

20 MR. THIGPEN: Right, excuse me.

21 So there are things going on out there that
22 are for real, and we need to address.

23 MR. MCFARLAND: Thank you very much,

24 Mr. Director. Questions?

25 MR. SEXTON: Morris, Mr. Thigpen.

1 MR. THIGPEN: Morris is fine.

2 MR. SEXTON: Mr. Thigpen, I asked the
3 Director for California what his staff ratio was. I
4 believe he said six to one. What do you find that
5 to be on a national average for a state facility?

6 MR. THIGPEN: I think there is tremendous
7 variation in that. That may be somewhere, five to
8 six maybe, in the ballpark of an average. But you
9 are going to see tremendous variation in the states
10 among those ratios.

11 MR. SEXTON: Do you have any idea how many
12 states now fall under the ACA accreditation
13 standards? Do you have any idea?

14 MR. THIGPEN: I don't know what the number
15 is. I would say probably the majority of the states
16 now have some sort of accreditation process. There
17 are only a handful that have every component in
18 their system accredited.

19 MS. ELLIS: Thank you so much,

20 Mr. Thigpen. It has been very enlightening.

21 I'm drawn to the training that you are

22 suggesting, and I totally agree in terms of

23 information and education regarding federal laws,

24 local laws. But particularly taken with this

25 business of boundaries, which I think adds a whole

1 other dimension and we are talking about
2 relationships, and relationships within that
3 setting, which are so crucial, and again with the
4 impact on relationships outside of the setting which
5 reminds me once again we are looking at an enormous
6 situation here.

7 So I do take this, the dynamics of staff and
8 offender in the facility setting. I think I take
9 these suggestions and I totally agree with you, and
10 I thank you for them.

11 MR. THIGPEN: I might just add I think
12 some of the California representatives talked about
13 the two tapes that we have done that can be used in
14 orientation with both male and female inmates, and
15 these are excellent. They are very real. One of
16 them actually involves inmates. The others are
17 based on actual instances. It gives you a tool that
18 can be used in sitting down when inmates come into
19 the system and talking about this as an issue and

20 the kinds of things that can happen, both inmate on
21 inmate and also inmate and staff, in terms of those
22 relationships.

23 So I recommend those to you.

24 MS. ELLIS: Thank you.

25 MR. MCFARLAND: Mr. Director, I have one

1 question. I understand that overtime is a huge
2 issue in this California system, and that we combine
3 that with overcrowding and a staff that's been on
4 duty for 15 hours, going on 16 hours, it is hard to
5 keep the vigilance or maybe developing over
6 familiarity that you testified to.

7 What would you recommend, what would you say
8 to a system like CDCR where the budget is incredibly
9 stretched, the Legislature has declined to pass a
10 level of funding that the administration felt was
11 necessary, do you have some best practice for other
12 systems that are faced with very high overtime
13 because they can't afford full-time permanent staff?

14 MR. THIGPEN: Well, it's one of those real
15 difficulties, and I don't know that I can give you a
16 real answer as to how you solve that, other than if
17 you don't have the necessary staff to adequately run
18 the facility and you know you're sitting there as
19 executive with responsibilities for trying to ensure

20 that their facility is maintained as a safe and
21 secure facility both for staff and for the inmates,
22 then the pressure is certainly on you to provide
23 that overtime.

24 Now one of the things that I think sometimes
25 does happen in an agency is that the staff can

1 become dependent on that overtime for the wages, to
2 get their salaries up to a point that gives them a
3 more livable wage. That wage that is not
4 necessarily true in every every system because I
5 have seen in some where they talked about officers
6 that are making close to 100,000 because of the
7 amount of overtime that they get. But it is a
8 serious problem, and it's one that certainly I think
9 has to be put before the governing bodies, the
10 Legislature, the governor, and try to help them
11 understand the real problems that come from the lack
12 of those resources.

13 So that is not a very good answer, but it's, I
14 think, the reality that most administrators face in
15 those situations.

16 MR. MCFARLAND: Well, Director Thigpen,
17 thank you very much. I wonder if we can request
18 copies of both the Speaking Up video as well as the
19 juvenile ones that are coming out shortly.

20 MR. THIGPEN: Rather than have you take
21 all of those back, we will get those to you as you
22 go back.

23 MR. MCFARLAND: Thank you.

24 MR. THIGPEN: Thank you.

25 MR. MCFARLAND: The panel will be in

1 recess for about two, three minutes. Then the next
2 panel of witnesses will be convened.

3 (Panel 2 concluded at 11:30 a.m.)

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