# The County of Yuba

**Probation**

**TO:** Board of Supervisors

**FROM:** Chief Probation Officer, Matthew Ricardy

**SUBJECT:** Probation: Authorize the Probation Department to hire John Cammack as Corrections Food Services Supervisor at salary step 7 with a 1.30 Salary Index Rate.

**DATE:** December 19, 2025

**NUMBER:** 631/2025

*Recommendation:*

Authorize hiring John Cammack for the position of Corrections Food Services Supervisor at Step 7 with a 1.30 Salary Index Rate.

*Background:*

Recruitment and retention for the position of Corrections Food Services Supervisor has been historically difficult. Since 2022 the Corrections Food Services Supervisor position has been filled and vacated four times. The average term of employment for the last three Corrections Food Services Supervisors is 8.3 months. Three of the last four candidates left the position for higher paying jobs.

*Discussion:*

The Corrections Food Services Supervisor position oversees three full-time cooks, and four extra-help cooks to operate the kitchen facilities at the Tri-County Youth Rehabilitation Campus. The kitchen provides three meals a day and snacks that meet State nutritional guidelines seven days a week to youth housed at all three programs at the Youth Campus. The Corrections Food Services Supervisor works within a budget to order food, creates menus that meet nutritional standards, and coordinates staffing levels to prep and cook meals. Mr. Cammack has over 20 years of experience in the food services industry. For 14 years he owned and managed a successful restaurant where he supervised 52 staff. He also has experience working with a major food distributor where he assisted kitchen facilities with maximizing efficiency.

Mr. Cammack's knowledge, skills and abilities will allow him to step into the role of Corrections Food Services Supervisor with little disruption to operations while providing stability and guidance to our existing kitchen staff. His experience and abilities make him a highly desirable candidate, meriting Step 7.

*Committee Action:*

Committee was bypassed due to the urgency to fill this position with a qualified candidate.

*Fiscal Impact*:

The cost for this position was previously budgeted for Step 2. There are adequate funds budgeted and salary savings to hire at the advanced Step.

General Fund - None
Non-General Fund - None.
Source of Funds - Board approved Budget Appropriation for FY25/26