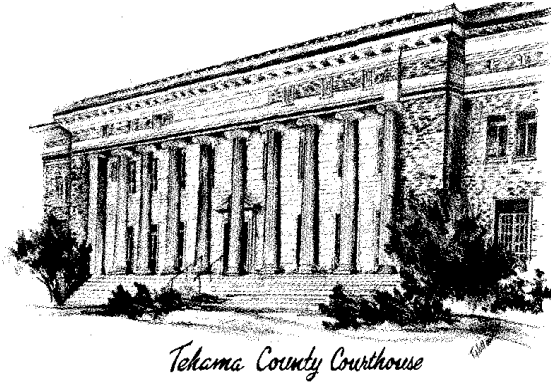


Board of Supervisors
COUNTY OF TEHAMA

District 1 – Rob Burroughs
District 2 – Tom Walker
District 3 – Steve Zane
District 4 – Matt Hansen
District 5 – Greg Jones



Gabriel Hydrick
Chief Administrator

FOR IMMEDIATE RELEASE

**Tehama County Board of Supervisors Receives Report of Independent Investigation
Red Bluff, California – October 28, 2026**

The Tehama County Board of Supervisors has received the final report of the independent workplace investigation it commissioned. The investigation looked into complaints that Sheriff-Coroner Dave Kain and Chief Administrator (CA) Gabriel Hydrick made against each other. It began on October 1, 2024, and was conducted by an outside law firm. The County gave the investigator full access to all requested witnesses and documents, and no one interfered with or attempted to influence the findings.

The investigator interviewed 24 individuals, including current and former County officials and staff. She also reviewed extensive documents, recordings and other records. The investigator evaluated 25 separate allegations under a preponderance of the evidence standard.

A summary of the investigation's findings is attached for review.

"The Board takes every complaint seriously, regardless of who raises it or who it concerns," said Tom Walker, Board Chair. "This investigation was thorough and independent, and the Board is committed to acting on its results."

The Board is reviewing the report and moving forward with recommendations to improve professionalism, communication and adherence to County policies. Because the full report involves confidential personnel matters, the County will not comment beyond the attached summary at this time.

Media Contact: Tom Walker, Board Chair

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Summary of Sustained Findings

County of Tehama – Confidential Investigative Report Concerning Gabriel Hydrick and Dave Kain (August 31, 2026)

I. Purpose and Scope

This summary describes only the allegations that the investigator sustained, in full or in part, in the Confidential Investigative Report dated August 31, 2026. The investigation, initiated by the County of Tehama, addressed competing complaints between County Chief Administrator Gabriel Hydrick and Sheriff-Coroner Dave Kain arising from 2022 through 2026. Allegations that were not sustained are omitted. Consistent with the request, witnesses are not identified by name; they are referred to, where necessary, by role or title only.

Of Hydrick's 17 allegations against Kain, the investigator sustained 13, in full or in part. Of Kain's eight allegations against Hydrick, the investigator sustained one, in part. Findings were made under a preponderance of the evidence standard. The investigator noted that, although Kain stated his belief that County policies do not apply to him as an elected official, the analysis focused on whether his conduct violated TCSO policies given his role as Sheriff-Coroner. The investigator also noted that the findings are factual and policy determinations, not legal conclusions.

An allegation is treated as "sustained" in this summary where the investigator made an affirmative factual finding ("Yes" or "Yes, In Part"). In several instances, the investigator sustained the factual allegation but concluded the conduct did not violate policy; those outcomes are noted for each finding.

II. Overview Table

#	Sustained Allegation	Factual Finding	Policy Violation
1	Kain discourteous/unprofessional to Hydrick (Nov. 7, 2022)	Yes	Yes – TCSO 341.3.2
2	Hydrick misrepresented release of press statement (Nov. 16, 2022)	Yes, in part	Yes – County 1301
3	Kain misrepresented Hydrick's May 21, 2024 press statement	Yes	No
4	Kain's negative comment about Hydrick's performance (2023)	Yes, in part	No
5	Kain failed to provide bank account (EIN) information (2023)	Yes	Yes – TCSO 341.3.2
6	Kain attempted to circumvent CCP fee Resolution (Apr. 2023)	Yes	Yes – TCSO 341.3.6
7	Kain's misleading public statements on TCSO budget (2023)	Yes	No
8	No Board pre-approval for out-of-state helicopter travel (July 2023)	Yes	Yes – Travel Resolution 2019-40
9	Kain sat outside Board chambers in uniform (Nov. 28, 2023)	Yes, in part	No
10	Kain interfered with a County-related court proceeding (late 2023)	Yes, in part	Yes – TCSO 341.3.6
11	Kain's negative comments to a Board Supervisor (2024)	Yes	Yes – TCSO 341.3.6
12	Kain encouraged labor groups' no-confidence votes (2024)	Yes	Yes – TCSO 341.3.6
13	Kain encouraged Public Works employees' public criticism (Apr. 2025)	Yes	Yes – TCSO 341.3.6
14	Kain's children employed under his supervisory authority	Yes	Yes – TCSO 1050

III. Sustained Finding Against Hydrick

1. Misrepresentation Regarding the Board's Press Statement (November 16, 2022)

Allegation: Kain alleged that, on November 14 and November 16, 2022, Hydrick misrepresented that he had not released the Board's press statement about the TCSO's cessation of daytime patrol when he had already released it, and that the press statement contained an inaccuracy.

Factual Finding: Yes, in part. The investigator found that on November 16, 2022 (but not on November 14, 2022), Hydrick misrepresented to Kain that he had not released the press statement when he had already released it. The investigator found no inaccuracy in the press statement itself.

Policy Finding: Yes, in part. Hydrick's November 16, 2022 misrepresentation violated County Policy 1301, "Code of Conduct."

Basis: The investigator described these findings as a close call given the passage of time and differing recollections. The evidence did not support a misrepresentation during the November 14 telephone meeting, but did support that the statement was misrepresented on November 16.

IV. Sustained Findings Against Kain

A. Findings Sustained With a Policy Violation

1. Discourteous and Unprofessional Conduct (November 7, 2022)

Allegation: During and after a Department Head meeting in which Kain announced the TCSO's cessation of daytime patrol, Kain was discourteous and unprofessional toward Hydrick.

Factual Finding: Yes. Hydrick reasonably perceived that Kain was discourteous and unprofessional both during and after the meeting.

Policy Finding: Yes. Kain's conduct violated TCSO Policy 341.3.2, "Conduct," which prohibits discourteous or disrespectful treatment of any member of the public or the department. Although Hydrick is not a TCSO member, he is a member of the public.

Basis: Witnesses who attended the meeting supported Hydrick's account rather than Kain's. Kain denied all of the alleged conduct, while Hydrick candidly acknowledged part of Kain's version, which the investigator found made Hydrick's account more credible overall.

2. Failure to Provide Requested Bank Account Information (2023)

Allegation: Kain failed to timely and appropriately provide information requested by the County Treasurer and Tax Collector to explain or support Kain's control of two bank accounts using the County's Employer Identification Number.

Factual Finding: Yes. The Treasurer and Tax Collector reasonably perceived that Kain failed to timely and appropriately provide the requested information.

Policy Finding: Yes. Kain's conduct violated TCSO Policy 341.3.2, "Conduct."

Basis: It is undisputed that the information was requested beginning May 10, 2023 and not provided until July 20, 2023, more than two months later, even though Kain responded to the initial email the same day to question the requester's authority. The requester, a fellow elected official with designated authority over County bank accounts, provided his authority and met with Kain, yet ultimately received incomplete responses. The investigator found this reasonably perceived as discourteous.

3. Attempt to Circumvent the CCP Fee Resolution (April 2023)

Allegation: Kain attempted to circumvent Board Resolution No. 2022-29 governing the collection of concealed carry permit (CCP) fees.

Factual Finding: Yes.

Policy Finding: Yes. Kain's conduct violated TCSO Policy 341.3.6, "Performance," which prohibits conduct unbecoming a TCSO member or contrary to good order, efficiency, or morale.

Basis: April 11 and 12, 2023 emails show that, when a County official proposed a discussion to align on the CCP contract and online program, Kain responded by suggesting the Resolution be modified to exclude the TCSO. The investigator rejected Kain's position that this was merely a "suggestion": seeking an exemption for his department was precisely an attempt to operate outside a rule all other departments had to follow.

4. Out-of-State Travel Without Board Pre-Approval (July 2023)

Allegation: Kain failed to obtain Board pre-approval for an employee and a non-employee to travel out of state using County funds to take possession of a helicopter for the TCSO.

Factual Finding: Yes. Kain acknowledged authorizing the July 19, 2023 travel to Louisiana without Board pre-approval.

Policy Finding: Yes. Kain's conduct violated the County's Board Resolution No. 2019-40 (Travel Resolution), which requires advance Board approval for travel outside California.

Basis: The investigator rejected Kain's reliance on the Board's annual "blanket authorization" for law enforcement travel. First, that authorization could not apply to a non-employee, and spending public funds on a non-employee's travel is an expenditure the Board should approve in advance. Second, the exception is intended for emergencies or "immediate need," and viewing equipment did not qualify; Kain controlled the timing and could have added the travel request to his July 18, 2023 Board presentation. County officials also confirmed Board approval was required, and reimbursement was not approved until October 31, 2023.

5. Interference With a County-Related Court Proceeding (Late 2023)

Allegation: In late November or early December 2023 and in July 2024, Kain inappropriately interfered with two County-related court proceedings.

Factual Finding: Yes, in part. Kain inappropriately interfered with the late November or early December 2023 proceeding. The July 2024 allegation was not sustained.

Policy Finding: Yes. Kain's conduct in the late 2023 proceeding violated TCSO Policy 341.3.6, "Performance."

Basis: Kain had been told three separate times, by two judges and a County attorney, that he lacked standing in the competency ("1368") proceedings. Nonetheless, he asked to be heard and used the open courtroom to air grievances about delays by County Behavioral Health. The investigator credited that Kain's concerns about delays were valid, but found that the manner of raising them, in a public courtroom where he lacked standing, was inappropriate.

6. Negative Comments to a Board Supervisor (2024)

Allegation: Between approximately March and October 2024, Kain made negative comments about Hydrick to a newly elected Board Supervisor in an effort to negatively impact their working relationship.

Factual Finding: Yes.

Policy Finding: Yes. Kain's conduct violated TCSO Policy 341.3.6, "Performance."

Basis: By his own account, Kain shared his version of Hydrick's alleged "harassment and retaliation" with the new Supervisor, who was still learning about the County, and Kain characterized it as "factual information."

The evidence showed these comments had a significant effect, as the Supervisor's negative opinion of Hydrick became a "foregone conclusion" after one conversation.

7. Encouraging Labor Groups' Votes of No Confidence (Spring and Summer 2024)

Allegation: Kain met with three labor groups to encourage them to take a vote of no confidence in Hydrick.

Factual Finding: Yes.

Policy Finding: Yes. Kain's conduct violated TCSO Policy 341.3.6, "Performance."

Basis: Kain acknowledged attending the meetings and discussing how Hydrick was "treating" him, even though the groups' stated concern was failed labor negotiations. That he was invited was not dispositive; he was not a member of any group and was not obligated to attend, and one group consisted of employees he does not oversee. Multiple witnesses believed or had heard he attended to encourage the vote. The investigator found Kain used his position of influence to advance a personal agenda, which was unbecoming an elected official and Department Head.

8. Encouraging Public Criticism of Hydrick at a Board Meeting (April 22, 2025)

Allegation: Leading up to the April 22, 2025 Board meeting, Kain encouraged Public Works employees to publicly criticize Hydrick's work performance.

Factual Finding: Yes.

Policy Finding: Yes. Kain's conduct violated TCSO Policy 341.3.6, "Performance."

Basis: After calling the allegation "baseless" in interviews, Kain later admitted in his February 5, 2026 written response to a conversation with the Public Works employees in which he voiced concerns about Hydrick's performance. Video showed Kain speaking for about seven minutes with the same employees immediately after the agenda item failed. Documents showed the employees had supported the agenda item on April 16, 2025 but reversed course at the meeting. Accounts of the conversation were inconsistent, and a credited witness heard Kain tell a citizen to "wait until the end of the meeting and see what happens."

9. Employment of Kain's Children Under His Supervisory Authority (Nepotism)

Allegation: Kain's daughter and son are employed by the TCSO under Kain's supervisory authority, in violation of TCSO policy.

Factual Finding: Yes. Both are currently employed by the TCSO within Kain's chain of command.

Policy Finding: Yes. Kain's indirect supervision of his children violates TCSO Policy 1050, "Nepotism and Conflicting Relationships," which prohibits occupying a position in the line of supervision of a relative.

Basis: Although Kain does not directly supervise his children, as Department Head he supervises their supervisors. Kain identified himself as the appointing authority on both children's "Appointment of Deputy" forms, contradicting his claim that he had nothing to do with their hiring. The County's personnel function documented nepotism concerns when each was hired, and the hiring proceeded regardless.

B. Factual Findings Sustained Without a Policy Violation

10. Misrepresentation of Hydrick's May 21, 2024 Press Statement

Allegation: In his press statement on or around May 23, 2024, Kain misrepresented the contents of Hydrick's May 21, 2024 press statement.

Factual Finding: Yes. Hydrick reasonably perceived that Kain misrepresented his statement, which Kain characterized as "personally targeting" him and his family.

Policy Finding: No. The conduct did not violate TCSO Policy 341.3.6, because Kain's statement reflected his perception and was not shown to be knowingly false or malicious.

Basis: Hydrick's statement contained undisputed facts about Kain's children's employment and his son's academy attendance. The investigator noted that Kain's reaction likely incited at least one member of the public against Hydrick.

11. Negative Comment About Hydrick's Work Performance (2023)

Allegation: Kain made two negative comments about Hydrick's work performance to a former Board Supervisor.

Factual Finding: Yes, in part. On more than one occasion, Kain stated that Hydrick "was going rogue with the County." The second alleged comment was not sustained.

Policy Finding: No. The comment reflected an opinion about performance and did not rise to discourteous or disrespectful conduct under TCSO Policy 341.3.2.

Basis: The former Supervisor directly corroborated the comment, and the investigator found him more credible than Kain, noting he is retired and lacked a motive to fabricate.

12. Misleading Public Statements About the TCSO Budget (Beginning June 2023)

Allegation: Kain publicly made at least three untrue or misleading statements about the TCSO's budget.

Factual Finding: Yes. Hydrick reasonably perceived at least three public statements (including "budget sacrifices" and a "shoestring budget") as misleading.

Policy Finding: No. The statements were not reasonably calculated to harm the TCSO, its members, or Hydrick, as required by TCSO Policy 341.3.6; they appeared intended to pressure the County to increase TCSO funding.

Basis: Kain emphasized budget cuts without explaining that the County actually allotted the TCSO over one million dollars more than the prior year, making the situation sound more dire than it was.

13. Sitting Outside Board Chambers in Uniform (November 28, 2023)

Allegation: Kain sat outside the Board chambers in uniform for approximately four hours during his wife's performance evaluation in an effort to intimidate County staff.

Factual Finding: Yes, in part. Kain sat outside the chambers in uniform for approximately four hours, but did not do so in an effort to intimidate County staff.

Policy Finding: No. The conduct did not violate TCSO policy.

Basis: The physical conduct was established, but the evidence did not support an intent to intimidate.

V. Key Takeaways

- Seven sustained findings against Kain resulted in violations of TCSO Policy 341.3.6 ("Performance") or 341.3.2 ("Conduct"), one in a violation of the County Travel Resolution, and one in a violation of TCSO Policy 1050 (nepotism).
- A recurring theme in the sustained findings is Kain's use of his position and influence as an elected official to spread his negative perception of Hydrick to a Board Supervisor, labor groups, and County employees.
- Several findings also reflect Kain operating outside established County processes, including the CCP fee Resolution, the Travel Resolution, and the Treasurer's oversight of County bank accounts.

- The single sustained finding against Hydrick involved his November 16, 2022 misrepresentation that the Board's press statement had not been released, which violated County Policy 1301.