

CSATF MANAGEMENT ARE THEY FOR REAL OR JUST A BAD DREAM

For several months now I have been actively involved with CCPOA and their dealings with CSATF management regarding supervisory issues. Let me make it very clear, they are NOT concerned about your safety or mine. Their only concern is that they save money on the backs of custody staff and whether or not you go home at the end of the day to your family is not their concern. They will tell you they care, but just take a look at their actions when dealing with custody staff, unless you are ONE of the custody KIDS.

It is appalling and a travesty that the Department of Corrections has allowed staff to promote to the level of Associate Warden (AW) and above when they have not attended the Basic Correctional Officers Academy in Gall. The California Department of Corrections is the only Law Enforcement Agency in the State that allows this to happen. You will NOT find a Chief of Police, a Sheriff or a Highway Patrol Commissioner that has not attended the Basic POST Academy. In those Agencies, you cannot go from Cal-trans to Highway Patrol Commissioner or from Public Works to Chief of Police. Here at CSATF AW's and above make and implement policies and procedures that affect those of us working on the line without asking for any input from the staff it is going to affect. The problem with that thought process is they have never walked in our shoes and do not know anything about our job except what they have read somewhere. Therefore without asking for input from the staff it is going to affect, how do they know if it is going to work or if there might be a better way to achieve the same results? CSATF management only follows the policies and procedures they want, but expect and hold us accountable to follow all of them. Sounds like a Communist Country doesn't it.

One would think that the Warden should be concerned about the safety and security of the institution its staff and inmates. (i.e. race riots on F&G, inmates starving to death on D-yard or inmates being beaten to death on D-yard and G-yard) But instead the Warden is confronting custody staff about their appearance (facial hair / long hair). Then he orders a Supervisor to write the staff member up instead of doing it himself. In Warden Adams "The sky is falling", it is obvious to see that it was authored by a person that has never walked the line as a Correctional Peace Officer. Warden Adams states for the most part, we have a great group of professional supervisors who take pride in doing a good job. I think what he meant to say, in all management supervisors "KIDS" do as their TOLD so they can keep their weekends or part of the weekends off to spend time with their families, unlike the rest of us!!

Those of us that were here during the Fairman era thought it could get NO worse, were we ever so WRONG. At first, things appeared to be going very well. Mr. Duncan was our interim Warden a man that had come up through the custody ranks, a breath of fresh air. Mr. Duncan was very pro staff and was always touring the facilities and talking to all staff members. Morale was at an all time high!! Then came Warden Adams and his management staff (friends), from SO, CCWF, WSP and NKSP. Since their arrival at CSATF the morale has done nothing but decline and is at an all time low.

In January of 2002, Sergeant Zinani wrote a LETTER OF NO CONFIDENCE regarding Warden Adams and his lack of leadership. Sergeant Zinani was able to get hundreds of signatures from custody staff, custody supervisors, medical staff, maintenance staff and education staff. Warden Adams and his managers AW and above demand respect and attempt to intimidate subordinate staff by raising their voice, pointing their fingers and talking down to them. Obviously Warden Adams and his managers have never heard the old saying one must lead by example, but then sometimes it's hard to lead by example when you are not familiar with what you are trying to lead. Warden Adams is what one could call a dictator, in that it's his way or the highway. Warden Adams obviously has NO concept on how to treat all of his employees fairly and with respect, but instead puts out letters bad mouthing those staff that are trying to ensure that staff safety is the number one concern as well as improving morale through training and staff meetings.

We should all be working towards the same goal, going home at the end of our shift to our families. All staff, to include Officers, Sergeants, Lieutenants, CC-F's and CC-I's, must come together as one and stop allowing Warden Adams and his managers place wedges between us, that could ultimately cause one of us to be seriously injured or MURDERED like Officer Gonzales at CIM. The nightmare continues.

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