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CALIFORNIA PRISON INDUSTRY AUTHORITY
BOARD MEETING

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REPORTER'S TRANSCRIPT OF THE
PRISON INDUSTRY BOARD MEETING

Thursday, January 28, 2021

10:00 A.M.

ZOOM/TELECONFERENCE MEETING

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Reported by: ANN R. LEITZ, CSR NO. 9149

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APPEARANCES

Kathleen Allison, Board Chair
Darshan Singh, Vice-Chair

BOARD MEMBERS:

Dr. Armond Aghakhanian
Dawn Davison
Brent Jamison
Mack Jenkins
Bob Jennings
Curtis Kelly
Felipe Martin
Troy Vaughn

EXECUTIVE OFFICER:

Scott A. Walker

CHIEF COUNSEL:

Jeff Sly

BOARD SECRETARY:

Jessica Murray

CHIEF INFORMATION OFFICER:

Suzie Changus

ASSISTANT GENERAL MANAGER, WORKFORCE DEVELOPMENT BRANCH:

Randy Fisher

ASSISTANT GENERAL MANAGER, EXTERNAL AFFAIRS:

MICHELE KANE

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*Matters defined under Government Code Section 11126(a) regarding appointment, employment, evaluation of performance, or dismissal of a Public employee	
*Matters defined under Government Code Section 11126(e) (2) (B) (i) regarding pending litigation	
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1 PROCEEDINGS

2 Thursday, January 28, 2021, 10:05 a.m.

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4 CHAIR ALLISON: I would like to call the meeting of
5 the Prison Industry Board to order. And it is 10:05,
6 according to my clock on my computer.

7 I want to welcome all the Board Members and
8 attendees and thank you for being at today's Prison Industry
9 Board Meeting. I would like to note, in light of the
10 State's recommended social distancing, this meeting is being
11 conducted via videoconference -- I swear I can talk --
12 pursuant to Executive Order N-29-20.

13 If members of the public are on the line right now,
14 would like to comment, you will have a chance to comment
15 after each item is presented to the Board and also at the
16 end of the meeting after presentations of the Agenda Items.
17 We will give other future instructions on how to raise your
18 hand and let our organizer know that you would like to
19 speak. Each speaker will be limited to two minutes for
20 public comment. I would request that anyone announces their
21 full name and affiliation before speaking so that there's no
22 confusion on who is speaking.

23 As we begin the Board, we will also have a closed
24 session and we will talk about that. And then, Jessica, I
25 need to make sure for that closed session that that

1 recording is turned off for that closed session.

2 BOARD SECRETARY: Yes.

3 CHAIR ALLISON: With that, Jessica, can you please
4 take the roll?

5 BOARD SECRETARY: Yes, thank you.

6 Chair Allison?

7 CHAIR ALLISON: Here.

8 BOARD SECRETARY: Vice-Chair Singh? Mr. Singh, can
9 you hear me? I think you might be on mute? Mr. Singh, I
10 don't have your video on the line either, so I can't give
11 you a thumbs up or thumbs down. I'll give you a few
12 moments. I'll come back to you.

13 Member Aghakhanian?

14 BOARD MEMBER AGHAKHANIAN: Here.

15 BOARD SECRETARY: Member Davison?

16 BOARD MEMBER DAVISON: Here.

17 BOARD SECRETARY: Member Jamison?

18 BOARD MEMBER JAMISON: Present.

19 BOARD SECRETARY: Member Jenkins?

20 BOARD MEMBER JENKINS: Present.

21 BOARD SECRETARY: Member Jennings?

22 BOARD MEMBER JENNINGS: Here.

23 BOARD SECRETARY: Member Kelly?

24 BOARD MEMBER KELLY: Here.

25 BOARD SECRETARY: Member Martin?

1 BOARD MEMBER MARTIN: Here.

2 BOARD SECRETARY: Member Vaughn?

3 BOARD MEMBER VAUGHN: Present.

4 BOARD SECRETARY: And Member Webb? I think she
5 might be joining us a little bit later. We'll get to her a
6 little bit later.

7 Mr. Singh, can you hear me? Can you take yourself
8 off of mute or get your video on so I can see you?

9 We'll come back to him a -- if we get him on the
10 line, we'll get him a little bit later.

11 GENERAL MANAGER WALKER: If you can announce that --

12 BOARD SECRETARY: Yes, I will announce it when he
13 does show on the line.

14 So as of now, I have a quorum of nine members.

15 CHAIR ALLISON: Thank you so much, Jessica. I
16 appreciate that.

17 Well, needless to say, a lot has happened since our
18 last Board meeting. I'm sure it was not lost on any of you
19 the significant outbreak of Covid within our institutions.
20 We had over 46,000 cases. We have suffered 120 -- excuse
21 me, 192 deaths of Offenders and about 22 deaths of staff.
22 We are currently tracking about 2,200 cases, which is an
23 extremely low from our all-time high of about 12,000. We
24 still have about 70 Offenders in outside hospitals. Of
25 those Offenders, about 20 of them are in ICU, and almost all

1 of those are on ventilators.

2 So we're still not out of the woods yet as it
3 relates to Covid, but I will say that we have vaccines
4 flowing in the arms every day. We've had about a 90 percent
5 acceptance rate of the inmate population. So how we've
6 administered vaccines is our skilled nursing facilities,
7 both staff and inmates were the first to receive them when
8 we first got our allotments. We moved on down to the 65 and
9 older, with certain Covid -- or 65 and older for everybody,
10 and then we're focusing as we go down on various Covid risk
11 factors, all based on CDPH and CDC guidelines. And of
12 course, vaccinating all of our frontline workers and those
13 who go in and out of our institutions on a regular basis.
14 And so, we're very pleased that we have been afforded that
15 opportunity to receive our vaccines.

16 And, of course, we had an infrastructure with all of
17 our nursing staff and various contracts, so it was
18 relatively easy for us to activate this very quickly within
19 our system. And so, that's probably been the biggest thing.

20 Needless to say, for me, as the Secretary, anxious
21 to kind of move beyond Covid and get to some normalcies with
22 our programs, activate our PIA programs again, those who
23 have been put on modified, you know, numbers in the plants
24 and different things. So really looking forward to that in
25 this next year of 2021. I have a lot of lofty goals as the

1 new secretary. I will not bore you with all of those today.
2 But just understand how committed I am to Prison Industries
3 as well as the programs that you provide. And so, I really
4 look forward to getting those up and running, doing whatever
5 I need to do to break down any barriers within the
6 institutions as we go forward.

7 One of our biggest issues, aside from the active
8 cases within our prisons, is that over 10,000 inmates that
9 are sitting in county jails ready to come to us, the
10 sheriffs are very mad. We've had very limited intake over
11 the -- we've opened and closed many times over the months,
12 and so, hopefully, now that we're seeing a light at the end
13 of the tunnel that we can get some regular programming -- or
14 regular intake into the reception centers.

15 With that, that's kind of high level, what's going
16 on in CDCR, and so, I move it over to Scott. Scott Walker?

17 GENERAL MANAGER WALKER: Would the Board like to
18 make any opening remarks?

19 BOARD MEMBER JENKINS: I just want to be a little
20 bit clearer on what the secretary was saying in terms of the
21 vaccines and how they're rolling out. As it relates -- have
22 you done any forecasting in terms of when the entire
23 population will be fully vaccinated? Are you following the
24 same type of strategy that the federal government is rolling
25 out and in the local jurisdictions is rolling out? Sounds

1 like you are, but you're adding some modifications in terms
2 of looking at vulnerable populations including what is
3 related to the second shot that is happening and how you're
4 following that. Could you give us an indication of how many
5 initial doses you received of the vaccine and then how
6 that's projected to roll out before you have full
7 vaccination?

8 CHAIR ALLISON: So we have vaccinated -- I probably
9 should look this up in realtime, but if I recall from my
10 memory from last night's report -- about 28,000 between
11 Staff and Offenders, the bulk of those being Staff.

12 And so, we have finished our 65-and-older population
13 and all of our license -- what we call skilled nursing
14 facility level of care. We are focusing on other inpatient
15 beds currently and going on down to what we call Covid Risk
16 Factor Six. All of it is in lockstep with CDPH -- I'm
17 sorry, for clarification, the California Department of
18 Public Health. We have a promise of steady doses coming to
19 us and we've been able to keep up with the receipt of those
20 doses.

21 So, you know, like I said, we're following all the
22 guidelines as we go forward. To project out exactly how
23 long it's going to take, it depends upon dosage availability
24 to the Department and trying to get as many people
25 vaccinated as possible as soon as possible. And it also --

1 another variable is, you know, it's voluntary, and so, even
2 though, you know, you can ask for doses to administer to
3 your entire staff and inmate population, doesn't mean
4 they're going to accept it. So CDC is really trying to, and
5 the Feds, making sure that we can utilize all the doses we
6 receive. So there's a whole team of people in Healthcare
7 that is working on that. And I'm not in the weeds of, you
8 know, the day-to-day conversations with California
9 Department of Public Health, and that's who issues the
10 vaccines that we receive from the federal government.

11 I hope that answered your question?

12 BOARD MEMBER JENKINS: Okay, yes.

13 GENERAL MANAGER WALKER: Any other remark from the
14 Board? Okay.

15 Well, good morning, Board Members and Madam Chair.
16 I just wanted to take a brief moment to kind of bring you up
17 to speed. Obviously, the first thing is CALPIA continues to
18 do amazing work. The Secretary talked about some of the
19 challenges with Covid, and we're experiencing those on the
20 ground frontline. And there's significant challenges, I
21 don't want to minimize that. But staff has knocked it out
22 of the park as usual. You guys hear me say that at every
23 meeting, but they continue to do amazing things to keep the
24 organization solvent, to keep us in front of the curve, and
25 to start to bring programs back to some semblance of normal.

1 Long way to go, but I just want to highlight the work that
2 the Staff has done. I just want to throw that out. And the
3 Board, I want to thank you guys for your continued support.
4 I appreciate the advice, the inside, the intellect on
5 helping me navigate these waters as well.

6 So PIA is in a better place than I could have ever
7 hoped for. There's been a lot of challenges and a lot of
8 the work left to do, but we're slowly starting to get back
9 to a regular rhythm. It's going to be awhile, slowly,
10 surely, but carefully. But we are headed in the right
11 direction. I do honestly believe we're going to come out of
12 this even better than when we went in. Some new
13 perspective. Obviously, new appreciation for the simpler
14 things in life and starting to focus on new programs and
15 build that back up. So thank you for that.

16 The other thing I want to announce to the Board and
17 make everybody aware of, PIA has never had a dedicated EEO
18 office for as long as I've been here, or as long as the
19 history of PIA, there's never been an dedicated EEO office
20 or officer; it's always been ad hoc duty. I think we had
21 the conversation with the Board, last couple of Board
22 Meetings, that it's time for us to do that. The size of the
23 agency and the criticality of that notion. So I'm pleased
24 to announce that that office is up and running, and
25 Ms. Tracy Threlfall back here in the corner is our new

1 CALPIA EEO officer. She brings a wealth of experience to
2 the table from multiple past practices. And I really think
3 it's going to help us refine our approach and -- hopefully,
4 hopefully, and continue to educate staff to a greater level
5 to avoid either unforced or unthoughtful errors in the EEO
6 world. So I'm glad to have Tracy on board. I think she'll
7 help us do great things. So welcome, Tracy.

8 The other thing I want to bring you up to speed on
9 real quick, after a lot of hard work by staff again, our new
10 ERPLX contract, RFP, Request For Program, has actually gone
11 out this morning. And so, as you recall, we had a lot of
12 conversation about that and that would be, I think, about
13 two million dollars for that effort. I really think that is
14 going to be a game changer in this organization as far as
15 accessible actionable information. As we talked about,
16 right now, we're doing it by various ad hoc reports that we
17 kind of cobble together and one office, and this is really
18 going to push a lot of things into a single point of storage
19 and access, and I think we will be forever grateful to Kelly
20 Condon once this thing gets up and running. She's the staff
21 member that is kind of pushing this. And the efficiencies
22 come along with that. So I just wanted to let you know that
23 that is out, and in the real world, and we should be moving
24 down that road here even further shortly.

25 So that's kind of the long and short of what I've

1 got as far as Opening Comments. We'll go through all of the
2 Board Items this morning. We're going to talk about the
3 diminishment of the herd at Corcoran. I'm going to talk
4 about some of the Board Items. We'll get to that. But
5 first we need to call a Closed Session and get through a
6 couple of things there.

7 CHAIR ALLISON: Thank you, Mr. Walker. I appreciate
8 that.

9 I will say that in the Closed Session, Jessica, I
10 will ask that you ensure, one, the recording is off; two,
11 verify the remaining Members that are -- I only want the
12 Board.

13 And, Debi, we will call you in at some point in time
14 for a second portion of that. So if you can be on standby,
15 I would appreciate that. So if I can just have the Board,
16 and everybody else excuse themselves, I would appreciate
17 that.

18 BOARD SECRETARY: Suzie is going to be placing the
19 Board Members into the breakout room. So stand by that for
20 that. I will just call a quick roll after we get in there,
21 and I'll leave the room.

22 CHAIR ALLISON: Thank you.

23 (Board went into Closed Session.)

24 (Off the record at 10:20 a.m.)

25 (Resumed at 12:33 p.m.)

1 BOARD SECRETARY: I'm going to take roll. Chair
2 Allison?

3 CHAIR ALLISON: Here.

4 BOARD SECRETARY: Vice-Chair Singh.

5 CHAIR ALLISON: He stepped away, but he is there.

6 BOARD SECRETARY: I see he is on the line.

7 Member Aghakhanian? Member Aghakhanian, I think
8 you're on mute? I'll come back to him.

9 Member Davison?

10 BOARD MEMBER JAMISON: I'm here; sorry.

11 BOARD SECRETARY: Oh, thank you. And Member
12 Davison? I think you're on mute, Ms. Davison?

13 BOARD MEMBER DAVISON: Here.

14 BOARD SECRETARY: Thank you. Member Jamison?

15 BOARD MEMBER JAMISON: Present.

16 BOARD SECRETARY: Member Jenkins? I think he
17 dropped off. And Member Jennings?

18 Member Kelly.

19 BOARD MEMBER KELLY: I'm still here.

20 BOARD SECRETARY: Thank you. Member Martin?

21 BOARD MEMBER MARTIN: Here.

22 BOARD SECRETARY: Member Vaughn? And Member Webb?

23 Let the record show we have a quorum of seven
24 members.

25 CHAIR ALLISON: Thank you. This meeting is now

1 reconvened.

2 For the record, the Board discussed the employment,
3 evaluation of performance, or dismissal of a Public employee
4 as well as pending litigation. We will now move our meeting
5 to the other Agenda Items.

6 I will say that one of the Agenda Items will be
7 removed from the Agenda today in the essence of time and
8 further evaluation of the Board Bylaws, and so those will be
9 taken off for discussion. Thank you. Mr. Walker?

10 GENERAL MANAGER WALKER: So Action Item A,
11 Diminishment of the Herd at Corcoran. I see no processing
12 part of the factory, but the herd itself. And the trouble
13 with that herd, to try to make that a viable operation for
14 year, probably longer than we should have, just trying to
15 make -- figure out some magic formula there to make that
16 work, and the problem is we're just not there. The herd
17 management, there's a host of issues there. One is the fact
18 that we have a union infrastructure that's going to continue
19 to cost us more and more rough money to repair, replace, to
20 keep running. Right now between five-hundred and
21 seven-hundred-thousand-dollars a year.

22 What's also contributing to that is the fact that we
23 can't get incarcerated individuals into those programs
24 because that pool of eligible individuals has shrunk
25 dramatically. I think in here it talks about having 72

1 incarcerated individual assignments, and we're down to 15
2 assignments, and so, that creates a whole other host of
3 costs. It also creates a whole other host of being able to
4 maintain that equipment down there. In conjunction with
5 that, the turnaround time of the incarcerated individuals in
6 that program, as it comes from the minimum support, is about
7 seven months. And as all of you know, we don't even start
8 tallying statistics on recidivism without shooting for the
9 first six months. So, really, it's a very small opportunity
10 to give people a chance to participate in our rehabilitative
11 programs and thus a lot of the certification that you see in
12 other enterprises aren't happening there because the amount
13 of the time for the individuals to do that.

14 The last thing I'll share with you is, there is
15 certainly a notion out there -- and none of it is in public
16 and hasn't before shared, but UCI shared with me some data
17 University of California-Irvine, the recidivism study that
18 the dairy had a very minimal impact historically on
19 recidivism numbers. So if I'm looking at it from a cost
20 perspective, it will push another \$1.3 million in cost a
21 year to our bottom line to keep the herd processing. The
22 incarcerated individuals in that program, that is having an
23 impact on their life, the ability to do that is going to be
24 reduced, and I suspect for even the for-seeable future. The
25 infrastructure is not going away, and we're going to have to

1 spend a lot of money there.

2 So when I start looking at those three areas that
3 are kind of what the business model is, I don't see the
4 value in keeping that herd there. It's the last thing I
5 want to do. I think we started these conversations before I
6 retired the first time. Mr. Martin made the point
7 repeatedly to me. It's just, I think, time -- and certainly
8 my recommendation is -- to move forward with that.

9 The concern I've got, obviously, always is with the
10 diminishment of program. I don't like to do that. And also
11 the staff. There is seven staff that are going to be
12 impacted by this diminishment. And we might -- we plan to
13 kind of do the same approach we've done at DVI where we
14 offer them opportunities within PIA. I think the last time
15 I checked there were four positions identified for the seven
16 individuals so far.

17 You see in the Item itself the effective closure
18 date of 12/31/2021. Part of the rationale there is to give
19 me time and give the employees time to find employment at
20 either at Corcoran or SATF, which is right next to each
21 other, or the surrounding 90-mile institution -- held
22 positions at those other institutions, offer them that
23 opportunity. And so, if the Board goes down that road,
24 we'll kind of follow the same DVI roadmap. We're planning
25 to engage the staff, have a conversation with them, kind of

1 give them the resources, the roadmap and help them to try to
2 connect the dots so that they can stay employed with PIA.
3 They do have to engage in that process, they don't have to
4 necessarily compete. If there's a vacancy and they are a
5 permanent employee, we'll make that available to them, but
6 they do have to engage in that process. So we've reached
7 out and talked to the Union and gave them a heads up on what
8 we're doing. Obviously, the warden and institution staff,
9 CDCR staff and the staff at Corcoran. So if the Board
10 approves that there's a framework of folks and the resources
11 that we're going to take down to Corcoran this coming
12 Wednesday to kind of help staff kind of hopefully take some
13 of the anxiety away and walk them through the process.

14 So my recommendation to the Board -- and the other
15 thing I want to just throw out there quickly, given all the
16 other stuff that this organization, dealing with the Covid
17 and the cost and the up and down, I'm just not sure that
18 adding another -- I'm positive that adding another \$1.3
19 million to the bottom line is probably not the best decision
20 at this point. But my recommendation to the Board would be
21 to diminish the herd, end the herd at California State
22 Prison Corcoran Dairy Operations.

23 BOARD MEMBER AGHAKHANIAN: Madam President, I move
24 that the Board approves the diminishment of the COR dairy
25 herd by 12/31/2021.

1 BOARD MEMBER MARTIN: So I have questions before we
2 move on any motion, if you don't mind?

3 CHAIR ALLISON: Mr. Felipe, please, I turn the floor
4 over to you.

5 BOARD MEMBER MARTIN: Thank you, Ms. Allison. Just
6 real quick, Scott, how long did it take down to close DVI
7 once we knew it was closing and how long did it take us to
8 get rid of the herd? I understand what's --

9 GENERAL MANAGER WALKER: The herd itself, it
10 probably took us 60 days, maybe, to get the herd in a good
11 state. We've got the auction houses lined up, kind of did
12 our homework on that. It was probably within 60 days we
13 were able to diminish the herd at DVI.

14 BOARD MEMBER MARTIN: How long did it take to place
15 the employees that were working at DVI in other facilities?

16 GENERAL MANAGER WALKER: We're still placing them
17 even as we speak. And so, we earmarked, for lack of a
18 better term, homes for most of them. I'm being told --
19 there's two employees down there, and these aren't even
20 Dairy, they're the HFM portion, that have still not
21 participated in the process and accepted positions down
22 there. I think they're working through that, too. I'm not
23 sure -- this part of the ongoing communication, because
24 sometimes there's a lot of misinformation, right? And I
25 think sometimes somebody else whispers in their ear there's

1 some other opportunity somewhere and they don't take what is
2 necessarily right in front of them. So we're offering all
3 these folks an opportunity. We found a position for
4 everybody down there. But, again, they don't have to
5 compete, but they have got to participate, right? So they
6 have got to say, Yeah, I'm willing to take that position and
7 we can move down that road. As I understand it, there are
8 two facilities down there still that haven't. I suspect
9 they're going to. I don't think there will be any issue
10 there. But other than those two, we've found homes for
11 everybody down there that was a permanent full-time
12 employee.

13 BOARD MEMBER MARTIN: So how long has that process
14 taken?

15 GENERAL MANAGER WALKER: I don't know, that Board
16 Meeting was five months -- five or six months.

17 BOARD MEMBER MARTIN: What I'm getting at -- I'm
18 sorry and I apologize for asking all these questions. What
19 I'm getting at is, based on the losses that we're currently
20 incurring with the Dairy, I don't know that we want to
21 sustain a full 12 months of loss. If we can expedite the
22 process and get, you know, the staff placed in a new
23 position -- we know we can get rid of the Dairy cows within
24 60 days. We know we can move forward in approximately five
25 months, because that's about how long the previous Board

1 was. So if we can do that in a faster process, maybe by the
2 end of the year, fiscal year, which is, you know, July, I
3 believe that that would be -- or, at least for me, that
4 would be acceptable. I don't see -- you know, we're already
5 having struggles financially with other sales. I know it's
6 been -- you've been doing a fantastic job managing all of
7 the costs and all the staff. But if this can bring money to
8 the bottom line sooner, I would say that we need to move
9 sooner and swifter to move towards that direction instead of
10 waiting the full year.

11 GENERAL MANAGER WALKER: And I don't disagree. The
12 quicker, efficient checking-the-box way, absolutely -- I
13 don't disagree with the notion. That's five months from
14 now, we'll already be there, but there's a few boxes we got
15 to check, and DVI is part of the -- and it goes beyond just
16 the herd. There's the decommissioning of the plant.
17 There's dealing with CDFA. There's dealing with milk port.
18 All of those things that you know have to be kind of -- walk
19 through those to make sure that we're not -- and we're going
20 from a producer to a package, and that's a change that we've
21 got to navigate. And so, I've got to make sure that we've
22 got a clear roadmap on how to do that, and I just don't want
23 to -- you know, like everything else, I don't want to -- I
24 want to hope for the best, but plan for the worst. And,
25 certainly, the first thing that is going to go, once I'm

1 convinced that we've got a good roadmap on pivoting from a
2 producer to a packager, that herd is going to go away. And
3 then we need to start talking and get contracts in place,
4 obviously, to replace that milk supply. And then we start
5 talking about how we decommission that structure. There's a
6 lot of institution things that are dependent on that, flow
7 of water, and the rest of that that we've got to work
8 through. And so, as I sit here, I would say to take that
9 same trajectory, but I wouldn't -- even DVI, you know, it's
10 probably going to be the end of the fiscal year before we
11 got all of those other things done, which then turn out to
12 be eight or nine months not five or six months.

13 And so, that's kind of the rationale. This will
14 give us effectively ten-and-a-half months to get from here
15 to being able to walk away from that site. And I just don't
16 have all of the -- I don't have all the nuances identified
17 yet to have some confidence that we'll get everything done
18 in that time frame. The herd will be gone as soon as we
19 can, we can make that pivot from producer to packager.
20 Staff can be redirected as soon as they can. We've got to
21 move those to different cost centers. All of those things
22 are going to be part of the plan, I'm just not convinced as
23 I sit here, because I just don't know that we've got the
24 complete roadmap there yet, that we can get there by June
25 30th. That's my perspective.

1 BOARD MEMBER MARTIN: Is there a cost comparison
2 between us doing the packaging and buying the goods already
3 packaged? Has there been a cost comparison to see how that
4 compares?

5 GENERAL MANAGER WALKER: Absolutely. It's not
6 already packaged. It's buying bulk milk and packaging.

7 BOARD MEMBER MARTIN: Right, and I understand we
8 would be buying it and then packaging it --

9 GENERAL MANAGER WALKER: Right.

10 BOARD MEMBER MARTIN: -- buying it already in
11 cartons and -- like we're doing in Susanville, right?

12 GENERAL MANAGER WALKER: Absolutely.

13 BOARD MEMBER MARTIN: I mean, Susanville, the
14 analysis was done and it was actually cheaper to buy the
15 product already packaged and delivered to the site than it
16 was to try and package it and deliver it to the site, so...

17 GENERAL MANAGER WALKER: So -- where's Bill at?

18 I don't recall those numbers off the top of my head,
19 but that's certainly part of Bill's analysis is that whole
20 costing piece, because it kind of made sense on that side.
21 I don't want to do all this and then find out six months
22 from now we're losing money on the packaging side of this
23 thing -- and this is just one of the things I'm surprised I
24 didn't have it in the Board item itself. That certainly is
25 a good point. So let me get him in here and he can speak to

1 that, hopefully, off the top of his head about what that
2 was, and he can give you an analysis on the cost to the
3 organization for packaging that milk versus producing it.
4 I'm trying to recall what those numbers were, but I'll wait
5 for him to opine on that.

6 Any other questions while we wait?

7 BOARD MEMBER MARTIN: You mean that wasn't enough
8 questions?

9 GENERAL MANAGER WALKER: Exactly. I appreciate
10 that. I appreciate that.

11 Hey, Bill, so the question is -- we've done all the
12 analysis on the cost per carton, with the herd, without the
13 herd. I don't know if you recall those numbers off the top
14 of your head?

15 BILL DAVIDSON: I don't recall the numbers right off
16 the top of my head, but certainly it is more cost effective
17 to purchase the raw milk and package it ourselves versus
18 buying it already packaged and basically just turning that
19 -- it's more cost effective for us to buy the raw milk,
20 process it, and package it ourselves.

21 BOARD MEMBER MARTIN: Now, Bill, did that take into
22 account the transport of that material to the various
23 facilities or did that just take into account the actual
24 packaging of the material and the cost associated with that
25 product at that point without taking transport into account?

1 BILL DAVIDSON: Transport as well, yes.

2 GENERAL MANAGER WALKER: I'll also tell you, just
3 full disclosure, part of this -- there is going to be some
4 moving parts going from one dairy -- or one packaging
5 facility -- two to one. And so, we're continuously
6 evaluating that, and it may be that it is in our best
7 interest at some point to move away from those facilities
8 that are out there and in the desert area or even
9 Susanville.

10 Right now, it shows that -- I'm less concerned about
11 -- I think we can be profitable. I'm more concerned about
12 overtaxing that plant and not being able to efficiently,
13 effectively deliver that product and always being behind the
14 gun for lack of a better term. And so, I have got some
15 numbers there. The numbers show that we can do it, right,
16 with the one plant, but we're -- there's not a lot of wiggle
17 room. As we all know, we work not just in prisons now, we
18 work in the Covid-type prisons. And so, that's one of the
19 things, as we start to stand this thing up, there certainly
20 may be another conversation that talks about how we diminish
21 that footprint so that we're not so strained in that
22 factory. The numbers right now show we can get there, but I
23 just want to caution everybody that if we get too close to
24 the edge on that capability, I'm going to -- I'll be
25 starting diminishing some of those customers to bring that

1 rain down so that we can do it without killing ourselves,
2 for lack of a better term.

3 CHAIR ALLISON: Thank you, Scott. Any other
4 questions from the Board members? No more questions. If
5 any -- I'm sorry?

6 PUBLIC SPEAKER: I'll ask a question. This is Doug
7 Audino Godinho with Stationary Engineers.

8 CHAIR ALLISON: Yeah, I was just going to open it up
9 for members of the public who would like to comment. Please
10 dial star-six. Our meeting organizer will place you in
11 order and will call out the last four of your number. When
12 it is your time to speak, we ask for your name and
13 affiliation for the record.

14 BOARD SECRETARY: Go ahead. The last four is 0839.
15 Was it Doug, did you say?

16 PUBLIC SPEAKER: That's Doug Godinho. I'm the
17 business rep for the employees at Corcoran for Local 39,
18 Stationary Engineers Local 39. I'm also here with Jennifer
19 Osborn, who will be taking my spot because I'm going to be
20 retiring.

21 So my question is, how many -- you said there's four
22 jobs currently available in the area or is that Corcoran
23 itself or SATF and Corcoran?

24 GENERAL MANAGER WALKER: With the jobs related to --
25 those jobs, I believe, as I sit here, is part of Corcoran

1 proper. Part of that is we're going to have to expand the
2 resources in the Dairy to process that much milk, and so it
3 really is a transference within that particular enterprise
4 that's already there and established. So it's really going
5 to be redirecting folks that are already there, already
6 employed from the Herd Operation to the Milk Processing
7 Operation. So that's the ones that are clearly identifiable
8 right now.

9 Beyond that, we're looking at SATF, we're looking at
10 Corcoran outside of Dairy -- Wasco, Kern, North Kern,
11 Avenal, and I believe as high as CCWF and VSP up in the
12 Central Valley and Chowchilla. So that's kind of the
13 concentric range around this thing, that all of those
14 positions are placed. The four you're talking to is really
15 about us reorganizing the rest of that dairy operation and
16 using that staff to fill that need.

17 PUBLIC SPEAKER: Because we will be requesting a
18 meet-and-confer on this with whoever. Because I recently
19 was out at Corcoran on several issues with the PIA
20 employees, and I know there's been an increase in a lot of
21 staff -- noted increase with staff, you had an increase of
22 inmate workers in the food processing area, and there was no
23 filling of extra staff to help out in those areas. In fact,
24 one girl was working by herself with 20 to 30 inmates. We'd
25 really like to look at maybe filling some positions in-house

1 that probably need these employees. So that would be my
2 goal is to look in-house first. And we have the
3 same problem at SATF. The food production has really gone
4 up, the processing and especially the peanut butter area and
5 stuff. So there's a lot of opportunities that I think need
6 to be looked at.

7 GENERAL MANAGER WALKER: Absolutely. And so, those
8 meetings, obviously, will be scheduled once the Board makes
9 a determination on this one way or another, but we'll
10 certainly be reaching out and partnering with the union to
11 kind of walk through this thing so everybody kind of has a
12 voice at the table available.

13 PUBLIC SPEAKER: I appreciate that very much.

14 BOARD SECRETARY: Do we have any other questions
15 from the Public? There is nobody else in the queue.

16 CHAIR ALLISON: Thank you so much. Is there a
17 motion to approve Action Item A?

18 BOARD SECRETARY: I did have Mr. Aghakhanian down as
19 a motion. Do you still want to motion that, Doctor
20 Aghakhanian?

21 BOARD MEMBER AGHAKHANIAN: I mean, yeah, I mean I
22 did put it out there, so yeah...

23 BOARD MEMBER DAVISON: I'll second it.

24 BOARD SECRETARY: Thank you, Dawn.

25 I'm just going to go ahead and call the roll again.

1 Member Aghakhanian?

2 BOARD MEMBER AGHAKHANIAN: Aye.

3 BOARD SECRETARY: Member Davison?

4 BOARD MEMBER DAVISON: Aye.

5 BOARD SECRETARY: Member Kelly?

6 BOARD MEMBER KELLY: Yes.

7 BOARD SECRETARY: Member Jamison?

8 BOARD MEMBER JAMISON: Yes.

9 BOARD SECRETARY: Member Martin?

10 BOARD MEMBER MARTIN: Yes.

11 BOARD SECRETARY: Vice-Chair Singh? Mr. Singh, I

12 think you're on mute. Can you unmute or give me a thumbs up

13 or thumbs down? Mr. Singh, can you give me a thumbs up or

14 thumbs down for your vote? Can you hear us, Mr. Singh? Mr.

15 Singh, can you give me a vote, Aye or Nay?

16 VICE-CHAIR SINGH: Aye.

17 BOARD SECRETARY: Thank you. And Chair Allison?

18 CHAIR ALLISON: Aye.

19 BOARD SECRETARY: All right. Motion passes seven to

20 zero.

21 CHAIR ALLISON: Thank you very much.

22 Mr. Walker, Action Item B.

23 GENERAL MANAGER WALKER: So here to present Action

24 Item B is Ms. Changus. She'll kind of walk everybody

25 through that, the standing Board things, committees and the

1 process for moving that Board, so that, hopefully, after
2 this is done, there's going to be some work by the Chair and
3 Members to kind of start to fill out these standing
4 committees so that will be the logical next step in this
5 process. So Suzie?

6 CHIEF INFORMATION OFFICER CHANGUS: Certainly. Good
7 afternoon Board Members and Secretary Allison. Just a
8 couple of quick talking points on this Action Item. If
9 you've had a moment to look through it, most of the
10 information is consistent with what was presented as an
11 Information Item in November. So the scope and the PIA
12 representation on each subcommittee is consistent with that
13 information.

14 One thing that has been modified slightly is looking
15 at the frequency of the meetings. So we have different
16 committees, obviously, in standing versus ad hoc capacity.
17 But standing committees, the members who update that
18 committee would like to propose that committees dictate
19 which frequency they meet upon based upon the topic of that
20 committee. And then, of course, ad hoc committees meet as
21 needed and are dismissed in between those meetings. So
22 those are just a couple of things that have changed from the
23 Information Item to the current Action Item.

24 And then, really, just to reiterate, something that
25 Board Member Davison and Board Member Jenkins and I have

1 discussed at length is really the purpose of the committees
2 and subcommittees is to provide oversight, but to give
3 feedback, guidance, expertise and really kind of an
4 alternate support with the agency help us increase, you
5 know, some of our decision making and help the Board have a
6 better view of the day-to-day operations, so different areas
7 of focus for CALPIA. So those are my major pieces.

8 Happy to open it up for questions or any
9 clarification on the Action Item Itself.

10 CHAIR ALLISON: Okay, if no Board Members have
11 questions, we can open it up to the Public. Again, press
12 star-six and Jessica will announce the last four of your
13 phone number. Please state your name and affiliation.

14 BOARD SECRETARY: I don't see anybody coming
15 through.

16 CHAIR ALLISON: Can I get a motion for Action
17 Item B?

18 BOARD MEMBER AGHAKHANIAN: Madam Chair, I move that
19 the Board approves the proposed Prison Industry Board
20 Bylaws.

21 BOARD MEMBER KELLY: I'll second.

22 BOARD MEMBER DAVISON: Committees, not bylaws.

23 CHAIR ALLISON: Committees, yes. We've taken Bylaws
24 off for today. This is for the Subcommittees.

25 BOARD MEMBER AGHAKHANIAN: The subcommittee, I'm

1 sorry.

2 BOARD MEMBER DAVISON: Can I make just one comment?
3 In establishing these committees, Board Members have to
4 commit to working on the committees. So I just want to put
5 that out there. I'll second the motion.

6 BOARD MEMBER AGHAKHANIAN: I'll withdraw and make
7 the motion again and with the commitment of Board Members
8 committing to work on the committees, how's that?

9 BOARD MEMBER JAMISON: One question. I'm sorry; I
10 know it's been a long day, so I hate to belabor this. When
11 we discussed these committees last time, I thought we talked
12 about including information that would mandate minimum
13 frequency of meetings for these committees. I don't see
14 that included in the materials; is that accurate?

15 CHIEF INFORMATION OFFICER CHANGUS: So, Mr. Jamison,
16 we addressed that with having the committees actually state
17 their frequency. I don't think we got to a decision, at
18 least, as far as what that minimum frequency should be. So
19 that was not -- you're right, that was not under the Action
20 Item of stating a minimum frequency of meetings.

21 GENERAL MANAGER WALKER: But the motion is that the
22 Board of that Committee will establish that case when
23 they're developing -- when they're actually on that
24 committee and start to work that, frame that up, are the
25 work efforts going be to establish that cadence.

1 BOARD MEMBER JAMISON: Okay.

2 BOARD MEMBER AGHAKHANIAN: Was that sufficient,
3 Mr. Jamison, because there's a motion still on the floor?

4 BOARD MEMBER JAMISON: So I'll say this, I'm going
5 to vote for it as is, but I do think that you should
6 consider updating these. I still think there should be a
7 minimum frequency. I'm assuming this goes into our Bylaws?
8 Where is this going to live?

9 CHIEF INFORMATION OFFICER CHANGUS: It will also be
10 stated in the Bylaws, correct.

11 BOARD MEMBER JAMISON: I just recommend coming back.
12 I think -- I get worried that we have a lot of good work
13 that's gone into this effort, and years down the road, we
14 don't want this to be forgotten and all the sudden these
15 committees to become stale. I highly recommend coming back
16 at some point. Once the committees have met, they get a
17 better idea of cadence. Scott, as you said, maybe we
18 revisit adding a minimum frequency down the road. That's my
19 recommendation, but that's not going to stop me from voting
20 for it today.

21 BOARD MEMBER AGHAKHANIAN: Mr. Jamison, I do agree.
22 Usually -- I just revamped the bylaws for another
23 organization.

24 Committee is usually depending on the Board and it
25 tends to change. It's one with of the items that gets

1 mostly amended, mostly amended, a lot of organization
2 bylaws. But if you're okay with it, I think internally the
3 committees do decide the frequency. I think that's
4 something that we can put in writing if we have to. I'm
5 fine with it. We can add that language to it. So I can
6 withdraw my motion and add that language in there.

7 BOARD MEMBER DAVISON: We also have a format for
8 Matrix to establish a calendar, Matrix to show the frequency
9 of each one of the committees and when they will meet so
10 that the cadence will be permanent for those that are
11 permanent committees. So we have a format for that, and it
12 will be -- go along with the bylaws, so it will be kept. It
13 won't be lost.

14 BOARD MEMBER JAMISON: Wonderful.

15 BOARD MEMBER KELLY: For the record, once the motion
16 is made and seconded, the second has got to take back their
17 motion so it can be restated, so ...

18 BOARD MEMBER AGHAKHANI: Thank you, Mr. Kelly.
19 Just based on what I've heard so far, I think I stick with
20 my motion. If the person who seconded wants to withdraw and
21 add an addition to it, they could.

22 BOARD MEMBER DAVISON: What do I have to do?

23 BOARD MEMBER KELLY: You have to withdraw your
24 second.

25 BOARD MEMBER DAVISON: Okay, I withdraw.

1 BOARD MEMBER KELLY: Now you can restate the motion,
2 Somebody.

3 BOARD MEMBER AGHAKHANIAN: Dawn, why don't you make
4 the motion? Go ahead.

5 BOARD MEMBER DAVISON: I don't know what I'm -- what
6 am I rewriting?

7 CHAIR ALLISON: No, it's stating the motion,
8 recommending a new motion.

9 BOARD MEMBER JAMISON: I don't think that's
10 necessary. I think Armond's first motion was probably
11 sufficient.

12 BOARD MEMBER DAVISON: I move to establish the
13 Subcommittees as stated in our Minutes -- I mean, in our
14 Binders.

15 BOARD MEMBER AGHAKHANIAN: As presented?

16 BOARD MEMBER DAVISON: As presented.

17 BOARD MEMBER AGHAKHANIAN: Second.

18 BOARD SECRETARY: Thank you. Okay, I'm going to
19 call roll.

20 Member Aghakhanian?

21 BOARD MEMBER AGHAKHANIAN: Aye.

22 BOARD SECRETARY: Member Davison?

23 BOARD MEMBER DAVISON: Aye.

24 BOARD SECRETARY: Member Kelly?

25 BOARD MEMBER KELLY: Yes.

1 BOARD SECRETARY: Member Jamison?

2 BOARD MEMBER JAMISON: Yes.

3 BOARD SECRETARY: Member Martin?

4 BOARD MEMBER MARTIN: Yes.

5 BOARD SECRETARY: And Vice-Chair Singh?

6 VICE-CHAIR SINGH: Yes.

7 BOARD SECRETARY: And Chair Allison?

8 CHAIR ALLISON: Yes.

9 BOARD SECRETARY: Motion passes seven to zero.

10 BOARD MEMBER AGHAKHANIAN: The committee members who

11 don't show up to the meetings need to buy lunch or dinner

12 for the rest of us.

13 (Laughter)

14 CHAIR ALLISON: There you go. That will get people

15 engaged. I will say, you guys are a very engaged group,

16 so ...

17 With that action, Mr. Walker, Action Item C?

18 GENERAL MANAGER WALKER: Action Item C is our new

19 Strategic Business Plan. I just want to give kudos to Suzie

20 and her staff and the Board Members who participated. I

21 really -- I think this is a great document and a great

22 roadmap for us. And the process that she has put together

23 to catalog and record on it as we go, not just internally,

24 but to the Board, and externally on the regular basis.

25 We're proud of the work done here. And Suzie will present

1 that as well.

2 CHIEF INFORMATION OFFICER CHANGUS: Thank you,
3 Scott. All right, the Strategic Business Plan. Hopefully,
4 you have this document inside your binder. And I will
5 reference some pages on it, but I do want to just cover a
6 couple of highlights about the differences in the way we
7 approach the Strategic Plan for CALPIA. Previously, we had
8 a five-year static plan. We have moved to a three-year
9 phased plan approach, and really it's so we can run a
10 shorter plan and learn and adjust as we go. It should make
11 us even more nimble. I think we're quite nimble for a state
12 agency, but it can even improve our agility further. And,
13 really, it helps us learn.

14 So as we continue to build on these objectives, if
15 we need to shift or pivot at any point, we have the ability
16 to do so with this type of a plan within a matter of weeks
17 or months versus years. And that gives us a really great
18 point to operate from and to be able to be adaptable. This
19 past year would be an excellent example, as 2020 brought
20 lots of unforeseen challenges that required -- not just our
21 agency, of course, but many agencies to have to adjust their
22 path and change some of their processes in order to keep
23 moving, so it puts us in a position to do so more easily
24 with this particular type of plan. I'm going to go ahead
25 and reference a few pages inside the Plan.

1 GENERAL MANAGER WALKER: For the record, we're
2 discussing Action Item D.

3 CHAIR ALLISON: Thank you. I was going to bring up
4 that clarification, Scott, but thank you very much.

5 CHIEF INFORMATION OFFICER CHANGUS: So on pages five
6 and six on screen, the approach and approach changed. Some
7 of the key pieces that are different, we had -- I had a ton
8 of help on this, across the entire agency. This is a true,
9 full agency effort, so I just had the good fortune to help
10 facilitate this.

11 We had 65 hours of planning sessions and we spoke
12 with more than 280 different individuals in order to create
13 this plan. Every level of this agency, including
14 incarcerated staff as well as formerly incarcerated
15 individuals that have worked with us, Joint Venture Partner.
16 We met with staff from Pelican Bay to Ventura, obviously,
17 our central office. The Board was heavily engaged in this,
18 our Executive Team. There have been so many different
19 people that provided excellent input to this plan and it's
20 really helped us have a much broader perspective of the
21 agency overall.

22 Additionally, we asked somewhere between six to
23 twelve questions per individual and got about ten responses
24 back per individual. And just for some frame of reference,
25 surveys are usually pretty successful, somewhere between 15

1 and 20 percent response rates, and we're at about 85 percent
2 response rate with engagement from people in this process,
3 which has been priceless.

4 A couple of other things we did, with all of the
5 information that came back to us, we basically gave
6 everything a category and an action. So, for example, we
7 have 50 different categories. We could have a response that
8 had a category like self-esteem and confidence,
9 modernization, things like that, and then we actioned
10 everything that we got back. So everything is either to
11 start, stop, continue, do more, do less, or change. So, as
12 an example, we have something looks like a category of
13 "re-entering assistance" with an action of "do more." So it
14 helps us really understand the priority and the data that
15 came back to us and how we should move forward in building
16 those objectives. So that is those two pages.

17 If you turn to the following page nine and ten, the
18 output of all the efforts were lots of things. Really, that
19 starts on page 9. The vision, mission and values did get a
20 refresh. Every one of these areas were basically reviewed
21 with every stakeholder. We had lots of great input in this
22 area. So, if you'll notice, we do have not terribly
23 significant changes in the values and the way that we
24 address our vision, mission and values, but we do have an
25 updated vision and mission statement for the organization.

1 Additionally, we did a different type of analysis on
2 page ten. We did what's called a SOAR Analysis, which is
3 really a different type of approach. Usually we do a SWOT,
4 which is Strengths, Weaknesses, Opportunities and Threats.
5 We wanted to take kind of a more positive, proactive
6 approach. So "SOAR" is Strength, Opportunity, Aspirations
7 and Results. And really guides us more to how do we
8 accomplish those goals we've set for ourselves.

9 If you turn to pages 11 through 13, this is really
10 where we lay out what are the goals and how are we going to
11 get there. There's three different goals in this particular
12 plan that covers from 2021, this year, to 2024. Under
13 Enhancing Incarcerated Lives to reduce Recidivism, which is
14 our first goal, we have a couple of objectives under
15 Re-entry Assistance and Career Services. These are things
16 that came out of the data from our meetings.

17 Our second goal is to provide high quality,
18 sustainable products and services. And very heavily in this
19 area is the focus of modernization across the agency.

20 And then on page 13, our final goal is to Foster
21 Continuous Improvement of the Customer Focused Organization.
22 And then we have areas of Public Outreach and Customer
23 Satisfaction as focus points and objective there.

24 So everything here is broken out by quarters and by
25 year. So there will be an engagement across the agency

1 quarterly on how we're doing, measurable progress on meeting
2 these objectives. And every year we'll get back together
3 with different stakeholder groups and figure out, We've done
4 this, This is what success has looked like, This is where we
5 need to go, How do we get there and create real measurements
6 to do that in the following year to continue that process.
7 Really, the benefit is to just keep people engaged.

8 One of the things that we heard everywhere that I
9 think was really valuable was people actually saying "Thank
10 you for asking me what I think." And that really has helped
11 frame up the input that we have gained and the way that we
12 see moving this agency forward and to keep our focus on
13 strategy and vision ahead.

14 Those are the key points upon the plan. Can I
15 answer any questions?

16 CHAIR ALLISON: Suzie, I just have to commend you
17 for your efforts. This is a beautiful document. It
18 definitely is putting the rehabilitation into CDCR. This is
19 very evident of next steps, the roadmap for next steps. So
20 thank you for your dedication to make that a reality.

21 CHIEF INFORMATION OFFICER CHANGUS: Thank you.

22 BOARD MEMBER MARTIN: I echo Ms. Allison's
23 compliments. Fantastic job to all that participated in
24 making this reality. So there's a lot of time and effort.
25 It's evident by the document, and a lot of great changes, a

1 lot of great information. I believe the message that it
2 conveys is very important, not just to us, but to the public
3 and then also within all of CDCR to make sure that everyone
4 understands what our mission, vision really is. So I think
5 this conveys it really well. Great job.

6 CHAIR ALLISON: Thank you. Any other comments from
7 the Members? No comments from the Members.

8 If any member of the public would like to make a
9 comment regarding this item, please dial star-six. Our
10 meeting organizer will call out the last four digits of your
11 telephone number. When you are called upon, please state
12 your name and affiliation for the record.

13 BOARD SECRETARY: We do not have anybody in queue.

14 CHAIR ALLISON: Very good. Is there a motion to
15 approve Action Item D?

16 BOARD MEMBER AGHAKHANIAN: Madam President, I move
17 that the Board approves the 2021-2024 Strategic Business
18 Plan as presented.

19 BOARD MEMBER DAVISON: I'll second that.

20 BOARD SECRETARY: Thank you. Then I will call the
21 roll. Member Aghakhanian?

22 BOARD MEMBER AGHAKHANIAN: Aye.

23 BOARD SECRETARY: Thank you.

24 Member Davison?

25 BOARD MEMBER DAVISON: Yes.

1 BOARD SECRETARY: Member Kelly?
2 BOARD MEMBER KELLY: Yes.
3 BOARD SECRETARY: Member Jamison?
4 BOARD MEMBER JAMISON: Yes.
5 BOARD SECRETARY: Member Martin?
6 BOARD MEMBER MARTIN: Yes.
7 BOARD SECRETARY: And Vice-Chair Singh?
8 VICE-CHAIR SINGH: Yes.
9 BOARD SECRETARY: And Chair Allison? I think you're
10 on mute.
11 CHAIR ALLISON: Yes.
12 BOARD SECRETARY: Thank you. All right. Motion
13 passes seven to zero.
14 CHAIR ALLISON: Mr. Walker, Action Item E?
15 GENERAL MANAGER WALKER: So with that, I'll call up
16 Mr. Sly to do Action Item E.
17 CHIEF COUNSEL SLY: Good afternoon. Action Item E
18 is a Proposal to Add Regulations Section 8003 which
19 addresses Severability.
20 Severability applies in a situation where if a
21 regulation that we have is challenged or one of the
22 regulations and that challenge will be successful, the
23 successful challenge would affect only the individual
24 regulation that was challenged. It would have no effect on
25 any of the other regulations. They would all survive.

1 It also goes to protect a particular regulation that
2 might have multiple subsections to it and a subsection to
3 the regulation was the only thing that survived the
4 challenge then only that subsection would be affected by the
5 challenge and the remaining subsections would survive. So,
6 for instance, we had a regulation at Subsections A, B, C, D,
7 Subsection D was the one that was challenged and that
8 challenge was successful, that regulation would survive as
9 would subsections A, B and C.

10 This regulation is basically a protection for all of
11 our regulations and puts everybody on notice that that
12 protection is there.

13 Can I answer any questions you have? Otherwise, I
14 ask that you approve the addition of this regulation.

15 BOARD MEMBER AGHAKHANI: Madam President, I move
16 that the Board approves the text of the regulations,
17 Exhibit E-1, and authorize the General Manager to make any
18 additional non-substantive changes resulting from comments
19 or recommendations received by the Office of Administrative
20 Law.

21 CHAIR ALLISON: Thank you. Do I have a second?

22 BOARD MEMBER JAMISON: I'll second.

23 BOARD SECRETARY: Thank you, Mr. Jamison.

24 All right, let me call the roll.

25 Member Aghakhanian?

1 BOARD MEMBER AGHAKHANI: Aye.

2 BOARD SECRETARY: I'm sorry, we haven't done Public
3 Comments. Do we have anybody in queue? All right, we do
4 not have anybody in queue for Public Comments. So let me
5 call the roll now; I apologize.

6 Member Aghakhanian?

7 BOARD MEMBER AGHAKHANI: Aye.

8 BOARD SECRETARY: Member Davison?

9 BOARD MEMBER DAVISON: Aye.

10 BOARD SECRETARY: Member Kelly?

11 BOARD MEMBER KELLY: Yes.

12 BOARD SECRETARY: Member Jamison?

13 BOARD MEMBER JAMISON: Yes.

14 BOARD SECRETARY: Member Martin?

15 BOARD MEMBER MARTIN: Yes.

16 BOARD SECRETARY: Vice-Chair Singh?

17 VICE-CHAIR SINGH: Yes.

18 BOARD SECRETARY: And Chair Allison?

19 CHAIR ALLISON: Yes.

20 BOARD SECRETARY: Thank you. Motion passes seven to
21 zero.

22 CHAIR ALLISON: Thank you so much.

23 Mr. Walker, can we move forward to Action Item F.

24 GENERAL MANAGER WALKER: Absolutely. For Action
25 Item F, Mr. Sly is also going to present that regulation.

1 CHIEF COUNSEL SLY: Action Item F is a Proposal to
2 repeal, remove two regulations that we currently have in our
3 Title 15 regulation sections; that would be section 8111 and
4 8112, that deal with Reasonable Accommodation and Light Duty
5 Assignments.

6 It was brought to our attention from our Chief of HR
7 that the Department of Fair Employment and Housing, DFEH,
8 which is the oversight agency that addresses these types of
9 regulations from changes in the law, have adequately
10 addressed these regulations in their regulations and that
11 because they are the regulatory agency in charge of that
12 that frequently our regulations lag behind theirs in being
13 caught up because all we're doing is mimicking what they've
14 already done.

15 Our Chief of HR indicated that he would prefer to
16 just use the DFEH regulations because they're usually more
17 current if there is a change. Our regulations kind of
18 become redundant at that point. There's really no reason to
19 have them if we follow the DFEH regulations. So he's asked
20 that we repeal those. And so that request for you today is
21 to approve the repeal of those regulations.

22 I'll answer any questions anybody has or ask that
23 you approve that request?

24 CHAIR ALLISON: I actually have a question.
25 Recently, CDCR proper -- forgive that expression, but -- had

1 adopted a new light-duty policy and reasonable
2 accommodations. So would you be following those or the
3 larger umbrella? Because I think ours are -- I mean, I'm
4 just curious, would you end up following those regulations?

5 CHIEF COUNSEL SLY: Essentially, in the beginning,
6 the reason that we passed the regulations that we had was to
7 bring our regulations in line with what CDCR was doing.

8 Given that PIA employees operate on CDCR grounds but
9 are not employees of CDCR, our regulations would have taken
10 precedent over CDCR regulations in that particular
11 circumstance. Given that, I would assume that we will be
12 following the DFEH regulations but probably, I think -- I'm
13 not familiar with the changes you just referred to, but I'm
14 going to assume that your regulations probably aren't far
15 from -- much different than the DFEH regulations are.

16 But the real short simple question and answer, I
17 think would be, we'll be following the DFEH regulations if
18 our regulations are repealed.

19 CHAIR ALLISON: So DFEH, are those -- nevermind. I
20 withdraw the question. I'm sorry.

21 Do any other Members of the Board have questions?

22 BOARD MEMBER AGHAKHANIAN: Madam Chair?

23 CHAIR ALLISON: I'm sorry, what, Doctor?

24 BOARD MEMBER AGHAKHANIAN: I was going to make a
25 motion.

1 CHAIR ALLISON: Oh, I have to do Public Comment.
2 If any of the members of the public would like to
3 make a comment regarding this item, please dial star-six.
4 Our meeting organizer will place you in order and call out
5 the last four of your phone number.

6 When called upon, please state your name and
7 affiliation for the record.

8 BOARD SECRETARY: All right. We do not have anybody
9 in queue.

10 CHAIR ALLISON: Is there a motion on Action Item F?

11 BOARD MEMBER AGHAKHANIAN: Madam Chair, I move that
12 the Board approves the text of the Regulatory Action to
13 Repeal Section 8111 and 8112, Exhibit F-1, and authorize the
14 General Manager to make any additional non-substantive
15 changes resulting from the comments or recommendation
16 received by the Office of the Administrative Law has
17 presented.

18 CHAIR ALLISON: Do I have a second?

19 BOARD MEMBER JAMISON: Second.

20 VICE-CHAIR SINGH: I second.

21 CHAIR ALLISON: Is that Mr. Jamison or Mr. Singh? I
22 think you both did at the same time. Mr. Jamison?

23 BOARD MEMBER JAMISON: Yes, it was me.

24 CHAIR ALLISON: Very good. Board Secretary, please
25 call the roll.

1 BOARD SECRETARY: Member Aghakhanian?
2 BOARD MEMBER AGHAKHANIAN: Aye.
3 BOARD SECRETARY: Member Davison?
4 BOARD MEMBER DAVISON: Aye.
5 BOARD SECRETARY: Member Kelly?
6 BOARD MEMBER KELLY: Yes.
7 BOARD SECRETARY: Member Jamison?
8 BOARD MEMBER JAMISON: Yes.
9 BOARD SECRETARY: Member Martin?
10 BOARD MEMBER MARTIN: Yes.
11 BOARD SECRETARY: Vice-Chair Singh?
12 VICE-CHAIR SINGH: Yes.
13 BOARD SECRETARY: And Chair Allison?
14 CHAIR ALLISON: Yes.
15 BOARD SECRETARY: Thank you. Motion passes seven to
16 zero.
17 CHAIR ALLISON: Thank you very much. Mr. Walker,
18 Information Item G, please.
19 GENERAL MANAGER WALKER: Okay, so for Information
20 Item D, Randy Fisher, Assistant General Manager, Workforce
21 Development Branch, will do that.
22 ASSISTANT GM FISHER: Yes, I will.
23 Good afternoon, Ms. Chairperson and Members of the
24 Board. My name is Randy Fisher and I'm the Assistant
25 General Manager for Workforce Development, part of the

1 California Prison Industry Authority.

2 As you know, CALPIA regularly reports on Board Items
3 with respect to the Industrial Employment Statistics, and
4 so, if I could refer you to Information Item G in your
5 binder, I will find you some updates on Lost Hours for the
6 first quarter of fiscal year 20-21, which covers the period
7 from July through September 2020.

8 So Available Hours and Lost Hours are a mechanism
9 that we use to measure and analyze production time for the
10 Offenders, and we have several categories in that area, so
11 I'm going to speak briefly about those.

12 If you want to turn to page two of the Informational
13 Item, there's actually a table there that I'll go through
14 briefly and discuss some of the highlights of that.

15 Our Available Hours during this quarter -- you'll
16 notice in that table, I have the first quarter, which is
17 what we're speaking of now, and I also have the previous
18 quarter there for fourth quarters results. You'll notice
19 the changes along the categories.

20 If you take a look at the Available Hours, they
21 actually decreased by three percent during this first
22 quarter period, and Actual Paid Hours decreased by
23 18 percent, which is a fairly large number for us compared
24 with previous quarter. These decreases were due
25 specifically to the Coronavirus Pandemic and the reduction

1 of incarcerated individuals and ability to work within the
2 organization and the lost hours associated with that. So,
3 basically, because the closures and reductions we had, we
4 didn't have as many actual paid hours involved in our
5 program, which is not unexpected.

6 The next part, if you look on that column, the Total
7 Lost Hours, that actually increased by 12 percent over the
8 fourth quarter of the first quarter of this fiscal year,
9 which is also a pretty significant number. We break those
10 down, as you can see in the categories below, we break them
11 down by Custody lost hours, Ducats lost hours, Industrial-
12 Related lost hours, Other hours, and then Vacant hours that
13 go through it.

14 The ones I want to highlight specifically are the
15 Vacant Lost Hours; they decreased by 23 percent. And this
16 is a pretty large number for us. Those vacancies were not
17 required to fill because of the closures and anticipation,
18 and so we didn't have Offenders in those programs and that
19 creates the Lost Hours category.

20 We also had during this period of time, we suspended
21 temporarily the Workforce Development Coordinator Program in
22 which we have people that go into the institutions and help
23 the enterprises that will hire these incarcerated
24 individuals and get them on board. That didn't happen
25 during this period. However, I just wanted to add that on

1 October 1st, we were able to reinstitute the Workforce
2 Development Coordinator Program, so now as the enterprises
3 get back online and stuff, those coordinators will be going
4 into those institutions and helping during classification
5 and those things.

6 Another important one to look at is the Custody Lost
7 Hours. There was a 16 percent increase in that. Also due
8 directly to Coronavirus. When we closed down an enterprise
9 because of the virus and those type of things, that's what
10 were categorized that lost hour is under the Custody side,
11 which is why that number is quite large in comparison.

12 One item that seems odd in here, but I just want to
13 point it out, the Industrial-Related Lost Hours. Those are
14 ones where enterprise has to close because of a piece of
15 equipment those goes down or inventory. That number
16 actually went down by 57 percent, which would be fantastic
17 except for the fact that because of all the other lost hours
18 in the categories that made this one appear to be much more
19 beneficial. So it's a little bit of a lost leader in that
20 category.

21 So we're going to continue to monitor the Vacant
22 Lost Hours of incarcerated individuals. We have developed
23 some plans throughout this program to do some instruction
24 inside the -- self-instruction of those categories. We're
25 hoping as we get things online that we'll get back to a

1 balance with respect to Lost Hours. That's all I have to
2 report on this particular part. I have two other items if
3 there are no questions on this.

4 Okay, the other thing I just want to quickly talk
5 about that's not in your binders is we do talk about
6 accredited certifications. As you know, we have
7 certification that is bestowed to us from national
8 recognized organizations. We have about 144 of those, and
9 each ones the incarcerated individuals get in the enterprise
10 as they work the training program gets sort of axed.

11 I just want to point out that we have had a
12 significant drop in that, which is not unexpected. For
13 example, in this quarter, we had 2,295 open enrollments in
14 this program, and if you look back to the first quarter of
15 the previous year, we had 4,878 enrollments. Again, it's
16 unfortunate, but it is part of the problem with the pandemic
17 and getting these enrollments started. So we're hoping
18 things are going to get better as we get through the vaccine
19 and bring them online. But with this trend, we would see as
20 high as a 45 percent drop in enrollments during this fiscal
21 year. So, hopefully, the second half coming forward will
22 help alleviate that problem.

23 Also, I want to just point out that from Prison to
24 Employment, we are still working on that program. We
25 developed that partnership with CDCR. They actually have

1 some transitions that they also provide to incarcerated
2 individuals when they get released. We're now partnering
3 with them to see what they provide and we provide and try to
4 have a blending of those so we don't miss people on one side
5 or the other and, also, so that we don't have duplicative
6 efforts, and that's one thing that we'll be reporting back
7 to the Board as we progress with that process. It's part of
8 the From Prison To Employment initiative that we spoke about
9 before. We're moving that forward even though the virus and
10 the problem we had with that, that program is still getting
11 implemented and developing as we go.

12 Finally, some good news, our Joint Venture Program,
13 this time of the year with the Joint Venture Program, and
14 that's the program where we have companies on the outside
15 that work with inner institutions as a joint venture
16 project, we pay incarcerated -- actually, they pay the
17 incarcerated individuals comparable wages as determined by
18 EDD. Those wages that they earn are broken into certain
19 areas. One of those areas is that 20 percent of those wages
20 goes to victims of local crimes and victim programs. So
21 it's kind of like a charity program we provide through that.
22 The wardens at the various institutions that have our joint
23 venture programs, they make a nomination to which
24 organization get it, like Molly's House, for example, or
25 Women's Center For Youth and Family Services. This year,

1 even with the pandemic and the problems we're having, these
2 incarcerated individuals have been able to provide over
3 \$101,000 towards charity donations to these organizations.
4 I thought that would be something that's nice to point out,
5 see the information on that. That's all I have to report
6 for today. If you have any questions, I would be happy to
7 answer.

8 CHAIR ALLISON: Thank you, Randy.

9 ASSISTANT GM FISHER: Thank you all.

10 CHAIR ALLISON: Scott?

11 GENERAL MANAGER WALKER: Last but not least, the
12 Information Item from our extraordinary External Affairs
13 AGM. Michele Kane will talk about what's right in the
14 world.

15 AGM MICHELE KANE: Right. I'll try to make it as
16 quick as possible. I know you've been on this call for a
17 long time.

18 Good afternoon, Chair Allison and Board Members I'm
19 Michele Kane, Assistant General Manager External Affairs.
20 CALPIA continues to do incredible work throughout this
21 pandemic. Our Report to the Legislature has been, continues
22 to be distributed. We have sent it to the wardens, parole
23 offices, legislative offices, the Governor's office, CDCR.
24 Thank you, Chair Allison, for distributing it to CDCR.
25 She's helped me with that. And now our attention is focused

1 on probation, other outside workforce development folks and
2 agencies, and then I'm going to just blast it out on social
3 media as well. We're getting it out there.

4 Our newsletter is getting positive feedback from
5 staff. We are highlighting a board member every newsletter.
6 You saw the last one was with Mack Jenkins. If you haven't
7 looked at it, take a look. The next one, I believe, is on
8 my radar is going to be Curtis Kelly. So, Curtis, get
9 ready. I'm going to be interviewing you.

10 BOARD MEMBER KELLY: I got mine already written.
11 I'll just send it to you.

12 (Laughter)

13 AGM MICHELE KANE: I'm just drawing names.

14 BOARD MEMBER KELLY: Just kidding.

15 AGM MICHELE KANE: But I'll be talking to you,
16 getting a good interview with you. I think it's a really
17 good way, because we know all of you, but staff -- we have
18 900 staff that don't know you guys, and if we can make it
19 just a little bit more human, you know, what do you binge
20 watch on TV, just we can associate so much more with you
21 guys, so I think it's very important.

22 BOARD MEMBER KELLY: It's a nice feature.

23 AGM MICHELE KANE: Also, I wrote the article for
24 Inside CDCR regarding the Joint Venture Programs giving back
25 to the Crime Victim Groups that Randy just mentioned. We're

1 getting that out there. Also working on time finalizing a
2 success story video; please look for that. We're partnering
3 with Caltrans on that one, and that's the one on Maynard
4 Walker. So it is going to be a great video and I'm looking
5 forward to it.

6 An update on legislation real quick. It's been
7 somewhat quiet -- knock on wood -- again, SB-21, Senators
8 Glazer and Hurtado, a bill to establish a Mental Health
9 Awareness license plate. The bill would establish the
10 Mental Health Awareness Fund which would be used for mental
11 health services in public schools, but, of course, CALPIA is
12 on that one.

13 AB-29, Assembly Member Cooper; this bill is similar
14 to AB-2028 last year, which I talked about. It died on the
15 inactive file last year. AB-29, it's going to require state
16 agency, boards, commissions to make all writings and
17 materials public 72 hours, three days, before a noticed
18 meeting. The last bill wanted all written material ten days
19 before. So Cooper's Bill is looking for that three days.
20 Right now, of course, we provide the Agenda Item and some
21 information on the internet at least ten days out. So I
22 will keep you up to date. That's in Governmental
23 Organization Committee right now.

24 Also, I have the pleasure to announce the winners of
25 our Annual Employee Awards for 2020. I am going to give you

1 the description and the pictures of them in the newsletter.
2 So I say look for that. I am just going to read their names
3 to you. I'm not going to read the description because time
4 is of the essence here.

5 Employee Of The Year, Central Office, Joanne Gray,
6 Travel Specialist.

7 Employee Of The Year, Field, was Ada Chevez,
8 Custodian I, San Quentin State Prison.

9 Supervisors Of The Year, Central Office, Naomi
10 Yates, Prison Industries Administrator.

11 And Supervisor Of The Year in the Field -- we had
12 two; it was a tie -- Eduardo Oribello, Superintendent II,
13 for Valley State Prison and, Jose Chavez, Superintendent II,
14 Valley State Prison. They both have been amazing at helping
15 keeping our Optical up and running and moving forward on
16 that.

17 The Warden Of The Year -- Ms. Allison, you better
18 pay attention to this one -- Warden Of The Year this year is
19 Raybon Johnson, RC Johnson, from LAC. He was just
20 instrumental in helping us, especially during the hand
21 sanitizer time. So keeping that going.

22 The Instructor Of The Year, Jack Huggins, CIW CTE
23 Carpenter's program instructor. He has been amazing with
24 the Southwest Carpenters Training Fund. He has been helping
25 at the institution since 2004. Really helped with, you

1 know, a lot of success stories out there.

2 So on behalf of CALPIA, sincere appreciation,
3 congratulations to all the awardees. Look for them and
4 their plaques. We're going to announce them at the
5 all-staff meeting. And we'll continue to update you guys.
6 Stay healthy, stay safe. Go get lunch.

7 CHAIR ALLISON: Thanks, Michele. I am going to. I
8 am starving. I bet the rest of the group is, too. Anyway,
9 thank you so much, Michele. Thank you so much, Scott, and
10 everybody for your presentations this morning.

11 We now move on to the portion of the meeting
12 reserved for comments regarding items not on the agenda.
13 Under the Bagley-Keene Act, the Board cannot take action on
14 items raised during public comment, but you may respond
15 briefly to statements made or answer questions posed or the
16 item request may be referred to staff for action.

17 If any member of the public would like to make a
18 comment, please dial star-six and our meeting organizer will
19 call the last four digits of your number. Again, I remind
20 you to state your name and affiliation for our record.
21 Thank you very much.

22 BOARD SECRETARY: We do not have anybody in queue.

23 CHAIR ALLISON: All right. Thank you. Well, I have
24 to say, I'm relatively new to this Board, but I will say
25 that you guys are a very active, engaged Board, and I want

1 to thank you for your patience and diligence today as we
2 dealt with a variety of issues. I commend you for your
3 commitment. I think we're at four-and-a-half hours, right?
4 Maybe I've lost track. Maybe it's only three-and-a-half.
5 I'm not sure. Anyway, but I want to thank you guys for
6 that.

7 This concludes our Prison Industries Board Meeting
8 of July 28, 2021. Is there a motion to adjourn the meeting?

9 BOARD MEMBER MARTIN: I motion.

10 BOARD MEMBER AGHAKHANIAN: Madam Chair, I second
11 that. I congratulate you and thank you for conducting a
12 wonderful meeting.

13 BOARD SECRETARY: Who was the first motion we had?

14 CHAIR ALLISON: Mr. Martin.

15 BOARD SECRETARY: Martin, thank you.

16 CHAIR ALLISON: Dr. Armond, did you second that
17 motion?

18 BOARD MEMBER AGHAKHANIAN: Yes, Ma'am.

19 CHAIR ALLISON: Thank you so much. And then all in
20 favor?

21 ALL MEMBERS: Aye (unanimous).

22 CHAIR ALLISON: Meeting is adjourned at 1337.

23 Thank you guys.

24 (Proceedings adjourned at 1:37 p.m.)

25 ---oOo---

1 REPORTER'S CERTIFICATE

2
3 STATE OF CALIFORNIA)
4 COUNTY OF CONTRA COSTA)

5 I, ANN R. LEITZ, a Certified Shorthand Reporter of the
6 State of California, do hereby certify:

7 That I am a disinterested person herein; that the
8 CALPIA Zoom Board Meeting was taken before me, in shorthand
9 writing, and was thereafter transcribed, and is a true and
10 correct transcript of my shorthand notes so taken.

11 I further certify that I am not of counsel or attorney
12 for any of the parties to said hearing nor in any way
13 interested in the outcome of said hearing.

14 I declare under the penalty of perjury under the laws
15 of the State of California that the foregoing is true and
16 correct.

17 Dated this 19th day of February, 2021

18 /s:/Ann R. Leitz

19 _____
20 ANN R. LEITZ, CSR NO. 9149

21 Revised: July 1, 2021
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