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 Bakersfield, California 93308-2231

October 23, 2020

**Lerdo Justice 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).

The Justice Facility is made up of four modules with six units in each module. The cells in each unit have two-person bunk beds. Each unit is two story with an open dayroom containing tables, chairs, a television viewing area, phones, and a drinking fountain. Each unit has a shower on the top and bottom tier. The shower areas in each unit have appropriate privacy partitions while still allowing for staff to monitor activity to ensure the adequate safety of the inmates. The cell doors remain open while the inmates have access to the dayroom, giving each inmate access to the restroom in their cell. Each unit can house 30-36 inmates. Please see table below.

	<b>A Module</b>	<b>B Module</b>	<b>C Module</b>	<b>D Module</b>	<b>Infirmary</b>
<b>Unit 1</b>	36 beds	32 beds	32 beds	36 beds	12 Suicide Watch
<b>Unit 2</b>	36 beds	32 beds	34 beds	36 beds	14 Medical Cells
<b>Unit 3</b>	34 beds	30 beds	24 beds	34 beds	2 Safety Cells
<b>Unit 4</b>	30 beds	34 beds	34 beds	30 beds	
<b>Unit 5</b>	32 beds	36 beds	36 beds	32 beds	
<b>Unit 6</b>	32 beds	36 beds	36 beds	32 beds	

The Sheriff's Aides (civilian staff) are assigned to the module control rooms and have a general view of the activity within the housing units. The Sheriff's Aides observe all

areas of the housing units via direct observation from the control room and camera monitors. \_\_\_\_\_, water, and telephones.

Communication between inmates and the deputies assigned to the unit is conducted in both oral and written forms (i.e., request slips and grievances). Safety and security of the area is maintained by detention deputies conducting thorough, random, unannounced checks of the housing areas. The facility hallways, infirmary, classrooms, and housing dayrooms are monitored by video monitoring in addition to deputies throughout the course of their duties.

Inmates are escorted to classrooms for educational programs and religious services. Routine medical services are provided on a daily basis. Inmates with medical concerns requiring immediate medical care are escorted to the facility infirmary or local hospital for treatment. There are two deputies assigned to the infirmary on each of the four shifts. The infirmary is made up of suicide watch cells, medical cells, and safety cells.

### **Inmate Population**

The Justice Facility houses male inmates. The classifications of the male 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**

Inmate programs run Monday through Friday, during the day shift. The programs are run by Sheriff's Program Specialists, staff from Kern Behavioral Health and Recovery Services, and contracted civilians. The classes are coordinated by the Compliance Section, Programs Unit.

Inmate programs consist of evidence-based classes that tend to the behaviors of substance abuse addiction and violence. Bakersfield Adult School is also contracted to provide classes and G.E.D testing. Employment services are also available to the inmates.

Religious Services are offered throughout the week. The Chaplains report to the Inmate Services Section.

### **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 Detention Deputies attend a 12-week California Standards and Training for Corrections (STC) approved academy prior to working in the jail. All Detention Deputies receive an additional 24 hours of annual training as required through STC. All staff, sworn and civilian, have received PREA training.

## **Staffing Formula**

The Justice Facility ensures there are enough staff to maintain the safety and security for all inmates. The Justice Facility houses 796 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 two less than day shift. In addition to normal minimum staffing levels, four additional deputies are assigned administrative security duties from 7:00 am to 3:00 pm weekdays.

The Justice Facility is managed by a Lieutenant. The facility also has an Administrative Sergeant assigned to a 5 day, 8-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:**

1 Sergeant  
2 Seniors

Squad 1 Days		Squad 2 Days		Squad 3 Nights		Squad 4 Nights	
A Module	D.D. S.A.	A Module	D.D. S.A.	A Module	D.D. S.A.	A Module	D.D. S.A.
B Module	D.D. S.A.	B Module	D.D. S.A.	B Module	D.D. S.A.	B Module	D.D. S.A.
C Module	D.D. S.A.	C Module	D.D. S.A.	C Module	D.D. S.A.	C Module	D.D. S.A.
D Module	D.D. S.A.	D Module	D.D. S.A.	D Module	D.D. S.A.	D Module	D.D. S.A.
M/C	S.A.	M/C	S.A.	M/C	S.A.	M/C	S.A.
INF	D.D.	INF	D.D.	INF	D.D.	INF	D.D.
Court 1	D.D.	Court 1	D.D.	Court 1	D.D.	Court 1	D.D.
S/E	D.D.	S/E	D.D.	S/E	D.D.	S/E	D.D.
R/C	S.A.	R/C	S.A.	R/C	S.A.	R/C	S.A.
Visitation	S.A.	Visitation	S.A.	Visitation	0	Visitation	0
Gate	D.D.	Gate	D.D.	Gate	D.D.	Gate	D.D.
Total DD	—	Total DD	—	Total DD	—	Total DD	—

**Limited Operation:**

Sergeant

Seniors – May be tasked to assist with line staff duties

Squad 1 Days		Squad 2 Days		Squad 3 Nights		Squad 4 Nights	
A Module	D.D. S.A.	A Module	D.D. S.A.	A Module	D.D. S.A.	A Module	D.D. S.A.
B Module	D.D. S.A.	B Module	D.D. S.A.	B Module	D.D. S.A.	B Module	D.D. S.A.
C Module	D.D. S.A.	C Module	D.D. S.A.	C Module	D.D. S.A.	C Module	D.D. S.A.
D Module	D.D. S.A.	D Module	D.D. S.A.	D Module	D.D. S.A.	D Module	D.D. S.A.
M/C	S.A.	M/C	S.A.	M/C	S.A.	M/C	S.A.
INF	D.D.	INF	D.D.	INF	D.D.	INF	D.D.
Court 1	D.D.	Court 1	D.D.	Court 1	D.D.	Court 1	D.D.
S/E	D.D.	S/E	D.D.	S/E	D.D.	S/E	D.D.
R/C	S.A.	R/C	S.A.	R/C	0	R/C	0
Visitation	S.A.	Visitation	S.A.	Visitation	0	Visitation	0
Gate	D.D.	Gate	D.D.	Gate	D.D.	Gate	D.D.
Total DD	—	Total DD	—	Total DD	—	Total DD	—

**Restricted Operation:**

Sergeant  
Senior – Will be tasked with facility operations / emergency duties

Squad 1 Days		Squad 2 Days		Squad 3 Nights		Squad 4 Nights	
A Module	D.D. S.A.	A Module	D.D. S.A.	A Module	D.D. S.A.	A Module	D.D. S.A.
B Module	D.D. S.A.	B Module	D.D. S.A.	B Module	D.D. S.A.	B Module	D.D. S.A.
C Module	D.D. S.A.	C Module	D.D. S.A.	C Module	D.D. S.A.	C Module	D.D. S.A.
D Module	D.D. S.A.	D Module	D.D. S.A.	D Module	D.D. S.A.	D Module	D.D. S.A.
M/C	S.A.	M/C	S.A.	M/C	S.A.	M/C	S.A.
INF	D.D.	INF	D.D.	INF	D.D.	INF	D.D.
Court 1	D.D.	Court 1	D.D.	Court 1	D.D.	Court 1	D.D.
S/E	D.D.	S/E	D.D.	S/E	D.D.	S/E	D.D.
R/C	S.A.	R/C	S.A.	R/C	0	R/C	0
Visitation	S.A.	Visitation	S.A.	Visitation	0	Visitation	0
Gate	D.D.	Gate	D.D.	Gate	D.D.	Gate	D.D.
Total DD	—	Total DD	—	Total DD	—	Total DD	—

**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 or more areas of the facility due to a limited or unexpected event.

**Restricted operations** – Critical or emergency event which halts several or all facility operations and/or significant staff reduction.

**Limited event** – Example: tours, inspections, training.

**Unexpected event** – Example: ill staff, scheduling error, hospital transportation.

**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 Justice 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 Justice Facility jail.

**3) *Any findings of inadequacy from Federal investigative agencies:*** The Kern County Sheriff's Office 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 the Justice Facility was non-compliant with the Restraint and Recreation 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):*** There is a video surveillance system that records most inmate activity in the holding cells, hallways, recreation yards, and inmate dayrooms.

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

**7) *The number and placement of supervisory staff:*** In addition to the overall responsibility of Justice operations and facility administration, the Lieutenant coordinates with the five other Lerdo Complex Lieutenants and the Division Commander on issues of inmate safety, behavioral health, medical services, policy review, emergency preparedness, and public relations. The Administrative Senior oversees many support services, a few of which are vehicles, keys, supplies, clerical staff, public issues, criminal complaints, inmate discipline, and inspections. Security operations are staffed by a Sergeant and three Senior Deputies on 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 the Justice Facility 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.

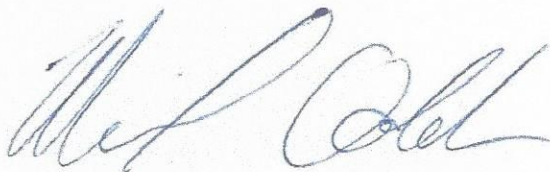
Sincerely,

DONNY YOUNGBLOOD, Sheriff-Coroner



By: Ian Silva

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



Michael Dobbs  
Detentions Lieutenant  
Kern County Sheriff's Office