



KERN COUNTY SHERIFF'S OFFICE
HUMAN RESOURCES ANNUAL REPORT
YEAR TO DATE AS OF DECEMBER 31, 2025

SUMMARY

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 address ongoing initiatives undertaken by KCSO to hire and retain a qualified and diverse workforce.

KCSO HR transitioned from a semi-annual to an annual reporting model. This change streamlines the process by enabling data to be compiled and analyzed in a single cycle, making the findings more substantial.

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Introduction

The purpose of annual reporting is to depict trends and progress as we continue sustained efforts aimed at hiring and retaining a qualified and diverse workforce. Data analysis is based on Kern County Sheriff's Office (KCSO) employment statistics as of December 31st of each year.

The Kern County Sheriff's Office provides law enforcement (LE) services in the unincorporated areas of the county, in the Courts (bailiff and transportation), and is responsible for the operation and management of County Jails. In 2024, the Kern County Board of Supervisors transferred the oversight of the Park Ranger Program to KCSO, which ensures the safety and security of County Parks and designated County buildings.

Servicing 8,134.7 square miles, 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. The population of Kern County reached 909,235 people as of the 2020 Decennial Census. Kern County is identified as the 3rd largest California county by total area. To learn more about the Kern County population, readers are encouraged to visit the Census Bureau website (www.census.gov) and view the Kern County profile page.

This 2025 annual report will provide a demographic (race and gender) breakdown of staffing as of December 31, 2025. Data will be compared to base line statistics from 2021 and forward. 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.

KCSO continues to identify and reduce barriers individuals may face when applying for entry level and promotional opportunities in conjunction with Kern County Human Resources Division (County HR). KCSO hosts various recruitment, testing and informational events in all areas of the county. Collaboration with community partners continues to be important to building a workforce that best represents our community and mission. At each recruitment event and informational meeting, KCSO promotes and endorses the Ideal Candidate Profile. The Ideal Candidate Profile stresses the characteristics that lead to a successful career in law enforcement and thus allows us to communicate what is needed to achieve our mission.

During the hiring process and by way of on-going training the KCSO strives to communicate that a diverse workforce requires appreciation of a variety of backgrounds, unique cultural experiences and diverse skillsets. Promoting awareness and effective communication enhances bias-free policing and strengthens community engagement. The 2025 recruitment slogan is representative



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of inclusion: The Future Of KCSO Is You! Recruits and incumbents will see promotional and training material that reflects the diversity of the community and KCSO staff.

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

Race Demographics: 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	KCSO Dec 31, 2025
American Indian and Alaska Native alone	2.8%	0.8%	0.9%	1%	0.8%	0.6%
Asian alone	5.8%	1.3%	2.3%	2.6%	2.4%	2.6%
Black or African American	6.3%	2.8%	2.4%	2.6%	2.6%	2.6%
Hispanic or Latino	56.8%	42.7%	47.7%	53.7%	52.4%	54%
Native Hawaiian or Other Pacific Islander alone	0.3%	0.9%	0.2%	0.2%	0.3%	0.3%
White alone, not Hispanic or Latino	30.4%	50.6%	45.3%	39.1%	40.5%	38%
Two or More Races/Other	3.4%	0.9%	1.1%	0.08%	1.0%	1.9%
Total Individuals by Count	909,235	1147	1065	1144	1244	1318

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%. The Census Bureau statistics on race encompass all individuals recorded including children and elderly persons who are not part of the County workforce. Demographic totals are reflective of all Kern County residents, residing in incorporated and unincorporated areas.

Below is a summary of the multi-year data trends since 2021:

- Hispanic/Latino: The KCSO workforce has moved +12% toward alignment with the County population (56.8%). This group has grown from 42.7% to 54%.
- White: The KCSO workforce has moved -12% toward alignment with the County population (30.4%). This group has decreased from 50.6% to 38%.
- All other race categories account for 8% of the KCSO workforce. These individual categories do not show a significant change, remaining within 1% of change over the 5-year period.
- The Sheriff's Office has seen growth, increasing in overall staffing from 73% to 88%.

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The link [Kern County Demographics \(CA\) - Map of County's Population by Race - Census Dots](#), provides a visual tool to reference the race distribution within Kern County. The Census Dots population totals are based on 2024 projections and provides a summary of demographic trends since 2020.

- Population groups such as Asian and Black or African American fall in areas of incorporated cities, like Delano and Bakersfield, where law enforcement services are provided by local police departments, meaning jurisdiction is outside of the KCSO immediate response area; however, KCSO may provide support.
- Per the site, the 2024 Kern County demographics indicate a 4.4% rise in Asian population and a 6% decrease in Black or African American population since 2020.
- Despite these changes, KCSO's workforce has seen an overall increase (1.3%) in Asian representation and a small increase (0.3%) in Black or African American representation since 2021.
- In KCSO jurisdictions, these populations are less concentrated which reinforces KCSO's recruitment strategies in broadly holding recruitment events amongst various zip codes (See Appendix D).
 - When reviewing the Census Dots map, KCSO noted some isolated pockets of diversity in remote outlying areas. Upon closer inspection, it was found that these population groups are incarcerated persons, residing in County and State jails. Cities include: KCSO Lerdo Jail Facility (Bakersfield), California Correctional Institution (Tehachapi), Kern Valley State Prison (Delano), North Kern State Prison (Delano), and Wasco State Prison (Wasco).

Deputy Sheriff by Race	April 2021	Dec 1, 2022	Dec 31, 2023	Dec 31, 2024	Dec 31, 2025
American Indian and Alaska Native	1.0%	1.2%	1.3%	1.1%	0.9%
Asian (includes Filipino and Vietnamese)	2.8%	2.4%	2.8%	2.8%	2.7%
Black or African American	2.0%	1.4%	1.8%	2.2%	2.3%
Hispanic or Latino	39.6%	44.7%	52.7%	48.8%	51%
Native Hawaiian or Other Pacific Islander	0%	0.2%	0.2%	0.2%	0.2%
White alone, not Hispanic or Latino	53.7%	49.3%	40.5%	44%	42%
Two or More Races/Other	1%	0.8%	0.7%	0.9%	1.4%

Detentions Deputy by Race	April 2021	Dec 1, 2022	Dec 31, 2023	Dec 31, 2024	Dec 31, 2025
American Indian and Alaska Native	0.8%	0.5%	0%	0%	0%
Asian (includes Filipino and Vietnamese)	0.4%	0.9%	2.3%	1.6%	1.7%
Black or African American	2.7%	4.1%	3.8%	2.9%	3%
Hispanic or Latino	53.8%	57.87%	63.7%	65.8%	68%
Native Hawaiian or Other Pacific Islander	0%	0.5%	0.4%	0.7%	0.8%
White alone, not Hispanic or Latino	41.5%	35.9%	29.6%	28.3%	26%
Two or More Races/Other	0.8%	0.5%	0.4%	0.7%	.7%

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Park Rangers by Race	*April 2021	*Dec 1, 2022	*Dec 31, 2023	Dec 31, 2024	Dec 31, 2025
American Indian and Alaska Native				0%	0%
Asian (includes Filipino and Vietnamese)				0%	0%
Black or African American				10%	6.5%
Hispanic or Latino				30%	41.9%
Native Hawaiian or Other Pacific Islander				0%	0%
White alone, not Hispanic or Latino				60%	38.7%
Two or More Races/Other				0%	12.9%

*KCSO assumed command of the Kern County Park Ranger Program in 2024. There is no data to report for 2021-2023.

Civilians by Race	April 2021	Dec 1, 2022	Dec 31, 2023	Dec 31, 2024	Dec 31, 2025
American Indian and Alaska Native	1.0%	0.9%	1.1%	1%	.7%
Asian (includes Filipino and Vietnamese)	2.6%	2.9%	2.5%	2.3%	3.2%
Black or African American	3.9%	2.9%	2.8%	2.8%	2.6%
Hispanic or Latino	39.2%	45.8%	47.5%	47.6%	47.8%
Native Hawaiian or Other Pacific Islander	0%	0.0%	0.0%	0.0%	0.3%
White alone, not Hispanic or Latino	52.5%	45.5%	44.2%	44.1%	42.9%
Two or More Races/Other	0.8%	2.0%	1.9%	2.2%	2.7%

Workforce by Gender

In law enforcement agencies nationwide, males account for the majority of sworn peace officers. According to the 30 x 30 Initiative, which focuses on increasing representation of females in law enforcement roles, females account for 13% of police officers nationwide. Civilian female staff are reported to account for 60.3% of professional support staff. The KCSO demographics for all female personnel are similar to the national average. Female representation in the detentions classifications exceed the national average.

KCSO Workforce by Gender										
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024		Dec 31, 2025	
Gender	Count	%	Count	%	Count	%	Count	%	Count	%
Female	398	35%	380	35%	422	37%	440	35%	456	35%
Male	749	65%	685	65%	722	63%	804	64%	862	65%
Total	1147	100%	1065	100%	1144	100%	1244	100%	1318	100%

Deputy Workforce by Gender										
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024		Dec 31, 2025	
Gender	Count	%	Count	%	Count	%	Count	%	Count	%
Female	41	8%	50	11%	54	11%	62	11%	66	12%
Male	462	92%	448	89%	455	89%	481	89%	500	88%
Total	503	100%	498	100%	509	100%	543	100%	566	100%

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Detentions Workforce by Gender										
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024		Dec 31, 2025	
Gender	Count	%	Count	%	Count	%	Count	%	Count	%
Female	78	30%	72	34%	87	33%	95	31%	97	32%
Male	181	70%	148	66%	180	67%	209	69%	203	68%
Total	259	100%	220	100%	267	100%	304	100%	300	100%

Park Ranger Workforce by Gender										
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024		Dec 31, 2025	
Gender	Count	%	Count	%	Count	%	Count	%	Count	%
Female							2	20%	3	9.7%
Male							8	80%	28	90.3%
Total							10	100%	31	100%

*KCSO assumed command of the Kern County Park Ranger Program in 2024. There is no data to report for 2021-2023.

Civilian Workforce by Gender										
	April 2021		Dec 1, 2022		Dec 31, 2023		Dec 31, 2024		Dec 31, 2025	
Gender	Count	%	Count	%	Count	%	Count	%	Count	%
Female	279	73%	257	75%	281	77%	283	71%	285	70%
Male	106	27%	90	25%	87	23%	114	29%	123	30%
Total	385	100%	347	100%	364	100%	397	100%	408	100%



Below is a summary of the multi-year gender data since 2021:

- Since 2021, KCSO has increased female representation in deputy ranks, growing from 8% to 12%. While the overall average is on target with the national average, this amounts to a 50% increase (41-66) over a 4-year period.
- Since 2021, KCSO has seen a slight increase in female Detentions sworn officers, growing from 30% to 32%. Over the last 4 years, female representation within custodial operations has not only consistently exceeded the national average but met the 30x 30 goal of 30% by 2030.
- Since acquiring the Park Ranger Program, KCSO has concentrated on filling entry level Park Ranger positions. The KCSO has one Park Ranger Sergeant position, which is filled by a female. 90% of incumbent Park Ranger positions are filled by males. Data will continue to be reviewed.
- Since 2021, males continue to be underrepresented in professional support positions. Nationwide the average for males in civilian roles is 40%. Since 2021, KCSO has seen a slight increase from 27% to 30%.

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The KCSO does not determine suitability based on an applicant's demographic information. Our recruitment efforts are geared to inform and attract the ideal candidate. As such, 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 Ideal Candidate Profile is highlighted when recruiting for entry level and promotional opportunities. This takes the focus off the traditional assumption that law enforcement is primarily physical and tactical work and places emphasis on other equally important characteristics. The Ideal Candidate Profile along with a newly implemented Mentorship Program are intended to encourage all interested individuals to take their next step in a rewarding LE career and embrace community-oriented policing.

Demographics Related to Attrition

KCSO Workforce Attrition by Reason

Reason for Separation	December 31, 2021		December 31, 2022		December 31, 2023		December 31, 2024		December 31, 2025	
	Count	%	Count	%	Count	%	Count	%	Count	%
Death	3	2%	0	0%	0	0%	2	2%	1	1%
Dismissal	2	1%	6	3%	4	4%	9	7%	6	4%
Resignation	110	61%	110	59%	52	49%	62	45%	78	48%
Retirement	38	21%	46	25%	19	18%	28	20%	36	22%
Termination of Appointment	9	5%	7	4%	15	14%	21	15%	34	21%
Transfer to Another County Department	17	9%	18	10%	17	16%	15	11%	8	5%
Total	179	100%	187	100%	107	100%	137	100%	163	100%

The KCSO HR Section makes every effort to collect exit questionnaires from staff who voluntarily separate from KCSO employment.¹ Exit surveys inquire as to the reason for separation. This is designed to prompt conversations about job satisfaction, compensation, working conditions and potential needs for reasonable accommodation, 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. Participation in the interview is voluntary. Attrition occurs for many reasons and HR staff review the gathered information to categorize sub-reasons for the purposes of identifying useful information.

¹ See Appendix A - County's Employee Exit Questionnaire

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In 2025, voluntary resignation was the main reason for employee separations, accounting for 48% of attrition. Of 78 voluntary resignations, 44 individuals cited personal reasons. Of those, 40 did not provide further information. When information was available, the responses were noted.²

Second to Resignations, Retirements accounted for 22% 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. We note retirements are trending upward after a decrease 2 years ago, and this will be further discussed in "Retention Efforts."



Photo: 2024 Annual Retiree BBQ

There is a notable increase in the category of "Termination of Appointment." This category applies specifically to staff in their trainee and probationary period (at-will employment), which includes both voluntary and involuntary separations. With an increase in new hires over the past 4 years, it is not unusual to see corresponding increases in this category. This is especially true in both deputy and detentions groups, where the rigors of academies play a dominant role in contributing to these separations. Despite an increase in Termination of Appointments, overall staffing in peace officer positions remained in the positive and we continued to improve in female staffing.

Trainee Separations by Year (Academy Participants)

Classification	2021	2022	2023	2024	2025
Deputy Trainee	3	4	18	13	21
Male	2	4	15	7	14
Female	1	0	3	6	7
Detentions Trainee	4	4	3	4	11
Male	3	4	2	1	5
Female	1	0	1	3	6

In 2022, in an effort to reduce barriers and expand the applicant pool, the KCSO removed the physical agility examination for deputy sheriff trainee applicants. In 2024 and into 2025, the Training Division noted deputy trainees struggled to successfully pass POST physical fitness testing standards during the Work Sample Test Battery (WSTB). In addition, the Sheriff's Risk Management Unit noted an increase in trainee injuries

KCSO Academy Injury/Illness by Year

Classification	2021	2022	2023	2024	2025
Deputy Trainee	2	3	10	11	14
Detentions Trainee	2	3	5	6	16

Using the data from the Training Division and Risk Management, KCSO, in coordination with County HR, established a new Physical Agility Test (PAT), which was implemented in the fall of

² Refer to Appendix B for an expanded Reason for Separation table.

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2025. KCSO will continue to monitor academy and Risk Management statistics, as well as the applicant pool. About half of the trainees attending the May 2026 POST Academy will be the first group required to qualify with PAT eligibility standards since 2022. The other half were hired with no PAT requirements. It is anticipated that KCSO will see better retention of trainees and reduction of injuries, but KCSO will monitor progress of both groups.

Although detentions trainees do not have the same standard for fitness as deputy trainees, many struggled to achieve departmental standards for defensive tactics and other physically demanding training. In addition, the minimum age for detentions trainees is 18 years of age. In these classifications, it was noted that some of the trainee and probationary termination reasons indicated that the job was not what they expected. In an effort to retain staff, some individuals who expressed an interest in continued employment were hired as temporary Sheriff's Aides, working in jail assignments where no direct inmate contact is necessary. These opportunities were limited due to funding.

Not all academy related injury/illness resulted in termination of appointment. Injuries ranged from first aid only to temporary disability spanning beyond reasonable accommodation for academy participants. In cases where accommodation was possible, all trainees were offered the opportunity to continue academy participation, unless mandated requirements were not met or the trainee resigned.

As a result of continued data analysis, the KCSO recruitment team has concentrated on promoting the pre-academy fitness workout plan at recruitment events. Recruiters present the pre-academy workout plan and highlight the Regional Training Center recruitment events where participants can experience and practice the new PAT. Recruiters also stress the importance of family and peer support.

Attrition by Race

This section will review attrition (personnel separations) that occurred from January through December of 2025. There are no unusual trends amongst race categories, as these percentages are consistent with overall corresponding workforce demographics.

KCSO Workforce Attrition by Race as of Dec. 31, 2025

Race	Count	Percentage	KCSO Dec 31, 2025
American Indian and Alaska Native	2	1%	0.6%
Asian (includes Filipino and Vietnamese)	6	4%	2.6%
Black or African American	5	3%	2.6%
Hispanic or Latino	78	48%	54%
Native Hawaiian or Other Pacific Islander	0	0%	0.3%
White alone	68	42%	38%
Two or More Races/Other	4	2%	1.9%
Total	163	100%	100%

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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 occurred 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 agency, 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, 2025

Classification	Male	Female	Count	Percentage
Deputy Sheriff	41	12	53	33%
Detentions Deputy	31	16	47	29%
Park Ranger	4	0	4	2.5%
Civilian	15	44	59	36%
Total	91	72	163	100%

The following tables reflect attrition or separating personnel, by category of Deputy Sheriff, Detentions Deputy, Park Rangers and Civilians.

KCSO Workforce Attrition by Gender and Race as of Dec. 31, 2025

Gender / Race	Count	Percentage
Female	72	44.2%
American Indian and Alaska Native	1	0.6%
Asian (includes Filipino and Vietnamese)	1	0.6%
Black or African American	2	1.2%
Hispanic or Latino	42	25.8%
Two or More Races/Other	0	0%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	26	16%
Male	91	55.8%
American Indian and Alaska Native	1	0.6%
Asian (includes Filipino and Vietnamese)	5	3.1%
Black or African American	3	1.8%
Hispanic or Latino	36	22.1%
Two or More Races/Other	4	2.5%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	42	25.8%
Grand Total	163	100%

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Deputy Sheriff Attrition by Gender and Race as of Dec. 31, 2025

Gender / Race	Count	Percentage
Female	12	22.6%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	1.9%
Black or African American	0	0%
Hispanic or Latino	8	15%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	3	5.7%
Two or More Races/Other	0	0%
Male	41	77.4%
American Indian and Alaska Native	1	1.9%
Asian (includes Filipino and Vietnamese)	2	3.8%
Black or African American	1	1.9%
Hispanic or Latino	12	22.6%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	24	45.3%
Two or More Races/Other	1	1.9%
Grand Total	53	100%

Detentions Deputy Attrition by Gender and Race as of Dec 31, 2025

Gender / Race	Count	Percentage
Female	16	34.0%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	0	0%
Black or African American	1	2.1%
Hispanic or Latino	13	27.7%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	2	4.3%
Two or More Races/Other	0	0%
Male	31	66%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	2	4.3%
Black or African American	1	2.1%
Hispanic or Latino	16	34.0%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	12	25.5%
Two or More Races/Other	0	0%
Grand Total	47	100%

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Park Ranger Attrition by Gender and Race as of Dec 31, 2025

Gender / Race	Count	Percentage
Female	0	0%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	0	0%
Black or African American	0	0%
Hispanic or Latino	0	0%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	0	0%
Two or More Races/Other	0	0%
Male	4	100%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	0	0%
Black or African American	0	0%
Hispanic or Latino	4	0%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	0	0%
Two or More Races/Other	0	0%
Grand Total	4	100%

Civilian Attrition by Gender and Race as of Dec 31, 2025

Gender / Race	Count	Percentage
Female	44	74.6%
American Indian and Alaska Native	1	1.7%
Asian (includes Filipino and Vietnamese)	0	0%
Black or African American	1	1.7%
Hispanic or Latino	21	35.6%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	21	35.6%
Two or More Races/Other	0	0%
Male	15	25.4%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	1.7%
Black or African American	1	1.7%
Hispanic or Latino	4	6.8%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	6	10.2%
Two or More Races/Other	3	5.1%
Grand Total	59	100%

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The KCSO compiled separation and hire data for the past five calendar years. KCSO is continuing to see a net gain of personnel. We can see the number of separations drop drastically from 2022 to 2023; with an uptick in hires and separations in 2024 and 2025. During this time frame, recruitment and retention efforts remain implemented and on-going. Retention will be discussed further below.

Calendar Year	Separations	Hires	Net
2021	179	152	-27
2022	187	165	-22
2023	107	209	102
2024	137	243	106
2025	163	235	72

Retention Efforts

The KCSO benefited from the 2021-2026 Kern County 5-year Strategic Plan³, where the key objective was establishing “a model of excellence in managing our business and workforce.” Kern County worked with labor unions and implemented salary adjustments for many classifications. The compensation adjustments and hiring/retention bonuses had the intended effect.

Additional recruitment and hiring incentives for sworn positions include:

- Recruitment and Retention bonus of \$15,000 for new deputy sheriff and detentions deputy hires.
- Recruitment and retention bonus of \$25,000 for deputy sheriff lateral hires with POST certification.
- The County negotiated 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.

Although we have seen positive retention trends, specifically 2023-2025, and realized staffing gains, the data indicates resignation and retirement numbers are increasing. The 2023 negotiated raises resulted in retention, specifically of those of retirement age; however, many incumbents have reaped the benefits of the negotiated raises and now have less incentive to defer retirement. At this stage, the cyclical retirement pattern emerging appears to coincide with MOUs as they expire every 2-3 years.

Although compensation is a major incentive, the culture of an agency influences retention. In addition to the Ideal Candidate Profile, 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 (PST), 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

³ The Kern County Strategic plan has since been updated for 2026-2030. [Kern County 2026–2030 Strategic Plan](#)

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need, but it also provides those serving as a PST member the opportunity to develop skills related to de-escalation and active listening.

An additional cultural shift is the newly implemented Mentor Program. Mentors serve as trusted guides who mold incoming peace officers, instilling the values, professionalism, and operational excellence that define the department. By sharing experience and insight, mentors help shape the next generation of law enforcement professionals—impacting not only individual careers but the Sheriff’s Office legacy.

Mentorship is more than onboarding; it’s about creating lasting growth and professional encouragement. Mentors act as a resource throughout a mentee’s career, offering guidance during challenges and reinforcing ethical standards. This relationship fosters confidence, competence, and resilience, while building strong professional bonds that strengthen KCSO’s culture. Through mentorship, seasoned officers leave a lasting imprint—ensuring continuity of leadership, integrity, and service for years to come.

Continuing to demonstrate a dedicated commitment to improving morale and communication throughout the KCSO, the Sheriff and executive management team are actively engaged in recruitment and department initiatives.

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 actively working background investigations for hundreds of applicants and advancing peace officer and dispatch applicants to medical and psychological examinations for hiring clearance. Those who successfully complete the components of pre-employment screening are onboarded.

The KCSO will present hiring totals for 2025, by race and gender:

All Hires by Race as of Dec. 31, 2025

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	10	4%
Black or African American	7	3%
Hispanic or Latino	134	57%
Two or More Races/Other	13	6%
Native Hawaiian or Other Pacific Islander	1	0.4%
White alone	70	30%
Grand Total	235	100%

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Deputy Sheriff Hires by Race as of Dec. 31, 2025

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	2	3%
Black or African American	2	3%
Hispanic or Latino	43	59%
Two or More Races/Other	4	5%
Native Hawaiian or Other Pacific Islander	0	0 %
White alone	22	30%
Grand Total	73	100%

Detentions Deputy Hires by Race as of Dec. 31, 2025

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	3	5%
Black or African American	2	3%
Hispanic or Latino	43	72%
Two or More Races/Other	0	0%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	12	20%
Grand Total	60	100%

Park Rangers Hire by Race as of Dec. 31, 2025

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	0	0%
Black or African American	1	4%
Hispanic or Latino	12	52%
Two or More Races/Other	4	17%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	6	26%
Grand Total	24	100%

The racial demographics reflect a higher number of Hispanic hires amongst the detentions deputy classification. In other categories, the Hispanic and White ratios are comparable to the County demographics. In prior years, civilian hires trended lower in the category of Hispanic and higher among individuals identifying as White. In 2025, we saw a shift in both categories reflecting White at 33% and Hispanic at 51% of all hires.

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Hires by Classification and Gender as of Dec 31, 2025

Classification	Male	Female	Total	%
Deputy Sheriff	58	15	73	31%
Detentions Deputy	36	24	60	26%
Park Ranger	24	0	24	10%
Civilian	31	47	78	33%
Total	149	86	235	100%

As anticipated, the hiring ratios related to gender reflect a higher percentage of men are on-boarded within the Deputy Sheriff, Detentions Deputy and Park Ranger classifications. However, over the past years we have seen an increase in female hires. Should this trend continue, the KCSO should see overall staffing in the female deputy category continue to increase.

Recruitment Activity

In 2025, the KCSO Recruitment Team sustained a strong and consistent presence throughout the county, completing 95 recruitment events and investing 930 hours in outreach, community engagement, and candidate development. Recruitment activities were balanced across all four quarters, demonstrating an ongoing commitment to bolster applicant interest and improving hiring outcomes in alignment with the recruitment plan. The team’s outreach strategy emphasized visibility, relationship-building, and equitable access to information about KCSO career pathways. Team members participate in on-boarding and annual training to enforce bias-free recruitment, communication and presentation strategies to actively engage a diverse pool of applicants.



Throughout the year, KCSO maintained a substantial presence within high schools, colleges, and training institutions. Engagements across campuses, including California State University Bakersfield, Bakersfield College, Cerro Coso College, and numerous high schools, supported early pipeline development through career fairs, recruitment events, class presentations, and Cadet Program promotion. These interactions strengthened awareness of law enforcement careers and provided a pathway for students to learn about sworn, detentions, and professional support opportunities. The KCSO Cadet Program, Regional Occupational Center (ROC), and the Career Technical Education Center (CTEC) continued to serve as a central pipeline for youth aged 15 – 21, supported by high school visits and structured development activities that emphasize leadership, mentorship, and hands-on exposure to public safety work.

Community-based recruitment also played a central role in 2025. Recruiters participated in countywide job fairs, military hiring events, community festivals, and large-scale public safety expos. These events increased access to diverse candidate pools and expanded KCSO’s reach into underrepresented communities. The KCSO expanded its relationship with regional Chambers of Commerce, including the Hispanic Chamber of Commerce, the Kern County Black Chamber

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of Commerce, and the Mountain Communities Chamber of Commerce. Participation in these events advanced community awareness and created new channels for engagement with prospective applicants. It is important to note that out-of-county recruitment was impacted by budget constraints.

KCSO continued to leverage social media for community engagement and promotion of recruitment activity. Utilizing the platform insights, the Public Information Officer is able to track statistics such as views, reach, content interaction, clicks, visits and follows. KCSO promoted the 2025 recruitment campaign with "The Future Of KCSO is You!" Posts promoting recruitment events and career paths have been highlighted and pinned to keep the information at the top of trending content. Advertisements within social media allow content to be targeted to certain geographical areas (zip-codes). This allows the department to target recruitment for "hard to fill" positions in outlying areas and to underrepresented groups in support of recruitment efforts. Advertisements and posts contain links to the application portal and resource pages such as kcsojobs.org. The PIO, KCSO lead recruiter, and County HR Marketing and Promotions Associate review statistics and modify campaigns as needed. The team works together to maintain relatable and appealing content. The joint efforts ensure a unified message and commitment to data analysis that prompt meaningful change.

KCSO and the County HR Safety Recruitment Team continuously seek to identify ways of sharing personnel testimonials for recruitment and motivational purposes. Internal and external publications are utilized. A KCSO publication, The Broadcast Quarterly, recognizes personnel milestones and awards, incoming and outgoing staff and other notable activity. External publications collaborate with our team to deliver motivational stories.



In December 2025, The Bakersfield Californian featured an article on Deputy Daisy Calso, who at age 38, and standing at 4-foot-11, decided to make a career change from finance and sales into law enforcement.⁴ The publications highlight personal challenges, self-determination and community support that are often experienced in this field of work. These stories are shared so that others may see themselves reflected in success stories and be encouraged to engage.

The recruitment strategies employed over the past few years reflect a positive outcome. Per County HR, the following applicant information is provided:

A comparison of KCSO's applicant group in 2022 and 2025 indicates substantial growth in interest in sworn positions. Despite the changes over the years, there is a noticeable upward trend in the number of applications received for both Deputy Sheriff Trainee and Detentions Deputy Trainee classifications during this time. The application rate for these entry level sworn positions more than doubled from 2022 – 2025. This suggests that the rise in interest can be attributed to several factors such as changes in recruitment strategies, increase in salaries, development of cadet classifications, and hiring bonuses of \$15,000 paid upon completion of the academy.

⁴ https://www.bakersfield.com/news/real-people-kcso-deputys-academy-graduation-a-story-of-grit/article_c08fe1b5-8054-4f81-8dd1-c53a987ae6de.html

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Classification	2022	2025
Deputy Sheriff Trainee	860	2,437
Detentions Deputy Trainee	938	1,745

KCSO recognizes the talent and motivation within our own ranks. Our agency acknowledges the challenge of attending an academy while maintaining full-time duties. To address this, a transition program has been established to support qualified and driven employees in becoming sworn peace officers. The program consists of reassigning selected employees from their current positions to the Training Division for the duration of the respective academy. The selected individuals maintain their current classifications while attending the training. Upon successful academy completion, the candidates may return to their prior assignment, pending the opportunity to take the lateral exam. When the next exam is scheduled, the candidate is expected to participate and, given the rigorous selection process for program acceptance, is likely to rank high enough to secure a position. Upon certification as an eligible applicant, KCSO is able to complete the hiring process and promote the eligible staff.

KCSO continues to align job specifications and hiring practices to reflect changes in law and best practices. Updates to job descriptions, including the revision of Knowledge, Skills, and Abilities, minimum age requirements and the addition of community-oriented policing language, were implemented in collaboration with KCHR. These revisions ensured consistency with state and POST standards, and clarified the qualifications needed to perform essential job duties.

Improvements to job bulletins including clear deadlines, transparent evaluation methodologies, and expanded applicant resources enhanced the accessibility and fairness of the application process. Applicants benefited from same day application and testing events, as well as expanded marketing and outreach.

The reinstatement of the Physical Ability Test, updated through a data-driven pilot program, further supported objective assessment methods, while bi-monthly PAT demonstrations helped candidates prepare effectively. Because the PAT was implemented late in the year, the applicant data under this new requirement remains limited, making it too early to assess how it may influence overall applicant patterns. As the PAT is fully integrated throughout 2026 and more applicants complete the updated process, a clearer picture will emerge.

Fair and impartial candidate evaluation continued. The Recruitment Team and Background Investigators received annual training focused on bias reduction, community-oriented policing and the Ideal Candidate Profile. County HR provided annual DEI training and conducted a review of interview questions to ensure alignment with POST's six evaluation dimensions. KCSO created the Ideal Candidate profile based upon these same dimensions and continued practices to ensure diversity on interview panels.

Sheriff's HR process improvements include enhancements to candidate flow tracking, quarterly data review, and improved reporting on background disposition. The analysis of this information enhanced KCSO's ability to identify trends and adjust recruitment efforts accordingly. The reinstatement of a Physical Ability Testing is an example of enhanced data collection, analysis and resolution.

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In 2025, KCSO continued to strengthen marketing and branding strategies. A rebranding workgroup with representatives from KCSO HR, KCHR, Countywide Communications, and the Department PIO oversaw the development of new outreach materials and ensured consistent inclusion of DEI imagery and messaging. With assistance from a professional marketing firm, the department continuously refined its website and recruitment products to enhance visibility and reach. Monitoring engagements such as views, clicks, and shares allowed the team to better understand the effectiveness of these strategies and refine them as needed.

By the end of 2025, KCSO and County HR had completed the annual review of recruitment processes and established a mid-year schedule for future evaluations. These ongoing assessments ensure that recruitment efforts remain responsive, equitable, and aligned with the expectations of the recruitment plan.

For KCSO, recruitment does not stop upon hire. Our organization continues to push the Ideal Candidate Profile and encourage staff to aspire to these ideals. As one may imagine, professional development happens over a span of years. We have seen several successful hires continue to apply training, sound judgment and ambition to achieve their next step in career advancement.

In 2022, KCSO launched a new classification titled Sheriff's Community Services Technician. This classification was established to respond to non-emergency calls for service, improving response times and freeing up sworn personnel for emergency services. One of our initial hires was onboarded in September of 2022 and had a personal goal to enter the POST academy. In April of 2023, this hire promoted to the Deputy Sheriff Trainee classification and was appointed as a Deputy Sheriff in October of 2023.

In 2022, a 17-year-old teen joined the KCSO Explorer Program. It was his first step to work toward his life-long dream to become a cop. At 18, this young man applied and was hired as a Sheriff's Aide, so he could gain an understanding of detentions operations. In 2024, when KCSO assumed command of the Park Ranger Program, he saw the opportunity as a perfect fit. In November of 2025, he was appointed as a Park Ranger, serving in our Countywide Services Division. With the goal of attending a future POST academy, this individual is demonstrating ideal candidate qualities as he prepares mentally and professionally, building a foundation in policy, communication and what to expect in the field.

Looking ahead to 2026, KCSO will continue strengthening partnerships with community stakeholders, expanding recruitment presence within schools and training programs, enhancing mentorship programs, and continuing inclusive recruitment practices that support both agency needs and community trust and representation.



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Recruitment Information by Zip Code

In 2025, County HR received 1,623 applications for Deputy Sheriff Trainee. 71% of applications received were 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. A detailed breakdown of 2025 can be reviewed in the chart below.

Deputy Sheriff Trainee Application Totals by Zip-Code for 2025

2025 Applicants by Zip Code - City	Count
93203 – Arvin	29
93212 – Corcoran	5
93215 – Delano	102
93219 – Earlimart	13
93240 – Lake Isabella	5
93241 – Lamont	19
93250 – McFarland	44
93257 – Porterville	21
93261 – Richgrove	7
93263 – Shafter	50
93268 – Taft	22
93274 – Tulare	10
93277 – Visalia (South/Central Areas)	5
93280 – Wasco	36
93291 – Visalia (Eastside)	8
93301 – Bakersfield (Downtown)	28
93304 – Bakersfield (South Central)	93
93305 – Bakersfield (Northeast)	54
93306 – Bakersfield (East)	180
93307 – Bakersfield (Southeast)	152
93308 – Bakersfield (North)	119
93309 – Bakersfield (Southwest/Central)	123
93311 – Bakersfield (Southwest)	102
93312 – Bakersfield (Northwest)	117
93313 – Bakersfield (South)	124
93314 – Bakersfield (Northwest)	58
93501 – Mojave (rural area)	7
93505 – Cal City	10
93535 – Lancaster (East)	8
93550 – Palmdale (Central/East)	5
93551 – Palmdale (West/Southwest)	6
93555 – Ridgecrest	9
93560 – Rosamond	18
93561 – Tehachapi	34
Total	1623

2025 Deputy Hires by Zip Code - City	Count
92584 – Meniffee	1
92688 – Rancho Santa Margarita	1
93203 – Arvin	1
93215 – Delano	4
93240 – Lake Isabella	1
93241 – Lamont	2
93250 – McFarland	1
93261 – Richgrove	1
93263 – Shafter	6
93280 – Wasco	1
93304 – South Central Bakersfield	3
93305 – Northeast Bakersfield	3
93306 – East Bakersfield/City in the Hills	4
93307 – Southeast Bakersfield	4
93308 – Oildale	3
93309 – Southwest Bakersfield	7
93311 – Southwest Bakersfield	3
93312 – Northwest Bakersfield	8
93313 – South Bakersfield	7
93314 – Northwest Bakersfield	4
93535- Lancaster	1
93536 – Lancaster	1
93560 – Rosamond	1
93561 – Tehachapi	3
93619 – Delano	1
95076 – Watsonville	1
Total	73

***For a breakdown of actual hires by race and zip code, refer to Appendix C.**

*** For a map of racial demographics by geographical area within Kern County, see Appendix D.**

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In 2025, County HR received 1,241 applications for Detentions Deputy Trainee. Over 73% of applications were received from applicants living in Bakersfield. Applicants from the city of Delano account for 8% of applications. Other Kern County cities and municipalities registered less than 5% of applicants. A detailed breakdown of 2025 can be reviewed in the chart below.

Detentions Deputy Trainee Application Totals by Zip-Code for 2025

2025 Application by Zip Code - City	Count
93203 – Arvin	14
93215 – Delano	96
93219 – Earlimart	8
93230 – Hanford	7
93241 – Lamont	15
93250 – McFarland	26
93257 – Porterville	22
93261 – Richgrove	9
93263 – Shafter	51
93268 – Taft	12
93270 – Porterville (Eastern & Northern Areas)	2
93274 – Tulare	7
93280 – Wasco	32
93291 – Visalia (Eastside)	5
93301 – Bakersfield (Downtown)	22
93304 – Bakersfield (South Central)	80
93305 – Bakersfield (Northeast)	42
93306 – Bakersfield (East)	126
93307 – Bakersfield (Southeast)	138
93308 – Bakersfield (North)	98
93309 – Bakersfield (Southwest/Central)	106
93311 – Bakersfield (Southwest)	81
93312 – Bakersfield (Northwest)	83
93313 – Bakersfield (South)	90
93314 – Bakersfield (Northwest)	35
93505 – Cal City	6
93535 – Lancaster (East)	5
93551 – Palmdale (West/Southwest)	5
93560 – Rosamond	5
93561 – Tehachapi	13
Total	1241

202 Detentions Hires by Zip-City	Count
93203 – Arvin	2
93215 – Delano	4
93219 – Earlimart	1
93241 – Lamont	2
93257 – Porterville	3
93261 – Richgrove	1
93263 – Shafter	1
93268 – Taft	1
93272 – Tipton	1
93274 – Tulare	1
93280 – Wasco	2
93301 – Downtown Bakersfield	1
93304 – South Central Bakersfield	2
93306 – East Bakersfield/City in the Hills	3
93307 – Southeast Bakersfield/Lamont	7
93308 – Oildale	2
93309 – Southwest Bakersfield	4
93311 – Southwest Bakersfield	3
93312 – Northwest Bakersfield	5
93313 – South Bakersfield	7
93314 – Northwest Bakersfield	4
93501 – Mojave	1
93561 – Tehachapi	1
93737 – Fresno	1
Total	60

*For a breakdown of actual hires by race and zip code, refer to Appendix C.

* For a map of racial demographics by geographical area within Kern County, see Appendix D.

PER COUNTY HR, THESE NUMBERS ACCOUNT ONLY ONCE FOR EACH APPLICANT AND REMOVES COUNTS FOR LESS THAN 5 REPORTING TO A SPECIFIC ZIP CODE.

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Demographics Related to Promotions

The KCSO promotion process is typically prompted by higher level attrition or the addition of funded positions. The data below is for internal promotions within a classification group such as, Deputy to Senior Deputy, Senior Deputy to Sergeant, and so forth.

The KCSO advertises all departmental promotional opportunities that require application submission and competitive testing. 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, dates of exam, and minimum standards for qualification. When possible, study material for exam preparation is included. Also included is verbiage related to the Ideal Candidate Profile and a link to access the full description of desired characteristics. To further expound on these efforts, KCSO has developed a new Promotional Policy and Plan, which will provide more transparency around these processes and is expected to be implemented in 2026.

Promotions by Classification and Gender for 2025

Classification	Male		Female		Total Count
	Count	%	Count	%	
Deputy Sheriff	54	90%	6	10%	60
Detentions Deputy	6	67%	3	33%	9
Park Ranger	13	93%	1	7%	14
Civilian	5	19%	22	81%	27
Total	78	71%	32	29%	110

In the past year, the number of names on the final eligible applicant lists has trended low. This indicates less applicants are responding to promotional opportunities. In 2024 and 2025, KCSO has exhausted multiple promotional eligible lists, requiring almost continuous recruitment. Recruitment activity has been scheduled to occur when eligible groups reach the date of eligibility. Due to the lack of qualified or interested applicants, the department has held supervisory positions vacant while waiting for eligible applicant lists to be established. This has impacted staffing in the Senior Deputy and Sergeant ranks.

In addition to low engagement, KCSO noticed a decline in passing rates for written examinations for some classifications. KCSO HR requested the exams be reviewed to determine if better options are available. County HR completed exam reviews for the classification of Detentions Senior Deputy and Detentions Sergeant by February 2025.

However, due to the low number of applications received, agency needs often exceeded the total number of application submissions. To reduce barriers, County HR may opt for appraisal and/or oral examinations to establish an eligible list and ensure adherence to Civil Service Rules for

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impartial competitive processes. The following information is included in County HR promotional recruitment material, “The Human Resources Division may solely conduct an appraisal of application material should there be an insufficient number of candidates to warrant a written exam.”

Of note, the promotions made for ranks in the Deputy Sheriff classification groups reflect Hispanic accounts for 40% of promotions where as White accounts for 55%. Amongst the Detentions Deputy ranks, Hispanics accounted for 67% of promotions. Analysis for disparate impact and testing enhancement 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.

2025 Departmental Promotions by Race

Deputy Promotions 2025

Race	Count	%
American Indian and Alaska Native	0	0%
Asian (includes Filipino and Vietnamese)	1	2%
Black or African American	0	0%
Hispanic or Latino	24	40%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	33	55%
Two or More Races/Other	2	3%
Grand Total	60	100%

Detentions Promotions 2025

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	6	67%
Native Hawaiian or Other Pacific Islander	0	0%
White alone	3	33%
Two or More Races/Other	0	0%
Grand Total	9	100%

Employees who promote do serve a probationary period of six months, in which time the employee or department may initiate a status change to revert the probationer to their former position. Employees who initiate a revert may do so for any reason. The department may utilize the revert for staff who fail to meet performance standards or engage in conduct which warrants immediate action. In 2025, KCSO processed 7 revert transactions. Two Sheriff’s Sergeants reverted to the Senior Deputy rank and one Detentions Sergeant reverted to the Detentions Senior Deputy rank. The probationers were not meeting department standards for supervision. Four Senior Deputies reverted to the Deputy Sheriff rank – one for misconduct and three for

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performance related issues. Staff received performance reviews at which time performance deficiencies were discussed.

It is important to note that some of the staff who reverted may have promoted in 2024. Numbers are based on the effective date of revert. In reviewing these, KCSO HR noticed no common themes or trends amongst these reversions. With the completion of the KCSO Promotional Policy and Plan, this should serve as an additional resource to help prepare staff for success in future promotions.

Initiatives to Engage and Include Underrepresented Groups

In collaboration with County HR, the CAC, and our internal Recruitment Team, KCSO is dedicated to recruitment efforts aimed at reaching underrepresented demographics. While the overall staffing amongst the groups Black or African American and Asian reflect staffing is below the population average, recruitment efforts are occurring in areas where the population groups are concentrated. Recruitment occurring in Central Bakersfield and South (SE and SW) Bakersfield build community relations with the Black or African American community (Zip codes include 93301, 93304, 93309 and 93313). Recruitment occurring in South and Southwest Bakersfield and in Delano build community relations with the Asian community (Zip codes include 93311, 93312, 93313, 93314, 93215). KCSO is actively recruiting, working in collaboration with schools and community partners throughout the year.

KCSO has extended invitations to CAC members to recommend additional 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 2025, the recruitment team participated in 95 events. These events were held in all areas of the county. These events have continuously offered interested individuals valuable assistance with the online application process, and direct access to recruiters for Q&A sessions or one on one interaction. When possible, County HR conducted same day application review, confirmation and testing. See appendix D.

KCSO hosted 6 on-site sworn recruitment events as of December 2025. These events have attracted the most applicants and draw a diverse crowd. Offering assistance with the online application process and direct access to recruiters for Q&A sessions, we also offered background screening and same-day testing opportunities. In late 2025, we expanded these events to include access to the PAT obstacle course.

This allowed applicants to become familiar with the PAT exam components and practice each obstacle. Recruiters were on-site to provide encouragement and technical advice. We observed female applicants often practiced the dummy drag, working on grasp and lifting techniques. We noted an increase in morale and excitement amongst the applicants as they participated. The impact of these events has been significant, attracting interest from several hundred candidates. This year's theme is "*The Future Of KCSO Is You*" and has been well received. 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

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honesty, decision making and judgment, social and cultural sensitivity, stress tolerance, conscientiousness, interpersonal skills, and communication skills. Applicants are informed that 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.

Applicants often have questions related to the background process. KCSO realizes there is no perfect person, so we do stress the Ideal Candidate Profile and how it pertains to a background investigation. Applicants are always advised to be truthful, choose the most responsive references, and communicate with KCSO if they have any questions or are unsure of next steps. This information is received well.

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 with 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. 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.

Budget permitting, recruitment events will also be coordinated in out-of-county areas to attract candidates to Kern County. In addition to trainee hires, 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

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

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APPENDIX B

Separation Reason	Count
DEATH	1
DISMISSAL	6
Conduct Unbecoming of Peace Officer	3
Improper Conduct	3
RESIGNATION	78
Accepted Other Job	1
Dissatisfied – Supervisor	1
Dissatisfied – Working Conditions	1
Family Medical	1
Leaving CA – Continue LE Career	1
Medical Reasons	5
Moving Out of Area	4
Personal Reason	40
Personal – Child Care Issues	1
Personal – School Hours Conflict	2
Personal – To Stay at Home	1
Quit During Temporary Assignment	2
Resignation in Lieu of Termination	5
Revert to Former Positions	1
Went to Another Agency for Higher Pay	12
RETIREMENT	36
Years of Service	35
In Lieu of Termination	1
TERMINATION OF APPOINTMENT	34
Conduct Unbecoming of Peace Officer	1
Criminal Investigation	1
Not Passing CORE Course	1
Not Passing Probation	23
Not Passing the Academy (POST Training)	6
Unable to Perform Job Duties	1
Violation of Dept. Policy	1
TRANSFER TO ANOTHER CO. DEPT.	8
County Extended Leave Holding Unit	4
Human Services	2
Risk Management	1
Public Works	1
Grand Total	163

**Kern County Sheriff's Office Human Resources Annual Report
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APPENDIX C

2025 DEPUTY HIRES BY RACE AND ZIP CODE	
Race	Count
Asian (includes Filipino and Vietnamese)	2
93619 – Delano	1
93313 – Southwest Bakersfield	1
Black or African American	2
93307 - Southeast Bakersfield/Lamont	1
93535 - Lancaster	1
Hispanic or Latino	43
93203 – Arvin	1
93215 – Delano	4
93241 – Lamont	2
93250 – McFarland	1
93261 – Richgrove	1
93263 – Shafter	4
93280 – Wasco	1
93304 – Central Bakersfield	3
93305 – East Bakersfield	3
93306 – East Bakersfield/City in the Hills	4
93307 – Southeast Bakersfield/Lamont	2
93308 – Oildale	2
93309 – Southwest Bakersfield	5
93311 – Southwest Bakersfield	2
93313 – Southwest Bakersfield	6
93314 – Northwest Bakersfield	1
95076 – Watsonville	1
Two or More Races/Other	4
93560 – Rosamond	1
93311 – Southwest Bakersfield	1
93312 – West Bakersfield	1
92688 – Rancho Santa Margarita	1
White alone	22
92584 – Menifee	1
93240 – Lake Isabella	1
93263 - Shafter	2
93307 – Southwest Bakersfield/Lamont	1
93308 – Oildale	1
93309 – Southwest Bakersfield	2
93312 – West Bakersfield	7
93314 – Northwest Bakersfield	3
93536 – Lancaster	1
93561 – Tehachapi	3
Grand Total	73

**Kern County Sheriff's Office Human Resources Annual Report
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APPENDIX C

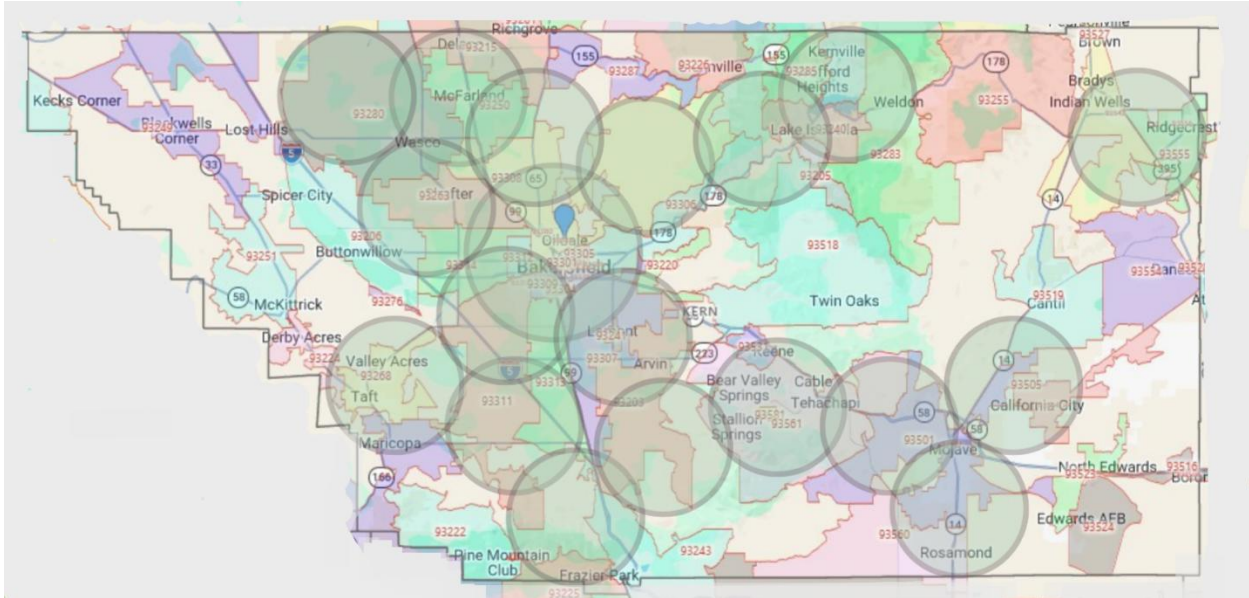
2025 DETENTIONS HIRES BY RACE AND ZIP CODE	
Race	Count
Asian (includes Filipino and Vietnamese)	3
93313 – Southwest Bakersfield	2
93308 – Oildale	1
Black or African American	2
93737 – Fresno	1
93312 – West Bakersfield	4
Hispanic or Latino	43
93203 – Arvin	2
93215 – Delano	4
93219 – Earlimart	1
93241 – Lamont	1
93257 – Porterville	3
93261 – Richgrove	1
93263 – Shafter	1
93268 – Taft	1
93272 – Tipton	1
93274 – Tulare	1
93280 – Wasco	1
93304 – Central Bakersfield	2
93306 – East Bakersfield/City in the Hills	2
93307 – Southwest Bakersfield/Lamont	6
93308 – Oildale	1
93309 – Southwest Bakersfield	4
93311 – Southwest Bakersfield	3
93313 – Southwest Bakersfield	4
93314 – Northwest Bakersfield	3
93501 – Mojave	1
White Alone	12
93241 – Lamont	1
93280 – Wasco	1
93301 – North	1
93306 – East Bakersfield/City in the Hills	1
93307 – Southwest Bakersfield/Lamont	1
93312 – West Bakersfield	4
93313 – Southwest Bakerfield	1
93314 – Northwest Bakersfield	1
93561 – Tehachapi	1
Grand Total	60

Kern County Sheriff's Office Human Resources Annual Report Year to Date as of December 31, 2025

Appendix D

The KCSO Recruitment Team attended 95 events throughout the year, visiting areas multiple times. The circles represent the areas in which recruitment events were held. As compared to the Census Dots Map, events are occurring in population saturated areas.

Map of KCSO Recruitment Team Activity by City and Zip



Census Dots Map of Kern County Reflecting Population Saturation

