



A lone voice in the wilderness struggles to be heard while 30,000 voices raised as one is deafening.

To: CCPOA Board of Directors
All CCPOA Supervisory Members

September 22, 2010

From: CCPOA Supervisory Vice President,
Kevin Raymond

Subject: Update on Issues Concerning Supervisory Members

Dear Supervisory Member,

Over the past week numerous meetings have been held in various forums to discuss supervisory issues.

On Thursday September 16th Steve Weiss, CCPOA Chief of Labor, Michael Smalley, CCPOA Benefit Trust and myself attended a meeting with two DPA Labor Relations employees. We initiated this meeting to request giving our SO6 and MO6 members the option of remaining with the CCPOA Benefit Trust for dental. I know for me personally it would save \$60 a month. It may not work for everyone, but we believe we should have the option, just as other units that operate their own trusts have.

Unfortunately even though this meeting was set up three weeks in advance, and was to cover dental benefits, DPA apparently did not see the need to bring anyone from their benefits division. The lead Labor Relations employee we met with, after asking well thought out questions, stated that this is a policy issue. She further stated that she would author an issue paper on the subject and forward it up the chain of command. She would not offer a time frame for completion, or a decision, as she didn't want to be viewed as disingenuous should the time line not be met.

While at this meeting I brought up the issue of what I believe to be a disparity between RO6 and SO6 regarding Educational Incentive Pay and Senior Peace Officer Pay. I informed the DPA representatives that I was aware the meeting wasn't set up to discuss this item, but promised to mention it at every meeting I attend.

The response to this issue was very short and sweet. DPA is aware of the issue, although they don't necessarily consider it a disparity, but due to the budget it isn't possible to

adjust the differentials to match RO6 at this time.

On Friday September 17th we held our first CCPOA Supervisory Information Meeting in West Sacramento. As anticipated half of the members that sent in RSVP's did not show up. Life has a funny way of happening. Those in attendance certainly seemed to gain something from the meeting - I know I did. While the agenda was, in my opinion, a little rocky to start off I believe it went quite well overall. Chuck Alexander, CCPOA Executive Vice President and the CCPOA Department Heads provided updates to the members.

We discussed the philosophy of where we need to be moving forward concerning CCPOA supervisors. As well we discussed the ongoing statewide problems regarding the Seniority Assignment (SA) agreement for Sergeants and Lieutenants. A round table discussion of local and statewide issues then ensued. (See attached minutes)

On September 18th the CCPOA Political Action Committee met and voted to endorse Jerry Brown for Governor of California. Later in the day at the board meeting this recommendation was presented to the CCPOA Board of Directors who unanimously voted to back the endorsement.

On September 20th we met with CDCR Labor Relations representatives and George Giurbino, Director DAI. We discussed the SA agreement, over time hiring procedures for supervisors, vacancies and redirections, limited term post and bid (DJJ), the pepper ball program at CIM, and what is perceived to be by many as lack of respect by the employer statewide for supervisors. As information is provided back on these issues I will provide an update.

Our concerns appeared to be taken seriously by the Director. We were in agreement that as many issues that can be solved at the local level should be. I expressed my desire to travel the state and meet with all of the Wardens and Superintendants to get a feeling for their management styles and to have the ability to communicate with them directly in the future as issues arise. We discussed continuing these meetings between the Director and CCPOA representatives at least quarterly going forward.

As more information becomes available on these and other issues I will continue to update you.

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