

RESOLUTION OF THE BOARD OF SUPERVISORS  
COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF ESTABLISHING A NEW HIRE )  
INCENTIVE PROGRAM SPECIFICALLY AND ) RESOLUTION NO. 23-240  
EXCLUSIVELY TO HELP FILL CUSTODY DEPUTY )  
VACANCIES )

WHEREAS, law enforcement agencies across the nation, including many in California, have been plagued in recent years by an inability to hire staff to fill vacant positions; and

WHEREAS, Santa Barbara County has experienced a steady increase in the vacancy rate for Custody Deputies in the Sheriff’s Office over the last year; and

WHEREAS, at the same time the Santa Barbara County Sheriff’s Office has had fewer people apply to fill these vacant Custody Deputy positions; and

WHEREAS, the Board of Supervisors recognizes that the County of Santa Barbara faces significant challenges in attracting qualified candidates for these critical positions in Custody Operations; and

WHEREAS, County Human Resources has seen that providing new hire incentives makes positions more attractive to candidates and helps fill vacancies;

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED as follows:

Effective as soon as practicable after this resolution is passed and adopted, and until deemed no longer necessary by the County Executive Officer and Human Resources Director, new hire incentives of \$30,000 shall be included in:

- Advertising efforts made to fill all Custody Deputy vacancies, and
- All job offers made to candidates eligible to fill Custody Deputy vacancies.

These new hire incentives will be tiered and applied as follows:

- Candidates having no previous experience and are not Adult Corrections Officer Core (“STC Core”) certified in accordance with the CA Board of State and Community Corrections (BSCC) will receive \$5,000 upon hire as a Custody Deputy, \$5,000 upon completion of one full year (12 months) and successful completion of their County probationary period as a Custody Deputy, \$10,000 upon completion of two full years (24 months) as a Custody Deputy, and \$10,000 upon completion of three full years (36 months) as a Custody Deputy;
- Candidates having previous experience, and are not Adult Corrections Officer Core (“STC Core”) certified in accordance with the CA Board of State and Community Corrections (BSCC) will receive \$20,000 upon hire as a Custody

Deputy, and \$10,000 upon completion of one full year (12 months) and successful completion of their County probationary period;

- Candidates having previous experience, and are Adult Corrections Officer Core ("STC Core") certified in accordance with the CA Board of State and Community Corrections (BSCC) will receive \$30,000 upon hire as a Custody Deputy;
- Candidates must be new to position of Custody Deputy with the County of Santa Barbara, or not previously employed as such in the last 3 years;
- Candidates who separate from regular County of Santa Barbara service prior to the completion of three full years (36 months) of County employment shall be required to repay the County for the new hire incentive paid to them. Such payment shall be prorated based on the new employee's months of completed service. Candidates who fail probation, or are unable to pass the academy will not be subject to repayment provisions.

Notwithstanding the provisions listed above, this new hire incentive specifically and exclusively established to help fill vacant Custody Deputy positions shall be otherwise administered in a manner consistent with the terms of the County's general New Hire and Promotional Incentives Policy, as amended by the Board on October 17, 2023.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this 7<sup>th</sup> day of November 2023 by the following vote:

AYES: Supervisors Capps, Hartmann, Nelson and Lavagnino


NOES: None


ABSENT: Supervisor Williams

ATTEST:

MONA MIYASATO  
COUNTY EXECUTIVE OFFICER  
CLERK OF THE BOARD

ACCEPTED AND AGREED:  
COUNTY OF SANTA BARBARA

By:   
Deputy

By:   
DAS WILLIAMS, CHAIR  
BOARD OF SUPERVISORS

APPROVED AS TO FORM:  
RACHEL VAN MULLEM  
COUNTY COUNSEL

By: Victoria Parks Tuttle  
Deputy

APPROVED AS TO FORM:  
BETSY M. SCHAFFER, CPA  
AUDITOR-CONTROLLER

By: Betsy M. Schaffer  
Deputy