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MESSAGE:
TAKE A LOOK
INSIDE**

**2019 CCSO
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RECAP**

**MEDAL OF VALOR
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TAKE A LOOK INSIDE



ART GONZALES
CCSO State President

Greetings! First of all, I would like to thank you for taking the time to read our magazine. My hope is that the new look, design and intriguing cover caught your eye and piqued your curiosity.

Well, if that is the case, this is great news! I'm very excited about the new *Keynotes* magazine. I believe this is an ideal way to get our organization's information out to all of our members. Nowadays, with so much on the internet, hours upon hours are spent on our cellphones, tablets and computers. It's nice to change things up, pick up a magazine and read what's inside.

This magazine is part of my vision for the future of the California Correctional Supervisors Organization (CCSO). I feel it provides an opportunity for us to better connect with our 5,000

members. It is a professional product put together by a company with a long history of providing magazines and publications for many public safety entities. The articles have been written by our office staff, attorneys, members and representatives. Every member is encouraged to participate in its production. Sharing our knowledge, struggles, history, etc., helps to better connect us. The forum is open, and all topics are welcome.

One goal of *Keynotes* is to highlight our accomplishments. Additionally, it will provide organization updates, as well as future plans. One of our critical future plans is the new server, which we are launching to protect

**Knowledge is power,
and the more informed
and connected our
members are, the
stronger we grow.**

our members' private information. This will help us utilize the latest technology, including reference and research capabilities. The newly redesigned website, brought online in May, provides you with all essential resources, including organization information, updates, our mission, benefits and much more. The website offers a fresh, modern look and aims to better serve our members. Furthermore, *Keynotes* provides marketing

opportunities that help us to provide more products and offset publication costs.

My hope is that *Keynotes* will provide a platform for members to write about issues affecting our supervisors. A variety of articles have been written to shed light on current struggles supervisors are facing. I also wanted a place to be able to recognize and support our members for their many accomplishments and positive activities within our walls, as well as outside in community relations. Our membership reaches as far north as the Oregon border and all the way down to the Mexican border, including so many in between. *Keynotes* connects us and keeps everyone informed of what is going on in our prisons throughout the state. Knowledge is power, and the more informed and connected our members are, the stronger we grow.

Thank you for reading, and thank you for being a CCSO member. I hope you enjoy the new *Keynotes*. Please contact us if you have an article to submit or any ideas to suggest that will help us to promote this great publication. 🗝️



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2019 CCSO CONFERENCE RECAP



CCSO State President Art Gonzales announces the CCSO State Board of Directors.



Sgt. Domingo Hernandez, Lt. Patrick Morris, Lt. J.J. Hernandez and Lt. Gary Wilkerson

Mary Towe | CCSO Chief Financial Officer

Every year I realize what an amazing event the annual CCSO Conference is. It brings together members from our 45 chapters throughout California. At our conference, members experience a sense of comradery to share ideas, network, garner support and socialize. This year's conference was no exception.

The event took place in Indian Wells, and the theme of the conference emphasized wellness and overall well-being for our members. This euphoric experience was ever-present throughout the Renaissance Indian Wells Hotel & Resort. What better place to give your mind, body and soul some peace, even if only for a few days?

I must say our conferences are a favorite of mine, as being able to put faces to names helps me feel closer to our membership. Chapter presidents and their designees from various institutions come together with the State Board,



CCSO chapter presidents and designees



2019 CCSO Chapter President of the Year Jeff Welch of Pelican Bay State Prison

CCSO staff and associates to hear keynote speakers like CDCR Secretary Ralph Diaz address attendees. CCSO Attorney Dan Thompson from Goyette & Associates provided members with an update on major litigation like the “Walk Time” case.

To show our appreciation for those who go that extra mile for their chapter, CCSO recognized three members this year. Sergeant Jeff Welch of Pelican Bay State Prison was presented with the 2019 Chapter President award. Warden Christian Pfeiffer of Kern Valley State Prison was honored as the 2019 Correctional Administrator of the Year. Supervising Registered Nurse II Deborah Ybarra of the California Health Care Facility was named the 2019 Member of the Year. The California Correctional



CCSO shared in celebrating Grievance Manager Mike Stout's birthday at the Welcome Reception.



Lt. Corey Moore sang the national anthem.



2019 CCSO CONFERENCE RECAP

Supervisors Organization values you for all that you do!

Additionally, CCSO was privileged to have the CVSP Honor Guard open our conference with the presentation of the colors. The Honor Guard members from CCSO were Lieutenant J.J. Hernandez, Sergeant Domingo Hernandez, Lieutenant Gary Wilkerson and Lieutenant Patrick Morris. Following the presentation of the colors, CCSO member Lieutenant Corey Moore sang the national anthem with pride and grace. It was surely a pleasure to witness this year's conference firsthand.

CCSO State President Art Gonzales discussed several new improvements the organization would be undergoing in the coming months. One major improvement he revealed was a newly redesigned website. The website includes more up-to-date functions, such as a member login that creates a personalized experience when browsing through the website. New supplemental benefits packages were also announced to aid in offsetting out-of-pocket expenses for members. All of these developments were presented and discussed in detail during the conference as members were provided an opportunity to register for the new website and participate in a Q&A to address concerns.

This conference shows that CCSO stands strong in its fight to lead in a new direction, with a new vision and perspective. I am proud to be a part of the team to lead the way.

But I would be careless if I didn't pause to thank all those who diligently worked behind the scenes and quite often are seen scattered throughout the event. The success of this conference and many more like it wouldn't be possible without those who were responsible for seeing things through to the very end. So, thank you, Nicole, Wendy, Kathy, Nancy and Tzitolali!

Lastly, I would like to give a special thanks to CCSO Photographer Lloyd Farris, who takes the time to capture all the special moments for us to reminisce about in the years to come. Thank you, Lloyd!

Be sure to check out the new website at ccsonet.org and familiarize yourself with all the exciting changes CCSO is making. 🔑



2019 CCSO Administrator of the Year Christian Pfeiffer of Kern Valley State Prison



At the General Meeting, members get a chance to address concerns at their institutions.



2019 CCSO Member of the Year Deborah Ybarra of the California Health Care Facility



This conference shows that CCSO stands strong in its fight to lead in a new direction, with a new vision and perspective.





2019 MEDAL OF VALOR CEREMONY

CCSO WAS PROUD TO HOST the CDCR 34th annual Medal of Valor ceremony on September 13, where 43 of our members were recognized for their bravery and heroic actions. Congratulations to all the honorees for going above and beyond in their service to the Department and the community! 🗝️



Lt. Galvin Ratliff, Unit Citation, with Cal Fire captains



CCSO President Art Gonzales and CDCR Secretary Ralph Diaz



CFM Jeff Black, Division of Juvenile Justice Professional of the Year



CCSO MEMBERS HONORED

EXECUTIVE OF THE YEAR

Warden Cynthia Tampkins, CRC

CORRECTIONAL SUPERVISOR OF THE YEAR

Sgt. Mary Rodriguez, CCI

REHABILITATION PROFESSIONAL OF THE YEAR

Warden William J. Sullivan, CCI

DIVISION OF JUVENILE JUSTICE PROFESSIONAL OF THE YEAR

CFM Jeff Black, Ventura Youth Correctional Facility

DISTINGUISHED SERVICE MEDAL

Superintendent Shannon Swain, Correctional Education

UNIT CITATION

Lt. Galvin Ratliff, Washington Ridge Conservation Camp

Sgt. Adam Slemmer, SAC (two awards)

Sgt. Freddy Andrade, SAC

Capt. Marlaina Dernoncourt, SOL

SILVER STAR MEDAL

Sgt. Hector Arias, SQ

DISTINGUISHED SERVICE MEDAL

Capt. Patrice Davis, CDC-HQ

Capt. Marlaina Dernoncourt, SOL

DSP Terry Thornton, CDC-HQ

CCII Christina Vargas, SQ

P. Admin I Julie Kaplan, P&CS

C.CEA Krissi Khokhobashvili, CDC HQ

LRM II Margie McCune, CDC HQ

Capt. Tracy Snyder, CDC-HQ

Sgt. Inez Tapiz, CTC

Sgt. Kristine Rillon, CTC

Sgt. Steven Byers, CTC

Sgt. Avelina Young, CMF

Lt. Brady Olivas, CMF

Sgt. Erik Kraft, CMF

Sgt. Jim Collon, CMF

Lt. John McClellan, SOL

Sgt. Kelly McGuinness, CMF

Sgt. Larry Walsh, CMF

Lt. Patrick Sahota, CMF

Sgt. Stacy Cavagnaro, CMF

CCIII Anthony Lane, HDSP

Lt. Gregory Crowe, HDSP

Capt. Matt Williams, HDSP

Sgt. Daniel Rosensteel, SAC

CA Gena Jones, SAC

Sgt. Nick Stake, SAC

Sgt. Norman Fujiwara, SAC

Sgt. Craig Hamblin, SOL

Lt. Joseph Guerrero, SOL

Sgt. Marc Baes, SOL

CCII Naomi Davis, SOL

Lt. Scott Norton, SOL

Sgt. William Annas, CRC

Sgt. Jeff Johnson, NKSP

2019 MEDAL OF VALOR CEREMONY



Sgt. Mary Rodriguez, Correctional Supervisor of the Year



Warden Cynthia Tampkins, Executive of the Year, and Sgt. William Annas, Distinguished Service Medal



CCII Naomi Davis, Distinguished Service Medal





Warden William "Joe" Sullivan, Rehabilitation Professional of the Year



CHAPTER NEWS: CHAPTER 41

CCSO Chapter 41 sponsored Hailey Gregor, daughter of CCSO member Kim Gregor, in the 2019 Miss Lassen County Scholarship Competition. On July 17, she won and was crowned as Miss Lassen County. Hailey thanked CCSO many times during her acceptance speech, and CCSO's name was mentioned often throughout the evening. Chapter 41 is very proud of Hailey and congratulates her on being selected for the honor of representing her community.

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NO RESPECT AND NO VALUE FOR STATE SUPERVISORS



**Ford Canutt | CCSO
Administrative Liaison**

The California Correctional Supervisors Organization (CCSO) has been fighting for the rights of supervisors since 1992. One of the main reasons for its inception was the fact that supervisors were undervalued and treated with a lack of respect. State agencies had a habit of making supervisors the scapegoat, and essentially blaming them for everything that went wrong.

In the private sector, a supervisor is one of the most valued employees. They are respected by the rank-and-file union members as well as the management team. Supervisors are provided with financial incentives, increased benefits and more vacation opportunities. Supervisors serve an important role, and in the private sector they are recognized and compensated for their efforts.

In contrast, the state of California shows no appreciation for its supervisors and provides very minimal financial incentives. When a represented CDCR employee promotes to supervisor, they lose 1% of their longevity pay. Additionally, their education pay is reduced to \$128 per month. Both of those factor into calculating future retirement salary. When it comes to vacation and holiday time off, a CDCR supervisor is lucky to get even half the amount their subordinates receive. In the SRN II classification, there are no written policies for time off or overtime. Therefore, decisions for both are subjective and determined by the local health care manager. Conversely, the RNs have policies that specify how time off and overtime are to be effected, thus eliminating any possible bias or misconception by management.

I suppose my characterization of state supervisors' plight might scare some employees away from becoming a supervisor, but most of our state supervisors have it in their DNA to be a leader. They find that being in charge fits their personality and is self-gratifying, which is therefore the main reason that our state

agencies can find enough supervisors to get the job done.

Throughout the years, CCSO has met with various state agencies to address these issues and has accomplished many positive changes. CCSO has used litigation and legislation in an unwavering pursuit to better supervisors' pay, benefits and working conditions. CCSO uses an aggressive legal defense for our members to ensure justice is done. However, despite all these efforts by CCSO, the state supervisors' fight for value and respect is still ongoing, and it will take much more work to get them the treatment they deserve.

There are numerous supervisors and managers, both retired and still working, who have stuck their necks out to help CCSO achieve the progress we have made. Through their efforts, they have helped us attain wins on many issues for the state supervisors. I wish I could name them all, but there are too many to list. You may want to join the fight yourself. After all, there is nothing wrong with fighting injustice. This is your career — make it a better one!

Please contact CCSO with your ideas, suggestions and any issues or concerns you may have. Do not be afraid to stand up for what is right! 🔑

STAY CONNECTED WITH CCSO!

The newly redesigned ccsonet.org is your resource for organization information, news, events, member benefits and more.

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LEGAL

THE SERVICE OF DISCIPLINE: NOW IT'S PERSONAL



Dan Thompson | CCSO General Counsel

Finding yourself under investigation, and even on the receiving end of a disciplinary action (justified or not), is an all too common occurrence within CDCR. Most employees have had to experience this unfortunate process on one level or another. While most employees are likely to focus on the merits of the overall case, the devil is often (as they say) in the details.

Disciplinary actions are often served on employees by the Employee Relations officer or some other administrative personnel. These employees usually work typical business hours, five days a week. Given the 24/7 nature of correctional institutions, this can present a real challenge when trying to serve disciplinary paperwork on a first watch supervisor. On top of that, CDCR is bound to certain statutes of limitations (as set forth in California Government Code 3304[d]), during which it must complete its investigation and advise the employee of

the intended outcome (one year from date of discovery). It is not uncommon for the bureaucratic process of “investigating” to take so long that the administration frequently finds itself running up against the one-year deadline by the time it actually serves the employee with the outcome. Because of this, and the scheduling issue mentioned, in the past it was not uncommon for “service” to be done by placing the paperwork in the employee’s institutional mailbox — or, in cases when the employee may be off on extended leave or vacation, sending the paperwork to their home address by way of the U.S. Mail. It was felt that as long as this method of “service” occurred within the one-year time frame, it was considered timely.

Many cases have disputed over what documents can constitute proper notice under Section 3304(d). The plain reading of the statute advises that a “Letter of Intent” or “Notice of Adverse Action” is sufficient, which is the common method

(along with supporting documentation) utilized by CDCR. With that in mind, the real question then becomes: *How* may CDCR provide said document/notice to the employee?

In 2014, the landmark case of *Earl v. State Personnel Bd.* (2014) 231 Cal.App.4th 459, 462, answered this question directly. The appealing employee, Baron Earl, was employed by the California Department of Corrections as a parole agent. The Department became aware of the possible misconduct giving rise to an investigation during a hearing involving another Department employee on May 27, 2009. The Department decided to impose disciplinary action upon Earl and, after lengthy bureaucratic investigation, eventually chose to notify him of its intention to discipline him by sending him a certified letter on May 27, 2010. Earl contended that under 3304(d) he was entitled to *actual* notice of the contents of the “Letter of Intent” within the one year of the date of discovery, not service by mail as chosen by the Department.

The matter was, of course, hotly contested and eventually found its way into the California Court of Appeal. In its ruling on the matter, the court held that “Earl persuasively contends that the word ‘notify’ as used in ... the just-quoted statute [citing 3304(d)] means *actual* notification, not constructive notice, such as by mail. He [Earl] relies on the rule, stated in many cases, that ‘[u]nder settled principles of statutory construction, [a] statute requiring that a notice shall be given, but which is silent as to the manner of giving such notice, contemplates personal service thereof’” (*Hoschler v. Sacramento City Unified School Dist.* [2007] 149 Cal.App.4th 258, 264; see *Simpson v. City of Los Angeles* [1953] 40 Cal.2d 271, 280-281; *Stockton Automobile Co. v. Confer* [1908] 154 Cal. 402, 408-409; *Johnson v. Barreiro* [1943] 59 Cal.App.2d 213, 218-219).

This very plainly means that in order for service to be timely within the one year, the final disposition *must* be served upon the employee *in person* and not by *any* other method.

Following the ruling in *Earl*, I represented a correctional captain who had been served with his Notice of Intent by way of a letter in the U.S. Mail received while he was on vacation. He had been scheduled (for months) to take an extended vacation, which CDCR was well aware of. As per usual, the Department waited to serve him with the notice until the very last day of the one-year statute, even though it had been in possession



of the final decision for several weeks. On the very last day that the captain was to be at work, his father suddenly fell ill and he had to take the day off to take him to the doctor. Knowing this, there was a roundtable discussion among the warden, CDCR’s legal counsel and the Office of Inspector General. The OIG advised CDCR that personal service was required but, for whatever reason, the ERO’s office elected not to do so and instead sent the notice by mail. Ultimately, we filed a motion to dismiss on the basis of *Earl* and also argued that, the captain’s vacation notwithstanding, CDCR was well aware of his absence and put itself in the position of missing the deadline when it waited until the last possible day to effect service. We further argued that his father falling ill and his subsequent absence from the institution was a foreseeable unexpected event that CDCR should not be permitted to take advantage of in justifying its own ineptitude.

At the end of the day, we prevailed. The State Personnel Board ruled in our favor that CDCR was *required* by law to personally serve the notice and that because it chose to not do so, the discipline was untimely and therefore invalid. It is important to note that CDCR’s many excuses (i.e., it was too far to drive to the captain’s home, etc.) were irrelevant.

Moral of the story: If you receive a notice of disciplinary action in any manner other than it being properly handed to you face to face, it is unlawful. Should this occur, contact CCSO immediately to obtain qualified legal representation to contest the matter accordingly and hold CDCR accountable! 🔑



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REGISTRATION LAW FOR ASSAULT WEAPONS

Kasey A. Castillo | Castillo Harper, APC, Partner

D

id you know? Penal Code Section 30605(a) states the following:

“Any person who, within this state, possesses any assault weapon, except as provided in this chapter, shall be punished by imprisonment in a county jail for a period not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.

“(b) Notwithstanding subdivision (a), a first violation of these provisions is punishable by a fine not exceeding five hundred dollars (\$500) if the person was found in possession of no more than two firearms in compliance with Section 30945 and the person meets all of the following conditions:

“(1) The person proves that he or she lawfully possessed the assault weapon prior to the date it was defined as an assault weapon.

“(2) The person has not previously been convicted of a violation of this article.


“(3) The person was found to be in possession of the assault weapon within one year following the end of the one-year registration period established pursuant to Section 30900.

“(4) The person relinquished the firearm pursuant to Section 31100, in which case the assault weapon shall be destroyed pursuant to Sections 18000 and 18005.”

The exemption to this section is Penal Code Section 30630(b) (2), which states in part, “...In the case of a peace officer who possesses or receives the assault weapon on or after January 1, 2002, the officer shall, not later than 90 days after possession or receipt, register the assault weapon pursuant to Article 5 (commencing with Section 30900)...”

If an officer purchases an assault rifle utilizing department letterhead and registers it using Department of Justice Assault Weapon Registration Application (FD023) within 90 days, they are not in violation of Penal Code Section 30605. However, if an officer does not register with the DOJ within 90 days, they are in violation of Penal Code Section 30605. The officer must send in the card themselves, rather than relying on the firearms dealer.

What does this mean to the CCSO peace officer membership? You may very well have members who did not register their weapon within the allotted time. You may also have retired members still in possession. Both instances are problematic and may lead to criminal prosecution. If you think it won't happen to you, that DOJ won't knock on your door, think again.

If you have questions, please do not hesitate to contact CCSO for a referral to panel attorneys that can offer assistance in this area. 



Donate Hours to the

CCSO SUPERVISOR TIME BANK!

If you would like to assist “Supervisors Representing Supervisors,” please donate hours to the CCSO Supervisory Release Time Bank. By providing the opportunity for executive officers, chapter presidents and members to attend the annual conference, workshops, board meetings, meet and confers, trainings and other important events, your contribution will go a long way toward ensuring that every supervisor has the opportunity to succeed.

As a token of appreciation for helping us add hours to the CCSO Time Bank, we will reward you with a gift card of your choice, ranging from \$100 for 8 hours to \$800 for 64 hours! Go to ccsonet.org/stb for more details.

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- LOS ANGELES COUNTY SHERIFF, **THOMAS B.**



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“PUTTING IT OFF” IS NOT AN ESTATE PLAN

Rafael Ruano, Esq. | Goyette & Associates
Chief Administrative Officer and Senior Attorney

Working in correctional facilities means stress and putting yourself at risk. Some situations may even be life-threatening. Prolonged exposure to stress can lead to serious long-term health issues, so — especially in this line of work — finding peace of mind wherever and whenever possible is essential. Proactively creating an estate plan that clearly outlines your wishes can give comfort to you and your family that your plan will be followed should something happen to you.

What Is an Estate Plan?

An estate plan is a group of documents designating a person or persons to make medical and financial decisions when you are unable to care for yourself and upon your death. Most estate plans will include the following:

- Revocable trust
- Last will and testament
- Durable general power of attorney
- Advance health-care directive

A *revocable* trust is a trust in which you (aka the “settlor”) reserve the right to change or terminate the trust during your life. While you are alive and able to care for yourself, you will also be the trustee (the person in charge of managing the trust). A revocable trust will provide instructions to family and friends detailing who will get what and when (at what age) they are to get it. Importantly, while you are alive, nothing really changes except that your assets are transferred into the revocable trust.

A *last will and testament* is a document expressing a person’s wishes about the disposition of their property after their death. Your last will and testament will nominate an executor to manage your estate. If you have minor or special-needs children, the last will and testament is the document that will nominate a guardian to take care of them should you become unable to do so. Most estate plans include a *pour-over will*, which ensures that any



personal or real property, either improperly transferred to the trust or never transferred to the trust, should be distributed to the trust and distributed according to the terms of the trust if that is what you want.

Too often, we encounter clients who never properly funded their trust by transferring their assets into the name of the trust. It is thus critically important that your estate planning attorney properly advise you how to fund your trust and transfer your assets. Without proper action to transfer your assets, they may not be protected from further court action, attorney’s fees and a delay in the distribution of your assets to your family.

A *power of attorney* is a document granting someone the authority to act as your agent to make financial decisions for you. Power of attorney documents often provide various powers for your agent to act on your behalf in financial situations, including housing leases, power to deal in real estate transactions and paying your bills. Your power of attorney may be effective immediately or upon your incapacity. On one hand, an immediately effective power of attorney is easier to use

because your agent may take over your finances immediately in case of emergencies. On the other hand, a power of attorney that is effective only upon your incapacity will protect you from giving access to your finances to your agent while you are able to manage your own financial affairs.

An *advance health-care directive* is a document that designates an agent to make health-care decisions for a person (the principal). This document is usually drafted to become effective upon a person's incapacity and/or inability to communicate.

One Size Does Not Fit All in Estate Planning

A properly executed estate plan should be tailored to the needs of the individual, as each person has unique personal, family, medical and financial issues that require special attention. The right estate plan can help to save money (taxes, fees and lost income), as well as helping to prevent family disputes caused by unclear or nonexistent estate planning documents. It is important to make your wishes and intentions clear in your estate plan and take the burden of decision-making off of your children and family members.

Even if you already have an estate plan, the best practice is to review your documents every few years and take into account new or amended laws and changes to your personal (family and financial) situation. Any of these events would merit taking a closer look at your estate plan: marriage/divorce, death of a spouse or child, children reaching adulthood (ages vary), purchase of new property, start of a business, etc. All these factors may require a change to your estate plan.

Did you know?
You should revisit your
estate plan every few years.

Wondering Where to Start?

Goyette & Associates, in addition to its labor and administrative legal practice, provides services throughout all of California for estate planning, trust administration, probate matters, business formation, and business and succession planning.

As a trusted CCSO partner for over 25 years, Goyette & Associates always offers a *free estate planning consultation and a 30% discount on estate planning services* to CCSO members.

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LEGISLATION

UPDATE ON CCSO BILLS



**Paul Curry (left)
and John Lovell |
CCSO Legislative Advocates**


CCSO has had a robust legislative presence at California's Capitol for decades. Year in and year out, CCSO has been on the front lines of advocating for legislation that helps our members, as well as other excluded employees. Administrative Liaison Ford Canutt has been instrumental to CCSO's considerable legislative footprint in Sacramento. This year, he has put two major bills before the Legislature.

One is Senate Bill 179 by Senator Jim Nielsen, which will extend binding arbitration of grievances to CCSO

members, who are currently excluded from access to binding arbitration. SB 179 has passed the Senate and cleared the Assembly Appropriations Committee, which can be a barrier to good legislation. From this point on, SB 179 will have smooth sailing through the Legislature. In order to allow enough time to persuade Governor Newsom to sign this critically important bill (his predecessor, Governor Brown, vetoed it on more than one occasion), we will be holding it in the Legislature to give us an extended period in the fall to demonstrate the importance of this bill to before presenting it to him in January.

Ford also brought forward Assembly Bill 1007 for legislative consideration, and this bill likewise has moved smoothly through the Legislature. AB 1007, by Assemblymember Reginald Jones-Sawyer, requires that

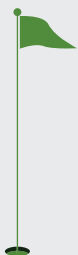
disciplinary action be taken against an employee within one year of discovery of the infraction in question. Today, a disciplinary investigation of an employee may take as long as three years before action is taken. This effectively freezes an employee's workplace progress for a three-year period, unfairly stifling their career. This bill has passed the Legislature in prior years, but was vetoed by Governor Brown on more than one occasion. Again, CCSO is strategically holding AB 1007 in the Legislature to give us time to persuade the new governor to take a fresh look at our bill. It will also be presented to Governor Newsom in January, when our discussions with him and his staff are concluded.

For decades, Ford Canutt has taken a leadership role in advancing CCSO's important legislative agenda. When you run into him at CCSO, take the time to go up to him and thank him for his considerable efforts. 

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IT'S NOT USUALLY ABOUT THE INMATES

Jason Bernard | CCSO Chapter President

In my 25-year career, I have been asked so many questions (by friends and family) about working in prison. Thanks to Hollywood's "cinematic liberties," most people have a vision of bloodthirsty pirates who all look like Hannibal Lecter from *Silence of the Lambs* or cast members from *Escape From Alcatraz*, *Blood In, Blood Out* or *Orange Is the New Black*, running around slitting each other's throats and raping each other. This has made for some interesting discussions with family members who have never been in a prison.

Still, I have seen some pretty horrific things throughout my career: blood, brain matter, suicides, attempted suicides, large-scale and smaller riots, escapes, multiple stab wounds, faces peeled off. It never surprises me much anymore what one human can do to another over "politics" or internal prison rules set forth by the population. In my career in a Level I, II and III, I have seen things — boy, have I seen some stuff! I have never worked in a SHU unit, condemned unit or women's prison, and I have nothing but respect for those who work or have worked those posts. I always thought there should be some additional pay for those tough assignments.

In thinking back over the last 25 years, I have had some great partners, some great supervisors and some pretty good wardens. I was asked by a family member what the "worst" thing about my career was. While there were numerous incidents that were intense and sometimes exciting, after thinking about it, my response was that it's not usually the inmates that are the issue. At least, that is my perspective on my career.

"Well, then what was the worst?" I told them that I guess it was the continual changes brought forth by the Legislature and voters who don't really pay much attention to what

the ramifications of their votes are. A lot of us have seen some pretty dramatic changes to policy and have rolled with it, making it work, taking the weight piles, mandatory grooming standards (and then never mind the mandatory grooming standards), loss of community crews, voter propositions, audit after audit, health-care reform, stopping paper records (C-files) and the introduction of SOMS and ERMS. Court decisions that require additional audits and training, the implementation of 7k and then OPT, stab-resistant vests, uniform changes, departmental identity changes (rehabilitation), the implementation of Post and Bid, proposals to change to 12-hour shifts, great bargaining unit contracts, not-so-great contracts, the supposed "green wall," negative media, staff assaults, the implementation of the 837 packages. How about pay cuts, furloughs, standardized staffing, forced overtime, population increases and drops due to elections? There has been so much, and I am sure I am not remembering a bunch more.

I enjoyed my career. I chose my career. I would not trade it for the world and will appreciate the retirement that I earned from it. However, when it comes to the stressful parts of my career, it was not usually about the inmates. It was the continual changes that we adapted to. It was some people I worked with throughout my career who sometimes acted worse than inmates. The dishonesty was rare overall, but when it was there, it was amplified because I thought they were supposed to be held to that higher standard. It was the hypocrisy — the "Do as I say and not as I do" supervisor. There have been many great, honest and trustworthy partners, supervisors and administrators throughout my career, and thankfully the questionable ones were fewer and farther between.

Would I change it if I could start over? Probably not, but if I could speak to the brand-new cop who had just graduated from the (six-week!) Academy in 1994, I would tell him to be patient and learn. Roll with the changes and get involved with your labor organization, know the rules, know the changes and keep your eyes on the future financial security and retirement you are working for. And remember, it is not usually about the inmates. 🗝️



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WHY NOT RETIRE?


Mike Stout | CCSO Administrative Liaison/Grievance Manager



Your money has been flowing *out* at a rapid rate, and you have had some fun, but you will come to realize that there are no significant pay raises and no bonuses, and you can't work that overtime for extra money. If you decide to work, it will be at a mere fraction of your previous pay. Few places want to hire a person who is over 60, and if they do, it's for menial tasks, because you are "old."

As years go by, it gets worse. Your days are filled with "nothing important" and your friends are all at work. Your race has been completed, your money becomes tighter, expenses rise and you feel less excited about household chores you once looked forward to doing on the weekend.

My advice: Work as long as you can, or have a plan that will motivate you, giving you that personal satisfaction we all require. Because once it's gone, life changes forever and you can never get it back. Some folks adjust very well, but others don't. The very things that you *think* you do now just for work, and dislike doing, are the very things that are keeping you alert, vital, in tune, sharp and

focused on life. When you stop caring, you stop living. Make the most of the position that you have earned. 

My advice is to work as long as you can. Once you leave the workplace, many things change that you have not considered. For one, motivation changes. You may believe that it won't, or that you deserve a break from the routine because you're retired — but you begin to allow things to slip. You don't shave as often, your sleeping hours change, you snack more, and you begin to lose interest in things and people. Why? Because you no longer have to worry about them, think about them or impress anyone.

Aging kicks into high gear. If you don't have to do something ... you don't bother. Perhaps this doesn't occur right away, but within six months others will see a marked change in you, your attitude and your lifestyle. You will secretly miss the daily interaction, the "grind" and the importance you had to other people.



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2019 CCSO SCHOLARSHIP WINNERS

Congratulations to this year's CCSO scholarship winners!

All the honorees had outstanding grade point averages, as well as volunteering in their church or community while being involved in school activities. We wish them the best as they pursue their higher education. 🗝️

Samantha Anguiano

Parent: Sgt. Adrian Anguiano, CDC HQ
College: Boise State University

Molly A. Baltazar

Parent: PA II Paul Baltazar, P&CS
College: University of California, Davis

Annamarie Caldero

Parent: Lt. Joseph Caldero, CTC
College: University of California, Merced

Cheyenne A. Campbell

Parent: Sgt. James Campbell, COR
College: California State University, Northridge

Emily M. Cupp

Parent: Sgt. Scott Cupp, PBSP
College: Brigham Young University

Natalie J. Figueroa

Parent: Capt. Felix Figueroa, CRC
College: San Diego State University

Jennifer Hernandez

Parent: Edward T. Hernandez, Retired
College: San Joaquin Delta College

Nathan D. Jones

Parent: SCEP Stacey Hoffman, KVSP
College: U.S. Military Academy

Melani Medina

Parent: Sgt. Juan C. Medina, CCF
College: University of the Pacific

Amanda J. Nelson

Parent: Sgt. Michael Nelson, SQ
College: California Polytechnic State University

Holley D. Noguchi

Parent: Lt. Gary Noguchi, MCSP
College: Folsom Lake College

Julien Pierce

Parent: Sgt. Justin D. Pierce, CDC HQ
College: Arizona Christian University

Courtney J. Snell

Parent: Phar. II Ronde Snell, CAC
College: University of California, Santa Barbara

Samuel A. Tampkins

Parent: Warden Cynthia Tampkins, CRC
College: University of California, Santa Barbara

Devyn J. Tellez

Parent: Sgt. Michael Tellez, SVSP
College: San Francisco University

Cynthia N. Valencia

Parent: Sgt. Enrique Valencia Jr., CCF
College: California Polytechnic State University

Maleah B. Wolcott

Parent: Sgt. Jacob C. Wolcott, CCC
College: University of Nevada, Reno



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- Wage and Hour Litigation and Employee Advocacy
- Retirement Benefit Advocacy / PERS appeals
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