



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

Submitted on:  
(COB Stamp)

Department Name: Sheriff-Coroner  
Department No.: 032  
Agenda Date: January 27, 2026  
Placement: Departmental Agenda  
Estimated Time: 5 MINUTES  
Continued Item: No  
If Yes, date from: N/A  
Vote Required: Majority

TO: Board of Supervisors  
FROM: Department Director: Bill Brown, Sheriff-Coroner *Bmw #226*  
Contact Info: Alicia Ibarra, HR Manager  
SUBJECT: Approve Extra Help Service and Retirement Waiver for Sheriff's Office

County Counsel Concurrence

As to form: Yes

Other Concurrence: Human Resources

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Other Concurrence: ITD

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 County Employee Jose Ayala, Communications Dispatch Supervisor, is necessary to fill a critical need in the Sheriff's Office before 180 days have passed from his date of retirement;
- b) Approve and authorize the Sheriff's Office to appoint retired employee, Jose Ayala, as an Extra Help employee to assist with critical technical projects within the dispatch center on a part-time basis not to exceed 960 hours or annual service with an appointment effective February 2, 2026; 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 discal 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 Sheriff's Office retiree Communications Supervisor Jose Ayala, as an Extra Help employee

before 180 days have passed from his date of retirement. Mr. Ayala's retirement was effective November 6, 2025.

**Discussion:**

Prior to his retirement on November 6, 2025, Mr. Ayala was in the position of Communications Dispatch Supervisor in charge of Technology and Special Projects within the Dispatch Center for over 17 years. Although succession planning and a thorough handover was completed prior to his departure, it is impossible to transfer all of his knowledge related to several projects to a new employee. Some of the more important projects that Mr. Ayala was a part of include the Public Safety Radio Network (PSRN) project, the California Data Information Sharing (DIS) project for a statewide CAD-to-CAD (or awareness related to participating agencies), Central Square CAD-to-CAD, setting-up a redundant dispatch center in Santa Maria, overall CAD, radio, and recorder maintenance as well as other smaller projects. Allowing Mr. Ayala to work extra help will ensure these projects continue with minimal delays or disruption.

The required SBCERS paperwork has been completed (Attachment A).

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:** It is anticipated that Mr. Ayala will provide technical assistance for up to 960 hours to assist with various existing projects. At his hourly rate of \$54.686, if he worked all 960 hours, the total amount spent would be \$52,673.28. In accordance with California Government Code section 7522.56(d), Mr. Ayala will perform his work at a salary rate that does not exceed the maximum authorized in the County's salary table for Communications Dispatch Supervisor. The EXH position cost will be covered by existing budget funds with two positions within the Dispatch program being held vacant to fund this extra help cost; therefore, approval of this request should not result in an increase to the department's General Fund. However, it should be noted that at the departmental level, extra help funds have already exceeded the annual budget by approximately \$195,000.

Funding Source	FY 2025-26	FY 2026-27	Total
General Fund	\$26,291.64	\$26,291.64	\$52,583.28
State			
Federal			
Fees			
Total			\$52,583.28

**Attachments:**

**Attachment A – SBCERS Post-Retirement Employment Certification - Ayala, Jose (Redacted)**

**Contact Information:**

Alicia Ibarra  
HR Manager, Sheriff's Office  
[Ami6155@sbsheriff.org](mailto:Ami6155@sbsheriff.org)

# SBCERS

Santa Barbara County Employees' Retirement System

Phone: (877) 568-2940

Email: [info@sbcers.org](mailto:info@sbcers.org)

## CERTIFICATION

### Post-Retirement Employment of SBCERS Retiree

(For Extra Help, Contractor on Payroll (COP), and/or Independent Contractor)

The purpose of this form is to confirm eligibility for post-retirement employment with an SBCERS employer pursuant to Government Code Sections 7522.56, 31680, IRS Code Section 401(a) and Co. of SB Administrative Manual 014-021. Forms will be reviewed on a bi-weekly basis and are due to HR by 4 PM on the first Friday of the Pay Period prior to the anticipated hire date. These forms are a matter of public record and will be used for audit purposes.

DATE FORM COMPLETED: 10 / 120 / 12025  
mm dd yyyy

#### PART I: TO BE COMPLETED BY DEPARTMENT/EMPLOYER HR STAFF

##### EMPLOYER INFORMATION

Hiring Department: 032-SHERIFF

Department Contact: Sarah Allison sma3737@sbsheriff.org  
Staff Name phone or email

##### EMPLOYEE/RETIREE INFORMATION:

Name: JOSE GONZALO AYALA Employee ID: 5330  
First Middle Last

Social Security [REDACTED] Date of Birth: [REDACTED]  
mm dd yyyy

Employee e-mail address [REDACTED]

\*This email address is where you will receive communications regarding this request

Retirement Date: 11 / 106 / 12025 Retired from: SHERIFF  
mm dd yyyy Department Name

1. Select the type of appointment (choose one).

☒ Extra Help ☐ Contractor on Payroll ☐ Independent Contractor

2. Select the type of work (choose one).

☒ General ☐ Safety

3. Anticipated Date Employment will Start: 11 / 10 / 12025  
mm dd yyyy

4. Anticipated End Date of Employment: 11 / 109 / 12027  
mm dd yyyy

5. Please certify that one or both of the following are true (check all that apply).



- ☐ The re-employment of this retiree is necessary during an emergency to prevent stoppage of public business.
- ☒ The retiree has skills needed to perform work of limited duration.
6. Please indicate the limit or limits on the duration of the retiree's re-employment by selecting the box that applies:
- ☒ Retiree has special skills/knowledge needed by the employer AND employer is actively hiring/recruiting to fill the position.
- ☐ Retiree is training their replacement.
- ☐ Retiree is working in a temporary assignment or working on a special project.
- ☐ This is a temporary position due to peak or seasonal workload fluctuation for period: \_\_\_\_\_ to \_\_\_\_\_.
- ☐ Retiree is filling a short-term vacancy need.
7. Please describe the anticipated work product or service to be provided by retiree.
- SYSTEMS AND PROGRAM ADMINISTRATION
- TRAINING EVENTUAL REPLACEMENT
8. If the anticipated end date for the employment period is more than 12 months from the start date, please explain the circumstances requiring extended service.
- \_\_\_\_\_
- \_\_\_\_\_
9. Will the post-retirement employment commence within 180 days following the date of retirement? ☐ NO ☒ YES
- If you answered YES, please check one of the following:
- ☐ The retiree is a public safety officer or firefighter, and the post-retirement is for the performance of functions regularly performed by a public safety officer or firefighter.
- ☒ The post-retirement employment is necessary to fill a critically needed position before 180 days have passed AND has been agendized for approval by the appointing body on the non-consent calendar.

**PART II: TO BE COMPLETED BY THE EMPLOYEE/RETIREE**

10. Have you accepted a retirement incentive (golden handshake, early retiree incentive, or a cash incentive) from any public employer?

☒ NO ☐ YES

11. Have you received any unemployment insurance compensation arising out of any prior employment with a public employer during the last 12-month period?

☒ NO ☐ YES

12. Have you previously worked for the County or any other SBCERS plan sponsor post-retirement?

☒ NO ☐ YES

If you answered YES, please complete the following regarding your previous post retirement employment:

☐ Extra Help ☐ Contractor on Payroll ☐ Independent Contractor

Department: \_\_\_\_\_

Job Classification: \_\_\_\_\_

Dates of Employment: \_\_\_\_ / \_\_\_\_ / \_\_\_\_ to \_\_\_\_ / \_\_\_\_ / \_\_\_\_  
mm dd yyyy mm dd yyyy

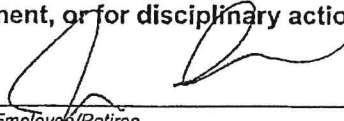
### **PART III: ACKNOWLEDGMENTS**

13. Employer and the Retiree/Employee acknowledge and certify that:

- a. During the post-retirement employment period, the employee may not work more than 960 hours or 120 days, whichever is greater, in a fiscal year.
- b. Post-retirement employment that exceeds 24 months is generally presumed to not meet the definition of limited duration. The Employer and retiree/employee shall submit a request for special circumstance consideration to SBCERS if the period of post-retirement employment is expected to extend beyond 24 months. The request shall be submitted *prior* to the end of the 24-month period.
- c. While SBCERS and the Employer will cooperate to facilitate compliance with the terms of Government Code sections 7522.56 and 31680.6, and SBCERS' Working After Retirement Guidelines, compliance with the limits of the post-retirement employment is ultimately the retiree/employee's responsibility.
- d. Failure to comply with any of the requirements of Government Code sections 7522.56 and 31680.6, and SBCERS' Working After Retirement Guidelines, may result in any or all of the following consequences:
  - i. The retiree's reinstatement to active SBCERS membership;
  - ii. The suspension of the retiree's retirement benefit payments effective on the date the post-retirement employment ceased to be in compliance, which may include recovery by SBCERS of any benefits improperly received;

- iii. The collection from both the retiree/employee and the employer of retirement contributions on any pay received by the retiree/employee during any period of unlawful post-retirement employment;
- iv. The retiree/employee earning a new retirement benefit during the period of post-retirement employment, pursuant to Government Code section 31680.7; and
- v. Any other consequence provided by law.

By executing this Certification, the SBCERS retiree and Employer certify that all statements herein are true to the best of their knowledge. I declare under penalty of perjury that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief. I understand statements made are subject to verification and that any misrepresentation, fraud, or omission of material facts may be grounds to deny employment, or for disciplinary action including dismissal after employment.

  
 Signature of Employee/Retiree 10/20/25  
 Date  
 Sarah Allison Sarah Allison 11/3/2025  
 Signature of Authorized Employer Representative Print Name Date

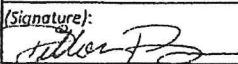
## TO BE COMPLETED BY SBCERS BEFORE THE DEPARTMENT SEEKS BOARD OF SUPERVISOR APPROVAL

NOT RETIRED ☒ RETIRED Retirement Date: 11/7/25 ☐ Safety Plan ☒ General Plan

- ☐ Retired *at or above* Normal Retirement Age (General members are ineligible to work for 180 days absent special findings by the employer).
- ☒ Retired *below* Normal Retirement Age (General members are ineligible to work for 180 days absent special findings by the employer. All retirees, including safety members, must be separated at least 90 days absent a public emergency).
- ☐ Retiree Is Eligible to Work EXH, COP or Independent Contractor.  
Date Eligible to work: \_\_\_\_/\_\_\_\_/\_\_\_\_ Date work must conclude: \_\_\_\_/\_\_\_\_/\_\_\_\_
- ☐ Retiree Is Not Eligible to Work EXH, COP or Independent Contractor.
- ☒ Requires Board of Supervisors findings and approval, or findings or approval of other governing board for non-County employees.

Previous Employer (if applicable) Santa Barbara County Sheriff

Retirement Incentive Type (if applicable) \_\_\_\_\_

COMPLETED BY SBCERS (Print Name): Dillon Brown	DATE: 11/12/25	PHONE: 805-730-0822	EMAIL: dbrown@sbcers.org
(Signature): 	SBCERS TITLE: Retirement Payroll Analyst		

## DOCUMENT TRACKING:

	DPA to candidate	Candidate to DPA	DPA to HR	HR to SBCERS	SBCERS to HR
DATE					
INITIALS					