



1350 Norris Road  
Bakersfield, California 93308-2231

June 2, 2021

### **Lerdo Justice Facility Staffing Plan 2021**

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 (KCSO) Detentions Bureau is inspected every two years by the California Board of State and Community Corrections (BSCC).

### **Housing Units**

The Justice Facility has a BSCC Rated Capacity of 796. The facility is made up of four modules with six housing units in each module. The housing units consist of double-occupancy cells. 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 showers in each unit have partitions that provide appropriate privacy, but also allow 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 housing units via direct observation from the control room and camera monitors. [REDACTED]

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 random, unannounced checks of the housing areas. The facility hallways, infirmary, classrooms, and housing dayrooms are intermittently monitored by video.

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 [REDACTED] 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, including civil inmates, inmates with physical and/or mental disabilities, gang members, and assaultive or high-profile inmates.

### **Inmate Programs**

Inmate programs occur Monday through Friday during the day shift. The programs are facilitated by Sheriff's Program Specialists, Kern County Behavioral Health staff, and contracted civilian staff. The classes are monitored by the Compliance Section, Programs Unit.

Inmate programs consist of evidence-based classes that address the criminogenic needs of the in-custody population, as assessed by Program staff. A variety of rehabilitative, education, vocational, and employment training courses are offered. The curriculum is delivered by both Sheriff's Office staff and partner entities, such as Bakersfield Adult School and Employers Training Resource.

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>

## **Staff Training**

The Detentions Bureau provides training for staff in compliance with Title 15 of the California Code of Regulations. Prior to working in the jail, Detention Deputies attend a 12-week academy approved by California Standards and Training for Corrections (STC). All Detention Deputies receive an additional 24 hours of annual training. All staff, sworn and civilian, have received PREA training.

## **Staffing Formula**

Staffing levels are determined by the number of fixed and non-fixed positions necessary to supervise and provide services to the approximately 700 inmates typically housed at the facility. Please see the staffing plan below.

## **Staffing Plan**

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

**Note:** Specific information regarding the number of staff present at the facility during various shifts and the numbers assigned to specific posts have been redacted from the publicly available version of this report for security reasons.

Video surveillance of inmate common housing areas, holding cells and circulation areas 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 on weekdays.

The Justice Facility is managed by a lieutenant. The facility also has an administrative sergeant assigned to a five-day, eight-hour schedule.

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 7:00 am and night shift beginning at 7:00 p.m.

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 Operations:**

- 1 Sergeant
- 2 Seniors

| Squad 1 Days |                  | Squad 2 Days |                  | Squad 3 Nights |                  | Squad 4 Nights |                  |
|--------------|------------------|--------------|------------------|----------------|------------------|----------------|------------------|
| A Module     | █ D.D.<br>█ S.A. | A Module     | █ D.D.<br>█ S.A. | A Module       | █ D.D.<br>█ S.A. | A Module       | █ D.D.<br>█ S.A. |
| B Module     | █ D.D.<br>█ S.A. | B Module     | █ D.D.<br>█ S.A. | B Module       | █ D.D.<br>█ S.A. | B Module       | █ D.D.<br>█ S.A. |
| C Module     | █ D.D.<br>█ S.A. | C Module     | █ D.D.<br>█ S.A. | C Module       | █ D.D.<br>█ S.A. | C Module       | █ D.D.<br>█ S.A. |
| D Module     | █ D.D.<br>█ S.A. | D Module     | █ D.D.<br>█ S.A. | D Module       | █ D.D.<br>█ S.A. | D Module       | █ D.D.<br>█ 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     | █                | Visitation     | █                |
| Gate         | N/A              | Gate         | N/A              | Gate           | N/A              | Gate           | N/A              |
| Total        | █                | Total        | █                | Total          | █                | Total          | █                |

**Limited Operations:**

- 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.<br>█ S.A. | A Module     | █ D.D.<br>█ S.A. | A Module       | █ D.D.<br>█ S.A. | A Module       | █ D.D.<br>█ S.A. |
| B Module     | █ D.D.<br>█ S.A. | B Module     | █ D.D.<br>█ S.A. | B Module       | █ D.D.<br>█ S.A. | B Module       | █ D.D.<br>█ S.A. |
| C Module     | █ D.D.<br>█ S.A. | C Module     | █ D.D.<br>█ S.A. | C Module       | █ D.D.<br>█ S.A. | C Module       | █ D.D.<br>█ S.A. |
| D Module     | █ D.D.<br>█ S.A. | D Module     | █ D.D.<br>█ S.A. | D Module       | █ D.D.<br>█ S.A. | D Module       | █ D.D.<br>█ 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            | █                | R/C            | █                |
| Visitation   | █ S.A.           | Visitation   | █ S.A.           | Visitation     | █                | Visitation     | █                |
| Gate         | N/A              | Gate         | N/A              | Gate           | N/A              | Gate           | █                |
| Total        | █                | Total        | █                | Total          | █                | Total          | 15               |

**Restricted Operations:**

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.<br>█ S.A. | A Module     | █ D.D.<br>█ S.A. | A Module       | █ D.D.<br>█ S.A. | A Module       | █ D.D.<br>█ S.A. |
| B Module     | █ D.D.<br>█ S.A. | B Module     | █ D.D.<br>█ S.A. | B Module       | █ D.D.<br>█ S.A. | B Module       | █ D.D.<br>█ S.A. |
| C Module     | █ D.D.<br>█ S.A. | C Module     | █ D.D.<br>█ S.A. | C Module       | █ D.D.<br>█ S.A. | C Module       | █ D.D.<br>█ S.A. |
| D Module     | █ D.D.<br>█ S.A. | D Module     | █ D.D.<br>█ S.A. | D Module       | █ D.D.<br>█ S.A. | D Module       | █ D.D.<br>█ 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            | █                | R/C            | █                |
| Visitation   | █ S.A.           | Visitation   | █ S.A.           | Visitation     | █                | Visitation     | █                |
| Gate         | N/A              | Gate         | N/A              | Gate           | N/A              | Gate           | N/A.             |
| Total        | █                | Total        | █                | Total          | █                | Total          | █                |

**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 Justice Facility Manager, have considered the following factors:

- 1) *Generally accepted detention and correctional practices:* The Kern County Sheriff's Office regularly reviews updates from the National Institute of Corrections and other organizations. Kern County Sheriff's Office is a member of the American Jail Association and the National Sheriff's Association. The agency regularly networks with other jails 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 was party to a judicial ruling in Yeager v. Kern (1987) requiring the provision of 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 healthcare, language interpreters, access to courts, and classification of administratively segregated inmates.

The requirements resulting from these cases have been implemented at the Justice Facility. There are no judicial findings of inadequacy specific to the Justice Facility.

- 3) *Any findings of inadequacy from Federal investigative agencies:* The Justice Facility has not received any Federal investigative findings of inadequacy.
- 4) *Any findings of inadequacy from internal or external oversight bodies:* The Sheriff's Office participates in biannual inspections from the Bureau of State Community Corrections (BSCC) to ensure compliance with the regulations contained in Title 15 and Title 24 of the California Code of Regulations. Any issues of non-compliance are corrected via a documented corrective action plan. There are no corrective action plans pending for the Justice Facility.
- 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. Surveillance footage is routinely monitored or reviewed by supervisors to ensure compliance with KCSO policies. Supervisors make regular, unannounced rounds within the facility.
- 6) *The composition of the inmate population:* See above
- 7) *The number and placement of supervisory staff:* The lieutenant assigned to the Justice Facility has the overall responsibility for facility operations and administration, and coordinates ancillary services such as Medical and Behavioral Health. The lieutenant also works closely with the other detentions managers to coordinate inter-facility operations, such as overtime or guarding of hospitalized inmates.

The administrative sergeant oversees many support services, a few of which are vehicles, key control, supplies, clerical staff, complaints, contract staff, and inspections. The administrative sergeant also serves as the facility PREA manager.

Day-to-day operations are directed 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:* A schedule of in-custody programs is established each semester and reviewed prior to implementation to ensure facility operations and supervision of inmates is not negatively impacted while such programs are functioning.
- 9) *Any applicable State or local laws, regulations, or standards:* There are no applicable State or local laws that specifically apply to staffing levels in a county jail. As part of the Board of State Community Corrections biennial inspections, BSCC staff reviews documentation of staffing plans for each facility.
- 10) *The prevalence of substantiated and unsubstantiated incidents of sexual abuse:* 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>
- 11) *Any other relevant factors:* No other relevant factors were identified 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.

The 2021 review did not indicate the need for adjustment to the facility's staffing level as compared to the staffing levels established in 2020. Staffing levels for the facility will remain as described in Section P-200 of DBPPM and the above-mentioned 2020 staffing plan unless revised by future review.

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Sincerely,

DONNY YOUNGBLOOD, Sheriff-Coroner

By:

A handwritten signature in blue ink, appearing to read "Michael Dobbs". The signature is fluid and cursive, with the first name being more prominent.

Michael Dobbs, Detentions Lieutenant  
Lerdo Justice Facility

A handwritten signature in blue ink, appearing to read "Ian Silva". The signature is cursive and somewhat stylized.

Ian Silva, Detentions Lieutenant  
Compliance Section / PREA Coordinator