

BOARD MEETING
OF THE
CALIFORNIA PRISON INDUSTRY AUTHORITY

Held in person and via zoom

CALIFORNIA PRISON INDUSTRY AUTHORITY
Green Valley Training Center
995 Folsom Lake Crossing
Folsom, California 95630

TUESSDAY, December 20, 2022

1:00 P.M.

Reported By:
Peter Petty

APPEARANCES

Board Members

Kathleen Allison, Chair
Darshan Singh, Vice Chair
Armond Aghakhanian
Jemahl Amen
Dawn Davison
Mack Jenkins
Michael Lopez
Carlos Quant
Troy Vaughn

Staff Present

William Davidson, General Manager
Jeff Sly, General Counsel
Melinda Marion, Board Secretary
Debi Kamakani, Assistant General Manager, Administrative
Division
Michele Kane, Assistant General Manager, External
Affairs
Nicole Collins, Assistant General Manager, Operations
Division
Nannette Chester, Supervisor, Central Office

Award Recipients

Sergio Alcala, Employee of the Year, Central Office
Wes Windley, Employee of the Year, Field
Christa Golinski, Supervisor of the Year, Central Office
Mike Foley, Supervisor of the Year, Field
Ron Romero, Instructor of the Year
Patrick Covello, Warden of the Year

Public Comment

None

INDEX

	Page
1. Call to Order - Kathleen Allison, Chair	4
2. Roll Call - Melinda Marion, Board Secretary	4
3. Chair and Board Comments - Kathleen Allison, Chair	5
4. General Manager Comments - William Davidson, General Manager	13
5. Closed Session	15
Pursuant to Government Code Section 11126, the Board will meet in closed session to discuss the following:	
• Matters defined under Government Code Section 11126(e) (2) (B) (i) regarding pending litigation.	
6. Action Items	
A. Subcommittee Update: Executive Recruiting, Retention, Evaluation, and Compensation Committee - 22-1220-458-AI Presenter: Debi Kamakani, Assistant General Manager, Administration Division	16
B. California Prison Industry Authority's Report to Legislature, Fiscal Year 2021-22 - 22-1220-459-AI Presenter - Michele Kane, Assistant General Manager, External Affairs	21
7. Information Items	
A. Institutional Closures and Planned Deactivations -22-1220-551-II Presenter: William Davidson, General Manager	32
8. Presentation of CALPIA Annual Employee Awards, Calendar Year 2022 Presenter: William Davidson, General Manager	46
9. Public Comment	58
10. Adjournment	59
Reporter's Certificate	
Transcriber's Certificate	

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

2 December 20, 2022 1:07 P.M.

3 CHAIR ALLISON: I call this meeting of the
4 Prison Industry Board to order at one-- what time is it?
5 1:07. I'd also like to note that this meeting is being
6 held at a publicly Noticed location, and I thank Prison
7 Industries for hosting. We'll begin by asking the board
8 secretary to take the roll call.

9 SECRETARY MARION: Alright, here we go. Chair
10 Allison?

11 CHAIR ALLISON: Present. Finally.

12 SECRETARY MARION: Vice Chair Singh? I see a
13 hand wave. Okay, he's there.

14 Member Aghakhanian?

15 DR. AGHAKHANIAN: Here.

16 SECRETARY MARION: Okay. Member Amen?

17 MR. AMEN: Here.

18 SECRETARY MARION: Member Davison?

19 MS. DAVISON: Here.

20 SECRETARY MARION: Member Jenkins?

21 MR. JENKINS: Here.

22 SECRETARY MARION: Member Lopez?

23 MR. LOPEZ: Here.

24 SECRETARY MARION: Member Martin? He is
25 absent.

1 Member Quant?

2 MR. QUANT: Here.

3 SECRETARY MARION: And Member Vaughn. Member
4 Vaughn, are you there? I see him on there. I see him.

5 MR. DAVIDSON: You're on mute, Troy.

6 SECRETARY MARION: Troy, can you hear me? I
7 see him. Okay. Well, let the record show that we have
8 one, two, three, four, five, six, seven, eight. Let the
9 record show that we have a quorum of nine members.

10 CHAIR ALLISON: Thank you. Thank you very
11 much. Welcome Board Members and attendees and thank you
12 for being here at today's Board Meeting. I would like
13 to note that this Board Meeting is being conducted in
14 both in-person here at the Green Valley Training Center,
15 located at CalPIA Central Headquarters, as well as via
16 teleconference pursuant to provisions outlined in
17 government Code 11133.

18 It is with great pleasure I introduce our
19 newest board member Jemahl Amen. Welcome, Jemahl.
20 Jemahl was initially appointed to oversee the Department
21 of General Services, Legislative Affairs Division in
22 2013. In 2015, he was appointed as Acting Deputy
23 Director of the Real Estate Services Division and
24 eventually was appointed as Deputy Director, Facilities
25 Management Division in 2016.

1 Prior to his DGS appointments, Mr. Amen was
2 the California's Director of Outreach with the Center of
3 Responsible Lending. Wow, that's a mouthful. It's a
4 self-help organization, a nationwide committee developed
5 finance-- and financial institutions. Prior to that
6 role, Mr. Amen was the Northern California Program
7 Director for American Sunrise Communities, a nonprofit
8 affordable housing developer affiliated with Henry
9 Cisneros' City View market rate housing development
10 corporation.

11 MR. AMEN: That's a mouthful.

12 CHAIR ALLISON: That is, I was like, can I
13 breathe? Prior to that role, he also served as a
14 special advisor for two Assembly Speakers over a 10-year
15 period, managing Housing and Consumer Protection
16 Committees. He also briefly served as a consultant for
17 the State Assembly Governmental Organization Committee.

18 Sorry, I just realized who that was. Hi.
19 Congratulations. I was like, wait a minute, I know him.

20 Okay let's see. And General Policy Staff for
21 Assemblyman Wesson, covering a wide variety of community
22 and issue areas. So, thank you and welcome to Prison
23 Industry Board.

24 MR. AMEN: Thank you.

25 CHAIR ALLISON: Would you like to say a few

1 words?

2 MR. AMEN: Not unless I have to.

3 CHAIR ALLISON: No, you don't have to. I have
4 to. They give me all this stuff to talk about. At this
5 point I'd like to note that any member of the public who
6 are present, either in person or electronically, that
7 there will be an opportunity for public comment after
8 each action item is presented to the board. If any
9 member of the public would like to make a comment,
10 please fill out the speaker form and hand it to the
11 Board's secretary.

12 For any member of the public who are on the
13 line right now who would like to make a comment, you
14 will be giving out-- you'll be given further
15 instructions to raise your hand and let-- the meeting
16 organizer will let you know when to speak. Each speaker
17 will be limited to two minutes for public comment. I
18 would like to request that everyone announced your full
19 name and affiliation, if necessary, prior to speaking so
20 there is no confusion. Each speaker will have a limit
21 of two minutes for public comment.

22 I would like to make a few opening comments
23 myself. This will be my last Board Meeting. I am
24 retiring effective next week. Very excited about that.
25 This is my second retirement. I really, really mean it

1 this time. My husband would be like, yep, she means it
2 because he's done. But anyway, I just want to thank PIA
3 for the wonderful partnership that we've had with you.

4 It's been-- I've always been a supporter of
5 PIA since my early days at Avenal State Prison where we
6 were a PIA institution. We had numerous warehouses. We
7 had the furniture factory, and metal fab, and, you know,
8 of course back then we had swine, we don't have swine
9 anymore, and we had the chicken.

10 And I really, early on in my career, it was
11 embedded to me on the value of Prison Industries and
12 what they bring to this department. And I've always
13 said that Prison Industries was rehabilitation before
14 CDCR put rehabilitation on our name.

15 And I thank Bill for his leadership in this
16 space. He has been flawless, and I will definitely miss
17 all of you here. I feel like you've just an extension
18 of the family and I will miss you. You never know when
19 a girl shows up at a PIA meeting 'cuz you ain't got
20 nothing else to do.

21 (Laughter)

22 But I also want to announce, I think everybody
23 should already know, but we did announce prison closures
24 gosh, what, two weeks ago now? And I will say that we
25 did take PIA into consideration in those decisions. I

1 reached out to Bill. And thanks to my time on this
2 board, I realized how important it was that he was one
3 of my first calls. And I said, Bill, I need you to
4 prioritize. Like, what would be catastrophic for you to
5 lose all the way down to, okay, I could live with that.
6 And he did. He did that within 24 hours. He helped us
7 make some really, really tough decisions.

8 We did land with closing California City, and-
9 - which was a contract facility. It was scheduled to
10 close in November of '24, now it will close in March of
11 '24. And then the sad the saddest announcement was the
12 closure of Chuckawalla Valley in Blythe, California. We
13 will, instead of closing three prisons as originally
14 indicated by the governor's budget, we will be closing
15 two plus individual yards at various institutions.

16 What that affords us is some flexibility.
17 Although our population's down, we're about 95,000,
18 we've been-- the courts have been extremely delayed due
19 to COVID with an estimation, depending upon the county,
20 anywhere from 18 to 24 months. So, closing individual
21 yards gives us some flexibility if we needed to
22 reactivate them. So those were probably the biggest
23 things I wanted to share this afternoon.

24 Now I'd like to open it up to the floor for
25 any opening remarks from the Board Members.

1 MS. DAVISON: Hi Kathy, it's Dawn. I'm sorry
2 I'm not there for your last meeting. I just wanted to
3 say thank you for your long-dedicated career, and for
4 coming back out of retirement. I don't know how you did
5 it because -- (INDISCERNIBLE) --

6 (Laughter)

7 --but thank you for everything. It's been a
8 pleasure working for you, and I wish you all the best in
9 your retirement. And take (INDISCERNIBLE) retire. Turn
10 your mind on off. (INDISCERNIBLE). But you deserve it.
11 Thank you.

12 CHAIR ALLISON: Thank you so much, Dawn. I
13 really do appreciate that. For those who do not know
14 that-- so I have a total of 35 years to include my
15 couple months of retirement last time. But I was asked
16 to come out of retirement to afford Mr. Macomber an
17 opportunity to be ready. And he's more than ready and he
18 will be the new Secretary. He'll be sworn in next
19 Wednesday. So, with that, Bill, do you have any
20 comments?

21 MR. DAVIDSON: Sure. Thank you. Good
22 afternoon, Chair Allison, and good afternoon, Board
23 Members. And it is great to be with you this afternoon,
24 and I truly hope that you're all enjoying this holiday
25 season. And personally, you know, I love this time of

1 year and I hope that each of you are able to spend time
2 with your friends and with your loved ones. And I'm
3 grateful that you're taking time away this afternoon to
4 join and be part of this Board Meeting today. And thank
5 you for your continued support and all that you do to
6 help move PIA and our mission forward.

7 And I too want just want to take a moment to
8 express my appreciation to Secretary Allison for your
9 many years of support for CalPIA, and particularly for
10 the last two plus years that you've spent as our Board
11 Chair. Kathy has truly, truly always been a great
12 supporter of CalPIA. She values rehabilitation, and
13 it's always been, as she spoke earlier, a top priority
14 of hers. And I personally have truly enjoyed working
15 with her, and her leadership and her enthusiasm will be
16 greatly missed. It was fun to be with Kathy early last
17 month down at RJ Donovan for our graduation down there,
18 and to see the way in which she connects with people;
19 with everyone, with our staff, with the CDCR staff, and
20 perhaps most importantly with the incarcerated
21 individuals.

22 Kathy is very well respected, and she's had a
23 remarkable 35-year career serving the state of
24 California. And I congratulate you, Kathy, on your
25 retirement. I wish you nothing but the best, and you

1 deserve it.

2 I'm also very excited that Jeff Macomber will
3 be the new CDCR Secretary and Chair of this Board. Jeff
4 is also a huge supporter of CalPIA, and he is ready and
5 prepared to take on this new role. And I've had the
6 pleasure of working with Jeff over the last two years,
7 and I know of his commitment to our success, and it'll
8 be great to have him assume this new role.

9 And Kathy, in honor of your 35 years of
10 service, we want to recognize you with this plaque. And
11 I'm sure that you've received many of these types of
12 recognition over the past years, and probably
13 particularly over the past few weeks. But it's my
14 personal hope that this one is a little bit special.

15 And going forward, as you look at this plaque
16 in the future, please think of where this plaque came
17 from and the hands that made this plaque. It was made
18 with pride, with love, and with great care. And the men
19 down at Avenal and over here at Folsom, they take great
20 pride in what they do. And this is not just a plaque,
21 but it's a symbol of the great rehabilitative work done
22 by every worker within CalPIA.

23 So, when you look at this plaque, always think
24 of the lives being changed for the better of those
25 individuals that worked on it and the key role that you

1 individually have played in making that happen. So,
2 congratulations on your retirement, Kathy.

3 (Applause)

4 CHAIR ALLISON: Thank you. I will treasure
5 this. Every time they give my bio, they say 30. I'm
6 like, wait a minute, it's 35

7 MR. DAVIDSON: You got 35

8 CHAIR ALLISON: I want credit, you got 35,
9 thank you.

10 (Laughter) Even my boss, when she announced it
11 at a cabinet meeting, she had said 30. 'Cause in the
12 press release they said three decades. And I'm like, I
13 just have to interrupt you. I absolutely have to get
14 credit for the other five years, and particularly these
15 last several because they were not easy.

16 MR. DAVIDSON: Absolutely

17 (Laughter)

18 MR. DAVIDSON: Great. Well, I also want to
19 welcome Mr. Amen to the board. And I had the pleasure
20 of meeting Mr. Amen a couple weeks ago and spent a
21 little time talking with him about CalPIA and what we do
22 and about our mission. And I know that he's going to be
23 a valuable member of this board, and truly look forward
24 to working with you as we go forward. So again, welcome
25 to the board.

1 Today we have a fairly full agenda. We'll be
2 hearing an update on the work that's been done by our
3 Executive Recruiting, Retention, Evaluation, and
4 Compensation committee. I think that's another
5 mouthful, that committee title. But they'll be
6 presenting an update and some information on some of the
7 work that they've done. We'll also have a presentation
8 on the annual report to the legislature, which once
9 again is a great reflection of CalPIA and the excellent
10 work that's been done throughout the organization over
11 this past year.

12 And I'll also, you know, Secretary Allison
13 spoke about the announced prison closures and yard
14 deactivations. And I'll share some information on how
15 those are going to impact and affect PIA and what some
16 of our initial early plans are going forward with those
17 closures. And finally, my favorite part of our Board
18 Meetings throughout the year, we will conclude with our
19 staff recognition awards for this year.

20 So, with that, again, I want to wish every one
21 of you a very Merry Christmas and a happy holidays. And
22 however you celebrate this season and this time of year,
23 it is my true desire that you have joy, that you have
24 peace, health, and happiness. And may 2023 be an
25 incredible year for each of you individually and for us

1 collectively at CalPIA. Thank you.

2 CHAIR ALLISON: Thank you. Thank you, Mr.
3 Davidson.

4 At this time, the Board will now recess for a
5 closed session. The Board will meet in closed session
6 to discuss pending litigation pursuant to government
7 code section 11126(E) (2) (B) (I). The host will place the
8 Board Members into a breakout room where they will meet
9 separately. To ensure that all Board Members have
10 joined in the breakout room, I will ask the board
11 Secretary to call the role once again and then we'll be
12 excused prior to the discussions. Once the closed
13 session is complete, then members will be joined back
14 into the regular session.

15 (Off the record at 1:24 P.M.)

16 (On the record at 3:08 P.M.)

17 CHAIR ALLISON: The meeting is now reconvened.
18 For the record, the board discussed pending litigation.
19 We'll move-- now move onto our meeting items, Action
20 Item A. Mr. Davidson?

21 MR. DAVIDSON: So here to present Action Item
22 A is Debi Kamakani, our Assistant General Manager for
23 Administration.

24 MS. KAMAKANI: Good afternoon, Chair Allison,
25 members of the Board, all of those in attendance. I

1 will make this short and sweet as much as I can. I just
2 wanted to give an update on the Subcommittee, Executive
3 Recruitment, Retention, Evaluation, and Compensation
4 Committee. Our committee has been meeting regularly in
5 accordance with penal code.

6 The committee did change since our last
7 committee update. Prior to our current committee, we
8 had a five-member committee. And in November of 2021,
9 that committee was reduced to three members to ensure
10 that our Board Members would be able to give as much
11 time as they could to those committees. So, our
12 recruitment committee is comprised of Dr. Aghakhanian,
13 Board Member Quant, and Board Member Davison.

14 During routine policy review during our
15 meetings, we actually did find that in the General
16 Manager performance evaluation policy, there was some
17 significant changes. Nothing major, but things that
18 would really make our evaluation process easier going
19 forward in the future. So, what I'd like to present to
20 you today is some of the changes. You'll have copies of
21 the policy of course in your binders. I want to talk to
22 you about some of those changes, and then also a little
23 of where we go from here.

24 The first thing that we are changing is just
25 general cleanup of the wording, the language. We

1 incorporated some change terminology and the committee
2 structure. We also indicated that the committee will be
3 three persons rather than five, as determined in 2021.
4 And most significantly, we are changing the evaluation
5 period.

6 Prior to these recommended changes, the
7 evaluation policy indicated that the General Manager's
8 performance evaluation would occur in the fall of every
9 year and to be discussed at the December Board Meeting.
10 As the committee met and discussed, unfortunately, that
11 doesn't always allow for a full annual evaluation. With
12 our current incumbent, of course, Mr. Davidson was
13 appointed in February, and had we done an evaluation in
14 the summer or fall as indicated, we wouldn't be able to-
15 - the Board would not be evaluating a full annual year
16 of performance.

17 So, we are actually recommending that rather
18 than having the evaluation taking place in Summer or
19 Fall, we would like to just change the wording to
20 indicate that evaluation will occur 12 months after the
21 appointment of an individual. And along those same
22 lines, the policy indicated that the policy needed to be
23 reviewed every two years and updated. And what we've
24 done instead is changed it from referencing a specific
25 date that the policy needs to be reviewed every two

1 years, we've just said that it will be reviewed on a
2 regular basis.

3 The policy changes we're recommending not only
4 bring it current with titles and the individuals
5 involved in the process but other terminology, and make
6 sure that fewer revisions will be needed in the future,
7 which is going to streamline our evaluation process.
8 Another notable change is that during discussions, the
9 committee talked about our distribution process. In
10 prior years, the general manager's performance
11 evaluation would be presented in hard copy to each board
12 member. And then we would collect that hard copy, which
13 can be a little cumbersome. And so, what we're actually
14 proposing this year is to change that process and
15 provide it through an electronic method that can be
16 completed and submitted automatically through Survey
17 Monkey or a similar function.

18 There is no financial impact to the agency for
19 these policy changes. And at this point the committee
20 is requesting that the board approve these policy
21 changes and revisions. If these changes are approved
22 today, the next steps in our current evaluation will
23 begin. The evaluation survey has already been drafted
24 by the committee, and we know what Mr. Davidson will be
25 evaluated on, and we will distribute the survey out to

1 members, collect it back and then report back on
2 findings thereafter. And that is short and sweet.

3 CHAIR ALLISON: Thank you. Thank you so much,
4 Debi, I appreciate that. Do we have any comments from
5 the Board Members on Action Item A?

6 MR. JENKINS: This is Mack. I have a quick
7 question. Who is on the committee?

8 MS. KAMAKANI: Oh, we miss you, Mack. The
9 committee is currently comprised of Board member Quant,
10 Davidson, and Aghakhanian.

11 MR. JENKINS: Okay.

12 CHAIR ALLISON: Okay, no other comments. As a
13 reminder, if any member of the public would like to make
14 a comment regarding this item, please have a speaker
15 request form in the back. Do we have any speaker
16 request forms? Okay. All right.

17 If any member of the public who is in virtual
18 attendance, please enter-- dial star nine if you are on
19 a call and enter your comment into the chat-- or enter
20 your comment into the chat. Our meeting organizer will
21 place your call in order and we'll call out your name
22 and last four digits of your telephone number. When it
23 is your time to speak, please state your name and
24 affiliation so we can make note in our records.

25 Are there any public comments pending? Okay.

1 All right. I am at this point in time accepting motions
2 for Action Item A.

3 MR. QUANT: So, moved.

4 CHAIR ALLISON: Do I have a second?

5 MR. AMEN: Second.

6 CHAIR ALLISON: Thank you. Board Secretary,
7 please call the roll.

8 SECRETARY MARION:

9 All right, so voting wise, Member Aghakhanian?
10 And he did mention that he had a (INDISCERNIBLE) cycle
11 (INDISCERNIBLE) which he is (INDISCERNIBLE) here. Okay,
12 moving on.

13 Member Amen?

14 MR. AMEN: Aye.

15 SECRETARY MARION: Member Davison?

16 MEMBER DAVISON: Aye.

17 SECRETARY MARION: Member Jenkins?

18 MR. JENKINS: Aye.

19 SECRETARY MARION: Member Lopez?

20 MR. LOPEZ: Aye.

21 SECRETARY MARION: Member Quant

22 MR. QUANT: Aye.

23 SECRETARY MARION: Member Vaughn?

24 MR VAUGHN: Aye.

25 SECRETARY MARION: Vice Chair Singh. Can I

1 get a thumbs up or a thumbs down?

2 MR. DAVIDSON: He waved.

3 SECRETARY MARION: He waived? Okay.

4 And then Chair Allison?

5 CHAIR ALLISON: Aye.

6 SECRETARY MARION: Alright. Motion passes
7 eight to zero.

8 CHAIR ALLISON: Thank you. Motion carries.

9 Mr. Davidson, Action Item B.

10 MR. DAVIDSON: Great. Here to present Action
11 Item B as Michele Kane, our Assistant General Manager
12 for External Affairs.

13 MS. KANE: Good morning, Board Members, happy
14 holidays. In your folder, you're going to find CalPIA's
15 report to the legislature for fiscal year 2021-22. I'm
16 holding up the copy right now, this is what it's going
17 to look like. So go ahead and reach for it and I'm
18 going to walk you through it and try to do it as quickly
19 as possible.

20 First off, I just would like to thank
21 Stephanie Eres for helping me collect all this
22 information and organize it. And graphic designer Aaron
23 Schultz, he was instrumental in putting this together.
24 Our team, we always do a-- I mean, it's just really,
25 they do a great job. And of course, Bill Davidson, the

1 executive team, for all of their help updating the
2 information. It is truly a team effort with all of our
3 staff.

4 Some of the highlights this year. Let's go
5 through it together, shall we? Here we go. Turn you—
6 well, you see your pictures right there at the front
7 cover. Now we're going to turn to page one and two.
8 You're going to find the background of the Prison
9 Industry Board and CalPIA's statutory objectives. You
10 will see our mission statement, program goal, vision,
11 and values on page three. Turn the page.

12 There, you find Correctional Industries, which
13 continues to show CDCR as our largest customer. It also
14 shows the other state customers as well. On page four,
15 our career technical education programs, they are
16 featured. They have an amazing track record. They have
17 proven successful for so many of our incarcerated
18 individuals. Turn the page.

19 Page five, our Joint and Free Venture
20 programs. Those two programs gave more than \$47,000 for
21 crime victim restitution in fiscal year 2021-22. On
22 page six, we focus on CalPIA's Industry Employment
23 Program. That provides incarcerated workers access to
24 this nationally accredited certification, provides
25 transition to employment services.

1 Turn the page. On page seven, you will see
2 there is more information on our state apprenticeships.
3 This of course is through that partnership with the
4 California Department of Industrial Relations, always
5 successful. Page eight, nine, and 10. You're going to
6 find more information on our industry accredited
7 certifications that I mentioned. And in fiscal year
8 2021-22, 5,493 participants successfully completed their
9 programs with an accredited certification. So that was
10 nice to see, especially in light of Covid and
11 everything. So that's great.

12 On page 11 and 12, this is my favorite page,
13 this is successful outcomes. These are just a few of
14 the amazing success stories we have of former graduates
15 who have careers now thanks to CalPIA. On page 12, you
16 can read a little bit more about Kenyatta Kalisana. He
17 presented or talked at our last Board Meeting. Formally
18 incarcerated, we hired him on. He went to work in his
19 community back in 2008, and now he's our dive instructor
20 and CalPIA hired him to lead the team there.

21 On page 13, that's -- everybody who loves the
22 recidivism study, this is a page dedicated to the
23 recidivism study. Again, it highlights that CalPIA, if
24 they go through our programs, they're less likely to be
25 rearrested, reconvicted and reincarcerated. By three

1 years after release only 15 percent of CalPIA graduates
2 had returned to custody. Which means, of course, Bill
3 likes to always say, 85 percent of those who were in a
4 CalPIA program did not return to prison. So that is big
5 news for us.

6 On page 14, right there, you can read how
7 incarcerated individuals, they're securing state jobs
8 before leaving prison. CalPIA has been working with
9 multiple state agencies to make that happen. Workforce
10 Development, doing a great effort on that.

11 Page 15 and 16, we highlight enterprise
12 improvements. That includes soap production, yes, we've
13 improved our soap production. Also, optical program, we
14 added automation. Optical lab also, we emphasize that
15 at CCWF. And then bakery reduces waste, and that is
16 helpful with new automation there.

17 So, then we're going to turn the page. You're
18 going to see full pages of beautiful pictures of our
19 career technical education programs. And you turn the
20 page and you see fabric enterprise, you see metal
21 products -- that was right there of the gentleman
22 welding. Then you turn the page on page 21 and 22 --
23 21, you're going to find the improved processes,
24 including how CalPIA produced all those telework
25 solutions. Thank you, Debi Kamakani and her team. How

1 information security received high marks. That is a big
2 thank you to Suzie. And, of course, now the new
3 management and how we completed phase one of the
4 Strategic Business Plan.

5 On page 22, this is your page. And even turn
6 the pages, you're going to see more. This is Prison
7 Industry Board, all the highlights of the action items
8 that were presented. Turn the page.

9 I think you're going to see some familiar
10 faces of all of you. I love these pictures. And then -
11 - I'm all about pictures, can you tell? And then page
12 25 through-- 25, you're going to see the financial plan.
13 Page 26, you're going to find the designation of cash.
14 27, you'll see the enterprise overview. 28, you're
15 going to see the incarcerated individual assignments.
16 And then page 29, incarcerated individual positions by
17 location. Page 30, you'll see more pictures, furniture,
18 and our computer coding program.

19 And then the last two pages, and that is our
20 map, and it goes into great detail. And that's where
21 you can find our CTE, Joint Venture programs, all the
22 enterprises. That map is so helpful.

23 So, upon your approval copies will be sent to
24 the Legislative Council, the Secretary of the Senate,
25 the Chief Clerk of the Assembly. Then we'll distribute

1 them to the legislature, external stakeholders,
2 including parole, probation, CDCR and others. We will
3 also post on our website as this serves as a useful
4 resource to direct inquiries from media, legislature,
5 staff, as well as the public. With that, I ask you to
6 approve CalPIA's report to the legislature fiscal year
7 2021-2022.

8 CHAIR ALLISON: Beautiful job, Michele.

9 MS. KANE: Thank you.

10 CHAIR ALLISON: That was lovely. But through
11 that.

12 MS. KANE: Oh, thank you.

13 CHAIR ALLISON: Thank you so much, Michele.
14 Okay, do we have any comments from the Board Members on
15 action Item B?

16 MR. JENKINS: This is Mack. I have a -- and
17 I'm happy to make the motion to approve as well. Again,
18 beautiful report, really well presented and very
19 informative. I love our reports to the legislature.
20 And Michele you mentioned, on the distribution, I heard
21 you mention probation.

22 MS. KANE: Yes.

23 MR. JENKINS: But I'm going to ask a more
24 detailed question there. So, do we send one copy to
25 Karen Pank as the Executive Director, or do we send

1 copies to each chief in the state?

2 MS. KANE: I want to send copies to each chief
3 in the state. Just as we do -- we send it to all the
4 wardens as well. So, I want to send that. And they're
5 going to be included because of your CPOC meeting with
6 Bill and I have the master list now, Mack.

7 MR. JENKINS: That was-- and that was what--
8 that was going to be my recommendation.

9 MS. KANE: Yes.

10 MR. JENKINS: That was usually well in front
11 of me.

12 MS. KANE: Yes.

13 MR. JENKINS: And I would hope, too, that with
14 that letter, especially to the probation chiefs that-- I
15 mean, I'm sorry, with the report-- I would recommend a
16 cover letter that capitalizes on our attempt to
17 strengthen the relationship with them. We already gave
18 them the recidivism report. And I don't recall when I
19 was working ever getting the PIA report--

20 MS. KANE: Okay.

21 MR. JENKINS: -- to the legislature. So, it
22 could have come to me. I don't remember that. But now
23 we know we want to try and build on that relationship.
24 So given that how we engaged with them, we did raise the
25 level of awareness about PIA. And the recidivism report

1 was perfect for that. So, this is just another
2 opportunity to capitalize on building that. So, in
3 addition to the report, I would encourage some type of a
4 cover letter that strengthens on the opportunities for
5 ongoing collaboration and working together.

6 MS. KANE: I agree. I agree. And I can work
7 that. And if you even want to see before I send it out,
8 Mack, I would love you to see maybe and have some
9 insight on what we're saying -

10 MR. JENKINS: Absolutely.

11 MS. KANE: -- to make sure.

12 MR. JENKINS: Yes, I'd like to do that.

13 MS. KANE: All right. Thank you, Mack.

14 CHAIR ALLISON: Anybody else?

15 MR. QUANT: I have a quick question. The
16 report mentioned automation. It's been added to some of
17 the programs. That doesn't result in decreased jobs or
18 anything?

19 MS. KANE: Not to my knowledge. Operations.
20 Where's Nicole?

21 MS. COLLINS: No, it just gives our
22 incarcerated workforce additional skillset set that
23 translates to the private sector as well.

24 MR. QUANT: Awesome, thank you.

25 MR. DAVIDSON: Yeah, what that is in

1 particular, I mean, I'll use the optical for example,
2 increased automation in optical is them utilizing the
3 more state of the art equipment that is what they're
4 going to use in the real world. It's in no way reducing
5 rehabilitative opportunities for them.

6 MR. QUANT: Awesome.

7 MR. DAVIDSON: I mean, it's a good question,
8 but it's simply to that they're using the most state of
9 the art equipment.

10 MR. QUANT: That's a good thing to note
11 because I know in my field of work, anytime we talk
12 about automation--

13 MS. KANE: It's like, errrrr, yep.

14 MR. QUANT: That means less jobs.

15 MR. DAVIDSON: Absolutely.

16 MS. KANE: Yeah.

17 MR. DAVIDSON: Yep. Good clarification.

18 MR. QUANT: All right. Thank you.

19 CHAIR ALLISON: Okay. Do we have any comments
20 from the public? In the room? Online? Okay. Can I
21 ask the--

22 MR. AMEN: I'll second, cause I think he--

23 CHAIR ALLISON: Oh, thank you. Thank you so
24 much. Okay.

25 MR. DAVIDSON: Mack did if that matters.

1 CHAIR ALLISON: Mack yeah. Board secretary,
2 can you please take the vote?

3 SECRETARY MARION: Of course. Alright.

4 Member Amen?

5 MR. AMEN: Aye.

6 SECRETARY MARION: Member Davison?

7 MEMBER DAVISON: I just want to say one
8 comment and I'm going to say aye. it's a beautiful,
9 beautiful cover picture of my former prison.

10 (Laughter)

11 MS. KANE: I know. I thought you would like
12 that, Dawn.

13 MR. DAVIDSON: Did you notice, Dawn, even the
14 dog is smiling?

15 (Laughter)

16 MEMBER DAVISON: The dog smiles. I mean,
17 yeah.

18 (Laughter)

19 SECRETARY MARION: Member Jenkins?

20 MR. JENKINS: Aye.

21 SECRETARY MARION: Member Lopez?

22 MR. LOPEZ: Aye.

23 SECRETARY MARION: Member Quant?

24 MR. QUANT: Aye.

25 SECRETARY MARION: Member Vaughn?

1 MR. VAUGHN: Aye.

2 SECRETARY MARION: Vice Chair Singh? I saw a
3 hand.

4 SECRETARY MARION: And Chair Allison?

5 CHAIR ALLISON: Aye. Thank you very much.

6 SECRETARY MARION: Alright, motion passes
7 eight to zero.

8 CHAIR ALLISON: Okay. Mr. Davidson,
9 information Item A and I need to run, I apologize. I'm
10 going to go hide in a room for a call.

11 MR. DAVIDSON: Great.

12 CHAIR ALLISON: But thank you so much. Thank
13 all the Board Members for your continued support of
14 Prison Industries. And Bill, thank you for your
15 outstanding leadership.

16 MR. DAVIDSON: Thank you. Thank you very
17 much.

18 CHAIR ALLISON: Trust me, I'd rather be with
19 you guys. But, duty calls.

20 MR. DAVIDSON: So just a note, Secretary
21 Allison, the Board or the Chair of the Board had to step
22 out. So, with her leaving, we don't have a quorum per
23 se at this point, but we don't have any more action
24 items. We just have information items at this point.
25 So, we'll resume the meeting. But just publicly noted

1 that we don't have a quorum with the absence of the
2 Board Chair at this point.

3 But as you know, back in the spring Governor
4 Newsom announced that three additional prisons would be
5 closing over the next three years. On Tuesday, December
6 6th, two weeks ago, the institutions that will be
7 closing were announced. Chuckawalla Valley State Prison
8 will be closing by March of 2025. Also, CDCR will be
9 exiting CoreCivic, or what we refer to as California
10 City Correctional Facility, or CAC, which is a lease
11 prison facility where the lease expires in November,
12 2024. And as Secretary Allison mentioned earlier, the
13 target is to have that lease canceled and wrapped up by
14 March of 2024.

15 And finally, CDCR will be deactivating
16 facilities in six separate prisons. The Folsom Women's
17 Facility, with that deactivation to take place by
18 January 20th, 2023. The West facility at California
19 Men's Colony, with the deactivation in winter of 2023.
20 Facility C at Pelican Bay State Prison, with the
21 deactivation in the winter of 2023 also. Facility A at
22 California Rehabilitation Center, with that deactivation
23 taking place in spring of 2023. Facility D at the
24 California Institution for Men, with that deactivation
25 also coming in the spring of 2023. And finally,

1 Facility D at California Correctional Institution, with
2 that deactivation in the summer of 2023.

3 I'll talk about each of these institutions
4 starting with the deactivation that will take place
5 first. But before I do that, I want to reiterate that
6 my first concern and focus are the staff that work in
7 these facilities. And our efforts are to minimize any
8 impact that these closures and deactivations might have
9 on them and their families. As we have done with prior
10 closures, we will make every effort to avoid layoffs of
11 any staff and to help them transition into other vacant
12 positions that are available.

13 Now, I cannot make any guarantees or promises
14 in this regard, but this is our first priority and
15 effort. And right along with that is our commitment to
16 ensure that our rehabilitative programming remains as
17 strong as can be as we work through these closures. We
18 are committed to continuing to provide work
19 opportunities wherever it is feasible and make sense for
20 us to do so.

21 I also recognize that the discussion of
22 closures and deactivations create uncertainty, fear, and
23 anxiety within our organization and carry a very
24 negative connotation. But I can say with confidence and
25 certainty that as we manage through these closures and

1 deactivations the right way, we will ultimately be able
2 to realize some important financial and operational
3 efficiencies that will strengthen us as an organization.
4 And that is the other top priority as we move forward
5 with these closures and deactivations.

6 Now starting with the Folsom Women's Facility.
7 The incarcerated population within this institution has
8 declined significantly over the past couple of years and
9 is currently at approximately 175. We operate five CTE
10 programs at FWF. We have a computer aided design, or a
11 CAD program, a computer coding program, the culinary
12 arts management program, the pre-apprentice carpentry,
13 and pre-apprenticeship construction labor programs.

14 Currently we have a total of 106 budgeted
15 incarcerated worker positions combined in these five
16 programs. However, we have only been able to fill a
17 total of 21 of these positions due to the very low
18 population at FWF. Most of the incarcerated individuals
19 from FWF will be moving to CCWF, which currently has
20 both pre-apprentice carpentry and labor programs. So,
21 we'll be working to ensure that those who are currently
22 enrolled in these programs at FWF will be enrolled in
23 the programs running at CCCWF.

24 There is a coding program operating at CIW and
25 we are working with CDCR so that the incarcerated

1 individuals currently in the coding program at FWF can
2 be transferred to CIW and continue in the program there.
3 And we do not plan to expand any of the CTE programs
4 with the male population at the Folsom Men's Facility.

5 We have a total of three civil service
6 employees employed at FWF. We'll be working over the
7 next few weeks to transition these staff into other
8 vacant positions in the same or very similar
9 classifications to those in which they're currently
10 employed. We met collectively with these three staffs
11 last week, and our HR team will be meeting individually
12 with each of them this week.

13 We're also working closely with CDCR to
14 redirect all pending orders that have been placed for
15 FWF to either CCWF or CIW, to ensure that the
16 institutions to which they're being transferred have
17 appropriate levels of product. Things like clothing,
18 food, and so forth. And to ensure that none of the
19 products and supplies that we produce are wasted. And
20 we also have a number of contracts associated with these
21 programs that we'll be working to cancel in the coming
22 weeks. And we don't anticipate any troubles or
23 difficulties in working through these contract
24 cancellations.

25 Now moving on to the California Men's Colony,

1 the West Facility deactivation. We do have one of our
2 enterprises located on this yard, our fabric enterprise
3 here. Here we produce CDCR white T-shirts, women's blue
4 T-shirts, and both women's and men's briefs. We have
5 two viable alternatives for this operation. We can
6 either relocate the work entirely to another institution
7 or redistribute the production of this work to one or
8 more of the remaining seven fabric operations.

9 The preferred alternative for us is to move
10 the work from CMC to another institution. While our
11 review and analysis of potential viable locations
12 continues, we do believe that we may have a very real
13 opportunity to move this work to Mule Creek State
14 Prison. That is a possibility that we're pursuing at
15 this time. But again, we're very preliminary and early
16 in this review and we will certainly keep the Board
17 fully apprised of our activities and we will seek and
18 obtain all approvals necessary before we move forward
19 with any of this.

20 We have a total of three staff in the fabric
21 enterprise on West Facility, and will be working just as
22 we have with other prison and enterprise closures to
23 identify vacant already established positions that are
24 opportunities for these staff to move into. We have 135
25 incarcerated worker positions at the CMC West Facility

1 Fabric Shop, and CDCR has indicated that they will be
2 transferring an estimated 1,600 incarcerated workers
3 from CMC to nearby institutions in conjunction with this
4 West Facility closure. So, we'll have to see how that
5 plays out; if they move and where they move to help best
6 facilitate their continued rehabilitative efforts in our
7 PIA programs.

8 The California Institution for Men Facility D
9 Closure will also impact our operations. Nearly all of
10 our programs are located on and/or draw incarcerated
11 workers from Facility D. The current population
12 facility D is approximately 1,200. On the bright side,
13 it appears that CDCR is looking to not transfer these
14 individuals out of CIM, but to rather relocate them
15 within the institution.

16 So those individuals working and receiving
17 rehabilitative training in our programs should still be
18 able to do so. The greatest challenge that we have, one
19 in which we have begun to address, will be how to
20 transport these individuals from their housing units to
21 the work locations on Facility D. But we do have a
22 strong administrator in Melissa Policy at this
23 institution, who has a great working relationship with
24 the warden and the administration at CIM. We are
25 confident that these issues will be worked out so that

1 we continue to successfully operate each of the programs
2 that we currently have at CIM.

3 We do not anticipate any negative impacts with
4 the facility deactivations at CRC, CCI, or Pelican Bay.
5 We do not have enterprises or draw incarcerated workers
6 from these facilities being deactivated at these
7 institutions. So, I want to pause here and just see if
8 there are any questions or comments at this point. And
9 then I'll finish with the last little bit here. But any
10 --

11 MR. AMEN: I have three questions, but I want
12 to defer to them since they're a little remote. If they
13 have questions then I'll ask mine --

14 MR. DAVIDSON: Sure.

15 MR. AMEN: -- if that's okay.

16 MR. DAVIDSON: Does anybody joining us
17 virtually have any questions? No?

18 Mr. Amen?

19 MR. AMEN: Question number one, do we have a
20 number of potential impacting staff at the projected
21 facilities that are going to be closed?

22 MR. DAVIDSON: We do. And I--

23 MR. AMEN: I missed it. Oh, you have it
24 there?

25 MR. DAVIDSON: I do for the remaining ones.

1 MR. AMEN: Okay.

2 MR. DAVIDSON: And I'll go back, let me just--

3 MR. AMEN: Then I can wait for your total then
4 that's that fine.

5 MR. DAVIDSON: Okay. But yes, we absolutely
6 do, three at the Folsom Women's Facility.

7 MR. AMEN: I can get those later. Don't worry
8 about it.

9 MR. DAVIDSON: Three at CMC.

10 MR. AMEN: Mm-hmm.

11 MR. DAVIDSON: And CIM, it shouldn't be any
12 cause we don't have any.

13 MR. AMEN: Okay. So fairly minimum.

14 MR. DAVIDSON: Okay. Yes.

15 MR. AMEN: Alright, second question. What if
16 any disruptions will occur for ongoing apprenticeship
17 programs and at the identified closure facilities?

18 MR. DAVIDSON: So obviously with the
19 deactivation of the Folsom Women's Facility, the five
20 programs that we currently run there, the facility won't
21 exist, so we won't be running those programs there. But
22 we do have similar programs running at the Central
23 California Women's Facility, which is where the majority
24 of them will be transferred to; the carpentry and the
25 labor programs, they'll be able to transition to those.

1 Coding we run at CIW, so we'll have the women who are in
2 the coding program at Folsom Women's transferred to CIW
3 to continue with that effort.

4 MR. AMEN: So, if I'm an inmate and I'm in a
5 three-year apprenticeship program and I'm in year one at
6 one of these facilities, do I then get moved to another
7 facility and I continue on?

8 MR. DAVIDSON: Continue where you're at, yes.

9 MR. AMEN: Okay, so less disruption.

10 MR. DAVIDSON: And that's the other effort
11 that we're undergoing. And Rusty Bechtold, who oversees
12 our Workforce Development Branch, is working closely to
13 ensure that as much of that work can be done before
14 those transfers take place. Okay.

15 MR. AMEN: Okay. Thank you. And then last
16 question and I think you touched on this, but I just
17 want to be sure. Can the productivity from the closed
18 locations be shifted to other locations, and by
19 extension increase the number of the participants at
20 these new locations where those apprenticeships are
21 going to pick up or programs were?

22 MR. DAVIDSON: Yeah, so for example, with the
23 closure of the fabric facility on the West Yard at CMC,
24 again, if we are able to ultimately get what our number
25 one option would be today and open a new fabric

1 operation at CMC or at Mule Creek, certainly that
2 increases the number--

3 MR. AMEN: Of slots for people to--

4 MR. DAVIDSON: --incarcerated worker positions
5 there at Mule Creek. If it's a situation where we have
6 to then just redistribute that workload to our remaining
7 fabric operations, that would then increase the
8 opportunities to work at those institutions where that
9 work is redirected to.

10 MR. AMEN: Alright. Thank you.

11 MR. DAVIDSON: You bet.

12 So, another closure that was announced two
13 weeks ago, and Secretary Allison mentioned, and I spoke
14 briefly to it, is the exit of the lease that CDCR has
15 with CoreCivic, which expires in November 2024, but the
16 targeted actual closure is March of 2024. Again, we
17 refer to this facility as CAC or California City. We do
18 operate an HFM program or a Healthcare Facilities
19 Maintenance program at CAC. And over the next year and
20 a half, we'll be working with CDCR in the drawdown of
21 the HFM program at CAC. And we'll follow the same model
22 we have with prior prison closures on the closure of CAC
23 and work to minimize the impact to our six civil service
24 staff and the 19 incarcerated workers that we have there
25 at CAC.

1 And finally, the closure of Chuckawalla Valley
2 State Prison is scheduled to take place by March of
3 2025. As you know, we operate a laundry and an HFM
4 program at Chuckwalla Valley. Ironwood State Prison is
5 right next door to Chuckawalla Valley, and we'll be
6 working closely to accommodate the movement of staff to
7 the largest degree possible through attrition leading up
8 to the closure, similar to what we've done with staff
9 and incarcerated workers up at CCC who have transitioned
10 over to positions at High Desert State Prison with the
11 CCC closure.

12 We will also work to identify where we might
13 redirect the laundry workload currently being done at
14 Chuckawalla Valley. In this way, we'll be able to retain
15 the revenue from the laundry enterprise as well as
16 increase, if needed, incarcerated worker opportunities
17 at those areas where we'll redirect that work too, while
18 at the same time reducing the cost of operating this
19 facility. We currently have a total of 11 civil service
20 staff at Chuckawalla Valley: two in administration, two
21 in laundry, and seven in the HFM program. In addition,
22 we have a total of 50 incarcerated workers split equally
23 between laundry and HFM, 25 in each program.

24 So that's a general overview of the most
25 recent closures and the impact they'll have on CalPIA.

1 Again, there are issues that we are and will continue to
2 work through. But I want to state again that I am
3 highly sensitive to the real-life impact that these
4 changes have on individuals. These things are neither
5 pleasant nor easy to deal with. They bring fear,
6 uncertainty, and a great deal of anxiety. And I'm
7 committed to communicate as openly and as often as we
8 possibly can.

9 We'll be fully transparent as we navigate
10 through these closures and deactivations, and we'll
11 share information with all of our staff and we'll do all
12 that is reasonable and within our control to mitigate or
13 minimize impacts to staff and to maintain to the
14 greatest extent possible the rehabilitative
15 opportunities that we provide. We've been very
16 successful in the past couple of years in working
17 through prior closures, and we have a very skilled and
18 dedicated team in who I have complete confidence in to
19 do the same with these new closures and facility.

20 And so that's where we are as of Tuesday,
21 December 20th, 2022, in regards to our movement in
22 regards to these prison closures and deactivations.
23 Obviously, it's a fluid situation and we will continue
24 to move forward. But again, I'm committed to keep the
25 Board fully apprised and involved and included as we

1 move through this effort. So again, with that, any
2 further additional questions that anybody has?

3 MR. JENKINS: Bill, this is Mack. You're kind
4 of alluding to it, but I'm just going to ask you if you
5 have a general sense of how the staff feel? Is there a
6 like a resignation, an acceptance, an understanding,
7 apprehension? If-- I am asking you, what's your take on
8 how the staff feel as this moves forward?

9 MR. DAVIDSON: Yeah, that's a great question.
10 I will say that staff have been anticipating this. I
11 believe it was April or May that the governor announced
12 that there would be three additional prison closures.
13 And we have been, to the extent that we can, letting
14 people know it's coming. As Secretary Allison
15 mentioned, you know, she reached out to me when they
16 first started having discussions about which
17 institutions would be closing and asked what is our
18 priority, what would be ones that we just couldn't do
19 without?

20 And so I gave her a priority listing. And I
21 will say when she gave me a call two weeks ago and gave
22 me the heads up that the announcement was coming that
23 day and which institutions it was, my thought was it
24 could have been a heck of a lot worse. I think that the
25 impact to CalPIA, while not great by any means, but we

1 will be able to work and navigate through this.

2 I think that staff, while yes anticipating it,
3 it's still a blow. I mean, I've gotten individual
4 emails myself from folks, I know others have received
5 emails. And the thing that I can do right now, again,
6 is reassure folks that we will do everything that we can
7 to transition folks into positions that will not disrupt
8 or affect their lives. With the closure of CCC, with
9 the closure of DVI, we were successful in that, we had
10 zero layoffs in those closures. And it is my goal and
11 my effort to do the same with these.

12 Fortunately, on the full closure of
13 Chuckawalla Valley, we have two plus years to work
14 through that. CAC, we have a year and a half. Some of
15 these others, we have a lot less time. But I think with
16 the staff at Folsom Women's Facility, I think we have
17 good options for all three of those staff there. At
18 CMC, I think we will have good options there.

19 So, I personally am very confident that we'll
20 get through this, but reassuring the staff is an
21 important thing to me and communication and keeping them
22 fully aware of what's going on is key to this. Nobody
23 likes to see these reductions in these, these
24 diminishment in programs. But it's also a reality with
25 the population that was once at 140,000 now down to

1 95,000, we have to adjust appropriately. So, I hope
2 that that's somewhat responsive to your question, Mack.

3 Anybody else? Okay, so there was no action to
4 take on this item at this point. It's just an
5 information item. So, Jeff, do I continue on with that?

6 MR. SLY: Yeah, yeah, keep going.

7 MR. DAVIDSON: Great, okay. So now this is,
8 to me, the best part of this meeting today, and of any
9 Board Meeting that we have throughout the year. And it's
10 the recognition of our employees of the year, both at
11 central office and out in the field. Our Supervisors of
12 the Year, our Instructor of the Year, and our Warden of
13 the Year. And so, I think we gotta take just a second
14 and reconfigure some things just a little bit here just
15 so that we can do this appropriately.

16 So, we're going to move these chairs over here
17 and just slide this table out of the way.

18 (Room is reconfigured).

19 MR. DAVIDSON: So, the way that we do our
20 Employees, Supervisors, Instructor, Warden of the Year
21 is through a nomination process. And so that nomination
22 can come from fellow staff members, supervisor, manager,
23 it can come from any level. And so, they write up a
24 narrative. And so, what I'm going to do is just share
25 the narrative that was drafted by the individual

1 nominating our Employees, Supervisors, Instructor and
2 Warden of the Year. And I'll just share a little bit of
3 my own dealings with them.

4 So, our employee of the year for central
5 office is a gentleman named Sergio Alcala. And Sergio
6 had every intention to be here today, but he had a
7 family situation come up. His brother flying into town,
8 he had to pick him up at the airport this afternoon, so
9 he couldn't be here. We were able to meet with Sergio a
10 little earlier today and honor him with his recognition,
11 but Nanette Chester will be accepting it for him and
12 that's his supervisor.

13 But Sergio, he's worked for CalPIA for over
14 four years. Sergio is always willing to help with
15 whatever task or issue comes along his way and embodies
16 a wealth of ability and experience far beyond his
17 primary job as a painter. He has assisted on numerous
18 projects from simply lending a hand, doing some cabling,
19 or helping to figure out how to solve construction
20 problems that have arisen.

21 He can be seen all over central office and
22 Camp 12 doing everything from landscaping, to fixing
23 walls, to installing whiteboards in conference rooms.
24 Sergio goes above and beyond not because he wants to be
25 noticed, but because it is simply in his nature to help.

1 Sergio deserves recognition for all that he does. So
2 much of which goes unnoticed, but all of which has a
3 great effect and benefit to CalPIA.

4 Now it's my pleasure just about every morning
5 when I drive into work to see Sergio outside working.
6 And we were joking about this this morning -- I'm not
7 sure I can remember a time when I actually saw Sergio
8 out painting, but he's always doing something, doing
9 something to improve our appearance there at Central
10 Office. And he is a very humble person, a very happy
11 person. He always has a smile on his face and just he's
12 enthused about the work that he does.

13 So, Nannette, do you want to --

14 So, Sergio actually already got this morning.

15 (Laughter)

16 UNIDENTIFIED SPEAKER: This is a reenactment
17 here.

18 (OFF MIC)

19 MR. DAVIDSON: So, Wes Windley is our employee
20 of the year from the field, CMC, right?

21 MR. WINDLEY: I'm from CCWF.

22 MR. DAVIDSON: CMC is our other. So, before I
23 put my foot in my mouth anymore, Wes Windley has worked
24 at CalPIA for eight years. Wes has been successful in
25 helping to start up the Central California Women's

1 Facility, or the CCWF, optical program. For over one
2 year, Wes focused on monitoring the general contractors
3 and subcontractors to ensure CalPIA was obtaining a
4 quality program.

5 He worked closely with CDCR, the state fire
6 marshal, which I think anybody who's worked with the
7 state fire marshal knows the challenge that can be, and
8 inspectors. He adjusted his schedule to work nights so
9 that work could be completed in educational areas
10 without affecting programming. While he oversaw the
11 work, he provided training to two career technical
12 education programs at the same time.

13 The CCWF optical program is up and running
14 thanks to the dedication and hard work of Wes. And I
15 think all of us here and, including the Board Members,
16 can appreciate the work that Wes did to get that CCWF
17 lab up and running. We know that the challenge that we
18 had with the Senate bill this past summer and getting
19 that additional capacity up at CCWF was key and crucial
20 to the ultimate demise, appropriate demise, of that
21 bill. And so, thank you Wes, for ensuring that that
22 happened. That was key. And I know that the end of
23 June, beginning of July was a little bit of a stressful
24 time period, but thank you very much for ensuring that
25 that was up and running.

1 MR. WINDLEY: I appreciate it.

2 (Applause)

3 MS. KANE: Can I get the Board Members up? I
4 was just wondering if they wanted to take some pictures?

5 MR. DAVIDSON: They've committed to stick for
6 some additional photos when we're done here.

7 (Photos are taken)

8 (Applause)

9 MR. DAVIDSON: Christa. So, our Central
10 Office Supervisor of the year is Christa Golinsky and
11 Christa is a supervisor in our accounting office.
12 Christa Galinsky has worked for CalPIA for over 10
13 years. Christa not only exemplifies a good employee but
14 is also a team player. She always leads by example.
15 She consistently supports her team by making sure to
16 walk around the office and check in with each employee.

17 She's also very happy to pitch in to assist
18 with other units when needed. Her door is always open
19 to all staff. And even when her workload is heavy, she
20 consistently gets it done. Christa is very good at
21 keeping accounting in sync and assisting in helping the
22 unit become quicker at resolving issues than they are
23 coming in, giving everyone time to greatly reduce the
24 backlog in tickets. Christa is able to keep her staff
25 highly motivated and highly self-sufficient. I believe

1 this is due to Christa's genuine interest and support of
2 her staff and her pride in the efficiency and
3 accomplishments of her team.

4 And I've known Christa since I first started
5 here at PIA About four years ago. I had the opportunity
6 to work with Christa in accounting. And again, when I
7 saw her name come forward as this, not just the
8 nominated but the selected person for this award, I was
9 thrilled. I know of Christa's dedication. I know of
10 her hard work. I know of her commitment to not just the
11 accounting office, but to CalPIA as a whole, and so
12 (INDISCERNIBLE). Thank you for the great work that you
13 do, Christa, and congratulations.

14 (Applause)

15 (Photos taken)

16 So, our supervisor of the year from the field
17 is Mike Foley.

18 (Applause)

19 I think I'm going to get this one right. Mike
20 works at CMC. So Mike Foley has worked at CalPIA for
21 over 13 years. Mike has gone above and beyond designing
22 and building specific packaging equipment for the
23 printing enterprise. The machines created and designed
24 by him have increased CalPIA's productivity and the
25 quality of the Department of Motor Vehicles registration

1 tags.

2 Mike's integrity, dedication, and work ethic
3 have spilled over and inspired incarcerated individuals
4 and staff. It is a pleasure to work with Mike. I think
5 Mike deserves to be recognized for his contribution to
6 improve the products we produce. He leads by example on
7 how to be a part of a workforce and always contributes
8 to the team to accomplish their goals, meet their
9 deadlines, and be successful.

10 Now I personally have a little bit of a soft
11 spot in my heart for anything DMV related from my past
12 work experience. And so, it's always a little bit
13 important to me to see that things like license plates
14 and registration stickers, disabled person placards, all
15 of those get produced in a timely and the correct
16 fashion. And I know the impact it can have on DMV if
17 that were not to occur. Fortunately, it doesn't occur,
18 but I know what could happen.

19 And a few months ago, we had a little bit of
20 an issue with some supplies to do the stickers for DMV.
21 And I know it was a little bit of a challenge in it, and
22 a tight situation. But I think Mike's leadership and
23 his efforts to help ensure that we got the material on
24 time. And not just got the material on time, but then
25 we had to work some overtime and do some special things

1 to ensure that we started producing those stickers right
2 away. And these are the 2023 stickers for vehicles that
3 were already expiring. And so, we just appreciate Mike
4 keeping us out of a pickle. That would've been a very
5 difficult one to get through if we had not been able to
6 get those stickers done timely to DMV. And now we're
7 rolling and I think we're in a great place with that.
8 So thank you, Mike. Thanks for your --

9 (Applause)

10 (Photos taken)

11 All right, Ron Romero. So, Ron is our
12 Instructor of the Year.

13 MR. ROMERO: Thank You.

14 (Applause)

15 MR. DAVIDSON: So, Ron Romero has worked at
16 CalPIA for seven years. Ron is the Training Officer for
17 the computer coding program at Folsom Women's Facility.
18 Ron demonstrates except exceptional work and is an
19 employee that goes above and beyond what is expected of
20 him without hesitation. He previously worked in
21 CalPIA's Healthcare Facilities Maintenance program as a
22 custodian supervisor.

23 Throughout COVID, Ron assisted coding students
24 with curriculum review and helped to develop and
25 distribute a statewide distance learning program for

1 CalPIA coding students. During the height of COVID, the
2 HFM program needed assistance and Ron immediately
3 volunteered. He worked in HFM at California State
4 Prison Sacramento, including taking on additional
5 responsibilities to train newly hired HFM staff and
6 incarcerated individuals.

7 Ron's dedication and commitment to CalPIA's
8 mission reflects in his action of doing whatever needs
9 to be done to help others and achieve success. And just
10 for full transparency here, we talked about the three
11 positions at Folsom Women's Facility. Ron's in one of
12 those positions. And so, I again echo my dedication and
13 commitment to help work through that.

14 We had a meeting last week and Ron was in that
15 meeting. And you see this smile on his face right
16 there? That smile was present when we had that meeting.
17 An insight, perhaps there's some worry and anxiety
18 there, but I think Ron is one who will come out well
19 through this. He is one who is dedicated and committed
20 and has always gone above and beyond and done whatever's
21 asked, needed. He does a great job as an instructor in
22 coding, but also great job in everything else that needs
23 to be done in PIA. So, congratulations.

24 MR. ROMERO: Thank you.

25 (Applause)

1 (Photos taken)

2 All right. Thank you very much

3 MR. DAVIDSON: All right, Warden Covello.

4 (Applause)

5 So, Patrick Covello is our Warden of the Year.

6 And, as I think everybody here knows, Mr. Covello is the
7 warden at Mule Creek State Prison. So, Warden Patrick
8 Covello has been the warden for Mule Creek State Prison
9 for more than three years. Warden Covello and the Mule
10 Creek State Prison executive team have proven invaluable
11 partners in day-to-day CalPIA operations. Warden
12 Covello makes every effort to support CalPIA by
13 minimizing impact to programming, ensuring an adequate
14 workforce, and finding a balance between institutional
15 and program needs, including during the COVID-19
16 pandemic.

17 There is yet to be a time when CalPIA needs
18 have arisen that the warden and this team were not
19 available to meet, confer, and find an adequate
20 solution. Additionally, Warden Covello has made the
21 time to participate in several high profile CalPIA
22 events, including receiving our Australian correctional
23 visitors and participating in our CalPIA graduations.

24 Warden Covello has always been very inclusive
25 of CalPIA administration, including our team on

1 executive calls, division head meetings, as well as CDCR
2 or legislative visits. He supports education and job
3 training programs and is a true supporter of CalPIA's
4 mission.

5 I have to tell you, the first time I met
6 Warden Covello was probably two weeks after I had been
7 put into this position in an acting capacity. And it
8 was my first meeting with a warden. And it wasn't for a
9 particular pleasant purpose. It involved an issue that
10 was delicate, that was sensitive, and wasn't
11 particularly favorable to PIA. But I was so grateful
12 and appreciative of the way that Warden Cabello handled
13 that. He handled it very professionally. He was not
14 finger pointing at PIA, when he could have been. But he
15 wasn't, he just said this is the issue and was more than
16 willing and helpful to work through the issue.

17 Since that time, in the two years that I've
18 been in this role, he's been nothing but fantastic. As
19 we've worked through COVID, as the writeup said, he was
20 not to tell on your other wardens, but he was number one
21 as far as ensuring that we had our workers out to the
22 greatest extent possible. It was a priority to Warden
23 Covello to ensure that our workers were out there
24 because he believes in the mission of PIA, he believes
25 in the great work that we do and that has always been

1 his mantra. And so again, we appreciate you and the
2 support that you have.

3 MR. COVELLO: No problem, thank you.

4 (Applause)

5 MR. DAVIDSON: Another thing I just want to
6 mention, I know that Warden Covello, while this is an
7 individual recognition to him, I know that he
8 appreciates very much his administrative team. And I
9 don't know if you wanted to share anything in that
10 regard. I don't want to put you on the spot.

11 MR. COVELLO: Oh, no no, I can. Well, first
12 of all, I got to-- she wasn't able, I had to take her
13 home, her and my wife and the little one couldn't make
14 it through the meeting. But I have to recognize my wife
15 for the support she gives me in what I do. So, first of
16 all. But also on top of that is my management team and
17 the PIA management team at Mule Creek, they do a
18 fantastic job. And it's with everybody's support and
19 dedication; we did have some trying times through COVID,
20 but if anybody knows me I don't take things lightly and
21 I don't just lay down. So, I pushed and pushed and made
22 sure we kept these operations up and running because
23 they are essential for this department. Right?

24 So, we couldn't survive without PIA and what
25 you guys do for us. So, people need to realize that.

1 And I think they did. And it was very interesting.
2 That whole story is interesting how we were able to keep
3 those factories and those facilities up and running.
4 But I do want to appreciate my management team and
5 everything they do to make sure that we keep these
6 programs up.

7 (Applause)

8 (Photos are taken)

9 MR. COVELLO: Thank you, again.

10 MR. DAVIDSON: So, I just want to say I do
11 appreciate everybody's patience and sticking with it, I
12 know it's been over three hours now, so thank you for
13 your sticking with us.

14 But we now move on to the portion of the
15 meeting reserved for comment regarding items not on the
16 agenda. Under the Bagley-Keene Act, the Board cannot
17 act on items raised during the public comment but may
18 respond briefly to statements made or questions posed,
19 or it may request clarification or refer the item to
20 staff.

21 Would anyone like to make a comment or address
22 the board?

23 Great, well, this concludes our Prison
24 Industry Board Meeting of December 20th, 2022. Is there
25 a motion to adjourn?

1 Mr. QUANT: So, moved.

2 MR. DAVIDSON: A second?

3 MR. LOPEZ: Second.

4 MR. DAVIDSON: Thank you.

5 MR. LOPEZ: Mike Lopez.

6 MR. DAVIDSON: All in favor?

7 BOARD MEMBERS: Aye.

8 MR. DAVIDSON: Great. The motion carries.

9 And this concludes our meeting, and we are adjourned at
10 4:09 P.M.. Thank you everybody. And again, have a
11 great holiday season, everybody.

12

13 (Whereupon the meeting was adjourned at 4:09
14 P.M.)

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