



1350 Norris Road
Bakersfield, California 93308-2231

October 22, 2020

Kern Central Receiving Facility Staffing Plan 2020

The Prison Rape Elimination Act (PREA, standard 115.13, requires each facility operated by the agency to develop, document, and make its best effort to comply with, on a regular basis, a staffing plan that provides for adequate levels of staffing and video monitoring, where applicable, to protect inmates against sexual abuse.

Among the requirements set forth by PREA is that the agency operates its facilities using generally accepted detention and correctional practices. The Kern County Sheriff's Office Detentions Bureau (KCSO) is inspected every two (2) years by the California Board of State and Community Corrections (BSCC).

Housing Units

The Central Receiving Facility (CRF) is made up of the Inmate Receiving Center (IRC) and three (3) decks: A, B, and C.

HOUSING LOCATION		CAPACITY
A- Deck		181
B- Deck		125
C- Deck		88
IRC 3	Temp. Holding	16
IRC 4	Temp. Holding	16
IRC 8	Temp. Holding	16
GATE 3/11	Temp. Holding	13

The Sheriff's Aides (civilian staff) are assigned to Receiving Control and A Control. They have a general view of the activity within the Central Receiving Facility. The Sheriff's Aides observe all areas of CRF via observation from the control room and camera monitors. They [REDACTED]

Communication between inmates and the deputies assigned to CRF is conducted in both oral and written forms (i.e. request slips and grievances). Safety and security of CRF is maintained by Sheriff's Deputies conducting thorough, random, unannounced checks of the housing areas. The facility garage, hallways, receiving areas and housing decks are monitored by video monitoring in addition to deputies throughout the course of their duties.

Routine medical services are provided on a daily basis. Inmates with medical concerns requiring immediate medical care are examined by CRF medical staff or transported to the local hospital for treatment. Inmates transported to the hospital are accompanied by a Sheriff's Deputy or Detentions Deputy throughout their stay.

Inmate Population

The Central Receiving Facility houses female inmates on C-Deck and male inmates on A-Deck, B-Deck and C-Deck. The classifications of inmates are a variety of general population, protective custody, and the administratively segregated. The facility houses inmates of all races and adults of all ages. There are a variety of sub classifications and factors that can dictate classification and housing as well, such as civil inmates, inmates with physical and/or mental disabilities, gang members, assaultive, and high profile.

Inmate Programs

All inmate programs are held at the KCSO Lerdo Facilities and religious services are available to anyone who needs them for inmates and staff.

Statistics

The prevalence of substantiated and unsubstantiated incidents of sexual abuse that were taken into consideration while developing this staffing plan can be viewed at the following link:

https://www.kernsheriff.org/PREA_Document/KCSO_2019_PREA_Agency_Report.pdf

Staff Training

The Kern County Sheriff's Office Detentions Bureau abides by the California Code of Regulations, Title 15. All Sheriff's Deputies attend a 6-month Peace Officer Standards and Training (POST) approved academy prior to working in the jail. All Sheriff's Deputies assigned to the Detention's Bureau also receive a five (5) week training from a Detention's Training Officer. All staff, sworn and civilian, has received PREA training.

Staffing Formula

The Central Receiving Facility ensures there is enough staff to maintain the safety and security for all inmates. The Central Receiving Facility houses roughly 194 inmates and it has been determined that the number of inmates dictates the staffing formula.

Staffing Plan

The purpose of this staffing plan is to establish basic security staffing protocols to ensure a safe and secure environment for inmates and staff.

Real time video monitoring of inmate common housing areas, holding cells and circulation areas shall provide additional inmate safety.

Staff positions identified for security operational purposes are guidelines and shall be flexible according to facility needs.

Serious incidents at other facilities may result in limited operations for varied amounts of time. Normal minimum staffing levels on night shifts shall be one more than day shift. In addition to normal minimum staffing levels, four (4) additional court deputies, one (1) utility officer and one (1) laundry deputy are also assigned to the Central Receiving Facility.

The Central Receiving Facility is managed by a Sheriff's Lieutenant. The facility also has an Administrative Sergeant assigned to a 4-day, 10-hour shift.

The Lieutenant and Sergeants on both day and night shifts make regularly unscheduled and unannounced rounds throughout the facility to ensure the safety and security of the facility. The facility operates on 12-hour shifts with day shift starting at 0700 hours and night shift beginning at 1900 hours.

The tables below depict essential staffing to properly manage the inmate population and operate the facility in the safest manner possible, for staff and inmates alike:

Normal Operation:

Sergeant
Senior

Decks	A-Deck	B-Deck	C-Deck
Deputy	Y	Y	Y
Deputy	Y	Y	Y
		Sub-Total	—————

Receiving 1	Y	Receiving 2	Y	Receiving 3	Y
Receiving Control	Y- Sheriff Aide	Mug Room	Y	Male Dressout	Y

A-Control	Y – Sheriff Aide	Search and Escort	Y		
				Subtotal	—————

Minimum Staffing = 2 Deputies and 2 Sheriff Aides *If a Sheriff Aide is unavailable or unassigned, a deputy will have to cover which will increase the minimum staffing level

Limited Operation:

Sergeant
Senior

Decks	A-Deck	B-Deck	C-Deck
Deputy	Y	Y	Y
Deputy	Y	Y	Y
		Sub-Total	—————

Receiving 1	Y	Receiving 2	Y	Receiving 3	Y
Receiving Control	Y- Sheriff Aide	Mug Room	N	Male Dressout	N
A-Control	Y – Sheriff Aide	Search and Escort	N		
				Subtotal	—————

Minimum Staffing = 2 Deputies and 2 Sheriff Aides *If a Sheriff Aide is unavailable or unassigned, a deputy will have to cover which will increase the minimum staffing level

Restricted Operation:

Sergeant
Senior

Decks	A-Deck	B-Deck	C-Deck
Deputy	Y	Y	Y
Deputy	N	Y	Y
		Sub-Total	—————

Receiving 1	Y	Receiving 2	Y	Receiving 3	N
Receiving Control	Y- Sheriff Aide	Mug Room	N	Male Dressout	N
A-Control	Y – Sheriff	Search and	N		

	Aide	Escort			
				Subtotal	_____

Minimum Staffing = Deputies and Sheriff Aides *If a Sheriff Aide is unavailable or unassigned, a deputy will have to cover which will increase the minimum staffing level

DEFINITIONS:

Normal operations – Regular daily operations that occur without incident under normal procedures resulting in no staff reductions.

Limited operations – Reduction of staff or facility operations in one (1) or more areas of the facility due to a limited or unexpected event.

Restricted operations – Critical or emergency event resulting in halting of several or all facility operations and/or significant staff reduction.

Limited event – Example: tours, inspections, training.

Unexpected event – Example: ill staff, scheduling errors, hospital transportation runs.

Critical event – Example: death, major assault, power disruption.

Emergency event – Example: natural disaster, fire, riot, civil unrest, terrorism.

In developing the above staffing plan, the Kern County Sheriff's Office in conjunction with its Detentions Bureau and the Central Receiving Facility manager, have considered the following factors:

1) Generally accepted detention and correctional practices: The Kern County Sheriff's Office continually looks at National Institute of Corrections updates and other organizations updates. Kern County Sheriff's Office is a member of the American Jail Association, and the National Sheriff's Association. We constantly network with other jails in the State of California and some jails out of state to keep up to date and seek better ways to ensure safety and security of the facility.

2) Any judicial findings of inadequacy: The Kern County Sheriff's Office received a judicial ruling in Yeager v Kern, 1987 requiring them to provide specific services to pregnant and post-partum inmates.

A second judicial ruling, *Anderson v. Kern* (1990) mandated that the Kern County Sheriff's Office does not exceed specific population totals. Additionally, the ruling mandated certain other conditions of confinement dealing with medical, staffing levels, dental, vision, and mental health care, language interpreters, access to courts, and classification of administratively segregated inmates. There are no specific judicial findings of inadequacy at the Central Receiving Facility jail.

3) *Any findings of inadequacy from Federal investigative agencies:* The Kern County Sheriff's Office Central Receiving Facility has not had any Federal investigative findings of inadequacy.

4) *Any findings of inadequacy from internal or external oversight bodies:* The Kern County Sheriff's Office participates in biannual inspections from the Bureau of State Community Corrections (BSCC) to ensure compliance with Title 15 and Title 24 regulations. It was determined during the 2018/20 inspection that CRF was non-compliant with Sobering Cell logs. Corrective measures have been established.

5) *All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated):* The most risk for inmate on inmate abuse is in the first 24 hours while in holding cells. CRF utilizes a holding cell risk assessment to ensure inmates at risk are not placed with inmates prone to sexual abuse. Also there is a video surveillance system in the basement reception area that records all inmate activity in the holding cells. Additionally inmates claims of Deputies groping or inappropriately touching them during searches has been proven unfounded on more than one occasion.

6) *The composition of the inmate population:* Listed above

7) *The number and placement of supervisory staff:* The Lieutenant, in addition to the overall responsibility of facility operations and the administration, coordinates ancillary services such as Medical, Behavioral Health, and manages staff assigned to the court holding areas. The Lieutenant also works closely with the other Lerdo managers to coordinate inter-facility issues, and overtime or staffing of hospitalized inmates. The administrative Sergeant oversees many support services, a few of which are vehicles, keys, supplies, clerical staff, public issues, criminal complaints, contract kitchen staff, and inspections. Operations are handled by a Sergeant and/or a Senior Deputy each shift to oversee daily security and operational issues, respond to emergencies, and manage the schedules and overtime to ensure adequate staffing.

8) *Institution programs occurring on a particular shift:* Listed above

9) *Any applicable State or local laws, regulations, or standards:* There are no applicable State or local laws that apply to staffing in a county jail. State Regulations under Title 15 of the Board of State Community Corrections require adequate staffing to ensure inmate safety.

10) *The prevalence of substantiated and unsubstantiated incidents of sexual abuse:*
Listed above

11) *Any other relevant factors:* There are no other relevant factors at Central Receiving Facility jail that affect its ability to detect, prevent, and respond to issues of sexual abuse, assault, or harassment of inmates in its care and custody.

For facility security, staffing numbers and assignment duties have been redacted from this report.

Sincerely,

DONNY YOUNGBLOOD, Sheriff-Coroner



By: Ian Silva

Detentions Lieutenant
Kern County Sheriff's Office
Compliance/PREA Coordinator



Cindy Cisneros
Lieutenant
Kern County Sheriff's Office
Central Receiving Facility