



## Commission on Correctional Peace Officers Standards and Training

### Commission Meeting

Tuesday, November 8, 2016

10:00 a.m. - 12:00 p.m.

Teleconference

#### Members Present

Brenda Gibbons

Robert Calderon

Josh Eustice

Brian Pinneo

Jesse Zamora

#### Alternates Present

David Baughman

Teresa Perez

#### Meeting Minutes

**The Commission took Items II, III, and IV out of order, but these are shown in numerical order in these minutes.**

- I. Meeting called to order at 10:00 a.m. Commission on Peace Officer Standards and Training (CPOST) staff member, Lisa Morabito, took roll call to identify the Commissioners and Alternates present for the teleconference:
  - A. Commissioners present: Calderon; Eustice; Gibbons; Pinneo; Zamora
  - B. Alternates present: Baughman; Perez
- II. No public comment.
- III. Sub-Committee on Supervisory Backlog
  - A. Brenda Gibbons asked for the list of names from the CCPOA side of the table, in addition to Brian Pinneo's: Keith Bennett and Frankie Manzo (?) were provided; no objections were raised.
  - B. Gibbons asked for the list of names from the CDCR side of table: Dana Boggs, Thomas Tyler, and Timothy Luigs were provided; no objections were raised.
  - C. Gibbons asked the sub-committee to plan on meeting next week to start discussing and working on the backlog of supervisor training.
  - D. No public comment.
- IV. Vote on Personnel Matters
  - A. Gibbons summarized the tie vote regarding the use of funds from a Research Specialist position to a Captain's position, which was taken at the Commission meeting on October 14, 2016. She also explained the directions provided in the CPOST Operational Procedure (OP) regarding how this would be handled. As no one requested additional research or information of the CPOST staff, this matter should be able to be forwarded to the California Department of Corrections and Rehabilitation's (CDCR) Secretary, Scott Kernan, and the California Correctional Peace Officer Association's (CCPOA) President, Chuck Alexander, for a final decision.
  - B. Gibbons asked if anyone had any questions or requests for further information. Josh Eustice asked if a Budget Change Proposal (BCP) had ever been completed, as well as if any job specifications for the Research Specialist position had been reviewed. Gibbons explained that the current Associate Governmental Program Analysts (AGPA) were doing some of the same work, as it's within the scope of the classification, but the research position goes far beyond what the AGPAs can do without working

out of class. Brian Pinneo asked for clarification on the AGPAs working out of class, if there was any additional information.

- C. Eustice asked if the reallocation of funds would even cover the cost of the Captain's position, and Gibbons stated it would not, but the Academy had already stated it would cover the difference. Jesse Zamora responded to Eustice's questions: A BCP has not been done specifically; also, no job analysis has been conducted in relation to the current CPOST staffing package; only the former, larger staffing package has been addressed.
  - D. Gibbons asked if all of the Commissioners were comfortable with moving the process forward, or was a re-vote required.
  - E. Robert Calderon joined the teleconference late, and this topic was returned to at that time. He asked about the format to be used when moving this item up the chain for a final decision. Pinneo raised concerns about the Commission not being able to resolve this issue at this level, rather than setting a potential precedent to move issues up the chain for a decision.
  - F. No public comment.
- V. Direction from Commission on Job Analysis
- A. Gibbons asked what the Commissioners wanted to do about whether or not CPOST staff would move forward on conducting a job analysis of all correctional classifications. CDCR has said that a BCP would be required to cover the costs. Gibbons asked Zamora to start the discussion with his thoughts on the subject.
  - B. Zamora stated that after researching CPOST's obligations under Penal Code, this is not a high priority at this time. The Apprenticeship Program and other items are much more important and have shorter deadlines. Will the job analysis will be helpful, it's not required at this time, and Zamora recommends tabling it until a later date. Gibbons agreed with him.
  - C. Calderon also agreed that job analysis is important and useful, but it is not a priority at this time. Eustice, Pinneo, and Theresa Perez also agreed to table the topic.
  - D. No public comment.
- VI. Adjournment
- A. Gibbons adjourned the meeting at 10:19 a.m.

  
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BRENDA GIBBONS, Chairperson  
Commission on Correctional Peace Officer Standards and Training  
Correctional Officer, R.A. McGee Correctional Training Center

Approved/Disapproved

12-12-16  
Date

(4)  J-ZAMORA  
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ROBERT CALDERON, Secretary  
Commission on Correctional Peace Officer Standards and Training  
Chief, Office of Peace Officer Selection

Approved/Disapproved

12/16/19  
Date