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Keynotes

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WINNER OF
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AWARD



A BUSY FALL SEASON



ART GONZALES
CCSO State President

To begin, I would like to extend my heartfelt congratulations to our members and colleagues who were recognized for their heroism and courage at the CDCR's 39th annual Medal of Valor awards ceremony in September. We applaud all the medal recipients for going above and beyond in service to their institutions and communities. For more on the ceremony and honorees, read Chief Financial Officer/Chief Operating Officer Mary Towe's feature on page 10.

In organizational news, I'm happy to share that the New Chapter Presidents Training and Orientation that we held in September was a huge success. It was a great opportunity for our new and seasoned chapter presidents to network and collaborate with one another and get acquainted with the office staff here at CCSO

Headquarters. I was honored to speak to attendees and share my personal journey with CCSO and goals for the future of the organization. If you missed the event, be sure to check out CSATF Chapter President Christian Gray's article on page 6 for his insights on the training. We look forward to making this a recurring event for our new chapter presidents.

On November 15, CCSO hosted an SRN II Power Meeting, led by State Board member Javier Covarrubias, bringing supervising

Our members are actively getting involved in their communities, fundraising for various causes and dedicating their time to meaningful initiatives.

registered nurse members together at headquarters to address pressing challenges within the Department. Key topics included cross-covering and staffing shortages, the critical role of documentation,

policy development and enforcement, seniority and vacation policy concerns, the grievance process and data tracking, as well as networking and leadership development. Action steps for resolving these issues were outlined, emphasizing proactive advocacy and strategic collaboration. The meeting concluded with a shared commitment to ongoing partnership and effective solutions for SRN II concerns.

To maintain momentum and strengthen collaboration among chapter leaders, CCSO Chapter Presidents Dalend Biles and Jason Baker conducted an engaging SharePoint training session. This session emphasized the platform's critical role as a centralized hub where chapter leaders can access essential resources, share best practices and streamline communication. While CCSO is still in the early stages of developing its SharePoint system, the goal is clear: to create a seamless space for gathering documents and receiving information quickly — without the need for phone calls. This resource will empower chapter leaders with the support and knowledge they need at their fingertips. By leveraging SharePoint, chapter presidents can more effectively support one another, ensuring consistent leadership and fostering a unified approach to chapter growth and success.

In my last message, I highlighted some of our priority issues, including transfers for sergeants and lieutenants who currently must compete with less experienced individuals for relocation opportunities. Recently, CCSO met with CDCR Secretary Jeff Macomber on this matter, and we believe we've made some progress.

Another issue I mentioned was our efforts to enhance members' health care packages. CCSO has engaged in discussions with CalHR about providing a stipend to help improve health care contributions for excluded employees. We plan to attend upcoming CalPERS benefits meetings and will reconnect with CalHR by the end of the year to review any progress made.

In addition, CCSO has made several contacts within the Legislature to discuss these and other issues affecting our members. Read DAPO Chapter President Jorge Robles' article on page 16 for a recap of our productive meetings with State Senator Bob Archuleta and State Treasurer Fiona Ma.

I'd like to close out my message by spotlighting how the spirit of giving is truly alive and well across our entire organization. Since the chapter presidents training, we've seen increased participation at the chapter level. Our members are actively getting involved in their communities, fundraising for various causes and dedicating their time to meaningful initiatives. We

are proud to lend our support to the CCSO chapters that are making a difference across the state. We appreciate your efforts!

On the topic of giving back, CCSO urgently needs Supervisory Time Bank hours to support our executive officers and chapter presidents in attending conferences and meetings that benefit our entire membership. If you can, please consider donating your hours to our organization. Visit ccsonet.org/stb for more information.

I hope you all had a wonderful fall season and Thanksgiving surrounded by friends and loved ones. I'm grateful for your continued membership and support of CCSO. 🗝️

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THE GATHERING

NEW CHAPTER PRESIDENTS TRAINING AND ORIENTATION



Christian Gray |
CSATF Chapter President

In September, CCSO held the New Chapter Presidents Training and Orientation at CCSO Headquarters in Escalon. If you have never been to Escalon, it seems like a very serene little farming city. I was pleasantly surprised by how modern it was, while still maintaining a “small town” atmosphere and charm. It is close enough to the major city centers, such as Stockton and Sacramento, yet far enough away to be peaceful. It is a nice community.

We all arrived on Monday, September 16, and an impromptu gathering was set up at the hotel. We began introducing ourselves to our new fellow presidents and had a chance to get reacquainted with the seasoned presidents as well. It was informal and friendly, as we all exchanged updates about what was happening at our institutions and shared ideas and lessons learned from how we each handled various situations. The networking was amazing, and I even ran into Lieutenant Jason Baker, who was an OOC sergeant when I was still on my apprenticeship at CMC, and whom I hadn’t seen since early 2005.

On Tuesday, September 17, we met at the CCSO Headquarters. It was the first time I had visited headquarters, and to be honest, it wasn’t really what I had expected. After hearing the anger expressed by some members of our organization about how we shouldn’t have “wasted” money on the building or the parking lot, given the possibility of needing to increase dues and facing future financial difficulties if we





didn't, I had expected there to be ... well, excess — but there wasn't. Granted, it is a nice building — two stories, with a parking lot offering the expected number of spaces for the size of the building and the daily workforce that reports there every day — but nothing I would really describe as excessive. Once inside, I took the liberty of exploring the building and found that its design and layout were well done and very functional. There was a good-sized conference room, though it was filled to capacity with participants for our meeting. The plan is to utilize this space every election cycle to better assist our local chapter boards in a cost-effective manner. Overall, there did not seem to be any wasted space, but again, nothing excessive. It was nice, comfortable and functional.

State President Art Gonzales began by giving a brief yet thorough history of his involvement in the organization and how he came to be a part of it. He then narrated its development and growth during his time with the organization and shared his vision for its future. He focused on developing relationships not only with other chapters but also with the administrations at our own institutions. He advised that the best way to develop these relationships with our administrators was to offer different options to address difficulties, rather than making demands. And I saw firsthand how well this worked at my previous negotiations with the state over the medical RVRs. He also detailed some of his highest priorities, which include providing CCSO members with an alternative health plan and allowing lateral transfers without having to go through the interview process.

Ford Canutt, our legislative specialist and living legend extraordinaire, went over some of the more recent legislative updates and went in-depth into our Government Code (GC). This section was extremely educational for me because he explained what our rights were as supervisors and representatives of CCSO. Our protections come from GC 3525–3539.5, which is known as the Bill of Rights for State Excluded Employees. This short but extremely powerful Bill of Rights explains our rights and responsibilities, as well as the rights and responsibilities of the state toward excluded employees. I encourage you all to familiarize yourselves with this chapter of the Government Code.

Paul Curry, our PAC lobbyist, reiterated the importance of our participation in the legislative process and how that small monthly percentage of our dues (a whopping \$3) is used to help legislate bills that will protect our membership. One example of that is how we have been able to get our arbitration rights approved by state legislators on two occasions, only to have them vetoed by our current governor, Gavin Newsom. It was also explained that PAC donations are not used to back a person, such as when that *other* organization donated \$1.75 million to bail Newsom out of the recall effort, but are only used to support bills that maintain our protections and, hopefully, improve them in the future. To note, multiple other unions donated a total of approximately \$4.1 million to fight

Continued on page 8



Continued from page 7

the recall on Newsom's behalf. But again, CCSO doesn't do that. We support legislation, not politicians, whether they are right, left or anywhere in between.

Paul also detailed the importance of voting in our state and federal elections. This was news to me, but did you realize that out of the 40 Senate seats California has, only nine are not Democrat? If we get just five more non-Democrat seats, the Democrats will actually have to play ball and negotiate to pass legislation. In the Assembly, 60 out of the 80 seats are held by Democrats. With just seven more non-Democrats, it will force actual negotiations and compromise, and California will no longer be a "one party rule" state! This will benefit everyone, whether they are right, left or indifferent.

Our very own Nicole Rollins-Player and Mary Towe piggybacked on the importance of elections, focusing on it from an organizational level. The even-numbered CCSO chapters recently held their elections, while the odd-numbered chapters will have theirs next year, with March 2025 being nomination time. But here was the disappointing thing about our elections: Each statewide election costs around \$20,000 to conduct. What was heartbreaking to learn is that, in the last statewide election (and I wish I would have written down the actual numbers, but was too awestruck by the information), probably only around a hundred or so members out of the 4,156 active members actually voted. If we assume 100 voted, that would mean only 2.4% of the membership participated. In fact, only three chapters had a participation rate greater than 15 votes (17 votes was the highest, if I remember correctly). Most chapters had five or fewer votes, and a handful registered not one single vote. We need your participation in the elections, whether it be at the federal or state level, or within our organization.

Our "Ambassadors of Quan," State Vice President/Labor Manager Gil Valenzuela and Grievance Manager/Regional Representative Mike Romero, spoke on the grievance process and legal representation process. They detailed the parameters for interviews and the need to send up our NOIs immediately, the differences in rights for the subjects versus the witnesses (spoiler alert: subjects have more rights), the interviews themselves and the post-interview process, including *Skelly* hearings and SPB hearings. Of major note here, our wardens have had a great deal of their authority stripped from them when it comes to *Skelly* hearings. Unfortunately, and in my opinion, this has been caused by the "social justice" movement (which is completely unjust, if you ask me, because CDCR, like the FBI, will eat their own and not lose a second of sleep). OIG largely controls what is given or taken in the *Skelly*'s. Again, this is why it is so important to secure legal representation as soon as possible with our lawyers, who have a 90%-plus success rate.

Overall, the New Chapter Presidents Training and Orientation was an extremely informative and worthwhile event, even for existing chapter presidents. I would say it was a complete success. The networking alone — which has allowed me to stay in close contact with multiple chapter presidents since the gathering — has been invaluable due to the ongoing free flow of information. Nobody has to "reinvent the wheel," and being able to remain in touch and close with our fellow chapters and people at headquarters will help save us from many frustrations and hopefully help keep one another from repeating past mistakes and failures. I would like to commend all of our people at CCSO Headquarters and thank them for their constant support and for helping our individual chapters connect with one another. Ladies and gentlemen, this is how we continue to succeed! 🔑



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
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
34	CMC	Lt. Jason 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

2024 MEDAL OF VALOR CEREMONY GALT, CALIFORNIA



Mary Towe | CCSO Chief Financial Officer/Chief Operating Officer

CCSO extends its heartfelt gratitude for the opportunity to host the 39th annual Medal of Valor ceremony, held this year on September 20 at the Richard A. McGee Correctional Training Center in Galt. This memorable event brought together many families, friends and colleagues to celebrate and support the outstanding achievements of our honorees.

The ceremony commenced with an inspiring presentation of colors by the Richard A. McGee Correctional Training Center Honor Guard, followed by a powerful rendition of the national anthem performed by CCSO member and Correctional Captain Naomi Davis from California State Prison–Sacramento. Chaplain Mindi Russell from the California Chaplain Corps delivered a meaningful invocation, setting the tone for an uplifting and reflective ceremony.

We were honored to have CDCR Secretary Jeff Macomber as the keynote speaker, who underscored the significance of recognizing the courage and dedication exemplified by the honorees. As Secretary Macomber aptly stated, “Today’s awards demonstrate that dedication to the community by our co-workers extends beyond their duties and uniforms.”

The awards presentation highlighted the remarkable bravery and selflessness of 16 individuals, including several distinguished CCSO members. Their actions in the face of crises and life-threatening situations, as well as their dedication to service that benefits both the Department and the broader community, were truly commendable.

It was a privilege for CCSO Administrative Services Supervisor Nicole Rollins-Player, Grievance Manager Mike Romero, Recruiter Rhonda Canseco and myself to represent our organization at this significant event. We were delighted to meet with members and their families, share information with nonmembers, offer branded merchandise and provide treats for the children who attended.

Following the awards ceremony, attendees enjoyed a luncheon hosted by CCSO. The delicious meal, prepared by the cafeteria staff, added to the warm, celebratory atmosphere of the day. It was an honor to participate in this gathering, which recognized the exceptional efforts of the men and women serving the California Department of Corrections and Rehabilitation.

We are continually moved by the inspiring stories of courage and commitment shared during these ceremonies. For the past 20 years, CCSO has been proud to sponsor the Medal of Valor ceremony because we deeply believe in recognizing and celebrating the extraordinary dedication of our members and their colleagues. Their unwavering professionalism and service deserve our highest appreciation.

Congratulations to all the honorees for their outstanding service and dedication. Your work is an inspiration to us all. 🗝️

MEDAL OF VALOR



Charles Davis
Correctional Sergeant,
Pelican Bay State Prison

The Medal of Valor is the Department's highest award, earned by employees distinguishing themselves by conspicuous bravery or heroism above and beyond the normal demands of correctional service. The employee shall display great courage in the face of immediate, life-threatening peril and with full knowledge of the risk involved. The act should show professional judgment and not jeopardize operations or the lives of others.



Sergeant Charles Davis risked his own life to enter a burning house to save a stranger. It turned out that the life he saved was the nephew of another sergeant at Pelican Bay State Prison.

On a Friday afternoon in August 2023, Davis was driving home in Crescent City after working a double shift when he noticed a house on fire. He pulled over and pounded on the front door. Dogs were barking inside, and a neighbor said multiple people lived in the home. Davis entered the house and searched the rooms for occupants. As he searched, he was bit multiple times by the dogs inside. In one bedroom, he found a young man sleeping. Davis woke the young man and asked if anybody else was home. The young

man said he was alone, and Davis carried him out of the house. Davis was also able to rescue three of the dogs from the house, which by then was engulfed in flames. The fire was so large, it required multiple departments to respond to stop it from spreading to the surrounding area.

The burned house happened to belong to the sister of another Pelican Bay State Prison sergeant. Her son, who has a severe mental handicap and requires medication that causes him to sleep very heavily, was home alone. Having taken his medication, he would not have woken up in time to escape. Had Davis not entered the burning house, the young man would have perished in the blaze.

SILVER STAR



Jumel Moises
Correctional Sergeant,
Centinela State Prison

The Silver Star is awarded for acts of bravery under extraordinary or unusual circumstances. The employee shall display courage in the face of potential peril while saving or attempting to save the life of another person or distinguish themselves by performing in stressful situations with exceptional tactics or judgment.



Sergeant Jumel Moises used his CDCR training to save a neighbor during an attack.

In May 2023, Moises was taking his dogs for an evening walk around his Chula Vista neighborhood when he spotted three men attacking a male victim, striking him with their feet and hands while the victim appeared defenseless on the ground. Drawing on his correctional training and experience, Moises intervened. He approached the attackers, announced himself as a peace officer and yelled at them to stop the attack. The assailants fled the area.

After scanning the scene and confirming it was safe, Moises checked the condition of the victim and discovered he was profusely bleeding from his right side. The victim said the attackers had stabbed him. Moises immediately called 9-1-1 while applying pressure to the victim's stab wound to minimize bleeding. He remained at the scene with the victim until medical responders arrived and took charge.

Moises, who provided a statement to the police, was later contacted by the investigator assigned to the case and was told that the victim survived and was no longer in critical condition.

Continued on page 12



BRONZE STAR



Ronald Franklin
Correctional Sergeant,
Pelican Bay State Prison

The Bronze Star is awarded for saving a life without placing oneself in peril. The employee shall have used proper training and tactics in a professional manner to save, or clearly contribute to saving, the life of another person.

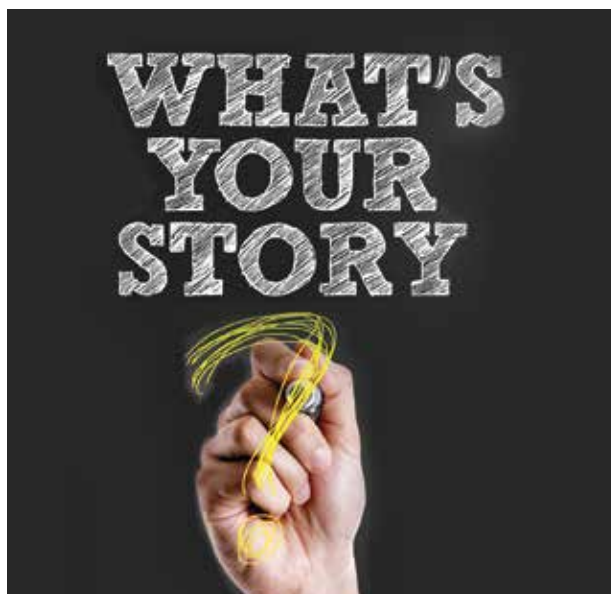
Sometimes, even the most heroic measures can't save a life, but they may provide a family closure.

While off duty in Crescent City in April 2023, Sergeant Ronald Franklin approached a single-vehicle accident. A man was in the vehicle with mortal wounds. Several individuals were on scene, but no one was trying to help. Franklin entered this difficult scene and acted without hesitation, checking the man's vital signs. He was not breathing, and Franklin could not detect a pulse.

Franklin quickly removed him from the vehicle and started CPR. He was able to resuscitate the man and was later relieved by paramedics. The man was transported to Sutter Coast Hospital, where it was determined he had no brain function.

As a result of Franklin's decision to act, family members were given time to visit the accident victim and say their goodbyes. Additionally, the victim was an organ and tissue donor. Franklin enabled him to provide the gift of life and life enhancement to numerous people and their families.

CALLING ALL CCSO MEMBERS



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CALIFORNIA INSTITUTION FOR MEN CHAPTER CIM HOSTS SUCCESSFUL SIXTH ANNUAL TRUNK-OR-TREAT



Craig Sorensen |
CCSO Statewide Recruiter/
Senior Representative

The California Institution for Men (CIM) hosted its sixth annual Trunk-or-Treat on Friday, October 18, with Chino Mayor Eunice Ulloa serving as a special guest and judge for the best-decorated vehicle contest. The unique and heartwarming event brought together families from across Chino Valley. Located in the middle of a highly populated community, CIM is a shining example of how unexpected places, such as a prison facility, can play a big role in fostering community spirit and unity. With a Halloween-inspired atmosphere, creative trunk decorations and a special appearance by the Chino mayor to judge the event, the night was a great success for the entire Chino Valley community.

The trunk-or-treat, held adjacent to the prison's parking lot, was a way for the staff of CIM to give back to the community. The event, which featured a food vendor as well as a live band and DJ for entertainment, aimed to help prison staff connect with the local community in a positive

and meaningful way. CIM strives to give back by organizing community events, and this Halloween-themed event was one of the biggest yet, with thousands of community members attending with their children.

CIM administration, at the direction of CIM Warden Pennington, worked closely with local law enforcement and community organizations to invite families to enjoy a safe and fun evening. Vehicles decorated by staff and their families lined the event, each with a unique theme. Children dressed in costumes eagerly moved from trunk to trunk, collecting candy and treats, including free pumpkins as they exited the event.

CCSO supported this event by supplying over 300 pounds of candy that was distributed throughout the evening and provided the first-, second- and third-place trophies for the best-decorated vehicles. CCSO is pleased to report that two of the three winners are active CCSO members!

The event was hailed as a great success by the mayor and attendees, many of whom expressed their surprise at how well the CIM staff had organized the event. Parents appreciated the safe, welcoming environment for their children, and the prison staff took pride in being able to contribute to such a positive community experience. "This is exactly what we hoped for when we were organizing this event," Warden Pennington said. "It's a chance for our staff to show a different side of themselves, to interact with the community and to make children smile. We're incredibly



grateful to Mayor Ulloa and everyone that participated.” For the prison, this event was not only about Halloween fun, but also about bridging the gap between CIM staff and the surrounding community.

CCSO would like to give a special thanks to Warden Pennington for his consistent support and Mayor Ulloa for her attendance and duties as the special event judge. With plans to continue this annual tradition, the prison has already set its sights on next year’s trunk-or-treat, and even more community members are expected to join in on all the fun. 🗝️

MY JOURNEY AS A CCSO CHAPTER PRESIDENT

Jorge Robles |
DAPO Chapter President

As I reflect on my first few months as the DAPO chapter president of the California Correctional Supervisors Organization (CCSO), I can't help but feel a sense of pride and gratitude. My journey thus far has been shaped by a whirlwind of experiences, challenges and rewarding moments.

From the beginning, I knew that my role would come with its fair share of responsibilities, but I was eager to dive in and make a difference for our members. One of the standout moments during my early tenure was organizing my first meeting with California State Senator Bob Archuleta of District 32. I remember the anticipation in the air as we gathered to discuss the unique challenges faced by supervisors in our field. CCSO Board and executive team members accompanied me, including State President Art Gonzales, State Vice President Gilbert Valenzuela,

Together, we can create an atmosphere where every supervisor feels valued and supported.

Grievance Manager Mike Romero, Regional Manager Art Gonzales Sr. and DAPO Vice President Ricardo St. Louis Franklin. Senator Archuleta listened intently, and I could see his genuine enthusiasm for engaging with us. It was a pivotal moment when I realized how crucial it is to build



CCSO representatives with Senator Bob Archuleta (third from left)

relationships with our elected officials. Knowing that our concerns were being taken seriously at the legislative level gave me the hope and motivation to introduce the CCSO team to the many elected officials I worked with throughout my 22-year career in CDCR.

Building on that momentum, I was thrilled to arrange a meeting with our California state treasurer, Fiona Ma, just a few months later. Once again, alongside Art, Gilbert and Ricardo, we sat down for a meaningful discussion about supervisor transfers, retirement benefits for supervisors and health benefits for current CCSO members. Treasurer Ma was incredibly receptive to our concerns, and her commitment to connecting us with contacts within the CalPERS system felt like a significant victory in our advocacy efforts. It was rewarding to see our voices being heard and to know that we were making strides toward ensuring our members receive the benefits they deserve.

In mid-September, I had the opportunity to participate in CCSO's new chapter presidents training at CCSO Headquarters. This experience was invaluable, as I met the dedicated CCSO family who works behind the scenes to make our organization great. I also connected with other newly elected chapter presidents, and we shared stories and information that will undoubtedly help us in our endeavors. The executive team provided valuable insights and information on our rights, making it a genuinely enlightening event.

Throughout these first few months, I've also seen our organization's incredible resilience, especially considering the challenges our supervisors face. Time and again, I've witnessed how CCSO steps up to provide support and guidance to our supervisors and managers in the California Department of Corrections and Rehabilitation, Division of Adult Parole Operations and California Department of State Hospitals. These moments truly highlight the strength and unity within our organization, a testament to our collective resilience and dedication. I feel honored to be part of such a strong and united team, and I hope you do too.

As I look forward, I'm filled with excitement about the possibilities that lie ahead. I want to reassure you that I remain committed to working tirelessly with CCSO to advocate for our members and address their

concerns. Together, we can create an atmosphere where every supervisor feels valued and supported. This commitment is unwavering, and I hope it instills confidence in our shared mission.

In closing, I want to express my heartfelt appreciation to each and every one of our CCSO members, staff and executive team. Your dedication and hard work inspire me every day, and serving as your chapter president is an honor. I can't wait to see what we will achieve together in the coming months, and I want you to know that your individual contributions are deeply valued and appreciated. 🗝️



The advertisement features a man in a dark shirt and safety glasses pouring liquid from a white jug into a clear plastic bottle. To the right of the image is the PSA logo, a QR code, and the text: "California POST and STC Certified Courses. The training you want the credit you need. https://trainpsa.org".

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.



LET'S WORK TOGETHER TO STRENGTHEN OUR PROGRAMS

Leslie Robinson |
CCI Chapter Vice President

Have you ever been in a situation where you're implementing or growing a program, only to hit a roadblock or get asked a question you don't have the answer to? It's frustrating, especially when your staff looks to you for support and you lack the resources or knowledge to fully address their concerns.

That's why I believe it would be incredibly beneficial for all of us to create a shared reference guide. Imagine having a resource that outlines each institution's inmate levels, the programs they run and the ability to directly contact the chapter president for advice on similar challenges they've faced. We could tap into each other's experiences to find solutions that work, and even anticipate obstacles based on what others have encountered.

For example, right now at the California Correctional Institution, we're facing a major shift. In addition to losing our gatehouse, which is our first level of security for the institution,

I encourage everyone to share their experiences, challenges and solutions from their respective institutions.

Facility A, one of our Level IV yards, is being converted to a Level III NDP, which will now house our EOP population, and our current Level III inmates, including those in the OMCP program, will be moved.

At the same time, Facility C will transition from Level III to Level II and will house our YOP program. We'll still have Facility B as a Level IV yard with a Restricted Housing Unit, but it will



reduce our flexibility when it comes to managing safety or enemy concerns for inmates.

In the past, we could rely on captain-to-captain agreements to shift housing between two Level IV yards, but with these changes, that option is no longer on the table. This is where having a comprehensive guide to other institutions and programs could really help us. It would allow us to quickly identify where inmates can safely program and make informed decisions based on the programs and safety protocols at other facilities.

Sharing this kind of information could also streamline how we handle confidential memorandums and safety concerns, ensuring we're all equipped with the knowledge to house inmates in the safest and most effective environments.

The more we collaborate, the stronger we'll be. I encourage everyone to share their experiences, challenges and solutions from their respective institutions. Let's create a network of knowledge that we can all draw from to better support our staff, our programs and our inmates. Together, we can navigate these changes and continue to improve.

What's been your experience with similar situations? What resolutions have worked for you at your institution? Let's brainstorm ways we can help each other! 🔑

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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.

Substance Abuse Treatment Facility Fall Harvest Festival/Trunk-or-Treat





Sierra Conservation Center Employee Appreciation Day



San Luis Obispo County Tip-A-Cop Dinner



North Kern State Prison STB Drive



North Kern State Prison/Kern Valley State Prison Charity Softball Game





California Correctional Institution Health Care Event



Avenal State Prison Trunk-or-Treat



Substance Abuse Treatment Facility Veterans Day Luncheon





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ATTORNEYS BRANDI HARPER AND MIKE MCCOY ARE PROUD TO BE CCSO PANEL ATTORNEYS



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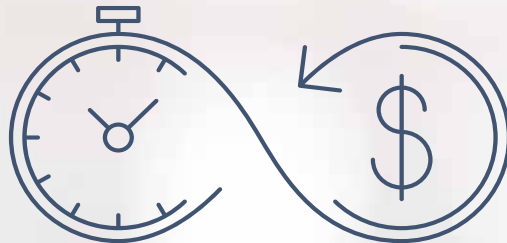
CHANGE SERVICE REQUESTED

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