



October 14, 2005

**RE: CAPS Agreement/Overtime**

Last week a draft memo regarding making **temporary** changes to the CAPS Agreement was distributed in error and might have led to some confusion. I would like to take this opportunity to “clear the air”.

Due to the recent high volume of order-overs, local CCPOA representatives have met with CMC management to discuss several options **to help reduce the number of order-over posts**. The following are some examples of temporary solutions:

- Lock up East Facility, on a rotating basis, weekends and holidays and diverting staff from effected areas.
- Developing an Institutional plan for an evening lock down of East Facility, seven days a week, in an effort to send involuntary overtime Officers home early.
- Modify the local CAPS agreement at CMC to allow Officers to work no more than two doubles back to back (voluntarily). Officers can accept voluntary overtime based on their seniority up to 80 hours per Work Period rather than a weekly “Cap” (per MOU).
- CMC will use one voluntary sign up sheet instead of two (per MOU). This will allow for an increase in the overtime pool by combining the East and West Facility available overtime for Officers from either facility to sign up.
- Decrease the number of outside hospital officer positions with 2 or more inmates per room (DOM).
- Allow Sgts., Lts., and CC Is to work overtime as officers.
- Allow Unit Three (Camp Cuesta) officers to volunteer for overtime in lieu of order-overs.

I would also like to clarify the order-over policy:

- You **may** be ordered over for a back to back double.
- You **may** be ordered over on your Friday.
- You **may** be ordered over if you work a Swap or overtime on your RDO.

These options are a **last resort** for involuntary overtime.

Should you have further questions regarding these changes you may contact me or any other CCPOA representative.

Steve Taft  
CMC Chapter President