



1350 Norris Road  
Bakersfield, California 93308-2231

**July 26, 2024,**

### **Lerdo Maximum-Medium (Max-Med) Facility Staffing Plan 2024**

The Prison Rape Elimination Act (PREA, standard 115.13) requires each facility operated by this agency to develop, document, and provide a staffing plan for adequate levels of staffing and video monitoring, where applicable, to protect incarcerated persons against sexual assault and abuse.

The requirements set forth by PREA is that this 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 Max-Med Facility does not currently house incarcerated persons. This staffing plan reflects operations and staffing levels that would be implemented if the facility begins housing incarcerated persons. 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 incarcerated persons housed at the facility.

#### **Housing Units**

The Max-Med Facility has a BSCC Rated Capacity of 408. The facility consists of a mix of dormitories and double-occupancy cells. One side of the facility consists of eight 32-bed dormitories, clustered in groups of four, and one nine-bed dormitory. The dormitories have open dayrooms with tables, chairs, television viewing areas, phones, and access to a shower area. The shower areas in each unit have partitions that provide appropriate privacy, but also allow staff to monitor activity to ensure the adequate safety of the incarcerated persons inside each dormitory. The dormitories are situated around duty stations with large windows that allow deputies to observe the activity inside each dormitory. Additional windows along the length of the dormitory allow for monitoring at different angles as needed. A separate twelve-bed dormitory with its own duty station is generally used to house incarcerated persons workers.

The other side of the facility consists of two linear tiers with cells ranging from four to eight beds and two tiers consisting of double-occupancy cells. Showers, which include

privacy partitions are accessible either in dayrooms or in separate areas next to groups of individual cells. The four and eight-bed cells include an open dayroom with tables, chairs, television viewing area, phones, shower, and a drinking fountain. Each double-occupancy cell contains a table, chair, television viewing area, and a sink with a drinking fountain. All the incarcerated persons have access to the restroom in their cell, which include privacy partitions. Because of the linear design of these housing areas, deputies conduct safety checks at least once every thirty minutes, as opposed to the hourly safety checks mandated in Title 15 of the California Code of Regulations.

There is also a medical area with eight medical/suicide watch cells and the medical clinic, with a deputy designated to conduct required security checks.

Communication between incarcerated persons 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. [REDACTED]

The Deputy/Sheriff's Aide assigned to the duty office [REDACTED] interacts with the public, [REDACTED] manages the visiting, and monitors staff's activities and safety on several video monitors. The Deputy/Sheriff's Aide can view [REDACTED]

Please see table below.

<b>Dorms 1-9</b>	<b>Beds</b>		<b>Tiers 1-2</b>	<b>Beds</b>		<b>Infirmary</b>	<b>Beds</b>
<b>Dorm 1</b>	32 beds		M1 1-7	36 beds		Clinic Cells/SW	8
<b>Dorm 2</b>	32 beds		M2 1-7	36 beds		Safety Cells	1
<b>Dorm 3</b>	32 beds		S1	34 beds		Holding Cells	2
<b>Dorm 4</b>	32 beds		S2	34 beds			
<b>Dorm 5</b>	32 beds						
<b>Dorm 6</b>	32 beds						
<b>Dorm 7</b>	32 beds						
<b>Dorm 8</b>	32 beds					Clinic, Safety & Holding Cells	
<b>Dorm 9</b>	12 beds					not included in BRC Count	
				<b>Total 408</b>			

**Incarcerated Persons Population**

The Max-Med Facility houses male and female incarcerated persons. The classifications of the incarcerated persons are a variety of general population, protective custody, and administratively separated. The facility houses incarcerated persons of all races and adults

of all ages. There is a variety of sub classifications and factors that can dictate classification and housing, including civil incarcerated persons, incarcerated persons with physical and/or mental disabilities, gang members, and assaultive or high-profile incarcerated persons.

### **Incarcerated Persons Programs**

Programs for incarcerated persons 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.

Programs for incarcerated persons 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 400 incarcerated persons 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 incarcerated persons 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 common housing areas, holding cells and circulation areas provide additional safety and security for incarcerated persons in our custody.

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, four additional deputies are assigned administrative security duties from 7:00 am to 3:00 pm on weekdays.

The Max-Med 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 incarcerated persons population and operate the facility in the safest manner possible, for staff and incarcerated persons alike:

**Normal Operations:**

█ Sergeant  
█ Senior

Squad 1 Days		Squad 2 Days		Squad 3 Nights		Squad 4 Nights	
Duty Office	█ S.A.	Duty Office	█ S.A.	Duty Office	█ S.A.	Duty Office	█ S.A.
Max 1	█ D. D	Max 1	█ D. D	Max 1	█ D. D	Max 1	█ D. D
Max 2	█ D. D	Max 2	█ D. D	Max 2	█ D. D	Max 2	█ D. D
Rec Yard	█ D. D	Rec Yard	█ D. D	Rec Yard	█	Rec Yard	█
Dorm 1-2	█ D. D	Dorm 1-2	█ D. D	Dorm 1-2	█ D. D	Dorm 1-2	█ D. D
Dorm 3-4	█ D. D	Dorm 3-4	█ D. D	Dorm 3-4	█ D. D	Dorm 3-4	█ D. D
Dorm 5-6	█ D. D	Dorm 5-6	█ D. D	Dorm 5-6	█ D. D	Dorm 5-6	█ D. D
Dorm 7-8	█ D. D	Dorm 7-8	█ D. D	Dorm 7-8	█ D. D	Dorm 7-8	█ D. D
Rec./D. O	█ D. D	Rec./D. O	█ D. D	Rec./D. O	█ D. D	Rec./D. O	█ D. D
S&E 1	█ D. D	S&E 1	█ D. D	S&E 1	█ D. D	S&E 1	█ D. D
S&E 2	█ D. D	S&E 2	█ D. D	S&E 2	█ D. D	S&E 2	█ D. D
DD/SA	█	DD/SA	█	DD/SA	█	DD/SA	█
Total	█	Total	█	Total	█	Total	█

**Limited Operations:**

- █ Sergeant
- █ Senior — May be tasked to assist with line staff duties

Squad 1 Days		Squad 2 Days		Squad 3 Nights		Squad 4 Nights	
Duty Office	█ S.A.	Duty Office	█ S.A.	Duty Office	█ S.A.	Duty Office	█ S.A.
Max 1	█ D. D	Max 1	█ D. D	Max 1	█ D. D	Max 1	█ D. D
Max 2	█ D. D	Max 2	█ D. D	Max 2	█ D. D	Max 2	█ D. D
Rec Yard	█	Rec Yard	█	Rec Yard	█	Rec Yard	█
Dorm 1-2	█ D. D	Dorm 1-2	█ D. D	Dorm 1-2	█ D. D	Dorm 1-2	█ D. D
Dorm 3-4	█	Dorm 3-4	█	Dorm 3-4	█	Dorm 3-4	█
Dorm 5-6	█ D. D	Dorm 5-6	█ D. D	Dorm 5-6	█ D. D	Dorm 5-6	█ D. D
Dorm 7-8	█ D. D	Dorm 7-8	█ D. D	Dorm 7-8	█	Dorm 7-8	█
Rec./D. O	█ D. D	Rec./D. O	█ D. D	Rec./D. O	█ D. D	Rec./D. O	█ D. D
S&E 1	█	S&E 1	█	S&E 1	█	S&E 1	█
S&E 2	█	S&E 2	█	S&E 2	█ st	S&E 2	█
DD/SA	█	DD/SA	█	DD/SA	█	DD/SA	█
Total	█	Total	█	Total	█	Total	█

**Restricted Operations:**

- █ Sergeant
- █ Senior — Will be tasked with facility operations / emergency duties

Squad 1 Days		Squad 2 Days		Squad 3 Nights		Squad 4 Nights	
Duty Office	█ S.A.	Duty Office	█ S.A.	Duty Office	█ S.A.	Duty Office	█ S.A.
Max 1	█ D. D	Max 1	█ D. D	Max 1	█ D. D	Max 1	█ D. D
Max 2	█	Max 2	█	Max 2	█	Max 2	█
Rec Yard	█	Rec Yard	█	Rec Yard	█	Rec Yard	█
Dorm 1-2	█ D. D	Dorm 1-2	█ D. D	Dorm 1-2	█ D. D	Dorm 1-2	█ D. D
Dorm 3-4	█	Dorm 3-4	█	Dorm 3-4	█	Dorm 3-4	█
Dorm 5-6	█ D. D	Dorm 5-6	█ D. D	Dorm 5-6	█ D. D	Dorm 5-6	█ D. D
Dorm 7-8	█	Dorm 7-8	█	Dorm 7-8	█	Dorm 7-8	█
Rec./D. O	█	Rec./D. O	█	Rec./D. O	█	Rec./D. O	█
S&E 1	█	S&E 1	█	S&E 1	█	S&E 1	█
S&E 2	█	S&E 2	█	S&E 2	█	S&E 2	█
DD/SA	█	DD/SA	█	DD/SA	█	DD/SA	█
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 (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, or terrorism.

In developing the above staffing plan, the Kern County Sheriff's Office in conjunction with its Detentions Bureau and Maximum-Medium 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 stay up to date and review alternative methods 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 incarcerated persons.

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 separated incarcerated persons.

In 1992, the Kern County Sheriff's Office Max-Med facility had a judicial finding which states in part; "Defendants shall not operate the Lerdo Maximum/Medium Facility without a full complement of four correctional staff present at each observation post in the medium custody dormitory sections of the facility." This staffing plan accounts for this requirement.

The other requirements resulting from these cases have been fully implemented at all KCSO jail facilities. There are no other judicial findings of inadequacy specific to the Max-Med Facility.

*3) Any findings of inadequacy from Federal investigative agencies:*

The Max-Med 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 Max-Med Facility.

*5) All components of the facility's physical plant (including "blind-spots" or areas where staff or incarcerated persons may be isolated):*

Despite the age of the facility, the design and size works well to eliminate problems from any potential blind spots. The nature of the daily required activities, the close proximity of staff to each other, and the interaction of different staff in multiple areas provide little to no opportunity for staff and incarcerated persons to be isolated. Areas that may provide concealment are either secured or staffed by multiple officers. Supervisors make regular, unannounced rounds within the facility.

*6) The composition of the incarcerated persons population:*

See above

*7) The number and placement of supervisory staff:*

The lieutenant assigned to the Max-Med Facility has the overall responsibility for facility operations and administration and coordinates ancillary services such as Medical and Behavioral Health. This manager also coordinates issues related to the contracts with USMS and BOP. The lieutenant also works closely with the other detentions managers to coordinate inter-facility operations, such as overtime or guarding of hospitalized incarcerated persons.

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 assigned to each shift to oversee daily security and operational issues, respond to emergencies, supervise personnel, 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 incarcerated persons 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 Max-Med Facility that affect its ability to detect, prevent, and respond to issues of sexual abuse, assault, or harassment of incarcerated persons in its care and custody.

The 2024 review did not indicate the need for adjustment to the facility's staffing level as compared to the staffing levels established in 2023. Staffing levels for the facility will remain as described in Section P-200 of **DBPPM** and the above-mentioned 2023 staffing plan unless revised during a future review.

Sincerely,

DONNY YOUNGBLOOD, Sheriff-Coroner

By:

Jacob Pierson, Detentions Lieutenant  
Lerdo Maximum-Medium Facility



Jaime Hernandez, Detentions Lieutenant  
Compliance Section / PREA Coordinator

