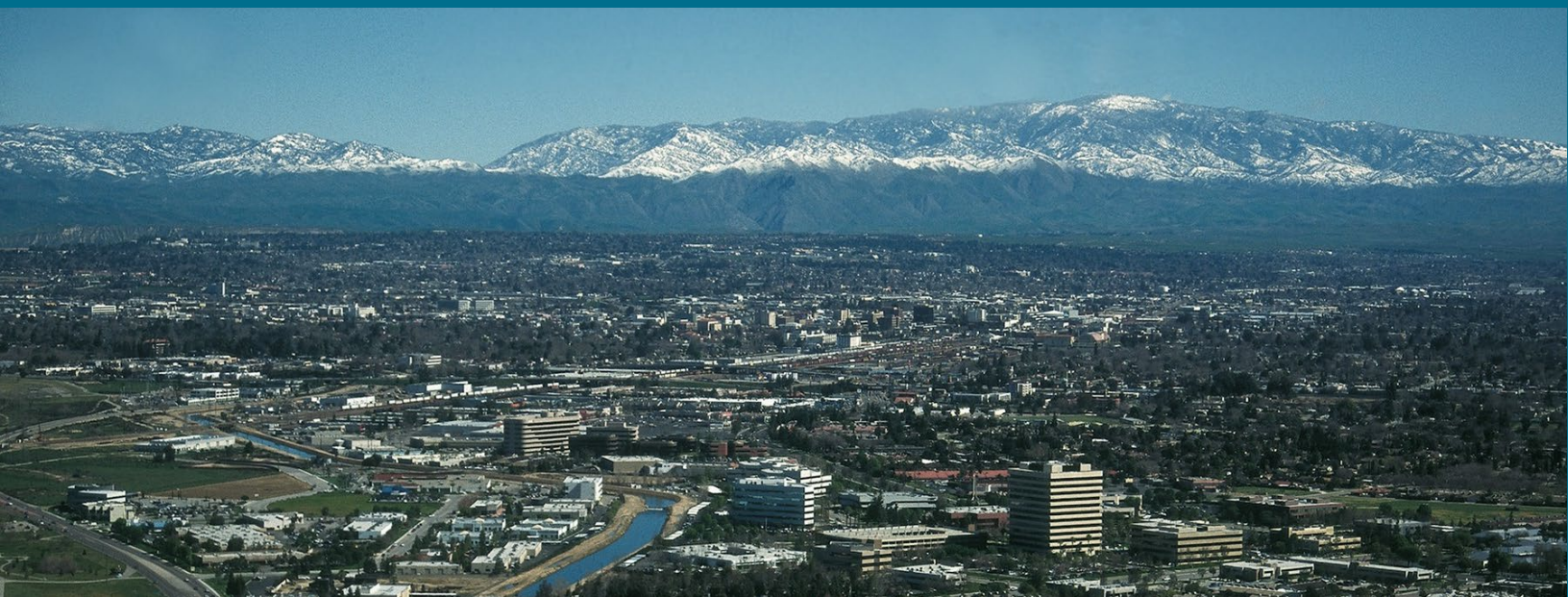


# **Kern County Monitors**

## **Fifth Annual Report**



**January 2026**

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# I. INTRODUCTION

This is the fifth annual report issued by the Kern County Monitors. It provides observations by the Monitoring Team (MT) on the progress made by Kern County and the Kern County Sheriff's Office (KCSO) in meeting the requirements of their Stipulated Judgment (SJ) with the California Department of Justice (DOJ). KCSO, Kern County, and DOJ together are referred to as the Parties. This report focuses on work undertaken from February 2025 through January 2026 and on compliance determinations at the time of report finalization. Readers will notice that the format of this report differs from previous years. In an effort to keep the costs of the report down while also providing readers an "at a glance" reference to KCSO's progress toward compliance on every SJ paragraph, and after seeing completed drafts of the compliance tables, the Parties agreed to eliminate the extensive narrative and, instead, rely on compliance tables and a description of monitoring activities to fulfill SJ paragraph 185. The tables themselves are not meant to cover all of KCSO's activities or progress during the five years of monitoring; that information is available in the previous reports and in KCSO's reports posted on their website. In agreeing to the new report format, the Parties understood that the tables cannot provide as high a level of detail and explanation as the narrative reports. The MT, DOJ, and KCSO will hold several days of in-person meetings immediately following the finalization of this report with an objective of ensuring we have a shared understanding of the information provided in the tables and of relevant next steps. For many provisions, the next steps are formal compliance reviews and audits to assess whether KCSO's work over the past five years has resulted in the SJ requirements being reflected in regular practice. The methods for these reviews and audits and the relevant compliance measures will also be discussed and clarified during the upcoming site visit.

## THE STIPULATED JUDGMENT

The SJ was established between the California Attorney General, KCSO, and Kern County and filed with the Kern County Superior Court in December 2020.

The agreement stemmed from findings from a California DOJ pattern-and-practices investigation of KCSO, which alleged misconduct. While denying the allegations, KCSO and the County agreed to undertake reforms intended to ensure that they protect individuals' statutory and constitutional rights, treat individuals with dignity and respect, and promote public safety in a manner that is fiscally responsible and responsive to community priorities. The SJ specifically identifies eight key areas of reforms and objectives: Use of Force (UOF); Stops, Seizures, and Searches; Responding to and Interacting With People With Behavioral Health Disabilities or in Crisis; Management and Supervisory Oversight; Language Access; Recruitment, Hiring, and Promotions; Community Policing; and Personnel Complaint Review.

The SJ also stipulates that a professional monitor be selected to track and assess KCSO and the County's progress in implementing and achieving compliance with the SJ and report on the status of implementation to the Parties (DOJ, KCSO, and the County) and the Court. The Monitors and their team of subject matter experts also work with the Parties to address obstacles to achieving compliance and provide technical assistance when requested. This annual report is provided by the Monitors pursuant to SJ paragraph 185.

KCSO provides law enforcement services in the unincorporated areas of Kern County and via contracts with some cities within Kern County. This includes some unincorporated areas in the Bakersfield metropolitan area that are not under Bakersfield Police Department jurisdiction. KCSO headquarters are located in Bakersfield, with 13 substations serving outlying areas. The SJ also applies to KCSO activities at the County Central Receiving facility located in downtown Bakersfield and at the Lerdo Detention complex also in Bakersfield.

## II. WORK TO DATE

### A. MONITORING ACTIVITIES IN THIS REPORTING PERIOD

The Monitoring Team continued to conduct various work activities in this reporting period as part of our SJ responsibilities. Broadly speaking, some of these activities included the following.

- Regular meetings with various KCSO personnel, county personnel, county counsel, and DOJ attorneys.
- Biweekly MT meetings for project management.
- Various site visit activities, including policy review, community meetings, meetings with Compliance Bureau, KCSO Professional Standards Unit (PSU), Body-Worn Camera (BWC) Unit, and PSU Auditing Bureau.
- Attending Community Advisory Committee (CAC) meetings and other meetings with community members.
- Observing various trainings related to SJ requirements.
- Review and provide feedback on audit work plans and reports.

- Review and preparation of comments on the compliance status tables.

Examples of specific activities undertaken for various sections of the SJ are discussed in more detail below.

## **1. USE OF FORCE AND CANINES**

- Researched, analyzed, and provided technical assistance on numerous KCSO policies, including, but not limited to:
  - » Canine operations
  - » Crowd control and civil unrest operations
  - » The use of conducted electrical weapons (CEWs)/Tasers
  - » The use, reporting, investigation, and adjudication of lethal force
  - » The use, reporting, investigation, and adjudication of non-lethal force
  - » The use, reporting, investigation, and adjudication of canine force
  - » The use of impact weapons
  - » The use of personal weapons
  - » The use of stun shields
  - » The use of less lethal munitions
  - » The use of extended range impact weapons
- Assessed the investigations, incident review boards, and after-action reports of six officer-involved shooting cases.
- Reviewed and assessed multiple KCSO canine audits prepared by KCSO.
- Reviewed the updated California Peace Officer Standards and Training (POST) K-9 guidelines and forwarded them to the KCSO.
- Reviewed and repaired an assessment on the KCSO UOF/De-Escalation Expanded Course Outline; observed the training.
- Reviewed and researched the DOJ's assessment of KCSO Policy P-0600 and contacted the director of the Institute for the Prevention of In-Custody Deaths and prepared a response and forwarded it to the Monitors and DOJ.
- Continued work with KCSO in the development of its internal auditing capacity, including technical assistance and document review addressing audit methodologies, statistical sampling, audit work plans, audit reports, and audit findings.

## **2. STOPS, SEIZURES, AND SEARCHES**

- Regular meetings with KCSO staff assigned to clean stops data.
- In-person meetings with KCSO training leadership to discuss ongoing and planned training efforts.
- Review curricula and in-person observation of several trainings:

- » CA POST “Beyond Bias: Racial and Identity Profiling Update”
- » Use of force (UOF), de-escalation, and Crisis Intervention Team (CIT) refresher
- » Four-day in-person frontline leadership training at KCSO; also provided assessment of the training for SJ compliance.
- Observed and provided feedback on multiple quarterly roll-call training courses for bias-free policing.
- Reviewed and provided feedback on policies:
  - » Bias-Free Policing J 2300
  - » Racial and Identity Profiling Act J 2350
  - » Search and Seizure Policy J-2325.
- Reviewed draft of stops analysis conducted by an outside expert.
- Tracked KCSO development of a system to ensure field supervisors document audits of deputies' completion of Racial and Identity Profiling Act (RIPA) forms.

### **3. RESPONDING TO AND INTERACTING WITH PEOPLE WITH BEHAVIORAL HEALTH DISABILITIES OR IN CRISIS**

- Observed California POST “Mental Health: Responding to Individuals in Crisis” training session.
- Reviewed course materials and observed KCSO’s UOF/de-escalation training which provides annual CIT training.

### **4. LANGUAGE ACCESS**

- Reviewed and provided feedback on Kern County’s Language Access Policy (LAP).
- Discussed process for review of KCSO’s department-specific LAP upon receipt.

### **5. RECRUITMENT, HIRING, AND PROMOTIONS**

- Reviewed KCSO HR quarterly updates; provided feedback as needed.
- Reviewed and provided feedback on KCSO’s Hiring: Disqualified Candidates Audit; met with KCSO on audit.
- Reviewed and prepared comments on drafts of Promotions Policy, Promotions Plan, Mentor Program Policy, and Promotional Assessment Form; met with KCSO and County HR on these items.
- Reviewed and prepared comments on drafts of the Hiring Plan; met with KCSO and County HR.

## 6. COMMUNITY POLICING

- Maintained consistent engagement with the CAC by attending nearly all general and subcommittee meetings to respond to inquiries and provide real-time technical assistance (TA) and feedback.
- Engaged intensively with the CAC Policy Subcommittee to reestablish a revised policy review protocol and best practices for community engagement.
- Attended key community events, including the July Taft community meeting, where the MT provided TA on meeting planning and conducted a post-meeting debrief.
- Supported the CAC through ongoing discussions and guidance related to community-oriented policing (COP), problem-oriented policing (POP), and implementation of the Scanning, Analysis, Response, and Assessment (SARA) model.
- Provided substantive TA and feedback on the Q-100 Community Policing Policy developed by the MT and DOJ, including guidance on the CE Strategic Plan and the Community Meeting Attendance Plan.
- Reviewed several training curricula for SJ compliance, such as the community policing training conducted by the Dolan Consulting Group, which CAC members were invited to attend.
- Reviewed KCSO'S My90 survey data.<sup>1</sup>
- Met with KCSO staff to discuss community policing efforts and provide TA.
- Reviewed and provided feedback on numerous documents involving KCSO, the CAC, and community-facing communications, including CAC bylaws, subcommittee policy charters, policies, policy trackers, and related materials.

## 7. PERSONNEL COMPLAINT REVIEW

- Reviewed and assessed KCSO Internal Affairs (IA) audit work plans.
- Reviewed and provided feedback on multiple quarterly IA and complaints reports and audits.

## B. COMPLIANCE ASSESSMENTS AND THE COMPLIANCE TABLES

The vast majority of the policies required by the SJ have now been approved by the Monitors and DOJ. Training provisions are also rapidly coming into compliance. This sets the stage for an increased focus on compliance assessments. Compliance reviews, audits, and other outcome assessments are conducted according to plans discussed with the parties and according to SJ 161, 164, 165, 168, and 173. Outcome assessments assess KCSO's implementation and supervision of SJ-required policies and procedures.

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<sup>1</sup> After some types of interaction with deputies, community members are given the opportunity to provide feedback about the service they received and law enforcement-related issues through online My90 surveys.

As described in SJ paragraphs 162 and 163, for most provisions, once SJ required policies and training are in place, reviews and audits need to be conducted to assess whether those policies are being carried out in practice. A few SJ paragraphs are “policy only” and thus don’t require specific outcomes assessment, but this is rare. Also, we note that, usually in response to changes in state law, KCSO incorporated a number of SJ requirements into policy several years prior to the final approval of the policies for that SJ section (e.g., Use of Force). Again, formal reviews and audits assessing whether SJ provisions are reflected in regular practice are conducted after complete policies incorporating all SJ requirements are approved and implemented. (Outcomes assessments conducted in accordance with SJ 167 will follow SJ 162–164 compliance audits and review.)

*In most cases, paragraphs marked in the compliance status tables as in “partial” compliance or as “pending reviews” or “pending audits” means that KCSO has taken the steps laid out in the SJ to bring about the relevant reforms, and now the Monitors and DOJ will conduct the necessary assessments to make a formal compliance determination. To emphasize this point further, “partial” compliance or “pending review” is not necessarily a statement about whether or not KCSO is in compliance and certainly does not indicate KCSO has fallen short on efforts to achieve compliance; rather it usually means the necessary elements—policy, training, implementation—are in place and it is now time to conduct formal reviews and audits. This statement applies to all sections of the SJ.*

Depending on the provision, compliance assessments may range from less formal qualitative reviews to formal audit methodologies involving representative random sampling. Many provisions, especially those associated with stops, use of force, and complaints, are assessed with formal audits or reviews. But compliance for other provisions does not require formal reviews or audits; some can be assessed through MT observations, data analysis, or records and document reviews. On occasion, compliance can be determined prior to the finalization of policies and training when the Monitors determine there is sufficient and reliable information available to support this.

Formal assessments are typically conducted by the MT. Alternatively, KCSO audits may be used for Monitors and DOJ formal compliance assessment in addition to or instead of MT compliance audits (as per SJ Paragraph 164). For each topic area, the MT will discuss compliance assessment methodologies with KCSO and DOJ.

For provisions where it is agreed ahead of time that KCSO audits are to be used by the Monitors and DOJ to assess compliance, audit plans and audit results reports need to be approved by DOJ and the Monitors. As part of this process, the MT will verify results by closely reviewing the methodology used and reviewing a targeted sample of the same cases that KCSO audited.

To satisfy SJ paragraphs 28 and 154, KCSO regularly conducts audits of use of canines and of complaints according to audit plans approved by the Monitors and DOJ. However, the requirements to achieve compliance with those paragraphs are not necessarily sufficient in and of themselves for formal compliance assessment by the Monitors and DOJ. Those audits are primarily included in the SJ as a means to ensure KCSO has the capacity and know-how to carry out self-assessment of practices as part of an effective accountability system and thereby to help sustain the SJ reforms into the future. The MT at the very least uses KCSO’s audits as indicators of progress toward compliance and to inform the timing and methods of formal audits. In combination with other evidence, they can also contribute to formal compliance assessments. On the other hand, if KCSO audit’s sampling and review methods in

those audits are, after upcoming parties' discussions and reviews, found to be reliable—even if they were not pre-approved for use for compliance assessment—then, with MT verification of the findings, they may be used for compliance assessment. The key is that formal compliance reviews have sufficient sample size and rigorous methods and that the auditors—whether KCSO personnel, MT members, or other external professionals—are able to conduct and report reliable, objective, independent, transparent, and replicable audits. To begin with, compliance audits typically require a larger population and/or statistically representative sampling. Much of the upcoming site visit will be focused on the MT and KCSO sharing the responsibility for compliance audits.

The intention is to conduct the most time- and resource-efficient type of review conducive to reliable compliance assessment. The reviews are conducted after policies have been developed or refined, after any necessary training has been approved and conducted, when the changes have had time to take hold and become regular practice, and when supervisors are holding personnel accountable. Whenever feasible, multiple SJ provisions will be assessed in each audit, reducing the time and resources required.

## **1. FULL AND EFFECTIVE COMPLIANCE FOR ONE YEAR**

Full and Effective Compliance for One Year is established by maintaining policy, training, and implementation compliance for at least one year. For most provisions, this requires two sets of outcomes assessments, first to determine initial implementation compliance and later to assess whether sustained compliance has been established after a year. Some single assessments can reliably assess compliance across a time span that allows for determinations of full and effective compliance.

We understand KCSO's motivation for being found in full and effective compliance for most provisions, but we note that, regardless of the reason that compliance reviews and audits haven't been done—such as due to delays—they are still required, and in many cases compliance cannot be established without them.

## **2. ABOUT THE TABLES**

The tables provide a summary of each SJ paragraph's requirements, key work conducted to date and upcoming, how compliance is assessed, and current compliance status and/or how compliance will be established. This table represents the Monitors' most recent reviews of available documentation of compliance as assessed through a variety of means (MT observation and reviews, analysis of KCSO-provided data, KCSO reports and audits with MT verification, etc.).

These compliance status tables list each SJ paragraph. There is some overlap and redundancy across SJ paragraphs, reflecting the complicated nature of policing and the management of law enforcement agencies. Monitoring team compliance assessments take this into consideration, with a single review oftentimes addressing several different paragraphs. In those cases, the compliance tables will still list every provision, but text will explain the relationship between provisions.

The "Summary of SJ Requirements" do not identify every aspect of each provision, but all aspects of each provision will be assessed to determine compliance. Paragraphs with multipart provisions are split into logical subparts for clarity.

Compliance definitions and determinations for table columns are based on SJ paragraphs 161, 162, 163, 164, 165, 214, and 229.

**161.** *In order to assess and report on KCSO's implementation of this Agreement and whether implementation is resulting in constitutional policing, the Monitor shall conduct compliance reviews, audits, and outcome assessments as specified below, and such additional audits, reviews, and assessments that the Monitor or Parties deem appropriate.*

**162.** *The Monitor shall conduct compliance reviews or audits as necessary to determine whether KCSO has implemented and continues to comply with the Material Requirements of this Agreement. A "Material Requirement" in this Agreement is a requirement of the Agreement that has a significant relationship to achieving the purposes of this Agreement.*

**163.** *To achieve "Full and Effective Compliance" under this Agreement, the County and KCSO must demonstrate that they have*

- a. incorporated all Material Requirements of this Agreement into policy [**"Policy Compliance"**],*
- b. trained relevant personnel as necessary to fulfill their responsibilities pursuant to the Material Requirements [**"Training Compliance"**], and*
- c. ensured that each Material Requirement is being carried out in practice [**"Implementation Compliance"** aka the initial determination of Full and Effective Compliance].*

*No specific numerical test shall be required to demonstrate Full and Effective Compliance, so long as KCSO is demonstrating substantial compliance and adherence with the Material Requirements, continual improvement, and the overall purpose of the Material Requirements has been met. Non-compliance with mere technicalities, or temporary or isolated failure to comply during a period of otherwise sustained compliance, will not constitute failure to achieve or maintain Full and Effective Compliance. At the same time, temporary compliance during a period of otherwise sustained noncompliance will not constitute compliance with this Agreement.*

**164.** *Compliance reviews and audits will contain both qualitative and quantitative elements as necessary for reliability and comprehensiveness. Where appropriate, the Monitor will make use of audits conducted by KCSO's Professional Standards Unit, taking into account the importance of internal auditing capacity and independent assessment of this agreement.*

**165.** *Where the Monitor recommends and the Parties agree, the Monitor may refrain from conducting a compliance audit or review of a requirement previously and consistently found to be in compliance by the Monitor pursuant to audit or review. Thereafter, KCSO and/or the County will be deemed to have achieved compliance with those requirements for purposes of this Agreement, absent evidence to the contrary.*

**214.** *To ensure that the requirements of the Agreement are properly and timely implemented, the Court will retain jurisdiction of this action for all purposes, including but not limited to any disputed changes to policies, procedures, training, and practices, until such time as the County has achieved Full and Effective Compliance with the Material Requirements of the Agreement, and maintained such compliance for no less than one year [“Full and Effective Compliance for One Year”].*

**229.** *The Parties may jointly petition the Court to terminate this Agreement at any time after three years of the Effective Date if the Parties believe that KCSO has reached Full and Effective Compliance with the Material Requirements of this Agreement, and has maintained that compliance for one year. [First sentence only.]*

## **C1. USE OF FORCE**

Table 1.1 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on the use of force. See Table 1.2 for use of canines, SJ paragraphs 11–28. (See also About the Tables above for more information.)

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>A. UOF POLICY AND PRINCIPLES</b>					
<b>1</b>	<p>KCSO to revise use-of-force policy and practices to meet SJ, PC section 835a, and Govt Code section 7286.</p> <p><b>Notes:</b> Policy Compliance is established. All “F” series UOF policies have been approved and are in the process of being published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy according to SJ paragraph 178.</p> <ul style="list-style-type: none"> <li>• The Monitors note that KCSO has made changes to its UOF policy over the past five years to comply with both the SJ and changes in state law (SB 23; and AB 26, 392, 490, 1196, and 3600), and that some SJ provisions had been in KCSO policy and training for several years prior to final approval of the new policy. In some cases, those provisions have been found to be in Full and Effective Compliance for One Year while in others formal compliance assessments still need to be conducted. Except for a few UOF provisions where the evidence of compliance in practice is clear, provisions are assessed for compliance when all related SJ provisions are incorporated in an implemented policy.</li> <li>• <b>General Notes on Policy Compliance:</b> <ul style="list-style-type: none"> <li>» KCSO will maintain policy compliance assuming that KCSO publishes the policies according to SJ paragraph 178 and that new personnel receive the policies.</li> <li>» The MT has assessed KCSO’s tracking of policy distribution and staff understanding of policies at the time of receipt (e.g., through quizzes) as per SJ 178 and have found these processes to be effective and thorough.</li> <li>» KCSO will revisit policies if patterns of violations in practice are identified or as needed by legislative updates.</li> </ul> </li> </ul> <p>Any training considerations will be addressed in SJ paragraphs 50–54 below.</p> <p>The MT considers this a policy-only provision. Implementation Compliance is established based on KCSO publishing an approved policy. Outcomes for this provision will be measured as part of other SJ UOF section provisions.</p> <p>Full and Effective Compliance for One Year will be established when the MT verifies that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy over the next year.</p>	Yes	See SJ 50–54	Yes	Pending verification
<b>2</b>	KCSO continues to review and revise policy and training to ensure compliance with SJ and law.	Yes	Yes	Yes	Yes

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> The Monitors find that KCSO, since the beginning of the monitoring period, has made and continues to make a concerted effort to meet SJ policy and training requirements associated with the use of force. (See also notes for SJ paragraphs 1 and 50–54.)</p>				
3a–c	Policy addresses authorized force, prohibited force, permitted tools and techniques, objective reasonableness for non-lethal force, and deadly force.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>KCSO made diligent efforts to incorporate SJ UOF provisions into policy, which was expounded upon via the SJ approval process, approved in January 2026, and since implemented.</p> <p>These provisions are in partial Implementation Compliance.</p> <ul style="list-style-type: none"> <li>The MT has reviewed numerous KCSO uses of force since 2022, including lethal, less lethal, canine use of force, and others and have found none to be inconsistent with these SJ requirements.</li> <li>The MT has reviewed multiple KCSO IA quarterly reports and audits, including some cases involving UOF-related complaints, and nine canine audits. The MT has not completed validations of each of those reports but acknowledges that KCSO has found compliance with the UOF provisions raised.</li> <li>The MT conducted a process audit of UOF cases from June 2022, which was completed in June 2023. The MT suggested to KCSO that we conduct a follow-up audit to identify any significant risk exposures associated with the use, investigation, and adjudication of force in 2024, but KCSO declined, indicating that force policies and training needed to be approved and implemented prior to additional audits. The Monitors and DOJ agreed to this approach.</li> <li>KCSO has conducted UOF analysis and incorporated that information into a KCSO Annual Report for 2021, 2022, and 2023 pursuant to SJ 55–58, which the MT reviewed and approved. At the time of the final preparation of this MT report, KCSO has indicated they are currently preparing their 2024 annual report.</li> <li>A finding of “Partial,” “Pending review,” or “Pending audit” does not indicate that the MT has determined that KCSO is not in compliance or has not completed the steps necessary to reach compliance but, rather, indicates that a determination of compliance cannot be made until formal compliance reviews or audits are conducted.</li> </ul> <p>Determining Implementation Compliance will require formal compliance audits. These audits will take the following considerations into account.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>The purpose of the audits will be to determine whether KCSO policy as it relates to this provision is adhered to during the use, investigation, review, and adjudication of UOF as per SJ paragraphs 162–164. Outcomes assessments conducted in accordance with SJ 167 will follow and build upon SJ 162–64 compliance audits and review.</li> <li>Implementation Compliance will be determined with either MT audits or KCSO audits conducted according to approved methods and timeline, in most cases requiring statistically valid sampling. The audits will be conducted following implementation of approved policies and approved training and with consideration of the time it takes for the changes to take hold in practice.</li> <li>Any KCSO audits used for formal compliance assessment by the Monitors and DOJ will include MT verification of findings by reviewing a partial sample of the same cases that KCSO audited.</li> <li>Whenever feasible, multiple SJ provisions will be assessed in each audit, reducing the time and resources required.</li> </ul>				
3d, e, x, cc	Policy addresses imminent threat and the sanctity of human life.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy. Some of these provisions, including imminent threat guidelines, were incorporated into KCSO policy and training in 2021 in compliance with changes to state law.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
3f, t, u, w, aa	Policy addresses de-escalation, less lethal force, alternatives to force, and the evaluation of deputy and suspect conduct leading up to force.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance. Some of these provisions were incorporated into KCSO policy and training in 2021 in compliance with state law.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
3g, h, v, y, z	Policy addresses reasons to use force, proportionality, necessity.	Yes	See SJ 50–54	Partial; Pending audit	No
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
3i	Policy prohibits carotid restraints.	Yes	See SJ 50–54	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses this requirement, but this policy requirement has been successfully implemented by KCSO since 2020.</p> <p>Full and Effective Compliance for One Year is established. The MT has seen no indication of use of carotid restraints in our audit, in any of our case reviews, or in our observation of Incident Review Boards (IRBs) since 2022. Likewise there has been no indication of the use of carotid holds in any of the reports produced by KCSO during the monitoring period or in substantial statistical evidence dating back to 2021 that was provided by KCSO.</p>				
3j	Policy addresses transporting suspect in recumbent position and moving suspect to recovery position after achieving restraint.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0600 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance. This provision was incorporated into KCSO policy and training in 2021 in compliance with state law.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>3k, l</b>	Policy addresses discharging a weapon at or from moving vehicle.	Yes	See SJ 50–54	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>Full and Effective Compliance for One Year is established. The MT has seen no case involving the discharge of a firearm at or from a moving vehicle in our audit, in any of our case reviews, or in our observation of IRBs since 2022. Likewise there has been no such case in any of the reports produced by KCSO during the monitoring period or in the videos of critical incidents posted on KCSO’s website.</p>				
<b>3m</b>	Policy addresses force when verbally confronted.	Yes	See SJ 50–54	Partial; Pending audit	No
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
<b>3n</b>	Policy addresses force against suspects who are handcuffed or otherwise restrained.	Yes	See SJ 50–54	Partial; Pending audit	No
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
3o-r	Policy addresses use of TASER/CEW.	Yes	See SJ 50-54	Partial; Pending audit	No
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0600 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>Training Compliance: In addition to KCSO’s internal UOF training (see SJ 50), upon issuance of a CEW, KCSO ensures all sworn personnel complete an eight-hour, Taser Inc. approved, in-person training class that teaches attendees the mechanics of the CEW as well as the legal requirements and limitations of its use. All sworn personnel must be recertified annually in the use of the CEW. The MT will verify that these trainings are sufficient to satisfy SJ 163 and 178 regarding delivery of policy and any necessary training.</p> <p>These provisions are in partial compliance. For an explanation of the basis for this finding and how the Monitors will assess compliance, see notes for SJ paragraph 3a-c above. Audits for these provisions would focus on intermediate force options.</p>				
3s, bb	Policy addresses duty to intervene and requires deputies to report to a supervisor when they witness out-of-policy or illegal force.	Yes	See SJ 50-54	Partial; Pending audit	No
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance. Some of these provisions were incorporated into KCSO policy and training in 2021 in compliance with changes to state law.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a-c above.</p>				
4	Policy and training address each authorized type of force instrument.	Yes	See SJ 50-54	Pending review	No
	<p><b>Notes:</b> Policy Compliance is established. These requirements are addressed in several updated policies, including F-0100, F-0150, F-0300, F-0350, F-0400 F-0500, F-0550, F-0600, F-0650, F-0700, F-0800, F-0810, F-0820, canine policies, and detentions-related policies. This SJ requirement mirrors the requirements of Govt. Code 7286(b)(10), which KCSO incorporated into several different policies in 2021 in order</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>to comply with AB 392 and SB 230. KCSO made diligent efforts to comply with state law, as well as the SJ, by enhancing these policies via the SJ approval process.</p> <p>Implementation Compliance will require an MT review of training materials related to this provision and verification that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p>				
<b>5</b>	<p>Policy addresses threat assessment and force against resistive individuals who do not pose a threat.</p> <p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>	Yes	See SJ 50–54	Partial; Pending audit	No
<b>6a–h</b>	<p>Policy prohibits using force on a person legally recording an incident.</p> <p><b>Notes:</b> Policy Compliance is established. Policy F-0100 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above. Assessing compliance with this paragraph can be an objective added to audits of force, complaints, and stops.</p>	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
<b>7</b>	<p>Policy prohibits head strikes with an impact weapon unless deadly force is justified; report unintentional head strikes.</p> <p><b>Notes:</b> Policy Compliance is established. Policies F-0500, F-0800, F-0810, and F-0820 address these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p>	Yes	See SJ 50–54	Yes	Yes

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Full and Effective Compliance for One Year is established. The MT has seen no case involving head strikes with an impact weapon in our audit, in any of our case reviews, or in our observation of IRBs since 2022. Likewise there has been no such case in any of the reports produced by KCSO during the monitoring period or in Critical Incident Videos posted by KCSO.				
8	Policy addresses medical evaluation of subject of force and photographing existence or absence of injury.	Yes	See SJ 50–54	Yes	Yes
	<b>Notes:</b> Policy Compliance is established. Policy F-0600 addresses these requirements and was implemented in July 2025. Also, KCSO had this practice in place prior.				
	Full and Effective Compliance for One Year is established. The MT has seen no case involving violations of this provision in our audit, in any of our case reviews, or in our observation of IRBs since 2022. This has also not been an issue in KCSO canine audits.				
9	Policy addresses baton deployment.	Yes	See SJ 50–54	Yes	Yes
	<b>Notes:</b> Policy Compliance is established. Policy F-0500 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.				
	Training Compliance: In addition to annual UOF training (see SJ 50), the Sheriff’s Office Regular Basic Course (RBC) contains an eight-hour course of instruction specific to the use of the baton.  Full and Effective Compliance for One Year is established. SJ 9 requires policy guidance on the appropriate time to use a baton versus other less lethal force options, which is a topic KCSO has trained on for a long period. Other issues related to less-lethal force are addressed in other provisions (SJ 3f). Also, KCSO deputy use of baton is relatively rare and has been decreasing further. MT has seen no case involving inappropriate use of baton in our audit, in any of our case reviews, or in our observation of IRBs since 2022.				
10	KCSO develops a strategic plan to engage with community and CAC in developing UOF policies.	Yes	NA	Yes	Yes
	<b>Notes:</b> Policy Compliance is established. Policy Q-0100 addresses these requirements (see Table 7: Community Policing Compliance Status).  Full and Effective Compliance for One Year is established. The Monitors find that KCSO, since the beginning of the monitoring period, has made and continues to make a concerted and successful effort to meet SJ 10 requirements to engage with the community and CAC in the				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	development of UOF policies. A strategic plan meeting SJ 10 requirements was established in 2023 and more recently integrated into CAC bylaws.				
<b>C. UOF REPORTING POLICY</b>					
29	Patrol and detentions deputies continue to report all uses of force greater than authorized control hold. <sup>2</sup>	Yes	See SJ 50–54	Partial; Pending audit	No
	<p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-0200 address these requirements as did KCSO’s prior UOF policy. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above. Assessing compliance with this paragraph can be an objective added to audits of force, stops, and complaints.</p>				
30	Deputies continue to completely and accurately describe the force used, including suspect’s actions necessitating force.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0100, F-0200, and P-0600 address these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the F-0100.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				

<sup>2</sup> SJ paragraph 166 states: *The Monitor, in conjunction with KCSO, will conduct an ongoing audit of incidents where deputies draw or point their firearms. The audit will include a review of all civilian complaints and an appropriate sample of police reports related to any use or display of a firearm. The parties will discuss methodology for this review.*

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
31	Force to be categorized (Level 1, 2, 3) based on seriousness.	Yes	NA	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. KCSO established these categories in 2023. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>MT considers this a policy-only provision. Implementation Compliance is established based on KCSO publishing an approved policy. Outcomes for this provision will be measured as part of other SJ UOF section provisions.</p>				
32	Policy clearly describes all levels of force, including non-reportable force.	Yes	See SJ 50–54	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements.</p> <p>Any training considerations will be addressed in SJ paragraphs 50–54 below.</p> <p>Full and Effective Compliance for One Year is established. Reportable and non-reportable force has been addressed in KCSO policy since 2021, and the MT has seen no indication of difficulty identifying levels of force in our audit, in any of our case reviews, in our observation of IRBs, or in our review of KCSO reports and audits.</p>				
33	Policy prohibits conclusory statements without support including boilerplate language in force reporting.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	Deputies held accountable for material omissions or inaccuracies in force statements.	Yes	NA	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above. Assessing compliance with this paragraph can be an objective added to audits of force and complaints.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
34	a. Deputies notify supervisors immediately of the use of force.	Yes	See SJ 50–54	Yes	Yes
	b. Deputies notify supervisors immediately of any allegation of unreasonable or unreported force.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-0200 address these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>Implementation Compliance:</p> <ul style="list-style-type: none"> <li><u>34a: Full and Effective Compliance for One Year</u> has been established. Monitors have conducted numerous reviews since 2022 of KCSO lethal, less-lethal, canine, and other uses of force, and in each instance a supervisor was immediately notified of the use of force. The canine cases the MT reviewed via KCSO audits included less-lethal force. Monitors are satisfied that this is a well-established and continuing practice of the KCSO.</li> <li><u>34b: Partial Implementation Compliance</u> based on no violations of these provisions arising in our audit, our case reviews, our observations of IRBs, or in our review of both KCSO audits of both canines and complaints. The parties will discuss a methodology for reviews or audits designed to identify cases of unreported force.</li> </ul>				
35	Policy specifies all reporting, investigation, and review requirements for each level of force, for both involved and witness deputies.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-0200 address these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
36	Deputies who use reportable force complete force statement; deputies who witness a Level 2 or 3 force complete a force statement.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	Name and rank of every deputy on scene included in report.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
37	Incident Review Board (IRB) reviews all Level 3 force and other matters referred to them.	Yes	NA	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. KCSO’s current Policies G-300 and G-600 previously addressed these and have since been renumbered to F-1100 and F-1200.</p> <p>Full and Effective Compliance for One Year is established. The Monitors have reviewed every lethal force incident that has been referred to an IRB since 2022 and are confident that this is a well-established and continuing practice of the KCSO.</p>				
38	Policy indicates the nature and extent of force information to be released to public.	Yes	NA	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. KCSO’s current Policy F-100 covers this and has been in effect since 2021. The newly updated F-200, F-1200, and Q-100 have enhanced this requirement.</p> <p>Full and Effective Compliance for One Year is established. The MT confirms this has been KCSO practice for several years. Additionally, the MT is aware of one case for which certain relevant information was initially omitted from the public release, but that was brought to KCSO’s attention and corrected. In addition, KCSO has posted on their Transparency Page website Critical Incident Videos and statistics related to Officer Involved Shootings, dating back to 2021, as well as links to the press releases. Since 2021, KCSO has also published KCSO Annual Reports that contain UOF statistics and analyses.</p>				
39	Policy and process to inform public, including outreach and forum, about deputy-involved shootings, deaths in custody, and other significant matters.	Yes	NA	Yes	Yes

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy Compliance is established. KCSO’s current Policy F-100 covers this. The newly updated F-200, F-1200, and Q-100 have enhanced this requirement.</p> <p>Full and Effective Compliance for One Year is established. KCSO has established a policy to produce and release an annual report, “Use of Force Year-End Review,” and has released that report since 2020 which includes data associated with KCSO officer-involved shootings. Additionally, KCSO regularly publishes on its Transparency Website (<a href="https://KernSheriff.org/Transparency/AB2761Reporting">KernSheriff.org/Transparency/AB2761Reporting</a>) data associated with any KCSO deaths in custody.</p>				
<b>D. UOF SUPERVISORY INVESTIGATIONS</b>					
40	Patrol and detentions supervisors conduct thorough investigation of all reportable force.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	Supervisors review all deputy use-of-force statements for adequacy, accuracy, and completeness.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance. This SJ requirement mirrors the requirements of Govt. Code 7286(b)(14), which KCSO had incorporated into F-0100 policy in 2021 in compliance with AB 392 and SB 230. KCSO made diligent efforts to comply with State law, as well as the SJ, by enhancing these policies via the SJ approval process. This included incorporating this provision into policy (F-0200) as early as 2023. The updated policy was approved in January 2026 and implemented March 7, 2026.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above. It is possible that the findings of a contemporaneous audit compared to findings of the 2023 MT audit can be used to establish sustained compliance.</p>				
41	Supervisors’ force investigations provide their independent evaluation of the facts and circumstances of the incident.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	Supervisors’ force investigation reports are complete and comprehensive.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>These provisions are in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
42	Management (lieutenant or higher) review investigation report, make recommendations regarding compliance with policy and law, and assess for tactical and training implications; findings and recommendations are documented.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
43	Management review thoroughness of UOF investigations and ensures that findings are supported by preponderance of the evidence and documented; commander or higher makes final determination.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above. In considering whether KCSO should conduct this audit as opposed to the MT, the parties will discuss the capacity of the PSU to conduct a management audit.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
44	Deputies held accountable for force that violates policy.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	Force that violates policy or law referred to IAB for further review.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-0200 address these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in in partial Implementation Compliance. The Monitors note that, as per SJ 155, KCSO provides the MT and DOJ quarterly reports of cases in which personnel were found to have committed misconduct and the steps taken to hold them accountable. As per SJ 157, KCSO publishes an IA Annual Report with aggregate disciplinary statistics. And, as per SJ 28 and 154, KCSO conducts regular use of canine and complaints audits.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
45	Supervisors held accountable for not detecting, adequately investigating, or responding to unreasonable or out-of-policy force.	Yes	See SJ 50–54	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-0200 address these requirements. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>This provision is in partial Implementation Compliance. Although this provision requires a more thorough review through an audit, in reviews of IA and canine audits and in IRBs, the MT has observed several cases in which KCSO held supervisors and managers accountable.</p> <p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
	<p>For an explanation of the basis for this finding and how compliance will be assessed, see notes for SJ paragraph 3a–c above.</p>				
46	Unit commanders identify, report, and take steps to curb problematic UOF trends for both units and individual deputies.	Yes	See SJ 50–54	Partial; Pending MT assessment of documentation	Pending assessment
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0200 addresses these requirements.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Implementation Compliance and Full and Effective Compliance for One Year will be assessed through MT review of KCSO documentation of any identified trends, and corrective action taken, in KCSO managerial reviews of not only individual cases but collective data across force cases. KCSO polices outline these practices: Individual cases will each have managerial assessments as outlined in F-0200. Any referrals for misconduct will follow D-Section complaints policies and any referrals for non-disciplinary issues will follow M-0800. For critical UOF reviews, this is addressed via KCSO well-established critical incident review process outlined in F-1200 in which trends (both broad and case-specific) are regularly assessed and documented in After-Action reports (see SJ 37 and 48). The form of documentation to be reviewed by the MT can be whatever is most useful to KCSO to track and record the information (e.g., a memo, an email, a log entry) so that it can be followed-up and used to inform practice moving forward. Should include a summary of the data or information assessed, assessment, and actions.				
	KCSO unit commanders will regularly review and track "training and tactical review"-related findings, recommendations, and comments to ensure that informal supervisory feedback does not replace the need for formal discipline.	Yes	See SJ 50-54	Partial; Pending MT assessment of documentation	Pending assessment
<b>47</b>	<p><b>Notes:</b> Policy Compliance is established. Policies M-800 and F-1200 address these requirements. KCSO's complaints policies now state that any Documented Oral Counseling (DOC) requires lieutenant approval prior to issuance, and written reprimands require commander approval, which ensures that informal supervisory feedback does not replace need for discipline.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year will be assessed through MT review of KCSO documentation of UOF investigations and adjudications as well as any follow-up corrective action taken, including confirmation that those actions were instituted (see also SJ 46).</p>				
<b>48</b>	a. IRB deputy-involved shooting reports provide detailed rationale for findings, including examination of the entirety of the incident, specifying tactics used or not used prior to the use of force.	Yes	NA	Yes	Yes
	b. KCSO has a process for ongoing assessments of IRB reports to support continuous improvements.	Yes	NA	Yes	Yes

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	c. PSU lieutenant attends all IRBs, documents all board observations and recommendations, and ensures all identified issues are addressed and documented in a report.	Yes	NA	Yes	Yes
	d. PSU regularly evaluates corrective actions to ensure desired outcomes are achieved.	Yes	NA	Pending MT assessment of documentation	Pending assessment
<p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-1200 address these requirements.</p> <p><u>48a-c</u>: Full and Effective Compliance for One Year is established. MT members have attended all IRBs since 2022, and in each case KCSO complied with this requirement.</p> <p><u>48d</u>: Implementation Compliance and Full and Effective Compliance for One Year will be assessed through MT review of KCSO documentation of IRB proceedings and recommendations for improvements in training, policies, procedures, tactics, equipment, technology, organization, or any other issues; in addition, the MT will review KCSO documentation of follow-up outcomes evaluations, including any reevaluations, of those corrective actions. The MT will assess whether these issues are thoroughly tracked and addressed. The MT and KCSO will determine an appropriate time period to review, likely IRB cases over a two-year period, allowing time for follow-up and corrective action to be implemented. .</p>					
	Commendation policy includes an award or commendation for exceptional use of de-escalation in the field.	Yes	NA	Yes	Yes
<b>49</b>	<p><b>Notes:</b> Policy Compliance is established. Policy J-0200 addresses these requirements.</p> <p>Full and Effective Compliance for One Year is established. KCSO established a commendation policy and award in 2023 and has designated personnel for commendation each year since.</p>				
<b>E. UOF TRAINING</b>					
	<i>KCSO provides approved training as follows.</i>				
<b>50</b>	a. Use-of-force decision making, including when not to use force (biennial).	NA	Yes	Partial; Pending verification	Pending assessment

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	b. Role-playing and interactive exercises on use-of-force decision making, including ethics and peer intervention (annual).	NA	Yes	Partial; Pending verification	No
	c. Procedural justice and avoiding force for minor resistance (annual).	NA	Yes	Partial; Pending verification	No
	d. De-escalation (annual).	NA	Yes	Partial; Pending verification	No
	e. Threat assessment, including how bias can impact assessments (biennial).	NA	Yes	Partial; Pending assessment	No
	f. Supervisor training (annual).	NA	Yes	Pending verification	No
	<p><b>Notes:</b> KCSO's SJ 50 annual UOF/de-escalation training is approved.</p> <p>The Monitors and DOJ have also reviewed and approved KCSO's in-house lesson plan for supervisor trainings that provide supervisors the knowledge of KCSO policy, relevant law, and other processes needed for them to conduct and review force investigations, hold deputies accountable, and track relevant trends and patterns.</p> <p>The MT will verify receipt of the training by appropriate personnel in the near term in order to assess Implementation Compliance and a year later for Full and Effective Compliance for One Year.</p>				
	Training committee assesses effectiveness of training and the integration of adult learning theory.	Yes	Yes	Yes	Pending review
<b>51</b>	<p><b>Notes:</b> Policy Compliance is established. Policies M-0700 and M-0800 address these requirements.</p> <p>Implementation Compliance is established. The MT and KCSO have discussed the committee processes, and the committee has been meeting quarterly. The MT observed one Training Committee meeting. Members of the Training committee developed the trainings to satisfy SJ 50, SJ90, and SJ 89. The Monitors and DOJ reviewed and assessed the following for integration of adult learning theory and found them to be compliant: Annual UOF Training (SJ 50), Annual CIT Refresher (SJ 90), CIT Update for Supervisors (SJ 89), and KCSO's 40-hour CIT course.</p> <p>Full and Effective Compliance for One Year will be assessed through MT review of KCSO documentation (agendas and minutes) of committee proceedings.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
52	KCSO shall have clear guidelines for selecting training instructors, with prior performance history being a significant factor in the selection criteria. [Full text]	Yes	NA	Yes	No
	<p><b>Notes:</b> Policy Compliance is established. Policy M-0800 addresses these requirements.</p> <p>As part of M-800 policy approval, the Monitors assessed KCSO's written guidelines for trainer selection. Policy was implemented December 30, 2025, via Training Bulletin 25-75.</p> <p>MT anticipates that KCSO will reach Full and Effective Compliance for One Year in December 2026, a year after the policy was implemented. The MT will conduct a spot check of newly selected trainers to assess whether guidelines are followed.</p>				
53	Regular convening of FTOs and force-related training instructors to ensure consistency and high-quality training.	Yes	NA	Yes	Pending assessment
	<p><b>Notes:</b> Policy Compliance is established. Policy M-0500 addresses this requirement.</p> <p>Implementation Compliance is established as per SJ 51 above.</p> <p>To determine Full and Effective Compliance for One Year, the Monitors will review and assess documentation of the regular convenings (e.g., rosters and minutes, to include recordation of actions taken and/or recommendations for future actions) and of related outcomes, including follow-up on whether recommendations were implemented and assessment of whether actions taken met their intended purpose.</p>				
54	Use-of-force training also provided to supervisors, managers, and command staff.	NA	Yes	Yes	Pending verification
	<p><b>Notes:</b> Implementation Compliance is established. In the summer of 2025, lieutenants, commanders, and chief deputies attended the UOF/ de-escalation training that was presented to all sworn staff as part of KCSO's advanced officer training. This training was subsequently approved by the MT and DOJ as being compliant to satisfy SJ 50. KCSO amended the course to be compliant, not only with SJ 50 and SJ 90, but with training requirements established in Penal Code 13519.10 and KCSO policy M-0700, UOF Training. This course includes 13 Learning Objectives, all of which are relevant to organizational roles, and M-700 outlines five areas specific to responsibilities of supervisors, managers, and command staff pursuant to SJ 54.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>In December 2025, all commanders were scheduled to attend a pilot training class for F-100/F-200 that is designed to teach the use-of-force investigations process to supervisors and managers. This training was subsequently approved for all sworn deputies. Also, in addition to other leadership training provided (see SJ 96 in Table 4: Management and Supervisory Oversight Compliance Status), in 2023, lieutenants, commanders, and chief deputies attended Force Encounters Analysis, which is a 24-hour course presented by Human Performance Training and Consulting that presents the most current, unbiased scientific evidence about officer-involved use of force. (See <a href="https://www.hptc-pro.com/services/force-encounters-analysis/">https://www.hptc-pro.com/services/force-encounters-analysis/</a>)</p> <p>Full and Effective Compliance for One Year will require MT verification that current and newly hired or promoted supervisors and managers continue to receive the annual SJ 50 training over the course of the next year. Any additional training similar to Force Encounter Analyst on an ad hoc basis is encouraged.</p>				
<b>F. UOF ANALYSIS</b>					
	<p>Within one year of the Effective Date of this Agreement and at least annually thereafter, KCSO will analyze the KCSO use of force data, including data on force used in jails and the force-related outcome data, to identify significant trends, and identify and correct deficiencies revealed by this analysis.</p>	Yes	NA	Yes	Pending
<b>55</b>	<p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• Partial compliance is established. KCSO provided UOF data publicly in KCSO annual reports in 2021, 2022, and 2023. KCSO states that a 2024 report is pending.</li> <li>• KCSO has also augmented this work with the stops and force analysis conducted by the external researcher, including correlations between use-of-force incidents and relevant variables such as race, gender, age, and location. This report remains under discussion.</li> <li>• Compliance assessment will be determined based on MT evaluation of data analysis methods and conclusions, KCSO managerial response to findings, and any corrective action taken, if needed.</li> </ul> <p>As the MT has stressed in relation to all data analysis–related SJ provisions, KCSO should conduct a sufficiently thorough analysis to meet a key purpose of the SJ requirement, which is to identify any patterns or trends that may be of concern to KCSO or the public and to take corrective action as appropriate, such as changes to policies or training. The goal, in short, is to identify potential risk management issues before they become serious problems. The MT and DOJ can provide assistance, but it is KCSO managers, with their extensive knowledge of KCSO and Kern County, who would know best what avenues of inquiry would be most fruitful in this regard. Relatedly, the MT and KCSO have discussed the need for the annual reports to include more detailed descriptions of the types and level of managerial assessment of the various data conducted and conclusions drawn, including whether any trends or patterns of interest were identified.</p>				

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>This transparency will allow the public and MT to better understand KCSO's thought processes regarding the data analysis and the extent to which KCSO explores the data. (See also SJ paragraphs 60c, 82, and 105.)</p> <p>UOF data has been included in KCSO Annual Reports for the years of 2021, 2022, and 2023. As of March 2026, KCSO has indicated that the 2024 report is still pending. KCSO is continuing to improve competencies in conducting insightful data analysis and is consistently open to MT and DOJ feedback and continued development. Full and Effective Compliance for One Year will be reached when KCSO demonstrates the ability to conduct regular UOF data analysis of sufficient depth to drive managerial decision-making, that is, to facilitate the identification of any significant trends and the identification and correction of any deficiencies (SJ 55) and to determine if any changes to policy or training need to occur (SJ 57).</p>				
56	<p>KCSO's UOF analysis to include frequency and nature of UOF referred to IAB, subject of complaints or civil suits, whether related to dismissed obstruction or resisting arrest charges, and involving repeat deputies or units.</p> <p><b>Notes:</b> See notes for SJ paragraph 55 above. Each of the three KCSO annual reports has contained a section on this since 2022 for civil lawsuits and 148 related charges. Also, the frequency and nature of UOFs referred to IA and related UOF misconduct complaints have been covered in KCSO's IA Annual Reports since 2022.</p> <p>For Implementation Compliance, the MT needs to review KCSO's data and assessment of uses of force involving repeat deputies and units. Assessing these cases is an important way for managers to identify potentially problematic patterns or behaviors. MT will work with KCSO to determine appropriate protocols for these reviews which need to be based on KCSO expectations and objectives.</p>	Yes	NA	Partial; Pending MT review	Pending
	<p>KCSO will determine whether policy or training curricula changes must be made as a result of its analysis of use of force incidents.</p> <p><b>Notes:</b> Policy Compliance is established. Policies F-0100 and F-1200 address these requirements.</p> <p>For Implementation Compliance, see notes for SJ paragraph 55 above.</p>	Yes	NA	Partial; Pending MT review	Pending

**TABLE 1.1  
USE-OF-FORCE COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
58	KCSO to produce annual public report on the results of the UOF analysis.	Yes	NA	Yes	Yes
	KCSO agrees to framework for meaningful engagement with community stakeholders in developing the revised policies described above.	NA	NA	Yes	Yes
	<b>Notes:</b> KCSO has produced public reports on UOF data since 2020. KCSO established a framework for engaging with the community on policy development in 2022.				
59	KCSO works with CAC.	Yes	NA	Yes	Yes
	CAC engages in good faith effort to have representative membership.	Yes	NA	Yes	Yes
	CAC meets with KCSO at least quarterly to provide input into policy and procedures, provide insight into community concerns, and educate public about KCSO.	Yes	NA	Yes	Yes
	<b>Notes:</b> Policy Compliance is established. Policy Q-0100 addresses these requirements. (See Table 7: Community Policing Compliance Status.)  Training Compliance for Community Policing section will be measured under SJ 120. This section does not require a training component, and KCSO has been consistently demonstrating these efforts, including memorializing them into a policy.  Training and Implementation Compliance: The Monitors find that KCSO, since the beginning of the monitoring period, has made and continues to make a concerted and successful effort to meet SJ 59 requirements. (See Table 7: Community Policing Compliance Status.)				

## **C2. USE OF CANINES**

Table 1.2 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the UOF section that address the use of canines. (See also About the Tables above for more information.)

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>B. USE OF CANINES</b>					
11	a. Policy provides for canine sergeant to supervise and oversee canine handlers.	Yes	NA	Yes	Yes
	b. Monthly summaries and analyses of incidents and data for command staff, including issues of concern and any notable trends or patterns.	Yes	NA	Partial; Pending audits	Pending audits
	c. Lieutenant (or higher) evaluates canine unit performance and responds to potential or actual violations of policy.	Yes	NA	Partial; Pending audits	Pending audits
	d. Supervision reassessed if more than five canine units.	Yes	NA	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. The revised canine policies (F-0900, F-0910, F-0920, and F-093) were published and implemented in March 2026. KCSO’s revised Policy F-0900, Structure and Oversight Section, requires that canine activities fall under the purview of a sergeant and lieutenant, and that an operational structure is in place. Policy F-900 also specifically requires management to review and evaluate canine activities and related data and high-risk exposures, such as uses of force and bites, on a monthly basis. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy in accordance with SJ paragraph 178.</p> <p><b>General Notes on Establishing Compliance:</b></p> <ul style="list-style-type: none"> <li>• With the approval and implementation of revised canine policies, it is time for a greater focus on formal compliance reviews to assess whether KCSO policies and related training are consistently reflected in practice.</li> <li>• KCSO regularly conducts audits and reviews of complaints and IA cases as required by SJ 154–156. As described at the start of this report, while these audits and reviews follow approved work plans, their purpose and design has not been for formal Monitors and DOJ compliance assessment but rather for KCSO’s internal managerial review, risk management, accountability practices, and capacity to sustain the SJ reforms into the future.</li> <li>• In some cases, the Monitors have used KCSO audits as part of formal UOF compliance assessments as per SJ 164. In those cases, the MT carefully reviewed KCSO’s audit methods and reporting and did further verification of findings on certain cases included in the audit. Pending further review of KCSO’s capacity for reliable and independent auditing and discussions with the parties, upcoming formal compliance audits will be conducted by the MT or by KCSO with approved methods and similar verification of findings.</li> </ul>				

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>The parties will discuss the most appropriate review time period for formal compliance assessments. This would typically be the most contemporaneous cases with completed reviews in order to assess practice reflecting the current canine policies, which were implemented recently, in March 2026.</li> <li>As described earlier in this report, in most cases, a finding of “Partial,” Pending review,” or “Pending audit” does not indicate that the MT has determined that KCSO is not in compliance or that KCSO has not completed the steps necessary to reach compliance. It does indicate that a determination of compliance cannot be made until formal compliance reviews or audits are conducted and that those reviews and audits are forthcoming.</li> </ul> <p>Implementation Compliance and Full and Effective Compliance for One Year:</p> <ul style="list-style-type: none"> <li><u>11a: Full and Effective Compliance for One Year.</u> MT has confirmed that KCSO has met the requirement that a sergeant oversees the Canine Unit and performs the duties indicated and that practice has continued..</li> <li><u>11b: Partial; Implementation Compliance pending further review.</u> SJ 11b is measured through MT review of and evaluation of PSU audits and, as needed, MT independent assessments. KCSO produces monthly summaries, including information regarding violations and issues of concern. To determine compliance, KCSO will need to provide the MT with monthly reports or other documentation that specifically identify and assess any “notable trends and patterns.” (See also notes for SJ paragraphs 11c, 12b, 19, 23, and 24 below.)</li> <li><u>11c: Partial; Implementation Compliance pending further review.</u> SJ 11c is measured through MT review of and evaluation of PSU audits and, as needed, MT independent assessments. The monthly summaries produced by the Canine Sergeant are reviewed by a lieutenant or higher. To determine compliance, KCSO will need to provide the MT monthly with reports or other documentation that specifically includes adequate managerial assessments of the unit’s performance, along with ensuring timely follow-up on any potential or actual policy violations. (See also notes for SJ paragraphs 12b, 19, 23, and 24 below.)</li> <li><u>11d: Full and Effective Compliance for One Year.</u> KCSO has implemented a process to satisfy SJ Paragraph 11’s requirement that it consult with the Monitors in the event it increases its assigned five canine units, and contacted the Monitors to discuss an additional narcotics search dog for detention searches, even though as written the SJ appears to be addressing dogs used for field operation and the search of suspects. Monitors have confirmed that KCSO has not exceeded more than five canines and currently has four. Barring evidence that KCSO does not inform the MT in a reasonable time if more than five canine units are formed, KCSO will remain in Full and Effective Compliance.</li> </ul>				

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
12	a. Policies and training reflect “find and bark” approach. (The parties have agreed the term “find and bark” is now replaced by “handler control.”)	Yes	Yes	Yes	Pending audit
	b. Policies and training meet contemporary best practices, including ongoing feedback for continuous improvement.	Yes	Partial; Pending MT review	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0900 addresses these requirements. The KCSO also submitted a cover letter dated June 28, 2024, outlining its research of best practices, which have been integrated into KCSO canine policy. See SJ 11 above for further discussion of policy compliance.</p> <p>Training Compliance:</p> <ul style="list-style-type: none"> <li>• <u>12a</u>: Training Compliance is established. KCSO conducts canine training, and that training is reflected in the field with a clear handler control approach and many best practices. The MT will review training materials and observe the training after any changes are made pursuant to the new policies.</li> <li>• <u>12b</u>: The MT will review training following publication of the new policies and any related changes to training.</li> </ul> <p>Regarding Implementation Compliance and Full and Effective Compliance for One Year:</p> <ul style="list-style-type: none"> <li>• <u>12a</u>: KCSO audits, canine use-of-force reports, and BWC footage reflect that KCSO is using a “handler control” approach. Full and Effective Compliance for One Year will be established through MT audits or KCSO audits following approved audit plans and with MT verification of findings to be conducted after any new training is implemented and given time to take hold.</li> <li>• <u>12b</u>: As with all MT reviews, a focus of MT assessments of PSU audits is managerial review and oversight as well as KCSO practice and culture, in this case regarding use of canines, and whether KCSO audits as well as KCSO supervisors and managers consistently identify activities and tactics that do not reflect current best practices or that may indicate policy or training issues. While the MT’s review of KCSO audits have generally not found issues, concerns raised by the MT regarding a few of the cases audited have led to discussions about best practices with regard to canines and other aspects of force. Implementation Compliance for SJ 12b will be measured through MT assessment and verification of KCSO audits and associated records and case files, or through an independent MT review. (See notes for SJ 11 above for further discussion of compliance reviews.)</li> </ul>				
13	Limit off-leash canine deployments except when suspect wanted for serious felony or is armed.	Yes	Yes	Yes	Yes

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0910 addresses this requirement. KCSO had developed and established this requirement in a previous canine policy implemented in 2021. See SJ 11 above for further discussion of policy compliance.</p> <p>Training Compliance is established for SJ 13. KCSO conducts canine training, and that training is reflected in the field cases reviewed by the MT and in KCSO’s quarterly audits. Further training review is not necessary unless issues arise in audits.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year are established. The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits with MT verification of key findings and other case reviews since 2022.</p>				
	Canines kept within visual or auditory range of handler except when necessary.	Yes	Yes	Yes	Yes
14	<p><b>Notes:</b> Policy Compliance is established. Policy F-0910 addresses this requirement. KCSO had developed and established this requirement in a previous canine policy implemented in 2021. See SJ 11 above for further discussion of policy compliance.</p> <p>Training compliance is established. KCSO is successfully training to this requirement according to their internal audits since the last quarter of 2022 and those in 2023 and 2024 have shown no exceptions. Also, bite reports from 2023 and 2024 showed no cases where there has been an exception to this practice. Further training review is not necessary unless issues arise in audits.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year is established. The Monitors find KCSO in implementation compliance with this requirement through PSU audits with MT verification of key findings.</p>				
15	a. All field supervisors and watch commanders are familiar with canine policy and UOF reporting.	Yes	Yes	Yes	Yes
	b. Canine handlers receive approval prior to deployment except in exigent circumstances; approving supervisor shall not serve as handler in same incident.	Yes	Yes	Yes	Pending audit
	c. If the handler is unable to contact the canine unit supervisor prior to a deployment, the handler shall seek approval from the watch commander, or from a field supervisor if the watch commander is unavailable, before deploying the canine.	Yes	Yes	Yes	Pending audit

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	d. The approving supervisor shall not serve as a canine handler in the deployment.	Yes	Yes	Yes	Pending audit
	<p><b>Notes:</b>                      Policy Compliance is established. Policies F-0900 and 0910 address these requirements. See SJ 11 above for further discussion of policy compliance. These practices were also established in an earlier policy implemented in March 2021.</p> <p>Training Compliance is established for SJ 15. These have been long-standing practices as evidenced by KCSO audits and MT verification. Further training review is not necessary unless issues arise in audits.</p> <p>Implementation Compliance:</p> <ul style="list-style-type: none"> <li>• <u>15a: Full and Effective Compliance for One Year</u> is established. See policy compliance above.</li> <li>• <u>15b-d: Implementation Compliance</u> is established as shown in KCSO audits with MT verification of key findings. Full and Effective Compliance for One Year for will be measured through MT review and verification of recent KCSO audits as well as KCSO's quarterly reports and review of canine apprehension arrest reports, including BWC recordings for particular cases. (See notes for SJ 11 above for further discussion of compliance reviews.)</li> </ul>				
	Canine handlers issue warnings before deployment unless doing so would pose imminent threat.	Yes	Yes	Yes	Yes
<b>16</b>	<p><b>Notes:</b>                      Policy Compliance is established. Policy F-0910 addresses this requirement. See SJ 11 above for further discussion of policy compliance. These practices were also established in an earlier policy implemented in March 2021.</p> <p>Training Compliance is established for SJ 16. This has been long-standing practice as evidenced by KCSO audits and MT verification. Further training review not necessary unless issues arise in audits.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year are established. The Monitors find KCSO in sustained compliance with this provision as shown in every PSU audit with MT verification of key findings and every other case the MT has reviewed. (See notes for SJ 28 below.)</p>				
<b>17</b>	Medical treatment for canine bites.	Yes	Yes	Yes	Yes

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy F-0910 addresses this requirement, including addressing an immediate medical notification to dispatch to request medical services to respond for any canine bite, and for transportation for medical treatment. See SJ 11 above for further discussion of policy compliance. This practice was also established in an earlier policy implemented in March 2021.</p> <p>Training Compliance is established for SJ 17. This has been long-standing practice as evidenced by KCSO audits and MT case reviews since 2022. Further training review not necessary unless issues arise in audits.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year are established. The Monitors find KCSO in sustained compliance with this provision as shown in every PSU audit with MT verification of key findings and every other case the MT has reviewed. (See notes for SJ 28 below.)</p>				
18	Use-of-force reporting for all canine apprehensions; supervisor summoned to the scene for canine apprehensions with contact, if feasible.	Yes	Yes	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0900 addresses this requirement, including requiring the reporting of all canine apprehensions by the handler and all officers on the scene who used or observed the use of force before the end of watch; and a non-involved supervisory response and review for reporting on all canine apprehensions whenever feasible. See SJ 11 above for further discussion of policy compliance.</p> <p>Training Compliance is established for SJ 18. This has been long-standing practice as evidenced by KCSO audits and MT verification. Further training review not necessary unless issues arise in audits.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year are established. Since the last quarter of 2022, every review of a canine use of force that Monitors' have reviewed has shown that supervisors are either on scene when the incident took place or are immediately summoned. The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits with MT verification of key findings including review of canine handler's use-of-force reports. (See notes for SJ 28 below.)</p>				
19	Evaluation of each deployment for compliance by non-involved sergeant or personnel of higher rank.	Yes	Yes	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy Compliance: Policy F-0900 addresses this requirement. See SJ 11 above for further discussion of policy compliance.</p>				

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Training Compliance is established for SJ 19. This has been long-standing practice as evidenced by KCSO audits and MT verification. Further training review not necessary unless issues arise in audits.</p> <p>Implementation Compliance:</p> <ul style="list-style-type: none"> <li>Based on MT review of KCSO audits and our case reviews, the Monitors find KCSO in implementation compliance with the requirement that a canine supervisor conducts evaluation or, if the canine supervisor was involved, that the review is done by staff of higher rank.</li> <li>However, the Monitors' review of PSU audits and associated documentation found that the supervisory and management reviews conducted have not consistently identified all potential policy and tactical issues in apprehension cases. The parties are discussing these cases and the potential for any related patterns. (See also notes for SJ paragraphs 11a, 11b, and 12 above, and 23 and 24 below.)</li> </ul> <p>Implementation Compliance and Full and Effective Compliance for One Year for SJ 19 will be measured through MT assessment of KCSO audits and associated records and case files, or through an independent MT review. (See notes for SJ 11 above for further discussion of compliance reviews.)</p>				
20	Annual canine program certification; no deployment of canine with non-current certification.	Yes	NA	Yes	Pending audit
	<p><b>Notes:</b></p> <p>Policy Compliance is established. Policies F-0910 and F-0930 address these requirements. KCSO Policy F-910 will require canines to be certified as controllable prior to field deployment and prohibits the service by canines that do not meet established standards. Policy F-0930 procedures establish specific training and certification standards that satisfy SJ requirements. See SJ 11 above for further discussion of policy compliance.</p> <p>Implementation Compliance: The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits with MT verification of key findings. (See also notes for SJ 28 below.)</p> <p>Full and Effective Compliance for One Year for SJ 20 will be measured through MT assessment of KCSO audits and associated records and case files, or through an independent MT review. (See notes for SJ 11 above for further discussion of compliance reviews.)</p>				
21	KCSO employs certified trainer for use of canines; delivery of training and record keeping.	Yes	NA	Yes	Yes

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0930 outlines mandatory canine training and specifically addresses this SJ requirement. See SJ 11 above for further discussion of policy compliance.</p> <p>Full and Effective Compliance for One Year is established. The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits with MT verification of key findings. (See also notes for SJ 28 below.)</p>				
22	Canine team training, certification, and health records centrally recorded and tracked.	Yes	NA	Yes	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0930 addresses this SJ requirement. See SJ 11 above for further discussion of policy compliance.</p> <p>Implementation Compliance: The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits with MT verification of key findings. (See also notes for SJ 28 below.)</p> <p>Full and Effective Compliance for One Year for SJ 20 will be measured through MT assessment of KCSO audits and associated records and case files. The MT has not verified KCSO audit findings regarding training and record keeping, nor have we conducted an independent assessment of the reliability and thoroughness of KCSO recordkeeping, pending the implementation of the new policies. We have generally found KCSO records to be in order and have not found any indications of issues in those areas, but a records review is needed for sustained compliance. (See notes for SJ 11 above for further discussion of compliance reviews.)</p>				
23	Monthly tracking and assessment of canine deployments and teams.	Yes	Yes	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. Policies F-200, F-250, and F-0900 address these requirements. See SJ 11 above for further discussion of policy compliance.</p> <p>Training Compliance is established for SJ 18. This has been long-standing practice as evidenced by KCSO audits and MT verification. Further training review not necessary unless issues arise in audits.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year are established based on MT review of KCSO reporting on canine audits, along with MT further review of certain cases, and data reports.</p>				

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
24	a. Canine deployments included in Early Warning System.	Yes	NA	Partial; Pending review	Pending review
	b. Performance review of handlers of canines after bite.	Yes	NA	Yes	Pending audit
	c. Canine data and analysis included an annual report.	NA	NA	Yes	Yes
	<p><b>Notes:</b>                      Policy Compliance is established. Policies F-200, F-250, and F-0900 address these requirements. See SJ 11 above for further discussion of policy compliance. Some of these practices were established in an earlier policy published in March 2021.</p> <p>Regarding Implementation Compliance and Full and Effective Compliance for One Year:</p> <p><u>24a: Partial Implementation Compliance</u> pending further review. KCSO has a long-standing practice of uploading its canine use-of-force incidents into the IA Pro Blue Team database which is the basis for the department’s Early Warning System. Those entries are routinely audited by KCSO’s internal audit function, and those audits are reviewed and assessed by the Monitors. Non-UOF information is maintained in a separate internal database. KCSO also considers quarterly canine audits an additional early warning mechanism.</p> <ul style="list-style-type: none"> <li>• However, see notes for SJ 11a, 11b, 12b, and 19 for recent MT concerns regarding the adequacy of supervisory and management review processes. Through discussion with KCSO and further document review, the MT will determine whether these findings reflect any deficiencies in SJ-required processes (e.g., supervisory monthly reports, management review, auditing or broader accountability and risk management processes such as those laid out in the Management and Supervisory Review section).</li> <li>• As a rule, the MT will not hold KCSO out of compliance for multiple provisions due to one pattern of violations of the SJ, although there are situations that may arise where multiple provisions are, in fact, relevant and each may need to be addressed.</li> </ul> <p><u>24b: Implementation Compliance</u> is established through MT review of KCSO audits. KCSO reviews every bite and addresses the handler’s performance and policy compliance.</p> <p><u>24c: Full and Effective Compliance for One Year</u> is established. KCSO includes canine data in their public annual reports.</p> <p>Full and Effective Compliance for One Year for 24a and 24b will be measured through an independent MT review and/or MT assessment of KCSO audits and associated records and case files. (See notes for SJ 11 above for further discussion of compliance reviews.)</p>				
25	Deployed canines are controllable and meet policy.	Yes	NA	Yes	Pending audit

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Policy Compliance is established. Policies F-0910 and 0930 address these requirements. See SJ 11 above for further discussion of policy compliance.</p> <p>Implementation Compliance: The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits with MT verification of key findings.</p> <p>Full and Effective Compliance for One Year for SJ 25 will be measured through KCSO 2025 audits with MT verification of records. (See notes for SJ 11 above for further discussion of compliance reviews.)</p>				
26	Deployed canines and handlers are current on all training requirements.	Yes	NA	Yes	Pending audit
	<p><b>Notes:</b> Policy Compliance is established. Policy F-0930 addresses these requirements. See SJ 11 above for further discussion of policy compliance.</p> <p>Implementation Compliance: The Monitors find KCSO in compliance as shown in PSU audits with MT verification of key findings. In one KCSO audit where a handler was found to be short on training, corrective action was taken.</p> <p>Full and Effective Compliance for One Year for SJ 26 will be measured through KCSO 2025 audits with MT verification of records.</p>				
27	a. Records on canine training, deployments, apprehensions, and bites collected and maintained.	Yes	NA	Yes	Pending audit
	b. Canine records on training, deployments, apprehensions, and bites analyzed for training and operational recommendations for canines, handlers, and unit.	Yes	NA	Partial; Pending audit	Pending audit
	<p><b>Notes:</b> Policy compliance is established. Policies F-0900 and F-0930 address these requirements. See SJ 11 above for further discussion of policy compliance.</p> <p>Implementation Compliance:</p>				

**TABLE 1.2  
USE OF CANINES**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><u>27a: Implementation Compliance.</u> The Monitors find KCSO in implementation compliance with this provision as shown in PSU audits. For Full and Effective Compliance for One Year, the MT will conduct an audit or review of KCSO canine records using methods to be discussed with parties, such as a spot check of random cases.</p> <p><u>27b: Partial Implementation Compliance.</u> MT reviews of canine cases in PSU quarterly audits identified patterns of concern regarding policy and best practices that were not identified by either the supervisory review of the case or by the auditors. This raises concern over whether KCSO conducts an appropriate level of review to meet SJ 27b. To assess compliance, the MT will review further documentation to be provided by KCSO of analyses conducted of "canine-related data to develop, consistent with best practices, training and operational recommendations for individual dogs, handlers, and the unit as a whole." (See notes for SJ 11 above for further discussion of compliance reviews.)</p>				
	Canine training, deployment, and administrative documentation audits by PSU.	Yes	Yes	Yes	Yes
<b>28</b>	<p><b>Notes:</b> Policy compliance is established. Policy F-0900 addresses this requirement. See SJ 11 above for further discussion of policy compliance.</p> <p>Full and Effective Compliance for One Year is established. KCSO has been in compliance for establishing and implementing procedures for canine audits since the second quarter of 2024. The audits are conducted quarterly according to an approved methodology, and the MT thus finds KCSO in compliance with SJ paragraph 28.</p>				

## **D. STOPS, SEIZURES, AND SEARCHES**

Table 2 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on stops, seizures, and searches. (See also About the Tables above for more information.)

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
60	<i>KCSO reiterates, trains, emphasizes, and ensures that all stops, seizures, and searches:</i>				
	a. Comply with US and state law;	Yes	Partial	Partial; pending audits	No
	b. Are part of an effective overall crime prevention strategy;	Yes	Partial	Partial; pending reviews	No
	c. Do not contribute to counterproductive divisiveness or tension between KCSO and the community; and	Yes	Partial	Partial; pending reviews	No
	d. Are adequately documented for tracking and supervision.	Yes	Partial	Partial; pending reviews	No
<p><b>Notes:</b> SJ 60 lays out some of the key intended outcomes of the Stops paragraphs that follow, and therefore it is important that compliance with each of the elements of SJ 60 be assessed. Audits and assessments for SJ 60 will be conducted as part of and in conjunction with compliance reviews for other SJ paragraphs, but they will be reported and tracked here.</p> <p>Policy Compliance is established. The following approved policies have been implemented.</p> <ul style="list-style-type: none"> <li>• J-2300 Bias-Based Policing May 2024.</li> <li>• J-2350 Racial Identity Profiling Act May 2024.</li> <li>• J-2325 Search and Seizure March 2026.</li> <li>• For each approved policy, KCSO tracks deputy receipt of policy and quiz results. <ul style="list-style-type: none"> <li>» KCSO has provided documentation that approximately 99% of personnel have received the approved policies.</li> <li>» The MT has observed KCSO’s policy receipt tracking system and found it to be reliable.</li> </ul> </li> </ul> <p>Regarding Training Compliance, see SJ 75 below.</p> <p>Implementation Compliance for SJ 60 is assessed as follows.</p> <ul style="list-style-type: none"> <li>• General comments on compliance audits and review methods. <ul style="list-style-type: none"> <li>» As reported in other sections, a finding of “Partial,” “Pending review,” or “Pending audit” does not indicate that the MT has determined that KCSO is not in compliance or has not completed the steps necessary to reach compliance but, rather, indicates that a determination of compliance cannot be made until formal compliance reviews or audits are conducted.</li> <li>» As described in SJ paragraphs 162 and 163, once SJ required policies and training are in place, the Monitors need to conduct reviews and audits to assess whether those policies are being carried out in practice. This means that, for SJ paragraphs requiring policy changes, compliance is achieved not only after implementing approved policies and training but also after reviews and audits show those policies are consistently reflected in KCSO practice.</li> </ul> </li> </ul>					

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>» Stops reviews and audits will be conducted according to plans discussed with the Parties and according to SJ 161, 164, 165, 168, and 173.</li> <li>» The parties discussed the option for KCSO to conduct audits to assist the Monitors and DOJ in assessing compliance. The Monitors and DOJ will need to approve a detailed audit work plan meant to be used for this purpose. The MT will also verify audit findings, and the Monitors and DOJ will need to approve the final report. The parties will then determine whether additional independent review by the MT is necessary. <ul style="list-style-type: none"> <li>▪ To this end, KCSO has indicated that, once all stops-related policy and training are complete, they will provide an audit plan for review. The MT will provide sample work plans.</li> </ul> </li> <li>» KCSO conducts several important types of reviews of stops and other deputy activities through their BWC Unit, RIPA supervisory audits, PSU investigations, and IA. The MT has reviewed the methods and results of some of these reviews. The parties will discuss how those reviews may be used toward Monitors and DOJ compliance assessments. <ul style="list-style-type: none"> <li>▪ While KCSO already conducts various types of reviews of this provision (BWC Unit, supervisor BWC review, report approvals, etc.), it is necessary to conduct separate audits using methods specifically approved for Monitors and DOJ compliance assessment.</li> </ul> </li> <li>» Additionally, the parties will discuss the role the Body-Worn Camera Unit reviews will play in compliance assessment. <ul style="list-style-type: none"> <li>▪ In the BWC Unit, sheriff aides, working under a sworn sergeant, review thousands of videos per year. The sheriff aides have received some basic training on search-and-seizure law and KCSO policy. The sheriff aides use a set of questions the MT has reviewed and provided feedback on to KCSO. The sheriff aides answer questions related to the proper use of BWCs as required by policy as well as numerous questions related to KCSO policy requirements and the stipulated judgment. In instances where the employees identify a violation of policy or exemplary actions on the part of deputies, they alert the BWC Unit supervisor, who will review the incident. If the supervisor agrees with the sheriff aide, then the information is forwarded to the appropriate supervisor to correct behavior or provide commendation to the deputy for exemplary actions.</li> <li>▪ The MT will continue to have regular check-ins with the BWC Unit during site visits. The MT has reviewed a sample of data showing results of BWC Unit reviews and will review again in 2026.</li> <li>▪ The MT believes the BWC Unit has the capacity to conduct audits that can serve as the basis for Monitors and DOJ compliance assessments; we will discuss methodologies for that purpose.</li> </ul> </li> <li>• <u>60a</u> will be measured through MT (or KCSO) audit of stops. The audit will review CAD and RIPA data, BWC footage, and associated reports for each case in the sample to assess whether stops follow state and federal law.</li> <li>• <u>60b</u> will be measured through the Community Policing section. The MT currently plans no independent audits but will track KCSO’s implementation of the Community Policing Strategic Plan, including review of documentation of KCSO crime prevention strategies and outcomes, KCSO documentation of community input, and KCSO evaluation of metrics; and the MT will continue to observe</li> </ul>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>community meetings and events and have discussions with community members. See SJ paragraphs 117 and 118 of Table 7: Community Policing Compliance Status.</p> <ul style="list-style-type: none"> <li>• For <u>60c</u>, the parties will discuss various approaches to assessing potentially counterproductive outcomes and establish a shared understanding of compliance considerations. <ul style="list-style-type: none"> <li>» KCSO contracted with an external researcher from Cal State Bakersfield to conduct stops analyses. The professor’s report, which is under discussion by the Parties, concluded there were no adverse consequences in the stops activities analyzed.</li> <li>» Patterns need to be assessed statistically at both the macro and micro level. For instance, departmentwide analysis of all KCSO stops may not identify disparity, but issues may be occurring at a smaller group, unit, or individual level. As discussed in previous MT reports, KCSO will need to conduct regular reviews of high-risk activities like stops and searches at the deputy level. For example, an individual deputy can be an outlier and conduct stops leading to a counterproductive relationship between the department and the community. These reviews would not typically be part of audits but rather would be conducted by supervisors and managers reviewing stops and risk management data.</li> <li>» KCSO reports stops statistics in their annual reports. This includes aggregate statistics with no individual community members or KCSO personnel identifiable, indeed, the purpose is to identify any broad-based trends or patterns that may need deeper analysis and consideration by KCSO managers. Patterns and trends in stops data, and any potential disparities they may point to, are one aspect of assessing for potential counterproductive outcomes. Other aspects include the efficacy of articulated crime strategies, public safety concerns, input from voices representing the diverse Kern County community, and historical patterns of distrust between particular community groups and law enforcement. KCSO managers need to review law enforcement strategies and practices and these other types of information to identify any trends or patterns that may lead to counter-productive outcomes and consider viable alternatives that could lessen those concerns.</li> <li>» My90 surveys are also helpful for several purposes, such as assessing community perceptions regarding response times and deputy problem-solving, but, because they are distributed after calls for service but not stops, the surveys are less reliable for assessing potential for counterproductive impacts of KCSO-initiated law enforcement activities.</li> <li>» Additionally, supervisors are completing weekly BWC review of all stops/searches recorded pursuant to Gov 12525.5 (RIPA). These reviews are in addition to the BWC Unit audits. As indicated below, the MT will conduct a formal review of the documentation of these weekly supervisory reviews to assess whether they include all appropriate deputies each week, whether the reviews are thorough and consistently identify issues when such issues are present, and if appropriate action is taken in response to those issues identified (SJ 76–82).</li> </ul> </li> </ul> <p>For <u>60d</u>, documentation will be assessed as follows.</p> <ul style="list-style-type: none"> <li>• For stops and searches to be “adequately documented for tracking and supervision purposes” data entry must be accurate, thorough, and reliable. SJ 60d focuses on adequate data collection; the quality of supervisory review will be measured in SJ 76–82.</li> </ul>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>The MT finds partial implementation compliance for 60d based on the following: Stops are logged and tracked via RIPA form completion. Also, supervisors review and approve every report completed by KCSO deputies, thus attesting to the accuracy and thoroughness of those reports.</li> <li>Implementation Compliance for 60d will be assessed as follows.               <ul style="list-style-type: none"> <li>» The MT will assess whether stops are adequately documented by identifying the accuracy, thoroughness, and reliability of the data entered. This will be done by examining stops data and reports for any patterns of data errors, incompleteness, or other problems are encountered. The MT will also review the random reviews of RIPA forms and associated BWC footage by their patrol supervisors. BWC video is not without its own reliability concerns, but clear discrepancies between BWC footage and deputy reporting in CAD, RIPA, or related reports are a reliable way to identify potential inadequacies in stops documentation. This should be a focus of supervisory review of deputy conduct during stops and, likewise, it will be a focus of MT reviews and audits for compliance assessment.</li> <li>» For efficiency, reviews of stops data and reporting will be conducted in conjunction with audits of other Stops section provisions, particularly SJ 66, 77, and 78.</li> </ul> </li> </ul> <p>Full and Effective Compliance for One Year will be determined by conducting a second round of similar audits (60a) and reviews (60b–d). If the first audit found compliance on a particular provision, the second audit will utilize a sample of cases that occurred at least 12 months later than the sample in the first audit. Similarly, the reviews would be repeated at least 12 months later and/or would assess cases that occurred 12 months after those in the first review. If the second audit or review also finds compliance, then this would show that implementation compliance has been maintained for one year.</p>				
61	<i>Policies ensure deputies document and supervisors evaluate whether:</i>				
	a. Investigatory stops and pat-down searches are supported by reasonable suspicion;	Yes	Partial	Partial; pending audits	No
	b. Arrests are supported by probable cause and policy; and	Yes	Partial	Partial; pending audits	No
	c. Investigatory stops, searches, and arrests, even when legal and within policy, require corrective action or review of KCSO policy, strategy, tactics, or training.	Yes	Partial	Partial; pending audits	No
<b>Notes:</b> As explained above, except in rare cases, compliance with each SJ provision requiring a policy also requires sufficient training as well as compliance reviews or audits that assess whether the policy is being consistently carried out in practice (SJ 163).					

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Policy Compliance was established in May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below.</p> <p>Partial Implementation Compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul> <p>Implementation Compliance will be determined as follows.</p> <ul style="list-style-type: none"> <li>SJ <u>61a</u> and <u>61b</u> will be measured through MT (or KCSO) audits of stops, including subsets of stops involving pat searches and stops involving arrest. For these provisions, the audit will review CAD and RIPA data, BWC footage, and associated reports for each case in the sample to assess whether deputies accurately and thoroughly document stops and whether the stops and searches follow policy and are based on reasonable suspicion. Refer to notes for SJ 60a above for further auditing discussion. The audits for SJ 61 will be conducted in conjunction with audits of other Stops section provisions, particularly SJ 63, 68, and 70.</li> <li>SJ <u>61c</u> will be assessed through MT review of documentation of KCSO reviews of stops and stops trends, any issues identified, and corrective action taken. These reviews will be conducted in conjunction with reviews for SJ paragraphs 76–82 (see below).</li> </ul> <p>Full and Effective Compliance for One Year for SJ 61 will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above.)</p>				
<b>62</b>	<p>Deputies identify themselves by name and rank at the start of encounters unless unsafe to do so.</p> <p><b>Notes:</b> Policy Compliance established May 2024 through an approved policy, J-2300-4. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below.</p> <ul style="list-style-type: none"> <li>For deputies hired after new California law changes related to stops, the requirements of this paragraph are a part of CA POST LD 22 (Ch. 2 pg. 23), which all deputy sheriff trainees must complete in the Academy.</li> </ul> <p>Partial Implementation Compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul>	Yes	Partial	Partial; pending reviews	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Implementation Compliance for SJ 62 will be assessed as follows.</p> <ul style="list-style-type: none"> <li>Implementation Compliance for SJ 62 will be measured through MT (or KCSO) audits of stops. The audits will review BWC footage for each case in the sample to assess whether deputies identified themselves at the start of the stop or, if not, if there was an explanation for why not. Refer to notes for SJ 60a for further discussion of audit methods.</li> <li>See discussion in the notes for SJ 60 of BWC unit audits being used to assess compliance. Otherwise, for efficiency, SJ 62 and 64 will be secondary objectives of audits of other stops audits involving BWC video reviews.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
<b>A. INVESTIGATORY STOPS AND DETENTIONS</b>					
63	<p>KCSO reiterates, trains, and emphasizes that investigatory stops and detentions are based on reasonable suspicion.</p> <p><b>Notes:</b> KCSO deputies have always received guidance on this standard in the Academy and from KCSO, but the SJ states KCSO “reiterates, trains, and emphasizes” and thus requires both enhanced training and additional messaging, guidance, and oversight on the part of supervisors and managers to ensure deputies conduct themselves according to this provision.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Training Compliance will require approved and implemented training on the pending search-and-seizure policy. See also SJ 75 below.</p> <ul style="list-style-type: none"> <li>KCSO achieves policy compliance by having deputies read and complete a quiz on the approved policy (J-2300), but Training Compliance requires the delivery of training outlined in SJ 75. (See also SJ 163 regarding the need to ensure training is sufficient for deputies to understand their responsibilities, and SJ 178 regarding the need, in some cases, for additional in-person training to ensure deputies are able to translate policy to practice).</li> </ul> <p>Implementation Compliance requires that this provision be carried out in practice, which is assessed through MT review of KCSO’s self-assessment of stops practices and deputy conduct during stops as well as the MT’s independent review of same.</p> <p>Partial Implementation Compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul>	Yes	Partial	Partial; pending audits and reviews	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Implementation Compliance for SJ 63 will be assessed as follows.</p> <ul style="list-style-type: none"> <li>Implementation compliance will be assessed from the findings of MT (or KCSO) audits of stops. Refer to notes for SJ 60a for general audit plan discussion.</li> <li>If audits indicate KCSO is out of compliance for ensuring reasonable suspicion for stops and detentions, then KCSO will need to assess why this is the case, including determining whether policy, training, and supervision practices may be contributing to the result and, if so, need to be revised.</li> <li>Reviews for this provision to be conducted in conjunction with audits of other Stops section provisions, particularly SJ 60, 61, and 62.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
	<i>KCSO enhances stop training to emphasize:</i>				
	a. Deputies introduce themselves when reasonable and practical;	Yes	Partial	Partial; pending reviews	No
	b. Deputies state the reason for the stop or detention as soon as practicable;	Yes	Partial	Partial; pending reviews	No
	c. Stops and detentions are no longer than necessary; and	Yes	Partial	Partial; pending reviews	No
	d. Deputies act with professionalism and courtesy throughout interaction.	Yes	Partial	Partial; pending reviews	No
<b>64</b>	<p><b>Notes:</b> There is overlap between SJ 62 and 64a. SJ 62 focuses on policy and 64a on training, while both set the expectation that deputies introduce themselves during stops. These paragraphs will be assessed for compliance together.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Training Compliance is in partial compliance. KCSO addresses these provisions in their new quarterly trainings and training bulletins. Approval and implementation of the new search-and-seizure training will likely bring KCSO into Training Compliance. See SJ 75 below.</p> <p>Partial implementation compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>The BWC Unit has been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Implementation Compliance for SJ 64 will be measured from the findings of MT (or KCSO) audits of stops.</p> <ul style="list-style-type: none"> <li>• See above discussion of BWC unit audits potentially being used to assess compliance. For MT audits, SJ 62 and 64 will be secondary objectives of audits of other stops audits involving BWC video reviews. Refer to notes for SJ 60a for general audit discussion.</li> <li>• If during audits of stops and search provisions of the SJ, the MT or KCSO identifies a significant pattern of violations of this provision, KCSO will consider corrective action, such as providing retraining to deputies.</li> <li>• Compliance with SJ 64 is also dependent on KCSO providing the approved trainings, which will be assessed as part of SJ 75.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample period of at least 12 months showing implementation compliance has been maintained.</p>				
<b>65</b>	<p>KCSO reiterates, trains, and emphasizes that deputies cannot use race, color, ethnicity, national origin, religion, gender, gender identity, disability, or sexual orientation as a factor in establishing reasonable suspicion or probable cause, except as part of actual and credible description(s) of a specific suspect or suspects.</p> <p><b>Notes:</b> KCSO deputies have always received guidance on this standard in the Academy and from KCSO, but the SJ states that KCSO “reiterates, trains, and emphasizes” and thus requires both enhanced training and additional messaging, guidance, and oversight on the part of supervisors and managers to ensure that deputies conduct themselves according to this provision.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, KCSO currently provides training addressing some aspects of this provision. An overall MT training assessment will be conducted after the Search and Seizure Policy has been implemented and any changes to training have been instituted. See also SJ 63 and 75 below. Also, the Ideal Candidate Profile (Training Bulletin 24–28) includes a section titled, “Bias/Social and Cultural Sensitivity/Tolerance.”</p> <p>Partial Implementation Compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>• The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>• The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul> <p>Implementation Compliance for SJ 65 will be assessed in MT (or KCSO) audits of stops in conjunction with audits of other Stops section provisions, in particular SJ 63. Implementation Compliance requires that the reiteration, training, and emphasis has resulted in the</p>	Yes	Yes	Partial; pending audits	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>requirements being consistently followed in the field as shown by reviews and audits. Additionally, the MT will be looking to see whether KCSO implements corrective action for any deputy found to violate this provision as a result of any related internal affairs investigations.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
66	Deputies document all RIPA-required stop data.	Yes	Yes	Partial; Pending reviews and audits	No
	<p><b>Notes:</b> Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, KCSO provides all deputies training on this state requirement.</p> <p>Partial Implementation Compliance is established because RIPA forms have been a requirement for KCSO for several years and this is a continuation of their RIPA reporting requirements. The MT has met with KCSO, reviewed sample RIPA data, and discussed methods for addressing any gaps; KCSO has since worked to ensure all data are reliably entered. KCSO has a very low rate of correctable errors in the RIPA data it submits to the state.</p> <p>Implementation Compliance will be dependent on reviews of the accuracy and thoroughness of deputy documentation of stops, as in RIPA data and related documentation, and especially in comparison to what is viewed on BWC footage. Assessing this provision will also be a secondary objective of other stops audits to assess any potential gaps in data recordation or accuracy. In particular, the MT will audit this as part of the audit of SJ 61 and 63 and reviews related to SJ 76–82.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
67	KCSO reiterates, trains, and emphasizes deputies use accurate and specific descriptive language (non-boilerplate) in stops reporting.	Yes	Partial	Partial; Pending audits	No
	<p><b>Notes:</b> Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below.</p>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Partial Implementation Compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul> <p>For Implementation Compliance, SJ 67 will be assessed as part of MT (or KCSO) audits of other Stops section provisions, in particular SJ 77. Secondary objectives of those audits will assess whether language is sufficiently clear and detailed in deputy narratives describing stops (that is, assess whether boilerplate language is used in a way that prohibits a clear understanding of what occurred) and if supervisors identified and address instances of such boilerplate language used by KCSO deputies. Limitations of the RIPA system that may impact this provision will be taken into consideration in the audit. While KCSO already conducts various types of reviews of this provisions (BWC Unit, supervisor BWC review, report approvals, etc.), it is necessary to conduct separate audits. Refer also to notes for SJ 60a above for audit discussion.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
	<p>KCSO collects and analyzes data for searches based on probation and parole; efficacy and impact on the community are assessed with corrective action taken as needed.</p>	Yes	N/A	Pending review of KCSO documentation	No
<b>68</b>	<p><b>Notes:</b> Policy Compliance established through implementing approved J-2350 May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below.</p> <p>Implementation compliance for SJ 68 will be dependent on MT review of documentation of KCSO reviews of available probation and parole search data and associated outcome data (to measure efficacy and community impact) and any corrective action taken. This can include KCSO's response to any findings regarding parole and probation searches in the study conducted by the external researcher as well as additional micro-analysis (such as peer comparisons, Top Ten lists, trend analysis, etc.) which may focus on particular work groups (individual deputies, shifts, supervisors, specialized units) or particular enforcement efforts (DUI, drug enforcement, etc.).</p> <p>Full and Effective Compliance for One Year will be achieved when KCSO conducts similar reviews 12 months out.</p>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>B. SEARCHES</b>					
69	KCSO reiterates, trains, and emphasizes that deputies do not use race, color, ethnicity, national origin, religion, gender, gender identity, disability, or sexual orientation in exercising discretion to conduct a search, except as part of an actual and credible description of specific suspect(s).	Yes	Partial	Partial; Pending audits	No
	<p><b>Notes:</b> KCSO deputies have always received guidance on this standard in the Academy and from KCSO, but the SJ states KCSO “reiterates, trains, and emphasizes” and thus requires both enhanced training and additional messaging, guidance, and oversight on the part of supervisors and managers to ensure deputies conduct themselves according to this requirement.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below. This requirement to be addressed in the SJ 75 training courses.</p> <p>Partial Implementation Compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>• KCSO has been providing approved quarterly bias-free policing training.</li> <li>• While formal reviews await finalization of policies and training, the MT has seen no patterns of violations of SJ 69 in in ad hoc case reviews, observations at stations and ride-alongs, review of BWC Unit findings, or personnel complaint reviews.</li> </ul> <p>Implementation Compliance for SJ 69 will be assessed in MT (or KCSO) audits of stops.</p> <ul style="list-style-type: none"> <li>• Additionally, the MT will be looking to assess KCSO corrective action for any deputy found to violate this provision as a result of an internal affairs investigation.</li> <li>• Reviews for this provision to be conducted in conjunction with other Stops section provisions, particularly SJ 61 and 65.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
70	a. Deputies do not conduct arbitrary searches.	Yes	Partial	Partial; Pending audits	No
	b. Consensual searches reasonable; deputies articulate valid reason under law and policy for initial stop, if a stop was made.	Yes	Partial	Partial; Pending audits	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	c. Custodial searches accord with US and state law.	Yes	Partial	Partial; Pending audits	No
	<p><b>Notes:</b>                      KCSO has had a practice of meeting these search requirements, but the SJ requires that further efforts be taken to ensure that this requirement is carried out in practice and that any issues that should be identified and corrected are, in fact, recognized and addressed by managers.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below.</p> <p>Partial implementation compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul> <p>Implementation Compliance for SJ 70 will be measured through MT (or KCSO) audits of searches.</p> <ul style="list-style-type: none"> <li>The audit will review CAD and RIPA data, BWC footage, and associated reports for each case in the sample to assess whether deputies have a reasonable rationale for requesting a consensual search and if they conduct searches according to the law. Refer to notes for SJ 60a for audit methods discussion.</li> <li>Reviews for SJ 70 to be conducted in conjunction with audits of other Stops section provisions, particularly SJ 61.</li> <li>Ongoing reviews by KCSO for required for consent searches (SJ 77) in compliance with Gov 12525.5 (RIPA) covers this.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
71	All KCSO deputies equipped with body-worn audio or video recorders will continue to record all requests for consent to search and the individual’s response. [Full text]	Yes	Partial	Partial; Pending audits	No
	For individuals with limited English proficiency (LEP), deputy affirmatively inform the subject in the appropriate non-English language or arrange for translation.	Yes	Partial	Partial; Pending audits	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> KCSO had a practice of recording requests for consent to search and the individual’s response, but the SJ requires further efforts be taken to ensure this requirement is carried out in practice.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>For Training Compliance, see SJ 75 below. This requirement to be addressed in the SJ 75 training courses.</p> <p>Partial implementation compliance has been established as follows.</p> <ul style="list-style-type: none"> <li>• The MT has observed supervisors conducting required reviews and report approvals during MT ride-alongs and station visits.</li> <li>• The BWC Unit staff have been trained to look for concerns related to these provisions and report the concerns for follow-up action.</li> </ul> <p>Implementation Compliance for SJ 71 will be measured through MT (or KCSO) audits of consent searches. The audit will review BWC footage, RIPA data, and, as needed, associated reports for each case in the sample to assess whether requests for consent and the response are recorded and LEP individuals are communicated with effectively. Refer to notes for SJ 60a for audit plan discussion.</p> <ul style="list-style-type: none"> <li>• Reviews for SJ 71 to be conducted in conjunction with audits of other Stops section provisions, particularly SJ 61, 70, and 76–82.</li> <li>• Compliance assessment will consider whether, during supervisory reviews (SJ 77), supervisors successfully note issues and take appropriate corrective action.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
<b>72</b>	<p>Supervisors are notified before home-based searches; supervisor approves search before conducted.</p> <p><b>Notes:</b> Policy Compliance is established with the approval of the Search and Seizure Policy, which incorporates this requirement. KCSO also tracks this provision on its RIPA forms.</p> <p>Training Compliance is established through KCSO training bulletin 25-09; deputies are reminded of this requirement and taught how to document compliance with the requirement using the RIPA system. See SJ 75 below.</p> <p>Implementation Compliance for SJ 72 will be measured through MT (or KCSO) audits of home-based searches. The audit will review CAD and RIPA data and associated reports, and BWC footage when and if necessary, for each case in the sample to assess whether, when</p>	Yes	Yes	Pending audits	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	feasible, supervisors were notified and gave approval prior to home-based searches. Refer to notes for SJ 60a for further audit discussion.  Full and Effective Compliance for One Year for SJ 72 will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).				
73	<p>KCSO will make clear that it is the law and KCSO policy, that absent probable cause to search, deputies will only conduct searches of individuals on probation or parole when knowledge of a probation or parole search condition has been established prior to the search.</p> <p><b>Notes:</b> Policy Compliance is established with the approval of the Search and Seizure Policy, which incorporates this requirement. As with several other SJ paragraphs, this requirement is also part of state and federal case law and is taught in the Academy, but, by virtue of its inclusion in the SJ, requires added consideration and attention by KCSO.</p> <p>For Training Compliance, see SJ 75 below.</p> <p>Implementation Compliance for SJ 73 will be measured through MT (or KCSO) audits of probation and parole searches. The audit will review CAD and RIPA data, BWC footage, and associated reports for each case in the sample to assess whether deputies are aware of search status before conducting parole and probation searches. Refer to notes for SJ 60a for further audit discussion.</p> <p>Full and Effective Compliance for One Year for SJ 73 will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>	Yes	Partial	Pending audits	No
74	<p>All sworn and non-sworn personnel have completed training and refresher courses for PC section 13519.4 (f) and (i).</p> <p><b>Notes:</b> Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Implementation Compliance established. As of February 2025, all appropriate personnel had received approved training, either the initial training in the basic academy or the "Beyond Bias: Racial and Identity Profiling Update" course, presented via the California POST Learning Portal. KCSO was then intending to train park rangers in 2025. Non-sworn staff, including dispatch, no longer have access to the POST training environment, so KCSO has developed a separate training that is currently under review by the Monitors and DOJ.</p>	Yes	Yes	Yes	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Full and Effective Compliance for One Year for SJ 74 will be established in February 2026 if personnel receive the required refresher training and KCSO has remained in training compliance with this provision for any new personnel or personnel returning from long-term leave.				
<b>C. STOP, SEARCH, AND SEIZURE POLICIES AND TRAINING</b>					
75	a. KCSO implements approved policies for bias-free policing and bias by proxy.	Yes	Yes	Yes	Yes
	b. All patrol deputies receive approved initial bias-free policing training.	Yes	Partial	Partial	No
	c. All patrol deputies receive approved quarterly roll call bias-free policing training.	Yes	Yes	Yes	No
	d. All patrol deputies receive approved initial stops training.	Yes	Yes	Partial	No
	e. All patrol deputies receive approved quarterly roll call stops training.	Yes	Yes	Yes	No
	f. Dispatch personnel receive approved initial bias-free policing training.	Yes	Partial	Partial	No
	<p><b>Notes:</b>  <i>Receiving and demonstrating understanding of a policy (e.g., via a quiz) represents policy compliance, not training compliance, as per SJ 163 and 178.</i></p> <p><u>SJ 75a: Policy Compliance</u> established by implementing approved J-2300 policy May 2024. See notes for SJ 60 above for details.</p> <p><u>Overall SJ 75: Partial Training Compliance.</u></p> <ul style="list-style-type: none"> <li>Training Compliance is contingent on DOJ/Monitors approval and KCSO implementation of SJ 75 trainings meeting all SJ requirements for each classification. KCSO deputies receive extensive training on laws of arrest, ethics, leadership, and search and seizure in the Academy; the SJ mandates additional training. (SJ 75 lays out the specific training topics that must be a part of the curriculum.)</li> <li>SJ 75e: KCSO is currently in partial Training Compliance with approved quarterly training.</li> <li>KCSO is developing a new Search and Seizure Training that will be designed to support the new policy and enhance training provided through basic peace officer certification and Training Bulletins.</li> </ul>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>KCSO deputy sheriff trainees complete Learning Domain 42—Cultural Diversity, which addresses conceptual and legal definitions of racial profiling and “supports law enforcements continued effort to maintain a relationship of trust and respect with the communities they serve” (POST website for LD 42, <a href="https://post.ca.gov/cultural-diversity">https://post.ca.gov/cultural-diversity</a>).</li> <li>KCSO has also made concerted efforts to procure and/or develop additional SJ-required training, such as “Why’d You Stop Me” (WYSM).</li> </ul> <p>Implementation Compliance for SJ 75 will be achieved when KCSO deputies and dispatches have received approved training in each of the relevant requirements. When observing KCSO trainings in person, the MT assesses processes for training receipt tracking and reviews training receipt documentation.</p> <ul style="list-style-type: none"> <li><u>75b, 75d, and 75f</u>. The MT interprets these provisions as requiring training above and beyond what is provided in the Academy (unless the Academy training has been enhanced in order to meet SJ requirements). Therefore, “initial” stops and bias-free training remains in partial Training Compliance but may be satisfied in a variety of ways, potentially including through the new Search and Seizure Training if it is approved for that purpose. This item may require further discussion with DOJ and KCSO.</li> <li><u>75c and 75e: Implementation Compliance</u> for quarterly trainings was achieved based on delivering four quarters of approved trainings from the fourth quarter of 2024 and through the third quarter 2025. <ul style="list-style-type: none"> <li>» 2024 second quarter: Approved online four-hour recertification course by California POST titled “Beyond Bias: Racial and Identity Profiling Update.”</li> <li>» 2024 fourth quarter: “Racial and Identity Profiling Act (RIPA) Review and Test” (approved November 17, 2025).</li> <li>» 2025 first quarter: “First Quarter Bias-Free Policing Review and Test” (approved February 25, 2025).</li> <li>» 2025 second quarter: “Jennings vs. Childersburg” (approved August 18, 2025.)</li> <li>» 2025 third quarter: “How to Check Your Unconscious Bias” (Approved August 18, 2025).<sup>3</sup></li> <li>» 2025 fourth quarter: “Loggervale et al v. County of Alameda et al.” (approved October 14, 2025.)</li> </ul> </li> <li><u>75d</u>: KCSO is developing a new Search and Seizure Training for all sworn deputies to support the new policy, with expected delivery to begin in 2026.</li> <li><u>75f</u>: dispatch personnel have been provided with bias-free policing training. The MT will review the training provided and training receipt documentation.</li> </ul>				

<sup>3</sup> Training delivery rates were 92% at the end of the third quarter, but KCSO trained the remaining deputies early in the fourth quarter, which the MT considered compliant based on the effort to correct the shortcoming quickly and the fact that this issue did not arise in the other quarters and thus did not constitute a pattern. The parties will discuss an acceptable level of training receipt.

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STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Full and Effective Compliance for One Year for SJ 75 will be established one year after KCSO achieves training Implementation Compliance and the MT verifies the agency has provided training to all appropriate current personnel and to any newly assigned personnel or personnel returning from long-term leave.</p> <ul style="list-style-type: none"> <li>• <u>75c</u>: Full and Effective Compliance can be achieved if quarterly trainings are continued through the third quarter 2026. <ul style="list-style-type: none"> <li>» KCSO is developing a plan for further bias-free policing training to ensure deputies receive quarterly refreshers.</li> </ul> </li> </ul>				
<b>D. SUPERVISORY REVIEW</b>					
76	<p>Additional accountability and supervision to ensure unlawful stops and searches are detected and addressed.</p> <p><b>Notes:</b> As with SJ 60 above, this provision lays out important outcomes expected of the following supervisory review paragraphs and thus requires monitoring and compliance assessment.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Training Compliance for SJ 76 is currently partial based on the following.</p> <ul style="list-style-type: none"> <li>• Compliance will require the draft Search and Seizure Policy to be published and deputies and supervisors to receive the training on the new policy.</li> <li>• Additionally, KCSO will need to prove documentation that KCSO supervisors have been trained on how to provide the review of stops conducted by deputies</li> <li>• Having said that, KCSO already provides extensive training for supervisors, including a specific PPT on how to review the RIPA forms.</li> </ul> <p>Implementation Compliance for SJ 76 is currently partial based on supervisors having begun to review deputy stops on a regular basis as required by policy. Supervisors review each RIPA form as well as reports and other arrest documentation.</p> <ul style="list-style-type: none"> <li>• Implementation Compliance for SJ 76 will be measured through MT (or KCSO) audits of required regular supervisory review of stops. The audit will review documentation of supervisors' review and of supervisors addressing any violations of SJ requirements; this audit will include comparison of review documentation and CAD and RIPA data, BWC footage, and associated reports as needed to assess whether violations are identified. Refer to notes for SJ 60a for further audit discussion.</li> </ul> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>	Yes	Partial	Partial; Pending reviews	No

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
77	Sergeants regularly audit assigned deputies' stops documentation, arrest reports, and citations, for completeness, accuracy, and legal sufficiency.	Yes	Partial	Partial; Pending reviews	No
	Sergeants audit at least one CAD log of assigned deputies each week.	Yes	Partial	Partial; Pending reviews	No
	When needed, sergeants conduct further review, document findings, and submit to manager for approval.	Yes	Partial	Partial; Pending reviews	No
	<p><b>Notes:</b> As with most policy provisions, this paragraph lays out important procedures that must be carried out and therefore the Monitors will assess the formalization of these requirements as well as their implementation and supervisor adherence in practice.</p> <p>Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Training Compliance is currently partial based on supervisors being provided with updated bias free and RIPA policies which outline stops and bias-free requirements for deputies.</p> <ul style="list-style-type: none"> <li>Training Compliance will require the draft Search and Seizure Policy to be published and deputies and supervisors to receive the training on the new policy. Additionally, KCSO will need to provide documentation that KCSO supervisors have been trained on how to provide the review of stops conducted by deputies</li> </ul> <p>Implementation Compliance for SJ 77 will be measured through MT (or KCSO) audits of required regular supervisory review of stops in conjunction with audit for SJ 76. The audit will review documentation of supervisors' review and of supervisors addressing any violations of SJ requirements; this audit will include comparison of review documentation and CAD and RIPA data, BWC footage, and associated reports as needed to assess whether violations are identified. Refer to notes for SJ 60a for further audit discussion.</p> <p>In 2024, KCSO implemented a system to ensure that field supervisors provide audits of deputies' completion of RIPA forms.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
78	If deputy stops documentation is insufficient, supervisors review the stops with deputies for legal and policy justification.	Yes	Partial	Partial; Pending audits	No
	<p><b>Notes:</b> Policy Compliance established May 2024. See notes for SJ 60 above for details.</p>				

**TABLE 2  
STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Training Compliance is currently partial based on existing supervisory courses stressing accountability practices.</p> <ul style="list-style-type: none"> <li>Compliance will require the draft Search and Seizure Policy to be published and deputies and supervisors to receive the training on the new policy. Additionally, KCSO will need to provide documentation that KCSO supervisors have been trained on how to provide the review of stops conducted by deputies</li> </ul> <p>For Implementation Compliance for SJ 78, compliance assessment will be in conjunction with the audit for SJ 77, focused on KCSO documentation of (1) stops identified by supervisors as having insufficient detail or justification and (2) corrective action taken by supervisors.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
	Supervisors and commanders evaluate and enhance processes to address all violations and deficiencies in stops and searches.	Yes	Partial	Partial; Pending audits	No
	If other corrective actions have been ineffective or ignored, referrals for disciplinary action.	Yes	Partial	Partial; Pending audits	No
<b>79</b>	<p><b>Notes:</b> Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Training Compliance is currently partial based on existing supervisory courses stressing accountability practices. Compliance will require the draft Search and Seizure Policy to be published and deputies and supervisors to receive training on the new policy.</p> <p>For Implementation Compliance for SJ 79, the MT will base compliance assessment on (1) review of KCSO’s efforts to evaluate and enhance its accountability practices related to in-policy and legal conduct and documentation of stops and (2) MT or KCSO audit of stops to assess effectiveness of the accountability practices (e.g., whether violations and deficiencies that arise are identified and effectively responded to). Refer to notes for SJ 60a for further audit discussion.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
<b>80</b>	Compliance Coordinator tracks repeated compliance violations and deficiencies and corrective action taken.	NA	NA	Partial; Pending documentation reviews	No

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STOPS, SEIZURES, AND SEARCHES COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b> Implementation Compliance with SJ 80 will be based on MT review of KCSO’s process for tracking repeated violations and spot checks that repeated violations identified in reviews for other SJ paragraphs are, in fact, tracked by KCSO processes.</p> <p>Full and Effective Compliance for One Year will be a similar review a year following an initial finding of compliance.</p>				
81	Supervisors and commanders are held accountable for reviewing reports and requiring deputies to articulate sufficient rationale for stops and searches under law and policy.	Yes	Partial	Partial; Pending audits	No
	<p><b>Notes:</b> Policy Compliance established May 2024. See notes for SJ 60 above for details.</p> <p>Training Compliance is currently partial based on existing supervisory training provided.</p> <ul style="list-style-type: none"> <li>Compliance will require the draft Search and Seizure Policy to be published and deputies and supervisors to receive the training on the new policy.</li> <li>Additionally, KCSO will need to provide documentation that KCSO supervisors have been trained on how to conduct reviews of reports and documentation related to stops made by deputies.</li> </ul> <p>Implementation Compliance for SJ 81 will be measured through MT (or KCSO) audits of required regular supervisory reviews of stops. This will be done in conjunction with the audit for SJ 79 and will include review of documents showing that supervisors and commanders are held accountable for effectively reviewing deputy stops and for holding personnel accountable for violations. Refer to notes for SJ 60a for further audit discussion.</p> <p>Full and Effective Compliance for One Year will be established through similar reviews, using a sample of cases that occurred at least 12 months after the sample used in the first review that found compliance (see the notes for SJ 60 above).</p>				
82	KCSO analyzes its RIPA data and consults with Monitors semi-annually on supplemental recommendations based on analysis.	Yes	NA	Partial; Pending review	No
	<p><b>Notes:</b> Policy Compliance established May 2024 with implementation of approved J-2350 policy. See notes for SJ 60 above for details.</p> <p>Implementation Compliance for SJ 82 requires sufficient RIPA data analysis to facilitate insights into potential need for changes to policy or training, and twice yearly consultation with the Monitors for that purpose. The provision will be assessed by reviewing KCSO documentation of analysis of their RIPA data, and documentation of consultation with the Monitors semi-annually on supplemental</p>				

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SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>recommendation based on analysis and any subsequent actions taken. KCSO also engaged with an external expert to analyze stops data to identify where disparities may be present; the Parties are still discussing the report.</p> <p>Reviews for SJ 82 will be conducted with reference to reviews of other Stops section provisions, including SJ 65, 66, and 69.</p> <p><u>Full and Effective Compliance for One Year</u> requires sufficient RIPA data analysis to facilitate insights into potential need for changes to policy or training, and twice yearly consultation with the Monitors for that purpose for a period of at least two years—one to establish Implementation Compliance and the second to establish Full and Effective Compliance for One Year.</p>				

## **E. RESPONDING TO AND INTERACTING WITH PEOPLE WITH BEHAVIORAL HEALTH DISABILITIES OR IN CRISIS**

Table 3 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on behavioral and mental health (BMH)-related provisions. (See also About the Tables above for more information.)

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	a. KCSO policy includes a preference for dispatching specially trained deputies to calls involving individuals with behavioral health issues or in crisis.	Yes	Yes	Yes	Yes
	b. Dispatch protocols include a preference for Mobile Evaluation Team (MET) for calls involving individuals with behavioral health issues or in crisis.	Yes	Yes	Yes	Yes
	c. When MET is unavailable and no immediate threat of harm is evident, other trained personnel will be dispatched if feasible, and de-escalation tactics will be given highest preference.	Yes	Yes	Yes	Pending audit per SJ 93
<b>83</b>	<p><b>Notes:</b>                      Policy Compliance for all BMH-related provisions was established by implementing the following approved policies.</p> <ul style="list-style-type: none"> <li>• Individuals in Crisis policy H-550 approved February 2024.</li> <li>• Virtual MET policy approved March 2025.</li> <li>• Dispatch Protocol/Policy approved December 2024.</li> <li>• Commendation policy approved May 2022.</li> <li>• KCSO has processes for ensuring all relevant personnel receive and understand each policy as per SJ 178.</li> <li>• The MT verifies policy receipt through roster reviews.</li> </ul> <p>For Training Compliance, see SJ 89, 90, and 91.</p> <p><b>General Notes on Establishing Compliance:</b></p> <ul style="list-style-type: none"> <li>• Implementation Compliance is established by implementation of approved policies/protocols and associated training, and by MT observing indications of the provision being addressed in practice.</li> <li>• For most BMH provisions, outcome assessments—to assess whether the intended outcomes of the provision are being achieved—will be conducted as part of the SJ 93 audit protocol (see below). Independent MT reviews/audits may be needed in some cases, but it is the MT’s expectation that the audit protocol will suffice in most, if not all, cases.</li> <li>• Full and Effective Compliance for One Year established by maintaining policy, training, and implementation compliance for at least one year. For some provisions, this also requires further <u>outcomes assessments</u> (observations, data analysis, reviews, and/or audits) to determine if intended outcomes of the provision continue to be met in practice.</li> </ul> <p>Implementation Compliance for SJ 83 is established.</p>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>Full and Effective Compliance for One Year for SJ 83 is established for SJ 83a–b, but pending for 83c.</p> <ul style="list-style-type: none"> <li>• Generally speaking, KCSO’s approach to and culture surrounding CIT and mental health as evidenced through MT reviews/observations of policy, training, reports, and ride-alongs consistently reflect a commitment to appropriate and effective response to BMH calls. <ul style="list-style-type: none"> <li>» The 988 Suicide &amp; Crisis Lifeline program was activated in October 2023.</li> <li>» KCSO and the County established BMH triage in the dispatch center in November 2024, which safely reduces the number of calls to which KCSO deputies respond. The MET Unit Assigned to Communications Center (CMET) can determine whether a call requires a co-response (MET and deputies), MET only, transfer to 988, or merely provision of resources.</li> <li>» Between 2020 and 2025, MET staffing increased from 13 to 32 members.</li> <li>» The County is in the process of contracting for an “East Kern Mobile Evaluation Team” to provide additional services to individuals in crisis. The MET staff from December 1, 2024, to December 1, 2025, assisted with 5,524 calls for service. Below are the MET staffing levels in 2020 (13 total staff) and the current MET staffing levels (31 total staff).</li> </ul> </li> <li>• <u>83a: Full and Effective Compliance for One Year</u> is established. Essentially every deputy has CIT training, this means “specially trained deputies” are dispatched to all or nearly every call. No additional outcomes review is needed to confirm sustained compliance for 83a.</li> <li>• <u>83b: Full and Effective Compliance for One Year</u> is established. For several years, the MT has observed the protocol being reflected in practice through observation and ride-alongs. Data-based evidence that there is a “preference for MET” is shown through review of documentation and observation that call takers routinely call MET in cases when the dispatcher knows that a call involves BMH issues. Triage in the communications center is also utilized to determine the most appropriate response.</li> <li>• <u>83c: Implementation Compliance</u>. Regarding Full and Effective Compliance for One Year for 83c, there are two parts. <ul style="list-style-type: none"> <li>» To assess whether “other trained personnel are dispatched if feasible,” the MT applies the same logic as for 83a above. With nearly all deputies trained in CIT, “other trained personnel” are dispatched to nearly every call. No additional outcomes review is required for this aspect of 83c.</li> <li>» To assess whether “de-escalation tactics are given highest preference,” data and observations need to answer the question: <i>Is de-escalation used in all/most cases where it is feasible to use it?</i> MT review of UOF cases and ride-alongs to date have observed this to be the case, but a more thorough review is needed to determine Full and Effective Compliance for One Year, including an assessment of ongoing compliance and over what time period compliance has been in place. <ul style="list-style-type: none"> <li>▪ MT will further discuss compliance assessment methodologies with KCSO and DOJ, including the following considerations. The parties will determine an appropriate number of BMH-related cases to review and how best to identify them. Those cases will then need to be reviewed according to approved and verified methods in order to determine compliance. KCSO currently assesses deputy conduct when cases involving BMH arise in supervisor BWC reviews or in BWC unit reviews. KCSO internal reviews such as these may be adapted for use toward compliance assessment by the Monitors and DOJ. For efficiency and</li> </ul> </li> </ul> </li> </ul>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>cost-savings, the use of de-escalation in BMH cases can be audited through formal audits of stops and force (rather than in a BMH-specific audit).</p> <ul style="list-style-type: none"> <li>▪ KCSO is preparing an audit plan to assess SJ 83c, which will be reviewed and discussed with the MT and DOJ.</li> </ul>				
84	a. KCSO and the County will provide sufficient resources to staff MET at a level calculated to meet need as often as feasible.	NA	NA	Partial	Pending audit per SJ 93
	b. KCSO shall assign and deploy CIT-trained deputies across all shifts and days of the week.	Yes	NA	Yes	Yes
	c. KCSO will continue to use virtual MET when in-person is not feasible.	Yes	Yes	Yes	Yes
	<p><b>Notes:</b>                      Policy Compliance established. See SJ 83 above.</p> <p>For Training Compliance for 84c, see SJ 89, 90, and 91.</p> <p>Implementation Compliance for 84b and 84c was established by KCSO implementation of approved policies/protocols and associated training, and by MT observing indications of the provision being addressed in practice.</p> <p>Full and Effective Compliance for One Year established for 84b and 84c by maintaining policy, training, and implementation compliance for one year.</p> <p>Outcomes assessments for SJ 84a will be conducted through MT reviews/audits and/or by KCSO and the County as part of the SJ 93 audit protocol (see below).</p> <ul style="list-style-type: none"> <li>• KCSO continues to progress in this area. For example, in October 2025, KCSO shared that the county is attempting to implement an East Kern MET to provide additional resources. An RFP has been issued for a vendor, and a team will be selected by the end of the year.</li> <li>• SJ 84a–c: Data need to be collected and analyzed as part of the SJ 93 audit protocol in order to measure that intended outcomes are met.                             <ul style="list-style-type: none"> <li>» For 84a, the MT reviews data for the number of MET requests by dispatch and deputies when MET was and was not available. Factors considered include day/hour, logistics/distance, funding.</li> <li>» For 84b, since essentially every deputy has CIT training, this means “specially trained deputies” are dispatched to all or nearly every call. See 83a.</li> </ul> </li> </ul>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	» For 84c, all KCSO deputies carry department-issued cell phones they can use to access Virtual MET. The audit protocol will assess that deputies do use virtual MET when needed and when MET is unavailable.				
85	Sworn staff, call takers, and dispatch personnel are trained to understand, from a number of factors, that a person may have a behavioral health disability or be in crisis.	Yes	Yes	Yes	Yes
	<p><b>Notes:</b> Policy Compliance established. See SJ 83 above.</p> <p>For Training Compliance, see SJ 89, 90, and 91.</p> <p>Implementation Compliance established by implementation of approved policies/protocols and associated training, and by MT observing indications of the provision being addressed in practice. The required information is part of the CIT training, and dispatchers have attended this training. In the last report, only three newly hired dispatchers had not yet taken the training, and they were subsequently trained.</p> <p>Full and Effective Compliance for One Year is established for SJ 85 by maintaining policy, training, and implementation compliance for one year.</p> <p>Outcomes assessments (to ensure SJ 85 requirements are consistently reflected in practice) will be conducted as part of MT reviews/audits and/or in the KCSO and County SJ 93 audit protocol (see below).</p> <ul style="list-style-type: none"> <li>• In cases reviewed as part of audits for stops and force, assess whether deputies recognize signs of BHM disabilities and crisis.</li> <li>• In observation and record reviews of calls, assess whether call takers and dispatch recognize signs of BHM disabilities and crisis.</li> </ul>				
86	Deputies are trained to not make assumptions regarding the dangerousness of an individual based on that individual's disability.	Yes	Yes	Yes	Yes
	<p><b>Notes:</b> Policy Compliance established. See SJ 83 above.</p> <p>For Training Compliance, see SJ 89, 90, and 91.</p> <p>Full and Effective Compliance for One Year is established for SJ 86 through implementation of approved policies/protocols and associated training, and by MT observing indications of the provision being addressed in practice.</p>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Outcomes assessments (observations, data analysis, reviews, and/or audits) that determine whether deputies continue to apply this provision in practice will be included in MT reviews/audits and/or in KCSO and the County as part of the SJ 93 audit protocol (see below). Also, cases reviewed as part of audits for stops and force can include assessment of whether deputies make undue assumptions.				
87	KCSO uses a CIT training first-responder model of police-based crisis intervention with community, health care, and advocacy partnerships.	Yes	Yes	Yes	Yes
	<b>Notes:</b> Policy Compliance established. See SJ 83 above.				
	For Training Compliance, see SJ 89, 90, and 91.				
	Full and Effective Compliance for One Year established for SJ 87 through MT review of KCSO and County policies, protocols, and training materials and in-person observations during trainings, briefings, and ride-alongs with both KCSO deputies and with MET.  Relevant information: KCSO reports the CIT model was implemented in 2012, and the department has been engaged in ongoing efforts to train all deputies, detentions deputies, and dispatch personnel. Since the monitoring period began, the MT has seen evidence that KCSO has a strong culture supporting the appropriate response to individuals with BMH issues or in crisis.				
88	<i>The goals of the CIT program are as follows.</i>				
	Equip deputies with tools for interacting with individuals with behavioral health issues or in crisis.	NA	Yes	Yes	Yes
	De-escalate crises and reduce unnecessary use of force.	NA	Yes	Yes	Yes
	Minimize arrests.	NA	Yes	Yes	Yes
	Improve safety of deputies, subjects, families, and others.	NA	Yes	Yes	Yes
	Refer individuals to the County's behavioral health crisis system.	NA	Yes	Yes	Yes
	Reduce justice system involvement.	NA	Yes	Yes	Yes
	<b>Notes:</b> Policy Compliance established. See SJ 83 above.  For Training Compliance, see SJ 89, 90, and 91. The goals of the first responder model are clearly noted in the CIT training.				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Full and Effective Compliance for One Year established through MT review of KCSO and County policies, protocols, and training materials and in-person observations during trainings, briefings, and ride-alongs with both KCSO deputies and with MET. No further review required.				
89	a. KCSO continues to work toward ensuring all patrol deputies receive 40-hour CIT training and all corrections deputies receive modified training specific to corrections.	NA	Yes	Yes	Yes
	b. KCSO provides all academy cadets and all lateral transfers CIT training.	NA	Yes	Yes	Yes
	c. Newly promoted supervisors receive CIT refresher.	NA	Yes	Partial	No
	<p><b>Notes:</b>                      Policy Compliance is not relevant here, although KCSO’s approved policies do emphasize the need for BMH-related training for all personnel.</p> <p>Training Compliance established as follows.</p> <ul style="list-style-type: none"> <li>• <u>89a and b</u>: The CIT training was approved in 2024. This approval came with no changes to the established training so there was no need for retraining of staff who had received the training prior to approval.</li> <li>• <u>89c</u>: KCSO’s refresher training for newly promoted supervisors was approved by the Monitors and DOJ February 5, 2026. The training is the POST Learning Portal Course “Mental Health: Responding to Individuals in Crisis.”</li> </ul> <p>Implementation Compliance and Full and Effective Compliance for One Year is established for 89a and 89b. Implementation Compliance is pending for 89c.</p> <ul style="list-style-type: none"> <li>• These provisions are training focused, with implementation compliance requiring delivery of approved training to appropriate personnel. The MT verifies training receipt through KCSO records review.</li> <li>• <u>89a and 89b</u>: KCSO has trained over 99% of current patrol and detention deputies of the rank of commander and below. (When deputies are out due to illness or leave, they receive the training after they return.) Cadets receive the training following completion of the Academy. Lateral transfers receive training prior to assignment. This status has been maintained since fall 2024.</li> <li>• <u>89c</u>: Implementation Compliance requires delivery of the newly approved training. KCSO submitted a plan to provide this training to all newly promoted supervisors within the classification ranks of dispatchers, deputy sheriffs, and detention deputies. This would cover any promotion to senior dispatcher, dispatcher supervisor, senior deputy, sergeant, detentions senior deputy, and detentions sergeant. KCSO went above the SJ mandate and is requiring all supervisory staff in these ranks who have been promoted since January 2024 to complete this training. KCSO will provide the training to new supervisors moving forward. The MT will verify training delivery.</li> </ul>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
90	a. KCSO provides CIT training to all recruits and continues to work toward training all deputies (see also SJ 89).	NA	Yes	Yes	Yes
	b. KCSO works with MT to determine necessary amount of approved annual in-service training. The annual training will be adequate for deputies to demonstrate competence in the subject matter and will include specified topics.	NA	Yes	Yes	No
	<p><b>Notes:</b>                      Policy Compliance is not relevant here, although KCSO’s approved policies do emphasize the need for BMH-related training for all personnel.</p> <p>Training Compliance established as follows.</p> <ul style="list-style-type: none"> <li>• <u>90a</u>: CIT training was approved in 2024 with no changes. See 89b.</li> <li>• <u>90b</u>: Annual CIT refresher training was approved by DOJ and Monitors on February 5, 2026 (also applies to SJ 50). The MT also notes that KCSO and MET provide refreshers on an ad-hoc basis as needs are identified by the crisis intervention coordinator and MET leadership.</li> </ul> <p>Implementation Compliance and Full and Effective Compliance for One Year is established for 90a. Implementation Compliance is established for 90b.</p> <ul style="list-style-type: none"> <li>• <u>90a: Full and Effective Compliance For One Year</u> is established; all cadets receive the training following completion of the Academy.</li> <li>• <u>90b: Full and Effective Compliance For One Year</u> is established. KCSO began providing the SJ 90 training to deputies in July 2025. In the new reporting period, the MT will review KCSO’s documentation of training delivery to verify that a sufficient percentage of deputies receive the training on an annual basis.</li> </ul>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
91	All KCSO dispatchers and dispatch supervisors receive approved CIT training to identify, dispatch, and appropriately respond to CFS.	NA	Yes	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is not relevant here, although KCSO’s approved policies do emphasize the need for BMH-related training for all personnel.</p> <p>CIT training was approved in 2024 with no changes, which established Training Compliance for SJ 91.</p> <p>Implementation Compliance and Full and Effective Compliance for One Year is established for SJ 91. KCSO has trained all dispatch personnel including supervisors. All new dispatch personnel are trained in first available training on schedule.</p>				
92	KCSO designates a sergeant or above as Crisis Intervention Coordinator empowered to fulfill SJ-required duties.	NA	NA	Yes	Yes
	<p><b>Notes:</b> KCSO designated a commander as Crisis Intervention Coordinator in 2022, and the position has remained filled since then.</p> <p>Full and Effective Compliance for One Year is established for SJ 92. The MT has found KCSO has exceeded this requirement by appointing a commander, two ranks above a sergeant, who has sufficient scope and authority to fulfill SJ requirements.</p>				
93	KCSO will develop a protocol to evaluate the effectiveness of its policies for responding to calls for service involving a person in crisis or with a mental health disability, and responding to inmates in crisis, who are suicidal, or who have a mental health disability. The protocol will include audits and improvement loops to be developed by the Monitor in consultation with the DOJ. [Full text]	NA	NA	Pending	No
	<p><b>Notes:</b> For Implementation Compliance, KCSO must develop a protocol that meets SJ 93 requirements</p> <ul style="list-style-type: none"> <li>• There are several reviews conducted by KCSO that can contribute to the protocols, including BWC unit reviews, weekly supervisory BWC reviews, and reviews by the Critical Incident Review Board.</li> <li>• As mentioned above, the outcomes related to the other BMH provisions, such as SJ 83 and 84, can be measured as part of SJ 93, including any County requirements (e.g., SJ 84a). To be used in this way—that is, for Monitors and DOJ formal compliance</li> </ul>				

**TABLE 3  
RESPONDING TO AND INTERACTING WITH PEOPLE IN CRISIS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>assessment—approval of the protocol will be partially based on its ability to serve that purpose. The parties will discuss KCSO’s draft audit plan and the provisions to be addressed as the upcoming site visit.</p> <ul style="list-style-type: none"> <li>For cost savings and efficiency, UOF, stops, and complaints audits can also be used to address BMH outcomes compliance. For compliance, KCSO will need to demonstrate that BMH issues identified in audits, if any, are addressed.</li> </ul>				
<b>94</b>	<p>KCSO policy includes an award for personnel demonstrating exceptional skill employing CIT.</p> <p><b>Notes:</b> Full and Effective Compliance for One Year is established. KCSO established a commendation policy and award and has designated personnel for commendation each year since.</p>	Yes	NA	Yes	Yes

## **F. MANAGEMENT AND SUPERVISORY OVERSIGHT**

Table 4 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on management and supervisory oversight. (See also About the Tables above for more information.)

**TABLE 4  
MANAGEMENT AND SUPERVISORY OVERSIGHT COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
95	<i>KCSO develops and implements policies, guidelines, and training to ensure all supervisors and managers (including in detentions) do the following.</i>				
	a. Exercise appropriate supervisory oversight of UOF cases.	Yes	See SJ 50–54	Partial; Pending audits	No
	b. Conduct objective and impartial investigations of UOF incidents.	Yes	See SJ 50–54	Partial; Pending audits	No
	c. Exercise appropriate supervisory oversight of Prison Rape Elimination Act (PREA) cases.	Yes	Yes	Partial; Pending PREA audit verification	Pending PREA audit verification
	d. Conduct objective and impartial investigations of PREA incidents.	Yes	Yes	Partial; Pending PREA audit verification	Pending PREA audit verification
	e. Are held accountable to meeting department standards.	Yes	Partial	Partial; Pending formal review	No
	f. Engage with and listen to community feedback.	Yes	Partial	Yes	Yes
	g. Incorporate community feedback when able and appropriate.	Yes	Partial	Partial	No
	h. Develop and evaluate best practices in policing strategies and tactics.	NA	Partial	Partial; Pending MT review	No
<p><b>Notes:</b>                      The status of Policy Implementation is as follows.</p> <ul style="list-style-type: none"> <li>• All UOF (F-section) policies have been approved. See Table 1.1: UOF Compliance Status.</li> <li>• KCSO has PREA policies in place (P0100-P-0900). The MT’s preliminary assessment is that these policies do not need to be separately reviewed for SJ compliance; DOJ will assess.                             <ul style="list-style-type: none"> <li>» PREA is federal legislation enacted in 2004 and finalized in 2012, which consists of numerous requirements for all prisons, jails, and juvenile custodial facilities across the US. Non-PREA compliance facilities can receive funding penalties; Kern County has no such penalties.</li> <li>» In 2014, prior to the SJ KCSO established a PREA compliance team to update all policies.</li> <li>» In 2015, KCSO became one of the first California agencies to be certified PREA-compliant.</li> </ul> </li> <li>• All complaint-related policies (D-Section) have been approved and published. (See Table 8: Complaints Compliance Status.)</li> <li>• The community policing policy has been approved by monitors and DOJ. (See Table 7: Community Policing Compliance Status.)</li> </ul>					

**TABLE 4  
MANAGEMENT AND SUPERVISORY OVERSIGHT COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>• <b>General Notes on Policy Compliance:</b> <ul style="list-style-type: none"> <li>» The MT acknowledges that prior to finalization of policies, KCSO instituted some changes to supervisor and managerial review processes; and</li> <li>» The MT will verify that all appropriate current personnel and new staff, as they are assigned, have received and understood the policies; to that end:                             <ul style="list-style-type: none"> <li>▪ The MT has assessed KCSO’s tracking of policy distribution and staff understanding of policies (e.g., through quizzes) and have found KCSO’s processes to be effective and thorough; and</li> <li>▪ KCSO may need to revisit policies if patterns of violations in practice are identified.</li> </ul> </li> </ul> </li> </ul> <p>Training Implementation for SJ 95a and 95b (UOF) is addressed by SJ 50; implementation for SJ 95c and 95d (PREA) is addressed in KCSO’s STC (Detentions) Academies and STC AO Cycles (every two years). Review of Training Implementation for remaining areas is measured in SJ 96.</p> <p>The status of Implementation Compliance is as follows.</p> <ul style="list-style-type: none"> <li>• <u>95a–d</u>:             <ul style="list-style-type: none"> <li>» Partial (as opposed to full) Implementation Compliance is established based on MT and KCSO reviews.                 <ul style="list-style-type: none"> <li>▪ MT reviews have thus far included UOF and complaints cases, KCSO audits of complaints, canines, and hiring/disqualifications, and some stops supervisory review materials and processes. These reviews show at least partial compliance.</li> </ul> </li> <li>» For <u>95a and 95b</u>, as the UOF policies and training are implemented, and according to a schedule agreed to by the parties, the MT (or KCSO with MT verification) will conduct formal audits to determine whether KCSO managers and supervisors exercise appropriate oversight and investigations of UOF.                 <ul style="list-style-type: none"> <li>▪ The UOF reviews will be part of the same audits used to assess compliance with UOF, canine, and complaints provisions (see those tables). (That is, for purposes of efficiency and cost-effectiveness, to the extent possible separate audits will not be conducted to assess the same or closely related requirements that arise in different SJ sections.)</li> <li>▪ MT reviews have thus far included UOF and Complaints cases, KCSO audits of complaints, canines, and hiring/disqualifications, and some stops supervisory review materials and processes. These reviews show at least partial compliance.</li> </ul> </li> <li>» For <u>95c and 95d</u>: KCSO has a PREA coordinator responsible for receiving and investigating allegations. Since 2015, KCSO has continuously been audited by a contracted DOJ-certified auditor and has been PREA-compliant each year. See <a href="https://www.kernsheriff.org/Prea">https://www.kernsheriff.org/Prea</a>. The MT will review the audit methods and findings for the last two years to confirm compliance. This review will also confirm that current training related to PREA is sufficient and effective as per SJ 163 and 178.</li> </ul> </li> </ul>				

**TABLE 4  
MANAGEMENT AND SUPERVISORY OVERSIGHT COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>• <u>95e</u>:               <ul style="list-style-type: none"> <li>» The MT finds KCSO in partial compliance due to the various well-functioning investigation and review processes they have in place. Compliance assessment will continue as part of upcoming MT audits of supervisory and management review of stops, UOF, and complaints and further MT review of KCSO’s audits in these areas. (See each of those sections for more information about those audits and reviews). With regard to 95e, our audits and reviews will emphasize supervisor and management oversight of deputy conduct and agency processes, including but not limited to the identification of patterns and practices that may require further inquiry and any resulting corrective action taken.</li> </ul> </li> <li>• <u>95f</u>:               <ul style="list-style-type: none"> <li>» Since 2022, the MT has found that KCSO makes itself available and listens to public feedback. (See Table 7: Community Policing Compliance Status, especially SJ 118.)</li> </ul> </li> <li>• <u>95g</u>:               <ul style="list-style-type: none"> <li>» As part of other SJ provisions such as 10, 59, and 117, KCSO continues to work with the CAC and the community to receive input on policies and in other areas. In fact, SJ 10, 59, and 117 have each been found to be in compliance. An area needing further development that applies most specifically to this SJ section is the application of community input into community policing and problem-oriented policing strategies and projects. These activities need to be given oversight by managers and supervisors and, in many cases, led by supervisors. To help in this regard, KCSO has added a managerial oversight form to track community input and outcomes stemming from community policing and problem-oriented policing projects. As part of compliance assessment moving forward, the MT will continue to review KCSO documentation and materials related to these efforts, including the activities and outcomes represented in the newly implemented form and, in particular, indications that supervisors and managers are “incorporating community input when able and appropriate” into KCSO strategies and practices. (See also Table 7: Community Policing Compliance Status, SJ 117b.)</li> </ul> </li> <li>• <u>95h</u>:               <ul style="list-style-type: none"> <li>» The MT will evaluate this provision through our reviews of related provisions in stops and community policing. After implementation of the recently approved community policing policy, which includes the community policing strategy, the MT will evaluate KCSO’s crime prevention strategies and related practices.</li> </ul> </li> </ul>				
<b>96</b>	KCSO develops and implements approved mandatory supervisory training in accord with best practices, including guiding and directing subordinates, promoting effective constitutional policing, and de-escalation.	NA	Partial	Partial	No

**TABLE 4  
MANAGEMENT AND SUPERVISORY OVERSIGHT COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p><b>Notes:</b></p> <p>The Monitors find KCSO currently in partial Training Compliance, pending approval and implementation of the new IA supervisors training. (The CIT refresher training for new supervisors must also be implemented; this is monitored in BMH. See Table 3: Responding to and Interacting With People in Crisis Compliance Status.)</p> <p>KCSO provides a wide variety of courses and also makes other supervisor and management courses available to staff. Some of these include the following (with indications of attendance).</p> <ul style="list-style-type: none"> <li>• Eight-hour KCSO internal supervisor course (2025, patrol: 91% of sergeants, 19% senior deputies; detentions: 10% lieutenants, 88% sergeants, 37% senior deputies; range supervisor).</li> <li>• Three-week POST management course (since 2021, 95% of current managers, one additional trainee in progress).</li> <li>• Two-week POST supervisory course (65% of current supervisory staff; 24 additional trainees anticipated in 2026).</li> <li>• Procedural Justice—CP21/WYSM (2024–25 96% of all staff; continuing in 2026).</li> <li>• POST SBSLI, Sherman Block (eight since 2023, one in progress).</li> <li>• STC supervisor core course (24 100% detentions sergeants).</li> <li>• STC UOF/de-escalation training (2025: 233, 92% of all staff; thus far in 2026: 78, 28% all staff).</li> <li>• STC manager core course (all 10 detention lieutenants).</li> <li>• POST UOF/de-escalation (1,259 staff trained since 2022; 96%).</li> <li>• POST Command College (chief deputy in 2022–2024).</li> <li>• FBI LEEDA trilogy (six supervisory leadership; six executive leadership; three command leadership).</li> <li>• FBI National Academy (chief deputy 2024).</li> <li>• Frontline leadership (two in 2023, 69 in 2024, and 50 in 2025; 70 anticipated 2026; multiple ranks, patrol and detention);</li> <li>• CIT (since 2021; 100%; all ranks up to chief deputy).</li> <li>• CIT refresher training for newly promoted supervisors (training approved; to be offered in 2026).</li> <li>• Sixteen-hour Savage Training Group Critical Incident Response (32 in 2025, eight in 2021–22; senior deputy to commander).</li> <li>• Women Leaders in Law Enforcement (WLLE) Conference (16 total, multiple sergeants and managers).</li> </ul> <p>Training Compliance will be achieved when the new IA course is approved and implemented.</p> <ul style="list-style-type: none"> <li>• The DOJ and Monitors will review curriculum and observe a pilot of new IA training.</li> <li>• The CIT supervisor training monitored in BMH. Training specific to UOF, canine, community policing, complaints is discussed in the tables for those sections.</li> </ul> <p>Implementation Compliance will be established when new IA course and CIT refresher course provided to all supervisors.</p>				

**TABLE 4  
MANAGEMENT AND SUPERVISORY OVERSIGHT COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
97	<p>KCSO will, in consultation with the Monitor and approval by DOJ, develop specific metrics and guidelines for evaluating the effectiveness of the supervision of its deputies, and perform evaluations based on these metrics and guidelines on an annual basis. Based on its review of this practice, the Monitor and/or DOJ will make supplemental recommendations as to revisions to the metrics and guidelines to continue to improve the effectiveness of the supervision of KCSO’s deputies. [Full text]</p> <p><b>Notes:</b> Initial MT assessment has determined there are no particular policy and training components of SJ 97 that are not already assessed in other provisions. The Ideal Candidate Profile was geared to align with Evaluation Performance Reports (EPR) standards given by the County and POST dimensions. Job bulletins provide priorities and expectations at each classification.</p> <p>KCSO asserts Full and Effective Compliance for One Year with SJ 97. KCSO will submit documentation of the process it uses to meet SJ 97 compliance. These may be existing processes and will include job descriptions, ICP, and EPRs, but KCSO needs to bring these and any other performance measures and procedures into a package describing how SJ 97 is met, including detailed operationalization of each element including metrics and guidelines, procedures, and schedules. The parties can discuss expectations for compliance.</p>	NA	NA	Pending	No
98	<p>All policies, metrics, and guidelines incorporate processes for internal and external reviews, audits, and/or continuous improvement loops in order to ensure reforms are effective and sustainable. [Full text]</p> <p><b>Notes:</b> Initial MT assessment has determined there are no particular policy and training components of SJ 98 that are not already assessed in other provisions.</p> <p>The Monitors consider SJ 98 an overarching internal review and accountability provision that has to be considered as part of other provisions, including SJ 97 as well as all supervisory and management review and oversight provisions in stops, UOF, complaints, and Community Policing and thus will be assessed when each of those provisions are at or near compliance. The process KCSO uses for meeting SJ 97 should integrate with the reviews and feedback loops required in SJ 98. KCSO should also include outcomes information and data from the ongoing processes and reviews and should specifically reference methods for ensuring reforms are effective and sustainable.</p>	NA	NA	Partial	No

## **G. LANGUAGE ACCESS**

Table 5 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on language access. (See also About the Tables above for more information.)

**TABLE 5  
LANGUAGE ACCESS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
99	<i>KCSO agrees to effectively communicate with and provide timely and meaningful access to police services to all members of the Kern County community, regardless of their limited ability to speak, read, write, or understand English, including the following.</i>	Partial	No	Partial	No
	a. KCSO works and meaningfully engages with CAP and community stakeholders and develops and implements a language access policy, consistent with Title VI, that provides meaningful access to KCSO programs and services for LEP individuals, including jail inmates.	Partial	NA	Partial	No
	b. KCSO and Kern County designate language access coordinator who coordinates with KCSO and reviews language access plan.	NA	NA	Yes	Yes
	c. KCSO provides approved training on language access plan and policy to deputies, communication supervisors, call-takers, and dispatchers.	NA	Partial	Partial	No
	<p><b>Notes:</b> Summarized, the SJ Language Access section includes the following.</p> <ul style="list-style-type: none"> <li>• The first sentence of SJ paragraph 99 describes the outcomes expected of KCSO and the County regarding effectively communicating with and providing timely and meaningful access to services to all Kern County members regardless of their English competency.</li> <li>• SJ 99a–c describe steps needed to reach those outcomes.</li> <li>• SJ 100 describes the mechanism by which KCSO will assess its language access services and whether the intended outcomes of this section are being met.</li> </ul> <p>Current status of each element of SJ 99 is as follows.</p> <p><u>99a: Partial Policy Compliance is established.</u> Kern County HR developed a countywide Language Access Policy (LAP); KCSO is continuing to develop a department-specific LAP to supplement the countywide policy. The MT provided feedback on drafts as part of the technical assistance phase of development. The CAC also reviewed drafts and provided feedback. Kern County Counsel and the relevant bargaining unions have approved a draft of the countywide LAP to submit to the MT for feedback and approval.</p>				

**TABLE 5  
LANGUAGE ACCESS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>On January 20, 2026, the Monitors advised KCHR via email that the countywide LAP has been reviewed and accepted without additional feedback. As noted in the email, a countywide LAP is not required under the SJ; however, the Monitors understand KCSO's interest in ensuring that its department-specific policy aligns with the County's approach.</p> <p>KCSO has developed a draft department-specific LAP to supplement the countywide policy. The KCSO-specific draft is undergoing internal review to ensure alignment with the countywide policy and to incorporate additional resources that KCSO reports will exceed minimum legal requirements. Concurrently, KCHR is now preparing the next steps, including training for departmental Language Access Points of Contact (LAPCs). The Monitors will review KCSO's LAP for purposes of compliance assessment, once it has been provided.</p> <p>The MT acknowledges that, although the policies are pending implementation, KCSO and the County have continued their efforts to meet the legal requirements for providing services to LEP individuals and to update training and practice as changes in law or state mandates occur. KCSO patrol and detention personnel have access to a number of options for providing services, including Securus, Purple Communications, Language Line Services, and Cal OES. Wordly, an AI-powered real-time translation platform was recently procured and will be used for public meetings. KCSO also has a number of training materials and guides to help personnel in their response to LEP individuals and is developing training associated with the new policies. KCSO also continues its program for certifying bilingual employees to provide translation services. KCSO reports that their public websites are compliant with the ADA Title II Final Rule (effective June 24, 2024), ensuring digital accessibility for individuals with disabilities. The BWC Unit has integrated into its audit questionnaire whether the person contacted was LEP, and, if so, the auditor reviews if and how the language barrier was addressed.</p> <p><u>99b: Full and Effective Compliance for One Year has been established.</u> The requirement to designate a Language Access Coordinator was completed in the first year of monitoring.</p> <p><u>99c: Partial Training compliance is established.</u> Training for the new policy is not established, but the MT finds partial compliance because the department currently provides training to personnel on methods and resources for providing language access services.</p> <ul style="list-style-type: none"> <li>• For training compliance, after the policy is approved, the County and KCSO will submit associated training curriculums for MT and DOJ approval. Upon training curriculum approval, the training will be provided to all appropriate personnel and, subsequently, to newly assigned personnel.</li> </ul> <p><u>Outcomes (first sentence of SJ 99): Partial compliance is established.</u> The policy, training, and audit protocol are not yet in place, but the Monitors find partial compliance due to the efforts KCSO and the County continue to take to provide interpretation and translation services as needed.</p>				

**TABLE 5  
LANGUAGE ACCESS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
100	KCSO, in consultation with MT, DOJ, and language access coordinator, develops audit protocol, annually audits its plan, including whether the plan aligns with community needs and how it compares to similar entities, and makes the audit findings public.	NA	NA	Partial	No
	<p><b>Notes:</b>            SJ 100 is currently in partial Implementation Compliance based on the following.</p> <ul style="list-style-type: none"> <li>• KCSO reports that it has processes in place to affirm that its language access services meet existing operational needs and are in compliance with local and state mandates.</li> <li>• KCSO also reports that, in November 2025, KCSO developed a departmentwide form to capture language access service data for auditing purposes and that the data collected—to include service needs, services provided, KCSO personnel role in providing those services, challenges, and any related complaints—will support consistent documentation and allow for analysis of service efficiency. These are important steps toward ensuring KCSO can meet these SJ requirements.</li> </ul> <p>Upon final policy approval and completion of system evaluations, KCSO plans to develop a formal audit protocol in collaboration with the Language Access Coordinator, the MT, and DOJ. This protocol will guide how language access services are monitored, evaluated, and reported annually. The plan will include agreed-upon methods and measures for assessing the operation of the services and whether they meet community needs (including the outcomes in SJ 99). The MT will provide technical assistance as needed to develop this plan. The Monitors and DOJ will assess the plan and subsequent reports for compliance.</p> <ul style="list-style-type: none"> <li>• Implementation and sustained compliance for SJ 100 will entail developing an approved plan, conducting the annual audits, and making those reports public.</li> <li>• As indicated above, implementation compliance and sustained compliance for SJ 99 (first sentence) will be assessed via the findings of the annual audits. Compliance will be achieved when, if the audits find that community language access needs are not being met or there are patterns of unproductive communication or inadequate or untimely service provision to LEP individuals, KCSO and the County take action to improve those outcomes.</li> </ul>				

## **H. RECRUITMENT, HIRING, AND PROMOTIONS**

Table 6 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on recruitment, hiring, and promotions. (See also About the Tables above for more information.)

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>E. RECRUITMENT OF SWORN PERSONNEL</b>					
101	<p>To maintain high-level, quality service, ensure deputy safety and accountability, and promote constitutional, effective policing, KCSO and the Kern County Human Resources Division will review and revise as necessary its recruitment and hiring program to ensure that KCSO continues to successfully attract and hire a diverse group of qualified individuals, for both patrol and detentions. [Full text]</p> <p><b>Notes:</b> The Monitors found Implementation Compliance based on the following (some of which address other provisions in this section).</p> <ul style="list-style-type: none"> <li>• The Recruitment Plan (2023) and Hiring Plan (2025) have been approved and implemented, with the agreement that KCSO and KCHR continue to periodically review the plans and re-evaluate the data to assess changes and identify any areas requiring attention and that those analyses reflect Monitors and DOJ feedback.<sup>4</sup></li> <li>• KCSO and the County have produced a variety of analyses and reports, such as Background Report, Bi-Annual Reports (demographics), quarterly updates, Disqualification Audit, etc.</li> <li>• In the first years of the monitoring period, KCSO and KCHR implemented substantial improvements to their application and hiring processes leading to greatly increased rates of hiring and reduced vacancies. Steps taken included but were not limited to utilizing Measure K funding streams; increasing salaries and instituting hiring and retention incentives; contracting for new internal software, eSOPH, to increase efficiency and reduce the processing time for applications and background checks; modernizing and streamlining the online application experience and increasing communication and support provided to applicants; increasing the number of Academies offered; and establishing programs that provide interim employment to candidates awaiting the next Academy.</li> <li>• The Ideal Candidate Profile was created and instituted to augment the characteristics and expectations of a qualified KCSO deputy. Job bulletins now reflect the Ideal Candidate Profile.</li> <li>• KCSO has updated hiring processes in accordance with new legislation, such as AB 846, AB 89, and the new AB 2229.</li> <li>• In 2023 KCSO revised the process for identifying eligible candidates and increased staffing for background investigators which contributed to increases in the rate at which qualified candidates move through the hiring process.</li> </ul>	NA	NA	Yes	No

<sup>4</sup> The introduction to the published 2023 Recruitment Plan states: "This document represents the first of what will be periodic updates and revisions to the Recruitment Plan. Recruitment, along with hiring and retention, is an ongoing and constantly evolving challenge, so future iterations of the plan will require improvements in the data collected and presented, the level of analysis conducted by KCSO and KCHR, and additions or revisions to the plan and the action steps required to meet its objectives" (p. 4). See <https://www.kernsheriff.org/Transparency/AnnualReports>.

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>KCSO and the County recruitment teams continue to work to host recruitment events (on average almost 100 events per year) in a variety of locations and with a variety of community partners in efforts to attract a broad spectrum of qualified applicants.</li> <li>KCSO has reviewed external resources to help guide their outreach and hiring practices, including US DOJ guidance on best practices for officer recruitment, hiring, promotion, and retention and research on women in policing.</li> <li>Additionally, KCHR and KCSO report they are considering how to manage background checks under the Stipulated Judgment and Proposition 209, which prohibits quotas based on protected classes. KCSO has informed the MT that a proposed solution they are considering adopting is a first-come, first-served approach, in which candidates who submit complete background packets early are processed first.</li> </ul> <p>For Full and Effective Compliance for One Year for SJ 101, KCSO and KCHR will need to reach sustained compliance in the other paragraphs in this section. In particular, see SJ 102, 105, and 106.</p> <p>As described in detail below, there are just two areas requiring further work before KCSO and KCHR will be eligible for Full and Effective Compliance for One Year: disparity assessment and promotions.</p>				
<b>102</b>	<p>KCSO and KCHR develop approved Recruitment Plan.</p> <p><b>Notes:</b> For Implementation Compliance, the Monitors found compliance based on the following.</p> <ul style="list-style-type: none"> <li>The Recruitment Plan (also referred to as the Recruitment and Hiring Plan) has been approved and implemented. The Recruitment Plan was approved in August 2023, with the agreement that KCSO and the County would continue to update the data analyses and action plan periodically.</li> </ul> <p>Full and Effective Compliance for One Year is established based on the following.</p> <ul style="list-style-type: none"> <li>KCHR has held at least one annual review of the Recruitment Plan, with updates to the “Recruitment Objectives” and follow-up.</li> <li>KCSO reported on updates to the plan in subsequent quarterly status reports.</li> <li>Iterative data analysis to track some of the relevant outcomes has been provided in other reports, including the Background Report, Hiring Plan, and Bi-Annual Reports. The Hiring Plan (see SJ 105 notes below) also includes updates on many of these topics.</li> </ul>	NA	NA	Yes	Yes
<b>103</b>	<p><i>Recruitment Plan requires the following.</i></p> <p>a. Broad distribution of recruitment information, accessible on websites and upon request.</p> <p>b. Online application submission.</p>	NA	NA	Yes	Yes
		NA	NA	Yes	Yes

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	c. Opportunities for deputies, civilians, and County employees to attract broad spectrum of applicants.	NA	NA	Yes	Yes
	d. Maintaining current minimum standards for recruits and lateral hires.	NA	NA	Yes	Yes
	e. Outreach to broad spectrum, including race and gender, and potential candidates with POP and COP orientation.	NA	NA	Yes	Yes
	f. Continued outreach to youth by KCSO and County.	NA	NA	Yes	Yes
<p><b>Notes:</b>            For Implementation Compliance, the Monitors found compliance based on the following.</p> <ul style="list-style-type: none"> <li>The Recruitment Plan, which addresses each of these elements, was approved and implemented (see also SJ 102 notes above).</li> </ul> <p>Full and Effective Compliance for One Year is established based on the following.</p> <ul style="list-style-type: none"> <li>KCHR has held at least one annual review of the Recruitment Plan, with updates to the "Recruitment Objectives" and follow-up.</li> <li>KCSO provides regular quarterly status reports providing current data in some areas, information on recent recruitment and hiring activities aimed at reaching a broad spectrum of potential candidates, and other progress.</li> <li>Iterative data analysis to track many of the relevant outcomes has been provided in other reports, including the Background Report, Hiring Plan, and Bi-Annual Reports.</li> <li>KCSO has developed and instituted the Ideal Candidate Profile, which includes elements of cultural awareness and capacity for problem-oriented policing.</li> <li>KCSO maintains active Sheriff's Activities League (SAL) and cadet programs, has partnered with Kern High School District Regional Occupational Center and Career and Technical Education Center( ROC/CTECH) programs to allow students to participate in ride-alongs, and conducts various types of outreach to local schools.</li> </ul> <p>The MT also notes that KCSO has developed various policies (e.g., bias-free policing, community policing) that, while not directly related to recruitment and hiring, describe and clarify KCSO's expectations of personnel related to bias, cultural awareness, problem-oriented policing, and other topics related to this section.</p>					
<b>104</b>	Recruitment Plan is approved by MT and DOJ and implemented by KCSO and KCHR.	NA	NA	Yes	Yes
<p><b>Notes:</b> See SJ 103 above.</p>					

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>F. HIRING</b>					
	KCSO and the Kern County Human Resources Division with the aid of the Monitor will conduct an in-depth review of KCSO’s current hiring processes for deputies, and county hiring criteria, to assess whether any process, criterion, or requirement has a disparate impact based on a demographic category. If KCSO and the Kern County Human Resources Division or the Monitor determines that any step in the hiring process may result in a disparate impact based on demographic category, KCSO, the Kern County Human Resources Division, and the Monitor will determine whether there are reasonable alternative selection procedures available that would comply with county requirements and serve the County’s needs while having less of a disparate impact, and if there are will implement those alternative selection procedures. [Full text]	NA	NA	Yes	No
<b>105</b>	<p><b>Notes:</b></p> <p>For Implementation Compliance, the MT found compliance based on the following.</p> <ul style="list-style-type: none"> <li>• KCSO and KCHR include demographic data in their HR-related reporting and have taken steps to achieve a diverse workforce reflective of the Ideal Candidate Profile.</li> <li>• A Hiring Plan was submitted to the MT on October 31, 2024; the County submitted a revised version in response to MT feedback dated October 8, 2025; the MT has approved this version, along with feedback for improvements and updates in future iterations.</li> <li>• In addition to the Hiring Plan, KCSO has produced biannual reports tracking the demographic characteristics of applicants, hires, promotions, and exits. The last biannual report addressed data through December 31, 2024; KCSO reported it will produce annual reports moving forward, with that for 2025 expected soon.</li> </ul> <p>The Monitors’ 4th Annual Report, page 53, indicated steps needed to achieve Full and Effective Compliance.</p> <ul style="list-style-type: none"> <li>• On some of these the Monitors now find compliance, including the following. <ul style="list-style-type: none"> <li>» Providing continued updates on all HR-related activities and providing updated data, which is done through a variety of reports including: biannual HR reports (now annual), quarterly updates provided to the Monitors, the KCSO annual reports, the Hiring Plan, and in one-time reports such as the KCSO Background Report (much of which was also included in the Hiring Plan).</li> <li>» KCSO and KCHR has made effort to include managerial assessment of issues and patterns identified in the data presented in these reports and to provide updates on action steps from previous reports, evaluation of whether their efforts to achieve</li> </ul> </li> </ul>				

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>compliance have been fruitful, and, if necessary, additional strategies. For instance, KCSO has reported on its review of pass rates for the written exam and the physical agility test, steps taken to increase rates while still ensuring a qualified candidate pool. Further, KCSO also reported on the consequences on retention of changes to the agility test and subsequent steps taken to minimize those consequences.</p> <ul style="list-style-type: none"> <li>» Also, KCSO reports the next annual HR report will include results of a recruitment and retention survey. The MT has encouraged this sort of assessment; the MT will review methods and findings.</li> <li>• However, an area requiring additional work is the review of hiring and promotions practices and processes to identify any potential disparity that may impact the diversity of the KCSO workforce. We note that there have been some small positive changes in diversity in terms of raw numbers with regard to hiring. However, compliance is not based on numerical outcomes but rather on methodology and assessment, and of documentation of those processes. In short, assessing Full and Effective Compliance for One Year will require the following. <ul style="list-style-type: none"> <li>» Further and more detailed comparisons of demographic application and hiring data by job classification, assessment of the data findings by KCSO managers for identification of any potential disparate impact or other concerning patterns, and any actions taken or to be taken in response.</li> <li>» Further documentation on whether and to what extent KCSO and the County have meaningfully engaged groups underrepresented among current staff, such as the Black and Asian American communities, and documentation of efforts to determine why KCSO has had difficulty recruiting and hiring from certain communities.</li> </ul> </li> </ul> <p>This is a very important topic that the parties have discussed and will discuss further in order to come to a common understanding of expectations and compliance considerations. In several reports, KCSO and/or KCHR assert that their HR practices do not result in disparate impact based on demographic category. We continue to ask for elaboration (as we most recently did in the feedback to the 2025 Hiring Plan) on the methodological basis for these conclusions. Once received, the Monitors and DOJ will assess the reliability of those assertions and, if necessary, discuss with the KCSO and KCHR any alternative methodologies that may be necessary to assess compliance, such as an independent review by the MT. A few additional relevant factors include:</p> <ul style="list-style-type: none"> <li>• The Monitors again note that in no way does the SJ or our monitoring practices require quotas or numerical goals for recruitment and hiring. The SJ does require careful analysis of HR data (SJ 105) and efforts to achieve a workforce that reflects the diversity of the Kern County community (SJ 106) and there are many ways to work towards that goal within legal guidelines. Other efforts the MT has suggested include reviewing recruitment materials (posters, videos, website information, social media posts, etc.) to ensure that there are a variety of materials appealing to different groups.</li> <li>• The Monitors acknowledge that, despite KCSO’s continued assertions that recruitment and hiring processes do not result in disparate impact, they at the same time continue to provide documentation of steps taken to improve recruitment outreach and improve the diversity of their workforce. Some of these include: holding recruitment events and directing social media posts to,</li> </ul>				

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>geographically-speaking, a wide variety of Kern County communities and zip codes such as neighborhoods predominantly populated with underrepresented groups; encouraging Hispanic personnel to spread the word about KCSO’s interest in hiring Hispanic staff; implementation of the Ideal Candidate Profile which is meant in part to inform the public that KCSO is interested in applicants with a variety of backgrounds, skills, and traits.</p> <ul style="list-style-type: none"> <li>• With regard to SJ 105, it is the intent of the SJ and therefore of the Monitors that KCSO and KCHR build their own internal capacity to conduct reliable assessments of recruitment, hiring, and promotions practices and processes. Rather than conduct these analyses ourselves, the Monitors have sought to assist KCSO and KCHR in this regard. To that end, with each report submitted, the Monitors provided recommendations for improving the thoroughness and methodological rigor of the analyses in order that KCSO and KCHR managers can take any action needed to improve practice and so that the Monitors and DOJ may assess compliance with SJ 105 using the KCSO and KCHR reports. Some examples of feedback on which further improvement is required are as follows: <ul style="list-style-type: none"> <li>» Beginning in 2023 and through 2025, each of the various reports showed a lack of consistent reporting of demographic information for each content area—essential information to assess whether “any process, criterion, or requirement has a disparate impact based on a demographic category” (SJ 105).</li> <li>» In an August 2023 memo regarding the Recruitment Plan and in associated meetings, we acknowledged a good discussion of differentials by race and gender on written exam pass rates as well as a strong analysis of failures in the physical agility test along with steps taken to reduce exam and agility test failures while still ensuring qualified hires (efforts that KCSO has continued since then). We pointed out that the plan lacked, but required, similar detailed review of other aspects of the hiring process, especially in relation to demographics. Further, we recommended the review delve deeper into the subject, with more detailed tables showing the percentages and counts that were the basis for the discussion, more granular analysis, and elaboration on KCSO’s and KCHR’s assessment of the reasons for any differences.</li> <li>» In the same memo, we recommended further disaggregation of data provided on candidates failing to make the eligibility list, noting that a single variable grouping “not selected, no response, and refused active” was insufficient for assessing which groups were unsuccessful and for which reason. Similar disaggregation was needed for reasons for disqualifications.</li> <li>» In a September 2024 memo regarding KCSO quarterly updates and in associated meetings, we stressed that data analysis should consider rates of success (or failure) for each stage of the hiring process, that is, calculating the percentage of applicants who succeed or fail at a particular stage of the process as a percentage of those who attempted that stage, which would help identify how each group fares with each stage. The MT needed to repeat this same recommendation in the most recent analysis report we reviewed, the 2025 Hiring Plan.</li> </ul> </li> <li>• In each iterative data report, KCSO and KCHR have improved the scope and level of analysis, and with continued improvement along the lines of what is described above, full compliance can be achieved.</li> </ul>				

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
106	KCSO and County recruitment, hiring, and promotions policies show a commitment to attracting, hiring, and promoting <u>qualified</u> personnel at all ranks that reflects the County.	NA	NA	Yes	No
	<p><b>Notes:</b> The Monitors found Implementation Compliance based on the following.</p> <ul style="list-style-type: none"> <li>• The <u>Ideal Candidate Profile</u> was created to augment the characteristics and expectations of a qualified KCSO deputy. The Monitors continue to see evidence that KCSO is incorporating the Profile into recruitment, hiring, training, and promotions processes.</li> <li>• KCSO and the County have produced a variety of plans, reports, and analyses (Recruitment Plan, Hiring Plan, Bi-Annual Reports, Background Report, Audit of Disqualifications, quarterly status reports, etc.) each of which describe their efforts to examine, improve, and expand their activities aimed at meeting SJ 106.</li> <li>• Job bulletins, posted on the County hiring website, outline the duties, eligibility criteria, knowledge, skills, and abilities considered in promotional decisions (SJ 115).</li> <li>• KCSO has developed a mentor program aimed at ensuring any personnel who desire to participate can receive support at the start of their employment and as they seek promotion.</li> </ul> <p>Full and Effective Compliance for One Year can be achieved when the Promotions Policy and Plan is approved and implemented. KCSO has already begun incorporating some of its elements into practice.</p>				
107	KCSO and County continue to ensure recruitment, hiring, and promotions policies and practices are lawful, fair, and consistent with best practices.	NA	NA	Partial	No
	<p><b>Notes:</b> KCSO and the County have refined and improved their policies and practices to be reflective of best practices and the SJ.</p> <p>Implementation Compliance will be assessed as follows.</p> <ul style="list-style-type: none"> <li>• Using both KCSO and KCHR data, the MT will review the number, if any, of complaints lodged alleging unfair or discriminatory actions and the outcomes of those complaints.</li> <li>• Following implementation of the revised promotions policy and plan, review the promotions processes and outcomes to ensure they reflect the new policy and procedures.</li> </ul>				
108	The decision to suspend or not select a candidate based on their background will rest with a Commander or higher and will be documented.	NA	NA	Yes	Yes
	<p><b>Notes:</b> Full and Effective Compliance for One Year is established. KCSO made this change early in the monitoring period and has since conducted a Disqualification Audit that confirmed the practice was being followed.</p>				

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
<b>G. PROMOTIONS</b>					
109	KCSO and KCHR develop and implement an approved promotion policy.	Yes	TBD	Partial	No
	<b>Notes:</b> In January 2026, the Monitors and DOJ approved KCSO’s promotions policy and plan. KCSO will implement these items within the next few months.				
	Implementation Compliance and Full and Effective Compliance for One Year will require documentation that all appropriate personnel have received and understood the policy and plan, and that KCSO has implemented the policy and plan. Outcomes will be measured as part of the evaluation protocol in SJ 113 below.				
110	<i>As part of promotions policy, KCSO will consider and expand upon the following.</i>				
	Effective use of COP and POP strategies.	Yes	TBD	Partial	No
	The number and circumstances of uses of force.	Yes	TBD	Partial	No
	A deputy’s service as an FTO or Field Training Sergeant.	Yes	TBD	Partial	No
	Disciplinary record.	Yes	TBD	Partial	No
	Problem-solving skills.	Yes	TBD	Partial	No
	Interpersonal skills.	Yes	TBD	Partial	No
	Supervisory skills sufficient to ensure compliance with policy and SJ.	Yes	TBD	Partial	No
	Support for departmental integrity measures.	Yes	TBD	Partial	No
	<b>Notes:</b> The revised policy and plan currently under review address each of these factors.  Implementation Compliance and Full and Effective Compliance for One Year will be assessed through the approval and implementation of the promotions policy and plan and evidence that the policy and plan are being carried out in practice. (Whether the intended outcomes of the plan are being met will be assessed through SJ 113 and 114.)				
111	<i>Promotions policy is designed to do the following.</i>				
	Ensure promotional decisions are made without favoritism or unlawful discrimination.	Yes	TBD	Partial	No

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Increase transparency and deputy awareness about promotions process, criteria, and decisions.	Yes	TBD	Partial	No
	Incorporate enhanced strategies for promoting diverse qualified applicants.	Yes	TBD	Partial	No
	<b>Notes:</b> See notes for SJ 110.				
112	KCSO and KCHR will report annually KCSO’s promotional activities and outcomes to the Board of Supervisors (BOS) and to the public via website.	NA	NA	Yes	Yes
	<b>Notes:</b> KCSO produces information on promotional activity in the KCSO Annual reports covering 2022, 2023, and 2024. In addition, updates are provided in the published bi-annual KCSO HR reports. Reports can be found on the KCSO Transparency page and have been submitted to MT and DOJ.  The MT has not been provided documentation of annual submission and filing with the BOS. The parties will discuss whether KCSO or KCHR is responsible for documentation and submission to BOS, as well as the scope of this activity.				
113	The Kern County Human Resources Division [and] KCSO shall evaluate the promotion plan every two years, to assess KCSO’s promotions processes for the ranks of senior deputy, sergeant, lieutenant, and commander, to ensure that its policies and practices comply with the law, are transparent, and are consistent with the Agreement.	NA	NA	Partial	No
	<b>Notes:</b> SJ 113 is currently in partial compliance based on KCSO’s and KCHR’s ongoing inclusion of some promotions data in their other reviews related to this SJ section and internal reviews of promotions processes.  For Implementation Compliance: The promotions plan under review contains baseline data and some methodologies for evaluating outcomes. KCSO and the County will need to continue to conduct regular analysis of data, assessment of data findings, and evaluation of ongoing practices, including topics raised in the promotions plan as well as promotions related topics already included in the Hiring Plan and Bi-Annual Reports. Once the promotions policy and plan are implemented, the parties will discuss a formalized methodology and plan for completing the SJ 113 evaluation requirement. The MT looks forward to seeing updated data on promotions and whether implementation of the promotions policy and plan, and of additional efforts like the mentoring program (which is not SJ required) help				

**TABLE 6  
RECRUITMENT HIRING AND PROMOTIONS COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	with promotions outcomes.				
114	KCSO and the County develop and implement an approved plan to respond to any recommendations identified in the evaluation.	NA	NA	Pending	No
	<b>Notes:</b> Once the promotions policy and plan are implemented, and as part of the process by which the evaluation plan is developed (SJ 113), the parties will discuss what is required in terms of identification of and response to recommendations and documentation.				
115	KCSO and KCHR identify and publish candidate qualifications internally and externally.	NA	NA	Yes	Yes
	<b>Notes:</b> KCSO and KCHR include candidate qualifications in job announcements.				
116	KCSO and KCHR develop and implement strategies to increase transparency and awareness of promotions processes.	NA	NA	Yes	Yes
	<b>Notes:</b> Full and Effective Compliance for One Year is established. <ul style="list-style-type: none"> <li>• KCSO and KCHR increased transparency and distribution of promotions information beginning at the start of the monitoring period.</li> <li>• KCSO has developed a mentor program aimed at ensuring all personnel receive support at the start of their employment and as they seek promotion.</li> </ul>				

## I. COMMUNITY POLICING

Table 7 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on community policing. (See also About the Tables above for more information.)

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	a. KCSO enhances, promotes, and strengthens its community partnerships.	NA	NA	Yes	Yes
	b. KCSO engages constructively with community to ensure collaborative problem-solving and bias-free policing.	NA	NA	Partial	No
	c. KCSO increases transparency	NA	NA	Yes	Yes
	d. KCSO increases community confidence in KCSO.	NA	NA	Partial	No
	e. KCSO forms and maintains the CAC.	Yes	NA	Yes	Yes
	f. KCSO considers input from CAC and other community stakeholders in its development of UOF policies, community policing strategy and policies, bias-free policing policies, and complaint policies.	Yes	NA	Yes	Yes
<b>117</b>	<p><b>Notes:</b> SJ 117a–d describe outcomes to be achieved through the requirements laid out in SJ 118–127.</p> <p>Policy Compliance is established for SJ 117e and 117f based on the approved Community Policing (CP) Policy, which includes a Community Policing Strategic Plan and a Community Meeting Attendance Plan (October 6, 2025). The CAC also reviewed a draft policy and provided feedback. Following implementation, the MT will verify that all appropriate KCSO personnel have received, read, and understood the policy as per SJ 178.</p> <p>Training Compliance is discussed and measured in SJ 120 below.</p> <p>Regarding Implementation Compliance and Full and Effective Compliance for One Year</p> <ul style="list-style-type: none"> <li>• <u>117a: Full and Effective Compliance for One Year</u> is established for enhancing, promoting, and strengthening community partnerships. <ul style="list-style-type: none"> <li>» KCSO has improved participation in public meetings and events. For several years, KCSO has consistently worked with the CAC. KCSO holds and participates in County recruitment and hiring events that also have a community engagement aspect. The Department’s Crime Prevention Unit (CPU) provides presentations to neighborhood watch groups, and they attend community events and school fairs to engage with the community and provide informational flyers.</li> <li>» KCSO has also collaborated in events such as the Anti-Hate Forum hosted by Pride Year-Round, NAACP, Sikh Women’s Association, and the Center for Gender and Sexuality Diversity in November 2024.</li> </ul> </li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>» KCSO personnel have also participated in events such as a prayer luncheon, Rotary Club meetings, the Annual Peace Officer Memorial in May 2024, Trunk or Treat at Headquarters for Halloween, and Shop With a Cop.</li> <li>» Compliance with this provision is not only based on participating in various engagement activities but also requires achieving intended outcomes. The Monitors found that the CAC work this past summer—including, among other indicators, the work to establish a policy review protocol and, in particular, the Taft CAC meeting in July 2025—showed that the many engagement efforts undertaken by KCSO were coming together to show clear evidence of enhanced and strengthened partnerships not just with the CAC but also other community members.</li> <li>• <u>117b: KCSO is in partial compliance</u> with engaging constructively with the community to ensure collaborative problem-solving and bias-free policing.               <ul style="list-style-type: none"> <li>» The partial (rather than non-compliance) determination is based on the MT’s observations of KCSO’s engagement in community meetings, COP logs of KCSO attendance and participation in community and school events, an increase in POP projects, and substantial collaboration with the CAC, including constructive engagement on topics of concern to the community. KCSO has begun conducting problem-solving projects according to the SARA model.                   <ul style="list-style-type: none"> <li>▪ Also, KCSO provides individuals contacted by deputies during most calls for service (not stops) a barcode that links to short My90 surveys about their interactions with deputies and other law enforcement and safety issues. KCSO uses survey responses to guide decisions on where to hold community engagement meetings and identify topics of interest, trends, and concerns such as deputies not following procedural justice or bias-free policing principles. Since its launch, the My90 survey has had over 17,000 responses (demographic data are optional).</li> <li>▪ Of critical importance, the MT has asked for documentation of the tracking for how KCSO responds to the community concerns. This can be and is done in a wide variety of ways (social media, Department website, KCSO’s annual reports, in partnership with the CAC, and at community events and engagements such as Coffee With a Cop and CPU presentations) and should be documented and tracked to ensure community input is responded to (when and as appropriate).</li> </ul> </li> <li>» To reach compliance with 117b, KCSO will need to show improved engagement with problem-solving projects and/or other activities reflecting the community’s involvement as an active co-producer of public safety and actions taken by KCSO’s in response to community concerns.                   <ul style="list-style-type: none"> <li>▪ KCSO reports they have begun implementing the Community Engagement Plan and Attendance Plan prior to the policy being finalized and approved by the MT and DOJ. The plans lay out how these efforts will be conducted, documented, and measured. Completing the implementation of those practices and improved conduct of problem-solving activities, including, among other elements, partnering with other governmental agencies and the community as appropriate and tracking results, will bring compliance.</li> <li>▪ Among ways they can be documented include (1) COP/POP logs that include descriptions of collaborative roles played by community member(s) beyond sharing concerns with KCSO; (2) providing the MT with After Action Reports (AAR) following</li> </ul> </li> </ul> </li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>community meetings, once those forms are implemented; and (3) documentation showing lessons gleaned from COP/POP projects and how that learning is used in future projects.</p> <ul style="list-style-type: none"> <li>• <u>117c: Full and Effective Compliance for One Year</u> is established for the requirement to increase transparency. <ul style="list-style-type: none"> <li>» The Transparency site has been available since 2021–2022 (includes officer-involved shooting statistics, complaint forms, and information on how to file a complaint). Since 2021, KCSO has published Annual Reports and IA Annual Reports, and has participated in and helped lead CAC meetings where KCSO personnel make themselves available for questions and discussions. Since 2022, KCSO has provided presentations to and shared information with neighborhood watch groups, attended other community meetings and events, frequently participated in a local radio show/podcast, and assisted in the Community Survey and is prepared to do so in the future. Additionally, KCSO makes contact information available on their public website, and the contact page includes all division commanders' direct email addresses, so the public has direct contact with upper managers.</li> </ul> </li> <li>• <u>117d: KCSO is in partial compliance</u> with increasing community confidence. The MT has observed increased trust toward the department on the part of CAC members and has observed KCSO leadership and CAC members having discussions on difficult topics that seemed to increase community confidence. The Taft meeting, for instance, represented an open, respectful setting for community members to raise various concerns, KCSO personnel to share their perspective, and rapport to grow. <ul style="list-style-type: none"> <li>» To reach compliance with 117d, KCSO will need to show that it reliably tracks community confidence across the county. Compliance will not be based on confidence reaching a certain level (there is no numerical requirement) but will be based on gathering the information and using it to inform efforts to increase community confidence. The parties have and will continue to discuss strategies to measure “increased community confidence,” which may include or continue to include the following. <ul style="list-style-type: none"> <li>▪ An online public survey accessible via several channels including the KCSO public website, QR code, social media, and the CAC website. KCSO would work with CAC and MT to establish methods and develop questions to track changes in community confidence and other information. Results can be combined and compared to other sources of information such as other surveys, My90, community meetings, and the CAC. If SJ 124–127 requirements are met, this could be in addition to or instead of the SJ Community Survey.</li> <li>▪ MT review of KCSO’s own tracking of community confidence, including MT tracking and assessment of KCSO’s self-assessment through their implementation of the Strategic Plan.</li> <li>▪ MT’s observation of increased trust between KCSO and the CAC in observed interactions and communications and in MT observation of meetings such as THRIVE, as described in KCSO’s Community Meeting Attendance Plan.</li> <li>▪ By KCSO providing the MT with results from the My90 surveys as they relate to community trust/confidence. The MT will need to know the dates survey responses were provided as well as the demographic and geographic representation of the respondents.</li> </ul> </li> </ul> </li> <li>• <u>117e: Full and Effective Compliance for One Year</u> is established for maintaining the CAC. KCSO formed and has maintained the CAC since October 2020 (prior to the filing of the SJ); the MT observed their first CAC meeting in March 2021. Since then, with KCSO</li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>support and participation, the CAC meets at least quarterly and holds community meetings and outreach events. The MT has observed that these activities exceed the SJ requirements outlined in SJ 59, and confirms sustained compliance.</p> <ul style="list-style-type: none"> <li>• <u>117f: Full and Effective Compliance for One Year</u> is established because KCSO has documented consistent efforts to receive CAC input via emails and as agenda items discussed in meetings. KCSO and the CAC have put significant effort into broadening the CAC membership and participation at meetings of diverse groups and these efforts continue. The MT has observed that these efforts meet SJ requirements, and in addition, KCSO solicits feedback from the CAC on topics not required by the SJ. These practices have been codified by the CAC bylaws and in KCSO’s Community Policing Policy. KCSO is responsive when the CAC requests additional opportunities to review policies, as is currently being discussed regarding stops policies.</li> </ul>				
<b>H. COMMUNITY- AND PROBLEM-ORIENTED POLICING</b>					
118	a. KCSO broadens its efforts to actively participate in community engagement efforts and to enhance its engagement with all members of the community, including critics.	Yes	NA	Yes	Yes
	b. KCSO participates in local community meetings.	Yes	NA	Yes	Yes
	c. KCSO makes itself available for community feedback.	Yes	NA	Yes	Yes
	d. KCSO works with the community on diversion programs.	Yes	NA	Yes	Yes
	e. KCSO creates additional easy points of access for feedback.	NA	NA	Yes	Yes
	<p><b>Notes:</b> For Policy Compliance, see notes for SJ 117 above.  For Training Compliance, see SJ 120 below.  <u>SJ 118: Full and Effective Compliance for One Year is established:</u></p> <ul style="list-style-type: none"> <li>• <u>118a:</u> compliance is based on the following. <ul style="list-style-type: none"> <li>» KCSO’s participation in meetings and events co-hosted with the CAC, such as the Bridge the Gap Forum (March 2022), CAC Community Policing Subcommittee meetings in Boron (September 2022) and Lamont (November 2022), and every CAC meeting since its formation. KCSO has consistently met with CAC on a regular basis, exceeding the minimum requirements outlined in SJ 59.</li> <li>» In addition, KCSO holds National Night Out Events annually, and the Community Relations Unit regularly attends various community meetings and provides presentations with patrol and other units on topics requested by community members. These meetings, events, and presentations are logged and tracked.</li> </ul> </li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>» The MT has regularly reviewed data on other community engagement efforts through the COP/POP log.</li> <li>» KCSO has reported their extensive recruitment activities each year to the MT, which demonstrate that they have actively participated in a variety of events aimed at strengthening partnership within the community. KCSO has placed significant effort toward improved quality and quantity of community engagement activities.</li> <li>» The parties have discussed that “active participation” means KCSO personnel do more than just attend a meeting, but they must also be engaged and participate—e.g., KCSO personnel already actively participate in various community meetings, and the Taft CAC meeting included quality engagement by the deputies assigned locally.</li> <li>» The MT has observed consistent efforts on the part of KCSO to engage with critics and has seen improvement in some of those relationships, as exemplified by KCSO and a representative of the ACLU co-chairing the CAC together and building a working relationship, including regular direct communication during and between formal meetings.</li> <li>• <u>118b</u>: Compliance is based on KCSO’s attendance and participation in all CAC meetings (additionally, KCSO personnel are assigned to each CAC subcommittee) and activities such as school events, career days, and resource fairs. The MT has observed these meetings and reviewed KCSO’s community policing logs and confirms compliance. The MT has observed KCSO engaging with its critics at CAC meetings and in relationship-building efforts such as more informal, direct communication (e.g., phone calls, discussions at meetings instead of formal letters).</li> <li>• <u>118c</u>: Compliance is based on MT observations and frequent review of KCSO’s social media. The MT has found KCSO makes itself available when participating in CAC meetings, community meetings (the Bridge the Gap Forum listed above, in the discussion about 118a was the first meeting observed by the MT), social media, and the Department’s website (e.g., direct contact links to KCSO commanders). KCSO makes itself available for questions and discussions at community meetings and events, through its website, and, for some personnel, direct email or telephone contact. KCSO also provides informational flyers at community meetings and events.</li> <li>• <u>118d</u>: Since the start of the monitoring period, KCSO personnel have made themselves available to community members and groups who want to discuss diversion. The prioritization of the Crisis Intervention Team model demonstrates a commitment to reducing the chances of system involvement for individuals involved in stops and calls for service. Kern County has a Drug Court. KCSO has a Residential Substance Abuse (RSAT) program and active SAL and cadet programs, which can help at-risk youth.</li> <li>• <u>118e</u>: Compliance for access points is based on the following. <ul style="list-style-type: none"> <li>» Since 2022, KCSO has provided a link on their agency’s website for the public to provide feedback on finished policies that go beyond the SJ scope.</li> <li>» In 2021, KCSO established “Talk to Your Commander” links, and members of the public can email the sheriff directly.</li> <li>» KCSO collects indications of community sentiment through the My90 results.</li> </ul> </li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
119	a. A variety of KCSO sworn personnel actively attend community meetings and events.	Yes	NA	Yes	Yes
	b. KCSO develops a community attendance plan that indicates numbers and types of events to be regularly attended and takes into account the need to enhance KCSO relationships with particular groups, such as youth, LEP individuals, and communities of color.	Yes	NA	Yes	Yes
<p><b>Notes:</b> For Policy Compliance, see notes for SJ 117 above.</p> <p>For Training Compliance, see SJ 120 below.</p> <p>Full and Effective Compliance for One Year is established as follows.</p> <ul style="list-style-type: none"> <li>• <u>119a: Full and Effective Compliance for One Year is established</u> based on MT observations at meetings and events listed in 118a and 118b and community meetings in Oildale and Taft. <ul style="list-style-type: none"> <li>» The MT attends community meetings to observe deputy participation and to talk to community members about their perception of deputy availability and participation.</li> <li>» KCSO assigns personnel from the local station where the meeting is held so that members from that community can get to know the local staff and vice versa.</li> <li>» The MT observed deputies at the Oildale community meeting in July 2024 to be engaged when they introduced themselves, going beyond stating their names and ranks, but also sharing some personal background (e.g., that they were born and raised in Oildale or nearby), being open to questions, and taking meeting notes.</li> <li>» The MT observed this deputy conduct again at the Taft meeting held in July 2025. KCSO Community Relations Unit tracks all community events they attend, and additional community events are tracked in the COP/POP log, which the MT has regularly reviewed.</li> </ul> </li> <li>• <u>119b: Full and Effective Compliance for One Year is established</u> based on KCSO having put extensive effort into developing their Community Meeting Attendance Plan (part of the Community Policing Policy) that has been reviewed by the Monitors and DOJ. The CAC reviewed the draft policy and provided feedback, which KCSO incorporated. <ul style="list-style-type: none"> <li>» The MT has observed KCSO implement elemental aspects of the Attendance Plan (e.g., deputies employing “active listening” skills and “engaging constructively with community members”) at the Oildale and Taft community meetings as described above.</li> </ul> </li> </ul>					

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COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
120	KCSO agrees to provide structured annual in-service training on community policing and problem-oriented policing methods and skills for all deputies, including station supervisors and unit commanders. This training shall include:				
	a. Crime prevention strategies through community engagement;	Partial	Yes	Yes	No
	b. Scenario-based training promoting relationship development with community;	Partial	Partial	Partial	No
	c. Leadership, ethics, and interpersonal skills;	Partial	Partial	Partial	No
	d. Community engagement techniques;	Partial	Partial	Partial	No
	e. POP tactics for employees and community members;	Partial	Partial	Partial	No
	f. Conflict resolution and de-escalation; and	Partial	Yes	Yes	Yes
	g. Cultural awareness and sensitivity.	Partial	Yes	Yes	Yes
	<p><b>Notes:</b> Policy Compliance remains partial. The relevant policies are approved. The MT will verify receipt of the policies by all deputies. See also notes for SJ paragraph 117.</p> <p><u>SJ 120b–e: Partial Training Compliance</u> has been established in the following areas based on trainings for other SJ sections and KCSO efforts.</p> <ul style="list-style-type: none"> <li>• <u>120b</u>: Partially satisfied by the WYSM training, detailed below. The MT will assess whether the new four-hour Community Policing and Engagement Training (CPET) satisfies the objectives of this provision.</li> <li>• <u>120b</u>: Will likely be in compliance with approval and implementation of KCSO’s new CPET course, which is currently under review.</li> <li>• <u>120c–e</u>: Partial compliance because in May 2023, KCSO leadership attended an in-person 2.5-day training on POP. To reach compliance for those training sections, KCSO must ensure that all deputies, station supervisors, and unit commanders receive training that augments the POP training.</li> <li>• <u>120a and 120c–g</u>: KCSO directed all deputies, detentions deputies, and managers to complete a four-hour online CPET course titled “Community Policing Defined,” which includes the following modules. The Community Policing Defined training defines community policing in four modules through a tutorial including online interactive presentations accompanied by audio and text. Each module has a short quiz referred to as knowledge checks that must be completed for the student to move on to the next module. After completing the modules, an online test is administered. To receive credit for the training a passing score must be achieved. <ul style="list-style-type: none"> <li>» Module 1 explains community policing for the student and provides a short history of community policing.</li> </ul> </li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>» Module 2 defines community partnerships, explores their importance, and provides real-world examples of how community partnerships are an integral part of community policing.</li> <li>» Module 3 covers organizational transformation, why it is a part of community policing, and the role of organizational transformation in partnerships and problem solving.</li> <li>» Module 4 defines problem solving, explores best practices for problem solving, and examines problem-solving methodologies such as SARA.</li> <li>• “Community Policing Defined” addresses several components of the SJ training requirements, notably SJ 95, 96, 120, and 180.               <ul style="list-style-type: none"> <li>» The COP training fulfills the training component of SJ 95d–f: “(d) engage with and listen to community feedback, (e) incorporate community feedback when able and appropriate, and (f) develop and evaluate policing strategies and tactics of contemporary best police practices.”</li> <li>» The training covers SJ 96, particularly the section that states “also develop and implement mandatory supervisory training in accord with contemporary police practices that will include techniques for effectively guiding and directing the actions of their subordinate personnel.”</li> <li>» The training fulfills SJ 120a, 120d, and 120e, “providing structured annual in-service training on community policing and problem-oriented policing methods for all deputies, station supervisors, and unit commanders. The tutorial covers methods and strategies by explaining how to build and sustain partnerships through community engagement.” The class covers SJ 120a, building community engagement, starting off with one-on-one interactions to build a foundation for the community to have a collective sense of partnership with law enforcement; 120d, building trust with communities that have been traditionally underserved and may have a pattern of negative encounters with law enforcement, such as minority and immigrant groups, through engaging with both government and community organizations that serve those communities (the training does not explicitly refer to LGBTQ+ communities, but outreach to those communities could be inferred from the verbiage in the presentation); 120e explores problem-oriented policing tactics for employees and the community by explaining the SARA model and explaining that the tactic requires the feedback of the community to achieve tangible results.</li> </ul> </li> <li>• <u>120a–g</u>: KCSO has developed CPET to fulfill requirements for structured annual training covering community policing and problem-oriented policing methods for all deputies, supervisors, and commanders. <u>The MT is reviewing the written training materials and will observe a pilot of the training to assess its delivery, how it is received by personnel, and whether each subsection of this paragraph is thoroughly addressed.</u> <ul style="list-style-type: none"> <li>» The first three hours are designed to introduce and discuss the following: community policing philosophy (120a and 120c); SARA model (120b and 120e); leadership and ethics (120c); community engagement (120a and 120d); practical applications (120b); and conflict resolution and cultural awareness (120f and 120g). The last hour of the training is designed to be management-focused to review the KCSO Community Policing Policy, Strategic Plan, and Community Attendance Plan.</li> </ul> </li> </ul>				

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<ul style="list-style-type: none"> <li>» The training covers KCSO's Community Attendance Plan, which requires KCSO to hold a minimum of two community engagement forums per year in each of five response areas. Four meeting types are outlined: meetings to facilitate dialogue, community policing/POP project meetings for collaboration, community learning meetings for education, and meetings for engaging underrepresented groups including youth, LEP individuals, LGBTQ+ communities, and communities of color.</li> <li>» The training also includes detailed scenarios requiring deputies to work with community partners, prepare for neighborhood watch meetings, and develop problem-oriented policing projects. It emphasizes collaboration with various stakeholders, including crime prevention units, probation departments, schools, and community organizations.</li> <li>» The training will use software that promotes Adult Learning Concepts (ALCs) and will allow students to be more interactive by participating in quizzes and group activities.</li> <li>• <u>120a-f</u>: "Why'd You Stop Me" (WYSM) CP 21 Training for all KCSO deputies of all ranks began in January 2025 and ended in April 2025. The training provided an introduction and overview of several important topics, including procedural justice, effective communication with the community, and deputy wellness. Additionally, the trainers provided a foundation for why treating the community with dignity and respect is critical to effective law enforcement service for the community.               <ul style="list-style-type: none"> <li>» <u>120c</u>: Partial compliance because in May 2025, KCSO leadership (senior deputies, sergeants, and lieutenants) attended Frontline Leadership, a weeklong leadership course, which included a community policing component and covered integrity in policing overall. KCSO informed the MT that they will provide this training to all leadership staff. However, to reach compliance, KCSO will need to provide other training on this topic that would include all deputies. In addition, KCSO has implemented an in-house supervisory course. These courses are in addition to the required POST Supervisor and Management Courses, which KCSO has complied with.</li> <li>» <u>120f and 120g</u>: Full and Effective Compliance for One Year is established. The CIT training provided to all deputies addresses some of the de-escalation, cultural awareness, and sensitivity aspects. KCSO are also providing the WYSM and "Beyond Bias: Racial and Identity Profiling Update" trainings in addition to CIT training. KCSO regularly issues training bulletins regarding SJ and other professional topics. This includes quarterly bias-free training and UOF/de-escalation training, which has been ongoing.</li> </ul> </li> </ul>				
<b>121</b>	<p>KCSO incorporates into its organizational strategies and policing philosophy the <i>Final Report of The President's Task Force on 21st Century Policing</i> and its concepts.</p> <p><b>Notes:</b> For Policy compliance, see notes for SJ paragraph 117.</p> <p>Training compliance is measured in paragraph 120. The CP policy and the Frontline Leadership and four-hour in-person trainings contain elements related to the 21st-century policing pillars.</p>	Yes	Partial	Yes	No

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>The MT determined partial compliance because KCSO has drafted a Community Policing Policy, to include a Strategic Plan, which incorporates the 21st-century pillars. These six pillars are: (1) building trust and legitimacy, (2) policy and oversight, (3) technology and social media, (4) community policing and crime reduction, (5) training and education, and (6) officer wellness and safety. These pillars serve as the outline for the Strategic Plan, which KCSO has begun implementing, such as at the Oildale community meeting in July 2024.</p> <p>To reach Full and Effective Compliance for One Year, KCSO must continue to implement the Strategic Plan and identify measured outcomes (as written in the Strategic Plan) over a one-year span and share with the MT to review.</p> <p>Outcomes will be measured in other SJ provisions (e.g., SJ 117–119 above and provisions in the Stops section).</p>				
<b>122</b>	<p>KCSO annually assesses and reports on the impact of its community engagement initiatives, including successes, obstacles, and recommendations for improvement. Report is posted online.</p> <p><b>Notes:</b> Full and Effective Compliance for One Year is established because KCSO drafted and publicly published Annual Reports for 2021, 2022, and 2023 after they were reviewed and approved by the MT. As requested, each subsequent report has improved data reporting and assessment.</p>	NA	NA	Yes	Yes
<b>123</b>	<p>KCSO seeks the assistance of the CAC and community advocates in widely disseminating the SJ to the public, in English and Spanish, as set forth elsewhere in the SJ.</p> <p><b>Notes:</b> The language in SJ 123 had been unclear. Upon clarification received from the DOJ, which stated that this paragraph should refer to disseminating the SJ in general, the MT has determined that KCSO is in compliance with this provision. Examples include providing KCSO informational pamphlets and community meeting flyers in English and Spanish.</p>	NA	NA	Yes	Yes
<b>I. COMMUNITY SURVEY</b>					
<b>124</b>	<p>KCSO assists MT in conducting biennial community survey.</p> <p><b>Notes:</b> Full and Effective Compliance for One Year is established with assisting the MT in conducting community surveys.</p> <p>The first biennial Kern County Community Survey launched publicly in November 2022 and closed in November 2023. KCSO was highly supportive and collaborative in the process beginning in 2021. The CAC was invaluable throughout the process with their members' efforts to share the survey link with other organizations and community members using different methods such as email listservs, posts on social</p>	NA	NA	Yes	Yes

**TABLE 7  
COMMUNITY POLICING COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENTS	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>media, and flyers with QR codes. The first biannual survey was completed and shared with the CAC prior to the report and survey results being publicly distributed and posted on KCSO’s website in September 2024.</p> <p>Since then, KCSO has remained supportive of discussion and planning regarding a follow-up community survey. The parties will discuss administration of a shorter survey with enhanced outreach methods. KCSO’s My90 surveys also serve to address this provision.</p>				
125	<i>County provides funding for the MT to select and retain entity to conduct baseline and subsequent surveys of:</i>	NA	NA	Yes	Yes
	Residents;	NA	NA	Yes	Yes
	Law enforcement personnel; and	NA	NA	Yes	Yes
	Detained arrestees.	NA	NA	Yes	Yes
	Formally discuss, with KCSO supervisors and DOJ, survey methods and improvements in subsequent surveys.	NA	NA	Yes	Yes
	<b>Notes:</b> See paragraph 124 and MT 4th Annual Report.				
126	KCSO cooperates with design and conduct of survey.	NA	NA	Yes	Yes
	<b>Notes:</b> See paragraph 124.				
127	Survey reports publicly distributed and posted on KCSO website.	NA	NA	Yes	Yes
	<b>Notes:</b> See paragraph 124.				

## **J. PERSONNEL COMPLAINT REVIEW**

Table 2 provides the compliance status, and brief summaries of related work completed and/or remaining, for each paragraph in the section on personnel complaints. (See also About the Tables above for more information.)

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	All personnel complaints are received and documented.	Yes	See SJ 151–153	Partial; Pending audits	No
	All personnel complaints are investigated fully and impartially.	Yes	See SJ 151–153	Partial; Pending audits	No
	All personnel who commit misconduct are held accountable pursuant to a fair and consistent disciplinary system.	Yes	See SJ 151–153	Partial; Pending audits	No
128	<p><b>Notes:</b> SJ 128 describes the intended outcomes of the requirements laid out in the paragraphs that follow. Aspects of this paragraph that overlap with other complaints provisions will be assessed for compliance together.</p> <p>Policy Compliance is established. All D-series complaints policies are approved and published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <ul style="list-style-type: none"> <li>While some SJ-required provisions have been addressed in policies in place for some time, other provisions were newly addressed in the policies implemented in 2026.</li> </ul> <p>For training compliance, see SJ paragraphs 151–153 below.</p>				
	<p><b>General Notes on Establishing Compliance:</b></p> <ul style="list-style-type: none"> <li>For most complaints provisions, Implementation Compliance is established through implementation of approved policies/protocols and associated training, and the MT determining that each provision is being addressed in practice (SJ 163). With new policies approved and being implemented and with both continuing and newly developed training, it is time to plan compliance assessments to ensure policy and training is reflected in practice. This will be a focus of the upcoming site visit.</li> <li>In these tables, a finding of “Partial,” “Pending review,” or “Pending audit” does not mean that the MT has determined that KCSO is not in compliance or that KCSO has not completed the steps necessary to reach compliance. It does indicate that a determination of compliance cannot be made until formal compliance reviews or audits are conducted and that those reviews and audits are forthcoming.</li> <li>KCSO regularly conducts audits and reviews of complaints and IA cases as required by SJ 154–156. As described at the start of this report, while these audits and reviews follow approved work plans, their purpose and design has not been for formal compliance assessment by the Monitors and DOJ but rather for KCSO’s internal managerial review, risk management, and accountability practices.</li> <li>For some Complaints provisions, the MT uses KCSO’s audits as indicators of progress toward compliance. Pending discussions and determinations by the parties, this practice may be expanded to include the Monitors and DOJ using KCSO audits as formal</li> </ul>				

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>compliance assessments. This will require an approved KCSO work plan and approved independent, objective, and transparent auditing and reporting. This process will also include the MT verifying findings by reviewing samples of the same cases that KCSO audits.</p> <ul style="list-style-type: none"> <li>The parties will determine the most efficient and reliable route forward for compliance assessment of this section.</li> </ul> <p>Implementation Compliance and Full and Effective Compliance for One Year for SJ 128 will be based on formal audits and reviews conducted by the MT or KCSO.</p>				
<b>129</b>	<p>Public has access to complaint forms and information.</p> <p><b>Notes:</b> Policy Compliance is established. All D-series complaints policies are approved and published. The information and form is available in multiple languages on the KCSO website. See notes for SJ 128 above for more information.</p> <p>Partial Implementation Compliance is established based on KCSO's established procedures for handling complaints and on KCSO audits.</p> <p>Implementation Compliance for the public's access to complaint forms and information to be based on formal reviews that procedures are being consistently followed and forms are available at designated public sites and online. See discussion in notes for SJ paragraph 128 above.</p> <p>KCSO recently reported: "[complaints] materials are not consistently available at required public locations or distributed to community groups because the achievement of compliance was dependent upon policy approval, which was significantly delayed by the long response times from the MT/Cal DOJ." The MT will conduct periodic checks to ensure that KCSO makes complaint materials available in public locations as required by the SJ. Upon implementing the D-series of complaint policies, KCSO has developed and is using QR code cards for patrol deputies to provide the public with direct access to the electronic complaint form on KCSO's public website. See SJ 130 for more details about the electronic complaint form. Over the past two years, KCSO has also improved its public website, where electronic complaint forms can be submitted. This electronic complaint form can be translated into numerous languages, expanding language access beyond the County's required five languages for voters during an election. The electronic complaint form, like the paper complaint form, gives details on the complaint process and requests information from the complainant. See SJ 135 for more information on the electronic complaint form.</p>	Yes	NA	Partial; pending audits	No
<b>130</b>	Accept all complaints.	Yes	See SJ 151–153	Partial; Pending audits	No

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	LEP language assistance.	Yes	See SJ 151–153	Partial; Pending audits	No
	<p><b>Notes:</b>                      Policy Compliance is established. All D-series complaints policies are approved and published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>For Training Compliance, see SJ paragraphs 151–153 below.</p> <p>Partial Implementation Compliance is established based on KCSO’s established procedures for receiving and processing complaints, on KCSO audits, and on MT review of certain cases. As required in SJ 154, KCSO conducted audits of SJ 130 in the second quarter of 2024 and again in the second quarter of 2025 and found compliance.</p> <p>Implementation Compliance assessment to be based on formal audits and reviews conducted by the MT and/or KCSO. See General Notes on Establishing Compliance in the notes for SJ paragraph 128 for details.</p>				
	Impeding the filing of a complaint or providing false or misleading information about filing a complaint is grounds for discipline.	Yes	See SJ 151–153	Pending audits	No
<b>131</b>	<p><b>Notes:</b>                      Policy Compliance is established. All D-series complaints policies are approved and published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>For Training Compliance, see SJ paragraphs 151–153 below.</p> <p>As required in SJ 154, KCSO has conducted annual internal audits of SJ 131 and found compliance.</p> <p>Implementation Compliance assessment to be based on formal audits and reviews conducted by the MT and/or KCSO. See discussion in SJ paragraph 128 for details. See General Notes on Establishing Compliance in SJ 128 above.</p>				
	Complaint policies and procedures incorporate best practices from California RIPA 2019 report.	Yes	NA	Yes	Pending verification
<b>132</b>	<p><b>Notes:</b>                      Policy Compliance is established. All D-series complaints policies are approved and published. The development and approval of those policies included consideration of best practices from the California RIPA 2019 report. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p>				

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>The MT considers this a policy-only provision. Outcomes for this provision will be measured as part of other SJ Complaints section provisions.</p> <p>Full and Effective Compliance for One Year will be established when the MT verifies that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy over the next year.</p>				
133	a. Complaint brochure available in multiple languages.	Yes	NA	Partial; Pending reviews	No
	b. Complaint forms on website in fillable format for electronic submittal.	Yes	NA	Yes	Yes
	<p><b>Notes:</b> Policy Compliance is established. All D-series complaints policies are approved and published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>For 133a, online information is available in multiple languages. The parties will discuss which translated versions of the materials are required at public locations and whether physical documents, a website link, or a QR code linking to the online versions will be sufficient.</p> <p>For 133b, Full and Effective Compliance for One Year is established. The online complaint information and forms are available in multiple languages, including but not limited to English, Spanish, Hindi, Ilocano, Punjabi, and Tagalog.</p>				
134	Complaint form collects the information delineated in California RIPA 2020 report.	Yes	NA	Yes	Pending verification
	<p><b>Notes:</b> See SJ paragraph 132 above.</p>				
135	Policies enhanced so they are complete, clear, and consistent.	Yes	NA	Yes	Pending verification
	<p><b>Notes:</b> Policy Compliance is established. All D-series complaints policies are approved and published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>The MT considers this a policy-only provision. Outcomes for this provision will be measured as part of other SJ Complaints section provisions.</p>				

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	Full and Effective Compliance for One Year will be established when the MT verifies that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy over the next year.				
136	Ensure personnel complaints are not misclassified as service complaints.	Yes	See SJ 151–153	Partial; Pending audits	No
	Develop clear definition of what constitutes a civilian complaint, to include non-traditional sources.	Yes	See SJ 151–153	Partial; Pending	No
	<p><b>Notes:</b> Policy Compliance is established. All D-series complaints policies are approved and published. The MT will verify that all appropriate current and incoming personnel (e.g., new staff or those returning from long-term leave) receive and understand the policy.</p> <p>For training compliance, see SJ paragraphs 151–153 below.</p> <p>Partial compliance is established based on KCSO’s established procedures for receiving and processing complaints, on KCSO audits, and on MT review of certain cases.</p> <p>Implementation Compliance assessment to be based on formal audits and reviews conducted by the MT and/or KCSO to determine whether this provision is consistently adhered to in complaint investigations. See notes for SJ paragraph 128 above for details.</p>				
	Clarify and strengthen policies for which behavior requires formal discipline, which allegations require administrative investigation, and which investigations handled by IA rather than at unit level.	Yes	See SJ 151–153	Partial; Pending audits	No
137	<b>Notes:</b> See notes for SJ paragraph 136 above.				
	Investigate every allegation even if the complainant did not specifically articulate it.	Yes	See SJ 151–153	Partial; Pending audits	No
138	<b>Notes:</b> See notes for SJ paragraph 136 above.				
	IAB to serve as central coordinator and quality control to ensure all investigations are thorough, fair, and resolved timely.	Yes	NA	Pending audits	No
139	<b>Notes:</b> See notes for SJ paragraph 136 above.				

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
140	Investigations are as thorough as necessary to reach reliable and complete findings.	Yes	See SJ 151–153	Partial; Pending audits	No
	No automatic preference for deputy’s statement over non-deputy’s statement.	Yes	See SJ 151–153	Partial; Pending audits	No
	No disregard for witness statement due to connection to complainant or criminal history.	Yes	See SJ 151–153	Partial; Pending audits	No
	KCSO makes efforts to resolve material inconsistencies among witness statements.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
141	Investigation conducted by uninvolved supervisor.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
142	Identify all persons at scene, including deputies; conduct further investigation when they assert they did not witness the incident but evidence does not support that assertion.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
143	Obtain a full statement or interview from all witnesses.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
144	Conduct and record each interview separately.	Yes	See SJ 151–153	Partial; Pending audits	No
	Use uninvolved interpreter for people with LEP.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
145	Every misconduct investigation includes a comprehensive summary supporting evidentiary basis for findings.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
146	All investigations reviewed and approved by accused’s commanding officer.	Yes	See SJ 151–153	Partial; Pending audits	No
	All substantive allegations identified and investigated even if complainant did not specifically articulate it.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
147	Each allegation adjudicated using preponderance of evidence standard.	Yes	See SJ 151–153	Partial; Pending audits	No
	Each allegation adjudicated using Penal Code standards (Sustained, Not Sustained, Exonerated, Unfounded).	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
148	Reviewing commanding officer recommends corrective action for sustained allegations, taking into consideration seriousness of offense and work history.	Yes	See SJ 151–153	Partial; Pending audits	No
	<b>Notes:</b> See notes for SJ paragraph 136 above.				
149	<i>Disciplinary recommendation process codified to ensure uniform application, taking into account the following.</i>				
	a. Seriousness of the offense.	Yes	See SJ 151–153	Partial; Pending audits	No
	b. Impact or potential impact on Department and personnel.	Yes	See SJ 151–153	Partial; Pending audits	No
	c. Employee’s work history and acceptance of responsibility.	Yes	See SJ 151–153	Partial; Pending audits	No
	d. Employee’s prior disciplinary history.	Yes	See SJ 151–153	Partial; Pending audits	No

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	e. Impact on public trust.  <b>Notes:</b> See notes for SJ paragraph 136 above.	Yes	See SJ 151–153	Partial; Pending audits	No
150	Disposition of each complaint and allegation recorded accurately in Department database used to track employee actions.  <b>Notes:</b> See notes for SJ paragraph 136 above.	Yes	See SJ 151–153	Partial; Pending audits	No
	As required in SJ 154, KCSO has conducted an internal audit of SJ 141 and found compliance.				
151	KCSO provides deputies and supervisors updated and revised training on proper complaint intake, classification, and investigation techniques, including but not limited to how to record complaints from individuals with limited English proficiency and the consequences for failing to properly take or investigate complaints.  <b>Notes:</b> Current partial compliance (as opposed to non-compliance) is based on the fact that KCSO provides various supervisory training courses, including courses that address the investigation of complaints. The Monitors and DOJ will observe the pilot IA training at next site visit.  KCSO has also sent some PSU staff to auditing school, and KCSO reports more PSU staff are scheduled to attend auditing school in 2026.	NA	Partial; Pending	Partial; Pending	No
152	All personnel conducting investigations receive <b>initial</b> training.	Yes	Partial; Pending	Partial; Pending review	No
	All personnel conducting investigations receive annual <b>refresher</b> training.  <i>Training components to include the following.</i>	Yes	Partial; Pending	Partial; Pending review	No

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	a. Investigative skills, including interrogation and interview techniques, gathering and analyzing evidence, and data and case management.				
	b. Particular challenges of complaint reviews/investigations, including identifying alleged misconduct, weighing credibility of witnesses and deputies, resolving inconsistent statements, and application of preponderance of evidence standard.				
	c. Relevant law and criminal discovery rules.				
	d. KCSO rules and policies, SJ requirements, and protocols for criminal and admin investigations of alleged misconduct.				
<p><b>Notes:</b>            Current partial compliance (as opposed to non-compliance) is based on the fact that KCSO provides various supervisory training courses, including courses that address the investigation of complaints. KCSO has also sent some PSU staff to auditing school.</p> <p>Further training compliance assessment will be conducted after publication of the revised complaint policies and procedures and the incorporation of any revisions needed to ensure the new policies are appropriately addressed.</p>					
153	All personnel responsible for reviewing investigations receive <b>initial</b> training.	Yes	Partial; Pending	Pending review	No
	All personnel responsible for reviewing investigations receive <b>refresher</b> training.	Yes	Partial; Pending	Pending review	No
	<i>Training components to include the following.</i>				
	a. Ensuring all witnesses and accused deputies are accounted for in the investigation and asked about the allegations.				
	b. Ensuring that summarized statements accurately reflect recorded interviews.				
	c. Ensuring evidence is identified, analyzed, and interpreted in the investigation.				
d. Identifying and addressing risk management issues, such as issues with policies, training, safety equipment, and field supervision.					

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	e. Determining appropriate corrective action and/or penalty, when appropriate.				
	f. Relevant laws dealing with conducting personnel investigations and disciplinary actions.				
	<p><b>Notes:</b> Current partial compliance (as opposed to non-compliance) is based on the fact that KCSO provides various supervisory training courses, including courses that address the investigation of complaints. KCSO has also sent some PSU staff to auditing school.</p> <p>Further training compliance assessment will be conducted after publication of the revised complaint policies and procedures and the incorporation of any revisions needed to ensure the new policies are appropriately addressed.</p>				
154	KCSO conducts annual audits of public complaints.	Yes	See SJ 151–153	Yes	Pending MT review and verification of additional KCSO audits
	Audits submitted through chain of command to sheriff for determination regarding recommendations made and further action required.	Yes	See SJ 151–153	Yes	Pending MT review and verification of additional KCSO audits
	<p><b>Notes:</b> Policy Compliance is established. All D-series complaints policies are approved and published.</p> <p>For Training Compliance, KCSO will need to ensure personnel producing these reports receive all related training. See SJ paragraphs 151–153 above.</p> <p>The department has produced SJ 154 audits since 2023. The first audits did not reach compliance in terms of quality, but compliance was subsequently achieved. KCSO was and remains responsive to MT feedback; some Professional Standards Unit (PSU) personnel have attended auditing school, and the audits improved substantially. The MT finds the audits are adequate for SJ 154 compliance; moving forward, we are most focused on the thoroughness of managerial review and corrective actions taken with regard to the audits and complaint cases.</p>				

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
	<p>In our Fourth Annual Report, the Monitors noted improvements in management oversight, with more thorough and conscientious managerial reviews of UOF and complaint investigations and improved PSU audits. We also noted that when issues are identified in BWC Unit reviews, both the deputy’s supervisor and the unit manager is informed, which improves supervisory accountability for following up on matters that require further action.<sup>5</sup> More of this progress will be needed for KCSO to achieve sustained compliance and, more importantly, to have and maintain a well-functioning accountability system.</p> <p>For Training Compliance, KCSO will need to ensure auditors receive all necessary training, including any new or revised complaints training following implementation of the new policies. See SJ paragraphs 151–153 above.</p> <p>For Full and Effective Compliance for One Year, the MT will assess iterative audits, with our reviews to include accompanying documentation for certain cases audited in order to verify the KCSO audit findings and, more broadly, to assess supervisor and managerial review and accountability processes required for SJ 146–149 above and for the provisions in the Management and Supervisory Oversight section.</p>				
<b>155</b>	<p>KCSO submits quarterly reports to Monitors on all sustained cases.</p> <p><b>Notes:</b> Policy Compliance is established. All D-series complaints policies are approved and published.</p> <p>For Training Compliance, KCSO will need to ensure personnel producing these reports receive all necessary training, including any new or revised complaints training following implementation of the new policies. See SJ paragraphs 151–153 above.</p> <p>KCSO has submitted these reports since 2023. KCSO continues to be receptive to MT and DOJ feedback and makes requested adjustments. The MT’s review of these reports for compliance assessment focuses on their thoroughness in identifying issues with investigations and adjudication of sustained complaints and on the quality and thoroughness of managerial review and response represented in the audits and the cases discussed. See also Notes for SJ paragraph 154 above for discussion of MT’s verification of findings and assessment of supervisory and management reviews and accountability.</p> <p>Full and Effective Compliance for One Year has been established. This status will be maintained with approval and implementation of KCSO’s new complaints training.</p>	Yes	See SJ 151–153	Yes	Yes

<sup>5</sup> <https://kcsomonitoring.info/documents-and-reports/>

**TABLE 8  
PERSONNEL COMPLAINT REVIEW COMPLIANCE STATUS**

SJ PARAGRAPH	SUMMARY OF SJ REQUIREMENT	COMPLIANCE			
		POLICY	TRAINING	IMPLEMENTATION	FULL & EFFECTIVE FOR ONE YEAR
156	The KCSO Professional Standards Unit regularly:				
	a. Assesses the quality and effectiveness of the complaint process;	Yes	See SJ 151–153	Partial; Pending audits	No
	b. Analyzes complaints to see if changes to policy, procedures, or training are needed;	Yes	See SJ 151–153	Partial; Pending audits	No
	c. Audits complaints investigations;	Yes	See SJ 151–153	Yes	Pending
	d. Makes complaints statistics available to the public; and	Yes	See SJ 151–153	Yes	Yes
	e. Assesses the process for determining which complaints are investigated by Internal Affairs.	Yes	See SJ 151–153	Pending audits	No
<p><b>Notes:</b>                      Policy Compliance is established. All D-series complaints policies are approved and published.                      For Training Compliance, see SJ paragraphs 151–153 above.                      Progress on Implementation Compliance and Full and Effective Compliance for One Year is as follows.</p> <ul style="list-style-type: none"> <li>• With publication of the new and revised complaints policies and implementation of any changes to training, the MT will conduct formal compliance assessments of complaints provisions. These assessments may include KCSO audit findings, when deemed appropriate by the Monitors.</li> <li>• 156a and 156b: MT review of KCSO complaints audits and sustained complaint reports have found some indication that KCSO managers assess the complaints processes for the potential need for improvements. For compliance, the MT will need to see further documentation of reviews of this nature and any subsequent corrective action taken.</li> <li>• 156c: See SJ paragraph 154 above.</li> <li>• 156d: See SJ paragraph 157 below.</li> <li>• 156e: For compliance, the MT will need to see documentation of reviews of the process for determining which complaints go to IA and any subsequent corrective action taken, when necessary, particularly after the new policies are in place.</li> </ul>					
157	KCSO publishes annual report of complaints data approved by Sheriff and Monitor.	NA	NA	Yes	Yes
<p><b>Notes:</b>                      The department has published approved public annual statistical reports for complaints since 2023.</p>					

## **THE MONITORING TEAM**

The appointed Monitors, Dr. Angie Wolf and Joseph Brann, have brought together an experienced and motivated team with credentials and skills uniquely suited to the SJ work. In place since February 2021, the two Monitors and seven team members have extensive expertise and experience in monitoring and evaluation work in policing and corrections.

Several of the MT members have served in law enforcement. Some have served in leadership positions in law enforcement or corrections agencies that were being monitored under a settlement agreement or consent decree and are therefore familiar with the unique challenges that large organizations face in those circumstances. Other members are attorneys with extensive experience working with the state or federal justice departments, with law enforcement agencies, and with communities involved in legal actions or otherwise organized to seek improvements in the governmental services provided in their area. The MT includes highly experienced governmental auditors who will conduct professional audits using the standard of due professional care. The MT members also have expertise in dealing with the diverse issues addressed in the SJ, such as those related to UOF, training, data collection and analysis, survey methods, and the complexities of community engagement. In addition to having experienced researchers on the MT, the Monitors partner with experts in survey research and criminal justice–related statistical analysis from leading universities when undertaking these activities.

## **KERN COUNTY MONITORING WEBSITE**

The Monitors have created a website that allows Kern County community members to learn more about the SJ, the backgrounds of MT members, and the monitoring activities; be alerted to upcoming events and meetings; access documents related to the SJ and the monitoring work (which will eventually include annual reports, each Community Survey report, MT audits, and MT data analyses); follow links to KCSO’s homepage and other relevant websites; and, importantly, submit questions and comments directly to the MT.

The website’s URL is <https://kcsomonitoring.info/>