



KERN COUNTY SHERIFF'S OFFICE

HUMAN RESOURCES BI-ANNUAL REPORT

YEAR TO DATE AS OF JUNE 30, 2023

#### ABSTRACT

Information analysis will reflect the race and gender of current staff and the demographics amongst attrition (separations), appointments (hires), and promotions. The report will also contain analysis of trends and continuous efforts by KCSO to reach underrepresented groups.

# Kern County Sheriff's Office Human Resources Bi-Annual Report Year to Date as of June 30, 2023

## Introduction

This report reflects Kern County Sheriff's Office (KCSO) Human Resources activity and statistics for the related period.

Staffing demographics are compared to the County of Kern population. County Demographics are based on the 2020 Census Bureau statistics. KCSO numbers are based on staffing totals at the end of June 2023. Information analysis will reflect the race and gender of current staff and the demographics amongst attrition (separations), appointments (hires), and promotions. The report will also contain an analysis of trends and continuous efforts by KCSO to reach underrepresented groups.

## Background of Kern County & KCSO Demographics

Although the workforce of the Kern County Sheriff's Office (KCSO) does not mirror the County's demographics, we are fairly aligned. The two leading race categories are Hispanic and White (not Hispanic), respectively. The County demographic labels are taken from the website: [www.census.gov](http://www.census.gov) and site totals do not equal 100%.

For the purpose of the diversity charts the department categories were adjusted to match the list of the Census Bureau, excluding White alone. Asian includes Filipino and Vietnamese, Pacific Islander was combined with Native Hawaiian. The next steps for KCSO are to update the internal Human Resources Management System (HRMS) race list to capture the establish race categories from the Census Bureau for those reporting only one race.

The department is actively engaging with the Community Advisory Council (CAC) to improve percentages amongst underrepresented groups.

## County of Kern vs. KCSO Demographics

According to the April 1, 2020 census, Kern County population totaled 909,235. At the end of June 2023, the department employed 1,094 individuals and had 350 vacant positions. The department has 1,444 allocated positions.

Race	Census %	KCSO %
American Indian and Alaska Native alone	2.8%	1%
Asian alone	5.8%	2.4%
Black or African American	6.3%	2.3%
Hispanic or Latino	56.8%	49.8%
Native Hawaiian or Other Pacific Islander alone	0.3%	0.2%
White alone, not Hispanic or Latino	30.4%	43.3%
White alone	81.5%	NA
Two or More Races/Other	3.4%	1%

Reference: <https://www.census.gov/quickfacts/fact/table/kerncountycalifornia,US/POP010220#POP010220>

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## Classification Groups by Race and Gender

QuickFacts. Females in Kern County are 48.9% and the national percentage is 50.4%. The number of females is expressed as a percent of the total population according the 2020 US Census Bureau:

According to the FBI National Press Office article *FBI Pledges to Advance Women in Policing*, dated March 6, 2023, females make up 12% of sworn officers and 3% of police leaders in the United States. The above numbers show we are slightly below the national average in deputy sheriff ranks and almost three times above the national average in detentions ranks.

### Kern County Sheriff's Office: Gender as of June 30, 2023

Gender	Count	Percentage
Female	407	37.2%
Male	687	62.8%
Total	1094	100%

### Deputy Sheriff by Race and Gender

Deputy Sheriff by Race	Percentage
American Indian and Alaska Native	1.2%
Asian (includes Filipino and Vietnamese)	2.4%
Black or African American	1.2%
Hispanic or Latino	45.97%
Native Hawaiian or Other Pacific Islander	.2%
White	48.19%
Two or More Races/Other	0.8%

Gender	Count	Percentage
Female	53	10.6%
Male	446	89.4%
Total	499	100%

### Detentions Deputy by Race and Gender

Detentions Deputy by Race	Percentage
American Indian and Alaska Native	0.4%
Asian (includes Filipino and Vietnamese)	1.3%
Black or African American	3.5%
Hispanic or Latino	63.2%
Native Hawaiian or Other Pacific Islander	0.4%
White alone	30.7%
Two or More Races/Other	0.4%

Gender	Count	Percentage
Female	78	34.1%
Male	151	65.9%
Total	229	100%

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**Civilians by Race and Gender**

<b>Civilians by Race</b>	<b>Percentage</b>
American Indian and Alaska Native	1.10%
Asian (includes Filipino and Vietnamese)	2.74%
Black or African American	3.01%
Hispanic or Latino	46.58%
Native Hawaiian or Other Pacific Islander	0.00%
White alone	44.38%
Two or More Races/Other	2.19%

<b>Gender</b>	<b>Count</b>	<b>Percentage</b>
Female	276	75.4%
Male	90	24.6%
Total	366	100%

**Retention Efforts**

In 2021, Kern County Board of Supervisors adopted a 5-year strategic plan with a key objective of being “a model of excellence in managing our business and workforce.” County Human Resources began focusing efforts on retention by way of compensation reform and enhanced recruitment incentives. Since 2021, County has implemented salary adjustments for most classifications and the department has noted a decrease in separations. The total separations for FY 21-22 was 176 and hires totaled 142, resulting in a net loss of 34 employees. In comparison, FY 22-23 total separations totaled 125 and hires totaled 185, resulting in a gain of 60 employees.

Kern County Sheriff’s Office has also taken a proactive approach to improving internal programs to help with retention. The department has a peer support program (available to all department personnel) that provides resources for employees in times of personal and professional crises or stress. Peer Support team members are department staff who are specially trained to provide support for employees, volunteers, or their family members. The program has secured special funding to allow for expanded training and improvements to onsite fitness centers with renovations and new equipment.

The Sheriff and executive management team are committed to improving moral and communication across all areas in the department. KCSO administration has sponsored staff appreciation events including an all staff BBQ and ice cream social. Over 200 staff were served and food platters were sent to jail facilities. At these events, the executive management team actively participated in preparation and hosting events to make themselves available to all staff in a more relaxed setting.

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**ATTRITION (Separations): Reasons, Gender and Race**

The department is committed to understanding trends regarding attrition. Upon separation, exiting staff complete a separation questionnaire. This information is reviewed to inform retention strategies and identify areas we can improve upon. The department utilizes the County form, Employee Exit Questionnaire (see Appendix A). Year to date, the department has separated 55 full-time employees for various reasons

To date in 2023, retirement is the majority reason for separation. Safety members can retire with 20 years of service, regardless of age. Those hired prior to 2012 are in retirement Tier 1, which is commonly known as 3% at age 50. Current retirement trends can be attributed to increased hiring in the late 1990's. Staff, specifically sworn personnel, are reaching 20 to 25 years of service and age 50, qualifying them for retirement pensions. Detailed reasons for resignations can be viewed at the end of this report in Appendix B.

**Separations by Reason Year to Date**

Reasons for Separation	Count	Percentage
Retirement	24	44%
Resignation	17	31%
Termination of Appointment	8	14%
Transfer to Another County Department	6	11%
<b>Grand Total</b>	<b>55</b>	<b>100%</b>

By classification group Deputy Sheriff's account for 31% of attrition, Detentions Deputy account for 18% of attrition and civilians account for 51% of attrition. The lower attrition rate of detentions staff can be attributed to a significant salary increase implemented at in January 2023. When the new detentions contract was approved, at least two retirement notifications were rescinded.

The County process for compensation reform for civilian classifications has been much slower due to the number of classification studies that would need to be completed. The County does not intend to review all individual classifications but are instead bargaining with Unions and relying on Cost of Living Adjustments (COLA) to impact attrition rates. Attrition amongst civilian staff has not tapered off in comparison to sworn classifications.

By gender, females account for 45% of attrition and males account for 55% attrition. The numbers reveal that most attrition amongst females occurs in civilian classifications. Sworn classification in both deputy and detentions ranks attrite more male staff. This trend is in line with our department demographics reflecting a higher ratio of female staff in civilian classifications and males in sworn classifications.

**Separations by Classifications Year to Date**

Classification	Male	Female	Count	Percentage
Deputy	17	0	17	31%
Detentions	7	3	10	18%
Civilian	6	22	28	51%
<b>Total</b>	<b>30</b>	<b>25</b>	<b>55</b>	<b>100%</b>

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**Separations by Gender and Race**

<b>Gender Separated YTD</b>	<b>Count of Gender</b>
<b>Female</b>	<b>25</b>
American Indian and Alaska Native	1
Asian (includes Filipino and Vietnamese)	2
Hispanic or Latino	7
Two or More Races/Other	2
White alone	13
<b>Male</b>	<b>30</b>
Black or African American	1
Hispanic or Latino	13
Two or More Races/Other	1
White alone	15
<b>Grand Total</b>	<b>55</b>

**Separations by Race Year to Date**

A review of separations by race indicates attrition is highest amongst White at 51%. Followed by Hispanic or Latino at 36.4%. Again, this is in line with the demographics of KCSO staff.

**Separations by Race**

<b>Race</b>	<b>Count</b>	<b>Percentage</b>
American Indian and Alaska Native	1	1.8%
Asian (includes Filipino and Vietnamese)	2	3.6%
Black or African American	1	1.8%
Hispanic or Latino	20	36.4%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	28	51.0%
Two or More Races/Other	3	5.5%
<b>Total</b>	<b>55</b>	<b>100%</b>

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White males account for 58.9% of deputy attrition. No female deputies were separated from employment during this six-month period. The leading demographic for attrition amongst detentions staff is White males at 40%. The leading demographic for attrition amongst civilian staff is White females at 36%.

**Deputy Separations by Gender and Race**

<b>Gender</b>	<b>Count of Gender</b>
<b>Male</b>	<b>17</b>
Black or African American	1
Hispanic or Latino	6
White alone	10
<b>Grand Total</b>	<b>17</b>

**Detentions Separations by Gender and Race**

<b>Gender</b>	<b>Count of Gender</b>
<b>Female</b>	<b>3</b>
White alone	3
<b>Male</b>	<b>7</b>
Hispanic or Latino	3
White alone	4
<b>Grand Total</b>	<b>10</b>

**Civilian Separations by Gender and Race**

<b>Gender</b>	<b>Count of Gender</b>
<b>Female</b>	<b>22</b>
American Indian and Alaska Native	1
Asian (includes Filipino and Vietnamese)	2
Hispanic or Latino	7
Two or More Races/Other	2
White alone	10
<b>Male</b>	<b>6</b>
Hispanic or Latino	4
Two or More Races/Other	1
White alone	1
<b>Grand Total</b>	<b>28</b>

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## APPOINTMENTS (Hires): Gender and Race

### Recruitment Efforts:

In partnership with Kern County Human Resources, the Community Advisory Council (CAC), and our internal recruitment team, KCSO is committed to coordinating recruitment activity to reach underrepresented groups. We have invited CAC members to refer community partners/groups who have an interest in hosting recruitment events in their community areas. KCSO published our recruitment calendar to the CAC website, <https://kerncac.org>, and encourage dissemination of information to connect potential applicants to our events.

Year to date, the department has participated in 56 recruitment events throughout the County. This year, the department began hosting on-site recruitment events that offer assistance with the on-line application process, direct access to recruiters for Q & A sessions, preliminary background screening and same day testing. Same day testing was also offered in outlying areas in collaboration with the Department of Human Services Job Fest program. The outlying areas include Lamont, Ridgecrest, Lake Isabella, Taft, Shafter, and Delano. This is the first year that the County has offered same day application and testing opportunities to applicants. The department is committed to taking hiring resources into communities and streamlining application processes.

During this calendar year, the department is realizing a net gain of staff. Retention and recruitment efforts are being bolstered by County compensation adjustments and hiring incentives. In addition, the department is holding more academies per year, in both law enforcement (POST) and correctional (STC) fields. Prior to 2020, the department held one to two academy courses per fiscal year. Attrition outpaced hires and vacancy rates grew. In 2023, it is the department's goal to commence 3 POST academies: January 2023, April 2023, and Fall 2023. Five STC academies are planned for this year. Following years of budget reduction and limited hiring, the department is in an aggressive hiring campaign to staff accumulated vacancies and bolster line staff in the field and in facilities.

In addition to efforts to increase sworn staffing, the department is realizing gains in civilian classifications as well. The department developed new classifications such as Community Services Technician and Sheriff's Records Specialist. The new classifications were implemented at current market compensation rates and generated new interest from applicants. These classifications are critical to supporting the department's mission and operations.

### Hires by Classification and Gender Year to Date

Classification	Male	Female	Count	Percentage of Hires
Deputy	21	6	27	29%
Detentions	12	8	20	22%
Civilian	10	36	46	49%
<b>Total</b>	<b>43</b>	<b>50</b>	<b>93</b>	



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**Hires by Race Year to Date:**

<b>Race</b>	<b>Count</b>	<b>Percentage</b>
American Indian and Alaska Native	1	1.1%
Asian (includes Filipino and Vietnamese)	4	4.3%
Black or African American	2	2.2%
Hispanic or Latino	56	60.2%
Two or More Races/Other	2	2.2%
White alone	28	30.1%
<b>Total</b>	<b>93</b>	

<b>Gender-Race</b>	<b>Count</b>
<b>Female</b>	<b>6</b>
Hispanic or Latino	3
White alone	3
<b>Male</b>	<b>21</b>
Hispanic or Latino	13
White alone	8
<b>Grand Total</b>	<b>27</b>

The department is continuing recruitment efforts to reach underrepresented groups. Hiring trends fall in line with current county demographics. Overall, Hispanics account for 60% of department new hires, 70% of sworn hires (deputy and detentions), and 47% of civilian hires.

Hispanic males accounted for 49% of sworn (deputy and detention) hires. Civilian hires trended highest amongst females within the Hispanic demographic, accounting for over 35% of new hires.

**Deputy Hires by Gender and Race Year to Date**

**Detentions Hired by Gender and Race Year to Date**

<b>Gender-Race</b>	<b>Count</b>
<b>Female</b>	<b>8</b>
Hispanic or Latino	8
<b>Male</b>	<b>12</b>
Asian (includes Filipino and Vietnamese)	1
Black or African American	1
Hispanic or Latino	10
<b>Grand Total</b>	<b>20</b>

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### Civilians Hired by Gender and Race Year To Date

Gender - Race	Count
<b>Female</b>	<b>36</b>
American Indian and Alaska Native	1
Asian (includes Filipino and Vietnamese)	2
Black or African American	1
Hispanic or Latino	17
Two or More Races/Other	2
White alone	13
<b>Male</b>	<b>10</b>
Asian (includes Filipino and Vietnamese)	1
Hispanic or Latino	5
White alone	4
<b>Grand Total</b>	<b>46</b>

### Recruitment Activity

For the period of January 1 through June 30, 2023, the department participated in 56 recruitment events. The recruitment team participated in events in the following cities: Lamont, Greater Bakersfield area, Ridgecrest, Lake Isabella, Taft, Shafter, and Delano. Same day testing was offered in Ridgecrest, Taft, Shafter and Bakersfield. We have also participated in community events at Kern County venues including colleges, high schools, churches and with various community organizations. In addition to full time employment opportunities, we promote our Volunteer Cadet program, which is designed to prepare young adults (ages 15-21) for careers in law enforcement through mentorship and supervised field experience.

The department is beginning to realize hiring gains from micro-recruitment events. These events are coordinated to impact classification groups of Deputy, Detentions and Civilian. Events for sworn positions are held at the Regional Training Center (RTC), allowing applicants to tour academy facilities and participate in written examinations on site the day of the event. This is in addition to continuous testing every two weeks administered by County Human Resources.

Civilian hiring events were launched at Sheriff's Headquarters. Noticing a decline in applicants after the third event the recruitment event location was moved to the County administrative building downtown. There was an increase in applicants after the change in venue. The department has been able to target several civilian classifications that are on a continuous recruitment cycle.

While our presence in the community is increasing, there is no mechanism in place to capture how many hires are a direct result of recruitment events. The department currently receives recruitment information from County HR and maintains a spreadsheet of attendees. This is a manual process and is time consuming. The department has been able to identify 4 hires where the applicants attended events in January and February. Potentially there are more, however the verification process is faulty.

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The department disseminates information about recruitment events to the Community Advisory Council and encourages committee members to submit recommendations for recruitment. Committee members are citizens from around the County with a commitment to improving community relations with KCSO.

In April 2022, County HR began collecting expanded applicant data such as zip code. This was to enable County HR the ability to provide an analysis of where applicants pools exist and identify underrepresented areas.

The following charts will show the County application totals by zip code for deputy and detention trainee classifications from April 2022 through May 2023. It is important to note that the application total includes submitted applications but does not account for the number of applicants that fall out of the application process. Applicants often become unresponsive to prompts to schedule written testing or fail written testing and do not get referred for department consideration. Over fifty percent of applicants never get referred to the department as qualified applicants.

Applicants who are referred to the department participate in an in-depth background security clearance. Eligibility for hire as a sworn peace officer entails medical and psychological evaluation and clearance. Hires represent applicants that have passed written examination and screening required for hire as a peace officer. The department is in a continuous recruitment cycle and additional hires are pending background, medical and psychological screening.

The department will present hiring totals for January through June of 2023, by zip code. Totals include lateral hires (those already employed as sworn officers).

Eight hundred and six applications were received for Deputy Trainee from April 2022 through May 2023.

Summary: 82% greater Bakersfield area, 5% Delano 3.2% Wasco and 2% and below in Arvin, Lamont, Shafter, Taft, and Tehachapi. Upon hire, 70 % of Deputy Trainee or Lateral new hires lived in the greater Bakersfield area. This is in alignment with the applicant pool.

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**Deputy Trainee Application Totals  
by Zip-Code April 2022 – May 2023**

<b>City - Zip Code</b>	<b>Total</b>
Arvin - 93203	12
Delano -93215	42
Lamont -93241	16
Shafter -93263	12
Taft - 93268	13
Wasco - 93280	26
Downton Bakersfield - 93301	14
Central Bakersfield - 93304	55
East Bakersfield - 93305	27
East Bakersfield/ City in the Hills 93306	80
SE Bak / Lamont - 93307	89
Oildale -93308	75
SW Bakersfield - 93309	82
SW Bakersfield - 93311	65
West Bakersfield - 93312	69
SW Bakersfield - 93313	54
Northwest Bakersfield - 93314	56
Tehachapi 93561	19
<b>Total</b>	<b>806</b>

**Deputy Hires (Trainee & Lateral) by  
Zip-Code YTD ending June 2023**

<b>City - Zip Code</b>	<b>Count</b>
Delano - 93215	2
Lamont - 93241	1
Taft - 93268	1
Wasco - 93280	1
Central Bakersfield - 93304	4
East Bakersfield - 93305	1
East Bakersfield /City in the Hills - 93306	3
SE Bakersfield - 93307	1
Oildale Bakersfield - 93308	2
SW Bakersfield - 93309	3
SW Bakersfield - 93311	2
West Bakersfield - 93312	3
Palmdale - 93551	1
Tehachapi - 93561	2
<b>Total</b>	<b>27</b>

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Six hundred fourteen applications were received for Detentions Deputy Trainee from April 2022 through May 2023. Applicant summary: 81% greater Bakersfield area, 6% Delano 4.1% Wasco, Shafter 3.1%, and below 3% in Porterville, Taft, and Tehachapi. Upon hire, 45% of Detentions Deputy Trainee or Lateral new hires lived in the greater Bakersfield area. This is in alignment with the applicant recruitment data. There are several hires in the North Kern area in the classification group of Detentions. This correlates to the location of the Lerdo Jail Facility, located on the Northern border of Bakersfield.

**Detentions Trainee Application totals by  
Zip Code  
April 2022 – May 2023**

City - Zip Code	Count
Delano - 93215	36
Porterville - 93257	12
Shafter - 93263	19
Taft - 93268	10
Wasco - 93280	25
Downtown Bakersfield - 93301	13
Central Bakersfield - 93304	36
East Bakersfield - 93305	38
East Bakersfield - City in the Hills - 93306	82
SE Bakersfield - Lamont - 93307	82
Oildale - 93308	58
SW Bakersfield - 93309	65
SW Bakersfield - 93311	44
West Bakersfield - 93312	61
NW Bakersfield - 93314	19
Tehachapi - 93561	14
<b>Total</b>	<b>614</b>

**Detention Deputy Hires (Trainee & Lateral)  
by Zip-Code YTD ending  
June 2023**

City - Zip Code	Count
Arvin - 93203	1
Delano - 93215	4
Lamont - 93241	1
Lost Hills - 93249	1
McFarland - 93250	1
Shafter - 93263	1
Wasco - 93280	2
Central Bakersfield - 93304	1
East Bakersfield - 93305	3
East Bakersfield /City in the Hills - 93306	1
Oildale Bakersfield - 93308	1
SW Bakersfield - 93313	3
<b>Total</b>	<b>20</b>

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**2023 Hires by Zip Code (department totals)**

The following chart totals new hires by zip code in all classifications. This does not reflect address at the time of initiating the application process.

Year to date, the majority of hires live in the greater Bakersfield Area. The breakdown of civilian hires aligns with the pattern of hiring from the greater Bakersfield area.

**Hires by Zip Code and Classification Year To Date**

<b>ALL YTD</b>	
<b>Zip Code</b>	<b>Count</b>
Arvin - 93203	2
Delano - 93215	7
Lamont - 93241	2
Lost Hills - 93249	1
McFarland - 93250	1
Shafter - 93263	1
Taft - 93268	1
Wasco - 93280	4
Wofford Heights - 93285	1
Downtown Bakersfield - 93301	3
Central Bakersfield - 93304	7
East Bakersfield - 93305	4
East Bakersfield /City in the Hills - 93306	7
SE Bakersfield /Lamont - 93307	6
Oildale Bakersfield - 93308	9
SW Bakersfield - 93309	6
SW Bakersfield - 93311	7
West Bakersfield - 93312	5
SW Bakersfield - 93313	10
NW Bakersfield - 93314	2
Lancaster - 93534	1
Palmdale - 93551	1
Ridgecrest - 93555	1
Tehachapi - 93561	4
<b>Grand Total</b>	<b>93</b>

<b>Civilian</b>	
<b>Zip Code</b>	<b>Count</b>
Arvin - 93203	1
Delano - 93215	1
Wasco - 93280	1
Wofford Heights - 93285	1
Downtown Bakersfield - 93301	3
Central Bakersfield - 93304	2
East Bakersfield /City in the Hills - 93306	3
SE Bakersfield /Lamont - 93307	5
Oildale Bakersfield - 93308	6
SW Bakersfield - 93309	3
SW Bakersfield - 93311	5
West Bakersfield - 93312	2
SW Bakersfield - 93313	7
NW Bakersfield - 93314	2
Lancaster - 93534	1
Ridgecrest - 93555	1
Tehachapi - 93561	2
<b>Total</b>	<b>46</b>

Link to Zip-codes.com: <https://www.zip-codes.com/county/ca-kern.asp>

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**PROMOTIONS: Gender and Race**

Department promotions are generally done to backfill attrition. According to data, the department had a higher number of exits amongst deputy staff as compared to detentions. As such, promotions in deputy ranks were higher than other groups.

With regard to gender, the department did not lose any female staff in deputy ranks. The number of female staff on department sworn promotional lists trend low or overall lack female applicants. Promotional opportunities are announced department wide and contain recruitment dates, identify source material for examination components, and examination dates.

Civilian promotion trends reflect a higher number of female promotions amongst non-sworn classifications and can be attributed to the gender breakdown of civilian staff.

**Promotions by Classification and Gender Year to Date**

Classification	Male	Female	Count	Percentage
Deputy	20	0	20	57%
Detentions	5	1	6	17%
Civilian	3	6	9	26%
<b>Total</b>	<b>28</b>	<b>7</b>	<b>35</b>	

**Promotions by Race Year to Date**

Race	Count	Percentage
American Indian and Alaska Native	1	3%
Asian (includes Filipino and Vietnamese)	1	3%
Black or African American	1	3%
Hispanic or Latino	10	28%
Two or More Races/Other	1	3%
White alone	21	60%
<b>Total</b>	<b>35</b>	<b>100%</b>

**Deputy Promotions by Gender and Race**

Gender/Race	Count
<b>Female</b>	<b>0</b>
<b>Male</b>	<b>20</b>
American Indian and Alaska Native	1
Asian (includes Filipino and Vietnamese)	1
Hispanic or Latino	5
White alone	13
<b>Grand Total</b>	<b>20</b>

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**Detentions Promotions by Gender and Race**

<b>Race/Gender</b>	<b>Count</b>
<b>Female</b>	<b>1</b>
Hispanic or Latino	1
<b>Male</b>	<b>5</b>
White alone	5
<b>Grand Total</b>	<b>6</b>

**Civilian Promotions by Gender and Race**

<b>Race/Gender</b>	<b>Count</b>
<b>Female</b>	<b>6</b>
Black or African American	1
Hispanic or Latino	1
Two or More Races/Other	1
White alone	3
<b>Male</b>	<b>3</b>
Hispanic or Latino	3
<b>Grand Total</b>	<b>9</b>



## **Kern County Sheriff's Office Human Resources Bi-Annual Report Year to Date as of June 30, 2023**

### **Conclusion**

Hiring and separation trends indicate we will continue to see an increase amongst Hispanic staffing. Hispanics are being hired at a higher rate than any other category. Staffing amongst White is decreasing due to lower hiring results and attrition amongst this group. The Office is actively working with County HR and the CAC to recruit and retain staff from all groups.

In 2023, recruitment and hiring efforts improved. KCSO launched a modernized recruitment website that is user friendly and background processes were streamlined via an electronic application portal. Advertisement and recruitment address hiring processes, pay scales, and benefits. Applicants are provided resources to prepare for a career in law enforcement including exam preparation and physical fitness guidelines. Going forward, the KCSO internal recruitment team will coordinate micro hiring events to reach underrepresented demographics. KCSO will collaborate with County HR to identify areas for recruitment.

Recruitment events will also be coordinated in out of County areas to attract candidates to Kern County. In addition to trainee hires, the department will focus on Lateral hires, those having prior law enforcement experience with other agencies. Incentives include: \$15k or \$25K Recruitment & Retention bonus, moving allowances, monthly housing allowance, and a fast track to field training.

Future steps for KCSO to analyze its workforce by race and gender in the areas of appointments (hires), attrition (separations), and promotions are as follows; revise the race definitions from HRMS to be in line with the Census Bureau listings, work with KCSO IT department to develop uniform graphs (including descriptions) and in collaboration with County HR, identify the areas of Kern County that are underrepresented.

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Appendix A

County of Kern Employee Exit Questionnaire

I.D. or S.S. # \_\_\_\_\_

COUNTY OF KERN

EMPLOYEE EXIT QUESTIONNAIRE

I resign my job as of (date) \_\_\_\_\_ for the following reason(s) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

1. Did you give notice: Yes  No   
If yes: a) How much notice? \_\_\_\_\_ b) To whom did you give it? \_\_\_\_\_
2. Was there one last incident that finally made you decide to resign? Yes  No   
If yes, what was it? \_\_\_\_\_  
\_\_\_\_\_
3. Were you satisfied with:  
a) On-the-job-training Yes  No  d) Wage Rate Yes  No   
b) Opportunities for advancement Yes  No  e) Fringe Benefits Yes  No   
c) Hours of Work Yes  No  f) Supervision Yes  No
4. Did you discuss your work-related problems (if any) with your supervisor? Yes  No
5. Please state job conditions (if any) which you felt to be unsatisfactory or unsafe \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
6. Were you informed of County policies and rules? Yes  No
7. Did you request, or were you offered: A transfer Yes  No   
A leave of absence Yes  No   
a) If yes, please explain \_\_\_\_\_  
\_\_\_\_\_  
b) If no, would it have helped had one been available? Yes  No   
Why? \_\_\_\_\_
8. Do you have any other job? Yes  No   
If yes: a) Name & address of employer \_\_\_\_\_  
\_\_\_\_\_  
b) When do you start? \_\_\_\_\_  
c) At what salary? (optional) \_\_\_\_\_
9. Would you be interested in re-employment in the future? Yes  No
10. Additional comments (if any) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Employee Signature Date Signed

-----DO NOT WRITE BELOW THIS LINE-----

Reviewed by: \_\_\_\_\_ Date Reviewed \_\_\_\_\_  
\_\_\_\_\_  
Would Rehire      Comments of Reviewer  
\_\_\_\_\_  
Would NOT Rehire

Original – Human Resources 1<sup>st</sup> Copy – Dept.      2<sup>nd</sup> Copy – Employee      I:/FORMS/Employee Exit Questionnaire.doc

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**Appendix B**

Expanded charts for reasons for separations are provided below.

<b>SEPARATION REASONS 2023 YTD</b>	<b>Count</b>
<b>RESIGNATION</b>	<b>17</b>
ACCEPTED OTHER JOB	1
DISSATISFIED--WORK HOURS	1
INELIGIBLE TO RETIRE	1
MEDICAL REASONS	1
MOVING OUT OF AREA	3
PERSONAL REASONS	6
RESIGNATION IN LIEU OF TERMINATION	2
WENT TO ANOTHER AGENCY FOR HIGHER PAY	2
<b>RETIREMENT</b>	<b>24</b>
RETIREMENT (YEARS OF SERVICE)	23
YEARS OF SERVICE - ACCEPTED OTHER JOB	1
<b>TERMINATION OF APPOINTMENT</b>	<b>8</b>
HIRED AS TRAINEE	1
NOT PASING CORE COURSE	2
NOT PASSING PROBATION	5
<b>TRANSFER TO ANOTHER COUNTY DEPARTMENT</b>	<b>6</b>
BEHAVIORAL HEALTH & RECOVERY SERVICES (BHRS)	1
COUNTY EXTENDED LEAVE HOLDING UNIT	1
HUMAN SERVICE	1
PERSONNEL	2
REVERT TO FORMER POSITION	1
<b>Grand Total</b>	<b>55</b>

<b>DEPUTY SEPARATION REASONS 2023 YTD</b>	<b>Count</b>
<b>RESIGNATION</b>	<b>2</b>
ACCEPTED OTHER JOB	1
PERSONAL REASONS	1
<b>RETIREMENT</b>	<b>12</b>
RETIREMENT (YEARS OF SERVICE)	12
<b>TERMINATION OF APPOINTMENT</b>	<b>2</b>
NOT PASSING POST COURSE	2
<b>TRANSFER TO ANOTHER COUNTY DEPARTMENT</b>	<b>1</b>
COUNTY EXTENDED LEAVE HOLDING UNIT	1
<b>Grand Total</b>	<b>17</b>

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<b>DETENTIONS SEPARATION REASONS 2023 YTD</b>	<b>Count</b>
<b>RESIGNATION</b>	<b>1</b>
WENT TO ANOTHER AGENCY FOR HIGHER PAY	1
<b>RETIREMENT</b>	<b>7</b>
RETIREMENT (YEARS OF SERVICE)	6
YEARS OF SERVICE - ACCEPTED OTHER JOB	1
<b>TERMINATION OF APPOINTMENT</b>	<b>1</b>
NOT PASSING PROBATION	1
<b>TRANSFER TO ANOTHER COUNTY DEPARTMENT</b>	<b>1</b>
PERSONNEL	1
<b>Grand Total</b>	<b>10</b>

<b>CIVILIAN SEPARATION REASONS 2023 YTD</b>	<b>Count</b>
<b>RESIGNATION</b>	<b>14</b>
DISSATISFIED--WORK HOURS	1
INELIGIBLE TO RETIRE	1
MEDICAL REASONS	1
MOVING OUT OF AREA	3
PERSONAL REASONS	5
RESIGNATION IN LIEU OF TERMINATION	2
WENT TO ANOTHER AGENCY FOR HIGHER PAY	1
<b>RETIREMENT</b>	<b>5</b>
RETIREMENT (YEARS OF SERVICE)	5
<b>TERMINATION OF APPOINTMENT</b>	<b>5</b>
HIRED AS TRAINEE	1
NOT PASSING PROBATION	4
<b>TRANSFER TO ANOTHER COUNTY DEPARTMENT</b>	<b>4</b>
BEHAVIORAL HEALTH & RECOVERY SERVICES (BHRS)	1
HUMAN SERVICES	1
PERSONNEL	1
REVERT TO FORMER POSITION	1
<b>Grand Total</b>	<b>28</b>