

BOARD MEETING
OF THE
CALIFORNIA PRISON INDUSTRY AUTHORITY

Held in person and via Zoom

CALIFORNIA PRISON INDUSTRY AUTHORITY
California PIA Showroom
2125 19th Street
Sacramento, California 95818

TUESDAY DECEMBER 17, 2024

10:01 AM

Transcribed By:
Casey Kern
Intellectix Corporation

APPEARANCES

Board Members (*present via teleconference)

Jason Johnson, Acting Chair
Darshan Singh, Vice-Chair*
Dr. Armond Aghakhanian*
Dawn Davison
Katherine Minnich
Felip Martin
Michael Lopez*
Kyle Patterson
Mark Tollefson, acting for Carlos Quant
Troy Vaughn*
Eddy Zheng

Staff Present

William Davidson, General Manager
Suzie Changus, Chief Assistant General Manager
Julie Harlan, Acting General Counsel
Michele Kane, Assitant General Manager, External Affairs

Public Comment

INDEX

	PAGE
1. CALL TO ORDER	4
2. ROLL CALL	4
3. CHAIR AND BOARD COMMENTS	6
4. GENERAL MANAGER COMMENTS	6
5. INFORMATION ITEMS	25
A. Regulations Package Update: - 24-1217-564-II	26
6. ACTION ITEMS	39
A. Amend Regulations: Title 15, Division 8, Section 8004.2 - 24-1217-476-AI	39
B. Amend Regulations: Title 15, Division 8, Section 8004.2 - 24-1217-476-AI	46
7. PRESENTATION OF CALPIA ANNUAL EMPLOYEE AWARDS, CALENDAR YEAR 2024	64
8. PUBLIC COMMENT	82
9. ADJOURNMENT	83

1 P R O C E E D I N G S

2 (December 17, 2024) (10:01 AM)

3

4 CHAIR JASON JOHNSON: Good morning. I call this
5 meeting of the Prison Industry Board to order at 10:01
6 a.m. I would like to, uh, note that this meeting is being
7 held at a publicly noticed location. We will begin by
8 asking the Board Secretary to please call the roll.

9

10 SECRETARY MELINDA MARION: Perfect. Good morning,
11 everyone. I'll get going here. Um, Acting Chair Johnson.

12 CHAIR JASON JOHNSON: Morning.

13 SECRETARY MELINDA MARION: Morning. Um, Vice
14 Chair Singh. Okay, I saw his hand there. Member Armond
15 Aghakhanian?

16 MEMBER ARMOND AGHAKHANIAN: Present.

17 SECRETARY MELINDA MARION: Member Dawn Davison?

18 MEMBER DAWN DAVISON: Here.

19 SECRETARY MELINDA MARION: Member Michael Lopez?
20 I see him on there. Member Lopez?

21 MEMBER MICHAEL LOPEZ: Yes.

22 SECRETARY MELINDA MARION: Okay, great. Member
23 Felipe Martin?

24 MEMBER FELIPE MARTIN: Here.

25 SECRETARY MELINDA MARION: Member Katherine
26 Minnich?

1 MEMBER KATHERINE MINNICH: Present.

2 SECRETARY MELINDA MARION: Member Kyle
3 Patterson?

4 MEMBER KYLE PATTERSON: Here.

5 SECRETARY MELINDA MARION: Member Mark Tollefson.

6 MEMBER MARK TOLLEFSON: Here.

7 SECRETARY MELINDA MARION: Member Troy Vaughn.

8 MEMBER TROY VAUGHN: Present.

9 SECRETARY MELINDA MARION: And Member Eddy
10 Zheng.

11 MEMBER EDDY ZHENG: Present.

12 SECRETARY MELINDA MARION: All right. Let the
13 record show that we have a quorum of 11 members.

14

15 CHAIR JASON JOHNSON: Thank you. Welcome, Board
16 members and attendees, and thank you for being here for
17 today's prison industry board meeting. I would like to
18 note that this board meeting is being conducted both in
19 person here at the CALPIA showroom and via teleconference
20 pursuant to the provisions outlined in Senate Bill 544.
21 Notice about public comments. Uh, if any member of the
22 public would like to comment, please fill out a speaker
23 request form and hand it to the Board Secretary. For any
24 members of the public who are online right now, who would
25 like to comment, we will give you further instructions on

1 how to raise your hand and let the organizer know you would
2 like to speak. I would like to request that everyone
3 announce their full name and affiliations, if necessary,
4 before speaking, so there is no confusion. Each speaker
5 will be limited to two minutes for public comment. Now I'd
6 like to open up the floor for opening remarks from the
7 Board members. Would any Board member like to share any
8 opening comments? Online? We will now move on to the
9 General Manager's comments. Mr. Davidfson?

10

11 GENERAL MANAGER WILLIAM DAVIDSON: Good morning,
12 Chair Johnson and Board Members, and it's great to be here
13 with everybody this morning, and it's just great to have
14 the full room here, and- and the good energy and excitement
15 here, and congratulations to you, Chair Johnson, on your
16 appointment is the Acting Undersecretary. Excited for you
17 to be in this role. I've had the opportunity to work with
18 Jason over the past year and a half in his role as the
19 Director of Adult Parole Operations, and just, I know of
20 your commitment and support for CALPIA on our mission, and
21 just look forward to continuing to work with you, and also
22 I want to welcome Mr. Tollefson here this morning. I've
23 also had the opportunity, and it feels like many, many
24 years ago, to work with Mark, back in my DMV days and his
25 Department of Finance days, we got to work together on

1 different budget issues. And I just know of his
2 professionalism, and it was always a pleasure and joy to
3 work with. So, appreciate you being here today as well.
4 And just wanted to just make one note as well, um, with
5 one of the provisions with Senate Bill 544 requires that
6 if a board member participating virtually has a person 18
7 years of age or older in the room with them that they need
8 to disclose that. So, I just wanted to, uh, Mr. Singh, I
9 know that your wife is there with you and just wanted to
10 confirm that she's there to assist you with any
11 technological needs and so forth that you have. So I just
12 wanted to, if you could just give us a thumbs up to confirm
13 that situation that would be great and- and in compliance
14 with that provision in- in the new law, so. We see Mrs.
15 Singh there with you and just appreciate her being there
16 to assist with that. This is always- our December Board
17 meeting is always my favorite Board meeting of the year.
18 And certainly, we get to talk about a number of great
19 things, but at the end of the meeting, we'll conclude with
20 our Employee of the Year, Supervisor of the Year,
21 Instructor of the Year, and Warden of the Year
22 recognitions. And it's always just great to be able to
23 recognize the great work the folks within CALPIA and just
24 look forward to being able to do that today. I just want
25 to thank all those who've made the time and effort to come

1 and travel and be here and Warden- this time with your
2 wife (inaudible). Really, really appreciate that and look
3 forward to doing that at the end of the meeting today. And
4 we kind of wrap up the year 2024. It has been a great year.
5 It's been a great year for CALPIA. We've been able to start
6 and accomplish many things and a lot of these things will
7 wrap up in 2025, but in- in- we're in good progress in
8 seeing these things through. You know, our- we rolled out
9 our new Sage X3, our new enterprise resource planning
10 system. As of today, we're live in 19 different
11 institutions, as well as our three transportation hubs,
12 what we call our on-time delivery, our transportation
13 centers, as well as central office. So, we're live in each
14 of those areas in February, early February, we'll be live
15 in nine additional institutions. And then in early April,
16 we go live in our final four institutions and be fully
17 rolled out with that new system across the state. And
18 that's been a lot of effort and work to make that happen.
19 But again, we learn more and more each rollout that we go
20 through, and it's been an exciting thing to have happen.
21 We've talked probably at each of our Board meetings this
22 year, but about the Entry to Employment program (E2E), and
23 that's been an exciting one to roll out. And to see that
24 the game-changing effect that that's having on
25 individuals' lives is they're able to actually look up,

1 apply for jobs, receive job offers, leave prison with a
2 job in hand, or if they don't yet have one in hand, the
3 effort that they've made in applying for jobs and creating
4 their CalJobs portfolio, and that is something that
5 carries with them, and they continue that effort as they
6 go home. It's been an exciting thing. As of today, again,
7 we're live in 13 institutions with that program, and by
8 the end of June this coming year, we'll be live in all
9 institutions, and that's, again, been an exciting, um,
10 thing to have happen. The name change project that's
11 rolling forward, we're on full steam on that effort. We
12 still have, again, another year before it will go into
13 effect, but we are- it's a topic of conversation and
14 planning every day throughout the organization as we move
15 forward to the- to change the name to the California Career
16 Correctional Training and Rehabilitation Authority.
17 California Correctional Training and Rehabilitation
18 Authority (CALCTRA). But the- the job training and
19 rehabilitation piece prominent in the name of our
20 organization. Just look forward to that and be excited
21 about the progress we're making on that. And then, as we've
22 talked about too, just having been able to implement our
23 Executive Leadership Academy this year, our Ambassador
24 Mentor Training Program has been exciting as we, again,
25 focus on our succession planning and upward mobility

1 opportunities for our employees has been an exciting thing
2 to have happen. And just, again, look forward- we're
3 excited about the progress we've made this year on those
4 and look forward to seeing those things through in 2025
5 and beginning some other initiatives as we go into the-
6 this next year. And to kind of wrap up my comments this
7 morning, I wanted to just- we're going to take just a
8 couple minutes, and another thing that we were able to do
9 this year is, from my perspective, this is a very unique
10 project that we were able to do, and about a year and a
11 half ago, we received an order from California State Prison
12 Sacramento, or CSP-SAC, in which they ordered three
13 education buildings for us to construct in our modular
14 building program, three education buildings, and it's a
15 project we actually began in the later part of last year,
16 but this year we made great progress, and we actually have
17 two of those buildings installed and in place at CSP-SAC.
18 The first one went October 15th, was set in place, and
19 then November 19th, the second one was set in place, and
20 then early this coming year, the third building will be
21 set in place. And when I say set in place, it's literally
22 they're set in place, and now we're in the process of
23 finalizing and completing those buildings, and it's
24 probably a couple months out yet from that final stage,
25 but it's been an exciting project, and I had the

1 opportunity to go many times over the- the months and watch
2 and view the progress on that, and I was really excited.
3 Several months ago, Board Member Martin was able to come
4 out and spend some time up there as well and view the
5 project and talk to some folks, and it was great to have
6 him out to see that. But again, the opportunity that that
7 provides for those incarcerated individuals working on
8 project is- is huge, and so I asked Brian Meek. Brian, if
9 you want to come on up. Brian's our Prison Industry
10 Administrator who oversees our modular building and
11 construction services programs, and we kind of put
12 together a little slide presentation so you can kind of
13 see the different phases and the progress of these
14 buildings, and then we have quite a few the day that those
15 buildings were set in place, and then some of the current
16 pieces, and Brian will kind of talk a little bit about
17 that project, and again, about the benefit that it is to
18 those incarcerated individuals. So we'll play the slide
19 presentation, and those photos will just kind of scroll
20 in the background as Brian presents, but I just thought
21 it would be nice for everybody to be able to see this
22 project, and to see, um, what we've been able to complete,
23 and I guess will get over to you, Brian.

24 BRIAN MEEK: So, welcome. Uh, I'm Brian Meek,
25 Chief of Construction Services, Facility Maintenance for

1 CALPIA. Um, so, Modular Building Enterprise is one of my
2 enterprises. As you'll see through these pictures, if
3 you're construction-minded, you'll see some things out of
4 place. Uh, we build custom buildings. We build them for
5 CDCR or any other state agency that would request it. Um,
6 these are all steel construction, steel studs, steel
7 members, concrete floors. We do commercial modular
8 buildings. We don't do residential. You'll notice in this
9 particular building has expanded metal and drywall on the
10 outside. This was a two rate- two hour rated building. The
11 only wood in the buildings is on plywood, and it's all
12 fire-rated as well. But the most important thing about
13 this program is what we do for the incarcerated. So, the
14 incarcerated, we have contracts with the Laborers Union
15 and the Carpenters Union, and we- the- those contracts
16 provide us instructors. Those instructors come into
17 Modular Building and several other locations throughout
18 the state, and they train our incarcerated in a pre-
19 apprenticeship program, which, that's what all these
20 incarcerated are seeing in these pictures. They're all in
21 this program. They've all volunteered to come. Nobody's
22 assigned to this project or any of our programs, um, trade
23 programs, and therefore they're expected to learn and
24 participate. Yeah. What they get out of this program is
25 we do a nationwide MC3 training. Um, they're all registered

1 in the MC3 training. They go through that process. They
2 get a certificate out of that, which is nationally
3 recognized. Like I said, we also give a certificate. This
4 is a 672-hour program, roughly six months that they come
5 in. They learn everything from how to read a tape measure
6 to how to operate equipment. You'll see scissor lifts on
7 here. They're trained in scissor lifts. They're trained
8 in skid steers. They're trained in forklifts. All of these
9 things they get certificates on. So our goal is when they
10 leave, they have a handful of paperwork that shows that
11 they've been trained while they're there. They've got
12 something in their pocket that's tangible to that owner
13 out there that wants to hire a previously incarcerated.
14 Um, the- the thing that we have the most beneficial to
15 these people is we, like I said, we have contracts with
16 the unions. The unions are providing direct entry into
17 placement for these individuals, which is hard for some
18 because of their bylaws. But I just was told by- by David
19 Espinoza, the labor executive director in Southern
20 California, about a month ago contacted me, all excited.
21 They went to their Board meeting. They got their bylaws
22 changed to where incarcerated individuals have direct
23 entry, right, the same as a veteran coming out. So the
24 6,000 people that are standing in line, they get to jump
25 right at the top of that line. So that- that just talks

1 about our partnership with these unions. We couldn't be
2 as successful as we are without these partnerships. This
3 year, we've hit 23 incarcerated individuals that have gone
4 and were placed in the union or working with the union
5 today. So, um, I haven't talked much about these buildings,
6 but you can see there's a whole process. We construct them
7 inside. We hire a few casual iron workers, casual
8 contractors to come and assist. These incarcerated work
9 with those casuals, so it would be just like on a job where
10 they work with a journeyman. That's what these guys are.
11 They're journeymans. They help train along with the
12 instructors. We got these bu- this particular building
13 completed as far as we can get inside the building. We
14 brought it out, put it on some trailers so that we could
15 trailer it over. Luckily CSP-SAC is in our backyard. We
16 just drove it down the road to load it. So here you see a
17 picture of it loading, trying to make it safe. Here we're
18 transporting. Um, so the incarcerated, like I said, we-
19 we try to give them all the training we possibly can. I've
20 also said they are expected to participate. If any
21 incarcerated that doesn't participate, we have to have
22 those hard conversations. Our instructors we'll have that
23 conversation and we'll basically tell them, look, you're
24 not going to make it in the union, let alone in this class,
25 if you don't participate. And we give them options and

1 they- they have to, um, go, you know, they have to
2 participate in order to complete the class. This, if you
3 ever want to know how to make a custody captain scared,
4 take a 45,000-pound building and put it over the top of
5 the electric fence. That's what it is. That's what we do.
6 That's what we- you know, we're not just a program. We are
7 a program for the individuals, but we're also- CALPIA holds
8 licenses. We're- we are a commercial modular manufacturer.
9 We have a modular manufacturing license. We have a
10 commercial broker license for modular buildings. We have
11 commercial sales licensing on your building. So we are a
12 licensed entity. All of these buildings go through the
13 Housing and Community Development. They are implemented.
14 They're registered with the state of California. Um, so
15 that- that's where we are with CALPIA. And the benefits
16 of the incarcerated is they- they not only get to start,
17 you know, on the pre-apprentice program with learning the
18 basic skills of reading a tape measure and learning how
19 to use each piece of equipment, what's unique about us is
20 we're also allowed to, you know, we give them the benefit
21 of actually constructing something real and tangible.
22 Those guys got to see this from the start. They see it
23 leaving the building. Fortunately, they didn't get to
24 watch it land because they were locked down that day. Um,
25 and it was at another institution from where the

1 incarcerated come from. But here's, here's pictures of it,
2 um, roughly set in place, you know, welded down. We weld
3 these buildings down. Um, here's the interior. We're-
4 we're working on finishing interior now. Like I said, this
5 is a- a two-hour double layers of drywall on the interior.
6 The seam is welded right through the middle where we butt
7 these buildings up. You know, we do use some outside
8 vendors, the HVAC contractors, electrical contractors,
9 those types of things we utilize. Okay. Go ahead.

10 GENERAL MANAGER WILLIAM DAVIDSON: Thank you,
11 Brian. So, again, this is not the first time that we have
12 built buildings like this in our central office, in our
13 business services, and our MIS buildings. We've both built
14 in- in similar fashion, but this is the first one, at least
15 that I'm aware of, and I believe the first one that we
16 have done for one of the institutions or for any other
17 state agency. So, it was a very unique project, or is a
18 very unique project. It's still an ongoing project, but
19 one that, again, just impressed with Brian and his team,
20 the incarcerated folks working on the project, and the
21 collaboration with the institution, and being able to make
22 that happen. It's just been a great project, and I thought
23 it would be neat to highlight that today, and let each of
24 you see that great work being done, so.

1 MEMBER DAWN DAVISON: Can I ask a question? What
2 does two hour mean?

3 BRIAN MEEK: It's a fire rating. It's supposed
4 to hold back a fire for two hours before it gets up. Yeah,
5 there's a- this particular building was constructed much
6 differently than any building we've ever constructed at
7 Modular. It had expanded metal on the wire- mesh on the
8 exterior of the building. It had double-layered drywall.
9 It was- it was very unique. And that's the thing that PIA
10 is good about, is we can build whatever our customer wants.
11 We're not, you know, you don't go pick our buildings up
12 from a lot. You know, it goes through design, goes through
13 the state fire marshal's office, what's approved, we'll
14 build, that's how we build. And then we work with the same
15 fire marshal through the entire process all the way to
16 completion.

17 MEMBER DAWN DAVISON: Thank you.

18 MEMBER FELIPE MARTIN: So, I understand you also
19 give the trainees tools when they leave and- and other
20 gear.

21 BRIAN MEEK: Yeah, our benefit of our CTE program
22 is, uh, the trades program is what we do is if they
23 graduate our class, which, like I said, is six months,
24 seven- 672 hours, um, we give them a certificate. That
25 certificate is good at the union. They go to the union,

1 when they go to show up, we actually pay a year's worth
2 of dues, plus whatever initiation is due at that moment,
3 and we give them tools to get them started. So that's a-
4 a big benefit, I think. Yeah, that's it.

5 MEMBER FELIPE MARTIN: I have one employee.
6 (Inaudible) He was incarcerated through the city, not even
7 through the county, not (CIOP) so I have an individual
8 currently that works for me.

9 MEMBER KATHERINE MINNICH: Oh, great. Great.

10 CHAIR JASON JOHNSON: And I see that Dr.
11 Aghakanian and then Mr. Vaughn both have hands raised as
12 well, so Dr. Aghakanian ?

13 MEMBER TROY VAUGHN: Uh, that's- that's- that's
14 Mike. He had his hand raised first.

15 CHAIR JASON JOHNSON: Oh.

16 MEMBER TROY VAUGHN: Go ahead, Mike.

17 MEMBER MICHAEL LOPEZ: Um, where is this located?
18 Because I want to make sure my, um, union associates are-
19 are participating, or hiring.

20 BRIAN MEEK: Yeah, so our warehouse is just up
21 the road from our central office location. It's right
22 outside the CSP-SAC yard. It's- it's Green Valley Training
23 Center is just up the hill, so it's right there on the
24 compound where- where we're located. And I invite you,
25 Mike, anytime that you're- or your folks are in the area,

1 we'd love to take you up and show you around. It's a pretty
2 impressive facility there.

3 MEMBER MICHAEL LOPEZ: I might take you up on
4 that. Thank you.

5 BRIAN MEEK: I invite you to do that. That would
6 be great.

7 MEMBER MICHAEL LOPEZ: All right.

8 MEMBER TROY VAUGHN: So, um, my question is,
9 okay, first of all, this is a great program, obviously,
10 the skills and development. Did I hear- are they not paid?

11 BRIAN MEEK: They are. They are. They are.

12 MEMBER TROY VAUGHN: They're paid, okay. So,
13 what- what's the- can you share what the wage is that they
14 get for the- the work, the paid training?

15 GENERAL MANAGER WILLIAM DAVIDSON: Yes, it's the
16 pay scale for our PIA programs, which ranges from 35 cents
17 to a dollar an hour. we're going to talk a little bit more
18 about that in just a few minutes. But yes, they- they're
19 paid the same as all of our PIA programs.

20 MEMBER TROY VAUGHN: Okay.

21 MEMBER DAWN DAVISON: Can I make a comment before
22 we move on?

23 CHAIR JASON JOHNSON: Yes.

24 MEMBER DAWN DAVISON: Um, this is wonderful, but
25 it was striking to me that the jumpsuits that they were

1 wearing, say C-D-C-R, and how we're being so sensitive to
2 what we're calling our incarcerated persons that those
3 still say prisoners. Are we going- going to do anything
4 with that yet?

5 BRIAN MEEK: We can- we can change that. These
6 are- these are jumpsuits that have been around for a long
7 time.

8 MEMBER DAWN DAVISON: I figured.

9 BRIAN MEEK: Yeah, so they come out with them,
10 they go back with them. We can- we can look at that.

11 CHAIR JASON JOHNSON: The department is shifting
12 from the prisoner and going to incarcerated persons,
13 supervised persons, so that transition is occurring.

14 MEMBER DAWN DAVISON: Yeah, I know. I mean, even-
15 even in, um, all of our written documents were- were doing
16 that slowly. So, I think that would be a really good thing.

17 CHAIR JASON JOHNSON: Right, we're humanizing
18 population, right? The labels and removing those.

19 MEMBER DAWN DAVISON: Right. Because it makes a
20 big difference.

21 CHAIR JASON JOHNSON: It does.

22 MEMBER DAWN DAVISON: What- what they're putting
23 on.

24 CHAIR JASON JOHNSON: Good point.

25 GENERAL MANAGER WILLIAM DAVIDSON: So, great job.

1 [APPLAUSE]

2 GENERAL MANAGER WILLIAM DAVIDSON: All right, so
3 that- that concludes the- what I wanted to share this
4 morning, and again, just I want to thank each of you. Just,
5 this has been a, really a great year for CALPIA and just
6 continue to appreciate your support and encouragement and
7 the great work that each of you do to make this
8 organization what it is and look forward to an exciting
9 2025 and hope each of you has a wonderful, wonderful
10 holiday season with your families.

11 CHAIR JASON JOHNSON: So Mr. Davidson, you know,
12 I can't let you off the hook that early. So a couple of
13 questions. Um, great work. I've been in- in seeing and
14 toured and, you know, attended some of the events at some
15 of the institutions that you all facilitated phenomenally.
16 Uh, the population really enjoyed it, those that took
17 advantage of those opportunities. So, kudos to you and
18 your entire team. Um, as it relates to the entry to
19 employment, if I believe it kicked off, the kickoff was
20 in Solano. Solano, right? And that was the first kickoff.
21 They were here sometime this year, maybe in the summer or
22 so, I think.

23 MEMBER WILLIAM DAVIDSON: So we've been rolling
24 them out...

25 CHAIR JASON JOHNSON: And now you're up to 13.

1 MEMBER WILLIAM DAVIDSON: 13.

2 CHAIR JASON JOHNSON: Yeah, that's- that's really
3 good traction, um, based on the window that I knew when I
4 went and saw and attended the kickoff to where you are
5 now. So continue what you're doing. It's great work, uh,
6 and- and I really appreciate it.

7 MEMBER WILLIAM DAVIDSON: And again, our plan is
8 by the end of June is coming here to be rolled out in- in
9 every institution.

10 CHAIR JASON JOHNSON: Great. Great job. Well,
11 thank you, sir. Appreciate it.

12 MEMBER WILLIAM DAVIDSON: Thank you.

13 CHAIR JASON JOHNSON: All right, we will now move
14 on to the information item A.

15 MEMBER ARMOND AGHAKHANIAN: Um, I- I still have
16 a question.

17 CHAIR JASON JOHNSON: Oh, is there a question?

18 MEMBER ARMOND AGHAKHANIAN: And Troy has his hand
19 up, too. Troy, you have a question?

20 MEMBER TROY VAUGHN: Well, let me pull it down.
21 I'm sorry. I- I asked it earlier. I think we're going to
22 discuss it in- in- in this meeting, so I'll- I'll wait to
23 raise my...

24 MEMBER ARMOND AGHAKHANIAN: Are we- I mean, are
25 we- we're still talking about the modular homes

1 discussion? Are we coming back to that, or should we have
2 a question now, if we have a question?

3 CHAIR JASON JOHNSON: So, did- did you have a
4 question on the modular?

5 MEMBER ARMOND AGHAKHANIAN: Yeah, so I need to
6 know, first of all, which unions- you keep mentioning
7 unions- which unions are involved with this?

8 BRIAN MEEK: Local 3, Local 185. (Inaudible) At
9 the, uh, at Modular Building Enterprise itself, we have
10 the Northern California Carpenters Union and the Northern
11 California Laborers Union. We also utilize the Ironworkers
12 Union. We have a program inside FSP. As that program runs,
13 that instructor actually came up and assisted us with the
14 installation of the building. He actually welded them in
15 place.

16 MEMBER ARMOND AGHAKHANIAN: So, I- I apologize if
17 I might have missed a portion of this, but I think Bill
18 and I have talked about this. Um, there was- there was
19 proposals for addressing homelessness by bringing forward
20 mini homes. Is that something that we've been looking at?
21 Because there could be a possibility of a bill coming
22 forward and even allocation of funds of, you know,
23 purchasing or producing mini homes to address, you know,
24 home residence.

1 GENERAL WILLIAM DAVIDSON: We have attempted on
2 multiple occasions to work with the City of Sacramento,
3 the County of Sacramento, the state on different, um, tiny
4 home projects. In fact, Board Member Davison has been very
5 vigilant and sent information, reached out to Member
6 Desmond from the Sacramento City Council, the Board of
7 Supervisors, I think it's the Board of Supervisors County,
8 um, with a project that they have going on, and we- we
9 have, and we will continue to reach out, because we
10 certainly have the capacity and the facility to be engaged
11 in tiny homes, and we would love to do that, it's just,
12 for various reasons, has not happened yet. One of the
13 challenges, particularly with the one with the Sacramento
14 County Board of Supervisors, is they were bidding it as a
15 whole project, not as individual buildings, but as a whole
16 project, which required, you know, purchasing land and so
17 forth. And that's just way beyond what we would be doing.
18 And so to be able to find the right model where we're
19 actually manufacturing the tiny homes specifically, again,
20 we are very open to that, pursuing that, would love to
21 have an opportunity to do that, and- and we'll continue
22 to do that, but as of yet, have not had the right situation
23 for us to do that.

24 MEMBER ARMOND AGHAKHANIAN: So, Bill, um, I know
25 you guys are focusing on Sacramento, uh, but some of the

1 members, are we open to proposing this to other cities,
2 cities we live in, who might have a stronger relationship
3 with the council or the supervisors, or is that doable?
4 Let's say, I don't know, Burbank Council says, all right,
5 we're interested.

6 GENERAL MANAGER WILLIAM DAVIDSON: Yeah. And I'd
7 love to have, I mean, I don't know that we can have a full
8 flesh out conversation right now on this, but I'd love to
9 have more of a conversation with you. Yes, we could, we
10 could manufacture buildings here in Sacramento and have
11 them shipped throughout the state. We absolutely, um,
12 could do that. And we would not be limited to the
13 Sacramento area. So if you have contacts and people we can
14 talk to down in the Burbank area or other areas, we'd
15 absolutely love to have that conversation.

16 MEMBER ARMOND AGHAKHANIAN: All right, thank
17 you.

18 GENERAL MANAGER WILLIAM DAVIDSON: Yep, thank
19 you.

20

21 CHAIR JASON JOHNSON: All right, any other
22 questions? Good. All right, Mr. Davidson, information item
23 A.

24

1 GENERAL MANAGER WILLIAM DAVIDSON: Okay, great,
2 so again, information item today, today it's an
3 information item, but it will be the lead-in to what we
4 plan to be an action item at the next board meeting. And
5 it has to do- and Mr. Vaughn asked about the- the wages
6 that we pay incarcerated workers, and this item has to do
7 with that. And as you know, our- as I mentioned earlier,
8 too, our pay range ranges right now from 35 cents to a
9 dollar an hour. The last time that we increased or changed
10 that wage was back in- it was an item that was presented
11 in December of 2016 at a Board meeting that went into
12 effect in July of 2017, and at that time, it was a simple,
13 about a five-cent-an-hour increase across the board that
14 we made at that time. Suzie and her team, as you know,
15 conduct many strategic business planning sessions, and one
16 of the things that they focus on is groups of the
17 incarcerated individuals. At every strategic business
18 planning session that they have, it's- this is an item of
19 discussion that rightly comes up and is- is discussed.
20 It's something that's been certainly been on my mind for
21 quite some time. As we were navigating through the COVID
22 thing, that just wasn't the right time to try to address
23 something like this, but it's certainly the right time now
24 to address this and increase those incarcerated wages. So,
25 we're beginning and we have begun the regulatory process

1 to increase the wages for incarcerated workers. Our
2 proposal will be to increase it across the board by 15
3 cents an hour. What that will mean will be anywhere from
4 a 15% increase for those at the highest end of the scale
5 up to a 43% increase for those that are at the 35 cent an
6 hour range. So there was consideration, should we do it
7 as a percentage based one that, but I think the flat 15
8 cent an hour does a better job and more of our folks are
9 closer to the 35 cent an hour range than they are to the
10 dollar an hour range, so they will be betterly impacted a
11 larger group at a larger rate if we do the flat 15 cent
12 an hour increase. Obviously, this gives benefits to the
13 incarcerated workers. It allows them to earn more money
14 that they can use for purchases at the canteen. They can
15 go into their trust account. They can go for rest- victim
16 restitution, different things. But more importantly, what
17 this will do will help incentivize them and motivate them
18 to work in our programs. Um, and that's really what the
19 ultimate driving factor is on this, is to just do a better
20 job in compensating those who work in our programs. And
21 so, again, we've begun the regulatory process. We're
22 working through that now. Our plan is at the next Board
23 meeting to come forward with the completed, um, regulatory
24 package prior to submitting it to the Office of the
25 Administrative Law for the board to- to vote on and- and

1 approve that, um, that package to move forward, but that's
2 what that package- I just wanted to make sure that the
3 board is aware that that is what we're working on, that
4 is what our plan is, and we'll be coming forward, again,
5 hopefully in three to four months with that finalized
6 package to do that. Would I like it to be a larger number
7 than 15 cents an hour? Sure. But is 15 cents an hour
8 meaningful? Absolutely. And I will challenge you to talk
9 to almost any of the incarcerated individuals working in
10 our program and ask them if a 15 cent an hour increase in
11 their pay would be meaningful and worthwhile to them, and
12 I guarantee you almost every person they're going to
13 overwhelmingly agree that this will be a meaningful action
14 for them. And so, I'm excited to do this. Again, wish we
15 could have done it sooner, but absolutely the time is right
16 now for us to do this. The plan will be for it to be, as
17 we go through the regulatory process to be July 1st of
18 2025, effective date of that. But again, I wanted to just
19 make the board aware that we're working on this, and this
20 is what our plan is, and happy to entertain any questions
21 that you may have at this point on it. But again, we'll
22 be coming with the full package at the next meeting.

23 MEMBER FELIPE MARTIN: Just real quick, the- the
24 incarcerated individuals that are in the drafting program,
25 uh, computer programming, the dive program, they get paid

1 as well while they're actually being trained. So, really,
2 they're- they're getting a benefit, doubly. We're training
3 them. When they leave the Dive program, they make over a
4 hundred thousand dollars a year, and yet they're getting
5 paid to learn. So, I mean, how much better does it get?

6 GENERAL MANAGER WILLIAM DAVIDSON: It is a job
7 training program that if offered on the outside,
8 individuals are paying thousands of dollars to receive
9 that training...

10 MEMBER FELIPE MARTIN: So it- I was- I was talking
11 to someone and debating about the benefit and cost, and
12 they said, well, they get paid too low, and I explained
13 to them that you look at what the benefit is, you look at
14 how much it would cost them to go to school, take this
15 exam, get this training, get this education required to
16 get their GED, they still get paid all these benefits that
17 they get is, like, amazing, and then they leave here
18 without any debt. That's awesome. And plus, we paid their
19 union dues for a year. That's fantastic.

20 GENERAL MANAGER WILLIAM DAVIDSON: Yeah. Yeah, I-
21 again, well stated and again, I believe that the 15 cent
22 an hour increase is significant and meaningful, and we
23 could- we could have other discussions as far as wages go.
24 It's probably not an appropriate forum here to do that. I
25 can't control any of that other narrative, but this is

1 something that I can do that I believe is meaningful and
2 the right thing to do, so that's why we're looking to do
3 this.

4 MEMBER EDDY ZHENG: Yeah, I- I will also say that,
5 uh, it's a step forward, right, to pay to support those
6 currently incarcerated individuals. And, um, you know, we-
7 we can be very philosophical about it and also be very
8 realistic about it. It's that, you know, as I mentioned
9 in the previous Board meeting, it's talking about, uh,
10 Proposition 6, how, you know, that in California, we should
11 at least be able to change modern-day slavery by forcing
12 people to work and forcing people to, you know, force labor
13 purposes, right? So, California is being looked at as a
14 country, as a progressive state, and whereas the federal
15 government still have the 13th Amendment that really
16 states that, you know, slavery is legalized, for people
17 that will commit a crime, you know, broke the law. And so
18 from that narrative to, um, the benefit that was shared,
19 which, you know, I absolutely agree with you. Any
20 incarcerated individual would agree with that 15 cents
21 increase, or any increase for that matter, right, whether
22 you're actually getting training and also working at the
23 same time. But there is a return on investment, right, on
24 both ends, right, for the industry, for the prison, as
25 well as for society, and then also for the individual that

1 were incarcerated. So, there's multiple layers of
2 benefits. And- but I do want to, you know, emphasize the
3 fact that, um, it was possible, right, at least as a indi-
4 as we changing our name, we talking about the industry,
5 and how we have the progression of the increase, right?
6 As you mentioned, the last increase was in 2016. Uh,
7 where's the previous increase? For decades till now,
8 there's no gate money for people to exit the prison system
9 and spend \$200. That's not changed. But the economy,
10 everything is changing, technology changing, everything's
11 changing, but for the people to get out of the gate and
12 try to survive and not recidivate and return, um, that has
13 not changed, right? And so, uh, for me, it is like to
14 encourage, you know, us to really think about how, as we
15 are doing this, which is great, how- where is the
16 progression and what is the vision that we- and some of-
17 part of, you know, on the policy level is that, some of
18 the, you know, even with the speaker, I- I- I was talking
19 with the speaker's office, uh, really specifically looking
20 at policy and how can we make some systemic changes within
21 the industry and within the prison system where we can
22 really the, um, has to step up, you know, just switching,
23 you know, like a statement along with that CDCR prisoner
24 and incarcerated individuals, who as individuals, and
25 those are all questions that we welcome, humanize those.

1 And I'm- I'm just thinking, you know, bigger, and so I
2 know you're a visionary in many ways, and so as you lead
3 this effort, as the Secretary, Undersecretary Johnson,
4 who's leading this effort, I think the- that's the
5 opportunity to- to change things. Because the more that
6 we invest in the individual side, uh, on the skills, on
7 the mental health training, um, you know, the- the more
8 safe we are for our public.

9 CHAIR JASON JOHNSON: Completely agree.

10 MEMBER TROY VAUGHN: Yeah, yeah, I- I wanna
11 support that. I think a lot- I think PIA, in a lot of ways,
12 we have an opportunity to change how we interface with
13 individuals that are serving time. And creating pathways
14 for at the point of release. I think this is an extremely
15 important conversation, one that we shouldn't belabor
16 today because it's not set in the agenda, but I think that
17 we- we do have an opportunity to show, because yes, it's-
18 it's great when we give someone a raise, and I- and I
19 commend our efforts to give them an increase, but when we
20 compare that to the amount of revenue that's being
21 generated from the building itself, from the construction
22 work, and all those things that come out of that, it's
23 really a minute conversation for me. And when we say that,
24 you know, and we don't have a breakdown yet in terms of
25 even the cost savings, in terms of, like, what's really

1 happening here, right? I think it's great. I- I don't want
2 us to kind of suggest that, um, we're paying, you know, I
3 hear comments like we're paying for their training, we're
4 paying for their union dues. Okay, those things are great,
5 but they still gotta come out and navigate a system that
6 is opposed to them. And so, there's resources that they're
7 still gonna need in organizations like the one I started
8 in 2011 exists to help people come out and really begin
9 to repair their lives. And what does help is the skill
10 training that they have and the opportunities that they
11 have through PIA. Um, but that's a small segment of those
12 that are incarcerated, and that's why I think our job is
13 a bigger job, which is to create a template of how
14 individuals that are serving their time really are under
15 a process of rehabilitation and restoration. That's the
16 goal because, you know, on face value, you know, advocates,
17 you know, really see this as, um, you know, although their
18 wages they could be slave wages. It can be considered slave
19 wages. And the carceral system is historically viewed as
20 an institution that is still backed by the 13th Amendment
21 that promotes creating an opportunity for people to be
22 treated less than human. And- and we have to own that.
23 That's a reality. And here we have an opportunity to create
24 a different way forward, right, in terms of how we want
25 to view people. People do, um, commit crimes. They do come

1 to serve their times in institutions that are a part of
2 our society. And, uh, as a student of the law, you know,
3 I went to law school to support the law and to lift up the
4 law and to protect it, and I still stand by that. But also,
5 I'm an advocate for people that are seeking to change their
6 lives and creating an opportunity. And it's hard in- in
7 society when people are coming out of custody, to really
8 prepare that- repair their lives and to navigate those
9 waters. And so, any opportunity that we can treat them as
10 human beings and not the other. Even in our own language
11 choices in terms of how we describe them and how we, even
12 in our own meetings like this when we're conversing about
13 these issues, we are all at different spectrums in terms
14 of how we see them. And I think 'cause it's- it's- it's
15 visible in our communication, and that's why I say that.
16 And so for me, I'm- I'm at this table because I want to
17 continue to lift up the good work that PIA is doing as a
18 standard of humanizing individuals and treating them with
19 a level of dignity and then also fight to create parity.
20 Um, we have some programs that are connected to, um, the
21 EDD component, and they get different wage levels, um,
22 than some that do not. And- and- and so I- I think it would
23 be helpful, like, if we're communicating about what the
24 real benefit is, um, against the wages plus all of the
25 trainings and the dollars that go in for that and what the

1 cost of the training could be, if that would be also
2 articulated in a, um, in a package that shows this is their
3 full compensation component, like, or something that can
4 show the real value of what they're getting, I think that
5 would be helpful in communicating to people who may be,
6 um, estranged from these meetings and these processes in
7 terms of understanding the real investment that goes into
8 a person, um, that's voluntarily participating in some of
9 these programs that we're talking about today. Um, but
10 it's a good job that you guys have done, that we're doing.
11 I'm proud to- to say I'm a part of PIA, and I- and I- and
12 I travel in a lot of different circles with people that
13 are opposed to prisons. And I- I lift up the work that we
14 do as an opportunity to transform the way we see people
15 that are serving time and preparing them. Because really,
16 we have an opportunity to prepare people to come home, to
17 never return back to prison or jail. And I think that
18 that's an opportunity that I want to continue to fight for
19 and believe in. So I wanted just to echo the words that
20 were just spoken and for us to really be sensitive to the
21 time we're living in because, um, and while people may be
22 excited and happy to be getting an increase, and- and I
23 support the increase, obviously, um, I don't want us to
24 just say, you know, good. We can do better, and let's

1 continue to fight for better, and for the best that we can
2 lift up, because it's important.

3 CHAIR JASON JOHNSON: Thanks, Troy. I see Mike,
4 has your hand up?

5 MEMBER MICHAEL LOPEZ: Yes, um, so, when I said
6 earlier it- it'd be beneficial to get more trades involved,
7 it would, because I personally hired two inmates from
8 Corcoran State Prison. One is now a journeyman working in
9 the Bay Area, another is going through our apprenticeship.
10 And so, we don't do background checks, and that's the other
11 benefit. The other thing is our- our journeymen are model
12 citizens. They go on to buy homes, cars, and, um, we're
13 drug-free and, uh, if- if we can get more trades involved,
14 I think it'd be beneficial for these inmates working on-
15 on these projects. Expose them to the different unions and
16 what- what's out there because a lot- I've heard it a lot,
17 we're the- probably the best kept secret and I try and get
18 the word out and I do as much. as I can as far as exposing
19 students, inmates to, uh, possibilities working in careers
20 in building trades.

21 GENERAL MANAGER WILLIAM DAVIDSON: Yeah, I- I
22 think the area of the construction trades is a great
23 opportunity that we have, and we are trying to not be the
24 best kept secret anymore. You know, working with Michele
25 and others, we are trying to get the word out and we'll

1 see in a minute when we do the employee recognitions, Rick
2 Castellanos, who works in our labor CTE program, 24
3 individuals that he's worked with that are now union card
4 member holders, fantastic work there. So yes, this is an
5 area where we have a tremendous opportunity. Totally
6 agree.

7 CHAIR JASON JOHNSON: Great, thank you. Do we
8 have any, uh, more comments from any of the board members
9 regarding information item A?

10 MEMBER KYLE PATTERSON: Um, I'm gonna make it
11 quick. I just wanted to say that, you know, since I've
12 been on the Board, seeing the work that we all have done
13 and been a part of, um, towards some of the, uh, uh,
14 institutions and stuff like that, getting those
15 opportunities, I can always remember, you know, somebody
16 that was looking for mentorship growing up in South L.A.,
17 going through experiencing that other side of the wall,
18 and, um, you got a couple kind of folks in there. You got
19 the ones that are programming, and you got the ones that
20 aren't. And, um, I remember my first job in there, because
21 at the prison level was (inaudible) yard. I was workin'
22 in the- I was working as a porter. It was 22, uh, 20 cents.
23 So It came up to about \$22 at the end of the month. So,
24 when I see these numbers right here, I'm thinking about
25 those times, or when you get an opportunity to work in the

1 kitchen or something like that, and, um, \$1.15, I remember,
2 I think it was a dollar for, uh, people that worked in
3 fire camps, so everybody was trying to get to a fire camp,
4 so to see a progress like this, just giving that hope to
5 somebody, planting the seed, if I wish, if I would have
6 knew about the trades or anything like that, back then,
7 it's all a part of your environment, where you're- you're
8 in there, if it's a- the group is- is bad, you're going
9 to kind of be with that, because that's what you have to
10 do at that time, um, and so I'm saying all that to say
11 that, this is definitely some progress, and you're
12 planting the seed of hope with folks, because at least
13 when the trades and things like that, you know, whether
14 it's the (inaudible) school you know, any of those
15 programs, it's something that you can sit there and think
16 about during the day. You, know, when you're looking at
17 the letter, hoping your name will be called. And you're
18 sitting there like, man, when I can probably do this and
19 then do that. Get home, and it's uh, I think the hope is
20 the- the- that's the thing that, uh, that God loves. So,
21 I'm glad to be a part of that right there. So, thank you.

22

23 GENERAL MANAGER WILLIAM DAVIDSON: Thank you,
24 Kyle. And- and you- you- you nailed the crux of it there.
25 I mean, the 15 cents, the dollar, whatever, is nice, but

1 it is about that motivation, that incentive, that drive,
2 you know, to desire, to program, to be part of that, to
3 better themselves and prepare for living free.

4

5 CHAIR JASON JOHNSON: Thank you. Alright, we will
6 now transition, um, onto Action Item A. I'm in rec-
7 recommendation for Title 15, Division 8, Section 8004.2.

8

9 GENERAL MANAGER WILLIAM DAVIDSON: And here to
10 present Action Item A is Julie Harlan, our General Counsel.

11

12 GENERAL COUNSEL JULIE HARLAN: Good morning,
13 Board Members and Acting Secretary Johnson. Um, so this
14 regulation has already been presented to the Board, the
15 proposed regulation, back in October of 2023. Um, the board
16 approved it. It went through public comment. We didn't
17 have any public comments, but since then we realized there
18 were some things that needed to be clarified a little bit.
19 And so, we're going to identify the three main areas that
20 we have clarified the proposed regulation, and we'll
21 present it to you for approval. Um, now, just by way of
22 background, this regulation sets forth the recruitment
23 appointment process for incarcerated individuals. As part
24 of that process, they usually sign a form, and it's in
25 your package as Exhibit C, where they acknowledge that,

1 you know, they're going to abide by the policies and
2 procedures, um, and they have to sign this form. But we
3 since decided that we needed to clarify it a little bit
4 more, and that it acknowledges not only that they have to
5 abide, but they have to continue to abide throughout their
6 appointment or working in that position. Um, and so you
7 can see that there's language both in the regulation and
8 in the form clarifying that. The second thing we clarified
9 is that the incarcerated individual has to comply with all
10 job required training, and that was clarified to include
11 that- that that's not just on the job, it's also any
12 curriculum, job-required curriculum, the specific training
13 courses for the particular job placement. And then if they
14 have to do both, they can't just select to do on-the-job
15 training, ignore if there's any sort of book
16 certifications or video, you know, training videos they
17 have to do. They have to do both in order to stay in their
18 program. And then the third is to clarify that if they
19 don't comply with these requirements, both the signing of
20 the acknowledgement complying with all of the rules for
21 that particular position and the training, they'll be
22 removed from that particular program immediately. However,
23 they're not going to be precluded from participating in
24 other CALPIA programs. So, they can, you know, if they
25 fail on one program because they couldn't do the

1 curriculum, they're still eligible to participate in
2 another program. There's no financial impact for these
3 changes. And so, staff recommends that the Board approve
4 them so we can present them for another 15-day public
5 comment period and get them to the Office of Administrative
6 Law for approval.

7 CHAIR JASON JOHNSON: Great.

8 GENERAL COUNSEL JULIE HARLAN: Any questions?

9 CHAIR JASON JOHNSON: Thank you. Do we have any
10 comments from the board members regarding action item 8?

11 MEMBER KATHERINE MINNICH: Yes. I'm looking for...
12 It says incarcerated individual ID number and then here
13 it says CDCR number. Are those different or the same?

14 GENERAL COUNSEL JULIE HARLAN: Those are the same
15 thing, but we should clarify that, so thank you for
16 pointing that out. Yeah, it's minor.

17 MEMBER DAWN DAVISON: Did something- oh, I'm
18 sorry.

19 CHAIR JASON JOHNSON: Go ahead.

20 MEMBER DAWN DAVISON: I was- did something
21 actually happen to, um, make this happen to clarify?

22 GENERAL COUNSEL JULIE HARLAN: Uh, it's my
23 understanding, this is before my time, but there was an
24 incident, um, Rusty Bechtold could elaborate on that, but

1 it was with our incarcerated individuals refusing to sign
2 the acknowledgement forms.

3 MEMBER RUSTY BECHTOLD: Refusing, yes, there was
4 an actual incident, and it just so happens that I was part
5 of that incident. Um, yes, they refused to participate in
6 required training, and they also are required to
7 participate and sign the form that required them to follow
8 the rules. So therefore, we have no regulation to hold
9 them accountable to that. So, we had to make sure that we
10 put things in place so that we could equally apply that
11 throughout the state. So that way we offer something that
12 is not only for the health and safety, the well-being of
13 the factory, but also the credentialing for them to
14 participate in the program. So, this kind of quantifies
15 that whole thing.

16 MEMBER DAWN DAVISON: Thanks. Sorry.

17 MEMBER EDDY ZHENG: Oh, is there any, uh, besides
18 the termination from the program, is there any other
19 punitive consequences?

20 GENERAL COUNSEL JULIE HARLAN: No. Not under this
21 regulation.

22 MEMBER EDDY ZHENG: And is there any type of, um,
23 correction- corrective action plan regarding the
24 individual that, who don't sign? And if they refuse to
25 sign, after are they able to read and understand what is

1 required of them? It's one thing instead of the other
2 incidents where people may not understand what they're
3 signing.

4 GENERAL COUNSEL JULIE HARLAN: Well, um, I
5 believe all of the supervisors and managers are able to
6 explain the purpose of, you know, the signing and there's
7 also, I believe, through CDCR they have people able to
8 assist those who may have learning disabilities or other
9 barriers to communication to understand what's being asked
10 of them and the consequences of signing the papers.

11 MEMBER FELIPE MARTIN: But just real quick, it's
12 my understanding that as an incarcerated individual, if
13 you want to participate in PIA, you have to show an
14 interest as you're talking to your counselor, be
15 interested that you're doing something as this. It's not
16 something you just get assigned to you unless you show an
17 interest. Is that a correct understanding of how the
18 program works? So, if you're assigned to a program that
19 you've asked to be in, it's assumed that you want to be
20 there, and if you don't want to sign and you don't want
21 to get your DB or do the required safety training. I mean,
22 you're saying one thing, but you're doing another. So, you
23 have to have a tool to be able to remove those individuals
24 from...

1 GENERAL COUNSEL JULIE HARLAN: Right. I mean,
2 it's a lot of our programs, you know, they have specific
3 OSHA regulations. And so, this is just to make it clear
4 to incarcerated individuals participating that they're
5 going to have to, you know, basically be trained on those
6 and participate in that training, so for the safety of
7 everybody, including themselves.

8 MEMBER EDDY ZHENG: Yep. I mean, it's totally
9 necessary.

10 GENERAL COUNSEL JULIE HARLAN: Yeah, right.

11 CHAIR JASON JOHNSON: All right. Seeing no other
12 comments, uh, thank you. Uh, would any member of the public
13 like to make a comment regarding this item? As a reminder,
14 if any member of the public would like to make a comment
15 regarding this item, please have a speaker request form
16 filled out and then come forward and state your name and
17 affiliation. For any member of the public who is in the
18 virtual audience, please dial *9 to raise your hand to
19 speak. Our meeting organizer will place you in order and
20 will call out your name and/or the last four digits of
21 your phone number when it is your time to speak. Please
22 state your name and affiliation so that we can make note
23 in our records. Each speaker will be limited to two minutes
24 for public comment. No public comment? Um, okay. Is there
25 a motion to approve action item A?

1 MEMBER KYLE PATTERSON: So moved.

2 CHAIR JASON JOHNSON: Okay.

3 MEMBER ARMOND AGHAKHANIAN: Second.

4 CHAIR JASON JOHNSON: All right. Board Secretary,
5 please call roll.

6 SECRETARY MELINDA MARION: All right. Member
7 Aghakhanian?

8 MEMBER ARMOND AGHAKHANIAN: Aye.

9 SECRETARY MELINDA MARION: Member Davison?

10 MEMBER DAWN DAVISON: Aye.

11 SECRETARY MELINDA MARION: Member Lopez?

12 MEMBER MICHAEL LOPEZ: Yes.

13 SECRETARY MELINDA MARION: Member Martin?

14 MEMBER FELIPE MARTIN: Yes.

15 SECRETARY MELINDA MARION: Member Minnich?

16 MEMBER KATHERINE MINNICH: Aye.

17 SECRETARY MELINDA MARION: Member Patterson?

18 MEMBER KYLE PATTERSON: Aye.

19 SECRETARY MELINDA MARION: Member Tollefson?

20 MEMBER MARK TOLLEFSON: Aye.

21 SECRETARY MELINDA MARION: Member Vaughn?

22 MEMBER TROY VAUGHN: Aye.

23 SECRETARY MELINDA MARION: Member Zheng?

24 MEMBER EDDY ZHENG: Aye.

1 SECRETARY MELINDA MARION: And Vice Chair Singh?

2 I saw his hand there. And Chair Johnson?

3 CHAIR JASON JOHNSON: Aye.

4 SECRETARY MELINDA MARION: All right, the motion
5 passes 11 to 0.

6 CHAIR JASON JOHNSON: This motion carries. Thank
7 you.

8

9 CHAIR JASON JOHNSON: Now we're on to Action Item
10 B, California Prison Industry Report to the Legislature,
11 Fiscal Year 2023-2024, Item B. Mr. Davidson?

12 GENERAL MANAGER WILLIAM DAVIDSON: Here to
13 present Item B is Ms. Michele Kane, Assistant General
14 Manager for External Affairs.

15 ASST. GEN MANAGER MICHELE KANE: Wow, all right,
16 everybody grab your, it's in your pack, and I'm going to
17 walk you through this. Good morning, Acting Chair Johnson,
18 and good morning, Vice Chair Singh. Good morning, Board
19 members. Happy holidays. This is one of my favorite times
20 of year because, not only the holidays, but you get to see
21 what we've done all year long. So, this is CALPIA's Report
22 to the Legislature for fiscal year 2023-24. First off, I
23 could not do this project alone. I always like to give a
24 good shout out to Aaron Schultz, who's taking pictures
25 right now. He took a lot of these pictures in this report

1 and his graphic design is top notch. So, he helped me along
2 with Stephanie Eres, who helped collect all the
3 information. Um, they put it together. I get to edit. Bill
4 gets to edit. The Executive staff, without all their help
5 and all their resources, they tremendously- I mean, they
6 helped with this project. This is truly a team effort.
7 Okay. So, we're gonna, I'm just gonna walk you through it
8 and we're gonna go through it briefly, but I always love
9 to like open it and talk about it. So you open the cover,
10 you're gonna see the Board and the table of contents on
11 page one and two. So, turn that page. There we go. You
12 will find the background of the Prison Industry Board,
13 CALPIA statutory objectives. You will see our new mission
14 statement. There's our new mission statement. Yes, it's
15 in there - program goal, our visions, our values. On page
16 three, turn the page. Yes, we highlight correctional
17 industries, which continues to show CDCR as the largest
18 customer for CALPIA. On page four, there are our career
19 technical education programs. They are featured. Of
20 course, they have amazing track records, proven successful
21 for so many incarcerated individuals. On page five, you
22 turn the page, our Joint Venture Program. This gave more
23 than \$37,000 for crime victim restitution in fiscal year
24 '23-'24. Rusty just got back from the last- this next

1 year's award presentation. And I'm sure it's more. It's
2 more.

3 ASST. GEN MANAGER RUSTY BECHTOLD: It's at
4 \$36,000 plus.

5 ASST. GEN MANAGER MICHELE KANE: Oh, we love
6 that. We love that. On page six, our Industry Employment
7 Program. We focus on providing incarcerated individuals
8 access to those nationally accredited certifications. It
9 also provides transition to employment services. Now at
10 the bottom of that, it mentions our Entry to Employment
11 program, and it's going to direct people to page 17 and
12 18, where we have a full page, two full pages, dedicated
13 to this new program. So, we're just kind of teasing it
14 right there. On page seven, we talk about the state
15 apprenticeships, this is, uh, just a true partnership with
16 the California Department of Industrial Relations. In
17 fiscal year '23-'24, I'd like to point out there were more
18 than 2,100 incarcerated individuals registered into the
19 state apprenticeship program, and we highlight that right
20 there in red. On pages 8, 9, and 10, you will find more
21 information about our accredited certifications. I love
22 these pages because a lot of times I have media, the
23 legislature calling with what certifications do you
24 provide? They are right there. They're right there. And
25 we have, uh, right now, 128 certifications. In fiscal year

1 '23-'24, 5,513 participants successfully completed their
2 programs with an accredited certification. On page 11, so
3 turn to page 11, we highlight our second UC study on
4 recidivism, which shows that all CALPIA job training
5 programs are effective. Of course, this was that study
6 that we did with UC Irvine. By three years after release,
7 only 15% of CALPIA participants have been returned to
8 custody. Of course, that means 85% are staying out. Uh,
9 the picture- love this picture. This is from our pre-
10 apprentice Ironworkers program at Folsom State Prison. and
11 I encourage all of you to come out and see that program.
12 It's a really- it's a really good program. Uh, looking at
13 page 12, Bill and Brian Meek there highlighted it, our
14 pre-apprentice modular building enterprise. We love these
15 pictures. Again, CALPIA partnered with the local trade
16 unions for this. On page 13 and 14, this is right there.
17 There is- there it is, the center. That is our success
18 stories. Successful outcomes. This is what we are all
19 about. Tony Curtis, I hope some of you got to hear him,
20 see him. We featured him at a couple of our graduations.
21 He is doing great. He is now a co-owner of a solar company,
22 which was the first company to partner with Lowe's as well
23 as Walmart in Southern California. Mr. Curtis is also a
24 senior pastor in Southern California. He is a great
25 speaker. On page 15 and 16, more success stories. You're

1 gonna see Amalia Bryant. Amalia, she was working for a
2 software company, Checkr. She is a software engineer. She
3 got all of her skills through our coding program at CIW,
4 Dawn's former prison, I should say, as warden there,
5 California Institution for Women. We partner with our
6 coding programs. We partner with The Last Mile. She shared
7 her story at a recent graduation. Uh, on page 16, you're
8 gonna see Kenyatta Kalisana and David Calvert. Both are-
9 these guys, and they actually run our dive program. You've
10 met Kenyatta, but I don't know if many of you have met
11 David. He is amazing, also formerly incarcerated, went
12 through CALPIA. So, these two are running our dive program
13 down at CIM, and both are helping others succeed in the
14 diving industry. On page 17 and 18, there we go. We
15 launched the Entry to Employment Program. Um, that was,
16 of course, launched in Solano. I love Bill's quote about
17 this program. This is definitely a game-changer. For the
18 first time, incarcerated individuals can connect with
19 employers and secure job offers before leaving prison. It
20 is through that great partnership that we have with CDCR,
21 EDD, and Contract Provider Geographic Solutions. Uh, the
22 program, as Rusty mentioned, will be available by next
23 year. Rusty and his Workforce Development team have been
24 working really hard on this project to make this a reality,
25 and they've been doing a great job. Turning to page 19 and

1 20, you can read how incarcerated individuals are securing
2 state job offers. They're still securing those before
3 leaving prison and how CALPIA has been working with
4 multiple state agencies to make Prison to Employment a
5 reality. On page 21 and 22, I just love these photographs.
6 So, um, Aaron just enlarged them. I think these are great
7 program- are great pictures from our commercial dive.
8 Program. I want to mention we're going to have a graduation
9 there at CIM. We're- I- I've invited a lot of the alumni,
10 a lot of the former divers. We have a gentleman who went
11 through our program in the 1970s. The 1970s, so do the
12 math. He is- he's young like me, um, but he will be coming
13 to that graduation, and I think it's just going to be a
14 tearjerker, so I encourage all of you to come to that
15 graduation, and it's going to be held in the dive center.
16 So, we're very excited about that. So, please come. It's
17 April 8th. Mark it on your calendars. April 8th. So, I
18 want to see you all there. Okay. Next, enterprise
19 improvements. I just want to say a big thank you to Ray
20 and Nicole. Uh, they help me so much with this. Their teams
21 are making all of this happen, and we wouldn't be PIA
22 without the enterprise- without the enterprises. Um, so,
23 I'm going to take you through that really quickly. you can
24 see we've updated the disabled person placards. Me being
25 a temporary placard holder for so long, I- I value this

1 because look at that. We have that scan thing now. How
2 nice is that? Um, also we added new high efficiency
3 cleaning products. So that's very great. And then we also
4 have offered new juice flavors. Yes, we've offered new
5 juice flavors, we've updated machine technology to help
6 incarcerated individuals, we included a new dye
7 supplementation- supplementation? Supplementation. Thank
8 you. Okay, printing machine, and this is, like, the latest
9 and greatest in, um, in- for our- our printing, and these
10 guys love working on this machine because this is what
11 they're going to be working on when they're out in the-
12 out in the real world. So, on page 24, you will see how
13 we're providing evolutionary furniture, how we're also
14 modernizing efficiency and reducing waste, especially in
15 our milk packaging. Turning to page 25 and 26. Okay. This
16 includes our implementation of the new enterprise resource
17 planning tool. We've been talking a lot about this. Sage
18 X3. It is- it's going to be available at all CALPIA
19 locations by next year. Bill, Suzie, what a heavy lift for
20 her, Danny, uh, Natalie, wow, yes, many of the Execs and
21 their teams have been working diligently to make this
22 happen. This is a huge undertaking. As long as I've been
23 with CALPIA, we've always talked about replacing our ERP
24 system, finally, and I've only been with CALPIA, how many
25 years? Much more than a decade. All right, uh, huge

1 undertaking, great success. Also on this page, you will
2 see how we are increasing sustainability through our
3 purchasing of zero-emission vehicles, and that is huge.
4 Okay, let's turn to page 26. You can see we're highlighting
5 CALPIA's strategic business plan. Again, kudos to Suzie
6 and her team. They gathered feedback from the staff,
7 incarcerated individuals, business partners, customers,
8 all of you. A lot of the Board helped with this. Next, we
9 feature the launch of the new Academy for Succession
10 Planning. This was a huge accomplishment, a huge project
11 for Debi Kamakani and her team. They just did an
12 outstanding job holding an executive leadership academy.
13 We're also looking at future leaders of our organization
14 because, as you know, in state governments, we can all
15 attest, there is a huge retirement. A lot of people are
16 bye-bye, we're out, and what is- who are the next leaders
17 of these organizations? So, Debi is looking for those
18 future leaders. She also has launched CALPIA's Ambassador
19 and Mentoring Program, and that pairs staff to help mentor
20 others, which is important. Pages 27 and 28, you're going
21 to find the summary of the Prison Industry Board action
22 items. This is all the good work that you all do. Turn the
23 page. We have some great pictures of our Board members,
24 and I am including Katherine Minnich on this page. I found
25 a great one of you, but it will be on the final. So just

1 letting you know, Katherine will be- she'll be featured
2 as well. On pages 31 and 32, you're going to see some great
3 pictures from our bakery enterprises. Below, that is our
4 AutoCAD program. That's at Folsom State Prison. Our dental
5 program at CCWF. And our healthcare facilities maintenance
6 program. And that one was at CMF. You're going to find
7 CALPIA's financial plan on pages 33 and 34. On pages 35
8 and 36, incarcerated individual assignments, where you see
9 for this fiscal year, we have more than 5,800 positions.
10 And on that next page, you will see the positions by
11 location. And on page 37. Okay. So again, this is why I
12 love coming to work and seeing pictures like this, at 37.
13 You see the loved ones getting to hug the incarcerated
14 that, I mean, they just get to hug them and congratulate
15 them. And at graduations, this is where, uh, you just, the
16 emotion comes out. On pages 30, or on page 38, the
17 excitement you see at CIW. from a recent graduation. And
18 below, that is a picture of Mr. Chavez. He's doing amazing
19 work in our Braille program at, uh, Folsom State Prison.
20 He's set to get out, hopefully, by next year. And he his
21 family is so proud of him for the work he's doing there.
22 Then, the last two pages, you can see where, the
23 enterprises, CTE programs, Joint Venture programs are
24 located on the map and you will see now we are down to 31
25 prisons total in the state of California. So, upon your

1 approval, copies will be sent to the Legislative Council,
2 the Secretary of the Senate, and the Chief Clerk of the
3 Assembly. Then we distribute them all to the Legislature.
4 We also distribute them to external stakeholders,
5 including parole, including probation, including CDCR,
6 including others and the media. We will post to our
7 websites, all our websites, like we have many- one website,
8 so all our social media sites, and again, this is- this
9 book is just so helpful for everybody that we stay on
10 message throughout the entire year, because it- most of
11 the questions that we get are in this report. So, with
12 that, I ask you to approve CALPIA's Report to the
13 Legislature, fiscal year 23-24.

14 GENERAL MANAGER WILLIAM DAVIDSON: Just before
15 Thanksgiving, I- actually, Michele was there as well. We
16 got to- we were visiting over at Folsom. We were over in
17 the Braille Center and got to go over and visit with George
18 Chavez over here. The first thing he said when he came by,
19 he goes, "Bill," he said, and he had a copy, he says, "Did
20 you see the Report to the Legislature?" And he opens it
21 up. He was so proud. He was so excited to see himself in
22 the report to the legislature. I just thought that was
23 very, very, very cool that he had a copy of it and saw it.
24 He was- he was quite thrilled about that.

1 MEMBER TROY VAUGHN: Yeah, Michele and Bill, this
2 is an amazing piece of work right here. I mean, this right
3 here is like a roadmap. I mean, this is amazing.
4 Congratulations on just a job well done. Um, I- I applaud
5 you and the team. Um, this is truly a reflection of all
6 the great work and great people that's putting their hands
7 to the plow and just not looking back and going forward.
8 And, um, yeah, I just wanted to say that before we vote
9 on it, but... this is great.

10 ASST. GEN MANAGER MICHELE KANE: Thank you. The
11 Report to the Legislature when I first arrived had no
12 pictures. Just letting you all know. And we love pictures,
13 right? How- how things have changed. Yeah.

14 MEMBER FELIPE MARTIN: So, I did want to add that,
15 I mean, I've seen progression from when I started to what
16 I'm seeing here, and wow. I- I'm not sure who worked on
17 it, but kudos to everyone that actually worked on it. I
18 mean, it's fantastic.

19 ASST. GEN MANAGER MICHELE KANE: Yeah.

20 MEMBER FELIPE MARTIN: Great job. It flows well,
21 it reads well, it looks great. I mean, it really is easy
22 for a Legislator to pick it up and look at it and actually
23 take the time to look at it because you and I have gone
24 and handed them out. Multiple times. I'd be proud to hand
25 them out any day of the week. Yeah.

1 ASST. GEN MANAGER MICHELE KANE: We're doing that
2 in March, by the way.

3 MEMBER FELIPE MARTIN: I hope we're doing it
4 twice, not just one time. So, that was one thing that I
5 asked for.

6 ASST. GEN MANAGER MICHELE KANE: Yeah, and
7 Armond?

8 MEMBER FELIPE MARTIN: I hope we're doing it at
9 least twice, and we need to. So, yeah, fantastic job.

10 ASST. GEN MANAGER MICHELE KANE: Thank you. And
11 thank them.

12 CHAIR JASON JOHNSON: Do we have any more
13 comments from the board members?

14 MEMBER KYLE PATTERSON: Will we be inviting, um,
15 Legislature folks to the, uh, the graduation?

16 ASST. GEN MANAGER MICHELE KANE: Oh, you betcha.
17 Oh, yeah. That's a definite.

18 MEMBER FELIPE MARTIN: Yeah. So, so don't- don't
19 just invite the one from that area. Invite- send it to
20 everybody. Because everyone knows the dive program and
21 they know how successful the dive program is, so it's
22 really an opportunity to highlight what PIA does and the
23 success that we have in some of these programs. And to add
24 to that a little bit, I want to challenge PIA and the Board
25 to come up with ideas that we can create additional

1 training opportunities for the incarcerated individuals.
2 You know, we had 5,600 or 5,800 that we were able to, uh,
3 touch, and that's the way I look at it. We need to touch
4 more. We need to try and help as many more as we possibly
5 can to be successful, because- and we need to increase the
6 85 to- I'd like to see single-digit recidivism, you know?
7 That's what I would like to see, so- so we can touch more
8 people, and- and create more programs where we can do that,
9 that would be fantastic. I know it has a lot to do with,
10 do we have the- the population to do it, and do we have a
11 population that wants to participate in our programs? But
12 if we have the programs, we can create a buzz for, "Hey,
13 I want to go do that." I mean, we did, you know, we've
14 done several of them. Let's come up with some more ideas.
15 We might have more to send you. I know it creates more
16 work, but I challenge you to come up with some- some- hey,
17 throw it on the wall and see if it sticks.

18 MEMBER DAWN DAVISON: I think we have a committee
19 for that.

20 MEMBER FELIPE MARTIN: I'm not on that committee.
21 I am not on that committee.

22 MEMBER ARMOND AGHAKHANIAN: Who was that? I'm
23 sorry, I can't see who was making those comments. Was it
24 Bill?

25 ASST. GEN MANAGER MICHELE KANE: That's Felipe.

1 MEMBER TROY VAUGHN: It's Felipe.

2 MEMBER ARMOND AGHAKHANIAN: Oh, Felipe, you're
3 challenging? Okay. Challenge accepted.

4 MEMBER FELIPE MARTIN: Challenge accepted.
5 Alright. I like it.

6 CHAIR JASON JOHNSON: Great. Any more comments
7 from the board? All right. Well, thank you. Appreciate it,
8 uh, Ms. Kane.

9 CHAIR JASON JOHNSON: Um, would any members of
10 the public like to make a comment regarding this item? As
11 a reminder, if any member of the public would like to make
12 a comment regarding this item, please have a speaker
13 request form filled out and then come forward and state
14 your name and affiliation. For any member of the public
15 who is on virtual attendance, in virtual attendance,
16 please dial *9 to raise your hand to speak. Our meeting
17 organizer will place you in order and will call out your
18 name and/or the last four digits of your phone number when
19 it is your time to speak. Please state your name and
20 affiliation so we can make notes in our records. Each
21 speaker will be limited to two minutes for public comment.
22 No one? Is there a motion to approve Action Item B?

23 MEMBER KYLE PATTERSON: Aye.

24 MEMBER ARMOND AGHAKHANIAN: So moved.

25 MEMBER TROY VAUGHN: I'll second.

1 CHAIR JASON JOHNSON: Board Secretary, please
2 call the roll.

3 SECRETARY MELINDA MARION: Wonderful. Okay.
4 Member Aghakhanian?

5 MEMBER ARMOND AGHAKHANIAN: Aye.

6 SECRETARY MELINDA MARION: Member Davison?

7 MEMBER DAWN DAVISON: Aye.

8 SECRETARY MELINDA MARION: Member Lopez?

9 MEMBER MICHAEL LOPEZ: Aye.

10 SECRETARY MELINDA MARION: Member Martin?

11 MEMBER FELIPE MARTIN: Yes.

12 SECRETARY MELINDA MARION: Member Minnich?

13 MEMBER MINNICH: Aye.

14 SECRETARY MELINDA MARION: Member Patterson?

15 MEMBER KYLE PATTERSON: Aye.

16 SECRETARY MELINDA MARION: Member Tollefson?

17 MEMBER MARK TOLLEFSON: Aye.

18 SECRETARY MELINDA MARION: Member Vaughn?

19 MEMBER TROY VAUGHN: Yes.

20 SECRETARY MELINDA MARION: Member Zheng?

21 MEMBER EDDY ZHENG: Aye.

22 SECRETARY MELINDA MARION: Vice Chair Singh? I
23 saw his hand there. And Chair Johnson?

24 CHAIR JASON JOHNSON: Aye.

1 SECRETARY MELINDA MARION: Wonderful. Motion
2 passes 11 to zero.

3 CHAIR JASON JOHNSON: Thank you.

4 ASST. GEN MANAGER MICHELE KANE: Now, before I
5 leave, I, um, I announced- oh, I'm sorry.

6 CHAIR JASON JOHNSON: We formally say motion
7 carries.

8 ASST. GEN MANAGER MICHELE KANE: Oh, thank you.
9 But that- before I go, um, I wanted to point- I want to
10 announce this to the Board. I announced it in our Executive
11 meeting. Uh, I sit on the board for National Correctional
12 Industries, and I am just going to read this letter from
13 the executive, uh, director. Dear Bill, Mr. Bill Davidson,
14 congratulations, you have been chosen as the winner of the
15 National Correctional Industry Association's 2025 Rodli
16 Award. As the most prestigious award in the nation in the
17 field of correctional industries, the Rodli Award honors
18 a senior level correctional industries executive, former
19 or current, who has made outstanding contributions in the
20 field. This esteemed award reflects your commitment to
21 excellence in your profession, as well as in the field of
22 correctional industries. On behalf of NCIA, we salute your
23 dedication and achievements that earned you this award.
24 We will be in touch with you as we finalize the details.

1 He will be getting his award in April at the National
2 Conference, but out of all 50 states...

3 [Applause]

4 ASST. GEN MANAGER MICHELE KANE: (Inaudible). I'm
5 very proud.

6 MEMBER DAWN DAVISON: Well deserved.

7 ASST. GEN MANAGER MICHELE KANE: Yeah. Well
8 deserved. Well deserved. So, and he's also set, I mean,
9 he sat on the Board for eight years, and a lot of people
10 don't even realize that he's done that. And, I mean, as
11 General Managers, as you know, they come and go so fast,
12 it's, you know, but Bill has made quite the impact, not
13 only with encouraging us with Entry to Employment, with a
14 lot of these programs, you know, finishing up the
15 recidivism study, and I can go on and on, leadership
16 training, the academy, I mean- so it's well-deserved.

17 MEMBER DAWN DAVISON: And where is that going to
18 occur?

19 ASST. GEN MANAGER MICHELE KANE: It will be held
20 in St. Louis, Missouri, right under the arch, right there.

21 GENERAL MANAGER WILLIAM DAVIDSON: Well, I will
22 just say, and I don't say this lightly or just because
23 that's what everybody says, it's- it's true. My name may
24 be on this, but it's representative of CALPIA as an
25 organization, because of the seat I sit in, I sometimes

1 get credit for things that I didn't really do, and I
2 acknowledge that. This is really- I'm getting credit for
3 the work of this organization, and it's a tremendous,
4 tremendous team that I get to work with, group that I get
5 to work with, and organization that I get to work in, and
6 yeah, I'm- I'm honored, but also recognize that it's- it's
7 not about me, it's about CALPIA and the folks in this
8 organization.

9 MEMBER DAWN DAVISON: We appreciate you being
10 humble, but it does take leadership.

11 CHAIR JASON JOHNSON: Yes.

12 ASST. GEN MANAGER MICHELE KANE: Yeah. And he
13 still has hair.

14 [Laughter]

15 MEMBER DAWN DAVISON: He's got hair.
16 (Crosstalk).

17 ASST. GEN MANAGER MICHELE KANE: All right. But
18 that's it. I'm out.

19 MEMBER TROY VAUGHN: Um, I apologize. I just
20 wanted to let everyone know, I have to leave for another
21 meeting at 11:30. Do we have any more items to vote on,
22 Mr. Chair?

23 CHAIR JASON JOHNSON: No, there are no more
24 action items, Mr. Vaughn.

1 MEMBER TROY VAUGHN: Thank you. Appreciate it.
2 I want to say before I have to take my leave,
3 congratulations to all of the, um, employees receiving
4 awards this year. So proud of the work that you guys have
5 done. You guys deserve all of the accolades. Bill, you're
6 an amazing leader, and this- this award is certainly
7 warranted, and, um, congratulations, my friend. Um, thank
8 you all for your service, and I'm just so grateful to be
9 a part of this team.

10 CHAIR JASON JOHNSON: Great. Happy Holidays.

11 GENERAL MANAGER WILLIAM DAVIDSON: Yes. Happy
12 Holidays. And Merry Christmas to you.

13
14 CHAIR JASON JOHNSON: All right. Well, thank you
15 for that. I'm not surprised, Bill. Great job. That's where
16 we're going. We will now begin the presentation of the
17 2024 Employee Awards. Um, this portion of the meeting is
18 reserved for, oh, let's see. Oh, wait. Okay. We'll do this.
19 (Inaudible).

20 GENERAL MANAGER WILLIAM DAVIDSON: Thank you, and
21 this is my favorite time of year right here. So, um, I
22 just want to just take just a moment just to explain the
23 process that we go through to do this employee recognition
24 every year. And so in the fall, we send out a call
25 throughout the organization to ask for nominations in six

1 categories. Our Central Office Employee of the Year,
2 Central Office Supervisor of the Year, Field Employee,
3 Field Supervisor, an Instructor of the Year and awardee.
4 Anybody can submit a nomination for anybody. We don't limit
5 it to supervisors and managers. Anybody can submit a
6 nomination for anybody else. Those nominations come up to
7 the central office. We have a committee that reviews the
8 nominations and we do do a little bit of a review to make
9 sure that no one is under investigation or part of a
10 disciplinary process. Almost never is that the case, but
11 we do want to make sure that there's not that conflict.
12 And then every one of those nominations comes to the
13 Executive team to review, and we vote on those nominations,
14 and we vote- selection one, selection two, selection
15 three, and then they're scored, and whoever wins, wins.
16 And this year, these six individuals that we'll recognize
17 right now are reflective of that process, and so what I
18 want to do is I'll read the actual nomination that was
19 prepared and submitted by the individual who submitted
20 that nomination, because I think it's important that you
21 hear from the words of the people who nominated them, and
22 then I'll share some of my own input on that. And so,
23 again, I think, Michele, we want to just do each
24 presentation first, and...

1 ASST. GEN MANAGER MICHELE KANE: And then we'll
2 do the pictures after with the flags and everything, but
3 I would encourage Board members, I would love for you guys
4 to stick around too, so I can get a picture. I would like
5 a group picture, but also with the awardee. So, if- if you
6 have to go, I get it. Oh. Oh, I gotta grab- grab- yeah,
7 grab the spot.

8 GENERAL MANAGER WILLIAM DAVIDSON: All right, so
9 there's a first person, Jorge Falcon. Jorge is our- this
10 is Jorge's nomination here. Jorge Falcon Jr., and we do
11 emphasize Jr. because we also know, everybody in CALPIA
12 knows Jorge Falcon Sr., as well. But Jorge has demonstrated
13 exceptional dedication and remarkable skills in the work
14 he has done and continues to do, working with our SAGE
15 team. He was asked to join the SAGE team, and as we know,
16 SAGE is our new ERP system. He was asked to join the SAGE
17 team to help implement around the state. He's learned the
18 program well and has been used as a resource by many others
19 in educating them on the use of the program. He's also
20 served as a mentor to new staff that have started at CALPIA
21 at On-Time Delivery, which again, On-Time Delivery is our
22 transportation network. I'm confident that he will
23 continue to make a positive impact and uphold the values
24 of the organization. And so, Jorge obviously has a full-
25 time job, right? He has a full-time job in OTD North, but

1 he's been tapped to help with the SAGE implementation. So,
2 he's kind of filling a little bit of dual roles with that,
3 but very dedicated. And it's been nice because I've been
4 to different events throughout the state, graduations or
5 just visiting institutions, and I often see Jorge out at
6 the different institutions, working with staff, training
7 them on the SAGE program, helping them be confident with
8 the system, because anytime that there's change, right,
9 there's a change management component to that. Everybody
10 wants a new ERP system, but when it comes time to actually
11 implement and use a new one, there is a little hesitation,
12 resistance to that. So, Jorge has been just great and
13 tremendous in helping overcome that and just done a
14 fantastic job in helping us successfully deliver this new
15 system. So again, congratulations, Jorge.

16 [Applause]

17 GENERAL MANAGER: All right. Next up, Mr.
18 Garrison Schwartz. (Inaudible) So, Garrison is an
19 Information Technology Specialist, and again, this was the
20 nomination for Garrison. Garrison Schwartz works in
21 Management Information Systems, or MIS, as an Information
22 Technology Associate. For years, Garrison has stood out
23 as always dependable in his willingness to assist and help
24 others and has consistently gone above and beyond to
25 provide timely support when solicited. His positive

1 attitude never falters when his and the- and the assistance
2 of MIS is in high demand. I can say with confidence and
3 through observation, he continuously provides a high
4 standard of customer service and involvement with
5 providing requested solutions. Garrison consistently goes
6 above and beyond to resolve any issue that is presented
7 to him. He demonstrates amazing customer service skills,
8 excels well by collaboratively fostering a positive team
9 spirit, and remains calm, cool, and collected in stressful
10 situations. He is genuinely invested in caring for the
11 staff and stakeholders of CALPIA and follows up to ensure
12 resolution of an issue. Garrison's heart and dedication
13 to his role is a great example of CALPIA's values,
14 professionalism, integrity, teamwork, and accountability.
15 And Garrison is fantastic. And for quite some time,
16 Garrison sat in the seat that Kevin's in over here. So,
17 the success of our Board meetings, these meetings seem to
18 go seamlessly and flawlessly from an IT perspective. And
19 Kevin does a great job now. And Garrison kind of set the
20 groundwork for that and does a fantastic job with that.
21 But the thing that I really appreciate about Garrison, I
22 am probably in this whole room right here, right now, I'm
23 probably the least IT savvy person in here. And so, when
24 there's an issue, oftentimes Garrison is the one to come
25 and help with that. And not once has Garrison come and

1 made me feel even stupider than I felt right then. And,
2 you know how it is, right, when we have to call IT for
3 some help. Sometimes that can be a little intimidating and
4 a little bit, we- we feel stupider after having gone
5 through the process, but Garrison, is- is great about that,
6 and just helping and making you feel like if you would
7 have just turned your computer off and restarted to get
8 free next time, I wouldn't have to come over here, but-
9 but he's- he's just a great asset to CALPIA, and does a
10 fantastic job. He's very knowledgeable, knows his stuff,
11 and we're just fortunate to have him.

12 UNKNOWN: Good job.

13 GENERAL MANAGER WILLIAM DAVIDSON: So this is the
14 nomination for Jorge. Jorge Hernandez began state service
15 at Lanterman Developmental Center in 2000 as a cook. In
16 2012, he went to work in Canyon Springs in Cathedral City
17 providing services to assist individuals with intellectual
18 disabilities. In May 2015, Jorge began his career with
19 CALPIA, at the California Institution for Women, with
20 Healthcare Facilities Maintenance (HFM) as a Custodian
21 Supervisor II and soon promoted to a Custodian Supervisor
22 III. Jorge was a crucial member of establishing and
23 maintaining well-run HFM programs at CIM, CIW, and CRC.
24 His knowledge of the program and his eagerness to assist
25 has continued even as he is promoted. In 2019, Jorge left

1 HFM and promoted to an Industrial Supervisor position in
2 the food and beverage packaging plant a California
3 Institution for Men (CIM). During COVID-19, Jorge, either
4 single-handedly or with minimal support from other staff
5 and a very small number of incarcerated individuals,
6 processed juice to fulfill customer orders and maintained
7 the quality products CIM has consistently produced. In
8 April of 2024, Jorge promoted again to Superintendent to
9 food and beverage packaging at CIM. Recently, during the
10 SAGE rollout, he has shown patience and understanding and
11 has offered support to other staff. Jorge's continued
12 efforts and dedication to promote CALPIA's mission and
13 goals does not go unrecognized. We are thankful for his
14 determination, cooperation, and desire to help the
15 programs at CIM, CIW, and CRC to thrive. So... a couple
16 months ago, Zoe and I had the chance to go down, we were
17 visiting CIM, and as you probably know, just recently we
18 implemented a new system there for our juice packaging.
19 Instead of doing the little cardboard cartons, we do the
20 plastic juice pouches. And to go and see the difference
21 between that operation with the cardboard little packaging
22 machines versus the juice pouch machines was amazing. And
23 to see how this looks so much cleaner, so much more
24 efficient, so much more operational. And to see Jorge and
25 his leadership in making that happen is great. And I was

1 also able to- able to note and just kind of watch his
2 interaction with incarcerated workers there. It was just
3 fantastic. They were- it was as if he were in a, you know,
4 enterprise anywhere with folks. It wasn't like they were
5 incarcerated, they were just working together, and it was
6 just great to see the way that you manage staff, and the
7 way that you work with people, and his work with the SAGE
8 project, too. One thing that, again, we don't talk a lot
9 about it, but sometimes some of the challenges that we've
10 had with this system, and the food and beverage enterprises
11 in particular have been- there are some unique challenges
12 that we've had with that, and so just your ability to help
13 navigate through some of those issues and challenges that
14 we've had has just been great. So, again, we appreciate
15 you, and thank you for everything.

16 GENERAL MANAGER WILLIAM DAVIDSON: Alright, next
17 up, Eileen Eldridge. So, I- I mentioned at the beginning
18 that part of this process is that anybody can submit a
19 nomination for anybody. And Eileen, I think it was seven
20 different nominations that we received from seven
21 individual people for Eileen. and they weren't, like,
22 seven people or six people from one group- they were from
23 different areas throughout the organization. And so, the
24 fact that Eileen was nominated by that many people, to be
25 perfectly candid, I didn't care how the voting- the fact

1 that she got seven nominations from seven different people
2 was amazing to me. And So I- I'm not going to read seven
3 different names. But I do want to share one of them that
4 was written. Eileen is extremely helpful and deserves- and
5 Eileen is- she's a Staff Services Manager I in our Customer
6 Service area at Central Office. She works in Ray's
7 division. So, Eileen is extremely helpful and deserves to
8 be acknowledged for her hard work and dedication to CALPIA.
9 She's always willing to go the extra mile, and she's
10 extremely knowledgeable in her role in customer service.
11 She's organized and diligent in her work. Her thoroughness
12 and follow-up is very much appreciated. She's been a huge
13 asset to not only her unit, but all CALPIA. Eileen is one
14 of the friendliest people I know and always has a smile
15 on her face, making her a joy to work with. When she was
16 in the role of AGPA in customer service, she was the expert
17 on all things food. She worked hard and learned all she
18 could. When she promoted to an SSM-1, she diligently worked
19 to pass this knowledge to her replacement. Eileen deserves
20 this nomination because of her dedication and perseverance
21 and professionalism to ensure all aspects of customer
22 orders and deliveries are processed in the most efficient
23 and timely manner possible. We all know it is a big task
24 to keep up to date on all the different amendments and
25 changes to the customer orders. Eileen handles all these

1 tasks without delay, and her vast knowledge makes it seem
2 effortless. Eileen's- I got lost, I'm sorry. Eileen's vast
3 knowledge, attention to detail, professionalism, and
4 proficiency make her a perfect candidate for this award.
5 The work results speak for themselves, but above all, she
6 is very positive, cheerful, and very friendly and pleasant
7 to work with. We are all aware of her workload, and through
8 it all, she maintains her cheerful, friendly attitude. And
9 I appreciate the Eileen Eldridge's of CALPIA. She works in
10 an area that probably doesn't get the attention and focus
11 that sometimes it should and deserves. You know, we're
12 focused on a lot of things that are mission driven and
13 mission focused. But customer service is incredibly
14 important, and we have a good reputation. We have good
15 relationships with other state agencies because of Eileen
16 and her team, because they pay attention to those things.
17 It's important that when there are issues, and there are
18 issues, of course, there are issues that arise at times,
19 but that they're dealt with in a timely manner, that
20 they're dealt with professionally, and that they're
21 handled the way that they need to be, and Eileen leads
22 that effort in a fantastic way, and so, again, we thank
23 you Eileen.

24 EILEEN ELDRIDGE: Thank you.

1 ASST. GEN MANAGER MICHELE KANE: We're taking
2 pictures.

3 GENERAL MANAGER WILLIAM DAVIDSON: All right,
4 Rick Castellanos, really Ricardo, but we know him by Rick.
5 So, we saw some of Rick's efforts earlier today, but Rick
6 Castellanos, and he is our CTE instructor of the year, and
7 he's the CTE labor instructor in the modular building
8 enterprise. So, Rick Castellanos has over 20 years of
9 construction trades experience and has been a dedicated
10 CTE laborers program instructor for CALPIA at Folsom State
11 Prison since 2019. Rick holds and maintains many industry
12 titles and certifications that bring additional value to
13 the program and students. Rick takes time to work with
14 each student individually, identifying their strengths and
15 challenges, allowing flexibility that supports different
16 learning styles and abilities. High, yet obtainable and
17 realistic standards have been set to successfully complete
18 the CALPIA CTE Laborers program and Rick guides his
19 students through this process by fairly and equally
20 distributing workloads, tasks, and training evaluations,
21 which is appreciated and respected by students. In
22 addition to the CALPIA Laborers pre-apprenticeship
23 certification, successful graduates of the CT laborers
24 program receive their multi-craft core curriculum or MC3
25 certificate. CALPIA, in partnership with labor trade

1 unions, implemented the addition of MC3 in 2019. From its
2 inception, Rick has been one of the most prolific program
3 instructors, graduating 90 students with both
4 certifications. Again, 90 students with both
5 certifications. One of the greatest measures of success
6 for CALPIA is our graduates securing employment post-
7 parole. 24 paroled graduates of the CTE Laborer's program
8 at Folsom State Prison have left CDCR and joined the
9 Laborer's Union to start new careers in the construction
10 trades. A large part of this success is Rick's ability to
11 convey the many benefits of the industry to his class and
12 in a way that stay with them after being released. Being
13 available and responsible to paroled graduates to help
14 facilitate labor union enrollment is also critical during
15 the first few weeks after their releases. Rick answers the
16 call and connects them with the appropriate labor union
17 coordinators. Rick is a pleasure to work with and quick
18 to respond when called upon. Whether it is to fix a water
19 main break at CALPIA's central office, wastewater failures
20 at Modular Building Enterprise, road repairs or retaining
21 wall repairs for CDCR, he is someone who cares more about
22 team rather than individual success. and, you know, I've
23 had the opportunity to- to see and talk to Rick quite a
24 few times up at MBE, and he's always just such a helpful,
25 friendly person, and again, kind of like talking with, um,

1 Jorge and his interaction with the incarcerated workers
2 at CIM, Rick the same way up at MBE. Just, he's a teacher,
3 he's an instructor, he's a trainer, he's a mentor, and
4 does a fantastic job, and when we talk about the mission
5 of CALPIA and helping incarcerated individuals get those
6 job training skills and abilities to be able to get a job
7 when they leave prison, be successful in their
8 communities, and not return to prison, to be able to
9 specifically say 24 individuals that Rick has worked with
10 that have left prison are now part of the labor union,
11 having very meaningful careers, meaningful members of
12 their society, meaningful to their families. Just
13 fantastic work, and again, a testament to what we as an
14 organization are about. So, congratulations.

15 GENERAL MANAGER WILLIAM DAVIDSON: All right.
16 Warden Samuel. So, Danny Samuel, Warden Samuel is the
17 warden down at CMC, and this was a nomination for Warden
18 Samuel. Since he's been the warden in 2022, Warden Samuel
19 has been a strong advocate and supporter for CALPIA. He
20 was instrumental in helping us move from west to east in
21 the fabric enterprise, specifically finding alternative
22 ways to ask the incarcerated workforce who wanted to stay
23 and be reassigned to east fabric. When anyone comes to
24 CMC, he goes out of his way to show CALPIA operations and
25 the benefits and attributes that we do. He is always

1 willing to help and ensure support to keep our operations
2 open. When he was- when he has institutional needs such
3 as inventory, searches or reviews, he works to minimize
4 impact to our operations by prioritizing dates to Fridays
5 when most of our factories are closed or in the afternoon.
6 He continues to be a partner and staunch supporter of our
7 programs. And I first had the opportunity to meet Warden
8 Samuel in 2022 when we had a graduation down at CMC. And
9 I had heard about Warden Samuel and knew of his support
10 for our programs. Our administrator down there, Danny
11 Armstrong, always speaks very highly of his warden. And
12 that was evident to me when I met Warden Samuel, just how
13 true it was when Danny Armstrong said he supports CALPIA
14 and our programs immensely. And as the nomination said,
15 when there's downtime, he always ensures that we have the
16 individuals that we need to keep our operations running
17 and going. That's a priority to him. And when I first met
18 him, it was not a real popular time for me because we had
19 just made a decision to close a laundry enterprise at CMC.
20 I still believe it was the right decision to make. It was
21 not the most- there were a number of reasons why we- we
22 had to do it, but Warden Samuel wasn't happy about that,
23 nor should he have been happy about that, and the fact
24 that he wasn't happy about that just told me he cares, he
25 wants programming in his institution, and that meant a lot

1 that- that he cared that much, that he did not want to see
2 that laundry operation go, and then as mentioned here too,
3 they had a yard closure at CMC through one of the
4 governor's initiatives. One of the yards was closed. Well,
5 it happened to be the yard that our laundry operation or
6 not laundry, but our fabric enterprise was located on. And
7 so we started having to figure out what are we going to
8 do with that laundry enterprise? We couldn't just shut it
9 down. It was too vital. So we started looking first and
10 foremost, we wanted to keep it at CMC. So is there another
11 location? But then we also said, you know, is there another
12 institution that we could move it to? But Warden Samuel
13 was adamant and made sure that we had space and he made
14 it available, space at CMC in a different yard to be able
15 to move that fabric enterprise to that other location and
16 keep it up and running. So, the guys that were working in
17 fabric could continue to work in fabric and it, I mean,
18 it was a win-win. It was a win for us not to have to spend
19 the time and resources to move it to another location and
20 win for them to keep the operation there. So we, again,
21 just appreciate your ability to make that happen. Then the
22 last thing I want to share, and this was one that was just
23 personally touching to me. So back in June, we had four
24 of our CALPIA staff that retired on the same day. One of
25 them was out on medical leave, but three of them were there

1 in the office that day. And it was their last day on the
2 job. And Zoe and I got to be there for that. And they had
3 set up a little retirement celebration for these three
4 individuals. So, we were there. And who do you think shows
5 up for the retirement celebration of three CALPIA staff
6 that day? But Warden Samuel and his Chief Deputy Warden,
7 they came and spent at least an hour there with those
8 individuals. And it wasn't just because he heard that- he
9 knew them. He knew these three individuals because, again,
10 he cares about us and our operations. We're not just a
11 different part of- it's all part of the family. And that
12 was touching to me to see that you cared that much to take
13 that time and effort and to come in to do that. And so,
14 again, we just thank you and appreciate it.

15 WARDEN SAMUEL: I can plug in CMC here. So, a few
16 things. I couldn't do this without, you know, Danny and
17 the executives over there, PIA, and all my staff as well,
18 because to get these guys to the programming, and they
19 know the expectations, they know that we want PIA to run
20 100% of the time. And I do want to- I noticed in some of
21 these, uh, pictures here, there's no- no CMC.

22 [Laughter]

23 WARDEN SAMUEL: So, I would never- I would have
24 probably said no on that. I wouldn't- I wouldn't approve
25 it.

1 [Laughter]

2 WARDEN SAMUEL: But, um, PIA is so near and dear
3 to my heart. It does such a great job with incarcerated
4 people. And, um, also I wanted to plug too that CMC was-
5 was the first prison to, um, hire and have, uh,
6 developmentally disabled and incarcerated people work in
7 the factories, DD1s, DD2s, and DD3s. And so, it's a really
8 good program, and we're- we are a flagship of that for
9 others, and I know you guys do it in other programs as
10 well. Um, also, I gotta give you guys a success story,
11 too. There's plenty in- in there, but there was, um, um,
12 Adam Hines, he was a level four guy from SAC, overridden
13 to the CMC, and he programmed at CMC, got into the PIA
14 program as a level four, and we have- our program is very
15 old, right? Our prison was built in '52- oh, '62, '63,
16 and, um, machines are breaking down, and, there is a, uh,
17 Haas CNC machine in there, and these guys really will fix
18 machines, so if you need a part, like, if you guys can
19 think of any part, they make the part, and it's better
20 quality than the ones that would go and buy it, and they
21 do it for a less expensive, a lot of aluminum, a lot of
22 steel, and it's such an amazing, uh, amazing program. We
23 also have, um, we do the tags for the DMV, we make all
24 those at- at CMC as well, and those machines are- were
25 obviously made by, um, incarcerated people, and they're

1 fixed by incarcerated people, so it's such an amazing, um,
2 vision to see all these guys being very creative about.
3 Adam Hines paroled, he was a lifer that- that had been
4 parole, he paroled, um, I talked to his mom, was the IFC,
5 was in the family council and her and her husband, you
6 know, I keep in contact with them, he's doing an amazing
7 job. He's down in Ventura, he works kind of in LA, in that
8 area, he's got a successful job, he's really just making,
9 making it, making it really great out there, and one of
10 his, one of his buddies, Ricky Butler, he, they, he also
11 was in your program over there, and he is, they hired him
12 on, and they've been super successful. So, 85% and he was
13 yeah, let's get into the single digits, but I do believe
14 that the PIA program is huge, it's empower- it's- it's
15 powerful, and it really rebuilds these guys, so,
16 appreciate it. Thank you, guys.

17 GENERAL MANAGER WILLIAM DAVIDSON: Let me tell
18 you about this, one, not every warden's going to know that
19 level of detail about the PIA program in their institution.
20 In fact, I would argue that perhaps most don't. So, the
21 fact that you know that is- is impressive. And number two,
22 you'll probably be expecting a call from Michele.

23 ASST. GEN MANAGER MICHELE KANE: Okay, I need to
24 get some of those.

25 UNKNOWN: Thank you.

1 ASST. GEN MANAGER MICHELE KANE: Thank you.

2 GENERAL MANAGER WILLIAM DAVIDSON: All right, so,
3 Michele, how have we done today?

4 CHAIR JASON JOHNSON: Oh, Oh, we have to, we have
5 to wrap it up. Sorry.

6 SECRETARY MELINDA MARION: Yeah.

7 CHAIR JASON JOHNSON: All right, well, once
8 again, you know, congratulations to all the award
9 recipients. Great work. It's nice to be recognized in a
10 platform like this. Um, but once again, you know, PIA and
11 team, the teams are doing a great work making a community
12 safer and bringing individuals, allowing them to return
13 home and to their communities better than when they came
14 into the institution. So great work.

15

16 CHAIR JASON JOHNSON: Now, this is the portion
17 of the meeting as reserved for public- or for comment
18 regarding items not on the agenda. Under the Bagley-King
19 Act, the Board cannot act on items raised or in public
20 comment but may respond briefly to statements made or
21 questions posed, or it may request clarifications or refer
22 to, uh, refer the item to staff. Would anyone like to make
23 a comment or address the Board at this time? (Inaudible)
24 All right.

25

1 CHAIR JASON JOHNSON: This concludes our Prison
2 Industry Board meeting on December 17th, 2024. Is there a
3 motion to adjourn the meeting?

4 MEMBER KYLE PATTERSON: Motion.

5 CHAIR JASON JOHNSON: Second?

6 Is there a second?

7 MEMBER FELIPE MARTIN: Second.

8 CHAIR JASON JOHNSON: Thank you. All in favor?

9 GROUP: Aye. Aye.

10 CHAIR JASON JOHNSON: This motion carries. This
11 concludes our meeting, and we are adjourned at 11:55.

12 MEMBER MICHAEL LOPEZ: Happy holidays.

13 CHAIR JASON JOHNSON: Okay, everyone.

14 GROUP: Okay, we're done.

15