

**John Hamm, Chief Executive Officer  
California Association of Highway Patrolmen  
Testimony to the Little Hoover Commission  
May 26, 2005**

The California Association of Highway Patrolmen (CAHP) represents 12,000 active and retired CHP officers. The CAHP acts as the exclusive representative for all CHP officers pursuant to the Ralph C. Dills Act.

The CAHP strongly opposes the recommendations put forward by the staff of the California Performance Review (CPR). Our specific concerns with the CPR findings and recommendations were presented to CPR executive staff, Mr. Paul Minor and Mr. Chon Gutierrez. As a result of this meeting, both then-CHP Commissioner D.O. Spike Helmick and myself believed our concerns would be addressed and specific recommendations relating to changing the CHP from a department to a division with a Department of Public Safety would be substantially modified.

Unfortunately, the CPR executive staff never followed through with the changes that would have addressed the concerns expressed by both the CAHP and CHP management. Instead they forwarded their original and poorly conceived draft. The CHP is a department with statewide emergency response responsibilities that provide frontline homeland security for California and is the provider of often-needed mutual aid. The success and reputation of the CHP stems from the fact the department and our professional labor association maintain a positive working relationship. In fact, are recognized across this nation as an example of outstanding labor/management relations.

This relationship between labor and management has allowed the CHP to respond to statewide emergencies and numerous special enforcement responsibilities professionally, efficiently and effectively. As a result of the relationship between the CHP union and management, the esprit-de-corp and high morale among employees has been maintained through some of the most challenging and perilous times. A responsive, professional and problem solving approach toward labor relations has other benefits as well. Seldom are contract grievances filed and the last arbitration hearing occurred in 1991, more than 14 years ago. The employees and management of the CHP, the State of California and, in particular, the people of California have all benefited from a relationship that took decades to build. The CPR recommendations would literally dismantle this important aspect of the CHP overnight. Placing the CHP as a division of the Department of Public Safety with the elimination of CHP sections with which the CAHP has established good working relationships would have serious and far reaching ramifications.

We strongly recommend the original recommendations made by CPR staff relating to the CHP be properly disposed of. The CAHP would support the formation of a public safety department consisting of the California Department of Forestry and the CHP as a stand alone Department of Public Safety (DPS). Or, we would support CDF and the CHP in a DPS within Infrastructure Agency, provided the CHP retained their current support sections and units.

Sincerely,

Jon H. Hamm  
Chief Executive Officer