

**GOLETA WEST SANITARY DISTRICT
SPECIAL PERSONNEL COMMITTEE MEETING
AGENDA
SEPTEMBER 8, 2025
4:30 P.M.**

UCSB Campus, Parking Lot 32
Santa Barbara, California 93106
(District Office)

Public Comment: If you wish to make a public comment on a specific agenda item, you may attend the in-person meeting at the District Office. Please note the District has the discretion to limit the speaker's time. If you wish to submit a hard copy of written comments to Committee members, please submit your comment at least three (3) hours prior to the start time of the meeting. Comments may or may not be read into the record during the meeting.

Accessibility: The Board of Directors Hearing Room is wheelchair accessible. Should special assistance be required to participate in this meeting, please contact the District office by phone (805-968-2617) or email (info@goletawest.org).

Call to Order: Director Zhu, Director Thomas

Questions/Comments from the public on any item not on the agenda

Business:

1. Revisions to Employee Handbook/Personnel Policies to address General Manager and Superintendent roles
2. Purpose and limitations on use of administrative leave (and potential revisions to employment documents)
3. MIP versus salary increase for B. McCarthy
4. Discuss District Organizational Chart and filling of vacancies

Adjournment:

Supplemental Materials:

Employee Handbook – Redline
Appendix A
Government Code 19991.10