State of California
Department of Industrial Relations
Division of Occupational Safety and Health
Sacramento District Office
1750 Howe Avenue, Suite 430
Sacramento, CA 95825
Phone: (916) 263-2800 Fax: (916) 263-2798

CITATION AND NOTIFICATION OF PENALTY

To:
Yuba County Sheriff's Office
and its successors
215 5th Street
Marysville, CA 95901

Inspection #: 1820991
Inspection Date (s): 04/28/2025 - 09/25/2025
Issuance Date: 09/26/2025
CSHO ID: V0522
Optional Report #: 42-2025
Reporting ID: 0950621

Inspection Site:
1720 Kestrel Court
Olivehurst, CA 95961

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty (hereinafter Citation) is being issued in accordance with California Labor Code Sections 6317 and 6320 for violations that were found during the inspection/ investigation. **This Citation or a copy, including the enclosed multilingual employee notice, must be prominently posted upon receipt by the employer at or near the location of each violation until the violative condition is corrected or for three working days, whichever is longer**. Violations of Title 8 of the California Code of Regulations or of the California Labor Code may result in some instances in prosecution for a misdemeanor.

YOU HAVE A RIGHT to contest this Citation and Notification of Penalty by filing an appeal with the Occupational Safety and Health Appeals Board. To initiate your appeal, you **must** contact the Appeals Board, in writing or by telephone, or online, within 15 working days from the date of receipt of this Citation. If you miss the 15 working day deadline to appeal, the Citation and Notification of Penalty becomes a final order of the Appeals Board, not subject to review by any court or agency.

Informal Conference - You may request an informal conference with the manager of the district office which issued the Citation within 10 working days after receipt of the Citation. However, if the citation is appealed, you may request an informal conference at any time prior to the day of the hearing. Employers are encouraged to schedule a conference at the earliest possible time to assure an expeditious resolution of any issues. At the informal conference, you may discuss the existence of the alleged violation(s), classification of the violation(s), abatement date or proposed penalty.

Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an agreement which resolves this matter without litigation or contest.

APPEAL RIGHTS

The Occupational Safety and Health Appeals Board (Appeals Board) consists of three members appointed by the Governor. The Appeals Board is a separate entity from the Division of Occupational Safety and Health (Cal/OSHA or the Division) and employs experienced administrative law judges to hear appeals fairly and impartially. To initiate an appeal from a Citation and Notification of Penalty, you must contact the Appeals Board in writing, or by telephone, or online via the Board's OASIS system, within 15 working days from the date of receipt of a Citation.

After you have initiated your appeal, you must then file a completed appeal form with the Appeals Board, at the address listed below, or online via the Board's OASIS system, for each contested Citation. Failure to file a completed appeal form with the Appeals Board may result in dismissal of the appeal. Appeal forms are available to print online at: https://www.dir.ca.gov/oshab/appealform.pdf. You may also file the appeal through the Board's online OASIS system at: https://www.dir.ca.gov/oshab/. Hard copies can also be picked up from district offices of the Division, or from the Appeals Board:

Occupational Safety and Health Appeals Board
2520 Venture Oaks Way, Suite 300
Sacramento, CA 95833
Telephone: (916) 274-5751 or (877) 252-1987
Fax: (916) 274-5785

If the Citation you are appealing alleges more than one item, you must specify on the appeal form which items you are appealing. The appeal form also asks you to identify the grounds for your appeal. Among the specific grounds for an appeal are the following: the safety order was not violated, the classification of the alleged violation (e.g., serious, repeat, willful) is incorrect, the abatement requirements are unreasonable or the proposed penalty is unreasonable.

Important: You must notify the Appeals Board, not the Division, of your intent to appeal within 15 working days from the date of receipt of the Citation. Otherwise, the Citation and Notification of Penalty becomes a final order of the Appeals Board not subject to review by any court or agency. An informal conference with Cal/OSHA or the Division **does not** constitute an appeal and **does not** stay the 15 working day appeal period. If you have any questions concerning your appeal rights, call the Appeals Board, at (916) 274-5751 or (877) 252-1987.

PENALTY PAYMENT OPTIONS

For general/regulatory violations, and for serious violations that have been abated, penalties are due within 15 working days of receipt of this Citation and Notification of Penalty unless contested. If you are appealing any item of the Citation, remittance is still due on all items described above that are not appealed. Enclosed for your use is a Penalty Remittance Form for payment.

For serious violations that are not abated, if a signed statement of abatement (as described under "Notification of Corrective Action", below) is not timely received or if the statement does not demonstrate acceptable abatement, penalties will be due within 15 working days after the date the signed statement was due, unless contested.

For serious violations for which a signed statement of abatement demonstrating acceptable abatement is timely received, the payment due date will be described in a Modified Citation and Notification of Penalty that you will receive reflecting a 50% abatement credit.

If you are paying electronically, please have the Penalty Remittance Form on-hand when you are ready to make your payment. The company name, inspection number, and Citation number(s) will be required in order to ensure that the payment is accurately posted to your account. Please go to: **www.dir.ca.gov/dosh/CalOSHA_PaymentOption.html** to access the secure payment processing site. **Additionally, you must also mail the Penalty Remittance Form to the address below.**

If you are paying by check, return one copy of the Citation, along with the Notice of Proposed Penalties Sheet and the Penalty Remittance Form and mail to:

Department of Industrial Relations
Cal/OSHA Penalties
P. O. Box 516547
Los Angeles, CA 90051-0595

Cal/OSHA does not agree to any restrictions, conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

NOTIFICATION OF CORRECTIVE ACTION

For general/regulatory violations which you do not contest, you should notify the Division of Occupational Safety and Health promptly by letter that you have taken appropriate corrective action within the time frame set forth on this Citation and Notification of Penalty. Please inform the district office listed on the Citation by submitting the Cal/OSHA 160 form with the abatement steps you have taken and the date the violation was abated, together with adequate supporting documentation, e.g., drawings or photographs of corrected conditions, purchase/work orders related to abatement actions, air sampling results, etc. The adjusted penalty for general violations has already been reduced by 50% on the presumption that the employer will correct the violations by the abatement date. The adjusted penalty for serious violations that have been abated, if any, has already been reduced by 50% because abatement of those violations has been completed.

The adjusted penalty for serious violations that have not been abated will be reduced by 50% if the

Division of Occupational Safety and Health receives from you within 10 working days following the abatement date a signed statement under penalty of perjury (Cal/OSHA form 161) and sufficient supporting evidence, when necessary to prove abatement, demonstrating abatement acceptable to the Division. If the Division does not receive the Cal/OSHA 161 form within 10 working days after the abatement date, the adjusted penalty will not be reduced by 50% - regardless of whether you appeal the serious citations. **WARNING: For serious unabated violations, failure to submit the signed Cal/OSHA 161 form, with supporting evidence of abatement, to the District Office within 10 working days after the end of the period fixed in the citation for abatement, may result in re-inspection and an additional penalty of up to $15,000 for each day beyond the abatement date that the violation continues. [Cal. Lab. Code, §§ 6320 and 6430.]**

Note: Return the Cal/OSHA 160/161 forms to the district office listed on the Citation and as shown below:

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Sacramento District Office
1750 Howe Avenue, Suite 430
Sacramento, CA 95825
Telephone: (916) 263-2800
Fax: (916) 263-2798

EMPLOYEE RIGHTS

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under Labor Code Section 6310 or 6311. An employee who believes that he/she has been discriminated against may file a complaint no later than six (6) months after the discrimination occurred with the Division of Labor Standards Enforcement.

Employee Appeals - An employee or authorized employee's representative may, within 15 working days of the issuance of a citation, special order, or order to take special action, appeal to the Occupational Safety and Health Appeals Board the reasonableness of the period of time fixed by the Division of Occupational Safety and Health (Division) for abatement. An employee appeal may be filed with the Appeals Board or with the Division. No particular format is necessary to initiate the appeal, but the notice of appeal must be in writing.

If an Employee Appeal is filed with the Division, the Division shall note on the face of the document the date of receipt, include any envelope or other proof of the date of mailing, and promptly transmit the document to the Appeals Board. The Division shall, no later than 10 working days from receipt of the Employee Appeal, file with the Appeals Board and serve on each party a clear and concise statement of the reasons why the abatement period prescribed by it is reasonable.

Employee Appeal Forms are available from the Appeals Board, or from a district office of the Division.

Employees Participation in Informal Conference - Affected employees or their representatives may notify the District Manager that they wish to attend the informal conference. If the employer objects, a separate informal conference will be held.

DISABILITY ACCOMMODATION

Disability accommodation is available upon request. Any person with a disability requiring an accommodation, auxiliary aid or service, or a modification of policies or procedures to ensure effective communication and access to the programs of the Division of Occupational Safety and Health, should contact the Disability Accommodation Coordinator at the local district office or the Statewide Disability Accommodation Coordinator at 1-866-326-1616 (toll free). The Statewide Coordinator can also be reached through the California Relay Service, by dialing 711 or 1-800-735-2929 (TTY) or 1-800-855-3000 (TTY - Spanish).

Accommodations can include modifications of policies or procedures or provision of auxiliary aids or services. Accommodations include, but are not limited to, an Assistive Listening System (ALS), a Computer-Aided Transcription System or Communication Access Realtime Translation (CART), a sign-language interpreter, documents in Braille, large print or on computer disk, and audio cassette recording. Accommodation requests should be made as soon as possible. Requests for an ALS or CART should be made no later than five (5) days before the hearing or conference.

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Inspection Dates: 04/28/2025 - 09/25/2025
Issuance Date: 09/26/2025
CSHO ID: V0522
Optional Report #: 42-2025

Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 1 Item 1 Type of Violation: **Regulatory**

8CCR 342(a):
§342. Reporting Work-Connected Fatalities and Serious Injuries.
(a) Every employer shall report immediately to the Division of Occupational Safety and Health any serious injury or illness, or death, of an employee occurring in a place of employment or in connection with any employment. The report shall be made by the telephone or through a specified online mechanism established by the Division for this purpose. Until the division has made such a mechanism available, the report may be made by telephone or email.
Immediately means as soon as practically possible but not longer than 8 hours after the employer knows or with diligent inquiry would have known of the death or serious injury or illness. If the employer can demonstrate that exigent circumstances exist, the time frame for the report may be made no longer than 24 hours after the incident.
Serious injury or illness is defined in section 330(h), Title 8, California Administrative Code.

Violation
On or about, including, but not limited to on March 26, 2025 Yuba County Sheriff's Office failed to immediately report to the Division of Occupational Safety and Health the death of an employee. A Marysville Police Department employee who was part of a Yuba County led team assigned to serve a search warrant was hit by gunfire during the execution of the warrant.
[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].

Date By Which Violation Must be Abated:	**October 31, 2025**
Proposed Penalty:	**$5000.00**

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Issuance Date: 09/26/2025
CSHO ID: V0522
Optional Report #: 42-2025

Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 1 Item 2 Type of Violation: **General**

8CCR 3203(a)(1):
§3203. Injury and Illness Prevention Program.
(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:
(1) Identify the person or persons with authority and responsibility for implementing the Program.

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to establish, implement and maintain an effective written Injury and Illness Prevention Program. The plan failed to identify the person or persons with authority and responsibility for implementing the Program.

Date By Which Violation Must be Abated:	**October 31, 2025**
Proposed Penalty:	**$560.00**

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CSHO ID: V0522
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Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 1 Item 3 Type of Violation: **General**

8CCR 3380(f)(2):
§3380. Personal Protective Devices.
(f) Hazard assessment and equipment selection.
(2) The employer shall verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to verify that the required workplace hazard assessment had been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation had been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.

Date By Which Violation Must be Abated:	**October 31, 2025**
Proposed Penalty:	**$560.00**

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Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 1 Item 4 Type of Violation: **General**

8CCR 3380(f)(7):
§3380. Personal Protective Devices.
(f) Hazard assessment and equipment selection.
(7) The employer shall verify that each affected employee has received and understood the required training through a written certification that contains the name of each employee trained, the date(s) of training, and that identifies the subject of the certification.

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to verify that each employee required to wear PPE had received and understood the required personal protective equipment training through a written certification that contains the name of each employee trained, the date(s) of training, and that identifies the subject of the certification.

Date By Which Violation Must be Abated:	**October 31, 2025**
Proposed Penalty:	**$560.00**

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Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 1 Item 5 Type of Violation: **General**

LC 6401.9(d)(1)(A):
(d) (1) (A) The employer shall record information in a violent incident log for every workplace violence incident.

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to record information in a violent incident log for every workplace incident. [This citation is being issued under labor code section 6401.9(d)]

Date By Which Violation Must be Abated:	**October 31, 2025**
Proposed Penalty:	**$560.00**

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Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 1 Item 6 Type of Violation: **General**

LC 6401.9(f)(1):
(f) (1) Records of workplace violence hazard identification, evaluation, and correction shall be created and maintained for a minimum of five years.

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to create and maintain records of workplace violence hazard identification, evaluation and correction.
[This citation is being issued under labor code section 6401.9(f)]

Date By Which Violation Must be Abated:	**October 31, 2025**
Proposed Penalty:	**$560.00**

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Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 2 Item 1 Type of Violation: **Serious Accident Related**

8CCR 3203(a)(4):
§3203. Injury and Illness Prevention Program.
(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:
(4) Include procedures for identifying and evaluating work place hazards including scheduled periodic inspections to identify unsafe conditions and work practices. Inspections shall be made to identify and evaluate hazards:

Violation
Prior to and during the course of the Division's inspection, including but not limited to on March 26, 2025, the employer failed to effectively establish, implement and maintain procedures for identifying and evaluating workplace hazards faced by officers who executed a warrant at 1720 Kestrel Court, Olivehurst, California in a narcotics investigation involving transnational trafficking organizations, including but not limited to in the following instances:
1. Employer did not properly identify and evaluate the necessary safeguards for firearm threats. As a result, a Marysville Police Officer was fatally wounded.
2. Employer failed to identify and evaluate the need for ballistic shields. As a result, a Marysville Police Officer was fatally wounded.
3. Employer failed to properly identify and evaluate the need for proper fit and type of body armor needed to protect from firearm threats to the neck, chest, abdomen and groin. As a result, a Marysville Police Officer was fatally wounded.
4. Employer did not properly identify and evaluate the risks of entering unfamiliar or open spaces where danger might be hidden. As a result, a Marysville Police Officer was fatally wounded.
5. Employer did not properly identify and evaluate coordination with backup units and medical support. As a result, a Marysville Police Officer was fatally wounded.

[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].

Date By Which Violation Must be Abated: **October 16, 2025**
Proposed Penalty: **$25000.00**

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Inspection Dates: 04/28/2025 - 09/25/2025
Issuance Date: 09/26/2025
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Optional Report #: 42-2025

Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 3 Item 1 Type of Violation: **Serious Accident Related**

8CCR 3203(a)(6)(B):
§3203. Injury and Illness Prevention Program.
(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:
(6) Include methods and/or procedures for correcting unsafe or unhealthy conditions, work practices and work procedures in a timely manner based on the severity of the hazard:
(B) When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, remove all exposed personnel from the area except those necessary to correct the existing condition. Employees necessary to correct the hazardous condition shall be provided the necessary safeguards.

Violation
Prior to and during the course of the Division's inspection, including but not limited to on March 26, 2025, the employer failed to effectively establish, implement and maintain procedures for correcting unsafe and unhealthy conditions, work practices and work procedures faced by officers who executed a warrant at 1720 Kestrel Court, Olivehurst, California in a narcotics investigation involving transnational trafficking organizations, including but not limited to in the following instances:
1. Employer failed to provide the necessary safeguards for firearm threats to employees. As a result, a Marysville Police Officer was fatally wounded.
2. Employer failed to provide ballistic shields. As a result, a Marysville Police Officer was fatally wounded.
3. Employer failed to provide the proper fit and type of body armor that protects the neck, chest, abdomen and groin. As a result, a Marysville Police Officer was fatally wounded.
4. Employer failed to act on concerns raised by officers before the incident about how the operation was being conducted. As a result, a Marysville Police Officer was fatally wounded.
5. Employer failed to arrange proper rescue or medical response. As a result, a Marysville Police Officer was fatally wounded.
[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].

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Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 4 Item 1 Type of Violation: **Serious Accident Related**

8CCR 3203(a)(7):
§3203. Injury and Illness Prevention Program.
(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:
(7) Provide training and instruction:
(A) When the program is first established;
Exception: Employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with the previously existing Accident Prevention Program in Section 3203.
(B) To all new employees;
(C) To all employees given new job assignments for which training has not previously been received;
(D) Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard;
(E) Whenever the employer is made aware of a new or previously unrecognized hazard; and,
(F) For supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.

Violation
On or about, including, but not limited to on March 26, 2025 Yuba County Sheriff's Office failed to establish, implement, and maintain effective training for its employees in the following instances:
Instance 1. Effective training, including but not limited to, effective SWAT entry training that was not provided to a City of Marysville Police Department employee who was given the new job assignment of entry to execute a search warrant at 1720 Kestrel Court, Olivehurst, CA. As a result, a Marysville Police Officer was fatally wounded.
[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].
Instance 2. Effective training and instruction on the Injury and Illness Prevention Program was not provided to employees.
Instance 3. Effective training and instruction on the Injury and Illness Prevention Program was not provided to supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.

Date By Which Violation Must be Abated:	**October 16, 2025**
Proposed Penalty:	**$25000.00**

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Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 5 Item 1 Type of Violation: **Serious Accident Related**

8CCR 3380(e):
§3380. Personal Protective Devices.
(e) Protectors shall be of such design, fit and durability as to provide adequate protection against the hazards for which they are designed. They shall be reasonably comfortable and shall not unduly encumber the employee's movements necessary to perform his or her work.

Violation
On or about, including, but not limited to on March 26, 2025 Yuba County Sheriff's Office failed to ensure body armor was of such design and fit as to provide adequate protection against the hazards for which they were designed in the following instances:
Instance 1. The design of the body armor used during the service of a warrant at 1720 Kestrel Court, Olivehurst, CA did not protect against the hazard of gunshot wounds to the abdomen. As a result, a Marysville Police Officer was fatally wounded.
[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].

Instance 2. Body armor used by a Marysville Police Department employee during the service of a warrant at 1720 Kestrel Court, Olivehurst, CA did not fit correctly. As a result, a Marysville Police Officer was fatally wounded.
[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].

Date By Which Violation Must be Abated:	**October 16, 2025**
Proposed Penalty:	**$25000.00**

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Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 6 Item 1 Type of Violation: **Serious**

8CCR 3380(f)(4):
§3380. Personal Protective Devices.
(f) Hazard assessment and equipment selection.
(4) Training. The employer shall provide training to each employee who is required by this section to use PPE. Each such employee shall be trained to know at least the following:
(A) When PPE is necessary;
(B) What PPE is necessary;
(C) How to properly don, doff, adjust, and wear PPE;
(D) The limitations of the PPE; and,
(E) The proper care, maintenance, useful life and disposal of the PPE.

Violation
On or about, including, but not limited to on March 26, 2025 the employer failed to ensure PPE training was provided to Yuba County Sheriff's Office employees required to wear PPE.

Date By Which Violation Must be Abated:	**October 16, 2025**
Proposed Penalty:	**$13500.00**

State of California
Department of Industrial Relations
Division of Occupational Safety and Health
Sacramento District Office
1750 Howe Avenue, Suite 430
Sacramento, CA 95825
Phone: (916) 263-2800 Fax: (916) 263-2798

Inspection #: 1820991
Inspection Dates: 04/28/2025 - 09/25/2025
Issuance Date: 09/26/2025
CSHO ID: V0522
Optional Report #: 42-2025

Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 7 Item 1 Type of Violation: **Serious Accident Related**

8CCR 3383(b):
§3383. Body Protection.
(b) Clothing appropriate for the work being done shall be worn. Loose sleeves, tails, ties, lapels, cuffs, or other loose clothing which can be entangled in moving machinery shall not be worn.

Violation
On or about, including, but not limited to on March 26, 2025 Yuba County Sheriff's Office failed to ensure clothing appropriate for the work being done was worn. The length of the body armor used during the service of a warrant at 1720 Kestrel Court, Olivehurst, CA was not appropriate as it did not protect against the hazard of gunshot wounds to the abdomen. As a result, a Marysville Police Officer was fatally wounded.
[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].

Date By Which Violation Must be Abated:	**October 23, 2025**
Proposed Penalty:	**$25000.00**

State of California
Department of Industrial Relations
Division of Occupational Safety and Health
Sacramento District Office
1750 Howe Avenue, Suite 430
Sacramento, CA 95825
Phone: (916) 263-2800 Fax: (916) 263-2798

Inspection #: 1820991
Inspection Dates: 04/28/2025 - 09/25/2025
Issuance Date: 09/26/2025
CSHO ID: V0522
Optional Report #: 42-2025

Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 8 Item 1 Type of Violation: **Serious Accident Related**

LC 6401.9(c):
(c) (1) (A) An employer shall establish, implement, and maintain an effective workplace violence prevention plan.
(B) The plan shall be in writing and shall be available and easily accessible to employees, authorized employee representatives, and representatives of the division at all times. The plan shall be in effect at all times and in all work areas and be specific to the hazards and corrective measures for each work area and operation. The written plan may be incorporated as a stand-alone section in the written injury and illness prevention program required by Section 3203 of Title 8 of the California Code of Regulations or maintained as a separate document.
(c)(2) The plan shall include all of the following:

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to establish, implement, and maintain an effective workplace violence prevention plan in the following instances:
Instance 1: The plan was not available to representatives of the division upon request.
Instance 2: The plan was not in effect at all times and in all work areas and specific to the hazards and corrective measures for each work area and operation.
Instance 3: The plan failed to include names or job titles of the persons responsible for implementing the plan.
Instance 4: The plan failed to include effective procedures to obtain the active involvement of employees and authorized employee representatives in developing and implementing the plan, including, but not limited to, through their participation in identifying, evaluating, and correcting workplace violence hazards, in designing and implementing training, and in reporting and investigating workplace violence incidents.
Instance 5: The plan failed to include methods the employer will use to coordinate implementation of the plan with other employers, when applicable, to ensure that those employers and employees understand their respective roles, as provided in the plan.

Instance 6: The plan failed to include effective procedures for the employer to accept and respond to reports of workplace violence, and to prohibit retaliation against an employee who makes such a report.
Instance 7: The plan failed to include effective procedures to ensure that supervisory and nonsupervisory employees comply with the plan in a manner consistent with paragraph (2) of subdivision (a) of Section 3203 of Title 8 of the California Code of Regulations.
Instance 8: The plan failed to include effective procedures to communicate with employees regarding workplace violence matters, including, but not limited to, both of the following:
(i) How an employee can report a violent incident, threat, or other workplace violence concern to the employer or law enforcement without fear of reprisal.
(ii) How employee concerns will be investigated as part of the employer's responsibility in complying with subparagraph (I), and how employees will be informed of the results of the investigation and any corrective actions to be taken as part of the employer's responsibility in complying with subparagraph (J).
Instance 9: The plan failed to include effective procedures to respond to actual or potential workplace violence emergencies, including, but not limited to, all of the following:
- Effective means to alert employees of the presence, location, and nature of workplace violence emergencies.
- Evacuation or sheltering plans that are appropriate and feasible for the worksite.
- How to obtain help from staff assigned to respond to workplace violence emergencies, if any, security personnel, if any, and law enforcement.
Instance 10: The plan failed to include effective procedures to develop and provide the training required in subdivision (e).
Instance 11: The plan failed to include effective procedures to identify and evaluate workplace violence hazards, including, but not limited to, scheduled periodic inspections to identify unsafe conditions and work practices and employee reports and concerns. Inspections shall be conducted when the plan is first established, after each workplace violence incident, and whenever the employer is made aware of a new or previously unrecognized hazard.
Instance 12: The plan failed to include effective procedures for post incident response and investigation.
Instance 13: The plan failed to include effective procedures to review the effectiveness of the plan and revise the plan as needed, including, but not limited to, procedures to obtain the active involvement of employees and authorized employee representatives in reviewing the plan.
Instance 14: Employer failed to correct workplace violence hazards faced by officers who executed a warrant at 1720 Kestrel Court, Olivehurst, California in a narcotics investigation involving transnational trafficking organizations, including but not limited to in the following instances:
1. Employer failed to provide the necessary safeguards for firearm threats to employees. As a result, a Marysville Police Officer was fatally wounded.
2. Employer failed to provide ballistic shields. As a result, a Marysville Police Officer was fatally wounded.
3. Employer failed to provide the proper fit and type of body armor that protects the neck, chest, abdomen and groin. As a result, a Marysville Police Officer was fatally wounded.
4. Employer failed to act on concerns raised by officers before the incident about how the operation was being conducted. As a result, a Marysville Police Officer was fatally wounded.
5. Employer failed to arrange proper rescue or medical response. As a result, a Marysville Police Officer was fatally wounded.

Instance 15: Employer failed to effectively establish, implement and maintain procedures for identifying and evaluating workplace hazards faced by officers who executed a warrant at 1720 Kestrel Court, Olivehurst, California in a narcotics investigation involving transnational trafficking organizations, including but not limited to in the following instances:
1. Employer did not properly identify and evaluate the necessary safeguards for firearm threats. As a result, a Marysville Police Officer was fatally wounded.
2. Employer failed to identify and evaluate the need for ballistic shields. As a result, a Marysville Police Officer was fatally wounded.
3. Employer failed to properly identify and evaluate the need for proper fit and type of body armor needed to protect from firearm threats to the neck, chest, abdomen and groin. As a result, a Marysville Police Officer was fatally wounded.
4. Employer did not properly identify and evaluate the risks of entering unfamiliar spaces where danger might be hidden. As a result, a Marysville Police Officer was fatally wounded.
5. Employer did not properly identify and evaluate coordination with backup units and medical support. As a result, a Marysville Police Officer was fatally wounded.

[This citation is being issued in accordance with Section 336.10 - Multi-Employer Worksites].
[This citation is being issued under labor code section 6401.9(c)]

Date By Which Violation Must be Abated:	**October 16, 2025**
Proposed Penalty:	**$25000.00**

State of California
Department of Industrial Relations
Division of Occupational Safety and Health
Sacramento District Office
1750 Howe Avenue, Suite 430
Sacramento, CA 95825
Phone: (916) 263-2800 Fax: (916) 263-2798

Inspection #: 1820991
Inspection Dates: 04/28/2025 - 09/25/2025
Issuance Date: 09/26/2025
CSHO ID: V0522
Optional Report #: 42-2025

Citation and Notification of Penalty

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court
Olivehurst, CA 95961

Citation 9 Item 1 Type of Violation: **Serious**

LC 6401.9(e)(1):
(e) (1) The employer shall provide effective training to employees, as specified in paragraphs (2) and (3). Training material appropriate in content and vocabulary to the educational level, literacy, and language of employees shall be used.
(2) The employer shall provide employees with initial training when the plan is first established, and annually thereafter, on all of the following:
(A) The employer's plan, how to obtain a copy of the employer's plan at no cost, and how to participate in development and implementation of the employer's plan.
(B) The definitions and requirements of this section.
(C) How to report workplace violence incidents or concerns to the employer or law enforcement without fear of reprisal.
(D) Workplace violence hazards specific to the employees' jobs, the corrective measures the employer has implemented, how to seek assistance to prevent or respond to violence, and strategies to avoid physical harm.
(E) The violent incident log required by subdivision (d) and how to obtain copies of records required by paragraphs (1) to (3), inclusive, of subdivision (f).
(F) An opportunity for interactive questions and answers with a person knowledgeable about the employer's plan.
(3) Additional training shall be provided when a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan. The additional training may be limited to addressing the new workplace violence hazard or changes to the plan.

Violation
Prior to and during the course of the Division's inspection, including but not limited to, on March 26, 2025, the employer failed to provide effective workplace violence prevention training on all of the elements specified in paragraphs (2) and (3).

[This citation is being issued under labor code section 6401.9(e)]

Date By Which Violation Must be Abated: **October 16, 2025**
Proposed Penalty: **$13500.00**

Due to your refusal to cooperate fully in this investigation, the Division reserves the right to issue future citations based on evidence or documentation you have refused to provide.

Matt E Palmer Joey Crocker

Matthew Palmer Joseph Crocker
Compliance Officer / District Manager

State of California
Department of Industrial Relations
Division of Occupational Safety and Health
Sacramento District Office
1750 Howe Avenue, Suite 430
Sacramento, CA 95825
Phone: (916) 263-2800 Fax: (916) 263-2798

NOTICE OF PROPOSED PENALTIES

Company Name: Yuba County Sheriff's Office
Establishment DBA:
and its successors
Inspection Site: 1720 Kestrel Court, Olivehurst, CA 95961
Mailing Address: 215 5th Street, Marysville, CA 95901
Issuance Date: 09/26/2025
Reporting ID: 0950621
CSHO ID: V0522

Summary of Penalties for Inspection Number 1820991

Citation 1 Item 1, Regulatory	$5000.00
Citation 1 Item 2, General	$560.00
Citation 1 Item 3, General	$560.00
Citation 1 Item 4, General	$560.00
Citation 1 Item 5, General	$560.00
Citation 1 Item 6, General	$560.00
Citation 2 Item 1, Serious Accident Related	$25000.00
Citation 3 Item 1, Serious Accident Related	$25000.00
Citation 4 Item 1, Serious Accident Related	$25000.00
Citation 5 Item 1, Serious Accident Related	$25000.00
Citation 6 Item 1, Serious	$13500.00
Citation 7 Item 1, Serious Accident Related	$25000.00
Citation 8 Item 1, Serious Accident Related	$25000.00
Citation 9 Item 1, Serious	$13500.00
TOTAL PROPOSED PENALTIES:	**$184800.00**

Penalties are due within 15 working days of receipt of this notification unless contested. If you are appealing any item of this citation, remittance is still due on all items that are not appealed. Enclosed for your use is a Penalty Remittance Form.

If you are paying electronically: Please have this form on-hand when you are ready to make your payment. The company name, reporting ID and Citation number(s) will be required to ensure that the payment is accurately posted to your account. Please go to: **www.dir.ca.gov/dosh/CalOSHA_PaymentOption.html** to access the secure payment processing site. **Additionally, you must also mail the Penalty Remittance Form to the address below.**

If you are paying by check: Mail this Notice of Proposed Penalties, the Penalty Remittance Form, along with a copy of the Citation and Notification of Penalty to:

DEPARTMENT OF INDUSTRIAL RELATIONS
CAL/OSHA PENALTIES
P. O. BOX 516547
LOS ANGELES, CA 90051-0595

Cal/OSHA does not agree to any restrictions, conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions or endorsements do not exist.

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH – CAL/OSHA
Accounting Office - Cashiering Unit
Phone (415) 703-4325
Email: AccountingCalosha@dir.ca.gov

PENALTY REMITTANCE FORM

CIVIL PENALTY INFO	**INSPECTION NO.:**	1820991	**REPORTING ID:**	0950621
COMPANY NAME:	Yuba County Sheriff's Office		**FEIN/SEIN:**	
ESTABLISHMENT DBA:				
CONTACT PERSON:				
PHONE NO.:			**FAX NO.:**	
SITE ADDRESS:	1720 Kestrel Court, Olivehurst, CA 95961			
MAILING ADDRESS:	215 5th Street, Marysville, CA 95901			

CITATION INFORMATION:

Penalties are due within 15 working days of receipt of this notification unless contested. If you are appealing any item of this Citation, remittance is still due on all items that are not appealed.

PAYMENT INSTRUCTIONS:

For check or money order: please make check or money order payable to Department of Industrial Relations. Write the inspection number and total amount enclosed on the payment coupon below and on the check or money order.

For credit card or EFT payment, go to: www.dir.ca.gov/dosh/CalOSHA_PaymentOption.html

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----- Detach here and return bottom portion with check or money order payment -----

PAYMENT COUPON

DIR EST. 1927 State of California Department of Industrial Relations

Inspection No.: 1820991

Amount Enclosed: $ _____

Mail payment to:

DEPARTMENT OF INDUSTRIAL RELATIONS
CAL/OSHA PENALTIES
P.O. BOX 516547
LOS ANGELES, CA 90051-0595

For credit card or EFT payment, go to:
www.dir.ca.gov/dosh/CalOSHA_PaymentOption.html

English

MULTI-LINGUAL EMPLOYEE NOTIFICATION– Post as required by LC § 6318(c)

Cal/OSHA investigated the workplace and found one or more workplace safety or health violations. This investigation resulted in one or more citations or orders, which the employer must post **at or near the place of the violation for three working days**, or until the unsafe condition is corrected, whichever is longer. Your employer is required to communicate any hazards at the workplace in a language and manner you understand. You can contact Cal/OSHA at **833-579-0927**. You can search for citations Cal/OSHA issued against your employer at https://www.osha.gov/ords/imis/establishment.html

Español

NOTIFICACIÓN A LOS EMPLEADOS MULTILINGÜES– Publicar según lo requerido por LC § 6318(c)

Cal/OSHA investigó el lugar de trabajo y encontró una o más violaciones de seguridad o salud en el lugar de trabajo. Como resultado de esta investigación se generaron una o más citaciones u órdenes, que el jefe debe fijar **en o cerca del lugar de la violación por tres días laborables** o hasta que se corrija la condición insegura, cualquiera que sea el caso que se prologue más. Su jefe está obligado a comunicarle cualquier peligro en el lugar de trabajo en los términos y de una forma que le sean claros. Puede contactar a Cal/OSHA al número de teléfono **833-579-0927**. Puede buscar citaciones que Cal/OSHA haya emitido en contra de su jefe en https://www.osha.gov/ords/imis/establishment.html

Punjabi

ਬਹੁ-ਭਾਸ਼ੀ ਕਰਮਚਾਰੀ ਅਧਿਸੂਚਨਾ – LC § 6318(c) ਦੀ ਲੋੜ ਅਨੁਸਾਰ ਪੋਸਟ ਕਰੋ

Cal/OSHA ਨੇ ਕਾਰਜ-ਸਥਾਨ ਦੀ ਜਾਂਚ ਕੀਤੀ ਅਤੇ ਕਾਰਜ-ਸਥਾਨ 'ਤੇ ਇੱਕ ਜਾਂ ਜ਼ਿਆਦਾ ਸੁਰੱਖਿਆ ਜਾਂ ਸਿਹਤ ਸੰਬੰਧੀ ਉਲੰਘਣਾਵਾਂ ਪਾਈਆਂ। ਇਸ ਜਾਂਚ ਦਾ ਸਿੱਟਾ ਇੱਕ ਜਾਂ ਵਧੇਰੇ ਹਵਾਲਿਆਂ ਜਾਂ ਆਦੇਸ਼ਾਂ ਦੇ ਰੂਪ ਵਿੱਚ ਨਿਕਲਿਆ, ਜਿੰਨ੍ਹਾਂ ਨੂੰ ਰੁਜ਼ਗਾਰਦਾਤਾ ਨੂੰ ਲਾਜ਼ਮੀ ਤੌਰ 'ਤੇ **ਉਲੰਘਣਾ ਵਾਲੇ ਸਥਾਨ 'ਤੇ ਜਾਂ ਇਸਦੇ ਨੇੜੇ ਤਿੰਨ ਕੰਮਕਾਜੀ ਦਿਨਾਂ ਵਾਸਤੇ**, ਜਾਂ ਜਦੋਂ ਤੱਕ ਅਸੁਰੱਖਿਅਤ ਅਵਸਥਾ ਨੂੰ ਠੀਕ ਨਹੀਂ ਕਰ ਲਿਆ ਜਾਂਦਾ, ਦੋਹਾਂ ਵਿੱਚੋਂ ਜੋ ਵੀ ਲੰਬਾ ਹੋਵੇ, ਪੋਸਟ ਕਰਨਾ ਲਾਜ਼ਮੀ ਹੈ। ਤੁਹਾਡੇ ਰੁਜ਼ਗਾਰਦਾਤਾ ਤੋਂ ਉਮੀਦ ਕੀਤੀ ਜਾਂਦੀ ਹੈ ਕਿ ਉਹ ਕਾਰਜ-ਸਥਾਨ 'ਤੇ ਕਿਸੇ ਵੀ ਜ਼ੋਖਮ ਬਾਰੇ ਅਜਿਹੀ ਭਾਸ਼ਾ ਅਤੇ ਤਰੀਕੇ ਨਾਲ ਸੰਚਾਰ ਕਰਨ, ਜਿਸਨੂੰ ਤੁਸੀਂ ਸਮਝਦੇ ਹੋ। ਤੁਸੀਂ **833-579-0927** 'ਤੇ Cal/OSHA ਨਾਲ ਸੰਪਰਕ ਕਰ ਸਕਦੇ ਹੋ। Cal/OSHA ਵੱਲੋਂ

ਤੁਹਾਡੇ ਰੁਜ਼ਗਾਰਦਾਤਾ ਦੇ ਖਿਲਾਫ਼ ਜਾਰੀ ਕੀਤੇ ਹਵਾਲਿਆਂ ਲਈ ਤੁਸੀਂ

https://www.osha.gov/ords/imis/establishment.html 'ਤੇ ਦੇਖ ਸਕਦੇ ਹੋ।

Vietnamese

THÔNG BÁO CHO NHÂN VIÊN ĐA NGÔN NGỮ- Đăng theo yêu cầu của LC § 6318(c)

Cal/OSHA đã điều tra nơi làm việc và phát hiện một hay nhiều vi phạm về an toàn hoặc sức khỏe tại nơi làm việc. Cuộc điều tra này đã dẫn đến việc đơn vị sử dụng lao động phải niêm yết một hay nhiều mệnh lệnh hoặc lệnh tại hoặc gần nơi vi phạm trong ba ngày làm việc hoặc cho đến khi tình trạng không an toàn được khắc phục, tùy theo thời gian nào lâu hơn. Đơn vị sử dụng lao động của bạn được yêu cầu thông báo về mọi mối nguy hiểm tại nơi làm việc bằng ngôn ngữ và cách thức mà bạn có thể hiểu. Bạn có thể liên hệ với Cal/OSHA theo số điện thoại **833-579-0927**. Bạn có thể tìm kiếm mệnh lệnh mà Cal/OSHA ban hành cho đơn vị sử dụng lao động của bạn tại https://www.osha.gov/ords/imis/establishment.html

Korean

다국어로 된 직원대상 알림– LC § 6318(c) 의거 명령에 따라 게시

Cal/OSHA 가 작업장을 조사한 결과 하나 이상의 작업장 안전 또는 보건관련 위반 사항을 발견했습니다. 그 결과 하나 이상의 소환장 또는 명령이 내려졌으며, 이에 따라 고용주는 **위반 장소나 그 근처에 근무일 기준 3 일 동안,** 또는 불안전한 상태가 시정될 때까지(둘 중 더 긴 기간 적용) 이를 게시해야 합니다. 귀하의 고용주는 귀하가 이해할 수 있는 언어와 방식으로 작업장에서 일어날 수 있는 위험을 전달해야 합니다. 귀하는 **833-579-0927** 로 Cal/OSHA 에 연락하실 수 있습니다. 또한 https://www.osha.gov/ords/imis/establishment.html 에서 귀하 고용주를 대상으로 발행된 Cal/OSHA 소환장을 검색하실 수 있습니다.

Armenian

ԲԱՇՄԱԼԵՂՈՒ ԱՇԽԱՏԱԿՑԻ ԾԱՆՈՒՑՈՒՄ – Գրառում, ինչպես պահանջվում է LC § 6318(c) կողմից

Cal/OSHA-ն ուսումնասիրել է աշխատավայրը և հայտնաբերել աշխատավայրի անվտանգության կամ առողջության մեկ կամ մի քանի խախտում: Այս ուսումնասիրությունը հանգեցրել է նրան, որ գործատուն պետք է տեղադրի մեկ կամ մի քանի ծանուցում կամ **երեք աշխատանքային օրվա ընթացքում** կարգադրություն տեղադրի **խախտման վայրում կամ վայրի մոտ** կամ մինչև անապահով պայմանը շտկվի, որն ավելի երկար կտևի: Ձեր գործատուից պահանջվում է տեղեկացնել Ձեզ աշխատավայրում ցանկացած վտանգի մասին Ձեզ հասկանալի լեզվով և ձևով: Դուք կարող եք կապվել Cal/OSHA-ի հետ **833-579-0927** հեռախոսահամարով: Դուք կարող եք փնտրել Ձեր գործատուի դեմ տրված Cal/OSHA ծանուցումները հետևյալ կայքում՝ https://www.osha.gov/ords/imis/establishment.html

Tagalog

ABISO SA EMPLEYADO NA NASA MARAMING WIKA– Ipaskil ayon sa Kinakailangan ng LC § 6318(c)

Inimbestigahan ng Cal/OSHA ang lugar ng trabaho at may nakitang isa o higit pang mga paglabag sa kaligtasan sa lugar ng trabaho o kalusugan. Nagresulta ang imbestigasyon na ito ng isa o higit pang pagbanggit o pag-uutos, na dapat ipaskil ng amo **sa o malapit sa lugar ng paglabag sa loob ng tatlong araw ng trabaho**, o hanggang sa maiwasto ang hindi ligtas na kondisyon, alinman ang mas matagal. Kinakailangan ng iyong amo na sabihin ang anumang panganib sa lugar ng trabaho sa wika at paraan na nauunawaan mo. Maaari kang makipag-ugnay sa Cal/OSHA sa **833-579-0927**. Maaari mong hanapin ang mga pagbanggit na ibinigay ng Cal/OSHA laban sa iyong amo sa https://www.osha.gov/ords/imis/establishment.html

Simplified Chinese

根据 LC § 6318(c) 的要求发布**多**语言雇员通知

Cal/OSHA 对工作场所进行了调查，发现了一项或多项工作场所安全或健康违规行为。这项调查导致一份或多份传讯或命令，雇主必须**在违规地点或附近张贴三个工作日，或者直到不安全状况得到**纠正，以时间较长者为准。你的雇主必须以你理解的语言和方式传达工作场所的任何危险。你可以通过 **833-579-0927** 联系 Cal/OSHA。**你可以搜索** Cal/OSHA 发布针对你的雇主的传讯，就在 https://www.osha.gov/ords/imis/establishment.html

Traditional Chinese

根據 LC § 6318(c) 的要求發佈多語言雇員通知

Cal/OSHA 對工作場所進行了調查，發現了一項或多項工作場所安全或健康違規行為。這項調查導致一份或多份傳訊或命令，雇主必須**在違規地點或附近張貼三個工作日，或者直到不安全狀況得到糾正，以時間較長者為准。你的雇主必須以你理解的語言和方式傳達工作場所的任何危險。你可以通過撥打 833-579-0927 聯繫 Cal/OSHA。你可以搜索 Cal/OSHA 發佈針對你的雇主的傳訊，就在** https://www.osha.gov/ords/imis/establishment.html