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Keynotes

CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION



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Next Generation's Drive,
Determination and Promise**

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ONE OF OUR STRONGEST CONFERENCES YET



ART GONZALES
CCSO State President

I'm proud to say that the 2025 CCSO annual conference was one of the most successful we've had in a long time. From the way it was organized to the quality of the venue, speakers and overall atmosphere, everything came together in a meaningful way. We've received an overwhelming amount of positive feedback from our members, which, to me, is one of the clearest signs that we're moving in the right direction as an organization.

The energy at the conference was palpable, and it was clear that members came ready to engage, learn and connect. We had a wide range of vendors showing their support, and each speaker brought value to the table. The information shared was timely, relevant and well-received. But what stood out the most to me was the feeling of optimism I sensed

as members walked away from the event. That's something you can't fabricate — when people leave feeling seen, supported and reenergized, it tells you the event delivered on its promise.

One of the key highlights of the conference was the participation of CDCR Secretary Jeff Macomber. I want to personally thank him for joining us and making the time to speak directly with our

**Everyone who helped
make this year's
conference possible,
including our
planning team, the
presenters, vendors
and attendees,
contributed to the
event's collective
success.**

membership. His presence at the conference was not only appreciated, but important. He gave us a broad overview of the Department's direction and where things appear to be headed in the future — and, more importantly,

he was open to hearing from us.

Secretary Macomber didn't shy away from the tough questions. He was open, respectful and receptive to everything our members brought forward. That's not easy in any setting, but especially in a corrections environment, where the questions can come from any angle. The fact that he took the time to engage, listen and respond directly to our members speaks volumes about his willingness to foster communication and transparency — and that's something we need more of.

Everyone who helped make this year's conference possible, including our planning team, the presenters, vendors and attendees, contributed to the event's collective success. But beyond the logistics and the programming, what mattered most was the way people felt when they left. There was a renewed sense of connection, confidence and hope, which is the kind of impact we always strive to make.

I also want to take this opportunity to thank our membership. Your continued support is what keeps this organization strong and moving forward. I want you to know how much you're valued — not just as professionals, but as individuals. Your voices matter. Your concerns are heard. And even when we may not be able to achieve the exact outcome you're hoping for, please

know that we're working every day to advocate for you, support you and stand by you.

One message I always try to drive home is that CCSO is a family. We may not agree on every issue, and there may be times when the results aren't exactly what any of us want, but that doesn't change our commitment to each other. When you feel like support is lacking from elsewhere, know that we are here for you. We will keep pushing to find solutions and ways to help you succeed, no matter how difficult the environment may be.

Looking ahead, we're actively working on building out new work groups tailored to specific classifications and areas of

interest. These include an SRN II work group, a fire chiefs work group and a group focused on looking over our bylaws. These efforts reflect a broader push for more collaboration across our executive staff and membership. It's not just about my leadership — it's about all of us contributing to the future of this organization. By engaging more members and involving more voices, we can ensure that CCSO remains responsive, inclusive and forward-thinking. These new work groups are part of a larger strategy to strengthen our structure and sharpen our focus.

Finally, I'd be remiss not to mention that this issue comes

on the heels of Memorial Day and National Police Week. These observances are deeply personal to many of us. I also want to extend a heartfelt thank-you to the many CCSO members who are veterans. Your service, both in the military and in your current roles, is honored and appreciated.

As always, I want to close by reminding you that my door is open. If you have questions, concerns or ideas, or just want to connect — reach out. This organization belongs to all of us. And together, we will keep working, keep supporting one another and keep pushing forward.

Thank you for all that you do. Stay safe and stay strong. 🔑

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2025 CCSO ANNUAL CONFERENCE

Highlights From Our 33rd Annual Conference in San Diego



Mary Towe | CCSO Chief Financial Officer/Chief Operating Officer

Our 33rd annual Conference in San Diego was a tremendous success, and I couldn't be more grateful. With over 250 in attendance, this year's event reminded us why we do what we do: to serve, connect and push forward — together.

Guiding us through the event with professionalism, humor and heart were our outstanding emcees — CCSO Statewide Recruiter Rhonda Canseco and Statewide Recruiter/Senior Representative Craig Sorensen. Their warmth and seamless coordination set the stage for a Conference filled with purpose, unity and genuine connection.



President Gonzales and California State Treasurer Fiona Ma

Photos by Sheree Madkins



President Art Gonzales, CDCR Secretary McComber and Vice President Gil Valenzuela

The Conference began with powerful ceremonial tributes that grounded the event in pride and unity. Correctional Sergeant Nayra Alvarez of Pelican Bay State Prison delivered a beautiful rendition of the national anthem, setting a respectful and heartfelt tone. Matthew McLaughlin's stirring bagpipe performance and Jaime Chaverri's captivating drumming, followed by the precision from the California Institution for Women (CIW) Honor Guard — Stephen Bell, Melissa Garcia, Veronica Saldivar and Steven Ybarra — brought dignity and reverence to our flag presentation. These moving tributes reminded us of the deep traditions and shared values that bind us together.

Following the captivating presentations that opened our ceremony, we were honored to host an exceptional lineup of speakers, including California State Treasurer Fiona Ma and CDCR Secretary Jeff Macomber, who delivered powerful insights that directly impact our members working within CDCR, CCHCS and DSH.



CCSO President Art Gonzales addresses members



*Member of the Year
Megan Sanborn*



*Chapter President of the Year
Rudy Arellano*



Robotic Dog, presented by Sinatra Uniforms

We explored essential topics like protecting your financial future, managing stress through simple breathing techniques and legal protections offered through programs like CLEA's paycheck protection, presented by our longtime friend, Jerry Floyd.

Our legal team delivered impactful sessions, our SharePoint updates introduced an evolving knowledge library and each sponsor was given the spotlight to share their services — reaffirming the strong network we've built to support our members.

CCSO also took time to recognize outstanding leadership and dedication by awarding prestigious honors to two of our members. The Chapter President of the Year Award was presented to Lieutenant Rudy Arellano of CIW in



Continued on page 8



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recognition of his exceptional service and commitment to his fellow members. The Member of the Year Award was awarded to Megan Sanborn, Supervising Registered Nurse II at Avenal State Prison, for her unwavering professionalism and advocacy.

CCSO sincerely thanks both Lieutenant Arellano and Ms. Sanborn for their exemplary leadership, dedication and service to CCSO and to the members they represent within their institutions.

But beyond the presentations, what made this Conference truly special was *you* — the members, chapter leaders, Board, executives and sponsors who made it possible. We celebrated not just the strength of our community, but a major milestone: winning the 15-year “walk time” lawsuit, a victory for our entire organization and a moment that deserves every bit of celebration we shared at the gala.

Seeing familiar faces and finally putting names to new ones is the part I personally cherish most. I love seeing our members — even if it’s just once a year — because it reminds me of the heart behind our work. With new chapter presidents stepping into leadership, this year’s event carried a sense of renewal and hope.

To all who attended, supported and served at this Conference: thank you. Let’s carry the momentum forward, stay connected through SharePoint and continue fighting for what matters. 



CHAPTER PRESIDENTS

NUMBER	INSTITUTION	RANK/NAME
1	SCC	Lt. Tessa Chambers
3	PBSP	Lt. Jeremy Frisk
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	Sgt. Frances Martinez
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	Lt. Lanford Blansett III
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 Cermenio
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	Capt. Jaime Jimenez
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



MY PATH TO RECOVERY

FINDING STRENGTH AND HEALING AFTER SURGERY



Christian Gray |
CSATF Chapter President

On January 13, I had surgery on my left shoulder. I had dislocated it for the umpteenth time over the summer while building scaffolding in order to paint a house. Within the period of about three months, I dislocated it again two more times. It got to the point where I would just be standing there at work, observing chow release or simply making rounds to the housing units, and my arm would just displace from the shoulder socket. I started wearing my OTV, as it served as an impromptu sling when I needed it. I reported it to my doctor, and the process began.

I have Kaiser insurance. When my doctor began bringing up possible surgery, I'm not going to lie; I got scared. I trust my doctor, but he wasn't the one who was going to be cutting into me. The prognosis after the X-ray and MRI indicated that, basically, I had a torn labrum, some arthritis and a small tear on my upper bicep. I was referred to an orthopedic surgeon, who then referred me to a sports surgeon, who I will refer to as Dr. Y.

When I went into consult with Dr. Y, he offered me an MRI with contrast since the first one was without contrast. However, he stated that he didn't need it and would just fix anything and everything he could that needed to be fixed.

When I asked how long the recovery was going to be, Dr. Y told me, "A very painful six months." The "scare factor" hit the roof at that point, and I told him I had to think about it.

The first thing that I did was shoot over to talk to one of my buddies, whom I had been stationed with for around 18 years in the military. Jim owns Flex Factory Nutrition and Wellness in Fresno. Jim, who has been in the business of nutrition for over 30 years, has won numerous bodybuilding competitions and went on to chair and judge multiple NPC bodybuilding competitions like the Fresno Classic, is my "go-to" for all things fitness.

Jim and I discussed at length the journey I was about to enter. He laid out the possible outcomes if I didn't do the surgery and the possibility that if something went wrong, what I could be looking at. My biggest fear was losing the ability and use of my left arm should a mishap happen during the surgery, and he helped me to understand that I had probably a bigger chance of losing those abilities if I didn't go through with the surgery. He began to formulate a plan for me to begin my recovery before the surgery even began.

To start with, we began with my diet. My diet wasn't really that bad. In 2019, he gave me a diet that helped me get down from 19% body fat to about 14% body fat in about six months. For the most part, I had stuck with that diet. I never got hungry, but I wasn't able to do the crazy intense workouts that I used to do because of my injuries, so yeah, my body fat crept up.

I was to keep up with the supplements I was taking to ensure my gut health was sound, but I was to begin a Keto diet, which I did. Once the procedure was complete, I was to begin a carnivore-based diet, with a few variations added a couple of times a week to ensure I wouldn't get tired of the menu.

Next was the exercise. I had to start exercising my upper body again before the procedure. He explained that people who exercise regularly already have their body in tune with

I stuck to the advice Jim gave me, and I healed twice as fast as the surgeon, my physical therapist and my doctor had expected.

the healing process, but as most people know, when you exercise, you are tearing down your muscles and your body repairs and rebuilds because of it, in order to handle the increased workloads.

The exercise will increase the natural healing processes our bodies have been created with. Obviously, I wasn't going to be able to do the volume I had been doing, (700 to 800 reps per body part in the gym, and on pushup days, averaging 2,000 to 2,500 pushups per three-hour session),

but I was to drastically reduce the amount while drastically increasing the concentration of the exercises.

It was humbling, to say the least. I would average my first 1,000 pushups in 45 minutes, and now I am not allowing myself to do more than 10 reps per set, with an overall amount not to exceed 150 per session.

I also began using the hyperbaric chamber and red-light therapy at Jim's wellness center, along with softwave therapy from another provider. Finally, he suggested the use of peptides to assist my stem cells in the healing process.

Surgery day wasn't quite what anyone expected. The MRI did not give a full picture of the damage. My shoulder was full of arthritis. I had worn two separate holes in my labrum, and the top anchor of my left bicep had completely detached. Dr. Y removed as much arthritis as possible, and I now have a screw and a new anchor in my arm, which I affectionately refer to as my bungee cord.

I stuck to the advice Jim gave me, and I healed twice as fast as the surgeon, my physical therapist and my doctor had expected. The final results are that I returned to work on April 14 unrestricted, three months after my surgery date. I have more range of motion in my left arm, and my strength is slowly and healthily returning. And with Jim's help, I am going to get back into the shape I want to be in ... but in a healthier, less damaging way. 🗝️

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RETIRING SOON?

CCSO still wants your membership! If you are retiring soon, consider extending your affiliation with us as a retired member. CCSO retired membership dues are \$120 per year, payable in monthly installments on the first day of each month for \$10. The dues will be deducted directly from your PERS retirement account.

Retired membership includes an array of benefits such as:

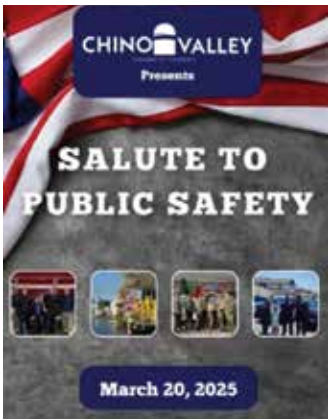
- \$2,000 death benefit
- Personalized Folger Adams key
- Expanded insurance options



To access the CCSO retired member application and view the full list of benefits, please visit ccsonet.org/retired.

If you have any questions or need more information, please don't hesitate to contact us at ccso@ccsonet.org.

CALIFORNIA INSTITUTION FOR WOMEN CHAPTER HONORING EXCELLENCE IN PUBLIC SAFETY



Rudy Arellano | CIW Chapter President

Please assist me in congratulating our CCSO member, Ana Avina. This was a well-planned event presented by the Chino Valley Chamber of Commerce, recognizing the dedication of public safety personnel to include law enforcement officers, correctional supervisors, firefighters and other emergency responders. The CIW Honor Guard also participated in the event's opening ceremony by joining honor guard teams from other agencies.

The Chino Valley Chamber of Commerce Salute to Public Safety honored two California Institution for Women (CIW) female staff members.

CIW Associate Warden Delinia Lewis proudly

presented awards to two staff members during the Chamber of Commerce ceremony. She awarded Lieutenant Francine Hinostroza the 2025 Supervisor of the Year honor, recognizing her exceptional leadership and contributions to public safety. Additionally, Sergeant Avina was named the 2025 Employee of the Year for her outstanding service.

This event celebrates their commitment to ensuring the safety and well-being of the community through awards and recognition for outstanding service and bravery. It also serves as an opportunity for community members to engage with public safety initiatives, foster connections among local businesses and public safety officials, and promote awareness of important public safety issues. 🔑

CALIFORNIA INSTITUTION FOR WOMEN CHAPTER
**DAI DIRECTOR MARKS
CORRECTIONAL OFFICERS WEEK**



Rudy Arellano | CIW Chapter President

As we commemorate the 41st National Correctional Officers Week, Division of Adult Institutions (DAI) Director Gena Jones extended her deepest gratitude for members' steadfast service to the California Department of Corrections and Rehabilitation (CDCR).

Members' dedication to their law enforcement careers and the sacrifices they and their families make daily to uphold our mission of public safety are truly inspiring.

Serving in our correctional facilities requires extraordinary skill, resilience and a profound

commitment to public service. Their work reflects a heartfelt aspiration to positively impact the lives of those in our care and the communities we serve. Their courage and professionalism are a source of pride for us all.

During National Correctional Officers Week, Jones reaffirmed CDCR's commitment to members' safety, well-being and professional growth. We recognize the challenges our members face and are dedicated to supporting you in every way possible.

Please join me in celebrating the remarkable contributions and the profound difference our members make every day. On behalf of CDCR, thank you for your tireless efforts. We are immensely grateful for all that you do. 🔑

2025 CCSF SCHOLARSHIP RECIPIENTS

CCSO is pleased to announce our 2025 California Correctional Supervisors Foundation (CCSF) 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.

A SPECIAL THANK-YOU TO ED SINGER, ESQ. Law Offices of Edward J. Singer, A Professional Law Corporation

We extend our heartfelt gratitude to Ed Singer for his generous contribution to our 2025 Scholarship Fund. His support has played a vital role in helping us provide educational opportunities to deserving students across the state.

Mr. Singer's continued partnership reflects a shared commitment to empowering the next generation through education. We are truly thankful for his generosity and dedication to our mission.

Together, we are building brighter futures — one scholarship at a time. 🗝️



Caeley Vincent

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Brooke Faria

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Vanessa Hoffman

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Yesenia Rojas

Parent: ISP Capt. Yolanda Rojas



Emily Bullard

Parent: AIU North Lt. Joshua Bullard



Cash Pontious

Parent: CAL Sgt. Jason Pontious



Dashiel Ellsworth

Parent: CMC Greg Brown (ret.)



Alessia C. Perez

Parent: SQ Sgt. Alvaro Perez



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 Institution for Women Chapter



Rudy Arellano | CIW Chapter President

C

CSO recently extended generous support to staff at the California Institution for Women (CIW) during a time marked by heartbreaking loss and emotional strain.

CCSO provided a generous donation to Sergeant Kimberly Nelson, who was navigating the sudden passing of her husband. The event proved to be a meaningful success, raising \$7,000 to assist with funeral arrangements. Sergeant Nelson expressed deep appreciation for the outpouring of support.

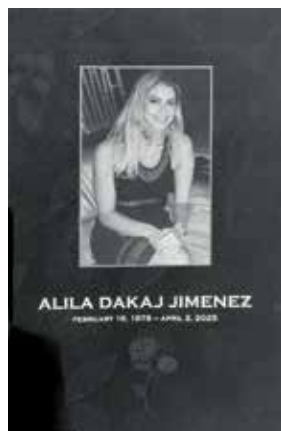
Tragically, soon after, the CIW community was dealt another devastating blow with the passing of Officer A. Dakaj, who had recently been diagnosed with cancer. Officer Dakaj, a 25-year law enforcement veteran, was just 47 years old and is survived by her husband and four children. She was known across the institution as a kind, outgoing spirit — a “social butterfly” beloved by all.

In an inspiring act of unity and compassion, staff quickly organized a second fundraiser using uncooked food and leftover supplies from Sergeant Nelson's

event. This impromptu effort raised an additional \$5,000 to support Officer Dakaj's grieving family. The CIW Honor Guard, which conducted her funeral services, presented each of her children with a keepsake teddy bear dressed in a miniature CCSO vest — a touching gesture that also included casings from the gun salute. Though her children are older, they were visibly moved by the tribute and grateful for the thoughtfulness.

CCSO's continued presence and support were deeply felt throughout the institution. As one staff member noted, “CCSO showed more support than CCPOA did for their own — not out of rivalry, but because it was the right thing to do.” Lieutenant Ramirez summed it up best: “It isn't about us versus them. It was the humane thing to do for staff.”

On behalf of the CIW Honor Guard, staff extend heartfelt thanks to CCSO for standing by their side. Donations will continue to support upcoming initiatives, including fundraising for the Honor Guard's attendance at the Peace Officers' Memorial in Sacramento in May. 🔑



ASP Spring Chili Cook-Off



E. Talisayan's Retirement



Wasco State Prison Alarm Response: Mass Casualty Training

California Peace Officers' Memorial Ceremony



SQ Staff Appreciation Day



CCI Golf Tournament





CMF and CHCF SRN II STB Drives



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MCI Lunch



CHCF Celebrates Correctional Officers, Nurses and Teachers Week



Corcoran Health Fair



CIW's Quarterly Chapter Meeting



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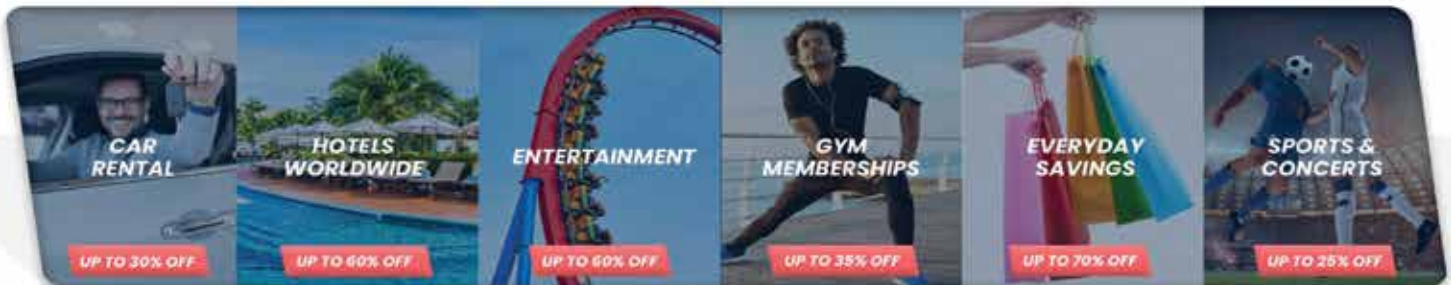
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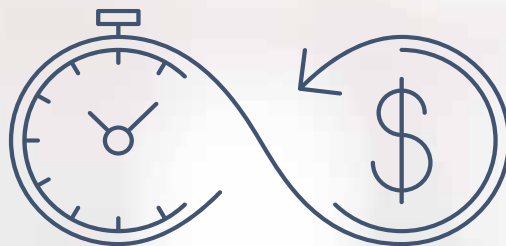
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California Correctional Supervisors Organization

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