



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, Vice Chair Pati Nolen, and Chairperson Matt Hansen

9:00 AM CALL TO ORDER / PLEDGE OF ALLEGIANCE

Chairman Hansen presided. Present in the chambers were Clerk of the Board Sean Houghtby, County Counsel Margaret Long, and Chief Administrator Gabriel Hydrick.

PUBLIC COMMENT

A resident commented about the Grand Jury transcripts being released and further commented about dysfunction in the Board.

A resident complimented staff and elected officials for answering her questions and further commented about some employees not responding. She further commented about the Agenda Review policy and the staff involved. She further commented about Closed Session titles and #20 on the agenda.

A resident discussed travel trailer ordinances and her neighbor not pulling permits for work done on the property. She further commented about her interactions with Code Enforcement on these issues.

Supervisor Nolen joined the meeting at 9:09 a.m.

A resident commented about work done by Probation workers in repairing areas of the Fairgrounds. He further commented about bringing back a Harvest Fair.

A resident commented about the intersection of Gyle Road and Rawson Road and the accidents that have occurred there. She further requested that the County improve the intersection with lights.

Sheriff Dave Kain commented in support of improvements to the intersection of Gyle Road and Rawson Road.

A resident commented about prayer and mental health.

A resident requested that the Board send a letter to Congressman LaMalfa and President Trump to release all the Epstein Files. She further commented about the Grand Jury report and that she hasn't gotten good responses from County employees.

A resident commented about the protests that occur every Wednesday, staff reports for Board items and meetings being canceled by LAFCO and Planning Commission. She further commented about how Closed Session is being used in the County.

A resident invited everyone to the Lake California Firewise meeting on 9/15 at 6 p.m. She further commented about a recent fire that occurred in Lake California. She further commented that the Board needs to be informed and is in charge of the County not staff.

A resident commented about body trafficking and the need to bring the numbers down.

A resident invited everyone to the Groundwater Commission meeting tomorrow, 9/10.

A resident commented about the inmates doing work in the community and union membership.

A resident commented about the 105-year anniversary of the Red Bluff Round Up and 20 year anniversary of Tough Enough to Wear Pink. He further commented about Camp Tehama and encouraged people to check out the Camp and discussed a Kiwanis Club donation to Camp Tehama. He also complimented the work done at Ridgeway Park by Probation crews.

A resident asked for #6 to be pulled from Consent.

A resident commented about the loss of residents at Bend RV Park.

ANNOUNCEMENT OF AGENDA CORRECTIONS

#12 has a correction in the requested action and the agreement, the requested action should read:

a) AGREEMENT- Request approval and authorization for Chairperson to sign the agreement with Weigand's Water Well Drilling to drill and install new potable well which services the Tehama County Fire Department Paynes Creek Fire Station located at 29960 Plum Creek Road, Paynes Creek CA 96075 for a maximum compensation not to exceed \$70,000

#20 has an error in the background where the last sentence should have the word "bring" not "being". Also, a draft of the Grand Jury response is available in the Chambers.

PREVIOUS REPORTABLE ACTIONS FROM CLOSED SESSION

24. CLOSED SESSION

25-1297

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

Title: Part Two of the Agricultural Commissioner Annual Performance Evaluation Process

Reportable Action: Part Two Completed

25. CLOSED SESSION **25-1299**
a) PERSONNEL / PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)

Title: Part Two of the Air Pollution Control Officer Annual Performance Evaluation Process

Reportable Action: Part Two Completed

26. CLOSED SESSION **25-1429**
a) Liability Claims Pursuant to Government Code 54956.95
Claimant: Michael Mullins
Agency claimed against: Tehama County.

Reportable Action: Claim Denied 4-0

27. CLOSED SESSION **25-1506**
a) PERSONNEL / PUBLIC APPOINTMENT OR EMPLOYMENT (Government Code Section 54957)

Title: Director of Public Works

Reportable Action: Direction given to staff

BOARD OF SUPERVISORS STANDING AND AD HOC COMMITTEE

Receive reports from the following standing and ad hoc committees, and discussion and possible direction to the committees regarding future meetings and activities within each committee's assigned scope:

Public Works Committee (Standing) (Hansen, Walker) - did not meet

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

Public Safety Tax Initiative Working Group (Hansen, Jones) - Zoom meeting with a firm on polling and public opinion.

Personnel Procedures & Guidelines Ad Hoc Committee (Burroughs, Walker) - met yesterday, discussed an on-the-job training policy and merit system

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

Rent Control Ordinance Ad Hoc (Jones, Nolen) - met yesterday, set up regular meeting time and looking to set up interviews with stakeholders. Stakeholders interested in providing information/feedback should contact the Planning Department.

REPORTS OF MEETINGS ATTENDED INCLUDING AB1234

Supervisor Jones - County employment booth in Corning, Dairyville pancake breakfast.

Supervisor Burroughs - None

Supervisor Walker - Solid Waste Executive Committee

Supervisor Nolen - Social Services tour, Solid Waste Executive Committee

Chairman Hansen - Golden State Connect Authority

ANNOUNCEMENTS BY COUNTY DEPARTMENTS

Facilities Manager Levi Conner commented about the work done at Ridgeway Park, and announced they are currently looking for a new caretaker for Ridgeway Park. Mr. Conner showed pictures of a completed break room renovation project in the Assessor's Office. Assessor Burley Phillips thanked Levi and his crew for the excellent work they did in updating the break room.

Treasurer/Tax Collector Parker Hunt announced that he and the Assessor are having a lunch and learn to foster cooperation and learning between the departments. Mr. Hunt further announced that his office will be closed from 1 p.m. – 2 p.m. tomorrow 9/10 to facilitate this. Mr. Hunt discussed AI being used in the business community and suggested that the County take advantage of these tools. Mr. Hunt further announced that he and Information Technology Director David Bliss would be attending the Government AI Summit.

Mr. Bliss discussed the development of a County AI policy to improve efficiency.

Personnel Director Coral Ferrin announced the County Health and Wellness Fair on 10/9 from 10 a.m. to 2 p.m.

Administrative Services Director/Interim Public Works Director Tom Provine discussed the intersection of Gyle and Rawson and that Public Works is looking at solutions. Mr. Provine announced that a bridge has been closed near the border with Glenn County after an inspection by Caltrans. Mr. Provine further discussed next steps for the bridge and the issues presented by the closure.

CONSENT AGENDA

Approval of the 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: APPROVED THE CONSENT AGENDA

MOVER: Tom Walker

SECONDER: Greg Jones

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

1. **GENERAL WARRANT REGISTER 8/10/25 - 8/23/25** **25-1539**

2. **AUDITOR'S CLAIMS** **25-1540**
 - a) Court Operations, 2017-53230, Kent R. Caruso, PH.D., \$500.00
 - b) Auditor-Controller, 2009-555215, State Treasurer-Cash Management, \$23,122.50
 - c) Auditor-Controller, 2009-555210, State Treasurer-Cash Management, \$156,990.00

3. **CAMP TEHAMA** **25-1504**
 - a) DONATION - Request approval and authorization for the Administrative Services Director to accept the donation from the Red Bluff Kiwanis of \$5,000 to be used for cabin improvements

4. **BEND BRIDGE PARK** **25-1507**
 - a) DONATION - Request approval and authorization for the Administrative Services Director to accept the donation of a concrete picnic table for Bend Bridge Park from Nancey Mackey, with a value of approximately \$1,575

5. **HEALTH SERVICES AGENCY / MENTAL HEALTH** **25-1538**
 - a) AGREEMENT - Request approval and authorization for the Executive Director to sign the agreement and supporting documents for the contract number 25-50157 with the California Department of Health Care Services (DHCS) for the provision of specialty mental health services to eligible Medi-Cal beneficiaries, effective 7/1/25 and shall terminate 12/31/26
Enactment No: MISC. AGR 2025-285

7. **HEALTH SERVICES AGENCY / PUBLIC HEALTH** **25-1547**
 - a) AGREEMENT - Request approval and authorization for the Chair of the Board and Executive Director to sign the Department of Health Care Services (DHCS) Certification Statement - Health Care Program for Children in Foster Care (HPCFC), and all other related documents, for FY 25/26 in the receivable amount of \$550,688, effective 7/1/25 and shall terminate 6/30/26
Enactment No: MISC. AGR 2025-286

8. **HEALTH SERVICES AGENCY** **25-1548**
 - a) AGREEMENT - Request approval and authorization for the Executive Director to sign Standard Agreement 25-10222 with the California Department of Public Health (CDPH) Woman, Infants and Children (WIC) Program, for the receivable amount of \$2,974,653, effective 10/1/25 and shall terminate 9/30/28
Enactment No: MISC. AGR 2025-287

9. **COMMUNITY ACTION AGENCY / MEALS ON WHEELS / PROBATION** **25-1551**
 - a) AGREEMENT - Request approval and authorization for the Social Services Director as ex officio-Executive Director of the Tehama County Community Action Agency and

the Tehama County Chief Probation Officer to sign the interagency memorandum of understanding for the provision of providing meals for the Meals on Wheels program with a maximum compensation not to exceed \$260,523, effective 7/1/25 through 6/30/26

Enactment No: MISC. AGR 2025-288

REGULAR AGENDA

RECESS to convene as the Tehama County Air Pollution Control District

10. AIR POLLUTION CONTROL DISTRICT - Air Pollution Control Officer 25-1550

Joseph Tona

a) INFORMATIONAL PRESENTATION - Presentation regarding the Sites reservoir project

b) Discussion and direction to staff regarding the inter-district agreement

Air Pollution Control Officer Joe Tona presented information regarding emissions from the Sites Reservoir project and its effect on Tehama County. Mr. Tona further discussed the emissions mitigation funding and the MOU for dividing the funds between the effected counties.

In response to Supervisor Walker, Mr. Tona explained that the contractors will have to comply with State standards on equipment used and that the County has to show that any funds are being used to mitigate the impacts of emissions from the project.

Direction to staff was given for Joe Tona to negotiate on behalf of the County.
(consensus 5-0)

ADJOURN to reconvene as the Tehama County Board of Supervisors

**11. HEALTH SERVICES AGENCY - Executive Director Jayme Bottke 25-1543
and Red Bluff High School Student**

a) PROCLAMATION - Request adoption of a proclamation proclaiming September 2025 as Suicide Prevention Month in Tehama County.

Heath Services Executive Director Jayme Bottke introduced NAMI Club members from Red Bluff High School who read the proclamation.

Mrs. Bottke further announced the 11th annual Suicide Awareness Walk tomorrow 9/10/25 in both Corning and Red Bluff.

RESULT: APPROVE

MOVER: Pati Nolen

SECONDER: Greg Jones

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

6. HEALTH SERVICES AGENCY / ADMINISTRATION 25-1544

a) AGREEMENT - Request approval and authorization for the Executive Director to sign Amendment No. 1 to the agreement with Vestige Group, LLC (Misc. Agree. 2024-055), for the purpose of leasing 25 PERSA portable safety GPS tracking devices and live monitoring services, thereby changing all references to Vestige Group, LLC in Misc. Agree. 2024-055 to hereafter be referred to as Transit Safety, LLC formerly known as the Vestige Group, LLC, a Transit Technologies, LLC company, in an amount not to exceed \$32,000, effective 3/5/24 to 3/4/27 (*Subject to receipt of required insurance documentation*)

Health Services Agency Executive Director Jayme Bottke explained that the devices are used to track staff that are in the field for their safety. Mrs. Bottke further explained the devices allow staff to signal if they need help while working in areas with poor cell reception.

RESULT: APPROVE
MOVER: Tom Walker
SECONDER: Pati Nolen
AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, Vice Chair Nolen, and Chairperson Hansen
Enactment No: MISC. AGR 2025-289

12. FIRE- Fire Chief Monty Smith 25-1519

a) AGREEMENT- Request approval and authorization for Chairperson to sign the agreement with Weigand's Water Well Drilling to drill and install new potable well at the Tehama County Fire Department Paynes Creek Fire Station located at 29960 Plum Creek Road, Paynes Creek CA 96075 for a maximum compensation not to exceed \$70,000

Fire Chief Monty Smith explained the damage to the well and that this expense is covered by an insurance claim.

RESULT: APPROVE
MOVER: Pati Nolen
SECONDER: Greg Jones
AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, Vice Chair Nolen, and Chairperson Hansen
Enactment No: MISC. AGR 2025-290

13. PUBLIC WORKS - Interim Director Tom Provine 25-1484

a) Request approval of the Special Provisions for the Job Order Contracting General Civil Services 2025

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

b) Request authorization for the Interim-Director to solicit bids for the Job Order Contracting General Civil Services 2025, with bid opening to be held at the Department of Public Works, 9380 San Benito Avenue, Gerber on October 8, 2025 at 3:00 p.m.

Michael Kain asked how Mr. Provine is qualified to be Interim Public Works Director.

RESULT: APPROVE

MOVER: Pati Nolen

SECONDER: Tom Walker

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

14. PUBLIC WORKS - Interim Director Tom Provine 25-1480

a) ROAD AGREEMENT - Request approval and authorization for the Chair to sign Amendment No. 2 to the Right of Way Contract with Samuel R. Williams and Roxy J. Williams, Trustees of the Williams Family Trust (Road Agmt. 2021-3 as amended by Road Agmt. 2024-002) for permanent fencing and to remove and relocate the temporary berm along the permanent fence line, relative to the Evergreen Road at South Fork Cottonwood Creek Bridge Replacement Project, in the amount of \$27,151

In response to Supervisor Burroughs, Mr. Provine explained that the cost of this Right of Way agreement is not included in the project funds.

RESULT: APPROVE

MOVER: Rob Burroughs

SECONDER: Pati Nolen

AYES: Supervisor Jones, Supervisor Burroughs, Supervisor Walker, Vice Chair Nolen, and Chairperson Hansen
Enactment No: ROAD AGR 2025-007

**15. TEHAMA COUNTY FLOOD CONTROL DISTRICT / PURCHASING - 25-1508
Deputy Director Justin Jenson**

a) Request approval of the following bidders list for the "Transportation Cost-Based Bid for Road Materials"; and further authorize the Purchasing Agent to make purchases from the list pursuant to established procedures, with the approximate total of 23,000 tons:

- 1) J.F. Shea Construction, Inc. in the amount of \$12.00 per ton
- 2) Thomes Creek Rock Co. Inc. in the amount of \$14.00 per ton

Deputy Director Justin Jenson reviewed the bid process and the uses of the material.

In response to Supervisor Walker, Mr. Jenson explained that the price listed does not include trucking.

RESULT: APPROVE

MOVER: Pati Nolen

SECONDER: Tom Walker

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

16. SHERIFF'S OFFICE - Sheriff Dave Kain 25-1489

a) Request to declare the used Mortech Roll-In Two Body Refrigerator Unit, serial number 07409, County Tag #: 30942, as surplus County property

RESULT: APPROVE

MOVER: Rob Burroughs

SECONDER: Pati Nolen

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

b) Request to adopt the finding that the Mortech Roll-In Two Body Refrigerator Unit has been used to store human remains and should be donated to the Trinity County Sheriff's Office, to continue to be used to store human remains, thereby serving a public purpose pursuant to Government Code section 25372

In response to Supervisor Walker, Sheriff Kain explained that this is a stationary unit not a mobile unit.

RESULT: APPROVE

MOVER: Pati Nolen

SECONDER: Rob Burroughs

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

17. SHERIFF'S OFFICE / DISTRICT ATTORNEY / PROBATION 25-1407

DEPARTMENT - Sheriff Dave Kain

a) Request the Board accept the Annual Military Equipment Report for the County Law Enforcement Agencies

RESULT: APPROVE

MOVER: Greg Jones

SECONDER: Pati Nolen

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

b) ORDINANCE NO. 2149 - Request the Board adopt the uncodified ordinance to modify the existing military equipment use policy for all Tehama County law enforcement agencies

1) Waive the first reading

2) Accept the introduction

Sheriff Dave Kain reviewed the requirements for usage of military equipment and the types of equipment that Tehama County Law Enforcement uses.

John Andrew asked what the helicopter is covered under.

Sheriff Kain explained that the helicopter is not a weaponized aircraft and therefore is not reportable under AB 481.

In response to Supervisor Burroughs, Mr. Kain explained that using this equipment and getting it through surplus is a savings to the County budget. Mr. Kain further complimented Lt. Houghtby for his work in finding surplus for the County to save money and address needs of the Sheriff and other departments.

Mr. Kain explained the ordinance changes to streamline the process of updating the equipment list.

RESULT: APPROVE

MOVER: Greg Jones

SECONDER: Pati Nolen

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

18. BOARD OF SUPERVISORS 25-1555

a) Request ratification of the letter of support signed by the Chairman in support of the application to the Recycling Infrastructure Grant Program (RIG3)
Chairman Hansen explained the timeline and read the letter.

RESULT: APPROVE

MOVER: Tom Walker

SECONDER: Pati Nolen

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

19. BOARD OF SUPERVISORS 25-1565

a) Discussion and possible direction to staff to draft a resolution to appoint the Chief Administrator as the designated negotiator for all labor discussions between the Board of Supervisors and unrepresented employees
Chief Administrator Gabriel Hydrick explained the benefits of a resolution for clarity in negotiations with contracted Department Heads.

Jenny Alexander commented about unresolved investigations involving the Chief Administrator and asked how this improves the Brown Act. Ms. Alexander further commented that there should be transparency in contract negotiations and that she does not support this.

Michael Kain commented that Mr. Hydrick is not on time and that he needs to find new employment.

Jessica Clark commented that this could present conflicts of interest and suggested

that the Board choose someone else.

Treasurer/Tax Collector Parker Hunt commented that he thinks this would be a good idea for negotiations with elected officials as well.

Martha Kleykamp commented that the Board should find someone else to negotiate these contracts.

Louise Wilkinson commented that the Board should at least hold off on this until the Grand Jury and other issues are resolved.

Chairman Hansen explained that negotiations with the labor unions are typically handled by professional negotiators on both sides. Mr. Hansen further explained that the Chief Administrator has served as the negotiator with Department Heads and this action would simply streamline the process.

Chief Administrator Hydrick explained the negotiation process between Department Heads and the Board. Mr. Hydrick further explained that he functions as a messenger and the Board has control of the negotiations.

In response to Supervisor Jones, Mr. Hydrick explained that this just streamlines the process.

Supervisor Burroughs commented that he would like to see a third-party negotiator.

Chairman Hansen commented that he doesn't understand what transparency is being requested.

Discussion took place regarding the Board negotiations and the role of a negotiator.

Consensus to not move forward with a resolution at this time.

20. BOARD OF SUPERVISORS

25-1545

a) Discussion and possible action regarding the required responses to the Grand Jury Report for FY 24-25

Discussion took place regarding the Grand Jury response and tabling this item until further review can happen.

Supervisor Burroughs motioned to table and Supervisor Nolen seconded.

After further discussion Chairman Hansen called for a recess for 15 minutes.

11:14 A.M. RECESS

11:30 A.M. RECONVENE

In response to Supervisor Jones, County Counsel Margaret Long explained that the final draft will come back to open session for a vote.

Supervisor Burroughs withdrew his motion to table.

Chairman Hansen reviewed the response to the Grand Jury Report.

In response to Supervisor Walker, Sheriff Kain explained that the State does not expect the County to take on more inmates from the State with the opening of the jail expansion. Mr. Kain further commented that the jail population may go up with the staffing and the opening of the expansion.

Jenny Alexander commented about the potential public safety tax not going fully to the Sheriff's department.

Supervisor Jones commented that any tax would be for all public safety not just the Sheriff.

Jessica Clark commented about the mention of a budget deficit.

Michael Kain commented about the public safety tax and that the Board needs to live within their means.

Further discussion took place regarding the public safety tax and how it might be divided among public safety departments.

Martha Kleykamp commented that no County official has given a clear plan and that the County should look at ways to make things self-sustaining.

Sharon Novak commented that she believes the public safety tax measure is going to fail and the County needs to look at other things.

In response to Chairman Hansen, Sheriff Kain explained that the goal of the jail expansion is to keep more inmates in jail for public safety.

Supervisor Walker commented that Finding #9 comes from a lack of understanding of how the facility works.

Discussion took place on how to adjust the wording of the response to Finding #9.

12:00 P.M. RECESS

1:30 P.M. RECONVENE

Discussion took place regarding the response to Finding #10 and no changes were recommended.

Jessica Clark commented that she does not believe that the public will support a sales tax.

Discussion took place to adjust the response for Recommendation 1a.

Discussion took place regarding the response to Recommendation 1b and how the funds from any sales tax initiative would be distributed. Supervisor Jones commented about the discussions of the Public Safety Tax Ad Hoc.

Michael Kain commented that Supervisor Jones should be transparent in his thought process and that the County has given raises they should not have.

Jenny Alexander asked if Supervisor Jones could give an estimate on the percentage of any sales tax that would go to the Sheriff.

Sharon Novak asked what members of the public have participated in the Public Safety Tax Ad Hoc. Ms. Novak further commented about school funding and the lottery.

Sheriff Kain complimented Supervisor Jones for his work on the sales tax measure and building for the future.

Supervisor Nolen commented that money the Sheriff's Office has not spent over the last few years could have been saved.

Supervisor Jones commented that those statements are not a response to Recommendation 2.

Michael Kain commented that people do not want to increase their taxes.

Jessica Clark commented that she is in favor of retention bonuses, not sign on bonuses.

Supervisor Walker commented that bonuses should be for all employees.

Jenny Alexander commented that the sales tax measure shouldn't be the only option.

Martha Kleykamp commented that the tax measure has a problem with public trust.

Sharon Novak commented that the Board is over doing their responses to the Grand Jury.

Discussion took place regarding Tehama County in Turmoil Finding #1.

Supervisor Burroughs commented that while the Board may not agree they all need to act with professionalism.

Supervisor Nolen commented that the Board voted 5-0 on all items brought forward today and that Supervisors can disagree.

Jessica Clark asked what teamwork looks like to the Board. Ms. Clark further commented that the community needs the Board to work together.

Martha Kleykamp commented that she objects to the wording that the minority should support and respect the decision of the majority. Ms. Kleykamp further commented

that she does not care if the Board is a team and all that matters is the votes and that the Board and Chair should not talk over each other.

Jenny Alexander commented that everything after the first sentence in the response should be removed.

Michael Kain commented that he agrees with the previous speakers and that the chair should reflect on his behavior.

Chairman Hansen commented that the Grand Jury is trying to understand very technical issues in a short timeframe but in this particular subject they have a good understanding of the issues as members of the public.

Discussion took place regarding the response to Finding #2.

In response to Supervisor Nolen, Supervisor Walker gave 2 agenda review meetings as an example of the current working relationship of the Board.

Supervisor Burroughs commented that the Board needs to have respect for each other even when they disagree.

Jenny Alexander commented that the Board should agree with finding #2.

The response to Finding #2 was changed to disagree in part.

Discussion took place regarding the response to Finding #4.

Liz Merry commented that the two members of the Board who have expressed intent to remove the CA have expressed that intent for their reasons and the tension comes from both sides.

Martha Kleykamp commented that any Board member who expressed intent to remove an employee did so after hearing from constituents. Ms. Kleykamp also commented about statements made by the Chief Administrator in public.

Jenny Alexander commented about the lack of response from employees and Board members.

Discussion took place regarding the response to Finding #6.

Supervisor Walker commented about adding info about policies being reviewed by the County.

Supervisor Nolen commented about a Court case that has held that elected officials are not treated as employees.

Jessica Clark commented that there are some policies that do apply to elected officials.

Michael Kain asked how all this came to the Grand Jury.

Discussion took place regarding the response to Finding #7.

Supervisor Burroughs asked what causes a violation and what are the consequences.

Supervisor Jones suggested removing the 2nd sentence of the response.

Sharon Novak commented that the Board did not follow County procedure with Supervisor Nolen.

Sheriff Kain commented that the Code of Conduct does not apply to elected officials as per the personnel rules.

Supervisor Walker commented that the Board should follow the Code of Conduct and the finding should be changed to agree.

Supervisor Nolen commented that it would be a violation of the law if the Board adopts a Code of Conduct.

Discussion took place regarding the response to finding #10 and no changes were made.

Discussion took place regarding the response to recommendation #1.

Martha Kleykamp commented that Mr. Hydrick is not able to carry out his job and if the Board did micromanage the Chief Administrator, a mediator wouldn't be needed.

Jessica Clark commented that the Board should add wording about enforcing the findings of the mediator.

Supervisor Walker commented that the Board makes decisions regarding Mr. Hydrick's employment in closed session.

Supervisor Burroughs commented that he would like to have a timeline of mediation offered within six months of the completion of the investigation.

Discussion took place regarding the response to recommendation #3.

Supervisor Walker commented that he would like to adopt the County code of conduct not the Grand Jury suggested one.

Supervisor Jones asked what the consequences would be for violation of the Board code of conduct.

County Counsel Margaret Long commented that censure and referral to the Grand Jury would be the consequences unless the Board adopted an alternative in code.

Supervisor Burroughs stated that he does not see the value in adding another code to handcuff the Supervisors.

Chairman Hansen commented that employees can sue the County if the environment

becomes hostile.

Supervisor Nolen asked what would happen when the violation is just hurt feelings.

County Counsel Margaret Long commented that there are jurisdictions that have codified a code of conduct.

Martha Kleykamp commented that the Board can disagree with the Grand Jury and do not have to explain.

Discussion took place regarding the response the recommendation #4.

Clerk & Recorder Sean Houghtby suggested that the code of conduct be linked on the agenda and on the screen prior to the meeting.

Michael Kain commented that the public has the right to free speech even if the Board does not like it.

Jenny Alexander commented that the public should have a code of conduct.

Jessica Clark commented that there should be a public code of conduct but the public does have free speech rights.

Supervisor Jones commented that sometimes the Chair does interrupt people but that certain members of the public don't seem to view it the same way when Supervisor Nolen interrupts.

Chairman Hansen commented that he tries to uphold first amendment rights but that the public does interrupt and his job is to keep the meeting moving forward.

Sharon Novak commented that the public code of conduct is not enforceable. Ms. Novak further commented that the Board does not follow the code of conduct.

Liz Merry commented that the code of conduct should be based on what Pastor Scott says every week.

Discussion took place regarding the response to recommendation #5.

Supervisor Jones commented that this solution is a compromise but moving public comment to the end would discourage participation.

Chairman Hansen commented that this solution would allow the Board to get on with County business.

Liz Merry commented that this was implemented in the past and suggested a time certain afternoon public comment.

Martha Kleykamp commented that she is pleased with this response and that it has been tried before. Ms. Kleykamp further commented that she is not paid to come here.

Supervisor Jones commented that a 30-minute time limit could discourage some folks but sees both sides of the issue.

Jenny Alexander has no objection to the 30-minute time limit but the phones are typically taken at the end of the meeting. She further suggested alternating between phones and in person commenters.

Jessica Clark stated that public comment doesn't usually take much longer than an hour. Ms. Clark further commented that the time limit should be an hour not 30 minutes. Ms. Clark asked about people who are not able to get in the first 30 minutes and are not able to stay for the whole meeting.

Supervisor Jones suggested that the County implement this and then review in three months.

Supervisor Nolen commented that it is unique that the County has Department Heads in the Tuscan Room who are available to interact with the public.

Chairman Hansen commented that the Chair does have discretion to move things around on the agenda or add time to public comment.

Sharon Novak commented that the Board can reduce the time allotted to each speaker and that most Board members do not respond to emails.

Michael Kain commented that Supervisor did not respond to a letter from his wife.

Consensus received to bring back the responses as amended for final approval.

FUTURE AGENDA ITEMS



Chairman Hansen - Cancel the 11/4 Board meeting (consensus received)

CLOSED SESSION

Jenny Alexander commented on item #21.

- 21. CLOSED SESSION** **25-1518**
 - a) EMPLOYEE NEGOTIATIONS - CONFERENCE WITH LABOR NEGOTIATORS
(Government Code Section 54957.6)

Agency Negotiators: TBD

Employee: Air Pollution Control Officer
- 22. CLOSED SESSION** **25-1531**
 - a) Liability Claims Pursuant to Government Code 54956.95
Claimant: Hunter Martin, Mary Martin, Steven Landgraf, & Kaylyne Rodrigues
Agency claimed against: Tehama County
- 23. CLOSED SESSION** **25-1532**
 - a) Liability Claims Pursuant to Government Code 54956.95

Claimant: Michael Mullins
Agency claimed against: Tehama County

24. CLOSED SESSION 25-1542

- a) CONFERENCE WITH REAL PROPERTY NEGOTIATORS (Government Code Section 54956.8)

Property: APN 029-270-032-000
Agency Negotiator: Gabriel Hydrick
Negotiating Party: ORCA Behavioral Health / Premier Independence
Under Negotiation: Terms of Payment

3:35 P.M. RECESS

4:32 P.M. RECONVENE

REPORTABLE ACTIONS FROM CLOSED SESSION

21. CLOSED SESSION 25-1518

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

Agency Negotiators: TBD

Employee: Air Pollution Control Officer

Reportable Action: County appoints Gabriel Hydrick as labor negotiator for County.

22. CLOSED SESSION 25-1531

- a) Liability Claims Pursuant to Government Code 54956.95
Claimant: Hunter Martin, Mary Martin, Steven Landgraf, & Kaylynnne Rodrigues
Agency claimed against: Tehama County

Reportable Action: Claim denied 5-0

23. CLOSED SESSION 25-1532

- a) Liability Claims Pursuant to Government Code 54956.95
Claimant: Michael Mullins
Agency claimed against: Tehama County

Reportable Action: Claim denied 5-0

24. CLOSED SESSION 25-1542

- a) CONFERENCE WITH REAL PROPERTY NEGOTIATORS (Government Code Section 54956.8)

Property: APN 029-270-032-000
Agency Negotiator: Gabriel Hydrick

Negotiating Party: ORCA Behavioral Health / Premier Independence
Under Negotiation: Terms of Payment

Reportable Action: Direction given to staff

ADJOURN

4:33 P.M. There being no further business before the Board, the meeting was adjourned.

ATTEST: September 11, 2025

APPROVED



Chairman of the Board
of Supervisors

SEAN HOUGHTBY, Clerk
of the Board of Supervisors

by  _____

Re-Entry Center Staffing

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 expectation is the jail population will be increased to handle the inmate population that would have traditionally been sent to state prison as well as those convicted of less serious crimes. This will require several additional correctional officers.

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. A largest portion of the funds, 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 TCSO’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 idea behind a “Re-Entry Center” is to locally house and rehabilitate a portion of the convicted population that would normally be sentenced and housed in state prison. This population will continue to be held locally because of the seriousness of their crimes but without additional correctional staffing, the jail population will not be allowed to expand to include people convicted of lesser crimes who may be a threat or nuisance to the community.

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, 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 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 by it will:

The proposed sales tax initiative is a cooperative effort of all public safety department which includes the Board of Supervisors, Sheriff, District Attorney, Probation and Fire. The BOS and TCSO will provide the necessary information legally acceptable 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 by it will:

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

:

REQUIRED RESPONSES

Pursuant to California Penal Code Section 933 and 933.05, the following response is required

- Board of Supervisors of the County of Tehama shall respond to:
 - Findings F2, F4, F9, F10
 - Recommendation R1a-c and R2.
- Tehama County Sherriff Office shall respond to:
 - Findings F2, F4, F6, F8, F9, F12
 - Recommendations R1a, R1c, R2, R3, and R4

Tehama County in Turmoil

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. Disagreement should be respectful and civil. Members in the minority should support and respect the decision of the majority. Outbursts and a lack of professionalism does not breed confidence in the public or staff.

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

Disagree:

The working relationship of the Board has not inhibited the ability of Tehama County staff to get work done in a timely manner.

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:

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.

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.

Disagree partially:

The County currently maintains a code of conduct that is applicable to the BOS. A separate code of conduct will only be meaningful if violations can be answered with consequences.

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 implemented in the future:

The BOS recognize the importance of a cooperative relationship between the Sheriff and the CA. Mediation will be implemented in the future pending the outcome of a formal 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 implemented by October 1, 2025.

- 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 at 30 minutes an additional public comment period will be opened at the end of the meeting.

Pursuant to California Penal Code Section 933 and 933.05, the following response is required:

- Board of Supervisors of the County of Tehama shall respond to:
 - Findings: F1, F2, F4, F6, F7, F10
 - Recommendations: R1, R3, R4, R5
- Tehama County Counsel shall respond to:
 - Finding: F10
 - Recommendation: R2
- Tehama County Personnel Director shall respond to:
 - Finding: F8
 - Recommendation: R7

