The County of Yuba

Human Resources and Organizational Services

TO: Board of Supervisors

FROM: Human Resources and Organizational Services, Tiffany Manuel

SUBJECT: Human Resources: Adopt resolution for Board of Supervisors to accept Executive Summary of the investigative report and take certain actions regarding Supervisor Seth Fuhrer's workplace conduct. (15-minute estimate).

DATE: March 25, 2025

NUMBER: 149/2025

Recommendation

Adopt resolution for Board of Supervisors to accept Executive Summary of the investigative report and take no further action as the Conduct in this investigation took place prior to the adoption of Resolution No. 2024-107, adopted at the December 19, 2024, Board of Supervisors meeting. The provisions of Resolution No. 2024-107 are designed to address specific conduct and prevent reoccurrences without otherwise affecting Supervisor Fuhrer's ability to conduct legitimate County business in a manner consistent with the County's adopted policies.

Background / Discussion

County policies establish a commitment to prohibit and prevent discrimination, harassment, and retaliation in employment and set forth procedures for investigating and resolving complaints.

The County, through special counsel, retained an independent investigator from Shaw Law Group, PC following complaints from County staff that Supervisor Fuhrer engaged in inappropriate workplace conduct. The allegations included:

1. Telling two County employees he would like to build a sanitarium to lock up "crazy" people and chain them to their beds;
2. Making an inappropriate comment, "I feel bad for [your significant other]," after a County employee said she did not like the idea of being chained to her bed; and

3. Failing to respond to emails, telephone calls, and in-person greetings from a County department head because the department head participated in a workplace investigation into allegations against Supervisor Fuhrer.

After a thorough investigation, the investigator substantiated the first two allegations and did not substantiate the third allegation. The evidence substantiated a finding of harassment in violation of HROS Policy 2.02 – Policy and Complaint Procedures against Harassment, Discrimination, and Retaliation, which is attached for reference.

It is recommended the Board review the independent investigator's conclusions as detailed herein and accept the Executive Summary and if the Board feels there are any additional actions needed beyond what was previously approved in Resolution No. 2024-107, adopted on December 19, 2024, they will need to be added to this resolution.

Fiscal Impact

Administrative action only.

Attachments

149/2025 Resolution to accept Executive Summary of investigation report regarding Supervisor Fuhrer
149/2025 Investigation Executive Summary – County of Yuba – Supervisor Fuhrer
HROS 2.02 Policy and Complaint Procedures against Harassment, Discrimination and Retaliation