

Kern County Sheriff's Office



2023 Annual Report

The Kern County Sheriff's Office remains committed to serving our community with integrity, transparency, and professionalism. Our dedicated staff works tirelessly to keep Kern County safe, and we are grateful for their hard work and dedication. In addition to our law enforcement efforts, we take great pride in the many services we provide to our community, including community outreach. We believe a strong partnership between law enforcement and the community is essential to building a safer, more vibrant Kern County. The Kern County Sheriff's Office proudly presents the 2023 Annual Report.



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Message from the Sheriff

As your Sheriff, I am a proponent of community policing as a problem-solving philosophy. My expectation is that all members of the Kern County Sheriff's Office consider themselves problem solvers. I encourage all members of the Sheriff's Office to provide solutions to problems and have empowered them to do so. Maintaining a problem-solving philosophy through all levels of our organization is imperative to providing our community with the highest levels of professional public safety services.

Our Mission Statement emphasizes working in partnership with our community to provide effective public safety services:

The Kern County Sheriff's Office is committed to work in partnership with our community to enhance the safety, security, and quality of life for the residents and visitors of Kern County through professional public safety services.

I believe the public should take an active part in solving the problems facing our community. Over the years, the Sheriff's Office has tried various methods to solicit community feedback and encourage participation. These efforts have been met with varying degrees of success and have included Community Academies, National Night Out events, Sheriff's Office tours, and participation in many other community events throughout our great county. One continued successful partnership is with the Community Advisory Council (CAC), which has proved to always be willing to participate with, and provide feedback to, the Sheriff's Office. We welcome their efforts and we will continue to work with the CAC to build trust and accountability with the public we serve.

Our community has expressed concern over public safety in recent years. A hurdle that has faced the Sheriff's Office as we strive to provide the best public safety possible has been our ability to recruit new employees. In 2023, we redoubled our recruitment efforts by participating in over 100 different events throughout Kern County to find new employees. Our participation in these events has resulted in a net gain of employees compared to previous years. The Sheriff's Office continues to endeavor to fill our vacancies to provide exemplary public safety services to the community we serve.

In 2023, the Sheriff's Office was able to replace and update a significant amount of infrastructure, including the acquisition of two new Airbus H125 helicopters. These new helicopters are already making an impact on public safety by acting as a force multiplier to enhance patrol and response capabilities. We are also nearing the completion of a new Coroner and Public Administrator facility, which we expect to be finished in the first half of 2024. This new facility will provide a consolidated and state-of-the-art location for many services to the public.

I would like to thank all community members, and especially thank members of the CAC for their interest and input regarding the Sheriff's Office as well as their interest in solving the problems we face in our community. I look forward to continuing to work with the CAC to increase transparency and provide a forum for our community members to have a voice in our processes. I would also like to thank the members of the Sheriff's Office for their unwavering dedication to providing public safety services to Kern County. When we all work together, we can effectively identify problems and develop lasting solutions.

Your Sheriff,

A handwritten signature in blue ink, which appears to read "Donny Youngblood".

Donny Youngblood



Mission Statement and Core Values

The Kern County Sheriff's Office is committed to work in partnership with our community to enhance the safety, security, and quality of life for the residents and visitors of Kern County through professional public safety services.

The following core values are vital to the success of the Kern County Sheriff's Office and complement our Mission Statement.

Community Policing

The Sheriff is committed to the philosophy of community policing and problem solving. Members of the Kern County Sheriff's Office should consider themselves as problem solvers. It's easy to point out a problem, but not so easy to find solutions. The phrase, "We can't do it because..." is unacceptable and must be dismissed. Let's figure out how we can.

Integrity

This a noble profession, not a job. Any misconduct that reflects negatively on this organization or the community we serve will be dealt with swiftly and decisively.

Uniformity and Pride

The Kern County Sheriff's Office is built on tradition, pride, and earned respect. Treat the public with respect and never tarnish the badge or good reputation of our organization.

Honesty

We demand honesty. Honesty, credibility, and ethical conduct should describe who we are and nothing less is acceptable.

Accountability

The Kern County community will hold us accountable. We hold each other and ourselves accountable.

Education and Experience

Future leaders should pursue educational opportunities and diversity in experience to become well-rounded and informed.





Legal Authority and Structure

The Kern County Sheriff-Coroner-Public Administrator exercises original jurisdiction in the unincorporated area of Kern County and provides supportive assistance and mutual aid to local and neighboring agencies for law enforcement duties pursuant to Section 26600 through 26778 of the Government Code.

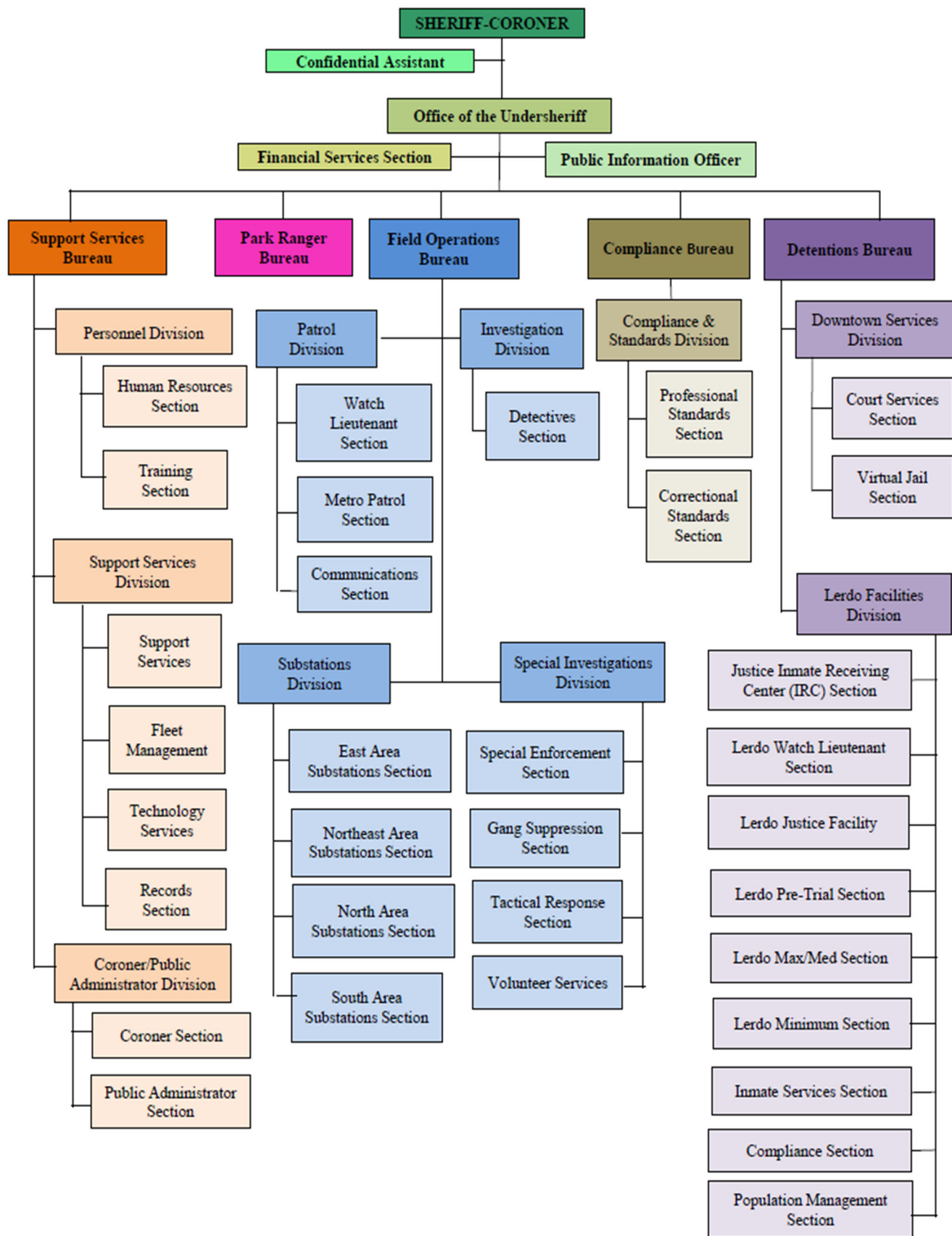
The Kern County Sheriff's Office is organized and exists to facilitate compliance with the lawfully prescribed duties of the Sheriff-Coroner. Such duties include the preservation of the peace, arrest of offenders, investigation and suppression of public offenses, maintenance of the jail system, endorsement and service of processes and notices, attendance upon Superior and Municipal Courts, search and rescue of lost or endangered persons, and such other duties as may be required by law.

The Kern County Sheriff's Office is structured in a way that ensures an optimal chain of command, which consists of five bureaus. In 2023, a restructuring took place, creating two new bureaus: the Compliance Bureau and the Park Ranger Bureau. This restructuring also led to the consolidation of the Law Enforcement Bureau and the Investigations Bureau, forming the Operations Bureau. The Sheriff oversees the Office of the Undersheriff, which includes the Financial Services Section. The Office of the Undersheriff includes five bureaus: the Support Services Bureau, the Operations Bureau, the Compliance Bureau, the Park Ranger Bureau, and the Detentions Bureau. Each of these bureaus is managed by a Chief Deputy, who employs commanders to supervise each division.





Organizational Chart





Agency Expansion

Compliance Bureau

In September of 2023, the Sheriff's Office created the Compliance Bureau. It is comprised of sworn peace officers and civilian staff members who work together to improve, innovate, and identify best practices for all Kern County Sheriff's Office operations. The Compliance Bureau also serves as a liaison to the Kern County Sheriff's Community Advisory Council (CAC) in furtherance of the Kern County Sheriff's Office mission statement to work in partnership with our community to provide effective public safety services. The Compliance Bureau Chief Deputy serves as one of the Co-Chairs of the CAC to increase transparency and providing a forum for our community members to provide input about Sheriff's Office operations.

Professional Standards Section
Correctional Standards Unit

Body Worn Camera Unit

Park Ranger Bureau

In September of 2023, the Sheriff's Office created the Park Ranger Bureau to facilitate a transition of the Kern County Park Rangers into the Sheriff's Office. The Park Rangers are the law enforcement arm of the Parks and Recreation Department and were previously aligned with that department. The Park Rangers provide security and police services for many public areas frequented by our residents. These include but are not limited to:

Hart Park
Buena Vista Lake
County Administrative Building

Lake Woollomes
Lake Isabella
Lake Ming





Agency Expansion

Support Services Bureau

The Sheriff's Office began construction on a facility that will house multiple units assigned to the Support Services Bureau. This building and the staff assigned to it will be able to serve the community in a more centralized fashion by combining services that are currently at several different locations. This new location is intended to provide services related to the following Sections and Units. More information will be released in the Spring of 2024!

Coroner Section
Internal Affairs Unit
Civil Litigation Unit
Civil Field Enforcement Unit

Civil Processing Unit
Public Administrator Section
Property Room Unit





Inside the Monitoring Team

The Sheriff's signing of the Stipulated Judgment in December of 2020, mandated the placement of an oversight mechanism by the Department of Justice; however, the Department of Justice does not provide the funding for this role. As is the case in both federal and state-imposed police oversight processes, a monitoring team was assigned to act as the oversight mechanism for all Kern County Sheriff's Office compliance efforts.

The monitoring team is comprised of private sector consultants who are contractors to the Department of Justice. Monitoring team costs are not paid by the Department of Justice but are the responsibility of the agency subjected to the judgment. In 2023, the County of Kern paid \$756,371 in monitor and consultant fees, bringing the total payments in this regard to \$2,067,908 since 2021.

The monitoring team hierarchy includes a pair of co-lead monitors who oversee a team of consultants. The consultants are subject matter experts in topics ranging from human resources to use of force, from language access to community policing, and many disciplines in between. While the monitors and many of the consultants utilize support staff for research and analysis, the Kern County Sheriff's Office worked directly with a specific team of people in 2023. We would like to acknowledge the team that contributed to this effort in 2023.



Joe Brann is a co-lead monitor, the founder of Joe Brann & Associates and a former Hayward Police Chief.



Angie Wolf is a co-lead monitor and the Chief Program Officer at Evident Change.



Chris Hartney is a Senior Program Specialist and the founder of Two Wolves Consulting.



Georgina Mendoza McDowell is a Senior Policing Fellow at Evident Change.



Inside the Monitoring Team



Ron Sanchez is a consultant and the founder of Veritas Assurance Group and a former commanding officer for the Los Angeles Police Department.



Dan Koenig is a consultant and a retired LAPD Commander.



Louis Verdugo is a consultant and a former California Deputy Attorney General.



Paul Figueroa is a consultant and the founder of Oakfig Consulting and Assistant Chief of Police of Oakland Police Department.

Those interested in getting to know the monitors and consultants more, including their areas of expertise and career biographies can visit the Sheriff's Office monitoring site at <https://kcsomonitoring.info/about/about-the-monitors/>.

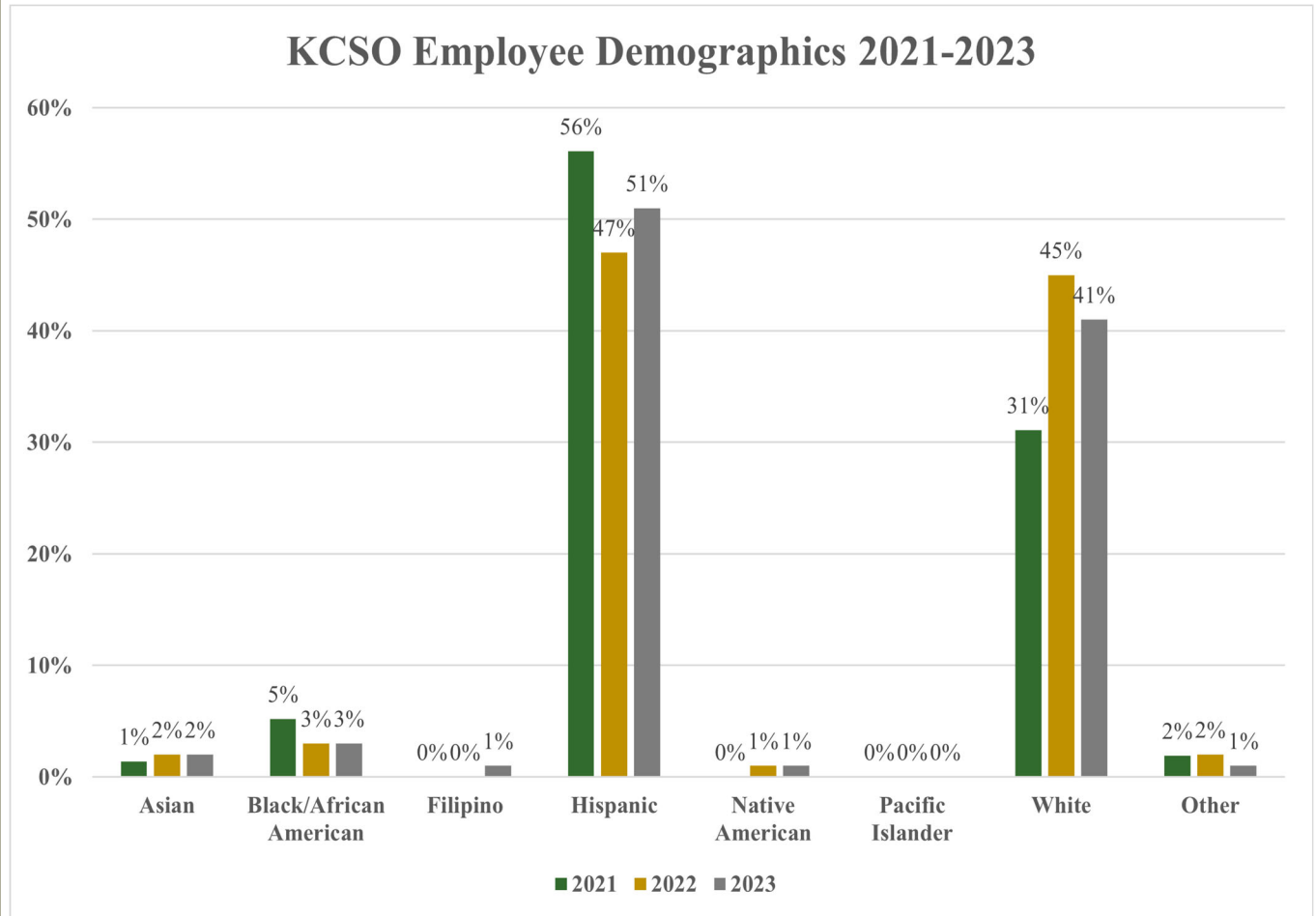


Kern County and KCSO Demographics

According to the United States of America Census Bureau, the population of Kern County was approximately 916,108 residents living in a geographical area encompassing 8,163 square miles. The Kern County population total and the percentages below are from the US Census Bureau's July 2022 data. Data from 2023 was not available prior to publication of this report.

Race	KCSO Employees	Employee Percentages	Kern County Population Percentage
Asian	20	2%	5.8
Black/African American	31	3%	6.3
Filipino	11	1%	0 (Not recorded in Census)
Hispanic	613	51%	56.8
Native American	12	1%	2.8
Pacific Islander	3	.003%	0.3
White	485	41%	30.4
Other	25	1%	0

As of December 2023, the total number of KCSO employees was 1200. Hispanic descent comprised a majority (51%) of the workforce. Of the 1200 employees, 766 (63%) were male, 431 (36%) were female, and 3 declined to state. There were 319 vacancies within KCSO in December 2023. Upon initial hire with the Sheriff's Office, an employee can self-identify with race and gender. Other is given as an option to individuals who do not want to specify or have multiple identifications.



*percentages were rounded to the nearest decimal



Recruitment Demographics

In 2023, the Kern County Sheriff's Office and the Kern County Human Resources partnered together to create the *2023 Kern County Recruitment & Hiring Plan for Kern County Sheriff's Office*. This Plan covers current KCSO staffing levels, Historical Context/Data, and the Recruitment Plan for the future in great detail. Most notably, there is a focus on expanding recruitment to attract deputy sheriff applicants from Kern County's diverse population. Also, Measure K funds were a large component of changes to continue to attract vital emergency service personnel, including the Kern County Sheriff's Office. Measure K is to maintain vital local services such as law enforcement, fire, medical emergency 911 response; crime prevention; recruiting/retaining firefighters/sheriff deputies; attracting industries/jobs; addressing mental health/addiction challenges; and for general government use. Measure K's one-cent sales tax only applies to businesses that operate in unincorporated Kern.

Go to the link below to view the *2023 Kern County Recruitment & Hiring Plan for Kern County Sheriff's Office*:

https://www.kernsheriff.org/document-library/20240229094721_2023-Kern-County-Recruitment-%26-Hiring-Plan-for-KCSO.pdf

For more information regarding Measure K, please visit the link below:

<https://www.kerncounty.com/community/measure-k>



The Kern County Sheriff's Office Recruitment Team attended 29 events between October and December. These events were held at the Regional Training Center, Kern County libraries, schools, and various community gatherings. The Sheriff's Office concluded its "Turn The Page On Your Career" recruitment campaign in collaboration with Kern County Libraries and County Human Resources. Additionally, recruitment efforts were launched in partnership with America's Job Center (AJC), including a dedicated event that reached over 70 interested individuals. The department intends to continue these partnerships with both Kern County Libraries and AJC moving forward.

The addition of an Administrative Coordinator position within the Kern County Sheriff's Office Human Resources has enabled the launch of new recruitment campaigns and the efficient coordination of resources for 105 events held across Kern County, Antelope Valley, and Los Angeles County.

The Kern County Sheriff's Office has also regularly engaged with the Community Advisory Council (CAC) during meetings to generate recruitment leads throughout the fourth quarter. The department continues to post recruitment events on the CAC website calendar and encourages participation through ongoing engagement at CAC meetings.



Human Resources

On September 18, 2022, Governor Gavin Newsom signed Assembly Bill 2188 into law, which added Section 12954 to the California Government Code and amended existing sections of the Fair Employment and Housing Act (FEHA). Subsequently, on October 7, 2023, Governor Newsom signed Senate Bill 700 into law, amending and expanding the newly created Section 12954 established by AB 2188.

AB 2188 prohibits employment discrimination based on:

1. The off-duty and off-premises use of cannabis, or
2. An employer-required drug screening test that detects non-psychoactive cannabis metabolites in an individual's hair, blood, urine, or other bodily fluids.

SB 700 prohibits employers from inquiring about an applicant's prior use of marijuana.

Both laws will go into effect on January 1, 2024. While there is an exemption for the building and construction trades, there is no exemption for law enforcement.

In response, POST issued Bulletin No. 2023-67, titled *Legislative Changes Affecting Selection Standards – Cannabis Use*, announcing updates to the POST Background Questionnaires. The bulletin indicates that POST revised the Peace Officer Personal History Statement (PHS 2-251) and Dispatcher PHS (2-255) forms to remove questions related to marijuana possession and use outside the workplace. POST does not require drug testing nor does it provide guidance for establishing drug use policies, leaving it up to individual agencies to determine how to adjust their policies in compliance with the new laws.

Following receipt of the bulletin, the Kern County Sheriff's Office (KCSO) modified its drug use questions in eSOPH* to align with POST's updates and the legal changes introduced by Government Code Section 12954. As a result, Kern County Sheriff's Office Human Resources recently updated its manual and related background questionnaires to ensure compliance with the legislation regarding marijuana use.

The following updated forms are now included in the manual:

- *Pre-Screening Investigative Questionnaire* (updated 12/18/23)
- *Background Disqualification Form* (updated 12/14/23)
- *Illegal Drug Use Questionnaire* (updated 12/21/23)
- *KCSO Disqualifiers* (updated 12/21/23)

Additionally, the Kern County Sheriff's Office consulted with County Counsel regarding whether to continue inquiring about marijuana use while "on the job and/or at the workplace" or the cultivation of marijuana by applicants. Based on guidance from County Counsel, these inquiries have also been discontinued.

*eSOPH is a digital background investigation management system.



Human Resources

The Kern County Sheriff's Office Human Resources will continue to work with County Human Resources to explore alternative testing methods that meet state requirements. The goal is to increase the passing rate for prospective deputy sheriffs and detentions deputy applicants, ultimately expanding the pool of qualified candidates.

These additional positions will increase the number of available staff to conduct background investigations and allow sworn background investigators to focus on more comprehensive background checks required for sworn peace officer applicants, thereby reducing their caseload.

The Kern County Sheriff's Office successfully created the new civilian background investigator classification and interviewed several applicants to fill four (4) full-time positions. One of the applicants selected was an incumbent Kern County Sheriff's Office administrative coordinator, who was promoted to civilian background investigator and is currently on probation. The remaining three (3) qualified applicants are still undergoing the background process.

Lastly, the Kern County Sheriff's Office Executive Staff recently reviewed the *Department of Justice Guidance for State, Tribal, Local, and Territorial Law Enforcement Agencies on Best Practices for Officer Recruitment, Hiring, Promotion, and Retention*, published in November 2023. Upon review, it was determined that many of the department's current practices are well aligned with the Solutions and Recommendations outlined in the "Eligibility and Hiring Practices" section of the guidance.

The document can be found here:

https://www.justice.gov/d9/2023-11/3d_report_with_attachments_included.pdf

Additional Strategies include-

- Analyze Communities Need – Agencies should consider the changing nature of policing and work with the community to establish how law enforcement can best serve their needs.

- Modernize Eligibility Requirements – Law enforcement agencies should examine their eligibility requirements, and the skill sets they are seeking to ensure that they are aligned with the work that police officers do every day.

- Streamline Hiring Process – Agencies should examine ways to accelerate the hiring process.

- Streamline Hiring Process – Agencies may wish to hire new recruits as temporary civilian employees while they wait for the final steps of the application process to be completed and the next academy class to begin.

- Streamline Hiring Process – Law enforcement agencies should examine their use of technology in the recruitment and hiring process.

- Streamline Hiring Process – Agencies should consider standardization of social media background investigations.

- Streamline Hiring Process – Agencies should consider how they communicate with unsuccessful applicants.

- Validate Assessments – In addition to ensuring that eligibility requirements are aligned with the needs of the community, departments should consider the importance of identifying candidates with nontraditional skills.



Human Resources

Analyze Communities Need – Agencies should consider the changing nature of policing and work with the community to establish how law enforcement can best serve their needs.

KCSO currently engages with various members of the community through the CAC and has been making efforts to hold recruitment events in various communities in and around Kern County. These ongoing conversations have helped inform KCSO in enhancing operations. One such example includes development of the Ideal Candidate Profile, which contains dimensions specifically based in part of community concerns. In addition, KCSO made a significant step towards enhancing community-police relations by entering into a new agreement with Axon, which included the adoption of a software tool called My90. My90 serves as an invaluable engagement tool, bridging the gap between police leadership, officers, and the communities we serve. In line with the Tools for 21st Century Policing, this data-driven technology aims to foster transparency, trust, and communication. My90 achieves this by providing post-contact surveys: Callers automatically receive short surveys about their interactions with the agency, contributing to high response rates and optimizing community engagement. Surveys generate constructive feedback and actionable insights, allowing for specific improvements in trust, safety, and equity during police contact. By utilizing My90 and attending community meetings, KCSO has gained access to helpful information, which has further informed its operations. KCSO recently made significant strides in providing additional staffing to the underserved areas in Eastern Kern County. This decision was driven by information provided by community members in these areas requesting more law enforcement services.

Modernize Eligibility Requirements – Law enforcement agencies should examine their eligibility requirements and the skill sets they are seeking to ensure that they are aligned with the work that police officers do every day.

As noted in this update, as well as previous updates, KCSO has made various updates to eligibility requirements. Some examples include, but are not limited to, updated job bulletins to emphasize problem solving and community policing, adjusting drug use consideration for changes in law, adjusting eligibility requirements to allow for non-citizens with valid work authorization for changes in law, continually assessing alternative testing, expanding the time frame for which we accept PELLETB* scores, and modifying physical fitness assessments.

Validate Assessments – In addition to ensuring that eligibility requirements are aligned with the needs of the community, departments should consider the importance of identifying candidates with nontraditional skills.

Much of the hiring process, contains standards and validated tests governed by POST. KCSO believes the PELLETB should be reassessed by POST to determine if changes in the educational system and learning theories are contributing to poor test scores. According to the POST website, it appears the Entry-Level Uniformed Patrol Officer Job Analysis and Entry-Level Reading and Writing Tests were last revised in 1998, with previous studies beginning as far back as 1979 and 1981 respectively. KCSO is in has inquired with POST about the viability of reevaluating existing test requirements but had no success. KCSO would be in support of new validated assessments to incorporate emotional intelligence and other interpersonal skills. Currently, KCSO is not in support of removing the Polygraph examination as recommended. KCSO recognizes it is not 100% accurate, but it has proven very effective in discovering applicants who initially lied on applications and then admitted concerning truths when questioned about polygraph results.

*The POST Entry-Level Law Enforcement Test Battery (PELLETB) is a standardized, multiple-choice, written exam used by some agencies in California to assess the skills and abilities of potential law enforcement candidates.



Human Resources

Streamline Hiring Process – Agencies should examine ways to accelerate the hiring process

As noted in previous updates, KCSO HR and County HR have made significant strides to streamline all processes. Some of these improvements include, but are not limited to:

KCSO has held ongoing recruitment events and expand outreach efforts by partnering with various stakeholders (e.g., labor unions, libraries, and AJC). These efforts have included providing educational sessions to help candidates navigate the process and learn about the Kern County Sheriff's Office.

The Sheriff's Office has a dedicated Google Voice number (661-776-5320) that potential applicants can call or text. The messages are sent to the Sheriff's Office recruitment email address, which is KCSOrecruitment@kernsheriff.org. Members of the recruitment team can then respond to the applicant regarding any questions. This phone number is listed on the kcsojobs.org website under the "Contact Us" tab.

As noted above, KCSO HR has created new civilian investigator positions to streamline the backgrounds process.

KCSO HR and County HR also made changes to improve the testing processes from a weighted score to a pass/fail test. Previously when applicants were ranked on the KCHR eligibility list KCSO would be referred seven names for every one position ("Rule of 7 for Hiring"). This meant there would be qualified applicants on the eligible list not within certification range, who cleared backgrounds that KCSO would not otherwise have the authority to hire until a name from the original seven referred names was hired, disqualified or discontinued. This resulted in lost applicants as they waited their turn. By changing new examinations to a 100% weighted Pass/Fail Written Exam, it allows for ranking all the candidates with the rank of #1, with the exception of candidates that qualify for Veteran's Preference points. This allows KCSO HR to reach a much larger pool of potential applicants for job openings on a "first come, first serve" process, where all candidates are notified that those submitting a complete background packet first will be the first to be processed through the background investigation.

KCSO and CAO collaborated and identified the application intake, review, and approval process as a potential pain point for recruitment.

- Testing and certifying every two weeks.
- Adding supplemental questions regarding the background process to the job bulletin and application.
- Addition of pre-screening form to the certification notice to help identify potential disqualifiers ahead of time and ultimately save time and money on the backend of the background process.
- Removal of redundant justification form from AuditorNet requisition.
- Revise PELLETB acceptance from one year to two years.
- Hiring a 3rd party polygraph vendor.

KCSO successfully implemented a strategy to run staggered academies every three to 4 months, which increased the number of academies from 2 to 3-4 a year. This required bolstering the number of Training staff, as well as POST approval. In additions, KCSO partnered with Bakersfield College (BC), who created and approved their own course, to run additional STC* Academies. They will run as many academies as KCSO requests and are willing to accommodate the schedule we develop based on our hiring process. BC has also done away with their minimum class size requirement indicating there is a community need for detentions deputies.

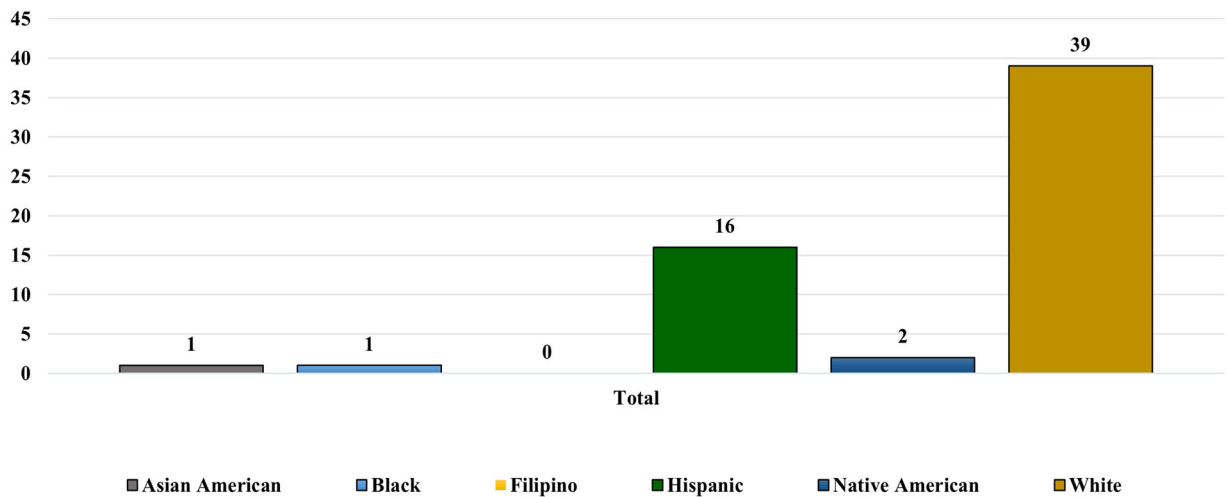
*Standards and Training for Corrections (STC)



Promotion Demographics

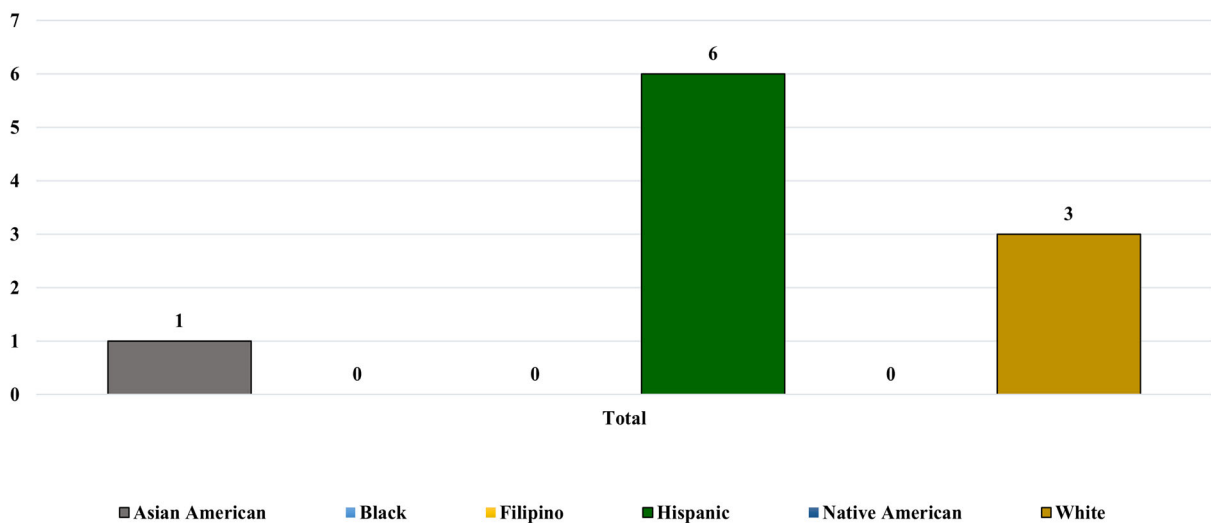
The Kern County Sheriff's Office has a rich history of dedication and service to the community. As an organization, we continue to develop and look to improve service, dedication, trust, and values. Envisioning and adapting to change throughout our organization is at the forefront of our guiding principles. The Kern County Sheriff's Office promotes the most qualified personnel in both operations and detentions ranks to best represent the residents of Kern County. A total of 69 personnel were promoted throughout the ranks within both Operations and Detentions. Of the total promotions, 59 were male promotions, and 10 were female.

Operations & Detentions Promotions- Male



Most male promotions across all Operations and Detentions ranks were White, followed by Hispanic.

Operations & Detentions Promotions- Female



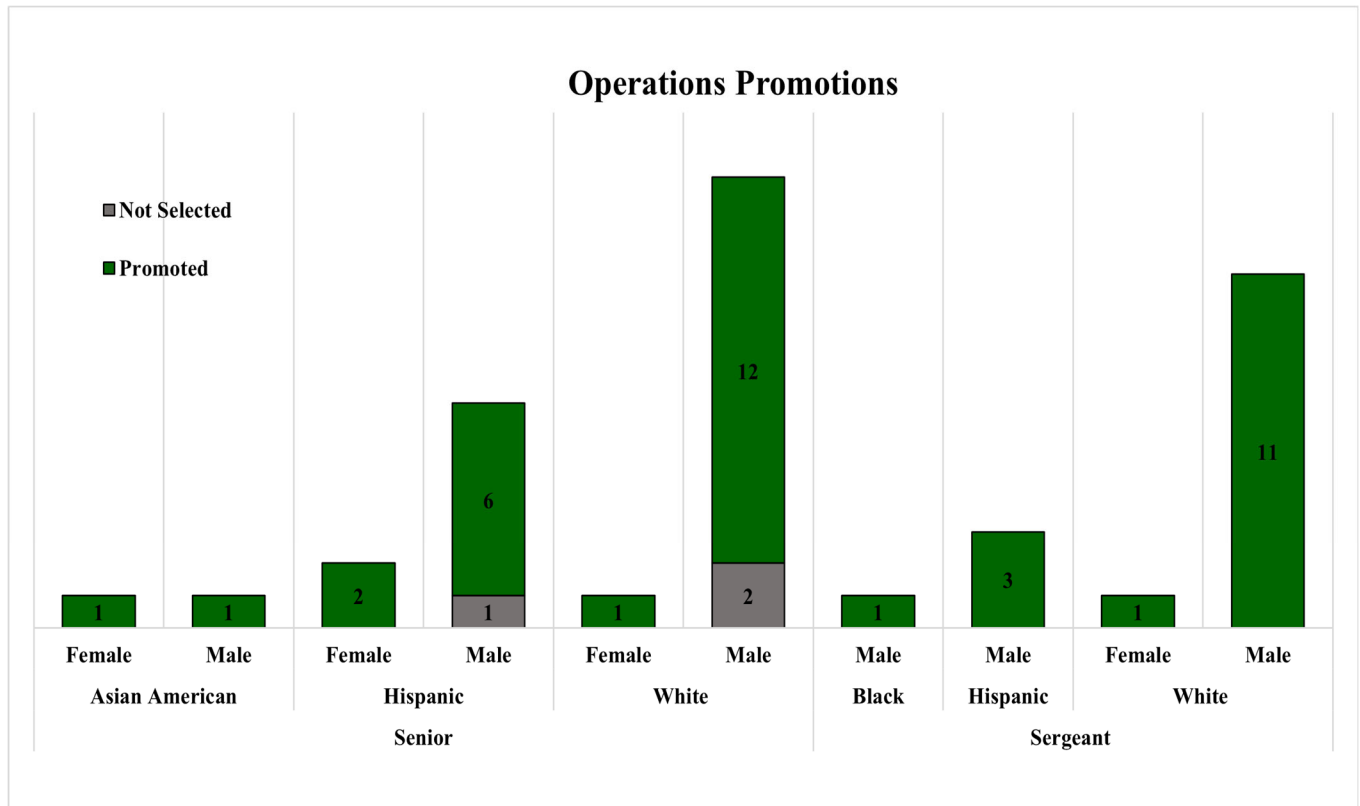
Most female promotions across all Operations and Detentions ranks were Hispanic, followed by White.



Promotion Demographics

The Kern County Sheriff's Office promotion process across all ranks, including both Operations and Detentions, is a rigorous one that highlights the need for experience, knowledge, and the ability to lead. Most ranks are required to have a minimum of two years of experience before even applying for a promotion. Operations promotions will be divided between line staff (Senior Deputy, Sergeant) and administrative staff (Lieutenant, Commander, Chief Deputy, Undersheriff). The process for operations may include a test, an interview with leaders of law enforcement agencies in and outside of Kern County, and an interview with Kern County Sheriff's Office leaders.

The chart below shows the outcomes of promotions in 2023 for Senior Deputy and Sergeant.



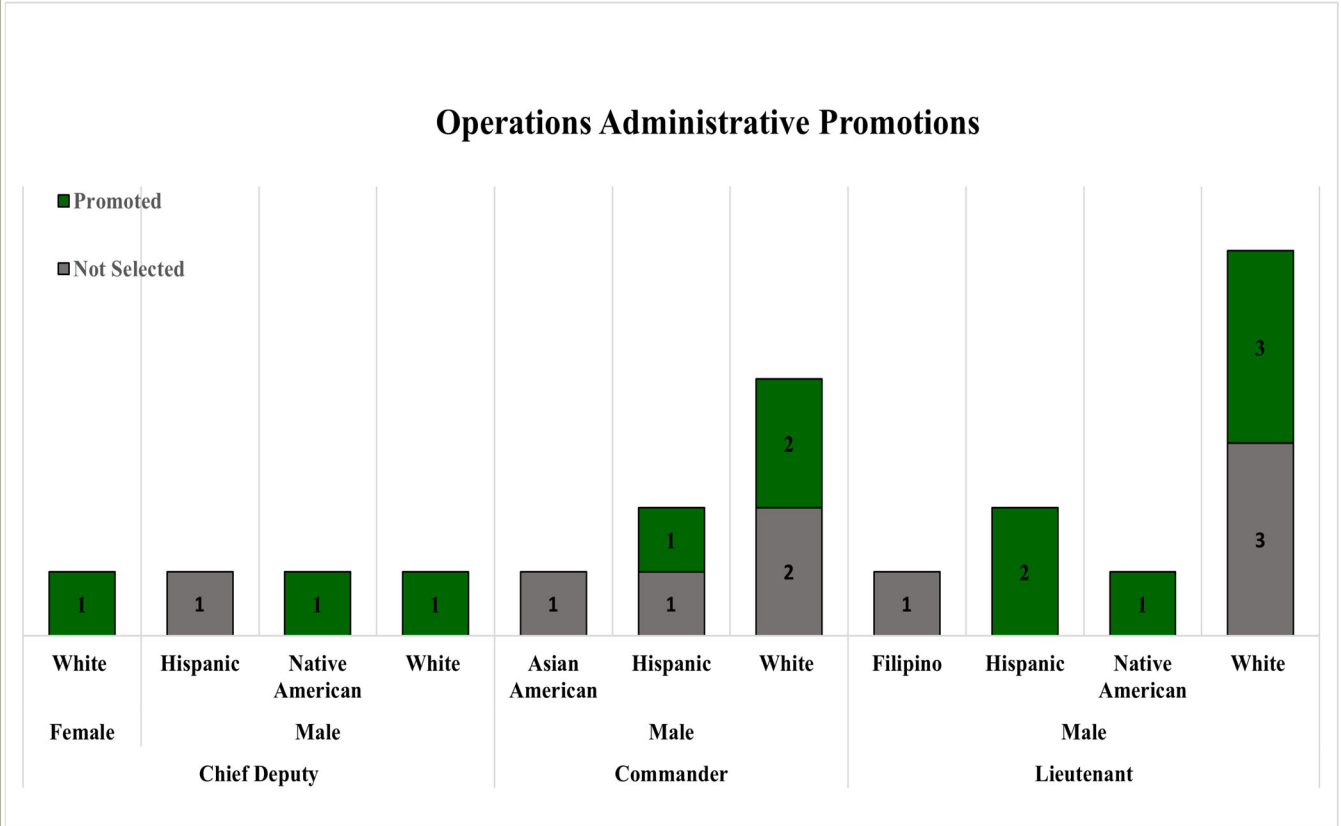
In 2023, 23 Deputy Sheriffs were promoted to Senior Deputy. The majority were White males, followed by Hispanic males. Two Asian Americans (one male, one female) were also promoted to Senior Deputy. Four female Deputy Sheriffs were also promoted to Senior Deputy.

For 2023, 16 Senior Deputies were promoted to Sergeant. The majority were White males, followed by Hispanic males. One female and one black male were promoted to Sergeant.



Promotion Demographics

Those within the Kern County Sheriff's Office who aspire to serve residents and visitors in an administrative capacity are few and the process is demanding. The process consists of one interview with those of the highest ranks in the Kern County Sheriff's Office. The chart below shows the breakdown of the applicants for sworn administrative positions:

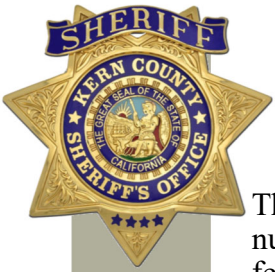


Of the 21 sworn personnel who applied for these positions, 12 were White (seven were promoted), five were Hispanic (three were promoted), two were Native American (both were promoted), one was Filipino (was not selected for promotion), and one was Asian American (was not selected for promotion). Only one female was promoted.

For those who applied for a Lieutenant position (all of whom were male), three Whites, one Native American, and two Hispanics were promoted.

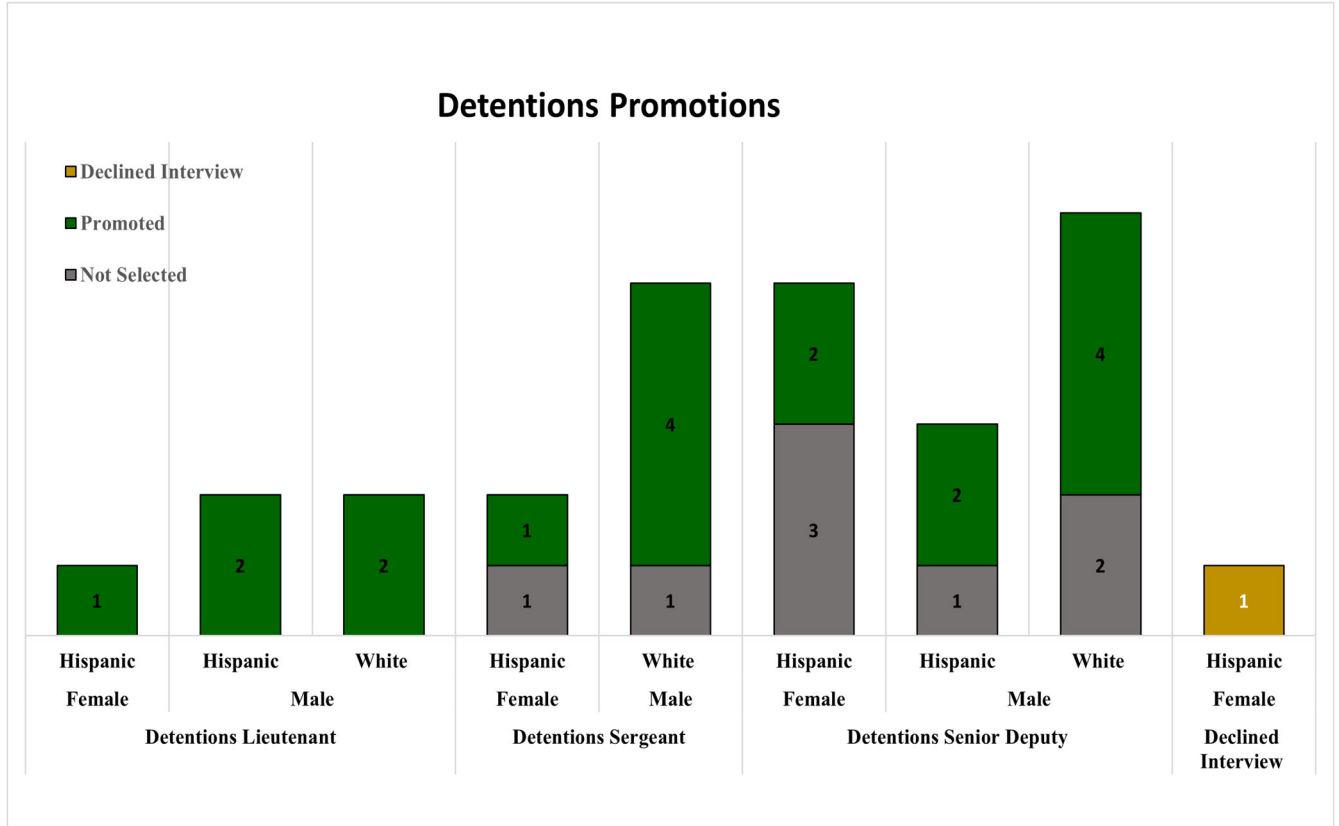
For those who applied for a Commander position (all of whom were male), two Whites and one Hispanic were promoted.

Of those who applied for the Chief Deputy position, one White male, one Native American male, and one White female were promoted.



Promotion Demographics

The Kern County Sheriff's Office Detentions Bureau saw 18 promotions in 2023. Of the total number of promoted across all ranks, ten White males promoted and eight Hispanics (four of whom female) were promoted. The highest rank in the Detentions Bureau is a Detentions Lieutenant. The chart below shows the race and gender breakdown of detentions promotions for 2023.



For a Detentions Senior Deputy, a total of four Hispanic Detentions Deputies were selected for promotion. Two were male, and two were female. Four White, male Detentions Deputies were selected for promotion. A Hispanic female declined the interview portion of one promotion process and was not promoted.

For Detentions Sergeant, four White males were promoted, and one Hispanic female was promoted.

For Detentions Lieutenant, three Hispanics (two males, one female) and two White males were selected for promotion.

Promotional processes are not gender-specific and are designed to ensure equal opportunity for all qualified candidates. However, the Sheriff's Office is open to further examining this area moving forward.

Additionally, the Kern County Sheriff's Office Human Resources Bi-Annual Report provides dedicated analysis of gender and racial diversity within the workforce and promotional trends.

https://www.kernsheriff.org/document-library/20240515092738_HR-Bi-Annual-Report-December-2023.pdf



Racial and Identity Profiling Act (RIPA)

The Racial and Identity Profiling Act (RIPA) of 2021 created the Racial and Identity Profiling Advisory Board* which is a diverse group representing the public, law enforcement, and educators. At the direction of the Legislature, their charge is to eliminate racial and identity profiling and improve diversity and racial and identity sensitivity in law enforcement. The RIPA Board aims to strengthen law enforcement-community relations in California through collaboration, transparency, and accountability. The California Department of Justice, Office of the Attorney General, has primary oversight of the RIPA Board.

The Kern County Sheriff's Office, along with all law enforcement agencies in California, is required to gather and submit stop information to the California Department of Justice. Kern County Sheriff's Office Detentions Deputies are not required to gather and submit stop information within the custodial setting.

A stop is defined as any detention, consensual encounter resulting in a search, or any search as a result of a volunteer transport of a person. The Kern County Sheriff's Office collected and reported stop information to the California Department of Justice for 2023.

The Kern County Sheriff's Office analyzed stop info to identify trends for community-oriented solutions, inform policy/procedures, and develop ongoing training to improve officer and community safety. Disparities will be discussed but stop data does not provide a reason or explanation for disparities.

The stop information will be displayed in tables and charts. Charts will contain rounded percentages. Please refer to the tables for exact percentages. The following information was required by RIPA:

The following stop information was required to be gathered/submitted by deputy sheriffs:

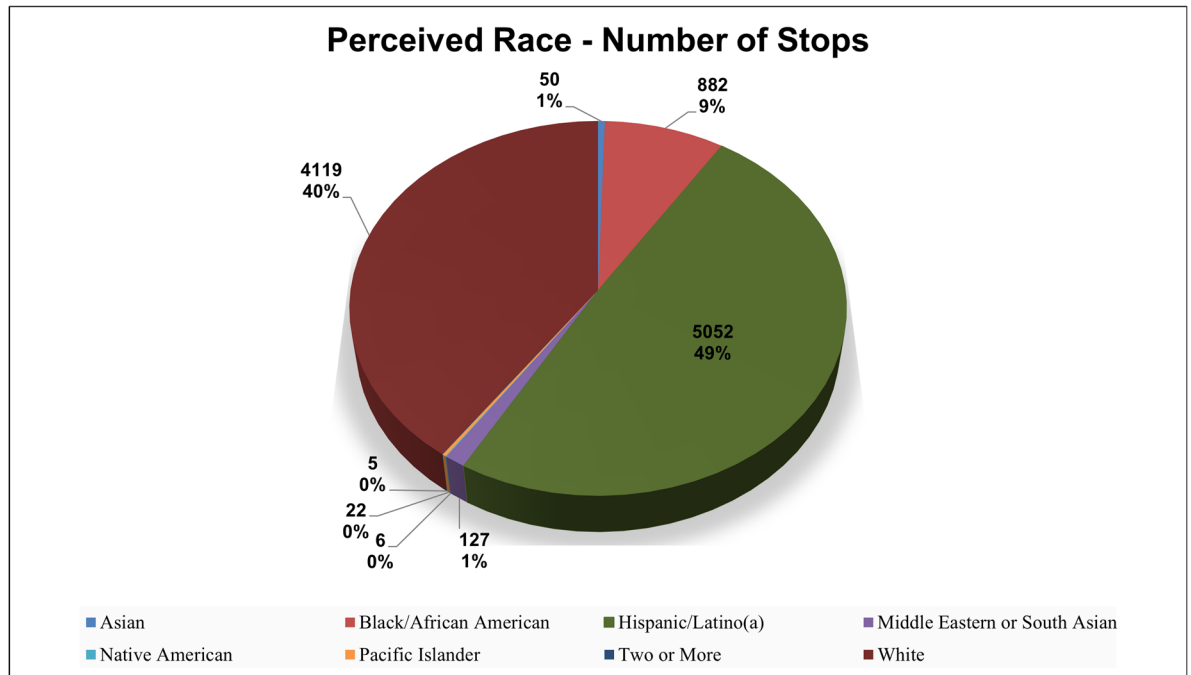
1. The date, time, and duration of the stop / the location of the stop,
2. The race / gender / age of the stopped person / disability as **perceived** by the Deputy Sheriff.
3. Whether the Deputy Sheriff **perceived** the stopped person to be LGBT.
4. Whether the Deputy Sheriff **perceived** the stopped person as having limited or no English fluency.
5. The reason for the stop.
6. Whether the stop was made in response to a call for service.
7. All the actions taken by the Deputy Sheriff during the stop.
8. The basis for any search / whether consent was asked for and given / whether any contraband or evidence is discovered.
9. The result of the stop.
10. The Deputy Sheriff's years of experience at the time of the stop.
11. The Deputy Sheriff's assignment at the time of the stop (such as patrol or gang enforcement).
12. The duration of the stop.

*<https://oag.ca.gov/ab953/board/reports>



Racial and Identity Profiling Act (RIPA)

In 2023, the Kern County Sheriff's Office conducted 10,263 stops in Kern County. A majority of the perceived race of the person stopped was Hispanic/Latino(a) (49%), followed by perceived to be White (40%), and followed by perceived to be Black (9%). These three perceived races totaled 98% of all stops. Compared to the United States Census Bureau population estimate, which totals 105% due to the nature of population estimates, these three races make up the highest percentage of residents of Kern County (Hispanic 57%, White 30%, and Black 6%), a total of 93%. The greatest disparity by over representation was the number of those persons perceived to be White, 40% of all stops, compared to the population at 30%. The greatest disparity by underrepresentation was those persons perceived to be Hispanic/Latino(a), 49% of all stops, compared to the population at 57%.



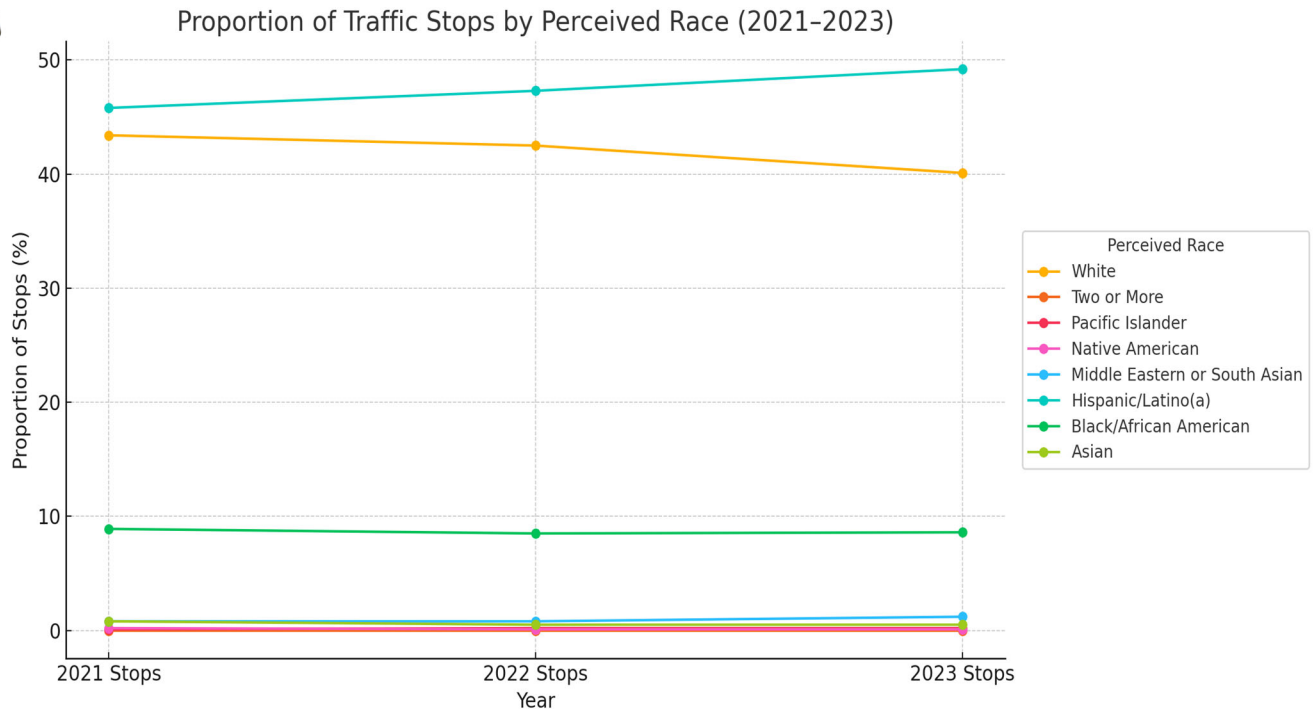
All races mentioned in the graph above were perceived by the deputy making the stop.

Perceived Race	RIPA Stops	RIPA %	Kern County Population Percentage
Asian	50	0.49%	5.8%
Black/African American	882	8.59%	6.3%
Hispanic/Latino(a)	5052	49.23%	56.8%
Middle Eastern or South Asian	127	1.24%	1%
Native American	6	0.06%	2.8%
Pacific Islander	22	0.21%	.3%
Two or More	5	0.05%	1%
White	4119	40.13%	30.4%
Grand Total	10263	100.00%	105.00%

<https://www.census.gov/quickfacts/kerncountycalifornia>



Racial and Identity Profiling Act (RIPA)



The year-to-year analysis of traffic stop proportions shows a gradual decline in stops involving White individuals, dropping from 43.4% in 2021 to 40.1% in 2023. In contrast, Hispanic/Latino (a) individuals experienced a steady increase, rising from 45.8% to 49.2% over the same period. This shift may reflect changes in Kern County’s population demographics, though it may also warrant further examination in relation to community trends.

Perceived Race	2021 Stops	2022 Stops	2023 Stops
White	5385	4619	4119
Two or More	0	5	5
Pacific Islander	14	26	22
Native American	20	11	6
Middle Eastern or South Asian	105	89	127
Hispanic/Latino(a)	5681	5143	5052
Black/African American	1105	925	882
Asian	103	54	50
Total	12413	10872	10263

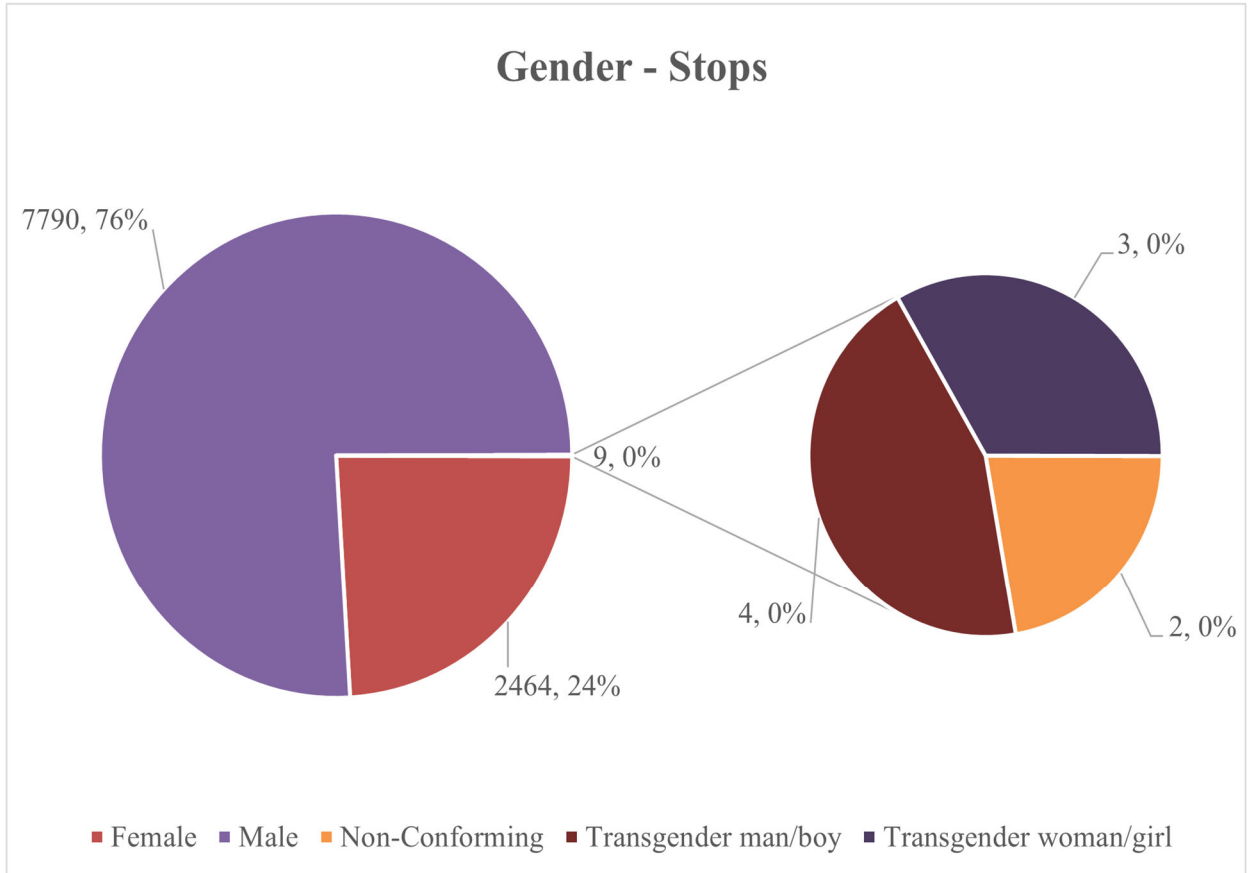
The 2023 annual report marked the first opportunity for the Kern County Sheriff’s Office to track annual trends of “Perceived Race” and the number of stops for a given year. The most notable trend was a decrease in the “Perceived Race” of a stop per person being White, Hispanic, or Black. The change between 2021 and 2022 was greater across all perceived races than between 2022 and 2023. These drops in numbers may be attributed to a decrease overall in stopped persons between 2021 (12,413 stops), 2022 (10,872 stops), and 2023 (10,263 stops).

Information on the Deputy Sheriff’s perception of a stopped person as two or more races was either not recorded in 2021 or was zero.



Racial and Identity Profiling Act (RIPA)

Of the 10,263 stops by the Kern County Sheriff's Office, 76% of persons were perceived as male, 24% were perceived as female, a total of approximately 100%. The United States census estimated the male population of Kern County to be 51.1% and the female population to be 48.9%. No further information will be displayed for gender for the following page unless percentages are not proportional to the gender information displayed below.



Row Labels	Stops	Stops Percentage	Kern County
Female	2464	24.01%	49.00%
Male	7790	75.90%	51.00%
Non-Conforming	2	0.02%	-
Transgender man/boy	4	0.04%	-
Transgender woman/girl	3	0.03%	-
Grand Total	10263	100.00%	100.00%

The census does not account for Non-Conforming, Transgender man/boy, or Transgender woman/girl.



Racial and Identity Profiling Act (RIPA)

The Kern County Sheriff's Office further analyzed the "Reason for Stop" and "Perceived Race" provided by Deputy Sheriffs. "Reasonable Suspicion" was the most common "Reason for Stop." "Reasonable Suspicion" can be determined by a Deputy Sheriff based on information provided by a victim or a reporting party or observations by the Deputy Sheriff during patrol.

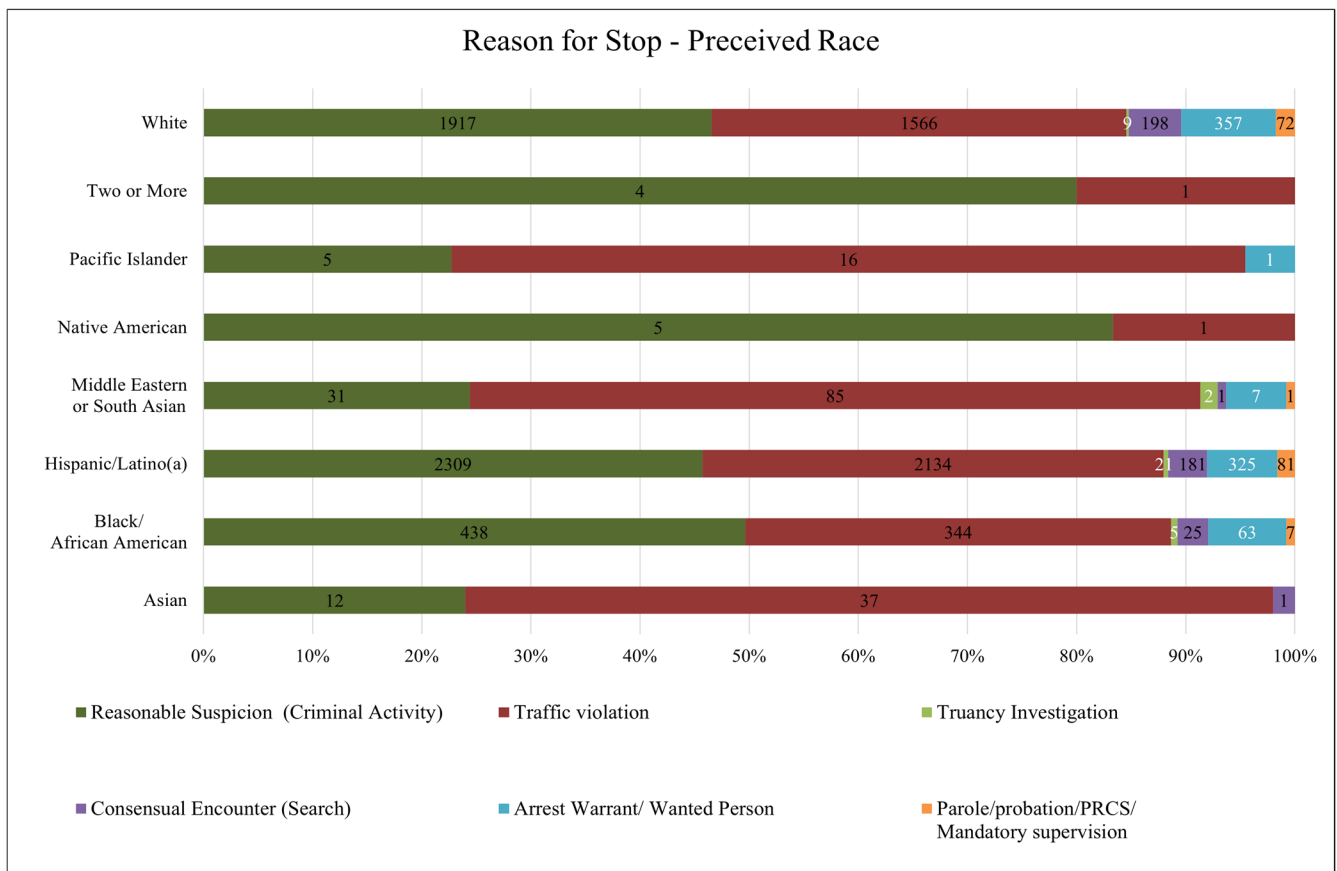
"Traffic Violations" were the second most frequent "Reason for Stop" provided by Deputy Sheriffs. Throughout a shift, patrol deputies regularly conduct traffic stops after observing a traffic violation. Most of the time, deputies are unable to perceive a driver's race or gender until the deputy speaks with the driver of the vehicle after conducting a traffic stop. While completing stop entries, deputies will document their perceptions of race and gender based on their observations while speaking with the driver.

Of the 10,263 total stops for 2023, 6,078 were not traffic stops, and 3,210 occurred while deputies were on a call for service (approximately 53% of these stops).

The remaining "Reason for Stop" includes "Consensual Encounter" (resulting in a search), "Parole/ Probation/PRCS/Mandatory Supervision" and "Truancy Investigations." The chart below shows the percentage breakdown of "Reason for Stop" by the "Perceived Race" for 2023. The information contained in the chart is proportional across all perceived races.

Although the overall stop proportions may seem similar across racial groups, the specific reasons for stops suggest differences in how enforcement is applied across communities. This warrants further analysis to understand potential patterns in practices and their impact on demographic groups.

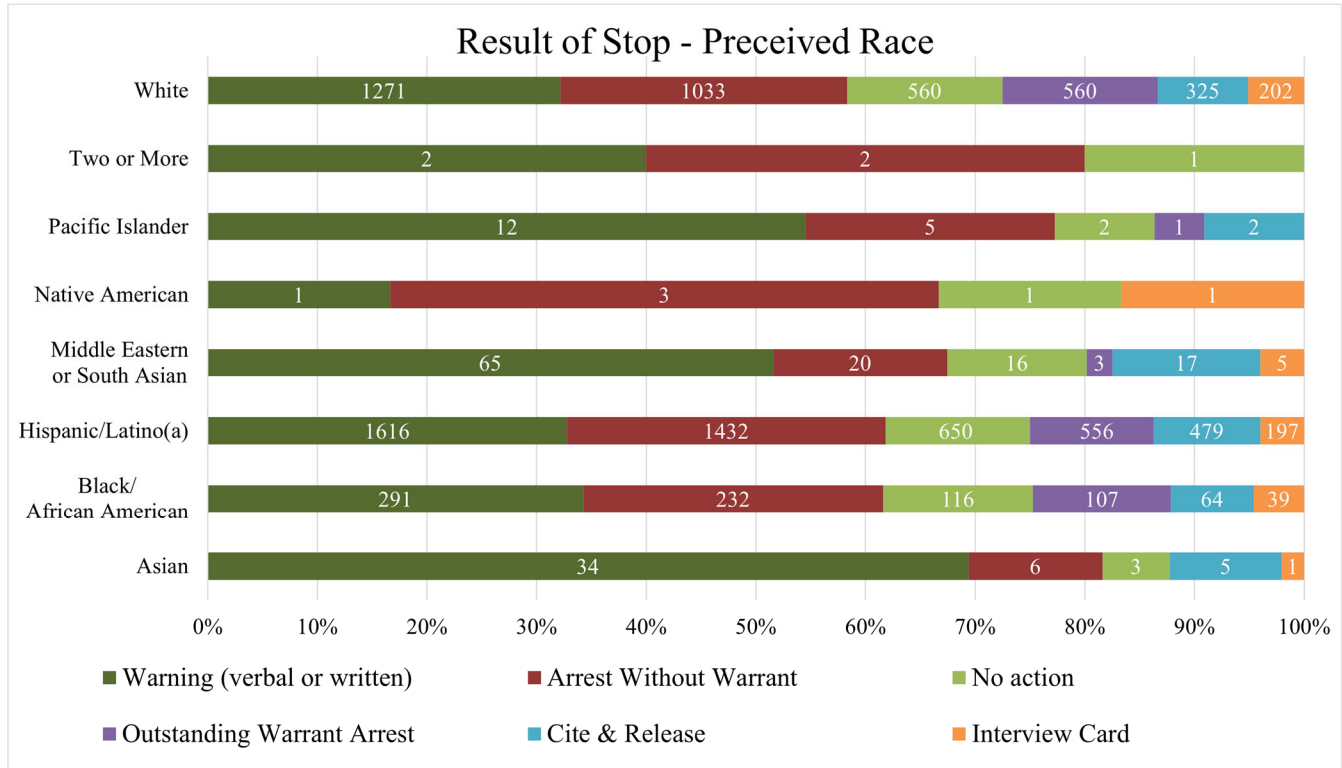
KCSO is working with an outside academic partner to analyze the data for potential disparities leading to a negative impact to the community. This process will be a part of KCSO's ongoing commitment to provide fair and equitable enforcement in the community.





Racial and Identity Profiling Act (RIPA)

The “Result of Stops” were documented by Deputy Sheriffs for 2023. The chart below excludes “Non-Criminal Transport,” “Psychiatric Hold,” and “Contacted Parent” as these results made up a small portion of Stop Results. The table below includes these stop results.



The “Result of Stop” information by “Perceived Race” was proportional across the perceived races that made up a majority of stop information (Hispanic/Latino(a), White, Black/African American). Proportionality highlights that law enforcement stop categories are applied across all racial groups, with no single category being exclusive to any one group.

Race	Warning	Arrest Without Warrant	No action	Warrant Arrest	Cite & Release	Inter-view Card	Non Criminal Transport	Psychiatric Hold	Contact Parent
Asian	34	6	3	-	5	1	-	1	-
Black/African American	291	232	116	107	64	39	16	13	4
Hispanic/Latino(a)	1616	1432	650	556	479	197	56	48	18
Middle Eastern or South Asian	65	20	16	3	17	5	1	-	-
Native American	1	3	1	-	-	1	-	-	-
Pacific Islander	12	5	2	1	2	-	-	-	-
Two or More	2	2	1	-	-	-	-	-	-
White	1271	1033	560	560	325	202	95	62	11
Grand Total	3292	2733	1349	1227	892	445	168	124	33



Resisting Arrest and Adjudication

In 2023, The Kern County Sheriff's Office made 1,002 arrests related to resisting arrest. The Sheriff's Office is now publishing the adjudication information connected to these offenses. The adjudication process primarily lies with the court system. The court system includes the District Attorney's Office, the Public Defender's Office, and the Judicial authorities appointed by the State of California (judges). *For information on Use of Force, refer to page 46 of this report.*

It is important to note Kern County Sheriff's Office deputy sheriffs must establish probable cause before making an arrest or obtaining an arrest/search warrant. Probable cause requires sufficient facts and circumstances that would lead a reasonable person to believe that a crime has been committed and that the person being arrested or searched is likely responsible. Beyond a reasonable doubt is a higher standard of proof used in criminal trials, which requires evidence so convincing that no reasonable doubt exists in the minds of a jury of the defendant's peers of a defendant's guilt.

As with any other arrest offense, some charges may be submitted by the arresting agency but not filed by the District Attorney's Office. Other times, the District Attorney's Office will file the charge(s) but later dismiss it for various reasons, including civil remedies, plea deal negotiations, the furtherance of justice, or a perceived lack of evidence. Therefore, it is common that even filed offenses fail to reach an adjudication status of guilty, not guilty, or nolo contendere. Further, a deputy may have probable cause to believe a crime has occurred, but not all reports are submitted to the District Attorney's Office for prosecution. This is not common practice for the Patrol Bureau, but it often happens in our Detentions Bureau. When the Kern County Sheriff's Office creates an Incident Report, a criminal charge is included if the necessary elements are present. However, even if a report is not submitted for prosecution or if force is used, the incident is documented for future reference and investigative purposes. Some reports are not submitted to the District Attorney's Office if the inmate is already in custody serving a long sentence, as adding a charge may overwhelm the court system. The charges will usually run concurrently with their existing sentence in such cases.





Resisting Arrest and Adjudication

The Kern County Sheriff's Office analyzed the frequency and nature of uses of force. The Kern County Sheriff's Office is committed to transparency, especially regarding resisting-arrest-type charges. To accomplish this, we compiled arrest data for the following Penal Codes:

PC 148(a)(1)

Every person who willfully resists, delays, or obstructs any public officer, peace officer, or an emergency medical technician, as defined in Division 2.5 (commencing with Section 1797) of the Health and Safety Code, in the discharge or attempt to discharge any duty of his or her office or employment, when no other punishment is prescribed, shall be punished by a fine not exceeding one thousand dollars (\$1,000), or by imprisonment in a county jail not to exceed one year, or by both that fine and imprisonment.

PC 243(b)

When a battery is committed against the person of a peace officer, custodial officer, firefighter, emergency medical technician, lifeguard, security officer, custody assistant, process server, traffic officer, code enforcement officer, animal control officer, or search and rescue member engaged in the performance of their duties, whether on or off duty, including when the peace officer is in a police uniform and is concurrently performing the duties required of them as a peace officer while also employed in a private capacity as a part-time or casual private security guard or patrolman, or a nonsworn employee of a probation department engaged in the performance of their duties, whether on or off duty, or a physician or nurse engaged in rendering emergency medical care outside a hospital, clinic, or other health care facility, and the person committing the offense knows or reasonably should know that the victim is a peace officer, custodial officer, firefighter, emergency medical technician, lifeguard, security officer, custody assistant, process server, traffic officer, code enforcement officer, animal control officer, or search and rescue member engaged in the performance of their duties, nonsworn employee of a probation department, or a physician or nurse engaged in rendering emergency medical care, the battery is punishable by a fine not exceeding two thousand dollars (\$2,000), or by imprisonment in a county jail not exceeding one year, or by both that fine and imprisonment.

PC 69

Every person who attempts, by means of any threat or violence, to deter or prevent an executive officer from performing any duty imposed upon the officer by law, or who knowingly resists, by the use of force or violence, the officer, in the performance of his or her duty, is punishable by a fine not exceeding ten thousand dollars (\$10,000), or by imprisonment pursuant to subdivision (h) of Section 1170, or in a county jail not exceeding one year, or by both such fine and imprisonment. (b) The fact that a person takes a photograph or makes an audio or video recording of an executive officer, while the officer is in a public place or the person taking the photograph or making the recording is in a place he or she has the right to be, does not constitute, in and of itself, a violation of subdivision (a).

PC 245(c)

Any person who commits an assault with a deadly weapon or instrument, other than a firearm, or by any means likely to produce great bodily injury upon the person of a peace officer or firefighter, and who knows or reasonably should know that the victim is a peace officer or firefighter engaged in the performance of his or her duties, when the peace officer or firefighter is engaged in the performance of his or her duties, shall be punished by imprisonment in the state prison for three, four, or five years.



Resisting Arrest and Adjudication

Adjudication Results

Dismissed	Pled Guilty/No Contest	Not Filed	Pending	Plea Deal	Not Submitted	Sealed	Total*
45	211	175	332	99	8	4	1002

Of the 1,002 cases documenting a resisting offense, 4.5% were dismissed, 21.1% pled guilty/no contest, 17.5% were not filed, 33.1% are currently pending, 9.9% took a plea deal, .8% were not submitted, and .4% were sealed during this timeframe.

*There were 128 detentions cases documenting a resisting offense that were not filed during this timeframe.

Adjudication Types and Definitions:

Dismissed: The court or prosecutor has decided that the charge against the subject should not be pursued, terminating the case.

Guilty/No Contest: Subject pleads guilty to the charges filed and admits to the allegations or is found guilty after trial. No Contest/Nolo Contendere means the defendant agrees to accept conviction but does not admit to being factually guilty when entering a plea. A No Contest Plea typically has the same legal effect as a guilty plea with the following exception—a No Contest plea to a misdemeanor cannot result in a lawsuit against the defendant. In certain civil cases, it is seen as evidence of criminality.

Not Filed: The District Attorney's (DA) Office did not file the charges; sometimes, due to further investigation needed, incorrect filing, lack of evidence, civil remedies, or filed more serious offenses.

Pending: The court case has yet to reach a verdict of guilty, not guilty, dismissed, or a plea deal. The court case still has pending hearing dates.

Plea Deal: The Prosecution may offer the defendant a plea deal to avoid trial and perhaps reduce their exposure to a more lengthy sentence. A defendant may only plead guilty if they actually committed the crime and admit to doing so in open court before the judge. Some charges may be dismissed as long as the plea stays in effect.

Not Submitted: Refers to a situation where law enforcement officers have investigated an incident or crime and have created a report documenting their findings but have chosen not to submit the report to the DA's Office for prosecution. This decision may be based on various factors, such as insufficient evidence to support a prosecution, the perpetrator already in custody for other crimes, victims deciding no prosecution or are not cooperative, and/or other reasons that may make it impractical or unnecessary to pursue prosecution. However, even in cases where the report is not submitted to the DA's Office, it is typically still documented in law enforcement records for future reference and investigative purposes.

Sealed: Record sealing is a legal process involving sealing criminal records to the public. The records cannot be viewed or accessed by the general public, although they could still be available to certain government agencies or individuals with a court order.



Community Oriented Policing: Crime Prevention Unit

The *Crime Prevention Unit (CPU)* serves the community by providing services that reduce crime and improve the quality of life through mutually beneficial partnerships in the county's communities. The primary function of the unit is to increase safety through awareness. CPU offers safety programs, presentations, resources, public events, and more. CPU's goal as a community liaison is to initiate an open dialogue with all members of the community. CPU is dedicated to educating the public on safety steps to improve the security of neighborhoods and businesses by appearing less desirable to criminals, making the public more resistant to crime, and ultimately enhancing the safety, security, and quality of life for all residents and visitors of Kern County.

The *Community Engagement Log* shown on the next page includes community events where CPU was present. These events also include sworn personnel who may have attended community events where employees field questions for community stakeholders about KCSO activities, identify issues facing the county, and crime trends in the area. Furthermore, KCSO meets with local businesses to address security concerns and threat assessments, attend neighborhood watch meetings, and attend school assemblies about safety and how to report crimes. In addition, *Canine Unit* demonstrations are held to discuss how canines are trained and handled, which drugs canines are trained to detect, and the importance of canines in our agency. KCSO holds Q&As in schools that allow students to ask questions and show how the canines bite using the bite suit. Some other events include Trunk or Treat events where candy is handed out to the community, guest speakers for children to learn about gun safety, distributing food baskets, and giving stuffed toys to needy families.



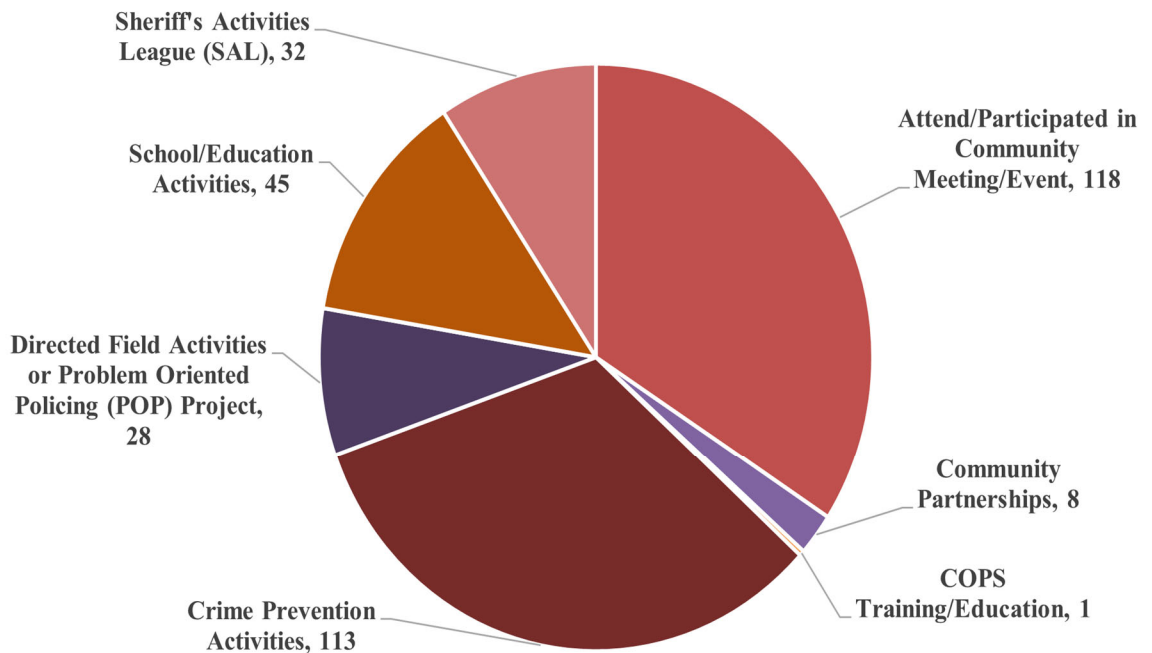
In 2023, the CPU fulfilled more event and program requests than in previous years. The Kern County Sheriff's Office hopes to tackle issues identified by the community by developing new partnerships, holding more community events, and prioritizing recruitment for hiring. Programs offered by the CPU include resource fairs, media interviews, internet safety training, bullying information meetings, neighborhood watch programs, drug awareness for parents, human trafficking presentations, and senior scams and frauds. The CPU is constantly developing more programs and events that align with the needs and wants of the community based on feedback that they might receive from the community or deputies in the field. These meetings and events are an educational opportunities for all parties to collaborate on solutions.



Community Oriented Policing: Crime Prevention Unit

The Kern County Sheriff's Office CPU was able to serve 43,204 community members in 2023 by participating in community events. 314 requests were fulfilled and 79 were declined. The reasons for declined requests were due to no staffing available or an event conflicted with the requested time and date. There were a total of 393 requests for events and programs. KCSO attended at a rate of 80%. There were 155 "Deputy Assists," where a deputy assisted the Crime Prevention Unit at the event or program. The chart below depicts the number of events by type.

Community Engagement Log



For each event listed in the Community Engagement Log, please refer to the glossary on the next page for further details regarding what each entails.



Community Oriented Policing: COPS Engagement Log Definitions

Attended/Participated in Community Meeting/Event – When a member(s) of the Kern County Sheriff's Office attends any community activity or event and represents the Kern County Sheriff's Office by their attendance, whether or not they are an active participant, they promote and strengthen the relationship between the community and the Kern County Sheriff's Office. The events or activities would include marching in a Christmas Parade, attending a service organization meeting such as the Rotary Club, manning a booth at a community event, etc.

Community Partnerships – When Kern County Sheriff's Office members actively participate in meetings, events, or activities, which may include being a permanent board member on an advisory committee as the Sheriff's representative, being a member of any community collaborative, etc. *Examples of Community Partnerships:* Parents Helping Parents, Network for Children, Friends of Jawbone, and faith-based like Catholic Charities Association, including non-profit community organizations like Sheriff's Activity League (SAL), Boy-Girl Scouts, Community Action Partnership, Stop the Violence; includes community business partners like a small business association, Lions Club, Rotary Club, etc.

Community Partnerships also include activities that may help build a new community partnership and activities that strengthen or enhance current partnerships. Building future partnerships includes activities such as contacting business owners, soliciting feedback from members of the community, conducting customer service surveys, etc. Also, when a problem-oriented policing (POP) need is identified any group or organization, KCSO seeks to work with the group to improve/resolve the issue or link people with services. These are two examples of building partnerships with the service agency and/or the community group.

COPS Training/Education – Any training or educational activity provided to members of this organization that promotes the COPS philosophy, community service, problem-oriented policing strategies, etc.

Crime Prevention Activities - Any meeting, event, or activity that is intended to promote or educate any public members on crime prevention strategies. This would include, but not be limited to, community clean-up activities, senior citizen safety events, neighborhood and business watch meetings, school safety activities, organized safe recreational activities for families and youths, etc.

Interagency Collaboration – When any member works with any agency, local, State, or Federal, whether it is a single or fulltime operation, the relationship between the Sheriff's Office and the other agencies improves. Such activity may include being a member of a multi-agency task force, attending a meeting to discuss common issues, participating in a multi-agency operation, etc.

Organizational Change Activity – Any organizational change that promotes or enhances the COPS philosophy within the Sheriff's Office, with the goal of improving our agency's delivery of services, our relationship with, and our responsiveness to our community's needs. Such change may include developing a system for tracking COPS-related activity department-wide, promoting customer service at all levels, developing methods for feedback from the community, etc.

School/Education Activities – When a representative of the Sheriff's Office participates in any school or educational activity such as reading to children, giving a gang or narcotics lecture, truancy prevention, school resource activities, etc.

Sheriff's Activities League (SAL) - SAL is an independent, non-profit organization. It was formed to assist the youth of Kern County by exposing them to positive and constructive activities as a way for them to avoid some of the negative influences they might encounter such as gangs and drugs. The organization seeks to use law enforcement officers to coach, mentor and provide positive role models to our community's disadvantaged youth. SAL also exists to foster good relations between the Sheriff's Office and the community through its sponsorship of community activities. For more information, please visit: <https://kcsal.com/>.

Directed Field Activities or Problem-Oriented Policing (POP) Project – When a problem in the community is identified, the Sheriff's Office directs its resources, and possibly the resources from other governmental agencies or community service organizations toward the problem with the intent of eliminating it. The problems may include crime-related issues, public nuisance issues, quality-of-life issues, etc.



Community Oriented Policing: SARA Model

The SARA model is a decision-making model that incorporates analysis and research, tailoring solutions to specific problems and, most importantly, evaluating the effectiveness of those responses. When members develop POP projects, the activities shall be entered into the COPs log for each stage of the SARA model.

Scanning:

Use available resources to identify recurring problems of concern to the public and law enforcement.

Prioritize those problems and confirm that the problems exist.

Determine how frequently the problem occurs and how long it has occurred.

Analysis:

Collect and review relevant data, such as crime statistics, and research the cause of the problem. Determine how the problem is currently addressed and the strengths and limitations of the current response.

Narrow the scope of the problem as specifically as possible.

Identify various resources that may assist in developing a deeper understanding of the problem. These may include local schools, the Chamber of Commerce, non-profit organizations, the community, and stakeholders.

Response:

Develop solutions to bring about lasting reductions in the problem.

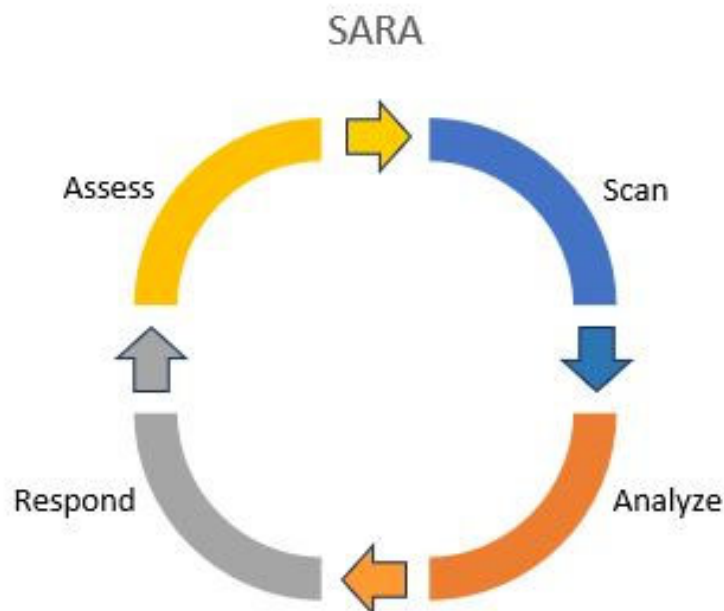
Research what other communities with similar problems have done.

Carry out the plan.

Assessment:

Evaluate the success of the response through surveys and crime analysis.

Conduct ongoing assessments to ensure continued effectiveness.





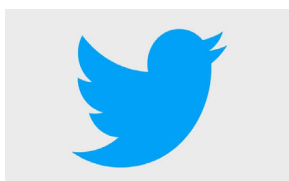
Community Oriented Policing: Social Media

The Kern County Sheriff's Office is committed to maintaining and promoting active communication with residents of Kern County. With this goal in mind, the Public Information Officer and the Crime Prevention Unit are actively engaging with the community through various mainstream social platforms to inform, connect, and further the mission of the Kern County Sheriff's Office. While these avenues of information can be limited to those in the community who do not have access to the internet, the ability to quickly inform, educate, and provide information to community members through social media has been impactful.

KCSO is committed to providing information through the most used social media platforms (Facebook, Instagram, X (formerly Twitter), TikTok, and the Nextdoor app).



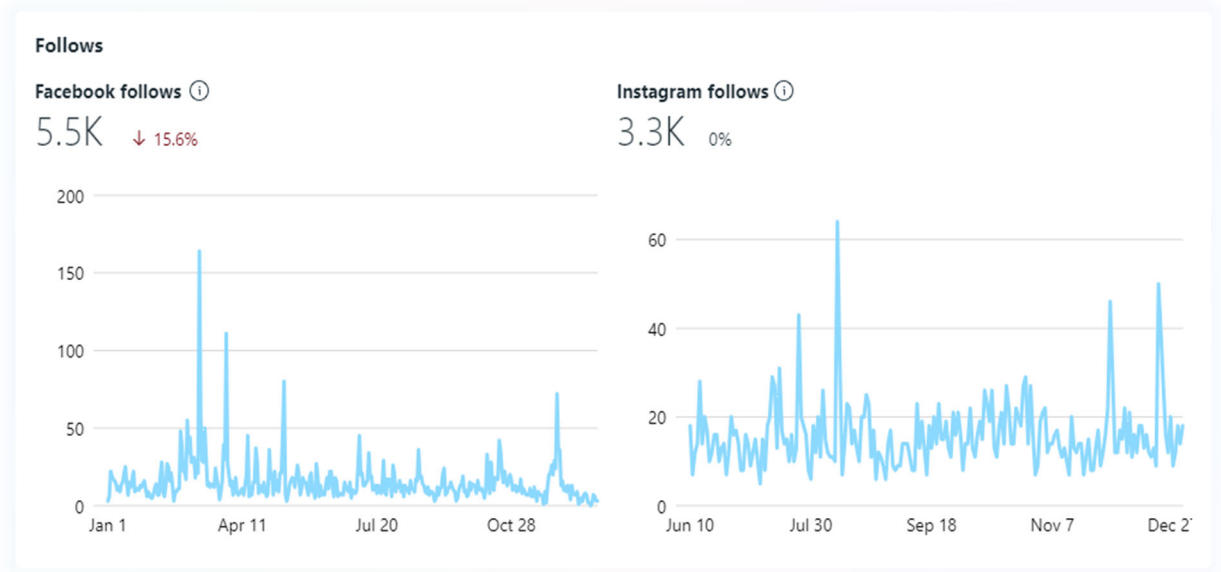
Instagram



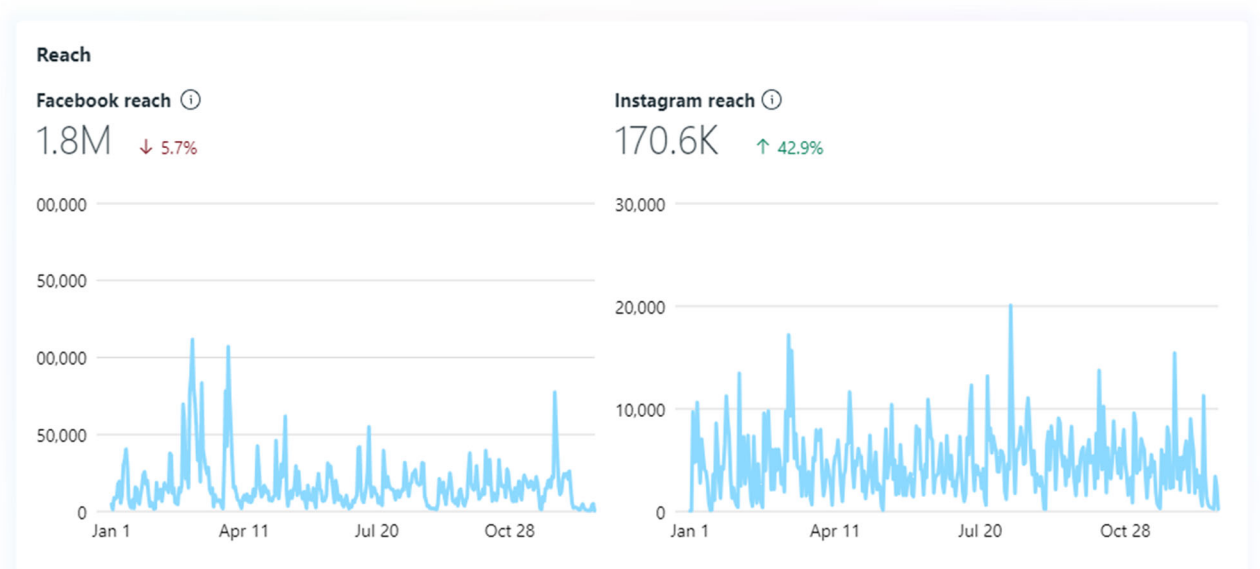


Community Oriented Policing: Social Media Connections

The Kern County Sheriff's Office continuously connects with those elected to be a part of KCSO's social media platforms. Facebook and Instagram were especially successful in this regard due to the nature of the platforms (as opposed to reel-based platforms such as TikTok and Snapchat). Follow increases on Facebook are due to end of watch/memorial post and evacuation posts regarding the Early March Storms of 2023. An increase in Instagram was seen during Christmas baskets, a press release with a narcotics seizure, and a deputy holding a baby during a call out.



The Kern County Sheriff's Office's Facebook and Instagram pages added thousands of followers who now receive ongoing information regarding emergency announcements, hiring events, community interaction posts, and more. The Kern County Sheriff's Office Facebook and Instagram pages had a large number of visits (1.8 million and 170,600, respectively) from these followers and other non-followers alike throughout the course of 2023. This data does not show the number of unique accounts that visited the social media platforms. Each visit by the same account is counted separately.





Community Advisory Council

The 23-member Community Advisory Council (CAC) is community based policing at its core and serves to provide current knowledge, critical thinking, and insights to aid the Kern County Sheriff's Office in making operational changes.

The CAC's mandate is to be a general and broad representation of Kern County as a whole and not focused on any particular group or one segment of the community.

CAC Mission

Bridge the gap between the diverse communities of Kern, as envisioned in the Stipulated Judgment. The CAC will provide public input into policy and procedure, provide insight into the community's concerns, educate the community about the KCSO, and work to build a safer community for all people.

CAC Vision

Our vision for the community is strengthening communication, generating mutual trust, and promoting understanding for a more cohesive and safer Kern County.

CAC Structure

The CAC provides community input to the Sheriff's Office about crime, culture, relationships, and quality of life issues. The Council offers new plans for community policing efforts, provides input for policy from a community perspective, attends community meetings, and proposes and facilitates activities that strengthen trust between the community and the Kern County Sheriff's Office. The Kern County Sheriff's Office built the CAC on the principles of improving community relations and efficiency with law enforcement. To meet these goals, the CAC has created three subcommittees to focus on distinct, but related areas:

- Policy & Education Subcommittee
- Communications & Engagement Subcommittee
- Community Policing Subcommittee

The CAC includes representatives from California State University, Bakersfield, Brenda Jean Sober Living Facility, Kern County Behavioral Health, Stay Focused Ministries, the Lamont Chamber of Commerce, Wasco City Council, Dolores Huerta Foundation, Assistant Governor Rotary D5240, previous out of county CAC members, California Correctional Institution, The American Legion Post 26, American Civic Liberties Union, Bakersfield Chamber of Commerce, Rosamond Municipal Advisory Council, Its because of love, Kern County Civil Service Commissioner, Faith in the Valley, Kern County Hispanic Chamber of Commerce, Public Defenders Office, coaches, and teachers.

If you are interested in joining this team and participating in this intentional effort, please apply at:

<https://kerncac.org/>

For more information, please email:

info@kerncac.org



Meet the Community Advisory Council



Claudia Catota (not pictured)
 Alex Garcia (not pictured)
 Noe Garcia (not pictured)
 Martina Lara (not pictured)
 Daniel Taylor (not pictured)

1. Bryan Bowens
2. Hilda Jimenez
3. Manuel Carrizalez
4. Linda Fiddler
5. Rosa Lopez
6. Genora McClanahan
7. Joel Mackay
8. Alexsis Garay
9. Jeremy Price
10. Jay Tamsi
11. Stephanie Gutierrez
12. James Luff
13. Ana Huerta
14. Anthony Lee
15. Li Gibbs
16. Robin Walters
17. Daniel Rodela
18. Michael Bryant



Language Access

The Sheriff's Office is working to establish policies to develop and implement a language access policy to ensure meaningful access to KCSO programs and services for individuals who have a limited ability to speak, read, write, or understand English. KCSO works with Kern County's Director of Diversity, Equity, and Inclusion (DEI). The CAC has members who have experience in language access. KCSO is currently exploring services to better help deputies in the field.

Currently, deputies who have bilingual certificates are available to translate. If this access is not available, deputies may ask for help from community members. KCSO has recognized this is an area of concern and plans to make improvements in the future. KCSO was awarded a grant from the California Governor's Office of Emergency Services to use translation services paid for by the state during a 9-1-1 call.

The KCSO uses Cryacom and LanguageLine Solutions, third-party interpretation providers, to assist with field, station, and detention facility translation services. These services allow a deputy in the field to call for assistance to facilitate communication with a person with limited English proficiency (LEP). However, this will only resolve some challenges encountered, such as when the deputy cannot discern the language with which a person needs interpretation assistance. Issues may arise if the person with LEP speaks a language not commonly provided by the interpretation service.

The Kern County Sheriff's Office, the County of Kern, and the CAC will continue to make progress toward compliance with the Stipulated Judgment, which consists of four main components: (1) creation of a language access policy in meaningful collaboration with the CAC; (2) training in the language access policy for all KCSO deputies, communication supervisors, call-takers, and dispatchers; (3) designation of a language access coordinator; and (4) development and implementation of a language access audit protocol.

On December 19, 2023, the KCSO deployed the online complaint form in English and Spanish on the KCSO's public website. This electronic fillable form allows the complainant to retain a copy of the complaint via email, download, or print. Currently, the KCSO's Technology Services Section is working on converting the additional languages into this electronic fillable form for the public website. The complaint form website can be located at <https://www.kernsheriff.org/complaints>.

Language access is essential to ensuring that all community members, regardless of their primary language, can fully understand their rights, communicate effectively with law enforcement, and access critical services. By providing interpretation and translation services, agencies can build trust, enhance public safety, and ensure equitable protection under the law for all residents.





Kern County Mobile Evaluation Team (MET)

Kern County Mobile Evaluation Team (MET) are behavioral health professionals who are specifically trained to respond to calls involving persons in a mental health crisis or suffering from a mental health disability and in the application of de-escalation techniques. The MET Team is given priority when responding to such calls and is dispatched when a behavioral health crisis is identified in the community. The MET Team does not replace law enforcement officers, they respond along with deputies but approach situations once law enforcement officers deem the situation safe enough. MET provides crisis intervention, voluntary and involuntary assessment for psychiatric hospitalization, and connections to behavioral health services and community resources. KCSO Crisis Intervention Team are trained deputies that are next to respond when MET resources are unavailable, and no immediate threat of harm to others is evident. The KCSO Crisis Intervention Team is managed by a Crisis Intervention Coordinator who holds the rank of Commander and a Sergeant with significant expertise in crisis intervention who sits on the CIT steering committee and coordinates the training with the Training Section Lieutenant. Kern County Behavioral Health collects and tracks the MET Response calls for service and shares the data collected with KCSO.

“Through the collaboration with Kern County Behavioral Health and Recovery Services (KCBHRS), we have improved the Sheriff’s Office crisis intervention program by facilitating effective training for deputy sheriffs in Crisis Intervention Techniques. The Crisis Intervention Techniques training uses adult learning concepts and material presented by subject matter experts in their respective fields. The Crisis Intervention Coordinator also performs duties as a Co-Chair of the County-wide Crisis Intervention Team (CIT) Steering Committee. The CIT Steering Committee works in partnership with the community through community stakeholder meetings to identify issues relating to mental illness. Once an issue is identified, it is the job of the CIT Steering Committee to collaborate to provide solutions to the identified issues.”

-Crisis Intervention Team

All new deputies receive CIT training as part of the Academy, and KCSO continues to work toward training all deputies. In a department that includes so many rural and under-resourced areas and shares MET services with the Bakersfield Police Department, it is essential that all KCSO personnel are exposed to CIT. This will also ensure that CIT trained personnel is always available. At the time of this report, the following represents the proportion of personnel trained. KCSO has added CIT courses this year offering four opportunities to take the course in 2024, and it aims to have 100% of deputies, detentions deputies, and dispatchers trained.

Assignment/ Classification	CIT- Trained 2022	CIT- Trained 2023	Pending CIT- Training	CIT- Refresher Course	Out of total Staff
Patrol Deputies	79%	86%	14%	-	510
Detentions Deputies	-	98%	2%	91%	269
Dispatchers	-	83%	17%	-	35

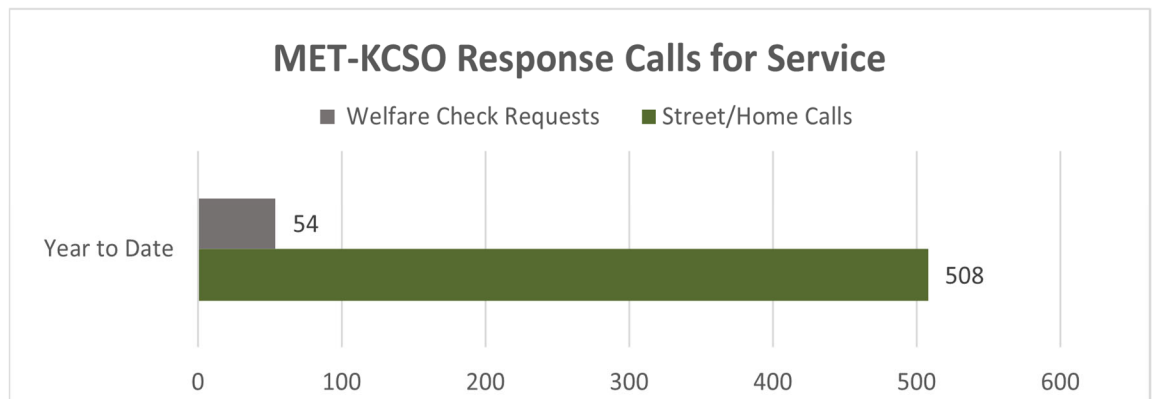


Kern County Mobile Evaluation Team (MET)

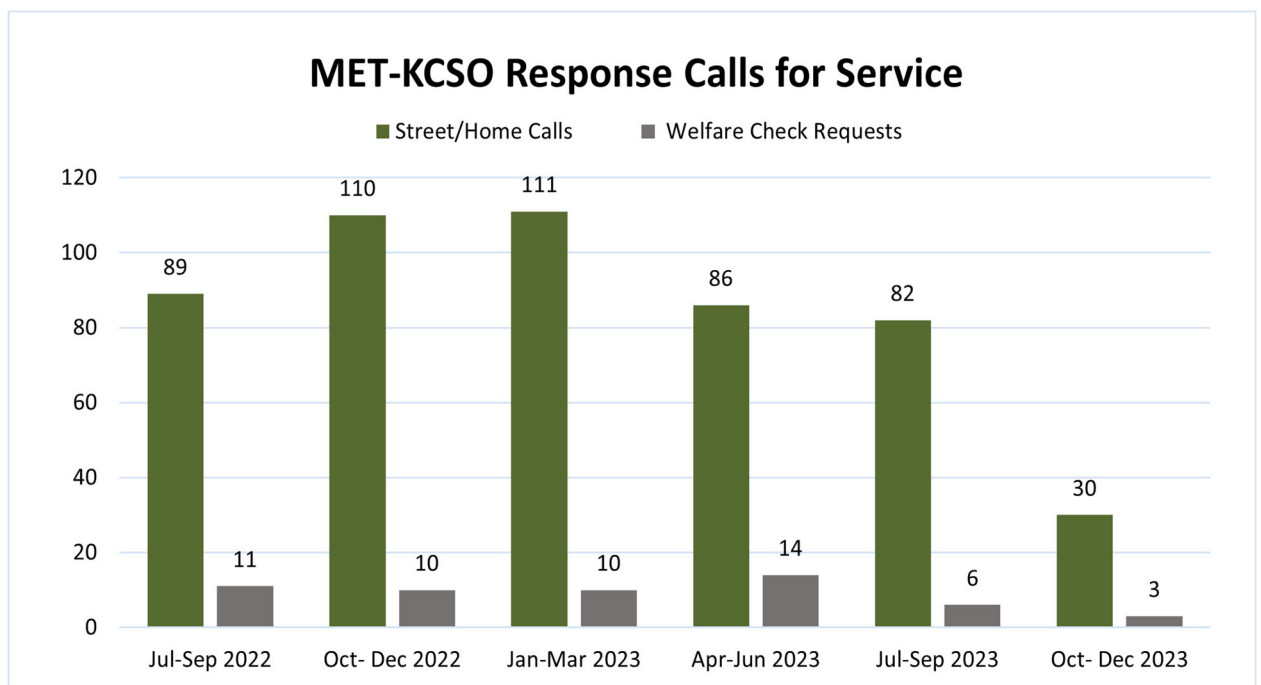
KCSO and the MT have not determined the necessary amount of in-service training as mandated in the Stipulated Judgment but will work together to use observations and data from audits and supervisory reviews to identify specified topics for annual in-service training.

KCSO MET Response Calls for Service

Kern County Behavioral Health began collecting the KCSO MET Response calls for service since about 06/22/2022, data collected includes crisis calls and outcomes. That said, between July 2022 and December 2023, KCSO has received about 508 response calls for service and about 54 phone calls for welfare check requests. Welfare check requests are calls made by members of the public, whereas street or home visits are those that deputies encounter while responding to other events not primarily classified as welfare checks.



The chart below demonstrates the number of calls per quarter (2022-23), which shows a slight increase in calls for service between the 4th quarter of 2022 and the 1st quarter of 2023, while calls for welfare checks are consistent throughout. The graph also demonstrates the difference in calls for service between the 4th quarter of 2022 and the 4th quarter of 2023, which is a drastic decline in calls for service.

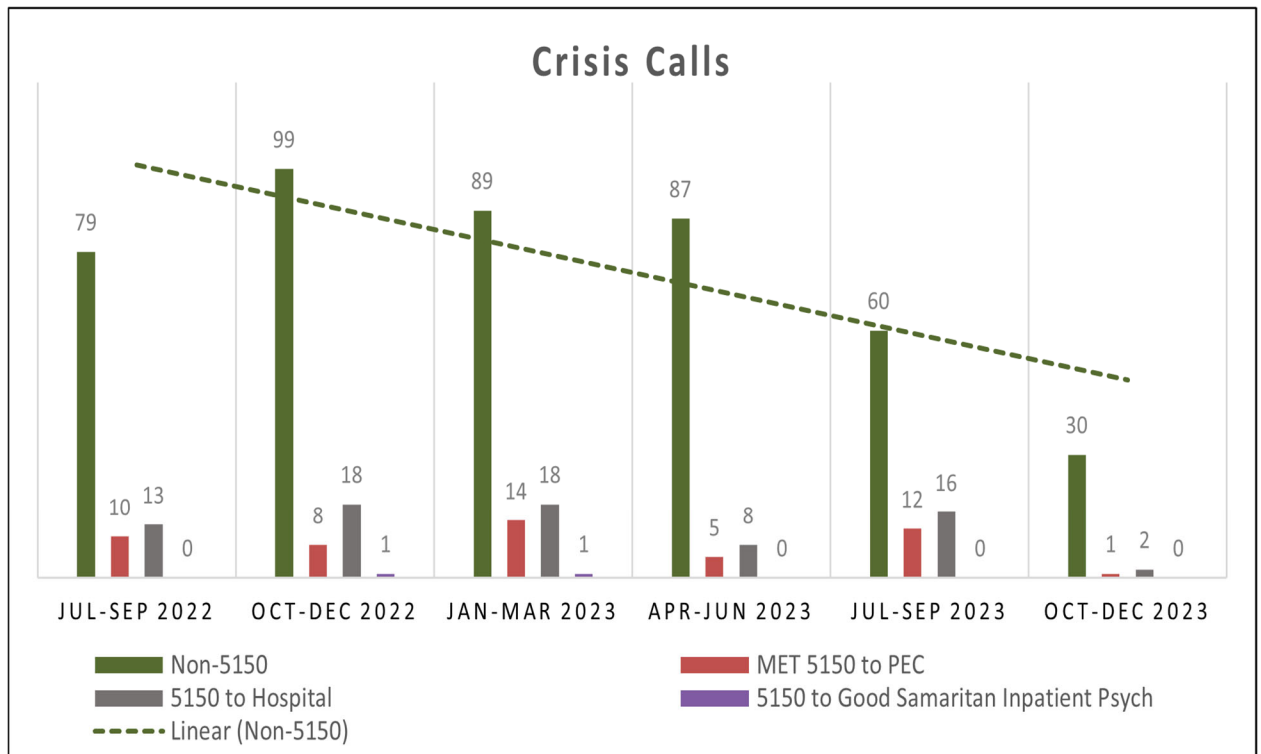




Kern County Mobile Evaluation Team (MET)

KCSO MET Crisis Calls (5150 Calls)

According to the data collected, in the 2022-23 budgetary year, KCSO handled about 450 crisis calls (5150 calls), and as of the 2023-24 budgetary year about 161 crisis calls have been recorded. 5150 refers to the California Welfare and Insurance Code 5150* for the temporary, involuntary psychiatric commitment of individuals who present a danger to themselves or others due to signs of mental illness. Of these crisis calls, about 266 crisis calls were non-5150 calls; the remainder, 77 crisis calls, resulted in 5150 mental health holds. Of the 77 crisis response calls, 32 were transported/referred to the Psychiatric Evaluation Center (PEC), 44 were transported/referred to the hospital, and one was transported/referred to the Good Samaritan Inpatient Psychiatric. Since the implementation of MET, there has been a decline in the number of non-5150 crisis calls, indicating that MET helped correctly identify crisis calls. There is a chart below that breaks down these calls by quarter.



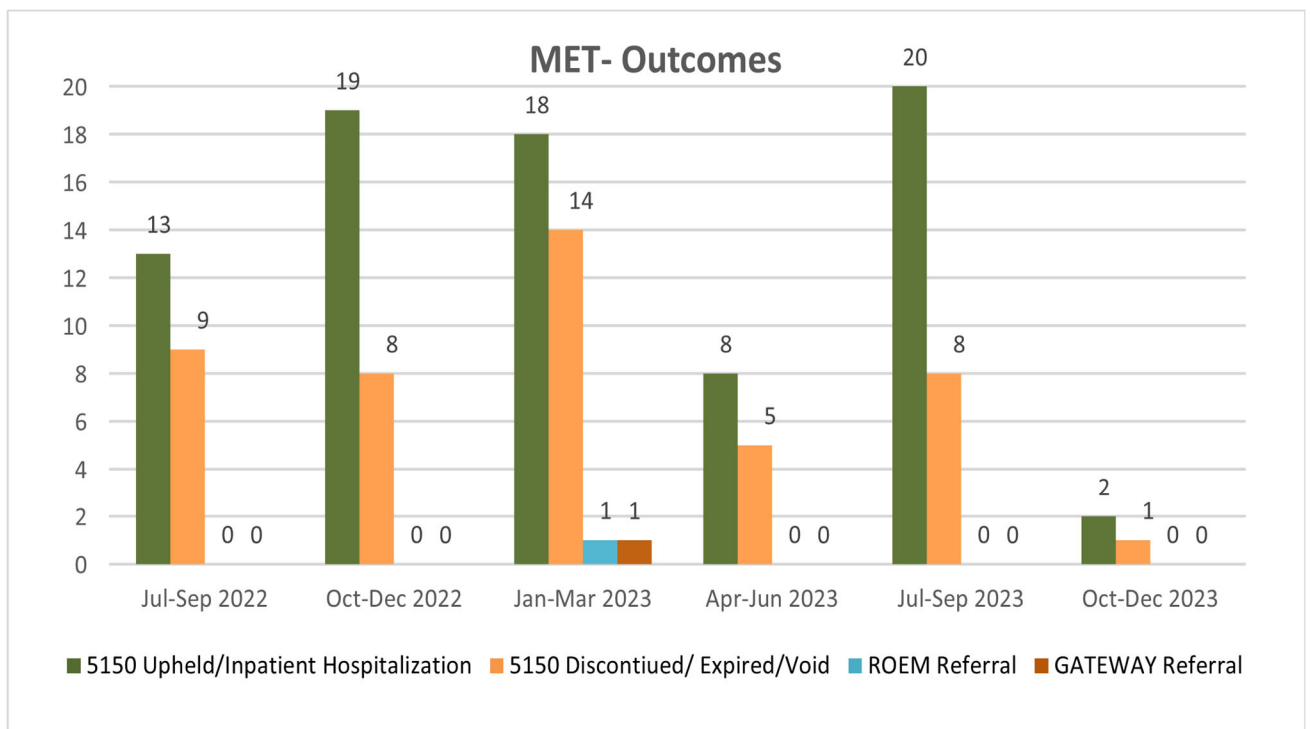
*WIC § 5150 — When a person, as a result of a mental health disorder, is a danger to others, or to themselves, or gravely disabled, a peace officer, professional person in charge of a facility designated by the county for evaluation and treatment, member of the attending staff, as defined by regulation, of a facility designated by the county for evaluation and treatment, designated members of a mobile crisis team, or professional person designated by the county may, upon probable cause, take, or cause to be taken, the person into custody for a period of up to 72 hours for assessment, evaluation, and crisis intervention, or placement for evaluation and treatment in a facility designated by the county for evaluation and treatment and approved by the State Department of Health Care Services.



Kern County Mobile Evaluation Team (MET)

KCSO MET Outcomes

The MET team is designed to evaluate and identify the medical needs of persons who are going through a mental crisis. The goal is to facilitate the proper referral based on the individual needs of a person going through a mental crisis (5150). To date, 61% of crisis calls have been to individuals who ended up upheld and/or needed inpatient hospitalization, and 36% of individuals who may have had a crisis but were stable enough not to necessarily need immediate hospitalization. 1% were referrals to the Relational Outreach and Engagement Model (ROEM) program, which has a team that engages homeless, hard to engage but wants services, and 1% were gateway referrals; gateway connects individuals struggling with substance use with treatment.



One issue that the DOJ Monitors note is that there were problems with MET response in outlying areas and in or around the City of Bakersfield. KCSO staff are provided with an iPad that could be used to FaceTime with members of the MET. Still, this service ultimately depends on reliable cell phone coverage and available MET staff to reply, which is not always available. In ride-a-longs, some deputies reported they appreciated having developed good working relationships with MET members, facilitating better communication and connections. KCSO feels that the MET team is a great collaboration and looks forward to building the partnership/relationship to ensure continuous improvements in handling MET Crisis calls.



Civil Litigation

Civil litigation does arise against the County, the Kern County Sheriff's Office, and individual deputy sheriffs and/or employees. Such litigation can arise from law enforcement incidents, traffic accidents, or incidents involving incarcerated persons. Civil lawsuits may be filed in state or federal district courts. Before a lawsuit can be filed, a litigant must comply with the claims statute by filing a Government Tort Claim pursuant to California Government Code § 900, et seq. The laws governing federal lawsuits are different than those governing state law matters. Claims and lawsuits must be served to the Kern County Clerk of the Board as the governing body of the County of Kern.

In a civil case, an alleged use of force refers to a claim that one party used physical force against another party. This can include actions such as hitting, pushing, or restraining someone. The term "alleged" is used because the claim of force is still being investigated or has not been proven in a court of law. In a civil case, the burden of proof is generally lower than in a criminal case. The standard for proving an alleged use of force is often based on a standard of preponderance of the evidence or clear and convincing evidence, meaning that it is more likely than not that the force was used or the evidence leaves you with a firm belief or conviction that it is highly probable that the factual contentions of the claim or defense are true. If the alleged use of force is proven in a civil case, the victim may be entitled to damages such as compensation for medical bills, lost wages, or pain and suffering. However, it is important to note that civil cases are separate from criminal cases, and a finding of liability in a civil case does not mean that the person who used force committed a crime or will face criminal charges.

Lawsuits involving the Sheriff's Office are handled by the County Counsel's Office. The Sheriff's Office works closely with County Counsel to defend the County, the Sheriff's Office, and involved employees. Extensive discovery efforts occur between the parties in lawsuits. Discovery is the exchange of records and information and the taking of sworn testimony from witnesses and experts. Discovery is an essential part of litigation because it assists the litigants in determining the extent of damages or uncovering mitigating (defending) factors in lawsuits. Lawsuits are a long, slow process, often taking several years to go from the claim stage to the conclusion. Lawsuits may be concluded by a court judgment on a dispositive motion, settlement of the issues, or jury trial.

Pending Cases

Pre-2023

- Alejandro Ochoa v. County of Kern et al. – USDC Case No.: 1:18-CV-01599
 - *Use of Force: K9, Impact Munitions*
- Jon-Erik Roosevelt Bolds, Jr., v. Luevanos, et al. – USDC Case No.: 1:21-CV01668
 - *Use of Force: Physical Force*
- Lewis, Jr., Mickel CC202117742 – USDC Case No.: 1:21-CV-00378
 - *Use of Force : Officer Involved Shooting*
- Roberts, Willie CC202117942 – USDC Case No.: 1:21-CV-00725
 - *Use of Force: Officer Involved Shooting*

2023

- Deveroux, Alain, et al. v. County, et al. – USDC Case No. 1:23-CV-00239
 - *Use of Force: Physical Force*



Operations Bureau

The Operations Bureau comprises all uniformed patrol staff throughout the county and several primarily civilian units that directly support patrol functions. It has two Divisions: the Patrol Division and the Substations Division.

The Patrol Division includes the Metro Patrol Section, the Watch Lieutenant Section (responsible for on-duty management of Sheriff's Office operations after regular business hours), and the Communications Section. The Metro Patrol Section is divided into four zones in the unincorporated areas of Bakersfield.

The Substations Division includes East Area Substations, Northeast Area Substations, North Area Substations, and South Area Substations. These sections are responsible for uniformed patrol throughout the county.

EAST AREA SUBSTATIONS

Boron Substation
Mojave Substation
Rosamond Substation
Tehachapi Substation

NORTHEAST SUBSTATIONS

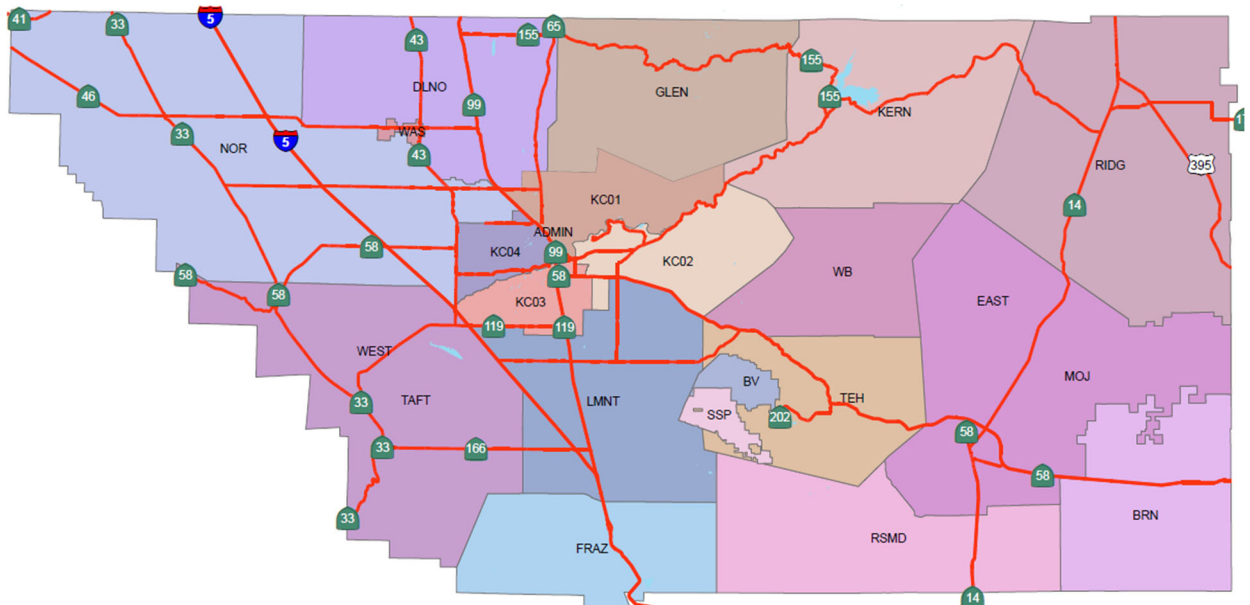
Kern Valley Substation
Ridgecrest Substation
Walker Basin Substation

NORTH AREA SUBSTATIONS

Buttonwillow Substation
Delano Substation
Glennville Substation
Wasco Substation (Contract City)

SOUTH AREA SUBSTATIONS

Frazier Park Substation
Lamont Substation
Taft Substation





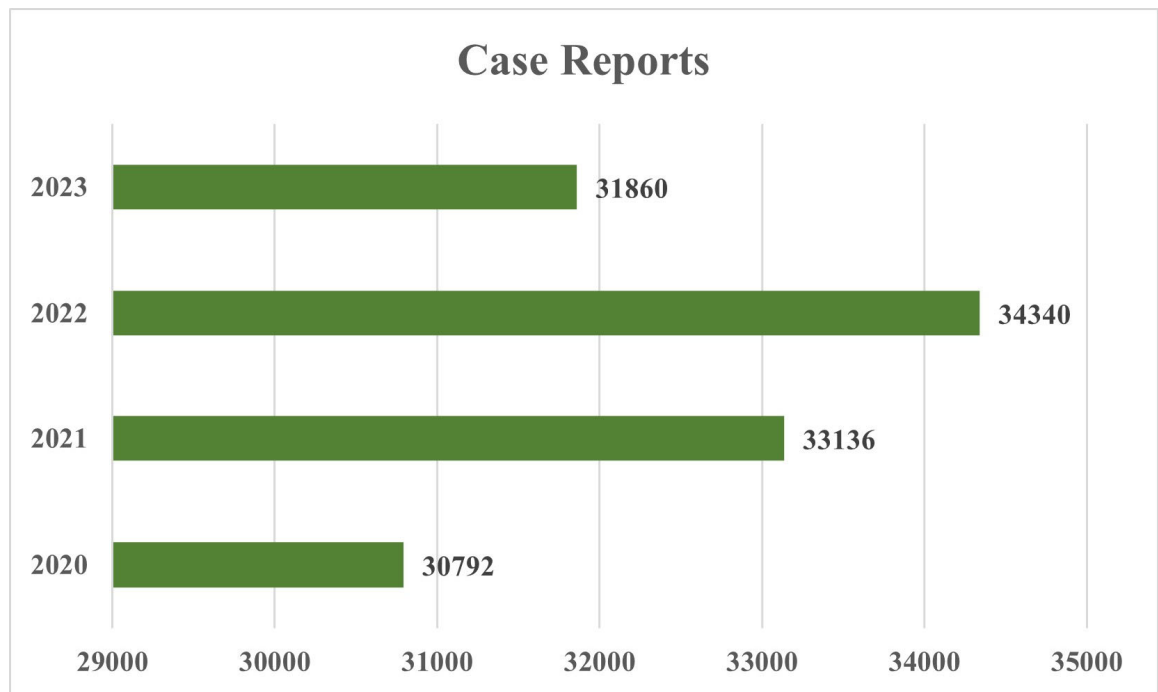
Calls for Service

In 2023, the Kern County Sheriff's Office received 582,830 calls to the Communications Center. The Communications Center answered 202,712 9-1-1 calls and 1,198 Text-to-911 messages. This resulted in 193,782 calls for service. Of the 193,782 calls generated, Deputies responded to and arrived at 133,241 events and contacted 10,263 subjects who met RIPA reporting requirements.

The remaining calls for service (31%) were handled by the Telephone Report Desk, were cancelled prior to our arrival, or were transferred to another agency. These figures are based on information from the Kern County Sheriff's Office database and population demographics were retrieved from the United States Census Bureau American Community Survey for 2023*.

In 2023, the Metro Patrol area accounted for the most calls for service, with 118,225 of the total 193,782, representing 61% of all calls for service generated for the Sheriff's Office's 15 response areas. The Lamont Substation accounted for the second highest call for service count, with 14,878, or 7.7%, of the total calls for service. The Kern Valley Substation had the third highest radio call count, with 13,096 calls, or 6.8% of the total calls for service.

The Sheriff's Office wrote 31,860 incident reports from the calls for service responded to in 2023, which was a decrease of 2,480 investigations over 2022, or 7% fewer case reports compared to the 34,340 reports in 2022.



*Website below has data from 2022, 2023 has not been updated as of publication:
<https://www.census.gov/programs-surveys/acs/news/data-releases.2022.html>



Use of Force

LEGAL STANDARDS

Federal and State law defines general use of force policy standards and practices for all law enforcement agencies. The Department's prescribed policies and procedures can be more restrictive when compared to the broader legal guidelines. Therefore, officer-involved shooting (OIS) incidents and other applications of force utilized by Department personnel can be adjudicated as out of policy, regardless of the lawfulness of an officer's decisions or actions. Force used within the Kern County Sheriff's Office facilities shall never be for the purpose of maliciously or sadistically causing harm [(Johnson v. Glick (1973) U.S. Court of Appeals, Second Circuit) and (Whitley v. Albers (1986) U.S. 312)]. Deputy sheriffs shall never be "deliberately indifferent" to inmate's' rights, health, or safety. The 8th and 14th Amendments of the United States Constitution protect inmates against cruel and unusual punishment.

FEDERAL LEGAL STANDARDS

The United States (U.S.) Constitution and extensive case law dictate how all law enforcement organizations across the nation establish and maintain their UOF policies. The federal legal standard used to determine the lawfulness of a UOF is the Fourth Amendment to the U.S. Constitution. In *Graham v. Connor*, the U.S. Supreme Court determined that an objective reasonableness standard should apply to a civilian's claim that law enforcement officials used excessive force when making an arrest, investigatory stop, or other "seizure" of his/her person. *Graham* states in part: The reasonableness of a particular use of force must be judged from the perspective of a reasonable officer at the scene rather than with the 20/20 vision of hindsight. The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments in tense, uncertain, and rapidly evolving circumstances. The test of reasonableness is not capable of precise definition or mechanical application. The U.S. Supreme Court's ruling established that the force used must be reasonable under the circumstances known to the officer at the time. Therefore, the Department examines all use of force incidents from an objective, rather than a subjective, reasonableness standard.

STATE OF CALIFORNIA LEGAL STANDARDS

In accordance with California Penal Code Section 835a, law enforcement personnel may only use the amount of force that is "objectively reasonable" to:

- Effect an arrest;
- Prevent escape; or,
- Overcome resistance.

California Penal Code 835a:

(a) The Legislature finds and declares all of the following:

(1) That the authority to use physical force, conferred on peace officers by this section, is a serious responsibility that shall be exercised judiciously and with respect for human rights and dignity and for the sanctity of every human life. The Legislature further finds and declares that every person has a right to be free from excessive use of force by officers acting under color of law.

It is important to note that peace officers or deputy sheriffs can also mean detentions deputies, or detentions officers for the purpose of this section.



Use of Force

A Deputy Sheriff who makes or attempts to make an arrest need not retreat or desist from his efforts by reason of the resistance or threatened resistance of the person being arrested, nor shall such officer be deemed an aggressor or lose his right to self-defense by the use of reasonable force to effect the arrest or to prevent escape or to overcome resistance. On August 19, 2013, the California State Supreme Court held, in the case of *Hayes v. County of San Diego*, that under California negligence law, liability can arise from tactical conduct and decisions employed by law enforcement preceding using deadly force. In 2019, the signing of Assembly Bill 392 reinforced this and Senate Bill 230 established training requirements to support the same. As such, a Deputy Sheriff's tactical conduct and decisions leading up to the use of deadly force are evaluated to determine the objective reasonableness of an incident.

Kern County Sheriff's Office Use of Force Policy

The Kern County Sheriff's Office's use of force policy is to provide Deputy Sheriffs with guidelines on the objectively reasonable use of force. It is the policy of the Kern County Sheriff's Office that Deputy Sheriffs, in the performance of their duties, shall use objectively reasonable force, given the facts and circumstances known or reasonably believed by the Deputy Sheriff at the time of the event, to effectively prevent escape, overcome resistance, or effect arrest.

"The decision by a peace officer to use force shall be evaluated from the perspective of a reasonable officer in the same situation, based on the totality of the circumstances known to or perceived by the officer at the time, rather than with the benefit of hindsight, and the totality of the circumstances shall account for occasions when officers may be forced to make quick judgments about using force" (Penal Code Section 835a(a)(4)).

In addition to Penal Code Section 835a, law enforcement officers in a custodial assignment may use reasonable force in establishing and maintaining custody of prisoners to maintain the safety and security of the facility. The use of such force by officers shall conform to Penal Code Section 831.5(f) and the policies, procedures, and any applicable sections in the Kern County Sheriff's Office Detentions Bureau Manual.

Nothing in the Kern County Sheriff's Office use of force policy is intended to hinder or prevent a Deputy Sheriff from using deadly force immediately to protect or defend themselves, another deputy, or any other person from a significant threat of death or serious bodily injury.





Use of Force : Law

California Penal Code Section 835a provides in part:

Any peace officer who has reasonable cause to believe that the person to be arrested has committed a public offense may use objectively reasonable force to effect the arrest, to prevent escape, or to overcome resistance.

A peace officer who makes or attempts to make an arrest need not retreat or desist from their efforts by reason of resistance or threatened resistance of the person being arrested; nor shall such officer be deemed an aggressor or lose their right to self-defense by the use of objectively reasonable force to effect the arrest or to prevent escape or to overcome resistance. "Retreat" does not mean tactical repositioning or other de-escalation tactics.

California Penal Code Section 831.5(f) provides that:

A custodial officer may use reasonable force in establishing and maintaining custody of persons delivered to the custodial officer by a law enforcement officer.

No policy can realistically predict or cover every possible situation deputies might encounter. Each deputy, therefore, must be entrusted with discretion in determining the force necessary in each incident. While it is the ultimate objective of every law enforcement encounter to minimize injury to everyone involved, nothing in this policy requires a deputy to actually sustain physical injury or allow physical injury to any other person before using reasonable force.

DEFINITIONS

"Law enforcement officers" or "officer" shall include Kern County Sheriff's Office Deputies and Detentions Deputies.

"Force" means physical contact with a person by hand or instrumentality to gain control of that person when verbal commands are unavailing, inappropriate, or futile in the circumstances.

- Force shall not mean or include routine or incidental physical contact with a person as is necessary to take the person into actual, physical custody during a routine arrest situation when the arrestee does not offer physical resistance. Similarly, force does not mean or include the application of a wrist lock or control hold to handcuff an inmate prior to movement for security reasons when there is no physical resistance by the inmate.

"Deadly force" means any use of force that creates a substantial risk of causing death or serious bodily injury, including but not limited to the discharge of a firearm (Penal Code 835a(e)(1)).

The term "Deliberate Indifference" means the conscious or reckless disregard of the consequences of one's acts or omissions. It entails something more than negligence but something less than acts or omissions intended to cause harm or undertaken with the knowledge that harm will result (18 U.S.C. § 242).

RELATIONSHIP WITH LAW

The KCSO policy does not have the effect of law and is not intended to have the effect of law. Law is contained in the federal and state constitutions, statutes, and court decisions. The ultimate liability of law enforcement officers under law can only be determined by the courts. Violation of this policy does not and is not intended to mean that the involved law enforcement officers are liable under the law.



Use of Force: KCSO Philosophy and Performance Evaluation

The use of any force, including deadly force, by law enforcement officers is a matter of critical concern to the Kern County Sheriff's Office and the public. Deputy Sheriffs are involved daily in numerous and varied human encounters and, when warranted, may use objectively reasonable force in carrying out their duties.

Deputy Sheriffs must understand the extent of their authority, particularly with respect to overcoming resistance from and gaining/maintaining control over those with whom they come in official contact.

The Kern County Sheriff's Office recognizes and respects the sanctity of human life and dignity without prejudice to anyone. It is also understood that Deputy Sheriffs have the authority to use objectively reasonable force, including deadly force when necessary, to protect the public and carry out their duties.

Any use of force, including deadly force, by a Kern County Sheriff's Office member must be judged by the standard of "reasonableness." When determining whether to use force and evaluating whether an officer has used reasonable force, several factors should be considered. Those factors include, but are not limited to:

- The conduct of the individual being confronted (as reasonably perceived by the officer at the time).
- Officer/subject/inmate factors (age, size, relative strength, skill level, injury/exhaustion, number and location of officers vs. subjects).
- Influence of drugs/alcohol (mental capacity).
- Proximity of weapons of any kind.
- Whether or not the subject/inmate has been searched.
- Whether the subject/inmate poses an immediate threat to the safety of officers or others and the seriousness of the threat.
- Seriousness of the suspected offense or reason for contact with the individual.
- Whether the subject/inmate is resisting arrest by force.
- Whether the subject/inmate is evading arrest by flight.
- Whether efforts were made to temper the severity of the force used.
- Training and experience of the officer.
- Potential for injury to public members, officers, subjects, and inmates.
- Number of subjects/inmates involved in the event.
- How organized the subjects/inmates in the disturbance appear to be.



Use of Force: KCSO Philosophy and Performance Evaluation

The Kern County Sheriff's Office values the sanctity of human life and the freedoms guaranteed by the United States and California constitutions. The use of force by a Deputy Sheriff is an important concern to the community. The role of law enforcement is to safeguard the life, dignity, and liberty of all persons without prejudice to anyone. Deputy Sheriffs shall carry out duties, including using force, in a fair and unbiased manner. Use of force policies apply to Deputy Sheriffs and Detentions Deputies.

At times, Deputy Sheriffs are called upon to make split-second decisions. In such cases, the time available to evaluate and respond to changing circumstances may impact a Deputy Sheriff's decision. When judging a Deputy Sheriff's decision, this fact shall be given due consideration and weight. Each Deputy Sheriff is expected to use objectively reasonable force under the circumstances at the time to prevent escape, overcome resistance, effect arrests, restore order, and maintain the safety and security of the facility and inmates. The decision to use force rests with each Deputy Sheriff.

SB230 Section 1 (b) - Law enforcement officers shall be guided by the principle of reverence for human life in all investigative, enforcement, and other contacts between officers and members of the public. When officers are called upon to detain or arrest a suspect who is uncooperative or actively resisting, may attempt to flee, poses a danger to others, or poses a danger to themselves, they should consider tactics and techniques that may persuade the suspect to voluntarily comply or may mitigate the need to use a higher level of force to resolve the situation safely.

A Deputy Sheriff shall consider the principles of proportionality in looking at the totality of the circumstances by weighing the severity of the offense, the reasonably perceived level of resistance, and the need for apprehension before using force. A Deputy Sheriff may only use force they reasonably believe is proportional to the seriousness of the suspected offense or the reasonably perceived level of actual or threatened resistance. A Deputy Sheriff shall continually evaluate their tactics when determining the appropriate use of force response. If necessary, a Deputy Sheriff shall render medical aid pursuant to DPPM Section P-0600 (Emergency Care for Individuals Under Sheriff's Office Care or Control) as soon as reasonably possible.

A Deputy Sheriff shall employ de-escalation and crisis intervention techniques when feasible and when doing so does not increase the risk of harm to officers or another person. When making use of force decisions, a Deputy Sheriff should be mindful that subjects may be physically or mentally incapable of responding to police commands due to a variety of circumstances including, but not limited to, alcohol or drugs, mental impairment, medical conditions, or language and cultural barriers.

Deputy Sheriffs shall use deadly force only when reasonably necessary in defense of human life or serious bodily injury. The decision by a Deputy Sheriff to use force shall be evaluated from the perspective of a reasonable officer in the same situation, based on the totality of the circumstances known to or perceived by the officer at the time rather than with the benefit of hindsight. The totality of the circumstances shall account for occasions when Deputy Sheriffs may be forced to make quick judgments about using force. The Kern County Sheriff's Office shall evaluate the use of force by Deputy Sheriffs to ensure the use of such force is lawful and consistent with this policy.

The Kern County Sheriff's Office will continue to regularly review and update the use of force policy with developing practices and procedures.

To view the KCSO Policies and Procedures, please visit <https://www.kernsheriff.org/Policies>.



Use of Force:

KCSO Philosophy: De-Escalation

The Kern County Sheriff's Office's guiding principle when responding to a potential use of force incident is the sanctity of human life. Once a Deputy Sheriff has developed reasonable suspicion of criminal activity by a member of the public, they may detain that person while conducting a criminal investigation. Additionally, Deputy Sheriffs may develop probable cause during an investigation and arrest a public member suspected of committing a crime. With the sanctity of human life in mind, Deputy Sheriffs use the most current de-escalation techniques to safely detain or arrest members of the public who are suspected of committing a crime.

When feasible, Deputy Sheriffs use their uniformed presence and communication to peacefully detain and/or arrest members of the public who are suspected of committing a crime. These de-escalation techniques, among others detailed on the next page, have the goal of calming a chaotic situation to gain voluntary compliance and/or lower the need for Deputy Sheriffs to use force and/or force which has a higher likelihood of causing injury to a member of the public or the Deputy Sheriff.

When a suspect resists a detention or an arrest, Deputy Sheriffs may use objectively reasonable force, as stated in the federal law, state law, and Kern County Sheriff's Office policies in the pages above, to overcome their resistance. The totality of the circumstances will determine the appropriate force option for the Deputy Sheriff to overcome the suspect resistance. Refer to the factor list on page 43 for more details. Most notably, the severity of the crime being investigated, whether the suspect poses an immediate threat, whether the suspect is actively resisting, or trying to escape are key determining factors for Deputy Sheriffs making split second use of force decisions. When possible, Deputy Sheriffs warn the suspect that they will use force in an effort to gain compliance before using force.

Deputy Sheriffs have a variety of less-lethal force options to safely detain or arrest a resisting suspect with minimal injury to the suspect and Deputy Sheriffs. When possible, less-lethal options which have a lower likelihood of causing injury are used. The Sheriff's Office currently has a variety of less-lethal devices available to personnel for daily field operations and other tactical situations.





Use of Force: Less-Lethal Force Options

40-MILLIMETER (MM) LESS-LETHAL LAUNCHER

The Defense Technology tactical single launcher model 1425LA 40mm Less-Lethal Launcher is a single shot, 40mm launcher configured with a yellow stock, a rifled barrel, a Picatinny rail mounting system, and an approved optic. The yellow coloring of the launcher is consistent with the KCSO color code system for less-lethal devices and signifies the 40mm launcher is for the less-lethal 40mm round only. The 40mm round is a point-of-aim, point-of-impact, direct fire round consisting of a plastic body and a sponge nose. It can be identified by its silver metal case and blue sponge material nose. These sponge rounds are designed to be non-penetrating and, distribute energy over a broad surface area upon striking a target. Due to the smokeless powder propellant, it has exceptionally consistent velocities. The 40mm less-lethal launcher is approved for deployment by patrol personnel, the Special Weapons and Tactics (SWAT) team, and the Sheriff's Emergency Response Team (SERT).



FN-303 LESS-LETHAL LAUNCHER

The FN-303 less-lethal launcher is a semi-automatic, shoulder fired device that fires non-lethal munitions and liquids. It is powered by compressed air to fire the projectiles, which are loaded into an attached 15-round drum magazine. The Kern County Sheriff's Office approved the FN-303 less-lethal launcher for SWAT and SERT use.

OLEORESIN CAPSICUM SPRAY

Oleoresin capsicum (OC) spray is a chemical agent that is either extracted from cayenne pepper plants or produced by synthetic means. OC spray primarily affects the eyes, the respiratory system, and the skin by generating an intense burning sensation. The mucous membranes may swell, causing uncontrollable coughing, gagging, and/or gasping. OC spray can be an effective tool for law enforcement but has proven to have varying degrees of effectiveness on individuals, with some even being unaffected or immune. Additionally, OC spray may contaminate enclosed areas, is susceptible to wind and other weather factors, and can have unintended effects on officers and/or the public in close proximity.





Use of Force: Less-Lethal Force Options

TASER

The Electronic Control Device (ECD), commonly referred to as a Taser, is a conducted electrical device that has the ability to cause the neuro-muscular incapacitation (NMI) of a subject. Neuro-muscular incapacitation is the involuntary stimulation of both the sensory and motor nerves, causing uncontrollable muscle contractions that inhibit a subject's ability to perform coordinated movement, thereby reducing the subject's ability to harm themselves or others. The Kern County Sheriff's Office issues TASER 7, which features a yellow body and a removable black cartridge. TASER 7 offers standoff and close quarters capabilities, improved probes for better connection, and provides enhanced integration to the Axon network for optimized workflows and inventory and evidence management.

De-escalation with Confidence

Enhanced close-range confidence: The TASER 7 enhances public safety by advancing de-escalation tactics and improving close-range effectiveness over earlier models. Complemented by extensive training, the TASER 7 empowers deputies with greater confidence in managing critical situations.

Transparent device logs: Enhance accountability and transparency by providing a detailed, unambiguous record of each use, aiding in the analysis of use-of-force incidents.

Visual and audible deterrence for De-escalation: Warning ARC a louder, visible arc of electricity can be discharged at the front of the weapon as an effective deterrent, often allowing deputies to manage situations without physical engagement.

Dual Laser: a green LASER for improved visibility during the day and a red LASER to show the location of the impact of the second probe. A LASER dot on a suspect's body can be a significant psychological deterrent.



Features

Close-Range Optimized: TASER 7 offers a close quarters (CQ) cartridge that provides a 93% increased probe spread at close range, along with adaptable laser sights to help you hit your target.

Improved Probes: TASER 7 probes fly straighter and faster with nearly twice the kinetic energy for better connection to the target, and the body of the probes breaks away to allow for attainment at tough angles.

Adaptive Cross-Connect: Electricity is intentionally driven between all contacts to help compensate for close probe spreads or clothing disconnects.

Effective engagements at close and mid-range: Improved probe design. Probes fly straighter and faster with nearly twice the kinetic energy of previous models for better target connection. The probe's body is also designed to break away, allowing for better penetration at challenging angles.

Optimized Range: Two cartridge types support effective probe spread at varying distances. Close-quarter cartridges are effective at just 1.2 meters while Stand-off cartridges are effective at up to 7.6 meters.



Use of Force: Less-Lethal Force Options



BATON

A baton is an impact and/or control device used to push, move, or strike individuals who exhibit unlawful or hostile behavior. Currently, the Sheriff's Office authorizes three versions of the baton for department-wide use: a collapsible baton, a 29-inch baton, and a 36-inch baton (only deployed during civil unrest situations).



STUN SHIELD

The Stun Shield is a concave Lexan shield coated with energy conductor strips. These strips, which resemble duct tape in appearance, are attached to an electronic, battery-operated stun unit. The Stun Shield may be operated as a standard riot shield, without activating the stun unit, or with the stun unit activated as an electronic immobilization and takedown device.



RESTRAINT CHAIR

The restraint chair consists of a sturdy frame, padded seat and padded reclining back, arm rests, a foot rest, and a set of back wheels. Straps secure the individual at the ankles, wrists, shoulders, and waist in an upright sitting position. Specific policies and procedures are in place for the deployment and use of a restraint chair.

PEPPERBALL LAUNCHER

Pepperball Launcher is a semi-automatic, shoulder fired device that fires non-lethal munitions. The device is powered by compressed air to fire the projectiles, which are loaded into a hopper. The projectiles are plastic spheres that are filled with Oleoresin Capsicum II (OC) PAVA powder is designed to burst on impact. The Kern County Sheriff's Office approved the Pepperball Launcher to be utilized by SERT and is available to detentions deputies.





Use of Force: Operations Bureau

In 2023, the Kern County Sheriff's Office Deputy Sheriffs responded to 193,782 calls for service from victims and reporting parties. During these calls for service, Deputy Sheriffs contacted an average of two members of the public, totaling 387,564 public contacts for the year. As a result of these contacts, 6,408 arrests were made and 634 use of force incidents occurred (2 of which were officer involved shooting incidents). Those arrested do not include those cited and released, court remands, and court ordered commitments.



Over 387,564 Total public contacts.



6,408 Arrests
(.0165% of all contacts)



634 Use of Force Incidents (9.89% of arrests)
(.0016% of all public contacts)



2 Officer Involved Shootings
(.000005% of all contacts) (.0003% of arrests) (.003% of UOF incidents)



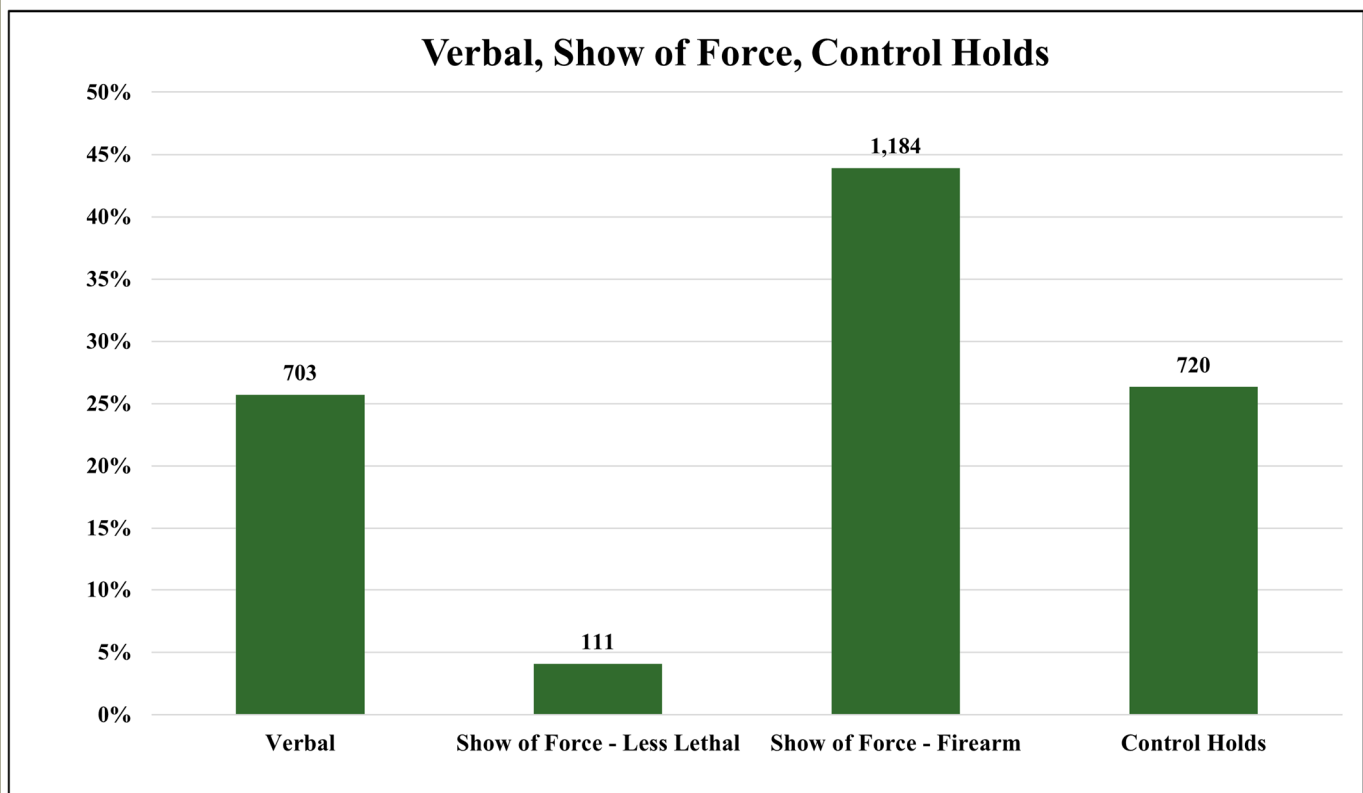
Use of Force: Less-Lethal Force Options Usage

In situations where a suspect is not actively resisting (requiring the need for immediate force to overcome their resistance), Deputy Sheriffs will speak with the suspect to attempt to gain voluntary compliance. Additionally, a show of force, along with a warning, can lead to a suspect not resisting but submitting to the arrest of a Deputy Sheriff. Successful verbal communication leading to a suspect voluntarily complying without a Deputy Sheriff needing to use force is not tracked as a use of force. The Kern County Sheriff's Office deputies frequently use control holds due to the lower possibility of injury as a result of this use of force.

The chart below shows when a “control hold,” “verbal communication,” “Show of Force - Less-Lethal” between deputies and a suspect occurred but there was still a use of force because the suspect still resisted. A “Show of Force –Firearm” is required to be documented as a show of force when a firearm is pointed at an individual regardless if force was used or if the individual was arrested.

In 2023, Deputy Sheriffs used force in 634 incidents throughout the year to overcome the suspect's resistance. In those incidents, deputies frequently gave commands, when given the opportunity by the suspect, to attempt to de-escalate the situation and not use force. The chart below shows the results of those attempts to gain compliance through communication, displaying force, or using a control hold. Many of these uses of force were from the same incident; multiple deputies can have a show of force during the same incident.

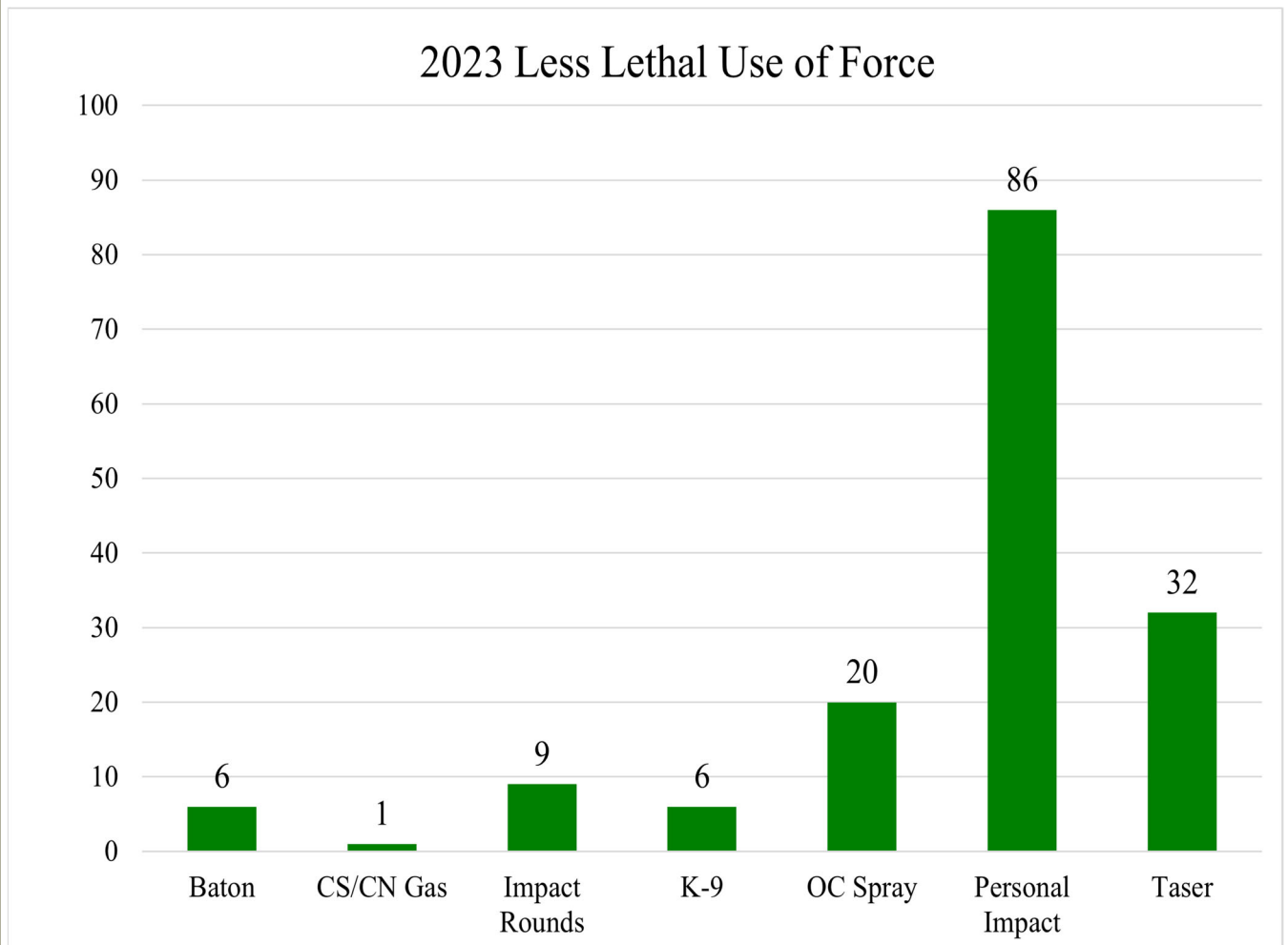
The chart below highlights 2,718 show of force incidents. This information displays the effectiveness of a show of force but also the ability of Deputy Sheriffs to communicate with suspects in high stress situations with positive outcomes for the suspect and themselves.





Use of Force: Less-Lethal Force Options Usage

In those incidents where a suspect still resisted a Deputy Sheriff's efforts to make a detention or an arrest, Deputy Sheriffs used force to gain compliance. The chart below shows the usage of less-lethal force options used in 2023. The "Personal Impact" category includes strikes such as punches, kicks, or the use of body weight to overcome a suspect's resistance. The Taser or "Personal Impact" categories were used by Deputy Sheriffs most of the time to attempt to overcome resistance compared to other less-lethal force options displayed on this chart. Each category in the chart below may have been used in the same incident. Personal impact was the most common use of less lethal force followed by taser and then OC spray.

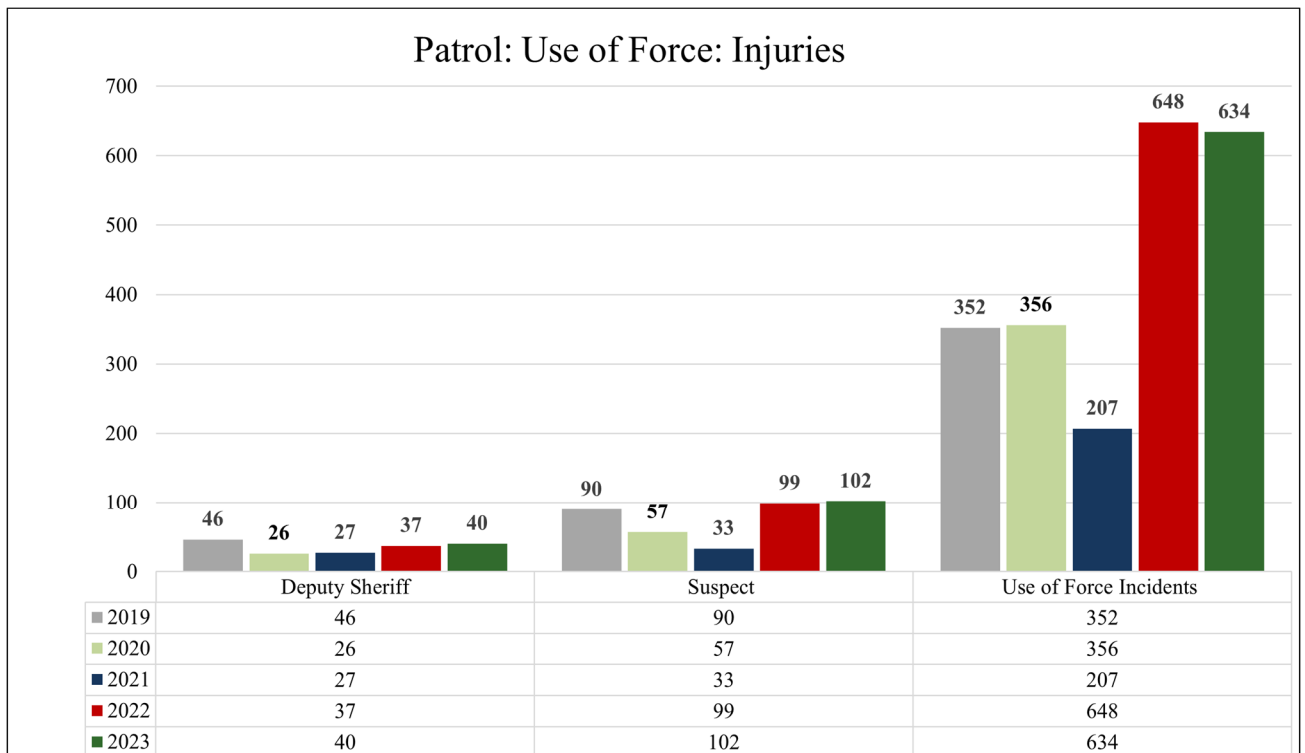




Use of Force: Injuries

The Kern County Sheriff's Office works closely with the Kern County Fire Department and various ambulance companies throughout Kern County to provide immediate care and treatment of individuals injured during a use of force incident. When injuries are sustained due to the use of force or injuries are reported to the arresting officer, the individual is examined on scene by medical personnel. For more serious injuries, medical personnel will determine the safest mode of transportation. For minor injuries, the individual will be transported to the local hospital for medical clearance by the Deputy Sheriff. Once released from the hospital, the suspect's medical treatment continues in custody by the nurses and doctors contracted by the Kern County Sheriff's Office.

All injuries to suspects and Deputy Sheriffs are documented in a report. Each use of force incident is reviewed for compliance with Federal and State law and Kern County Sheriff's Office Policy. For those incidents found not to meet that standard, those incidents are referred to the Internal Affairs Unit or the Professional Standards Unit for investigation.



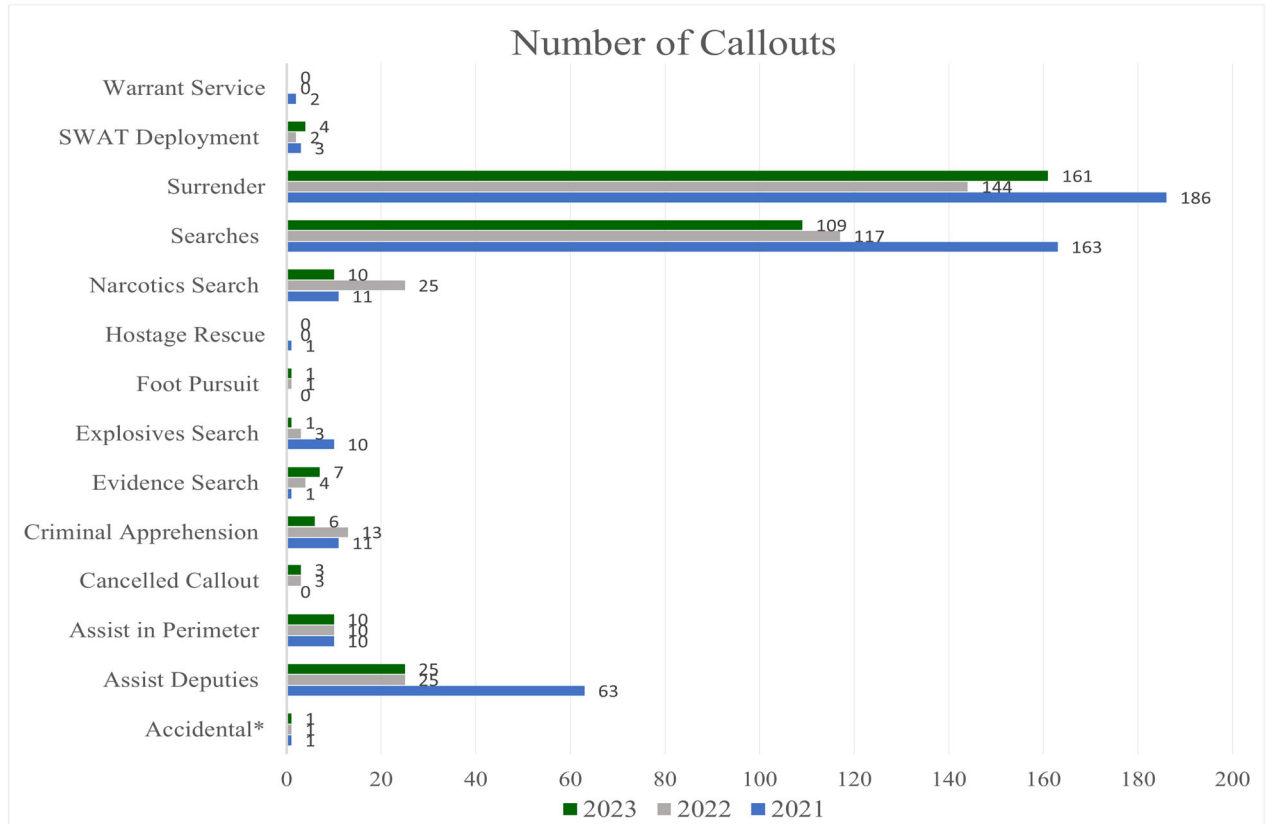
Data analysis changed for 2022 and 2023 compared to previous years. In previous years, the use of force-related injuries was tracked by incident, counting each incident in which a suspect or a Deputy Sheriff was injured as opposed to the individual (as seen in the chart below for years 2019, 2020, and 2021). The new method for tracking injuries includes documenting each individual suspect and each individual Deputy Sheriff who was injured during a use of force incident.

The chart shows a decrease in the number of use of force incidents and an increase in deputy and suspect injuries between 2022 and 2023.

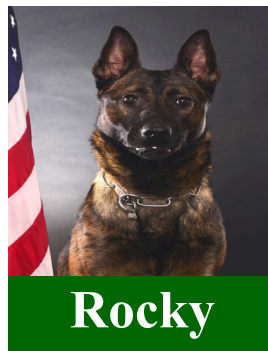


Use of Force: Canine Unit

Sheriff's Canine Teams responded to 5,352 calls for service and were involved in 338 deployments during 2023. Of the 338 deployments, 161 were incidents during which a suspect was located but surrendered without being apprehended by the dog. A canine physically apprehended a suspect and used force on six occasions. The remaining 171 deployments did not involve any individuals.



*Canine accidentally apprehended a member of the public in 2021, and a KCSO staff member in 2022 and 2023.





Use of Force: Canine Unit

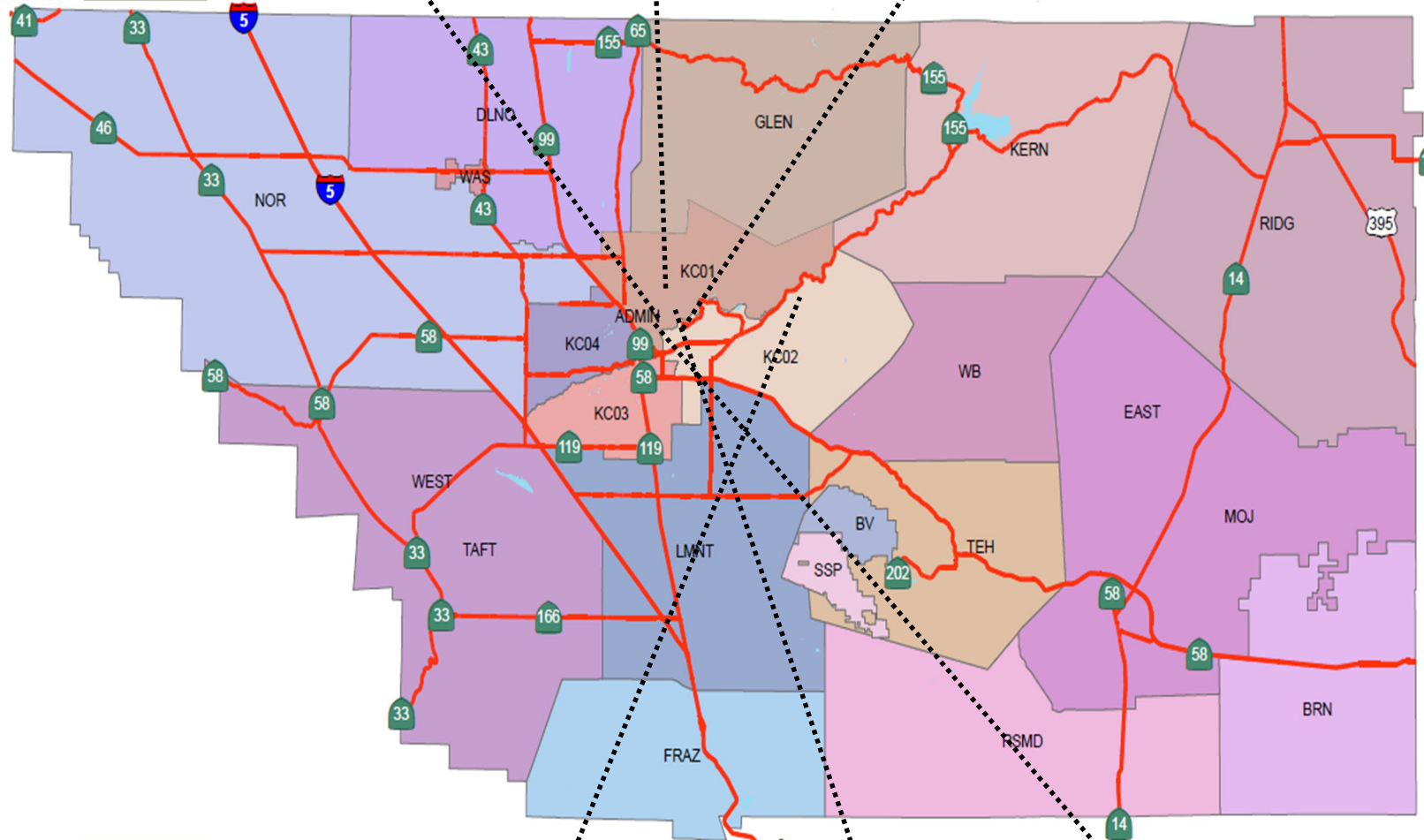
4/20/23



5/15/23



7/9/23



10/9/23



10/12/23



12/12/23





Use of Force: Officer Involved Shootings

In 2023, there were two incidents during which deputies discharged their firearms at a person. Both shooting incidents were found within policy and California State law. The Kern County District Attorney's Office also independently reviewed each incident. Critical incident videos and additional statistics can be found online at <https://www.kernsheriff.org/Transparency>.

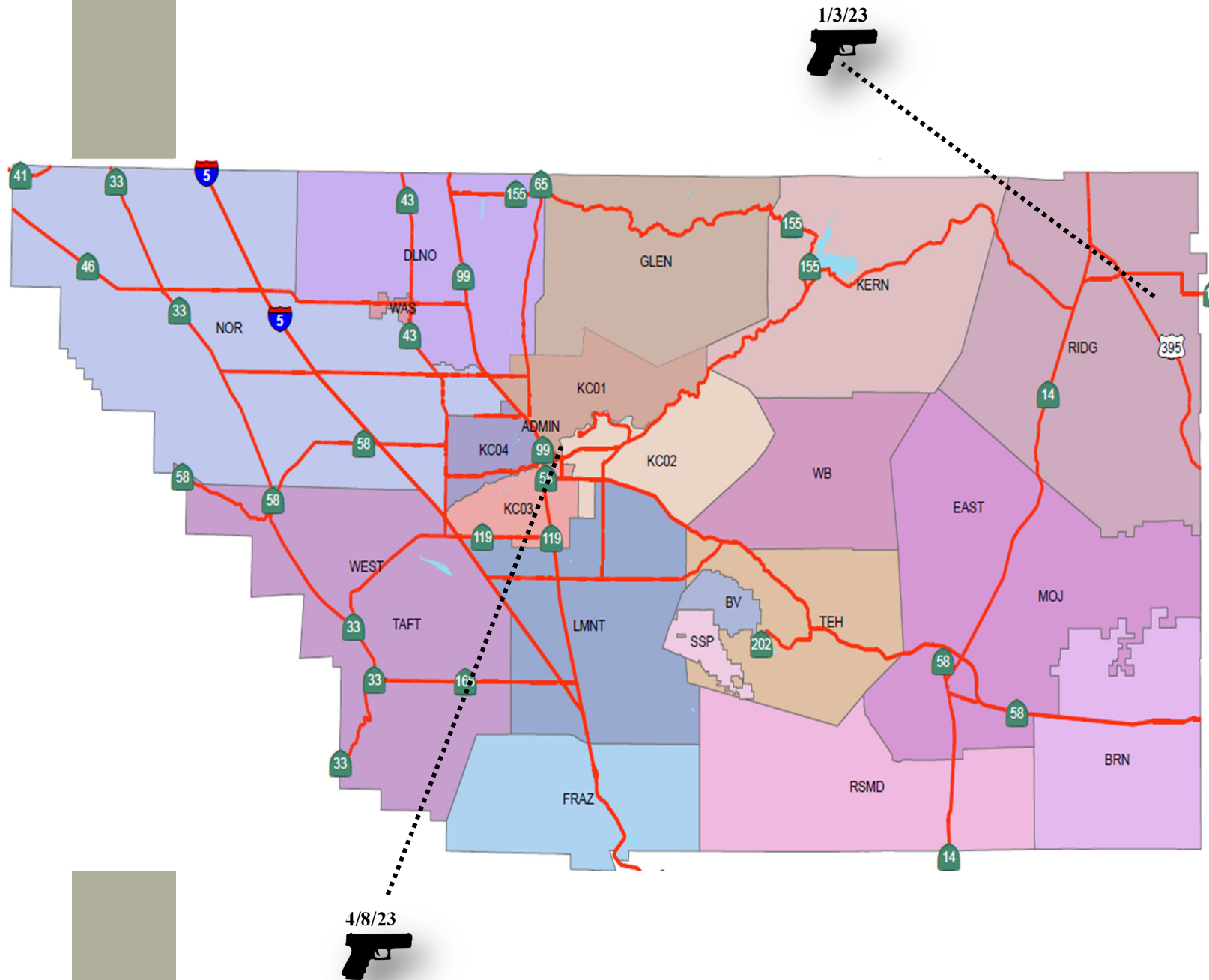
Suspect Weapon	No. of Incidents	Percentage
Handgun	2	100%
Long Gun	-	0%
Officer's Weapon	-	0%
Knife	-	0%
Replica Firearm	-	0%
Attacked Officer	-	0%

Suspect Ethnicity	No. of Individuals	Percentage	County Population
Black	-	0%	6.3%
Hispanic	1	50%	56.8%
White	1	50%	30.4%
Other	-	0%	6.5%

**100% of SUSPECTS WERE
ARMED WITH A FIREARM**



Use of Force: Officer Involved Shootings



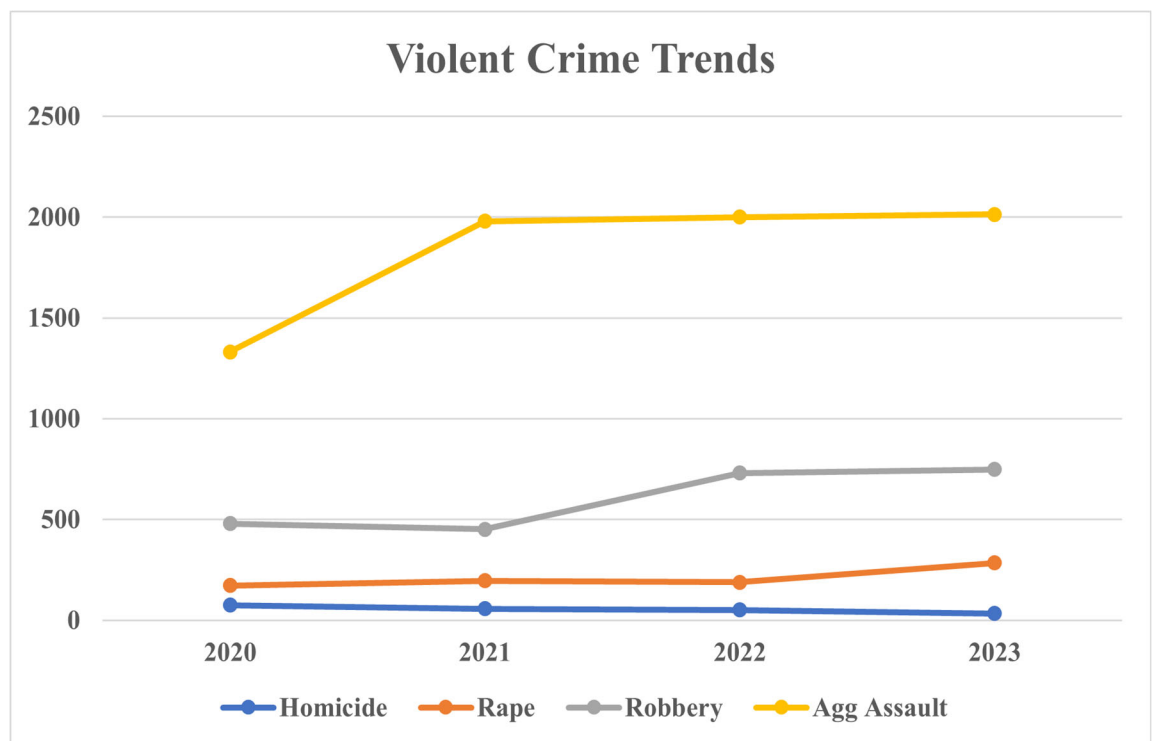


Violent Crime

In 2023, there were a total of 3,098 violent crimes reported in the Kern County Sheriff's Office's jurisdiction, which accounted for an increase of 129 more violent crime occurrences, or four percent, compared to 2,969 in 2022. Of 3,098 violent crimes, 2,630 suspects and 3,098 victims were identified.

A review of the four violent crime categories revealed rape experienced a 34% increase while robbery experienced a 3% increase in 2023 compared to the prior year. Homicides decreased by 17 incidents, or 33%, compared to the prior year. There were no homicides for three months of the year: July, September, and November. Aggravated assaults increased by 14 incidents, or less than 1% in 2023, compared to the prior year.

	2020	2021	2022	2023
Homicide	75	57	51	34
Rape	172	196	188	285
Robbery	479	451	730	748
Agg Assault	1331	1980	2000	2014
Total	2057	2684	2969	2535



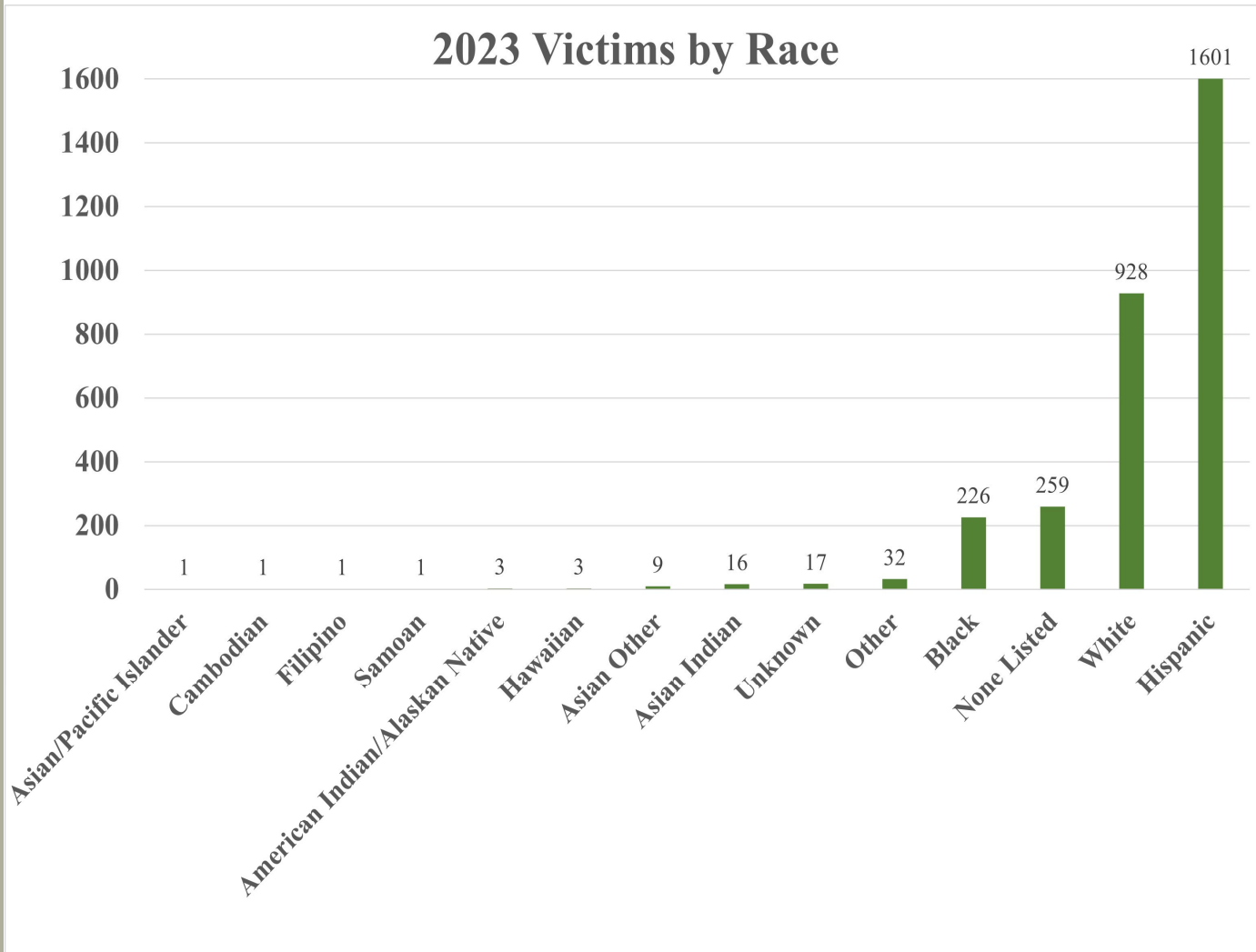
COUNTY CRIME STATISTICS

Of the 3,098 violent crimes reported in the unincorporated county, 34 were homicides, which was a decrease of 17 incidents, or 33%, compared to the 51 homicides in 2022.



Crime Data

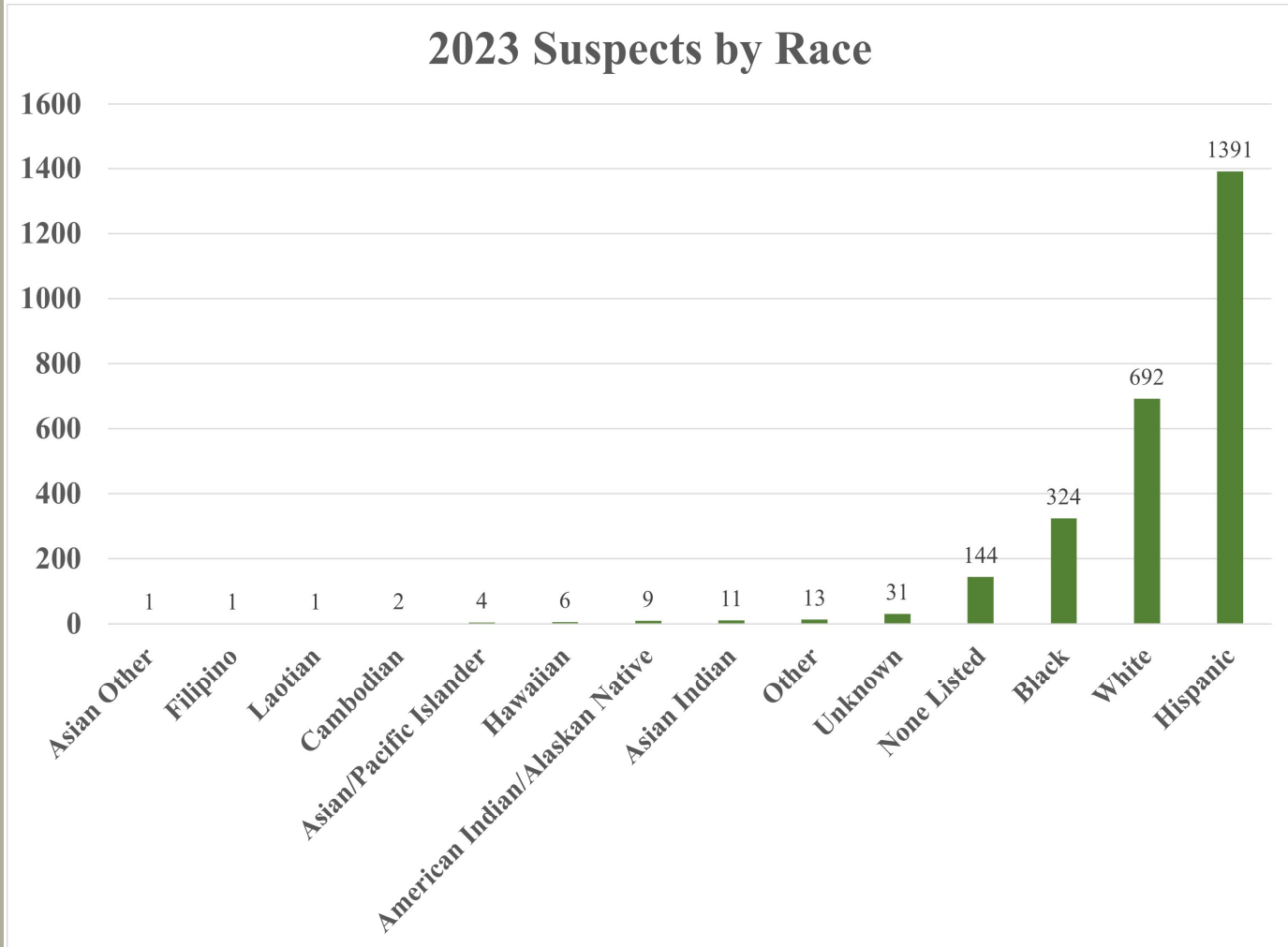
Hispanic victims accounted for 1,601 of the four cumulative violent crime categories, which represented 51.7% of the 3,098 violent crime victims identified in 2023. White victims accounted for the second highest group, with 928 victims at 30% of the total. Black victims accounted for the third highest count, with 226 victims, or 7.3% of the total. None listed victims had 259 entries, or 8.4% of the total. "None Listed" category is for victims that did not have a race listed in the crime report; it indicates race was unspecified by the victim.





Crime Data

Hispanic suspects accounted for 1,391 of the four cumulative violent crime categories, which represented 52.9% of the 2,630 total violent crime suspects identified in 2023. White suspects were the second highest group, with 692, or 26.3%. Lastly, black suspects had the third highest count with, 324, or 12.3%. Given the data and percentage for race and violent crime, the percentages align with RIPA data trends.



Kern County Sheriff's Office Seized Firearms	
2020	928
2021	1027
2022	1012
2023	1357



Detentions Bureau

The Kern County Sheriff's Office has the legal obligation to manage the needs of persons incarcerated within the Kern County Jail System. The Kern County Sheriff's Office operates a system of professionally staffed detention facilities designed to manage the complex process of providing for each of those needs. The Kern County Jail accepts approximately 46,000 new arrests annually. Each arrestee must be processed into a limited system of jail beds (just over 2,800).

The Detentions Bureau is responsible for the provision of a variety of services within the scope of jail and court security. Foundational duties within the Detentions Bureau include jail security, court security, inmate processing, inmate transportation, and inmate classification. Other functional duties include activities associated with maintaining the welfare of those incarcerated (medical & mental health treatment, education, support services, and recreation). These obligations are managed by approximately 600 dedicated employees within the Detentions Bureau.

The Lerdo Facilities Division is comprised of the following Sections: Pre-Trial Facility, Justice Facility, Maximum-Medium Facility, Minimum Facility, Compliance Section, Population Management Section, and Inmate Services Section. The Downtown Services Division is comprised of the following Sections: Central Receiving Facility, Court Services Section, and the Virtual Jail Section. The Virtual Jail was conceived as a mechanism to offset the growing numbers of persons entering the local jail system. The Virtual Jail features several alternatives to conventional incarceration, such as Electronic Monitoring, Sheriff's Parole, and Work Release.

The Kern County Sheriff's Office currently partners with the State of California to provide security for numerous Superior Court facilities. The Transportation Section provides logistical support for the many movements required within the Detentions Bureau. In fact, the Transportation Section facilitates the movement of thousands of inmates monthly.

The Detentions Bureau works in partnership with our community to provide inmate labor and education and utilizes alternative programs to reintroduce inmates into our community. The goal is to significantly reduce the underlying causes that have historically contributed to recidivism.

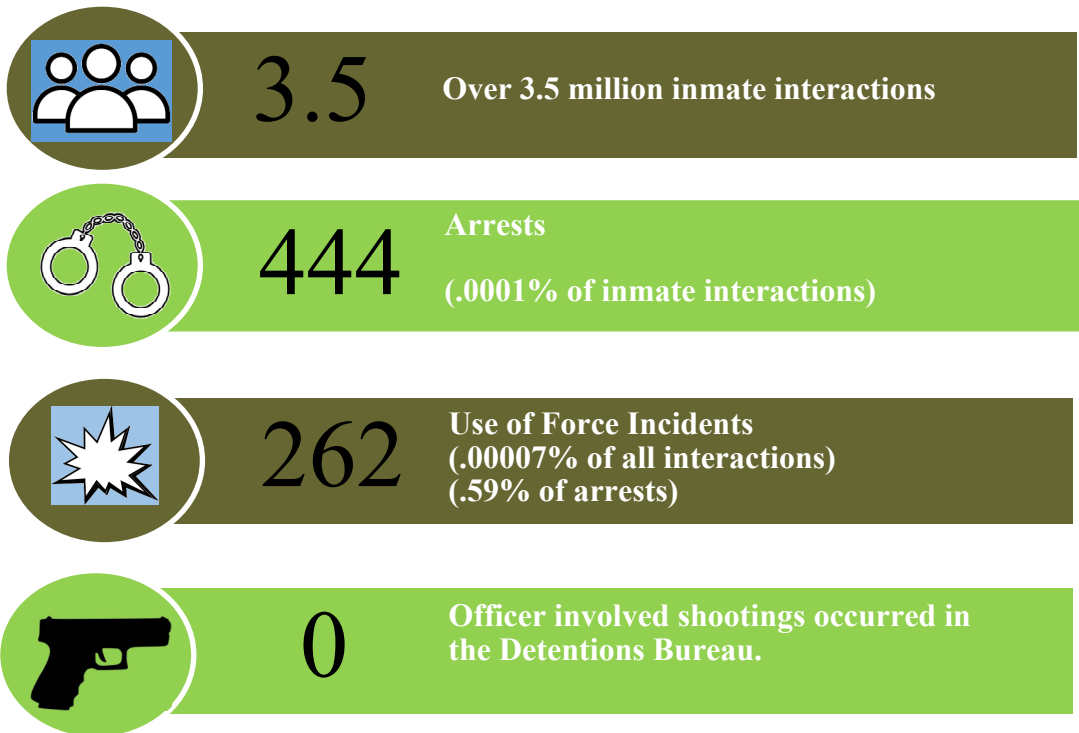
Members of the Detentions Bureau remain committed to providing of the highest levels of service and professionalism. Our commitment to the community remains foundationally predicated on the principles of service and duty. Those driving principles support the primary mission of the Kern County Sheriff's Office, which is to enhance the quality of life for those in Kern County.





Use of Force: Detentions Bureau

It is important to note that the vast majority of staff interactions with individuals in-custody do not result in a use of force. In 2023, the Kern County Sheriff's Office Detentions Bureau Personnel had over 3.5 million inmate interactions. During those contacts, 444 arrests were made and 262 use of force incidents occurred (0 of which were OIS incidents).





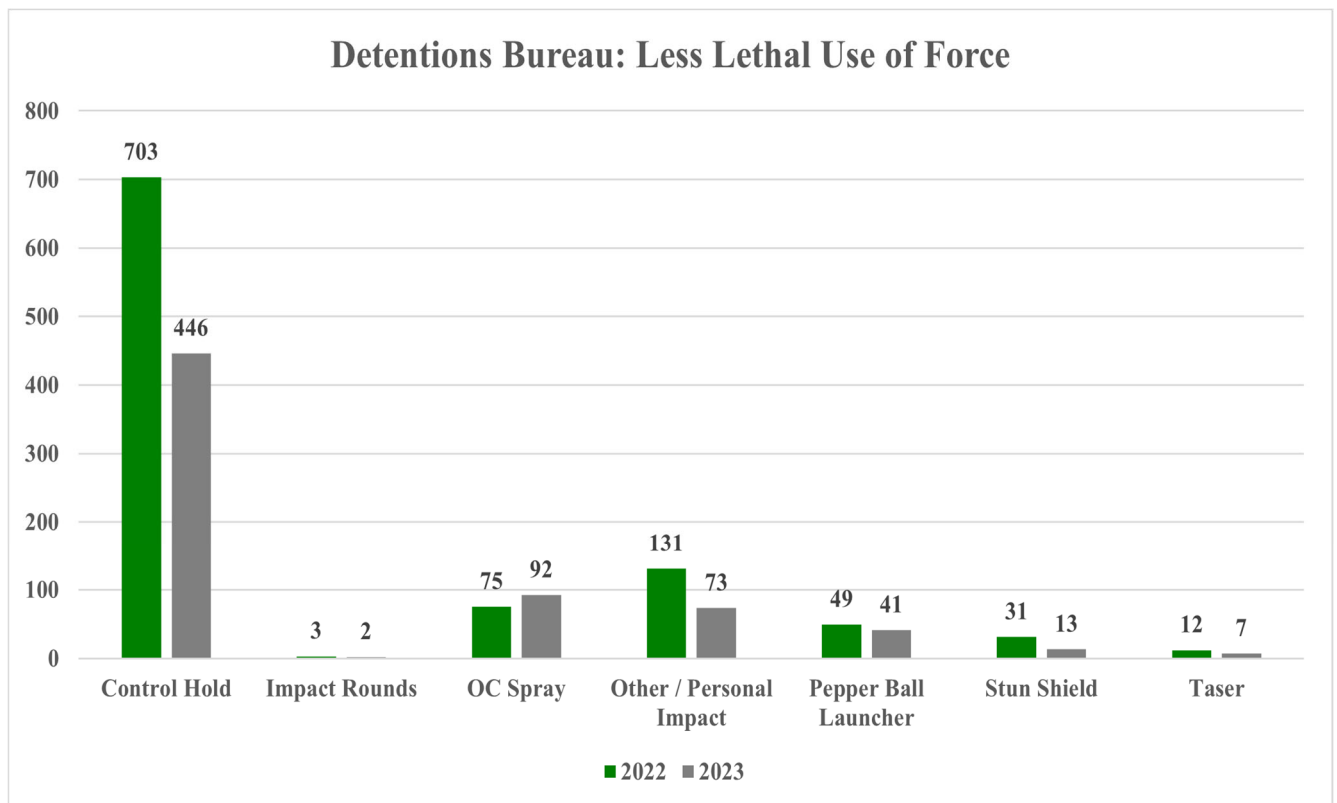
Use of Force: Detentions Bureau

In 2023, the daily occupancy averaged 1,613 inmates for a total annual occupancy of 588,745. This was a decrease from the 1,669 inmate daily average in 2022. In 2023, the Detentions Bureau had over 3.4 million interactions with individuals in custody. Interactions include the booking process, daily counts, investigations, inmate movements, releases, transporting inmates to and from Court, and the interactions Court Bailiffs and Guards have with the public.

The Detentions Bureau wrote 24,455 reports from incidents that occurred in the detentions facilities in 2023, which was an increase of 3,650 investigations from 2022. Of the 24,455 documented incidents, 1,610 reports involved a use of force incident, or 8.5 percent. When an inmate did resist or assault detentions staff, despite de-escalation attempts, a use of force incident occurred.

The chart below displays the use of less-lethal force by detentions deputies in 2023. “Other / Personal Impact” can include strikes such as a punch, shove, and/or the use of body weight. OC spray was used frequently to stop groups of inmates from fighting one another in 2023.

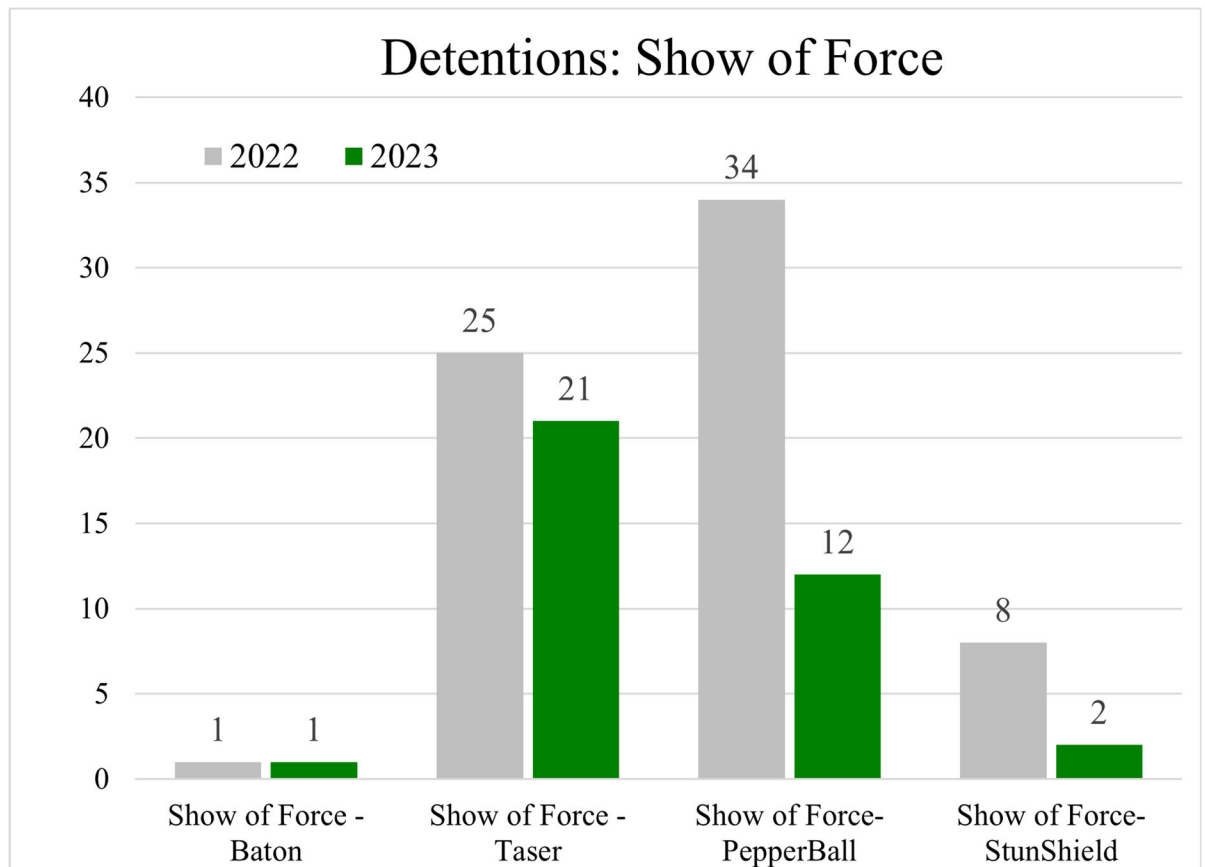
In 2023, a majority of less lethal use of force was by detentions deputies using control holds, followed by OC spray and “Other / Personal Impact.”





Use of Force: Detentions Bureau

In 2022, the Kern County Sheriff's Office began documenting show of force. The chart below displays the Detentions Bureau "Show of Force" for 2022 and 2023. The most notable change between 2022 and 2023 was an overall decline in show of force across all less-lethal force options. "Show of Force - Baton" remained the same with "Show of Force - PepperBall" and "Show of Force - Stun Shield" decreasing the most. "Show of Force - Taser" declined.



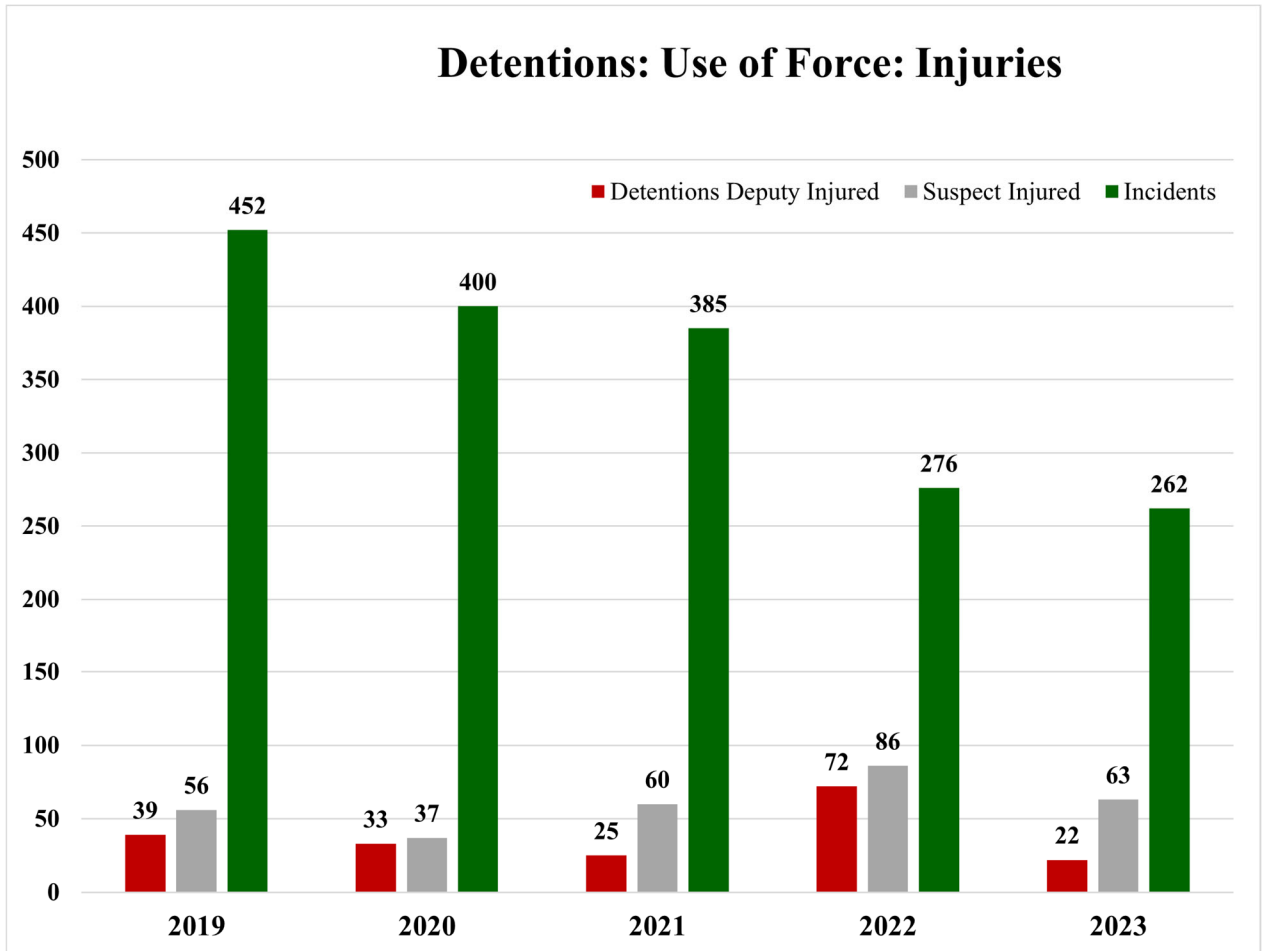
*There is no data available for 2021.



Use of Force: Detentions Injuries

The Kern County Sheriff's Office works closely with Kern Medical and the various ambulance companies throughout Kern County to provide long-term and immediate care and treatment of individuals injured while in custody. When injuries are sustained due to a use of force, or they inform a Detentions Deputy of an injury, the individual will be examined on scene by medical personnel. For minor injuries, the individual will be moved to the infirmary for medical clearance. For more serious injuries, medical personnel will determine the safest mode of transportation to the hospital for treatment.

All use of force-related injuries are documented in an incident report. Each use of force is reviewed for compliance with policy and state law. For those incidents found not to meet that standard, the incident is referred to the Internal Affairs Unit or the Professional Standards Unit for investigation. Suspect and Detentions Deputy injuries increased in 2022 due to how injuries are traced by the Kern County Sheriff's Office. In previous years, injuries were tracked by the incident. In 2022, the Kern County Sheriff's Office began tracking injuries by individual suspects and deputies.



The Detentions Bureau saw a decrease in the use of force incidents in 2023, continuing a five-year long decrease. Additionally, Detentions Deputy's injuries as a result of a use of force incident were at a five-year low. Suspect injuries decreased from 2022 but remained higher than in 2019, 2022, and 2021. This disparity was likely due to the change in how the Kern County Sheriff's Office tracked use of force injuries. Beginning in 2022, injuries for both Detentions Deputies and suspects were tracked by the individual injury and not by incident.



Inmate Resources

Inmate Stabilization and Assessment Team

The Inmate Stabilization and Assessment Team (I.S.A.T.) shall be proactive in rendering professional custodial and social services to the inmates at the Kern County Jails who are suffering from the most grievous mental, behavioral and intellectual disabilities.

Four Core Values

- Empathy
- Courage
- Adaptability
- Spirit of Volunteerism

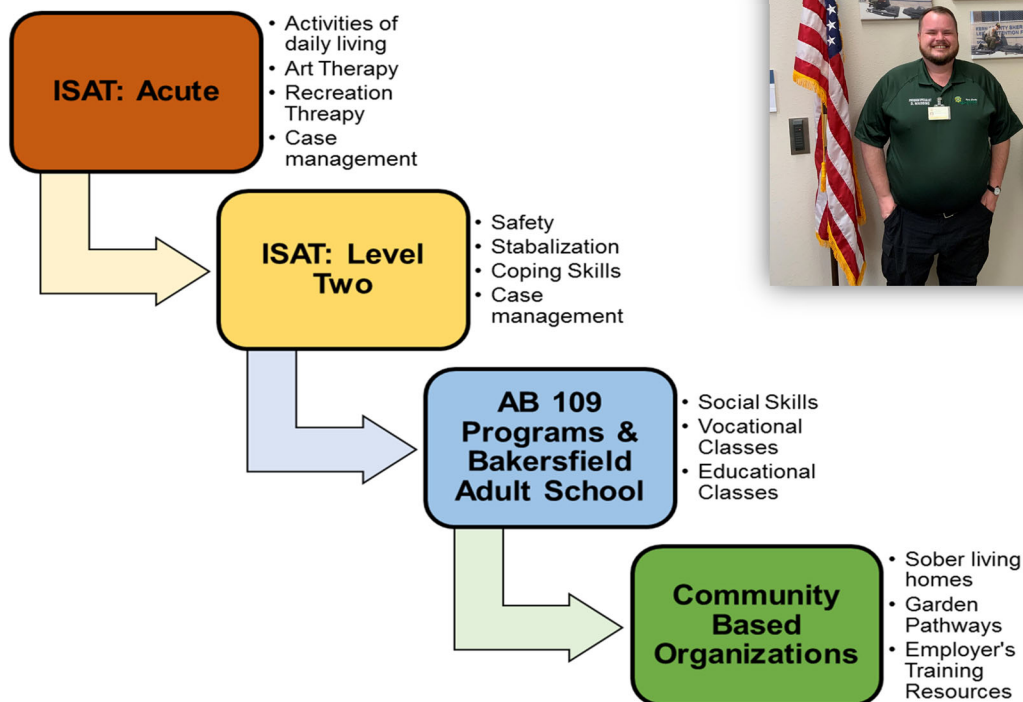
The program was started in October 2020 by a Detentions Senior Deputy as a response to inmate suicides. His Commander saw the benefit of the program and authorized its implementation. It is designed to be a team that coordinates between the Sheriff's Office, Correctional Behavioral Health, and Correctional Medicine. The program and staffing are expected to grow every year to include all facilities.

The team has focused on the following custodial concerns:

- Medication Compliance.
- Cleaning Cells.
- Managing the Direct Observation Unit.
- Managing Suicide Watch Bed Space.
- Administrative Welfare Checks of Segregated Inmates.

The team has focused on the following programmatic concerns:

- Creating a Case-Management System.
- Creating a Caseload.
- Intake.
- Risk Assessments.
- Targeted Interventions.
- Discharges.
- Data Collection and Analysis.





Inmate Resources

Inmate Stabilization and Assessment Team

Team Kern County Sheriff's Office

- Reduces Liability
- Compliance with DOJ Paragraph 93
- Positive Public Relations
- Cleaner and Safer Facilities
- Reduced UOF Incidents
- Training & Accountability
- Speedier Administration of Justice
- Increased Bed Space
- Facility Integrity
- Less Inmate Discipline



Team Correctional Behavioral Health

- Better Communication
- Easier Access to Clients
- More Follow-Through
- Medication Compliance
- Consistency
- More Accurate Referrals
- Compliance with Inmate Rights

Team Kern Medical

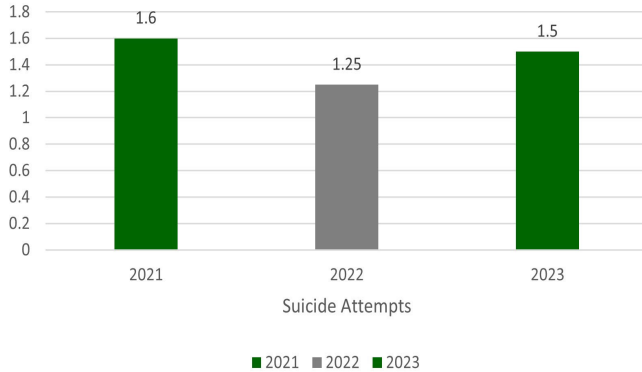
- Better Communication
- Stabilized Inmates are Easier to Treat
- Bed Space Management
- More Hygienic Inmates



Inmate Resources

Inmate Stabilization and Assessment Team

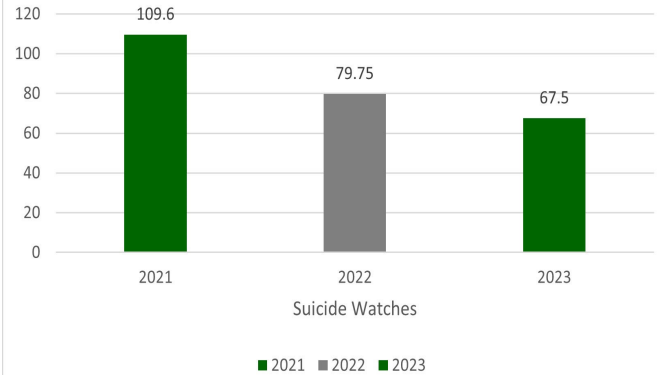
Average Monthly Suicide Attempts



Average monthly inmate suicide attempts have increased from 1.25 to 1.5. This represents an increase of 16%.

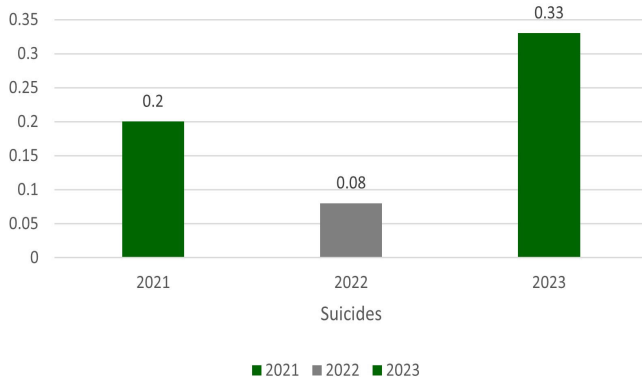
Average monthly inmate suicide watches have decreased from 79.75 to 67.5. This represents a decrease of 15%.

Average Monthly Suicide Watches



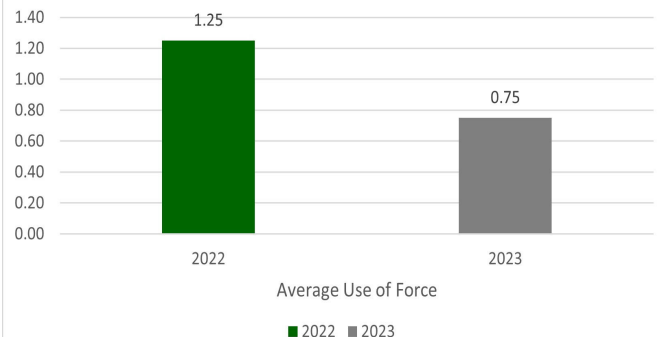
Average monthly inmate suicide deaths have increased from .08 to .33. This represents an increase of 24%. There were four in-custody deaths in 2023.

Average Monthly Suicides



The average use of force for court-ordered involuntary medications has decreased from 1.25 to .75, a 60% decrease. We hope to continue decreasing the use of force for involuntary medications with the Inmate Stabilization and Assessment Team.

Use of Force on Court Ordered Involuntary Medications





Admission, Evaluation and Stabilization (AES)

In 2018, the Kern County Sheriff's Office opened the Admission Evaluation and Stabilization (AES) Center inside the Lerdo Pre-Trial Facility. The AES Center is a 60-bed jail-based State Hospital program run under the umbrella of the California Department of State Hospitals (DSH). Incarcerated persons who are found to be incompetent to stand trial by the court system are **admitted** to the State Hospital system, **evaluated** for needed treatment, and **stabilized** on medication (**AES**). Currently, 52 beds are occupied, with 53% of those in the program being Kern County inmates. The current restoration rate of Kern County inmates is 74%.

With the assistance of contracted mental health personnel, including psychiatrists, psychologists, social workers, and mental health technicians, incarcerated persons are evaluated for a variety of mental health issues. Incarcerated persons are stabilized on medication if needed and attend classes to learn and understand the process of attending court and aiding in their defense. The AES Center provides a safe housing location promoting evidence-based treatment plans that can be molded to the incarcerated persons' needs. Detentions Deputies assist mental health professionals daily in identifying issues that allow the correct treatment pathways to be identified and carried out safely.

Before the AES Center opened in 2018, Kern County incarcerated persons had to wait as long as 11 months from the time they were found incompetent to stand trial until they were admitted to a State Hospital for treatment. The wait time from being found incompetent to stand trial to being admitted to a State Hospital program is as low as 1-2 months. The Kern AES Center handles the most admissions and has the highest restored competency rates compared to any other jail-based competency program (JBCT) in the state.

The program is operated by Wellpath on a contract basis with Kern County Sheriff's Office, which provides law enforcement. The AES Center differs from other JBCTs because of the in-house medical team, including its medical doctor, nursing staff, and psychiatric team. Wellpath employs mental health technicians who stay in unit one, with a deputy, 24 hours a day. This allows a check for Inmates/Patients (I/Ps) in all units every 30 minutes or more frequently, depending on need. Mental health technicians assist deputies with encouraging the I/Ps to care for themselves and clean their cells.

Once the I/P arrives, they are evaluated by medical staff and escorted to their new housing location. Upon arrival at the AES Center, a "stabilization unit" is used. All new arrivals start in this unit and remain there for at least 72 hours. AES also houses a small monolingual Spanish I/Ps population who participates with Wellpath and KCSO staff assistance. Some I/Ps that attend the program are subject to involuntary medication orders by the court, allowing medical staff to administer antipsychotic medication despite a patient refusing. Some I/Ps do not have an involuntary medication order but continue to take medication of their choosing. The AES Center has also pursued new orders for involuntary medications through the courts, allowing them to medicate I/Ps who display a danger to themselves and others or a lack of capacity to make rational decisions.

The AES Center employs dedicated teachers for class activities and social workers for individual activities. I/Ps are instructed on various topics, including what will occur inside the courtroom, mental health and stress management, general wellness education, competency restoration, and various topics, such as coping skills. Throughout their stay, I/Ps are evaluated by Wellpath psychologists to return the I/Ps to court. If the I/P is deemed competent by Wellpath staff, the I/P is transported back to their county of origin the next day to attend court. Deputies are handpicked to work for the program by applying and going through an interview process for this assignment.



Body Worn Camera

The Body Worn Camera (BWC) Unit went live in September 2021. It took time to train and learn as a department to strengthen the foundation of the Unit and expand body-worn camera usage throughout the Sheriff's Office. This unit is now staffed with one sergeant and eight Sheriff's Aides who are trained to examine the footage with the experienced discernment of a law enforcement officer. The Kern County Sheriff's Office currently deploys BWCs to all patrol deputies and is also in the process of issuing BWC's to all Detentions Deputies. These devices and their related software are crucial role in streamlining data collection and evidence sharing. The effective management of the ever-growing repository of digital evidence is critical, given that the overriding goal of these systems is to increase transparency while simultaneously assisting the department and its personnel in performing their duties.



CAMERA DEPLOYMENT

In 2023, the Kern County Sheriff's Office deployed **693** cameras to classifications ranging from deputies working the Inmate Receiving Facility to command staff. Deputies assigned to patrol assignments are provided with two BWCs to ensure they always have a BWC in their possession while operating a patrol vehicle. The Sheriff's Office recorded **303,542** individual videos and generated **62,272** hours of video.

EQUIPMENT

BWC equipment generally consists of a body-mounted camera, a built-in microphone, and a separate handheld viewing device. The BWC is worn facing forward on the outside of the uniform. The BWC recordings are stored digitally on the camera's internal memory and can be immediately viewed on department-issued smartphones or, once uploaded, may be viewed on any tablet or computer. The recordings cannot be manipulated, altered, or deleted. Before usage and deployment in the field, department personnel assigned a BWC must complete the department's training on proper use, maintenance, and activation criteria. Supervisors are required to ensure that subordinates adhere to department BWC policy and procedures by providing the necessary guidance, training, and compliance with both mandatory and proactive implementation standards.



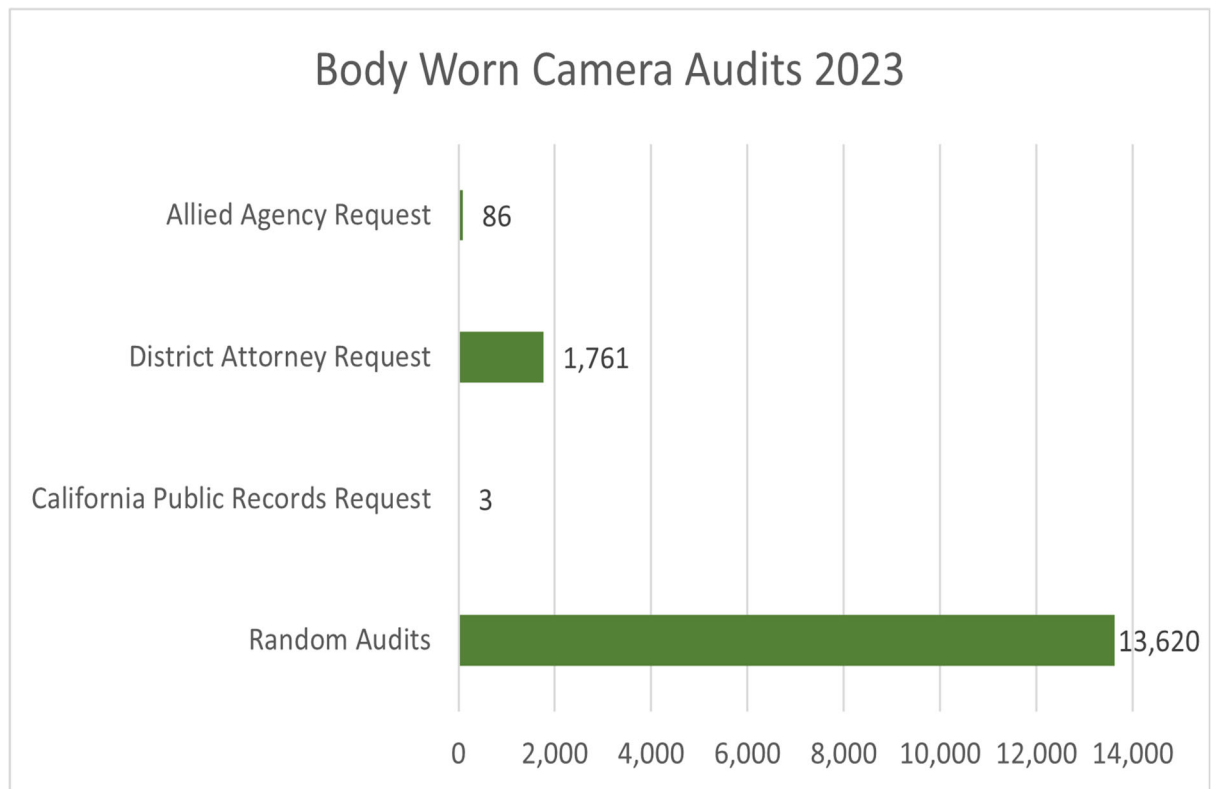


Body Worn Camera Audits

The department's goal is to utilize these platforms to enhance accountability, deter criminal activity and uncooperative behavior, assist in resolving personnel complaints, and provide information for officer training and improvement. In addition, these platforms have facilitated the department's initiative to release video recordings as part of the critical incident video release, which enhances transparency and builds public trust.

The BWC Unit was created to examine BWC footage. The BWC staff is also responsible for completing random audits and redactions and providing BWC footage to allied agencies and the District Attorney's Office upon request.

Body Worn Camera Unit 2023 Overview	Number
Random Audits	13,620
California Public Record Request	3
District Attorney Request	1,761
Allied Agency Request	86





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