

Approved: [Signature]  
Superior Court Judge  
Date: 8/11/15

**FILED**  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF SONOMA  
AUG 18 2015

BY [Signature]  
Deputy Clerk

**Response to Grand Jury Report Form**

Report Title: County Detention Facilities  
Report Date: Final Report 2014-2015  
Response by: Steve Freitas Title: Sheriff-Coroner  
Agency/Department Name: Sonoma County Sheriff's Office

**FINDINGS:**

I (we) agree with the findings numbered: F1, F2, F3, F4  
I (we) disagree wholly or partially with the findings numbered: \_\_\_\_\_

(Attach a statement specifying any portions of the findings that are disputed with an explanation of the reasons.)

**RECOMMENDATIONS:**

Recommendations numbered: R1, R2 (a) , R3  
have been implemented.  
(Attach a summary describing the implemented actions.)

Recommendations numbered: \_\_\_\_\_  
have not yet been implemented, but will be implemented in the future.  
(Attach a timeframe for the implementation.)

Recommendations numbered: \_\_\_\_\_  
require further analysis. \_\_\_\_\_  
(Attach an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or director of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the Grand Jury report.)

Recommendations numbered: R2 (b)  
will not be implemented because they are not warranted or are not reasonable.  
(Attach an explanation.)

Date: August 10, 2015 Signed: [Signature]  
Number of pages attached: 3

SONOMA COUNTY SHERIFF'S OFFICE  
RESPONSE TO THE 2014-2015 GRAND JURY REPORT

County Detention Facilities

Pages 13 - 18

FINDINGS

**FILED**  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF SONOMA  
AUG 18 2015  
BY RB  
Deputy Clerk

*F1. MADF and other detention facilities within the County are well managed and maintained.*

RESPONSE: The respondent agrees with the finding.

*F2. The current influx of drugs into adult detention facilities poses an increased risk of violent behavior, medical emergencies, and a burden on the correctional staff.*

RESPONSE: The respondent agrees with the finding.

*F3. The increased jail population resulting from Realignment is placing a strain on MADF staff and has resulted in onerous mandatory overtime requirements.*

RESPONSE: The respondent agrees with the finding.

*F4. Inadequate space and staffing in the intake/booking area is resulting in long delays in the admissions process.*

RESPONSE: The respondent agrees with the finding.

RECOMMENDATIONS

*R1. Use of a full-body scanning device and a trained K-9 sniffer dog be implemented at the earliest opportunity to reduce the flow of contraband into the jail.*

RESPONSE: The recommendation has been implemented.

The respondent agrees with and has implemented the recommendation both for a scanning device and K-9. The Sheriff's Office had implemented both these projects prior to the release of the Grand Jury Report.

A full body scanner was installed at the Main Adult Detention Facility (MADF) in spring of 2015. As of the writing of this response, inmates are being scanned before they are transferred from the Booking area to their assigned housing unit. The scanner is also used to randomly search inmate

work crews returning to the NCDF. Additionally, the scanner is used for inmate searches as deemed beneficial by correctional deputy staff for safety and security of the facility. Since the implementation of the scanner we have been experiencing a higher frequency of inmates admitting to contraband on their person prior to being scanned. However, due to the newness of the device, we have not have sufficient time to fully evaluate the effectiveness of the scanner. As staff have more opportunity to use the device, they will become more proficient in reading scans and are likely to improve their ability to identify smuggled items. Once full proficiency is gained, we will use available data to determine the effectiveness of the scanner and on the safety and security of the facility.

The Sheriff's Office Detention Division has established a Detention K-9 Program. The Division has one narcotics K-9 team consisting of one dog and one correctional deputy handler. The dog is a two year old Belgian Malinois named Sasha. The K-9 team has completed 200 hours of training and where certified by the California Narcotic Canine Association in March of 2015. Since Sasha and her handler have been trained, they have conducted over 200 adult detention facility searches. The team is averaging 15 searches a week in both MADF and NCDF. These searches have produced both narcotics and tobacco.

We feel that both the implementation of the full body scanner and the narcotics detection K-9 team will improve the safety and security of the County's adult detention facilities for both inmates and staff.

***R2. (a) Aggressive efforts to recruit new correctional officers be pursued in order to reduce mandatory overtime requirements and (b) maximize the use of NCDF.***

RESPONSE: The recommendation R2 (a) has been implemented.

The respondent agrees with the recommendation that efforts should be ongoing to hire new personnel. Since FY 12-13, with the Board of Supervisors approval and funding, the Sheriff's Office has engaged in an intensive hiring effort to increase the rate at which new staff are hired. This effort has continued throughout FY 13-14 and FY 14-15. Efforts have included adding a significant amount of resources to the Sheriff's Office Personnel Bureau including the addition of temporary background investigator and support staffing. Based on the results over the past three years, we have learned that this effort, while assisting with the hiring deficit, has not been adequate to keep up with attrition. To truly meet the objective of getting and staying ahead of the hiring curve on-going resources will have to be dedicated to this effort. To that end, the Board of Supervisors approved a permanent increase in Personnel Bureau staffing in the FY 15-16 adopted budget.

The lowest vacancy rate in the correctional deputy job class during this intensive hiring effort has been six. Fatigued staff continue to become sick and injured as a result of the current staffing shortages. The average unavailability rate for correctional deputies in FY 14-15 was 30.5% or 55 out of 180 positions. Unavailability accounts for vacant positions plus staff who are still employed but unable to work due to illness or injury. This unavailability rate has increased to unprecedented levels, compounding the need for mandatory overtime as existing staff are required to cover the open shifts.

Sheriff's Office management and Personnel Bureau staff are analyzing current hiring practices and assessing ways to improve the effectiveness of our hiring efforts. We will need to continually search for ways to expand our candidate pool, attach qualified candidates, and streamline the background process whenever possible.

RESPONSE: The recommendation R2 (b) will not be implemented because it is not reasonable.

The Sheriff's Office does not support maximizing the use NCDF. Outside consultants have reviewed the facility in consideration of the current state of the detention environment and have determined that the current conditions and design of NCDF does not appropriately meet the needs of the inmates that need to be housed. A draft of the County's Criminal Justice Master Plan cites, "The NCDF has inadequate security systems, poor physical plant conditions, will require substantial investment to operate in the future, and is not well-suited for the type of inmate population housed there." In response to these findings and the difficulties associated with managing NCDF, the County is in the process of submitting an AB 863 grant application which includes a focus on permanently closing one of the NCDF housing units. The Sheriff's Office agrees that more bed space needs to be utilized whenever possible at both detention facilities; however, such inmate beds need to be appropriate type of housing for the corresponding inmate population.

***R3. The Department continue efforts to expand the booking /intake area at MADF.***

RESPONSE: The recommendation has been implemented.

The MADF booking area needs have been a priority for the Sheriff's Office. The project continues to be ranked amongst the highest of the capital project needs for the Office. The MADF booking area project is also at the forefront of the County's Capital Project Plan with a 2015-17 stated budget objective of "Support...Booking Space Evaluation and Renovation...". To date, \$545,000 has been set aside in the Capital Project budget for this project. The Sheriff's Office will continue work in collaboration with the General Services Department and the County Administrator to prioritize this project within the limited resources available.