

1 panel have any additional questions? And thank you  
2 again.

3 MR. MCFARLAND: We may very well. I will  
4 give Mr. Baumann an opportunity to make any opening  
5 remarks.

6 MR. BAUMANN: Thank you. My name is Joe  
7 Baumann. I've been a correctional officer for 21  
8 years. I have been a union activist for the last  
9 12. I am also a recording secretary for Corrections  
10 USA.

11 Mr. York hit it pretty well on head:  
12 overcrowding; lack of staff; lack of consistent  
13 policy, both written and implementation; lack of  
14 leadership. We have had incident upon incident with  
15 employees being sent out to do their jobs without  
16 proper safety equipment, and that trickles down to  
17 the interaction between the staff. You can go to  
18 the institution where you have 250 inmates triple  
19 bunked, two officers on the floor. It is impossible

20 for the officers to maintain any kind of level of  
21 proper -- or proper level of safety.

22 Training and preemployment screening is a real  
23 integral part of it. One of the problems we have as  
24 a department is the sheer volume of inmates. My  
25 institution, rehabilitation center, we are 250

1 percent of capacity for 20 years, without seeing no  
2 end in site.

3 MR. MCFARLAND: Which institution?

4 MR. BAUMANN: The rehabilitation center  
5 down to Norco.

6 MR. MCFARLAND: Norco.

7 MR. BAUMANN: Yes, sir.

8 We've been running 240 percent capacity for 20  
9 years that I know of. All of a sudden it becomes a  
10 big emergency in the last six months. Whatever, we  
11 can have the shortage of bodies to fill positions.  
12 Management oftentimes answers that with cutting  
13 positions. So we have fewer and fewer officers  
14 doing more and more with fewer and fewer people.  
15 And the federal court mandates mental health care  
16 delivery and physical health care access to --  
17 access for developmentally disabled and physically  
18 disabled. And we are doing those trainings to meet  
19 those mandates with fewer and fewer people.

20           And it is a real challenge for the  
21 rank-and-file employees. To be real frank, we don't  
22 get leadership from Sacramento. We don't get good  
23 direction or it gets watered down by the time it  
24 gets to our level. There is no access from our  
25 perspective to the upper-end of the Department, to

1 tell the upper-end of the Department what is going  
2 on.

3 Thank you.

4 MR. MCFARLAND: What do you, and this is  
5 addressed to either. What do you recommend as a  
6 best practice for COs to prevent prisoner sexual  
7 assault?

8 MR. YORK: I believe education is number  
9 one, prior to, before the person comes into the  
10 prison. For the workforce on the street or  
11 workforce in the institution, education is number  
12 one.

13 So the education process that we implemented  
14 recently on the rape prevention is going to take  
15 effect in the future. It was just implemented and  
16 it is a good implementation. I am all for that.  
17 Awareness, professionalism, that's all accountable  
18 to. And I work at CSP-SAC, and I can only speak for  
19 CSP-SAC. We have a unique situation over there. We