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# Keynotes

CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION



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# REACHING GREATER HEIGHTS TOGETHER



**ART GONZALES**  
CCSO State President

I trust that you had a wonderful holiday season and that you rang in 2024 surrounded by your friends and loved ones. I wish you all peace, prosperity and good health as we embark on a new year that will undoubtedly be filled with challenges as well as opportunities.

The new year is a time for reflecting on our past achievements and looking toward the future of our great organization. I want to start by thanking our chapter presidents for their unwavering dedication. Their support was integral to the accomplishments we made last year, such as our victory in the “walk time” case, in which we secured a 6.25% salary increase, and a 1% longevity resolution. I would also like to thank our members for trusting the process and understanding that the work

we do takes a lot of time and commitment. And last but not least, I have immense gratitude for our staff, who consistently go above and beyond in providing our members with outstanding customer service. I’m excited to build off the momentum of our successes and get back to business for our membership.

**We started 2024 strong by welcoming new Board members. I’m thrilled for them to bring their fresh insights, ideas and creativity to the table.**

We started 2024 strong by welcoming four new Board members, who were elected in December and began serving their terms in January. I’m thrilled to have them aboard and for them to bring their fresh insights, ideas and creativity to the table. Together, we will take our organization to new and even greater heights.

This year, we will continue working toward getting arbitration for excluded employees. We have put forth arbitration legislation to

rectify this issue year after year, and it has been shot down by the governor’s office each time. Excluded employees, including and specifically first- and second-line supervisors, do not have the ability to arbitrate, resulting in many labor issues being litigated in court. Taxpayers are responsible for footing the bill for the legal expenses for these cases, which could have been resolved through arbitration.

An example of this is our recent “walk time” case, which resulted in a \$155 million settlement of wage and hour claims for current and retired sergeants and lieutenants. If excluded employees had arbitration, we likely would never have gotten to that point, and the case would have been resolved a lot earlier. I think it’s important for taxpayers to realize that their dollars are going toward offsetting costs that incurred over 14 to 15 years because the state was reluctant to compensate us the same as the correctional officers. We will keep our members apprised of our efforts in improving the excluded employee grievance process.

Another issue we will be focusing on is supervisor transfers. I strongly believe that supervisors should have the ability to transfer without having to interview. It’s mind-boggling that supervisors have to compete for transfers against others who have never served in supervisory roles, and



that we get beat out for these positions because of this process. Officers have the ability to transfer, yet supervisors do not. This idea needs to be presented again to CDCR, as they need to understand that supervisors have lives outside of their jobs and that life changes may arise that make transfers a necessity. To have to compete with such effort for transfers when we've already been doing the job is, quite frankly, a slap in the face. We hope to correct this issue.

We will also continue striving for a better health care package for our members. Our excluded employees should not have to be forced to belong to a competitive organization in order to get a

better package. They should be able to select a health care package that best fits their needs and the

## **I'm excited to build off the momentum of our successes and get back to business for our membership.**

needs of their families without having to pay dual membership to two separate organizations. That's

unacceptable. Our members should be able to select a health care package with the options available for supervisors.

I will discuss these and many other goals with you at the CCSO Conference on April 26-27 in Sacramento. This will be an opportunity for us to collaborate, network and talk about what we as an organization will be facing in the future. We look forward to featuring informative speakers, educating our members on ways that they can better serve CCSO and providing a platform for our chapter presidents to touch base with the members on the issues that are affecting them. I hope to see you all there. Stay safe! 

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# LOOKING FORWARD TO SERVING OUR MEMBERS



**JAVIER COVARRUBIAS |**  
**CCSO State Board Member,**  
**Non-Designated**

In August 2007, I walked into Chuckawalla Valley State Prison for the first time and began my career with CDCR. I was recruited by an RN colleague while working at the Palo Verde Hospital emergency room in Blythe, California. After seven years of working in a hospital, I was convinced that working for CDCR was the best move for my future. I remember my colleague saying, “Come work with me, you can’t go wrong coming to work at the prison.” Now as I write this 17 years later, I reflect back on all that I have learned from just about every different department within CDCR.

I have been a Supervising Registered Nurse II (SRN II) for 16 of my 17 years with CDCR. I started as line staff my first year and then worked up the courage to become an SRN II. The first year was an eye-opening experience, but the biggest culture shock was the use of the union. Prior to joining CDCR, I had never been part of a union or labor organization, and honestly, I had a negative

perception of them. I came to realize that I was basing my opinion on surface-level information, and I didn’t really know what services they offered or what benefits they could provide for staff. In the private sector, I had no use for a union or labor organization, but within CDCR it was evident that it was necessary. Even as I came to realize that becoming a member was crucial, I still was hesitant about being active and vocal. SRN IIs don’t have a contract, so I doubted anything could be

**One of my goals is to encourage supervisors to be more active and help to address pressing issues.**

done for us. My goal as a supervisor was to create change to provide a better work environment for my staff. At least that’s what I thought I could do as an SRN II. I learned the hard way that being fair and making sense are two things that aren’t considered within CDCR.

Although my tenure with CDCR spans many years, I have only been involved with CCSO for a short time. Thanks to the Centinela State Prison CCSO president at the time, I was brought on board to CCSO and have been hooked ever since. I have a newfound respect for what a labor organization can do for its members

and look forward to bringing something to the table. My understanding of CCSO has largely come from attending conferences and listening to the CCSO State Board members. Over the past few years, I have been fortunate enough to speak with State Board members and ask some important questions. There have also been many enlightening presentations, which provided key information and benefits that I was able to share with my colleagues.

CCSO has many positive accomplishments, but the work is never done. I have realized there is a lot I need to learn in my new role so that I can continue fighting for supervisors’ rights. One of my goals is to encourage supervisors to be more active and help to address pressing issues. Unfortunately, I have learned that things don’t move as fast as we want them to, and even when we are victorious, there are plenty more issues to tackle. Gilbert Valenzuela is a huge asset for CCSO as both the labor manager and vice president. Recently, we spoke about the challenges facing SRN IIs, and he made me realize that most issues are complex and it’s not always a simple fix. Our employment rights come from labor law, which can be ambiguous and not always correctly interpreted or easily changed. Our issues aren’t always negotiated and can take years and litigation to change. While it’s frustrating for members to wait for results, we want everyone to know that we are working hard, and the fight for fair treatment is ongoing.

As the saying goes, there is

strength in numbers. My goal is to enhance networking among the SRN IIs in order to share the issues we are confronting. Many institutions operate differently; however, many of us are facing the same challenges. By encouraging other supervisors to come forward and share their concerns, we can discuss and offer amenable solutions for everyone. Some of the issues I plan to address are heavy workloads that push for supervisors to stay over after their shift in order to not fall behind, and uneven distribution of work assignments based on convenience for management. As supervisors,

we have the right to shift preference, but still deal with changes in assignment and RDOs. Even hold-overs and order-ins are done based on convenience and management preference. Although we won't be able to have an SRN II Seminar this year, I'm still hopeful for networking events that could potentially bring some amazing input. I will advocate for an SRN II Seminar in the future so that we can get together and discuss our daily issues and how to alleviate them as best we can. There are many SRN IIs out there who have very little faith in labor organizations; I used to be

one of them. My goal is to win over their confidence by proving how beneficial CCSO can be for them.

Being an active member of CCSO is crucial to implement change. As I start my term, I look forward to bringing awareness to other supervisors and including them in this great organization as we push for change. We may have a long road ahead of us, but with any luck, I'm hoping to be successful in giving future supervisors the best working conditions possible. I take great pride in my role for the CCSO State Board, and I want you to know we are always fighting for you. 🔑



# State Board 2023 Election RESULTS

**The CCSO State Board Election results were tabulated by Berger and Company Certified Public Accountants on December 5, 2023. The newly elected State Board members are:**



**State Vice President:  
Ret. Gil Valenzuela**



**State Board Member,  
Lieutenant (Lt.):  
Lt. Chris Fackrell**



**State Treasurer:  
Lt. Pete Acosta**



**State Board Member,  
Non-Designated:  
SRN II Javier Covarrubias**

Each elected State Board member will serve a term of four years: January 1, 2024, through December 31, 2027. CCSO thanks everyone who took part in the nomination and voting process. Your participation makes CCSO strong! 🔑



# THE VITALITY OF SUPPORT AND PRESENCE FOR CCSO MEMBERS



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

**A**s we say goodbye to a year marked by challenges and changes, CCSO remains resilient and ready to embrace the possibilities the upcoming year holds. The past year has tested our mettle, and through it all, we have learned valuable lessons that will guide us toward positive transformation in the days ahead.

One of the crucial aspects we recognize is the need for improved communication within our organization. Clear, transparent communication is the bedrock upon which trust is built, and we are committed to fostering an environment where our members feel informed and involved in the decisions that affect them. As we navigate through the uncertainties of the past, we acknowledge that open lines of communication are essential for building a stronger, more resilient community.

In the spirit of accountability, we will be re-evaluating how we allocate resources and make financial decisions. It is our responsibility to ensure that CCSO members' hard-earned money is spent wisely and in ways that benefit them and the communities they serve. Moving forward, we pledge to make well-informed decisions that prioritize the

collective well-being of our members and the long-term sustainability of our organization.

To achieve this, we will implement more transparent financial reporting, allowing our members to track how their contributions are utilized monthly. We understand the importance of financial clarity, and our commitment to responsible fiscal management is unwavering. By providing a detailed breakdown of expenses, CCSO aims to build trust and demonstrate our dedication to financial transparency.

**Whether it's providing financial assistance, offering educational resources or fostering a supportive environment, our commitment to our members extends beyond the ordinary.**

Moreover, we recognize the need to enhance support systems for our members. The past year has taught us that challenges can arise unexpectedly, and CCSO members deserve timely and effective assistance when facing difficulties. We are investing in improved





support infrastructure, including enhanced customer service and accessible information channels. Our goal is to ensure that our members always have the answers and support they need precisely when they need it.

As we stand on the cusp of a new year, we are energized by the opportunity to turn challenges into catalysts for positive change. We recognize the diversity and dispersion of our membership base and strive to ensure that our support reaches every corner. We believe that supporting our members in their times of need is not just a responsibility but a privilege. Whether it's providing financial assistance, offering educational resources or fostering a supportive environment, our commitment to our members

extends beyond the ordinary. It is a reflection of our values and an acknowledgment that CCSO is not merely a collective entity but a family that stands together, united by the shared belief that supporting one another is the cornerstone of a thriving and resilient community.

In conclusion, let us collectively embrace the new year as a symbol of hope and renewal. Through improved communication, responsible financial management and enhanced member support, we are confident that the challenges of the past will pave the way for a brighter future. Our commitment to CCSO members is steadfast, and we look forward to a year of positive strides and shared success. 🗝️



# MAKING A DIFFERENCE

## CCSO GIVES BACK

Throughout 2023, CCSO supported its chapters in their efforts to make a meaningful and lasting difference in their communities and institutions across the state. Here, we highlight some of the many ways that we helped give back.









## RETIREMENTS

# Congratulations

Cheers to the following members who retired in 2023. Thank you for your dedicated service, and we wish you many years of happiness and relaxation ahead.

SRN II Ferdinand Agustin, SVSP

SCC Stephanie Arellano, SVSP

Sr. YCC Jeannie Armstrong, DWN

Lt. Kenneth Armstrong, CCI

Capt. John Arnold, SQ

SRN Michael Aungkhin, CMC

Lt. Santiago Avina, CIW

Sgt. Kristopher Bailey, CAC

CA David Barneburg, PBSP

Sgt. Karl Beesley, CCI

Sgt. Dennis Bell, FOL

CA Raymond Berry, SCC

CFM I K. Edward Bertrand, HDSP

CA Jason Bishop, CIM

Sgt. Eugene Black, SVSP

Lt. Scott Blackburn, CCI

Capt. Michael Blackford, CMC

CC II Cory Blair, ISP

CC II Roy Bluford, CIM

CCRS Gloria Bowen, CEN

CFM II Penny Bradberry, CCC

CBM I John Branch, VEN

PA III Gerard Brooks, DAPO

Lt. Danny Brown, SCC

Sgt. Kevin Brown, CIM

CC II Lisa Brunner-Saporetti, PBSP

Sgt. Dina Cardenas, PVSP

Sgt. Brian Carr, PVSP

C.DA Jenna Castro, KVSP

PM II David Chase, CAL

Sgt. Adrian Chavez, RJD

CCRM Sandra Clay, SOL

SCEP Candace Clevenger, MCSP

Sgt. Joel Cochran, CCC

Sgt. Jack Criado, NKSP

Lt. Juan Daniel, CTF

Lt. Rafe Davis, CCC

Lt. Edward Delgado, CAL

Lt. Benny Diaz, PVSP

Sgt. Paul Dickey, CAC

CA Chenoa Dill, CCWF

SRN II Waldine Doering, COR

Sgt. Rivers Drown, PBSP

Sgt. David Easterling, CMF

CC II Otasowie (Ken) Eguavoen, LAC

Sp. Cook Reuben Elefante, COR

Lt. Frank Esqueda, CIM

PSO II Robert Facundus, VEN

CC II Danielle Franco, ASP

SCS I Karette Fussell, VEN

Lt. Patricia Garcia, CCI

Sgt. Damon Gerke, MCSP

Lt. Justin Ginder, HDSP

Sgt. Sergio Gonzalez Gonzalez, ASP

Lt. Rochelle Navarette (Goulart),  
CSATF

SRN II Raquel Green, LAC

Lt. Earnest Gregory, CMC

SRN II Monica Griem, COR

Sgt. Thomas Hansen, VSP

Lt. John Hill, CMC

Sgt. Darren Huckabay, VSP

C.PHD/MD Firdouse Huq, SOL

CA David Hurtado, CMF

MSS II Leslie Huskins, CCI

SRN II Aminu-Dan Ibrahim, ISP

DDS Takeshi Ichikawa, CVSP

SCRT Yolanda Johnson, CRC

Sgt. Pedro Juarez Jr., VSP

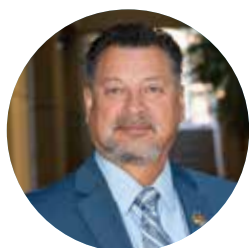
Lt. Sean Kelley, CTF  
 Phar. II Caleb Kim, CRC  
 Sgt. Erik Kraft, CMF  
 SSM I Michele Kruse, SQ  
 Sr. ISA Matthew Langford, CCC  
 CA Kenneth Langslet, CCC  
 Lt. Avery Lanigan, FOL  
 SCRT Maria Lazos, VEN  
 Lt. Stephen Ledesma II, SQ  
 Lt. Brian Legier, LAC  
 Capt. Brian LeMaster, CIM  
 Lt. Jacob Lewis, CCC  
 PSNL I Susan Lewis, LAC  
 Lt. Christopher Lilly, CCC  
 CBM I Lorraine Lopez, ASP  
 Sgt. Jacob Luera, CIM  
 Lt. Arturo Lugo, LAC  
 MSS II Scott Mandle, SCC  
 SRN II Amrita Mann, SOL  
 Sgt. Esperanza Martinez, CCC  
 Sgt. Sean Martinez, ASP  
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 CA Dustin McAlister, CMC  
 Sgt. Daniel Mejia, SAC  
 Sgt. Galo Mejia-Reyes, CIM  
 Lt. Edgar Mendez, CSATF  
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 Sgt. Warren Moore, LAC  
 Sr. PHD Karen Morgan, SAC  
 Sgt. Loren Northrup, PBSP  
 Sgt. Dwayne Nunley, CAC

Lt. Manuel Oliveros, RJD  
 HPM III Robert Palacio, CAL  
 Sgt. Julio Parra, SVSP  
 SRN II Pamela Payne, CIM  
 Lt. Cory Peaden, CTF  
 C.DA Suzanne Peery, CCC  
 Sgt. Warren Perehoduk, CMF  
 SRN II Kenneth Petty, CHCF  
 Sgt. Michael Pike, CTC  
 SRN II Sandra Pittman-Edmondson, CDC HQ  
 PS Wayne Poff, CIW  
 Sgt. Lisa Ramirez, CIM  
 SRN II Melissa Ramirez, CAL  
 Sgt. Wade Rasley, COR  
 Sgt. Dameon Rasmussen, RJD  
 Lt. Galvin Ratliff, SCC  
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 SSM II (S) Rollie Vance, CDC HQ  
 Lt. Michael Vega, NKSP  
 Sgt. Alex Vejar, CTC  
 Supv. Cook Barbara Webster, HDSP  
 EM Harvey Whalen, CRC  
 Com. Supv. Dorothy White, DSH/PSH  
 NCPR Gary White, CCHCS HQ  
 SRN II MaryAnn Williams, CRC  
 CHSA I Margarita Wright, ISP  
 SRN II Jian Yang, WSP  
 Lt. Victor Yates, VSP  
 Capt. Stephen Zanini, CDC HQ  
 PA II Alfredo Zendejas, DAPO  
 HP Lt. Jannette Zuniga, DSH/ASH

# LABOR

## A YEAR OF ACHIEVEMENT



**Gilbert Valenzuela |**  
**CCSO Labor Manager/  
Vice President**

It is my belief, and also one shared by a few of the CCSO founders, that 2023 was a year of many achievements for our membership. The biggest achievement was the long-awaited settlement to our “walk time” case. After years of litigation, we were successful in attaining back pay for sergeants and lieutenants who, despite having the same pre- and post-shift duties as the officers, were not compensated as they were. Settling the case also had a profound upward spiral effect for many S06 and M06 classifications in the form of special salary adjustments (SSAs), resulting in the largest pay increase for those classifications in recent history. It was CCSO that advocated for and ultimately achieved the SSAs for sergeants, lieutenants, captains and associate wardens. We were hopeful the SSAs would apply to every Bargaining Unit 6 supervisory and managerial classification; however, CalHR indicated that only classifications within the promotional path from sergeant to associate warden would receive one. Our belief is that, due to CalHR’s logic, pay disparities now exist within the correctional counselor and other supervisory/managerial classifications. These disparities need to be addressed to make their pay competitive and to incentivize those who choose to take those promotional paths. CCSO will continue to meet with CalHR regarding this issue until we achieve a favorable resolution.

Another great victory for CCSO was the achievement of obtaining parity in Senior Peace Officer Pay (longevity pay — Pay Differential 165) for sergeants and lieutenants. CCSO was the only organization that advocated for parity, and we finally achieved it, resulting in a 1% increase for our



senior S06 supervisors. For many years, rank-and-file staff’s longevity pay topped out at 9%, but supervisors could only attain 8%. CCSO made this a priority issue when we met with CDCR and CalHR, and we highlighted the fact that there was no real reason for the difference. Thanks to our efforts, CCSO was able to achieve equity, and supervisors now top out at 9% longevity pay, just like the rank and file.


For as long as I can remember during my 30-year CDCR career, supervisors always seem to be an afterthought to the Department. Supervisors of all ranks and classifications have been left out, ignored or given less than those they supervise. As evidenced by the “walk time” case, Senior Peace Officer Pay, transfers by seniority and the most recent furlough program (CCSO filed litigation, and we are awaiting a trial date), CDCR seems to routinely prioritize the benefits of the rank and file. Our non-custody supervisors have also been subjected to the harshness of labor inequality. CCSO remains committed to our core mission of “Supervisors Representing Supervisors.” We, as current and



retired supervisors, know too well the undue struggles that come with being one.

Lastly, I would like to express my sincere gratitude for all of you who helped us achieve these wins. Without your unwavering support, we couldn't have achieved all that we did, most importantly the pay increases that many of you

Without your unwavering support, we couldn't have achieved all that we did, most importantly the pay increases that many of you are enjoying today.

are enjoying today. I would also like to thank everyone who participated in the CCSO election process, and for the confidence you have bestowed upon me by electing me to the CCSO vice president position. I will be forever grateful and committed to serving you and CCSO to the best of my ability. 

## CALLING ALL CCSO MEMBERS



### Share your stories and photos in print!

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## AN OVERVIEW OF THE DISCIPLINARY PROCESS



**Montana Massone | Castillo Harper, APC,  
Associate Attorney**

**A**s supervisors, you understand that one of the most important benefits of CCSO membership is the ability to have strong representation during an Internal Affairs interview from an advocate who truly understands the inner workings of the CDCR discipline system. The disciplinary process is full of procedural and substantive requirements that can seem daunting, especially for a supervisor who has never gone through the process. During representation of CCSO members, I always explain the following key elements of the disciplinary process to ensure there is clear understanding of what's potentially ahead.

The disciplinary process begins once CDCR becomes aware of alleged misconduct. This can be the result of an internal complaint, an outside personnel complaint or off-duty conduct. Once the Department is aware, an Internal Affairs

investigation will be initiated (*Department of Corrections and Rehabilitation Operations Manual [DOM] §33030.5.2*). The assigned investigator will attempt to determine the underlying facts and any potential policy violations. This is accomplished via review of reports and other evidence, such as witness statements and the subject officer's statement. Once the review has been completed, if the Department determines there were policy violations, they will draft and serve a notice of adverse action (NOAA) for the employee. The NOAA will outline the alleged policy violations, the facts discovered during the Department's investigation and the proposed discipline (*DOM § 33030.13*).

Once the employee has the NOAA, if a property interest is vested, meaning they are facing punitive action with a monetary component (written reprimand and up), the employee is entitled to request a *Skelly* hearing (*DOM § 33030.24.2*). The NOAA will explain the date and details of the pre-disciplinary hearing, as well as the effective date of the action if the recommended discipline is not mitigated. This

informal meeting allows the employee to review the proposed discipline and respond to the allegations. Generally speaking, this is done orally, although the employee may provide a written response. After the meeting, the Department, by way of the Hiring Authority, can either modify, overturn or sustain the proposed discipline and the recommended penalty (*DOM* § 33030.24.3). If the employer modifies or overturns the proposed discipline, the employee will be

One of the most important benefits of CCSO membership is the ability to have strong representation during an Internal Affairs interview.

provided an amended notice of adverse action. Once the *Skelly* process is completed, certain discipline will trigger the employee's ability to appeal to the State Personnel Board. Every step of the process has strategic considerations that members should discuss with their representative. Having an

attorney well-versed in relevant case law and past practices is imperative. Oftentimes, your attorney may have you do some work ahead of the *Skelly* (such as classes, training, etc.) to show mitigation efforts to reduce the penalty and make a good-faith showing. While this process can be cumbersome, it is manageable if members and representatives work together to zealously advocate their defense.

Having a plan from the beginning is an important step to success. Your CCSO administration works very hard to provide members with the resources they need — information, relationships, legal counsel — so members have every opportunity to remain employed and/or reduce their discipline. 🔑



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## Law Enforcement Discounted College Benefit

Law Enforcement and Employee Benefit Systems (EBS) Union College Benefit represents a groundbreaking initiative, providing a comprehensive network of deeply discounted educational opportunities for law enforcement professionals and their entire family. This program encompasses a wide range of certificate, associate, bachelor, master, and doctoral degree programs, offered by colleges and universities across the nation. At the forefront of this initiative are several new programs, including Office Management and Supervision, Organizational Leadership, Computer Systems Technology, and over 100 additional programs to choose from.

Graduates of the Police Academy can earn up to 57 credits, while graduates of the corrections academy training program can earn up to 27 credits, facilitating a smoother transition into college.

Another opportunity for Law Enforcement of all kinds is the chance for members and family to accelerate their bachelor's degree by adding a free stackable certificate. These certificates not only enhance skill sets but also contribute towards academic progress, creating a more holistic learning experience. Some of those certificates include IT Support Professional Certificate, Project Management Professional Certificate, Data Analytics, UX Design, Digital Marketing & E-Commerce, IT Automation with Python, Cybersecurity Analyst, and Social Media Marketing.

The Law Enforcement discount College Benefit offers an extensive array of educational options, specialized programs, and stackable certificates for law enforcement professionals and their families.

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or email us at [unioncollege@ebsworksite.com](mailto:unioncollege@ebsworksite.com)



# NEW YEAR'S RESOLUTIONS

**Christian Gray |**  
**B Yard Lt., CSATF/SP, Corcoran**  
**State Prison**

**D**uring the New Year's season, many people make resolutions to change something in their lives. When someone wants to make positive changes, it is common to hear them make promises to lose weight, exercise, pursue new or more in-depth spiritual beliefs, or perhaps end an unhealthy addiction. All those things, as well as many other aspirations, are wonderful things to pursue for positive self-change. But what if this year, instead of trying to make a better change for ourselves, we seek to better the lives or circumstances of others? I believe that we, as supervisors, are in a unique position to do just that.

I know, we are all busy. And we continuously get tasked to do more with less. I get it. I really do because I am right there with you. And if you are a Board member, whether at the chapter or state level, are an active member of PSP or EEO, or have any other number of extra "duties," for lack of better words, you are even that much busier. I ask that you hear me out and evaluate what I suggest in order to consider what benefits this may bring you and your team.


We know, as a Department, CDCR is truly lacking in effective leadership. Although I am happy the Department is taking steps to try and rectify that, the reality is that it is going to take a lot of time and continued herculean efforts. However, if we take the Department as a whole (and without throwing completely dour pictures in everyone's face), we know it can seem overwhelming and depressing, and in many cases it is. So, I suggest we do not do that.

What I do suggest is that we take a different approach to only our assigned areas, and we do that by placing our focus on our staff. This means that we set the paperwork aside for perhaps 30 minutes and invest that time in our staff. Not by conducting OJT or by going in just to sign in the logbook saying we checked inventories. I suggest we go in to at least one housing unit or area per shift and just sit there with the building staff if there is a moment of down time, or that we walk with them as they are doing their security checks so they are not out there by themselves. Regardless of how you do it, it is not meant to critique

them or to look over their shoulder but to get to know them as people beyond their role as correctional officers or any other classification of subordinate. By doing this, we can accomplish at least three things:

1. We learn what they are going through and how we can support them.
2. We convey to them that they are not just a number but individually an important part of our team and are important to us.
3. For classifications working directly with the inmate population, it shows the population that we are supportive of our staff, which leaves less room for them to try and create conflict between classifications.

At first, depending on your relationship with your staff, this may feel awkward. You may even hear the term "micromanager" thrown around. But after a little time, things will settle down, and you will find that the climate of your facility or area may change for the better. Instead of the dread your staff may feel when you do have to come around to do the required checks, your staff may encourage you to visit their area so they can show how they are accomplishing their missions. This will lead to an opportunity to praise them for their successes, which will, in turn, encourage them to be more proactive and productive. And when the questions come from our up channels about what is happening or what we can support, and we know they do, we are going to have firsthand knowledge and answers for them because we have experienced what the staff is currently dealing with.

I know this works because I have done it before in multiple areas. And I am reasserting myself to do this again. I ask you to join me in this, as I feel that creating as much of a positive environment as we can will be extremely important as we lead our teams into the challenges of what seems to be an ever-changing mission, as well as the inevitable dangers of what may be thrust upon us with our state's current fiscal position. Besides, it is a really good feeling to want to come to work just to be able to be with a team that supports you as much as you support them, regardless of the challenges we face on the job. I also am blessed to have that now. 

# Join Us



**CALIFORNIA CORRECTIONAL  
SUPERVISORS ORGANIZATION**

## **32ND ANNUAL CONFERENCE**

The annual CCSO Conference brings together members from our 51 chapters throughout California. At conference, members experience a sense of camaraderie to share ideas, network, garner support and socialize. It's an event you won't want to miss!



## **April 26–27, 2024 | Sacramento**



### **HOTEL INFORMATION**

**Embassy Suites by Hilton**

**Sacramento Riverfront Promenade**

100 Capitol Mall  
Sacramento, CA 95814

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**For more information or to register,  
call CCSO at (800) 449-2940.**

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# SCHOLARSHIPS

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

## Scholarship Awards:

CCSF awards one \$1,500 scholarship and three \$750 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:



**CALIFORNIA CORRECTIONAL  
SUPERVISORS FOUNDATION**  
1481 Ullrey Ave.  
Escalon, CA 95320

## CLEA Children’s Scholarship Program

Each year, our long-term disability plan administrators, California Public Safety Administrators, Inc., donate scholarships to the children of CLEA plan participants. The 2024 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](http://www.clea.org/scholarship). The deadline to submit an application is **April 30**.





# \$1,500/\$750 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**

By accepting this scholarship, you acknowledge and understand your obligation to comply with applicable tax laws and regulations. Failure to report the scholarship income may result in penalties imposed by tax authorities.

## 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.



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# IN REMEMBRANCE

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CCSO extends sincere condolences to the family and friends  
of the following members who passed away in 2023:

**Michael Burch**  
RETIRED MEMBER

**Pamela Griess**  
SPSW I, VSP

**Marvin McIntyre**  
RETIRED MEMBER

**Bobby Campbell**  
RETIRED SGT.

**Kenneth Haack**  
RETIRED MEMBER

**Sheila Montgomery**  
RETIRED MEMBER

**Jeffrey Carrol**  
PM II, COR

**Robin Hatter**  
PA III, DAPO

**Marco Soberanes**  
SGT., CAC

**Bruce Furtado**  
RETIRED MEMBER

**Douglas Lutjens**  
RETIRED MEMBER

**Clinton Souza**  
RETIRED MEMBER

**Theodore Glover Jr.**  
RETIRED LT.

**Nick Martinez**  
RETIRED SVI

**Joseph Spinney**  
CAPT., CIW

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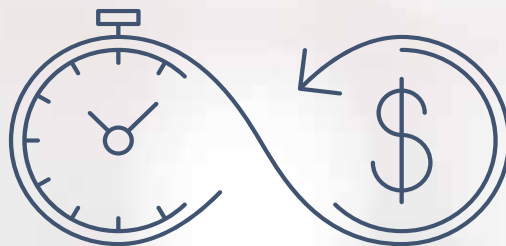
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# *California Correctional Supervisors Organization*

## **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**