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**BOARD MEETING
OF THE
PRISON INDUSTRY BOARD**

**THURSDAY, OCTOBER 25, 2018
10:00 to 12:02 p.m.**

**Held at:
CALIFORNIA PRISON INDUSTRY AUTHORITY SHOWROOM
2125 NINETEENTH STREET, SUITE 100
SACRAMENTO, CALIFORNIA, 95818**

Reported By: ERIC L. THRONE, CSR No. 7855, RMR, CRR, CRC

1 THURSDAY, OCTOBER 25, 2018, SACRAMENTO, CALIFORNIA

2 10:02 A.M.

3 **CHAIR DIAZ:** Good morning, everyone. I'm going to
4 call this meeting to order. I'm Ralph Diaz, Secretary of
5 Corrections. I want to welcome everybody.

6 And if we could get the Secretary to call the roll.

7 **BOARD SECRETARY VUONG:** Chair Diaz?

8 **CHAIR DIAZ:** Here.

9 **BOARD SECRETARY VUONG:** Vice-Chair Singh?

10 **VICE-CHAIR SINGH:** Here.

11 **BOARD SECRETARY VUONG:** Member Aghakhanian?

12 **BOARD MEMBER AGHAKHANIAN:** Here.

13 **BOARD SECRETARY VUONG:** Member Davidson?

14 **BOARD MEMBER DAVIDSON:** Here.

15 **BOARD SECRETARY VUONG:** Member Davison?

16 **BOARD MEMBER DAVISON:** Here.

17 **BOARD SECRETARY VUONG:** Member Jenkins?

18 Member Jennings?

19 **BOARD MEMBER JENKINS:** Here.

20 **BOARD SECRETARY VUONG:** Member Kelly?

21 **BOARD MEMBER KELLY:** Here.

22 **BOARD SECRETARY VUONG:** Member Martin?

23 **BOARD MEMBER MARTIN:** Here.

24 **BOARD SECRETARY VUONG:** Member McGuire? Member
25 Steeb? Let the record show that we have a quorum of eight

1 members.

2 **CHAIR DIAZ:** Thank you.

3 I'll open up with some general comments. As you are
4 all well aware, I've sat in this chair before, but now
5 sitting in as Acting Secretary, I think I know a lot of you;
6 but here is just a little about myself.

7 I've been in Corrections going on 28, this coming up
8 29 years. I am very excited where the department has been
9 and all the partnerships that we have developed and
10 especially in CALPIA. That's why we're all here.

11 Within this transition, I always like to take note
12 that PIA has been a constant partner in the rehabilitative
13 work, and the training that goes into our population is a
14 valuable one.

15 The State of California now receives more parolees
16 and probationers out of our system who are more equipped,
17 more rehabilitated with more services than any other time as
18 an agency that I can recall during my tenure.

19 PIA has always also sought success in every one of
20 their operations. I've been intimately involved with PIA in
21 various capacities throughout my career, and it's always
22 been a positive one, and in transitioning to PIA as an
23 agency as a whole, I think everyone seeks the success of PIA
24 in everything that they do, and it's always been with the
25 population in mind and with the employees in mind and the

1 great services that they provide.

2 So I just want to state for the record that PIA is a
3 valuable partner to the State of California and to the
4 citizens of California.

5 And I'll close that with comments. Are there any
6 comments from the Board, any Board comments? All right.
7 Hearing none, we'll hear comments from our General Manager,
8 Chuck Pattillo.

9 **GENERAL MANAGER PATTILLO:** Good morning, Secretary
10 Diaz, Members, thank you for coming today. We have a couple
11 of action items on the agenda this morning that should go
12 rather quickly. However, we need to start with the closed
13 session this morning. So I'm going to limit my comments for
14 right now.

15 And I want to just say thank you to Secretary Diaz.
16 We've had a good working relationship. I think I met him
17 when he was a captain at Corcoran State Prison. As a matter
18 of fact, that's where our next Board meeting will be in
19 December, and I think Thy is sending that notice out.

20 So with that, Mr. Diaz, if you want to move to a
21 closed session, we can start there.

22 **CHAIR DIAZ:** Move to closed session.

23 **GENERAL MANAGER PATTILLO:** Okay. Members, we're
24 going to go on the other side, the small conference room
25 real quick.

1 **BOARD MEMBER KELLY:** Will we need binders?

2 **GENERAL MANAGER PATTILLO:** Yeah, we'll probably need
3 the binders.

4 (Closed session.)

5 **CHAIR DIAZ:** I want to call the meeting back to order
6 and all Board Members are present --

7 **GENERAL MANAGER PATTILLO:** At 10:31.

8 **CHAIR DIAZ:** -- at 10:31. So the Board is back in
9 session.

10 I would like to report as part of the closed session
11 there was receipt of a letter of resignation from Chuck
12 Pattillo, effective January the 30th, that was in
13 conjunction with the General Manager's Summary Evaluation.
14 The General Manager's Summary Evaluation had no bearing on
15 the resignation. As a matter of fact, it was a very
16 favorable review.

17 The Board reluctantly accepted Chuck's resignation
18 effective that day with a lot of appreciation to the
19 advancement of PIA and to the advancement of the
20 rehabilitative efforts to the offender population. You will
21 definitely be missed, Chuck.

22 At the same time, we did discuss the next step and
23 that would be selecting a selection committee that will be
24 forthcoming. Names were submitted. As Chair, I'll be
25 selecting that committee.

1 But as a general discussion for that selection
2 process to incentivize recruitment, there was also a
3 discussion of an increase in salary for the position itself,
4 to incentivize candidates for the position itself as PIA has
5 definitely grown and expanded beyond years past.

6 So the Board did approve a 7.3 percent pay increase
7 to the position of General Manager. That was the result of
8 the closed session.

9 Randy, am I missing anything from that?

10 **MR. FISHER:** No, sir.

11 **CHAIR DIAZ:** No? Okay.

12 So moving on to the agenda, we have several Action
13 Items. The first one is the Optical Enterprise,
14 Establishment of Additional Optical Laboratory at CCWF. And
15 that will be Action Item A.

16 And who is presenting on that, Chuck?

17 **GENERAL MANAGER PATTILLO:** Good morning again,
18 Mr. Chair and Members.

19 CALPIA anticipates upcoming growth in our Optical
20 Enterprise workload due to the restoration of optical eye
21 work benefits for adults, beginning in January, 2020.

22 As several Board Members will remember, back in 2009,
23 when the Medi-Cal optical benefit was cut from Medi-Cal, at
24 the time we had four optical factories throughout the state.
25 We had Pelican Bay; Donovan, San Diego; at the time Valley

1 State Prison for Women, and Solano.

2 Valley State Prison was switched recently to all men.
3 So now we have two men's facilities; and we had to close two
4 facilities, Pelican Bay and RJD.

5 We're proposing to open up a new additional lab at
6 CCWF. Two reasons: Obviously, to meet the demand we see
7 coming, an additional \$21 million a year in revenue; but we
8 also want to put this operation back on the female side. To
9 do so, we're going to be removing the fabric factory at
10 CCWF.

11 The Board appointed a subcommittee, or the Chair
12 appointed a subcommittee, on establishing an additional
13 optical laboratory at CCWF, and we invited members of the
14 public to provide comments.

15 The hearing took place on October 4, 2018.
16 Approximately 350 notices were sent out to potentially
17 impacted vendors that CALPIA was able to identify, but at
18 the public hearing no opposition to this proposal was
19 presented.

20 Our current labs do about 3,000 glasses per day.
21 With the increases, the upgrades we're doing at Solano and
22 VSP, we will be able to upgrade that to about 5,000 a day.
23 The demand that we will see is 6,600 a day. So CCWF will be
24 hit with about 1,600 extra rollover glasses per day to do
25 this.

1 The additional revenue that will be generated to
2 outside vendors -- we buy a lot of material on the outside,
3 lenses and whatnot -- so there's an additional \$8 million in
4 revenue to private vendors from this venture.

5 To do the facility, though, it's going to require \$12
6 million dollars in upgrades in new equipment to do the new
7 facility at CCWF. We're suggesting, we're recommending that
8 we not pull cash out of our current capital account; that
9 even though we're going to have an additional \$21 million
10 dollars in revenue each year, that we go out and finance it.

11 The Board and General Manager, in concert with
12 Department of Finance, can go out and get private financing.
13 We're proposing that we go out for a \$12 million dollar loan
14 for 10 years to finance the \$12 million upgrade at CCWF.

15 After income, net profit -- remember we're not paying
16 taxes on this -- the return on capital investment is 3.9
17 percent after all interests is paid. Some higher return on
18 investments. But the return on investments is 140 new
19 optical positions that are in the female prison, which have
20 American Board of Opticianry certifications and will be able
21 to meet this demand in the next couple of years.

22 Ms. Davison was one of the members of the
23 committee -- let's see here -- it's going to take us
24 approximately and I have to go back and note here

25 Besides the 140 inmate staff, we also require 24

1 civil service staff positions to operate at full capacity.
2 And the 24 civil service staff positions include one
3 Superintendent II, one Superintendent I, six Industrial
4 Supervisors, one Supervisor Program Technician II, a
5 Supervisor Program Technician II, ten Program Technicians,
6 and three Office Assistants.

7 I think that's the presentation. Ms. Davison, do you
8 have any comments from the other day? There was no
9 opposition to it at the time.

10 **BOARD MEMBER DAVISON:** The only thing I would add is
11 this is one of the -- we don't want to add additional
12 programs, but we want to add programs that are smart for our
13 offenders. And taking down programs for women like fabric,
14 sewing, that are really not that great for them in the
15 workplace and putting in positions for them that will give
16 them a good living wage when they get out.

17 Those are the types of things we want to look at and
18 that's why this is beneficial for them. We're talking about
19 140 new positions for women that get out, if they continue
20 to be single mothers, which most of them are. So they'll be
21 certified optically --

22 **GENERAL MANAGER PATTILLO:** Right.

23 **BOARD MEMBER DAVISON:** -- they'll be able to have a
24 good living wage to support their families, and that's again
25 our goal to be able to have our competitors there. So this

1 is smart, this --

2 **GENERAL MANAGER PATTILLO:** And this will be one of
3 the two Fabric Factories.

4 I know right now we didn't make it to this Board
5 meeting, but at our next Board meeting we're going to be
6 discussing, doing the same thing at CIW, taking the fabric
7 operation down there.

8 And our proposal is to replicate what we have done at
9 San Quentin with the coding programs down there and replace
10 it with the Fabric Factory.

11 **CHAIR DIAZ:** So, Chuck, I know the Fabric Factories
12 are out there, they produce some of the fire equipment, fire
13 safety equipment. Will this closure impact any of that?

14 **GENERAL MANAGER PATTILLO:** No. Mule Creek is doing
15 primarily that. We have been moving a lot of our fabric
16 operations around in other locations. Um, with Corrections
17 fabric, obviously it's gone down a little bit, but the
18 firefighting has really stepped up, and we stepped up the
19 operation at Mule Creek. I'd like to see some more of that
20 in other places, but that's a very specialized fabric
21 operation.

22 **CHAIR DIAZ:** Are there any other comments or
23 questions from the Board? Any comments or questions from
24 the public? Do I have a motion on --

25 **BOARD MEMBER JENNINGS:** So moved.

1 **BOARD MEMBER MARTIN:** Second.

2 **CHAIR DIAZ:** Thank you. All in favor? Aye.

3 Opposed? The motion has carried.

4 The next item would be the Digital Services
5 Enterprise, Additional Location Services at San Quentin.

6 **GENERAL MANAGER PATTILLO:** On October 14, 2017,
7 Assembly Bill 434, the State Web Accessibility, Standard and
8 Reports was assigned into law.

9 Under this bill, the Director and Chief Information
10 Officer of each state agency or department are required to
11 certify that the public Web site of the state agency or
12 entity complies with accessibility standards by July 1,
13 2019, and biannually thereafter.

14 The new law recognizes that the Internet is an
15 essential resource for the public, providing unprecedented
16 access to information for those with disabilities and that
17 it is important to help overcome barriers to print, audio,
18 and visual media.

19 What we're proposing right now is to expand our
20 digital services operation at Folsom to encompass our
21 San Quentin operations, which has technology programming,
22 computer programming, Web accessibility training, to include
23 that and open it up as a correctional industry.

24 This proposal came to us actually from the Department
25 of Corrections, Department of Rehabilitation, and Department

1 of Technology, noting that we could train offenders in
2 quality assurance for Web sites to even assure that they
3 were ADA accessible.

4 The interesting thing is we've been working on it for
5 about ten years out of Folsom, because they did some of the
6 initial PDF Web accessibility in the braille program that
7 are now adopted worldwide. So this is something we've been
8 working on for a while.

9 We have the ability with our joint venture partner at
10 San Quentin to partner with and also to use our own
11 correctional industry folks to do these Web accessibility
12 evaluations.

13 We've demonstrated to all security agencies that we
14 know how to access off-site work, bring work inside, and
15 never in a day does an inmate touch the Internet.

16 We've demonstrated it using Aruba Networks, who has
17 designed our security network which is now being remember
18 replicated actually throughout the United States as program
19 7370 rolls out.

20 The initial hiring on this thing will be about
21 five people, but the revenue will be in the upwards of
22 anywhere from seven to 836 a year on the first year. It
23 requires one staff to supervise the operation.

24 Coming out of -- what we anticipate is going to occur
25 is our joint venture partner is going to fire -- excuse

1 me -- hire most of the folks coming out of the training. So
2 it will be a very transitional program for us as they pass
3 through the correctional industry side and get hired on to
4 the end of the joint venture immediately, which is paying
5 \$17.84 an hour right now.

6 The individuals in the correctional industry side,
7 we're asking for an allowance to pay them half of minimum
8 wage, it's the only program where we will do that, and
9 that's the maximum amount we're allowed to pay under law,
10 under the current Penal Code.

11 The reason we're doing that is so we can keep them a
12 little bit longer in that time, because we've already seen
13 that our joint venture partner has the ability to hire
14 everyone coming out of the program, and we want to slow down
15 the incentive a little bit as we're moving along.

16 It will also allow us to use it at other locations
17 where 7370 is. Down at CIW, the joint venture partner is
18 actually hiring females working down there at the \$17 an
19 hour wage.

20 With that, my recommendation is that we adopt --
21 Ms. Davison was there, again, at the hearing. Support was
22 from the CIO's or the representatives from the three
23 agencies. VSP came to see it, they were a very good partner
24 with us, they were actually looking at both sides, and there
25 was nobody in opposition to this.

1 **CHAIR DIAZ:** Thank you, Chuck. Any questions or
2 comments from the Board? Comments or questions from the
3 public on the expansion of the CALPIA Digital Services and
4 the San Quentin expansion?

5 Hearing none, do I have a motion?

6 **BOARD MEMBER SINGH:** I so move.

7 **BOARD MEMBER JENNINGS:** Second.

8 **CHAIR DIAZ:** All in favor?

9 **GENERAL MANAGER PATTILLO:** We actually have to go
10 through and do an individual vote.

11 **BOARD SECRETARY VUONG:** Member Aghakhanian?

12 **BOARD MEMBER AGHAKHANIAN:** Aye.

13 **BOARD SECRETARY VUONG:** Member Davidson?

14 **BOARD MEMBER DAVIDSON:** Aye.

15 **BOARD SECRETARY VUONG:** Member Davison?

16 **BOARD MEMBER DAVISON:** Aye.

17 **BOARD SECRETARY VUONG:** Member Kelly?

18 **BOARD MEMBER KELLY:** Yes.

19 **BOARD SECRETARY VUONG:** Member Jennings?

20 **BOARD MEMBER JENNINGS:** Yes.

21 **BOARD SECRETARY VUONG:** Member Martin?

22 **BOARD MEMBER MARTIN:** Yes.

23 **BOARD SECRETARY VUONG:** Vice-Chair Singh?

24 **BOARD MEMBER SINGH:** Yes.

25 **BOARD SECRETARY VUONG:** Chair Diaz?

1 **CHAIR DIAZ:** Yes.

2 **BOARD SECRETARY VUONG:** The motion passes 8 to 0.

3 **CHAIR DIAZ:** So will that be on all votes or just
4 certain ones?

5 **GENERAL MANAGER PATTILLO:** It has to be on all votes.
6 You were okay on the first one since, it was pretty obvious.

7 **CHAIR DIAZ:** To the rookie.

8 Action Item C, CALPIA Inmate Worker Hiring Standards
9 Requirements, Request to Amend Regulations: Title 15,
10 Sections 8004.1. Chuck

11 **BOARD COUNSEL SLY:** Good morning, Members of the
12 Board, I'm Jeff Sly, General Counsel for the Prison Industry
13 Authority and Counsel for the Board.

14 We'll start with Action Item C. We're seeking to
15 amend Title 15, Section 8004.1, which references inmate
16 hiring standards and requirements of the PIA regulations.

17 We're asking to amend Section D to remove references
18 to TABE scores, and Section H we're adding a provision that
19 extends the period of time given to inmates with certified
20 documented disabilities, learning disabilities, to give them
21 more time to obtain their GED or high school diploma while
22 remaining in our work programs.

23 These changes came about as a request from Office of
24 Legal Affairs at CDCR, because the Prison Law Office, during
25 their Clark and Armstrong visits, have been paying

1 particular attention to the hiring criteria and the effect
2 that they believe these requirements were having on the
3 ability of the inmates that they represent to have a fair
4 shot at getting jobs within the PIA work programs.

5 So we are going to change this criteria and add
6 specific minimum qualifications to the extent that we have
7 not already -- that our field staff already haven't
8 accomplished creating those, they are in the process of
9 doing that for every single position.

10 So essentially we'll remove the general criteria of
11 TABE scores and substitute the practice of individualized
12 specific minimum qualifications for each position and we'll
13 use that as the criteria for hiring.

14 With that, unless anybody has any questions, I ask
15 you to approve this amendment.

16 **CHAIR DIAZ:** Will there be any additional staff
17 training necessary to work with this new group of inmates?

18 **BOARD COUNSEL SLY:** I do not believe so, because we
19 have a fair number of those inmates working in our programs
20 already.

21 **GENERAL MANAGER PATTILLO:** The policy has been in
22 place. We've always had a signature authority, if someone
23 was taking longer to get their GED or whatnot, we've always
24 had a policy now. It's just, you know, a harder
25 documentation to appeal it.

1 **CHAIR DIAZ:** I'm familiar with that group.

2 Any comments or questions from the Board? Comments
3 or questions from the public?

4 **MR. TOM NEELY:** Yeah, I do. My name is Tom Neely.
5 And with that requirement -- I work for Plant Operations, so
6 I'm in the maintenance department -- and so the new program
7 that we're supposed to hire from the list of PIA offenders,
8 is that going to lower our ability to hire? Because we have
9 to have a TABE score now of 11 or 12 and above.

10 **GENERAL MANAGER PATTILLO:** You're not going to be
11 able to keep that TABE score under -- and that has nothing
12 to do with us. CDCR has their own motion on this. They
13 have to do the same thing we're doing. TABE scores are
14 completely out the window for all of us. That's what this
15 is about. So

16 **CHAIR DIAZ:** With that, I'll speak from the CDCR
17 side. I know just in our discussions with the Clark groups,
18 that classification committees have to take a holistic view
19 of the inmate's ability. So they really focus on safety and
20 ability, and we can't preclude them automatically; it has to
21 be a case-by-case, and we have responsibility to try and get
22 that in also.

23 **BOARD MEMBER MARTIN:** If I may. It will actually
24 expand the amount of people we can bring into the program,
25 because it will allow you to bring someone into the program

1 that may not have been able to come into the program before
2 because of their TABE scores, so it's going to allow you to
3 look at more criteria, I guess.

4 **GENERAL MANAGER PATTILLO:** We've been willing to pay
5 for it for a couple of years. We actually lowered it twice.
6 This issue of TABE scores can't be used at all.

7 **BOARD MEMBER MARTIN:** Right.

8 **GENERAL MANAGER PATTILLO:** And there is going to be
9 some hiccups. It will cause some problems for all of us,
10 but it's fine. We'll deal with this like we deal with
11 everything else.

12 **CHAIR DIAZ:** All right.

13 **GENERAL MANAGER PATTILLO:** We just want to be on the
14 right side with Corrections and PLO.

15 **BOARD MEMBER DAVISON:** And don't we have some
16 enterprises where they work part time and they go to school
17 part time as well?

18 **GENERAL MANAGER PATTILLO:** Well, a lot of places, we
19 have half-time, that was something the Board approved two
20 years ago --

21 **BOARD MEMBER DAVISON:** Right.

22 **GENERAL MANAGER PATTILLO:** -- was half-time
23 programming everywhere. So they can do education or
24 substance abuse or anything they want and still work for us
25 half-time.

1 **BOARD MEMBER DAVISON:** Right.

2 **GENERAL MANAGER PATTILLO:** And that was to get around
3 that issue also.

4 **BOARD MEMBER DAVISON:** Right. So even if you're not
5 using the TABE scores to get them in, how then will you be
6 able to tell? So they're not precluded, but then once
7 they're in, how then can you use the TABE score?

8 **GENERAL MANAGER PATTILLO:** We can use the skill
9 demonstration as part of it. It's, you know, it's almost
10 akin to you can't ask about convictions.

11 **BOARD MEMBER DAVISON:** Right.

12 **GENERAL MANAGER PATTILLO:** And we never have.

13 **BOARD MEMBER DAVISON:** Right.

14 **GENERAL MANAGER PATTILLO:** Once you've got the
15 person, then you kind of do a deeper interview. You have to
16 apply for all of your positions with PIA.

17 **BOARD MEMBER DAVISON:** Right.

18 **GENERAL MANAGER PATTILLO:** So you get in there and do
19 a deeper interview. And a lot of times you get in there and
20 find out people aren't appropriate and get back into the
21 program.

22 **BOARD MEMBER DAVISON:** So once they are in, then you
23 can check the TABE score, and if they're below whatever,
24 then you can put them in a half-time education?

25 **GENERAL MANAGER PATTILLO:** They are going to be

1 required to be in a half-time education program if they
2 haven't got their GED --

3 **BOARD MEMBER DAVISON:** Okay.

4 **GENERAL MANAGER PATTILLO:** -- or proficiency.

5 **BOARD MEMBER DAVISON:** Gotcha.

6 **BOARD COUNSEL SLY:** At the end of the day where we're
7 all heading with this is that TABE scores will not be a
8 factor --

9 **BOARD MEMBER DAVISON:** Right, in the beginning --

10 **BOARD COUNSEL SLY:** -- in the beginning.

11 **BOARD MEMBER DAVISON:** -- in the initial --

12 **GENERAL MANAGER PATTILLO:** And what we've always been
13 able to accommodate this --

14 **BOARD MEMBER DAVISON:** Right.

15 **GENERAL MANAGER PATTILLO:** -- is they are doing the
16 screening now right at the institutional level.

17 **CHAIR DIAZ:** Any other questions from the public?
18 Any follow-up questions from the Board? All right.

19 Do you have a motion on the Action Item?

20 **BOARD MEMBER AGHAKHANIAN:** So moved.

21 **CHAIR DIAZ:** Second?

22 **BOARD MEMBER DAVIDSON:** Aye.

23 **CHAIR DIAZ:** Okay. Secretary

24 **BOARD SECRETARY VUONG:** Member Aghakhanian?

25 **BOARD MEMBER AGHAKHANIAN:** Aye.

1 **BOARD SECRETARY VUONG:** Member Davidson?
2 **BOARD MEMBER DAVIDSON:** Aye.
3 **BOARD SECRETARY VUONG:** Member Davison?
4 **BOARD MEMBER DAVISON:** Aye.
5 **BOARD SECRETARY VUONG:** Member Kelly?
6 **BOARD MEMBER KELLY:** Yes.
7 **BOARD SECRETARY VUONG:** Member Jennings?
8 **BOARD MEMBER JENNINGS:** Yes.
9 **BOARD SECRETARY VUONG:** Member Martin?
10 **BOARD MEMBER MARTIN:** Yes.
11 **BOARD SECRETARY VUONG:** Vice-Chair Singh?
12 **BOARD MEMBER SINGH:** Yes.
13 **BOARD SECRETARY VUONG:** Chair Diaz.
14 **CHAIR DIAZ:** Yes.
15 **BOARD SECRETARY VUONG:** The motion passes 8 to 0.
16 **CHAIR DIAZ:** Thank you. Moving on to Action Item D,
17 CALPIA Inmate Pay Rates, Scheduled Movement: Request to
18 Amend Regulations: Title 15, Division 8, Section 8006.
19 **BOARD COUNSEL SLY:** So here we're attempting to add a
20 new provision to -- first of all, when we passed this
21 section originally, we didn't have any provisions that
22 applied specifically to our Central Office location where we
23 have a significant number of inmates.
24 Lately some issues have come to light as a result of
25 a couple of inmate appeals that there was some inconsistent

1 applications of advancements between skill levels and
2 advancements between pay steps at Central Office, not so
3 much in the field, but kind of was a Central Office issue.

4 So we decided to amend this to add some language to
5 specifically address those issues and make these provisions
6 apply to the Central Office staff in the Central Office
7 inmates that work there.

8 While we were doing that, we also added a provision
9 to give an appeal mechanism or a mechanism to go outside the
10 specific criteria that we've set forth now in this
11 regulation with regards to how much time and when an inmate
12 becomes eligible to increase the step or to advance in the
13 skill level.

14 There are certain circumstances where that's not
15 practical, for example, an inmate out of one factory, having
16 some superior skills where we need them to move to another
17 factory and we don't want to start them at the very bottom
18 again and make them work their way back up.

19 After the initial 30-day probationary period,
20 following the criteria that we're establishing in the last
21 section we've got our -- it will be Subdivision (F) (3) (A) --
22 there's a criteria that our staff can use to get around
23 these provisions that we're looking at right now and advance
24 somebody up to where they were at in the other factory.

25 So that's essentially what we're doing with this

1 specific change that we're asking to do here. I'll answer
2 any questions anybody has or I'll ask you to approve this
3 one as well.

4 **BOARD MEMBER AGHAKHANIAN:** How do you define getting
5 around, are we changing or are we finding a loophole?

6 **BOARD COUNSEL SLY:** Basically folks have been doing
7 this without any specific criteria for doing it for a long
8 period of time. So we're not necessarily creating something
9 new that hasn't been done; it just hasn't been done
10 specifically through a uniform set of rules for doing it.

11 **BOARD MEMBER AGHAKHANIAN:** So are you saying --

12 **BOARD COUNSEL SLY:** There wasn't any appeal -- or not
13 appeal -- but there wasn't any approval process. So
14 individual factories, individual administrators at an
15 institution could make those moves, make those changes and
16 do what they needed to do based on their factory.

17 All we've done now is say you can still do that, but
18 make sure everybody is doing it the same way and we're not
19 abusing that section. Now, there's an additional step:
20 They have to get approval from either the AGM of Operations
21 or one of our branch managers.

22 **BOARD MEMBER AGHAKHANIAN:** Have we ever done -- I'm
23 asking as counsel -- have you looked into all of these
24 regulations and tried to see if there are like an annual
25 report in certain areas like this one, if there is anything,

1 gaps or anything where we can figure out some stuff that's
2 outdated or some stuff that doesn't make sense?

3 **BOARD COUNSEL SLY:** We constantly review our
4 regulations, as I was mentioning earlier. No matter what we
5 do, there will always be somebody, somewhere that's not
6 happy with it.

7 **BOARD MEMBER AGHAKHANIAN:** Sure.

8 **BOARD COUNSEL SLY:** If it's an inmate, they can file
9 an appeal through the 602 appeals process, and that causes
10 us to look at a lot of things when that occurs.

11 So we're always evaluating where we're at and trying
12 to get a consistency and then bridge gaps. A lot of these
13 regulations we bring to you are a result of something we
14 haven't thought about or something that's come up and we're
15 now creating rules to be able to address that uniformly up
16 and down the state.

17 If we do it individually it's not really a problem,
18 but if we've got a situation where we don't have a
19 regulation and we're just initiating a policy and enforcing
20 it across the state, that becomes an underground regulation
21 and subject to challenge by the Office of Administrative
22 Law. So we try to head that off, beat that by creating our
23 regulations so that what we're doing is both enforceable and
24 uniform consistency is always what we're looking for.

25 **BOARD MEMBER AGHAKHANIAN:** Thank you very much.

1 **BOARD MEMBER MARTIN:** I believe I voiced my concern
2 to you earlier. But my concern is any time you have "may"
3 and it's being replaced by "become," is making sure if you
4 are putting "become" in its place that you have a mechanism
5 in place to make sure that they get their pay because
6 everyone, regardless of whether you are an inmate or us at
7 work it messes with our pay, you are messing with more than
8 you want to bring on.

9 So it says inmates become eligible to receive pay
10 increases and then in B, obviously, it has to be reviewed
11 and approved by the management on the first day of that
12 third month.

13 So you are putting a lot of burden on the staff to
14 make sure that they are reviewing it. And now inmates are
15 going to say "Okay, well, I didn't get my raise for three
16 months and it should have happened, and, you know, it's not
17 my fault that the staff didn't do their job, I should be
18 getting my pay."

19 So it opens up a can of worms, as far as I'm
20 concerned, to inmates filing additional 602's and putting in
21 additional burden on your supervisors. So

22 **CHAIR DIAZ:** Well I think, you know, the way I view
23 it, those points are really valid. And if you want to
24 respond to it, it is a separate question in that the move
25 itself, the way I interpret it, that it would incentivize --

1 and please correct me if I'm wrong -- would it incentivize
2 inmates in one operation to move to another operation
3 without fear of losing pay just because they are moving to
4 another operation.

5 **BOARD COUNSEL SLY:** Yes, the amendment to
6 Subdivision (F) (3) (A) that we talked, that I was talking
7 about before would exactly do that. It would give them the
8 ability to know that I can move from one factory to another
9 without, except for the initial 30-day.

10 There's always a 30-day probation, probationary
11 period, and essentially it will be an understanding that the
12 staff that wants to make that move will inform the
13 individual that, you know, "Hey, as soon as you complete
14 30 days, showing us that you can perform in this factory,
15 then we'll bump you up." So, yes, it's clearly an
16 incentive.

17 With regards to Mr. Martin's comment, we always try
18 to be fair and consistent in everything that we do. And
19 there are mechanisms in place that when it comes to the
20 various step increases with -- and I'm not an expert in the
21 whole SOMS situation -- but as I understand how it works,
22 there are periodic reviews that the inmates receive from
23 their supervisors that trigger completion of certain steps.

24 And like the 90-day thing they get an evaluation, and
25 if the evaluation is positive it approves the next increase

1 and that's when they become eligible, that gets input in the
2 system and it automatically gets them the pay rise.

3 If that isn't the case, if they haven't been
4 performing and there's some reason they shouldn't be given
5 that, then that has to be documented, it has to be explained
6 to the inmate, and there's a process the inmates have to
7 appeal that kind of a determination.

8 And that appeal, after the first initial step, would
9 take place outside of that setting with that supervisor and
10 that inmate, and if we did decide that it was not warranted
11 that they should get their pay raise, then it would be
12 retroactively taken care of.

13 So I think we have both a due process system built
14 into it and an ability to be more consistent about the
15 application because if there's documentation, then there's
16 opportunity for inmates to have an explanation as to what's
17 going on.

18 **CHAIR DIAZ:** All right.

19 **BOARD MEMBER MARTIN:** Thank you. I just want to make
20 it clear that there is a mechanism in place that kind of
21 goes through the process that ensure it doesn't put a burden
22 on and the inmates are getting their pay raises as this says
23 become eligible, so I expect to get my raise.

24 **BOARD COUNSEL SLY:** It also creates the expectation
25 that it's not necessarily automatic that there has to be

1 performance-based --

2 **BOARD MEMBER MARTIN:** Yeah.

3 **BOARD COUNSEL SLY:** It's a performance-based
4 situation, not just do your time and you will automatically
5 get a pay raise. It has to be satisfactory performance
6 built in. When you read this whole section altogether, it
7 lays that out.

8 **GENERAL MANAGER PATTILLO:** In the Central Office.

9 **BOARD COUNSEL SLY:** Right. And the Central Office is
10 also utilizing uniform standards in the same way.
11 Consistency all over is what we're looking for.

12 **BOARD MEMBER KELLY:** So we're clear here, let's say
13 they go through this process and make up the 30 days and
14 staff, for some reason, misses it, right, and it's brought
15 to their attention. I think I heard you say that we go
16 right back to make sure they are paid from the day they are
17 supposed to get it, right, the change of pay?

18 **BOARD COUNSEL SLY:** Correct. So the pay is based on
19 90-day increments. The first 30 days is just what we'll
20 call the probationary period.

21 **BOARD MEMBER KELLY:** Right.

22 **BOARD COUNSEL SLY:** So once they satisfy that they
23 can just stay in the job, they can just stay in the job,
24 they don't get taken out of the factory. So once the 90-day
25 issues come up and they get their evaluations if, like I

1 said, there's some reason the supervisor doesn't think
2 they've been performing satisfactory and they don't get
3 their raise and they appeal that through the 602 process and
4 it gets determined they should have gotten it, it will be
5 retroactive and it would go back and cover the time.

6 **BOARD MEMBER KELLY:** Thank you.

7 **CHAIR DIAZ:** Any other questions from the Board? Any
8 questions from the public? All right.

9 Do I have a motion to move on this Action Item?

10 **BOARD MEMBER AGHAKHANIAN:** So moved.

11 **CHAIR DIAZ:** Do I have a second?

12 **BOARD MEMBER MARTIN:** I'll second it.

13 **CHAIR DIAZ:** Secretary

14 **BOARD SECRETARY VUONG:** Member Aghakhanian?

15 **BOARD MEMBER AGHAKHANIAN:** Aye.

16 **BOARD SECRETARY VUONG:** Member Davidson?

17 **BOARD MEMBER DAVIDSON:** Aye.

18 **BOARD SECRETARY VUONG:** Member Davison?

19 **BOARD MEMBER DAVISON:** Aye.

20 **BOARD SECRETARY VUONG:** Member Kelly?

21 **BOARD MEMBER KELLY:** Yes.

22 **BOARD SECRETARY VUONG:** Member Jennings?

23 **BOARD MEMBER JENNINGS:** Yes.

24 **BOARD SECRETARY VUONG:** Member Martin?

25 **BOARD MEMBER MARTIN:** Yes.

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BOARD SECRETARY VUONG: Vice-Chair Singh?

BOARD MEMBER SINGH: Yes.

BOARD SECRETARY VUONG: Chair Diaz?

CHAIR DIAZ: Yes.

BOARD SECRETARY VUONG: The motions passes 8 to 0.

CHAIR DIAZ: Thank you.

So we will be moving from Action Items to
Informational Items.

BOARD MEMBER KELLY: Mr. Chairman --

CHAIR DIAZ: Yes, sir.

BOARD MEMBER KELLY: -- I would like to make a motion
that we accept Action Item A, that the vote was unanimous
just to make sure, because we didn't vote.

CHAIR DIAZ: Okay. So agreed.

Do we need a motion on that?

BOARD MEMBER AGHAKHANIAN: Probably. So move.

BOARD MEMBER SINGH: Second.

CHAIR DIAZ: Second.

Do we need to do a full roll call?

GENERAL MANAGER PATTILLO: Yeah.

BOARD SECRETARY VUONG: Member Aghakhanian?

BOARD MEMBER AGHAKHANIAN: Aye.

BOARD SECRETARY VUONG: Member Davidson?

BOARD MEMBER DAVIDSON: Aye.

BOARD SECRETARY VUONG: Member Davison?

1 **BOARD MEMBER DAVISON:** Aye.

2 **BOARD SECRETARY VUONG:** Member Kelly?

3 **BOARD MEMBER KELLY:** Yes.

4 **BOARD SECRETARY VUONG:** Member Jennings?

5 **BOARD MEMBER JENNINGS:** Yes.

6 **BOARD SECRETARY VUONG:** Member Martin?

7 **BOARD MEMBER MARTIN:** Yes.

8 **BOARD SECRETARY VUONG:** Vice-Chair Singh?

9 **BOARD MEMBER SINGH:** Yes.

10 **BOARD SECRETARY VUONG:** Chair Diaz?

11 **CHAIR DIAZ:** Yes.

12 **BOARD SECRETARY VUONG:** Action Item A, the motion

13 passes 8 to 0.

14 **CHAIR DIAZ:** Thank you. Thank you, Mr. Pattillo.

15 **GENERAL MANAGER PATTILLO:** Okay.

16 **CHAIR DIAZ:** So moving on to Information Items,

17 Career Technical Education and Pre-Apprenticeship Program

18 Locations.

19 **MR. FITCH:** Thank you, Mr. Chair, Members of the

20 Board, my name is Milo Fitch, and I'm Chief of the Workforce

21 Development Branch, which encompasses our Career Technical

22 Education program. And this information item is relative to

23 helping us make sure no training opportunities are wasted.

24 We have a high vacancy rate, as you are well aware,

25 in many of our programs to include the CTE program. So as

1 we looked at this a little further, we are making the
2 recommendation to move the Carpentry program that was first
3 slated to go to CIM, and the Ironworkers program to two
4 different institutions, and that's based upon a couple of
5 factors.

6 One is the high vacancy rate that we are experiencing
7 at CIM and other programs that we already have and the other
8 opportunities with prisons that are fully staffed.

9 And we took into consideration what programs that the
10 Division of Rehabilitative Programs has in those facilities
11 so that we weren't duplicating services as well.

12 And so when we looked at that and all the prisons
13 statewide, we found the Richard Donovan facility would be a
14 prime location for our ironworkers program and that Mule
15 Creek would be the most affable prison for our Carpentry
16 program.

17 And in doing so, we've already identified instructors
18 for both of those facilities. Where we're having a hard
19 time finding instructors were the prisons at CIM.

20 So that's our recommendation, and we hope to gain
21 more full enrollment by making this change.

22 **GENERAL MANAGER PATTILLO:** It's an informational
23 item, it's not a vote. I just wanted to let you know some
24 of the corrective actions we're taking from the budget just
25 so you're aware of it. So if you have any questions

1 **CHAIR DIAZ:** Any questions from the Board on this?

2 **BOARD MEMBER DAVISON:** Yes. How about the men that
3 are already in those programs?

4 **MR. FITCH:** These programs have not been started up
5 yet. That's one of our difficulties with --

6 **BOARD MEMBER DAVISON:** Oh, okay. So there's nobody
7 in them?

8 **MR. FITCH:** Nobody in them. They haven't been
9 started up yet.

10 Any other questions from the Board?

11 **BOARD MEMBER JENNINGS:** You say it's a program at
12 Folsom; right?

13 **GENERAL MANAGER PATTILLO:** The same ones, yeah,
14 they're all there.

15 **BOARD MEMBER JENNINGS:** And they won't be affected by
16 this at all?

17 **MR. FITCH:** No.

18 **GENERAL MANAGER PATTILLO:** They're actually getting
19 stronger in the --

20 **BOARD MEMBER JENNINGS:** Yeah, okay.

21 **MR. FITCH:** Thank you.

22 **CHAIR DIAZ:** Any questions or comments from the
23 Board? Any from the public?

24 This is not a vote item, it's just informational.

25 **GENERAL MANAGER PATTILLO:** No.

1 **CHAIR DIAZ:** Okay. Next agenda item is the External
2 Affairs Update, Michele Kane.

3 **MS. KANE:** Good morning, Board Members. I'm Michele
4 Kane, Chief of External Affairs. I would like to highlight
5 some important events and activities since our last Board
6 meeting in August.

7 We held our first AutoCAD graduation at Pelican Bay
8 State Prison. This was a successful event. We had local
9 print and broadcast media there. The program originated in
10 the former Security Housing Unit, in the SHU. I just got
11 back from Pelican Bay last night.

12 We accompanied a reporter around there, who is doing
13 a story on the transformation of the SHU, and he was quite
14 impressed with the coding program that just started last
15 month at Pelican Bay State Prison as well as the AutoCAD
16 program that started back in August of 2017.

17 This reporter is hoping to feature the piece on PBS
18 NewsHour and that should be coming out in late
19 December-January, and I will let you know about that.

20 In September and October, we highlighted our Joint
21 Venture in our Free Venture Programs. The offenders in
22 those programs, raised over \$65,000, which they donated to
23 crime victims' groups.

24 Those programs were from San Quentin State Prison,
25 Central California Women's Facility, NA Chaderjian Youth

1 Correctional Facility, and California Correctional Center.

2 CDCR photographer, Jeff Baur, and I also updated the
3 overview video that's on our Web site right now, and that's
4 featuring Secretary Diaz and a former female offender who
5 graduated from our pre-apprenticeship Carpentry program from
6 CIW. We were able to feature her. She is representing us
7 and the carpentry union at a huge construction site. She is
8 the only female with 40 men around her on this construction
9 site, and she can hold her own and she is doing quite well,
10 amazing work.

11 Last week, female offenders graduated from our
12 Culinary program, in which we partnered with Consumnes River
13 College. They scored higher on the exam than anyone on the
14 outside. So that's something to be said.

15 Next week, I will be visiting Valley State Prison
16 where we will have Fresno media, and they're going to be
17 featuring our Optical Program there.

18 A few dates to mark on your calendars. Get your pens
19 out to mark this date: November 14th, Folsom State Prison,
20 a recognition ceremony in which we are partnering with the
21 U.S. Department of Labor, and the California Industrial
22 Relations. This is a big deal. We have 52 men, and they
23 are all graduating in correctional industries, and they will
24 be receiving their state-certified journey-level
25 apprenticeships.

1 Next, December 5th, we will be rededicating the
2 Leonard Greenstone Memorial Marine Technology Training
3 Center, and that's going to be at the California Institution
4 for Men, at CIM. Secretary Chair, Ralph Diaz, is going to
5 be speaking at that event along with Chuck; we'll have Phil
6 Newsum, Executive Director of the Association of Diving
7 Contractors International.

8 They are great partners with us in this Dive program.
9 The Dive School has undergone a lot of renovations, so I
10 encourage all of you to attend this event. I'm inviting a
11 lot of media. We already have CNN interested in attending,
12 so it's going to be a big deal. I will be sending out an
13 Evite™ to all of you shortly on that.

14 And with that, have a wonderful Thanksgiving. I also
15 want to be on record as saying "thank you" to this man next
16 to me, ten years I have known him, and big shoes to fill.
17 He has done incredible work for CALPIA and the State of
18 California, and that's it. Thanks.

19 **CHAIR DIAZ:** Okay. Thank you, Michele.

20 So we'll move on to public comments. So this portion
21 of the meeting is reserved for comments on items not on the
22 agenda. So under the Bagley-Keene Act, the Board cannot act
23 on the items raised during the public comment, but may
24 respond on briefly to statements made or questions posed or
25 requests clarification or refer the item to staff.

1 Are there any public comments? If so, please step to
2 the lectern and --

3 **GENERAL MANAGER PATTILLO:** We have four names there
4 in your hand; right?

5 **CHAIR DIAZ:** We have Mr. Steve Crouch.

6 **MR. STEVE CROUCH:** Good morning, Board, Chair Diaz.
7 My name is Steve Crouch and I'm the Director of Public
8 Employees for State Bargaining Units 12 and 13.

9 As you may know or may not know, the California
10 Department of Corrections & Rehabilitation employs nearly
11 2,000 of our Units 12 and 13 members throughout the State of
12 California.

13 The majority of these employees work in the Plant
14 Maintenance Operations in the institutions. They are
15 carpenters, electricians, plumbers, painters, maintenance
16 mechanics, and building maintenance workers, whose
17 responsibility it is to maintain those facilities.

18 About a year ago, the leadership of CALPIA created a
19 GFMR program. It was then presented to us as a fixed for
20 the backlog of work orders in the medical areas of the
21 institutions as a way of training offenders in basic
22 maintenance skills. As this program was rolled out -- and I
23 must add at our objection -- there were many unanswered
24 questions and there still are.

25 In addition, our members at these institutions see

1 this program as an encroachment into their field of work and
2 a threat to the future of their jobs. These are journey
3 level trades and crafts workers with years of experience and
4 the know-how to get the work done and get it done on time.

5 I think we can all agree that programs to enhance
6 offender skills to help them be better in a position for
7 employment upon their release is desirable by everyone.

8 But when these programs threaten the livelihood of
9 our membership, we have to speak up and let our frustrations
10 be heard. The last time we met with your representatives,
11 we asked that this program be put on pause until all of our
12 questions are answered. We also propose a better way of
13 training offenders in the construction field.

14 A classroom setting with enough space to build,
15 design, and construct tiny houses for the homeless or mockup
16 buildings would be more beneficial and useful to the
17 offenders in society as a whole. This way the offenders
18 would get the skills they need for future employment and the
19 encroachment into our members field of work would no longer
20 be a problem. This would be a win-win situation for all.

21 I ask that you re-examine your program and take into
22 consideration what we have suggested here today. Thank you.

23 **CHAIR DIAZ:** Thank you, Mr. Crouch.

24 Do we have questions?

25 **BOARD MEMBER KELLY:** So when we do these operations,

1 is it the Board's job to make sure we obtain information.
2 So how many jobs have you lost because of this program?

3 **MR. STEVE CROUCH:** We haven't lost the jobs as much
4 as we haven't been able to fill the positions that are
5 vacant, and a lot of our members have lost out on overtime
6 in the work they were doing before. And if you know the
7 wages in Units 12 and 13, they're far lower than any other
8 public sector agency. So a lot of our members depend on
9 overtime to make ends meet.

10 **BOARD MEMBER KELLY:** How many jobs have you gained
11 because of our program?

12 **MR. STEVE CROUCH:** About 35. But we've gained those
13 at the risk of the other jobs and it's put us in a very
14 difficult situation. On the one hand, you created a program
15 over here that says "Well, we can do your work," and folks
16 over here saying "Well, wait a minute, they shouldn't be
17 doing our work."

18 And so what we try to do is not come before you today
19 to say "No, stop the program, abolish the program." What
20 we're saying is "Redirect the program." This is not from
21 me, it's from hundreds of our members that say, "Look, if
22 you want to train offenders, let's train them in the trades
23 and crafts."

24 You know, putting little putty over here on the wall
25 and a little bit of piece of paint on there, fixing up the

1 molding is not going to give them any skills that they are
2 going to need when they get on the outside. We represent
3 trades and crafts, 13,000 of them, in Bargaining Units 12
4 and 13.

5 **BOARD MEMBER KELLY:** So if we're not encroaching on
6 your work by doing this little thing you just said, I mean
7 what's the rub?

8 **MR. STEVE CROUCH:** Well we've been trying to define
9 the scope of the work that this program would be involved in
10 doing and the target keeps moving. At first, it was just
11 going to be minor stuff like touch up a little paint here,
12 touch up a little paint there.

13 Then next, "Well, no they're going to have saws,
14 power tools, they're going to be doing this, they're going
15 to going around and changing out ballasts that our members
16 are employed to do.

17 I mean, I've received, I've got to tell you, hundreds
18 of angry frustrated calls about this program. Our members
19 are saying, "What's going on over here? They are training
20 the inmates to take our jobs, and they're doing some of our
21 work in addition to that."

22 **BOARD MEMBER KELLY:** Chuck, can you comment on that?

23 **GENERAL MANAGER PATTILLO:** Yeah, I can comment.

24 So we're in active negotiations on this discussion.
25 So to give you a background, this Board put up \$5 million

1 dollars two years ago to create a program.

2 We have had Health Care Facilities Maintenance now
3 for four years, and it was in response to the lawsuit, and
4 we hired 1,500 offenders, we've hired 500 staff to address
5 this. And what's happened over the five year period when
6 we've been doing this, we trained the offenders to, when
7 they get out, they are going to get employed by Department
8 of General Services. We now have them coming back after
9 they've been out for a year.

10 But as we were doing Health Care Facilities
11 Maintenance program, we were finding a lot of work orders
12 that were getting made. Work orders get written out --
13 Ms. Davison was a Warden, so she knows the process -- and
14 they were starting to grow by the thousands.

15 So we asked the Board to put up \$5 million dollars to
16 train these folks in the next level of maintenance. At the
17 time we used the classification that the union didn't want
18 because, one, it wasn't in their union and, two, it didn't
19 pay enough.

20 So we added 35 positions, one at every location to
21 supervise our offenders in doing this next level of
22 maintenance that are all over 30 days. I don't know about
23 hundreds of calls, you know, the only person I heard from is
24 him.

25 So the primary demand that they want to predefine a

1 grievable and arbitrable scope of work in the program, we're
2 only working in health care facilities, maintaining the
3 litigation, just the ones that we do. We only do repairs in
4 consideration with the Plant Operations folks there after
5 they agree to it. We don't do anything outside our scope.

6 They've got 896 people that do this job statewide, 17
7 percent of their positions are vacant. So he's advocating
8 for positions that aren't vacant for work that's not there
9 and at the same time he's crapping on my 35 people I also
10 represent, so it doesn't reconcile for me.

11 Asking me to pause is just a non-starter. What we
12 did, though, in the last budget, we took the \$5 million
13 dollars and we did it again. Scott Perkins, our Operations
14 AGM, reconfigured the Health Care Facilities Maintenance,
15 added 424 inmates to this program, 35 staff that now he
16 represents, and we paid for it ourselves. We did it, we
17 reconfigured it on the existing contract.

18 So now we have another 400 vocational positions where
19 people can get out, they can come in after they work for us
20 for a year, they can get a job in their bargaining unit. So
21 it's a full circle.

22 Um, you know, like I said, we're only focusing on the
23 30 days and over. I think you saw Mr. Crouch's first letter
24 ever to me. I had never met him before he copied me. So
25 that was the one where, you know, we responded, and we've

1 given all of our information.

2 Um, I really want to address the last thing and I
3 understand you're a professor also. Is that true?

4 **MR. STEVE CROUCH:** That's true.

5 **GENERAL MANAGER PATTILLO:** So you know about
6 instruction. But I have been doing this for about 14 years,
7 and I've got to tell you the classroom doesn't work, and
8 we've been doing it, this same model, for 14 years with all
9 of our other programs. Nothing has changed in this model
10 and we do it better than anybody in the United States,
11 including the Department of Corrections.

12 So I think your suggestion is not well-received,
13 because I don't think you know what you are talking about,
14 sir. Okay? With that, that is my response to this.

15 It's unfortunately, you know, it shouldn't be, we
16 shouldn't be having -- we've met now 17 times on this.
17 Randy, how many times have we met on this issue?

18 **MR. FISHER:** I think we're up to ten.

19 **GENERAL MANAGER PATTILLO:** Ten. Excuse me. So it's
20 not a resolvable issue as far as we're moving forward with
21 it. Um, I just can't reconcile why he wants to kill 35 of
22 our positions to defend positions that don't exist on the
23 other side. So it's --

24 **BOARD MEMBER KELLY:** Just for the Board's
25 information, you know, regarding what Chuck said about

1 on-the-job training, and Mr. Felipe and Mr. Jennings can
2 probably back me up on this. But, you know, just sitting
3 someone in the classroom doesn't work. None of the unions
4 that have apprenticeship programs do that.

5 You know, they go to instruction once a quarter. The
6 rest of the time they are on the job site receiving training
7 from the journeyman, you know, that are on the job showing
8 them "This is how you do the job."

9 They have the basics, the safety and all of that kind
10 of stuff when they come out. But, you know, on-the-job
11 training is the most important part of any apprenticeship
12 program or any program where you have to train somebody to
13 do the job. You can't do it inside of a classroom only.

14 **BOARD MEMBER JENNINGS:** Yeah. And to expand on what
15 he says about on-the-job training, every apprenticeship
16 program requires by law to have on-the-job training.

17 In my particular -- I'm in the Pipefitters and
18 Plumbers Union and you've got to have over 8,000 hours of
19 on-the-job training. It just doesn't work, there's no other
20 way to learn it. You can't just learn it in the classroom,
21 it's impossible.

22 **GENERAL MANAGER PATTILLO:** I'll say at the time we
23 had this conversation it's a very good suggestion. We're
24 already there. We have authority, so we're now building for
25 non-profit. They supply the goods to us and we'll build it.

1 That's a Carpenters Pre-Apprenticeship Program that's
2 been running since 2006, so we've been doing this for a
3 while. You know, I'm a product of a union household and
4 when I came to this organization Dr. Larry Frank was here,
5 who was head of the UCLA Labor Law Center. I think a lot of
6 you know him.

7 When I did my first tours of all the prisons, I
8 specifically met with the job stewards in Operating
9 Engineers, representatives of the Operating Engineers, as
10 well as my own administrators, because it's the only way I
11 could get the real story on what was going on out there when
12 I got the rank and file or represented folks.

13 So there's an extreme value to all of you to get the
14 information. But this is a lot of dis-information. And I'm
15 actually, I'm really offended because it's going after my
16 members that are working.

17 And we've been doing everything right, we're not
18 doing anything wrong. We're not lying, we're not making up
19 stats. But unfortunately in the era of Trumpism, anybody
20 can say anything and, you know, it gets printed, and that's
21 what it is and I take it as that.

22 **BOARD MEMBER DAVISON:** I also have a comment. I just
23 want to say, sir, that being an old Warden, there's no way I
24 would have approved overtime to patch up a wall or to paint
25 a wall. So I highly doubt that overtime is being denied to

1 your other members to do those types of things.

2 And unfortunately that's how preventative maintenance
3 type work orders and regular work orders in the prisons
4 started piling up, and up, and Secretary Diaz can confirm
5 that as well, and started getting into the hundreds and into
6 the thousands.

7 And that's another reason why I felt very strongly
8 that a program like this would be not only helpful to Plant
9 Operations staff, but to the overall well-being of the
10 inmate's comfort, the institutions, especially the older
11 institutions.

12 So it was a holistic look at the institution itself,
13 because from an old Warden's viewpoint, there was no way,
14 especially in these lean budget days, that we would be
15 authorizing overtime for those type of -- emergencies, yes,
16 but not those things.

17 **GENERAL MANAGER PATTILLO:** Just under the Penal Code,
18 CALPIA has the authority, under Construction Services
19 Facilities Maintenance, which this falls under, to do any
20 kind of construction from pounding a nail to sweeping a
21 floor to building large buildings, all of which we've done.

22 And we have had that authority since 2007, when we
23 got down, when we had a hearing at Chino. So we have had
24 that authority, so we're not doing anything outside of our
25 authority either.

1 **BOARD MEMBER MARTIN:** If I may. You know, being a
2 union contractor, I can understand where you are coming
3 from. Your job is to represent your members and make sure
4 that they're being taken care of.

5 But at the same time, most the unions are out of
6 people right now and the people that you do have that you do
7 send out -- and I can vouch for this -- don't have the
8 qualifications to meet what you guys send them out for.

9 Most of the guys you do have in the union, if I've
10 got an inmate that had some training, that maybe had some of
11 the skills that are needed, I would probably hire him before
12 I hire the member that you guys, quote, "has the experience
13 but aren't certified," because you can't verify their
14 certifications.

15 So again we're creating training, which is what PIA
16 is supposed to do, you know, helping the inmates reduce
17 recidivism so that they don't come back into the
18 institutions and creating members of society that are
19 productive and are working and are doing whatever it is to
20 get jobs done and to get -- I mean, handymen are necessary.

21 I don't know about you guys, but I hire them all the
22 time. They are great to have and you need people like that
23 that can do those jobs that understand and learn, and if you
24 don't give them the opportunity they're never going to be
25 productive members of society. So I think it's important

1 that we do that.

2 We have 450 that you said that you increased, 35 that
3 are teaching them and that's the way I look at it. The 35
4 members of your union are actually assisting these 450
5 inmates to learn a trade that you will at a later date
6 benefit from, and you may have 450 members that become
7 members which increases your union.

8 So, you know, trying to stop something that is maybe
9 helping you in the long-run, I see as counterproductive.
10 So

11 **GENERAL MANAGER PATTILLO:** And we started civil
12 service testing now before they leave prison in their
13 classifications, as you know.

14 **CHAIR DIAZ:** I know, I'm well aware of it.

15 Any other clarifications or follow-up questions,
16 Mr. Crouch?

17 **MR. STEVE CROUCH:** No. I would just -- we have a
18 couple of speakers here today some of the trades and craft
19 workers from the different institutions and perhaps they can
20 give you their perspective because they're actually working
21 there in those places with this program.

22 **CHAIR DIAZ:** Okay. I have next Mr. Carlos Pimental.

23 **MR. CARLOS PIMENTAL:** Good morning, everybody. My
24 name is Carlos Pimental, I work at CDCF in Stockton,
25 California. It's the brand-new health care facility, a

1 billion dollar facility.

2 Our whole facility is health care. I know in PIA,
3 when they come into the other facilities, they are able to
4 work, and that's through the union negotiating areas where
5 they are applying for PIA for our GFMR program to work in
6 the health care.

7 I came from DVI, spent eight years at DVI, and
8 they're in the B wing and maybe satellite showrooms and
9 things like that, but at my facility it's from the moment
10 you walk in the front door to the back end of that facility.

11 I'm the union steward, I'm an Electrician III, like I
12 said. And the way that this was presented to me was GFMR
13 was created because there's millions and millions of dollars
14 of deferred maintenance. I saw on the original publication
15 that was sent out was roofing, construction, things like
16 that.

17 The plant office is not set up to reroof entire
18 buildings, the plant office is not set up to do major, major
19 functions like that. I don't know if you guys are aware of
20 IWL, Inmate Worker Laborer, they come in and take care of
21 the jobs that we can't perform because there's limits to
22 what Plant Ops can do, and so they fill that void.

23 Now with PIA coming in, there's not enough -- it's a
24 six-month training and there's seven modules. Of the seven
25 modules they are supposed to be doing the carpentry,

1 roofing, electrical, and I don't feel that they are going to
2 be trained in a sufficient amount of time to do so.

3 I've heard of stories of -- and I apologize for the
4 Unit 12 members that are Industrial Supervisors -- that they
5 were once just BMW, Building Maintenance Workers. They
6 don't have enough time in the trade. I did a five-year
7 apprenticeship program, nonunion, but five years, and, you
8 know, that's what I did to learn my trade and perfect my
9 trade.

10 And to allow someone, a BMW -- and I'm not putting
11 you down -- to all of a sudden become an Industrial
12 Supervisor and now not only train these inmates, I don't
13 think you're skilled enough to do so.

14 And like I say, I apologize for saying that, but I
15 did my apprenticeship program, and I'm very proud of it. I
16 have four kids. My wife hasn't worked in ten years, so that
17 trade has benefited me and I stand with it.

18 But we hear people that were Truck Drivers now
19 becoming Industrial Supervisors. We're hearing people that
20 were BMW's all of a sudden now being promoted to Industrial
21 Supervisors. Those things are not fair to do so.

22 Like I said, I believe the GFMR program should be
23 redirected in other ways not encroaching on work orders that
24 I did on a day-to-day basis. They should be doing something
25 for the public, like maybe building more of those tiny homes

1 or something along those lines.

2 I know in education, my mom was a teacher at DVI for
3 ten years. She was the one that implemented or helped
4 implement the computer literacy, things out of the
5 PowerPoint, showing inmates how to do that stuff.

6 I was there when DVI had all of their vocational
7 closed down. So for PIA to come in and start a new
8 curriculum, I don't know how people from education have
9 viewed that or even know about this. Their apprenticeship
10 programs, I don't know if they work hand in hand or if
11 there's a mutual agreement.

12 To me there's a lot of unanswered questions. And for
13 them to put us down, saying we don't do our work orders on
14 time, we've found that the HFM, they have a dashboard, and
15 the dashboard gets presented to the Warden, and that
16 dashboard represents work orders that HFM creates and then
17 they give it to the Warden of the work that is at least
18 30 days overdue.

19 Well, when the Warden then came to our time
20 management and said "What's going on, you have hundreds and
21 hundreds of work orders that are 30 days overdue," they
22 would pull theirs up and there would be no comparison.

23 I would say by probably a third of those would be
24 accurate, but the rest were embellished. And what we were
25 finding and with Randy and the other PIA folks is that we

1 can show proof that HFM would create a work order and they
2 would get sat on, they would sit on it, and then 30 days
3 later they would then present it to Plant Operations and
4 then all of a sudden it's overdue and they'll give it to us,
5 being PIA, give it to us and let us do it.

6 We finally, through kind of negotiations, we narrowed
7 it down to "Hey, the time doesn't start until Plant
8 Operations actually assigns a work order," and then at that
9 point it can be, like I said, the time will start.

10 So there was a lot of things that were happening that
11 we caught, that if it was trying to be transparent, PIA was
12 trying to be transparent, they weren't. And so that's kind
13 of where everybody kind of got rubbed the wrong way is they
14 were out there, we get eight hours, we don't get very much
15 overtime.

16 Painting carpenters, they have two guys for each
17 shop. I don't understand how not filling those vacant
18 positions for those existing vacant positions, you're
19 handcuffing those little, those two shops from catching up,
20 and when they go and request for overtime and it gets
21 denied, well then that's where the hundreds and thousands of
22 work orders are generated.

23 I know as a III, I take care both of my electronics
24 shops and my electricians, that is 4 AT's, 4 electricians.
25 I have about 400 work orders right now that I know of that

1 are going to those guys. I know all about trying to get
2 work done with that amount of staff and trying to do it in
3 8-hour day with no overtime.

4 Those of you that work in institutions and Industrial
5 Supervisors, you know, there's lockdowns, there's alarms,
6 and every time there's an alarm, movement stops. No matter
7 what you're doing, no matter where you're at, movement
8 stops. When you get those, you know, ten times a day, that
9 severely handcuffs you in your day-to-day operations.

10 That's all I got for now. I appreciate everybody's
11 time and for letting me talk.

12 **GENERAL MANAGER PATTILLO:** Members, if I can point
13 this out. I passed out this memo and Secretary Diaz will
14 recognize the memo.

15 **CHAIR DIAZ:** I have seen it.

16 **GENERAL MANAGER PATTILLO:** This is the work flowchart
17 that was adopted by the Division of Adult Institutions in
18 PIA. And one of the other reasons we started this program
19 is because Plant Operations and IWL were getting folks that
20 weren't trained.

21 We always use the one where they go to committee and
22 they get stuck in IWL and Plant Ops, but they don't have any
23 experience. The best example was the one I saw was the guy
24 claiming he was an electrician, went into Plant Operations,
25 but was not doing time for stealing copper wire because he

1 was a meth freak. So in his mind, he was an electrician.
2 So these are the kinds of things we're seeing a lot.

3 So the department and DRP, who we work hand in hand
4 with, has said that everybody shall come from PIA or DRP
5 before you go to Plant Ops or IWL, because that way with
6 other agreement with the state trades we can get additional
7 hours for them on that side. So this has been a work in
8 progress for a while. We have been very transparent.

9 As far as my members getting promoted before they
10 should be promoted, we actually changed the classification
11 at the request of the union. Not everybody that was in the
12 Building Maintenance Worker classification. We lost about
13 half of them.

14 Where we also had a lot of folks qualified, we stole
15 most of them from CDCR. I hate to say that, but they came
16 over to work for us, and they are qualified. So I kind of
17 take offense that anybody who's gotten a promotion that
18 shouldn't have gotten a promotion. So

19 **CHAIR DIAZ:** Any other comments from the Board?

20 **BOARD MEMBER MARTIN:** You can always count on me.

21 Thank you very much for doing your apprenticeship
22 program.

23 **MR. CARLOS PIMENTAL:** Yeah.

24 **BOARD MEMBER MARTIN:** As I said, we are a union
25 contractor, we hire a lot of union members and the

1 apprenticeship program is important. But I look at what the
2 inmates are doing as a similar program as to what you are
3 saying. And I hear what you are saying, "Hey, maybe some of
4 the supervisors are not qualified."

5 Unfortunately, I have a lot of members that the union
6 sends out that are not qualified, and some of the people
7 that, some of the Truck Drivers that I have are better
8 operators than some of the operators that the union sent me
9 out in the last, you know, two years, unfortunately.

10 So I appreciate what you are saying; but at the same
11 time we've got to give the inmates an opportunity to learn
12 the trades and become members of society. And how do we do
13 that? By allowing them to get trained and learn some of
14 these trades and move into becoming a member of the union.

15 So thank you for your comments.

16 **CHAIR DIAZ:** Thank you, Mr. Martin.

17 Any other comments from the Board? Any follow-up
18 questions, Mr. Pimental?

19 **MR. CARLOS PIMENTAL:** Yeah. Um, I think that's where
20 education plays a role then. We have an education that can
21 give those inmates, help them get their GED, help them bring
22 up their task scores, and keeping bringing down cap scores
23 and cap scores and cap scores so people can be eligible.

24 It seems like you want the best of the best, you want
25 the cream to come to the top; but lowering standards is not

1 the way to do it. Let education do its part.

2 I mean when an offender comes into R&R and he starts,
3 you know, they do their classification process, "Okay, what
4 kind of job did you do, what kind of education, what kind of
5 training did you do," "I got none, I'm sorry, I have done
6 nothing." Well, it should be first getting some education,
7 what can you offer this person?

8 **CHAIR DIAZ:** I think I understand that concept --

9 **MR. CARLOS PIMENTAL:** Yeah.

10 **CHAIR DIAZ:** -- in having done thousands of
11 classification committees myself. But I'm also under the
12 understanding and personal knowledge that academics aren't
13 for everyone and people do have certain disabilities that
14 couldn't get them to that level.

15 However, they are very skilled in skilled labor and
16 they are very skilled in the craft, and I cannot as the
17 Secretary exclude them, even as a Warden, when I wanted to
18 exclude them from trying to obtain a craft, I couldn't just
19 because they couldn't read.

20 **MR. CARLOS PIMENTAL:** Yeah. So that's why reading
21 skills is one thing that education will give them at least.
22 You know, it's funny. My mom, when she came home one day,
23 and said like -- and she worked at Chad 2 from DVI -- she
24 said they have over the inmates desk or over the Warden's
25 desk cages, so that way they could still be in class and

1 still be forced to learn.

2 She told me where there was a fight and she put
3 herself in front of the door because she didn't want her
4 class to run out and help with the incident. Well, the next
5 day the kid showed up and he was beat up and he was beat up
6 because he didn't go help. So my mom, you know, had to
7 learn real quick that there's some things you can't control.

8 But she was very dedicated. She went I believe,
9 above and beyond trying to educate these guys. But when
10 they in take work orders, if there was another way of
11 helping these guys read the tape measure, learn how to
12 patch, by maybe those mockup rooms or buildings that they
13 can make, then we can, oh, I'll be willing to utilize those
14 guys. IWL will be, you know, willing to take those guys on.

15 But just to say "We're going to give you work orders
16 to help with that," I don't think that's the correct way. I
17 think to create a mockup building, destroy it, and let the
18 guys come in and do the repairs and evaluate how things are
19 done, understanding how a wall is built, how electrical gets
20 there, how, you know, a ceiling is done.

21 **BOARD MEMBER AGHAKHANIAN:** I'm sorry. What's your
22 name, again?

23 **MR. CARLOS PIMENTAL:** Carlos Pimental.

24 **BOARD MEMBER AGHAKHANIAN:** So I have a couple of
25 comments that you made. Do you have this in writing?

1 **MR. CARLOS PIMENTAL:** As far as --

2 **BOARD MEMBER AGHAKHANIAN:** The reason I say this,
3 this is a public comment section. First of all, do we have
4 any kind of regulation on the amount of time of public
5 comments?

6 **GENERAL MANAGER PATTILLO:** It's supposed to be two
7 minutes.

8 **MR. CARLOS PIMENTAL:** Okay.

9 **BOARD MEMBER AGHAKHANIAN:** And I say this with all
10 due respect, but, you know, unless this is a reporting area,
11 then we can go back and forth on it.

12 **MR. CARLOS PIMENTAL:** Yeah. I have documents --

13 **BOARD MEMBER AGHAKHANIAN:** Yes.

14 **MR. CARLOS PIMENTAL:** -- that are with our union.

15 **BOARD MEMBER AGHAKHANIAN:** So I think that will be
16 great if we can bring this forward, because I know there's a
17 lot of people waiting.

18 **MR. CARLOS PIMENTAL:** Okay.

19 **BOARD MEMBER AGHAKHANIAN:** And I don't want it to be
20 going into a discussion of the Board back and forth on it.
21 If you do have the comments, I think it will be great to
22 bring it forward where we can look at it as well.

23 But respecting other people's time in the public
24 comment section, I think we should follow the rules and
25 because there are other people that also want to speak or

1 else we're going to be sitting here all day having this
2 discussion.

3 **MR. CARLOS PIMENTAL:** Yeah, I agree. This is my
4 first hearing, so the rules are a little outside of my
5 knowledge.

6 **BOARD MEMBER AGHAKHANIAN:** Thank you.

7 **CHAIR DIAZ:** Thank you. Mr. Singh?

8 **BOARD MEMBER SINGH:** I have been in the City of
9 San Francisco for the last 30 years and we usually give two
10 minutes --

11 **CHAIR DIAZ:** Two minutes.

12 **BOARD MEMBER SINGH:** -- and that's it, and then we
13 make a --

14 **CHAIR DIAZ:** I apologize. I'll reign them in.

15 **BOARD MEMBER SINGH:** Yes.

16 **MR. CARLOS PIMENTAL:** If there was some rules, I
17 would have read it and adhered to them.

18 **CHAIR DIAZ:** All right.

19 **BOARD MEMBER KELLY:** Just a comment from this Board
20 Member. Maybe we sit here a lot of times and nobody shows
21 up here at all, right, so if two minutes is the rule, that's
22 the rule. But if we could stretch it to at least give them
23 their time to comment, you know --

24 **CHAIR DIAZ:** We can change it.

25 **BOARD MEMBER KELLY:** -- I'd like to hear it, because,

1 you know, if we can't justify what we're doing then we have
2 a problem. I think so far we have, but I think we should
3 give the speakers --

4 **BOARD MEMBER AGHAKHANIAN:** I just brought it up
5 because I didn't know what the rule was, whether it was two
6 or five. But again, I know we have a lot of people and I
7 don't know how many people are making comments.

8 **CHAIR DIAZ:** I have two speakers left. I have one
9 here and one more. So I have Mr. Greg West.

10 **BOARD MEMBER AGHAKHANIAN:** Thank you.

11 **CHAIR DIAZ:** Greg West.

12 **MR. GREG WEST:** Hey. I work at Mule Creek, I'm a
13 Plumber II. I have been there for almost 30 years, and I'm
14 also union steward member of the negotiation team. I have
15 been listening to some of the comments made after what Steve
16 made and I was quite offended, I have been offended for the
17 last 15 or 20 minutes in listening to this.

18 I will tell you this: I'm a qualified, certified
19 journeyman plumber. I had to go through a lot of training
20 in order to get my certifications. If you look on the list
21 here in Sacramento, my card number is number 51. That
22 doesn't come just by falling off the back of a truck. I had
23 to go through three years of night school and spent four
24 years in the ditch to get that qualification.

25 Now, as far as this program is concerned -- and there

1 have been a lot of questions that haven't been answered --
2 and I've been with Randy and Steve many times over the last
3 several months and tried to figure out what is the goal of
4 PIA, what are they trying to accomplish here.

5 We know that PIA is a for-profit organization, they
6 don't do anything for free. I'm wondering why is it that
7 promoting this program, what are they gaining from it, what
8 are they going to get out of it? There had to be a bottom
9 line. We still haven't been told what that is.

10 Now, if we want to give these guys a good help out
11 the door, you know, give them a little bit of training so
12 maybe they can sustain themselves when they get out, I think
13 that is wonderful, that's a wonderful thing here and I love
14 to hear that. I try to do that every day with my guys.

15 But yet it still seems a little bit disingenuous,
16 knowing that PIA is a for-profit organization. So we would
17 like to have something in writing that said "This is PIA,
18 this is what our goal is, and this is what we'd like to see
19 done."

20 Now, I would say there has been some misinformation
21 regarding the work orders and the reasons why this program
22 had told, you know, CDCR, "Hey, we need to go in, the plant
23 office is drowning," what we have come to understand,
24 because we work inside the prisons, we see it every day.

25 We talk to the people that work with us, GFMR, PIA, I

1 mean we know each other, we have been there for years. We
2 just asked them, "Hey, what's going on with this, what
3 happened there?" They will tell us what's going on.
4 Instead of whatever we might catch in print, you know, we
5 get the truth from the people we work with every day.

6 Some of the things that were said earlier had to do
7 with the work orders being just overwhelming for Plant Ops.
8 Now, I have talked to people that have told me that HFM was
9 told, by PIA, to start putting work orders in on everything.
10 They want to make sure they can show that this program needs
11 to get off the ground.

12 So if there's a nick in the wall, that is a work
13 order right there. Because of it being a health facility,
14 you can't have any inconsistencies in that structure because
15 that's where it can gain germs and that's what the
16 explanation was behind it. Okay. So if that's the case,
17 then that means they have to patch this hole, and they have
18 to do this and that.

19 The problem is, is that we're understanding that they
20 want to help these guys learn how to do certain things in
21 the trades and we're for that, yeah, I want to see that
22 happen. But one little nick in the wall should not
23 necessitate a work order.

24 We have had, let's see, the week before last, PIA put
25 in, or HFM put in 35 work orders in one week for our CTC,

1 our little hospital there. And when somebody went back and
2 investigated it, it's like, "Okay, well this is a work
3 order, so is that, so is that, and so is that."

4 All those four scuffs there were all individual work
5 orders. So we found out, "Okay, maybe this isn't being as
6 truthful as they need to be." So they just went back and a
7 work order for the entire wall. Good. Fine. But now we're
8 at the point where now GFMR is stepping into our work order.

9 It's our responsibility to maintain the entire
10 infrastructure of the institution, whether it's paint,
11 whether it's concrete, whether it's roofing, no matter what
12 it is. Now, we're willing to say, "Okay, we understand that
13 the GFMR guys want to do this work and want to do these
14 things." That's fine.

15 The problem is we don't have any parameters as to
16 where they start and where we end and so forth. You know,
17 we have to understand where are those, and we haven't been
18 able to get that. We've asked for it several times in the
19 meetings with PIA and CDCR.

20 We still don't really have a solid understanding of
21 what it is they want to accomplish and where their work
22 begins and where ours ends, okay, so we're still trying to
23 get that information back and we'd love to have it.

24 As far as these guys being trained, okay -- Chuck, I
25 never met you before, I have heard tons about you, a good

1 man, but I heard a lot about you -- one of the things that
2 I'm thinking of is in order to train these guys properly, we
3 can't just have them patch a wall and put a little dab of
4 paint. I believe with everything that I have heard -- and I
5 was in agreement with these gentlemen over here and this man
6 over here -- you absolutely have to train these guys.

7 If they are getting to be tradespeople or even
8 apprentices in any trade before they get out of here, before
9 they get out of jail, they have to have a fundamental
10 knowledge and understanding of the structure.

11 Like Carlos said, you have to know about the
12 underground, you have to know about the concrete, the walls
13 and the studs, and where the pipes go, and where the
14 electricity goes.

15 My biggest concern is that we have GFMR classrooms,
16 and these guys have thousands of dollars worth of brand-new
17 power tools. What in the hell are they going to with those
18 tools? Are they going to patch the hole, are they going to
19 drill a hole through the pipe? I don't know what the plan
20 is, I don't, we don't, we're still trying to find out.

21 We want them to have all the experience they need and
22 that's why I'm going to piggyback on what Carlos said, and
23 Steve has said I don't know how many times, "Get these guys
24 some materials, let them build the mockup building in the
25 classroom that have enough room to do so," and they can see

1 the structure all the way up and they can learn all of these
2 things, learn how to use a drill and drill through a wall
3 and feed that Romex through there, you know, and go ahead
4 and put the pictures up there, and they can completely do
5 everything they need to that building, and it will give them
6 far more knowledge than what they currently have and that is
7 going to give them a better boost out of the door.

8 I mean, believe me, I teach these guys all the time.
9 Carlos and I, all these trades guys in here, we take these
10 guys by the hand, we're going to show them everything we can
11 from the ground up. A lot of the problems is they get their
12 points dropped to Level II and they get shipped out. Well,
13 we had them for about a year and a half, we almost had them,
14 but now they're gone.

15 So these guys that are in the program, if we just get
16 some materials and let them build these mockup buildings
17 from the ground up, I swear to you it will be so much more
18 beneficial.

19 And the classroom is really good, these guys are
20 doing the best they can in there, okay, but they still have
21 to have that hands-on stuff. It's absolutely necessary,
22 they have to have that.

23 **CHAIR DIAZ:** Thank you, Mr. West.

24 **MR. GREG WEST:** With that --

25 **BOARD MEMBER DAVISON:** That's it.

1 **CHAIR DIAZ:** Thank you. I have one more speaker,
2 Mr. Tom Neely.

3 **MR. TOM NEELY:** I'm Tom Neely, I'm from High Desert
4 State Prison in Susanville. And I just want to follow up on
5 what those guys were saying. The same thing is happening at
6 High Desert. You know, they are just turning in small
7 little work orders, saying that the wall can't be properly
8 sanitized so that it needs to be, you know, with just a
9 little mark here or there.

10 And a lot of times, we don't see the work order until
11 after the Warden's meeting, and then we go back through our
12 work order system and there's nothing there. But they have
13 generated a work order that they have given the Wardens and
14 that's, you know, I mean that's been less than truthful.

15 And, you know, we do go out and we train these
16 inmates, we have to train them to use a screwdriver, to use
17 a pair of pliers, to use a SKILSAW®, to use every tool there
18 is in the trades. We train them and so does the IBL, we
19 train them to do that.

20 You know, we may not be able to because we don't have
21 27, you know, inmates that work right side-by-side with us.
22 But, I mean, through our entire facility, we have at least
23 that that we train, you know.

24 And the minimum, the minimum qualifications for a
25 Plant Operations staff is six years. We have to have six

1 years of experience, minimum, to be able to perform our
2 duties. PIA comes in with two years' experience.

3 And then you guys are saying "Oh, well, it's a
4 wonderful program that, you know" Well, you guys
5 aren't even hiring qualified people. It's four years, four
6 years to be a journeyman, you know, and you guys are only
7 giving them two years' experience. You guys that worked in
8 the unions, you know how it is that you have to come up
9 through the apprenticeship program. So, I mean, I don't
10 understand.

11 We also have the education program that, I guess,
12 Greg and them don't have that at their facility. But they
13 do make a mock building that comes through our education
14 system, and they build it from the ground up. I would much
15 rather have one of those folks that came through that
16 education program in my shop than somebody that's just
17 patching a wall.

18 And they are buying thousands of dollars worth of
19 tools. The institutions already have that, you know. I
20 don't understand why you guys are trying to reinvent the
21 wheel. We already have bought the SKILSAWS®, the
22 screwdrivers, everything that a tradesman needs to do that,
23 but you guys go out and decide you're going to buy that.

24 And for PIA to come back and say, "We are
25 overwhelmed"; well, yes, we are overwhelmed because the

1 Department of Corrections has cut our staff by 50 percent.
2 Give us the people, give us the resources to do that. You
3 know, when you cut our staff by 50 percent, don't come and
4 give us another program. That doesn't work, because you're
5 not training them by giving them, you know, the people that
6 aren't even qualified.

7 So, you know, for them to come in and say that we
8 are -- we are overwhelmed because the staff reduction, you
9 know. So the department needs to reevaluate this whole
10 program.

11 **CHAIR DIAZ:** And that's a discussion with CDCR, that
12 comes through the Wardens. So, yes.

13 **MR. TOM NEELY:** So that's all I have --

14 **CHAIR DIAZ:** Thank you.

15 **MR. TOM NEELY:** -- to comment on.

16 **CHAIR DIAZ:** Thank you.

17 **BOARD MEMBER MARTIN:** So thank you very much for
18 taking the time to speak today. And thank you for training
19 some of these guys. Even if it's for a year and a half or
20 even if it's for six months, it really does make a
21 difference in their lives.

22 And just like you said, sometimes you have to teach
23 them how to use a screwdriver, it's important. Even if it's
24 just for a minute that you spend with them and teach them
25 something new, it really helps them in their life, and it

1 helps them feel a sense of accomplishment.

2 I don't know about you, but the reason I got into
3 construction is because I could see a finished product at
4 the end of the day.

5 **MR. TOM NEELY:** Exactly.

6 **BOARD MEMBER MARTIN:** I absolutely love it. Any time
7 you do anything, whether it's spackling a wall, whether it's
8 painting a wall, whether it's putting in underground,
9 building a pad, the beauty of it at the end of the project
10 you've done something.

11 So I understand what you're saying is, "Hey, they've
12 reduced this." CDCR, that's their side of the house and I
13 understand what you say as far as they are buying all of
14 these tools, it's two different sides of the program.

15 If we start using your tools and something happens,
16 CDCR has to replace them, PIA doesn't pay for those. So you
17 have to understand that side of the equation too. It's two
18 separate units, although they work together as one, but I
19 want to thank you for your efforts to train some of these
20 guys and I hear your point. So, thank you.

21 **CHAIR DIAZ:** Thank you, Mr. Martin.

22 **MR. TOM NEELY:** You know, too, the people that we get
23 at High Desert, you know, it's a Level IV prison, so we have
24 them longer than some of the other people. So we do have
25 them for a long period of time.

1 But, you know, I just don't understand as a taxpayer
2 why we're going out and redoing, spending more money on a
3 program that we already, that CDCR already has in place.
4 They used to do a day for day for the inmate to get out,
5 because that's the whole, you know -- so if they came to
6 work for a day, then they got off a day, you know. But

7 **CHAIR DIAZ:** And a lot has changed, a lot has changed
8 over the years on how credit is earned, how the programs
9 work, all of that. So if you'd like to talk CDC, you'd like
10 to talk about standardized staffing in a separate forum
11 other than the PIA Board, I'd love to talk to you. Okay?

12 **MR. TOM NEELY:** Okay.

13 **CHAIR DIAZ:** Thank you. So that would be the last
14 Information Item. And I think I've chaired this Board as a
15 sit-in for the prior Secretary, it went rather fast, and I'm
16 of the thought and having led prisons, led staff and been
17 doing this a long time, communication is the key to this.

18 And I do want to thank the Board's patience on all
19 the input that we received and thank you for your
20 attendance, everyone that's here. Not everyone spoke, but
21 everyone was heard, and I do appreciate the comments.

22 There's only one more item and that is to adjourn.
23 But before we do that, I do want to publicly thank Chuck
24 Pattillo for his leadership over PIA and the team that was
25 developed in PIA.

1 And having been a Warden, having been a Captain,
2 having been intimately involved with PIA over the years, I
3 had a lot of questions in the beginning. But in the end, it
4 will result to further the population and to better the
5 agency, and to put out a better product from the population.
6 And, Chuck, you have done that along with your team, so I
7 want to thank you. I appreciate all that you've done.

8 **GENERAL MANAGER PATTILLO:** Thank you.

9 Mr. Chair, we actually have one item. I wanted to
10 recognize Caroline Bigelow. She's somewhere here. Step up.
11 Caroline Bigelow is retiring officially yesterday. She is
12 our Chief Information Officer, or was.

13 She spent the last two years with us basically
14 updating our IT infrastructure as an assistant to me, and
15 then she became our Chief Information Officer about a year
16 ago. And she's got 20 years with the state, and she decided
17 awhile ago that she is going to retire. So Suzie Chang us
18 will be our acting CIO over Project Management for me, but I
19 wants to say thank you very much.

20 At the end, I want to have her take a picture at the
21 very end, but does she want to say a few things.

22 **MS. BIGELOW:** Yeah. This has been an interesting
23 last day here, and I really appreciate this forum, the
24 Board, the Secretary. You guys are going to have a hard
25 time filling Mr. Pattillo's shoes, but it's a great place.

1 It's going to be hard discussions, but I think
2 they're important discussions, and I think it's been very
3 interesting and everybody is highly vested to do the right
4 thing. I appreciate everything you've provided for me and
5 the opportunity, and I learned so much under your
6 leadership, it's been wonderful. So thank you.

7 **CHAIR DIAZ:** Thank you.

8 Do I have a motion to adjourn?

9 **BOARD MEMBER JENNINGS:** So moved.

10 **BOARD MEMBER AGHAKHANIAN:** Before we do that,
11 Mr. Chair, I'd like to revisit the policy of public comment.
12 Again, if it's two minutes, we should change it to five
13 minutes. I just want to make sure there is a policy moving
14 forward. I know there are a lot of people here and next
15 time maybe there's another issue that people will be waiting
16 and maybe they'll be discouraged to make comments because we
17 don't have a set policy. So if it is two minutes, maybe we
18 should extend it to five minutes, but it's something I want
19 on the next agenda be.

20 **CHAIR DIAZ:** Very good.

21 **BOARD MEMBER SINGH:** And when we have the dialogue,
22 you know, after the meeting, anybody can seek any
23 information they want.

24 **CHAIR DIAZ:** Okay.

25 **GENERAL MANAGER PATTILLO:** And it's the first time we

1 have had public speakers in about six meetings. So

2 **BOARD MEMBER AGHAKHANIAN:** I just want to clear up
3 the policy.

4 **GENERAL MANAGER PATTILLO:** Oh.

5 **CHAIR DIAZ:** So do I have a motion and second to
6 adjourn?

7 **BOARD MEMBER AGHAKHANIAN:** So moved.

8 **BOARD MEMBER JENNINGS:** Second.

9 **CHAIR DIAZ:** All right. All in favor?

10 (Everyone responded, "Aye.")

11 **CHAIR DIAZ:** Meeting adjourned. Thank you.

12 **GENERAL MANAGER PATTILLO:** At 12:02.

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COURT REPORTER'S CERTIFICATE

State of California)
) ss.
County of Sacramento)

I, ERIC L. THRONE, Certified Shorthand Reporter of the State of California, do hereby certify that the foregoing transcript, pages 1 through 73, inclusive, is a complete, true, and correct transcription of the stenographic notes as taken by me in the above-entitled matter.

Dated at Sacramento, California, this 28th day of October, 2018.

ERIC L. THRONE, CSR No. 7855, RMR, CRR, CRC

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