

California Correctional Supervisors Organization, Inc.

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“Supervisors Representing Supervisors”

WEEKLY UPDATE -FRIDAY, MARCH 10, 2006

By: Pat Le Sage, Chief Operations & Financial Officer

In Memory of Captain Leapheart:

Captain Serschel Leapheart, employed at Calipatria State Prison, died from a massive heart attack on Monday, March 6th. He was 52 years of age. Serschel was a long time member of CCSO. Captain Leapheart was an individual that stayed true to his principles at all cost. We will miss him and pray for his family.

CCSO Wins – Request for Audit of CCF Supervisors:

An audit for the past 12 months has been approved by CDCR to ensure that holiday and credit/compensation time was calculated correctly. If errors appear from the audit, CDCR will go back an additional two years. The audit will be completed within 30 days. Vacation will not be audited as it is calculated by the State Controller Office system based on the employee working a qualifying pay period. A specialist does not calculate vacation.

CCSO considers this a win for all our members working in the CCF's. There have been problems for a long time regarding mistakes in calculating holidays and leave credits. We thank Lt. Freeland for bringing this issue to our attention and to CDCR Manager Kathy Stigall for authorizing the audit.

PML – 3.0% at 50 years:

DPA has informed us the PML regarding the 3.0% at 50 years for S06 and M06 is forthcoming. As soon as we receive it, CCSO will put it on our website and distribute to Chapter Presidents. It may come out late today, and if that occurs, the PML will be placed on our website at ccsonet.org and distributed to Chapter Presidents later today or early Monday morning.

Currently, there is discussion if DPA will or will not give the 3.0% at 50 to the managerial peace officers not classified as M06. CCSO has formally requested that the 3.0% at 50 be given to all employees classified as peace officers.

Tim Virga Negotiates CCPOA Contract:

Governor Schwarzenegger appointed Tim Virga, a one-time activist and former correctional officer who was instrumental in CCPOA's rise to prominence. State officials, this week, described Tim Virga as a “skilled negotiator who will drive a tough bargain with the 30,000-member union. Virga was appointed Chief of Labor Relations for CDCR early last year, after serving a similar position with DPA. In 2004, as a DPA negotiator, Tim Virga negotiated revisions in the CCPOA contract that officials cite as having saved the State approximately \$108 million. Tim Virga wants to zero in on sick leave policies during negotiations, calling it a major contributor to the increase in overtime. He will sit with a panel of State negotiators that includes appointees from CDCR and DPA. DPA will negotiate compensation issues while Virga will negotiate prison operation policies with CCPOA. State officials believe this will ensure that Virga, a former rank and file officer, has no role in any issue that could affect his pocketbook, such as future retirement benefits.

Labor experts, believe, it is virtually impossible in negotiating a contract to separate operations from benefit issues. Harley Shaiken, a labor expert, called Virga's transformation from union activist to state negotiator unusual but not unprecedented. "His union experience is valuable to the state and makes him potentially a formidable negotiator." But he went on to say; it does raise complications that can work for or against either side.

Virga is not bothered by the criticism. "After 19 years at Folsom, that's not going to faze me," he said.

3.0% at 50 Causing Governor Problems:

The President of the Taxpayers Association, Howard Jarvis, and supporters of pension reform are taking Governor Schwarzenegger to task over the 5200 correctional managers and supervisors who have been given the new retirement benefit. Pension analysts cited the raises are estimated to add \$1.6 billion to the State budget by 2007, and estimates suggest the pension increase for both officers, managers, and supervisors will now cost more than \$30 million annually. Cost to taxpayers will be \$5.7 million annually just for managers and supervisors to receive the 3.0% at 50 according to pension analysts.

CDCR officials defend the decision to grant increased benefits to correctional supervisors and managers, saying it is a matter of fairness because it brings them in line with benefits that officers receive. CDCR is struggling to fill management positions.

The 3.0% at 50 retirement benefit is fairly common among law enforcement agencies across the State, currently State firefighters and CHP have this retirement formula.

Experts Discuss Next Appointed CDCR Secretary:

Thursday, March 2nd Acting Secretary Jeanne Woodford said Governor Schwarzenegger had called for major changes in a way no other Governor has, and he remains committed to the issue. "On behalf of the Governor, I am telling you that we are not backing away from our efforts to reform the State's correctional system," Acting Secretary Woodford said.

However, experts believe drastic changes need to occur and a more consistent commitment from Schwarzenegger to support changes if reforms are to occur in an overburdened prison system.

Franklin Zimring, a professor at UC Berkeley's Boalt Hall School of Law and a student of prison issues for 30 years said, "an outsider with enormous prestige and political clout to break down barriers for reform was needed." He said "an elder statesman with nothing to lose, and who is not used to being told no was needed to become the CDCR Secretary. The reason is that the real problems are political more than managerial."

Keynote Articles:

The next Keynote publication will be the end of April or early May. CCSO is accepting articles, poems, jokes, etc., now in preparation for the next Keynotes. Keynote submissions may be edited for style, grammar or inappropriate text. As we receive many submissions, not all articles may be published. Thank you and I look forward to receiving your articles, poems, jokes and photos. Digital photos are best when emailed to us at ccso@charterinternet.com)

Welcome New Members:

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

Thought of the Week:

"Be master of your petty annoyances and conserve your energies for the big, worthwhile things. It isn't the mountain ahead that wears you out – it's the grain of sand in your shoe." - Unknown author