



KERN COUNTY SHERIFF'S OFFICE
HUMAN RESOURCES BI-ANNUAL REPORT
YEAR TO DATE AS OF DECEMBER 31, 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 hire and retain a high quality and diverse workforce.

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Introduction

This report is produced bi-annually. Data analysis is based on Kern County Sheriff's Office (KCSO) employment statistics as of June 30th and December 31st of each year. The purpose of bi-annual reporting is to depict trends and progress as we implement and execute ongoing initiatives aimed at hiring and retaining a diverse workforce.

According to the United States Census Bureau, 2020 Decennial Census, the population of Kern County reached 909,235 people. The County is recorded to be 8,134.7 square miles. Identified as the 3rd largest California county by total area, KCSO provides services to diverse communities that live and work in a variety of geographical locations. Patrol areas include rural and metropolitan communities from the San Joaquin Valley, Mojave Desert, and several mountain communities. To learn more about the Kern County population, readers are encouraged to visit the Census Bureau website and view the Kern County profile page: www.census.gov.

During the 2024 calendar year, the Kern County Board of Supervisors transferred the oversight of the County Park Ranger Program to KCSO. The Park Ranger Bureau was established and is tasked with the safety and security of County parks and designated county buildings and structures. For the purposes of this report, 45 new positions in the park ranger series and security attendants are counted toward Civilian totals. Added positions in the ranks of Chief Deputy, Sheriff's Commander, Sheriff's Lieutenant, Sheriff's Sergeant, are counted toward Deputy totals. Future reporting will specifically identify Park Rangers as a standalone category.

This December bi-annual report will provide a demographic (race and gender) breakdown of staffing as of December 31, 2024. Data will be compared to base line statistics from 2021, as well as year-end analysis from 2022 and 2023. Additionally, we will present personnel activity such as new hires, separations, and promotions completed in the calendar year. KCSO continues to utilize information derived from analysis to inform hiring and retention efforts. This report will also inform the reader of Recruitment efforts and events conducted in conjunction with the Kern County Human Resources Division (County HR).

Since the production of the first bi-annual report, the KCSO HR Section has identified discrepancies in data collection and export. KCSO maintains a personnel records system (Human Resources Management System or HRMS), which is becoming antiquated. As such, when updates are made to the system, such as implementing new organizational bureaus, new positions and rank structures, not all detailed information exports. As such, the KCSO HR Section has implemented audits of monthly reports and cross-reference with reporting interfaces.



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Kern County Sheriff’s Office Race: U.S. Census and KCSO Workforce

Race	Kern County Census April 2020	KCSO April 2021	KCSO Dec 1, 2022	KCSO Dec 31, 2023	KCSO Dec 31, 2024
American Indian and Alaska Native alone	2.8%	0.8%	0.9%	1%	0.8%
Asian alone	5.8%	1.3%	2.3%	2.6%	2.4%
Black or African American	6.3%	2.8%	2.4%	2.6%	2.6%
Hispanic or Latino	56.8%	42.7%	47.7%	53.7%	52.4%
Native Hawaiian or Other Pacific Islander alone	0.3%	0.9%	0.2%	0.2%	0.3%
White alone, not Hispanic or Latino	30.4%	50.6%	45.3%	39.1%	40.5%
Two or More Races/Other	3.4%	0.9%	1.1%	0.08%	1.0%
Total Individuals by Count	909,235	1147	1065	1144	1244

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

For the readers information: 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 HRMS race categories were adjusted to match those identified by the Census Bureau, for those reporting only one race. Asian includes Filipino and Vietnamese, and Pacific Islander was combined with Native Hawaiian.

The Census data offers a snapshot in time, but the workforce demographics and the population are in a constant state of flux. The Census Bureau statistics on race encompass all individuals recorded, including children and elderly persons, who may not be part of the County workforce. Census information was not broken down by age group to isolate demographics of adult individuals, as there are limitations in doing so. For example, there are adults that are not willing to work, retired, or cannot work for various reasons. This also does not take into account those adults who do not meet our hiring criteria (e.g., convictions, education, minimum age for peace officers, etc.).

The census data does indicate that Hispanic/Latino individuals do make up the majority of the population in Kern County, followed by individuals identifying as White. The baseline data from 2021 reflects the majority of the KCSO workforce identified as White (alone) (50.6%), followed by Hispanic/Latino (42.7%). Over the past three years there has been a 10% shift amongst the two groups. Personnel identifying as Hispanic/Latino now make up the majority of the KCSO workforce at 52.4%, with those identifying as White accounting for 40.5% personnel. All other racial groups remain within 1% of change.

The above chart reflects a growth and retention of personnel over the past two years. This may be attributed to the increase in sworn academies in 2023 and 2024 for deputy and detentions

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classifications. In addition, hiring incentives and negotiated compensation adjustments have improved retention. In December of 2022, the department was 73% staffed. As of December 31, 2024, the department was 82% staffed. The Sheriff is committed to filling all vacant positions with a goal of enhancing staffing and community responsiveness.

Deputy Sheriff by Race	April 2021	Dec 1, 2022	Dec 31, 2023	Dec 31, 2024
American Indian and Alaska Native	1.0%	1.2%	1.3%	1.1%
Asian (includes Filipino and Vietnamese)	2.8%	2.4%	2.8%	2.8%
Black or African American	1.0%	1.4%	1.8%	2.2%
Hispanic or Latino	39.6%	44.7%	52.7%	48.8%
Native Hawaiian or Other Pacific Islander	0%	0.2%	0.2%	0.2%
White alone, not Hispanic or Latino	53.7%	49.3%	40.5%	44%
Two or More Races/Other	1%	0.8%	0.7%	0.9%
Detentions Deputy by Race	April 2021	Dec 1, 2022	Dec 31, 2023	Dec 31, 2024
American Indian and Alaska Native	0.8%	0.5%	0%	0.00%
Asian (includes Filipino and Vietnamese)	0.4%	0.9%	2.3%	1.6%
Black or African American	2.7%	4.1%	3.8%	2.9%
Hispanic or Latino	53.8%	57.87%	63.7%	65.8%
Native Hawaiian or Other Pacific Islander	0%	0.5%	0.4%	0.7%
White alone, not Hispanic or Latino	41.5%	35.9%	29.6%	28.3%
Two or More Races/Other	0.8%	0.5%	0.4%	0.7%
Civilians by Race	April 2021	Dec 1, 2022	Dec 31, 2023	Dec 31, 2024
American Indian and Alaska Native	1.0%	0.9%	1.1%	1%
Asian (includes Filipino and Vietnamese)	2.6%	2.9%	2.5%	2.3%
Black or African American	3.9%	2.9%	2.8%	2.8%
Hispanic or Latino	39.2%	45.8%	47.5%	47.6%
Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%
White alone, not Hispanic or Latino	52.5%	45.5%	44.2%	44.1%
Two or More Races/Other	0.8%	2.0%	1.9%	2.2%

Across all classification categories above, there is growth amongst the Hispanic/Latino workforce and a decrease in the category of White (alone). In the recruitment portion of this report we will share recruitment efforts to attract ideal candidates from the diverse community groups within the County.



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Workforce by Gender

KCSO Workforce by Gender								
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024	
Gender	Count	%	Count	%	Count	%	Count	%
Female	398	35%	380	35%	422	37%	440	35%
Male	749	65%	685	65%	722	63%	804	64%
Total	1147		1065		1144		1244	

Deputy Workforce by Gender								
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024	
Gender	Count	%	Count	%	Count	%	Count	%
Female	41	8%	50	11%	54	11%	62	11%
Male	462	92%	448	89%	455	89%	481	89%
Total	503		498		509		543	

Detentions Workforce by Gender								
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024	
Gender	Count	%	Count	%	Count	%	Count	%
Female	78	30%	72	34%	87	33%	95	31%
Male	181	70%	148	66%	180	37%	209	69%
Total	259		220		267		304	

Civilian Workforce by Gender								
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024	
Gender	Count	%	Count	%	Count	%	Count	%
Female	279	73%	257	75%	281	77%	283	71%
Male	106	27%	90	25%	87	23%	114	29%
Total	385		347		364		397	

Traditionally, males account for the majority of sworn peace officers. According to online articles citing data from 2021, females account for 13% of police officers. Civilian staff are recorded to be 60.3% female. The KCSO workforce analysis does show that our gender breakdown is not out of the ordinary for a law enforcement agency. It does reflect an increase in the percentage of female personnel in the deputy category over the past three years.

The KCSO has developed an ideal candidate profile which identifies characteristics that are essential to a workforce focused on serving the community with integrity. Such traits include integrity and honesty, decision making and judgment, social and cultural sensitivity, stress tolerance, conscientiousness, interpersonal skills, and communication skills. An ideal candidate is not determined by race or gender.

The County of Kern is an Equal Opportunity Employer and recruitment efforts are coordinated throughout the County in an effort to attract a broad spectrum of qualified applicants, which is illustrated later in this report. KCSO strives to understand obstacles to underrepresented groups. Two articles that address women in law enforcement are: Dr. Gene Ira Katz, DCMJ, "*Time to address the status of women in policing today,*" American Police Beat, March 20, 2023; and PJ

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Verrecchia, "Learning from the Perceptions of Women in Policing: A Survey of Women Police Officers," *Police Chief Online*, March 20, 2024.

According to the article published in *Police Chief Online*, PJ Verrecchia, PHD, refers to a survey conducted by the Foundation Research Associates (FRA). The survey polled female police officers who were registered for the Women in Law Enforcement Summit in 2022. Of 180 registrants surveyed, 129 were accounted for. Here is an excerpt from the article regarding the survey.

Work experiences often differ according to gender.¹³ Most of the statements in the FRA survey sought to ascertain how respected women police officers feel; overall, the respondents feel respected on the job. Over half (53.5 percent) of the sample disagreed or strongly disagreed with the statement, "I have a difficult time being accepted by my male coworkers because I am a woman," and just over a quarter (26.3 percent) agreed or strongly agreed. This was not the case for new officers, since a slightly higher percentage of respondents (57.4 percent) agreed or strongly agreed to the statement, "When I entered law enforcement, I was treated with less respect than my male coworkers." Also, 59.7 percent agreed or strongly agreed that "Female officers in my department are valued." Unfortunately, under half (48.1 percent) said that the public gives them the same respect as their male coworkers, so while female police officers might feel accepted in their departments, they don't feel the same way about the people they have sworn to protect.

Although this is a small sampling of female police officers, this survey is intended to provide perspective from women in law enforcement. The KCSO is committed to the development and support of all staff, with recognition of the need to support female staff. Annually, the KCSO sends 1-3 female sworn staff to the Women Leaders in Law Enforcement (WLLE) Training.

Overall, the analysis of racial and gender data is intended to identify staffing ratios at a given point in time. The 2021 data serves as a baseline to compare progress as we strive to be representative of the community we serve. With the information in hand, KCSO can engage the community and incumbent personnel in discussions to enhance recruitment and retention.



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Demographics Related to Attrition

The KCSO HR Section makes every effort to collect exit questionnaires from staff who voluntarily separate from KCSO employment. We utilize the County's Employee Exit Questionnaire (refer to **Appendix A**). The form inquires as to the reason for separation, satisfaction with working conditions, wages and training. The questionnaire is designed to open conversation to discuss reasonable accommodations, such as a leave of absence or transfer. The form is sent via email, to the employee upon receipt of their resignation notice. The form is collected when the employee completes final separation forms with HR staff. The Sheriff's Sergeant (or sworn personnel) assigned to the Background Investigations Unit will review the exit questionnaire with those separating from service. HR staff review and the gathered information to categorize sub-reasons for the purposes of identifying useful information. However, participation in the interview is voluntary.

Attrition occurs for many reasons. Voluntary resignation is the main reason for employee separations. In 2024, resignations amounted to 45% of attrition. Of 137 separations, 62 individuals cited personal reasons. Of those, 44 did not provide further information. When information was available, the responses were noted. **Refer to Appendix B** for an expanded Reason for Separation table.

Retirements accounted for 20% 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.



Photo: 2024 Annual Retiree BBQ

The separation reason, "Transfer to another County Department" includes staff who left employment with KCSO, but remained employed by the County. County employees who promote into the KCSO serve a probationary period. During the probationary period the employee may elect to revert to their prior position, or the department may reject the probationer. In effect, they transfer to another department rather than separation from County Payroll. Under this reason, the sub reason, "County Extended Leave Holding Unit" is utilized for personnel who are on long term leave of absence and are pending a resolution to long term medical care or personal leave. Refer to **Appendix B** for expanded information.

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There is an increase in the category of "Termination of Appointment". The increase in academies would account for a higher ratio in this field. This reason is used for voluntary and involuntary separation for staff in their probationary period. With an increase in new hire staff, attrition in this category is higher.

KCSO Workforce Attrition by Reason

Reason for Separation	KCSO December 31, 2021		KCSO December 31, 2022		KCSO December 31, 2023		KCSO December 31, 2024	
	Count	%	Count	%	Count	%	Count	%
Death	3	2%	0	0%	0	5	2	2%
Dismissal	2	1%	6	3%	4	4%	9	7%
Resignation	110	61%	110	59%	52	49%	62	45%
Retirement	38	21%	46	25%	19	18%	28	20%
Termination of Appointment	9	5%	7	4%	15	14%	21	15%
Transfer to Another County Department	17	9%	18	10%	17	16%	15	11%
Total	179		187		107		137	

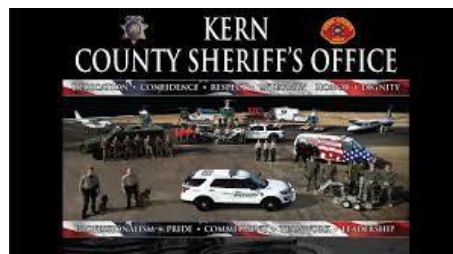
Retention Efforts

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 many classifications and the KCSO has noted a decrease in separations.

Additional recruitment and hiring incentives include:

- Recruitment and Retention bonus of \$15,000 for new deputy and detentions hires.
- Recruitment and retention bonus of \$25,000 for deputy lateral hire with POST certification.
- The County negotiated an annual COLA increases for the term of current agreements.
- 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.

The KCSO is enhancing internal programs aimed at 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, comprised of specialty trained KCSO personnel, extends support to employees, volunteers, and their families. Not only is this a great support program for 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. Such efforts further exemplify the ideal candidate traits related to interpersonal and communication skills.



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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. This includes, but is not limited to: Employee Appreciation BBQ, Holiday Open House, and Ice Cream Making Contests.

The KCSO compiled separation and hire data for the past four calendar years. KCSO is seeing a net gain of personnel. We can see the number of separations drop drastically from 2022 to 2023. During this time frame, the above-mentioned recruitment and retention efforts were implemented.

Calendar Year	Separations	Hire	Net
2021	179	152	-27
2022	187	165	-22
2023	107	209	102
2024	137	243	106

Attrition by Race

This section will review attrition (personnel separations) that occurred from January through December of 2024. There are no discernible trends amongst race categories.

KCSO Workforce Attrition by Race as of Dec. 31, 2024

Race	Count	Percentage
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	2	1%
Black or African American	1	1%
Hispanic or Latino	70	51%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	63	46%
Two or More Races/Other	1	1%
Total	137	100%

Attrition by Gender

In terms of gender breakdown, males account for 51% of attrition, while females 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 amongst 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 as of Dec. 31, 2024

Classification	Male	Female	Count	Percentage
Deputy Sheriff	34	10	44	32%
Detentions Deputy	25	16	41	30%
Civilian	12	40	52	38%
Total	71	66	137	100%

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The following tables reflect attrition or separating personnel, by category of deputy, detentions and civilians.

KCSO Workforce Attrition by Gender and Race as of Dec. 31, 2024

	Count of Gender
Female	66
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	1
Black or African American	0
Hispanic or Latino	41
Two or More Races/Other	1
Native Hawaiian or Other Pacific Islander	0
White alone	23
Male	71
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	2
Black or African American	1
Hispanic or Latino	29
Two or More Races/Other	0
Native Hawaiian or Other Pacific Islander	0
White alone	40
Grand Total	137

Deputy Sheriff Attrition by Gender and Race as of Dec. 31, 2024

	Count of Gender
Female	10
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	6
Native Hawaiian or Other Pacific Islander	0
White alone	4
Two or More Races/Other	0
Male	34
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	11
Native Hawaiian or Other Pacific Islander	0
White alone	23
Two or More Races/Other	0
Grand Total	44

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Detentions Deputy Attrition by Gender and Race as of Dec 31, 2024

Gender	Count
Female	16
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	0
Black or African American	0
Hispanic or Latino	11
Native Hawaiian or Other Pacific Islander	0
White alone	4
Two or More Races/Other	1
Male	25
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	1
Black or African American	1
Hispanic or Latino	13
Native Hawaiian or Other Pacific Islander	0
White alone	10
Two or More Races/Other	0
Grand Total	41

Civilian Attrition by Gender and Race as of Dec 31, 2024

Gender	Count
Female	40
American Indian and Alaska Native	0
Asian (includes Filipino and Vietnamese)	1
Black or African American	0
Hispanic or Latino	24
Native Hawaiian or Other Pacific Islander	0
White alone	15
Two or More Races/Other	0
Male	12
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	7
Two or More Races/Other	0
Grand Total	52

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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.

Hires by Classification and Gender as of Dec 31, 2024

Classification	Male	Female	Count	%
Deputy Sheriff	57	16	73	30%
Detentions Deputy	56	24	80	33%
Civilian	40	50	90	37%
Total	153	90	243	100%

The KCSO will present hiring totals for 2024, by race and gender.

ALL HIRES BY RACE As of Dec. 31, 2024

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	3	1.2%
Black or African American	5	2.1%
Hispanic or Latino	138	56.8%
Two or More Races/Other	6	2.5%
Native Hawaiian or Other Pacific Islander	1	0.4%
White alone	90	37.0%
Grand Total	243	

DEPUTY HIRES BY RACE As of Dec. 31, 2024

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	1.4%
Black or African American	3	4.1%
Hispanic or Latino	39	53.4%
Two or More Races/Other	2	2.7%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	28	38.4%
Grand Total	73	

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DETENTIONS HIRES BY RACE As of Dec. 31, 2024

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	1.3%
Black or African American	1	1.3%
Hispanic or Latino	56	70.0%
Two or More Races/Other	1	1.3%
Native Hawaiian or Other Pacific Islander	1	1.3%
White alone	20	25.0%
Grand Total	80	

CIVILIAN HIRES BY RACE As of Dec. 31, 2024

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	1.1%
Black or African American	1	1.1%
Hispanic or Latino	43	47.8%
Two or More Races/Other	3	3.3%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	42	46.7%
Grand Total	90	

The analysis of racial demographics reflects alignment in the overall and deputy classification groups. The Hispanic and White ratios are comparable to the County demographics. We do see marked increase of Hispanics who are hired into the detentions classification. Civilian hires trend lower in the category of Hispanic and higher among individuals identifying as White.

2024 ALL HIRES BY GENDER

Gender	Count	%
Female	90	37.0%
Male	153	63.0%
Total	243	

2024 DEPUTY HIRES BY GENDER

Gender	Count	%
Female	16	21.9%
Male	57	78.1%
Total	73	

2024 DETENTIONS HIRES BY GENDER

Gender	Count	%
Female	24	30.0%
Male	56	70.0%
Total	80	

2024 CIVILIAN HIRES BY GENDER

Row Labels	Count	%
Female	50	55.6%
Male	40	44.4%
Total	90	

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As anticipated, the hiring ratios related to gender reflect a higher percentage of men are on-boarded within the deputy and detentions classifications. Amongst the civilian classifications, females accounted for the larger group. It is noted that of 73 deputy hires, almost 22% were female hires. Should this trend continue, the KCSO should see overall staffing in the female deputy category continue to increase.

Recruitment Activity

In 2024, the KCSO Recruitment Team participated in 83 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. Members of the KCSO Recruitment Team



attended 16 high school events, 8 college events, 7 Job Fest events, 4 library events, and 37 other community events. Other community events included: Sikh Riders of America Annual Ride; Home and Garden Show; Que Buena Radio Soccer Tournament, Coffee with a Recruiter, and several other community-based events. In addition, KCSO hosted 11 recruitment events at various locations including the Regional Training Center, Support Services Division building, Kern County Human Resources (County HR) and KCSO Headquarters.

The KCSO Recruitment Team is active to engage youth with an interest in law enforcement. Efforts are made to 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 the Kern High School District - Career and Technical Education Center (ROC/CTEC) 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.

In March of 2024, the KCSO Recruitment Team held its first annual Academy Experience at CTEC with its law enforcement career participants. The Recruitment Team provided insight into the many career opportunities available at the KCSO to about 130 students. The KCSO was able to highlight specialized units including Air Support, K-9, SWAT, Crisis Negotiations 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.

The CTEC event was successful and further collaboration continued into 2024. In October of 2024, the Recruitment Team coordinated a leadership presentation focused on Women in Law Enforcement. The event consisted of female panel members of all ranks and classifications. Individuals shared experiences from the perspective of the female workforce at KCSO. Students joined small group discussions where they were able to ask questions of the panel members in attendance. The Recruitment Team also provided gently used professional wear to the student participants to prepare them for interviews.

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Recruiting outside of Kern County was also done via social media platforms. Sponsored advertisements using Facebook and Instagram targeted areas in northern and southern California. These ads reached about 200,000 people of which approximately 15,000 clicks were received.

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 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, 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 County HR and they maintain a spreadsheet to document attendee information.



The KCSO remains committed to informing the Community Advisory Council (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, the 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 2023. In this update, the below charts show 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.

The Kern County Civil Service Commission has established Civil Service Rules, which govern the exams (written/oral), testing protocol, and hiring processes in the initial stages for most positions. County HR is responsible for the initial application and testing process in adherence to these

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rules. The California Commission on Peace Officer Standards and Training (POST) and California Board of State and Community Corrections (BSCC) governs the written tests for peace officers, as well as Background Investigations.

As a result, KCSO is unable to conduct a study of those initial steps to determine if there are any indicators that any step in the process is causing a disproportionate or adverse impact on any particular group. However, KCSO routinely looks for potential issues that may lead to otherwise eligible candidates dropping out of the process, but receives limited data and may not have any control of these steps. KCSO does make changes when possible to increase the chances of successfully hiring high-quality candidates that might otherwise have fallen out of the hiring process.

- For example, most failures occur on the POST PELLETB written test. In 2021-2022, KCSO HR and County HR worked together to add PELLETB study aids into the job bulletins for deputies.
- Due to failure on the Work Sample Test Battery, we are exploring adding a modified Physical Ability Test back into the process to better prepare applicants and reduce failures later in the process
- Regarding failures at the range for firearms testing in the academy, KCSO transitioned to a Glock 47 with a red dot optic, which seemed to help reduce failures at the range for one academy. However, overall the numbers seem to have remained the same with an 80-90% success rate the last three years.
- In 2022, County HR and KCSO HR did conduct a study of success rates for written examinations. To improve written exam results for Deputy Sheriff Trainee, County HR switched from the Pellet B exam to an exam acquired via Donnoe & Associates. It was quickly identified that test scores declined. As such, the County HR reverted to the use of the Pellet B written exam.

As an Equal Opportunity Employer, we must cast a wide net for recruitment in a diligent effort to attract a broad spectrum of qualified applicants. As illustrated in the zip code data below, efforts are achieved through this strategy as well. As you will see below (**Appendix C**), underrepresented groups are not confined to one particular zip code, which is why our recruitment efforts seek to diversify our workforce through broad outreach strategies.



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Deputy Sheriff Trainee Application Totals by Zip-Code for 2024

In 2024, County HR received 1,279 applications for deputy sheriff trainee. Over 75% of applications are received from applicants living in Bakersfield. Applicants from the city of Delano account for 6%. Other Kern County cities and municipalities registered less than 5% of applicants. In comparison, in 2023, a total of 1,162 applications received for deputy sheriff trainee positions were submitted. Most of the applicants were Bakersfield residents. A detailed breakdown can be reviewed in the chart below.

2024 Applicants by Zip Code - City	Count
93203 - Arvin	27
93215 - Delano	72
93240 - Lake Isabella	8
93241 - Lamont	18
93250 - McFarland	21
93257 - Porterville	10
93263 - Shafter	37
93268 - Taft	15
93280 - Wasco	30
93301 - Downtown Bakersfield	29
93304 - Central Bakersfield	74
93305 - East Bakersfield	50
93306 - East Bakersfield/ City in the Hills	132
93307 - Southeast Bakersfield/ Lamont	146
93308 - Oildale	103
93309 - Southwest Bakersfield	112
93311 - Southwest Bakersfield	80
93312 - West Bakersfield	94
93313 - Southwest Bakersfield	83
93314 - Northwest Bakersfield	54
93505 - California City	8
93536 - Lancaster	8
93550 - Palmdale	8
93555 - Ridgecrest	17
93560 - Rosamond	17
93561 - Tehachapi	26
Total	1279

2024 Deputy Hires by Zip Code - City	Count
93215 - Delano	2
93263 - Shafter	5
93307 - Southeast Bakersfield/Lamont	6
93308 - Oildale	8
93313 - Southwest Bakersfield	4
93301 - Downtown Bakersfield	1
93306 - East Bakersfield/City in the Hills	3
93561 - Tehachapi	3
93555 - Ridgecrest	6
93309 - Southwest Bakersfield	4
93311 - Southwest Bakersfield	5
93312 - West Bakersfield	4
93314 - Northwest Bakersfield	5
93257 - Porterville	1
93501 - Mojave	1
93560 - Rosamond	3
93249 - Lost Hills	1
93280 - Wasco	1
93304 - Central Bakersfield	2
91214 - La Crescenta	1
93527 - Inyokern	1
93205 - Bodfish	1
93268 - Taft	1
93442 - Morro Bay	1
93305 - East Bakersfield	3
Total	73

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In 2024, County HR received 1,024 applications for detentions deputy trainee positions. Over 75% of applications were received from applicants living in Bakersfield. Applicants from the city of Delano account for 7% of applications. Other Kern County cities and municipalities registered less than 5% of applicants. In comparison, in 2023, there were 999 applications received for detentions deputy trainee. Most of the applicants were Bakersfield residents. A detailed breakdown can be reviewed in the chart below.

Detentions Deputy Trainee Application Totals by Zip-Code for 2024

2024 Application by Zip Code - City	Count
93203 - Arvin	14
93215 - Delano	72
93241 - Lamont	10
93250 - McFarland	25
93257 - Porterville	15
93263 - Shafter	30
93268 - Taft	8
93280 - Wasco	30
93301 - Downtown Bakersfield	24
93304 - Central Bakersfield	69
93305 - East Bakersfield	42
93306 - East Bakersfield/ City in the Hills	103
93307 - Southeast Bakersfield/ Lamont	127
93308 - Oildale	91
93309 - Southwest Bakersfield	83
93311 - Southwest Bakersfield	80
93312 - West Bakersfield	76
93313 - Southwest Bakersfield	74
93314 - Northwest Bakersfield	27
93560 - Rosamond	7
93561 - Tehachapi	17
Total	1024

2024 Detentions Hires by Zip-City	Count
93215 - Delano	5
93263 - Shafter	5
93307 - Southeast Bakersfield/Lamont	7
93308 - Oildale	7
93313 - Southwest Bakersfield	3
93301 - Downtown Bakersfield	1
93306 - East Bakersfield/City in the Hills	13
93309 - Southwest Bakersfield	10
93311 - Southwest Bakersfield	9
93312 - West Bakersfield	3
93314 - Northwest Bakersfield	5
93257 - Porterville	1
93249 - Lost Hills	1
93280 - Wasco	1
93268 - Taft	1
93250 - McFarland	1
93261 - Earlimart	1
93216 - Delano	1
93241 - Lamont	3
93305 - East Bakersfield	2
Total	80

As previously noted, the number of applicants diminishes significantly as the hiring process advances. Hires in 2024 may have been hired from examination groups from 2023 and zip code data is not captured as part of the 2024 application demographics. For a breakdown of hires by race and zip code, refer to **Appendix C**.



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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 KCSO, upon promotion to the higher-ranking classification. The department has promoted the Trainee Transition Program and has approved more internal staff for participation this calendar year. This impacts the number of total promotions.

Promotions by Classification and Gender for 2024

Classification	Male		Female		Total Count
	Count	%	Count	%	
Deputy Sheriff	61	70%	11	30%	72
Detentions Deputy	18	69%	8	31%	26
Civilian	10	30%	23	70%	33
Total	89		42		131

The KCSO advertises all departmental promotional opportunities. The County HR job bulletins are shared on SheriffNet with an accompanying email to all department staff. The posting includes the recruitment period in which applications will be accepted, testing components and dates of examinations, as well as the job minimum standards for qualification. When possible, study material for exam preparation is included.

In the past year, recruitment results have gone down, meaning less applicants are submitting for promotional opportunities. Some of this can be attributed to our younger workforce not yet meeting the minimum qualifications. Other reasons include compaction issues. As an example, Sheriff's Lieutenant promotional recruitment was opened in February, July and October of 2024. The Sheriff's Lieutenant promotional recruitment posted in October, yielded one name and the individual withdrew their name prior to interviewing at the department level. In speaking to staff, it was learned the loss of the Supervisory Certificate pay, coupled with loss of overtime opportunities, did not provide enough incentive for employees to seek promotion to the salaried Lieutenant position. The department has held management positions vacant, while we confer with County HR and related Unions on resolutions.

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In addition to low engagement, we have noticed a decline in passing rates for written examinations for some classifications. KCSO HR has requested the exams be reviewed to determine if better options are available. At the end of December, the matter was pending with County HR.

Again, analysis for disparate impact and testing during the initial promotional testing would need to be conducted at the County HR level, as they administer the application and examination processes to establish all eligible lists for hire and promotion.

2024 Departmental Promotions by Race

Deputy Promotions 2024		
Race	Count	%
American Indian and Alaska Native		
Asian (includes Filipino and Vietnamese)	4	6%
Black or African American	1	1%
Hispanic or Latino	31	43%
Native Hawaiian or Other Pacific Islander		
White alone	35	49%
Two or More Races/Other	1	1%
Grand Total	72	
Detentions Promotions 2024		
Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	0	0%
Black or African American	0	0%
Hispanic or Latino	13	50%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	12	46%
Two or More Races/Other	1	4%
Grand Total	26	

The promotions made for ranks in the Deputy Sheriff classification groups reflect Whites account for the majority of promotions at 49%. Hispanics accounted for 43 % of Deputy Sheriff promotions. It is important to note that the demographic of Asian is at 6%, which is a higher ratio than the overall workforce.

The promotions made for Detentions ranks reflect the opposite with Hispanics accounting for the majority of promotions at 50% and Whites at 46%. The remaining 4% accounts for Two or more Races.

In 2023 and 2024, the department has exhausted promotional lists and required subsequent testing to add more eligible names for promotional consideration. It could be said that if an applicant achieved a passing score, their chances of promoting today are far greater than in previous years. For promotional purposes, the eligible applicants (those who pass County HR

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examinations) participate in a department interview and a review of the personnel file is conducted. Performance reviews, disciplinary and laudatory records are considered.



Initiatives to Engage and Include Underrepresented Groups

In collaboration with the 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.

As of December, the recruitment team has participated in over 80 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 6 on-site sworn recruitment events as of December 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 on-site 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.

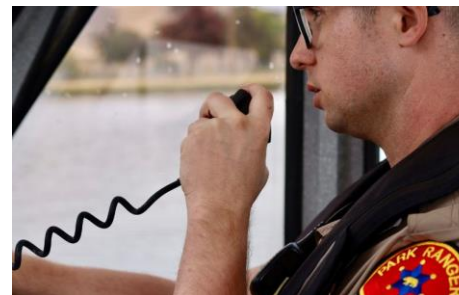
The Ideal Candidate traits were developed based on the same core competencies outlined in the POST Dimensions assessed during the Background Investigation. They are explained in detail in POST Regulations, POST Background Investigation Manual, POST Peace Officer Psychological Screening Manual, and KCSO Background Investigation Unit Operations Manual. In addition, the Ideal Candidate training bulletin outlines which rating categories on an Employee Performance Report relate to each dimension to allow for employees to be continually assessed as they progress through their career.

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We also made flyers further expounding upon each which are posted around the department and displayed at recruitment events. KCHR also added this link to the flyer on the job bulletin (<https://kcssojobs.org/the-hiring-process>). 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 academy courses 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.

A review of the hiring and attrition numbers does indicate our efforts are having a positive impact on overall staffing. It is noted that while overall numbers are growing, we continue to work with community organizations to foster growth in the underrepresented groups such as American Indian/Alaska Native, Asian, Black/African American, and Hawaiian/Pacific Islander. While staffing numbers grow, our goal is to improve the delivery of law enforcement services, promote greater trust and transparency between KCSO and the community we serve, and broaden the hiring pool by utilizing Recruitment Team members who have a passion to inspire future leaders.



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 with Kern County demographics.



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. Our goal is to cast a wide net utilizing social media, attending in person events and collaborating with community partners to present opportunities to all interested individuals.



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.

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Moving ahead, the KCSO internal recruitment team plans to organize additional micro-recruitment events aimed at engaging underrepresented groups. KCSO will continue to work closely with Kern County HR to pinpoint recruitment areas. Existing partnerships with Kern High School District, Kern Community College District, and California State University of Bakersfield will remain pivotal in supporting KCSO's hiring initiatives. Additionally, new collaborations with various community organizations and other Kern 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.



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Appendices

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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

REASONS FOR SEPARATIONS BY SUBREASON	COUNT OF REASON
DEATH	2
DISMISSAL	9
CONDUCT UNBECOMING OF PEACE OFFICER	1
FALSIFICATION	1
VIOLATION OF DEPARTMENT POLICY	5
NO SUBREASON PROVIDED	2
RESIGNATION	62
BETTER OPPORTUNITY/CAREER	1
DISSATISFIED--SUPERVISOR	1
DISSATISFIED--WORKING CONDITIONS	1
INELIGIBLE TO RETIRE	1
LEAVING CA - CONTINUE LE CAREER	1
MEDICAL REASONS	2
MOVING OUT OF AREA	4
PERSONAL REASONS	45
PERSONAL--SCHOOL HOURS CONFLICT	1
RESIGNATION IN LIEU OF TERMINATION	1
RETURNING TO SCHOOL	1
REVERT TO FORMER POSITION	1
WENT TO ANOTHER AGENCY FOR HIGHER PAY	2
RETIREMENT	28
RETIREMENT (YEARS OF SERVICE)	26
RETIREMENT IN LIEU OF TERMINATION	1
YEARS OF SERVICE - DID NOT RETURN FROM MEDICAL LEAVE	1
TERMINATION OF APPOINTMENT	21
CONDUCT UNBECOMING OF PEACE OFFICER	1
NOT PASSING PROBATION	14
NOT PASSING THE ACADEMY (P.O.S.T. TRAINING)	3
VIOLATION OF DEPT. POLICY	2
NO SUBREASON PROVIDED	1
TRANSFER TO ANOTHER COUNTY DEPARTMENT	15
AUDITOR-CONTROLLER	1
COUNTY EXTENDED LEAVE HOLDING UNIT	5
DISTRICT ATTORNEY	1
PERSONNEL	3
PROBATION	1
REVERT TO FORMER POSITION	4
GRAND TOTAL	137

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APPENDIX C

2024 DEPTY HIRES BY RACE AND ZIP CODE	
Race	Count
Asian (includes Filipino and Vietnamese)	1
93309 - Southwest Bakersfield	1
Black or African American	3
93307 - Southeast Bakersfield/Lamont	1
93309 - Southwest Bakersfield	1
93311 - Southwest Bakersfield	1
Hispanic or Latino	39
93215 - Delano	2
93263 - Shafter	5
93307 - Southeast Bakersfield/Lamont	5
93308 - Oildale	2
93313 - Southwest Bakersfield	3
93301 - Downtown Bakersfield	1
93306 - East Bakersfield/City in the Hills	2
93561 - Tehachapi	1
93555 - Ridgecrest	1
93309 - Southwest Bakersfield	2
93311 - Southwest Bakersfield	2
93312 - West Bakersfield	2
93314 - Northwest Bakersfield	2
93257 - Porterville	1
93501 - Mojave	1
93560 - Rosamond	2
93249 - Lost Hills	1
93280 - Wasco	1
93304 - Central Bakersfield	1
93305 - East Bakersfield	2
Two or More Races/Other	2
93561 - Tehachapi	1
91214 - La Crescenta	1
White alone	28
93308 - Oildale	6
93313 - Southwest Bakersfield	1
93306 - East Bakersfield/City in the Hills	1
93561 - Tehachapi	1
93555 - Ridgecrest	5
93311 - Southwest Bakersfield	2
93312 - West Bakersfield	2
93314 - Northwest Bakersfield	3
93560 - Rosamond	1
93304 - Central Bakersfield	1
93527 - Inyokern	1
93205 - Bodfish	1
93268 - Taft	1
93442 - Morro Bay	1
93305 - East Bakersfield	1
Grand Total	73

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APPENDIX C

2024 DETENTIONS HIRES BY RACE AND ZIP CODE	
Race	Count
Asian (includes Filipino and Vietnamese)	1
93263 - Shafter	1
Black or African American	1
93311 - Southwest Bakersfield	1
Hispanic or Latino	56
93215 - Delano	4
93263 - Shafter	4
93307 - Southeast Bakersfield/Lamont	7
93308 - Oildale	4
93313 - Southwest Bakersfield	3
93301 - Downtown Bakersfield	1
93306 - East Bakersfield/City in the Hills	9
93309 - Southwest Bakersfield	8
93311 - Southwest Bakersfield	5
93312 - West Bakersfield	1
93314 - Northwest Bakersfield	2
93257 - Porterville	1
93249 - Lost Hills	1
93250 - McFarland	1
93261 - Earlimart	1
93241 - Lamont	2
93305 - East Bakersfield	2
Two or More Races/Other	1
93216 - Delano	1
Native Hawaiian or Other Pacific Islander	1
93308 - Oildale	1
White alone	20
93215 - Delano	1
93308 - Oildale	2
93306 - East Bakersfield/City in the Hills	4
93309 - Southwest Bakersfield	2
93311 - Southwest Bakersfield	3
93312 - West Bakersfield	2
93314 - Northwest Bakersfield	3
93280 - Wasco	1
93268 - Taft	1
93241 - Lamont	1
Grand Total	80