

California Correctional Supervisors Organization, Inc.

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PLEASE POST ON BULLETIN BOARD AND DISTRIBUTE TO

CCSO MEMBERS VIA THEIR INSTITUTIONAL MAIL BOXES

WEEKLY UPDATE

To: Chapter Presidents, PAC, and Recruiters
From: Pat Le Sage, Chief Operations & Financial Officer
Date: August 27, 2004

CDC Director's Meeting

The CCSO State Board and Executive Staff met with CDC Director Woodford and her administrative team on Friday, August 20, 2004 . Director Woodford stated she is committed to bring back the leadership role of supervisors during an emergency. She believes emergency response training should be scheduled on a regular basis. There was general consensus that more training is necessary, but currently CDC is prioritizing training due to available funds. CDC is well aware that in 2006 with the retirement formula of 3.0 at 50, there could be approximately 800 retirees. Thus, CDC wants to kick up necessary training before the mass of expected retirements, contingent of course, on funding from legislators.

Chief Financial Officer Wendy Still informed CCSO of the position authority distribution that funded for the first time training, military, bereavement, and the Family Medical Leave Act. This she noted was a true positive. There will no longer be various formula values within the Post Assignment Schedule. Correctional Sergeant posts that require full relief will display a value of 1.76, and Lieutenants will display a value of 1.77. CCSO will be providing all Chapter Presidents, next week, a copy of the detailed position authority distribution. If you want to check out the details, please contact your Chapter President or call the main office at 1-800-449-2940.

Discussions touched on the plight of the Fire Chiefs and their additional duties as Health and Safety Officers without sufficient training to assume the new duties. CCSO will be scheduling a meeting with K. Wong of CDC to review training at the upcoming Fire Chief conference. CCSO will be contacting a few Fire Chiefs in the next few weeks to ascertain key areas where training has not been provided. CDC is currently working with CAL OSHA on required training for Fire Chiefs.

CCSO urged CDC to encourage communication and utilize the grievance conference versus elevating issues too rapidly. Director Woodford concurred that communication can resolve issues at the lowest level many times. She will issue a memorandum to emphasize grievance conferences for supervisors, and speak to the wardens at their next conference call meeting.

CCSO addressed the recent language in the BU6 contract relating to Chapter Presidents being released one day per week to address labor/management relations and grievance issues. CCSO is not opposed to this language, but found three supervisors (excluded employees) who are CCPOA Chapter Presidents representing rank and file issues. Since this is a violation of Government Code 3529, CCSO brought it to the attention of CDC for rectification. CDC Labor Relations Deputy Director Jackie Cervantes informed us that all wardens and ERO's would be noticed verbally and in writing that at the three institutions, where supervisors are CCPOA Chapter Presidents, a change would be necessary. The CCPOA Supervisory Chapter President will have to give his/her authority to a rank and file officer for release time, in order for that rank and file

officer to discuss rank and file issues with local administration.

CCSO stated that safety for employees has always been a priority for our organization; however, the stab resistant vests are creating heat rashes (medical problems) for supervisors this summer, especially down south. Director Woodford directed CDC staff to bring this issue to the uniform committee. Furthermore, she will contact the uniform manufacturer to address the heat factor.

During open discussion, Deputy Director of Field Operations John Dovey asked CCSO what we thought about asps versus batons. CCSO responded that during an incident a baton is an outstanding weapon that should be kept in the ready room. Although a good weapon, it is bulky and easily mislaid, allowing an inmate to take it and use it against staff. CCSO State Secretary Gary Spears, who is also a baton Master Trainer, stated that a study on asps versus batons is almost completed, and would share it with CDC if they wanted to see it. He further informed CDC that many states, such as Illinois, have adopted the asps as they appear to be easier to train with and the cost is the same as using a baton. Director Woodford and Deputy Director Dovey thanked CCSO for their input and requested the study to be forwarded to them once it is completed. In conclusion, CCSO recommended using the asp versus the baton for daily use.

Overall, CCSO had a very open ended and honest meeting with CDC, and hope to develop on this relationship. Supervisors can achieve success through open dialogues with CDC administration. Director Woodford provided CCSO the new vision, mission, values, and goals for her administration (see below).

Welcome to the new members who joined CCSO this week.

Thought for the week: "Well-timed silence hath more eloquence than speech." ~ Martin Tupper

California Department of Corrections

Vision

We will end the causes and tragic effects of crime, violence, and victimization in our communities through a collaborative effort that provides:

- **Intervention to at risk populations**
- **Quality services from time of arrest**
- **Successful integration back into society**

Values

We commit ourselves to principled leadership – a set of core values that guide our behavior: Integrity – We conduct ourselves professionally, achieving the highest ethical standards. Accountability – We take responsibility for our actions and the consequences. Justice – Everyone receives equitable process and fair outcomes. Collaboration – Everyone supports mutual understanding of ideas, open exploration of our differences, and works constructively and cooperatively with our stakeholders. Employee Well-Being – We foster an

**environment that supports
professional development and
personal health.**

Mission

**To improve public safety through evidence-based
crime prevention and recidivism reduction strategies.**

GOALS

Organizational

Workforce Excellence : Ensure a well-trained, quality workforce

**Technology: Develop an information technology strategy and implement systems capable
of managing both current needs and anticipated growth**

**Risk Management/Organizational Effectiveness: Achieve organizational excellence in our
operations and systems**

**Legal Compliance: Develop preventive strategies to preclude class action suits and remedy
identified violations**

Programmatic

**Crime Prevention and Safety: Develop a comprehensive crime prevention program and
establish evidence-based research to determine the impact of offender programs within the
institutions and community to reduce criminality and victimization**

**Outreach, Partnerships, and Transparency: Seek out partnerships and develop meaningful
programs and processes to promote shared responsibility for community safety**

**Health Care Delivery: Ensure an organization design and accompanying systems to
provide efficient delivery of quality health care**