

08/10/88

STATE OF CALIFORNIA - STATE PERSONNEL BOARD
801 CAPITOL MALL, P.O. BOX 944201
SACRAMENTO, CALIFORNIA 94244-2010

HOFFMANN
P O BOX 1374
PASO ROBLES

RICHARD W
CA 93447

EXAM TITLE: FIRE APPARATUS ENGINEER

/MAND/

REVISED SCORE: 85

REVISED RANK: 4

THE STIPULATED JUDGMENT BETWEEN SPB, CDF AND CDFA, WHICH AUTHORIZED
RULE OF ONE NAME/SPLIT LIST CERTIFICATION FOR THE ABOVE CLASSIFICATION,
HAS EXPIRED. THE "UNDERREPRESENTED" AND "OTHER" LISTS HAVE BEEN
COMBINED AND THE LIST ELIGIBLES HAVE BEEN MERGED ONTO THE NEW LIST IN
SCORE ORDER. YOUR ORIGINAL SCORE HAS BEEN ROUNDED OFF AND YOU HAVE
BEEN PLACED IN ONE OF THE SIX RANKS REQUIRED BY THE GOVERNMENT CODE.
YOUR REVISED SCORE AND RANK REFLECTS YOUR PLACEMENT ON THAT COMBINED
LIST. CDF WILL HIRE ELIGIBLES CERTIFIED FROM THE TOP THREE RANKS OF
THE LIST. IF YOU HAVE FURTHER QUESTIONS REGARDING THIS MATTER, PLEASE
CALL BARBARA THORBERG OF CDF AT (916) 324-9683 OR ATSS 8-454-9683.

September 26, 1988

To whom it may concern:

During Rich Hoffman's employment as a Fire Apparatus Engineer in Siskyou Ranger Unit, he demonstrated an excellent attitude and interest in the department.

He was dependable, kept equipment in good repair, and supervised subordinates in a professional manner.

I believe that Rich would be an asset to the department.

Jim Craig

A handwritten signature in cursive script that reads "Jim Craig". The signature is written in dark ink and is positioned above the typed name.

State Forest Ranger I



GEORGE DEUKMEJIAN
Governor

State of California
Office of the Adjutant General
P.O. Box 214405 - 2829 Watt Avenue
Sacramento, California 95821-4405



September 7, 1988

CASS

Richard W. Hoffmann
P.O. Box 1374
Paso Robles, CA 93447

Dear Mr. Hoffmann,

You recently took an examination given by the State of California Military Department. The results are shown below.

CLASSIFICATION: Captain, Firefighter/Security Guard

SCORE: 91.00

LIST DATE: 8/25/88

RANK ON LIST: #2

LIST EXPIRES: 8/25/91

This examination utilized limited scoring which means only 9 passing scores could be assigned, from 94 to 70. It is also a "rule of three ranks" which means that a hiring supervisor may select any interested candidate in the top three ranks to fill a vacancy. There may be more than one person in a rank. A complete rank must be cleared of interested eligibles before a supervisor may consider individuals in the fourth rank, and so forth.

FOR THE ADJUTANT GENERAL:

ROBERT G. BORMAN
CW4, CAL ARNG
Director, State Personnel Programs

STATE OF CALIFORNIA
THE RESOURCES AGENCY
DEPARTMENT OF FORESTRY

Certificate of Training

CALIFORNIA
DEPARTMENT OF FORESTRY

RICHARD W. HOFFMANN

has satisfactorily completed a

COURSE IN FIRE ENGINEERING OPERATION training

course at the California Department of Forestry Fire Academy
of the 30th day of May 1935



Henry Foster
DEPARTMENT DIRECTOR

James S. McAdams
ACADEMY ADMINISTRATOR

NOTICE OF PERSONNEL ACTION
REPORT OF APPOINTMENT

ROUTE TO DEPARTMENT OF

ISSUE DATE 10/27/86

FORESTRY

542-215-1077-901

EMPLOYEE LAST NAME	FIRST NAME & MID	SOCIAL SECURITY NO	BIRTHDATE	SEX
HOFFMANN	RICHARD W	545-08-5033	04/04/61	MALE
EMPLOYEE ADDRESS			CO. OF EMPLOYMENT	
P O BOX 391			TEHAMA	
ALTAVILLE CA	95221			
DEPARTMENT OF:	CLASSIFICATION TITLE			
DEPT OF FORESTRY	FIRE APPARATUS ENGINEER			
EFFECTIVE DATE	TYPE OF APPT.	APPOINTMENT STATUS	TIME BASE	
10/01/86	SPB ACTION	CIVIL SERVICE PERMANENT	INTERMITTENT	
SALARY PER	PROBATION PERIOD	PROBATION REPORT DUE	STATE SERVICE	PUBLIC EMPLOYEES RETIREMENT SYSTEM
\$ 12.39 HOUR	NEW	FIRST SECOND FINAL		SURV - YES RATE
	12 MONTHS			DASDI- NO .0800

THE BASE PAY FOR YOUR SALARY IS \$2147.00.

YOU ARE A MEMBER OF THE PEACE OFFICER AND FIREFIGHTERS RETIREMENT PLAN.

YOU ARE AN INTERMITTENT EMPLOYEE WHICH IS LESS THAN FULL TIME, ON CALL AS NEEDED WITH NO GUARANTEE OF THE TOTAL NUMBER OF HOURS YOU WILL WORK.

THE STATE PERSONNEL BOARD LIMITS THE NUMBER OF HOURS AN INTERMITTENT EMPLOYEE SHOULD WORK TO 1500 HOURS PER YEAR. HOWEVER, YOUR DEPARTMENT MAY RESTRICT THE TOTAL HOURS YOU WORK TO LESS THAN THIS MAXIMUM. THE ESTIMATED NUMBER OF HOURS YOU MAY WORK IS FULL TIME FOR CERTAIN PERIODS DURING THE YEAR.

YOU WILL ACCUMULATE 1 PAY PERIOD OF STATE SERVICE FOR EVERY 160 HOURS PAID (EXCLUDING OVERTIME HOURS AND HOURS WORKED IN EXCESS OF 160 IN ANY ONE PAY PERIOD).

THIS APPOINTMENT REFLECTS THE CONDITIONS OF THE STATE PERSONNEL BOARD OR COURT DECISION.

YOUR APPOINTMENT IS FOR LESS THAN FULL TIME EMPLOYMENT. TO COMPLETE YOUR PROBATIONARY PERIOD YOU MUST WORK A MINIMUM OF 1680 HOURS OR 12 CALENDAR MONTHS, WHICHEVER OCCURS LAST.

FOR COLLECTIVE BARGAINING PURPOSES, YOU HAVE BEEN DESIGNATED AS RANK AND FILE IN BARGAINING UNIT 08.

CALIFORNIA DEPARTMENT OF FORESTRY
FIRE ACADEMY

Class: #14
Year: 1986

FINAL PERFORMANCE REPORT

To the Supervisor of FAE: Richard W. Hoffmann
Siskiyou Ranger Unit

This employee has satisfactorily completed the Basic Fire Engine Operation Course given at the Fire Academy during the period of 5-19-86 through 5-30-86.

The purpose of this summary is to help you appraise the individual for work assignment and further training. The student's cumulative exam score sheet is attached to this summary to assist you in this. A summary of the course content and I.T.R. information are shown on page two.

He completed the twelve days of training with an overall score of 96.8% which placed 1 in a class of 23 students.

Throughout the Basic Fire Engine Operation Course, each student is constantly evaluated by the permanent Academy staff and Assistant Instructors from the field units. His final report of performance is as follows:

Mr. Hoffmann learned quickly and assisted others in his class. He should do well in his present position.

TDP STUDENT

CALIFORNIA DEPARTMENT OF FORESTRY
FIRE ACADEMY

B.F.E.O.
CUMULATIVE EXAM SCORE SHEET

NAME: RICHARD W. HOFFMANN CLASS NUMBER: 14

PERCENT SCORES

	<u>TEST</u>	<u>RETEST</u>
PUMPING FROM TANK I	<u>100</u>	_____
PUMPING FROM TANK II	<u>100</u>	_____
PUMPING FROM HYDRANT	<u>100</u>	_____
LONG DOG LEG	<u>100</u>	_____
LANE CHANGE	<u>100</u>	_____
D.M.V. DRIVING	<u>85</u>	_____
FINAL WRITTEN	<u>89</u>	_____

TOTAL POINTS: 636 = 96.8 Overall Percent Score
POINTS POSSIBLE 657

Richard Hoffmann

From: John Sartoris <nominations@qualifyww.com>
Sent: Tuesday, December 3, 2019 9:47 AM
To: Richard Hoffmann
Subject: You Have Been Nominated for 2020

Follow Up Flag: Flag for follow up
Flag Status: Flagged

[View this email in your browser](#)



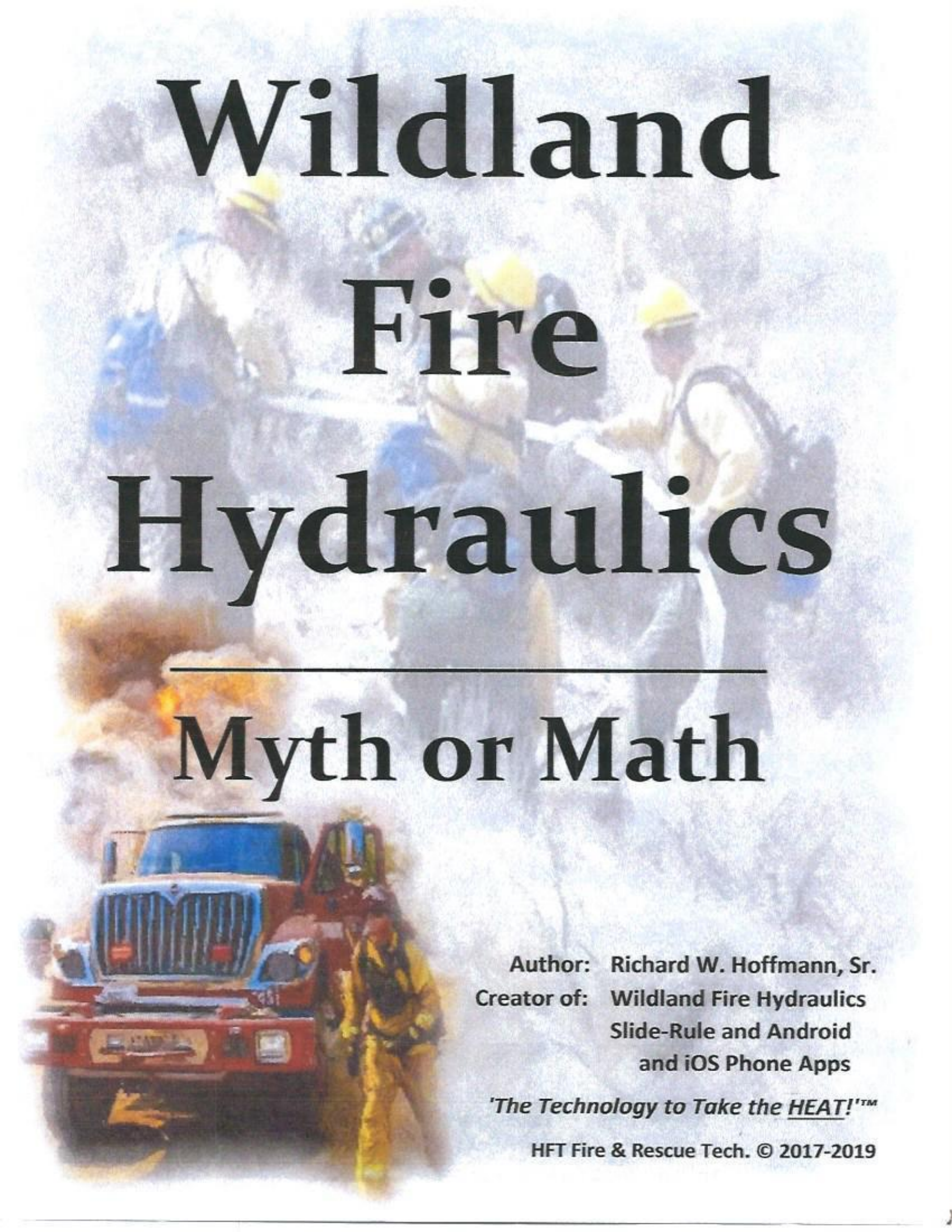
Congratulations on your nomination!

Dear Richard,

You were recently nominated as a biographical candidate to be featured in the 2020 **Who's Who in America- the best-known, most trusted biographical resource on America's most accomplished individuals since 1898.**

To help the Marquis Who's Who editors compile the most accurate biographical reference resource possible, we ask that you complete the biographical data form **within 5 days of receipt.**

For expedited editorial review, you may submit your biographical information online:



Wildland Fire Hydraulics

Myth or Math

Author: Richard W. Hoffmann, Sr.
Creator of: Wildland Fire Hydraulics
Slide-Rule and Android
and iOS Phone Apps

'The Technology to Take the HEAT!'™

HFT Fire & Rescue Tech. © 2017-2019

Certificate of Registration



This Certificate issued under the seal of the Copyright Office in accordance with title 17, *United States Code*, attests that registration has been made for the work identified below. The information on this certificate has been made a part of the Copyright Office records.

Kay A. Taylor

United States Register of Copyrights and Director

Registration Number

TXu 2-168-416

Effective Date of Registration:

October 16, 2019

Registration Decision Date:

November 27, 2019

Title

Title of Work: Wildland Fire Hydraulics

Completion/Publication

Year of Completion: 2019

Author

- Author: Richard Hoffmann
Author Created: text
Citizen of: United States

Copyright Claimant

Copyright Claimant: Richard Hoffmann
123 Southwest Oregon Trail Drive, Dallas, OR, 97338, United States

Rights and Permissions

Name: Richard Hoffmann
Email: rich@hydraulicsapp.com
Telephone: (775)455-7341

Certification

Name: Richard Hoffmann
Date: October 16, 2019



DORRANCE
PUBLISHING CO
EST. 1920

December 16, 2019

Richard Hoffmann
123 Southwest Oregon Trail Drive
Dallas, OR 97338

Dear Richard,

We have received and completed our review of "Wildland Fire Hydraulics — Myth or Math" and we believe your work would make a positive addition to our Dorrance Publishing list of titles.

This manuscript presents "a complete wildland fire Engine Pressure (EP) hydraulics calculator" for "the first time in Fire Service history." The book describes the development of the formula and cell phone applications that provide fire service professionals the ability to "accurately, yet quickly determine proper Engine Pressure" in real time while "simultaneously balancing resource management and direction, incident mitigation, and crew supervision." The text walks readers through the practical application of the formula.

If you are like most of our authors, you realize that in order for your work to be published, it is up to you. Today, more than 90% of the new books you see on the bookshelf of your favorite bookstore or in the catalog of your favorite online bookseller are published by the author using a publishing services company like Dorrance. Other than celebrities or established authors with a proven track record, the unfortunate reality is that very few authors enjoy the luxury of having a commercial publisher pay them to publish their work.

Like most musicians and other artists, most new authors must publish their own work in order to gain the attention of a commercial publisher. Today, even established authors are choosing to publish their own work so that they have more control over the finished product or so that they can enjoy a larger share of the profits when selling their book. Our publishing consultants look forward to discussing with you whether paying Dorrance to publish your book makes sense for you.

I would prefer to discuss the specific details of your publishing services agreement personally. However, given the volume of titles that we bring into print each year, I find it necessary to delegate these duties to members of our Publishing Services Consultation staff. To begin the process of publishing your book with us, I have passed your file on to Michael Tellier, Senior Publishing Consultant, whom you can reach at 800-873-6160 or by email at mtellier@dorrancepublishing.com. I am confident you will find my colleague both personable and knowledgeable. I would, nevertheless, like to personally provide for you a brief overview of our publishing services program.

585 Alpha Drive, Suite 103, Pittsburgh PA, 15238
T 412.288.4543 F 412.338.0427 www.dorrancepublishing.com

(12) **United States Patent**
Hoffmann et al.

(10) **Patent No.:** **US 6,267,319 B1**
(45) **Date of Patent:** ***Jul. 31, 2001**

(54) **METHOD AND APPARATUS FOR ROLLING UP HOSE INTO AN EXPANDED HOSE COIL.**

2,133,281 * 10/1938 Coburn 242/577
2,197,767 * 4/1940 Neale 242/395

(75) **Inventors:** **Richard W. Hoffmann**, 734 Ivy La., Paso Robles, CA (US) 93446-2317; **Richard L. Garner**, Winnemucca, NV (US)

(List continued on next page.)

OTHER PUBLICATIONS

Declaration of Richard W. Hoffmann, pp. 1 through 4 and Exhibit A and B.

C & S Supply, Catalog, "Providing You With Quality Affordable Products", undated, 3 pages with figures 1-8, pp. 38 with price list.

Justin Gnass & Co., "Finally! There's a Simple, Efficient Means to Reconfigure and Deploy GNASS Hose Packs in the Field", undated, one page.

(List continued on next page.)

(73) **Assignee:** **Richard W. Hoffmann**, Napa, CA (US)

(*) **Notice:** This patent issued on a continued prosecution application filed under 37 CFR 1.53(d), and is subject to the twenty year patent term provisions of 35 U.S.C. 154(a)(2).

Subject to any disclaimer, the term of this patent is extended or adjusted under 35 U.S.C. 154(b) by 0 days.

Primary Examiner—John M. Jillions

(74) *Attorney, Agent, or Firm*—Edwin A. Suominen; Louis J. Hoffman

(21) **Appl. No.:** **09/178,297**

(22) **Filed:** **Oct. 23, 1998**

Related U.S. Application Data

(60) Provisional application No. 60/071,718, filed on Jan. 16, 1998.

(51) **Int. Cl.⁷** **B65H 18/10; B65H 75/24; B65H 75/28**

(52) **U.S. Cl.** **242/532.6; 242/395; 242/396.4; 242/537; 242/546.1; 242/577**

(58) **Field of Search** **242/532.6, 530.1, 242/546.1, 537, 577, 577.2, 577.3, 395, 395.1, 396.2, 396.3, 396.4, 401, 399, 407.1; 137/355.26, 355.27, 355.28, 355.12**

(56) **References Cited**

U.S. PATENT DOCUMENTS

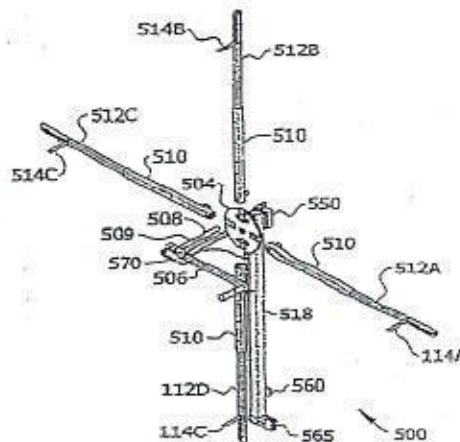
568,916	*	10/1896	Morehead	.....	242/407.1
803,374	*	10/1905	Volkarding et al.	.....	242/407.1
1,108,726	*	8/1914	Eichhoff	.....	242/401
1,294,291	*	2/1919	Magnussen	.....	242/577.2
1,943,512	*	1/1934	Becker	.....	242/577

(57) **ABSTRACT**

A dual-mode hose roller including a crank and a mounting plate may be used to roll up collapsed hose into either a compact hose roll or an expanded hose coil. The crank and mounting plate are arranged to facilitate transmission of torque from the crank to the desired type of hose winding. When a compact hose roll is desired, torque is transmitted directly to the hose. When an expanded hose coil is desired, torque is transmitted to the hose through the mounting plate and several extension arms. The extension arms are sized so that the hose roller forms an expanded hose coil having a suitable diameter for structural fire hose. The mounting plate is rotatably mounted on a fixed support through a bearing and, optionally, a ratchet mechanism. Using the hose roller, preparation is made for fighting a structural fire arranging a section of collapsed hose into a hose bundle. A section of hose is rolled up into an expanded hose coil and arranged into a number of hose loops to form a hose bundle. The hose bundle may be stored in a box or hose compartment of a fire engine. When water pressure is applied to the hose bundle, it falls out of such a box to form an expanded hose coil.

22 Claims, 14 Drawing Sheets

10/000
2100 m.
6/5079
28
279
240
19



Go to: <http://HoseRoller.net> ...and <http://BurnOver.CalFireEND.com>

World's SAFEST and MOST EFFICIENT Fire Hose Load/Deployment System... EVER!

I released my copyright to Texas A & M Univ. in 2006 so they could teach ALL students who walk through their doors or attend online... yet CalFire REFUSES for political reasons!!!



YouTube

Search



Fire Hose Roller - Immediate Deployment! Fast, efficient, and effective!

51,551 views • Aug 28, 2009

60 20 SHARE SAVE ...

(12) **United States Patent**
Hoffmann et al.

(10) **Patent No.:** US 6,659,389 B1
(45) **Date of Patent:** Dec. 9, 2003

(54) **EXPANDED HOSE COIL DEPLOYMENT SYSTEM**

(76) **Inventors:** Richard W. Hoffmann, 1068 Marina Dr., Napa, CA (US) 94559; Richard L. Garner, 1105 Bancs Rd. Box 191-16, Winnemucca, NV (US) 89445

(*) **Notice:** Subject to any disclaimer, the term of this patent is extended or adjusted under 35 U.S.C. 154(b) by 0 days.

(21) **Appl. No.:** 09/917,090

(22) **Filed:** Jul. 27, 2001

Related U.S. Application Data

(62) Division of application No. 09/178,297, filed on Oct. 23, 1998, now Pat. No. 6,267,319.

(60) Provisional application No. 60/071,718, filed on Jan. 16, 1998.

(51) **Int. Cl.⁷** B65H 18/10; B65H 75/24; B65H 75/28; B65D 85/671; A62C 3/00

(52) **U.S. Cl.** 242/532.6; 242/395; 242/396.4; 242/537; 242/546.1; 242/577; 206/389; 137/355.12

(58) **Field of Search** 242/532.6, 530.1, 242/546.1, 537, 577, 577.2, 577.3, 395, 395.1, 396.2, 396.3, 396.4, 401, 399, 407.1; 137/355.12, 355.26, 355.27, 355.28, 355.16, 355.17, 355.18, 355.19; 206/349, 389; 239/43; 169/51; 248/75, 76, 79, 90-93

(56) **References Cited**

U.S. PATENT DOCUMENTS

568,916 A 10/1396 Morehead 242/407.1
618,126 A * 1/1399 Nuhring

(List continued on next page.)

OTHER PUBLICATIONS

Declaration of Richard W. Hoffmann, pp. 1 through 4 and Exhibit A and B.

C & C Supply, Catalog, "Providing You with Quality Affordable Products", undated, 3 pages with figures 1-8, pp. 38, pp. 38 with price list.

Justin Gnass & Co., "Finally! There's a Simple, Efficient Means to Reconfigure and Deploy GNASS Hose Packs in the Field", undated, one page.

Justin Gnass & Co., Product Catalog entitled "Firefighting Products", undated, pp. 1 through 11 with accompanying price list and order form.

Unknown author, "Progressive Hose Lays: Using the Cleveland Style Hose Load", undated, one page.

KMP Krumweide Miller Products Progressive Fire Service Tools, "Wildland Progressive Pack Instructions", undated, one page.

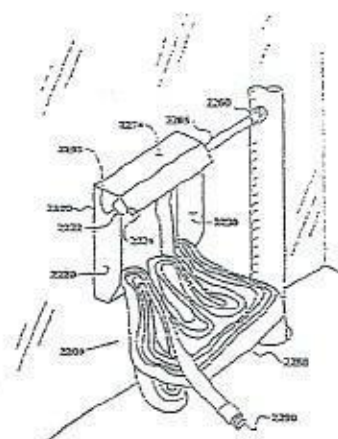
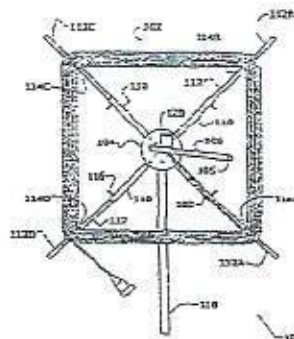
Primary Examiner—John M. Jillions

(74) *Attorney, Agent, or Firm*—Edwin A. Suominen; Louis J. Hoffman

(57) **ABSTRACT**

A dual-mode hose roller including a crank and a mounting plate may be used to roll up collapsed hose into either a compact hose roll or an expanded hose coil. The crank and mounting plate are arranged to facilitate transmission of torque from the crank to the desired type of hose winding. When a compact hose roll is desired, torque is transmitted directly to the hose. When an expanded hose coil is desired, torque is transmitted to the hose through the mounting plate and several extension arms. The extension arms are sized so that the hose roller forms an expanded hose coil having a suitable diameter for structural fire hose. The mounting plate is rotatably mounted on a fixed support through a bearing and, optionally, a ratchet mechanism. Using the hose roller, preparation is made for fighting a structural fire arranging a section of collapsed hose into a hose bundle. A section of hose is rolled up into an expanded hose coil and arranged into a number of hose loops to form a hose bundle. The hose bundle may be stored in a box or hose compartment of a fire engine. When water pressure is applied to the hose bundle, it falls out of such a box to form an expanded hose coil.

17 Claims, 14 Drawing Sheets



54

1. Release Velcro strap.



2. Open hose bundle into a large circular hoop.



3. Remove nozzle. Hold firmly.

4. Open water valve wide.

5. Point water stream at the base of the flames.



Commission on Teacher Credentialing

issues this document to

RICHARD WILLIAM HOPPMANN

Preliminary Designated Subjects Vocational Education Teaching Credential: Part-Time
Subject: Fire Science; Law Enforcement

RRP This credential authorizes the holder to teach the subject or subjects named above in technical, trade, or vocational courses that are part of a vocational education program in grades twelve and below, including preschool, and in classes organized primarily for adults, for not more than one-half of a full-time teaching assignment as established by the employing school district.


Valid: June 16, 1994 to July 01, 1999

RRP To renew this credential, the holder must receive a recommendation from an approved local Education Agency and meet complete the following requirements, which are explained in detail on the enclosed form: a minimum of two years of successful part-time teaching experience as authorized by this credential and four semester units, or 60 clock hours in an approved program of personalized preparation.


Chair, Commission on Teacher Credentialing


Executive Director, Commission on Teacher Credentialing


Governor, State of California


Acting Superintendent of Public Instruction

President, State Board of Education

DEPARTMENT OF FORESTRY AND FIRE PROTECTION
Office of the State Fire Marshal
STATE FIRE TRAINING

P.O. Box 944246
SACRAMENTO, CA 94244-2460
Telephone (916) 445-8444
Facsimile (916) 445-8128

FM 51



June 12, 1998

Richard Hoffman
CDF-Avenal State Prison
11750 Santa Lucia road
Atascadero, California 94323

Dear Richard:

Congratulations! The Peer Assessment for Credential Evaluation (PACE II) committee has reviewed your instructor application. As a result, you have been registered to teach the following course(s).

Command 1A/B
Investigation 1A/B
Management 1
Prevention 1A/B/C
Driver/Operator 1A/B
Fire Control 2/3
Auto Extrication
Basic Emergency Vehicle Operations
Basic Pump Operations
First Responder Operations

The address listed above will be used for all correspondence and shipping (unless otherwise requested). If this address is incorrect, or you have a change of address, please notify this office.

We have enclosed a "Request for Course Scheduling" form and ask that you use it whenever applying for course delivery. If you have any questions or concerns regarding your program, please don't hesitate to contact State Fire Training at (916) 445-8444.

Thank you for support of fire service training in California.

Sincerely,

A handwritten signature in black ink, appearing to read "Ronny J. Coleman".

Ronny J. Coleman
Chief Deputy Director
and State Fire Marshal

Enclosure

STATE OF CALIFORNIA—YOUTH AND ADULT CORRECTIONAL AGENCY

PETE WILSON, Governor

DEPARTMENT OF CORRECTIONS



Date: March 26, 1998

To: California Department of Forestry
and Fire Protection
State Fire Training: PACE II Committee
P.O. Box 944246
Sacramento, CA 94244-2460

From: Avenal State Prison - Fire Department
Attn: L. Rodriguez, Fire Chief
P.O. Box 8
Avenal, CA 93204-0008
(209) 386-6088

Subject: Peer Assessment for Credential Evaluation (PACE II); Richard W. Hoffmann

PACE II Committee Members:

To supplement the needed documentation per your request dated January 8, 1998 for the application of CFSTES/FSTEP Instructor for Richard William Hoffmann, I hereby certify the following:

Mr. Hoffmann has served continuously for the California Department of Corrections at Avenal State Prison - Fire Department since February 1994. He is appointed to the rank of a Fire Suppression Officer and Fire Prevention Officer in which he assumes the duties of a Fire Captain. He also functions as Acting Chief during my hours of absence.

Mr. Hoffmann has taught over 300 hours of both technical and manipulative skills for both inmate and staff personnel. He therefore meets and exceeds the minimum 80 Hours of Teaching within a Fire Service Related Program. He is presently assigned 'Lead' Fire Instructor for our department in which he has already taught and completed more than 80 hours of training this calendar year in Structural 'Fire Attack' and Hazardous Materials.

Please also note he assumes the same position of three (3) other certified CFSTES/FSTEP Instructors within our Department who have obtained their certification while serving in the positions they now hold. Please reference the "Duty Statement" if necessary for further clarification.

DEPARTMENT OF CORRECTIONS

**Fire Command Instructor:**

Four (4) years in present position as a Fire Suppression Officer; Emergency Incident Command assigned to an 'Engine' Company.

Fire Prevention Instructor:

Four (4) years in present position as a Fire Prevention Officer; responsible for Code Enforcement of CCR Title 19/24 of a State Facility, conduct monthly and quarterly fire prevention inspections.

Seven (7) years additional experience as a Fire Fighter/Security Officer assigned fire prevention inspection duties of State Facilities at Camp Roberts Regional Training Site, Camp Roberts, CA.

Fire Management Instructor:

Four (4) years experience in present position as a Fire Suppression Officer; manage Fire Station Operations, Instructional Course Management, and supervise up to 10 Inmate Fire Fighters assigned to an 'Engine' Company fire crew.

Fire Investigation Instructor:

Four (4) years experience in present position as a Fire Suppression Officer; responsible for Fire Cause and Determination of all fires which occur on his assigned duty shift. Three (3) years experience fire cause and determination while assigned at Camp Roberts, CA.

Fire Apparatus Driver/Operator Instructor:

Both Professional and Volunteer Driver/Operator since 1983; California Dept. of Forestry Fire Apparatus Engineer in 1986; Driver/Operator seven (7) years assigned at Camp Roberts, CA including responsibility of Calif. Department of Motor Vehicles Class "B" Driver Program Administrator and Instructor; Four (4) years experience in present position as a Fire Suppression Officer with duties which include training inmate fire fighters to Drive and Operate Fire Apparatus, EVOC, and Fire Ground Hydraulics.

Please note Mr. Hoffmann obtained his Driver/Operator 1 certification in 1985 as a result of his experience. At that time it became unnecessary for him to attend Driver/Operator 1A and 1B courses to obtain this certification. He did however attend the CDF California Fire Academy, Ione, CA and completed 108 hours of formal Fire Apparatus Driver/

STATE OF CALIFORNIA—YOUTH AND ADULT CORRECTIONAL AGENCY

PETE WILSON, Governor

DEPARTMENT OF CORRECTIONS



Operator Training. Upon completion, he graduated 'Top' student in his class with an overall score of 96.8%.

Hazardous Materials Instructor:

Four (4) years experience in present position as a Fire Suppression Officer; function as a Hazardous Materials Specialist. Per your regulations, at this time Mr. Hoffmann requests duplicate CSFM certificates of his CSTI Hazardous Materials certificates: First Responder Operations, First Responder - Decontamination, Incident Commander, and Technician/Specialist 1A, 1B, 1C, 1D, (1E), 1F, and 1G certificates. Upon receipt, these certificates will then be resubmitted to satisfy this requirement.

In the past five (5) years he has taught Haz-Mat "FRO" for CDF/SLO Co. Fire, "FRO" and "Technician" courses as an "ROP" Instructor for Emergency Training Services, Aptos, CA; and "FRO" and "Specialist" refresher courses here at Avenal State Prison - many times assuming responsibility as Course Manager.

FSTEP Instructor:

Four (4) years experience in present position as a Fire Suppression Officer; responsible for training and leading an inmate 'engine' company fire crew in all aspects of Basic Fire Chemistry, Basic Operations - Structure, Structural Fire Fighting, Wildland Fire Essentials, Wildland Fire Fighting, Basic Emergency Vehicle Operations, Basic Pump Operations, First Responder Operations, and First Responder Operations - Decontamination. Please see CSTI Instructor Certificates attached.

Mr. Hoffmann has also served as a technical Cliff Rescue/Swift Water Rescue team member for nearly four (4) years with Ebbetts Pass Fire Department Search and Rescue. He is currently a Paid Call Fire Fighter with CDF/San Luis Obispo County Fire Co. #14 performing and training similar functions.

Thank you for time and consideration to process this application. Any further inquiries may be directed to me at (209) 386-6089.


L. Rodriguez,
Fire Chief



- **Fire Service: 17 Years, 10 Months Professional
9 Years, 10 Months Volunteer**
 - **Assume Duties as Fire Captain/Acting Chief**
 - **Peace Officer: Over 13 years (P.C. 832/Chemical Agents)**
- **U.S. Patent No. 6267319 & 6659389: "Method and Apparatus for Rolling Up Hose into an Expanded Hose Coil" – Additional patents pending**
- **Phone App and Slide-Rule Inventor and Author of Wildland Fire Hydraulics**
- **California Specialized Training Institute - Hazardous Materials Instructor**
- **State Fire Marshal (PACE II) Certified Fire Instructor in 16 Curriculums**
- **Certified Fire Officer, Fire Investigator 1, Fire Prevention Officer 1**
- **California Department of Forestry Fire Academy - TOP Student**
- **Commercial Driving - Instructor, Administrator, & Proctor
Over 29 years experience w/ "PXS" Endorsements**
- **Emergency Medical Technician 1-A for over 27 years**
- **Published Writer, Photographer, & Videographer**
- **Commissioned Notary Public – State of Oregon**
- **Demonstrated Performance Rated Excellent**
 - **'Office 365' Word, Excel, & PowerPoint**
 - **175.0 College Semester Units**

*Prepared for and by
Richard W. Hoffmann*

Richard William Hoffmann, Sr.

<http://RWHoffmann.com>

123 SW Oregon Trail Drive
Dallas, OR 97338
(775) 455-7341 Direct Cell/Text
rich@hflfire.com - (877) HOSEROLLER [467-3765]

Objective

To secure a demanding administrative position that requires vision, commitment, and integrity to create and achieve goals through 'SAFE' progressive training and effective Team Leadership.

Functional summary - (Patented Inventor, Instructor, Fire/Peace Officer)

Fire Service: 17 Years, 10 Months – Professional [Spanning 21 years - 1979 to 2000]
9 Years, 10 Months – Volunteer [Part-time and full-time]

OSHA Safety Compliance Manager of eleven (11) facilities with over 150 personnel; Haz-Mat/DOT/ Confined Space Entry and School Bus/Fire Apparatus Driver Safety Instructor; and small business owner and author upon retirement as Fire Captain/Peace Officer. Supervise/train incarcerated inmate and civilian firefighters in CPR/First Aid, fire suppression and prevention activities and emergency response/operation of fire/rescue equipment; perform Fire- and Life-Safety inspections; recharge fire extinguishers; test and inspect fire sprinklers, standpipes, and alarm systems; perform emergency incident, station operation, and instructional course management; investigate fire causes; conduct firefighter appointment, evaluation, and termination process; prepare/write reports and other records as required. Released copyright of video w/ over 155,000 international hits [<http://HoseRoller.net>] to Texas A & M University to teach the FASTEST, SAFEST and MOST EFFICIENT fire hoseload/deployment system in Fire Service history at all levels of their Fire Science instructional curriculums.

Employment

1998 – Present

Hoffmann (HFT) Fire & Rescue Technologies and Equipment – CEO and Founder

Dallas, OR 97338

Please go to: <http://HFTFire.com> & <http://FireandLifeSafety.org>

Hose Roller/Coiler; Rescue Winch; Hose Cabinet; Hydraulics Calculator; Fire and Life Safety Consultation

2019 - Present

G and R Auto Wrecking, Inc.

Salem, OR 97301

Safety Compliance Manager – OSHA and State Fire Marshal mandate Coordinator/Instructor/Director

2018 - 2019

TCB Northwest, Inc.

Portland, OR 97216

Hazardous Materials Waste Operations and Emergency Response and Confined Space Entry Instructor

2013 - 2014

Durham School Services, Waukee School District

Dallas Center, IA 50063

School Bus Driving SAFETY & CPR/First Aid Lead Instructor and Supervisory School Bus Route Driver

1980 - 2013

VOLUNTEER - Fire Fighter/Fire Officer/Fire Instructor

Delaware TWN, San Luis Obispo County, Ebbetts Pass, Angels Camp, Murphys, and Bear Valley

2000 - 2008

Napa Valley Wine Country Tours, Magnum Tours, Wine Valley Experience Limousines

Napa, CA 94558

Limousine and Tour Bus Chauffeur, Driving SAFETY Instructor, Event Coordinator, and Hospitality

1994 - 2000

California Department of Corrections and Rehabilitation – Avenal State Prison

Avenal, CA 93401

Please go to: <http://CAExtortion.com>

Correctional Fire Captain/Haz-Mat Specialist & I.C. Instructor [Industrial Disability Retirement]

1985 - 1994

California Military Department - Camp Roberts Fire/Security Department

Camp Roberts, CA 93451

Acting Fire Captain/Peace Officer - California DMV Satellite Facility Administrator/Instructor/Proctor

1981 - 2008

Emergency Medical Technician 1-A and Ambulance Driver

(Certified over 27 years)

Calaveras, Mobile Life Support, Arnold, Valley Springs, and San Andreas Ambulance Services

1979 - 1986

California Department of Forestry

Siskiyou, Butte, Amador/El Dorado, and Tuolumne/Calaveras Ranger Units

Fire Apparatus Engineer

5 Months

(Top Student at Fire Academy)

Fire Fighter 1 (Seasonal)

19 Months

(Structure/Wildland/Air-attack)

Other Related Abilities and Experience:

Patented inventor (2); Critical Incident Stress/PTSD Debriefing/Intervention www.RescueTheRescuer.org
Life Coach/Career and Personal Goal Consultation; World's FIRST Excel Spreadsheet and Wildland Fire Hydraulics Engine Pump Pressure Calculator Android and iPhone phone apps and mechanical slide-rule at <http://HydraulicsApp.com>; World's FIRST functional Fire Hose Cabinet: <http://HoseCabinet.com>; Public speaker; write and produce video instructional training aides; Iowa Insurance 'Producer' Accident/Health and Life agent; wedding, portraiture, and aerial wildland fire-attack photography/videography; Featured artist City of Ankeny, IA <http://RHPhotographics.com>; automotive repair; construction; drywall; plumbing; electrical/telephone installation; land surveying; and fire and chemical gold-ore assaying.

Education (175.0 semester units total)

1991 - 1993	California Specialized Training Institute <i>Camp San Luis Obispo, CA 93405</i> Hazardous Materials Technician/Specialist/Incident Commander/De-Contamination INSTRUCTOR	24.0 semester units
1980 - 2003	California Community Colleges <i>Napa Valley, Allan Hancock, American River, Crafton Hills, Long Beach, and Columbia Colleges</i> Fire Science; Search & Rescue; EMS/Health Occ.; AutoCAD; Forestry/Natural Resources Tech.; G.I.	126.0 semester units
1986	California Department of Forestry Fire Academy <i>Ione, CA 95640</i> Please go to: http://FireHydraulicsApp.com * Graduated Top Student* Basic Fire Engine Operation; Class #14 Emergency vehicle operation/maint.; Basic ICS; Fire station/personnel management; applied hydraulics.	Overall "GAME" Score - 96.8%
1979 - 1980	San Jose State University <i>San Jose, CA 95112</i> Aeronautical Engineering & Maintenance/General Education – Calculus; Inorganic & Organic Chemistry	25.0 semester units

Accreditations:

Commercial Driver's License – A69XXX3	Class "B" (w/ PXS) Driving INSTRUCTOR
State of Oregon – Commissioned Notary Public	Commission Expires 9/13/22 (PASS at 100%)
Emergency Medical Certifications (Over 27 years)	EMT 1-A; CPR/First Aid "BLS" Instructor
California Specialized Training Institute	Haz-Mat Tech./Specialist/IC Instructor
State Fire Marshal Certified Instructor (PACE II - 16 Courses) - California Fire Service Training and Education System and FSTEP	Fire Officer, Instructor 1, Investigator 1, Prevention Officer 1, Fire Command 2E, Vehicle Extrication, Title 19/24, ICS 220, etc.
California Department of Corrections and Rehabilitation	CPOST Apprenticeship Program (4,834 hrs.) P.C. 832/Chemical Agents (80 hrs.)

Patents and publications

- "Wildland Fire Hydraulics – Myth or Math" – 45 page research manuscript sets minimum standards for Wildland Fire Apparatus Driver/Operators to produce effective fire streams per NFPA 1002 & 29 CFR 1910.156 compliance upon instructors meeting NFPA 1041 requirements.
- **Patents 6267319 & 6659389** – "Method and apparatus for rolling up hose into an expanded hose coil." Revolutionary **deployment methods** and utility apparatus for both institutional and municipal fire suppression applications. Go to <http://HoseRoller.info> & <http://HoseCabinet.com>
- Authored "Avenal State Prison Annual Fire Safety Quiz" and training guide – used as the Fire and Life-Safety "Standard" at every Correctional Facility and Base Camp throughout California.
- Considerable aerial video footage of air-attack wildland fire control/mitigation published in the documentary "Fire Fighters in the Sky" on **Discovery Channel**; <http://AA340.HFTFire.com>
- Nearly 500,000 hits on **YouTube** including 93,000+ at: <http://B17.RHPhotographics.com>
- Cover photograph published on the April 1989 issue of the "California State Firefighter's Association" magazine (The last 'SEXIST' "California Fireman" since 1922; 33,000 printed).

Letters of Accommodation:

- Avenal State Prison Warden for my efforts and ability to direct my crew and assist medical personnel to save the life of a Correctional Sergeant who suffered a severe heart attack.
- San Luis Obispo County Fire/CDF – Instructional course management of Haz-Mat training.
- *However, the greatest **REWARD** is always the opportunity to <http://ToMakeADifferenceFor.Us>*

NOTICE OF BACKGROUND CLEARANCE

TO: Richard Hoffman
14248 Sandoval Rd.
Atacadero, CA 93422-6514

FROM: Department of Corrections
Background Investigation Section
Headquarters Office
2201 Broadway
Sacramento, CA 95818-2572

REFERENCE

SSN: ~~545-408-5000~~ 5000

EFFECTIVE DATE: JUL 15 1993

CLASS: Fire Fighter

EXPIRATION DATE: List Life

Conditions of Employment:

- Must be a minimum of 21 years old to be appointed.
- Must obtain U.S. Citizenship within three years of application for employment.
- Must obtain valid medical license within: _____
- Must have a valid driver license to be appointed.

This letter is in regard to your suitability for employment with the California Department of Corrections to the classification (CLASS) identified above. As part of the selection process, the Department has conducted a thorough background investigation into your personal history under the authority of and in compliance with California Government Code Section(s) 1031(d) and/or 18930 and 18931.

The information discovered during the investigation has been reviewed and a final determination of "cleared for hire" has been made. This final determination will be forwarded to the appropriate hiring authority or regional testing center pursuant to Department procedures. Please note, this letter is NOT an offer of employment, but is a courtesy extended to advise you of the final determination which has been made regarding the background investigation. This may be only a part of the entire selection process and does not guarantee an appointment.

This clearance has been issued as of the effective date noted above. At any time prior to appointment, you may be required to update the information regarding your personal history. If your eligibility has elapsed, you may be required to complete a new Personal History Statement prior to appointment in order to extend your clearance beyond the expiration date noted above.

During the effective period of this clearance, it is your responsibility to keep the Background Investigation Section advised of your status. Your failure to advise this Section of any arrest or employment termination for cause could affect your eligibility for employment with this Department. Should additional information, which would have supported action to remove your name from the eligible list, be received during the effective period, this clearance may be revoked.

Questions regarding your eligibility or appointment should be directed to the regional testing center or the personnel office of the facility or unit where your eligibility was established.

L. Bandaccari, Sgt.
L. BANDACCARI, Sgt.

INVESTIGATOR
Background Investigation Section

[Signature]

REVIEWER
Background Investigation Section

- FBI response pending
- Medical referral
- Change in previous determination of _____

Orig - Applicant
Copy - Hiring Authority
Copy - File

STATE OF CALIFORNIA - STATE PERSONNEL BOARD

02/25/94

P.O. BOX 944201

SACRAMENTO, CALIFORNIA 94244-2010

TELEPHONE (916) 653-1703

CALIFORNIA RELAY SERVICE (HEARING IMPAIRED ONLY) 1-800-735-2929 (TDD)

NOTICE OF APPOINTMENT

HOFFMANN
4625 MIRAMON AVE
ATASCADERO

RICHARD W
CA 93422

CLASS TITLE

FIRE FIGHTER, CORRECTIONAL INSTITUTION (NOW AS FIRE CAPTAIN)

HIRING AGENCY

4126 CORRECTIONS--AVENAL STATE PRISON

DUE TO YOUR RECENT APPOINTMENT TO THE ABOVE NAMED CLASSIFICATION, YOUR NAME HAS BEEN REMOVED FROM THE ACTIVE ELIGIBLE LIST FOR THAT CLASS. IF YOU HAVE NOT BEEN APPOINTED OR ARE NOT IN THE PROCESS OF BEING APPOINTED, CONTACT US IMMEDIATELY ON (916) 653-1703.

CLASS CD	LIST TYPE	LIST DTE (MERGED)	AGENCY	SPOT
9001 1	DEPT OPEN	12/16/92	CORRECTIONS	CORRECTION REGION IV

LOCATION

1605 CALIF STATE PRISON AVENAL

AVENAL STATE PRISON

DUTY STATEMENT

REVISED:

APRIL 1995

CIVIL SERVICE CLASSIFICATION:

FIREFIGHTER, CF

POSITION NUMBER:

026-216-9001-002

SUPERVISOR:

FIRE CHIEF

LOCATION:

FIRE DEPARTMENT

DEFINITION:

Under direction of the Fire Chief, duties include but are not limited to: Operation of fire engines, auxiliary and rescue equipment, inspect, maintain and recharge fire extinguishers, conduct fire and safety inspections, test and inspect fire sprinklers, standpipes and alarm systems; write inspection reports and make recommendations for correction of deficiencies; investigate fires to determine causes; train staff and inmates in fire and life safety; train inmate fire fighters in all aspects of first aid, fire prevention, fire suppression, rescue equipment operation, equipment care and maintenance; maintain inmate timecards and supervise inmates in the general fire station housekeeping and upkeep of the surrounding grounds; operate communication equipment; respond to and drive fire apparatus during off-grounds mutual aid responses; maintain records, prepare reports, pre-fire plans and all other reports regarding fire prevention and fire suppression activities.

SPECIFIC DUTIES:

50% Responsible for training inmates in modern fire prevention and fire suppression principles and techniques; fire fighting tools and apparatuses; emergency first aid, cardiopulmonary resuscitation; use and upkeep of motorized firefighting apparatus.

40% Conduct periodical inspections of the prison facility and file written reports and recommendations to the Fire Chief to insure the prison's compliance with all Federal, State, and local laws and regulations concerning hazardous substance, fire prevention and building codes.

10% Maintain records, including inmate timekeeping; prepare inmate work reports. Maintain order and supervise the conduct of inmates in all fire department activities; maintain control of all tools and equipment assigned to the fire department; inspect and maintain firehouse and grounds.

I, RICHARD W. HOFFMAN have received a copy of my duty statement on 10-13-95
(Name) (Date)

Richard W. Hoffman FHC

INDIVIDUAL DEVELOPMENT PLAN

INDIVIDUAL DEVELOPMENT PLAN 04/98
 HOFFMANN, RICHARD W 5033
 FIR FIGHTER/COR IN UNIT 216
 CORRECTIONS / AVENAL STATE PRISON

DATE OF THIS PERFORMANCE DISCUSSION

April 8, 1998

POSITION NUMBER

LAST PERFORMANCE DISCUSSION DATE

DEPARTMENT SUBDIVISION

EMPLOYEE'S HEADQUARTERS

PERFORMANCE OBJECTIVES--Goals for further improvements in job performance during the next year in order to meet or exceed standards for the employee's present job or to develop employee skills

- develop and improve my skills as a supervisor inmates.
- Improve my skills as an instructor of Fire and Life Safety courses.
- Improve instructional course management and presentation skills.
- Improve time management to prioritize and complete tasks/jobs more efficiently.
- Become ultimately prepared to secure a Fire Chief's position.

PLANS FOR ACHIEVING OBJECTIVES--Specific methods by which the employee can work toward accomplishing his or her performance objectives (in-service training courses, college courses, rotation, special work assignments for training purposes, etc.).

1. Attend courses on and off institutional grounds specifically designed to address inmate supervision.
2. Continue education process to become a State Fire Marshall certified Master Instructor.
3. Continue education process to become a State Fire Marshall certified Master Instructor.
4. Attend courses on and off institutional grounds specifically designed to address time management.
5. Accept increase responsibility in all areas present job position and continue education to become a State Fire Marshall certified 'Chief Officer.'

J. Korotjens CDW(A)

I HAVE PARTICIPATED IN A DISCUSSION OF OVER-ALL JOB PERFORMANCE

EMPLOYEE'S SIGNATURE

DATE SIGNED

SUPERVISOR'S SIGNATURE

DATE SIGNED

[Signature] *SMK* *4/8/98*

[Signature] *April 8, 1998*

(Over)

PERFORMANCE APPRAISAL SUMMARY
OF PAST JOB PERFORMANCE OF PERMANENT EMPLOYEES
STD. 637 (2/78) - REVERSE

PERFORMANCE FACTORS	I	M	E*	COMMENTS*
1. QUALITY OF WORK: Consider the extent to which completed work is accurate, neat, well-organized, thorough, and effective.			X	Mr. Hoffman shows professional concern for quality work.
2. QUANTITY OF WORK: Consider the extent to which the amount of work produced compares to quantity standards for the job.			X	
3. WORK HABITS: Consider the employee's effectiveness in organizing and using work tools and time, in caring for equipment and materials, in following good practices of vehicle and personal safety, etc.			X	
4. RELATIONSHIPS WITH PEOPLE: Consider the extent to which the employee recognizes the needs and desires of other people, treats others with respect and courtesy, inspires their respect and confidence, etc.			X	Mr. Hoffmann understands and knows how to get along with co-workers.
5. TAKING ACTION INDEPENDENTLY: Consider the extent to which the employee shows initiative in making work improvements, identifying and correcting errors, initiating work activities, etc.			X	Mr. Hoffmann shows initiative in making work improvements.
6. MEETING WORK COMMITMENTS: Consider the extent to which employee completes work assignments, meets deadlines, follows established policies and procedures, etc.			X	
7. ANALYZING SITUATIONS AND MATERIALS: Consider the extent to which the employee applies consistently good judgment in analyzing work situations and materials, and in drawing sound conclusions.			X	Mr. Hoffmann has shown an outstanding ability to analyze a certain situation and applies his good judgement.
8. SUPERVISING THE WORK OF OTHERS: Consider the employee's effectiveness in planning and controlling work activities, motivating and developing subordinates, improving work methods and results, encouraging and supporting employee suggestions for work improvements, applying policies, selecting and developing subordinates in accordance with State Personnel Board and departmental affirmative action policies.				N/A
9. PERSONNEL MANAGEMENT PRACTICES: Consider the extent to which the employee understands and applies good personnel management practices including affirmative action and upward mobility. Does the employee contribute effectively to the implementation of State Personnel Board and departmental equal employment opportunity policies and to the attainment of affirmative action goals?				N/A

GENERAL COMMENTS OR COMMENTS ON OTHER FACTORS

Mr. Hoffmann displays many positive character traits and is a real asset to the department.

*The supervisor may make "Comments" only, or may use rating categories only, or may use either or both methods of appraisal on any performance factor, as he or she prefers. The rating categories are:

- I - Improvement needed for performance to meet expected standards.
- M - Performance fully meets expected standards.
- E - Performance consistently exceeds expected standards.

STATE OF CALIFORNIA

NOTICE OF PERSONNEL ACTION
REPORT OF APPOINTMENT

PERSONNEL SERVICES DIVISION
ROUTE TO DEPARTMENT OF
MILITARY
006-675-8990-671

ISSUE DATE 04/01/87

EMPLOYEE LAST NAME	FIRST NAME & MID	SOCIAL SECURITY NO	BIRTHDATE	SEX
HOFFMANN	RICHARD W	545-08-5033	04/04/61	MALE

EMPLOYEE ADDRESS	CO. OF EMPLOYMENT
P U BOX 391 ALTAVILLE CA 95221	SAN LUIS OBISPO

DEPARTMENT OF:	CLASSIFICATION TITLE
MILITARY DEPARTMENT	FIRE FIGHTER/SECURITY GUARD

EFFECTIVE DATE	TYPE OF APPT.	APPOINTMENT STATUS	TIME BASE
03/23/87	APPT EMP LIST	CIVIL SERVICE PERMANENT	FULL TIME

SALARY PER	PROBATION PERIOD	PROBATION REPORT DUE	STATE SERVICE	PUBLIC EMPLOYEES RETIREMENT SYSTEM
\$ 2018.00 MONTH	6 MONTHS	04/01/87		SURV - YES RATE DASDI- NO .0800

YOU WILL BE ELIGIBLE FOR A SALARY INCREASE EFFECTIVE 10/87 PAY PERIOD.
 YOU ARE A MEMBER OF THE PEACE OFFICER AND FIREFIGHTERS RETIREMENT PLAN.
 YOU ARE A FULL TIME EMPLOYEE WHICH REQUIRES COMPLETION OF THE WORK WEEK AS SPECIFIED IN THE WORK WEEK GROUP REGULATIONS.
 YOUR APPOINTMENT IS FROM THE OPEN LIST. YOUR NAME WILL BE REMOVED FROM THIS LIST. IF YOU HAVE OTHER LIST ELIGIBILITIES FOR WHICH YOU ARE NO LONGER INTERESTED IN ACCEPTING APPOINTMENT, PLEASE NOTIFY THE STATE PERSONNEL BOARD TO PLACE YOUR NAME INACTIVE. YOUR REQUEST MUST BE IN WRITING AND ADDRESSED TO 801 CAPITOL MALL, SACRAMENTO, CA 95814. PLEASE SPECIFY THE TITLE OF EACH CLASS FOR WHICH YOU WISH YOUR NAME PLACED INACTIVE.
 UNDER G.C. 19141 YOU DO NOT HAVE A RIGHT OF RETURN TO YOUR FORMER POSITION FOLLOWING THIS APPOINTMENT, BUT YOU MAY HAVE PERMISSIVE REINSTATEMENT ELIGIBILITY AS DEFINED UNDER G.C. 19140:
 (1) IF YOU DO NOT WISH TO EXERCISE YOUR RIGHT OF RETURN TO YOUR FORMER POSITION, BUT WISH TO ACCEPT A DIFFERENT POSITION, OR
 (2) IF YOU HAVE PROBATIONARY STATUS AS A CIVIL SERVICE EMPLOYEE.
 FOR COLLECTIVE BARGAINING PURPOSES, YOU HAVE BEEN DESIGNATED AS RANK AND FILE IN BARGAINING UNIT 07.

INDIVIDUAL DEVELOPMENT PLAN

FOR FUTURE JOB PERFORMANCE OF PERMANENT EMPLOYEES
 STD. 637 (10/78)

EMPLOYEE'S NAME (LAST, FIRST, MIDDLE INITIAL) Hoffmann, Richard W.		DATE OF THIS PERFORMANCE DISCUSSION March 1989	
CIVIL SERVICE TITLE FF/SG		POSITION NUMBER 006-675-8990-671	DATE OF LAST PERFORMANCE DISCUSSION March 1988
STATE DEPARTMENT Military Department		SUBDIVISION OF DEPARTMENT Camp Roberts	EMPLOYEE'S HEADQUARTERS Camp Roberts
<p>PERFORMANCE OBJECTIVES - Goals for further improvements in job performance during the next year in order to meet or exceed standards for the employee's present job or to develop employee skills.</p> <ol style="list-style-type: none"> 1. Fire - Update on latest technical information, handling hazardous materials and any new information as it applies to all other aspects of my position. 2. Security - After receiving a clear definition of my duties in this area, become more proficient in all areas of performance and report writing to better prepare myself for a promotional position. 3. EMS - More proficiency comes with practice. 4. Rescue - Obtain any new information one may be missing within the limitations of quantity and quality of our equipment. 		<p>PLANS FOR ACHIEVING OBJECTIVES - Specific methods by which the employee can work toward accomplishing his or her performance objectives (in-service training courses, college courses, rotation, special work assignments for training purposes, etc.).</p> <ol style="list-style-type: none"> 1. Attend all classes provided by the Military Department to handle the hazards within our initial attack area (Camp Roberts). 2. Attend any in-house training and practice skills learned until it is second nature. 3. Attend continuing education and work part time as an ambulance attendant to better maintain these skills. 4. Attend any classes I will be allowed to take time for and practice these skills here utilizing the equipment we have assigned to our apparatus. 	

I HAVE PARTICIPATED IN A DISCUSSION OF OVER-ALL JOB PERFORMANCE

SIGNATURE OF EMPLOYEE <i>Richard W. Hoffmann</i>	DATE 23 MAR 89	SIGNATURE OF SUPERVISOR <i>Robert M. E. King</i>	DATE MAR-18-89
-----------------------------------------------------	-------------------	-----------------------------------------------------	-------------------

(Over)

PERFORMANCE APPRAISAL SUMMARY
 OF PAST JOB PERFORMANCE OF PERMANENT EMPLOYEES
 STD. 637 (2/78) - REVERSE

PERFORMANCE FACTORS	I	M	E*	COMMENTS*
1. QUALITY OF WORK: Consider the extent to which completed work is accurate, neat, well-organized, thorough, and effective.			X	Mr. Hoffman shows professional concern for quality work.
2. QUANTITY OF WORK: Consider the extent to which the amount of work produced compares to quantity standards for the job.			X	
3. WORK HABITS: Consider the employee's effectiveness in organizing and using work tools and time, in caring for equipment and materials, in following good practices of vehicle and personal safety, etc.			X	
4. RELATIONSHIPS WITH PEOPLE: Consider the extent to which the employee recognizes the needs and desires of other people, treats others with respect and courtesy, inspires their respect and confidence, etc.			X	Mr. Hoffmann understands and knows how to get along with co-workers.
5. TAKING ACTION INDEPENDENTLY: Consider the extent to which the employee shows initiative in making work improvements, identifying and correcting errors, initiating work activities, etc.			X	Mr. Hoffmann shows initiative in making work improvements.
6. MEETING WORK COMMITMENTS: Consider the extent to which employee completes work assignments, meets deadlines, follows established policies and procedures, etc.			X	
7. ANALYZING SITUATIONS AND MATERIALS: Consider the extent to which the employee applies consistently good judgment in analyzing work situations and materials, and in drawing sound conclusions.			X	Mr. Hoffmann has shown an outstanding ability to analyze a certain situation and applies his good judgement.
8. SUPERVISING THE WORK OF OTHERS: Consider the employee's effectiveness in planning and controlling work activities, motivating and developing subordinates, improving work methods and results, encouraging and supporting employee suggestions for work improvements, applying policies, selecting and developing subordinates in accordance with State Personnel Board and departmental affirmative action policies.				N/A
9. PERSONNEL MANAGEMENT PRACTICES: Consider the extent to which the employee understands and applies good personnel management practices including affirmative action and upward mobility. Does the employee contribute effectively to the implementation of State Personnel Board and departmental equal employment opportunity policies and to the attainment of affirmative action goals?				N/A

GENERAL COMMENTS OR COMMENTS ON OTHER FACTORS

Mr. Hoffmann displays many positive character traits and is a real asset to the department.

*The supervisor may make "Comments" only, or may use rating categories only, or may use either or both methods of appraisal on any performance factor, as he or she prefers. The rating categories are:

- I - Improvement needed for performance to meet expected standards.
- M - Performance fully meets expected standards.
- E - Performance consistently exceeds expected standards.



CALIFORNIA ARMY NATIONAL GUARD
HEADQUARTERS, CAMP ROBERTS
CAMP ROBERTS, CALIFORNIA 93451-5000

REPLY TO:
ATTENTION OF

December 23, 1993

Fire Department

Elaine Carufel, Sheila Bryce, Judy Paulson
809-H Bay Avenue
Capitola, California 95010

To whom it may concern:

Richard W. Hoffmann, 545-08-5033 has been employed by the State of California Military Department in the capacity of Firefighter/Security Officer. He was assigned to Camp Roberts Fire/Security Division as a Permanent Intermittent from May 1, 1985 to September 30, 1985. Richard became a Permanent Full-Time Employee March 23, 1987 to present, many times serving as Acting Captain.

His duties have included Wildland and Structure Fire Suppression, Fire Apparatus Driver/Operator, Emergency Medical Treatment, Hazardous Materials Response, Rope Rescue, Vehicle Extrication, Fire Prevention Inspections, and Fire Investigation.

Some of his certificates include Fire Officer, Fire Instructor 1, Fire Prevention Officer 1, Hazardous Materials Specialist, Hazardous Materials First Responder, and On-Scene Incident Commander Instructor.

As the Assistant Department Training Officer, Richard has instructed in all subject areas listed above. If you have any questions please call (805) 238-8406.

Sincerely,

Winfred D. Breland
Winfred D. Breland
Chief, Camp Roberts

EXHIBIT "A"

NAME: R. L. W. Hoffmann MONTHLY PAY RATE: 4228.00 MGR: TC-ESRPT/28-MAY (2) COMPUTED HOURS: 216
 CSA #: 545-08-5033 INCENTIVE PAY (TIME): 6.65⁰⁰ Physical - 25⁰⁰ KONTAKY 4368.00
 CLASS TITLE: ELDERLINE PAY PERIOD: APR 1999 DATES INCLUDED: 5-2-99 TO 5-31-99 999
 POSITION #: _____ SHIFT SCHEDULE (S/D): _____ SHIFT HOURS: 0730 - 4730 P.M.T. # _____

DATE	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	TOTAL HOURS
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								
27								
28								
29								
30								
31								
TOTAL HOURS								<u>216.50 (P.C.)</u>

MONTHS REPORTED (M): 2/16 HOURS WORKED (HW): 2 1/2 OF HOURS (O-TIME): 4 HOURS OF SHIFT TIME, O.T. INCREASE - A.P.M. TO 4 A.M. (MAYBE)

MONTHLY SALARY X MONTHS / WORK PERIOD = 4032.00 (a) MONTHLY SALARY X MONTHS / WORK PERIOD = 4032.00 (a)

ADJ. MONTHLY SALARY + INCENTIVE PAY + OVERTIME = 4032.00 (b) MONTHLY SALARY + INCENTIVE PAY + OVERTIME = 4032.00 (b)

MONTHLY RATE + SHIFT RATE / (216 X 12 / 13) = 20.22 (c) MONTHLY RATE + SHIFT RATE / (216 X 12 / 13) = 20.22 (c)

1/2 OF HOURS X PLAN .5 RATE = 40.44 (d) 1/2 OF HOURS X PLAN 1.5 RATE = 120.33 (e)

.5 COMP. + 1.5 COMP. + GR. SHIFT = 40.44 (f) TOTAL OT COMP. = 160.66 (g)

REGULAR: 216 HOURS X 20.22 = 4368.00 (h) (Regular)

WEEKEND: 4 HOURS X 20.22 = 80.88 (i) (Weekend)

OT COMP. + 1.5 COMP. + GR. SHIFT = 40.44 (j) (Regular)

TOTAL GROSS PAY: 4809.32

EMPLOYER SIGNATURE: _____ SUPERVISOR'S SIGNATURE: _____

NOTE: We do NOT receive payment for our 'Physical Fitness' and 'Education Incentive' every 28 days or thirteen (13) times each year. Therefore, these funds SHALL NOT be calculated (added) directly to our 'ADJUSTED MONTHLY SALARY' (which falsely increases our HOURLY "1.0 Rate"). This method of calculation will then falsely increase the 'Overtime' hourly "1.5 Rate" and ".5 Rate" and results in an OVERPAYMENT for time worked in a given QUALIFYING 'overtime' period. As such, please also further investigate the minimum number of hours a Fire Fighter must work in a 28 DAY PERIOD. As you well know, this 28 DAY time period is NOT the same as a CALANDER MONTH (refer to the Correctional Officer's Training Schedule). If you still feel 'unfairly' for the EXTRA .5 Rate time (4 hours) on this basis for the MONTH OF MAY, it is listed above as 'IF ELIGIBLE' ONI Y1 (do NOT ...)

California

Department of Corrections
Avenal State Prison**Memorandum**

Date : December 7, 1999

To : W. M. Mayfield, Associate Warden via L. Rodriquez, Fire Chief

Subject: **Addendum To Previously Submitted Memorandum Dated December 2, 1999: Memorandum of Understanding, Sec. 17.02; Firefighter Hours of Work and Compensation Discrimination Practices; Retaliatory Tactics From FF/CI P. R. Mitchell and FF/CI D. C. Dixon; March 1994 (through March 26, 1999)**

Upon writing the memorandum dated December 2, 1999, several discoveries were made. Please allow me to clarify the following:

To begin, the referred *199.38 ACTUAL hours worked* and resulting 12.62 hours "*SHORT*" or deficiency of the *Mandatory 212 hour minimum* worked in an established Fair Labor Standards Act (FLSA) twenty eight (28) day period, is an *AVERAGE* per twenty eight (28) day work period calculated over an entire *calendar year*.

The current [EXHIBIT "B"] and proposed [EXHIBIT "C"] Memorandum of Understanding (MOU) is very specific. Section 17.02, Paragraph (A) specifically states: "The work schedule for full-time 7k exempt Firefighters on twenty four (24) hour shifts employed by the Department of Corrections shall be up to two hundred and sixteen (216) hours (very important) in a twenty-eight (28) day work period. Please see the "Bargaining Unit 6, 7k Period" [EXHIBIT "D" attached] and the "Avenal State Prison 7K Work Periods Calendar" [EXHIBIT "E" attached].

- In other words, it is *agreed* 7k exempt Firefighters will not work and *SHALL NOT be scheduled more than nine (9) twenty four (24) hour shifts* in a twenty-eight (28) day work period.

Also, Section 17.02, Paragraph (D) specifically states: All full-time 7k exempt Firefighters shall be normally scheduled nine (9) twenty four (24) hour shifts per pay period, except Firefighters at NCWF, (SATF, SVSP), and Lancaster.

- To further clarify, it is *agreed* we shall be scheduled nine (9) twenty four (24) hour shifts per pay period or twelve (12) times each calendar year.

Now we must multiply nine (9) twenty-four (24) hour shifts by the number of pay periods per year to determine the number of shifts per year. The result is one hundred and eight (108) twenty-four (24) hour shifts per calendar year.

The next step is to determine the number of twenty four (24) hour shifts in each of the thirteen (13) *annual* FLSA established twenty eight (28) day periods [EXHIBIT "D" and EXHIBIT "E" attached] to determine if in fact time worked is compensable as "*OVERTIME*." The result is eight (8) with a remainder of four (4). We then subtract four (4) from the thirteen (13) FLSA twenty-eight (28) day work periods which equals a difference of nine (9). Or in plain English:

- It is agreed per current [EXHIBIT "B"] and proposed [EXHIBIT "C"] MOU contract language each and every 7k exempt Firefighters work nine (9) twenty eight (28) day work periods which contain only eight (8) twenty four hour shifts [one hundred and ninety two (192) hours worked; twenty (20) hours short of the FLSA minimum for the purposes of "overtime" calculation].
- Additionally, each and every 7k exempt Firefighter works ONLY four (4) twenty-eight (28) day work periods, which do contain nine (9) twenty four (24) hour shifts. This means the four (4) hours of EXTRA half-time which is compensable per FLSA continues to be paid UNLAWFULLY each and every pay period regardless if the FLSA minimum is/was ever met since the "FLSA Attendance/Worksheet" [EXHIBIT "A"] was first utilized plus or minus twelve (+12) years ago.

To further clarify, nearly 70% of the FLSA established twenty-eight (28) day work periods only contain 192 hours in which all 7k exempt Firefighters work State-wide. In other words, a twenty four (24) hour shift of "overtime" ("overtime" as determined by the "FLSA Attendance/Worksheet" [EXHIBIT "A"]) worked in one of these nine (9) periods will bring the resulting 'total hours worked' up to the agreed MOU contract language maximum of two hundred sixteen (216) hours worked... And therefor should only be compensable for the four (4) hours of EXTRA half-time (approximately \$40.00) per Section 17.02, paragraph (A) "in accordance with the provisions of the Fair Labor Standards Act." [EXHIBIT "B" and EXHIBIT "C" attached].

- If we use a Firefighter's artificially inflated "1.0" hourly rate at \$20.00 per hour, [please compare to Sec. 17.02, (E)(1) for the "*TRUE*" and agreed formula] the Premium "1.5" OVERTIME rate then becomes \$30.00 per hour. The current "FLSA Attendance/Worksheet" form [EXHIBIT "A" attached] yields seven hundred and twenty dollars (\$720.00) for EVERY "extra" twenty four (24) hour shift worked which results in an OVERPAYMENT of six hundred and eighty dollars (\$680.00) in which the State of California has ABSOLUTELY NO OBLIGATION TO REMIT! [\$720.00 "Premium Overtime" (and I mean PREMIUM!) minus \$+40.00 of EXTRA half-time equals \$680.00!].

Not only does this reveal SEVERE misappropriation of State Funds CONTINUES to occur each and every month in which 'alleged overtime' occurs, but now it must be determined if the Firefighter's work schedule was assigned and approved as stated in the current [EXHIBIT

"B"] and proposed [EXHIBIT "C"] Memorandum of Understanding (MOU). Remember, all 7k Exempt Firefighters cannot be scheduled more than nine (9) twenty four (24) hour shifts in a twenty eight (28) day work period AND must be scheduled to EXACTLY nine (9) twenty four hour (24) shifts per pay period.

Two (2) questions:

- "Has the *work schedule* been unknowingly approved to assign the Fire Fighter, Correctional Institution's at Avenal State Prison (and ALL other Institutions State-wide) more than nine (9) twenty four (24) hour shifts in a twenty eight (28) day work period as established by 'THE' "Avenal State Prison 7K Work Periods Calendar" [EXHIBIT "E" attached]?"

AND

- "Is it possible each Fire Fighter, Correctional Institution has NOT received the resulting "LAWFUL" overtime they in fact earned "in accordance with the provisions of the Fair Labor Standards Act" if they were inadvertently SCHEDULED more than two hundred and sixteen (216) hours in any established twenty eight (28) day period?" Perhaps only an audit could prove either way.

I hereby do NOT waive and maintain any and all rights of protection provided me in the disclosure of this information. I request your immediate investigation and patiently wait your response to the statements contained herein. As I stated earlier this date, for my personal protection, I request the immediate notification the moment FF/CI P. R. Mitchell and FF/CI D. C. Dixon are informed of a pending investigation (if any). I feel failure to do so WILL put my person unknowingly in peril danger out of genuine fear of the threats placed on my person from March 1994 through March 26, 1999. [The threat of severe bodily injury and DEATH ("sickle" shaped knife blade (concealable weapon by all definitions) discovered in my Fire House "in-box" on the "Staff" desk (and therefor accessible to Inmates) on March 9, 1999].

Hence, the four (4) unknown white tablets discovered in my personal drinking beverage with assigned with FF/CI D.C. Dixon: The same date (March 26, 1999) of my meeting with you at approximately 1000 hours in your office regarding my concern for my personal safety while assigned UNSUPERVISED with this particular "co-worker." As I recall, you stated I should, "Take it like a man!" and just "...get along!"

Please note, I thought it was rather odd you felt it was more important for me to have spent time typing my recently completed (hand written) Fire Inspection Reports (a task which can be accomplished by an inmate at \$0.27 per hour) instead of completing the above clarified statement and details contained herein. I simply utilized this time efficiently as I waited for you to return from the Fire House to deliver to my temporary work station the computer disk which contained the 'blank' Fire Inspection form I had requested to complete each report. A disk you stated you were unable to recover and therefor were unable to deliver to me complete this worked on the computer as you requested.

Please also note, I feel a bit 'uneasy' regarding the timing of the process exercised to terminate me from my "transitional" light-duty assignment effective December 13, 1999

[EXHIBIT "F" attached]. Though I had a lengthy conversation with Bonnie Massey, Health and Safety, this date regarding my concerns, I have been working very hard to generate revenue (CEASE AND PREVENT THE CONTINUED SEVERE MISAPPROPRIATION OF STATE FUNDS) for the State of California; my employer of nearly sixteen (16) years total 'SERVICE' (to make a difference).

Perhaps it has not yet set in my conservative estimate using the "current" formula [If only an average of thirteen (13) hours of TOTAL "OVERTIME" per month, per Institution State-wide] *causes an extra +\$15,000 in expenditures per month in which the State has absolutely no obligation to remit...* times twelve (12) pay periods per year... times twelve (12) calendar years since its inception. You can 'crunch' the DECEPTIVE numbers which I now refuse to continue to record on my Official Time-Keeping records just to maintain the "status quo."

Lastly, I do not agree with your (twice) denial of my recent mileage reimbursement "Travel Expense Claim" form submitted on 12/3/99 for an unnecessary trip to Corcoran State Prison; rescheduled appointment without any notification to Avenal State Prison. These were circumstances clearly out of both my and Avenal State Prison's control. Please see the personal notation, "Change to December 3, 1999" and signature of the Corcoran State Prison In-Service-Training Manager, Lt. C. M. Scavetta written on December 2, 1999 [EXHIBIT "H" attached].

Again, may I make it perfectly clear that I fear for my personal safety and that of all my family members. You have been Officially notified.

Your anticipated cooperation is greatly appreciated.

Respectfully submitted,



R. W. Hoffmann,
Fire Fighter, C.I.

Attachments:

- EXHIBIT "A" FLSA ATTENDANCE/WORKSHEET FORM
- EXHIBIT "B" 17.02 FIREFIGHTER HOURS OF WORK AND COMPENSATION (CURRENT MOU)
- EXHIBIT "C" CURRENT 17.02 FIREFIGHTER HOURS OF WORK AND COMPENSATION (PROPOSED MOU)
- EXHIBIT "D" BARGAINING UNIT 6, 7K PERIODS
- EXHIBIT "E" AVENAL STATE PRISON 7K WORK PERIODS CALENDAR
- EXHIBIT "F" NOTICE OF TERMINATION FROM LIGHT DUTY ASSIGNMENT; DECEMBER 7, 1999
- EXHIBIT "G" TRAVEL EXPENSE CLAIM FORM; DECEMBER 3, 1999
- EXHIBIT "H" CORCORAN STATE PRISON IN-SERVICE-TRAINING MEMORANDUM; OCTOBER 12, 1999

cc: File

NOT EXECUTED UNTIL MARCH 17, 2002 - FLSA VIOLATION!

BARGINING UNIT 6, 7K PERIODS

<i>MONTH(S) IN WORK PERIOD</i>	<i>WORK PERIOD</i>
OCTOBER 05, 1998 THROUGH NOVEMBER 01, 1998	4 WEEKS IN OCTOBER
NOVEMBER 02, 1998 THROUGH NOVEMBER 29, 1998	4 WEEKS IN NOVEMBER
NOVEMBER 30, 1998 THROUGH DECEMBER 27, 1998	1 DAY IN NOVEMBER AND 4 WEEKS IN DECEMBER
DECEMBER 28, 1998 THROUGH JANUARY 24, 1999	4 WEEKS IN DECEMBER AND 3 WEEKS IN JANUARY
JANUARY 25, 1999 THROUGH FEBRUARY 21, 1999	1 WEEK IN JANUARY AND 3 WEEKS IN FEBRUARY
FEBRUARY 22, 1999 THROUGH MARCH 21, 1999	1 WEEK IN FEBRUARY AND 3 WEEKS IN MARCH
MARCH 22, 1999 THROUGH APRIL 18, 1999	3 DAYS AND 1 WEEK IN MARCH 2 DAYS AND 2 WEEKS IN APRIL
APRIL 19, 1999 THROUGH MAY 16, 1999	2 WEEKS IN APRIL AND 2 WEEKS IN MAY
MAY 17, 1999 THROUGH JUNE 13, 1999	2 WEEKS AND 1 DAY IN MAY 4 DAYS AND 1 WEEK IN JUNE
JUNE 14, 1999 THROUGH JULY 11, 1999	2 WEEKS AND 3 DAYS IN JUNE 2 DAYS AND 1 WEEK IN JULY
JULY 12, 1999 THROUGH AUGUST 08, 1999	3 WEEKS IN JULY AND 1 WEEK IN AUGUST
AUGUST 09, 1999 THROUGH SEPTEMBER 05, 1999	3 WEEKS AND 2 DAYS IN AUGUST 3 DAYS IN SEPTEMBER
SEPTEMBER 06, 1999 THROUGH OCTOBER 03, 1999	4 WEEKS IN SEPTEMBER AND 1 DAY IN OCTOBER
OCTOBER 04, 1999 THROUGH OCTOBER 31, 1999	4 WEEKS IN OCTOBER
NOVEMBER 01, 1999 THROUGH NOVEMBER 28, 1999	4 WEEKS IN NOVEMBER
NOVEMBER 29, 1999 THROUGH DECEMBER 26, 1999	2 DAYS IN NOVEMBER 4 WEEKS IN DECEMBER

MEMORANDUM

Date : February 8, 1999

To : **W. Mayfield,** via **L. Rodriquez**
A.W. Business Services Fire Chief

From : **R. W. Hoffmann,**
Fire Fighter, C.F.

Subject : **Discriminatory Practices; Retaliation; Hostile Work Environment; On the Job Verbal Harassment and Abuse; Excessive Profanity/Demeaning, Judgmental Behavior from FF/CF P. R. Mitchell**

Per your request following my meeting with L. Rodriquez, Fire Chief at approximately 0830 hrs on February 4, 1999, the following document is submitted.

To begin, I am very unhappy I must resort to this level of 'record' in an attempt to resolve the continued verbal abuse I receive from FF/CF P. R. Mitchell. There have been MANY incidents during the past 4 years, 11 months of my employment at the Avenal State Prison Fire Department in which I have received repeated judgmental, condescending remarks and gestures. The following examples are the most recent in which I will *cease* to 'step-over' in attempt to maintain the 'peace' (Let us define 'PEACE' as: 'Lack of opposition to absolute power and control I feel FF/CF P. R. Mitchell utilizes every excuse to enforce.')

Please note, I felt the need to file similar documentation to cite 'Sexual Harassment' and a 'hostile work environment' over a year ago when FF/CF P. R. Mitchell yelled at the top of his lungs as he accused me of engaging in '*felatio*' with my supervisor Fire Chief L. Rodriquez ("*...Sucking his cock... etc., etc., etc.*"). Though this conversation occurred in the 'Staff Office', I truly believe the tumultuous delivery was well heard within the audible range of several Fire House Inmates waiting in the 'Day Room' area prior to the usual Morning Meeting.

I believe the following is retaliatory in nature of the original EEO Compliant referenced above. Although the first filing created the desired result, the effects were only temporary. The following is a brief summary of the most significant events.

At approximately 1600 hours on Tuesday, February 2, 1999, (upon arriving to work from approved Leave) I stood in the Staff Office as FF/CF Mitchell was exercising in 'his' Staff Dorm. FF/CF Mitchell went on to explain how my indicating an approved Shift Swap Worked (SSW; on January 15, 1999 for a Shift Swap Absent (SSA) on December 4, 1998) on my '998 Time Cards' caused his '998 Time Card' to be rejected

Memorandum

Date : February 17, 1999

To : R. W. Hoffman, Firefighter, C.F.


Subject : **LETTER OF EXPECTATIONS AS TO ON DUTY CONDUCT**

An EEO complaint has been filed by Richard Hoffmann, Firefighter, alleging Retaliation by Patrick Mitchell, Firefighter at Avenal State Prison. This matter is being reviewed by the Warden and may be referred for an investigation. Due to the serious nature of the allegations, I want to communicate my expectations.

It is my expectation that while you are on duty, you will conduct yourself in a respectful, courteous and professional manner at all times with each other, and with other staff and inmates. This includes verbal interchanges, written documents, as well as any physical conduct.

It is also my expectation that any unprofessional conduct be reported to me in writing immediately.

Your cooperation is fully expected and appreciated. You will be notified of the results of the investigation by the EEO Coordinator, D. Henderson-McBean.


W. Mayfield
Associate Warden
Business Services
Avenal State Prison


L. Rodriguez
Fire Chief
Avenal State Prison

Received by: 

Date: 2-22-99

DEPARTMENT OF CORRECTIONS
P.O. Box 942883
Sacramento, CA 94283-0001



PERSONAL AND CONFIDENTIAL

March 25, 1999

Richard Hoffman
Avenal State Prison
#1 Kings Way
Avenal, CA 93204

Dear Mr. Hoffman:

This is to inform you that the discrimination complaint you filed has been assigned to EEO Investigator Gary Higgins.

Mr. Higgins will begin the investigation the week of March 29, 1999. We will keep you apprised of the progress made during the investigation.

If you have any questions, please contact me, at (916) 322-9520.

Sincerely,

A handwritten signature in cursive script, appearing to read "Antonio Aguilar".

ANTONIO AGUILAR
Program Manager
Discrimination Complaint Unit

cc: Mike Madding, Warden, AVE
D. Henderson-McBean, EEO Coordinator, AVE
Gary Higgins, Investigator

HOFFMANN, RICHARD W.		#2	3-26-99
5 YEARS, 1 mo.	FIRE HOUSE	1625 HOURS	3-26-99
0730-0730 HRS			

<input type="checkbox"/> Primary			
<input type="checkbox"/> Responder			
<input type="checkbox"/> Witness			
<input type="checkbox"/> Victim			
<input type="checkbox"/> Camera			
<input type="checkbox"/> Lethal	<input type="checkbox"/> 37mm	<input type="checkbox"/> Mini-14	<input type="checkbox"/> Lethal
<input type="checkbox"/> Less Lethal	<input type="checkbox"/> Baton	<input type="checkbox"/> Shotgun	<input type="checkbox"/> Less Lethal
<input type="checkbox"/> Physical	<input type="checkbox"/> OC	<input type="checkbox"/> Handgun	<input type="checkbox"/> Physical
<input type="checkbox"/> None	<input type="checkbox"/> Other	<input type="checkbox"/> Other	<input type="checkbox"/> None

<input type="checkbox"/> Yes		<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
<input type="checkbox"/> No		<input type="checkbox"/> No	<input type="checkbox"/> No

<input type="checkbox"/> Yes		<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
<input type="checkbox"/> No		<input type="checkbox"/> No	<input type="checkbox"/> No

AT APPROXIMATELY 1520 HOURS, I REPORTED TO A SECURITY MEETING WITH W. MAYFIELD, A W. BUSINESS SERVICES AT THE MAIN ADMINISTRATION BUILDING TO DISCUSS WITH HIM ACTIVITIES CONDUCTED BY PFC D.L. DIA INCLUDING PERSONAL CELLULAR PHONE USE AT THE FIRE HOUSE AND REFERENCE TO THE PENDING EEOC FILED AGAINST PFC P.A. MA IN THE PRESENCE OF THE FIRE HOUSE INITIATIVES.

I LEFT MY ORANGE JUICE (IN A LARGE STYROFOAM SOUP CONTAINER PURCHASED FROM THE SNACK BAR) ON THE STAFF DESK. UPON MY RETURN AT APPROXIMATELY 1555 HOURS, I FOUND AN ORANGE CONTAINER IN THE SAME POSITION I HAD

[Signature] R. HOFFMANN
 3-26-99

Last Name, First Name, Initial	Badge #	Incident Date	Incident Log #
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Continuation of Report
 Additional Information
 Clarification Request

LEFT IT. THE CONTAINER WAS HALF FULL AT THE TIME, AND APPEARED IT HAD NOT BEEN TAMPERED WITH. DURING THE NEXT 30 MINUTES UNTIL APPROXIMATELY 1625 HRS, I DRANK FROM THE CONTAINER UNTIL THE STRAW SUDDENLY STOPPED TO FUNCTION. UPON LIFTING THE STRAW OUT OF THE LID, THREE (3) SMALL WHITE TABLETS OF UNKNOWN ORIGIN WERE STUCK IN THE BOTTOM 1/4" PORTION OF THE STRAW. UPON FURTHER INSPECTION, A FOURTH WHITE TABLET WAS FOUND IN THE BOTTOM OF THE CONTAINER WITH THE REMAINING APPROXIMATE ONE (1) OUNCE OF FLUID.

I PLACED THE STRAW BACK INTO THE CONTAINER, PLACED THE CONTAINER IN THE FIRE DEPARTMENT TRUCK (ENGINE-3 CAB), DRESSED IN MY UNIFORM, AND REPORTED TO LT. ANDRASKI AT THE WATER OFFICE.

UPON INFORMING LT. ANDRASKI OF DETAILS OF THE PENDING ERDC AND FELP DC DUBOIS'S ACTIVITIES, I TRANSFERRED CUSTODY OF THE EVIDENCE AND LT. FA. BROOKS WAS SURMISED TO ANALYZE THE TABLETS FOUND.

UPON EXAMINATION, ALL NARCOTIC TEST CAME BACK NEGATIVE AT 1740 HOURS, W. MAYFIELD WAS ADVISED AT HOME OF THE CIRCUMSTANCE AND MY PLANS TO RELIEVE MYSELF OF DUTY ON SICK LEAVE (WORKMEN'S COMP.)

AT 1750 HOURS A MESSAGE WAS LEFT ON FIRE CHIEF L. RADZINSKI'S ANSWERING MACHINE.

ARRANGEMENTS WERE MADE TO REPORT TO THE MAIN INFIRMARY TO BE OR MEDICALLY EXAMINED BY AN R.N.

Reporting Officer's Signature: *[Signature]* Date: 3-26-99

Reviewer's Signature: *[Signature]* Date:

Absence of: Clarification Needed:

(Print in ink or employees can personally type or complete this form on a computer) (At no time will this form be completed by anyone other than the reporting employee)

RECEIVED TIME JUN. 4. 11:17AM

Last Name, First Name, Initial HOFFMANN, RICHARD W.	Badge # 12	Incident Date 3-26-99	Incident Log #
--------------------------------------------------------	---------------	--------------------------	----------------

Continuation of Report Additional Information Clarification Request

Narrative:
 AT THE TIME OF THE REPORT WRITING, I AM EXPERIENCING A FUNNY TINGLY SENSATION AND SLIGHT BITTER TASTE IN MY MOUTH, LIGHT DIZZINESS AND A SENSE OF MUCH ANTICIPATION + ANXIETY. IT IS UNKNOWN IF THE SYMPTOMS ARE A DIRECT RESULT OF THE UNKNOWN SUBSTANCE FOUND IN THE CONTAINER.
 PLEASE NOTE, I AM VERY CONCERNED FOR FUTURE RETALIATORY MEASURES WHICH MAY COMPROMISE THE SAFETY OF MY PERSON AND THAT OF MY FAMILY. I REQUEST IMMEDIATE RESOLUTION AND AN END TO ANY SHIFTS I AM SCHEDULED TO WORK WITH EITHER FELIX P.A. MITCHELL OR ERIC DE DION.

UPON RETURNING FROM MY MEDICAL EVALUATION AT THE MAIN INFIRMARY (BP 150/100 + PULSE ABOVE 100 DUE TO AMPHETAMINE POISONING/INTOXICATION, IT WAS VERBALLY CONFIRMED THAT THE AMPHETAMINE TEST DID EVENTUALLY CONFIRM AS POSITIVE.

AS A RESULT, THE EVIDENCE (32oz STEROPHARM CUP, LID, 1oz of ORANGE JUICE, PLASTIC STRAW, W/ THREE (3) AMPHETAMINE TABLETS, PLUS ONE (1) REMAINING (FOUR (4) STRAW) AMPHETAMINE TABLET WAS PLACED UPON PROPER LABELING/MARKING AND LOGGED ACCORDINGLY IN AN EVIDENCE LOCKER AND FWD'D TO SACRAMENTO DISTRICT ATTORNEY WHO STATED "TIC-TAC MIND IN A STRAW"

Reporting Officer's Signature 	Date 3-26-99
Reviewer's Signature R. Hoffmann	Date 3-26-99
<input type="checkbox"/> Approved	<input type="checkbox"/> Clarification Requested

(Print in ink or employees can personally type or complete this form on a computer)
 (At no time will this form be completed by anyone other than the reporting employee)

DAVID C. DIXON WAS FULLY EXONERATED - BECAUSE HE HAD EVIDENCE OF COUNTLESS WRONG-DOINGS FROM ALL SUPERVISOR STAFF GOING BACK 10 YEARS. BUT MORE IMPORTANTLY HIS INCARCERATION WOULD EXPOSE BOTH STATE & FEDERAL PUBLIC FUNDING EMBEZZLEMENT AS CO-AUTHOR TO FAULSIFIED TIME-RECORDS.

RECEIVED TIME JUN. 4. 11:17PM

MEMORANDUM

LATER FABRICATED
TO FALSIFY THE OFFICIAL
RECORD IN THAT THE
DATE IS 72 HOURS



DATE: Tuesday March 23, 1999

TO: D. Andrade
Watch Commander/Third Watch
Avenal State Prison

BEFORE THE INCIDENT!

FROM: M. Nuckles
Correctional Officer
Avenal State Prison

DATE OF INCIDENT - MARCH 26, 1999

RE: Narcotics Testing

At approximately 1715 hours, I assisted Lieutenant F. Brooks attempt to identify an unknown substance using the Narcotics Identification System (NIK) Polytesting Kit.

Testing was done for the following narcotics:

Test A: Opium Alkaloids
Codeine
Amphetamines

Test B: Heroin
Codeine
Morphine

Test G: Cocaine

Test J: PCP - Phencyclidine

All test resulted with negative results.

M. Nuckles
M. Nuckles
Watch Search and Escort Officer
Avenal State Prison

AFTER 30 MINUTES FROM
THE ORIGINAL EVALUATION
THE AMPHETAMINES TEST WAS
VERBALLY DECLARED/CONFIRMED

POSITIVE ...
AS WITHIN THE EVIDENCE
WAS LOGGED AND PLACED
IN AN EVIDENCE LOCKER AND
THE (ALTERED/DESTROYED) SAME
EVIDENCE WAS FORWARDED TO
SACRAMENTO, DO'S HQ'S;
- THEY STATED, "THE-TAC MONT
STUFFED IN BOTTOM OF A STRAW."

RECEIVED TIME JUN 4 11:17 AM

06/04/98 12:08 FAX 559 388 7408

BSSO

3202 CUP, 40 STRAW, 102 OR ORANGE JUICE AND FOUR (4) COMPACTED
TABLETS WERE FREELY DESTROYED - D.C. DIXON WALKS TODAY!

STATE OF CALIFORNIA—YOUTH AND ADULT CORRECTIONAL AGENCY

EXHIBIT "F"

PETE WILSON, Governor

DEPARTMENT OF CORRECTIONS

Avenal State Prison
P.O. Box 8
Avenal, CA 93204



December 7, 1999

Richard Hoffmann
P.O. Box 7253
Napa, CA 94558

Dear Mr. Hoffman:

Per your treating physician's note dated November 3, 1999, you were offered a light duty assignment which began November 15, 1999. While on that assignment you had several absences that were discussed with you by Sally McVicar, acting Health and Safety Officer. You indicated that you would try to improve your attendance. However, your attendance continues to be a problem.

It is apparent that you are not able or willing to perform the duties of your light duty assignment. This letter will serve as notice that as of December 13, 1999, your assignment will end. After that date you can either return to work full duty if authorized by your treating physician or you can go off on sick leave with substantiation attached to your 998's.

If I can be of assistance to you or can answer any questions for you, please do not hesitate to contact me at (559) 386-6011 or extension 5034.

Bonnie Massey

Bonnie Massey
Health & Safety Officer

cc: L. Rodriguez
W. Mayfield
A. Pyle