

-----Original Message-----

From: John Doe [mailto:mcjlasd@hotmail.com]  
Sent: Friday, February 10, 2006 5:28 PM  
To: MCJ - Deputies  
Subject: crosstraining

Working at Men's Central Jail mean's that you are able to accomplish difficult tasks. We are different than other units and we know it. We have a responsibility to those who have come before us and to those who will follow. We are CJ Deputies. We do not shy away from difficult choices. When confronted with decisions that we all believe are wrong it is our responsibility to stand up for what we believe is right. It is your responsibility as a CJ Deputy to forward this letter, or one of your own, to Assistant Sheriff Tanaka. Together we can make a difference.

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Sir,

You told us at a briefing that if there were any problems involving the leadership of Men's Central Jail to contact you. Sir, we have a problem at Men's Central Jail. Recently MCJ operations had decided to implement a policy of "cross-training" all Deputy Sheriff personnel at MCJ. This policy states that Deputies will change work locations approximately every two months. This policy is only aimed at line personnel and does not affect Deputies working administration or "coveted" positions. I am angered by this proposal.

There is much work to be done here at MCJ. With homicides, increasing racial violence, and negative media attention it is now, more than ever before, important that we have the most skilled Deputies working where they are needed most. The "cross-training" policy does the opposite. On 02/07/06, Sheriff Baca was at MCJ and told us we were doing an outstanding job. He believed that if not for our hard work there would be much more violence and homicides within the jail. If this is the opinion of the Sheriff then why are changes being made?

I understand that Sheriff's Department has asked many things of Deputies at MCJ; extended custody time and forced overtime being the main two. I don't understand why many Deputy Sheriffs who have worked for years to obtain a certain spot, or work a particular floor are moved. This policy of "cross training" undermines the hard work and dedication of many. It is also insulting for our operations staff to say that just because Deputies work one floor they do not know how another floor operates. We all work other floors, it's called the mandatory overtime that we are required to work.

It is important to remember that we are the Deputies who have chosen to stay and not lateral to another department. We are the ones who have shown loyalty and believed that things will improve. I fear that many Deputy Sheriffs will simply leave the Department when confronted with this latest round of changes. I do not understand how an organization that is understaffed and desperately attempting to hire new Deputies would anger and force many to leave. I ask that the leaders of LASD show us the same loyalty that we are expected to show our Department.

Respectfully submitted