



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

Date: August 24, 2011

To: CCPOA Board of Directors
All CCPOA Supervisory Members

From: Kevin Raymond

Subject: 2011 Annual CCPOA Convention Update

The 35th annual CCPOA Training Conference is in the books. As usual it was an honor to meet the men and women on the front lines that represent our membership on a daily basis under the direst of conditions. Valuable insight is always gained in face-to-face meetings regarding differing opinions on our direction and where we need to improve. There is no doubt there is still work to be done. We are not where we need to be, and if we ever believe we have reached the target surely complacency will set in. It's never over - but we can, and will, move forward.

It seems like the last Training Conference was just yesterday, when in fact it was held in December 2010. The past eight plus months seem to have flown by in hindsight, but actually living through those months brought many new personal and professional challenges. We have faced it all, the good (hard to see), the bad and the ugly. And we continue to face even newer challenges today, none of which are pretty. But we shall persevere as we always do.

As a family we lost one of our own with the passing of Lance Corcoran. Like all family members we had our differences from time to time, and we didn't always see eye to eye. I believe the true measure of a person is how much they will be missed following what is always too short a time upon this earth, and how they touched those they came in contact with along the way. Did they make you laugh, cry, think, reevaluate your position on events? In the end Lance did all those things, he was a man among men, and I considered him to be a friend. The truest testament to immortality remains within the human heart.

On a personal note I have endured two cancer surgeries since February 1, 2011. Facing one's own mortality provides instant perspective on what is truly important. Today the grass is greener, the sky just a little bluer. I believe one should never live to work – you should work so you may live. Family and friends should be the priority. I mention this not to solicit sympathy or anything of the nature, I mention it because we all have our

own trials and tribulations in life – we can let them define us or we can quit. Quitting is not a viable option.

I also realize timing is everything in life and professionally I realize that a window of opportunity may exist over the next couple of years. If we are foolish enough to allow it to slam shut we may never see it open again. It's up to all of us, we can move together to take advantage of what we can, or we can roll over and languish in the status quo.

CCPOA, with the advent of a new administration was able to secure an MOU (Memorandum of Understanding) for the rank and file. While not the stellar deal it is portrayed as in the media it provides much needed protections nonetheless. While CCPOA Supervisors are not covered by the MOU it still provides the change in attitude we need to move forward. A former CDCR Manager expressed the recent history as follows: "CCPOA went from an 800 pound gorilla to an 80 pound chimp under Schwarzenegger and back to an 800 pound gorilla under Brown." While I may not agree with the chimp part, pound for pound chimps are a pretty formidable enemy. I do however find the analogy as a whole fascinating.

On the downside the state still flounders, as does the rest of the world, in financial crisis. As you all know as part of the May Budget Revision the state decided to eliminate the contributions to the POFF II accounts for Unit Six Supervisors and Managers. We continue to have open dialogue with the state over our proposal.

At the Training Conference the Supervisory Committee was seated with State Board approval. The committee will work closely as a unit on statewide goals and issues. The 2011 - committee members are:

1. James Wallace – CIM, Chair
2. Jeff Herring - CCWF, Vice Chair
3. Kenny Darnell - Folsom
4. Curtis Sharps - SVSP
5. David Swan - CMF
6. Rebecca Flores - CTF
7. Richard Bee – O.H. Close

I would like to thank each and every one of the committee members for volunteering and for their continued support of our membership and the association. As we move forward we will need to collect Relief Time Bank (RTB) hours for our Supervisory Division to handle our business. Unlike the rank and file we do not have an annual automatic deduction.

Yesterday afternoon, August 22, 2011, we met with members of the DPA Benefits Division regarding SO6/MO6 remaining with the CCPOA Benefit Trust Fund (BTF) for dental coverage. For your members that are interested in remaining/returning to the trust for dental it looks like it will play out like this:

Current CCPOA supervisors that wish to return to the trust will have the opportunity during the open enrollment period of October 10, 2011 through November 04, 2011 to

opt back into the trust for dental – effective date January 1, 2012. Unfortunately any new promotions (if there are any) will have to move to another plan, and they too will have to opt back in during the open enrollment period of October 10, 2011 through November 04, 2011 to the trust for dental – effective date January 1, 2012.

The PML (Personnel Management Liaison Memo) is currently being reviewed for approval. Additionally notification will be given to all CDCR personnel offices regarding the change being offered to our members during open enrollment. The default as we move forward will be the CCPOA Benefit Trust. In other words when a supervisor promotes in the future unless they opt out they will be left in the CCPOA BTF for dental coverage.

Shortly your chapter will receive CCPOA BTF posters (the same one from the convention – “Supervisors Have a Reason to Smile”) for your bulletin boards. Additionally I have requested coverage/rate comparison charts from the trust to show how each plan offered to SO6/MO6 members will compare to each other side by side. The rates being prepared by the BTF will be the rates effective January 1, 2012 (in other words they will be set and will not increase). We will do our best to include any other rate increases in the other plans that will be in effect on January 1, 2012 also.

Any questions should be directed to me and not to the trust just yet, as their employees have not been briefed on this and won’t be until it all is finalized.

Speaking of supervisors and a reason to smile – one CCPOA Lieutenant recently awarded a 1.67 million dollar settlement against the state definitely has a reason to smile, or 1.67 million reasons. The truth of the matter is without the support and membership in CCPOA this same individual has acknowledged he probably would have been at his SPB hearing settling for whatever the state in their benevolence would have been willing to give him. But he chose to fight for what was right and CCPOA supported him (morally and financially) in that decision.

So why stay with CCPOA? It’s pretty clear to me. One case such as generated out of Corcoran, Chad or Salinas Valley (by the way congratulations to those finally returning to work) or the case mentioned above would be beyond the will and financial capabilities of other organizations and most assuredly would have been settled for far less along the way. It’s the strength of 30,000 members that I keep going on about in practice not theory. The proof as they say is in the pudding. Just like insurance you hope you never need it, but when you do it better be there.

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

Please feel to contact me with any questions or concerns at kevin.raymond@ccpoa.org

CCPOA Supervisors “Setting the Standard”