

California Correctional Supervisors Organization, Inc.

1481 Ullrey Ave., Escalon, Ca. 95320 PH: 1-800-449-2940 FAX : (209) 838-6759

“Supervisors Representing Supervisors”

WEEKLY UPDATE - FRIDAY, DECEMBER 2, 2005

By: Pat Le Sage, Chief Operations & Financial Officer

CCSO State Board and staff hope everyone had an enjoyable Thanksgiving celebration. It is a holiday, where family, friends, and good food all come together allowing us to remember the good things in our life.

Passing of Sgt. Luisa M. Garcia, CMF:

It is with sadness that we must report that CCSO member, Sgt. Luisa M. Garcia from CMF died on Thursday, November 24th. Sgt. Garcia was only 25 years old. A mass was held on December 2nd at the Holy Spirit Church in Fairfield, California. We have contacted her Aunt, as Luisa was not married to assist in any way possible. May God bless the family Luisa leaves behind, and may she be welcomed into paradise.

State Board Member Chris Gold Reports – Mr. Dovey’s Visit to CSP-SAC:

“On behalf of the California Correctional Supervisors Organization (CCSO), I want to personally thank the Director of Adult Programs John Dovey for coming out to CSP-SACRAMENTO and speaking with staff. Even though it was the day before Thanksgiving and he had a very busy schedule, Mr. Dovey was quick to respond to my request, as a member of the CCSO State Board to visit CSP and address staff. Mr. Dovey made it abundantly clear from the Administrations (headquarters) standpoint that we have their support, and the hard work from all of our department's staff is greatly noticed and appreciated. Mr. Dovey also made it clear there are many new changes coming about in our department, and they would do everything possible to fill the void of information to staff working at the prisons, which is greatly appreciated.”

Upcoming CDCR Meeting:

Next Thursday, on December 8th, the CCSO State Board and Executive Staff will be meeting with CDCR Executive staff regarding a number of issues that we have introduced during this last year, and on issues for the upcoming year. Safety is a top priority for CCSO, and we will continue to stress the need for safety combined with training which is the key factor in addressing new procedures.

There are issues that CCSO will present to CDCR that focus on support by their administration when we take our funding issues to DPA in 2006. CCSO will schedule a DPA meeting the early part of next year to address a lopsided pay scale in many supervisory and managerial positions compared to the rank and file employees being supervised by those positions. The clerical supervisory positions, medical, cook, and other excluded employee positions desperately need to have raises because they have not been given raises or even COLA's in three to five years. Along with these positions, CCSO will present enhanced pay wages, benefits and working conditions, of course, for the custody supervisors and managers that work in corrections. In June 30, 2006 S06 supervisors will receive .9 per cent pay raise that is comparable to what the R06 employees will receive. CCSO will ask that SO6 and MO6 receive an additional pay raise, over and above the .9% because of the compaction issue that remains. In the next few months, CCSO will specify in detail what we are bringing to DPA for excluded employees working in corrections.

Superior Court Judge Ruled Against CCPOA:

CDCR filed a lawsuit this summer to enforce their labor agreement with CCPOA, which would enforce a cap of 10,000 hours donated for union business. Currently, CCPOA has over 120,000 hours donated to their time bank. In June, an arbitrator ruled in favor of CCPOA citing that the contract had no cap on hours because of a side agreement. However, Judge Chang ruled against the arbitrator and ruled the contract is the only relevant document.

LAC (A) Warden Demoted:

Acting Warden Charles Harrison of Lancaster was found “not qualified” to continue as Acting Warden of LAC after completion of a formal review conducted by the Office of the Inspector General. There has been controversy over a sexually explicit comedy performance containing racially offensive material that was presented to inmates earlier this year. Robert L. Ayers, Jr., has been appointed the Acting Warden.

Local-Chapter Board Nominees:

Members in Chapters 17 through 35 should be receiving nomination forms in the mail regarding their local Chapter Board positions. If you are interested in becoming a CCSO local representative, please put your own name or someone you know is interested, on the nomination form. Mail your nominee selections back to our office by December 29th.

State Board Election:

If you have not voted for the open State Board positions yet, now is a good time to vote. Election ballots were mailed out on November 10th. If you did not receive one, please contact our office. The deadline for the State Board election in progress is December 15th.

3.0 % at 50 Years Retirement Formula – Jan. 2006:

DPA has gone to the Governor regarding the 3.0% at 50 years new retirement formula that is scheduled to become effective for RO6 on January 1, 2006. There is no word, as of yet, but a decision by the Governor should be made within the next few days. As soon as the decision is made, CCSO will put it out on our information line and get it out to our Chapter Presidents. All members will be notified via a mailing to their residence.

Governor Selects Two Officials to Reform Medical Issues:

Federal Judge Henderson in San Francisco has ordered the Governor to pay for emergency reforms. The Judge warned State lawyers that he'd convene a hearing on a contempt motion in a few weeks unless the Governor delegated someone to cut through the red tape and make real changes.

Governor Schwarzenegger named two health care administrators, Monday, November 28th, to help reform the State's medical issues within prisons. Dr. Peter Farber-Szekrenyi of Sunol was appointed Chief of the Division of Correctional Health Care Services, and Darc Keller of Folsom was named Assistant Secretary for Health Care Policy.

Status Report on Juvenile Justice Reform Released:

The status report on Juvenile Justice Reform was released on Thursday, December 1st. The full report can be obtained by going on the CCSO website ccsonet.org and checking under current issues which will take you to the link. Chief Deputy Secretary, Juvenile Operations Bernard Warner stated, “we’re going to change the facility (N.A. Chaderjian) to more of a treatment facility. We’ve drawn down the population there and seen some good results...but in the short term, there are no other options for the 350 youths there.” The department proposes to build a “prototype juvenile corrections facility” at the Stockton site.

The highlights of the report are:

Safety & Welfare Plan

- The concept of “general population” will be eliminated. Every youthful offender committed to the Division of Juvenile Justice (DJJ) will be provided rehabilitative treatment in order to reduce his/her risk to re-offend.
- Living unit size in *existing* facilities will be reduced to no more than 36 on single room units, 38 on open dorm units, and 24 on behavior treatment programs.

- DJJ will consult with nationally recognized experts to assist in design, development and implementation of additional rehabilitation/treatment interventions, specifically in the areas of violence reduction, gang integration, substance abuse/dependence, normative culture and interventions designed specifically to meet the needs of female offenders.
- Potential service providers will be identified to implement appropriate rehabilitation/treatment programs for female offenders, including secure placements outside of DJJ's facilities.
- Dedicated positions will be established for developing and monitoring individual case plans.
- Staffing coverage for custody/behavior management functions will be enhanced to ensure a safe environment that promotes a “normative culture” with restorative justice principles.
- Rehabilitation/treatment interventions will be developed and implemented by outside subject matter experts. In the long term, DJJ will explore developing in-house staffing classifications to provide these interventions.
- Re-entry planning will be incorporated into individual case plans from the time a youthful offender arrives.
- Dedicated positions will be established to address the needs of victims and to ensure that victim impact is included in youthful offender programming.
- Staff training will be required, implemented, and monitored.
- Outcome measures will be transparently recorded, tracked, and reported.
- Realistic implementation will require phasing in over several years and addressing facility needs.

Mental Health Plan

- In consultation with national experts, DJJ will begin development of and implement a new mental health assessment protocol from intake to transition to the community, with aligned treatment activities that are evidence-based and target each youth’s individual diagnosis.
- The population on existing residential mental health treatment programs will be reduced to no more than 30, with enhanced staffing and a focus on utilizing new classifications and licensed mental health professionals.
- Several additional residential mental health programs will be phased in over several years.
- Services to youth on suicide watch and those requiring acute care will be improved to national standards with the availability of direct, one-to-one supervision to decrease isolation and assist in safe reintegration.
- DJJ will develop an Intensive Needs journal series for use by all youth with identified needs (i.e. Exiting Gangs, Anger Management, Rational Thinking and Behavior, Parenting, Victim Awareness, Coping with Trauma and Alternatives to Violence).

- DJJ will develop a new organizational structure in Health Care Services that will improve and monitor the delivery of mental health services, supervise professional staff, and initiate quality management and peer review practices.
- DJJ will introduce a dedicated mental health training team to identify training resources, develop curriculum, facilitate team building and training of staff on mental health programs, ensure professional development, and ensure the adequate skill set of all staff working with youth.
- DJJ will improve the Individual Treatment Planning process for all youth with mental illness as a tool to direct the focus of treatment and identify specific research-based interventions.
- DJJ will develop a certified Psychology Intern Program to expand on services to youth and develop a process for recruiting and retaining professional staff.
- DJJ will develop collaborations with research institutes and universities to train professional staff, share resources and assist in the hiring of hard to recruit classifications.
- DJJ will improve and expand efforts to engage families and guardians of youth in the assessment, treatment delivery and transition processes.

Welcome New Members:

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

Thought of the Week:

“To have a right to do a thing is not at all the same as to be right in doing it.” – G. K. Chesterton