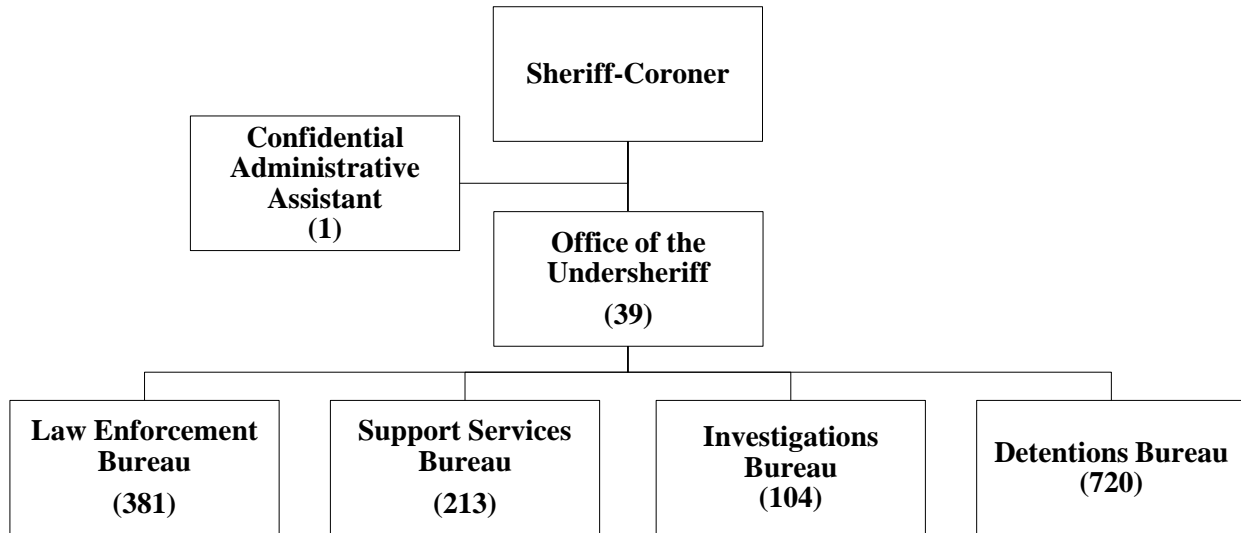


Mission Statement

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.

Organizational Chart



Public Protection

Fiscal Year 2021-22 and 2022-23 Accomplishments

- Created a new classification and added 15 Community Services Technician positions to respond to non-hazardous, non-emergency calls for service to allow sworn personnel the availability to respond to emergency calls for service.
- Implemented a recruitment website, www.KCSOjobs.org.
- Established a partnership with Bakersfield College for Detentions Academies.
- The Sheriff's Office secured 40,848 hours of volunteer services during FY 2021-22 and 42,966 hours during FY 2022-23 valued at \$1.2 million based on the state volunteer rate.
- The Sheriff's Parole and Electronic Monitoring programs saved 31,964 jail beds spaces, equivalent to \$3.6 million versus incarceration in FY 2022-23.
- In-custody educational, vocational, and rehabilitative programs at Lerdo facilities had approximately 437 participants in FY 2022-23.
- Trained 113 staff in crisis intervention during FY 2022-23.
- Over 18,974 pounds of illegal narcotics, \$383,368 in currency, 102 firearms, and 80,297 illegal marijuana plants were seized during FY 2022-23.
- The Sheriff's Office obtained federal excess property valued over \$290,000 in FY 2022-23.
- Designed and implemented first in-house Deputy Coroner academy training in FY 2022-23.

Sheriff-Coroner

Department Head: Donny Youngblood, Elected
Fund: General
Budget Unit: 2210

Function: Public Protection
Activity: Police Protection

Description of Major Services

The Sheriff is elected to serve as the Sheriff-Coroner-Public Administrator with each role having distinct authorities and functions. The Sheriff is the County's chief law enforcement officer. In addition to providing police services to the unincorporated portions of the County, the Sheriff has the responsibility for the jail system, providing bailiff and prisoner transportation service to the courts, search and rescue, coroner services, and civil process (serving lawsuit papers). In addition, the department maintains active involvement in the community by participating in functions and committees that serve those within the County.

The Coroner is mandated by law to investigate and determine the cause and manner of death for people who pass away in the County pursuant to California Government Code Section 27491 and Health and Safety Code Section 102850, including all violent, sudden or unusual deaths.

The Public Administrator protects and administers the estates of people who pass away without a Will, "intestate", or when no one with a higher priority to act is willing or able to act as administrator. The Superior Court may also appoint the Public Administrator when an estate is contested or assets may be at risk. The Public Administrator serves in a fiduciary capacity and must diligently safeguard the decedent's property from waste, loss, or theft.

Summary of Expenditures and Revenue						
	FY 2021-22	FY 2022-23		FY 2023-24		
	Actual	Adopted Budget	Actual	Department Requested	Preliminary Recommended	Recommended
APPROPRIATIONS:						
Salaries and Benefits	\$198,960,401	\$211,246,503	\$205,911,170	\$218,675,208	\$224,459,174	\$239,340,131
Services and Supplies	43,606,486	49,817,849	47,254,387	53,761,145	53,811,145	53,830,132
Other Charges	2,362,378	3,134,678	921,240	610,150	610,150	610,150
Capital Assets	748,863	3,903,991	2,771,968	11,136,474	11,136,474	11,874,226
Other Financing Uses	0	3,413,527	0	0	0	2,782,342
TOTAL EXPENDITURES	\$245,678,128	\$271,516,548	\$256,858,765	\$284,182,977	\$290,016,943	\$308,436,981
Expend. Reimb.	(\$2,149)	\$0	(\$200,033)	(\$199,000)	(\$199,000)	(\$199,000)
TOTAL NET EXPENDITURES	\$245,675,979	\$271,516,548	\$256,658,732	\$283,983,977	\$289,817,943	\$308,237,981
REVENUE:						
Licenses and Permits	\$664,697	\$855,000	\$741,670	\$736,800	\$736,800	\$736,800
Fines and Forfeitures	2,114	2,700	8,335	2,700	2,700	2,700
Intergovernmental	1,514,439	1,325,068	1,787,377	1,720,276	1,720,276	1,754,276
Charges for Services	24,395,194	20,719,160	19,578,557	18,874,052	18,944,052	19,164,418
Miscellaneous	356,055	1,579,500	387,170	9,476,580	1,131,670	1,131,670
Non-revenue Receipts	0	0	5	0	0	0
Other Financing Sources:						
CARES Act	2,704,803	0	0	0	0	0
American Rescue Plan Act	3,505,084	0	0	0	6,634,912	6,634,912
2011 Realignment	31,858,784	36,042,344	34,373,149	41,245,330	41,245,330	41,245,330
Local Public Safety	51,253,608	60,763,374	60,763,376	65,853,577	65,853,577	65,853,577
BSCC Officer Wellness Grant	0	0	8,197	400,000	400,000	400,000
Real Estate Fraud	490,206	360,816	395,000	360,816	281,600	281,600
DNA Identification	125,000	125,000	97,109	100,000	100,000	100,000
Sheriff Facility Training Fund	120,728	186,270	186,270	186,270	186,270	186,270
Automated Fingerprint Fund	0	400,000	0	400,000	400,000	400,000
Sheriff's Cal-ID	1,405,270	2,409,000	1,231,678	2,454,475	2,454,475	2,454,475
Sheriff's Training	128,577	169,550	169,550	85,000	85,000	85,000
Sheriff's Work Release	349,367	79,490	79,490	100,000	100,000	100,000
Sheriff's Civil Automated	213,570	491,999	274,933	323,500	323,500	323,500
Sheriff's Firearms	2,495	0	0	0	0	0
Sheriff's Judgement Debtors Fee	192,942	15,000	9,127	20,000	20,000	20,000
Sheriff's Volunteer Services	5,377	15,000	15,000	15,000	15,000	22,750
Sheriff's Controlled Substances	73,465	87,500	87,500	408,100	408,100	408,100
Sheriff's State Forfeiture	0	12,000	0	12,000	12,000	12,000
HIDTA State Asset Forfeiture	32,200	0	0	34,600	34,600	34,600
Sheriff's Drug Abuse Gang Divr.	20,000	20,000	7,180	0	0	0
Inmate Welfare Fund	1,944,756	2,437,014	1,887,175	2,549,024	2,549,024	2,549,024
Rural Crimes Impact Fee	380,890	812,764	0	807,764	0	0
Rural Crimes Fund	0	0	0	5,000	5,000	5,000
Cal-MMET State Asset Forfeiture	0	0	667,402	0	0	0
Community Development Prg.	698,018	626,000	620,557	0	0	0
Civil Subpoena	98,687	15,000	0	15,000	15,000	15,000
Civil Lease	0	0	0	190,542	190,542	190,542
KNET	0	0	0	78,900	78,900	78,900
Seizure of Gaming Devices	30,000	168,505	69,187	50,000	50,000	50,000
TOTAL REVENUE	\$122,566,326	\$129,718,054	\$123,444,994	\$146,505,306	\$143,978,328	\$144,240,444
Less Available BSI *	\$0	(\$3,413,527)	\$0	\$0	\$0	(\$2,782,342)
NET GENERAL FUND COST	\$123,109,653	\$138,384,967	\$133,213,738	\$137,478,671	\$145,839,615	\$161,215,195
BSI Ending Balance *	\$200,000	N/A	\$3,413,527	N/A	N/A	N/A

* BSI = Budget Savings Incentives

Major Expenditures and Revenue in FY 2023-24 Recommended Budget

The majority of the department's expenditures are for staffing and operating costs necessary to provide patrol operations for the County's unincorporated areas and operate the County's adult detention facilities. The budget also includes costs related to the following: Coroner, public administrator, civil unit, court services, specialized investigations, communication and administrative functions. These expenditures are funded primarily by an allocation of Net General

Fund Cost (NGFC). Other sources of revenue include \$65.8 million in Local Public Safety Funds (Proposition 172) and an allocation of 2011 Realignment of \$41 million to mitigate the impacts of the State prison realignment under Assembly Bill 109 (AB 109). The department charges for services for providing housing and transportation for federal prisoners and law enforcement services to the City of Wasco.

Budget Changes and Operational Impacts

The recommended budget includes an increase in salary and benefits appropriations of approximately \$30 million compared to FY 2022-23 actual expenses. Included in this increase is funding for 25 Detentions Deputies not included in the preliminary recommended budget and negotiated salary increases for detentions personnel approved in January 2023 to reduce the amounts of mandatory overtime and to staff the detention facilities with detention personnel to allow as many Deputy Sheriffs as possible to move out of custodial settings and into field training and patrol functions, thereby providing additional public safety services to residents of the unincorporated areas of the County. The recommended budget also includes salary and benefits appropriations for the addition of ten Community Services Technicians funded by Measure K to respond to non-hazardous, non-emergency calls for services in the unincorporated areas of the County allowing Deputy Sheriffs greater availability to respond to emergency calls for services. In addition, sufficient appropriations are included for the 4% cost of living adjustment afforded for all employees. Compared to funded positions in the FY 2022-23 adopted budget, the FY 2023-24 recommended budget effectively adds 46 positions to the Sheriff-Coroner ranks. The department anticipates hiring additional staff, both sworn and civilian; however, the recommended budget leaves 117 sworn positions vacant and unfunded.

Despite the salary adjustments, recruitment and retention issues still challenge the Sheriff’s Office. To assist with the recruitment and retention of qualified personnel, a total of \$3 million was set aside in Appropriation for Contingencies. \$2 million will be utilized to fund three academies with the goal of training as many as 40 Deputy Sheriffs. In addition, \$1 million was allocated for housing stipends for Deputy Sheriffs assigned to hard-to-fill outlying locations. On July 25, 2023, the Kern County Board of Supervisors approved memorandums of understanding with the Kern Law Enforcement Association and the Kern County Sheriff’s Command Associations I, II, and III to improve recruitment and retention of law enforcement personnel. The cost of these equity adjustments will be funded in the recommended budget through Measure K funds in the amount of \$7.6 million.

In addition to salary adjustments, the Sheriff-Coroner’s Office has created a recruitment plan that incorporates recommendations from the monitoring team and include a dedicated website, additional outreach and a streamlined application process. The Human Resources Division is working with the Sheriff-Coroner to attract and retain a qualify workforce that reflects the diversity of our community. Finally, the recommended budget includes the allocation of \$1.2 million of Measure K funds within the Human Resources budget to develop a dedicated team to recruit public safety positions.

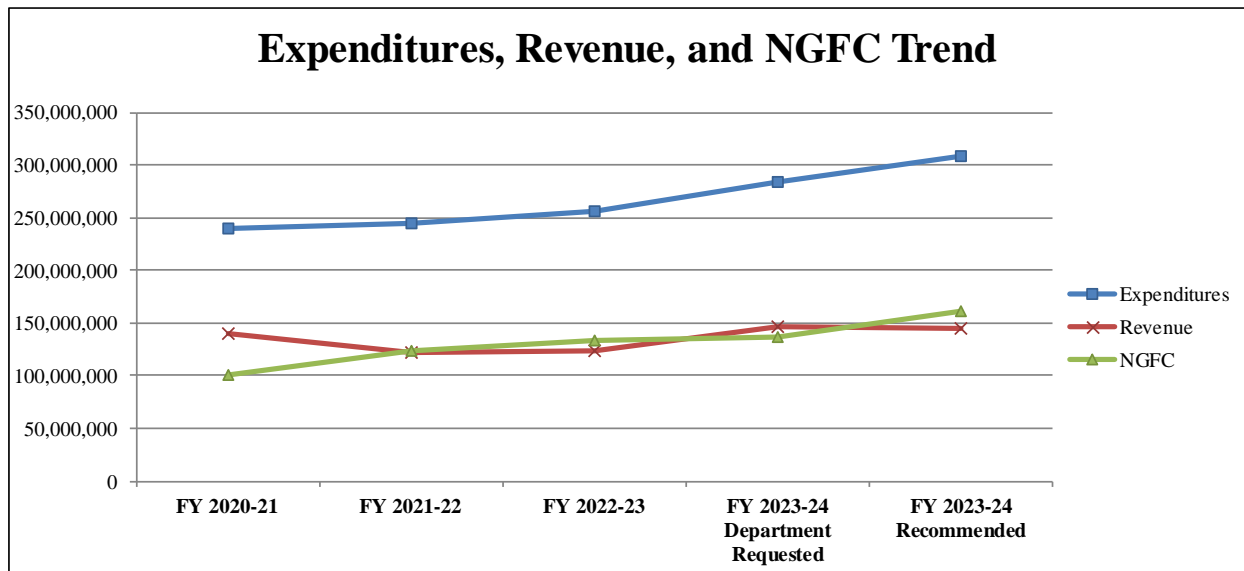
The recommended budget includes an additional \$200,000 in salaries and benefits and \$100,000 in services and supplies to facilitate investigation and enforcement actions against unlicensed and illegal cannabis operations within Kern County.

Some services and supplies increases are offset by inmate welfare, CAL-ID, and the continued operation of the admission, evaluation, and stabilization (AES) unit within the Lerdo Pre-trial facility, which is offset entirely by revenue from the Department of State Hospitals.

Capital Assets, in the amount of \$11.2 million are included in the recommended budget for the purchase of one range copier, one run-flat spare tire, two car port replacements, one off-road vehicle, thirty-two vehicles for civilian and administration duties, seven patrol vehicles, eighteen patrol hybrid vehicles, twenty-six patrol trucks, one aircraft scale, one helicopter water distiller, one ice and water dispenser, four rescue e-bikes, one detentions drone, the community aided dispatch and records management system, one swat armored rescue vehicle, one snowcat with trailer, one mobile command trailer, the buildout of administrative vehicles, one off-road terrain vehicle, three servers, one storage area network replacement, fourteen night vision goggles, and the acquisition of a jail management system.

Proposition 172 revenue, a permanent extension of a half-cent local public safety sales tax approved by California voters on November 2, 1993, is estimated to increase \$5.1 million from current year estimated actual, which includes a one-time allocation of \$2.9 million in carryover allocation due to better than anticipated prior year performance.

The department ended FY 2022-23 with an uncommitted Budget Savings Incentive (BSI) of \$3,413,527. Due to prudent budgeting, diligent monitoring, and better than anticipated performance, the department earned an additional \$2,519,839 in BSI to begin FY 2023-24 with \$5,933,366. The recommended budget includes the use of \$3,151,024 of the department's earned BSI for the acquisition of capital assets. \$2,782,342 of uncommitted BSI remains within the FY 2023-24 recommended budget.



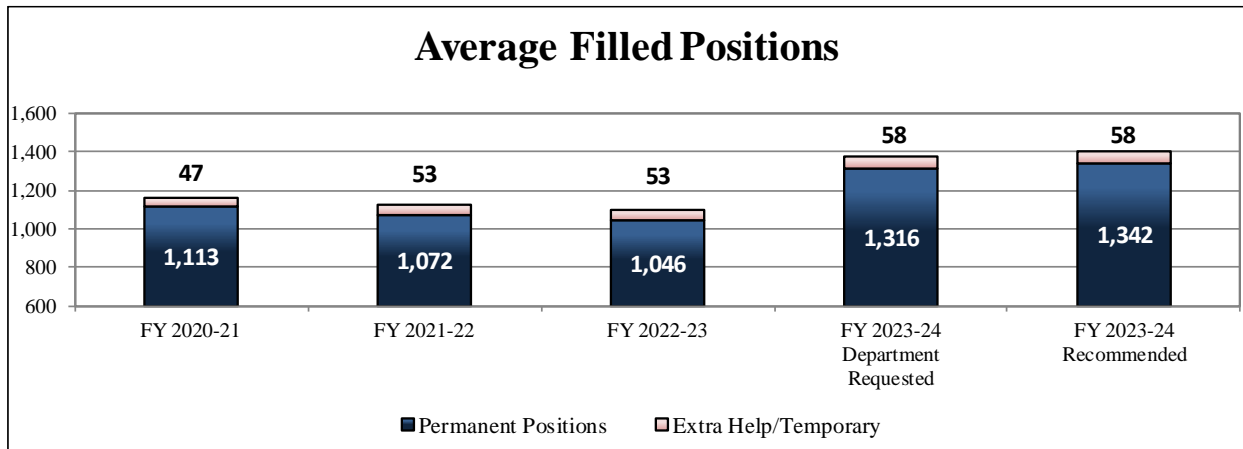
Staffing Changes and Operational Impacts

The department currently has 1,444 authorized positions. The recommended budget includes 1,459 positions after the addition of seventeen positions and the deletion of two. The department will

Sheriff-Coroner

Public Protection

unfund 117 vacant positions, resulting in 1,342 funded positions. The recommended budget includes the addition of two (2) Building Services Worker positions, three (3) Utility Workers positions, one (1) Supervising Deputy Coroner position, one (1) Chief Deputy Sheriff, and ten (10) Community Services Technician positions, while deleting one (1) Office Services Assistant position and one (1) Sheriff’s Report Technician position. The recommended budget includes the addition of appropriations for a total of six (6) positions pending the Board of Supervisor’s approval to create one (1) Morgue Supervisor position, four (4) Investigative Specialist positions, and one (1) Coroner Family Advocate position. The funded staffing level includes the addition of ten Community Services Technician positions through funding from Measure K to decrease response times to lower-level calls and enable Sheriff’s Deputies greater ability to respond to emergency calls for service and to perform community-oriented policing.



	Actual			Department	
	FY 2020-21	FY 2021-22	FY 2022-23	Requested	Recommended
AVERAGE FILLED POSITIONS					
Permanent Positions	1113	1072	1,046	1,316	1,342
Extra Help/Temporary	47	53	53	58	58
Total Positions	1160	1125	1099	1374	1400
ACTUAL FULL-TIME EQUIVALENTS					
Permanent Positions (FTE)	1355	1295	1,309	N/A	N/A
Extra Help/Temporary (FTE)	37	45	49	N/A	N/A
Total Positions	1392	1340	1358	N/A	N/A
SALARIES & BENEFITS	\$191,873,112	\$198,960,401	\$205,911,170	\$218,675,208	\$239,340,131

Summary of Authorized Positions

The recommended budget includes funding for 1,342 of 1,459 requested positions after the deletion of two positions and addition of seventeen positions. Despite funding 46 more positions than the previous fiscal year, to meet the County Net General Fund Guideline, the Sheriff’s Office budget leaves 117 positions vacant and unfunded of which 108 are sworn positions not available for the safety and security of our residents and visitors.

Sheriff-Coroner

Division	Authorized	Additions	Deletions	Requested	Filled	Vacant	Total
				Total			
Office of the Sheriff	2	0	0	2	2	0	2
Office of the Undersheriff	38	1	0	39	37	2	39
Support Services Buteau	213	1	(1)	213	178	35	213
Investigations Bureau	104	0	0	104	88	16	104
Law Enforcemenet Bureau	372	10	(1)	381	356	25	381
Detentions Bureau	715	5	0	720	681	39	720
Total	1,444	17	(2)	1,459	1,342	117	1,459

Public Protection

Investigations Bureau	Law Enforcement	Detentions
<u>Classification</u>	<u>Classification</u>	<u>Classification</u>
1 Sheriff's Chief Deputy	1 Sheriff's Chief Deputy	1 Sheriff's Chief Deputy
2 Sheriff's Commander	2 Sheriff's Commander	2 Sheriff's Commander
2 Sheriff's Lieutenant	10 Sheriff's Lieutenant	2 Sheriff's Lieutenant
15 Sheriff's Sergeant	34 Sheriff's Sergeant	10 Sheriff's Sergeant
35 Sheriff's Senior Deputy	33 Sheriff's Senior Deputy	10 Sheriff's Senior Deputy
16 Sheriff's Deputy	201 Sheriff's Deputy	170 Sheriff's Deputy
1 Aircraft Maintenance Supervisor	4 Detentions Deputy	80 Sheriff's Aide
2 Aircraft Mechanic	1 Detentions Senior Deputy	285 Detentions Deputy
1 Aircraft Pilot	1 Communications Manager	8 Detentions Lieutenant
4 Sheriff's Aide	34 Sheriff's Dispatch Assistant	30 Detentions Senior Deputy
2 Sheriff's Senior Support Specialist	6 Sheriff's Dispatch Supervisor	23 Detentions Sergeant
1 Administrative Coordinator	7 Sheriff's Senior Dispatcher	6 Light Vehicle Driver
9 Crime Scene Technician	1 Sheriff's Report Technician	2 Air Conditioning Mechanic
1 Computer Forensic Specialist	1 Sheriff's Support Specialist	1 Maintenance Carpenter
2 Latent Print Examiner	1 Sheriff's Support Technician	1 Maintenance Electrician
6 Sheriff's Support Technician	16 Sheriff's Records Specialist	2 Maintenance Plumber
4 Sheriff's Support Specialist	15 Community Services Technician	6 Maintenance Worker
104 Requested Total	1 Crime Prevention Coordinator	8 Sheriff's Program Specialist
	3 Crime Prevention Specialist	3 Sheriff's Program Technician
	372 Current Total	2 Sheriff's Support Specialist
	<u>Additions/(Deletions)</u>	6 Sheriff's Records Supervisor
	(1) Sheriff's Report Technician	14 Sheriff's Support Technician
	10 Community Services Technician	38 Sheriff's Records Specialist
	381 Requested Total	1 Structural Maint. Superintendent
		1 Maintenance Supervisor
		1 Groundskeeper
		1 Warehouse Supervisor
		1 Sheriff's Records Unit Supervisor
		715 Current Total
		<u>Additions/(Deletions)</u>
		2 Building Services Worker
		3 Utility Worker
		720 Requested Total

Sheriff-Coroner

Public Protection

Office of the Sheriff	Office of the Undersheriff	Support Services
<u>Classification</u>	<u>Classification</u>	<u>Classification</u>
1 Sheriff-Coroner	1 Undersheriff	1 Sheriff's Chief Deputy
1 Conf. Administrative Asst.	1 Public Information Officer	2 Sheriff's Senior Support Specialist
2 Requested Total	1 Sr. Administrative Services Officer	2 Sheriff's Records Unit Supervisor
	4 Administrative Coordinator	2 Sheriff's Commander
	2 Accountant I/Sr.	1 Coroner Division Chief
	3 Fiscal Support Supervisor	3 Sheriff's Lieutenant
	5 Fiscal Support Specialist	4 Office Services Assistant
	1 Fiscal Support Technician	10 Sheriff's Sergeant
	1 Department Analyst	15 Sheriff's Senior Deputy
	1 Sheriff's Commander	4 Sheriff's Support Specialist
	1 Sheriff's Lieutenant	4 Sheriff's Records Supervisor
	2 Sheriff's Sergeant	33 Sheriff's Deputy
	2 Sheriff's Senior Deputy	1 Sheriff's Records Administrator
	1 Sheriff's Deputy	6 Administrative Coordinator
	2 Detention's Senior Deputy	6 Identification Technician
	9 Sheriff's Aide	18 Sheriff's Records Specialist
	1 Sheriff's Support Technician	1 Technology Services Manager
	38 Current Total	1 Network Systems Administrator
	1 Sheriff's Chief Deputy	5 Technical Support Engineer
	39 Requested Total	5 Systems Analyst/Programmer
		4 Technical Support Specialist
		2 Technology Services Supervisor
		1 Accountant I/Sr.
		2 Fiscal Support Technician
		2 Fiscal Support Specialist
		1 Supv. Legal Process Technician
		6 Legal Process Technician
		1 Sr. Legal Processing Technician
		3 Automotive Mechanic
		1 Sheriff's Fleet Manager
		1 Sheriff's Coroner Manager
		2 Supervising Deputy Coroner
		14 Deputy Coroner
		3 Coroner's Autopsy Assistant
		1 Medical Transcriptionist
		1 Sheriff's Public Admin. Manager
		1 Supv. Deputy Public Admin.
		3 Deputy Public Administrator
		14 Sheriff's Aide
		2 Property Control Officer
		1 Human Resources Manager
		1 Civil Lit & Risk Mgmt. Coord.
		2 Sr. Human Resources Specialist
		4 Human Resources Specialist
		2 Detentions Sergeant
		1 Detentions Senior Deputy
		13 Sheriff's Support Technician
		213 Current Total
		<u>Additions/(Deletions)</u>
		1 Supervising Deputy Coroner
		(1) Office Services Assistant
		213 Requested Total

Fiscal Year 2023-24 Department Goals, Objectives, and Performance Measures

County Initiative: Be a Model of Excellence in Managing our Workforce

County Goal: We will make Kern County among the safest communities in the Central Valley

Department Goal: Improve Sheriff staffing ratios

<i>Department Objectives Measured</i>	FY 2021-22 Actual	FY 2022-23 Target	FY 2022-23 Actual	FY 2023-24 Target
Sheriff's Deputy overtime shifts in detentions facilities	New Measure	New Measure	371	278
Detentions Deputy applicants	New Measure	New Measure	840	950
Detentions Deputy attrition rate (all classifications)	New Measure	New Measure	-1.3%	-3%
Vacancy rate for Detentions Deputy positions	New Measure	New Measure	38.4%	34%
The department's objective is to fill vacant Detentions Deputy positions to allow as many sworn deputies as possible to move out of detention facilities and into patrol assignments, thereby providing additional public safety services to the residents of the unincorporated areas of the County. Success will be determined through the department's ability to attract qualified candidates, reduce attrition, and fill Detention Deputy positions. The recommended budget includes Measure K funds for the recruitment and retention of qualified public safety personnel.				

Public Protection

County Initiative: Be a Model of Excellence in Managing our Workforce

County Goal: We will make Kern County among the safest communities in the Central Valley

Department Goal: Decrease response times to lower-level calls for service and allow Sheriff's Deputies greater availability to respond to emergency calls for service and perform community-oriented policing

<i>Department Objectives Measured</i>	FY 2021-22 Actual	FY 2022-23 Target	FY 2022-23 Actual	FY 2023-24 Target
Average response time	New Measure	New Measure	16 min 8 sec	15 min
Average non-emergency response time	New Measure	New Measure	17 min 20 sec	16 min
Average emergency response time	13 min 42 sec	12 min 57 sec	13 min 36 sec	13 min
Number of investigations and/or reports completed by Community Service Technicians	New Measure	New Measure	2,631	5,000
Number of community contacts through community policing	140	160	219	230
Percentage of violent crimes investigations cleared	51%	60%	53%	51%
The department's goal is to reduce response times and make available more time for Sheriff's Deputies to respond to emergency calls for service and perform community-oriented policing. The recommended budget also includes salary and benefits appropriations for the addition of ten Community Services Technicians funded by Measure K to respond to non-hazardous, non-emergency calls for services in the unincorporated areas of the County allowing Deputy Sheriffs greater availability to respond to emergency calls for services.				

County Initiative: Be a Model of Excellence in Managing our Workforce

County Goal: We will make Kern County among the safest communities in the Central Valley

Department Goal: Provide the community with a diverse, highly skilled law enforcement work force

<i>Department Objectives Measured</i>	FY 2021-22 Actual	FY 2022-23 Target	FY 2022-23 Actual	FY 2023-24 Target
Number of sworn vacancies	251	215	248	186
Number of civilian vacancies	115	95	99	74
Attrition rate	17.39%	15%	13.08%	10%
The department's objective is to fill all vacant positions in conjunction with recruiting and retaining highly qualified personnel. New communication tools have been implemented, which includes recruitment email and "Interview Now". A new internet-based background system has also been implemented to automate processes. The department is in the process of updating its webpage and has created a new webpage, KCSOjobs.org, for persons interested in a career with the Sheriff. The new design is intended to draw fresh attention to the department, promote the County as a competitive employer and provide transparency for hiring practices. The recommended budget includes Measure K funds for the recruitment and retention of qualified public safety personnel. Hiring and retention bonuses have been increased. Classification reviews are being conducted and have resulted in a new class series and negotiated salaries to meet competitive wages or classification adjustments to meet the demands of staffing.				

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