



KERN COUNTY SHERIFF'S OFFICE
HUMAN RESOURCES BI-ANNUAL REPORT
YEAR TO DATE AS OF JUNE 2024

ABSTRACT

The analysis of information includes the race and gender distribution among existing staff, as well as demographics related to separations (attrition), new hires (appointments), and promotions. Additionally, the report will delve into the examination of trends and ongoing initiatives undertaken by KCSO to engage and include underrepresented groups.

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Introduction

This report presents the Human Resources (HR) activities and statistics of the Kern County Sheriff's Office (KCSO) for the 2024 calendar year. The staffing demographics are compared with the population of Kern County, using the 2020 Census Bureau statistics.

This report, which is produced bi-annually, provides an overview of the KCSO's staffing figures as of June 2024. The analysis focuses on race and gender representation within the KCSO current workforce, drawing comparisons with data presented in the previous editions of the Bi-Annual report. KCSO staffing data from 2021 is used as a baseline for comparison. Additionally, the report examines demographics related to attrition, new hires, and promotions. It also delves into trends and ongoing initiatives aimed at enhancing representation from underrepresented groups.

Race and Gender Distribution Among Existing Staff

The KCSO's workforce has grown towards alignment with Kern County's demographics. The two leading race categories remain, Hispanic and White (not Hispanic).

The County demographic labels are taken from the website: www.census.gov and site totals do not equal 100%. For the purpose of the diversity charts, the KCSO categories were adjusted to match the list of the Census Bureau, excluding White alone. Asian includes Filipino and Vietnamese, and Pacific Islander was combined with Native Hawaiian. The KCSO HR Section has updated procedures and data entry into our internal Human Resources Management System (HRMS), to be in line with the Census Bureau reporting categories for those reporting only one race.

In 2021, the KCSO had employed a total of 1,147 employees. The KCSO had 1,407 authorized positions and a fill rate of 81.5%. The racial composition of the staff was 50.6% White, excluding those of Hispanic or Latino origin. Followed by Hispanic or Latino with 42.7%, Asian alone was 2.2%, Black or African American made up 2.8% of all staff. Less than 1% identified as American Indian and Alaska Natives. Since 2021, the most notable change has been the growth in Hispanic personnel, showing an increase of 9% during this period. Also, there has been a decrease of approximately 9.5% in the number of White employees. Despite the differences, both Hispanic and White individuals continue to represent the majority within the KCSO.

As of June 2024, the KCSO employs 1,213 individuals. The KCSO has 1,471 authorized positions and has a current fill rate of 82.4%. Currently, staff is 52.4% Hispanic or Latino, 40.5% White alone, 2.4% Asian alone, Black or African American is made up of 2.6%, 1.1% American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander, and 1.0% other (undisclosed or two or more races). The KCSO has increased its authorized number of positions by 64 and the fill ratio remained above 80%. To have this increase in the number of positions and a fill rate of 82.4% is an accomplishment that KCSO is proud of and eager to continue this momentum.

Continued efforts to recruit and retain staff from diverse Kern County communities will enhance representation from underrepresented groups.

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Race Distribution

Kern County's population totaled 909,235 according to the Census of 2020. From the table below, we can observe minimal changes in the racial composition from 2023 to 2024. Comparing the census data to the KCSO statistics for 2024, we can see that KCSO staff closely represents the two majority categories of Hispanic or Latino and White Alone. KCSO reports lower percentages in all other race categories compared to the census data. It is important to note the limitations in comparing to the US Census data. The census accounts for all members of the population including those not currently in the workforce. The KCSO continues to collaborate with the Community Advisory Council (CAC) to aid in the recruitment of underrepresented groups. In addition, collaboration continues with the County of Kern, Human Resources Division for recruitment and retention efforts taking place throughout the County.

Kern County Sheriff's Office: Race 2021 Baseline, 2023, 2024 & U.S. Census

Race	Census	KCSO 2021 Baseline	KCSO 2023	KCSO 2024
American Indian and Alaska Native alone	2.8%	.8%	1%	.82%
Asian alone	5.8%	1.3%	2.57%	2.39%
Black or African American	6.3%	2.8%	2.57%	2.56%
Hispanic or Latino	56.8%	42.7%	53.68%	52.43%
Native Hawaiian or Other Pacific Islander alone	0.3%	.9%	.18%	.25%
White alone, not Hispanic or Latino	30.4%	50.6%	39.06%	40.48%
White alone	81.5%	NA	NA	NA
Two or More Races/Other	3.4%	.9%	NA	1.07%

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

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Gender Distribution

According to the article *Time to Address the Status of Women in Policing Today*, published by American Police Beat in March of 2023, 60.3% of full-time civilians in U.S. law enforcement agencies were women. While only 13.3% were police officers, 86.7% of officers were males. As of June 2024, women in the KCSO workforce account for 73% of civilian staffing, 11.4% of deputy sheriff personnel and 30.7% of detentions deputy personnel. Combining our safety personnel classifications (deputy sheriff and detentions deputy) women account for 18.2% of the KCSO sworn workforce.

The KCSO workforce gender breakdown indicates alignment with national trends. In a historically male dominated field, it is not unusual to see law enforcement staffing lean toward a higher male occupancy. Of notable mention is the increase in female deputy sheriff personnel on staff since 2021. Female deputy totals jump from 41 in 2021 to 62 as of June 2024. This reflects an increase in overall female deputy staffing of 8.15% to 11.48%.

KCSO Workforce by Gender

Gender	KCSO 2021	KCSO 2023	KCSO 2024
Female	34.69%	36.89%	35.5%
Male	65.31%	63.11%	64.5%
Total	100%	100%	100%

KCSO Workforce by Gender & Classification 2024

Gender	Deputy Sheriff	Detentions Deputy	Civilian	TOTAL
Female	62	90	278	430
Male	478	206	99	783
Total	540	296	377	1213

KCSO Workforce by Gender & Classification 2021

Gender	Deputy Sheriff	Detentions Deputy	Civilian	TOTAL
Female	41	78	279	398
Male	462	181	106	749
Total	503	259	385	1147

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Race Distribution

For the race composition among the workforce, we continued to see Hispanic and White groups as the majority. This is representative of County demographics.

Deputy Sheriff by Race and Gender

Deputy Sheriff by Race	Percentage
American Indian and Alaska Native	1.11%
Asian (includes Filipino and Vietnamese)	2.78%
Black or African American	2.04%
Hispanic or Latino	48.33%
Native Hawaiian or Other Pacific Islander	.19%
White alone, not Hispanic or Latino	44.81%
Two or More Races/Other	.74%

Gender	KCSO 2021	KCSO 2023	KCSO 2024
Female	8.15%	10.61%	11.48%
Male	91.85%	89.39%	88.52%
Total	100%	100%	100%

Detentions Deputy by Race and Gender

Detentions Deputy by Race	Percentage
American Indian and Alaska Native	0.00%
Asian (includes Filipino and Vietnamese)	1.35%
Black or African American	3.38%
Hispanic or Latino	64.19%
Native Hawaiian or Other Pacific Islander	0.68%
White alone, not Hispanic or Latino	30.07%
Two or More Races/Other	0.34%

Gender	KCSO 2021	KCSO 2023	KCSO 2024
Female	30.12%	32.58%	30.41%
Male	69.88%	67.42%	69.59%
Total	100%	100%	100%

Civilians by Race and Gender

Civilians by Race	Percentage
American Indian and Alaska Native	1.06%
Asian (includes Filipino and Vietnamese)	2.65%
Black or African American	2.65%
Hispanic or Latino	49.07%
Native Hawaiian or Other Pacific Islander	0%
White alone, not Hispanic or Latino	42.44%
Two or More Races/Other	2.12%

Gender	KCSO 2021	KCSO 2023	KCSO 2024
Female	72.47%	76.65%	73.74%
Male	27.53%	23.35%	26.26%
Total	100%	100%	100%

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Demographics Related to Attrition

The KCSO consistently analyzes attrition trends by studying separation questionnaires, completed by exiting staff. We utilize the County's Employee Exit Questionnaire (refer to Appendix A). This data informs our retention efforts and helps identify areas for improvement. In calendar year 2023, 148 full-time employees separated from the KCSO for a variety of reasons. As of June 2024, 57 employees have separated from the KCSO. Additionally, the KCSO examined attrition rates by race and gender.

Attrition occurs for many reasons. Voluntary resignation is the main reason for employee separations. In 2023, resignations amounted to 42% of attrition. As of June 2024, resignations account for 42% of separations. The second main cause of attrition is retirement. In 2023, 25% of exiting staff left due to retirement. To date in 2024, retirements account for 25% of attrition.

Safety personnel have the option to retire once they achieve 10 years of service credit AND are 50 years old, or complete 20 years of service (regardless of their age.) Employees hired before 2012 fall under retirement Tier 1, often referred to as the 3% at age 50 plan.

The detailed reasons for resignations can be viewed at the end of this report in Appendix B.

KCSO Workforce Attrition by Reason

Reasons for Separation	KCSO 2023	KCSO 2024
Death	0%	2%
Dismissal	2%	7%
Retirement	25%	25%
Resignation	42%	42%
Termination of Appointment	15%	12%
Transfer to Another County Department	16%	12%
Grand Total	100%	100%

Retention Efforts

The KCSO continues to see the benefits of the Kern County 5-year strategic plan with the key objective of being “a model of excellence in managing our business and workforce.” This plan was adopted by the Kern County Board of Supervisors. Kern County has implemented salary adjustments for most classifications, and the KCSO has noted a decrease in separations.

In January 2023, the Board approved a 22% salary increase to detentions safety employees. This salary equity adjustment provides KCSO the ability to offer competitive wages upon entry as compared to the California Department of Corrections and Rehabilitation.

Additionally, a recruitment and retention bonus of \$15,000 was approved to be paid in full, with a 5-year service commitment for all new detentions deputy and deputy sheriff hires. For deputy sheriff lateral hires, those hired with a POST academy certification, a recruitment and retention

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bonus of \$25,000 is paid in full with a 5-year service commitment agreement. The County negotiated annual COLA increases for the term of current agreements.

Additionally, the Board approved an employee referral award program rewarding County employees \$3,000 for referring future full-time employees to hard to fill vacancies. The KCSO has eligible positions listed as hard to fill vacancies, which include deputy sheriff trainee, deputy sheriff lateral, detentions deputy trainee and detentions deputy lateral. Since the creation of the referral award program, additional positions have been added to include coroner, dispatch, records specialists, and aircraft pilot positions.

The KCSO is enhancing internal programs aimed at recruitment and retention. Among these initiatives is a peer support program accessible to all KCSO personnel, offering invaluable resources during personal or professional crises or moments of stress. The peer support team is comprised of specially trained KCSO employees (sworn and non-sworn) who extend support to employees, volunteers, and their families. Not only is this a great support program to staff in need, but it also provides those serving as a peer support team member the opportunity to develop skills related to de-escalation and active listening.

Demonstrating a dedicated commitment to improving morale and communication throughout the KCSO, the Sheriff and executive management team are actively engaged in initiatives. They actively participate in organizing and hosting recruitment and in-house events designed to create a relaxed setting and making themselves more accessible to all applicants and staff.

The KCSO compiled separation and hire data for the past three fiscal years. The total separations for fiscal year 21-22 were 205 and hires totaled 153, resulting in a net loss of 52 employees. In comparison, fiscal year 22-23 total separations totaled 153 and hires totaled 202, resulting in a gain of 49 employees. For the fiscal year 23-24, we saw 130 separations and 248 new hires, producing a gain of 118 employees. We see a trend of improved retention as overall separations have decreased and the number of hires has increased.

Fiscal Year	Separations	Hire	Net
21-22	205	153	(52)
22-23	153	202	49
23-24	130	248	118

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Attrition by Race

This section will review attrition (personnel separations) that occurred from January through June of 2024. An analysis based on race reveals that the highest rate of attrition is among Hispanic individuals, standing at 51%. This is followed by White individuals at 47%. These statistics align with the demographic majority of KCSO staff.

KCSO Workforce Attrition by Race for 2024

Race	Count	Percentage
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	2%
Black or African American	0	0%
Hispanic or Latino	29	51%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	26	46%
Two or More Races/Other	1	2%
Total	57	100%

Attrition by Gender

In terms of gender breakdown, females account for 51% of attrition, while males account for 49%. The breakdown below indicates that most of the attrition among females is in civilian roles. In sworn positions, both in deputy sheriff and detentions deputy ranks, we see a higher attrition rate among male staff. This pattern aligns with the gender demographic makeup of our Office, where there is a greater proportion of female staff in civilian roles and males in sworn positions.

KCSO Workforce Attrition by Gender & Classification for 2024

Classification	Male	Female	Count	Percentage
Deputy Sheriff	11	2	13	23%
Detentions Deputy	12	8	20	35%
Civilian	5	19	24	42%
Total	28	29	57	100%

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KCSO Workforce Attrition by Gender and Race for 2024

Gender Separated YTD	Count of Gender
Female	29
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	14
Two or More Races/Other	1
Native Hawaiian or Other Pacific Islander	0
White alone	14
Male	28
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	1
Black or African American	0
Hispanic or Latino	15
Two or More Races/Other	0
Native Hawaiian or Other Pacific Islander	0
White alone	12
Grand Total	57

Deputy Sheriff Attrition by Gender and Race for 2024

Gender	Count of Gender
Female	2
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	0
Native Hawaiian or Other Pacific Islander	0
White alone	2
Two or More Races/Other	0
Male	11
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	4
Native Hawaiian or Other Pacific Islander	0
White alone	7
Two or More Races/Other	0
Grand Total	13

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Detentions Deputy Attrition by Gender and Race for 2024

Gender	Count of Gender
Female	8
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	5
Native Hawaiian or Other Pacific Islander	0
White alone	2
Two or More Races/Other	1
Male	12
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	1
Black or African American	0
Hispanic or Latino	7
Native Hawaiian or Other Pacific Islander	0
White alone	4
Two or More Races/Other	0
Grand Total	20

Civilian Attrition by Gender and Race for 2024

Gender	Count of Gender
Female	19
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	9
Native Hawaiian or Other Pacific Islander	0
White alone	10
Two or More Races/Other	0
Male	5
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	4
Native Hawaiian or Other Pacific Islander	0
White alone	1
Two or More Races/Other	0
Grand Total	24

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Demographics Related to New Hires

The KCSO continues an aggressive recruitment campaign to fill all vacant positions. The KCSO is in a continuous recruitment cycle, meaning we are constantly feeding into the hiring pipeline. We are working background investigations for hundreds of applicants and advancing individuals to medical and psychological screening for hiring clearance. Those who successfully complete the components of pre-employment screening are onboarded.

The KCSO will present hiring totals for 2024, by race and gender. See Appendix C for a full list of new hires by zip code.

At the beginning of 2024, the vacancy total for deputy sheriff ranks was 111 positions. For the time frame of January 1, 2024 through June 30, 2024, KCSO hired a total of 37 deputy sheriffs (including trainees and laterals.) In April of 2024, KCSO launched 1 of 2 POST Academies scheduled for the calendar year. The second academy is scheduled to begin in August of 2024. Each academy has a hiring goal of 30 to 35 participants. With consideration of hiring and attrition rates, the KCSO should be nearing our goal to fill current vacancies.

At the beginning of 2024, the vacancy total for detentions deputy ranks was 89 positions. KCSO hired a total of 57 detentions deputies (including trainees and laterals). The KCSO, in conjunction with Bakersfield College (BC), has held 3 STC Core academies during this calendar year. The average class size is at 20 participants. Two additional academies are scheduled to occur during the Fall season at BC. At this time, current vacancies and projected attrition puts us on a slower pace to fill all vacant positions.

Additionally, 33 civilian positions were filled. The KCSO is projecting an increase in civilian hires since onboarding 4 civilian background investigators in 2024.

Overall, 45% of positions filled have been detentions deputies, 29% deputy sheriffs and 26% were civilian positions. In 2024, KCSO will continue to onboard staff to fill academy seats and address civilian vacancy rates.

Deputy Sheriff Hires by Race for 2024

Gender-Race	Count
Female	5
Hispanic or Latino	3
White alone	1
Two or More Races/Other	1
Male	32
Asian (includes Filipino and Vietnamese)	1
Black or African American	2
Hispanic or Latino	16
White alone	13
Grand Total	37

Detentions Deputy Hires by Race for 2024

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Gender-Race	Count
Female	14
Hispanic or Latino	11
White alone	3
Male	43
Black or African American	1
Hispanic or Latino	28
Native Hawaiian or Other Pacific Islander	1
White alone	12
Two or More Races/Other	1
Grand Total	57

New Hires by Gender

Hires by Classification and Gender for 2024

Classification	Male	Female	Count	Percentage of Hires
Deputy Sheriff	32	7	39	30%
Detentions Deputy	43	14	57	44%
Civilian	14	20	34	26%
Total	89	41	130	100%

Recruitment Activity

For this reporting period of January 1 through June 30, 2024, the KCSO participated in 53 recruitment events. The recruitment team continues to participate 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, Lake Isabella, Shafter, Delano, and Bakersfield. Participation was also in Kern County community events 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 recruitment team has also established a partnership with Kern High School District - Career and Technical Education Center (ROC/CTEC)

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where we have been able to engage with high school juniors and seniors to create a feeder program into our STC academy for detentions deputy trainees and civilian job opportunities. Recruiters have been able to connect with students enrolled at ROC/CTEC law enforcement career pathways. Several ROC/CTEC-student events have been facilitated by KCSO personnel such as tours of KCSO facilities, presentations by specialized units, and Mock Interview Day.

The KCSO recruitment team held its first annual Academy Experience at CTEC with its law enforcement career participants. The KCSO provided an insight into the many career opportunities to about 130 students. The KCSO was able to highlight specialized units including air support, K-9, SWAT, crisis negotiation team and bomb squad. Additionally, physical training was offered by academy instructors to provide a true academy experience for these prospective law enforcement candidates. In addition to this event, the KCSO has expanded our ride-a-long policy to allow for student participation in ride-a longs.

Recruiting outside of Kern County was also done via social media platforms. Sponsor ads using Facebook and Instagram targeted areas in northern and southern California. These ads reached about 50,875 people of which 1,249 clicks were received. Amongst the engagement on the social media platforms 42.7% were women and 57.3% were men. Additionally, the KCSO recruitment team participated for its first time at the mini recruitment events held at the U.S. Marines Corp Base-Camp Pendleton in Oceanside. The team also took part in the First Responders recruitment event at Camp Pendleton. Among these events, in attendance were over 500 candidates. Onsite testing was offered. Although we did not have any test-takers, there were interested candidates. Due to scheduling of other classes and prior commitments, candidates were not able to test. Event organizers commented that participation in these events has declined recently as enlisted personnel are deployed in active duty assignments given the current world climate. The KCSO recruitment team will continue to participate in military recruitment events and be present to promote all KCSO job opportunities.

The KCSO continues to reap the rewards of micro-recruitment events, which are strategically organized to target the deputy sheriff, detentions deputy, and civilian classification groups. These events for sworn positions take place at the Regional Training Center (RTC), offering applicants the opportunity to tour academy facilities and undergo on-site written examinations on the event day. The RTC events have been well attended with over 70 participants at each session and maximum capacity of 35 applicants participating in written testing for detentions and deputy positions.

Following the KCSO's request for a tracking mechanism to assess the effectiveness of micro-recruitment events, Kern County HR has initiated manual tracking of hires. This process is labor-intensive and still in its initial phase. Presently, the KCSO receives recruitment data from Kern County HR and maintains a spreadsheet to document attendee information.

The KCSO remains committed to informing the CAC of upcoming recruitment events and actively encourages committee members to provide recommendations for recruitment strategies. Comprising citizens from various areas of the County, the committee is dedicated to enhancing community relations with KCSO.

Since April 2022, Kern County HR began collecting more detailed applicant data, including zip codes, with the aim of analyzing applicant distribution and identifying underrepresented areas. In the previous Bi-Annual Report, the total number of applications received by zip code for deputy sheriff and detentions deputy trainee classifications included data from April 2022 to December

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2023. In this update, below are the charts showing applications received for 2024. It is worth noting that while these totals include submitted applications, they do not reflect the number of applicants who may drop out of the process. Factors such as unresponsiveness to scheduling appointments or failure to pass written tests may prevent some applicants from advancing to the KCSO for hiring consideration. In fact, more than fifty percent of applicants do not progress to being considered qualified applicants by the KCSO.

To date, KCSO has received 608 applications for deputy sheriff trainee. Most applications have been received from Southeast Bakersfield in zip code 93307. In comparison for 2023, a total of 1,162 applications for deputy sheriff trainee positions were submitted. In summary, the majority of applications originated from the greater Bakersfield area, 5% from Delano, 3% from Wasco, and roughly 10% from outlying areas such as Arvin, Lamont, Shafter, Taft, and Tehachapi.

As of June 2024, KCSO has received 428 applications for detentions deputy trainee positions. The highest number of applications have been from Southeast Bakersfield/Lamont and Delano. In 2023, there were 999 applications received for detentions deputy trainee. In summary, 79% of these applications originated from the greater Bakersfield area, 9% from Delano, 2.8% from Wasco, and about 11% from outlying areas such as Arvin, Lamont, Taft, and Tehachapi.

Deputy Sheriff Trainee Application Totals by Zip-Code for 2024

City- Zip Code	No. of Applications
93203 - Arvin	13
93215 - Delano	33
93241 - Lamont	8
93250 - McFarland	12
93263 - Shafter	19
93268 - Taft	8
93280 - Wasco	20
93301 - Downtown Bakersfield	12
93304 - Central Bakersfield	43
93305 - East Bakersfield	25
93306 - East Bakersfield/City in the Hills	61
93307 - Southeast Bakersfield/ Lamont	80
93308 - Oildale	49
93309 - Southwest Bakersfield	50
93311 - Southwest Bakersfield	38
93312 - West Bakersfield	47
93313 - Southwest Bakersfield	50
93314 - Northwest Bakersfield	19
93560 - Rosamond	9
93561 - Tehachapi	12
Total	608

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Detentions Deputy Trainee Application Totals by Zip-Code for 2024

City- Zip Code	No. of Applications
93215 - Delano	41
93250 - McFarland	11
93257 - Porterville	6
93263 - Shafter	15
93280 - Wasco	12
93304 - Central Bako	32
93305 - East Bakersfield	16
93306 - East Bakersfield/City in the Hills	40
93307 - Southeast Bakersfield/Lamont	56
93308 - Oildale	34
93309 - Southwest Bakersfield	39
93311 - Southwest Bakersfield	38
93312 - West Bakersfield	27
93313 - Southwest Bakersfield	39
93314 - Northwest Bakersfield	13
93561 - Tehachapi	9
Total	428

Demographics Related to Promotions

KCSO promotions are typically prompted by higher level attrition or the addition of funded positions. Data indicates there is a higher turnover rate among supervisory staff compared to other positions, resulting in more promotions within the deputy sheriff ranks. Civilian promotions show a higher number of female promotions within non-sworn classifications, reflecting the gender breakdown of civilian staff. We do see a lower representation of female staff on KCSO sworn promotional lists, suggesting a lack of female applicants overall. Promotional opportunities are announced department-wide, including recruitment dates, specified study materials for examination components, and examination dates.

Employees who participate in and complete the KCSO Trainee Transition Program are counted as promotions within the Office, upon promotion to the higher-ranking classification.

Promotions by Classification and Gender for 2024

Classification	Male	Female	Count	Percentage
Deputy Sheriff	36	4	40	29.85%
Detentions Deputy	1	1	2	1.49%
Civilian	7	18	25	18.65%
Total	44	23	67	134

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Initiatives to Engage and Include Underrepresented Groups

In collaboration with Kern County HR, the CAC, and our internal recruitment team, KCSO is dedicated to recruitment efforts aimed at reaching underrepresented demographics. We have extended invitations to CAC members to recommend community partners or groups interested in hosting recruitment events within their respective areas. KCSO has shared our recruitment calendar on the CAC website, <https://kerncac.org>, and actively encourages the dissemination of information to connect prospective applicants with our upcoming events.

In 2023, the KCSO internal recruitment team actively engaged in over one hundred recruitment events across Kern County. As of June 2024, the recruitment team has participated in over 50 events. Our participation in the Department of Human Services Job Fest program persisted, providing convenient same-day application and testing services to applicants. We extended our presence at Job Fest events in various outlying areas, including Mojave, Lamont, Ridgecrest, Lake Isabella, Taft, Shafter, and Delano.

KCSO hosted 17 on-site recruitment events as of June 2024. These events have continuously offered valuable assistance with the online application process, direct access to recruiters for Q&A sessions, background screening, and same-day testing opportunities. The impact of these events has been significant, attracting interest from several hundred candidates. This year's theme *Your Badge Awaits* has been well received, and onsite testing has reached capacity at each event.

To educate the public on hiring standards for law enforcement agencies, the KCSO developed and launched the Ideal Candidate Profile. The profile informs individuals of key characteristic traits that are essential for a successful career in law enforcement. The traits are integrity and honesty, decision making and judgment, social and cultural sensitivity, stress tolerance, conscientiousness, interpersonal skills, and communication skills. These key traits will be enhanced through ongoing training and professional development. Focusing on these characteristics will help potential hires pave the way to a smooth onboarding process and guide aspiring incumbents in preparing for promotional opportunities.

The KCSO is realizing a net gain of staff. The KCSO is holding more academies per year, in both law enforcement (POST) and correctional (STC) fields. Prior to 2020, the KCSO held one to two academies per fiscal year. Attrition outpaced hires and vacancy rates grew. In 2023, the KCSO held 3 POST academies and 3 STC academies. Following years of budget reduction and limited hiring, the KCSO is in an aggressive hiring campaign to staff accumulated vacancies and bolster line staff in the field and in detentions facilities.

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Conclusion

The KCSO persists in its recruitment endeavors to fill all funded vacant positions. As we continue to educate the community on our ideal candidate profile and our hiring process, we expect to continue growing in alignment to County demographics. Currently, recruitment patterns do align with the existing demographics of the County. In total, about 52% of the KCSO workforce identify as Hispanic, 41% as White, with all other racial groups comprising 7%. Among the workforce, males make up 64%, while females constitute 36%.

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 Whites is decreasing due to lower hiring results and attrition amongst this group. This trend is correspondent to the changes in Kern County demographics. The KCSO is actively working with Kern County HR and the CAC to recruit and retain staff from all demographic groups.

The KCSO recruitment website continues to be a resource for all candidates. The website is user friendly and outlines all steps of the hiring process. It is an avenue for posting upcoming recruitment events and links to all current job opportunities. The background process has also been streamlined via an electronic application portal. Advertisements and recruitment flyers 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. Moving ahead, the KCSO internal recruitment team plans to organize additional micro-recruitment events aimed at engaging underrepresented groups. The KCSO will continue to work closely with Kern County HR to pinpoint recruitment areas. Existing partnerships with Kern County High School District, Kern Community College District, and California State University of Bakersfield will remain pivotal in supporting the KCSO's hiring initiatives. Additionally, new collaborations with various community organizations and other county departments are on the horizon.

Recruitment events will also be coordinated in out-of-county areas to attract candidates to Kern County. In addition to trainee hires, the KCSO will focus on lateral hires, those having prior law enforcement experience with other agencies. Lateral hire incentives may include a \$15k or \$25k recruitment and retention bonus, moving allowances, a monthly housing allowance, and fast track to field training.

Appendices

**Kern County Sheriff's Office Human Resources Bi-Annual Report
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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 1st Copy – Dept. 2nd Copy – Employee I:/FORMS/Employee Exit Questionnaire.doc

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Appendix B

Expanded charts for reasons for separations are provided below:

SEPARATION REASONS 2024 YTD	Count
RESIGNATION	8
BETTER OPPORTUNITY/CAREER	1
DISSATISFIED--SUPERVISOR	1
DISSATISFIED--WORKING CONDITIONS	1
MEDICAL REASONS	1
MOVING OUT OF AREA	3
PERSONAL REASONS	13
RESIGNATION IN LIEU OF TERMINATION	1
WENT TO ANOTHER AGENCY FOR HIGHER PAY	1
RETIREMENT	12
RETIREMENT (YEARS OF SERVICE)	12
TERMINATION OF APPOINTMENT	7
NOT PASSING PROBATION	4
VIOLATION OF DEPT. POLICY	3
TRANSFER TO ANOTHER COUNTY DEPARTMENT	1
REVERT TO FORMER POSITION	2
DID NOT DISCLOSE	5
GRAND TOTAL	49

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Appendix C

List of new hires by zip code & classifications are provided below:

Deputy Sheriff Hires (Trainee & Lateral) by Zip-Code for 2024

City-Zip Code	Count
Bodfish- 93205	1
Delano- 93215	2
Lost Hills- 93249	1
Porterville- 93257	1
Shafter- 93263	2
Wasco- 93280	1
Visalia- 93291	1
Bakersfield- 93301	1
East Bakersfield - 93305	2
East Bakersfield /City in the Hills - 93306	2
SE Bakersfield - 93307	2
Oildale Bakersfield - 93308	5
SW Bakersfield - 93309	3
SW Bakersfield - 93311	3
West Bakersfield- 93313	1
West Bakersfield- 93314	3
Morro Bay- 93442	1
Inyokern- 93527	1
Ridgecrest- 93555	2
Rosamond- 93560	1
Tehachapi- 93561	3
Grand Total	39

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Detentions Deputy Hires (Trainee & Lateral) by Zip-Code for 2024

City-Zip Code	Count
Delano- 93215 & 93216	5
Lamont- 93241	2
McFarland- 93250	1
Porterville- 93257	1
Richgrove- 93261	1
Shafter- 93263	1
Wasco- 93280	2
East Bakersfield /City in the Hills - 93306	8
SE Bakersfield - 93307	5
Oildale Bakersfield - 93308	7
SW Bakersfield - 93309	8
SW Bakersfield - 93311	8
West Bakersfield - 93312	3
West Bakersfield- 93313	2
West Bakersfield- 93314	3
Grand Total	57

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All Hires by Zip Code for 2024

City-Zip Code	Count
Bodfish- 93205	1
Delano- 93215 & 93216	7
Lamont- 93241	3
Lost Hills- 93249	1
McFarland- 93250	1
Porterville- 93257	2
Posey- 93260	1
Richgrove- 93261	1
Shafter- 93263	3
Wasco- 93280	4
Visalia- 93291	1
Bakersfield- 93301	1
Central Bakersfield - 93304	2
East Bakersfield - 93305	4
East Bakersfield /City in the Hills - 93306	14
SE Bakersfield - 93307	12
Oildale Bakersfield - 93308	15
SW Bakersfield - 93309	12
SW Bakersfield - 93311	13
West Bakersfield - 93312	6
West Bakersfield- 93313	6
West Bakersfield- 93314	9
Morro Bay- 93442	1
Inyokern- 93527	1
Ridgecrest- 93555	3
Rosamond- 93560	1
Tehachapi- 93561	3
Fresno- 93722	1
Grand Total	129