

Response to Santa Barbara County Grand Jury Report:

Mandatory Overtime in the Sheriff's Office

Report Summary

- Published May 9, 2018
- The Grand Jury released their report “Mandatory Overtime in the Sheriff’s Office”, which contains the results of their review of the overtime policy in the Sherriff's Office.
- The Board of Supervisors are named as a responder to Findings 2, 3 and 4, as well as Recommendations 2b,3d, 4a and 4b.

Finding 2

- “Recruiting is a low priority for the Sheriff's Office.”

The Board disagrees partially with the finding.

The Sheriff and the County Human Resources Departments have worked together to ensure recruitment is a high priority and recruitments are conducted as fast and as efficiently as possible to identify qualified candidates.

Recommendation 2b

- “That the Board of Supervisors direct staff to have a market survey conducted to determine how recruiting and personnel policies, including incentives, in the Sheriff's Office compare to local police forces in Santa Barbara County and Sheriff's Departments in other counties.”

The recommendation has been implemented:

The County's Human Resources Department completed a salary survey in May of 2018 reviewing County pay, incentives and recruiting practices compared to other jurisdictions.

Finding 3

- “The Sheriff's Office has not considered all possible measures that could help reduce the mandatory overtime requirements in the short term.”

The Board of Supervisors disagrees partially with the finding: As part of the Sheriff's FY 2018-19 budget development, additional measures to address the overtime issue have been developed and communicated to the Board of Supervisors at the April 2018 Budget Workshop.

Recommendation 3d

- “That the Board of Supervisors direct staff to conduct a comprehensive staffing study of the Sheriff's Office to provide a clear understanding of staffing requirements, shortfalls, and costs.”

The recommendation will be implemented as part of the annual budget process. As part of the budget development process and operational reviews conducted at the department level throughout the fiscal year, the issues outlined in Recommendation 3d will continue to be studied and discussed between Sheriff's staff and the CEO's office.

Finding 4

- “The Jail Operations Division's Transportation Unit is particularly understaffed, creating acute mandatory overtime requirements.”

The Board of Supervisors agrees with this finding.

Recommendation 4a

- “That the Board of Supervisors direct a near-term assessment of the timeline and costs to the County of implementing video arraignments at the Main Jail and the Northern Branch Jail once open and the impact on custody deputy staffing requirements.”

The recommendation has been implemented. The County has started the assessment of the requirements for video arraignment as it relates to needed equipment, staffing and related costs at the Main Jail and the Northern Branch Jail.

Recommendation 4b

- “That based on the results of this assessment, the Board of Supervisors seek agreement from the Court to implement video arraignments as soon as possible.”

The recommendation will be implemented once an assessment, as described above in Recommendation 4a, is completed and if the assessment shows that a video arraignment program can be implemented at a reasonable cost.

Recommended Actions:

- 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.