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BOARD OF SUPERVISORS

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COUNTY OF SANTA BARBARA

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SUPERIOR COURT of CALIFORNIA
COUNTY of SANTA BARBARA

08/31/2026

Angela Braun, Executive Officer

BY


M. Hanson Deputy Clerk

August 25, 2026

Honorable Patricia Kelly
Presiding Judge
Santa Barbara Superior Court
County Courthouse
1100 Anacapa Street
Santa Barbara, CA 93101

Reference: Response to Santa Barbara Civil Grand Jury report titled, "What's Up with the Excessive Overtime? A Look at the Overtime Issues in the Sheriff's Office"

Judge Kelly:

Please find attached the Santa Barbara County Board of Supervisors (Board) response to the above referenced Civil Grand Jury Report. As directed by the Grand Jury, all responses are provided in accordance with Section 933.05 of the California Penal Code (PC). Pursuant to PC Section 933 (c) and (d), responses are provided on behalf of the Board of Supervisors.

Sincerely,

Signed by:



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Bob Nelson, Chair
Santa Barbara County Board of Supervisors

cc: Santa Barbara County Board of Supervisors

**Santa Barbara County Board of Supervisors
Response to the Santa Barbara County Grand Jury 2025-26 Report
“What’s Up with the Excessive Overtime? A Look at the Overtime Issues in the
Sheriff’s Office”**

The Grand Jury’s report accurately identifies factors contributing to use of overtime in the Sheriff’s Office, while acknowledging recent efforts by the Sheriff’s Office, the Board of Supervisors, and County staff to control these expenditures. The Grand Jury additionally recommends seeking changes to the identified MOU provisions through labor negotiations, placing an enhanced emphasis on management training pertaining to time management and budget controls for Sheriff’s staff, expediting implementation of a new payroll and Human Resources (HR) management system, and creating a decommissioning plan for the South County Jail to support closing the facility as soon as possible. The County is aligned with the Grand Jury’s intent on each of these recommendations, and staff have already implemented or taken steps to implement each recommendation. Although the recommendation relating to the installation of Workday cannot occur within the timeline listed by the Grand Jury for reasons discussed below, the County is on schedule to fully implement the new enterprise-wide Workday system by the 2027 project timeline.

Finding 1

The Memo of Understanding (MOU) between Santa Barbara County and the Deputy Sheriff’s Association contains provisions that compound the overtime issues within the Sheriff’s Office.

The Board of Supervisors agrees.

Recommendation 1a

The Grand Jury recommends that the Board of Supervisors negotiate with the Deputy Sheriffs’ Association to revise the Memorandum of Understanding to disallow the use of leave balances as time worked.

This recommendation has been implemented in part. On August 18, 2026, the Board of Supervisors approved revisions to the Deputy Sheriffs’ Association (DSA) Memorandum of Understanding (MOU) including removing the allowable use of paid sick leave and compensatory time as hours worked for overtime purposes. As is the case in other County MOUs, the hours worked computation for overtime in the DSA MOU still includes paid vacation, holiday leave, and military leave.

Finding 3

The current payroll system is ineffective for the Sheriff’s needs today. It does not allow the Sheriffs’ Office to effectively track, analyze, or report regular hours and overtime for a dynamic and mobile workforce.

The Board of Supervisors agrees.

Recommendation 3

The Grand Jury recommends that the County and the Sheriff work together to accelerate the build-out and installation of Workday (the new countywide payroll and human resources management system) for the Sheriff. To be completed by January 1, 2027.

This recommendation has not yet been implemented but will be implemented in the future, with an estimated timeframe of summer 2028. The County is currently preparing a request for proposals (RFP) from Workday-certified companies to implement the payroll and human resources components of the enterprise resource planning (ERP) system. At this time, the RFP process is expected to conclude in late summer, and staff hope to bring an implementation contract to the Board of Supervisors for approval in late 2026, with implementation to kick off in spring 2027. As this is a multimillion-dollar contract for services that will significantly redefine administrative processes for the entire county, accurately defining the scope of work and finding a compatible implementor within the currently identified timeframe are critical first steps toward ensuring the viability and success of the project.

Finding 4

Increased staffing costs are exacerbated by the administration of two jail facilities.

The Board of Supervisors agrees.

Recommendation 4

The Grand Jury recommends that the Board of Supervisors and the Sheriff work together to create a decommissioning plan for the Main South County Jail with the goal of closing that facility as quickly as possible. To be completed by December 31, 2026.

This recommendation will be implemented. County stakeholders are working on a transition plan for consolidation of jail operations, to include decommissioning the South County Jail, and staff anticipate bringing this plan to the Board of Supervisors for approval in December 2026.