and Animal Shelter structure (JPA, 501c3)
- County wide drone program



ORGANIZATIONAL HEALTH

- Centralize/Consolidate departments for fiscal and service efficiencies
- Ensure County codes are clear, comprehensive and align legally
- Create, encourage and maintain a stable and friendly work environment for all levels to improve recruitment and retention
- Integrate IT and IT staffing for cost savings and efficiency
- Review opportunities to consolidate redundant functions
- Invest in Personnel for recruitment and retention purposes



PUBLIC HEALTH

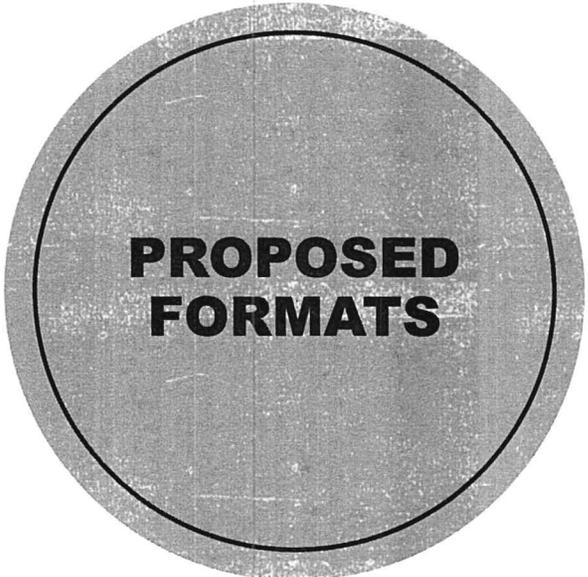
- Value groundwater as a natural resource for responsible and beneficial use
- Address public nuisances to keep Tehama County a desirable place to live, work and play
- Monitor CARE Court needs and pivot



COMMUNITY EDUCATION

- Provide frequent, consistent, and accurate information through various means
- Improve transparency through technology
- Publish Strategic Plan
- Develop and implement guidelines, best practices, policies and procedures for the use of social media platforms





**PROPOSED
FORMATS**

- Chair Hansen and Supervisor Nolen provided formats they liked for Tehama to consider our format:
 - San Diego County
 - Mariposa County

SAN DIEGO STRATEGIC INITIATIVES

STRATEGIC INITIATIVES provide the framework for the County to set measurable goals. These initiatives are designed to span the entire organization, break down silos, and extend across groups for all departments to see their work contributing to the overall success of the region.

SUSTAINABILITY:

- Economy**
 - Align the County's available resources with services to maintain fiscal stability and ensure long-term solvency.
 - Create policies to reduce and eliminate poverty, promoting economic sustainability for all.
- Climate**
 - Actively combat climate change through innovative or proven policies, green jobs, sustainable facility construction or maintenance and hazard mitigation.
- Environment**
 - Protect and promote our natural and agricultural resources, diverse habitats and sensitive species.
 - Cultivate a natural environment for residents, visitors and future generations to enjoy.
- Resiliency**
 - Ensure the capability to respond and recover to immediate needs for individuals, families, and the region.

EQUITY:

- Health**
 - Reduce disparities and disproportionality and ensure access for all through a fully optimized health and social service delivery system and upstream strategies.
 - Focus on policy, systems and environmental approaches that ensure equal opportunity for health and well-being through partnerships and innovation.
- Housing**
 - Utilize policies, facilities, infrastructure, and finance to provide housing opportunities that meet the needs of the community.
- Economic Opportunity**
 - Dismantle barriers to expanding opportunities in traditionally underserved communities and businesses, especially communities of color and low income.
 - Advance opportunities for economic growth and development to all individuals and the community.

EMPOWER:

- Workforce**
 - Invest in our workforce and operations by providing support services and excellent customer service to ensure continuity of operations remains at its best.
- Transparency and Accountability**
 - Maintain program and fiscal integrity through reports, disclosures, and audits.
- Innovation**
 - Foster new ideas and the implementation of proven best practices to achieve organizational excellence.



COMMUNITY:

- Engagement**
 - Inspire civic engagement by providing information, programs, public forums or other avenues that increase access for individuals or communities to use their voice, their vote, and their experience to impact change.
- Safety**
 - Support safety for all communities, including protection from crime, availability of emergency medical services and fire response, community preparedness and regional readiness to respond to a disaster.
- Quality of Life**
 - Provide programs and services that enhance the community through increasing the well-being of our residents and our environments.
- Communications**
 - Create proactive communication that is accessible and transparent.
 - Offer interpreters for community meetings or translations of information to ensure residents have every opportunity to make informed decisions while listening to, participating in or using County services or programs.
- Partnership**
 - Facilitate meaningful conversations, shared programming, grant opportunities, or other opportunities to maximize resources through community partnerships to benefit the region.

JUSTICE:

- Safety**
 - Ensure a fair and equitable justice system in the defense and prosecution of crimes, investigations of abuse and neglect, and support and services for victims.
 - Focus efforts to reduce disparities and disproportionality across the justice system.
- Restorative**
 - Contribute to a system of restorative justice that strives to repair harm to victims and to the community at large, as well provide inclusive opportunities for justice involved individuals to contribute to the region.
- Environmental**
 - Advance equal protection and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies with an urgent focus on communities of color and low-income communities recognizing they historically lacked the same degree of protection from environmental and health hazards.
 - Ensuring equal access to decision-making processes that create healthy environments in which to live, learn and work.



Focus Areas:

Communication Focus Areas	
1	Information - Ensure vital and informative information is available and easily accessible to employees and the community.
2	Education - Provide quality information, background, and education to the community regarding County programs, policies, and offerings.
3	Appreciation - Acknowledge the unique, strong community we serve and the hard-working, dedicated staff we have.

• <https://www.mariposacounty.org/DocumentCenter/View/94080/Mariposa-County-Strategic-Communications-Plan?bidId=>

SCOPE OF WORK

September 2025

Prepared by:

TEAMCIVX



Greg Jones
Supervisor
County of Tehama
727 Oak St.
Red Bluff, CA 96080



Dear Supervisor Jones:

On behalf of TeamCivX, we appreciate the opportunity to submit this proposal to help the County of Tehama evaluate a potential revenue measure for the 2026 ballot.

My partners and I at TeamCivX are seasoned professionals with decades of experience helping public agencies navigate the ballot measure process to achieve locally controlled funding. We are strategy and communications consultants with unmatched experience evaluating the feasibility of local funding measures, designing measures for the ballot that align with community priorities and implementing informational communication efforts to raise awareness of funding needs and a potential ballot measure.

TeamCivX is uniquely positioned to support the County of Tehama in your revenue measure planning efforts for the following reasons:

- **Unmatched County Tax Measure Experience.** For over two decades, the partners at TeamCivX have been the go-to consultants for public agencies seeking to pass a revenue measure. We have passed over 100 county and city tax measures in a diverse set of counties and cities throughout our home state of California. We maintain a success rate of over 90%, and our experience includes sales taxes, utility taxes (UUTs), hotel taxes (TOTs), business license taxes (BLTs), property transfer taxes, parcel taxes, general obligation bonds, vacancy taxes, assessments and fees.
- **Experience Navigating Challenging Environments.** A revenue measure proposal is impacted by many factors far beyond our control, including the state of the economy, political division, the public's trust in government and other factors. We've helped our clients navigate economic downturns, partisan division, controversy and other challenges to achieve success. We believe in the civic process and work hard to bring people together to build stronger communities.
- **Multimedia Communications Experts.** Part of our job is to help you get your message to the right people so that we build public awareness of your funding needs and tax proposal. People receive their information in many different ways these days. We are experts in traditional communication methods, including direct mail and earned media. We are also experts in digital media, including utilizing social media, digital advertising and video.
- **Capacity to Serve You.** TeamCivX's seasoned partners and well-trained staff have both the knowledge and the capacity to serve your needs throughout the revenue measure process. I will personally lead your project and be your primary point of contact. I will be supported by one of our experienced Consultants who will help manage project logistics to ensure the plans we develop are executed on time, on budget and with precision.

The remainder of this proposal describes our scope of services, fees and resumes. Given the importance of obtaining a statistically reliable measurement of public opinion, we recommend contracting with FM3 to

conduct a voter survey and gauge the support of the any potential ballot measure. If you have questions or need additional information, please don't hesitate to contact me at 510-914-0028 or email me at jkummer@teamcivx.com.

Thank you,

A handwritten signature in black ink, appearing to read 'JK', with a long horizontal line extending to the right.

Joy Kummer
Founding Partner
(510) 914-0028
jkummer@teamcivx.com

FIRM PROFILE

About TeamCivX

TeamCivX is a Limited Liability Company managed by its five founding partners: Charles Heath, Jared Boigon, Barry Barnes, Joy Kummer and Jeremy Hauser. While TeamCivX is a new venture formed in early 2023 by the former partners and staff at TBWBH Props & Measures, we are a team of seasoned professionals who collectively bring over a century of experience developing and passing bond and tax measures in California. Individually, we each bring between 10 and 25 years of experience, and all of us have worked together for over a decade.

We are proud to be California's leading strategy and communications consultants, with unmatched experience evaluating the feasibility of local funding measures, designing measures for the ballot that align with community priorities and implementing informational communication efforts to raise awareness of your needs and a potential ballot measure.

The partners at TeamCivX are frequent presenters and expert panelists for the League of Cities and other, similar organizations representing California municipalities and public agencies.

Each of our projects is led by one of the firm's partners with decades of experience on local revenue measures. Each project is also supported by one of our experienced and well-trained staff Consultants. The staff role on our projects is limited to logistical coordination to ensure that the strategies, plans and messaging developed by the lead partner are executed on time, on budget and with precision.

In addition to partners and staff, TeamCivX has a well-developed network of contract polling firms, graphic designers, videographers, photographers, printers, mail houses, ad buyers and other professional resources that will be utilized as needed to execute planned strategies.

See Attachment A for a full list of current and former clients.

FEASIBILITY ASSESSMENT

October 2025–November 2025 (10 Weeks)

TeamCivX would perform the following services as needed and requested by Client to assess the electoral feasibility of a ballot measure for Client:

- Develop potential strategies to meet Client's funding needs to be tested in polling;
- Collaborate with FM3 to design, conduct and analyze an opinion survey of voters in the County to assess feasibility of Client's ballot measure;
- Conduct demographic analysis of voters in the County and how they break into key sub-groups by age, ethnicity, political party, length of residency, parents and other key criteria;
- Analyze past election results in the County and region to understand voter turnout trends and other relevant voting patterns;
- Research other local tax proposals that may be heading to an upcoming ballot that could compete with Client's ballot measure;
- Make specific recommendations regarding the optimal election date, tax rate, tax structure, and other important ballot measure features; and
- Attend all Client and Supervisor meetings as requested.

TEAM BIOGRAPHY



JOY KUMMER, Founding Partner at TeamCivX

Joy is a founding partner of TeamCivX, and brings over 25 years of political, legal and community service experience to each of her clients and causes.

Part of Joy's success is in the relationships she builds with her clients, focusing in on their specific needs and working together to build a communication and community plan that allows them to reach their goals. She is known for her can-do attitude, friendly smile and willingness to listen and collaborate as a team to find the right solution.

Joy grew up in Montana, where she received her J.D. from the University of Montana School of Law and a B.A. in Communications from Montana State University–Billings. Prior to co-founding TeamCivX, Joy was a partner at her former consulting firm, served as Regional Field Director for U.S. Senator Max Baucus (D-MT) and as Field Director for the successful 49ers Stadium Campaign in Santa Clara, CA.

Joy and her husband Todd live in Oakland where they enjoy cheering on the Golden State Warriors and Cal Bears. Joy is a proud mother and grandmother, occasional yoga instructor, slow and steady distance runner, roller coaster enthusiast and gluten-free baker.

FEE STRUCTURE

For a jurisdiction the size of the County of Tehama, our consulting fee is a flat rate of \$15,000 for about 10 weeks of work. Our fee will not change regardless of how many times you need us on the phone, responding to emails or attending meetings. TeamCivX doesn't want you to hesitate to call when you need us. Standard reimbursable business expenses for travel to meetings will be billed along with fees. The voter survey by FM3 is priced separately.

ATTACHMENT A - CLIENT LIST

Unified School Districts



Alameda USD
Albany USD
Amador County USD
Arcadia USD
Azusa USD
Baldwin Park USD
Bassett USD
Beaumont USD
Berkeley USD
Brea Olinda USD
Bonsall USD
Cabrillo USD
Capistrano USD
Carlsbad USD
Castro Valley USD
Ceres USD
Charter Oak USD
Claremont USD
Colton Joint USD
Colusa USD
Conejo Valley USD
Corona-Norco USD
Cotati-Rohnert Park USD
Culver City USD
Davis Joint USD
Denair USD
Desert Sands USD
Downey USD
Dublin USD
El Rancho USD
Fairfield-Suisun USD
Folsom Cordova USD
Fowler USD
Fremont USD
Garden Grove USD
Glendale USD
Hayward USD
Hughson USD
Irvine USD
Jurupa USD
Kerman USD
La Cañada USD
Lake Elsinore USD
Lake Tahoe USD
Lakeside Joint SD
Lammersville USD
Las Virgenes USD
Lompoc USD
Long Beach USD
Los Alamitos USD
Los Angeles USD
Madera USD
Manhattan Beach USD
Manteca USD

Martinez USD
Milpitas USD
Monterey Peninsula USD
Moorpark USD
Moreno Valley USD
Morgan Hill USD
Morongo USD
Mount Diablo USD
Mountain Empire USD
Napa Valley USD
Newark USD
New Haven USD
Novato USD
Oak Park USD
Orange USD
Pajaro Valley USD
Palo Alto USD
Palos Verdes Peninsula USD
Paradise USD
Patterson Joint USD
Pittsburg USD
Pleasanton USD
Poway USD
Redondo Beach USD
Rim of the World USD
Ripon USD
Riverside USD
Sacramento City USD
Saddleback Valley USD
San Jacinto USD
San José USD
San Lorenzo Valley USD
San Marcos USD
San Marino USD
San Ramon Valley USD
Santa Ana USD
Santa Monica-Malibu USD
Simi Valley USD
Snowline Joint USD
Sonoma Valley USD
South Pasadena USD
South San Francisco USD
Southern Kern USD
Tahoe Truckee USD
Tracy USD
Travis USD
Tustin USD
Ukiah USD
Val Verde USD
Vallejo City USD
Vista USD
Walnut Valley USD
Washington USD
West Contra Costa USD
Woodland Joint USD

Elementary School Districts



Alisal Union SD
Alpine Union SD
Alta Loma SD
Alum Rock Union Elementary SD
Anaheim Elementary SD
Auburn Union SD
Beardsley SD
Belmont-Redwood Shores SD
Berryessa Union SD
Buena Park SD
Burlingame SD
Byron Union SD
Cambrian SD
Campbell Union SD
Castaic Union SD
Central SD
Centralia Elementary SD
Cupertino Union SD
Del Mar Union SD
East Whittier SD
Fountain Valley SD
Franklin-McKinley SD
Fruitvale SD
Fullerton SD
Galt Elementary SD
Huntington Beach City SD
Jefferson Elementary SD
Kentfield SD
La Mesa-Spring Valley Union SD
Lakeside Union SD
Larkspur-Corte Madera SD
Live Oak SD
Loma Prieta Joint Union SD
Loomis SD
Los Altos SD
Los Gatos Union SD
Los Nietos SD
Lowell Joint SD
Menifee Union SD
Millbrae SD
Miller Creek SD
Modesto City Elementary SD
Moraga SD
Moreland SD
Mountain View SD
Mountain View Whisman SD
Norris SD
North Sacramento SD
Nuview Elementary SD
Oakley Union Elementary SD
Ocean View SD
Orinda Union SD
Pacifica SD

Palmdale SD
Perris Elementary SD
Petaluma City Elementary SD
Portola Valley SD
Ravenswood City SD
Red Bluff SD
Redwood City SD
Reed Union SD
Romoland SD
Rosemead SD
Roseville City SD
San Bruno SD
San Carlos SD
San Mateo-Foster City SD
San Rafael Elementary SD
Santa Cruz City Elementary SD
Santa Rita Union SD
Santa Rosa Elementary SD
Saratoga Union SD
Saugus Union SD
Savanna SD
Soquel Union Elementary SD
Sulphur Springs Union SD
Union SD
Victor Elementary SD
Westminster SD

High School Districts



Acalanes Union HSD
Antelope Valley Union HSD
Campbell Union HSD
Chaffey Joint Union HSD
Delano Joint Union HSD
East Side Union HSD
El Dorado Union HSD
Fullerton Joint Union HSD
Galt Joint Union HSD
Jefferson Union HSD
Los Gatos-Saratoga Union HSD
Mountain View-Los Altos HSD
Nevada Joint Union HSD
Oxnard Union HSD
Perris Union HSD
Petaluma Joint Union HSD
Placer Union HSD
Roseville Joint Union HSD
San Benito HSD
San Diego Union HSD
San Mateo Union HSD
San Rafael HSD
Santa Cruz City HSD
Santa Maria Joint Union HSD
Santa Rosa HSD
Sequoia Union HSD
Tamalpais Union HSD
William S. Hart Union HSD



Community College Districts



Allan Hancock College
 Antelope Valley College
 Cabrillo College
 Chabot-Las Positas CCD
 Chaffey College
 College of the Canyons
 College of Marin
 College of the Redwoods
 College of the Siskiyous
 Contra Costa CCD
 Foothill-De Anza CCD
 Gavilan College
 Glendale College
 Hartnell College
 Lane Community College
 Mendocino College
 Merced CCD
 MiraCosta College
 Mt. San Jacinto CCD
 Monterey Peninsula College
 Napa Valley College
 Pasadena City College
 Peralta CCD
 Rancho Santiago CCD
 Riverside CCD
 San Bernardino CCD
 San Joaquin Delta CCD
 Santa Barbara City College
 Santa Monica College
 Santa Rosa Junior College
 Yuba College

Hospitals and Healthcare



Pajaro Valley Health Care District
 San Benito Health Care District
 Salinas Valley Memorial Healthcare System
 Seton Medical Center
 Valley Health System*
**private-side campaign only*

Cities and Counties



Butte County
 LA County Homeless
 Marin County
 Napa County
 Placer County
 San Bernadino County
 San Mateo County
 Santa Clara County
 Santa Cruz County
 Solano County
 Sonoma County
 City of Adelanto
 City of Alameda
 City of Barstow
 City of Benicia
 City of Beverly Hills
 City of Burlingame
 City of Campbell
 City of Chula Vista
 Town of Corte Madera
 City of Crescent City
 City of Davis
 City of Del Mar
 City of Diamond Bar
 City of Downey
 City of Emeryville
 City of Fairfield
 City of Fontana
 City of Foster City
 City of Fullerton
 City of Glendale
 City of Gustine
 City of Hollister
 City of Kerman
 City of La Cañada
 City of La Mesa
 City of Lancaster
 City of Lafayette
 City of Laguna Beach
 City of La Verne
 City of Lemon Grove
 City of Lomita
 City of Los Altos
 City of Madera
 Town of Mammoth Lakes
 City of Manhattan Beach
 City of Marina
 City of Merced
 City of Montebello
 City of Morgan Hill
 City of Murrieta
 City of Napa
 City of Novato
 City of Oceanside
 City of Ontario
 Town of Orinda
 City of Pacifica
 City of Palm Springs
 City of Palmdale
 City of Palo Alto
 City of Paramount
 City of Pleasant Hill
 City of Pomona
 City of Redlands
 City of Redwood City
 City of Salinas
 Town of San Anselmo
 City of San Bernardino
 City of San Bruno
 City of San Marcos
 City of San Mateo
 City of San Jose
 City of San Rafael
 City of San Ramon
 City of Santa Clara
 City of Santa Cruz
 City of Santa Fe Springs
 City of Santa Monica
 City of Santa Rosa
 City of South Lake Tahoe
 City of South Pasadena
 City of Suisun City
 City of Sutter Creek
 City of Torrance
 Town of Truckee
 City of Union City
 City of Vacaville
 City of Ventura
 City of Watsonville
 City of Whittier
 Town of Windsor
 City of Woodland

Transportation



BART (Santa Clara County)*
 Caltrain*
 Contra Costa County
 Transportation Authority*
 Fresno County Transportation Authority*
 Merced County Association of Governments
 Metropolitan Transportation
 Commission*
 Monterey-Salinas Transit
 Napa County Transportation Agency
 Placer County
 Riverside County
 Transportation Commission
 San Mateo County Transit District
 Santa Cruz County Regional
 Transportation Commission
 Sonoma County Transportation Authority
 Stanislaus County Transportation*
 Transportation Agency of
 Monterey County*
 Transportation Authority of Marin*
 Truckee/North Tahoe
 Transportation Agency
**private-side campaign only*

Parks, Open Space and Water Districts



Alameda County Clean Water Program
 Desert Recreation District
 East Bay Regional Parks District
 Greater Vallejo Recreation District
 Hayward Area Recreation District
 Los Angeles County Flood Control District
 Los Angeles County Regional Park and
 Open Space District
 Marin County Parks/MALT*
 Midpeninsula Regional Open Space District
 Monterey Peninsula Regional Park District
 Napa County Regional Park and Open Space
 District/Napa Land Trust*
 Peninsula Open Space Trust
 Puente Hills Habitat Preservation Authority
 Santa Clara Valley Open Space Authority
 Santa Clara County Parks
 Santa Clara Valley Water District
 Santa Cruz County Open Space*
 San Francisco Bay Restoration Authority*
 Sonoma County Agricultural Preservation
 and Open Space District
**private-side campaign only*

Fire Districts



Central Fire District of Santa Cruz County
 Crescent Fire Protection District
 East Contra Costa Fire Protection District
 Fresno County Fire Protection District
 Los Angeles County Fire
 Marin County Fire Department
 Northstar Fire
 North Tahoe Fire Protection District
 Sacramento Metropolitan Fire District
 Santa Cruz County Fire District CSA48
 Sonoma County Fire District
 Stinson Beach Fire Protection District
 Truckee Fire Protection District

Libraries



Garfield County Public Libraries
 Los Altos Library
 Marin County Free Library
 Pacifica Library
 San Rafael Public Library
 Santa Cruz County Library
 South Pasadena Library
 Whittier Library

Affordable Housing and Land Use



Beverly Hilton Hotel
 BioMed
 Blackhawk/Nunn Partners
 Carmel Partners
 Cisco Systems
 Federal Realty Investment Trust
 Grosvenor Americas
 Housing Leadership Council of
 San Mateo County
 Keenan Land Company
 Lowe Enterprises
 Macerich Company
 Morley Brothers
 Netflix
 Oakland A's
 Pacific Union College
 Ponderosa Homes
 Pulte Homes
 SandHill Property Company
 San Francisco Giants
 Summerhill Homes
 The Irvine Company

Elected Officials



Dave Pine, Chair, San Mateo County Board
 of Supervisors
 Belia Ramos, Chair, Napa County Board
 of Supervisors
 Anne Cottrell, Napa County Board
 of Supervisors
 Diane Dillon, Napa County Board of
 Supervisors (retired)
 Brad Wagenknecht, Napa County Board of
 Supervisors (retired)
 Lani Faulkner, Santa Cruz County Board
 of Supervisors
 John Laird, CA State Senator
 Tom Bates, Mayor of Berkeley (retired)
 Judy Chirco, San Jose City Council (retired)
 Linda LeZotte, San Jose City
 Council (retired)
 Domingo Candelas, San Jose City Council
 Pamela Campos, San Jose City Council
 Pam Foley, San Jose City Council
 Peter Ortiz, San Jose City Council
 Mary Lueros, Napa City Council
 Beth Painter, Napa City Council
 David Oro, American Canyon City Council
 Jessica Speiser, Santa Clara County Board
 of Education
 Jeff Dodd, Napa Valley CCD Board of Trustees

Statewide Measures



Proposition 1 - Veterans and Affordable
 Housing Act
 Proposition 2 - Homeless Mental Health
 Housing Act



OPINION
RESEARCH
& STRATEGY

TO Tehama County
FROM Richard Bernard, Ph.D., Partner, FM3 Research
RE: County of Tehama Budget Priorities and Community Issues Survey
DATE September 16, 2025

Fairbank, Maslin, Maullin, Metz & Associates (FM3) is pleased to submit this proposal to conduct a survey on behalf of Tehama County to examine County residents’ perceptions of and attitudes towards the County, gauge residents’ budget priorities, and test the viability of a potential revenue measure. FM3 recommends conducting a 15-minute dual-mode survey (online and by telephone) among a random sample of up to 400 registered voters likely to vote in the November 2026 General Election.

The remainder of this proposal provides specifications and pricing for the recommended survey research.

RESEARCH SPECIFICATIONS & COSTS –SURVEY FOR A NOVEMBER 2026 ELECTION

Research Dual-mode voter survey
Methodology

Data Collection Telephone and online interviews
Mode

Respondent Telephone calls, email invitations and text message invitations
Contact Method

Sample Up to 400 Tehama County registered voters likely to participate in the November 2026 General Election. We will work hard to obtain a random sample of 400 completed interviews among the County’s relatively small number of likely November 2026 voters, and will prorate our price based on the actual number of interviews achieved. We have provided costs below for a sample of 400, 350, and 300, in case the desired number of 400 is not obtained. Alternatively, if we are able to obtain more than 400 responses, we will do so at no extra cost to the County.

Margin of Sampling Error* ±4.9% for a sample of 400 interviews*
±5.2% for a sample of 350 interviews*
±5.7% for a sample of 300 interviews*

*At the 95% confidence level (i.e., in 95 out of 100 cases)

Questionnaire 15-minute survey, featuring between approximately 35-50 unique questions (including battery question items and demographic questions)

Language English and Spanish (online and by telephone - cellular and landlines)

Deliverables Following the completion of the survey, we will provide:

- An approved questionnaire for easy reference
- An analysis of survey results in PowerPoint
- A presentation of the survey results (if requested)

FM3 will also be available for ongoing consultation and any further analysis of the research.

Cost FM3 is prepared to conduct a 15-minute dual-mode survey among a random sample of between 300 and 400 likely November 2026 General Election voters, as described above, for a total not-to-exceed cost between **\$26,500** and **\$29,750**, depending on the number of completed surveys (see, **Figure 1**). This price is comprehensive, and includes all costs for questionnaire design and translation, sample acquisition and preparation, programming, email and text message invitations, bilingual online survey hosting, bilingual telephone interviewing, data entry and analysis, and reporting. The prices do not include travel. Travel will be billed at cost, if incurred.

Figure 1: Survey Costs

Sample Size	15-minutes
300 interviews	\$26,500
350 interviews	\$28,250
400 interviews	\$29,750

We would welcome the opportunity to work with you on this research, and if you have any questions or if there is any further information we can provide, please do not hesitate to contact us. Thank you for your consideration and you may reach us as follows:

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