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Keynotes



CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION



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HONESTY WILL ALWAYS BE THE BEST POLICY



ART GONZALES
CCSO State President

As I begin another year as your CCSO president, I can't help but think back on how far our organization has come since I proudly took office five years ago. Many of us remember the not-so-distant past when our budget was so small that it was putting us at serious risk of not being able to function.

Fortunately, those days are long over, thanks to the hard work of our leadership team and the dedication of our members to trust the vision I had for CCSO when I became president. As a result, we've been able to undo years of stagnation that were a result of past individuals not wanting to invest the time and effort to move this organization forward.

By entrusting us with much-needed additional funding

from the recent dues increase, you've enabled us to put *you*, our members, first. In the past year alone, we've been able to provide more first-class training, bolster our legal services so that our members have access to the highest level of representation possible and expand CCSO Headquarters to accommodate more people

I ask that, moving forward, everyone please let me know if there are any concerns or questions about how things are run so that we can address them immediately.

and save us money on meeting space for business, Board and chapter presidents meetings.

As I said in my last article, a recent audit took place that pointed to some deficiencies and systemic issues that the organization needs to address.

Further details about the findings are expected to come out in February, which will allow me to go more in depth about what we can do to move forward together. What I can say is that a lot of what I've seen on the report are systemic issues that have been going on for years, and I'm glad we now have the opportunity to correct what's been holding us back for several years.

I've always taken tremendous pride in being open and transparent with each and every one of our members. I believe that's one reason why I was re-elected for a second term in 2022 and why the decision to raise members' dues was firmly backed by the vast majority of those involved.

With that said, I think it's important to note that this audit came about because a small minority of individuals decided they'd rather not share their differing opinions with the leadership team or me, and instead, they made allegations that were unfair and hurtful to our hardworking membership.

I ask that, moving forward, everyone please let me know if there are any concerns or questions about how things are run so that we can address them immediately. Staying silent or spreading rumors negatively affects members and stalls our growth. I more than welcome

any issue someone may have so that we can deal with it and explain the reasons why we're doing what we're doing.

While I prepare to tackle this issue head-on by ensuring the proper safeguards are in place, and I welcome this audit and any future ones to come, it's crucial that our members know that a service has never been denied or legal representation jeopardized because of this audit. The services we provide to our members have been — and will continue to be — provided throughout the duration of this process and will never be diminished. I am as energized and excited as ever to

The services we provide to our members have been — and will continue to be — provided throughout the duration of this process and will never be diminished.

move forward and address any questions you have about this process.

In other news, the walk time case looks to be coming to an end very soon, and we expect to see sizable movement in 2023. It's been a long time coming, and this will be a big stepping stone that will benefit our members for years to come.

As we start a new year, I'd like to thank all of you for supporting me and allowing me to move this organization in a positive direction. I look forward to a very fruitful year and am proud that we are able to continue providing the best legal representation for our members. 🔑

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Congratulations

Congratulations to the following members who retired in 2022. Thank you for your dedicated service, and we wish you many years of happiness and relaxation ahead.

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FC Anthony L. Adams, **CEN**
C.DA Vincent C. Adams, **CDC HQ**
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ACFM Barbara J. Angulo, **CEN**
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Sgt. Larry Arredondo, **CDC HQ**
Sgt. Oscar Astorga, **CHCF**
SRN III Onome Atiyota, **CVSP**
Lt. Jeff R. Auzenne, **CCC**
Supv. Cook Alanna E. Baldocchi, **SQ**
C.Eng Robert Balias, **ISP**
SRN Josefina B. Banasan, **CMF**
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 Sgt. Takao Robinson, **FOL**
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 Sgt. Nicholas R. Skipper, **ISP**
 Sgt. George F. Smith, **CTC**
 SI I Herbert Smith, **DSH/MSH**
 Lt. Michael A. Smith, **WSP**
 Lt. Sean J. Smith, **NKSP**
 HP Lt. Tamika Smith, **DSH/MSH**
 SRN II Terry L. Smith, **WSP**
 Sgt. Jesse A. Solorzano, **LAC**
 SRN II Stephen E. Soto, **NKSP**
 SRN II Tina L. Sparlin, **COR**
 AD Marion Spearman, **CDC HQ**
 Sgt. Owen W. Spencer, **PBSP**
 Capt. Donald Spurgeon II, **SQ**
 Sgt. Reginald E. Stamps, **CIW**
 Capt. Christopher Stanley, **KVSP**
 CA Elizabeth Stark, **KVSP**
 Capt. Shannon M. Stark, **CDC HQ**
 Sgt. David P. Steen, **KVSP**
 PSO II Laura G. Stephens, **LAC**
 Lt. Christian W. Stiefferman, **CDC HQ**
 CA Jason P. Stiles, **HDSP**
 Sgt. Michael L. Stricklen, **CIW**
 Sgt. Terence W. Sutton, **SOL**
 PSO II Bruce Tanimoto, **CCWF**
 CCRA Elizabeth Tarin, **CMF**
 Sgt. Carl D. Teague, **HDSP**
 Lt. Jeff Teater, **PVSP**
 Sgt. Steve J. Tennell, **SQ**
 Sgt. Michael G. Thomas, **DVI**
 CA Robert Thomas, **CHCF**
 Sgt. John Thompson, **RJD**
 CCM Keith M. Thompson, **DSH/MSH**
 IO III Terry Thornton, **CDC HQ**
 RNE Elva R. Tornel, **CEN**
 Sgt. Daniel Torres, **CIM**
 SRN II Steven Tuell, **NKSP**
 Lt. Michael A. Tuntakit, **ASP**
 Sgt. Matthew H. Urquizu, **CCC**
 Lt. Curtiss W. Ursenbach, **ASP**
 Sgt. Jose D. Valdez, **CCI**
 Sgt. Martin O. Valenzuela, **KVSP**
 C.DA Edward Vasconcellos, **CDC HQ**
 Sgt. Jaime B. Vazquez, **CSATF**
 Lt. Travis D. Verbeek, **PVSP**
 Sgt. Julie A. Villanueva, **CTC**

Sgt. Jason A. Vinson, **SVSP**
 Capt. Miguel Vivero, **CHCF**
 Lt. Leontine A. VonSavoye-Qui, **SCC**
 SCLT Karen Wagner, **CMF**
 Sgt. Larry D. Walsh, **CMF**
 PA III Michael E. Wanzenried, **P&CS**
 Lt. Jeffery M. Watkins, **COR**
 YAA Craig A. Watson, **YA HQ**
 Sgt. Richard J. Weaver, **SQ**
 SRN II Janeen L. Weber, **CMF**
 SA I Lawrence W. Wehr, **LAC**
 SRN II Timothy Wheeler, **CAC**
 Sgt. Jacob Whittington, **NKSP**
 Capt. David M. Wilcox, **PBSP**
 Capt. Scott Wilhite, **CMC**
 Lt. Gary L. Wilkerson, **CVSP**
 Sgt. David R. Williams, **KVSP**
 SRN II Devon K. Williams, **CAL**
 Sgt. Triston Williams, **SQ**
 Sgt. Sonia Williams, **CRC**
 Sgt. Zachary P. Williams, **DVI**
 MSS II Dawn Wilson, **FOL**
 Sgt. Brenda R. Wimbish, **LAC**
 SRN III Mara S. Winsick, **ISP**
 Sgt. Shane S. Winslow, **SQ**
 SA I Annie Wohlers, **MCSP**
 Capt. Gordon Wong, **CDC HQ**
 CHSA II Charles R. Wood, **KVSP**
 Sgt. Curtis Wright, **RJD**
 Sgt. Alan S. Wrye, **PVSP**
 Sgt. Brian Yager, **CTF**
 CS I Ken J. Yannayon, **CDC HQ**
 SA William R. Yarbrough, **CDC HQ**
 Sgt. Randy H. Ybarra, **MCSP**
 Capt. Christopher P. Young, **SQ**
 Sgt. Joe L. Zamora Jr., **SVSP**
 CA Sholem F. Zawolkow, **CCWF**
 Sgt. Jesus Zermeno, **NKSP**
 Sgt. Jacob W. Zipperlen, **SQ**



IN REMEMBRANCE

CCSO extends sincere condolences to the family and friends
of the following members who passed away in 2022:

Renetta Allensworth
RETIRED

Johnny R. Fain
RETIRED

LIEUTENANT
Gary S. Ramey
PBSP

CAPTAIN
Russell E. Bender
CDC HQ

SERGEANT
Jacob W. Fillmore
FOL

LIEUTENANT
Darrell Snell
CSATF

SERGEANT
Bryan J. Blue
ISP

CAPTAIN
Paul L. Hail
CDC HQ

Sally C. Solorzano
RETIRED

James L. Brown
RETIRED

Floyd L. Huyler
RETIRED

Patricia A. Williams
RETIRED

SERGEANT
Paul M. Carranza
LAC

MRD
Laurie G. Mazzola
CDC HQ

SRN II
Sheng Zheng
DVI

LIEUTENANT
Angel G. Castro
CAL

SERGEANT
Christy L. McMurtrie
CVSP

TOYS FOR ONE, TOYS FOR ALL



Lieutenant Mario Alonzo | Centinela Chapter President

CCSO's Centinela Chapter held its first annual CCSO Toys for a Ticket event, which was a big success! The following is a summary provided by Centinela Chapter President Mario Alonzo.

"I am proud of the support everyone showed. We far surpassed what we thought we would get. As I learned in the U.S. Army, 'You leave things better than you found them.'

"From the start of my tenure, Centinela's goal has been to impact our community positively. There is no better place than right down the street from us in Seeley, our backyard. On December 15, Sergeant J. Velasquez, Lieutenant L. Vitela and I were lucky enough to go to Seeley Elementary to give the gifts to the kids. Due to the local Snowbirds sponsoring the K-2 students, we gave a gift to all of the third-, fourth-, fifth- and sixth-graders. I will say that we made a lot of kids smile. Children were rewarded for their attendance and grade performance with the extra toys left over.

"Even better, there was enough money left to purchase jackets for all 74 kids attending Niland Elementary. On January 5, I went there to deliver those jackets and a CCSO teddy bear to all students. I will like to extend a special thank-you to Officer J. Hurtado and Officer N. Preciado for donating 40 blankets to Seeley Elementary to help with the homeless situation of students there.

"I would also like to thank the person who spearheaded the whole event, Sergeant Nayra Alvarez. She was there at the staff entrance greeting everyone with her smile, and even after a long day at work, she went out and bought the kids of Seeley Elementary their gifts. The CEN Chapter also started a food pantry at Seeley Elementary. It will help those who may need a little help."

Thank you, Lieutenant Alonzo, for providing CCSO with this beautiful update. Because of chapters such as yours, we can support efforts that substantially impact the lives of those in the communities you serve. We recognize and honor your service to the families of Imperial County. May you all continue to be a blessing. 🗝️

DON'T BE "THAT GUY" — GET MOVING



by Dr. Cherylynn Lee

This article is reprinted by permission from the January 2023 issue of American Police Beat.

It was a cold Tuesday in November. I woke up three minutes before my alarm and an hour before the sun, because in this line of work if you're not early you're late, and while you're sleeping the enemy is training and getting stronger. My day began with a 45-minute workout in our home garage, followed by the daily *wake up brush your teeth don't hit your brother eat your fruit put on your shoes throw your trash away* dance I do with my 5-year-old daughter before she heads off to preschool. After gently shoving my family out the door, I suited up and headed to work.

That day, I was tasked with speaking to a group of 15 newly promoted supervisors. The topic I was asked to speak on was officer wellness, my favorite! As a police psychologist, I get commissioned to do these sorts of talks often. Sometimes I'm speaking in front of hundreds of responders and other times I'm in briefings with five to 10. Regardless of the size of the group, every talk goes something like this: Did you know that the job changes you physically, emotionally and mentally? Did you know that if you don't take care of yourself, you'll end up like that guy? (Every department has "that guy" who didn't used to be such an asshole, but somewhere along the way

he changed.) And finally, did you know that you are in control of your mind and your body, and that if you lean in and intentionally work on you, if you acknowledge your ailments — whether mental or physical — and do something about them, you won't have to become "that guy" and you can collect more checks in retirement than you did on the job?

Back to Tuesday.

I walked into the room and scanned the landscape. Some officers just got off night shift and were pounding energy drinks. Some folks looked like deer in headlights, shifting back and forth in their seats, wondering what they got themselves into (welcome to promotion). Some were bright-eyed, bushy-tailed and ready to go make a difference for their people and department in this new supervisory role. The facilitator before me had just wrapped up talking about new legislation related to SB 2, a California mandate guiding the complaint review process for peace officers. So now that the room was sufficiently jacked up, it was time to bring them back down.

My first question to the group was "Who got their workout in today?" One person raised their hand, followed by the obligatory nervous laughter from the rest of the room. *One person.* I wish I could say I was shocked. Unfortunately, this is too commonly the answer I get. Somewhere between the academy and promoting, our officers have stopped prioritizing their well-being at the

expense of their tactical effectiveness, officer safety, interpersonal relationships and happiness. Maintaining a good exercise routine isn't about being the biggest or baddest, it's about being the guy who doesn't become a statistic. On average, cops live six years after retirement. Over 50% will have a diagnosable clinical condition at some point in the career. As of the time I wrote this article, we have 133 documented officer suicides for 2022. This doesn't have to be the way it is because it's the way things have always been ... not when it comes to your safety and your health.

Listen, I get it. There are some things that are unavoidable in the profession, like the injuries that add up after wearing the belt for 20 years, but what if I told you that there were some *avoidable* injuries and diseases? If you exercise 22 minutes a day and get your heart rate up above baseline, you reduce your chance of a heart attack by over 50%. Think about it. Walk 11 minutes that way and 11 minutes back. Not all that much time out of your day, if you think about it and *plan for it*.

Speaking of thinking and planning, when you do high-intensity exercise, your heart rate increases and oxygen gets released into your bloodstream and brain, leading to something called neurogenesis, or an increase in neurons. Specifically, neurogenesis occurs in the hippocampus, the part of the brain responsible for learning and memory. Exercise also influences a protein in your brain that contributes to a lower risk of dementia and other mild cognitive impairment, as well as modulating dopamine and serotonin — two chemicals linked with depression, mood, sleep and anxiety.

The moral of the story is that exercise is more important than you might be giving it credit for, and if you have fallen out of your routine because of shift work, life work or parent work, or you just got lazy, that's OK, because it is what it is. But ask yourself, is it the way you want things to be? Are you comfortable with the enemy being faster, stronger and smarter than you, or will you commit to doing something different? We can't all be Jocko (nor should we try), but we can strive every day to be a little bit better than yesterday. So what does that look like for you?

Here are some recommendations if you're considering starting an exercise routine:

1. **Choose a workout you enjoy.** You don't have to pump iron and take selfies (please don't) when it may be more fun for you to go on a hike, bike or swim. The other day we had a novel experience in California — rain. My kids and I jumped in puddles for 20 minutes and turned it into interval and sprint work. Be creative!
2. **Plan your workouts.** Don't assume you will get off work on time, don't assume you will have the energy and don't assume you'll get to it when you feel like it. Plan



your workouts, and plan your day around them to the extent that you can. This might mean waking up an hour before you do now. It may not be fun to think about the night before; however, I can almost guarantee that as soon as you're done, you'll be glad you did it.

3. **Set a goal.** We are a goal-oriented culture, and we are more likely to be successful if we hold ourselves accountable to a metric of some kind. Whether that metric is 22 minutes a day for two weeks straight or being able to squat three plates by February, the intention is what is primary.

It's a new year. So what? (A similar "So what" to when a person outside of public safety tells you "Happy Friday.") Every day, you have an opportunity to wake up and change the course of your life, one decision at a time. I challenge you — right here, right now — to make a decision not to succumb to complacency or excuses or become a statistic I reference in my next talk. I challenge you to be a pain to those working in HR who are cutting more checks because you choose to live and be healthy and engaged in your well-being. Now it's up to you: Do you accept the challenge? 🗝️

Dr. Cherylynn Lee is a police psychologist and works full-time for the Santa Barbara Sheriff's Office as the Behavioral Sciences manager, overseeing the mental health co-response teams, CIT training and Wellness Unit, including Peer Support. As part of her duties, Dr. Lee is a member of the county's threat management team and serves on the crisis negotiation response teams for both the Santa Barbara Sheriff's Office and the Santa Barbara Police Department. Dr. Lee has a private practice in the Santa Ynez Valley where she sees first responders exclusively, specializing in trauma, post-traumatic stress, mindfulness and job performance improvement. She can be reached at crl5034@sbsheriff.org.

CASTILLO HARPER, APC SECURES VICTORY FOR CDCR SERGEANT IN THE COURT OF APPEAL

Mike McCoy | Castillo Harper, APC, Panel Attorney

In May 2018, CDCR issued Sergeant SR a notice of adverse action (NOAA) with a penalty that consisted of a pay reduction of 10% for 24 pay periods. The causes for discipline were inexcusable neglect of duty, discourtesy, willful disobedience and other failures of good behavior.

CDCR alleged that while supervising a contraband surveillance watch shift, the sergeant refused to perform a restraint check at the beginning of the shift and directed his officers to falsify the watch form to say they had performed the check. CDCR also alleged that when the sergeant found out the officers had reported his misconduct to another sergeant, he angrily confronted them and used profanity in asking them who had ratted him out.

The sergeant was represented by Castillo Harper, APC attorney Michael D. McCoy. The matter was appealed to the SPB, and the administrative law judge (ALJ) sustained the entire penalty based only on the alleged angry confrontation and use of profanity.

The facts of the case, as found by the ALJ, were as follows: In July 2017, the sergeant was assigned to the first watch at Pelican Bay SP (PBSP). On first watch, there were two inmates on contraband surveillance watch (CSW). Two correctional officers were assigned to monitor the inmates one on one and document the CSW. At PBSP, the CSW operational procedure includes a requirement that at least twice during each shift, a sergeant must assist the officers in conducting a check of the inmates' restraints. The policy is unclear as to when the sergeant must perform his checks and only states, "preferably at the beginning and again at the end of the shift."

The sergeant met the officers in the CSW area at the start of the shift and reviewed the policy and documents with them. He



did not perform his check at that time but told the officers he would return shortly to perform the checks. Approximately 15 minutes later, the officers became concerned that the sergeant had not returned to perform his restraint check.

One officer left the area and found the sergeant in an adjacent corridor handling the staff FLSAs. The sergeant told the officer he would be in shortly and to "pencil in" his (the CO) part of the inspection. The officer *claimed* the sergeant told him he was busy and to "pencil whip" the forms, and if anything came of it, he would "take the hit."

The officer returned to the CSW area and spoke to the second officer. At approximately 10:25 p.m., the officers called another sergeant and "implied" that Sergeant SR was refusing to do the restraint checks. The other sergeant then called the watch commander and told him Sergeant SR was refusing to do the checks.

The second officer then left the CSW area and spoke to

Sergeant SR in the program office. Sergeant SR assured the officer once he finished his beginning-of-watch duties, he would complete the checks. At approximately 10:45 p.m., Sergeant SR returned to the CSW area and completed the checks. At approximately 2 a.m., the watch commander gave Sergeant SR training on the CSW procedures and advised him another sergeant had reported he had not completed the checks “when he should have.”

Sergeant SR went to the CSW area and asked the officers in an “upset and angry tone,” “which one of you m*****f***** spoke to another sergeant about this?” At the end of the watch, the officers felt uncomfortable speaking to Sergeant SR, so they contacted the oncoming sergeant to perform the end-of-watch checks. When Sergeant SR saw that the officers had asked another sergeant to perform the checks, he again confronted the officers.

In his decision, the ALJ found that Sergeant SR had not told the officers to “pencil whip” the forms and that he had performed the checks in a timely manner. The ALJ did find that SR had been angry, and had used profanity as alleged in the NOAA but for a different reason than alleged in the NOAA. The ALJ found SR was angry because he believed the officers had inaccurately reported him for a neglect of duty he had not committed — not because he believed the officers had accurately reported his intentional misconduct.

The ALJ concluded that SR had exhibited inexcusable neglect of duty, willful disobedience, discourtesy and other failures of good behavior because CDCR had a policy requiring employees to treat each with respect and not use profanity while on duty. The ALJ concluded the proposed salary reduction was an appropriate penalty.

A writ of mandamus was filed and denied in the San Bernardino Superior Court. CCSO then authorized the case to proceed, and the case was then filed with the California Court of Appeal.

SR and Castillo Harper, APC argued that the decision violated due process because SR was not notified that he was to be disciplined based on a single allegation of misconduct. The Court of Appeal agreed because the ALJ found he engaged in significantly different conduct than that alleged in the NOAA. The Court concluded SR lacked notice such conduct could subject him to the full penalty proposed in the NOAA.

“Due process requires that [an employee] be given ‘notice ... of the standards by which his conduct is to be measured’ [citation] and ‘fair notice as to the reach of the [disciplinary] procedure.’ [Citation.] That requires that the respondent be given adequate notice of both the claimed legal standard and the events that are alleged to contravene it and an opportunity to challenge them. Where the cause alleged has potential application to a broad range of conduct, such as unprofessional conduct, the events alleged to contravene the charge do more than allege what must be proved. They also provide criteria by which the charge is narrowed.” (*Brown v. State Personnel Bd.*

[1985] 166 Cal.App.3d 1151, 1164, fn. 5 [*Brown.*])

The Court of Appeal determined that the facts the ALJ found true at the hearing were significantly different from those CDCR alleged in their charging document as the basis for the penalty. The NOAA alleged that SR had attempted to cover up his own intentional neglect by ordering subordinates to falsify official documents and then had gotten angry with his subordinates for *reporting that misconduct*. Such behavior on the part of a supervisor represents a serious transgression. One that, if found true, would undoubtedly have supported a severe punishment like the salary reduction proposed in the NOAA.

However, the ALJ found all three of those charges unsubstantiated and instead found true a very different version of events. Crucially, the ALJ found that Rodgers was confronting the officers for making what — in his mind — was a *false* accusation against him. He was not confronting the officers for *accurately* reporting his own misconduct.

CDCR claimed SR was on notice that he could be subject to the full penalty because discourteous treatment was listed as one of the grounds for the penalty in the NOAA. The Court of Appeal found “those allegations do not solve the due process problem — they underscore it.” This is because the problem is not with the *charge* of discourteous treatment. It’s with the alleged *basis* for that charge.

As those allegations make clear, the charge was premised on an underlying *neglect of duty*. CDCR claimed SR angrily confronted his subordinates for accurately reporting his refusal to perform the beginning-of-shift inspection. But that is not what the ALJ found. Instead, the ALJ found that, having *properly discharged his duty*, Rodgers angrily confronted his subordinates because he honestly believed they’d wrongly accused him of shirking his duties.

The Court found due process requires us to compare the facts alleged to those found true after an evidentiary hearing. In the Department’s alleged version, SR engaged in grave misconduct, contributing to a culture of silence that fosters corruption. The ALJ rejected that theory, however, and found he’d simply failed to keep his temper in check and treat his subordinates with respect when confronting them over a misunderstanding. Given the significant difference between the two kinds of misconduct, the Court of Appeal concluded SR lacked notice that his actions could subject him to the imposed penalty.

The Court reversed the judgment and directed the trial court to issue a peremptory writ of mandate directing the SPB to set aside its decision sustaining CDCR’s disciplinary action against SR and to accord him any other relief to which he is entitled (backpay plus interest). In addition, the Court ordered SR to recover his costs of the appeal. SR is grateful for his friends at Castillo Harper, APC and CCSO for their continued support of his case.

At the time of this posting, the Department has indicated its intent to appeal to the next level, which is not automatically accepted by the Court. 🔑

THE HISTORY OF CCSO'S WALK TIME CASES



Ford Canutt |
CCSO Legislative Specialist

With the long-sought settlement now preliminarily approved by the Court, the majority of our sergeants and lieutenants are too young to know the total history of the CCSO walk time cases. Back in 1998, the California Correctional Peace Officers Association (CCPOA) rank and file received a 2.5% walk time raise, which was denied to the supervisors. CCSO was only six years old at the time and didn't have the money nor the political clout to successively negotiate with the Department of Personnel Administration (DPA), now known as the California Department of Human Resources (CalHR), but we attempted to ask for the 2.5% walk time parity for sergeants and lieutenants. DPA paid almost zero attention to our requests and denied that the sergeants and lieutenants had a valid case.

This, of course, enraged most of the sergeants and lieutenants, and the resentment went on for years. Although this resentment languished for years, CCSO noted that the supervisors were having real walk time problems, except at the Correctional Training Facility (CTF), which had a time clock, and supervisors were being paid overtime. However, before the third-level grievances could be answered, the time clocks were pulled from CTF.

In 2005, Lieutenant Jamie Shaw from Avenal State Prison (ASP) called me at CCSO Headquarters and complained about how early he had to arrive at work so



he could be at his post on time. He stated that he could go through the sally port approximately 20 minutes early and still be late to relieve his post. He stated that many of the supervisors were receiving Counseling Chronos and letters of instruction for this problem. I started researching other institutions across the state and found that they, too, had the same problem.

In 2006, well before CCPOA ever attempted to address this problem, CCSO filed a grievance at ASP. The grievance was denied, which caused me to enlist the services of attorney Gary Goyette to provide the laws, regulations and wording for the grievances to ensure accuracy. After Gary got involved, we filed 14 more grievances at 14 different institutions. This took a very long time to receive any answers at the second level, and then it

took many months to receive the denial from the third level. Once we filed at the fourth level, we could not get an answer. In fact, they refused to answer. I went to DPA Headquarters in 2008 and asked them to answer our fourth-level grievance. The manager for DPA was Christine Rodriguez, and she told me that they would not answer the fourth-level grievance because they knew we were going to litigate the issue. This meant that we had exhausted all of our administrative means and were clear to file our case in Superior Court.

We filed our first class action lawsuit (the *Shaw* case) in early 2010 and the second class action lawsuit (the *Kuhn* case) in late 2010.

We filed our first class action lawsuit (the *Shaw* case) in early 2010 and the second class action lawsuit (the *Kuhn* case) in late 2010. In 2011, CCSO's two cases were coordinated with the CCPOA walking time case (the *Stoetzel* case) at the request of the attorneys for CDCR and for court efficiency purposes.

We still have a long way to go before our sergeants and lieutenants get their checks in hand, as the settlement covers the time period through the end of the current fiscal year (to June 30, 2023), and since the hearing for final approval by the Court is not until October 20, 2023. But between now and then, notices will go out to all class members, and we (CCSO and Gary Goyette) will continue to work to ensure the settlement process goes smoothly.

I hope CCSO members realize how hard we worked to win this case. 🗝️



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2022 YEAR IN REVIEW



Gilbert Valenzuela |
Labor Manager

As each year comes to an end, I often reflect on the many difficult challenges that CCSO had to navigate. CDCR's labor operations and directives are ever changing, and we must do our best to maneuver through the mess, which is often an uphill battle. This past year seemed more difficult than most, though, as the Department was implementing a new program, court directive, COVID-19 policy or changes to its inmate staff complaint process on a weekly basis. Not to mention other challenges, such as prison closures and announcements of more to come, staff shortages and the dreadful use of strike teams. And I would be amiss if I failed to mention the never-ending AIMS/OIA investigations that many of you have been subjected to.

Luckily, with your help, we at CCSO have prevailed through many battles. Together, we have worked diligently to make sure your best interests are at the forefront during our meet and confers and that you have the best legal counsel during any investigative interview.

On a positive note, the year 2022 will also be remembered as the year that our long-lasting and hard-fought walk time case was settled. No one is happier than CCSO's own Ford Canutt, the original case filer, who endured years of doubt that this case would ever be won. Unfortunately, Ford will not gain any monetary compensation from this case, as he was already retired at the time that he filed the case. However, we can all see the pride on his face knowing that he "stuck it to CDCR" for \$155 million. We all owe Ford extreme gratitude for all of his hard work and for enabling us to reap the rewards hopefully before next Christmas.

CCSO is already tackling other issues that might result in litigation, similar to the walk time case. One of those issues is the 1% longevity pay disparity that exists between



supervisors, specifically sergeants and lieutenants, and the rank and file. CCSO has demonstrated that we are willing and able to fight for as long as it takes in order to achieve parity for our supervisors, as evidenced by our 15-plus-year battle for the walk time victory.

We're also committed to serving our non-custody members and are hard at work on various issues and projects. We have introduced and are in the final stages of implementing a statewide overtime policy approved for SRN IIs. This policy, much like the shift bid and vacation policy before it, will ensure some level of fundamental fairness and protection to SRN IIs when it comes to voluntary and involuntary overtime. CCSO will continue to advocate for all of our non-custody members, ensuring that you receive the same benefits as those you supervise.

In closing, I would like to thank each and every one of you for allowing me to serve as your CCSO labor representative. It is a pleasure to assist you, and I truly value my role with the organization. I've met some of you in person and spoken with many of you over the phone, and I look forward to meeting and working with more of you in the upcoming year. 🗝️

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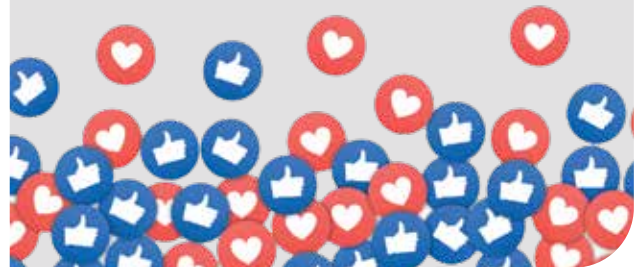
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Scholarship Awards:

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
- ☐ Picture of yourself to include in CCSO Keynotes

- ☐ 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:



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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 scholarships to the children of CLEA plan participants. The 2023 scholarship distribution will consist of \$3,000 — **three awards of \$1,000 each**. Two scholarships will be awarded to high school seniors enrolling in a community college, university, or vocational or technical school. One scholarship will be 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.

HAPPY
New Year 2023

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- ◇ EMPLOYMENT INVESTIGATIONS, THROUGH HEARING ◇
- ◇ UNEMPLOYMENT (EDD), DMV SUSPENSION & RESTRAINING ORDER HEARINGS ◇
- ◇ WRITS OF ADMINISTRATIVE MANDAMUS, ORDINARY MANDATE & INJUNCTIONS ◇
- ◇ CIVIL LITIGATION (WAGE & HOUR DISCRIMINATION, RETALIATION, HARASSMENT, USERRA) ◇
- ◇ EMPLOYEE ASSOCIATION SERVICES, INCLUDING GENERAL COUNSEL, LABOR NEGOTIATIONS, PAC ◇

C | H
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- Court controls distributions

SPECIAL NEEDS CHILDREN

- Protect Inheritance from Govt
- Prevent loss of benefits
- Ensure lifetime care



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