

Item 3.A.1

May 20, 2025

Plumas County Board of Supervisors
520 Main Street, 3rd floor
Quincy, California 95971

**Re: Open Letter to the Plumas County Board of Supervisors and
Plumas County Residents Regarding the Permanent County Counsel Position**

Good morning,

I want to thank the Board for rescheduling the discussion about the appointment of Josh Brechtel to the permanent County Counsel role. Given the active discussions at recent Board meetings it is important for the public to see Employment Agreements voted on by the Board. I applaud this step and think it would be good practice for the Board to post Employment Agreements for all department head positions going forward so the process is transparent to the public. I reviewed the Employment Agreement for Mr. Brechtel and have a few comments.

1. Section 1 of the Agreement says, “a copy of the Plumas County Counsel job description is set forth in Exhibit A and incorporated herein by this reference”; however, there was no Exhibit A provided with the public document. Without Exhibit A, the public cannot see what the permanent County Counsel job is.
2. California Labor Code Section 2922 establishes the fact that employment is “at-will” for most employees. The Plumas County Board of Supervisors is relying on California Government Code Section 27640 et seq. to appoint Mr. Brechtel as County Counsel for four years where he can only be terminated “for cause” [section 4b(1)], with specific grounds and procedures required for removal from office, frequently requiring a formal accusation, a hearing before the Board of Supervisors, and a supermajority vote for termination. This structure contrasts sharply with at-will employment which applies to all other department heads in Plumas County.
3. At the December 10, 2024 Board of Supervisors meeting. Mr. Brechtel said he applied for the permanent county counsel position and received a conditional offer from the Board but was later notified that the County decided to go a different route and “farm” the position out. I am wondering what has changed and why the Board has now decided to hire Mr. Brechtel when they did not do so less than 6 months ago.
4. Given the constant legal issues facing Plumas County and the fact that it is extremely difficult for a relatively inexperienced attorney and one who has never had a County Counsel role to understand the laws and processes for managing the legal affairs of an entire County, I hope the Board will contract with outside attorneys to give legal advice on County matters with the goal of avoiding additional lawsuits going forward.

Thank you for your time.

Sincerely,



Linda R. Judge