

# County of Santa Barbara

RESOLUTION NO. 25-243

## RESOLUTION OF COMMENDATION FOR JOHN NICHOLS, INFORMATION TECHNOLOGY DEPARTMENT EMPLOYEE OF THE MONTH, NOVEMBER 2025

**WHEREAS**, John Nichols exemplifies the County's organizational values of Accountability, Customer Focus, Equity & Inclusion, Innovation, Trust, and Ethics; and

**WHEREAS**, John Nichols models the transformative behaviors of Collaborative Problem Solving, Alignment with the County's Vision, Risk Taking, Data-Driven Decision Making, and Strategic Thinking; and

**WHEREAS**, John Nichols has been loyally serving the county and its residents for over 28 years. He collaborates with departments, vendors and contractors to ensure that they can rely on critical radio communications channels to ensure the safety of our community. John is generous with his knowledge, training new radio shop staff and assessing departments' communication needs to implement appropriate solutions. Beyond the technical elements of his job, he is key to helping his coworkers connect with one another as he brings his deep experience and enthusiasm for Santa Maria style BBQ to the table, ensuring all enjoy the department's annual summer All-Hands; and

**WHEREAS**, John has played a pivotal role in the success of the Information Technology Department's project to modernize the Public Safety Radio Network. These upgrades support critical communications for the Sheriff's Office, Fire and EMS Ambulance Services, Probation, Courts, District Attorney, Community Services and County Health Departments, and are essential to strengthening emergency response capabilities and enhancing coordination among public safety personnel countywide; and

**WHEREAS**, among his many other contributions, John has also recently been indispensable in returning the Valley Peak radio tower to operational status. After a battery fire in November 2023, and subsequent severe weather, over the course of the past two years he worked closely with The Nature Conservancy and the battery manufacturer to fully restore the site's operation. John's professionalism, technical expertise, and unwavering dedication embody the highest standards of public service. He is a respected leader and a valued contributor to the County and to the Information Technology Department; and

**NOW, THEREFORE, BE IT HEREBY ORDERED AND RESOLVED** that the Board of Supervisors of the County of Santa Barbara does hereby acknowledge John Nichols as Employee of the Month for November 2025.

**PASSED AND ADOPTED**, by the Board of Supervisors of the County of Santa Barbara, State of California, this 4th day of November, 2025 by a unanimous vote of all members present.



*Mona Diaz*  
ATTEST: Clerk of the Board

*[Signature]*  
Supervisor - 1st District

*[Signature]*  
Supervisor - 2nd District

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Supervisor - 3rd District

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Supervisor - 4th District

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Supervisor - 5th District

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