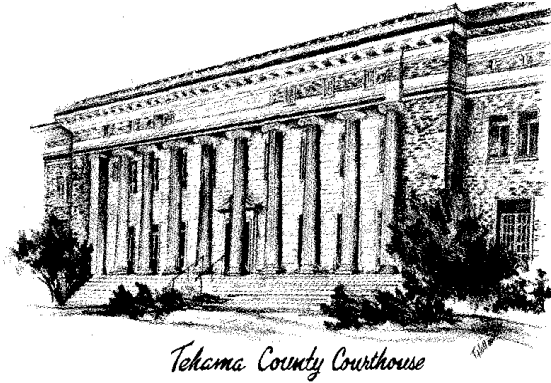


Board of Supervisors
COUNTY OF TEHAMA

District 1 – Rob Burroughs
District 2 – Tom Walker
District 3 – Pati Nolen
District 4 – Matt Hansen
District 5 – Greg Jones



Gabriel Hydrick
Chief Administrator

September 23, 2025

Honorable Jonathan W Skillman, Presiding Judge
Tehama County Superior Court
1740 Walnut Street Red Bluff, CA 96080

RE: 2024-2025 Grand Jury Report Response to Findings and Recommendations

Dear Judge Skillman,

Pursuant to Penal Code § 933 and 933.05 the Tehama County Board of Supervisors presents the following responses to the findings and recommendations contained within the 2024-2025 Grand Jury report pertaining to re-entry center staffing and Tehama County in turmoil.

Is Staffing Shortage Blocking New Re-Entry Center's Future?

Board of Supervisors of the County of Tehama shall respond to:

- Findings F2, F4, F9, F10
- Recommendation R1a-c and R2.

Findings:

F2. No county official has provided a clear plan for how staffing at the Re-Entry Center will be funded.

Disagree partially:

When completed, the Re-Entry Center will be staffed by the current jail staff and occupied by the current inmate population.

The Board has given raises to correctional staff, in the last round of employment negotiations, in order to improve recruitment and retention, however, neighboring jurisdictions have been able to provide more and have nullified any forward progress the small increases in pay and benefits may have made.

Faced with a looming budget deficit in the next fiscal year, a public safety sales tax initiative will be presented to voters in November of 2026. The largest portion of the funds, which are all earmarked for public safety, will be directed to Sheriff's Department for this purpose.

F4. Like many counties in California, TCSO is struggling to recruit new correctional officers due to competition from more attractive employment opportunities, contributing to ongoing jail understaffing.

Agree:

Butte County has recently passed a large general sales tax initiative. Butte County has provided significant raises to correctional staff and is offering large “sign-on” bonuses for new employees.

Tehama County does not have the economy to keep up with the “feeding frenzy” of salary and benefit increases offered by other jurisdictions within an hour commute of Tehama County. This situation is not new and has always been a struggle for Tehama County public safety agencies and directly affects the Tehama County Sheriff’s ability to recruit and retain correctional staff.

F9. Without resolving the staffing shortage, the new Re-Entry Center will be unable to fulfill its intended purpose.

Disagree partially:

The Re-Entry Center is going to be an extension of the jail and will serve to locally house the inmate population. Increasing the number of staff will directly increase the number of inmates being housed under Title 15 and 24. Without sufficient staffing the Re-Entry Center will not be fully utilized. The Day Reporting Center will serve as the local re-entry program.

F10. Previous attempts to secure funding for Re-Entry Center staffing through county tax measures have been unsuccessful due to insufficient community support.

Agree:

83% of voters did not support Measure G in 2020. Unofficial polling reflects a distrust that the County would utilize the proposed 1% sales tax revenue for the intended purpose.

Recommendations:

R1a. The BOS and the TCSO shall work together to provide a plan to secure the money needed to fully staff the Re-Entry Center and the Jail. This plan should be presented at a BOS meeting by January 1, 2026.

The recommendation requires further analysis:

The BOS, TCSO and other public safety departments are working cooperatively to draft a public safety tax initiative to secure funding for jail staffing and other public safety needs. A cost analysis and plan to achieve full correctional staffing along with an analysis of anticipated revenue from a sales tax initiative, and/or other sources, shall be reported by December 31, 2025.

R1b. The BOS shall reinstate the Ad Hoc Public Safety Tax Initiative Working Group by August 30, 2025. This group shall present a plan for securing additional tax revenue without unduly burdening the citizens of the county. All revenue shall go to a dedicated public safety fund for jail and Re-entry center staffing. The plan shall be presented at a BOS meeting by December 31, 2025.

The recommendation has been implemented.

The Ad Hoc Public Safety Tax Initiative Committee is currently active after taking a pause for approximately 6 months. Recommendation R1b suggests all revenue generated by the tax initiative be directed towards jail and Re-entry staffing. The Committee's current recommendation is to earmark the money generated by the sales tax to improve and support all public safety departments (Sheriff, District Attorney, Probation and Fire). The Sheriff's Office would receive the largest percentage of funds using a distribution formula.

R1c. The BOS and the TCSO shall work together to present a plan to educate the community on the necessity of these funds and gain community trust that the funds will be used as intended. Efforts could include but should not be limited to; town hall meetings, public presentations, facility tours, PSAs, etc. This plan should be presented at a BOS meeting by December 31, 2025.

This recommendation has not been implemented but it will:

The proposed sales tax initiative is a cooperative effort of all public safety departments which includes the Board of Supervisors, Sheriff, District Attorney, Probation and Fire. The BOS and TCSO will provide the legally acceptable, necessary information to support the sales tax initiative, but will lean heavily on labor organizations and citizens to market the measure to the public.

R2. The BOS and the TCSO work together to make a plan to address retention and possible bonuses for attracting and retaining correctional officers. This plan shall be presented at a BOS meeting by January 1, 2026.

This recommendation has not been implemented but it will:

As part of the cost analysis requested for the R1a; proposed salary, benefits and "bonuses" should be considered as a necessary component for recruitment and retention.

Tehama County in Turmoil

Board of Supervisors of the County of Tehama shall respond to:

- Findings: F1, F2, F4, F6, F7, F10
- Recommendations: R1, R3, R4, R5

Findings:

F1. The BOS meetings are a cause for concern due to the inability of the Board to operate as a cohesive team.

Agree:

The five members of the Board will not agree with each other 100% of the time. Disagreements should be respectful and civil.

F2. Animosity between several of the BOS inhibits the ability to get county work done in a timely manner.

Disagree in part:

The working relationship of the Board has not inhibited the ability of Tehama County staff to get work done in a timely manner, but the conflict amongst the Board does affect staff.

F4. A member of the BOS has expressed intent to remove the CA, Personnel Director, and County Counsel. This has caused unnecessary tension within County Administration.

Agree, but two Board Members have expressed that intent.

F6. Although paid by the County, BOS members are not County employees and are not bound by County personnel rules. This lack of enforceable standards for elected officials appears to reduce accountability and encourage poor behavior, undermining a respectful workplace.

Agree in part:

BOS members are expected to abide by the same expectations, rules and laws as other county employees. BOS members are also required to abide by State and Federal employment laws. It is the inability to enforce these standards that negatively impacts the workplace and can encourage bad behavior. The discipline policy does not apply to elected officials. They answer to the people. Corrective action can be taken by the Grand Jury or the people through a recall. The Personnel Ad Hoc Committee is working to determine which policies the Board is bound to follow.

F7. All of the current BOS agreed that a Code of Conduct for the BOS would be beneficial. Implementing a Code of Conduct could enhance public trust, improve working relationships within the BOS, and set consistent expectations that support a respectful and effective governing environment.

Agree:

The County will adopt the code of conduct for the BOS.

F10. The TCGJ observed that the BOS sometimes goes beyond its policy-making role by micromanaging the CA, making it difficult for the CA to effectively carry out his responsibilities.

Disagree partially:

This behavior likely occurred in the past but does not seem to be occurring with the current BOS.

Recommendations:

R1. The BOS shall hire an outside mediator to resolve differences between the Sheriff and the CA by October 1, 2025.

The recommendation has not been implemented but will be:

The BOS recognizes the importance of a cooperative relationship between the Sheriff and the CA. Mediation will be offered in the future pending the outcome of a formal investigation and within six (6) months of the outcome of the current/pending investigation.

R3. The BOS shall adopt and sign the TCGJ's suggested Code of Conduct, or institute their own version, by October 1, 2025. This Code of Conduct shall be reviewed and revised as needed and shall be signed annually by the serving BOS.

The recommendation has not been implemented but will be implemented by October 1, 2025.

R4. The BOS shall adopt the Public Code of Conduct suggested by the TCGJ, or write one of their own, by October 1, 2025. The Code shall be placed on the front page of the BOS agenda that is available to the public. TCGJ also suggests it be projected on the screen prior to the official start of the BOS meeting.

The recommendation has not been implemented but will be:

The Code of Conduct will be distributed via a link that is posted on the website and displayed in the Board chambers.

R5. TCGJ recommends the Public Comment period be moved from the beginning of the BOS meetings to the end of the meetings by October 1, 2025.

The recommendation will not be implemented:

The BOS must balance its responsibility to get County business accomplished efficiently with the desire of the public to be involved in the process. Public comments can set a negative tone and delay the start of official business. Some commenters use their time to talk about things that don't even pertain to County business.

The meeting is a public forum where the constitutional right of free speech is protected. In considering the recommendation, the BOS will limit the open public comment time to 30 minutes at the beginning of the meeting. If the comment period is closed by the chair after 30 minutes, an additional public comment period will be opened at the end of the meeting. This will be brought back to the Board after January 1, 2026 to evaluate the change.

Sincerely,

District 4 Supervisor Matt Hansen, Chairman
Tehama County Board of Supervisor