



1350 Norris Road
Bakersfield, California 93308-2231

July 26, 2024

Lerdo Minimum (Min) Facility Staffing Plan 2024

The Prison Rape Elimination Act (PREA, standard 115.13) requires each facility operated by the 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 Minimum 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 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 incarcerated persons.

The Male Minimum facility had twenty wooden barracks positioned around a football field sized yard with each barracks having its own small yard area fenced separately from the main yard area and the other barracks. Each male barracks can house forty-two incarcerated persons. The male barracks utilize communal toilets, phones, and shower areas. Each barrack has 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 has an open dayroom containing tables, chairs, television viewing area, phones, and a drinking fountain. These two newer dormitories can house a total of 120 incarcerated persons.

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

The Duty Officer handles several functions such as

There is a large recreation room used for church services which is secured when not in use. This area is monitored by the

There is a medical station with medical staff on duty at all times. Medical personnel assigned to the medical station perform daily sick calls, medication passes, and respond to medical emergencies in the facility. There is also a dress out room to process newly arriving or released male incarcerated persons. The medical station is

Male Minimum Gate 1 is a non-incarcerated persons office area with a large open bench seating area across from it. Gate 1 processes incarcerated persons to be housed at the facility, and incarcerated persons going to and from work assignments, court, or off compound medical appointments. It also controls incarcerated person's access to the dinner dining hall and the laundry area for clothing exchange.

Adjacent to the facility is a full kitchen that prepares meals for all jail facilities on the Lerdo complex. The kitchen is managed by a contracted company. The nearby laundry facility washes clothing and linens for all our jail facilities. It is a high traffic area staffed by security staff and incarcerated persons laborers during the day.

There are multiple classrooms adjacent to the Lerdo Minimum housing area for in-custody programs. The classes are supervised by programmed deputies and civilian service providers. The classroom buildings outside the inner perimeter, including administrative offices, require staff escort if accessed by incarcerated persons and are secured when not in use.

The Female Minimum section of the facility has three (3) wooden barracks with a similar layout and amenities as the male housing units. This section is supervised by dedicated deputies 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				

Incarcerated Persons Population

The Minimum Facility houses male and female incarcerated persons classified under general population, primarily due to having barracks instead of cells. The facility accommodates individuals with a security level no higher than three and houses persons of all races and adults of all ages. Incarcerated persons spend most of their time secured in the housing barracks or inner yards, with outside access limited to going to and from places such as medical, classes, or work.

Incarcerated persons are escorted to classrooms for educational programs and religious services. Routine medical services are provided on a daily basis. Incarcerated persons with medical concerns requiring immediate medical care are escorted to the facility clinic or local hospital for treatment.

Incarcerated Person Programs

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

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

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

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 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:

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

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

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

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

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

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

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

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

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: 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 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 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.

The 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 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 incarcerated persons may be isolated):

Despite the age of the facility, the operational methods restrict incarcerated persons movement entirely during off-peak activity hours. The amount of time staff spend inside the incarcerated persons barracks is limited to security checks, searches, or dealing with

a specific incarcerated person's 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 incarcerated persons 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 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 Minimum 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

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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 Minimum Facility

A handwritten signature in blue ink, appearing to read "Jacob Pierson".

Jaime Hernandez, Detentions Lieutenant
Compliance section / PREA Coordinator

A handwritten signature in blue ink, appearing to read "Jaime Hernandez".