

KERN COUNTY SHERIFF'S OFFICE
COUNTYWIDE SERVICES SECTION
POLICIES AND PROCEDURES

TITLE: DISCIPLINE

NO. B-400

EFFECTIVE DATE: February 1, 1994

REVISED: August 27, 2025

APPROVED BY: Augustin Moreno, Commander

REVIEWED: August 27, 2025

REFERENCE: KCSOPPM, Section D-100, D-200, D-300

POLICY

All volunteer members of the Kern County Sheriff's Office are expected to perform their duties in a competent, efficient, and professional manner, bearing in mind that they represent the Sheriff's Office. Unit Coordinators shall identify disciplinary problems within their units and take appropriate action to resolve the problem following applicable Kern County Sheriff's Office policies and procedures. Discipline of a serious nature (suspension from duty or dismissal) shall be taken only at the direction of the Countywide Services Section Lieutenant. Individual groups having identified a problem of a disciplinary nature should bring the problem to the attention of the Unit Coordinator for further action.

Volunteer members of the Sheriff's Office are "at will" members and have no vested property right in their position. They may be terminated or released from service at any time at the discretion of the Sheriff or his designee. Should a volunteer member be released from service, he shall be afforded the opportunity to appeal the termination to the next higher authority of the person responsible for the termination.