



BOARD OF SUPERVISORS  
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

**Department Name:** Public Works  
**Department No.:** 054  
**For Agenda Of:** May 2, 2023  
**Placement:** Departmental  
**Estimated Time:** 5 minutes  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors  
**FROM:** Department Scott D. McGolpin, Public Works Director, (805) 568-3010  
Director(s)  
Contact Info: Andrea Geis, Fiscal and HR Manager (805) 568-3027  
**SUBJECT:** Approve Extra-Help Services and Retirement Waiver for Public Works  
Department

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**County Counsel Concurrence**

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- a) In accordance with California Government Code Section 7522.56(f)(1), certify that the appointment of retired County employee Leslie Wells, Deputy Director of Resource Recovery and Waste Management, is necessary to fill a critical need in the Public Works Department before 180 days have passed from her date of retirement; and
- b) Approve and authorize the Public Works Department to appoint retired employee, Leslie Wells, as an Extra-Help employee to provide training on a part time basis not to exceed 960 hours of annual service with an appointment effective date of May 2, 2023; and
- c) Determine that the above actions are not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(4) and 15378(b)(5) because they consist of government administrative or fiscal activities that will not result in direct or indirect physical changes in the environment.

**Summary Text:**

The purpose of this item is to request that your Board certify that there is a critical need to allow the Public Works Department (the Department) to hire retired Assistant Department Leader (Deputy Director of Resource Recovery and Waste Management) Leslie Wells as an Extra-Help employee before 180 days have passed from her date of retirement. Her Extra-Help appointment will ensure that her

knowledge and expertise is available to the Resource Recovery and Waste Management Division (RRWMD) staff as they work to bring the ReSource Center to full operations.

Furthermore, in anticipation of Ms. Wells' retirement, the Department started rotations of two internal staff in the Deputy Director of RRWMD role. The first rotation started in January 2023 and Ms. Wells' successor will be selected at the end of the second rotation period in August 2023. As an Extra-Help employee, Ms. Wells' expertise will also be available to the staff rotating through the position and provide key training to her permanent replacement.

**Background:**

RRWMD is one of five divisions within the Santa Barbara County Public Works Department, and is responsible for providing regional solid waste management services. The County-owned ReSource Center, located at the Tajiguas Landfill, is a state-of-the-art facility that processes and recovers municipal solid waste, recyclables, and organics generated by the unincorporated areas of the South County Santa Ynez Valley, and Cuyama Valley, as well as the cities of Buellton, Goleta, Santa Barbara and Solvang. The division completed construction of the ReSource Center in 2021 and manages the contract for the operation of the facility. The anaerobic digester component of the facility is not yet fully operational and RRWMD staff are currently working to complete this last phase of the commissioning process.

Ms. Wells has over 27 years of expertise in RRWMD and began serving as Deputy Director in 2018. She has been instrumental in the construction and commissioning of the ReSource Center. Her experience and knowledge of this facility and other aspects of RRWMD will be valuable to train her potential successors.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

It is anticipated that Ms. Wells will provide services on an as needed basis, not to exceed 960 hours until the ReSource Center is fully operational and a permanent replacement is selected. In accordance with California Government Code section 7522.56(d), Ms. Wells will perform this work at a salary rate that does not exceed the maximum authorized in the County's salary table for Assistant Department Heads. The Extra-Help position cost will be covered by existing budgeted funds and will not result in an increase to General Fund Contribution.

**Authored by:**

Andrea Geis, Fiscal and HR Manager