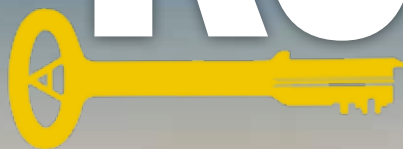
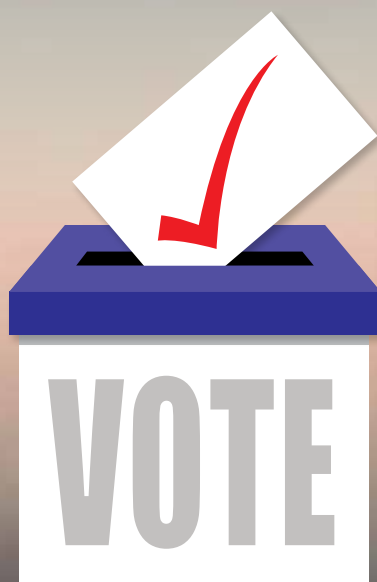


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**TEERING OFF FOR
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See page 10

**2024 SCHOLARSHIP
RECIPIENTS**

See page 12



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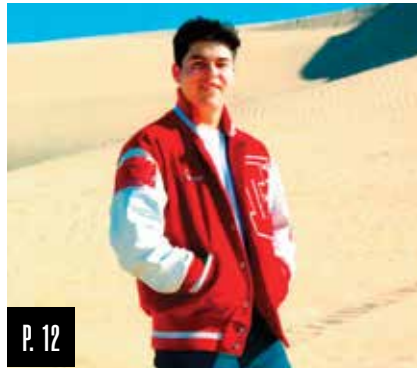


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SETTING CCSO UP FOR SUCCESS FOR YEARS TO COME



ART GONZALES
CCSO State President

I hope this message finds you and your families well. We're currently in the "dog days" of summer, and I hope each of you is staying cool despite the record-high temperatures and heat waves. Summer is a time when many of our members take the opportunity to enjoy some much-deserved rest and spend quality time with their loved ones. It's essential to prioritize your physical and mental well-being both on and off the job. I hope you've been able to find time to relax and have fun during this season.

I hope members were able to take a moment on Labor Day to reflect on the significance of the holiday. It's a day to honor the contributions and achievements of American workers, including the dedicated members of our organization. Your hard work

and commitment to excellence are what make CCSO strong and resilient. I hope you all enjoyed the holiday, and take pride in the work you do every day.

I am thrilled to report that our recent CCSO Charity Golf Tournament at the Oakdale Golf & Country Club was a tremendous success. We had a great turnout, and it was wonderful to see so many of you there. Special thanks

Our financial stability is robust, nearly matching our pre-pandemic and pre-upgrade levels.

to Rudy Marquez for organizing this fantastic event. The funds raised will significantly support the CCSO scholarship fund, helping to provide educational opportunities for our members and their families. Thank you to everyone who participated and contributed to this worthy cause.

Looking ahead, I want to address a topic that remains a priority for our organization: the ability of our sergeants and lieutenants to transfer. This issue is still on the table and something we are actively pursuing. With the

recent closures we've experienced, we've seen voluntary movement within our supervisory ranks to open positions. This adaptability and willingness to adjust to various locations highlights our supervisors' ability to perform effectively wherever they are needed.

However, it is disheartening that despite their experience and dedication, our sergeants and lieutenants must compete against less experienced individuals for transfer opportunities. This inconsistency is evident when the state allows voluntary transfers only during prison closures, benefiting them while our supervisors are left without the same opportunity. We are pushing harder than ever to correct this issue. Our supervisors have proven their ability to adapt and thrive in new environments, and it's time we recognize and support their efforts by allowing them the same transfer privileges as the rank and file.

In addition, we are revisiting the possibility of improving our members' health care packages. We will be sitting down with CalHR to discuss providing better health care opportunities and benefits for our employees. This is a critical issue that impacts everyone in our organization, and we are committed to securing the best possible outcomes for our members.

Finally, I want to highlight the incredible strength of our organization. Our financial stability is robust, nearly matching our pre-pandemic and pre-upgrade levels. This resurgence is thanks to our diligent financial management and the successful resolution of the walk time case, which have provided a solid foundation for future growth. We are stronger than ever, and this financial strength will allow us to continue supporting our members and enhancing our organization in the years to come. Thank you for your dedication and hard work. Together, we are building a brighter future for CCSO and its members. 🗝️



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CHAPTER PRESIDENTS

NUMBER	INSTITUTION	RANK/NAME
1	SCC	Lt. Tessa Chambers
3	PBSP	Lt. Jennifer Hurley
4	CIM	Lt. Gerard De Los Santos
5	MCSP	Sgt. Joshua Watson
6	ISP	Sgt. John McAllister
7	RJD	Lt. Alexis Gonzalez
8	SOL	Sgt. Tim White
9	CCI	Sgt. James Robinson
10	ASP	Lt. Cristobal Gonzalez Jr.
11	NKSP	Lt. Ismael Quintero
12	VSP	Lt. Beau Bean
13	CAL	Lt. Paul Preciado
14	CRC	Lt. Paul Trevino
15	CIW	Lt. Rudy Arellano
16	FOL	Lt. Jerald Beasley
17	PVSP	Lt. Christopher Nevarez
18	CEN	Lt. Ricardo Davila
19	WSP	Sgt. Thomas Counts
20	LAC	Lt. Daniel Schumacher
21	COR	Sgt. Samantha Medina
22	CTC	Sgt. Steven Byers
23	CSATF	Lt. Christian Gray
24	DSH/MSH	HP Sgt. Dalend Biles
25	SVSP	Lt. Jose Cermeno



NUMBER	INSTITUTION	RANK/NAME
26	CMF	Sgt. Brad Smith
27	CCWF	Lt. George Roberts
28	SAC	Lt. Terrance Buchanan
29	CTF	Lt. Eric Da Rosa
31	SQ	Sgt. Matthew Gutierrez
32	DSH/ASH	HP Sgt. Ryan Lombardi
33	CVSP	Lt. John Hernandez Jr.
34	CMC	Lt. John Baker
35	HDSP	Lt. Charlie Hahn
36	KVSP	Sgt. Aunter Haddad
37	CHCF	Lt. Richard Feston
38	CDC HQ	Lt. Jose Gonzales
39	DSH/NSH	HP Lt. Jessica Heine
40	DAPO	PAIII Jorge Robles
43	DSH/CSH	HP Sgt. Kevin Jones
46	BIU	Sgt. James Caplan
47	IWL	CS II Salvador Ruvalcaba Jr.
48	AIU Central	Lt. Juan Medina
49	DSH/PSH	HP Sgt. Devin Higgins
50	1515 S St.	Capt. Carlos Santos
51	AIU North	Lt. Josh Bullard



CCSO HOLDS LOCAL CHAPTER ELECTIONS

A NEW ERA OF LEADERSHIP BEGINS



Nicole Rollins-Player |
Administrative Services Supervisor

This year, the California Correctional Supervisors Organization (CCSO) conducted another round of local chapter elections, focusing on the even-numbered chapters. Our office was abuzz with excitement as several new members expressed their interest in participating at the local level. These nominations marked the beginning of a significant shift within our organization, heralding the induction of many first-time chapter presidents eager to lead their chapters into the future.

The changing of the guard represents more than

just a new set of faces; it signifies the arrival of fresh ideas and the promise of innovation. Over the years, I have witnessed a lackluster approach that has struggled to inspire hope or drive meaningful change at the local level. However, with this new wave of leadership, there is a renewed sense of optimism and the possibility for impactful progress.

There is power in change, and with it comes the hope of a brighter future. CCSO was founded on the principle of “Supervisors Representing Supervisors.” To honor this commitment, we must embrace new ideas, foster collaboration and move forward together with a unified vision.

As we look ahead, let us support this new leadership and the opportunities it brings. Together, we can ensure that CCSO continues to be a beacon of representation, strength and positive change for all excluded employees within the California Department of Corrections and Rehabilitation and the Department of State Hospitals. 🗝️

CCSO 2024 EVEN-NUMBERED ELECTION RESULTS: CHAPTER PRESIDENTS



NUMBER	CHAPTER	RANK/NAME	ELECTED/APPOINTED
4	CIM	Lt. Gerard De Los Santos	Appointed
6	ISP	Sgt. John McAllister Jr.	Elected
8	SOL	Sgt. Tim White	Appointed
10	ASP	Lt. Cristobal Gonzalez Jr.	Appointed
12	VSP	Lt. Beau Bean	Elected
14	CRC	Lt. Paul Trevino	Elected
16	FOL	Lt. Jerald Beasley	Appointed
18	CEN	Lt. Ricardo Davila	Elected
20	LAC	Lt. Daniel Schumacher	Appointed
22	CTC	Sgt. Steven Byers	Appointed
24	DSH/MSH	HP Sgt. Dalend Biles	Appointed
26	CMF	Sgt. Brad Smith	Elected
28	SAC	Lt. Terrance Buchanan	Appointed
32	DSH/ASH	HP Sgt. Ryan Lombardi	Appointed
34	CMC	Lt. Jason Baker	Appointed
36	KVSP	Sgt. Aunter Haddad	Appointed
38	CDC HQ	Lt. Jose Gonzales	Elected
40	DAPO	PAIII Jorge Robles	Appointed
46	BIU	Sgt. James Caplan	Appointed
48	AIU Central	Lt. Juan Median	Elected
50	1515 S St.	Capt. Carlos Santos	Appointed

CCSF 2024 ANNUAL GOLF TOURNAMENT



Rudy Marquez | CCSF Director

The California Correctional Supervisors Foundation (CCSF) hosted its annual golf tournament on August 26 at the beautiful Oakdale Golf & Country Club, attracting an impressive turnout of 136 players. The day was blessed with perfect weather, and the course was in excellent condition, setting the stage for a fantastic event.

Players enjoyed a variety of activities on the course, with the highlight being the Launch Fore Charity, a golf ball cannon that provided a unique and exciting experience.

A couple of our valued sponsors, Kathy Nichols and David Collins from Guardians were on-site serving drinks, along with our Associate Government Relations (lobbyist), Paul Curry.

We were fortunate to have several generous sponsors, with our primary sponsors being Foundation Financial, Harper & McCoy, Oakdale Equine and OutFront. The raffle prizes were exceptional, featuring two 75-inch TVs, a 36-inch Blackstone grill and over 20 gift baskets, just to name a few.

Trophies were awarded to the top three teams, with Buddy Rhodes, Jerrold Kennedy, Jason Finne and Mark Ackerman taking 1st place with a score of 53. The food was outstanding, and everyone in attendance

had a wonderful time, making the event a tremendous success.

We are already looking forward to next year's tournament, scheduled for Monday, August 25, 2025, once again at Oakdale Golf & Country Club. Mark your calendars, and we can't wait to see you there! 🗝️



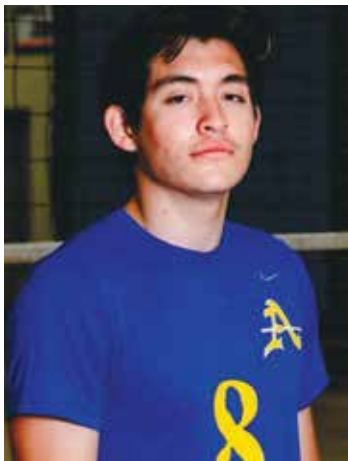
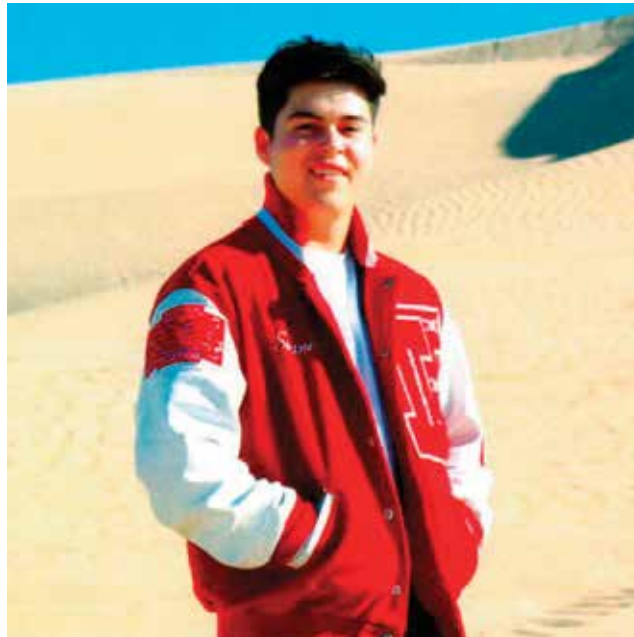
Photos by Rudy Marquez



2024 CCSO SCHOLARSHIP RECIPIENTS

CCSO is pleased to announce our 2024 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. 🗝️

Shane Hauck
Parent: CEN SAI Forest Hauck



Richard Lee
Parent: CDC HQ SA Richard Lee Jr.



Gabriela Pullen
Parent: Vanessa Pullen (ret.)



Riley Janke
Parent: SAC Sgt. Jon Janke



Kylie Richardson

Parent: CHCF Lt. David Richardson



Diego Preciado

Parent: CAL Lt. Paul Preciado



Layla Estar Trujillo

Parent: Robert Trujillo (ret.)

Congratulations!

GENERATIONS of SERVICE MARKED at CCWF



Then and now: Anissa De La Cruz receives her badge from her father in 2004 (top photo) and her warden pin from her father in 2024.

By Lieutenant M.D. Williams

Generations of service were evident during the Central California Women’s Facility’s (CCWF) first promotional ceremony.

Recently appointed Warden Anissa De La Cruz was surprised by managers when her father arrived to pin her warden rank.

Retired Correctional Officer A. De La Cruz, along with other family members, showed up at the first CCWF promotional ceremony to recognize the recently appointed warden.

Warden De La Cruz, Chief Deputy Warden Cynthia Rojas and CEO Rojirio “Roy” De La Cerda planned to honor staff promotions throughout the institution.

During the pinning portion of the ceremony, De La Cruz’s father, who pinned her with a correctional officer badge 20 years earlier, stepped forward to pin her as warden.

She began her career with the Department in 2004 as a correctional officer at Wasco State Prison.

Combined, the warden and her father represent two generations of service as well as over 40 years of combined correctional experience.

Warden De La Cruz’s spouse, children and mother were all part of the surprise. The opening ceremony began with the Central Valley Honor Guard’s presentation of the colors and

Protestant Chaplain Melissa Untalon-Espino delivering the invocation and singing the national anthem.

The promotional ceremony also allowed recruiters to share career opportunities with family members and friends in attendance.

Promotions for 22 Custody and Non-Custody CCWF Staff

Among those recognized during the first promotional ceremony were five new sergeants:

- **Salina Alvarado**
- **Michael Motz**
- **Wesley Markland**
- **Damar Randle**
- **Marisol Gasca**

Also, 17 non-custody staff positions were recognized for their promotions:

- **Gwendolyn Angert**
- **Laura Buell**
- **Ashlyn Carlos**
- **Priscilla Fontanilla**
- **Brandy Hardwick**
- **Steven Lowry**
- **Eric Marcellini**

- **Danielle Mayhue**
- **Richard Ornelas**
- **Amandeep Padda**
- **Carolyn Perez**
- **Maria Sandoval**
- **Adam Solis**
- **Veronica Solis**
- **Wishon Tovar**
- **Yurina Valenzuela**
- **Vanessa Vega**

All honorees received promotional certificates. The custody supervisors were also presented with their first set of chevrons donated by the California Correctional Supervisors Organization and a framed version of the Law Enforcement Code of Ethics.

The honorees' loved ones then had the opportunity to pin the new ranks on their uniforms and enjoy lunch in the outside gazebo area.

Warden De La Cruz then had the newly appointed sergeants raise their right hands and repeat the oath.

The honorary presentation ceremony recognized the strengths, dedication and exceptional leadership of the honorees.

“It is an honor and privilege to empower these newly promoted sergeants and promotional non-custody staff as they step into their new roles and continue to strive for amazing endeavors,” she said. “This event was special for so many and will continue to be a new opportunity to encourage our staff in their promotional patterns and careers.”

Many attending family members and friends expressed their appreciation for being a part of such a grand event and looked forward to participating in more institutional events highlighting staff. 🔑

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A FIRSTHAND ACCOUNT OF NEGOTIATIONS AT CDCR HEADQUARTERS



Christian Gray |
Lieutenant

On Thursday, June 27, I was honored to be given the opportunity to accompany CCSO State VP Gilbert Valenzuela, CCSO Grievance Manager Mike Romero and State Board Member Javier Covarrubias (non-designated via Teams) regarding the medical RVR and incident report process that is set to be implemented. This meeting was held at CDCR Headquarters in Sacramento and included staff from the Office of Labor Relations (OLR) and stakeholders from CDCR/CCHCS.

This was my first official "meet and confer" (state negotiation, for lack of better words), as well as my first time at CDCR Headquarters, so to say I was a little nervous was an understatement.

As we approached the beautiful, multistoried building to enter and sign in, Valenzuela told me not to be surprised if I saw a bunch of boxes around, as CDCR Headquarters took a hard blow with the budget cuts due to the deficit. The building was being put up for lease, and everyone assigned there is now getting reassigned to different locations, with some having to add an hour to their commutes one way.

After signing in, we walked through the building and onto the break/patio area before entering the back half of the building. Romero ran into a former co-worker from his time at HQ, and shortly after, we were up a few floors in the meeting room. One thing that struck me was that although some looked somewhat stressed, most people greeted us with smiles and were very professional and courteous.

We entered the meeting room, where OLR was already in the room trying to get set up. Soon after, the rest of the panel came in, and we connected with Covarrubias on

conference. Right away, Covarrubias and the panel members began talking — reconnecting, so to speak.

Previously, my only experience at negotiations at this level came from my military background, in which it almost always came down to tactically wordsmithing a mental chess game and performing "one-upmanship" to influence the results of the negotiations. However, after seeing the professional yet friendly banter from the panel with Valenzuela and Romero, I figured this meeting would be productive, a "one shot and done," as I could tell it wouldn't be about who wins or loses. It was going to be about what is best for the Department and for all of us as staff.

To backtrack and explain the situation, we were discussing a policy memo that is due to hit the line shortly regarding the process for medical staff to not only write RVRs but also submit 837-Cs and the process for incident report reviews and approvals. The original draft of the memo dictated that a nonincident-affiliated RVR written by a medical staff member would need to be routed through their immediate health care supervisor to the CEO or designee for approval before being routed back down to custody for processing.

Incident reports written by medical staff, along with the RVR, if required to be written by the medical staff member, would also have to follow the same procedures. In both cases, specific medical designees would have SOMS provisions to enter the RVRs on behalf of a medical-reporting employee into SOMS for processing. However, the current manner of scanning 837-Cs into the incident report will remain the same.

When we started to get down to business, the CCHCS director began with a brief history of the "hows" and "whys" of the current predicament. It was brought to the attention of PLO, among others, that medical staff had written a number of RVRs that they considered to be too much and worried that inmates would not feel comfortable

approaching medical staff if they had medical needs out of fear of being written up for what they considered as “frivolous” violations.

However, after further explanation, it came down to the fact that medical staff were writing up inmates for violations that custody staff should have been handling and writing up. For one reason or another, custody staff simply did not handle the situation.

After discussing the situation, we all agreed that not allowing medical staff to utilize the RVR process or simply making the medical RVR process unreasonably difficult for medical staff would create a highly oppressive environment for them to perform their duties.

Although the panel had concerns about medical documenting RVRs that custody staff should be documenting, they remained like-minded with CCSO in their concerns for the hardships faced by medical staff when dealing with inappropriate and uncivilized inmate behavior, especially when they felt like they were not being supported or protected because of the restrictions.

Of further concern were the time constraints with the RVR and incident report process. After discussions regarding due process rights, which include processes such as mental health assessments, investigative employees and initial copies of the RVRs, the panel agreed with CCSO for the need to not cause undue delays and disruptions while

still effectively maintaining accountability and tracking processes for medical RVRs.

The proactive resolution agreed upon by all involved was as follows:

Only Medical RVRs not affiliated with IRs will be routed through medical supervision to the CEO for review and tracking purposes. The CEO will have one business day to route the RVR back to custody for processing.

Medical 837-Cs will not be routed through medical supervision and will continue to be processed through the response supervisor and incident commander.

Medical RVRs that are affiliated with IRs will not be routed through medical supervision to the CEO but will, instead, be routed through the response supervisor for processing.

By enacting these changes, the panel believes that we will be able to maintain accurate records of medical RVRs while still protecting the Department, the rights and protections of our staff, and the rights and protections of the inmates that are guaranteed by the U.S. Constitution.

I would like to take this opportunity to sincerely thank the State Negotiations Panel and the CCSO State Board of Directors for allowing me the opportunity to participate in these negotiations. It was a valuable learning experience for me and an honor to be allowed to play a part in such a pivotal decision-making process for the future of our Department. 🗝️

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

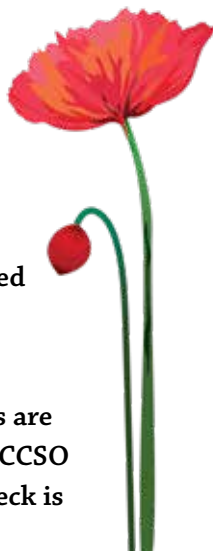
immediately cut to their designated beneficiary. Often it is too late to ensure those funds go directly to your intended recipients.

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.



MASSIVE PAY REDUCTION REVOKED



Michael McCoy | Harper & McCoy Attorney

In January 2023, Sergeant K was working as the first watch program sergeant. At the beginning of the shift, she was contacted by a housing unit floor officer who reported an inmate had conveyed suicidal ideations. Sergeant K advised the officer to place the inmate in the unit shower and that she would send an officer to escort the inmate to the TTA. A short time later, the housing unit officer called Sergeant K again and advised the inmate was now complaining of chest pains. Medical advised that the inmate had been seen several times during the third watch regarding the same complaint and that they would not respond to the housing unit.

When the inmate did not get the attention he wanted, he told the officer that he had swallowed a razor blade and had another one in his mouth. The officer called a medical code on the radio, stating the inmate claimed he had swallowed

a razor. Sergeant K later learned that the officer had not strip-searched the inmate prior to placing the inmate into the shower. She also discovered the inmate was not properly restrained and that the waist chains had been loosely placed over the inmate's bulky coat.

Sergeant K and two other officers responded to the unit and were again advised that the inmate claimed to have swallowed a razor and had another in his mouth. Medical also arrived and advised they would not be able to treat the inmate until he was strip-searched. The inmate refused, insisting he be returned to his cell. At one point, the inmate showed Officer H the razor in his mouth.

Believing that immediate force was necessary to preserve the inmate's safety and health, Officer H discharged his OC spray toward the inmate in an attempt to have the inmate spit out the razor with no results. Officer H sprayed the inmate again within two seconds. The inmate was pulled from the shower, and the razor in his mouth was recovered.

Following an AIMS interview, Sergeant K was issued an

adverse action that consisted of a pay reduction of 10% for 45 pay periods. The Department claimed that Sergeant K was negligent, violated Government Code section 19990 and showed a failure of good behavior. The case was assigned to another institution and to a retired annuitant acting as the hiring authority (HA). Following a *Skelly* meeting at a different institution, the HA upheld the full discipline even though it was later learned that the *Skelly* officer recommended corrective action and training.

The Department alleged Sergeant K was negligent when she did not alert medical regarding the inmate's suicidal ideations and that she violated policy when she failed to take immediate action and advised the housing unit officer to pepper spray the inmate if he tried to harm himself.

The Department did not prove that Sergeant K had been trained on the suicide prevention policy or that she was aware of the policy. The Department alleged Sergeant K should have intervened and prevented Officer H from spraying the inmate because the inmate's threat to swallow the razor was only a "potential" threat and not an imminent threat.

At the hearing, Sergeant K's counsel argued that the Department had failed to follow its own policy and training in how they analyzed the incident. At the hearing, the Department continued this flawed analysis by running the body-worn camera frame by frame and questioning Sergeant K about her actions and her reasoning, in hindsight.

The administrative law judge (ALJ) agreed with Sergeant K, and in her decision, she cited *Graham v Connor*. The ALJ explained the reasonable officer standard of review. She stated the "reasonableness of a use of force must be judged from the perspective of a reasonable officer on the scene, rather than with 20/20 vision of hindsight." She noted that the inmate had allegedly swallowed a razor and that he had another in his mouth. She also noted that the inmate was not properly restrained and that, given the totality of the circumstances, a reasonable officer on the scene could conclude the inmate posed an imminent threat. This charge was dismissed.

The Department also claimed that Sergeant K violated the prohibitions set forth in Government Code 19990. This section prohibits incompatible activities by the employee as determined by the Department. The ALJ determined that Sergeant K was not shown to be familiar with that policy or that she violated it in any way. This charge was also dismissed.

Finally, the Department alleged a violation of a failure of good behavior, but because there was no evidence that Sergeant K engaged in any misconduct, this charge was also dismissed.

The ALJ ordered the pay reduction be *revoked* and that Sergeant K be paid backpay and interest with all benefits restored. Sergeant K is grateful for the hard work of her legal counsel and the fantastic support she received from CCSO. 🗝️

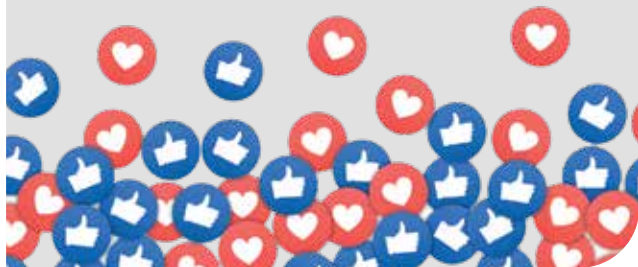
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Be sure to like and follow CCSO
so you never miss an update!

 @CCSOCACORRECTIONS

 @CCSOCORRECTIONS

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CALLING ALL CCSO MEMBERS



Share your stories and photos in print!

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

Send us your updates to be published in *Keynotes*!
For more information, contact ccso@911media.com.

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.

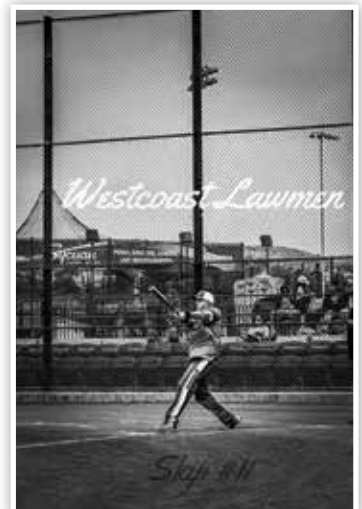
Recreation Association of Corcoran



SATF Staff Appreciation



American Baseball 12u Fundraiser



CMC Staff & Family Fun Day 2024



CCSO RECRUITMENT



Chapter 23 Welcomes SATF Warden Bryan Phillips

Letter of Appreciation to CCSO

California Correctional Supervisors Organization (CCSO):

The Office of Peace Officer Selection (OPOS) would like to send our appreciation for your support in assisting the Peace Officer Recruitment Unit. CCSO's generous donation purchased 75,000 badge stickers for our institution recruitment teams made up of over 600 peace officers throughout the state of California.

The Peace Officer Recruitment Unit was able to supply the stickers toward our recruiting efforts, making our booths more competitive with other state and local law enforcement booths that feature their own giveaways. Being able to give away stickers has increased CDCR's engagement with families. All age groups enjoy them, which brings attention to the recruiting table and creates an opportunity to share information about our department and all the benefits we offer.

According to our recruitment teams, we have already been able to increase public engagement and the kids love representing CDCR with their sticker badges. This fiscal year, CDCR has attended over 700 events. The recruitment success is directly linked to the support we have from CCSO, thank you for your donation.

Sincerely,



ROBERT O'BRIEN
Chief
Office of Peace Officer Selection





**California Correctional
Supervisors Organization, Inc.**

1481 Ullrey Avenue
Escalon, CA 95320

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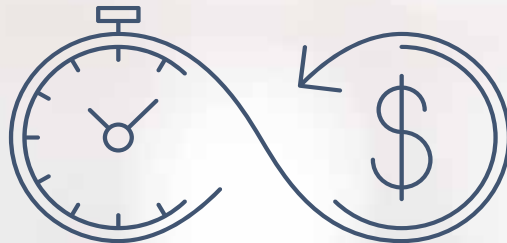
CHANGE SERVICE REQUESTED

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