



Robert Burroughs, District 1
Tom Walker, District 2
VACANT, 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, Vice Chair Tom Walker, and Chairperson Matt Hansen

9:00 AM CALL TO ORDER / PLEDGE OF ALLEGIANCE

REMINDER - The December 2nd Board meeting is cancelled pursuant to Board policy.

PUBLIC COMMENT

A resident lead a prayer.

A resident commented on bringing new businesses to the County, tax initiatives, and government employee salaries.

A resident commented on government corruption, free speech during public meetings, and the District 3 vacancy.

A resident commented on the upcoming Thanksgiving holiday and read passages from the Bible.

A resident provided an update on the Christmas decorating prize money and announced donations from various community members.

A resident requested a proclamation for Veteran's Day.

A resident wished the Board a happy Thanksgiving holiday. She further commented on retention of local businesses and the District 3 vacancy.

A resident commented on misuse of County funds and public comment during meetings.

A resident commented on public comment during meetings and the Brown Act.

A resident informed the Board of some positive improvements in the District 1 area.

ANNOUNCEMENT OF AGENDA CORRECTIONS

Chair Hansen announced that Item 21 would be heard after Item 12.

PREVIOUS REPORTABLE ACTIONS FROM CLOSED SESSION

60. CLOSED SESSION

25-1593

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

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

Reportable Action: Part two of the evaluation process was completed.

61. CLOSED SESSION

25-1925

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

Agency Negotiators: Gabriel Hydrick

Employee: Social Services Director

Reportable Action: Direction was given to staff

62. CLOSED SESSION

25-1926

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

Reportable Action: Board voted 4-0 authorized the retention of Tracey Werner with the law firm Maire Deedon to represent and defend the County of Tehama in litigation. The case name is Freemyers et al v. Tehama County Board of Supervisors in the Tehama County Superior Court 21CI000248

BOARD OF SUPERVISORS STANDING AND AD HOC COMMITTEE

Public Works Committee (Standing) (Hansen, Walker) - Met Nov. 19th, discussed the status of Park Fire reimbursements and repairs to the Kendrick Creek bridge.

Veterans Halls Advisory Committee (Standing) (Burroughs, Jones) - Did not meet.

Public Safety Tax Initiative Working Group (Burroughs, Jones) - Met Nov. 24th, discussed polling questions and scope.

Personnel Procedures & Guidelines Ad Hoc Committee (Burroughs, Walker) - Did not meet.

City of Red Bluff/Tehama County Ad Hoc Committee (Walker, Burroughs) - Did not meet.

Rent Control Ordinance Ad Hoc (Jones, VACANT) - Met Nov. 24th, concluded three months of interviews and will now move forward with bringing an item to the full Board for review.

REPORTS OF MEETINGS ATTENDED INCLUDING AB1234

Supervisor Burroughs - Tax Ad Hoc and the Planning Commission meeting.

Supervisor Hansen - Public Works Committee meeting and the Planning Commission meeting.

ANNOUNCEMENTS BY COUNTY DEPARTMENTS

Social Services Director Bekki Emery followed up with additional details on the fringe benefits noted in Item 8 of the Nov. 18 Board meeting.

Interim Public Works Director Tom Provine reported that Union Pacific will conduct maintenance on Dec. 2 at the railroad crossing near Aramayo Way between Los Molinos and Tehama. Aramayo Way will be fully closed for several hours during the work, and commuters are encouraged to plan ahead and use alternate routes. He also informed the Board that Baker Road repairs are scheduled to begin the week of Dec. 8, weather permitting. During construction, one-lane traffic control will be in place, and the work is expected to take approximately two days.

Agricultural Commissioner Director Tomas A. Moss reported on the success of the Ag Producer Day held the Tehama County Fairgrounds.

Supervisor Burroughs thanked Public Works for repairing a large pothole on Evergreen Road.

CONSENT AGENDA

A motion was made by Vice Chair Walker, seconded by Supervisor Jones, to approve the Consent Agenda. The motion carried by the following vote:

RESULT: APPROVED THE CONSENT AGENDA

MOVER: Tom Walker

SECONDER: Greg Jones

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

1. **GENERAL WARRANT REGISTER - 11/02/25 - 11/08/25** **25-1989**
2. **AUDITOR'S CLAIMS** **25-1995**
 - a) Court Operations, 2009-555215, State Treasurer-Cash Management, \$23,122.50
 - b) Court Operations, 2009-555215, State Treasurer-Cash Management, \$156,990.00
3. **SHERIFF** **25-2016**
 - a) Request approval and authorization for the Sheriff to sign the application for submittal to the Division of Boating and Waterways, State of California-Natural Resources Agency for funding in the amount of \$404,217.91, for the Boating and Safety Enforcement Financial Aid program for FY 2026-27
 - b) RESOLUTION - Request adoption of the resolution authorizing the Sheriff, or his designee, to sign and submit an application to the California Department of Parks and Recreation, Division of Boating and Waterways for the boating Safety and Enforcement Financial Aid Program for Fiscal Year 2026-27, and accept, if awarded, funding in the anticipated amount of \$133,448, and to have signature authority on all program-related documents to carry out the purpose of this resolution

4. SHERIFF 25-1906

a) AGREEMENT - Request approval and authorization for the Chairman to sign the Agreement with Lexipol, LLC for access to the Lexipol Knowledge Management System and subscriptions for the Law Enforcement Policy Manual and Law Enforcement Daily Training Bulletins Services; and for the Custody Policy Manual, and Custody Daily Training Bulletins Services, for the rates as listed, with a maximum contract amount not to exceed \$21,187.47, effective 12/1/25 and shall terminate 11/30/26

Enactment No: MISC. AGR 2025-341

5. SHERIFF 25-1931

a) AGREEMENT - Request for approval and authorization for the Chairman and the Sheriff to sign the agreement with Permittium for the maintenance, support, and hosting of Permittium to our website to process concealed weapon applications online, effective 10/11/25 and shall terminate 09/30/26

Enactment No: MISC. AGR 2025-342

6. SHERIFF 25-1954

a) AGREEMENT- Request approval and authorization for the Sheriff and the Chair to sign Amendment No. 1 to the agreement with Ducor Telephone Company DBA Varcomm (Misc Agree. #2020-112), for the lease of a portion of part of the Premises of the real property referred to as Ducor Telephone Company DBA Varcomm Site in Rancho Tehama, CA in the amount of \$923.67 for the first year; thereafter the fee will be increased by an amount not to exceed 4% yearly, with the total maximum amount not to exceed \$9,100, effective 1/1/26 and shall terminate 12/31/30

Enactment No: MISC. AGR 2025-343

7. SOCIAL SERVICES 25-2002

a) AGREEMENT - Request approval and authorization for the Social Services Director or Designee to sign the Agreement with Peerless Building Maintenance Company for the purpose of janitorial services at the office located at 310 S. Main St, Red Bluff, for the amounts as set forth in Exhibit "E", with maximum compensation not to exceed \$107,086.10, effective 11/01/25 and shall terminate 10/31/26

Enactment No: MISC. AGR 2025-344

8. BOARD OF SUPERVISORS 25-1955

a) Determine that there is a need to continue the emergency proclamation, proclaiming the existence of the local emergency in Tehama County that caused conditions of peril

9. APPROVAL OF MINUTES 25-2025

- a) Waive the reading and approve the minutes of the regular meeting held
- 1) 10/21/2025
 - 2) 10/28/2025
 - 3) 10/28/2025 Special Meeting

REGULAR AGENDA

10. AMERICAN LEGION - Service Officer Norman L. Goodin 25-2028

a) PROCLAMATION - Request adoption of the proclamation proclaiming November 11th as Veterans Day

Service Officer Norman L. Goodwin read the Veteran's Day proclamation.

RESULT: APPROVE

MOVER: Greg Jones

SECONDER: Rob Burroughs

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

11. ADMINISTRATION / SOCIAL SERVICES / ENVIRONMENTAL HEALTH / PUBLIC WORKS 25-1999

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

1) ADMINISTRATION - Orepa Mamea, 15 years

Chief Administrator Gabe Hydrick recognized Orepa Mamea for her years of service and provided her history working for Probation and Administration. He commended her for her passion and dedication to the County.

2) SOCIAL SERVICES

- a. Jennifer DeCiero, 20 years
- b. Corina Moen, 20 years
- c. Wendy Richards, 15 years

Social Services Director Bekki Emery expressed her appreciation for three team members-Jennifer DeCiero, Corina Moen, and Wendy Richards-honoring their commitment and service to the County. She spoke about each individual's journey within the department and the special qualities they contribute.

3) ENVIRONMENTAL HEALTH - Lauri Dilworth, 15 years

4) PUBLIC WORKS - Ashley Fox, 10 years

Interim Public Works Director Tom described Ashley Fox as helpful, team player, and an asset to the department.

Deputy Director of Public Works – Transportation Jessica Riske-Gomez described Ashley as kind, friendly, and genuine. She commented on Ashley's interpersonal communication skills and how she uses humor to deescalate tense situations. She further described Ashley's experience working with other County departments.

Auditor/Controller Krista Peterson shared a story from Ashley's time working in the Auditor's Office.

Ashley Fox addressed the Board and expressed her thanks for the kind words.

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

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) SOCIAL SERVICES - Shelley Zimmerman

Social Services Director Bekki Emery congratulated Shelley Zimmerman on 37 years of service to the County. She highlighted Shelley's extensive experience overseeing the preparation of County budgets across multiple departments, as well as her thoughtful leadership in developing the employees she supervises. Shelley has contributed her talents to both Administration and Social Services over the years.

Shelley addressed the Board and shared her experience working for the County. She complimented the employees at Social Services and shared her hopes for retirement.

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

12. DEPARTMENT OF AGRICULTURE - Agricultural Commissioner 25-2004
Thomas A. Moss & USDA Wildlife Services Derek Milsaps

a) INFORMATIONAL PRESENTATION - Regarding a 2025/2026 proposed cooperative agreement between the U.S. Department of Agriculture Animal (USDA) and Plant Health Inspection Service (APHIS) Wildlife Services and Tehama County

Agricultural Commissioner Thomas A. Moss expressed his intent to hire a USDA Wildlife Trapper and described the funding that will be used to pay for the position. He spoke on coordination with the Sheriff's Office in this endeavor and anticipated budget constraints. He then introduced USDA Wildlife Services Derek Milsaps to provide the presentation.

In response to Supervisor Walker, Mr. Milsaps explained that he does not have an estimate of the wolf population in California nor how many are currently fitted with tracking collars. He further explained that his team does not have access to the real-time tracking software, but hopes to gain access in the future through partnering with the US Department of Fish & Wildlife.

In response to Supervisor Hansen, Mr. Milsaps described the duties of a full-time trapper and how the position would assist community members by splitting their time between Shasta and Tehama counties. He further outlined how the employee's salary

would be subsidized through the US Department of Agriculture; 75% local funds, 25% federal funds.

In response to Supervisor Walker's question, Mr. Milsaps explained that the trapper would use non-lethal methods, including break-away snares, when trapping wolves. He added that the purpose is to deter predatory behavior near livestock and emphasized that euthanizing wolves is illegal in California.

Sheriff Kain spoke about his ongoing collaboration with the County's Ag Department and noted the limited availability of professional trappers to assist local residents. He reiterated his efforts to advocate for CDFW to permit the euthanization of predatory animals that pose a public safety threat. He also informed the Board that tracking data is available to the public on the CDFW website, though it is not provided in real time.

Steve Zane, director of Tehama County Cattleman's Association, spoke on the presence of wolves and bears near his property.

21. SHERIFF'S OFFICE - Sheriff Dave Kain 25-1871

a) INFORMATIONAL PRESENTATION - Tehama County's involvement to opt-into the Cal-ID Program

Sheriff Dave Kain addressed the Board and introduced the presenters, Carter Putman, Director of Cal-ID, with Sacramento County and Amy Tally, Cal-ID Manager, with Sonoma County Sheriff.

In response to Supervisor Burroughs, Sheriff Kain explained that while the department may receive grant funding for this program, there will be costs that are not recoverable.

In response to Chairman Hansen Carter responded that the State will not subsidize funding and there is no involvement with DOJ. Carter noted Sacramento County built their own database to meet their needs and the databases will be able to transfer information between systems.

In response to Supervisor Hansen, Sheriff Kain clarified that suspects will not be positively identified in the field using Cal-ID; Sheriff Office staff conduct a through 10-point check in order to positively ID a person.

Consensus was reached by the Board to direct staff to return with a letter for the Board to review at a future meeting.

13. HEALTH SERVICES AGENCY - Executive Director Jayme Bottke 25-1967

a) AGREEMENT - Request approval and authorization for the Executive Director to sign the agreement with AB Staffing for the purpose of locating and arranging for locum tenens Psychiatrists, Psychiatric Nurse Practitioners, Physician Assistants, Licensed Clinical Social Workers and Licensed Marriage and Family Therapists to provide medical services at the amounts set forth on Exhibit "B", with maximum compensation not to exceed \$600,000 in any one fiscal year, effective 12/1/25 and shall terminate 6/30/28

RESULT: APPROVE
MOVER: Rob Burroughs

SECONDER: Greg Jones
AYES: Supervisor Jones, Supervisor Burroughs, and Chairperson Hansen
ABSENT: Vice Chair Walker
Enactment No: MISC. AGR 2025-345

14. COMMUNITY ACTION AGENCY - Executive Director Bekkie Emery 25-1990

a) AGREEMENT - Request approval and authorization for the Executive Director to sign the agreement and all other required forms, with Partnership HealthPlan of California to provide Community Support services, effective from date of approval and shall remain in effect until terminated by either party

RESULT: APPROVE
MOVER: Greg Jones
SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Vice Chair Walker, and Chairperson Hansen
Enactment No: MISC. AGR 2025-346

15. DIVISION OF ANIMAL SERVICES / PERSONNEL - Animal Care 25-2003

Center Manager Christine McClintock

a) RESOLUTION - Request adoption of a resolution amending the FY 25/26 Position Allocation List (PAL), (Reso #2025-074) by extending the sunset date for one (1.00 FTE) Animal Services Coordinator (Limited Term) from 12/31/25 to 6/30/26, effective 11/25/25

RESULT: APPROVE
MOVER: Tom Walker
SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Vice Chair Walker, and Chairperson Hansen
Enactment No: RES NO. 2025-102

16. PUBLIC WORKS - Interim-Director Tom Provine and Deputy 25-1996

Director Jessica Riske-Gomez

a) INFORMATIONAL PRESENTATION - Project update and status report for Phase I of the Hazard Tree Debris Removal project closeout and Phase II initiation

b) AGREEMENT - Request approval and authorization for the Interim Director of Public Works to sign the Amendment No. 1 to the Agreement with Resource Conservation District (RCD) of Tehama County, extending the agreement's term from December 31, 2025, to June 30, 2026, to accommodate changes in project approach and timeline for woody debris removal associated with the Park Fire

RESULT: APPROVE
MOVER: Tom Walker
SECONDER: Rob Burroughs

AYES: Supervisor Jones, Supervisor Burroughs, Vice Chair Walker, and Chairperson Hansen
Enactment No: MISC. AGR 2025-347

17. PROBATION / ADMINISTRATION - Chief Probation Officer Pam 25-1997

Gonzalez and Administrative Services Director Tom Provine

a) AGREEMENT - Request approval and authorization for the Chairman to sign the agreement between the County of Tehama and World Telecom & Surveillance for the purpose of replacing and/or upgrading the detention security electronics equipment at the Tehama County Juvenile Hall Facility. The agreement will be effective as of the date of signing and will terminate at the completion of the project, for a total amount not to exceed \$300,000

RESULT: APPROVE
MOVER: Rob Burroughs
SECONDER: Tom Walker

AYES: Supervisor Jones, Supervisor Burroughs, Vice Chair Walker, and Chairperson Hansen
Enactment No: MISC. AGR 2025-348

18. ADMINISTRATION - Administrative Services Director Tom Provine 25-1337

a) CHANGE ORDER - Request confirmation of Change Order No. 1 to the agreement with SnL Group, Inc. (Misc. Agree. #2025-058) for the Walnut Street Complex Site Accessibility Upgrade Project, thereby allowing for changes as listed, for a contract increase in the amount of \$20,638.04

Louise Wilkinson requested clarification about which funds would be reimbursed and voiced her desire for transparency regarding the reasons for the change orders.

Health Services Director Jayme Bottke provided background on the requested change order.

Administrative Services Director Tom Provine provided information on why change orders are typically requested during construction of a project. He further explained that this change order was created at the request of the County, not the contractor.

RESULT: APPROVE
MOVER: Greg Jones
SECONDER: Tom Walker

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

19. PERSONNEL - Personnel Director Coral Ferrin 25-1937

a) Request adoption of TCPR §3301: Working Out-of-Class

RESULT: APPROVE
MOVER: Tom Walker
SECONDER: Greg Jones

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

b) Request adoption of TCPR §7302: On-the-Job Training

In response to Supervisor Walker, Personnel Director Coral Ferrin explained that employees who wish to take a leave of absence to pursue job-related training

opportunities must obtain approval from their Department Head and are limited to two leaves within a 12-month period.

In response to Supervisor Hansen, Mrs. Ferrin explained that this policy is not a one-size-fits-all solution and the Board should consider adopting a separate Resolution and classification for departments with positions that have unique training needs.

Sheriff Dave Kain informed the Board that he has reached an agreement with the Deputy Sheriff's Association on in-house sponsorships for staff attending the Correctional Officer Academy, including how their positions will be retained while they complete the Academy.

In response to Supervisor Hansen, Sheriff Kain explained that his department does not offer entry-level employees the opportunity to attend the Academy; attendance is reserved only for experienced staff with a demonstrated record of reliable performance.

Mrs. Ferrin pointed out the conflicts that exist between TCPR §7302 and the process currently used by the Sheriff's Office. She also stressed the need to adopt a Resolution to address the issue and highlighted the importance of applying the policy consistently.

Auditor/Controller Krista Peterson shared her experience developing TCPR §7302 on the Personnel Rule Committee and supported the Board adopting a separate Resolution or policy to handle the unique training needs of various departments.

Supervisor Walker also shared his experience developing TCPR §7302 on the Personnel Rule Committee.

Sheriff Kain offered to serve on the Personnel Rule Committee.

The Board reached a consensus that the Personnel Rule Committee will work with Department Heads to identify which departments need a separate On-the-Job Training policy and then bring a resolution or policy to the Board for adoption at a future meeting.

RESULT: APPROVE

MOVER: Tom Walker

SECONDER: Greg Jones

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

20. PERSONNEL / ADMINISTRATION - Personnel Director Coral Ferrin 25-1956

a) Request approval to apply the provision outlined in Resolution No. 2025-071 Section 2: Sick Leave Accrual retroactively for the following elected officials, effective November 25, 2025:

Matt Rogers, District Attorney
David Kain, Sheriff / Coroner
Krista Peterson, Auditor / Controller
Burley Phillips, Assessor
Jennifer Vise, Clerk and Recorder (Retired)

Jenny Alexander requested a copy of the letter, authored by Matt Rogers, requesting approval, as it seems in conflict with the Resolution before the Board.

Personnel Director Coral Ferrin provided background information, prior direction received from the Board, and explained the timing involved with bringing the item back for approval. She further explained the amounts displayed in the Resolution and the formulas.

Auditor/Controller Krista Peterson addressed the Board regarding the content of Mr. Hansen's letter.

Louise Wilkinson expressed her support for paying at the higher rate.

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

FUTURE AGENDA ITEMS

Supervisor Burroughs requested a Study Session to explore developing a Bond Measure to fund repairs to bridges and roads and enhance the County's repair capacity (consensus)

CLOSED SESSION

Jenny Alexander commented that items #23 and #24 are not properly identified on the agenda.

- 22. CLOSED SESSION** **25-1992**
a) Liability Claims Pursuant to Government code 54956.95
Claimant: David Fennel
Agency claimed against: Tehama County
- 23. CLOSED SESSION** **25-2005**
a) CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (54956.9 (d)(2)) (one case)
- 24. CLOSED SESSION** **25-2020**
a) CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (54956.9 (d)(2)) (one case)

11:37 A.M RECESS

1:01 P.M RECONVENE

REPORTABLE ACTIONS FROM CLOSED SESSION

22. CLOSED SESSION

25-1992

a) Liability Claims Pursuant to Government code 54956.95

Claimant: David Fennel

Agency claimed against: Tehama County

Reportable Action: Board voted 4-0 to reject this claim as untimely.

23. CLOSED SESSION

25-2005

a) CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (54956.9

(d)(2)) (one case)

Reportable Action: Direction to staff.

24. CLOSED SESSION

25-2020

a) CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (54956.9

(d)(2)) (one case)

Reportable Action: Direction to staff.

ADJOURN

1:02 P.M. There being no further business before the Board, the meeting was adjourned.

ATTEST: December 3, 2025

APPROVED


Chairman of the Board
of Supervisors

SEAN HOUGHTBY, Clerk
of the Board of Supervisors

by 