

California Correctional Supervisors Organization, Inc.

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“Supervisors Representing Supervisors”

WEEKLY UPDATE - FRIDAY, DECEMBER 9, 2005

By: Pat Le Sage, Chief Operations & Financial Officer

CDCR Quarterly Meeting with CCSO on Thursday, December 8th:

CCSO State Board and the CCSO Executive Staff had its quarterly meeting with CDCR Chief Deputy Secretary of Adult Operations Joe McGrath, Pat Boyd, who is the Assistant to Chief Deputy Secretary of Juvenile Justice Bernard Warner, and department heads from the Executive Staff of the Secretary's Office of CDCR. CCSO brought to the table safety and health issues at CMC with their insufficient lighting, CCI's Unit 2 lighting, and the CRC asbestos and deterioration of buildings at that institution. A CDCR representative informed us that there was a plan at CMC to improve lighting but they ran out of funding. President Tatum informed CDCR that he had toured CMC, CCI and CRC and was appalled at the dangerous and unhealthy working conditions for staff. CDCR representatives responded that money was an issue, and they were in the process of requesting funding for special projects in the 2006/07 Budget. CCSO will have our own lobbyists look into these areas, and lobby on behalf of CDCR to acquire necessary funding to rectify the lighting, asbestos, and deteriorating buildings at the cited institutions. President Tatum told Joe McGrath that lighting scaffolds might be in storage at CMC. Brigid Hanson, Assistant Secretary of CDCR stated she would direct health and safety to review these areas at the three institutions.

The SA recommendations that CCSO and other labor organizations proposed earlier this year will be discussed at a managers meeting with Secretary Hickman next month. Mr. Hickman will then make the final revisions.

The supervisors' sick leave policy that was presented to CDC a few years ago has been considered by CDCR according to Tim Virga, and some areas of the policy that we submitted has been incorporated in the new sick leave policy that CDCR has drafted. The sick leave policy needs to go to DPA for review and then back to CDCR before it is completed. Joe McGrath stated the sick leave policy that ultimately will go into effect would be one system that applies to all employed in corrections.

The newly revamped CPOST now called the Correctional Standards Authority (CSA) will present to CCSO a presentation whereby we will provide input on training from the standpoint of supervisors and managers. Brigid Hanson will set up a meeting between CCSO and Karen Stall of CSA.

The vacancy rates at VSPW and KVSP were highlighted as unsafe. Dave Runnels, Deputy Director, Division of Adult Institutions (A), agreed that the vacancy rates are high. He stated that the problems were only going to become worse, and that he is asking administration from all institutions and labor organizations to submit recommendations that may alleviate the problems arising from the high vacancies and increasing inmate population. Dave Runnels informed us that there are **1000+ inmates who will enter the institutions** and it was estimated by Joe McGrath that it would take **at least 3 years to correct the high vacancy rate**.

Solutions, thus far, are three contracts with community colleges to offer correctional officer courses. The major problem besides training new recruits is the slow process to clear new officers through the background check. Dave Runnels stated **12 hour shifts and modified programs where all programs are run on 2nd watch might be some alternatives**.

CCSO –Chaderjian Chapter President Ross Moore and State Board Member from the Juvenile Division Art Gonzales Jr. discussed the lack of training for supervisors in youth authority. The Supervisory Log Book in

the Juvenile Division has not been implemented at all institutions because there has been no training as yet. Additionally, there has been no training on the new Use of Force Policy or many classes given to supervisors in the Adult Division has not been given to supervisors in the Juvenile Division. Ross Moore questioned when Chaderjian would have a superintendent and questioned the lack of equitable Executive Officer of the Day (EOD) compensation. (The EOD is the equivalent to the Adult Division's AOD).

CCSO brought up the problems arising with the Administrative Officer of the Day because there appears to be no standardization within institutions on how they are being compensated. Tim Virga remarked that FLSA prohibits compensation for AOD or EOD. Joe McGrath, however, stated there could be a level of standardization, and he would look into the matter.

Brigid Hanson responded that CDCR is in the final stages of a program for Leadership training and Leadership Challenges. She directed a review of the training needed for supervisors in the Juvenile Division.

State Board Member Chris Gold presented the need to have consistent training regarding CPR. Supplies are being purchased that may not be acceptable by the latest provider. He emphasized the need for CDCR to make an effort today to standardize this training and secure all instructors are training the same procedures. Board Member Gold also addressed the necessity of open communication between CDCR administrators and its management team.

Joe McGrath responded that he wants to “empower supervisors.” He fully understands the position supervisors are facing when they write up an officer. Supervisors find they are caught between the officer's union or may not receive the support of the Warden. **Mr. McGrath wants to begin in January, 2006 monthly conference calls where 12 to 15 supervisors and managers are updated by himself and John Dovey on current institutional issues. Supervisors and managers will have an opportunity to share ideas and/or problems during these conference calls. The 12-15 supervisors would change each month, in order that all supervisors and managers have an opportunity to be a part of this interaction.** Joe McGrath invited CCSO to be a part of these telephone conference calls. CCSO representatives believe this is a move in the right direction in opening up communication.

State President Rich Tatum informed CDCR representatives of poor relationships between the Wardens and the CCSO supervisors/managers at Wasco, KVSP, CTF and CVSP. He cited some specifics, which could have been corrected amicably but were handled unprofessionally. President Tatum stated that CCSO believes in a good working relationship with administrators and have good relationships with the majority of Wardens. However, these four institutions appear to be working against their own supervisors/managers and do not want to work with CCSO to resolve the issues. President Tatum requested that Joe McGrath investigate the problem before it became a problem that CCSO would have to elevate outside of CDCR. President Tatum said that CCSO managers/supervisors at these institutions were not working under an administration that allowed for the kind of communication or empowerment of supervisors/managers that Mr. McGrath wanted them to achieve.

Issues cited above will be monitored by CCSO and communication will remain open in order to rectify them. The next quarterly meeting will be scheduled in March 2006. However, there will be on-going meetings with the individual departments to monitor the issues we brought to this meeting.

The hiring and training of new recruits has begun, but the process is slow; therefore, **CDCR is accepting all recommendations to help this dire situation. We ask our members to submit recommendations that this office will forward to Joe McGrath regarding proposals to handle the increasing inmate population and the high staff vacancy rate.**

President Tatum Invited to CDCR Meeting:

President Tatum was invited by CDCR Assistant Secretary Brigid Hanson to attend a meeting on Wednesday, December 7th to discuss issues surrounding the upcoming execution, number of vacancies in the

institutions, and the inmate population. Deputy Director, Division of Adult Institutions (A) Dave Runnels, Chief of Labor Relations Tim Virga, and Labor Relations Manager Randy Fisher, updated President Tatum on security procedures that will be put into place and informed him of the intelligence that has been in progress since October regarding the execution of Stanley "Tookie" Williams. President Tatum reported that CDCR is taking a pro-active approach to safeguard all involved if this execution takes place. Details on the safeguards taking place will not be reported in this weekly update for the safety of all involved.

Mr. Runnels addressed the increasing inmate population and cited an approximate 1000+ inmates are expected to enter the institutions. There are not enough beds or staff to handle this population. He informed President Tatum that 12-hour shifts might be a solution until the vacancies are filled. The increasing inmate population, combined with the enormous vacancy rate cannot be corrected overnight. Training and hiring officers will take time, and the burden will be a heavy one for custody employees.

Dave Runnels stated the need to fix the cumbersome process at the reception centers, which is causing inmates to remain at the reception centers too long. He said that reception centers should ascertain the inmates profile and then move the inmate to the designated institution where medical etc. can be given. The medical needs of inmates do not have to be given at the reception centers. President Tatum recommended that reception centers should all be treated as level 4 institutions.

CCSO thanks Mr. Dave Runnels for this informative meeting with President Tatum on upcoming pilot programs, procedures and in depth correctional issues prior to being officially noticed as an organization. This open interaction is a step in the right direction for CDCR and the labor organizations working hand in hand to secure the safety of staff in a most trying period.

Governor Responds to Judge Henderson:

Governor Schwarzenegger's administration responded Friday, December 2, 2005 to a sharply worded opinion from U.S. District Judge Thelton Henderson about its handling of inmate health care in state prisons by stating they had appointed an official to oversee a system blamed for inmate deaths.

Judge Henderson ordered the state to immediately increase prison doctors' wages 10% to about \$154,000 annually and increase prison nurses' pay 18% to approximately \$84,000 a year.

Bruce Slavin, CDCR attorney, stated the department might need an additional order from Judge Henderson before it can spend money beyond its budget.

Legislators Give Themselves a Raise:

California legislators gave themselves a 12% pay raise that took effect Monday, December 5th. Their annual salaries will increase to \$110,880 and make them one of the highest paid state legislators in the country. Three Central San Joaquin Valley legislators are among 16 legislators who intend to decline the pay raise citing the state's lingering budget problems.

No News on 3.0 at 50 Years:

There still has been no decision made by the Governor regarding the inclusion of S06 and M06 in the new retirement formula effective January 1, 2006. The retirement issue is part of other benefits and wage increases that the Governor is reviewing for all state employees. Unfortunately we must wait, until he makes the decision on the entire package. This wait is difficult, but we will notify our members as soon as it is released.

Welcome New Members:

The CCSO State Board and staff, welcome the new members who have joined CCSO. The growth of this organization makes your voice loud and clear in Sacramento.

Thought of the Week:

“Efficiency is intelligent laziness.” – Anonymous



Happy Holidays from All of Us at CCSO!