

# S.C.O.P.O. News



## California Probation News

9719 Lincoln Village Drive, Suite 501 Sacramento, CA 95827

September 2010

### Why Vote?

With the General Election around the corner (November 2, 2010), I wanted to briefly touch on why I believe voting is important. Voting is a civil action that brings Americans together as a community and strengthens our national identity. It is an activity, that everyone in the community, participates in on the same day; statewide for the primary and the nationally for the general election. One of the only other events that bring so many people together every year is the Super Bowl...which isn't quite as galvanizing of an experience.

In any type of election, voting provides a way to voice our opinions on policies and decide our futures by electing leaders that share our views. The ability to vote exists as one of the most cherished Constitutional Rights that many fought for, marched and died for over the years.

If you don't vote, don't gripe about the foul water, poor employment, bad roads, poisonous toys, rampant unemployment, bank closures and zillion-dollar national debt.

Make a difference on November 2, 2010, go out and vote, either in person or by absentee ballot!

\*\*In order to vote in the General Election (11/2/10) you must be registered. The last day to register through the Election Division of the County is October 18, 2010.

**This Edition's Trivia Question:** Name the only person elected Governor of California three times? (Answer in the next Edition of the SCOPO News).

*July/August Edition's Trivia Answer: Who is generally considered the "Father of Probation"? John Augustus*

*Let's Be Careful Out There,*

*Rich Berkery*

### President's Message

September 2010



First, let me officially welcome the San Bernardino County Probation Officer's Association! They became our newest member organization in August. SBCPOA currently has just over 300 members, and brings with it experience in its President, John Tackett. Welcome aboard!

The action continues at the State Capitol where the state's budget is still in limbo. Talk of possible remedies and fixes to what's been plaguing us for years continues, with a resolution coming who knows when. The hope is that we'll have a budget before the upcoming fall election, but I'm beginning to wonder if we won't see one until after the next governor takes office. As a result of the timing for this year's election, and the fact that many of the politicians either face a term limit and/or a tough re-election campaign, my gut tells me that we may see most or all of these issues just kicked down the road like the proverbial can. Recently, I read that the governor is now looking to try and borrow \$2 billion from CalPERS. I hope he realizes that the state will be on the hook for any interest that were to accrue on said loan. The last time the state borrowed money from CalPERS, it paid out \$400 million in interest! Let's face it Governor Schwarzenegger, time has run out on quick fix schemes and solutions in the form of smoke & mirrors. You have run out of time as governor of this once great golden state, and your tenure in office has been a failure.

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# AROUND THE STATE

## Round Table Report

### **Contra Costa County**

The PPOACCC Bargaining Team continues to meet with the County for contract negotiations. Both groups have been meeting since June 2008 for a contract that expired in September 2008.

According to Administration, within the near future, the Department anticipates it will be hiring a couple of new Probation Peace Officers.

The Department staff welcomed new Chief, Philip F. Kader with a luncheon at the main office on August 26<sup>th</sup>. Chief Kader comes with a glowing resume' to Contra Costa County from Fresno County Probation Department.

The PPOACCC will host the Second Annual Association picnic on October 16, 2010 in Walnut Creek.

The Contra Costa Times newspaper continues to take aim at Public Safety pension benefits, again using top ranking officers and administrators as their "poster boys" for those high pension costs. However, and as usual, the newspaper conveniently fails to inform their readers that the average line staff will make nowhere near what they have projected for the higher echelon Public Safety Officers and also not mentioning the high percentage of Probation Peace Officers salary that is contributed toward retirement.

The Department is working with the City of Richmond to help enforce a daytime curfew this Fall when school is in session, with hope of combating truancy.

The PPOACCC is in the process of arranging Shop Steward training with represented group, Goyette & Associates.

The PPOACCC is in the process of re-writing the Bylaws, with finished product soon to be presented before the Members for ratification.

Congratulations to long-time Probation Counselor Glenn Rivers on his recent retirement.

At the end of July, outgoing and retired Chief, Lionel Chatman, shared his "goodbyes" with the staff and said that it was a pleasure working with everyone in the Department.

*Rich Berkery*

### **Inyo County**

Inyo County is holding steady. New contract negotiations will begin in January for June 2011. We are hoping to retain all benefits and retirement without any losses.

We have three new officers but our adult and juvenile departments are stretched thin and working harder than ever to keep up the pace. Wraparound Services have just begun this month and we are optimistic in regards to the team and families we've selected to get the program up and running. We were excited to be awarded one of three grants for BPI.

We are looking forward to the training and implementation of EBP. Also, getting on board with risk as-

sessments, first for juvenile then for adult.

### **Madera County**

*Life is like a bicycle- in order to keep your balance; you must keep moving ~Albert Einstein*

Madera County is doing just that! Developments in Adult Probation- In August of 2010, under contract with Behavioral Intervention, inc., Madera County Probation will open up a Core Day reporting Program. The CDRP will include a four phase program that consists of case management, frequent reporting, cognitive behavioral treatment, life skills' components and aftercare.

Developments in Juvenile Probation- Currently the Probation department is working on a Transitional Release Program. Juveniles now have a chance to be released early based on an at risk evaluation and their behavior. Depending on their score they can spend their remaining sentence time at home with an ankle monitor.

The Boot Camp Program continues to thrive in the Juvenile Hall. The Program has expanded to 30 beds, currently 23 are filled.

We continue with furloughs and are still looking at a possible \$160,000 dollars still to be cut from the budget~ however our heads are still up and we continue to do our jobs with the best of our abilities and resources.

*Katy Rojas*

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[Roundtable continued from page 2](#)

### **Sacramento County**

Using the funds received through SB 678, our department opened an Adult Day Reporting Center at the Florin Perkins Office on July 20, 2010. The department has characterized it as “one of our first ventures into the Evidence Based Programming (EBP) for high risk adult offenders, ages 18-25.”

The ADRC is a collaborative program, which includes Probation Officers, the Sacramento Employment and Training Agency (SETA), County Department of Behavioral Health, and a Community-based Organization (Strategies for Change) that provides evidence-based cognitive behavioral curriculum along with individual and group counseling and support services.

The ADRC is staffed with one Supervising Probation Officer, two Senior Deputy Probation Officers and five Deputy Probation Officers. The program has started off small in order to address problems that will inevitably arise but the department hopes to have up to 125 high risk offenders enrolled once it is fully operational. As with any program aimed at targeting high risk adult offenders, many staff safety issues have and will arise that we continue to address.

The department is still attempting to clearly define what “doing less with less” means. We have filed our Amended Complaint regarding our Probation Mandates Lawsuit and are moving forward with litigation. We want to thank San Joaquin, San Bernardino and Los Angeles County Probation Officers Associations for their generous financial support of this unprecedented lawsuit.

If your Organization would like us to come present the Law Suit and the positive effects it can have upon Probation throughout the State, to your individual Boards, please contact me at (916) 718-6462 as we would be more than happy to do so. We would appreciate all of the support we can get.

*Greg Stuber*

### **San Bernardino County**

The Probation Officers Unit is still involved in ongoing negotiations for a new contract. We have been without a contract since 2008, and the future is not looking good. The B.O.S. have pulled safety retirement off the table after it was verbally agreed upon pending the outcome of an actuarial study. This was agreed upon back in February 2010 and was pulled in July 2010. This is believed to be an instance of bad faith and is being looked into. This could affect the detention staff and the supervising probation officers who belong to a separate bargaining unit. They have negotiated for safety retirement and it was agreed upon, but now may also be pulled due to it being pulled off the table for PO's. HR has given PO's their last best and final, and we are waiting for a final meeting with Supervisor Mitzfeld before our last best and final is given. The negotiators, for SBCPOA anticipate impasse being declared.

There still has not been any cuts to live employees in community corrections, just vacancies that have not been filled and or eliminated. All part time employees working for detentions were let go as well as seven full time employees. There were also seven staff were hired

into vacant positions within community corrections???

A new position within juvenile supervision is starting that is grant funded to work with DBH, CPS, and other agencies. A specialized caseload will be developed to supervise sexually exploited children, and aimed at prostitution, and the pimps that exploit them.

There is also an effort now to formalize the warrant apprehension procedures and there is collective agreement that a formalized policy and procedure is needed for better flow of information during high profile warrant apprehension exercises.

They have also opened up opportunities for PO's to work overtime in the juvenile halls.

### **San Diego County**

Right now we are in the middle of the audit for Agency Fee (fair share payers). We hope to have the audit completed within a couple of weeks. It then goes to vote to all the members in our bargaining unit.

We also are accepting nominations for four SDCPOA Board of Director seats that become available in October. Eight members have stepped up to accept this challenge. This is the last year of our contract. We have started the process to create a Collective Bargaining team which will start preparing for the new contract in December.

We are looking at several promotions in our Department. There are two Supervising Probation Officer positions available, five Deputy Probation Officer positions available. This will also create openings

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for officers to back fill the positions vacated by officers that have promoted up.

As with most departments we have been running short on officers and support staff. Within the last two years we have lost 150 officers and numerous support staff. Our sworn officers now have to complete tasks that support staff previously completed in the past. This means less time in the field. In our institutions we have been on mandatory overtime for the last two years and see no end in sight.

**San Joaquin County**

Since my last update, two of the four probation officers that were laid off due to the budget cuts were brought back, and two probation officers who had been demoted were reinstated. Even better, with several retirements scheduled to take effect within the next month, we expect the last two of our laid off probation officers to be brought back to active duty, and it is also hoped that one to two more previously demoted probation officers can be reinstated to their previous rank. Our institution and clerical staff saw cuts due to the budget as well, with some of the institution staff being brought back over the last several months. Those units are represented by a different parent organization, and they expect to be back at the negotiating table by year's end. With their contract set to expire in June of 2011, negotiations are expected to be protracted and tense.

We are still waiting to hear from the Feds with regard to several grants that were submitted over the course of the late spring and early summer.

Two involve community oriented gang prevention programs, one involves Violence Against Women Act monies, and another two help to give us a fighting chance not only to become more effective in the community, but bring more positions back to the department. We expect to hear from them soon, since the Federal budget year begins in October.

Our members' ability to utilize the 4/10 alternate work schedule program has received an overall positive response, and has been a boost to morale! More than half of all eligible probation officers have chosen to participate in the program.

Through our Labor Management meetings, we have addressed and are currently working on a possible revision to our Critical Incident Protocol, and have had discussions over compensation for our in-house Aggression Replacement Therapy (ART) instructors-facilitators. Our interpretation of how this job function was presented to our members, differs from the Department's. We believe that we will be able to find agreement on the former; while clarifying and resolving the concerns for the latter.

**San Luis Obispo County**

Greetings and Salutations from San Luis Obispo County. This week's weather report in San Luis Obispo has been in the upper 70's all week, yes quite nice. We look forward to hosting in October and hope you will join us at the new location. The Dinner location is still being scouted and it will be a no-host gathering.

The Department celebrated "Probation, Parole and Community Supervision Week" (July 18-24,

2010), which included lunch for employees that was served to us by the Chief and management team on July 21, 2010.

San Luis Obispo County received notification from SCOPO that our co-worker, Robert Kraft, will be honored with the Unsung Heroes Award in Irvine, California on October 29, 2010 for his efforts and contributions. We are as a group, humbled at this honor, knowing that each one of us hold the safety of the community and all our partners as our number one priority.

Congratulations to Supervising Deputy Probation Officer Glenn Fuss who retired in May 2010.

Your contributions have and continue to be far reaching and appreciated to the many people you influenced and empowered.

Congratulations to our newly promoted officers: 1 Supervising Deputy Probation Officer; 1 Training Officer; and 1 Field Training Coordinator. These three internal promotions will benefit the department greatly as a whole as these promotions will promote further movement.

Submitted by,

Jeremiah Malzhan & Julie Elisalda

**Yolo County**

Yolo County Probation has been fortunate to avoid layoffs this fiscal year. However, like many other departments, we are feeling the cuts in multiple ways such as in workloads and assignments. To some, it seems as if we do more with less; of course this is the case with many departments across the state. One of the toughest cuts came when [\(Continued page 8\)](#)

**Legal Issues****Sacramento Probation Association Sues Board of Supervisors Over Probation Department Funding**

(by Chris Miller, SCOPO Legal Counsel) Faced with the most severe county budget crisis in the state, the Sacramento County Probation Association (SCPA) has opened landmark litigation against the county board of supervisors seeking a court order to reinstate millions of dollars in funding for probation programs, positions and responsibilities that are mandated by state statute and court orders. Crime Victims United of California is also a plaintiff in the suit.

The SCPA decided to pursue litigation against the Board of Supervisors after massive cuts to the Probation Department budget resulted in the loss of over 130 positions, in addition to the 156 positions cut in 2009. In April, Chief Probation Officer Don Meyer advised the county executive he could no longer perform his mandatory functions due to the budget reductions. Those cuts prevent the department from fulfilling various court-ordered mandates as well as meeting its constitutional and statutory obligations.

**Complaint Alleges Risk to Public from Budget Cuts**

The 29-page complaint, filed May 20, 2010, alleges that as a result of the Sacramento County Probation Department's present inability to comply with constitutional, statutory and court-ordered mandates, the people of Sacramento County are at a heightened risk from serious and violent criminal offenders. The complaint details the effects of the cuts in five major areas:

**Juvenile Justice**

- Dismissal of most juvenile citations
- Closure of the Sacramento County Boys Ranch
- Loss of Juvenile Hall (Youth Detention Facility) housing units
- Reduction in community supervision of juveniles

**Sex Offenders**

- Elimination of most staff positions for supervising sex offenders
- No supervision of over 50 registered sex offenders in Sacramento County

**Domestic Violence**

- No monitoring of domestic violence probation conditions
- Loss of domestic violence batterer programs

**Victims' Rights**

- No victim impact statements

- Closure of Probation Department Victims Unit
- No enforcement of victim restitution rights
- No victim mediation in juvenile cases

**Adult Services**

- Adult Court Services staffing reduced 77 percent
- Adult Field Services reduced to 11 officers to supervise over 21,000 adult criminal offenders on probation in Sacramento County
- No supervision for over 5,000 high-risk adult offenders
- Loss of the Response Team
- Loss of Adult Restitution Unit
- No pre-sentence investigation reports

These are just a few of the programs and responsibilities eliminated by the drastic budget cuts imposed by the Sacramento County Board of Supervisors in July. While the complaint's filing prior to the supervisors' final budget decisions appears to have caused some funds to be reinstated, there remains a shortfall of many millions of dollars that prevents the Sacramento Probation Department from performing mandated functions.

**SCPA Media Campaign Supports Litigation Objectives**

Working with a media consultant, the SCPA started a county-wide campaign, "Keep Sacramento Safe," to drum up public support for the Probation Department's mission. The campaign included addressing members of the Board of Supervisors at district functions and a YouTube video featuring deputy probation officers and other line staff describing the effects the budget cuts would have on services essential for community safety.

The Probation Association's litigation is now entering the discovery phase, which is likely to include reams of documents from the probation department as well as depositions of key players such as the chief probation officer and staff members responsible for administering the department's programs.

Our goal is to obtain a court order finding the Board of Supervisors violated state constitutional and statutory mandates, as well as the Victim's Bill of Rights, by slashing the Sacramento County Probation Department budget for fiscal year 2010-11. We will ask the court to order those funds reinstated, thereby restoring some of the programs and jobs that have been lost.

[SCPA Continued page 11](#)

# Juvenile Hall Fight Prompts Questions About Staffing Levels

*(reprinted from the [Voice of OC](#))* Wednesday, August 4, 2010 | A weekend melee at the Juvenile Hall in Orange is being called a "major disturbance" by Orange County Probation Department officials.

The incident -- which involved fighting among 27 minors -- led to a trip to the emergency room for one probation officer who was hit by a chair and has also triggered questions about staffing levels at the facility.

The Probation Department has been affected by about 150 layoffs over the past year, mostly from closing juvenile camp facilities. While department officials say they are efficiently handling the impacts of the staff cuts, some probation officers and their union say it's not going so smoothly.

Last month, when officials announced they were hiring a few managers, union officials began circulating a petition of no confidence and addressed the county Board of Supervisors during public session.

Department officials said that Saturday's incident response was effective and quelled the violence almost as fast as it began. There are no staffing shortages, they argue, because levels are set by state regulations, known as Title 15.

But Orange County Employees Association spokeswoman Jennifer Muir said the incident shows that the department needs "more boots on the ground" instead of managers.

"Saturday's incident illuminates the consequences of poor communication and the staffing shortages," Muir said. "It's not just our people that are at risk. It's those kids as well."

Probation Department spokesman Robert Rangel said the department's staffing levels are always maintained.

"At Juvenile Hall, it's actually exceeded," Rangel said, noting that the staffing ratio is about one officer to eight inmates.

Muir said OCEA is in the midst of auditing staffing records as they continue to review complaints from

officers that they are short staffed and feel unsafe. On Tuesday, the union met with county CEO Tom Mauk to present their assessment of the incident as well as suggestions for improvements, such as better communication with staff, Muir said.

"Communication over there and the overall culture needs to change," Muir said. "Staff should feel safe when they go to work."

Mauk could not be reached for comment.

Rangel said he was not aware of a petition of no confidence but disputed problems within the workforce. He said updates on the situation on Saturday night went out immediately and were followed up with face-to-face meetings Monday.

"The chief and deputy spent 14 hours at Juvenile Hall going unit to unit talking to staff individually. I think that says a lot," Rangel said.

According to Rangel, the fight began at 8:20 p.m. on Saturday between four minors from different parts of the county. While others quickly joined in, Rangel said the incident "was over as quickly as it started."

Most of the inmates at Juvenile Hall have gang connections, Rangel said, but the individuals involved were not from rival factions. In fact, one was from as far south as San Clemente, while the other one was from Fullerton.

Rangel said a total of 18 staffers responded to the incident in addition to the three staffers assigned to the unit, which held 30 minors.

The injury came when one probation officer went to physically separate two minors fighting and was hit by a flying chair. The officer was taken to UCI Medical Center after 911 was called and was released that night, he said.

Rangel said the entire institution was placed on "code yellow," which slows down all activities.

*(Fight continued page 11)*

## County Seeking State Law That Allows It to Impose Pension Cuts

(reprinted from [The Voice of OC](#)) County officials in recent years have both touted their cooperative work with labor unions to rein in pension costs and criticized unions for pushing for the heightened benefit that has raised the costs of government.

Yet with a statewide election months away, the rhetoric between the two sides seems to be heating up again over the pension issue.

Over the past week, with publication of executive retirees making more than \$100,000 a year on their pensions, the debate went red hot.

County CEO Tom Mauk said officials are trying to get Sacramento to change state law so that local governments can simply impose pension contribution changes just like they can with wages and other benefits. Current law forbids any imposed changes to pensions at the negotiating table.

While the county is working on a new tier of benefits for new hires, Mauk said it's necessary to find other incremental ways to lower annual payments and keep pressure off the budget.

The county's unfunded liability for Orange County's retirement system now hovers above the \$3 billion mark, and annual payments are spiking because of sustained investment losses. With little ability to change the unfunded liability or Wall Street, county leaders are left with one main option: getting employees to pay more for their pensions.

"You can't impose that in impasse," said Mauk. "And I invited [Orange County Employees Association General Manager] Nick [Berardino] in Sacramento to change that law."

Berardino -- pointing to the publication of the \$100,000 executive manager and department head retiree club -- said don't expect rank and file employees to do anything else on pensions until the top tier steps up and accepts changes to their retirement plans.

"We're not engaging on any more changes until everybody is on a level playing field," Berardino said.

And so it goes...

-- NORBERTO SANTANA, JR.

## MEMBER COUNTIES OF SCOPO

### **Contra Costa County**

*Richard Berkery, Mike Schorer*

### **Fresno County**

*Lorraine Sepeda, Carlos Gonzalez*

### **Imperial County**

*Oracio Carranza, Ruben Sandoval*

### **Inyo County**

*Heather Oney, Jacob Morgan*

### **Kern County**

*Shell Beach, James Traffanstedt*

### **Madera County**

*Katherine Rojas, Albert Sanchez*

### **Marin County**

*Ulises Ramirez, Yuliana Valenzuela*

### **Merced County**

*John Carllisle, Kalisa Tresco*

### **Mono County**

*Diane Anthony*

### **Orange County**

*Alex Galvez, Steve Mata*

### **Placer County**

*Trista Sherfey*

### **Sacramento County**

*Greg Stuber, Tim Sowards*

### **San Bernardino County**

### **San Diego County**

*Ernie Susi, Scott Laudner*

### **San Francisco County**

*Armando Garcia*

### **San Joaquin County**

*Paul Brennan, Travis Rowe*

### **San Luis Obispo County**

*Julie Elisalda, Jeremiah Maltzhan*

### **Santa Barbara County**

*Ed Torres, Derek Reynolds*

### **Solano County**

*Kevin Russell, Joe Harris*

### **Tehama County**

*Al Bianchi*

### **Ventura County**

*Diane Hubbard, Jennifer Krewski*

### **Yolo County**

*Jennifer Elascas*

[President's Message from page 1](#)

This is also a good time to remind all of you about becoming or remaining politically active in your state and local politics; especially local politics for each of you that are part of local member organizations. Besides the decisions that are made at the state level, much of what affects each of us in our profession are based on decisions made at the local level. There's the obvious matter of departmental decisions, but what I'm specifically referring to are the decisions made by your local board of supervisors. If you have the opportunity to make an impact on a local politicians campaign, do it; especially if you see it having a beneficial impact to your organization and your community. Even after the elections are done and the votes are counted, make sure and continue to foster those relationships with those same politicians. Invite them to a meeting, or better yet, include them on a ride along and educate them about what we do for the community.

Lastly, let's all take a moment to thank the labor movement and organizations who fought for workers and their rights. As this President's Message is being composed, it is officially also the day to celebrate the economic and social achievements of workers. Labor Day is more than just a day off, it is a day set aside in recognition of labor. Without labor's voice, we would not enjoy paid days off. That's not just the holidays, but paid vacation, sick time, and weekends off. Without labor's fight for better wages and benefits, we would be stuck on the line with lower than minimum wage paying jobs and working to pay for less than adequate healthcare coverage for us and our families. Without labor's sacrifice, we would still have miners working in tragically abysmal conditions and children working unsafely in factories. Thank you to those who made the sacrifices to make today a better tomorrow.

Stay alert, stay safe, and stand committed.

*Paul Brennan*

President, SCOPO



## SoCal probation sweep sparked by deputy's wounding

PASADENA, Calif. -- Authorities hunting parole violators have visited dozens of homes in the San Gabriel Valley, targeting a gang believed involved in shooting and wounding a Los Angeles County sheriff's deputy.

The department says 250 officers from county and local agencies checked on 81 reputed members of a Pasadena-based gang who were on parole or probation for crimes ranging from drug crimes to homicide.

About 15 people were arrested Thursday, and authorities say they seized marijuana and guns.

Authorities say the sweep follows a shooting that wounded a sheriff's deputy last year in Palmdale. A reputed gang member was convicted of attempted murder and was sentenced to 38 years to life in prison. *(reprinted from the Sacramento Bee)*

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[www.scopo.org](http://www.scopo.org)

[\(Roundtable from page 4\)](#) the Board of Supervisors was forced to impose an 80-hour furlough on the General Bargaining Unit, of which Probation Peace Officer line staff and support staff are members. The financial impact of this cut to our members has been hard, and will continue to affect us into late November 2010 when the furlough is scheduled to end. Because our existing contract expires October 31, 2010, the road ahead is uncertain.

On a lighter note, recently the following individuals were promoted to Deputy Probation Officer positions, and we would like to wish them well: Silvia Diaz, David Holtz, Susan Huty, Ivan Lowry and Stephen Svetich. We also had a Senior Deputy Probation Officer vacancy. Noe Lopez was promoted to this position, and we would like to congratulate him on his promotion!

To all: Stay strong. Be safe in all you do, whether it be in the Institution, or in the field.

*Jennifer Ellasces*

# San Diego County hosts the August SCOPO Meeting



SCOPO President Paul Brennan calls the August meeting together.



SCOPO's newest staff and E-board members, Chris Miller and Travis Rowe, respectively



Members from all over the Great State of California gathered at the Ventura meeting in August to exchange ideas and information during one of the most tumultuous times in California's history.



L-R President Paul Brennan, Vice-President Greg Stuber & Legislative Advocate Jim Frayne



SCOPO Legal Counsel Chris Miller of Mastagni, Holstedt, Amick, Miller & Johnsen

## UC Targets Pension Benefits

*(reprinted from the Sacramento Bee)* Confronting a \$24 billion unfunded liability in its retirement plan, leaders of the University of California are poised to make significant changes to pension and health care benefits for the system's retirees.

The first step comes Thursday, when UC's governing board of regents is scheduled to vote on a proposal to increase the amount current employees and the university contribute to the retirement plan. The payments would go up over the next two years, so that by July 2012, employees would pay 5 percent of their salaries to the retirement plan and UC would pay 10 percent.

That's up from the 2 percent employees pay now and 4 percent paid by the university.

The next steps will come in the months ahead, as UC President Mark Yudof considers a series of recommendations on overhauling retirement benefits for employees who join UC after 2013.

Under the proposals, new employees would have to wait longer to retire and would receive smaller pensions than current employees receive. Yudof also is considering changing eligibility requirements for retiree health benefits so that those who retire earlier or have worked fewer years at the university would have to pay more for their care.

Regents are expected to vote on those changes by the end of the year.

"Whatever the regents do, it will not affect accrued benefits of current employees," said Daniel Simmons, a UC Davis law professor who serves as vice chairman of the statewide Academic Senate.

"To keep those benefits, employees may have to pay a higher price in increased employee contributions, but benefits accrued and vested today are guaranteed."

Still, Simmons said, "It's a pay hit for everybody," with newer employees bearing the brunt of the burden.

UC's lowest-paid employees had a different interpretation of the proposals. The union that represents custodi-

ans, groundskeepers and cafeteria workers sent an e-mail to the media Friday characterizing the proposed changes as a scheme to "steal from the poor and give to the rich."

A worker who makes \$26,000 a year now and retires at age 65 after 20 years of service can expect a \$12,202 annual pension under the current UC plan, according to the American Federation of State, County and Municipal Employees union. Under the proposed changes, that worker would receive a pension between \$7,800 and \$10,400.

On the other end of the income spectrum, UC employees who now make \$360,000 a year – and retire at 65 after 20 years of service – earn a pension of \$121,702, the union said. Under the proposed changes, their pensions would go up to \$180,000.

UC executives said the proposals would not hurt low-wage workers more than other employees. Under the proposals, all UC employees would receive retirement income equal to more than 80 percent of their salary, said Nathan Brostrom, executive vice president of business operations. One recommendation calls for eliminating a deferred compensation benefit enjoyed only by UC's senior managers.

"It's a very progressive approach," Brostrom said.

The proposed plans increase the potential pensions of UC's highest-paid employees to alleviate inequities in that group, said Gary Schlinggen, director of pension and retirement programs.

But the claim that employees would receive more than 80 percent of their salaries during retirement includes income from both UC's pension and Social Security.

Julian Posadas, a UC Santa Cruz food service worker who is vice president of the AFSCME union, said laborers don't like the idea of banking their retirement income on Social Security.

"There is a fear that we won't even have that benefit in the future," he said.

[\(Fight from page 6\)](#) Initial investigations have been completed, Rangel said, noting that there were four main perpetrators and another 16 who joined the fray.

A total of 20 minors are facing additional disciplinary action, Rangel said. Decisions on whether to make criminal referrals will be made in the next few days, he said.

Rangel said staffers responded to the incident with full speed and efficiency. Muir acknowledged the situation was handled effectively by staffers but disputes that it went as smoothly as Rangel said.

For example, Muir said, the common area where the incident occurred on Saturday is designed to hold up to 20 minors. But last weekend, there were 30 minors in the area, she said.

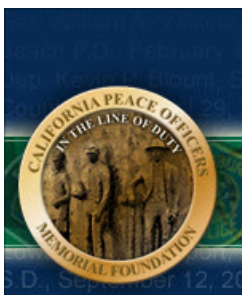
Officers also ran out of handcuffs to detain minors, according to the scene reports that OCEA received, Muir said. And there haven't been clear debriefings, she argued, adding that she got some of the key information regarding the incident from a reporter.

"That's part of the problem," she said. "The fact that I'm hearing these details from the press -- about how many staffers were there, what charges are being filed -- is another example of the communication problems we're talking about."

Please contact Norberto Santana, Jr., directly at [nsantana@voiceofoc.org](mailto:nsantana@voiceofoc.org), and follow him on Twitter: [twitter.com/norbertosanatna](https://twitter.com/norbertosanatna). And add your voice with a letter to the editor.

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