

# California Correctional Supervisors Organization, Inc.

## "Supervisors Representing Supervisors"

Friday, November 18, 2005  
Weekly Update

### CCPOA Loss – CCSO Win:

On October 18, 2005, CCPOA's petition to compel arbitration that would override DPA and CCSO's settlement agreement; thus, allowing supervisors as observers in rank and file meet and confers was denied by Superior Court Judge Ronald Quidachay.

State President Rich Tatum stands by the belief that this court decision was justified. His philosophy is that Government Code §3529(c) should be upheld. Rank and file should not sit in as observers on supervisory issues and supervisors should not sit in as observers on rank and file issues. President Tatum believes supervisors need to be involved in supervisory issues, and rank and file need to be involved with their own issues. No commingling.

### Captains Meeting Update:

Brigid Hanson, CDCR Assistant Secretary of Adult Operations, informed Chief Operations & Financial Officer Pat Le Sage on Tuesday, November 15<sup>th</sup> via an email that the issues brought forward by the CCSO Captains Steve Vance and Gene Nies, State Board Member Chris Gold, and Attorney Paul Goyette at the meeting on November 3<sup>rd</sup> regarding a lack of communication between CDCR and its managers have been brought to the attention of Chief Deputy Secretary Joe McGrath. Mr. McGrath will be addressing the communication concerns with the Wardens to ensure their communications include the respective management levels (Captains, Lieutenants, and Sergeants) at the institutions. Brigid Hanson cited that both Mr. McGrath and Secretary Rod Hickman, as well as other Executive leadership have been a presence at the Adult and Juvenile worksites and will continue to make their presence known at institutions. Furthermore, when they are at an institution they are making sure the management team (inclusive of Captains) has occurred.

She updated CCSO on the 3.0 at 50-year retirement formula, and the managers pay increase by stating that CDCR is voicing their concerns at the appropriate times.

CCSO has also been quite vocal in voicing our concerns, over these issues, to DPA, CDCR and the Governor's Office. CCSO hopes to have word, on DPA's decision by the end of this month.

### Recommended Pay Raises for Medical Personnel:

Court appointed expert John Hagar recommended pay raises for medical workers, effective next month, and proposed to drastically streamline the "cumbersome, bureaucratic" hiring procedures in an attempt to bring qualified doctors and nurses back into the prison medical system. Currently, the report cited vacancy rates among staff physicians had doubled since last spring – to more than 30%. Several prisons operate with a physician vacancy rate of 50% or higher. The rate among chief physicians and surgeons is 65%. At PVSP, one physician must be available to 6000 inmates. Nurses have a 36% vacancy rate and there is a 53% vacancy rate in supervisory nursing positions. **Highlighted recommendations for prison medical reform:**

1. Put qualified people in charge of urgency reforms;
2. Raise recruitment or retention pay for medical personnel, setting doctors' base pay at \$12,519 a month;
3. Recruit nurse practitioners to fill physician vacancies;
4. Act on medical job applications within 15 days.

The report cited four components that lead to CDCR's failure to hire and retain adequate health care procedures:

1. Inadequate Salaries
2. The Broken CDCR Hiring Process
3. Failure to Protect Recently Hired Clinical Personnel (No formal clinician mentoring systems)
4. Failure to Hire and Retain Mid-Level Providers

The report has been mailed to all CCSO members employed in the medical divisions, and can be viewed by other interested individuals by going to our website [www.ccsonet.org](http://www.ccsonet.org), early next week. We will have it under news and current issues at the left column.

### **Bylaw Revision:**

The Bylaw revision to revise the CCSO bylaws to reflect the new agency name: California Department of Corrections and Rehabilitation was voted on by the State Board on October 14, 2005 and ratified by 14 Chapter Presidents on November 11, 2005. CCSO thanks the following Chapter Presidents for taking the time to review, ratify and return their ratification vote back to the CCSO office before the deadline: Harold Hughes (DVI), Daniel Wirth (CIM), Bill Nelson (CCI), Tim Borem (CAL), Mike Krinock, Jr., (CIW), Bob Trujillo (FOL), Bruce Carter (WSP), Terol McCullar (CTC), John Alves (RET), Fred Schroeder (SAC), Pat Santiago (CTF), Bob Brisco (CCC), Ross Moore (CHAD), and Daniel Smalls (CVSP).

### **CDCR Video Training Over Expenditure:**

A hearing on government waste at the State Capitol heard stories of missing government cars, stolen laptop computers, and employees who "fudged" their time cards and work schedules. One major concern to the committee revolved around CDCR's half million-dollar project to make training videos. In a royal mix-up, Senator Jackie Speier told CDCR that "By your own admission you should've probably paid \$100 for the DVD instead of \$500,000 for a lot of equipment that you didn't even have access to." CDCR has canceled the video project.

### **CCSO Election for State Board Positions:**

You should have received your election ballots by now, as they were mailed last Thursday to the home addresses of members. Unfortunately, many members forget to contact CCSO headquarters when they move and may have not received one as yet. If you have not received your election ballot, please contact your Chapter President as we have provided extra sealed ballots to every Chapter President. You may also call our office at 800-449-2940 and we will be happy to mail you another one. This is an important election, as the State President position will be decided and holds a four-year term. We ask all CCSO members to VOTE!

### **Welcome New Members:**

The CCSO State Board and staff, welcome the new members who have joined CCSO this week.

### **Thought for the Week:**

"Thanksgiving Day is a jewel, to set in the hearts of honest men; but be careful that you do not take the day, and leave out the gratitude". – E. P. Powell

**Our next Weekly Update will be December 2<sup>nd</sup>, as this office will be closed November 24<sup>th</sup> and 25<sup>th</sup>.**

**Hope your Thanksgiving is Safe and Deliciously Fulfilling!**

