

**Table 8**  
 The State Bar Implemented Cost-Savings Measures in 2023, All of Which Impact the General Fund

MEASURE	DESCRIPTION	STATUS	ACTUAL AMOUNT SAVED <i>Or State Bar Projections*</i>
Reduced travel and meeting costs	The State Bar has restricted staff travel and in-person meetings since the onset of the COVID-19 pandemic.	Implemented	<b>\$635,000</b> <i>(Savings specific to 2023)</i>
Reduction in temporary help expenses	The State Bar has restricted the use of temporary help for its operations.	Implemented	<b>\$2,314,000</b> <i>(Savings specific to 2023)</i>
3-month hiring freeze	In 2023, the State Bar budgeted a three-month hiring freeze for all vacant staff positions.	Implemented	<b>\$713,000</b> <i>(Savings specific to 2023)</i>
Budgeted a 15% vacancy rate (goal)	During the 2023 budgeting process, the State Bar budgeted its personnel costs assuming a staff vacancy rate of 15%.	Implemented <i>But unable to be reached. The State Bar has had a stable vacancy rate of around 8% from 2020 to 2024.</i>	No savings realized.
Sale of the State Bar's San Francisco Building	In November 2023, the State Bar sold its San Francisco headquarters for \$54 million.	Implemented	<i>The State Bar estimates it would have needed to spend \$12 to \$15 million in capital improvements and around \$25 million in tenant space improvements had the State Bar continued to own the building.</i>

Source: Auditor analysis, the State Bar's internal financial records, and State Bar human resources information.

Note: Values rounded to the nearest thousand.

\* Text in green represent State Bar projections.