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Keynotes



CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION

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CCSO CONFERENCE
APRIL 7-9 ✿ LAS VEGAS

See Page 8



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AN AZBEE
AWARD



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Michael D. McCoy of
Castillo Harper, APC



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LOOKING BACK AND LOOKING AHEAD



ART GONZALES
CCSO State President

The California Correctional Supervisors Organization is celebrating our 30th anniversary this year! It's hard to believe that the vision of a few individuals has made such an impact on supervisors and that we have thrived over these past 30 years. We may look different than we did many years ago, but our core values and mission have not wavered. Throughout the years, CCSO has helped thousands of members protect their rights and save their jobs with the strength of solid legal representation.

Although I am extremely proud of all we have accomplished, I still feel that we have a long fight ahead. Beginning my new four-year term, I have a long list of tasks to get done. I firmly believe that with all the challenges you have

endured, especially over these last couple years, you deserve more recognition and benefits.

I believe it is time for CCSO to stand alone and be the sole representative of excluded employees. One of my top priorities is to establish precedent that a rank-and-file organization has no place dictating the working conditions of supervisors. It's a conflict of interest and it needs to end.

**We may look
different than we
did many years
ago, but our core
values and mission
have not wavered.**

Supervisor transfers and 1% longevity are also benefits I'm ready to battle. Why are we not given equal benefits to those we supervise? It's absurd in my opinion. There needs to be a mechanism for supervisors to transfer without having to apply, interview and compete for positions. Supervisors face the same hardships and challenges as their staff, yet when it comes to obtaining a transfer, it's quite a difficult process. And the longevity

disparity is even worse. Why is their time worth more than ours?

Speaking of disparity, establishing our own health-care plan is one of my most important goals this year. One of the most frequent questions I get from our current members, as well as those interested in joining, is if we have a comparable health-care package. Currently, we are in initial discussion and development to complete this. I feel that if we can provide a health-care package, we will add another important benefit to our membership, and in turn have more members join and end their dual membership. The package we're looking into is not just for medical; it will also offer dental, vision and many more benefits.

I also have many goals for our non-custody members. Please don't feel as if you are forgotten. Supervising Registered Nurse IIs (SRN II) in particular lack basic equality in their working conditions. They are run by a health-care management that is inconsistent throughout the state prisons and fosters a culture that is very undesirable, lacks respect for supervisors and caters to those who don't give any push back. SRN IIs

Continued on page 6



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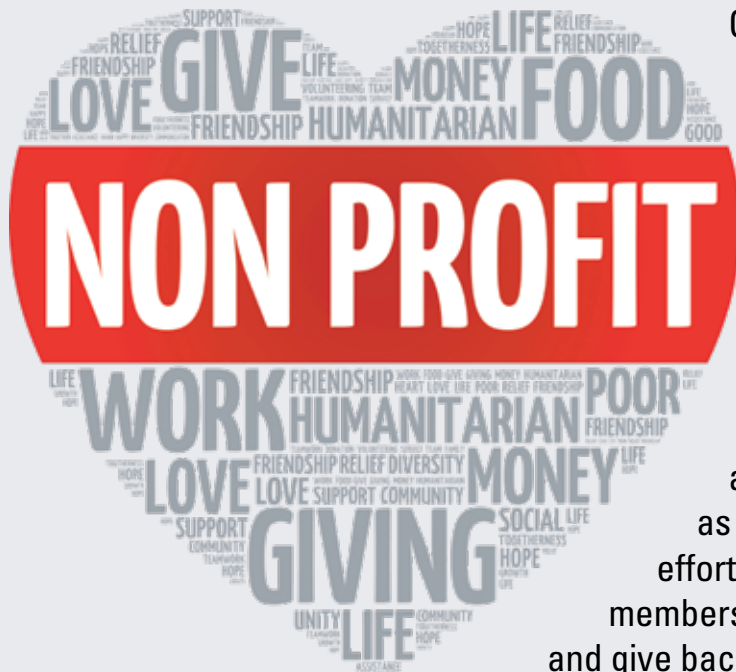
experience staffing shortages, seniority issues and policy inconsistencies from one institution to another. We are establishing an SRN II task force to tackle many of these concerns and work with the California Correctional Health Care Services labor representatives and executive management to effect change.



As we start a new year and look back on the last 30 years, I have an extremely positive reflection of this organization. The mission of CCSO would not have been accomplished without the efforts and support of each of you. I look forward to the years to come, and I believe we can make huge strides. CCSO will continue to fight for our members and provide the best legal representation for all. We have many goals to accomplish, and together we will make a difference. 🗝️



2021 CONTRIBUTIONS: \$180,441



CCSO strengthens camaraderie with our members across California in numerous ways. Amid the changing world, we have been consistently generous through financial contributions to various causes. In 2021, we have responded to requests from 23 chapters, school fundraising campaigns, other local nonprofits and member support situations, as well as aiding police department efforts and fire relief. We care about our members and stand together to do our part and give back to the communities we serve.



MEMBERSHIP DUES BREAKDOWN FOR 2021

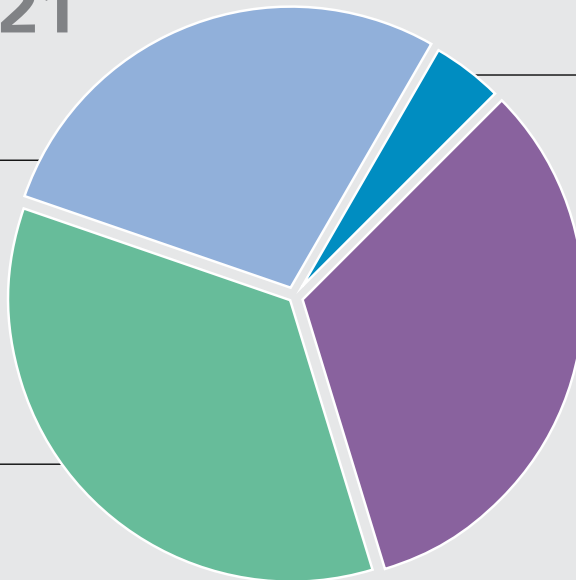
**TOTAL
EXPENSES**
\$3,881,343

LEGAL
\$1,278,682

OPERATIONS
\$1,352,994

POLITICAL
\$159,797

**MEMBERSHIP
SUPPORT**
\$1,089,870



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California Correctional Supervisors Organization



30TH ANNIVERSARY CONFERENCE



APRIL 7-9, 2022

CAESARS PALACE

3570 Las Vegas Blvd. South | Las Vegas, NV 89109

For info, visit ccsnet.org or call (800) 449-2940.
Registration deadline is March 11, 2022.

30TH ANNIVERSARY CONFERENCE



Schedule of Events

APRIL 7

5:30–9:30 p.m. **Welcome Reception at the Apollo Pool**
(Appetizers and cocktails served for registered attendees)



APRIL 8

5–10 p.m. **General Meeting in the Florentine Ballroom**
(Dinner served for registered attendees)



APRIL 9

9 a.m.–3 p.m. **Conference in the Florentine Ballroom**
(Registration opens at 8 a.m.; lunch served for registered attendees and guests)

6–11 p.m. **30th Anniversary Gala in the Florentine Ballroom**
(Dinner and dance for registered attendees and guests)

**REGISTER
ONLINE AT**
ccsonet.org

**For info, visit ccsonet.org or call (800) 449-2940.
Registration deadline is March 11, 2022.**



YOU ASKED AND WE PROVIDED IT!

CCSO HOSTS 2021 CHAPTER PRESIDENTS WORKSHOP



Mary Towe | CCSO Chief Financial Officer/Chief Operating Officer

The California Correctional Supervisors Organization (CCSO) hosted the 2021 Chapter Presidents Workshop from October 21 through October 23 in Monterey. The event had a record turnout, and families were able to take advantage of the beautiful surroundings of the Monterey area. The CCSO Chapter Presidents Workshop has always been a great event to gain insight into the field of corrections. Chapter presidents and their designees came together with the State Board of Directors, CCSO staff and associates to hear keynote speaker retired Sacramento County Sheriff John P. McGinness.

Our workshop brings together representatives from 44 chapters, which include members from the California Department of Corrections and Rehabilitation, the California Correctional Health Care Services and the Department of State Hospitals. Members experience a sense of camaraderie, unity, networking and support

while attending breakout sessions that provide beneficial training and assistance in critical areas.

The workshop opened on Thursday, October 21, with a welcome reception where attendees had the opportunity to interact with other CCSO members. This year's workshop brought together several newly elected chapter presidents who were eager to learn from and connect with the more seasoned chapter presidents. Attendees further enjoyed the spectacular view from the grand meeting space atop the Monterey Marriott, in addition to world-famous cuisine.

State President Gonzales began the following day by emphasizing the health and safety of our members, as well as encouraging all members to utilize this open forum to discuss a multitude of diverse issues plaguing their institutions.

Attendees were elated to listen to keynote speaker Sheriff McGinness discuss the relevancy of corrections



staff in law enforcement and the adverse impact and challenges brought about by the current economic climate.

The following excerpt was written by Lieutenant Robert De La Cruz of Calipatria State Prison (CAL) following his attendance at the workshop. He provided an excellent summary to his CAL membership, and CCSO wants to share it with all members:

1. **Statement of Qualifications (SOQ), Desirable**

Qualifications and Supplemental Questionnaires: This training session discussed the importance of making sure that you carefully read the job announcements and/or any other flyer associated with the position you would like to interview or test for. Numerous instances have happened where an employee failed to clearly read the special instructions on the SOQ, thereby disqualifying them from

being able to interview or apply for the position.

2. **Grievance Training:** Examples were provided on what you can grieve, how to file a grievance properly and whether a grievance is necessary rather than a simple conversation with the other party on the issue at hand.
3. **Guardians Program:** Retired administrator Rick Field, the executive director of the Guardians program, provided an in-depth overview and detailed the importance of mental health and wellness for corrections staff. The mission of the Guardians is to "provide mentoring, support, resources, education, and training programs to first responders and their families."

Continued on page 12



Continued from page 11

Chapter presidents should reach out to Executive Director Field to have the Guardians visit their prison and offer this program to their staff.

4. **Things to Avoid on Social Media:** Pretty much self-explanatory. Please be mindful of what you post or repost on social media. Examples were given of worst-case scenarios that have actually happened.

State President Gonzales concluded the workshop by sharing his vision for CCSO's future, emphasizing the importance of teamwork and leadership. A status update was provided regarding issues the Supervising Registered Nurse IIs are currently facing, and State President Gonzales reiterated his plans to settle the "walk time" and "arbitration bill" cases before the end of his next term.

Moreover, the hot topic on everyone's mind was the

vaccine mandate. State President Gonzales suggested that "we keep in mind that as a Department and in our personal lives, we are all in uncharted waters. CCSO will continue to monitor the ever-changing situation and will take all appropriate and necessary steps to protect our members."

CCSO thanks everyone who attended, and we are grateful to our sponsors and workshop instructors for helping to make this such a momentous event. We encourage the chapter presidents and designees to take the information they learned back to their institutions to support and encourage their members.

Lastly, the coordination of this workshop, and all of our CCSO events, wouldn't be possible without those responsible from creation to conception. A huge thank-you to Nicole, Wendy, Nancy, Tzitali and Stephanie!

Be sure to check out the CCSO website and follow us on Facebook and Instagram so that you don't miss any exciting updates. 🔑





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MEDAL OF VALOR



2021 AWARDS

CDCR HONORED 148 EMPLOYEES at its 2021 Medal of Valor Ceremony on September 24 for their bravery in responding to life-threatening situations in the line of duty and in the community, as well as exemplary work benefiting the Department and the public. The following CCSO members were recognized for going above and beyond in their achievements. Congratulations to all!

CORRECTIONAL SUPERVISOR OF THE YEAR



Lieutenant Beau Campbell,
Mule Creek State Prison

The Correctional Supervisor of the Year award is given annually to the person or persons who serve as positive role models and foster an environment that supports a balance between professional development, professional job performance and personal wellness. The recipient or recipients conduct themselves professionally through fair, honest and ethical behavior.

Lt. Campbell, a 14-year Department veteran, has worked his way through the ranks as a correctional officer, correctional sergeant and most recently lieutenant, which he promoted to in March 2020, right at the time the world changed in response to the COVID-19 pandemic. During the height of the COVID outbreak at Mule Creek State Prison, Lt. Campbell was assigned to the Incident Command Post, which was activated to ensure communications and coordination between custody and health-care operations, public health and community stakeholders. This included tracking cases, housing, testing and requesting supplies as well as staffing. As the main custody point of contact, Lt. Campbell diligently worked exhausting hours and helped Mule Creek State Prison's efforts to ensure a seamless collaboration between custody, medical and support staff. In addition, Lt. Campbell volunteered to be a mentor for the Correctional Sergeant Mentoring Program and still maintains an active role in that program. The time he devotes in various leadership and training programs, his good work ethic and constant positive "can-do" attitude has earned the respect of his peers and supervisors.

REHABILITATION PROFESSIONAL OF THE YEAR



Supervisor of Correctional Education Dr. Nina Thomas, California Correctional Institution

The Rehabilitation Professional of the Year award is given annually to the person or persons who help facilitate the successful reintegration of the individuals in our care back to their communities equipped with the tools to be drug-free, healthy and employable members of society by providing education, treatment, rehabilitative and restorative justice programs, all in a safe and humane environment.

In 2008, on a whim, Dr. Thomas applied to become a CDCR teacher. To her surprise, she got the job and loved it. Since then, she has been a model of excellence. Dr. Thomas discovered the challenges of working with students at all education levels and developed individualized learning strategies for them to succeed. She was promoted to principal in 2019 and has become known for her outside-of-the box thinking, deep knowledge of the curriculum and belief in her students. As her institution was responding to COVID-19, Dr. Thomas drafted telework documents, reopening plans and other procedures implemented by principals throughout her region. She brought together a group of her peers to engage in regular conversations to share challenges, best practices and brainstorm suggestions for school improvement. Dr. Thomas also developed a Leadership Academy this year for new school administrators.

DIVISION OF JUVENILE JUSTICE PROFESSIONAL OF THE YEAR



Supervising Casework Specialist Karetté Fussell, Ventura Youth Correctional Facility

The Division of Juvenile Justice Professional of the Year award is given annually to the person or persons who provide opportunities for growth and change by identifying and responding to the unique needs of our youth. The award recipient or recipients help do this through effective treatment, education and interventions in order to encourage positive lifestyles, reduce recidivism, strengthen families and protect our communities.

Fussell is the Disciplinary Decision-Making System coordinator at Ventura Youth Correctional Facility, but she takes on many additional roles that make her essential to the operation of the facility. The many additional functions Fussell handles are drug testing coordinator, Public Records Act coordinator, litigation coordinator and public information officer. As the PIO, she captures and highlights all VYCF stories that are published in DJJ and CDCR media channels. In addition, Fussell is instrumental in the planning, creation and facilitation of youth activities — all of which are incentive-based and capture the true essence of working with the youth population. The result is higher achievement, using innovative pursuits that decrease negative behaviors.

SILVER STAR MEDALS

The Silver Star is awarded for acts of bravery under extraordinary or unusual circumstances. The employee shall display courage in the face of potential peril while saving or attempting to save the life of another person or distinguish himself or herself by performing in stressful situations with exceptional tactics or judgment.



Sergeant Molly Kaoorn,
High Desert State Prison

Sgt. Kaoorn was among a group of High Desert State Prison employees who worked together to provide assistance during a fatal head-on collision on Interstate 395, just south of the city of Doyle, on June 9. Sgt. Kaoorn provided first aid and helped rescue the vehicles' occupants alongside fellow officers, emergency services personnel and bystanders. Their efforts resulted in saving a family of three whose van was struck by a vehicle driven by a single male occupant (who, despite the officers' best efforts, succumbed to his injuries). The CHP applauded the High Desert staff members' quick, lifesaving actions, calling them "heroes" who saved a family in serious trouble.



Sergeant Randy Turner,
San Quentin State Prison

On Father's Day, while driving down a street in Vallejo with his family, Sgt. Turner witnessed a vehicle slam into a tree and catch fire. He immediately pulled his car over to assist and found that the occupants of the vehicle were injured and incapable of moving. Also on the scene was a retired officer from the Solano County Sheriff's Office. Together, they pulled the victims out of the wreckage before the flames accelerated. Sgt. Turner applied his training from CDCR when responding to this incident and prevented further harm.

BRONZE STAR MEDALS

The Bronze Star is awarded for saving a life without placing oneself in peril. The employee shall have used proper training and tactics in a professional manner to save, or clearly contribute to saving, the life of another person.



Food Manager Joseph Jasso,
Central California Women's
Facility

While at home on April 19, Food Manager Jasso heard gunshots outside and saw a young man down on the ground with apparent gunshot wounds. Jasso and his neighbor assessed the scene and responded to assist the young man. He and his neighbor were able to help the man into the neighbor's home and apply direct pressure to the man's wounds until police and paramedics arrived to take over the scene.



PHOTO
UNAVAILABLE

Superintendent
Jim Liptrap, DJJ — Pine Grove
Youth Conservation Camp
(now retired)

On July 29, while relaxing at home after a day of overseeing the operations of the youth fire camp in the Amador County foothills during the height of a historically difficult fire season, Superintendent Liptrap heard what sounded like sounds of distress coming from a neighbor's home and walked down to investigate. One of his neighbors was on the ground unconscious. Using his training, Liptrap assessed the situation and began performing CPR until emergency personnel could make their way to the residence and transport the unconscious patient to the hospital. Unfortunately, despite all of the best efforts of Liptrap, emergency responders and hospital staff, the man eventually passed away.

DISTINGUISHED SERVICE MEDALS

The Distinguished Service Medal is awarded for an employee's exemplary work conduct with the Department for a period of months or years, or involvement in a specific assignment of unusual benefit to the Department.



Associate Warden Chenoa Dill,
Central California Women's Facility

The CCSO members listed here were part of the transgender policy team that oversaw the development and implementation of policies, procedures, training and education on the housing and searching of the incarcerated transgender community. For the past two years, the workgroup has met regularly to review and develop policies to protect some of the most vulnerable people in the state's prison system. The workgroup researched other correctional departments' policies and took an in-depth look at how CDCR can align itself with national best practices. Their work will result in safer, more manageable institutions, prevent sexual abuse, create more respectful environments, improve outcomes for re-entry, improve medical care, and prevent and reduce staff discipline. The workgroup's efforts were commended by the Office of the Inspector General.



Correctional Administrator
Delinia Lewis, RJ Donovan
Correctional Facility



Chief Deputy Warden Erik
Pedersen, California Health
Care Facility



Labor Relations Manager II
Margie McCune, Office of
Labor Relations



Captain of Field Operations
Megan Cherinka, California
Correctional Health Care
Services



Captain Shannon Stark,
Female Offender Programs
and Services/Special Housing



Deputy Press Secretary Terry
Thornton, Office of Public and
Employee Communications

In late 2020, the first-ever High Core Trial program was implemented. This program provides treatment and interventions to the most violent, resistive, behaviorally challenged and gang-entrenched youth in DJJ. The mission of the program is to focus on rehabilitation by fostering a therapeutic environment that supports, promotes and encourages positive change in youth. This is done in a pro-social manner with the goal of reducing the level of violence, gang activity, student absenteeism and overall behavioral management issues. Treatment Team Supervisor Agtarap, Senior Youth Correctional Counselor Torres and Youth Correctional Counselor Hernandez-Garcia were part of the Owens Treatment Team at the N.A. Chaderjian Youth Correctional Facility in Stockton. Treatment Team Supervisor Rigard was part of the Alta Vista Treatment Team at the Ventura Youth Correctional Facility.

CDCR and CCHCS teams formed the data backbone of our COVID-19 response. Responding to an emergency requires speed and the right information. CCHCS's Quality Management team and CDCR's Office of Research team, of which IT Supervisor II Olgin and Staff Services Manager II Gabbard are a part, partnered with public health agencies to provide critical tracking systems that were crucial to managing the COVID-19 outbreak. These tools were vital for making decisions impacting the health and safety of patients and staff as we all worked to contain the virus's spread. These efforts helped track the health status of all institutions while providing transparency to the public and external stakeholders. Without this cooperation between CDCR and CCHCS, the fight against COVID-19 in our institutions would have been significantly more difficult. Their work is an example of the teamwork that brings the best care for our patients. 🗝️



**Treatment Team Supervisor
Zenaída Agtarap, DJJ —
NACYCF**



**Senior Youth Correctional
Counselor Daniel Torres,
DJJ — NACYCF**



**Youth Correctional Counselor
Hector Hernandez-Garcia,
DJJ — NACYCF**



**Treatment Team Supervisor
Rashad Rigard, DJJ — VYCF**



**IT Supervisor II Louis Olgin,
CDCR Office of Research**



**Staff Services Manager II
Ashley Gabbard, CDCR Office
of Research**



SCHOLARSHIPS

The CCSF Scholarship Fund was established to recognize outstanding high school students who have a solid GPA, are active in the community and have a determination and drive for excellence. The CCSF scholarship program is open to the immediate families of CCSO members. If your child is a senior in high school and plans to attend college, please complete the CCSF application form and follow the instructions below for submitting your application.

Scholarship Awards:

CCSF awards one \$1,000 scholarship and three \$500 scholarships each year.

Required Applicant Qualifications:

- ☐ Child of a dues-paying CCSO member
- ☐ High school senior
- ☐ Unweighted/weighted GPA of 3.8 or higher in grades 9–12

Please Include the Following Information:

- ☐ Cover letter addressed to “CCSF Scholarship”
- ☐ Completed scholarship application form (*see opposite page*)
- ☐ Brief essay about yourself

- ☐ Short narrative about why you plan to attend college
- ☐ Copy of sealed official high school transcript for grades 9–12
- ☐ Letters of recommendation from two teachers
- ☐ Letters from two personal friends

Application Deadline:

April 30 is the deadline to submit an application. Applications received by the CCSO office after this date will not be considered.

Send Completed Applications to:



CALIFORNIA CORRECTIONAL SUPERVISORS FOUNDATION

1481 Ullrey Ave.
Escalon, CA 95320

CLEA Children's Scholarship Program

Each year, our long-term disability plan administrators, California Public Safety Administrators, Inc., donate \$2,000 in scholarships to the children of CLEA plan participants. Scholarship distribution consists of **four awards of \$500 each**. Three are awarded to high school seniors enrolling in a community college, university, or vocational or technical school. One is awarded to a student continuing at a community college, university, or vocational or technical school.

This is a valuable opportunity to provide your children with scholarship money in order to help them attain their higher education goals! The CLEA scholarship and eligibility information can be found at www.clea.org/scholarship. The deadline to submit an application is **April 30**.



\$1,000/\$500 SCHOLARSHIP APPLICATION FORM

(PLEASE PRINT or TYPE)

Applicant's name: _____

Birth date: _____

Last 4 digits of SSN: _____

Address: _____

City: _____

State: _____

ZIP: _____

Telephone number: _____

Email: _____

1. On a separate sheet of paper, write a brief essay about yourself.

2. College plans (include college, college major or vocation): _____

3. On a separate sheet of paper, explain why you plan to attend college.

4. List your extracurricular activities: _____

5. List your community activities: _____

6. List your honors and awards: _____

Qualifying CCSO Member Information

Applicant must be a child of a dues-paying member of CCSO, and a high school senior with an average unweighted/weighted GPA of 3.8 or higher in grades 9–12.



Name of qualifying CCSO member: _____

CCSO chapter: _____

SSN of CCSO member: _____

Relationship to applicant: _____

High School Information

High school: _____

High school telephone number: _____

Date of high school graduation: _____

SAT/ACT score (please provide a copy of scores): _____



SEND APPLICATIONS TO:

California Correctional Supervisors Foundation
1481 Ullrey Ave. Escalon, CA 95320

High School Verification

(Include sealed official transcript from grades 9–12)

MUST BE COMPLETED BY A SCHOOL OFFICIAL ONLY

Cumulative unweighted GPA: _____

Cumulative weighted GPA: _____

School official name (print): _____

Position: _____

Signature: _____

Date: _____

Application Deadline: April 30

Applications received in the CCSO office after this date will not be considered. Applications must be received by close of business day.

CCSO ATTORNEY SPOTLIGHT: MICHAEL D. MCCOY OF CASTILLO HARPER, APC

Michael D. McCoy is the most often requested CCSO panel attorney at Castillo Harper, APC. He is sought out by his clients for his strong and steadfast representation and his knowledge of the ins and outs of representing CDCR supervisors and navigating California State Personnel Board (SPB) hearings. McCoy primarily handles cases at institutions from the Mexican border up to the Central Valley, but has handled grievances, general counsel issues and administrative matters at institutions throughout the state. He is known for his tough stance and ability to negotiate excellent outcomes for his clients.


Prior to his time as a CCSO panel attorney, McCoy was a member of the Colton Police Department and the Colton Police Officers' Association for 23 years. During that time, he worked in patrol, the Multi-Enforcement Team and the Traffic Division. McCoy was instrumental in restarting the department's Traffic Division and Motor program. He was a motor officer and an advanced POST-certified traffic investigator. While working as an officer, McCoy attended law school at night and obtained his law degree in 2008. In 2009, he service retired and began working for another law enforcement defense firm. He began working as a CCSO panel attorney in 2011.

McCoy handles all aspects of disciplinary matters, from interview to *Skelly* meeting to SPB appeal hearing. He has represented both sworn and non-sworn employees as well as firefighters, and he has appeared before neutral arbitrators and administrative law judges at the SPB and Office of Administrative Hearings.

At Castillo Harper, APC, McCoy continues his zealous representation of clients in disciplinary matters. He has assumed responsibility for contract negotiations as well as other labor relations matters, including grievances, client development and general counsel matters.



McCoy continues to be part of our critical response team that responds to officer-involved shootings and in-custody deaths at any time of the day or night. These requests from our Association clients include being a part of the on-call team for the CCSO.

McCoy is married with four adult children, including a set of triplets. He has a Bachelor of Science degree in public administration and outdoor education from Cal Poly Pomona. 



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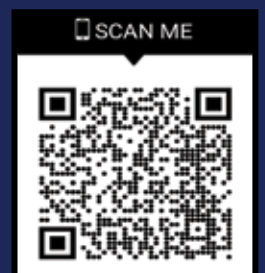
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