



New York State Correctional Officers & Police Benevolent Association, Inc.

102 Hackett Blvd., Albany, NY 12209
(518) 427-1551 www.nyscopba.org nyscopba@nyscopba.org



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September 20, 2016

Mr. Thomas Herzog
Deputy Commissioner, Community Supervision
NYS DOCCS
1220 Washington Ave; Building 9
Albany, NY 12226

Meeting Request

Dear Deputy Commissioner Herzog:

On behalf of the NYSCOPBA and the representatives of the Institutional Safety Officers, I am requesting a meeting to discuss issues related to the ISOs that we represent. Please consider whom from DOCCS/ Community Supervision would be beneficial to attend the meeting.

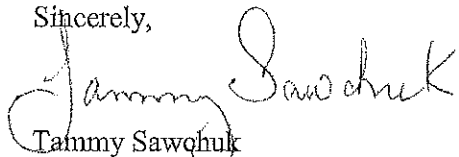
Draft agenda of topics for consideration:

- Lockers
 - It appears most facilities have made arrangements for lockers or some sort of storage with the exception of Binghamton and Utica.
- Emergency Response Concerns
 - Every work site has a different mechanism to call for assistance. Some use radios. Some use cell phones. Each has its pros and cons – which may even be different depending on the work site.
 - The underlying concern is – every work site needs to have a mechanism to call for help and back up. Of course, 911 is an option, but sometimes incidents could be effectively de-escalated, by simply calling for an extra set of hands. This should be able to be achieved, but so far has been difficult. With a radios – the radios need to be monitored. With cell phones, you have to have someone to call. There need to be an effective way to summon for help within the work site in order to ensure safety of the community served, as well as the officers.
- Title issues
 - Previous history with respect to upgrade application (made and pushed by an individual, not the union) and the joint request (between union and DOCCS) to get a title structure change. Where are we now?
 - What options may exist? The concern is that there is a need for more individuals who perform these duties. Staffing is very limited and this affects the ability to take time off, address absences for types of sick or WC leave, and affects the ability for individuals to attend any training (because of limited coverage).

- Training
 - ISOs have expressed an interest in attending training on a number of relevant topics. The problem is that low staffing creates a coverage problem for training attendance.
 - ISOs face an ever changing, diverse, public population in work sites – as do other titles working within the DOCCS system. ISOs, unlike other DOCCS employees) do not receive any training in Mental Health issues. This would be helpful, considering the population served.
- Staffing
 - A relief factor is needed in order to address time off (for leave, disability, training, etc.).
 - With some long term absences, there are a few work sites who cannot cover two individuals per shift.
 - NYSCOPBA is open to reviewing options/suggestions with respect to staffing:
 - Title options (see above)
 - A position for each “region” who can fill vacancies at any work site in that hub (with negotiations with respect to official work location and travel).
- Voluntary transfer list
 - NYSCOPBA re-iterates its request to negotiate a voluntary transfer list so that individuals in ISO titles could be transferred (when there are openings) to other work sites.
- Uniforms
 - ISO titles are not to wear a Class A uniforms. Where are they to be returned (for those who were originally issued one)?
 - Vests that indicate “Police”
 - NYSCOPBA is concerned regarding any potential liability if the individual is assumed (based on vest) to be a Police Officer. This is especially true with respect to individuals who may travel to work in uniform. There is no opposition per se to these vests – just raising this potential concern as a discussion point.
 - Request a uniform which involves an embroidered polo shirt.

Your assistance with the coordination and the scheduling of this meeting would be greatly appreciated.

Sincerely,



Tammy Sawchuk

Cc: Deputy Commissioner Martuscello