

Shafter Modified Community Correctional Facility PREA Staff Plan 2019

The purpose of this staffing plan is to establish basic security staffing protocols to ensure a safe and secure environment for inmates and staff. Shafter Modified Community Correctional Facility (SMCCF) has developed a staffing plan to ensure adequate staffing levels. For additional inmate safety, the SMCCF has a closed-circuit camera system throughout the facility to further protect inmates from sexual abuse.

The facility is managed by a Chief, Assistant Chief, 2 Lieutenants, 5 Sergeants, 5 Seniors, 55 Corrections Officers, 19 civilian support staff, and 4 medical staff. The minimum staffing level for Monday through Friday is the following:

First Watch – 8, Second Watch – 15, Third Watch – 14.

For Saturday and Sunday: First Watch – 8, Second Watch – 16, Third Watch – 13.

The Watch Commander will utilize overtime to ensure minimum staffing levels are maintained.

The SMCCF houses only male inmates and can house up to 640 inmates. There are eight dorms, four on the west side and four on the eastside, with single and double bunks housing up to 80 inmates per dorm. In between the dorms there are 6 classrooms, library, and counselors offices. On the westside are the laundry, medical department, and receiving & releasing.

In developing the above staffing plan, SMCCF considered the following factors:

- 1) *Generally accepted detention and correctional practices:* The SMCCF continually looks at the *National Institute of Corrections (NIC)*'s updates, *American Correctional Association (ACA)*'s *Core Jail Standards*, or similarly peer reviewed document.
- 2) *Any judicial findings of inadequacy:* The SMCCF has not had any judicial findings of inadequacy.
- 3) *Any findings of inadequacy from Federal investigations agencies:* The SMCCF has not had any Federal investigations findings of inadequacy.
- 4) *Any findings of inadequacy from internal or external oversight bodies:* The SMCCF has not had any internal or external findings of inadequacy.
- 5) *All components of the facility's physical plant (including "blind-spots" or areas where staff or inmates may be isolated):* Despite the age of the facility, the design and size works well to eliminate problems from any potential blind spot. The nature of the daily required activities, the close proximity of staff to each other, and the interaction of different staff in multiple areas provide little to no opportunity for staff and inmates to be isolated. Areas that may provide concealment are either secured or staffed by multiple officers.

- 6) *The composition of the inmate population:* The SMCCF house State of California male inmates and revoke parole violators designate as level I and II (0-35 placement score), regardless of race, ethnic origin, sexual orientation, gender identity, intellectual disabilities, physical disabilities and/or predatory risks (such as gang affiliation, prior violent outbursts, poor disciplinary history etc.), with time to serve of 120 months or less of Classification Staff Representative (CSR) endorsement, a Reception Center (RC) inmate who has more than 30 days remaining to serve, a General Population (GP) inmate who has more than 90 days remaining to serve, minimum/medium custody inmates, and inmates with active/potential ICE holds, are eligible if the inmate has documented family ties in California or prior work history of one year (may be cumulative) with no history of prior deportation(s).
- 7) *The number and placement of supervisory staff:* At least one supervisory level person, including Administrators (Lieutenants, Assistant Chief and Chief), Shift Supervisors (Watch Commanders-Sergeants and/or Seniors), will always be on duty. At least one Administrator will always be on call. Operations are handled by a Sergeant and/or Senior Officer each shift to oversee daily security and operational issues, respond to emergencies, and manage the schedules and overtime to ensure adequate staffing. On-call Administrative personnel must be available to respond promptly and effectively in the event of crisis or emergencies at the facility.
- 8) *Institutional programs occurring on a particular shift:* Educational programs (GED, ABE, College Course, Computer Class, and Vocational-Building Maintenance) are provided to general population inmates' weekdays in an effort to provide inmates with a sense of accomplishment and confidence, and enhance their ability to compete for employment in the community once released from custody. Visitation is a means for the inmate to maintain family and community connections and to prepare them for successful release and rehabilitation. Visitation is scheduled on weekends and certain holidays (New Year's Day, Independence Day, Thanksgiving Day, & Christmas Day).
- 9) *Any applicable State or local laws, regulations, or standards:* SMCCF follows the California Code of Regulations Title 15.
- 10) *The prevalence of substantiated and unsubstantiated incidents of sexual abuse:* SMCCF had no incidents of sexual abuse.
- 11) *Any other relevant factors:* There are no other relevant factors at the SMCCF that affect its ability to detect, prevent, and respond to issues of sexual abuse, assault, or harassment of inmates in its care and custody.