

ORDINANCE NO.

BOARD OF SUPERVISORS, COUNTY OF TEHAMA, STATE OF CALIFORNIA

AN ORDINANCE CALLING FOR A SPECIAL ELECTION TO BE HELD ON NOVEMBER 3, 2026 THROUGHOUT THE COUNTY OF TEHAMA FOR THE PURPOSE OF VOTING UPON AN AMENDMENT TO THE TEHAMA COUNTY CHARTER SETTING THE SALARIES OF THE BOARD OF SUPERVISORS AND CERTAIN ELECTED OFFICIALS, PROCLAIMING SAID SPECIAL LOCAL COUNTYWIDE ELECTION PURSUANT TO ELECTIONS CODE SECTION 12001, AND REQUESTING THAT THE ELECTION BE CONSOLIDATED WITH ANY AND ALL OTHER ELECTIONS TO BE HELD ON NOVEMBER 3, 2026

The Board of Supervisors of the County of Tehama, State of California, ORDAINS as follows:

WHEREAS, the County of Tehama is one of 15 charter counties in California ("Charter"); and

WHEREAS, the Board of Supervisors of the County of Tehama ("County") is seeking direction from the public on the elected official salary within the County through a Charter amendment; and

WHEREAS, the Charter of the County currently sets the Supervisors' salary at One Thousand Forty-Five and No/100 (\$1,045.00) dollars per month, which is less than \$6.03/hour for a forty (40) hour workweek. This was last increased by the voters on January 1, 1989; and

WHEREAS, in addition the Board of Supervisors, the elected officials of Tehama County subject to this measure are the District Attorney, Sheriff-Coroner, Clerk and Recorder, Assessor, Treasurer-Tax Collector, and Auditor-Controller ("Elected Department Heads"). The Elected Department Heads of Tehama County have historically not received the same raises as all other County employees, which has caused compaction issues and has resulted in subordinates making more than the elected officials. This frustrates/impedes/foils department succession plans by discouraging qualified candidates from running for elected positions to avoid taking pay cuts; and

WHEREAS, to depoliticize this issue, the County wishes to ask the public if they would like to change these salaries and control future increases. The County submits this ballot measure to take salary setting for elected officials out of the Board of Supervisors hands, and puts it into the hands of the people; and

WHEREAS, pursuant to Section 9140 of the California Elections Code, this Board of Supervisors may submit to the voters, without petition, a measure relating to the enactment of any ordinance; and

WHEREAS, there is a Statewide general election scheduled for November 3, 2026, with this election being conducted in Tehama County by the Tehama County Registrar of Voters; and

WHEREAS, the Board of Supervisors desires to consolidate the ballot measure with the Statewide general election to be held on November 3, 2026;

WHEREAS, under the law, a Charter amendment may be proposed by the Board of Supervisors for approval by the voters of Tehama County at a general election to occur on the next established election date (Cal. Const. Art. 11, § 3; Gov. Code, §§ 23720, 23722; Elec. Code, § 1000); and

SECTION 1. CALL OF ELECTION AND PURPOSE.

A special election on the Measure is hereby called, proclaimed, and ordered to be held on November 3, 2026 for the purpose of voting upon a proposed amendment to the Charter.

SECTION 2. FORM OF BALLOT QUESTION

The form of the ballot question for the Measure as it is to appear on the ballot is as follows:

COUNTY CHARTER AMENDMENT Shall the measure amending the Tehama County Charter to establish the annual salary of members of the Board of Supervisors at the California state minimum wage multiplied by 2,080 hours, and to require the annual salary of the District Attorney, Sheriff-Coroner, Clerk and Recorder, Assessor, Treasurer-Tax Collector, and Auditor-Controller to be at least fifteen percent (15%) greater than the salary of the highest-paid employee in their respective departments, with future automatic salary increases equivalent to those provided to the Tehama County Management Unit, be adopted? YES _____ NO _____

SECTION 3. THE MEASURE.

A. The Measure, if approved by voters, would Amend Section 2 and add Section 5 to Article IV of the Charter, to read as follows:

Section 2: Notwithstanding any ordinance currently in effect, effective January 1, 2027, the annual salary of each member of the Board of Supervisors shall be equal to the State of California hourly minimum wage multiplied by two thousand eighty (2,080) hours. The salary shall automatically increase, without further action, whenever the State of California minimum wage increases. Except as provided herein, the salary established by this section may not be changed except by approval of the voters at a general election.

Section 5: The annual salary of the District Attorney, Sheriff-Coroner, Clerk and Recorder, Assessor, Treasurer-Tax Collector, and Auditor-Controller (collectively, the "Elected Department Heads") shall be no less than fifteen percent (15%) greater than the salary of the highest-paid employee in each respective department. Each Elected Department Head shall receive any salary increases provided to the Tehama County Management Unit. Nothing in this section shall limit the authority of the Board of Supervisors under Article IV, Section 1 to increase the salaries of the Elected Department Heads by ordinance. However, notwithstanding Article IV, Section 1, the Board of Supervisors shall not reduce the salary of any Elected Department Head by ordinance.

B. The Measure will become effective only if submitted to the voters at the Countywide special election on November 3, 2026, and only after approval by a majority (i.e., 50% + 1) of the qualified voters voting in the special election on the Measure.

C. If the Measure passes, the Charter amendment proposed by the Measure will take effect as provided for in Government Code sections 23713 and 23714.

SECTION 4. LEGAL EFFECT OF INOPERATIVE PROVISIONS.

In the event that the amendment to the Charter contained in the Measure is rendered inoperative because of the actions of any court, legislative, or other body, or for any other reason, the provisions of the Charter in effect on November 3, 2026 will remain in full force and effect.

SECTION 5. LEGAL EFFECT OF INVALID PROVISIONS.

If any section, subsection, subdivision, paragraph, sentence, clause, phrase, or word of the Measure is for any reason held to be invalid or unenforceable, such invalidity or unenforceability will not affect the validity or enforceability of the remaining sections, subsections, subdivisions, paragraphs, sentences, clauses, phrases, or words of Article IV of the Charter. The voters of Tehama County declare that they would have independently adopted each and every section, subsection, subdivision, paragraph, sentence, clause, phrase, or word of the Measure not declared invalid or unenforceable, without regard to whether any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses, phrases, or words of Article IV of the Charter is declared invalid or unenforceable.

SECTION 6. PROCLAMATION.

Pursuant to Elections Code Section 12001, the Board of Supervisors hereby proclaims that a special Countywide election will be held on Tuesday, November 3, 2026, to vote upon the Charter amendment described herein by the Measure.

SECTION 7. CONSOLIDATION AND ELECTION PROCEDURES.

A. The special election on the Measure will be consolidated with any and all other general elections to be held on November 3, 2026.

B. All qualified voters in Tehama County shall be permitted to vote in the special election on the Measure.

C. (1) Pursuant to Government Code section 23731, the special election on the Measure shall be held and conducted, the returns canvassed, and the result declared in the same manner as provided by law for general elections.

(2) The special election on the Measure will be held on November 3, 2026, from the hour of 7:00 a.m. to the hour of 8:00 p.m., during which period of time the polls will remain continuously

open. At 8:00 p.m., the polls will be closed except as provided in Elections Code section 14401.

(3) Pursuant to Government Code section 23731, the County's Registrar of Voters shall prepare and mail to each eligible voter in Tehama County a sample ballot and a voter's pamphlet containing the complete text of the Measure, which text shall include the recitals (i.e., "WHEREAS" clauses) and Sections 1 through 5, above.

D. The Board of Supervisors hereby permits the County's Registrar of Voters to render all services specified by Elections Code section 10418 relating to the special election on the Measure, to include the publication of notices of election and the mailing of the sample ballot. The County will pay for all such services performed by the County's Registrar of Voters related to the special election on the Measure.

E. The Board of Supervisors hereby requests that the County's Registrar of Voters, and/or designee(s), take all actions which are necessary or appropriate in connection with the special election on the Measure, including, but not limited to, printing and mailing sample ballots, arguments, and applications for absentee ballots, canvassing election returns, and certifying the results of the election to the Board of Supervisors. The County Counsel shall prepare the impartial analysis of the Measure.

F. The Clerk of the Board is hereby authorized and directed to deliver a copy of this Ordinance to the County's Registrar of Voters, or other appropriate elections officials of Tehama County, no later than 88 days prior to the special election on the Measure, and to give notice of the special election on the Measure by causing the County's Registrar of Voters to publish the text of the Measure and other items, not later than fifteen (15) days before the date of the special election.

G. The County's Chief Registrar of Voters shall designate the polling places and provide election officers at the special election on the Measure in accordance with applicable election laws of the State of California.

H. The members of the Board of Supervisors are hereby authorized, but not directed, to prepare and file with the County's Registrar of Voters, a ballot argument in favor of the Measure within the time established by County's Registrar of Voters.

SECTION 8. EFFECTIVE DATE OF ORDINANCE.

Pursuant to Elections Code Section 9141 and Government Code Section 25123, this Ordinance will take effect immediately upon the adoption thereof.

PASSED AND ADOPTED by the Board of Supervisors of the County of Tehama this ____ day of _____, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Tom Walker, Chair of the Board of Supervisors

ATTEST:

Clerk of the Board of Supervisors