



DATA & RESEARCH ANALYSIS

Staff Callouts & Absences

FACILITIES

Los Padrinos & Barry J. Nidorf

PERIOD

January 2024 – April 2026

PREPARED

POC Research & Data Team · June 9, 2026

Callout rates have declined at both juvenile facilities since 2024, sitting at 9% for January to April 2026. But callout data alone does not capture every staff member who failed to report. A complete picture requires accounting for no call / no shows — data the Board of Supervisors and the public should ask for and receive in full.

// KEY FINDINGS

01 Callout rates are down, but not the whole story

For January to April 2026, the callout rate sits at **9% at both Barry J. and Los Padrinos**. That rate alone does not reflect how many staff were actually absent, because no call / no shows are not included in the calculation.

02 Los Padrinos absences are improving

Total staff absences at Los Padrinos — callouts plus no call / no shows — are **decreasing, from a 15% rate in 2024 to 11%** for the months available in 2026. No call / no shows dropped to 2%, cutting last year's rate in half.

03 Barry J. Nidorf cannot be fully assessed

Probation reported a **data problem at Barry J.:** staff not correctly using the scheduling system, supervisors lacking time to validate it, and no call / no show records erroneously including staff on leave. Those figures were excluded from this analysis.

04 The Night Shift carries the highest rates

At both facilities, the **Night Shift consistently shows the highest callout rate**. At Barry J. it held at 14% through early 2026. At Los Padrinos it rose to 12%, even as the AM and PM shifts continued to decline to 8%.

05 Data has been inconsistent across reports

Earlier datasets reported callouts differently — a monthly average in November 2024, a percentage in July 2025 — **creating uncertainty over whether figures were rates or averages**, and omitting no call / no shows entirely.

06 Numbers alone tell a partial story

Attendance patterns reflect **larger cultural and organizational issues:** staff deployments and reassignments, unaddressed wellness concerns, BSCC unsuitability findings, legal challenges, and youth movement under the Depopulation Strategy.

9%

CALLOUT RATE AT BOTH FACILITIES,
JAN–APR 2026

15→11%

LOS PADRINOS TOTAL ABSENCE
RATE, 2024 TO 2026

2%

LOS PADRINOS NO CALL / NO SHOW
RATE, HALVED

14%

NIGHT SHIFT CALLOUT RATE AT
BARRY J. NIDORF

Figures reflect Probation Department callout reports provided for the May 11, 2026 POC meeting and analyzed by the POC Research & Data Team. No call / no show data for Barry J. Nidorf was excluded due to data accuracy issues identified by Probation. Data for 2026 includes January through April only.