

CCSONET.ORG | SPRING 2023

# Keynotes

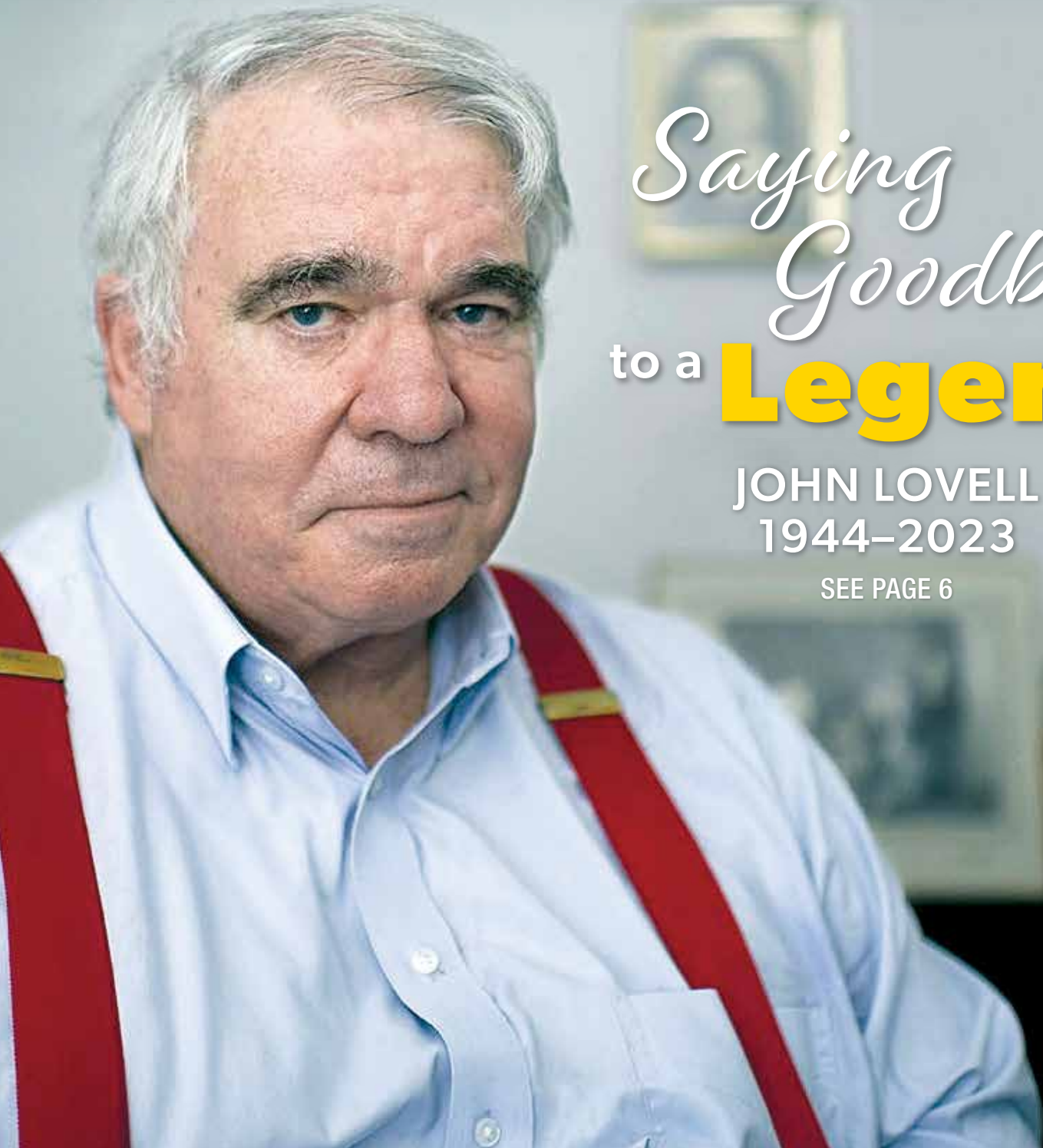


CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION

*Saying  
Goodbye*  
to a **Legend**

JOHN LOVELL  
1944–2023

SEE PAGE 6







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# SPRINGING FORWARD



**ART GONZALES**  
CCSO State President

**A**s we welcome the warm sunshine after a winter of heavy rains — and, for those in the higher elevations, snow — our organization is also looking forward to brighter days ahead. Having sailed through the storm and reached calmer waters, we are ready to work with renewed emphasis on what we do best: helping our members succeed and thrive.

That doesn't mean a simple return to business as usual, however. Our office has been busy putting policies and procedures into place to ensure that our operations are equipped with updated practices to fit the current times we're in. We're establishing safeguards, ensuring there are checks and balances, and creating more layers of

review and documentation so that the future leaders of CCSO won't have to face some of the scrutiny and negativity that have clouded our organization for the past year. We are in a much better spot financially than ever before, and just need to make these adjustments to be certain

**We are correcting what needs to be corrected, but keeping our overall focus simple, straightforward and member-centered.**

that the organization can grow in today's conditions and be ready for tomorrow's unknowns.

We are correcting what needs to be corrected, but keeping our overall focus simple, straightforward and member-centered. Rest assured that, as always, your dues money will be utilized for the purpose it was intended for, and we will continue to provide top-notch

attorneys and other services for our members. We are taking a back-to-basics approach while we consult our chapter presidents to get a feel for what they really want from the organization moving forward. If they share these goals, we hope to be able to keep expanding our training offerings and provide an enhanced, high-caliber annual conference that isn't just all talk with no substance, but truly represents our organization as a whole.

We are getting closer to the end of the "walk time" case and are looking forward to the possible settlement payments being released by the end of the year. We are anticipating the legal fees that were provided by CCSO to be returned to our budget for all the years we've supported this case. We are also looking forward to challenging CDCR to provide our members with a health-care package that is comparable to other union affiliates. It's unfair that supervisors are unable to receive benefits equal to those provided to other groups.

I recently joined other members of CCSO leadership in attending the annual Law Enforcement Legislative Summit in Sacramento, a very informative event where we were able to take the pulse of



what's happening with other public safety agencies, the challenges they're facing and the bills being introduced at the State Capitol that impact our profession as a whole. All the local law enforcement agencies are connected in some way to CDCR, so it's critical that we work hand in hand to address these issues that ultimately affect us all. In addition to keeping us up to date on the hot topics and being a great networking event, the summit also gave us an opportunity to touch base with our legislators to let them know the direction we're moving in and how we can

**All the local law enforcement agencies are connected in some way to CDCR, so it's critical that we work hand in hand to address these issues that ultimately affect us all.**

assist them in their efforts to make our communities safer.

In closing, I wish all of you a safe and happy springtime. We at CCSO look forward to continuing to make great strides together as an organization while providing the highest level of representation possible for our members. 🗝️

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# REMEMBERING JOHN LOVELL

1944–2023



**Paul R. Curry |**  
**Legislative Advocate**

**T**ypically, at this time, John Lovell, my longtime friend and lobbying partner, would be crafting the legislative update for CCSO and his other clients. Unfortunately, I am saddened to report that John passed away on March 30 at the age of 78.

John and I had been friends for over 30 years. He was one of the first Capitol lobbyists to befriend me when I started representing the San Bernardino County Sheriff's Department. John not only became my friend, but he also mentored me and helped me work on some of my early legislation. While we were of different political views, we were always able to discuss issues and positions without becoming disagreeable with each other. John taught me the importance of finding a middle ground with my opponents, which usually reduces or removes their opposition to any legislation you're promoting. At presidential election times, we had a standing joke that the winner would always be there to talk the loser off the edge of the building.

John started his lobbying career after obtaining his bachelor's degree from Cornell University on an academic scholarship, where he participated on the football and boxing teams. He received his law degree from UCLA School of Law, graduating in the top 10% of the class. He was a member of the California State Bar for over 50 years. John began his career representing major corporations like E & J Gallo Winery, DuPont Company and Donald Trump before moving to the Los Angeles County District Attorney's Office.

Finding a match in representing law enforcement, John spent the remainder of his long and storied career on the front lines

defending and advocating for public safety issues. Representing the California Peace Officers' Association (CPOA), one of the oldest organizations in the state, he was instrumental in starting the Law Enforcement Legislative Summit. This summit brings together all the law enforcement associations and their advocates for a day of information-sharing and collaboration. John went on to represent the California Police Chiefs Association (CPCA), California Narcotic Officers' Association (CNOA), California Association of Code Enforcement Officers (CACEO), California College and University Police Chiefs Association (CCUPCA), Los Angeles County Police Chiefs' Association (LACPCA), Los Angeles County Professional Peace Officers Association (PPOA) and California Correctional Supervisors Organization (CCSO).

John and I began representing CCSO in 2005 with the goal of raising CCSO's profile in the Legislature and in the law enforcement advocacy ecosystem. Over the last 18 years, we have seen our president honored for the organization's legislative successes, which have benefited the entire law enforcement community. In addition, CCSO has seen several of our legislative proposals signed into law. As a result, CCSO now has a permanent seat at the legislative table, with lawmakers seeking our opinions on proposed legislation.

John gave a talk at one of the annual conferences where



*John working the halls during a late-night legislative session*





*John with Senator Cathleen Galgiani and CNOA President Frank Hartig*



*John with CNOA President Frank Hartig*

he explained how all legislation is local and that the folks who engage with their legislators at their local district offices can enormously affect how the legislator views an issue. During that talk, John encouraged each member to reach out to their elected representatives. As he said, “If you are not at the table, you are on the menu.”

John was very passionate about representing his clients and could always be counted on to do the necessary work to get the job done. He felt that having his clients’ members become active in local politics would help their association achieve success in the Capitol, even if they had limited resources. Training these grassroots lobbyists helped John stop legislation that was harmful to public safety and was backed by sizeable political action committees and wealthy donors.

Throughout his career, his legislative track record is unmatched, with over 99% of the bills he has lobbied for being enacted. The *Los Angeles Daily Journal* once did a series on lawyers and lobbyists in Sacramento and stated, “John Lovell is one of the most respected lobbyists at the Capitol.”

John has been given many awards, including the CPCA’s Distinguished Service Medal (2014), CNOA’s Captain John F. Kerrigan Award (2003) and CPOA’s Bud Hawkins Award (2021).

John was known for his ability to communicate his clients’ positions effectively. He sometimes used polite but colorful language, drawing on absurd or comical references. Many in the Capitol will never forget his characterization of a bill returning after being defeated the previous year as “a dog returning to his own vomit.” There was also the time he opposed a group providing training and equated that to “Ted Kennedy teaching a water safety class.”

A funny story he liked to tell people when we were together was about a time when we were walking down the street in front of the Capitol and passed a homeless person begging. John stopped to check his wallet to give the man some money. Realizing that he had no cash, he started walking and asked me if I could loan him \$5. Thinking he would use the money for lunch, I gave him a \$5 bill, and he turned and walked back to the man

and gave it to him. I told John that was a typical Democrat move: take from someone else to give to the poor. John was always a generous giver, both on the street and at his church.

The Capitol lobby corps will miss John as a resource on legislative history in the public safety arena. He worked on several statewide initiatives, dealing with everything from animal cruelty to illegal narcotics trafficking to retail theft. His grassroots approach was able to mobilize vast numbers of voters to support the positions that he was advocating. Over the years, the attacks on public safety made advocating for law enforcement much more difficult, but John took it in stride and worked harder. Working up to his last day on behalf of his clients, he fulfilled his desire to work until he died.

I will miss the counsel and advice of our friend John Lovell, but I know that he is with his Lord and Savior in a much better place.

John is survived by his loving wife, Mariaelena Lovell; his sister, Marion “Nikki” Lovell Dana; and his nephews, Joseph Hakim Dana and Colin Lovell Dana. 🗝️



*John speaking on a political radio show*



# 2023 CCSO SCHOLARSHIP

CCSO is pleased to announce our 2023 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. 🗝️

**Amanda Desfosses**

**Parent:** Lt. Allen Desfosses, PVSP



**Dartangean J. DeLaTorre**

**Parent:** Sgt. Jason DeLaTorre, CIM



**Manuel B. Milke**

**Parent:** Lt. Manuel Milke, CVSP



**Amaya Ramirez**

**Parent:** Lt. Arturo Ramirez, CAC



# SCHOLARSHIP RECIPIENTS



**Jordan Abel**

**Parent:** Sgt. Alexander Abel, LAC



**Miah Mejia**

**Parent:** Sgt. Matthew Gutierrez, SQ



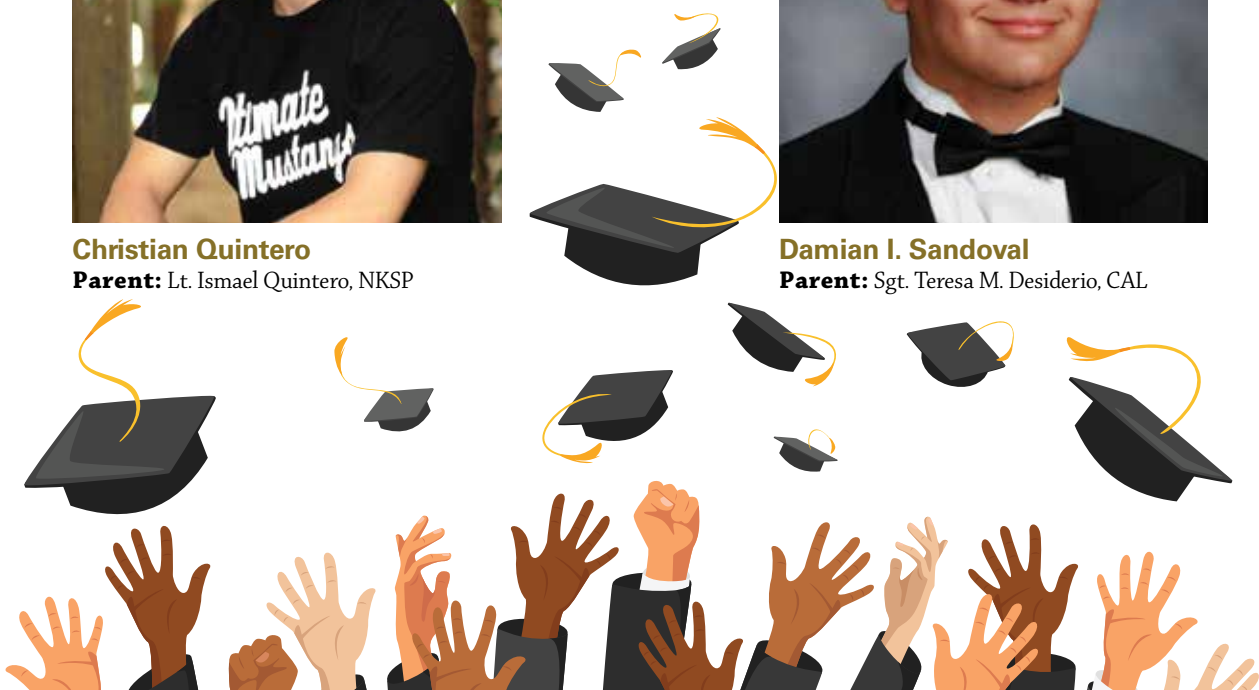
**Christian Quintero**

**Parent:** Lt. Ismael Quintero, NKSP



**Damian I. Sandoval**

**Parent:** Sgt. Teresa M. Desiderio, CAL







# DOWNSHIFTING AFTER WORK

By Medina Baumgart, Psy.D., ABPP

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

**A**t some point in your career, you have probably heard someone say, “Don’t bring the job home.” In theory, this sounds like a great idea. As a living, breathing human being, it can be a bit more complicated than that. Cops endure a myriad of stressors that challenge their well-being and can make the transition from work to home life a difficult task. The residual gunk from the workday can have serious consequences on your physical health, mental health and relationships if you don’t effectively transition your brain and body after your shift.

The concept of downshifting refers to reducing the intensity of something. Think about how your brain and body operate when on duty. If you were a car, your tachometer would be in the red. However, unlike a car engine, your brain and body cannot recover by simply turning off at the end of your shift. You can, however, shift into a lower gear to help your brain and body slow down and recover. So, how can you downshift after work?

Downshifting is an intentional process that cannot be scrolled away on social media, played away on video games, watched away on television or drank away with booze. If you notice that you are doing these things or finding it necessary to keep busy off duty, you may be engaging in emotional avoidance or distraction activities. While this can provide you with some short-term relief from your workday, the long-term consequences on your physical health, mental health and relationships can significantly impact your quality of life. Below

are a few techniques to help you downshift your body and brain after your workday.

- **Dressing down:** As you dress down after your shift, begin to slow your brain and body by grounding your senses. Start by focusing your attention on your physical senses. As you remove pounds of gear and your ballistic vest, take a few seconds to enjoy how much lighter your body feels. As you get out of your uniform, notice how the fabric feels, the texture of the buttons and the temperature changes (warmer or cooler). If your brain starts thinking about the workday or things you need to do after work, redirect your focus to your physical senses. This takes time, but with regular practice, you can train your brain and body to slow down and start recovering from your shift.
- **Systems check:** When you get in your car to leave work, take a minute to scan your internal systems. How is your breathing? Any physical tension or discomfort? Take a couple of minutes to focus on your breathing and slow it down with a steady inhale–exhale pace. Each time you exhale, imagine a little bit of that stress or discomfort leaving your body. As you drive home, focus on slow and steady breathing at each red light or stop sign. Before you exit your vehicle, take another couple of minutes of slow and steady breathing to exhale the stresses of your workday.
- **Brain dump:** Unload your workday by taking 10 minutes to literally dump whatever is on your brain — thoughts, emotions or anything else — on a piece of paper. Don’t worry about forming coherent sentences or censoring what you write. The point here is to make



some room for off-duty life by releasing some of the residual gunk of your workday. When you are done, shred it or tear it into pieces and throw it away. As you get rid of it, imagine that you've cleaned out some of that engine gunk so you can function better.

- **The pocket token:** Find a coin or token that fits in the pocket of your work uniform. Take it with you and when you get home, put it in a designated spot at home. As you do this, imagine that you are placing work on pause to be picked up the next workday when it is put back into your pocket.

One additional suggestion for downshifting after work: Pay attention to how much time you spend talking about work when you are on your own time. It is a good idea to reduce how much time you spend rehashing the workday with your partner when you are off duty. Although it can feel like you are just venting or telling war stories, this can inadvertently keep your brain and body in work mode when you are off the clock.

Give the above downshifting techniques a try, or come up with your own. Remember, the goal is to help your brain and body slow down and recover so that you can better function in (and enjoy) off-duty life. 🗝️

*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.*

## CALLING ALL CCSO MEMBERS



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- Do you have photos from a recent event held at your institution?
- Do you have an experience you want to share with fellow members?

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# CHAPTER SPOTLIGHT

## GOVERNOR HONORS THREE IRONWOOD STATE PRISON EMPLOYEES

**John McAllister | ISP Chapter President**

**T**hree Ironwood State Prison (ISP) employees were recently awarded the Governor's State Employee Medal of Valor Special Service Award (Silver Medal), which recognizes an act of heroism by a state employee extending above and beyond the normal call of duty or service performed at personal risk to their safety to save human life or state property. Registered Nurse (RN) Mayra Mora and Correctional Lieutenants Heriberto Mora and John Bradley were honored on Friday, February 24, for their heroic rescue of two adults and two children involved in a rollover vehicle accident in February 2021. The trio were previously honored for this rescue with a Bronze Star at the CDCR Medal of Valor Awards ceremony in September.

Lieutenant Mora and his wife, RN Mora, came upon the car crash on the morning of February 4, 2021, during their commute from Indio to Ironwood State Prison. They pulled over, and as trained first responders, began providing aid to the passengers of the mangled truck resting in a ditch along Interstate 10. The truck's driver had a head injury that was bleeding profusely, and a little girl was found outside of the truck. Another passenger was also found on the ground near the wrecked vehicle. RN Mora took her husband's sweater and began treating the truck driver's head wound. She then calmed the young child, who did not appear injured. Lieutenant (then Sergeant) Bradley also stopped to lend aid to the crash victims. Lieutenant Mora noticed a car seat in the vehicle, and with Lieutenant Bradley's assistance, broke open the rear passenger window, undid the baby harness and got the baby out to safety. Meanwhile, RN Mora treated the woman on the ground, keeping her stationary to avoid



aggravating internal or neck injuries. The nurse and lieutenants stayed with the victims until firefighters and paramedics arrived. It is worth noting that other prison staff also stopped to help with bottles of water and blankets for the victims.

Lieutenants Mora and Bradley are both CCSO members, and President Art Gonzales was on hand to congratulate them for their exemplary courage and dedication. The ceremony was followed by a celebratory barbecue for all staff members, sponsored by CCSO and our fellow employee associations.

The brave actions of RN Mora and Lieutenants Mora and Bradley helped save the lives of an entire family. We are very proud of them for representing our profession with distinction and earning the highest honor California bestows upon its public servants. 🗝️

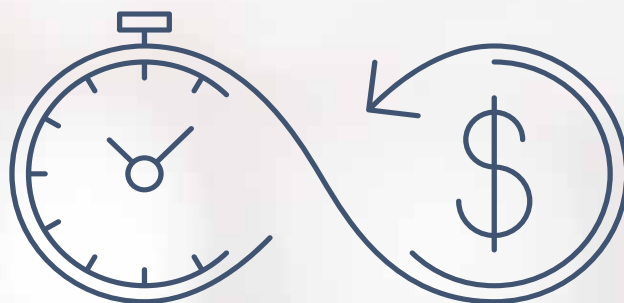


# *California Correctional Supervisors Organization*

## *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**



# KVSP EVENTS OFFER FELLOWSHIP, SUPPORT FOR CCSO MEMBERS



## Chad Huckleberry | KVSP Chapter President

**T**he Kern Valley State Prison (KVSP) Chapter of CCSO planned a Supervisors vs. Officers softball game for our members and provided the team T-shirts. The Supervisors prevailed with a final score of 13-11, and lots of friends and family came to see the game.

CCSO's California State Prison Sacramento (SAC) chapter recently sponsored a lieutenant for his Relay for Life team, which was called LWOC (Life With Out Cancer). CCSO KVSP provided the team T-shirts, as well as providing baked goods for a bake sale to help raise money for the team. The funds support the American Cancer Society's lifesaving research and services for people trying to cope with their cancer experience. 🗝️







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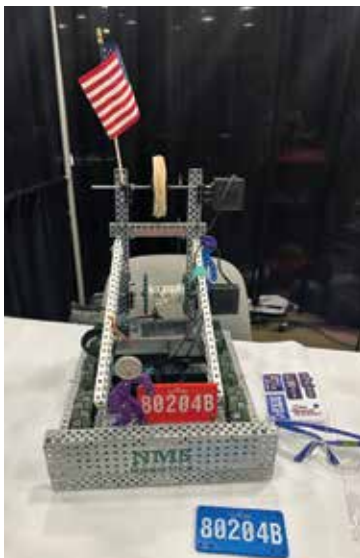


*Gjo*





# CCSO SUPPORTS ROBOTICS TEAM



## Thomas Counts | WSP Chapter President

**W**asco State Prison (WSP) Chapter is grateful to CCSO for its generous donation to help the daughter of one of our members, Lieutenant Erik Venegas. The donation was given to support her middle school's robotics team to compete at the VEX Robotics World Championship in Dallas. Over 90 teams from 40 countries competed. Her team beat 67 other teams to finish a respectable 14th. They are very excited and greatly appreciate the donation from CCSO.

Lieutenant Venegas told us: "Norris Middle School sent two teams of four kids. Both teams competed locally and at the state level to qualify for the World Championships, which is a feat in itself. Both teams did really well. My daughter's team made it to the playoffs. Even more impressive is that their robot didn't even have all the features the other teams had to score due to lack of funding from the school. Despite this, they finished higher than any other school in Kern County, including the other middle and high schools. They look forward to returning next year. Thank you and CCSO for all your support!" 🗝️





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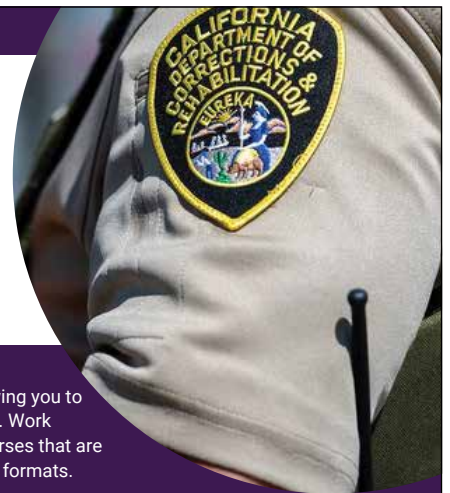
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# LABOR

## TOURING WITH A PURPOSE

**Art Gonzales Sr.** | Senior Regional Representative

**Michael Romero** | Grievance Manager/  
Regional Representative

C

CSO has been conducting tours at CDCR institutions since its inception in 1992. These tours are predominantly facilitated and led by our esteemed regional

representatives. Each regional representative is carefully selected by the organization as an individual that possesses the essential leadership traits, principles and humility, with a plethora of correctional supervisory experience necessary to wear the title. CCSO's regional representatives conduct site visits in coordination with each institution's respective chapter president and local members, with a specific purpose in mind. The main purpose of the tours is to let the members know we are there for them by listening to any issues or concerns and providing assistance to support and resolve those problems.

CCSO is dedicated to ensuring that our members are not only heard, but also assisted as much as possible. As CDCR has evolved and continues to change in an effort to improve as a department, there are several areas that have operationally changed. Many of these changes have caused huge workload impacts on supervisors. Our site visits, which entail walking around and talking to members, allow us to see firsthand the impact these changes have. By understanding the effects, we can brainstorm possible solutions and develop ideas to minimize the impact. We have been fortunate enough to have positive and meaningful discussions with management teams at the institutional level. CCSO regional representatives make an effort to meet with every warden, or their designee, to discuss the culture of the institution, new and current



missions, supervisory issues, labor issues, the warden's support of supervisors (or lack thereof) and any issues the chapter president may be experiencing locally.

The regional representatives wear several hats, work closely with CCSO's labor manager and grievance manager, and assist in other areas of the overall operation of CCSO as well. Recently, after several site visits to institutions, a pattern of increased workload for supervisors was identified, which was also brought up by the membership. A drastic change in the CDCR's appeals and staff complaint process caused a significant workload impact on supervisors at the institutional level. CCSO's review of the operational changes to this process and the workload impact determined that the current appeals and staff complaint process is not sustainable.



This new system is basically robbing Peter to pay Paul — meaning that the staff complaints are overwhelmingly assigned to institutional sergeants and lieutenants, which hinders their ability to adequately perform their regular daily mandated duties. This impacts their time to supervise subordinates, therefore lessening their ability to appropriately lead and train staff as expected. This will eventually have a negative effect on every institution, because poor training leads to poor performance. Some institutions only have one position identified as a local designated investigator, and others don't have any. This process has already failed, necessitating developing, designating and utilizing strike teams at different institutions to help with their respective appeals and staff complaints. We understand that this is a new process and many flaws and kinks have yet to be worked out; however, supervisors have informed us that clear direction has not been given to them on expectations, and that these assigned staff complaints keep getting sent back for corrections due to updated verbiage requirements. Because of the change to the old "screening out" process of appeals and staff complaints identified as frivolous, the department is now being flooded with an overwhelming number of appeals. At one of our recent visits, we walked into the appeals coordinator's office and observed stacks of appeals and staff complaints on different desks. It was apparent that the appeals coordinator was stressed out and overwhelmed. CCSO is scheduling a meeting with CDCR Labor to discuss these issues and find a solution to this mess. This is not a well-oiled machine and will eventually break down if this is not corrected.

We are working on our tour schedule and hope to see you soon. We will contact you in advance to schedule a tour, and you may contact us to request one. During the visit, the regional representatives will meet with supervisors from different disciplines throughout the institution. We will listen to your concerns and make every attempt to handle all labor issues at the lowest level in order to not create unnecessary problems. 🗝️



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# LEGISLATION

## LAW ENFORCEMENT LEGISLATIVE SUMMIT



**Gilbert Valenzuela** |  
**Labor Manager**

C

CSO leadership, along with Legislative Advocates John Lovell and Paul Curry, attended the 31st annual Law Enforcement Legislative Summit in Sacramento on March 7 and 8.

This highly informative event was an opportunity for law enforcement leaders from throughout California, including chiefs of police, county sheriffs and district attorneys, to

gather together for education, discussion, strategizing and advocacy on current legislation and policy issues.

Guest speakers, including Assembly Public Safety Committee Vice Chair Juan Alanis and Assemblymember Blanca Rubio, informed us about the various public-safety-related legislative bills making their way through the Capitol right now, some of which we are in support of and some of which we are opposed to.

One bill we are of course in favor of is the CCSO-sponsored bill introduced by Senator Marie Alvarado-Gil, SB 716, which would permit excluded employees to resolve grievances through binding arbitration. Supervisor organizations have been working on legislation to address this issue for the past decade, and we remain hopeful that we can resolve this inequity for



our members. We and our lobbyists will continue working to get this very necessary bill passed.

A bill we were made aware of that we are highly opposed to is AB 280, which would place limits on solitary confinement in jails and prisons, including allowing it to be used for no more than 15 consecutive days. We view this bill as a detriment to the safety and security of prisons, and we believe that the welfare of both inmates and correctional staff will be placed at risk if it passes.

In addition to offering updates on current and pending legislation, the summit also provided insight into the criminal trends we are seeing in our communities and correctional settings. We were able to exchange vital information with the leaders of county jails, other law enforcement departments and public safety groups. That information sharing serves to unify the law enforcement profession to either support certain bills that will strengthen the rights of our employees and the safety of our communities and correctional settings, or oppose those bills that could negatively impact our profession.

Being able to join forces and speak with one voice helps ensure our message is heard loud and clear in the seemingly never-ending discussions on criminal justice reform. Attending this great event each year not only helps CCSO further our agenda through collaboration with legislators and our allies in public safety, but also helps grow our recognition and relevance as an authoritative professional organization. 🔑



# CCSO

## DEATH BENEFICIARY UPDATE

At enrollment, CCSO members actively employed with the Department receive a \$5,000 death benefit and retired members receive a \$1,000 death benefit. It is imperative that all members maintain an updated beneficiary card on file with the main office. There have been several occasions where an ex-spouse received the death benefit because a member neglected to update their card.

Out-of-date beneficiary designations are a common and costly mistake. Once CCSO is notified of a member's death, a check is

immediately cut to their designated beneficiary. Often it is too late to ensure those funds go directly to your intended recipients.

To ensure your wishes are honored, please update your card today.

Remember, the beneficiary must be 18 years of age or older. If under 18 years of age, a designated co-beneficiary must be listed.

A family member must contact the CCSO office within 60 days of the member's passing.

To update your death beneficiary card, visit [ccsonet.org/member-benefits/death-benefit](https://ccsonet.org/member-benefits/death-benefit).





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