



1350 Norris Road
Bakersfield, California 93308-2231

June 2, 2021

Lerdo Minimum (Min) 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).

Note: The Minimum Facility does not currently house inmates. This staffing plan reflects operations and staffing levels that would be implemented if the facility begins housing inmates. In such an event, this plan would be subject to modification by the facility manager based on the number of housing units occupied and the number of inmates housed at the facility.

Housing Units

The Minimum Facility has a has a has a BSCC Rated Capacity of 792. The facility consists of a male section with a Rated Capacity 696 and a separate female section with a Rated Capacity of 96 inmates.

The Male Minimum facility had twenty wooden barracks positioned around a football size yard with each barracks having its own small yard area fenced separately from the main yard area and the other barracks. Each male barracks house forty-two inmates. The male barracks utilize communal toilets, phones, and shower areas. Each barrack is an open dayroom containing tables, chairs, television viewing area, and a drinking fountain.

The Mega Barracks is a new dormitory housing that provides increased staff oversight from a staff observation area in the housing unit. Each dormitory is an open dayroom containing tables, chairs, television viewing area, phones, and a drinking fountain. These two newer dormitories can house a total 120 inmates.

Male Minimum's primary access is through its administrative area [REDACTED]

[REDACTED] The Duty Officer handles several functions such as [REDACTED] There is a large recreation room used for church services and secured when not in use. It is monitored on closed circuit camera monitors [REDACTED]

There medical station with [REDACTED] medical staff on duty at all times. These staff perform daily sick call, medication passes, and respond to medical emergencies. Inmates may access this area without a deputy present. There is also a dress out room to process newly arriving or released male inmates. [REDACTED]

Gate 1 at Male Minimum is a non-inmate access office area with a large open bench seating area across from it. Gate 1 processes new arriving inmates, and inmates going to and from work assignments, court or off compound medical appointments. It also controls inmate access to the dinner dining hall and the laundry area for clothing exchange.

Adjacent to the facility is a full function kitchen that prepares meals for all three jail facilities on the Lerdo complex. The kitchen is managed by a contracted company. The nearby laundry facility washes clothing and linens for all four of the Sheriff's jail facilities. It is a high traffic area staffed by security staff and inmate laborers during the day. [REDACTED]

There are multiple classrooms adjacent to the housing areas for in-custody programs supervised by Program Deputies and civilian service providers. [REDACTED]

The Female Minimum section has three (3) wooden barracks similar in layout and amenities as the male housing units. This section is supervised by dedicated custody staff and includes its own medical, visiting, and dress out areas.

Please see table below.

Male Barracks 1-11	Beds	Male Barracks 11-22	Beds	Female Barracks 1-3	Beds	Secured Areas	
Barrack 1	42 beds	Barrack 12	42 beds	Barrack 1	32 beds	Holding Cell	2
Barrack 2	42 beds	Barrack 13	42 beds	Barrack 2	32 beds		
Barrack 3	42 beds	Barrack 14	42 beds	Barrack 3	32 beds		
Barrack 4	42 beds	Mega 15	60 beds				
Barrack 5	42 beds	Mega 16	60 beds	Total	96 beds		
Barrack 6	42 beds	Barrack 19	42 beds				
Barrack 7	42 beds	Barrack 20	42 beds				
Barrack 8	42 beds	Barrack 21	42 beds				

Barrack 9	42 beds	Barrack 22	42 beds				
Barrack 10	42 beds						
Barrack 11	42 beds	Total	876 beds				

Inmate Population

The Minimum Facility houses male and female inmates. The classifications of the 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. Inmates spend most of their time secured in their housing unit or yards with outside access limited to going to and from places such as medical, classes, or work.

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 clinic or local hospital for treatment.

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 basic 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.

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 less than day shift. In addition to normal minimum staffing levels, two to three additional deputies are assigned administrative security duties from 7:00 am to 3:00 pm on weekdays.

The Minimum Facility, including the male and female sections, 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 and 1 Senior

Day Squads				Night Squads			
Area	Staff	Area	Staff	Area	Staff	Area	Staff
Duty Office	█ S.A.	Bks 11 – 14	█ D.D.	Duty Office	█ S.A.	Bks 11 - 14	█ D.D.
Gate 1	█ D.D.	Mega 15 - 16	█ D.D.	Gate 1	█ D.D.	Mega 15 - 16	█ D.D.
Gate 5	█ D.D.	Bks 19 - 22	█ D.D.	Gate 5	█ D.D.	Bks 19 - 22	█ D.D.
F Min 1	█ D.D.	S&E 1	█ D.D.	F Min 1	█ D.D.	S&E 1	█ D.D.
F Min 2	█ D.D.	S&E 2	█ D.D.	F Min 2	█ D.D.	S&E 2	█
Bks 1 - 5	█ D.D.	Perimeter	█ D.D.	Bks 1 - 5	█ D.D.	Perimeter	█
Bks 6 - 10	█ D.D.			Bks 6 - 10	█ D.D.		
		Total	█			Total	█

Limited Operations: 1 Sergeant and 1 Senior (Senior may be tasked to assist with line staff duties)

Day Squads				Night Squads			
Area	Staff	Area	Staff	Area	Staff	Area	Staff
Duty Office	█ S.A.	Bks 11 – 14	█ D.D.	Duty Office	█ S.A.	Bks 11 - 14	█ D.D.
Gate 1	█ D.D.	Mega 15 - 16	█	Gate 1	█ D.D.	Mega 15 - 16	█
Gate 5	█ D.D.	Bks 19 - 22	█	Gate 5	█	Bks 19 - 22	█
F Min 1	█ D.D.	S&E 1	█	F Min 1	█ D.D.	S&E 1	█
F Min 2	█ D.D.	S&E 2	█	F Min 2	█ D.D.	S&E 2	█
Bks 1 - 5	█ D.D.	Perimeter	█	Bks 1 - 5	█ D.D.	Perimeter	█
Bks 6 - 10	█ D.D.			Bks 6 - 10	█ D.D.		
		DD/SA Total	█			DD/SA Total	█

Restricted Operations: 1 Sergeant and 1 Senior (Senior will be tasked with facility operations / emergency duties)

Day Squads				Night Squads			
Area	Staff	Area	Staff	Area	Staff	Area	Staff
Duty Office	█ S.A.	Bks 11 – 14	█ D.D.	Duty Office	█ S.A.	Bks 11 - 14	█ D.D.
Gate 1	█	Mega 15 - 16	█	Gate 1	█	Mega 15 - 16	█
Gate 5	█	Bks 19 - 22	█	Gate 5	█	Bks 19 - 22	█ D.D.
F Min 1	█ D.D.	S&E 1	█	F Min 1	█ D.D.	S&E 1	█
F Min 2	█ D.D.	S&E 2	█	F Min 2	█	S&E 2	█
Bks 1 - 5	█ D.D.	Perimeter	█	Bks 1 - 5	█ D.D.	Perimeter	█
Bks 6 - 10	█ D.D.			Bks 6 - 10	█ D.D.		
		DD/SA Total	█			DD/SA 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 (1) 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 Minimum 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 Minimum Facility. There are no judicial findings of inadequacy specific to the Minimum Facility

- 3) *Any findings of inadequacy from Federal investigative agencies:* The Minimum 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 Minimum Facility.
- 5) *All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated):* Despite the age of the facility, the operational methods restrict inmate movement entirely during off-peak activity hours. The amount of time staff spend inside the inmate barracks is limited to security checks, searches, or dealing with a specific inmate issue. Security checks are often done by all staff in a rotating method. Daytime is a very active period with little or no means of privacy or places of concealment. Areas not in use are secured. 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 Minimum 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 Minimum 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.

Sincerely,

DONNY YOUNGBLOOD, Sheriff-Coroner

By:

A handwritten signature in blue ink, appearing to read "LT- KW", with a long horizontal flourish extending to the right.

Kevin Wright, Detentions Lieutenant
Lerdo Maximum-Medium Facility

A handwritten signature in blue ink, appearing to read "Ian Silva", written in a cursive style.

Ian Silva, Detentions Lieutenant
Compliance Section / PREA Coordinator