California Correctional Supervisors Organization, Inc.

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WEEKLY UPDATE

To: Chapter President, Recruiters and PAC
From: Pat Le Sage, Chief Operations & Financial Officer
Date: July 2, 2004

CCSO met with DPA in a general session, Tuesday, June 29 th and had an organizational CCSO/DPA meet and confer on July 1, 2004 . CCSO's meet and confer centered on bringing the exact raise and benefits to correctional supervisors as their respective bargaining group receives, plus an additional 2% or 3%. Youth Authority and Adult Correctional Agency Secretary Rod Hickman concurs with CCSO that supervisors should receive on July 1, 2004 a 7.5% pay raise, following on January 1, 2005 another 5% pay raise, and then on July 1, 2005 a 5% pay raise totaling 17.5% CCSO realizes this will not correct the lack of the 15% differential between the ranks, but it is a beginning. **To date, nothing is set in stone**, **but it looks as if** BU6 will receive 1/2 of their 11% negotiated raise.If CCPOA receives their entire 11% raise then CCSO wants the 11% plus an additional 2% to 3% for SO6 supervisors.

CCSO questioned when SO6 supervisors would receive the 5% that has been rolled over into RO6 officer's base salary, due to the elimination of 7k effective July 1, 2004 . (7k has ended, but officers will retain the 5% pay for walk-time and training.) DPA representative Frank Marr stated 7k has not been actually eliminated, but has been adjusted. I left the meeting with the feeling that CCSO may have to take this particular issue through the courts. CCSO recommended, if DPA did not give SO6 supervisors the 5% pay regarding the 7k, that DPA consider adding another step to the SO6 salary range. DPA will take that under consideration.

The DPA representative stated that it was highly probable that employees would have to begin paying the 5% retirement contribution effective October 1, 2004 . However, it is also highly probable that the PLP will end October 1, 2004 , and their 5% will then be moved into the employees base salary (This would create a wash).

Overall, the DPA meet and confer was actually positive, and there was a genuine concern for supervisors.

The general DPA meeting with DPA Director Mike Navarro, Chief of Labor Relations Julie Chapman, Assistant Chief of Labor Relations Dave Gilb, Chief Deputy Bill Avritt and Excluded Labor Relations Officer Frank Marr was informational and provided labor organizations the new philosophy of DPA. Director Navarro stated, "Excluded employees have been an afterthought. DPA will no longer consider excluded employees as an afterthought." He further stated that he believes a cafeteria style of compensation benefits should be looked into for excluded employees versus focusing on individual benefits. Navarro stated that people have different needs.

State budget negotiators and the largest state workers union agreed Sunday to a change in the state pension system that will not cut into employees' retirements but that officials predict will save the state $2.6 billion over the next two decades. Under the new plan, state workers would not become a part of the California Public Employees' Retirement System for two years. In the first two years that they work for the state, employees would sock away 5 percent of their income, before taxes, into an interest-bearing account administered by the state. The state would not pay anything toward the employees' contributions. After two years, workers could then choose to use the money accrued in their accounts to "buy back" the pension they would have received for the two years of service. At this point, the state also would pay back its share as though the workers had begun the pension plan two years ago - an option that would not cost the workers any retirement benefits but also would not save the state any money. But budget writers believe that three out of four workers will choose another option after two years that would save the government from paying for two years of workers' pensions: to enter the pension system as though they were brand new workers and keep the money in the savings-type account or cash it out to help make a down payment on a home or pay off debt.

Thursday, June 24 th California state government terminated the hiring freeze for the first time in nearly three years. The Schwarzenegger administration is not extending the state's long hiring freeze after it expired on July 1 st. Instead, state agency heads will be able to decide on their own how to pare spending, according to the Governor's budget. It's also true that the state never really stopped hiring. Thousands of state workers were brought on board in the midst of hiring freezes imposed by Governor Arnold Schwarzenegger and his predecessor, Gray Davis . But in his 2004-05 budget, which is supposed to go into effect Wednesday, the Governor called for agency executives to make $150 million in generic cuts by continuing to freeze hiring or any other way they please. "It gives the agency secretaries flexibility to get those savings in the manner that they think is most appropriate for their agencies," said H.D. Palmer, a spokesman for Schwarzenegger's Department of Finance. "For some agencies, they may choose to achieve that through continuing the hiring freeze."

As of July 2 nd, the budget has not been passed, but is expected to go to the Governor within the next few days.

CYA Director Walter Allen’s confirmation that was set for June 30 th was cancelled. The Senate Rules Committee informed us that it would be rescheduled for sometime in August.

Welcome to the new members who joined CCSO this week. **CCSO office will be closed on Monday, July 5, 2004 because of the Fourth of July holiday.**

Thought for the week: **“Few things are harder to put up with than a good example.”**