



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

February 10, 2026

Present: 5 - Supervisor Lee, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

COUNTY EXECUTIVE OFFICE

File Reference No. 26-00127

RE: HEARING - Consider recommendations regarding Fiscal Year (FY) 2024-2025 Sheriff's Office Overtime Usage Report, as follows: (EST. TIME: 1 HR.)

- a) Receive and file a report on Sheriff's Office overtime usage from FY 2024-2025;
- b) Request the Sheriff's Office to continue to explore and implement additional controls to manage and reduce overtime use and exercise appropriate management controls;
- c) Direct further review and/or audit of issues noted in the report by the Auditor-Controller's Office, as well as other findings as determined by the Auditor-Controller, as appropriate;
- d) Direct the Human Resources Director to explore available options to increase accountability and control over overtime and compensatory time use and costs through upcoming labor negotiations with the Deputy Sheriffs' Association (DSA) and Sheriff's Managers Association (SMA);
- e) Provide other direction, as appropriate; and
- f) Determine that the above actions are not a project under the California Environmental Quality Act (CEQA), because pursuant to sections 15378(b)(4) and 15378(b)(5) the recommended actions consist of organizational, administrative, or fiscal activities of government that will not result in direct or indirect physical changes to the environment.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY

HEARING TIME: 10:35 AM - 1:22 PM (2 HR. and 47 MIN.)



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Received and filed staff presentation and conducted a public hearing.

Yajaira Arroyo, Graham Neiman, Lee Heller, Gina Quiroz, Ana Garcia, Ana Arce, Larry Behrendt, Lawanda Lyons-Pruitt, Primitiva Hernandez, Laura Robinson, Fernando Martinez, Sofia Navarro, Sarah Bacon, and Stephanie Forrester addressed the Board

A motion was made by Supervisor Hartmann, seconded by Supervisor Capps, that this matter be acted on as follows:

- a) Received and filed;
- b) Requested;
- c) Directed; and further directed the Auditor-Controller, as follows: (1) Review the five county departments generating the highest overtime, including the Sheriff's Office, and report back with an overtime evaluation by October 1, 2026; and (2) Provide a monthly overtime report for the Sheriff's Office over the next six months;
- d) Directed;
- e) Directed staff to return to the Board, prior to budget discussions in April, with an analysis of the Board's authority and options under Assembly Bill 1185 to establish an Inspector General for fiscal and administrative oversight of the Sheriff's Office, including scope, cost, and implementation considerations; and
- f) Approved.

The motion carried by the following vote:

- Ayes:** 4 - Supervisor Lee, Supervisor Capps, Supervisor Hartmann, and Supervisor Nelson
- Absent:** 1 - Supervisor Lavagnino