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Keynotes

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CELEBRATING 30 YEARS OF GROWTH
2022 CCSO Conference Makes History

See page 6



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TRUST THE PROCESS



ART GONZALES
CCSO State President

We have made great strides as an organization in the first four years of my presidency. Although at times it may seem we're traveling a rocky road, I want to assure you that all the changes and investments we've made to take CCSO to the next level are going to have positive results going forward. I understand that, especially after decades of the status quo, change can feel unsettling or scary. It may feel like things are moving too fast or too far, but the reality is that in order to make real progress, you often have to dismantle the old ways of doing things and start fresh. You may not see it right now, but please know that there is light at the end of the tunnel and prosperity is around the corner.

During my tenure, we've

been able to change our course to embrace creativity and innovation — including improving our infrastructure, securing better rates for legal representation, amplifying our communications and marketing through our revamped magazine and updated website, and more. However, there's still much that needs to be done in order to strengthen our organization and proactively

I ask you to maintain the trust you've placed in me as we embark on this next leg of our journey.

prepare for the future, and I ask you to maintain the trust you've placed in me as we embark on this next leg of our journey. To quote *The Shawshank Redemption*, "If you've come this far, maybe you're willing to come a little further."

Moving forward on the goals I outlined at the start of this year, I promise to continue to work hard for you and strive to deliver results. Be aware that this will mean buckling down a bit as we assess where our

greatest needs are, re-evaluate our resources, allocate funds in different directions, look for new ways to provide services and change the way we do business. During this time, it may seem that our progress has stalled, but in fact there is a plan in place to get us to where we need to be, and there's a lot happening behind the scenes as we get ready to move to CCSO's next phase.

One major step is that you, the membership, have given us the ability to institute a much-needed dues increase that will allow us to not only sustain our operations in the face of inflation and tough economic times, but do more with the general fund we have. I intend to use those additional funds to build back to where we were before, and beyond that, to focus on being more fiscally responsible and growing a rainy day fund to help ensure our stability through whatever the future brings. I want to thank our chapter presidents for having faith in me and trusting me with this allocation of money. They didn't have to do it, but they felt that I was doing the right thing, and when I needed them to step up and support me, they did. They spoke loudly in a 30-7 landslide vote at our Conference in April, encouraging me to continue to

make this organization better.

In addition to the vote approving the dues increase, our 30th Anniversary Conference in Las Vegas saw the highest participation in our history, with well over 300 attendees — nearly double our usual capacity. Together, we conducted business, heard from great speakers and presenters, and enjoyed plenty of networking and fellowship. Thank you to everyone who attended and those who dedicated so much energy and hard work to putting this hugely successful event together. So many people came up to me to express their gratitude for such a great experience. It means a lot to

me that those who attended felt seen and valued for their tireless work, day in and day out. We view our Conference

We view our Conference as an opportunity to show appreciation for our members and chapter presidents.

as an opportunity to show appreciation for our members and chapter presidents and all

they do out of the willingness of their hearts. That simple recognition can go a long way in these difficult times. In everything we do, CCSO values our supervisors and strives to ensure they receive the acknowledgement, support and respect they deserve.

In closing, thank you all for trusting in me and giving me the ability to lead our organization forward. The Board of Directors, chapter presidents and I will continue working to achieve our common goal of providing the best representation possible for our members and the best resources available to support the invaluable jobs you do. 🗝️

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2022 CCSO CONFERENCE CELEBRATES 30 YEARS OF GROWTH



Mary Towe | CCSO
**Chief Financial Officer/
Chief Operating Officer**

The turnout was outstanding for CCSO's 30th Anniversary Conference at Caesars Palace in Las Vegas April 7–9, as a record number of members gathered to discuss the issues facing the organization, celebrate its successes, learn from informative speakers and network with colleagues.

The event kicked off with a poolside welcome reception on the first evening, where attendees enjoyed appetizers, cocktails and music while greeting friends old and new. CCSO is grateful to our generous sponsors, who hosted an open bar for our members as they reunited, relaxed and prepared for the action-packed days ahead.

The next evening's general session began with the Presentation of Colors by Chuckawalla Valley State Prison Honor Guard, and Lieutenant Corey Moore from Richard J. Donovan Correctional Facility singing the national anthem. Over dinner, members had the opportunity to hear updates from President Art Gonzales and the Board of Directors on organization business, followed by passionate discussion and the eventual passage of the dues increase measure.

The closing day's speaker lineup started with Sacramento Assistant Chief Deputy District Attorney Thien Ho, who provided an inside look at one of his office's highest-profile cases: the successful investigation,



arrest and conviction of the Golden State Killer, who committed at least 13 murders and 50 rapes across California over the course of decades, and who was finally identified through the use of genetic genealogy in a dramatic turn of events that captured the attention of the world. After that, Pinole Police Chief Neil Gang made a powerful presentation on the importance of wellness in the law enforcement and corrections professions, especially when it comes to addressing cumulative trauma and high rates of suicide. Gang described the heartbreaking loss of one of his friends and squad members, Officer Asher Rosinsky, to suicide and how the department developed a seven-point approach to wellness in his honor to try to prevent such tragedies in the future. Known as the "Asher Model," it includes awareness, a solution-focused approach, peer support, resiliency, healthy habits, spirituality and family.

At noon, attendees enjoyed a luncheon while outstanding members of the organization were honored for their efforts. The Chapter President of the Year was Lieutenant Mario Fernandez, CMC, who was recognized



in absentia for always ensuring his membership is informed, working well with the CCSO office and constantly communicating updates, issues and feedback. He is proactive and a problem-solver for both his members and the administration.

Lieutenant Mario Alonzo, CEN, received the Member of the Year award for his work in constantly fundraising for members and the community and always helping out those in need, including organizing a sock drive and delivering pizzas to families. He recently provided Thanksgiving dinners to less fortunate families within the local community and adopted a family during the holiday season. He has challenged other members and staff to join him in his efforts of giving back to their community.

Also presented with the Member of the Year award was Sergeant Craig Sorensen, CIM, who has stepped up as a CCSO executive. He helps out the office whenever he can, is an advocate for the office and State Board, and has participated in and provided assistance at many CCSO events. Hardworking, loyal and conscientious, he has helped recruit new members, has gained STB donations and is consistently a liaison to the field for various issues.

In the afternoon session, CalPERS Specialist Silvia Wilson outlined important information for those getting ready to retire and answered questions to address member concerns. After that, Jon Rhome, the

Continued on page 8



Jon Rhyme



Silvia Wilson



Neil Gang



Thien Ho



Speaker Neil Gang asked audience members to shine a light with their cellphones if they knew someone who had died by suicide.



Continued from page 9

chief operating officer of Atlas Privacy, spoke about cybersecurity threats and how members can protect their identity online. His demonstration of how easy it can be to find out just about everything about someone on the internet was a chilling reminder of the importance of keeping personal information secure, especially for law enforcement and corrections personnel. Finally, attorneys Brandi Harper and Mike McCoy from Castillo Harper presented much-needed information about body-worn cameras and best practices for using them.

The final Conference event was the 30th anniversary gala dinner, where attendees and their guests enjoyed an outstanding meal and an evening of dancing in celebration of CCSO's great history of serving and advocating for its members.

CCSO thanks our staff members who worked so hard to make this event a success, and all the members who joined us in Las Vegas to ensure that our milestone Conference was one for the books, imbued with a spirit of unity and common purpose. We appreciate the support and loyalty you have given this organization for the past 30 years, and we look forward to what the future will bring. 🗝️



Rich Tatum with his wife, Sandra



HONORING OUR FOUNDERS

As we marked our 30th anniversary, we paid tribute to the founders of CCSO, several of whom were in attendance at the Conference.

- | | | |
|--------------------|---|---------------------|
| ◆ Robert Anderson | ◆ Victor Kelley | ◆ James Smith |
| ◆ James Arwick | ◆ Patricia Le Sage
(Honorary Member) | ◆ Bill Souza |
| ◆ Ford Canutt | ◆ David Lyons | ◆ Raymond Stanfield |
| ◆ Larry G. Cargill | ◆ Kurt Mahaney | ◆ Gary Summersett |
| ◆ Mike Casares | ◆ Louie Maldonado | ◆ Richard Tatum |
| ◆ John Cirka | ◆ Earl Mefford | ◆ Irving Torres |
| ◆ Ivan Clay | ◆ Robert Mills | ◆ Kevin Wise |
| ◆ Robert Gandolfo | ◆ Ralph Murphy | ◆ Marie Wood |
| ◆ Jay Hoyes | ◆ Robert Reedy | ◆ Roy Zimmerman Jr. |
| ◆ Glen Jones | | |

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Drummer Jaime Chaverri and bagpiper Matthew McLaughlin



Roberto Gomez, Carlton Ward, J.J. Hernandez and Patrick Morris



Lt. Corey Moore sang the national anthem.



Tzitlali Sanchez, Nancy Xiong and Wendy Brandenburg





Bradley Stevens and Deborah Smith



Justin Yoder



Mike McCoy and Brandi Harper



Jerry Floyd and Chase Floyd



Darlene Hong



Greg Richie

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CCSO is grateful to the following sponsors and vendors who helped make our Conference a success and provide valuable services to our members:

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- ◆ Paul Curry and John Lovell, CCSO lobbyists
- ◆ Police Credit Union — Darlene Hong
- ◆ Savings Plus — Sherri L. Panttaja, Johnny Chang and Martha Ocampo
- ◆ Yoder Insurance — Justin Yoder

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Kathy Nichols



Ed Singer and Sophia Pak



CALLING ALL CCSO MEMBERS



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- Do you have an experience you want to share with fellow members?

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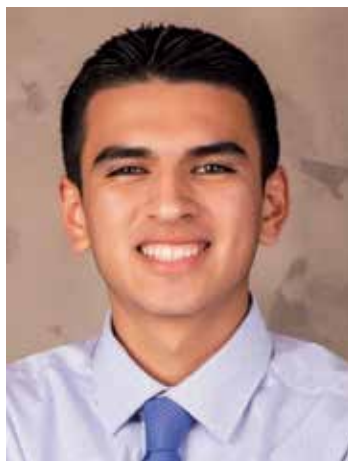
2022 CCSO SCHOLARSHIP RECIPIENTS

CCSO is pleased to announce our 2022 scholarship recipients! Our 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 program is open to the immediate families of CCSO members. The determined and hardworking young scholars selected this year truly go above and beyond in their studies, activities and community involvement. We applaud all of them for their achievements and wish them a bright future. 🗝️

Kristyn Delamar
Parent: Sgt. Billy Delamar, WSP



Malynna L. Chan
Parent: Sgt. Pheng Chan, WSP



Abelino Garza II
Parent: Sgt. Abelino Garza, WSP



William Nelson
Parent: Lt. Michael Nelson, SQ



Shanelle Gascon

Parent: Sgt. Alfred Gascon, CEN



Ethen Gonzalez

Parent: Lt. Cristobal Gonzalez, ASP



Jacob Hixon

Parent: CA Kevin Hixon, NKSP



Evan Martinez

Parent: Sgt. Gregory Martinez, RJD



Makayla Newsom

Parent: Lt. Brian Newsom, CCHCS HQ

Congratulations!

SUPPORTING A PARTNER IN CRISIS



By Medina Baumgart, Psy.D., ABPP

This article is reprinted by permission from the May 2022 issue of American Police Beat.

Police officers experience numerous job-related stressors, including physical danger, administrative and financial vulnerability, shift work, staffing shortages and increased overtime, repeated exposure to trauma and violence, role confusion, responsibility for others and stimulus extremes. When off duty, officers may face additional stressors, including family conflict, relationship issues and financial strain. At times, these stresses can overwhelm an officer's ability to cope, which can lead to a crisis. Many cops are reluctant to seek help due to stigma and the belief that they should be able to handle things on their own. So, how can you support a partner in crisis?

What Is a Crisis?

Generally speaking, a crisis occurs when someone is faced with a difficult situation, attempts to cope with it and finds that their usual ways of coping are not effective.

At this point, a sense of urgency sets in, which can cause feelings of anxiety and panic. If the crisis is not resolved or the person is unable to adapt, they can develop more extensive problems, including depression, anxiety or panic attacks, suicidal thoughts, substance abuse, health problems and so on. When a crisis occurs, there is often a loss that is real (e.g., losing a loved one, being injured, not getting a promotion) or perceived (e.g., loss of an idea, goal or dream). This might be a single incident or an accumulation of incidents. When trying to ascertain if someone is experiencing a crisis, it helps to look at both *intensity* and *congruence*. In other words, how intense are their emotions and behaviors, and are their emotions and behaviors congruent with the situation?

How Can I Support My Partner?

People in crisis can look “messy” — they may cry, pace, shout or fidget. This does not always mean that they are having some kind of “mental breakdown.” As someone supporting a partner in crisis, your first task is to *take a deep breath, slow it down and remember that looking messy during a crisis is quite normal*. Behaviors such as crying,

pacing, shouting or fidgeting often help the person in crisis discharge negative energy. You must be able to tolerate the amount of upset and feelings that the person is expressing. If they are not injuring themselves or others, or exhibiting poor judgment, let them do what they need to do.

The following are some additional techniques to help you support a partner in crisis.

Maintain Emotional Distance

It can be a challenging task to provide empathy, support and assistance to a partner while also keeping appropriate emotional distance to stay objective and not take on the problem as your own. Be aware of your own feelings as you are working with the person. Use of tactical breathing techniques can be helpful to keep you grounded.

Be a Container

By just sitting with a partner in crisis, you can lend the person support and strength to help them regain control. Think of yourself as a lifeline that the person in crisis can hang on to. By remaining emotionally and physically present, you send the message: “I will stay with you. You will be OK. I will not let you do something crazy.”

By just sitting with
a partner in crisis,
you can lend support
and strength to help
them regain control.

Do Little Things

You can help a partner regain their sense of control by assisting them with small tasks and making small decisions. Ask simple questions, suggest simple tasks or get your partner to make small decisions to help pull them out of “feeling” and into “doing.” This can remind them that they still have control of many aspects of their life and provides a break from the overwhelming feelings. It is important to not try to help a partner in crisis by doing everything for them; that usually leaves them more time to focus on distressing feelings and can worsen feelings of helplessness or powerlessness.

Consultation Versus Advice

Consultation involves a discussion of the problem with both persons working on developing a solution together



— listening to their ideas, offering your own ideas and helping them discuss and evaluate the different options. It is up to your partner to decide which option to pursue. *Advice-giving* implies that you are telling them what to do based on your opinion. Giving advice to someone in crisis can be risky for a couple of reasons. People in crisis often feel helpless. If you provide the answers, you deprive the person of the opportunity to regain a sense of control by coming up with their own solution. Solving the problem for the person only provides a Band-Aid. By teaching the person to problem-solve, you give them a valuable tool for the future. You may not have all the information you need because the person left something important out. Thus, the advice you give might not be as sound as you think. If you give someone advice and they follow it and have a bad outcome, they may hold you responsible (or you may hold yourself responsible). In most cases, it is best to assist them in finding their own solution, because they will be the one to implement it and live with the outcome.

Be sure to reach out to your partners if they look like they are struggling and connect with additional supports if you need them. It’s a good idea to identify what resources are available to you and your partners in the event of a crisis — for example, peer support, chaplains, mental health professionals and crisis hotlines. 🔑

Dr. Medina Baumgart is an in-house psychologist with a large metropolitan law enforcement agency and a board-certified specialist in police and public safety psychology.

THINK OF DE-ESCALATION AS CONFLICT RESOLUTION



By Dr. Megan Price

This article is reprinted by permission from the May 2022 issue of American Police Beat.

De-escalation can be a foggy term. On the one hand, it refers to gaining control over an enforcement situation that is threatening to become uncontrollable. On the other, it refers to gaining voluntary compliance from the person contributing to the potentially uncontrollable situation. These goals can seem contradictory in practice, but they are clearly meant to be achieved together. According to the Seattle Police Department's de-escalation policy, de-escalation tactics "seek to minimize the likelihood of the need to use force during an incident and increase the likelihood of voluntary compliance." Adding to the fog is that there is no accepted standard of practice, and how to de-escalate varies across the board. Some officers use tools like tasers and body wrap, and others use verbal judo. When we think of de-escalation as a matter of conflict resolution — resolving the conflict behavior that drives the growing intensity of an enforcement situation — it

becomes easier to stay focused in escalating encounters and draw on nonviolent communication skills to maintain control and secure compliance.

To get at this, let's take a minute to look at escalation. Escalation is commonly considered a progressive increase in intensity. When it comes to law enforcement encounters with the public, this increase in intensity refers to the amount of power and force an officer employs to gain control in the face of resistance. The use-of-force continuum clearly illustrates this. Given an increase in subject resistance, an officer is permitted to use an increased amount of force to reduce resistance. As resistance subsides, intensity decreases, and a situation de-escalates. The operating assumption here is that by increasing force, we can short-circuit resistance and reduce the need for further force, which in turn ultimately leads to compliance. This is where less-lethal tools like tasers and body wrap come into play. They lessen the intensity of an encounter by incapacitating the subject, thereby reducing the need for more force.

However, the idea that de-escalation is primarily a matter of lessening the intensity of a police encounter

obscures that key element of voluntary compliance. When we focus on controlling degrees of intensity, our goal becomes the end state of when the struggle stops — when the subject is subdued and the officer wins. That said, a subject's waning resistance in the face of a more powerful force does not equal compliance. It equals compulsion. The difference is that properly understood compliance is an act of agreement that is given when one has say in a matter and makes their own decision. When someone is compelled, they have no choice. Adding a conflict lens to our consideration of how best to de-escalate an enforcement situation can advance the goal of reducing the need for force, obtaining voluntary compliance and strengthening trust, legitimacy and community connection.

Conflict resolution scholars have been thinking about escalation and de-escalation for decades. The field describes escalation as what happens when we move from a disagreement to a fight. It illustrates it, as law enforcement does, as an increase in intensity — as growing from light to heavy tactics, from persuasions to threats of violence, from the goal of achieving specific changes to winning. Each of these is characterized by

The trouble is that using force to induce behavior change — to stop subject resistance, for example — is inefficient and counterproductive.

heightened efforts that draw on power and force. What happens when we fight, though, is that we often lose sight of why we are fighting and focus all our energy toward coming out on top.

The trouble, as Kurt Lewin, one of the fathers of conflict resolution, demonstrates, is that using force to induce behavior change — to stop subject resistance, for example — is inefficient and counterproductive. It often leads to excessive force and harm, not to the outcomes we desire. Even if behavior is changed, in that a subject stops resisting, that change is likely infused with resentment, animosity and mistrust, which can lead to negative encounters later. What works better is to mitigate the elements that are leading a person to decide to resist in the first place.



What does this mean? It means two things. First, to get compliance in the face of resistance, forcing someone is a strategy useful only as a last resort. Second, to proactively take the wind out of escalation's sails, we must resist the temptation to escalate in kind. We need to not let a person's resistance get the better of us and instead recognize it as conflict.

To do this, we can take a page from Insight Policing to explain. Insight Policing is a conflict resolution skill set taught to officers that is grounded in conflict scholarship and explains conflict in terms of decision-making. Expressly, conflict behaviors — the things we do in conflict, like resisting an officer through aggression or noncompliance — are the consequence of a decision to defend in response to a feeling of threat. The key here is the threat. When we feel threatened, we feel as though we are going to lose something immensely important — from our well-being to our dignity. Our brains are wired to defend against those threats. We will continue to defend until we feel adequately secure.

Take the example of a person resisting a police directive to exit their vehicle. When we look at that resistance as conflict behavior, we can see that it is a decision to defend in response to a feeling of threat. Using force to decrease the driver's resistance will predictably lead to more struggle before de-escalation in intensity is possible. This is because the perceived threat motivating the driver's resistance has not been addressed, and the force compelling them to comply becomes an additional layer of threat to defend against.

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Provided there are no immediate dangers to anyone's safety, an officer can reduce resistance early and prevent the need to escalate as a control technique by figuring out what threat is leading the driver to resist. The officer does not do this by guessing or assuming but by getting curious. When they can ask targeted questions that engage dialogue to

When they can ask targeted questions that engage dialogue to uncover the threat, the officer discovers critical information.

uncover the threat, the officer discovers critical information. They discover what the driver is defending against — whatever it is that is getting in the way of the driver getting out of the car. When the officer can get that information — what feels threatening to the driver and is leading them to resist — the officer can use that information to help mitigate

the threat and move the interaction productively forward. This not only gives the driver a voice, which cultivates a sense of fairness and connection, but encourages cooperation. The officer is no longer contributing to the driver's sense of threat, but is positioned to ease it. This, in turn, positions the officer to do the work required of the traffic stop with the voluntary compliance of the driver.

De-escalating in this way capitalizes on what works in conflict resolution. When officers can think of aggressive, resistant and noncompliant behavior as conflict behavior and of de-escalation as conflict resolution, they can balance the objectives of control and compliance. They can interrupt an escalating encounter by working to reduce the need of the other party to resist — not by overpowering it, but by discovering its cause — the threat motivating it in the first place. This achieves both the lessening of intensity that de-escalation tactics strive for and sets the stage for voluntary compliance. 🔑

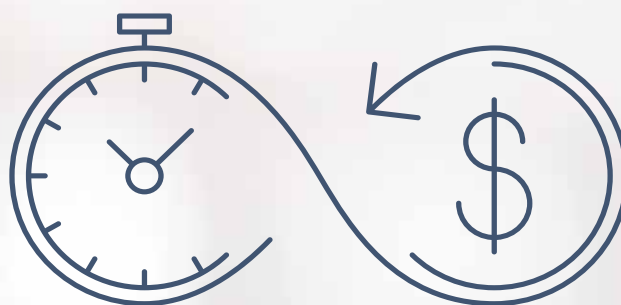
Dr. Megan Price is the director of the Center for Applied Insight Conflict Resolution in Washington, D.C., and is founder and trainer of Insight Policing: Conflict Resolution for Law Enforcement (www.insightpolicing.com), which teaches officers the foundations of conflict decision-making and targeted, curiosity-based communication skills for controlling escalation and problem-solving effectively. Dr. Price is adjunct professor in Conflict Analysis and Resolution at George Mason University and associate faculty in the Conflict Management master's program at Royal Roads University.

California Correctional Supervisors Organization

ANNUAL SUPERVISORY TIME BANK

CCSO has partnered with CDCR to establish a recurring Supervisory Time Bank (STB). CCSO representatives will be soliciting annual donations on their upcoming tours. STB donations provide executive officers, chapter presidents and members the ability to attend the annual conference, workshops, board meetings, meet-and-confers, trainings and many other important events. Your contribution is appreciated and ensures that supervisors have more opportunities to participate and learn.

Please contact CCSO at (800) 449-2940 for annual donation forms or more information about the Annual Supervisory Time Bank.



WE NEED YOUR HELP

CCSO'S SILENT WAR



Ford Canutt |
CCSO Legislative Specialist

I know most CCSO members are not aware of all the issues that CCSO is trying to fix for our members. There are so many issues that affect members in all walks of life — peace officers, nurses, teachers, all the medical professionals, maintenance workers, warehouse workers, PIA, DSH, culinary, supervising office technicians, paroles, managers and many more professions.

It seems to me that our members know that if they get in trouble, they will receive an attorney who will fight hard for their justice, and they will get a time book. However, that is the easy part for CCSO. It is the working conditions, pay, grievances and medical insurance that take up most of CCSO's workload.

CalHR stands against supervisors and managers who are trying to get equal treatment for working conditions, pay,

grievances and medical insurance. CalHR does not have to give non-contract employees consideration for these things, and they don't. Anything that takes work on their part, they refuse to do as long as it concerns an excluded employee. This is where the silent war is being played out.

Let us look at just some of the issues CCSO is working on that may require litigation, though hopefully not.

1. CCSO is trying to get medical insurance equal to CCPOA insurance, which will apply to all CCSO members. Not only would our members save hundreds of dollars each month, but you would also have a great insurance plan. The problem is that CalHR will not even entertain the idea, but allows CCPOA supervisors to benefit from a CCPOA contract trust fund that is partly supported by state funds. This is illegal and unfair to all other excluded employees, but CCSO has not taken this to court because many of our members pay CCPOA dues to get that insurance, and we are not trying to hurt our own members. However, CCSO is trying to set up

our own trust fund and have the state partly fund that trust fund, just like CCPOA supervisors. Then we could have the same insurance plan CCPOA enjoys.

2. CalHR has ensured that none of our excluded employee grievances have been granted for the 30 years I have been working as a labor representative. They just deny everything and make us go to court. Court takes years

It is the working conditions, pay, grievances and medical insurance that take up most of CCSO's workload.

and great expense to address the issue. (The walk time case has been going for 13 years and run up millions in litigation costs.) CalHR likes to get everything off their plate and send it into the unending court system. Therefore, we have been sponsoring the excluded

arbitration legislation for years, but CalHR has been lying to the governor to make him veto our bill. This year there are two arbitration bills, AB 1714 (CCSO's) and SB 1406 (ACSS's, which is our bill from last year). If we get the governor to sign one of these bills, then our grievance system will start working, and you will get a fair and objective answer to your grievance. If CalHR denies a grievance they should have granted, in 45 days there will be an arbitration hearing and it will not go to court.

3. We are litigating an SRN case, which involves abuse of SRNs starting with the lift and shift that took place in 2017. Also, we are trying to get the SRN IIs a statewide overtime policy.

CCSO has many other cases that our members need to have addressed, and I could go on and on, but the main thing our members need to know is that CCSO is the best excluded employee organization in the state of California and is doing a lot more than the membership knows about. The problem is communicating with each profession of our membership, because if you're a peace officer, you really won't follow what is happening on the medical side, and the medical side won't follow what is happening to DSH. We do have leaders in each profession, but the information is not getting to each impacted member. We must do better with our communication system.

I have said this is a silent war, because it has been a war, but I hope this article helps to inform you, and thus it will not be so silent anymore. 🔑

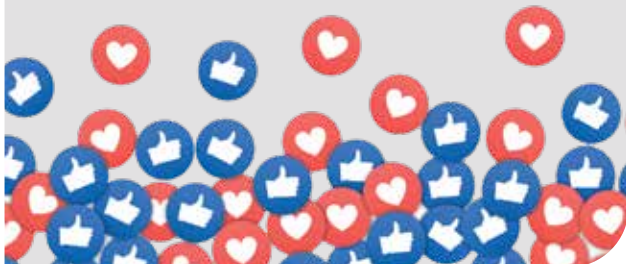
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FIVE THINGS TO KNOW ABOUT BODY CAMERAS — AND THREE TIPS TO STAY OUT OF TROUBLE



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APC, Managing Partner

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APC, Panel Attorney

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efore your institution gets body-worn cameras, here are the answers to five crucial questions about them, followed by three tips to help you stay out of trouble while using them.

1. What Type of Camera Will You Be Using?

All of the institutions will be receiving the AXIS W100. Although the type of camera you will be using is known, the programs and technology that go along with the camera are

constantly evolving. These include things like automatic rewind and buffering times. As more is known about the camera's capabilities, CCSO will push that information out to its members.

2. Where Are You Supposed to Wear Your Body Camera?

The body camera is to be worn on the outside of the uniform in the upper chest area, facing forward. It is important to always wear your body camera in the same position, as it will give a clear perspective of where the camera is when trying to re-create positions and line of sight, if that becomes an issue.

3. When Are You Supposed to Have Your Camera On?

The default rule is that you shall have your camera activated throughout the entire shift.

4. When Are You Required to Turn Your Camera Off?

You are required to turn your camera off:

- During a restroom break
- While providing or receiving peer support
- If a union representative, in an official union capacity, is providing representation or consulting with an employee regarding union-related issues
- During a probation or performance review
- During discussion with personnel relating to possible corrective or disciplinary action
- During departmental meetings or training
- While performing an activity deemed confidential (i.e., fence safety check, equipment inventories, etc.)
- While interviewing a current or potential confidential informant
- While interviewing the victim of a Prison Rape Elimination Act allegation
- While in court
- While conducting an unclothed search of a visitor
- During Board of Parole hearings
- During a medical assessment, appointment or consultation wherein the duty of confidentiality applies
- During employee COVID testing, vaccination or contact tracing
- Upon arrival to an outside hospital or medical facility
- After completing the transportation of an inmate and the vehicle is empty of all passengers
- When the staff member is directed to participate in an OIA or AIMS interview

5. Will There Be Random Audits?

Although initially it was stated that there would not be random audits, since the initial rollout of the cameras to the first few institutions, random audits have been put in place. It is likely that supervisors will be hit with a higher percentage of random audits than officers, as one of the deciding factors in which cameras to audit will be those that have reduced recording time. Due to the nature of a supervisor's job duties, which require that they turn the camera off to perform many of their normal daily functions, supervisors will have less recording time than officers.

Three Tips to Keep You Out of Trouble With Your Body-Worn Cam

1. Always assume that either your camera is on or somebody around you has their camera on at all times.

Just like cops on the street have come to operate under the idea that there's always somebody recording them with a phone or camera, you must also believe that you are being recorded at all times within the institution. Even if you do not have your body camera on, it is likely that someone else may have theirs on, even in those instances in which recording is not supposed to take place. Also, remember, the AVSS is always watching. Act accordingly.

2. Always state why you will be turning off your body camera, and be specific. State one of the specific reasons you must deactivate that is listed above, so that it is clear there is a legitimate reason.
3. Although you were unable to test the cameras, always ensure that the lights are working how they are supposed to be when you hit record. If you have a reason to believe that your camera is not working or malfunctioning, immediately report it and get a replacement. Do so in a way that it is easily documented, whether it be in an email or on a log. If you wait until the end of your shift to report that your camera is potentially malfunctioning, and there's an incident that was not caught because of that, the institution and department will likely try to hold you at fault. Also, remember that each post has its own camera assigned, so if you are redirected, make sure you swap out the cameras. 🔑

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THE NEW FACE OF CCSO



Mike Romero |
CCSO Regional Representative

I've spent most of my professional correctional career with talented people who do amazing work daily. Looking back at my career, regarding my involvement with labor unions, I clearly see where they were back then and where they are now. The California Correctional Supervisors Organization just celebrated its 30th birthday. In the 30 years of its existence, we all can honestly say CCSO has evolved into a powerful representative of its respective members. I can't help but be impressed with how CCSO was transformed into this respectable monster in just the last four years. I'm sure this did not come without a fight or a price.

Throughout most of my career, I remained a loyal member of the California Correctional Peace Officers Association, and as a matter of fact, I'm still a retired member of CCPOA. I was a CCPOA board member at the Centinela State Prison Chapter for most of my career, and in the last years of my supervisory stage (S06), before promoting to captain, I was the supervisory vice president for the CCPOA CEN Chapter.


During the early years of my career, my perception of CCSO was that of an organization that stayed in the shadows, an organization that lacked respect and never commanded respect. In those years, there was no way I would have ever considered becoming a member of CCSO. I observed managers disrespecting CCSO by only meeting with CCPOA on several occasions. I continually observed this kind of disrespect and other kinds of situations that, in my view, were belittling to all of CCSO. Eventually, a specific chapter president for CCSO was elected at CEN who had the heart and intelligence to command management's respect. Regardless, I still viewed CCSO as a weak organization and only credited that president for making a difference for CCSO members at that chapter only.

As a captain at the California Health Care Facility in Stockton, I noticed a change in the attitude of its CCSO members — a positive attitude. The management team at CHCF would respectfully meet with CCSO's representatives

and solve labor issues at the lowest level. I liked the change, and after observing the awesome representation abilities of CCSO's legal team, I was convinced to sign up as a member of CCSO's CHCF Chapter. Through conversation with fellow CDCR employees statewide, I was learning that CCSO had a new face. From my viewpoint at that time, CCSO was no longer in the shadows. I embraced the positive change of CCSO under Art Gonzales Jr.'s presidency. Soon after, I became the CHCF Chapter vice president, and toward the end of my career I became the chapter president. I noticed CCSO's executive team's presence at CHCF often, which made a huge difference to the organization and its members, as they were touring with a purpose.

When Art Gonzales Jr. became the president of CCSO, it was immediately evident to me that CCSO was headed in a different direction under his leadership. President Gonzales is a visionary who had plans to bring CCSO to another level and gain respect. In my humble opinion, he did that and more for CCSO. Nothing comes without a price or sacrifice. I'm sure this journey has taken its toll on the current president and the executive leadership. I can only hope and pray that CCSO keeps charging forward and gets its members what they deserve: excellent representation and fair labor agreements. There is so much more work to do.

In conclusion, I would say that currently CCPOA continues to be a financial powerhouse, but it is painfully obvious that it places its supervisory members on the back burner by not having a budget for them, by making their respective supervisory vice presidents beg their R06 chapter presidents for money to have a meeting or share the meeting, by concluding on large-scale labor agreements for R06 and excluding its S06 members, and by not calling a supervisory vice president a president, which is what they should be. These actions show no respect for supervisors.

There clearly needs to be a separation between R06 and S06. Under Art Gonzales Jr.'s leadership, CCSO, despite its small membership compared to CCPOA's, is on the same playing field as the big dog, with a competitive spirit. I am honored to say I am currently a regional representative for CCSO, and I am humbled by the opportunity to give back to its members. 

SAVE THE DATE!

CCSO GOLF TOURNAMENT



FRIDAY, SEPTEMBER 2, 2022

Lincoln Hills Golf Club

1005 Sun City Lane, Lincoln, CA 95648

Check-in: 8:30–9:30 a.m.

Shotgun start: 10 a.m.

- **Course and cart fees**
- **Drinks on course**
- **Dinner following play**
- **Swag bag**
- **Awards for first, second and third place**
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