

**CALIFORNIA STATE ATHLETIC COMMISSION**

2005 Evergreen Street Suite #2010 Sacramento, CA 95815

www.dca.ca.gov/csac/ - (916) 263-2195 FAX (916) 263-2197

Commissioner John Frierson, Chair | Executive Officer, Andy Foster**INSPECTOR TRAINING**

Saturday, December 7, 2013

11:30am – 3:30pm

Big John McCarthy's Ultimate Training Center
25385 Rye Canyon Road
Valencia, CA 91355

AGENDA

- | | |
|---|-----------------------------------|
| 1. Opening Statements | Executive Officer |
| 2. Plans and Development for CSAC | Executive Officer |
| 3. Referee Forum | Jack Reiss |
| 4. Principles and Practices During Events | Mark Relyea |
| 5. Drug Testing Procedures | Mark Relyea/Rick Estrada |
| 6. Hand Wraps | Juanito Ibarra/Executive Officer |
| 7. Round Table Discussion | Executive Officer/Lead Inspectors |

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INSPECTOR TRAINING

Principles and Practices During Events

- Ethics and Conflicts of Interest
- Arriving at venue
- Dressing Room Operations
- Systematic Inspection
 - Medicines for cuts
 - Gloves
 - Wraps
 - Equipment
- Box Office Audits
- Monthly Timesheets / Travel Guides



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INSPECTOR TRAINING

Consistency Amongst Inspectors

DRESS CODE (EVENTS)

- Jacket and Tie (unless low level event requiring polo t-shirt and slacks).
- Jacket and Tie are required in all casinos.
- Jacket and Tie are required for visiting personnel and trainees

FINES

- Fines are for violations (they should occasionally be used for repeat offenders)
 - Athlete being late to a weigh-in
 - Chief Seconds allowing unlicensed personnel in the locker room
 - Failure to comply with instructions

NO CASH POLICY ACCEPTED BY CSAC

- Lead Inspectors are responsible to ensure that no cash is accepted by CSAC personnel

DRUG TESTING PROCEDURE REVIEW

- Instructions
- Chain of Custody Report
- Laboratory Forms
- Packaging

HAND WRAPPING PROCEDURES



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- Practical Exercise
- Demonstration

INSPECTOR TRAINING

Training and Development of Personnel

We are receiving a large amount of newly hired inspectors.

- It is the responsibility of the newly hired personnel to make themselves familiar with all rules and regulations and practices of CSAC.

PERSONNEL

- Make a list of expected performance standards of tenured personnel
- Organizational Responsibility
- Discussion (Responsibility, Accountability, Blame)

CONFLICT RESOLUTION

- There are three universal questions about each other we ask:
 - Power Contest
 - Rights Contest
 - Conflict Resolution

GROUP EXERCISE

- What types of attitudes and behaviors are detrimental to organizational success?



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- What types of attitudes and behaviors lead to a better performance?