

MONTHLY CERBAT OFFICER MEETING

MINUTES

Meeting called by: Warden Sullivan  Date: January 29, 2015

Transcription by: Pamela Austin

Attendees: Attendance sheet available upon request.

Warden Sullivan opened the meeting at approximately 1:30 p.m.

Day and swing shift officers were present for the meeting.

Warden Sullivan went around the table asking if they had anything they wanted to talk about or fix.

Officers expressed the fact that they didn't get any bonus last year and that they have not had a raise for a very long time.

Officers expressed that there was still a lot of overtime.

MTC is hard at work recruiting people who are interested in becoming a Correctional Officer. ASPC-Kingman has two academies going at this time.

Some officers like the overtime and some do not. If the soft zero – hard zero gave officers 1 day off maybe they would not have to do overtime.

Warden Sullivan told them if you work a double then the next day you come in as a zero.

There needs to be a 12 hour lapse between double shifts until you have to work again.

Warden Sullivan reiterated that it is not safe to work 16's back to back.

All the officers were concerned about getting a raise or a bonus. Warden Sullivan does not have control over when, if, who will be getting raises or bonuses.

Officers wanted to know why there aren't "on-call" officers. They felt it would save MTC money and there wouldn't so much overtime.

Warden Sullivan: Mr. Sternes has started an incentive program for the officers.

We are still having some problems with the WIPP sheets. Officers can be flexible with the morning and afternoon porter's hours.

Warden Sullivan: From now on inmates will have to sign for their cronos and hours.

Officers spoke about having a better FTO program. They feel it would help the new staff.

Warden Sullivan has looked into the new Captain starting a FTO program. It is just at the starting point.

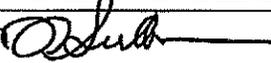
It is really hard to get the shotgun out of the holder on the Perimeter trucks. Warden Sullivan will look into it.

Warden Sullivan appreciated the input and will give all statements and suggestions consideration.

Meeting ended at 2:00 p.m. The next meeting has not been scheduled at this time.

MONTHLY CERBAT OFFICER MEETING

MINUTES

Meeting called by: Warden Sullivan 

Date: February 29, 2015

Transcription by: Pamela Austin

Attendees: Attendance sheet available upon request.

Warden Sullivan opened the meeting at approximately 1:30 p.m.

Day and swing shift officers were present for the meeting.

Warden Sullivan thanked the officers for coming to the meeting.

Warden Sullivan went around the table asking if they had anything they wanted to talk about or fix.

Warden Sullivan informed the officers of a new rule for the Chow Hall. Inmates cannot wear their hats or sunglasses while in the Chow Hall. They may bring these items in, but cannot wear them.

There are 20 new candidates attending the Academy. Hopefully, this can cut some of the overtime hours. The Academy will continue to be an ongoing process.

Officers: In the past yard Officers was fully on the yard. Now, they are doing code 20's, and other busy work. Their focus is on the code 20's and they cannot give their full attention to the yard and this is creating an unsafe environment.

Officers: The center gate is not functioning properly. It cannot be opened from yard control. Also, the flanking North and East flanking gates are hard to use because of the dust.

Officers: Would like a roster for pill call. It would help pill call to move faster and it would keep the inmates from wandering from yard to yard.

Warden Sullivan: Agrees with the officers and will see they get a roster as soon as possible.

Officers: What kind of food items are the inmates allowed to bring into the Chow Hall?

Warden Sullivan: The only condiments inmates are allowed to bring into the Chow Hall are hot sauce, cheese and peanut butter. No cups or bottles.

Officers: We need to break up the search pattern to every two months as opposed to 4 months.

Warden Sullivan: We have to search every quarter. We could also do random dorm searches at anytime to break up the search pattern.

Officers: Were wondering about search dogs.

Warden Sullivan: CA Sternes has approved a k-9 for the facility.

Warden Sullivan appreciated the input and will give all statements and suggestions consideration.

Meeting ended at 2:05 p.m. The next meeting has not been scheduled at this time.

MONTHLY CERBAT OFFICER MEETING

MINUTES

Meeting called by: Warden Sullivan



Date: March 25, 2015

Transcription by: Pamela Austin

Attendees: Attendance sheet available upon request.

Warden Sullivan opened the meeting at approximately 1:40 p.m.

Day and swing shift officers were present for the meeting.

Warden Sullivan: This is an open meeting, there are no wrong questions. If he doesn't know something is wrong he can't fix it. He also thanked the officers for coming to the meeting.

Warden Sullivan went around the table asking if they had anything they wanted to talk about or fix.

Warden Sullivan appreciates any input and will give all statements and suggestions consideration.

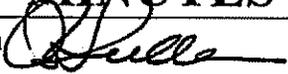
- Officers say Supervisors have told them to not go after hooch when searching for contraband. It is creating confusion among officers. Warden Sullivan told them he would straighten this out with the Supervisors.
- Officers always seem to be alone in the Dorms. Warden Sullivan: There should be 2 officers in the dorms. They should be busy most of the day with their job duties. There are times when officers might be alone but not for long lengths of time.
- Officers thought having 2 roaming officers would help out. Officers suggested that maybe Programs officers could help out. Although, every duty is being done and covered.
- New officers are training new officers so neither of them really knows the job. They can't do a roll up properly. Warden Sullivan: If a new person has to do a roll up, an experienced officer needs to go with them to show them how to do it. It is a training issue. Will find out when FTO's will start.
- Officer: Is MTC running low on hiring staff in the area? Warden Sullivan: This job is not for everyone, consequently there is a high turnover rate. We continue to hire and run academies as needed.
- Warden Sullivan: Is everyone getting training? Officers who have never worked Cerbat control need on the job training and exposure to the duties that are required when working in control.
- Officers: There is an attendance issue.

- Officers: Why is it whenever we are short handed it looks as if MTC fires more people?
Warden Sullivan: No one is fired without cause. Everyone has to be accountable for their behavior.
- Warden Sullivan will continue to show thanks and appreciation to the officers by giving Bar-B-Q's, pizza, etc.
- Officers: Are appreciative of Warden Sullivan's efforts.
- Officers say that transport at Hualapai is a mess and officers never know where to go and what to do where they are going. Warden Sullivan suggested having a travel packet with all of the information.
- Warden Sullivan reminded them when out in public you are representing MTC. Always be professional and respectful.

Meeting ended at 2:20 p.m. The next meeting has not been scheduled at this time.

MONTHLY CERBAT OFFICER MEETING

MINUTES

Meeting called by: Warden Sullivan 

Date: April 14, 2015

Transcription by: Irene Davis

Attendees: Attendance sheet available upon request.

Warden Sullivan opened the meeting at approximately 1:30 p.m.

Issues Covered:

Warden Sullivan: How bad is overtime? Officers: Swing is bad and it is hard to cover grave yard shift.

Officers: Why did ADC say "No" on 12's? Warden Sullivan: Because it has to be an emergency schedule.

Officers: How many cadets are graduating from the Academy? Warden Sullivan: There are 8 and Cerbat will get 4.

Officers: We have lost a lot of officers from Swing Shift and don't seem to gain any in return. If the pay could be raised, maybe more officers would stay and not call off. Three day shifts kept the call off's low, but MTC took that away. MTC adding three vacation days to bank in exchange for pay is a good incentive.

Officers: We had 3-4 call offs per shift that's a problem plus overtime every shift and it is mostly the same people. We get popped as 1's on the bubble sheet.

Officers: Can we get yellow gloves for AM porters with their name on them so they can keep them and be responsible for them? Warden Sullivan: I will ask CO White to submit a warehouse supply form.

Warden Sullivan: How many gloves do you need? Officers: 26 per shift.

Warden Sullivan: Barbers don't need gloves.

Officers: Ice theft from the dorms.

Idea: Keep cooler in the cage at yard set with the water. Put a chair out there for them to get it on the yard.

Officer: We need chairs at the officer stations instead of the plastic ones. The chairs need to be of an adequate height and we need a hot trash can in each of the officer stations.

Warden Sullivan: We will check on this; a stool may be a better option.

Officers need more training on keys in Cerbat control. Staff needs to be at the post for awhile to learn where the keys belong. Graves has a lot of new officers that are not key trained. The new OJT isn't enough for those that have to fill in for a shift. The senior officers are not training the new officers. New officers need training to cover Dorm procedure and paperwork. New officers need UA training and how to process paperwork.

Warden Sullivan: FTO staff will be designated for this process.

Officers clock-in early but then they hang out in the lobby instead of going to their post.

Warden Sullivan: I will pass this along to the supervisors.

Meeting ended at 2:30 p.m.

MONTHLY CERBAT OFFICER MEETING MINUTES

Meeting called by: Warden Sullivan *Sullivan*

Date: May 28, 2015

Transcription by: Pamela Austin

Attendees: Attendance sheet available upon request.

Warden Sullivan opened the meeting at approximately 1:00 p.m.

Issues Covered:

Warden Sullivan: How is everything going on the yard?

Officers: Pretty good.

Officers: Sometimes we get left alone in the dorms too long. We don't have any more smoke breaks.

Officers: If the pay could be raised, maybe more officers would stay and not call off. Three day shifts kept the call off's low, but MTC took that away.

Warden Sullivan: Will see what he can do.

Officers: We still have too many officers calling off?

Warden Sullivan: We will more cadets graduating soon and that will help.

Officers: Graves has a lot of new officers that are not key trained. New officers need UA training and how to process paperwork.

Warden Sullivan: FTO staff will be designated for this process.

Meeting ended at 1:30 p.m.

MONTHLY CERBAT OFFICER MEETING MINUTES

Meeting called by: Warden Sullivan *W. Sullivan* Date: June 14, 2015

Transcription by: Pamela Austin

Attendees: Attendance sheet available upon request.

Warden Sullivan opened the meeting at approximately 1:20 p.m.

Issues Covered:

Warden Sullivan: I know overtime is really bad. Are you getting everything you need?

Officers: Yes, we are getting everything. We may not like the overtime now, but when it stops everyone will want it. We always like the extra pay.

Warden Sullivan: If you are mandated to work a 16 then you are mandated to take an 8 hour day off. If you volunteer after a 16 then the next day you can only work an optional eight.

There continued to be a lot of discussion of overtime regarding overtime and mandated days off.

Officers: CO's are not getting relieved on time.

Warden Sullivan: Will look into it.

Officers: How long of a contract does MTC have with the state.

Warden Sullivan: 5 years.

Officers: Wish that the officers would have a better attitude and a better way of speaking with other officers.

Warden Sullivan: Who does door checks on the outside?

Officers: Perimeter.

Officers: Could we get misters?

Warden Sullivan: Not misters, but he would prefer swamp cooler. He will look into it.

Meeting ended at 1:50 p.m.

CO Meeting / April 14, 2015

Name

Dept.

Boyd, C #1415

Swing Shift 9/0

ARTHUR, R #808

SWING SHIFT 0/0

Nicoletti, T #812

Day Shift 9/0

Abrego, T #68

Day Shift 9/0

