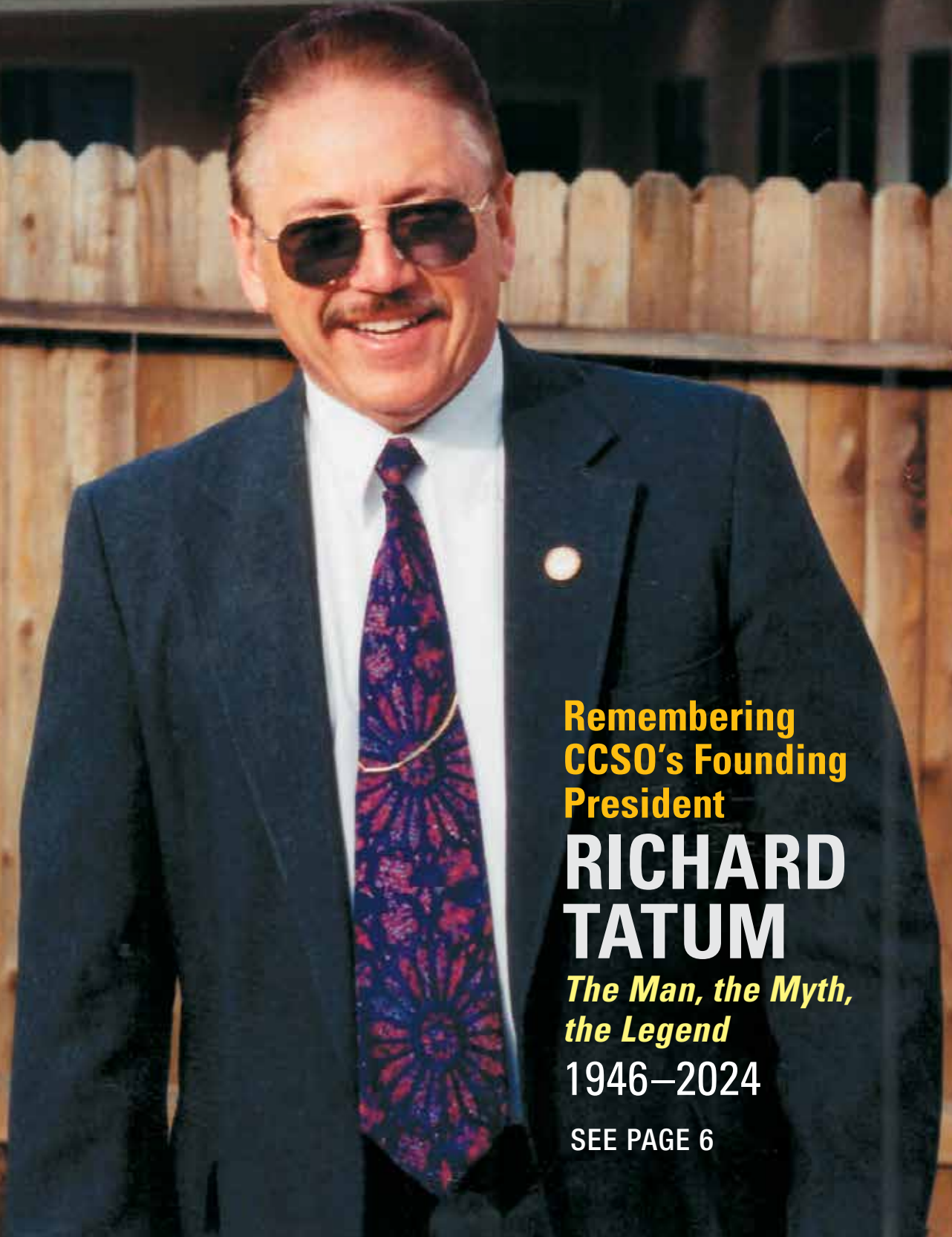


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Keynotes



CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION



**Remembering
CCSO's Founding
President**

**RICHARD
TATUM**

*The Man, the Myth,
the Legend*

1946–2024

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HONORING THE LEGACY OF A GREAT LEADER



ART GONZALES
CCSO State President

The CCSO family suffered a tremendous loss when our founding president, Rich Tatum, passed away at the age of 77 on February 6. I want to express my deepest gratitude for his vision and determination in putting this group together and building it into a strong and successful organization. I can hardly imagine the many battles he had to fight along the way, the ups and downs he endured, the pushback and setbacks he faced throughout the decades of his presidency. He went through all the rough spots and paved the way for us today. His efforts certainly made my job as his successor much easier, and I am reaping the benefits of his hard work.

In particular, I am thankful to Rich for having the initiative to take on the “walk time” case.

Although it was a struggle trying to get it started and it went on for a long time, he always stayed true to the task. Over the years, I know that many of our members wondered why CCSO was still involved in this case that was taking so long and costing us a tremendous amount of money. But it is finally being resolved in a way that will benefit not only our members who are working now, but also those who have retired. That in itself is an impressive tribute to Rich’s hard work and tireless advocacy for our correctional supervisors and managers.

On a personal level, I owe Rich the utmost thanks for always being a mentor to me and looking out for me. I’ve been part of this organization for nearly 20 years now, and from my service on various committees to my time as a Board member and as a chapter president, he helped me participate in CCSO, take on new tasks, learn necessary skills and gain the experience I needed to be a leader. I am able to do the job I’m doing right now because of him, and that is something that will eternally be in my heart. I always supported him and the things that he’s done, and in turn I was able to help move the organization in the right direction because of his support. I feel especially fortunate that he enabled me to work on my networking skills in the law



enforcement liaison position for CCSO. That role allowed me to get involved in the political arena and build relationships with high-level leaders, developing those key abilities that helped me fulfill my aspirations for what I wanted to do in our organization. I will always be grateful to Rich for taking care of me during my years at CCSO, entrusting me with opportunities to contribute to the betterment of the organization and modeling the highest standards of leadership that will continue to inspire and guide us in the years ahead.

As an organization, we are continuing to get on the right track and laying down the road map for how we want to move forward. We’re looking to further enhance CCSO in ways that can keep up with

the times, and we have a number of things on the horizon that will be very beneficial to our members. However, we are also closely monitoring the California budget deficit and how it could affect our membership. We've unfortunately gone through this on multiple occasions, and we know that state employees are often expected to bear the burden of cutbacks. If that occurs, CCSO will do everything we can to assist you in getting through those challenging times.

It was wonderful to see everyone who attended our annual Conference in Sacramento on April 26 and 27. This is always an invaluable opportunity to catch up and connect with

representatives from all our chapters across the state, share our experiences and ideas,

As an organization, we are continuing to get on the right track and laying down the road map for how we want to move forward.

and put our heads together to find solutions for the common

issues we are facing. It is a time to socialize, to learn and to be reminded of the power of strength in numbers and the importance of being part of something larger than ourselves. I am already looking forward to next year's event, which will expand to a full two days and promises to be even bigger and better. I hope to see you there!

In closing, I want to thank you, our members, for your continued support of CCSO, your professionalism and your dedication. We truly could not do what we do without you, and I am proud to represent and advocate for you. Please stay safe and well. 🗝️

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REMEMBERING CCSO FOUNDER RICHARD TATUM



Ford Canutt | CCSO Legislative Specialist

I am writing to all our CCSO members, young and old, to say that our founder, Richard Tatum, has recently passed away. I realize that most of you don't even know who Rich was or the history of CCSO. So, let me tell you a story.

Rich was half-American Indian and half-German, and began his career at DVI in 1968, later serving at CTF before concluding his remarkable 32-year tenure at SCC. In 1992, in response to the ongoing challenges supervisors faced from management and CCPOA, Rich, 23 other supervisors and I started what is today known as CCSO.

At that time, supervisors stood isolated against adversity, lacking a united support system. Faced with relentless mistreatment, one day after work, SCC supervisors convened under Rich's leadership to address these issues, leading to the creation of a defense fund through monthly contributions. It was decided that all the supervisors would chip in \$30 a month to build the defense fund for their fellow supervisors, with Rich elected as president of the SCC supervisors' coalition.

Once the supervisors at other institutions heard what SCC supervisors were doing, they wanted to join. Rich met with DVI supervisors, and it was decided that DVI would be the second chapter of this coalition, and the name for this new group would be changed to the California Correctional Supervisors Organization, CCSO. One after another, each institution in CDCR joined CCSO and formed new chapters, and CCSO's power to protect its members grew, resulting in significant victories in safeguarding members' rights within SPB hearings.

CCPOA responded with ridicule and opposition, dismissing CCSO's capacity to represent supervisors

and viewing its leaders, including Rich, as instigators of rebellion. CDCR was angry that the supervisors were trying to organize, and they viewed CCSO as a bunch of rebels who were trying to start trouble in the Department. We were blackballed for promotion and were put under investigation for any possible reason. This was like waving a red flag in front of a bull to Rich. He started attacking many of the policies CDCR had in place for supervisors, which were all negative, and the war was on.

Through Rich's efforts and years of persecution, and despite facing professional repercussions, he fearlessly challenged existing regulations and policies.

Through Rich's efforts and years of persecution, and despite facing professional repercussions, he fearlessly challenged existing regulations and policies. Ultimately, CCSO changed many regulations, DOM and government codes that pertain to supervisors, and better working conditions prevailed for supervisors.

Even amid his advocacy work, he maintained a sense of humor when confronted by governors about his frequent lawsuits. I remember talking to one of the governors, and he said, "You are one of the guys who keeps suing us all the time," and Rich just smiled and said, "Yeah." He wasn't much of a speech giver, but boy,



that guy could talk your head off. I know all his stories because he would tell them to me about five times a day.

I could go on and on about CCSO's accomplishments through the years, but it is enough to say that Rich helped thousands of supervisors through the 25 years he was president. He established that CCSO would always put its members first and would always try to give back to the membership. That is the golden rule for CCSO and is still what we live by today.

His influence extended beyond his immediate circle; those at the CCSO office embody his leadership, committed to advancing his mission of supporting supervisors and managers. Since 1992, he reshaped the landscape for supervisors, potentially safeguarding thousands of careers.

Rich's legacy transcends his professional accomplishments; it's also evident in his devoted family,

whom he cherished above all else. His 33 years of service as a reserve police officer in the community earned him numerous friendships, showcasing his dedication to public service.

Rich's resilience, loyalty and unwavering commitment make him a hero. Having been his friend for 42 years, I am privileged to have known such an exceptional individual. Rich isn't just a good man; he's a great one, enriched by his exceptional family.

As we mourn the loss of this remarkable individual, let's also celebrate Rich's enduring legacy, which continues to inspire countless others to carry forward his noble work. We owe him a debt of gratitude for his unwavering dedication to supervisors and managers over the years.

Thank you for reading this story, and I hope it has enlightened you about Richard Tatum and CCSO. 🗝️

Memories of Richard Lee Tatum

September 7, 1946 – February 6, 2024

Stories From Sandra Tatum

Sandra Tatum, Richard's wife, shared fond memories of her husband and his love for entertaining their children and grandchildren. Rich would often amuse them with quirky old songs, such as "Does Your Chewing Gum Lose Its Flavor on the Bedpost Overnight?" and "Bill Grogan's Goat," even encouraging his granddaughter Kira to memorize and recite the latter for him. He would also tell them funny stories about a dead skunk in heaven, including the line "Dead skunk in the middle of the road, stinking to high heaven."

Over the years, Rich's habit of singing snippets of songs became so ingrained in family life that his children and grandchildren began to believe he had composed them himself. On road trips with the grandchildren, he would tune in to his favorite oldies station, and when one of those familiar tunes played, the kids would express disbelief that the songs were genuine. These moments remain some of the family's most treasured memories, bringing smiles to their faces every time they reminisce.

Sandra also reminisced about another memorable event involving her cat, Bigfoot. She named the cat Bigfoot because, despite being small, it had unusually large feet it needed to grow into. One winter, Bigfoot sought warmth near the car's radiator. Rich started the truck but heard a strange clinking sound, so he turned off the engine. Upon checking under the hood, he found Bigfoot seemingly lifeless, with her tongue hanging out. He placed her in Sandra's flower bed and went about his day. Later that night, Sandra discovered Bigfoot in the flower bed and, assuming someone had harmed her cat, told Rich what she found. He didn't correct her or reveal the truth, allowing her to believe her cat had met with foul play. It wasn't until much later that he confessed, "Do you remember when you thought something happened to Bigfoot? That was me."

Sandra says, "Some other memories I have are from when our children were young, and we would spend our weekends at the lakes, taking the kids water-skiing. Rich often took our granddaughter Amber fishing with him, and a friend of ours gave Amber snow skiing lessons at Dodge Ridge so she could join Rich on skiing trips to various resorts."



"We frequently attended classic car shows, and Rich once organized a trip to San Diego for a big motorcycle show, which he was thrilled about. Back in the '80s, he also embarked on annual motorcycle trips with his friends from DVI, and eventually, the wives joined them on a few of these adventures."

"Rich loved deer hunting and went every year, often camping in his trailer while hunting. He sometimes went with Bill Braden and his son Richie. Hunting in Colorado was always a source of great excitement for him."

"Rich and I also loved traveling around the United States, and he particularly enjoyed our camping trips to Pinecrest and our long drives along the Oregon coast."

"Another memorable trip we took in the mid-'90s was a camping excursion to the Rogue River in Oregon. We enjoyed a mailboat ride down the river, stopping for lunch before heading back. Our tour guide was fantastic, and we got to see plenty of wildlife and navigate through the rapids on the return journey. We took this trip twice — once just the two of us and another time with my parents. During that trip, we also journeyed all the way to Tillamook, Oregon, visiting the cheese factory and the airplane museum. It was a wonderful journey that allowed us to experience Oregon from one end to the other."

"The trip that was Rich's favorite was in 2011 when we took a cruise on the Ronald Reagan ship from Hawaii to San Diego, arranged for us by Janice and her husband, Steve Mills. This was an unforgettable experience for Rich because Steve was the commander of the ship, giving us access to exclusive areas that other passengers didn't get to see. One of the trip's highlights was a tour of the brig, where Rich learned about its operations."

"However, some of our favorite moments together were spent vacationing in Hawaii. Those were truly our happiest times."

Sandra recounted numerous anecdotes involving Rich, particularly focusing on their extensive travels together. Their journeys often revolved around visiting family members scattered across different states. They ventured to Pennsylvania, where they all relished a day at Hershey Park and then went to New York to pay their respects at the Twin Towers memorial. In North Carolina, they immersed themselves in history, exploring Colonial Williamsburg, Yorktown and bustling Jamestown.

When Amber attended company conferences in various locales, they eagerly tagged along, such as their trip to Texas, where they explored the Alamo and indulged in the vibrant atmosphere of the River Walk and poolside relaxation with the grandkids.

Sandra says, “A highlight was visiting Amber in Kentucky and experiencing the awe-inspiring sight of Noah’s Ark. Another memorable excursion took us to Virginia Beach, where we soaked up the sun and excitement of the beach and water park with our grandchildren.

“Rich cherished these adventures with our grandchildren, including educational trips like exploring Washington, D.C., with our grandson Jason, particularly enjoying the American Indian Museum. He also relished a school trip to Asilomar with our grandson Joey.”

One notable road trip took them to Wyoming, where they marveled at the Crazy Horse Memorial and Mount Rushmore and explored various historical sites in Cody and South Dakota, including Sturgis and its motorcycle museum. Rich even secured a spot for his antique BSA motorcycle in the museum.

Their travels extended to Tennessee, visiting Elvis Presley’s home and attending the iconic Grand Ole Opry, followed by a scenic drive through the Blue Ridge Mountains to spend quality time camping with the family. They also ventured to Orlando for the enchantment of Disney World and Epcot Center, but Rich’s favorite was their visit to NASA and a car show in Kissimmee, Florida.

Their adventures weren’t limited to land; they also enjoyed attending motorcycle shows in Long Beach and embarking on cruises to Mexico and Catalina Island.

“On the cruise to Mexico, which was lovely, Rich decided he wouldn’t return after a timeshare tour didn’t sit well with him. He explained he preferred to travel to places backed by the American Constitution. The other cruise to Catalina Island was fun, despite my seasickness.”

Sandy reflected fondly on their rich tapestry of travel experiences, cherishing every moment spent together and deeply missing him now.



Messages From Loved Ones

We share CCSO’s loss and we extend our condolences to his family, friends and all who loved him. I remember when Rich interviewed me about representing CCSO membership. His only instructions to me were to do right by the membership and to win. I’ve endeavored to incorporate Rich’s command in my representation of CCSO’s membership and it made me a better lawyer. Rich will long be remembered for the organization he established and his leadership. From his example, CCSO continues to be a strong advocate for correctional supervisors and managers, and thus, he will live forever in the hearts and minds of its membership. — **J.R. Oviedo**

Our deepest condolences. Rich introduced me to CCSO! Surely, he is proud of what it has become.
— **Kasey Castillo**

Sorry for your loss. I remember all the great times we had when we were younger: water-skiing, hunting, parties, hanging out. Later when we worked together. Praying for you all for peace and comfort. Love and hugs to you all.
— **Carol Erickson**

May he rest in peace. He did great things, which made him a great man. — **Gilberto Valenzuela**

Our condolences, may he rest in eternal peace.
— **Da Veiga Family**

So sorry to hear about Rich. — **Gary Goyette**

I am sorry for the loss of a good man and my thoughts and prayers go out to his family. — **Paul Gonzales**

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Rich was a man of many treasures. He was known for his kindness and boundless generosity, always ready to lend a helping hand, even to those who didn't seek it. I'll always cherish the chance Rich gave me. His belief in me and his trust have left a permanent mark. I'm forever thankful for the time and dedication he put into CCSO. Without him, our current endeavors wouldn't exist. May he find peace, and may his family recognize his profound impact on countless lives. We miss you, Rich.

— **Mary Towe**

Rich and Pat brought me into the family in 2010 and I am proud to be a part of your mission for 15 years. Rich will be greatly missed. Our thoughts and prayers are with his family. — **Michael McCoy**

We at GRT are saddened to hear this as well ... our firm began representing CCSO members long before my time since (I believe) its inception 30+ years ago. Few I have ever met share Rich's passion and vision for representing the membership. Condolences to all at CCSO.

— **Dan Thompson**

Sorry to hear that Rich passed. What a warrior! Rich gave all of us a wonderful opportunity. — **Paul Bechely**

Rich did a lot for us. And always kindly and with true warmth. This news is difficult to process. Rich was always about the CCSO family, including all of us service providers. He always took care of us in the same way that he took care of the CCSO membership, as a family. And that always set CCSO apart as an organization. Please extend my deepest condolences to his family. — **Wendell Llopi**

I am so sorry to hear about Rich's passing. He was truly a leader and a visionary, and jokester! He brought me into CCSO and I was and am grateful for the opportunity to support the men and women of CCSO and state service. Our deepest condolences to CCSO. — **Terry Leoni**

So sorry to hear that Rich has passed. In addition to a founding leader of CCSO, he was a longtime director of CLEA and served a very active role in helping CLEA achieve great accomplishments over the past 30+ years. Our heart goes out to his family and all his CCSO friends. May he rest in peace. — **Jerry Floyd**



Rich (or as I called him, Pops) was a man who I highly respected and adored. I knew of Rich because Wendy and I had been friends off and on for years since our late teens. But I didn't get to really know Pops until one day when I casually came into CCSO to deliver Avon and jokingly said, "Hey, are you all hiring?" The next day I came in and sat down with Rich, Mary and Nicole. Well, let me tell you it was like old home week, which is very common when you have lived in Escalon your entire

life. I can never thank Pops enough for bringing me on at CCSO. There is so much I can say about Pops but to put it in words is difficult for me. However, this poem that I have had since my PaPa's passing in 1994 says it all. On a final note, I never got to say one last goodbye to Pops or a final thank-you, so this dedication is my chance to say it. Thank you, Pops, you are greatly missed. — **Steph Gaddis**

"WELL DONE"

*The interment services were over now...
All had left, and I was alone.
I began to read the names and dates
That were there on every stone.*

*The names showed whether it was Mom or Dad
Or daughter or son or your best friend...
The dates were different, but the amount was the same:
There were two dates on every one.*

*It was then that I noticed something...
It was just a single line,
It was the dash between the dates
And placed there ... it stood for time.*

*We know God's written the first date down
Of each and every one...
And we know those hands will write again,
For the last date has to come.*

*We know He'll write that last date down
Quite soon, we know, for some.
But upon the line between Richard L. Tatum's dates
I know He'll write: "WELL DONE!"*

— Author unknown



Memories From Loved Ones

This is news that we all know will come for each of us. Rich was a giant in the CCSO organization. I remember sitting in the interview for representing CCSO with John Lovell, Rich and Pat and feeling that I had found an organization that I could represent with all my heart and soul. Working with Rich, there was always one agenda: taking care of the members and making sure that they got a fair deal. The walk time case was very expensive and at times the financial burden to the organization was great, but Rich held steady for what he knew were the right reasons. My prayers go out to Rich's family and many close friends. He was a devoted husband, father and grandfather. Rich and I enjoyed sharing grandchildren stories, as well as many "back in the day" stories. Rich shared his organizational and political skills with the rest of the law enforcement family on both a local and statewide basis. He was recognized for this by the Law Enforcement Coalition at their annual legislative summit in Sacramento. Rich will be missed, but I know that he and

our beloved friend John Lovell will be watching over us from above. Godspeed, my loyal and trusted friend. — **Paul Curry**

I arrived at CCSO nearly 19 years ago, and I've had numerous interactions with Rich ever since then. One day, in particular, I was setting up the table in preparation to celebrate a special occasion. Still, I was unsure if it was a birthday, an anniversary or an ordinary Tuesday. We didn't need a reason because Rich truly believed in celebrating life. Anyway, I made a German chocolate cake, and it was hearty and decadent! Rich entered the kitchen with a broad smile on his face, expressing his delight at the cake I made, and asked, "Did you make that cake from scratch?" Yes, indeed, I said. And his reply was, "You keep cooking cakes like this, and you have a job for life. You brought a smile to a chubby boy's face." LOL. And that was just his way — a genuine

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embodiment of friendship, pure happiness and the significance of cherishing life's small moments.

Rich's remarkable ability to find joy in the simplest moments and his genuine desire to bring happiness to others through his kind words and thoughtful gestures reflect the depth of his character and his profound influence on the people in his life. His authentic appreciation for the joy of sharing a meal or a treat reveals a profound understanding of the importance of human connection and camaraderie.

Rich consistently moved me with his sincerity in our daily interactions. And whenever there was food, we celebrated the joy of life and the CCSO family. Rich will forever occupy a cherished corner of my heart and life.

— **Nicole Rollins-Player**

CCSO had a Chevron gas business card for company travel. When away on business trips, below is a common conversation we had before putting gas in a car, prior to catching a flight.

Rich: Look for a Chevron station.

Pat: I see a Shell station.

Rich: Look for a Chevron station.

Pat: I see a 76 station.

Rich: Look for a CHEVRON STATION!

Pat, in a frustrated voice: We are going to be late for our flight. Just go to any gas station!

Rich: Look, a Chevron station!

He always found a Chevron station and never missed a flight. However, he did, on occasion, take the wrong turn. Rich enjoyed telling stories while driving to CCSO meetings, which at times resulted in him missing an exit or road sign. On one particular day, he and either Ford Canutt or Bill Braden were on their way to a meeting with the warden of San Quentin. I was in the CCSO office when I received a call from Rich.

Rich: Call San Quentin and tell them we will be late for the meeting.

Pat: You must be stuck in traffic, because you left really early.

Rich: No, but we are coming into San Jose.

Pat: SAN JOSE?! Exit and turn around. You're going the wrong way!

Rich: I KNOW!

Rich was a man who loved people, loved life and lived his life well. One day as I was volunteering at my daughter's kindergarten class, he surprised me by entering the classroom and sitting next to me on a tiny chair. Rich was just as comfortable and at ease volunteering at his granddaughter Amber's kindergarten class as he was



sitting and chatting with the governor of California.

On Valentine's Day, I always received beautiful flowers purchased by him, not CCSO. Valentine's Day was special to him because it was the day he married the love of his life, Sandra. She was the woman that made his life whole. Rich never ran out of fun and loving stories about "his San." Indeed, Valentine's Day was special for him, and he sure made the local florist happy, because he bought so many bouquets of flowers. There may be more special ladies, but I knew he bought flowers for Sandy, his daughters, granddaughter Amber, his great-granddaughter and all the ladies in the CCSO office. On Valentine's Day he was often away on vacation celebrating his anniversary with Sandy, but he'd call and ask if we all received the flowers. When I'd tell him how beautiful they were, he'd laugh and say, "I have so many ladies to make happy on this day." Making people happy was what fulfilled Rich.

— **Retired Chief Operations and Financial Officer Pat Le Sage (proud to be CCSO's first employee)**

My condolences to the family and friends of Richard Lee Tatum. When I promoted to correctional sergeant in August of 2000, one of the first things I did was sign up for CCSO, and I dropped my CCPOA membership. CDC/CDCR has facilities spread out over a vast geographical area, but it is a small community and word and legend travels fast (some truths and some exaggeration). I had heard enough about CCSO and Rich Tatum that I was confident that if the need occurred, there was an organization and a man that would fight for me like it was their job on the line.

Then, a dozen years or so after signing on, I was elected to the local board at San Quentin, and I had the opportunity to attend my first CCSO annual conference. That was the first time I was in the room with the legend and the army of warriors CCSO had developed. My initial takeaway from that first conference experience was that



I was in the room where “the angry men roamed.”

However, the closer I got to Rich’s sphere, I learned the difference between what I perceived and characterized as anger and what is justifiable righteous indignation. There was a robustness and a resilience that was ingrained in the man from fighting the good fight. More importantly, beyond the battle-ready persona, I also learned that Rich’s heart was his biggest attribute — that through it all, he cared most about the individual member and the organization. All the way through my last conversation with him, he cared about the long-term sustainability of the organization and its ability to fulfill its mission of protecting the member.

In Dr. Martin Luther King Jr.’s last sermon, he prophetically theorized how he wanted to be remembered. He spoke of the accolades and the achievements he had that most men point to as their measure of accomplishment. Dr. King indicated those things didn’t matter. What he said he strove for was to be remembered as “simply trying to help somebody.”

When I think of Rich Tatum’s legacy, there were accolades he obtained, there were pictures he took with the movers and shakers of the state of California. He was in the room where the decision makers made decisions. I am confident there is a proclamation, or two, that said he did something extraordinary. The way I remember him, and what I believe all CCSO managers and supervisors should remember most about him, is that he “tried to help somebody.” I don’t know what will be on his grave marker, but it would be fitting to say that he directly helped thousands, and exponentially many more in ways that are unmeasurable. Only God knows the true

impact of the man and how he impacted those within his sphere. May he rest in peace. From my viewpoint, the rest is well deserved. Godspeed, Richard Tatum.

— **Former State Board Vice President Sam Robinson**

Ladies and gentlemen, family, friends and beloved members of our community, my name is Nancy Humphrey, and it is with a heavy heart but also with profound gratitude that I share a glimpse into the extraordinary life of Richard Tatum, a man who was like a grandfather to me. A man who was, to many of us, a beacon of honesty, loyalty and faithfulness.

Richard lived a vibrant life of 77 years, and if there was one thing he mastered during his time among us, it was the art of living genuinely and selflessly. He was a storyteller by nature, drawing not just from his rich tapestry of experiences, but from the depths of his heart, always there to lift us up, to inspire and to embrace us with his warmth in our moments of need. His stories weren’t just tales; they were life lessons, imbued with the essence of his soul — a soul generous to a fault, as he wouldn’t think twice before giving the shirt off his back for anyone in need.

Richard’s career in the police and corrections service wasn’t just a job; it was a calling, a purpose through which he sought to serve and protect, bridging communities and fostering a safer environment for all. I’ll never forget the day I told him about wanting to join the fire and EMS service. The grin that spread across his face was one of pure joy and excitement, a testament to his unwavering support and belief in the paths we chose to walk.

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Family was the cornerstone of Richard's life. He was a devoted husband to Sandra for 59 remarkable years, a loving father to Lori and Wendy, an adoring grandfather, great-grandfather and great-great-grandfather. His pride in his family was boundless, and he welcomed many into his fold with open arms, including me — a blessing I hold dear. His sense of humor “with-it,” his ready smile and infectious laugh were sources of light and joy in our lives, traits that, even in his absence, continue to warm our hearts.

Beyond his familial devotion, Richard demonstrated remarkable leadership and dedication in his community endeavors. As the founding leader of the California Correctional Supervisors Organization and a valiant member of the Escalon Police Department, he embodied the virtues of service, protection and integrity, making lasting contributions that continue to resonate within the community.

Richard was a man of simple pleasures: fishing, traveling with Sandra, engaging in hearty laughter and reveling in the achievements of his loved ones. His favorite sayings and philosophies were reflections of his zest for life and his unwavering conviction. “Don’t just exist, live. Don’t just dream, do. Don’t just hear, listen. Don’t just talk, act.” These words, among many others, are a testament to how Richard chose to navigate life’s journey — with courage, hope and unwavering determination.

Richard’s impact on those around him was profound and far-reaching. He was a friend to all within the Escalon community, leaving an indelible mark on the hearts and minds of those he interacted with. Each of us today carries a unique memory, an individual story that speaks to the special bond we shared with him. These stories unite us in our remembrance, painting a vivid portrait of a man whose life was a testament to compassion, resilience and the enduring power of love.

What will we miss most about Richard? It’s his indomitable spirit, his unwavering presence in our lives and the wisdom he imparted. Sitting with him, listening to his stories, being enveloped in his laughter and witnessing his compassion in action, we were reminded of the beauty and grace that life can hold, even in its most mundane moments.

As we bid farewell to Richard Tatum, let us not dwell on the void left behind but instead hold onto the richness of his legacy. Let us honor his memory by living out the lessons he taught us, embracing life with open hearts, pursuing our passions with fervor and extending our hand in kindness and support to those around us.

Richard, thank you for the laughter, the lessons and the love. Though you may no longer be with us in the physical realm, your spirit remains forever etched in our hearts.



In your memory, we pledge to not just dream but to do, not just to exist but to truly live. Until we meet again, may you rest in peace, knowing that your life was a gift that continues to inspire and guide us every day.

— **Nancy Humphrey**

Things I have heard about Richard, and I have already shared this but there was great love in him. If you met him once he gave you respect, and he earned your respect. I think that is missing in life today, that a guy who presents himself one way is exactly the guy that he was. He didn't present himself as someone who was a nice guy, and then he wasn't. He was exactly who he said he was. He was a police officer, he was in corrections and he treated everyone the same, whether they deserved it or not. There's one thing I did hear in my office this week, and that was that Richard wanted you to love what he loved. If he loved fishing, then he wanted to talk to you about fishing. If you didn't love fishing, then he wanted to talk to someone else who loved fishing. If he loved hunting, when he was hunting, he wanted to talk hunting. And if it was camping, he wanted you to go into the mountains with him but pretend you were homeless for a week, but he wanted you to love it. Richard just loved life. He worked hard and he played hard. He loved deeply. I was told a story that he went into Mr. T's Donuts and started a conversation with

someone out there in the same field that they both worked in, corrections. I made a mistake of calling him a prison guard, and people want to correct me, but when I was in jail, I didn't feel like I was being corrected. But there were Richards there when I was in jail. And those men pointed me in the right direction. They said, "You know, Arney, this doesn't have to be the way it is. It doesn't have to be a revolving door." Some of those people I probably should look up and I should go back and thank, for being fair and firm with me. I think our country is in deep trouble, because there is absolutely no correction going on. We need Richards. We need people to love the unlovable and point them in the right direction. He loved his community. He loved this town, he loved the police force. He loved giving himself away and he wanted to know about things that needed his help. Man, I could use a whole church full of those people. He didn't want there to be need that didn't get met that he didn't know about that he could have met. Richard really loved life, big. Full of adventure. Never met a stranger twice because you were his friend afterward. He loved to collect things. When I was at his house, he would like to show me his things. It was great. I loved looking at his things. He loved his things, but his family mattered the most, and if you knew him for a minute, you were family." — **Escalon Trinity Church Senior Pastor Arney Corbin** 🔑



2024 CCSO ANNUAL CONFERENCE

Photos by Sheree Madkins Photography

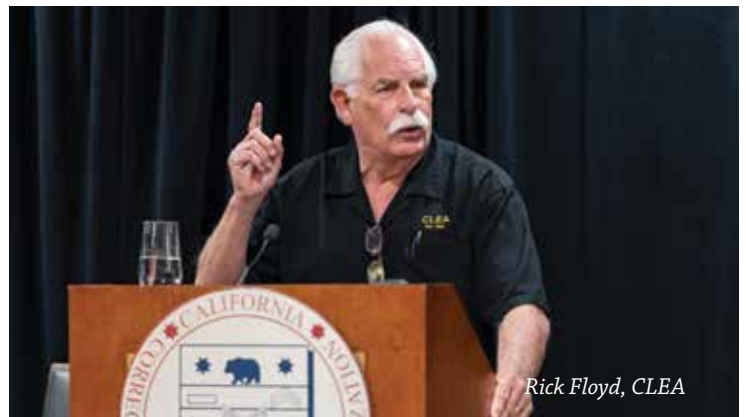


Mary Towe | CCSO Chief Financial Officer/Chief Operating Officer

The 2024 CCSO annual Conference took place at the Embassy Suites by Hilton Sacramento Riverfront Promenade on April 26 and 27. The event began with the chapter presidents general meeting on Friday, April 26. This vibrant session featured insightful discussions, with President Art Gonzales addressing changes to the CCSO bylaws that had been voted on at the State Board meeting. Members voiced concerns about these changes and their potential impact, prompting the State Board of Directors to consider ways to include chapter presidents in discussions about bylaw modifications to ensure clarity and participation. Additional discussions



Joseph Ming and Mark Gabhart, West Coast Swiss Group



Rick Floyd, CLEA



Lieutenant Corey Moore, RJD, sang the national anthem.

covered voting procedures, the establishment of a chapter revenue account for member contributions and the simplification of responsibilities for chapter presidents.

Further conversations focused on organizing future events and providing more training for chapter presidents, as well as combining the Conference with the SRN II Seminar to encourage more participation. Plans for new training sessions for incoming chapter presidents and SRN II members were also discussed, aiming to replace the 2024 workshop with a more



*Attorney Gary Goyette,
Goyette Law West*



*Attorney Nick Madans,
Madans Law Group*

comprehensive training program. Despite these changes, CCSO remains committed to gathering member feedback to accommodate everyone's needs.

State Treasurer Pete Acosta presented the 2023 year-end financial report, which shows that expenditures stayed within revenue limits, securing CCSO's financial stability.

Labor Manager/State Vice President Gilbert Valenzuela praised members for their active roles in representing their peers, highlighting the importance of teamwork. He also discussed the upcoming challenges related to health care and prison closures, soliciting valuable feedback from attendees.

Grievance Manager Mike Romero emphasized the importance of respect and dignity in handling grievances to ensure favorable outcomes. He highlighted the good relationships CCSO maintains with key decision-makers

and encouraged member participation in future meetings. Romero also offered to provide necessary training and tools for members to succeed in their roles.

Legislative Specialist Ford Canutt provided an update on the arbitration bill and future legislative efforts to support CCSO members. He noted the ongoing challenges in getting fair resolutions for grievances and the likelihood of many bills stalling due to budget constraints.

The Conference continued on Saturday, April 27, with a flag presentation by the CVSP honor guard and an outstanding national anthem performance by Lieutenant Corey Moore, RJD. CDCR Secretary Jeff Macomber delivered the keynote address, offering critical updates on ongoing programs and the California Model vision.

Continued on page 18



*Chapter President of the Year
Matthew Gutierrez, SQ*



*Chapter President Mario Alonzo accepted the Member of
the Year award on behalf of Sergeant Joel Velasquez, CEN.*



*Attorney Lance King,
Oveido Law Group*



CDCR Secretary Jeff Macomber talking with CCSO members



*Attendees observed a moment of silence in honor of CCSO founding
president Rich Tatum.*

Continued from page 17

Attendees received comprehensive updates on various topics, including the walk time case, labor issues, grievances, legislation and investment strategies. Esteemed speakers included attorney Gary Goyette of Goyette Law West, attorney Nick Madans of Madans Law Group, attorney Lance King of Oviedo Law Group, Joseph Ming of West Coast Swiss Group and CLEA co-founder Rick Floyd.

Before lunch, CCSO honored our founding president, Richard L. Tatum, with a moment of silence, recognizing his significant contributions to the organization.

The Conference also featured an awards luncheon to celebrate outstanding CCSO members. Sergeant Matthew Gutierrez, SQ, was named Chapter President of the Year for his exceptional support and guidance. Sergeant Joel Velasquez, CEN, received the Member of the Year award for his dedication to member needs and enhancing engagement.

Our generous sponsors provided numerous gifts, with the grand prize — a trip to Switzerland — being won by Lieutenant Wendee Smith from RJD. Special thanks go to all sponsors and attendees for their participation, which contributed to the success of this event. 🗝️

CENTINELA STATE PRISON PROMOTIONAL CEREMONY



C CSO State President Art Gonzales, Vice President Gil Valenzuela, Regional Manager Art Gonzales Sr. and Grievance Manager Mike Romero attended the Centinela State Prison Promotional Ceremony on April 15. Congratulations to all who were promoted! 🗝️



FINANCIAL

LIVING BENEFITS LIFE INSURANCE

Greg Komsky | Foundation
Financial Founder/CEO

Living benefits life insurance is like having an umbrella. You won't need it every day, but you will be glad to have it when it pours.

Some life insurance only pays out when the insured person dies. However, life insurance with living benefits is life insurance "you do not have to die to use!"

Did you know that when you elect your CalPERS pension beneficiary options, those come with a high cost?

In the example shown here, the employee (or member) can elect to receive a "member only" pension option. This means that when the employee/member retires, they will receive the greatest payout amount. In this case, it is \$5,300 per month. During retirement, the employee will continue to receive \$5,300 per month until they die. Unfortunately, their spouse will not receive any benefits. CalPERS offers a 100%, 75% or 50% beneficiary option. Let's take a look at the 100% beneficiary option. In this scenario, the member would basically pay \$800 per month to CalPERS for the chance that their spouse will receive the pension when the member dies.

Can anyone catch a potential downside to this?

Let's assume the member and their spouse live together for 25 years in retirement. \$800 per month times 12 months is \$9,600 per year. \$9,600 per year times 25 years equals \$210,000. If the spouse of the member dies first after 25 years, do you think that CalPERS will come knocking on their door to pay them back the money they gave up for all of those years? The answer is *no!*

Pension Beneficiary Options

	Member Only Option	100% Beneficiary Option	75% Beneficiary Option	50% Beneficiary Option
Monthly Payout	\$5,300	\$4,500	\$4,700	\$4,900
Cost	\$0	\$800	\$600	\$400
Spouse Receives	\$0	\$4,500	\$3,525	\$2,450
25-Year Cost	\$0	\$210,000	\$180,000	\$120,000

Instead, however, if the member bought life insurance through an insurance company, they could elect their spouse as a primary beneficiary and their children or their favorite relative as contingent beneficiaries.


Here are the benefits of choosing the "member only" option and privately funding the life insurance to protect yourself and your family:

1. The surviving spouse receives a lump-sum, tax-free death benefit. Life insurance death benefit proceeds are always tax-free to the beneficiary.
2. You could access up to the entire death benefit while alive by triggering one of the 22 accelerated living benefit triggers. These include terminal illness, chronic illness, critical illness and critical injury.
3. Instead of only having your spouse as the beneficiary of your pension, you can have backup (contingent) beneficiaries. The CalPERS pension is for one person, and this person cannot be changed once elected and pension payments have started.
4. The surviving beneficiary will receive a lump sum to

invest as they see fit, instead of being forced to live paycheck to paycheck via the CalPERS pension.



In April 2015, I met with a new client. Her name was Stephanie Malia and she was a marathon runner. The last thing on her mind was life insurance. Please scan the QR code at left to watch her living benefits testimonial.

For more information, please contact me at gkomsky@yourfoundationfinancial.com or (916) 719-6644. To schedule a consultation, go to calendly.com/gkomsky/CCSO. 

Greg Komsky is the founder and CEO of Foundation Financial. He received his Bachelor of Science degree in Finance and Risk Management Insurance from California State University Sacramento and has his Series 6, 63 and 65 licenses. Furthermore, he received the Accredited Investment Fiduciary Designation (AIF®). Greg prides himself on putting his clients' needs ahead of his own. For over 10 years, Greg has helped thousands of educators, CCSO, police, firefighters, business owners and individuals properly prepare for retirement. His diverse background and experience help him to better understand clients' unique challenges and goals. Greg has

called Northern California home since he moved to America as a 5-year-old. When he is not spending time with family or traveling, you can surely find him on the golf course.

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MAKING A DIFFERENCE

CCSO GIVES BACK

As we continue our mission of supporting our chapters in their efforts to make a meaningful and lasting difference in their communities and institutions, here's a look at some of the events and organizations CCSO has recently contributed to and participated in.

California Peace Officers' Memorial Ceremony



Ironwood State Prison 30th Anniversary Celebration



Folsom State Prison Employee Appreciation Day



California Institution for Women Peace Officer Week/Nurses Week



California Medical Facility Fallen Officers Fund Benefit Event at Sacramento Rivercats Baseball Game



California Health Care Facility Staff Appreciation Barbecue



**Club Solano Volleyball
11U Maroon Team**



Golden Hawks Wrestling Club



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CCSO RECRUITMENT



Avenal State Prison Kids' Day



San Quentin Staff Appreciation



Advanced Learning Institute — Field Training Sergeants



Richard J. Donovan Correctional Facility Sergeants Academy



Richard A. McGee Correctional Training Center Bring Your Child to Work Day



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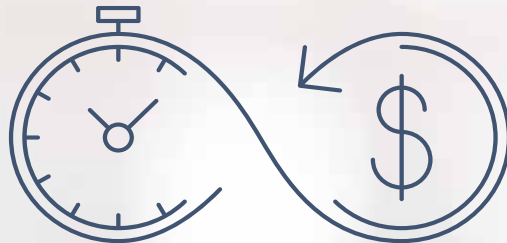
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California Correctional Supervisors Organization

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