

CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION, INC.

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WEEKLY UPDATE

To: State Board
From: Pat Le Sage, Chief Operations & Financial Officer
Date: November 19, 2004

PLEASE POST ON BULLETIN BOARD
AND DISTRIBUTE TO
CCSO MEMBERS VIA THEIR
INSTITUTIONAL MAIL BOXES

Friday, November 12th CCSO had a meet and confer with YACA, DPA and CDC over the Employee Disciplinary Matrix. There has been no date scheduled, as yet, to implement the matrix. Meet and confers with other groups are still in progress and YACA/DPA/CDC will take the matrix back to SPB and Judge Henderson for review. It appears the matrix will not be implemented until the early part of next year. We brought to the attention of YACA/DPA/CDC that the first page only references Supervisors and sworn staff without referencing Administrators, Managers and Wardens in regard to being held to a higher standard of conduct. Everyone concurred this needed to be revised to reflect Administrators, Wardens and Managers. CCSO Administrative Field Services Representative Ford Canutt detailed the necessity to include LOI (Letter of Instruction) in the legend for penalty, as the ranges to many of the penalties did not allow enough latitude. Mr. Canutt pointed out in the failure to report misconduct by another employee was too high in the current matrix penalty and needed a broader range. He provided an example of an employee not reporting food given to an inmate as a minor misconduct. CCSO also pointed out that there were no consistencies in penalty ranges. Solicitation of prostitution had a penalty range of 6, 7, 8, and 9 whereas dangerous or negligent driving with collision and injuries penalty range was 4, 5, 6, 7, and 8. It appeared to CCSO that personal morals had been brought into play on determining penalty ranges. DPA/YACA/CDC concurred that area needed to be reviewed closer. Mr. Canutt cited that misuse of weapon(s) and non-use of weapon(s) needed to be separated into different categories. An example of an employee using a weapon to hit an inmate (misuse) is a far cry from not using a weapon. Penalty ranges need to be revised for these two areas.

CCSO brought to the attention of DPA/YACA/CDC that the matrix referenced the "Penalty Justification Form" shall be retained in the disciplinary Lieutenants Adverse Action File for seven (7) years was incorrect. This language should be revised to 3 years versus 7 because Penal Code and Government Code cite 3 years. DPA/YACA/CDC concurred that they would review this area.

DPA Officer Tim Virga informed us that a disciplinary Lieutenant position would be created. The new position will not be the ERO but will work with the ERO. He could not provide a date when this new position will be created.

Overall the meet and confer went well and we will closely monitor the changes as they occur to the matrix. Since changes are occurring, I have taken it off of the CCSO website until it is finalized.

RECEIVED VIA EMAIL FROM FRANK CERECEDES, CHAPTER 31 PRESIDENT AND MEMBERS OF CHAPTER 31 CSP-SQ:

"Jill L. Brown was appointed Warden of San Quentin State Prison, Friday, November 5, 2004. The CCSO Chapter at SQ is pleased with this appointment. Jill has proven herself to be an honest and sincere individual who has the employee's best interest at heart. I have dealt with Jill during her acting position and have found her to be an individual of her word. Jill has made several positive and concrete decisions relative to supervisory staff that have made her a well respected and viewed by many as a compassionate and progressive individual.

The SQ Chapter and myself look forward to working closely with Jill in the future. The SQ Chapter welcomes her leadership and congratulates her on her most deserving appointment as Warden of San Quentin State Prison. It should be noted that Jill is only the second female in the history of San Quentin to have been appointed to Warden of SQ. Congratulations go to Jill L. Brown, Warden, San Quentin State Prison.”

Governor Schwarzenegger announced on November 5th the following appointments:

Jill Brown, 54, of Marin, has been appointed Warden for San Quentin State Prison. She has more than 20 years experience within the Department of Corrections. She has served as Acting Warden at San Quentin since May 2004. Ms. Brown began her service with the Department in 1977. She served at the California Training Center as Chief Deputy Warden, Associate Warden and also as an Employee Relations Officer within the Department. Ms. Brown also served as Business Services Manager at both San Quentin and the Correctional Medical Facility.

Dawn Davison, 48, of Rancho Cucamonga, has been appointed Warden for the California Institution for Women (CIW). Ms. Davison began her career with the Department in 1986 serving as Personnel Supervisor and Staff Services Analyst at CIW. She served as Associate Warden at Los Angeles County State Prison from 1997 to 2000 and at the California Rehabilitation Center in Norco from 2000 to 2002.

Charles M. Harrison, 46, of El Centro, has been appointed Warden for Los Angeles County State Prison, where he has served as Acting Warden since 2003. Prior to serving as Acting Warden, Mr. Harrison served in several capacities as Lieutenant; Captain; Associate Warden; Chief Hearing Officer and Chief Deputy Warden at Centinela State Prison. Mr. Harrison began his career with the Department of Corrections in 1982 as a Correctional Officer at the California Institute for Men.

Scott Kernan, 43, of Sloughhouse, has been appointed Warden for Sacramento State Prison (New Folsom). He began his career with the California Department of Corrections in 1988 as a Correctional Officer. Mr. Kernan most recently served at Mule Creek State Prison as Acting Warden and previously as Chief Deputy Warden. Prior to that, he spent eight years serving in various roles at the California Medical Facility including: Public Information and Employee Relations Officer; Correctional Captain; and Facility Captain.

Richard Kirkland, 52, of Crescent City, has been appointed Warden for Pelican Bay State Prison. He began his career at Pelican Bay in 1993 serving as Correctional Administrator in the Business Services, Central Services, Security Housing, General Population and Health Care Operations Divisions. Mr. Kirkland took the position of Chief Deputy Warden in 2003 and most recently served as Acting Warden. Prior to his service at Pelican Bay, Mr. Kirkland was the Construction Project Director for the Department of Corrections.

CYA:

The CCSO Supervisors were excited when Governor Arnold Schwarzenegger toured N.A. Chaderjian Youth Correctional Facility in Stockton on Tuesday, November 16th. The Governor announced after his tour the settlement regarding a suit against CYA.

Sacramento Bee November 16, 2004:

“Donna Brorby, a San Francisco lawyer now specializing in mediation and arbitration, will be named Special Master in a taxpayer’s lawsuit against the CYA that the state appears to have settled with the Prison Law Office and other plaintiff’s lawyers.

Administration officials declined to comment on the appointment or the settlement. The plaintiff’s lawyers also refused to comment.

Ms. Brorby, however, confirmed in a telephone interview Monday that she has agreed to oversee the case in which the CYA has been criticized in expert reports for the danger its facilities pose to its wards and for the failure of its health, education and sex offender treatment programs to meet their objectives.

Ms. Brorby said that despite her background as an inmates’ rights lawyer, she intends to bring a “neutral perspective” to her role. As Special Master, she will oversee the CYA’s progress in fixing its problems and report back to Alameda Superior Court, where the taxpayer’s lawsuit was filed in January 2003.

She said she hopes to help the plaintiff’s lawyers and the CYA arrive at mutual goals; to provide the state’s estimated 4,000 wards with safe and secure settings so they can be rehabilitated.”

The next weekly update will be December 3rd due to the Thanksgiving holiday.

Thought of the Week: “A free society is a place where it’s safe to be unpopular”. Adlai E. Stevenson, Jr.

On behalf of the CCSO State Board and staff, I want to welcome the new members who have joined CCSO this week. Member count is 2349.

May everyone have a safe Thanksgiving with family and friends.

Drive safe.