



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: CEO
Department No.: 012
For Agenda Of: July 10, 2018
Placement: Departmental
Estimated Time: 30 minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Director (s): Mona Miyasato, County Executive Officer 

Contact Info: Jeff Frapwell, Assistant County Executive Officer
Richard Morgantini, Fiscal & Policy Analyst

SUBJECT: Response to 2017-2018 Grand Jury Report: Mandatory Overtime in the Sheriff's Office.

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: N/A

Other Concurrence: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Consider and adopt the responses in Attachment A as the Board of Supervisors' response to the 2017-2018 Grand Jury report entitled "Mandatory Overtime in the Sheriff's Office", Attachment B; and
- b) Authorize the Chair to sign the letter included in Attachment A and forward the letter and responses to the Presiding Judge of Santa Barbara County Superior Court; and
- c) Determine pursuant to CEQA Guidelines 15378(b)(5) that the above actions are not a project subject to CEQA review, because it is a government administrative activity that does not result in direct or indirect physical changes to the environment.

Summary Text:

On May 9, 2018, the Santa Barbara County Grand Jury published a report entitled "Mandatory Overtime in the Sheriff's Office". Today, the Board will consider the proposed response to the report, adopt their preferred response and authorize the Board Chair to sign the response letter. The Board is required to respond in writing to the Presiding Judge of the Superior Court by August 8, 2018.

Background:

On May 9, 2018, the Santa Barbara County Grand Jury published a report entitled "Mandatory Overtime in the Sheriff's Office". The Grand Jury concluded that:

"...substantial, sustained overtime requirements, including a mandatory overtime policy for custody deputies for most of the past 15 years, raise important questions about the Sheriff's Office priorities, commitment to personnel, and management of resources. The Jury also understands the Sheriff's Office mission is broad and complex, and tough budgetary tradeoffs are a constant. In view of the fact that the Sheriff has the authority to allocate his budget according to Office priorities, however, the Jury concludes that the mandatory overtime policy for custody deputies has become an integral component of the Office's budget and personnel management".

"The Jury found no evidence that the Sheriff's Office has made it a priority to find ways to avert mandatory overtime. Recruiting, in budgetary terms, is a low priority. For over a decade, substantial overtime budgets and contingency overtime budget requests have been regularly approved by the Board of Supervisors, a budgetary trend that appears to provide few incentives to address this chronic problem. The Sheriff's Office has not attempted to determine the impacts on health, morale, or performance".

The Board of Supervisors is named as a responder to Findings 2, 3 and 4, as well as Recommendations 2b, 3d, 4a and 4b. The Sheriff is named as a responder to Findings 1 through 5, as well as Recommendations 1, 2a, 3a, 3b, 3c and 5.

Fiscal and Facilities Impacts:

Staff anticipates no fiscal or facilities impacts as a result of the Board's action on this matter.

Special Instructions:

1. As per Recommendation b, please forward the original signed letter and responses to the Presiding Judge of Santa Barbara County Superior Court.
2. Please send a copy of the signed letter and a copy of the minute order to Richard Morgantini, Fiscal & Policy Analyst, CEO office.

Attachments:

Attachment A: Board of Supervisors Response

Attachment B: Grand Jury Report; "Mandatory Overtime in the Sheriff's Office"

Authored by:

Richard Morgantini, Fiscal & Policy Analyst, County Executive Office