

**WEEKLY UPDATE  
April 15, 2005**

**CYA Meet and Confer: Supervisory Log Book and CHAD Seniority Assignments**

CCSO met and conferred on Thursday, April 14<sup>th</sup>, over the CYA Supervisory Logbook that will be implemented on June 1, 2005. Steve Cambra and Karl Larsen developed this policy to enhance supervisory contact with subordinates. Daily contact and brief comments will be documented and used for performance reports. CCPOA agreed in their contract to have rank and file officers be contacted by their supervisor and notes documented in the logbook. The logbook will be purged at the end of each year. CYA believes this will provide input to write up a meaningful performance report. The majority of law enforcement agencies maintain a supervisory logbook, which has proven to enhance interaction between supervisor and officer. On Wednesday, April 27<sup>th</sup> there will be training for master sergeants from all CYA facilities. Management will be instructed to allow time for first line supervisors to accomplish this task of contacting officers. CCSO has a copy of the policy and will provide it to our members upon request (call 1-800-449-2940).

This logbook will provide supervision and direction to subordinates on a daily basis. Training management releasing first line supervisors to accomplish this directive is essential in order for this to be successful. CCSO concurs with CYA that rank and file officers need to start interacting more with wards and supervisors need to start interacting more with the officers they supervise.

Overall, the meet and confer over the logbook went smoothly. CCSO will review in detail and provide necessary input.

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Unfortunately, the meet and confer with CYA over Chaderjian and DeWitt seniority assignments for supervisors was not fruitful. CYA has taken the stand that rank and file chapter presidents can sit in meetings and discuss supervisory issues. CCSO opposes this action by CYA. A rank and file chapter president speaking on supervisory issues is both absurd and a violation of government code. Therefore, CCSO will utilize the court system to establish procedure in CYA where supervisors speak for themselves and are listened to by management. A rank and file representative is not acceptable. Although the court system is a lengthy process, CCSO State President Tatum has decided to take on these issues in that forum. It is unfortunate as it will be an expense to both CYA and CCSO that could be avoided. We ask our CCSO supervisors to hang in there with us because it's going to be a rough ride. But when the ride is over, you will have a voice in CYA.

**CCSO Scholarship Deadline**

The CCSO Scholarship deadline is **April 30, 2005**. We have not received any applications. If you have a high school senior with a 3.0 GPA contact us today or download the application from our website [www.ccsenet.org](http://www.ccsenet.org).

**Appointment of Interim Acting Warden: CIM**

Tom Selker was appointed as the Interim Acting Warden of CIM. He is a former administrator at High Desert State Prison. Tom Selker will replace on an interim basis Warden Lori DiCarlo as she has been placed on administrative leave after the stabbing of Officer Gonzalez.

### **State Employees No longer Entitled to Juror Pay**

State employees who serve on jury duty are no longer entitled to juror pay. This change took effect August 16, 2004, with passage of SB 1102 (Chapter 227, Statutes of 2004), which amended the Code of Civil Procedure Section 215.

Superior Courts in California now instruct jurors that they must fill out a jury fee waiver form if they're a government employee who is receiving their regular compensation while on jury duty. "Regular" compensation refers to what an employee would receive from the employer, regardless of whether the employee was scheduled to work on the day(s) of jury duty.

This means State employees will no longer receive a check from the court that previously they were required to turn over to their employer. However, they may keep any check received from the court for mileage costs, which the courts continue to pay to employees who serve more than one day of jury duty.

DPA Rule 599.672 will be amended to reflect this change.

### **Fire Chief Meet and Confer**

The Fire Chief meeting held April 8<sup>th</sup> was informative. Fire Chief Joe McAtee has been selected as the Headquarters Fire Chief. He will be the contact person at headquarters. Chief McAtee is a CCSO member and we are pleased that he has been selected. His expertise and understanding of the problems concerning Fire Chiefs will promote the foundation for open communication and an equitably work environment for Fire Chiefs. We will meet with CDC in June, to review the Safety Officer duties. Karen Wong, CDC representative, stated Fire Chief duties of Safety Officer do not include Health. There was much discussion on empowering Fire Chiefs with the necessary authority to carry out their new duties. Once the Safety Officer Duties have been determined (June, 2005), a better understanding of training necessary will follow.

### **State to Scrap Key Parole Reform**

By Jenifer Warren, Times Staff Writer

SACRAMENTO – "Corrections officials will scrap the centerpiece of their effort to reform California's beleaguered parole system because there is no evidence the new approach is working, according to a memo obtained by The Times.

Beginning Monday, parole violators will no longer be diverted into drug treatment programs, halfway houses and home detention instead of being returned to prison, according to the memo. That strategy had been pushed by the Schwarzenegger administration as a way to save the state money by reducing the prison population – and to improve the odds that ex-convicts would turn their lives around.

Though popular in other states, the approach has drawn criticism here from some crime victim advocates. Some parole agents also said they felt pressure from supervisors to allow dangerous parole violators to avoid prison – and possibly go on to commit new crimes.

Such concerns were among factors prompting the change in course, said Youth and Adult Corrections Secretary Roderick Q. Hickman, who signed the memo. In an interview, Hickman said the new options for parolees were not delivering the intended results: 'When you start down a path and then realize the path is not leading you where you need to go, it's time for a change,' Hickman said.

He added, however, that the action should not be seen as a retreat from Governor Arnold Schwarzenegger's pledge to make California a place where prisons rehabilitate, rather than merely punish felons.

'We are committed to protecting the public by making sure offenders are successfully reintegrated into society,' Hickman said. 'but these programs weren't helping us get there.'

***Weekly Update – April 15, 2005***

**Overview of Schedule for week of April 18<sup>th</sup>**

Next week will be extremely busy for CCSO's main office. Monday and Tuesday we will be in Sacramento meeting with the YACA Secretary Rod Hickman and attending CCSO's Legislative Day. Legislative Day will be a joint effort as we have joined with the California Peace Officers Association, which encompasses 16 law enforcement labor organizations. Strength in numbers is the key to pass legislation.

Friday and Saturday (April 22<sup>nd</sup> and 23<sup>rd</sup>) we will be in Anaheim attending the CCSO Annual Conference. The conference brings together State Board, Chapter Presidents, staff and associates to interact and hear from CDC Director Woodford, attorneys and the CCSO lobbyists.

**I will provide information on these events, in the April 29<sup>th</sup> weekly update. There will not be a weekly update on Friday, April 22<sup>nd</sup>.**

**Welcome New Members**

On behalf of the CCSO State Board and staff, I want to welcome the new members who have joined CCSO this week.

**Thought for the Week**

"The man who backbites an absent friend, nay, who does not stand up for him when another blames him, the man who angles for bursts of laughter and for the repute of a wit, who can invent what he never saw, who cannot keep a secret – that man is black at heart: mark and avoid him". --Cicero