

RESOLUTION NO. _____

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF TEHAMA
IMPLEMENTING THE AMENDMENT TO SENATE BILL NO. 1100 OF THE GOVERNMENT
CODE RELATING TO DISCRIMINATION**

WHEREAS, effective in 2025 the California Legislature passed, and the Governor approved Senate Bill 1100 amending Chapter 887, Section 12940 of the Government Code relating to discrimination; and

WHEREAS, Section 12940 declares it is an unlawful employment practice, unless based upon a bona fide occupational qualification, or, except where based upon applicable security regulations established by the United States or the State of California; and

WHEREAS, Section 12940(q)(1) declares it is unlawful for an employer to include a statement in a job advertisement, posting, application, or other material that an applicant must have a driver's license unless both of the following conditions are satisfied: (a) the employer reasonably expects driving to be one of the job functions for the position, and (b) the employer reasonably believes that satisfying the job function described in paragraph (1) using an alternative form of transportation would not be comparable in travel time or cost to the employer; and

WHEREAS, Section 12940(q)(2) declares that for purposes of this subdivision, "alternative form of transportation" includes, but is not limited to, all of the following: (a) using a ride hailing service; (b) using a taxi; (c) carpooling; (d) bicycling; (e) walking; and

WHEREAS, classifications which require a valid California Driver's License upon hire are outlined in Exhibit A of this document shall be revised to state: "Possession of, or ability to obtain and maintain, a valid California Class C driver's license and a satisfactory driving record is required. Individuals who do not meet this requirement due to a disability will be reviewed on a case-by-case basis."; and

WHEREAS, classifications not requiring a valid California Driver's License upon hire and not listed in Exhibit B of this document shall be revised to state: "A valid California Class C driver's license or alternative form of transportation may be required for some positions at the time of appointment. Individuals who do not meet this requirement due to a disability will be reviewed on a case-by-case basis."; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Tehama, the implementation of the provisions of Section 12940(q)(1) and Section 12940(q)(2) of Senate Bill 1100 of the Government Code will be applied to all classification specifications in Tehama County as required.

The foregoing resolution was offered on a motion by Supervisor _____, seconded by Supervisor _____, and carried by the following vote of the Board:

AYES:

NOES:

ABSENT OR NOT VOTING:

STATE OF CALIFORNIA)
) ss
COUNTY OF TEHAMA)

CHAIR, Board of Supervisors

I, SEAN HOUGHTBY, County Clerk and ex-officio Clerk of the Board of Supervisors of the County of Tehama, State of California, hereby certify the above and foregoing to be a full, true and correct copy of a resolution adopted by said Board of Supervisors on the _____ day of _____, 2025.

DATED: This _____ day of _____, 2025.

SEAN HOUGHTBY, County Clerk and ex-officio
Clerk of the Board of Supervisors of the County of
Tehama, State of California.

By _____
Deputy

EXHIBIT A
CLASSIFICATIONS WHICH REQUIRE A DRIVER'S LICENSE

CLASSIFICATION TITLE
ADMINISTRATIVE SERVICES DIRECTOR
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST I
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST II
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST III
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST IV
AGRICULTURAL WEIGHTS & MEASURES AIDE
AIR POLLUTION CONTROL AIDE
AIR POLLUTION CONTROL SPECIALIST I
AIR POLLUTION CONTROL SPECIALIST II
AIR POLLUTION CONTROL SPECIALIST III
ANIMAL CARE ATTENDANT
ANIMAL CARE CENTER MANAGER
ANIMAL CARE SPECIALIST
ANIMAL REGULATION OFFICER
ANIMAL SERVICES COORDINATOR
APPRAISER I
APPRAISER II
ASSESSMENT ROLL MANAGER
ASSISTANT AGRICULTURAL COMMISSIONER/SEALER OF W&Ms
ASSISTANT ASSESSOR
ASSISTANT CLERK & RECORDER
ASSISTANT COUNTY COUNSEL
ASSISTANT DIRECTOR PUBLIC WORKS
ASSISTANT DISTRICT ATTORNEY
ASSISTANT ENGINEER
ASSOCIATE ENGINEER
AUDITOR APPRAISER I
AUDITOR APPRAISER II
BEHAVIORIAL HEALTH CLINICIAN I
BEHAVIORIAL HEALTH CLINICIAN II
BEHAVIORIAL HEALTH CLINICIAN III
BUILDING INSPECTOR I
BUILDING INSPECTOR II
BUILDING INSPECTOR III
CAA CASE MANAGER
CAMP TEHAMA CARETAKER (April through October)
CAMP TEHAMA CARETAKER (November through March)
CAPTAIN
CASE RESOURCE SPECIALIST I

CASE RESOURCE SPECIALIST II
CASE RESOURCE SUPERVISOR
CHIEF BUILDING INSPECTOR
CHIEF DEPUTY COUNTY COUNSEL
CHIEF DEPUTY PUBLIC GUARDIAN / PUBLIC ADMINISTRATOR
CHIEF INVESTIGATOR
CHILD SUPPORT ATTORNEY I
CHILD SUPPORT ATTORNEY II
CHILD SUPPORT ATTORNEY III
CHILD SUPPORT ATTORNEY IV
CHILD SUPPORT PROGRAM MANAGER (Merit Systems)
CHILD SUPPORT SUPERVISOR
CIVIL ENGINEER
CODE ENFORCEMENT OFFICER I
CODE ENFORCEMENT OFFICER II
COMMUNICATIONS DISPATCHER
COMMUNITY HEALTH EDUCATION SUPERVISOR
COMMUNITY SERVICES FAMILY PARTNER
COMMUNITY SERVICES SUPERVISOR
CORRECTIONAL DEPUTY
CORRECTIONAL DEPUTY I
CORRECTIONAL LIEUTENANT
CORRECTIONAL SERGEANT
CORRECTIONS COUNSELOR
COUNTY SURVEYOR
CUSTODIAN
DEPUTY AGRICULTURAL COMMISSIONER/SEALER OF WGHTS & MSRS
DEPUTY CHIEF PROBATION OFFICER
DEPUTY CONSERVATOR/PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR
DEPUTY CORONER I
DEPUTY CORONER II
DEPUTY COUNTY COUNSEL I
DEPUTY COUNTY COUNSEL II
DEPUTY COUNTY SURVEYOR I
DEPUTY COUNTY SURVEYOR II
DEPUTY DIRECTOR OF PUBLIC WORKS - TRANSPORTATION
DEPUTY DIRECTOR OF PUBLIC WORKS - WATER RESOURCES
DEPUTY DISTRICT ATTORNEY I
DEPUTY DISTRICT ATTORNEY II
DEPUTY DISTRICT ATTORNEY III
DEPUTY DISTRICT ATTORNEY IV
DEPUTY PROBATION OFFICER I
DEPUTY PROBATION OFFICER II
DEPUTY PROBATION OFFICER III
DEPUTY PROBATION OFFICER IV

DEPUTY SHERIFF I
DEPUTY SHERIFF
DETECTIVE-INVESTIGATOR
DISTRICT ATTORNEY INVESTIGATOR I
DISTRICT ATTORNEY INVESTIGATOR I - EXTRA HELP
DISTRICT ATTORNEY INVESTIGATOR II
DISTRICT ATTORNEY INVESTIGATOR II - EXTRA HELP
DISTRICT ATTORNEY INVESTIGATOR III
DISTRICT ATTORNEY INVESTIGATOR LIEUTENANT
DRUG/ALCOHOL AIDE
DRUG/ALCOHOL COUNSELOR I
DRUG/ALCOHOL COUNSELOR II
DRUG/ALCOHOL DIRECTOR
DRUG/ALCOHOL SUPERVISOR
ELECTION MANAGER
EMPLOYMENT AND TRAINING WORKER I
EMPLOYMENT AND TRAINING WORKER II
EMPLOYMENT AND TRAINING WORKER III
EMPLOYMENT AND TRAINING WORKER SUPERVISOR
ENGINEERING AIDE
ENGINEERING TECHNICIAN I
ENGINEERING TECHNICIAN II
ENGINEERING TECHNICIAN III
ENVIRONMENTAL HEALTH AIDE
ENVIRONMENTAL HEALTH SPECIALIST I
ENVIRONMENTAL HEALTH SPECIALIST II
ENVIRONMENTAL HEALTH SPECIALIST SENIOR
ENVIRONMENTAL PLANNER
EVIDENCE TECHNICIAN
FACILITIES MAINTENANCE AND IMPROVEMENT DIRECTOR
FACILITIES MAINTENANCE TECHNICIAN I
FACILITIES MAINTENANCE TECHNICIAN II
FACILITIES MAINTENANCE TECHNICIAN III
FACILITIES MAINTENANCE TECHNICIAN-HVAC SPECIALIST
FACILITIES MANAGER
FAMILY SUPPORT WORKER
FAMILY SUPPORT WORKER SUPERVISOR
FIRE SAFETY INSPECTOR
FLEET MECHANIC I
HAZARDOUS MATERIALS SPECIALIST I
HAZARDOUS MATERIALS SPECIALIST II
HAZARDOUS MATERIALS SPECIALIST III
HEALTH EDUCATOR I
HEALTH EDUCATOR II
HEALTH SERVICES PROGRAM MANAGER

INFORMATION SYSTEMS MANAGER
INFORMATION SYSTEMS SUPERVISOR
INFRASTRUCTURE MANAGER
INSTITUTIONAL FARMING & MAINTENANCE TECHNICIAN
INSTITUTIONAL LICENSED CRISIS HEALTH WORKER I
INSTITUTIONAL LICENSED CRISIS HEALTH WORKER II
INSTITUTIONAL LICENSED PSYCHIATRIC TECHNICIAN I
INSTITUTIONAL LICENSED PSYCHIATRIC TECHNICIAN II
INSTITUTIONAL LICENSED VOCATIONAL NURSE I
INSTITUTIONAL LICENSED VOCATIONAL NURSE II
INSTITUTIONAL REGISTERED NURSE I
INSTITUTIONAL REGISTERED NURSE II
INSTITUTIONAL/CRISIS REGISTERED NURSE I
INSTITUTIONAL/CRISIS REGISTERED NURSE II
INVESTIGATIVE ANALYST
JUVENILE DETENTION FACILITY COUNSELOR I
JUVENILE DETENTION FACILITY COUNSELOR II
JUVENILE DETENTION FACILITY SUPERINTENDENT
LEAD CUSTODIAN
LIBRARIAN I
LIBRARIAN II
LIBRARY ASSISTANT I
LIBRARY ASSISTANT II
LIBRARY CLERK I
LIBRARY CLERK II
LIBRARY MANAGER
LICENSED CLINICAL NURSE SUPERVISOR
LICENSED CLINICAL SUPERVISOR
LICENSED PSYCHIATRIC TECHNICIAN I
LICENSED PSYCHIATRIC TECHNICIAN II
LICENSED VOCATIONAL NURSE I
LICENSED VOCATIONAL NURSE II
LIEUTENANT
MAJOR CRIMES ANALYST
MENTAL HEALTH ASSISTANT DIRECTOR
MENTAL HEALTH DIRECTOR
MENTAL HEALTH SERVICES ACT COORDINATOR
OFFICE MAINTENANCE WORKER
ORGANIC MATERIALS PROGRAM COORDINATOR
PATIENT NAVIGATOR I
PATIENT NAVIGATOR II
PLANNER I
PLANNER II
PLANNER III
PLANNER IV

PRINCIPAL APPRAISER
PROBATION AIDE
PROBATION PROGRAM ANALYST
PSYCHIATRIC AIDE I
PSYCHIATRIC AIDE II
PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR SUPPORT SPEC
PUBLIC HEALTH DIRECTOR
PUBLIC HEALTH NURSE I
PUBLIC HEALTH NURSE II
PUBLIC HEALTH NURSE III
PUBLIC SAFETY VEHICLE & EQUIPMENT MECHANIC I
PUBLIC SAFETY VEHICLE & EQUIPMENT MECHANIC III - SHERIFF
PUBLIC WORKS INVENTORY CONTROLLER
PUBLIC WORKS PROGRAM SUPERVISOR
REAL PROPERTY/UTILITY COORDINATION AGENT
RECYCLING AIDE
RECYCLING PROGRAM ANALYST I
RECYCLING PROGRAM ANALYST II
REGISTERED DIETITIAN I
REGISTERED DIETITIAN II
REGISTERED NURSE I
REGISTERED NURSE II
RIGHT OF WAY AGENT
SENIOR APPRAISER
SENIOR ASSESSMENT CLERK
SENIOR AUDITOR APPRAISER
SENIOR CIVIL ENGINEER
SENIOR DEPUTY COUNTY COUNSEL
SENIOR ENGINEERING TECHNICIAN
SENIOR TRANSPORTATION PLANNER
SERGEANT
SHERIFF'S SERVICE OFFICER I
SHERIFF'S SERVICE OFFICER II
SHERIFF'S SERVICE OFFICER III
SHERIFF'S RECORDS SUPERVISOR
SOCIAL SERVICES AIDE
SOCIAL WORKER I
SOCIAL WORKER II
SOCIAL WORKER III
SOCIAL WORKER IV A
SOCIAL WORKER IV B
SOCIAL WORKER SUPERVISOR I
SOCIAL WORKER SUPERVISOR II
STAFF SERVICES ANALYST III (Merit Systems)
SUPERVISING COMMUNICATIONS DISPATCHER

SUPERVISING CORRECTIONS COUNSELOR
SUPERVISING DETENTION FACILITY COUNSELOR
SUPERVISING INSTITUTIONAL REGISTERED NURSE
SUPERVISING INSTITUTIONAL/CRISIS REGISTERED NURSE
SUPERVISING PUBLIC HEALTH NURSE
SUPERVISING REGISTERED DIETITIAN
SUPERVISING TRANSFER ANALYST
TRANSPORTATION PLANNING AIDE
TRANSPORTER
UNDERSHERIFF
VETERANS SERVICES OFFICER
VETERANS SERVICES REPRESENTATIVE
VETERINARY ASSISTANT
VICTIM WITNESS ADVOCATE I
VICTIM WITNESS ADVOCATE II
VICTIM WITNESS COORDINATOR
WASTEWATER FACILITIES OPERATOR
WASTEWATER TREATMENT PLANT OPERATOR I
WASTEWATER TREATMENT PLANT OPERATOR II
YOUTH SERVICES LIBRARIAN
AG. COMMISSIONER & SEALER OF WEIGHTS AND MEASURES
AIR POLLUTION CONTROL OFFICER
ASSISTANT EXECUTIVE DIRECTOR, ADMINISTRATION, HEALTH SERVICES
ASSISTANT EXECUTIVE DIRECTOR, PROGRAM, HEALTH SERVICES
BOARD OF SUPERVISORS
BUILDING OFFICIAL
CHIEF ADMINISTRATOR
CHIEF PROBATION OFFICER
COMMISSION PROGRAM DIRECTOR - CHILDREN & FAMILIES COMMISSION
COUNTY COUNSEL
COUNTY LIBRARIAN
DIRECTOR CHILD SUPPORT SERVICES
DIRECTOR OF ENVIRONMENTAL HEALTH
DIRECTOR OF PLANNING
DIRECTOR OF PUBLIC WORKS
EXECUTIVE DIRECTOR - HEALTH SERVICES
HEALTH OFFICER/PHYSICIAN-SURGEON
NURSE PRACTITIONER
OCCUPATIONAL THERAPIST
PERSONNEL DIRECTOR
PHYSICAL THERAPIST
PHYSICIAN / SURGEON
PHYSICIAN'S ASSISTANT
PSYCHIATRIST
PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR

SOCIAL SERVICES DIRECTOR
SOLID WASTE MANAGEMENT AGENCY MANAGER

EXHIBIT B

CLASSIFICATIONS WHICH MAY REQUIRE A DRIVER'S LICENSE

CLASSIFICATION TITLE
ACCOUNT CLERK I
ACCOUNT CLERK I (Merit Systems)
ACCOUNT CLERK II
ACCOUNT CLERK II (Merit Systems)
ACCOUNT CLERK III (Merit Systems)
ACCOUNT CLERK SUPERVISOR
ACCOUNT CLERK SUPERVISOR I (Merit Systems)
ACCOUNTANT I
ACCOUNTANT II
ACCOUNTING APPRENTICE
ACCOUNTING SPECIALIST
ACCOUNTING TECHNICIAN I
ACCOUNTING TECHNICIAN II
ACCOUNTING TECHNICIAN III
ADMINISTRATIVE ANALYST
ADMINISTRATIVE ASSISTANT
ADMINISTRATIVE ASSISTANT CONFIDENTIAL
ADMINISTRATIVE FISCAL MANAGER
ADMINISTRATIVE SECRETARY I
ADMINISTRATIVE SECRETARY I CONFIDENTIAL
ADMINISTRATIVE SECRETARY II
ADMINISTRATIVE SECRETARY II CONFIDENTIAL
ADMINISTRATIVE SECRETARY III
ADMINISTRATIVE SECRETARY III
ADMINISTRATIVE SECRETARY III CONFIDENTIAL
ANIMAL SERVICES OFFICE ASSISTANT
ASSESSMENT CLERK I
ASSESSMENT CLERK II
ASSESSMENT CLERK III
ASSISTANT AUDITOR-CONTROLLER
ASSISTANT TREASURER/TAX COLLECTOR
ASSOCIATE TRANSPORTATION PLANNER
AUDITOR-ACCOUNTANT ANALYST
BUSINESS OPERATIONS SUPERVISOR
BUYER I
BUYER II

CHIEF DEPUTY DIRECTOR OF SOCIAL SERVICES
CHILD SUPPORT SPECIALIST I
CHILD SUPPORT SPECIALIST II
CHILD SUPPORT SPECIALIST III
CHILD SUPPORT SPECIALIST IV
CLINIC DIRECTOR
CODE COMPLIANCE COORDINATOR
COMMUNITY ACTION AGENCY/PUBLIC AUTHORITY PROGRAM MANAGER
COMMUNITY SERVICES AIDE I
COMMUNITY SERVICES AIDE II
COMPLIANCE OFFICER
CONSUMER SUPPORT WORKER
COOK
COUNTY COUNSEL LAW CLERK I
COUNTY COUNSEL LAW CLERK II
DEPUTY COUNTY CLERK I
DEPUTY COUNTY CLERK II
DEPUTY COUNTY CLERK III
DEPUTY DIRECTOR OF SOCIAL SERVICES, FISCAL
DEPUTY DIRECTOR OF SOCIAL SERVICES, OPERATIONS
DIETARY COOK
DIETARY SUPERVISOR
ELECTION WORKER
ELIGIBILITY SPECIALIST I
ELIGIBILITY SPECIALIST II
ELIGIBILITY SPECIALIST III
ELIGIBILITY SPECIALIST TRAINEE
ELIGIBILITY SUPERVISOR
EPIDEMIOLOGIST
FAIR HEARING OFFICER
FINANCE MANAGER
FISCAL ANALYST
FISCAL/DATA SUPERVISOR
FOSTER PARENT LIAISON
GEOGRAPHIC INFORMATION SYSTEMS ANALYST
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN I
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN II
HEALTH SERVICES ANALYST I
HEALTH SERVICES ANALYST II
IEVS COORDINATOR
INFORMATION SYSTEMS ANALYST I

INFORMATION SYSTEMS ANALYST II
INFORMATION SYSTEMS SPECIALIST I
INFORMATION SYSTEMS SPECIALIST II
INFORMATION SYSTEMS SUPERVISOR (DSS)
INFORMATION SYSTEMS TECHNICIAN
INFORMATION SYSTEMS TECHNICIAN (Merit Systems)
LAW CLERK I
LAW CLERK I - EXTRA HELP
LAW CLERK II
LAW CLERK II - EXTRA HELP
LAW LIBRARY CLERK
LEAD COMMUNITY SERVICES AIDE
LEGAL CLERK I (Merit Systems)
LEGAL CLERK II (Merit Systems)
LEGAL SECRETARY I
LEGAL SECRETARY I (Merit Systems)
LEGAL SECRETARY I CONFIDENTIAL
LEGAL SECRETARY II
LEGAL SECRETARY II (Merit Systems)
LEGAL SECRETARY II CONFIDENTIAL
LEGAL SECRETARY III
LEGAL SECRETARY SUPERVISOR
LEGAL SECRETARY SUPERVISOR - PROBATION
LITERACY CLERK
MEDICAL ASSISTANT I
MEDICAL ASSISTANT II
MEDICAL RECORDS SUPERVISOR
NUTRITION ASSISTANT I
NUTRITION ASSISTANT II
NUTRITION ASSISTANT III
NUTRITIONAL PROGRAMS SUPERVISOR
OFFICE ASSISTANT I
OFFICE ASSISTANT II
OFFICE ASSISTANT III
OFFICE ASSISTANT SUPERVISOR
OFFICE ASSISTANT SUPERVISOR I (Merit Systems)
OFFICE ASSISTANT SUPERVISOR II (Merit Systems)
OFFICE MAINTENANCE WORKER (Merit Systems)
OFFICE MANAGER I
OFFICE MANAGER II
OFFICE MANAGER III

PARALEGAL I
PARALEGAL II
PAYROLL COORDINATOR I
PAYROLL COORDINATOR II
PAYROLL TECHNICIAN
PERMIT TECHNICIAN I
PERMIT TECHNICIAN II
PERSONNEL ADMINISTRATOR
PERSONNEL ANALYST I
PERSONNEL ANALYST II
PERSONNEL TECHNICIAN
PLANNING TECHNICIAN I
PLANNING TECHNICIAN II
PROGRAM MANAGER
PROPERTY TAX ACCOUNTANT I
PROPERTY TAX ACCOUNTANT II
PUBLIC AUTHORITY OFFICE ASSISTANT I
PUBLIC AUTHORITY OFFICE ASSISTANT II
PUBLIC AUTHORITY PROGRAM SPECIALIST
QUALITY ASSURANCE MANAGER
REGISTERED VETERINARY TECHNICIAN
SCREENER
SECRETARY III (Merit Systems)
SENIOR ACCOUNTING TECHNICIAN (AUDITOR'S OFFICE ONLY)
SENIOR BUYER
SHERIFF'S EXECUTIVE SECRETARY
SOCIAL SERVICES PERSONNEL ANALYST
STAFF ANALYST I
STAFF ANALYST II
STAFF SERVICES ANALYST I - FISCAL (Merit Systems)
STAFF SERVICES ANALYST I (Merit Systems)
STAFF SERVICES ANALYST II - FISCAL (Merit Systems)
STAFF SERVICES ANALYST II (Merit Systems)
STAFF SERVICES MANAGER II (Merit Systems)
SUBSTANCE ABUSE RECOVERY DIRECTOR
SUPERVISING CLINIC NURSE
SUPERVISING STAFF SERVICES ANALYST (Merit Systems)
SYSTEM SUPPORT ANALYST (CWS/CMS) (Merit Systems)
SYSTEM SUPPORT ANALYST (Merit Systems)
TRANSFER ANALYST
TRANSIT MANAGER

VETERAN'S HALL CLERK
VOCATIONAL ASSISTANT