



The California Correctional Supervisors Organization

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California Correctional Center Chapter 41

Date: March 17, 2010

To: CCSO Main Office

Subject: Limited Term Appointments

Mr. Tatum, I have a concern regarding the State of California's use of the term "hiring freeze" and the affects that the meaning and usage of that term have on Correctional Supervisors. Currently the State will only allow the hiring of "limited term" positions in regards to promotional spots. These limited terms are generally 12 to 24 months and while I understand the fiscal crisis and the need for these limited term assignments, I can not help but feel that these limited supervisors are being taken advantage of. The reason being is that Correctional Supervisors that accept a limited term assignment are not allowed to start their probationary period until they are "rolled over" to full time.

While a limited term supervisor is allowed to accrue seniority, they are not allowed to participate in the post & bid process that will take place this year. Institutions have requested exemptions in order to hire full time instead of limited term but these requests are most often met with denials based on fiscal crisis.

This fiscal crisis has been ongoing and does not appear to be near an end. I anticipate the State to continue to allow only limited term assignments in promotional positions. For example, a limited term Correctional Sergeant spends 20 months serving as a now experienced Sergeant that is paid the same and completes the same duties as a regular Sergeant, if there are additional interviews at the institution the limited term Sergeants are forced to compete in these interviews to extend their limited term. This is preposterous. The Statewide Sergeants exam is exhausted and will most likely need to be administered again this year. If a Sergeant is at the institution and has already been a Sergeant for years, they are being told by Sacramento that they will have to re-take the Sergeants exam and if they don't make the top 3 ranks, they will automatically be demoted back to Officer. This as well is preposterous.

I am requesting that due to the ongoing fiscal crisis within the State of California, the DPA and Department recognize these limited term supervisors of all ranks, and allow them to begin their probationary period at the date of hire. I'm sure if the numbers were researched it would be found that almost every limited term is eventually granted full-time regardless.

To make all of these limited term employees continue to re-test and re-interview is a waste of valuable State resources that can be utilized elsewhere. These people have already tested and interviewed and have gone through extensive background and character checks. Why continue to put these employees through the same process over and over again. They've already been hired!

This proposal has no additional costs for the State of California, and stopping the redundant testing and interviewing will save thousands of work hours and precious State resources. It is not fair to make these people continue to function as regular supervisors for extended periods of time and not allow them to begin their respective probationary periods because the State of California continues to dwell in this fiscal crisis.

They want cost saving measures, here's one that will increase moral and keep good supervisors that might otherwise be demoted due to failed bureaucracy and fiscal mismanagement. This will also save thousands of dollars for the Department every year by stopping this continued testing and interviewing when it's already been done. These people are already supervisors, they hear appeals, do performance reports, are responsible for dozens of staff and their training, they get the same step raises, get the same annual performance reports and are relied upon to operate Code response lines, but they can't start probation? Why repeat ourselves over and over again? Call them "limited term" if you must, but they are already Sergeants, Lieutenants, Captains, CCII's and such. We already selected them let them be Supervisors without holding the probationary period over their heads until we solve the State's financial woes. It is has already proven at this institution that some won't even bother to promote because of this "limited term" label.

I would like to see CCSO take the lead role in correcting this problem within the Department, and continue supporting these supervisors regardless of the ridiculous label that has been applied to them.

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