

Memorandum

Date: December 15, 2025

To: Honorable Laura Capps, Chair,
Santa Barbara County Board of Supervisors

From: Sheriff Bill Brown

Subject: Data Analysis of FY 2024-25
Sheriff's Office Overtime

CC: Members of the Board of Supervisors, CEO Mona Miyasato,
County Counsel Rachel Van Mullem



To the Board of Supervisors and CEO,

The Sheriff's Office is extremely disappointed with the limited scope, applicability, and release timing of the Auditor-Controller's Office memorandum, "*Data Analysis of FY 2024-25 Sheriff's Office Overtime*," presented to the CEO and Board of Supervisors last week. We received the memorandum only last Friday, before the Board's scheduled budget discussions - including overtime use within our Office. This left us with little time for review. We are therefore submitting this preliminary response to provide some additional information and context. We urge our County team to take the time to more fully understand the issues driving overtime, rather than look solely to an out-of-context analysis of a single isolated datapoint: raw timecard numbers.

We agree with the Auditor-Controller that this overtime analysis should not be considered an actual audit. Instead, it is a set of observations framed through the lens of a traditional eight-hour Monday-Friday work week. This narrow perspective fails to account for the realities of scheduling and staffing a non-stop public safety mission, including minimum staffing requirements, compliance with labor agreements negotiated between unions and the County, legislative mandates, and established best practices for staffing and overtime management in both law enforcement and custody operations. These factors are essential for anyone seeking to better understand the causes of overtime and strategies to mitigate it.

Of greatest concern, the memorandum fails to take into consideration the operational realities of a 24/7/365 public safety organization, or the Sheriff's Office's longstanding inadequate staffing levels. These have historically required the use of overtime to maintain sufficient staffing necessary to protect the public, our inmates, and our employees. Insufficient staffing risks injury, death, and substantial legal liability. Additionally, Auditor-Controller staff did not materially consult with the Sheriff's Office, County Employee Relations, County

Counsel, or union representatives to truly understand the legal and other consequences of failing to comply with MOUs negotiated by County Employee Relations and approved by the Board of Supervisors. This report also fails to address the requirements of the Murray Settlement, California Title 15 Jail Regulations, or the County's contracts to provide law enforcement services for Carpinteria, Goleta, Buellton, and Solvang. Of note, each of these cities pays the County for the full 24/7/365 staffing with sufficient relief factor to alleviate the need for additional overtime, demonstrating that sufficient staffing can and does mitigate overtime needs.

While the Sheriff's Office is disappointed with this document, we remain committed to working with the Auditor-Controller and our other County partners, employee bargaining units, and the Board to develop a shared understanding of the drivers of overtime, and of approaches to limit its use. This understanding will provide a solid foundation for collaborative efforts to reduce reliance on overtime while also ensuring the continued delivery of safe and effective law enforcement and custody services. We are confident that through such partnerships, meaningful improvement can be achieved in managing overtime across the Sheriff's Office.



BILL BROWN
Sheriff – Coroner