

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, MARCH 25, 2025

10:00 A.M.

Transcribed By:
Melinda Marion
Board Secretary
California Prison Industry Authority

APPEARANCES

Board Members (*present via teleconference)

Jeff Macomber, Chair
Darshan Singh, Vice Chair*
Armond Aghakhanian
Dawn Davison
Katherine Minnich
Carlos Quant
Troy Vaughn*
Eddy Zheng

Staff Present

William Davidson, General Manager
Melinda Marion, Board Secretary
Julie Harlan, Acting General Counsel
Suzie Changus, Chief Assistant General Manager
Michele Kane, Assistant General Manager, External
Affairs
Debi Kamakani, Assistant General Manager, Administration
Division
Rusty Bechtold, Assistant General Manager, Workforce
Development

Public Comment

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

2 March 25, 2025 10:01 A.M.

3 CHAIR MACOMBER: Alright, we're going to call
4 this meeting of the Prison Industry Board to order at
5 10:06 a.m. I would like to note that this meeting is
6 being held at a publicly noticed location. I ask that
7 the Board members attending remotely to please have
8 their cameras on. We will begin by asking the Board
9 Secretary to please call the roll.

10 BOARD SECRETARY MARION: Alright. Good
11 morning, everyone. Chair Jeff Macomber?

12 CHAIR MACOMBER: Present.

13 BOARD SECRETARY MARION: Vice Chair Dar Singh?
14 Yep, I see you there Dar... Member Armond Aghakhanian?

15 MEMBER AGHAKHANIAN: Present.

16 BOARD SECRETARY MARION: Member Dawn Davison?

17 MEMBER DAVISON: Here.

18 BOARD SECRETARY MARION: Member Michael Lopez?
19 Okay, he's not here.

20 BOARD SECRETARY MARION: Member Felipe Martin?

21 [No response.]

22 BOARD SECRETARY MARION: Member Katherine
23 Minnich?

24 MEMBER MINNICH: Present.

25 BOARD SECRETARY MARION: Member Kyle Patterson?

26 [No response.]

1 BOARD SECRETARY MARION: Do you see him on
2 here? No... Member Carlos Quant?

3 MEMBER QUANT: Here.

4 BOARD SECRETARY MARION: Member Troy Vaughn?

5 MEMBER VAUGHN: Here.

6 BOARD SECRETARY MARION: Member Eddy Zheng?

7 MEMBER ZHENG: Present.

8 BOARD SECRETARY MARION: Alright, let the
9 record show that we have a quorum of eight members.

10 CHAIR MACOMBER: Thank you. Well welcome Board
11 members and attendees and thank you for being here at
12 today's Prison Industry Board meeting. I would like to
13 note that this Board meeting is being conducted both in
14 person here at the CALPIA showroom and via
15 teleconference pursuant to the provisions outlined in
16 Senate Bill 544. If any member of the public would like
17 to comment, please fill out a speaker request form and
18 hand it to the Board Secretary. For any members of the
19 public who are online right now who would like to
20 comment, we will give out further instructions on how to
21 raise your hand and let the organizer know how you would
22 like to speak. I would request that everyone announces
23 their full name and affiliation, if necessary, before
24 speaking so there is no confusion. Each speaker will be
25 limited to two minutes for public comment.

26 Now we'd like to start the meeting by offering

1 the opportunity for any Board members to make any
2 opening remarks. Hearing and seeing none. Now I'd like
3 to open the floor up for opening remarks from Board
4 members - wait, we already did that, I apologize. Now,
5 opening remarks from the General Manager. Thank you,
6 Bill.

7 MR. DAVIDSON: Good morning, Chair Macomber and
8 Board members. Again, it's just great to be with you
9 today. And I'm just - the first Board meeting of the
10 year and a nice spring day - so it's nice to be here.
11 And I wanted to also just say a special thanks to our
12 Board member, Katherine Minnich, for being here. I did
13 not think that Katherine was going to be here with us
14 today. And for those of you who don't know, Katherine's
15 son is a starting forward for the Texas Tech Red Raiders
16 college basketball team who are in the NCAA tournament.
17 And she had advised us that, depending on how the
18 tournament went, she may or may not be able to
19 physically be here today. And I do know that Texas Tech
20 did win their game on Saturday to advance to the Sweet
21 Sixteen. So, they do play this Thursday against the
22 University of Arkansas, I did not think that she would
23 be here, but we were notified last night that she is
24 here, so thank you for that. And congratulations, we
25 wish him well going forward.

26 MEMBER MINNICH: I'm very proud.

1 MR. DAVIDSON: As you should be.

2 [Indiscernible congratulations]

3 MR. DAVIDSON: Okay, so I want to start out
4 today just by introducing a couple of folks who have
5 recently been promoted to important positions within
6 CALPIA. First, I'd like to introduce Kelly Merrell. And
7 Kelly is...

8 MS. MERRELL: Hello everyone.

9 MR. DAVIDSON: Thank you. So, Kelly was
10 recently promoted as our Equal Employment Opportunity or
11 EEO Officer. On March 11th she was officially formally
12 put into that position. She had been in an acting
13 capacity for a brief time prior to that, but she's
14 officially in that role now. She began her civil service
15 career in 2017 as an Office Technician with the
16 California Department of Tax and Fee administration. And
17 she's also held various roles including the Executive
18 Assistant for the Department of State Hospitals - the
19 Legislative department - and also Administrative
20 Assistant to the Chief Executive Officer at the
21 California Healthcare Facility in Stockton. And most
22 recently, Kelly spent the past four years working for
23 CALPIA in our Operations Division. Prior to beginning
24 her State service career, Kelly spent over seven years
25 as an office manager and a paralegal with a family law
26 firm. And she also has served honorably as a medic in

1 the United States Army. So, we are thrilled and honored
2 to have Kelly in this role. Thank you.

3 [Applause and congratulations]

4 MR. DAVIDSON: And then the other person that I
5 wanted to mention, who's not here this morning, he is
6 actually coming up from Southern California and
7 hopefully will be able to join us before the end of the
8 meeting. But Bobby Hernandez. And I know that some of
9 you have had the opportunity to meet and get to know
10 Bobby in the past. But Bobby was recently appointed as
11 Assistant General Manager of Operations for Support
12 Services and Statewide Initiatives. And in this role,
13 Bobby's primary responsibilities include overseeing all
14 aspects of the Healthcare Facilities Maintenance or HFM
15 program statewide. And also, our transportation and
16 delivery network, which is known as our On-time
17 Delivery, or OTD program. So, Bobby oversees those
18 programs, and he began his career with CDCR in 2003
19 working at San Quentin as a Material and Store
20 Supervisor I. And he joined CALPIA in 2009 at the
21 Richard J. Donovan correctional facility in San Diego as
22 an Industrial Warehouse and Distribution Supervisor. And
23 during his career with CALPIA, Bobby's overseen Bakery
24 operations as well as Shoe Manufacturing. And he later
25 promoted to the role of a Prison Industry Manager, and
26 in that role, he oversaw the operations at the

1 California Institution for Men, the California
2 Institution for Women, and the California Rehabilitation
3 Center. And he was in that role prior to being appointed
4 or promoted to the position of Branch Manager, in which
5 he oversaw all of the operations of our programs in the
6 Southern California region. And this Branch Manager role
7 was the one that Bobby was in just prior to his
8 promotion to his current position. So, we are very
9 pleased to have Bobby, as well as his wealth of
10 knowledge and experience in this position - but perhaps
11 more importantly - is his understanding and his
12 appreciation of the mission of CALPIA. And Bobby is very
13 focused on rehabilitation and is driven to see the
14 individuals that we serve thrive, and to achieve success
15 while incarcerated, and also more importantly, to
16 flourish when they return to their communities. So
17 again, I want to welcome Bobby to this new role, and
18 hopefully, he'll be able to join us very soon.

19 The next thing that I wanted to share with you
20 is an effort that we're undertaking, and it goes a
21 little bit to some of the things that we've seen over
22 the last little bit in different photos in which we see
23 some of our incarcerated workers wearing clothing that
24 may have "CDCR Prisoner" or other things on their
25 clothing. And with our HFM program, for years in fact, I
26 believe since the inception of the program, all of our

1 workers in the HFM program have HFM-specific smocks that
2 they wear that are clearly marked "HFM Program CALPIA"
3 or "Healthcare Facilities Maintenance". It's very
4 clearly delineated uniforms that they wear when they are
5 working in the HFM program. And so, we had a
6 conversation. And what we've begun the process to do is
7 to extend that to each of our different enterprises.
8 Whether they're working in License Plates, Laundry,
9 Optical, the CTE programs, any of the CALPIA programs
10 that they work in - that they have a smock that is
11 specific for that enterprise. We met with Gena Jones
12 from DAI - the Director of the Division of Adult
13 Institutions - to talk with her about this to make sure
14 that there isn't anything from a DAI perspective or a
15 custody perspective that might be problematic. She was
16 very supportive of this. So, we're coordinating this
17 effort with her. But again, it'll be very uniform in the
18 clothing that they wear. It'll have a little 3-character
19 logo on the front of the smock that will identify,
20 again, what the enterprise is. And then on the back
21 we'll actually have spelled out the enterprise. So
22 again, whether that's License Plates enterprise,
23 Laundry, Optical or whatnot. And right now, we're going
24 to leave space at the top of it so that come January 1st
25 of next year, then we'll add in the California
26 Correctional Training and Rehabilitation Authority - or

1 CALCTRA. We didn't want to jump the gun, or not put that
2 yet, or put CALPIA and then have to turn around and in a
3 few months change that. So, we'll just leave that space
4 open and add that at the appropriate time. But we just
5 think that this is the right thing to do - and also in
6 Suzie and her team, they have been doing the Strategic
7 Business Planning sessions. One of the things that folks
8 who work in the HFM program routinely comment on is how
9 much they appreciate having those specific designated
10 shirts that they wear to work. And those who don't work
11 in HFM say they would like to have that. And they talk
12 about the sense of teamwork and camaraderie and pride
13 that they take in wearing that. And so, I just wanted to
14 let you know that it is something that we're working on.
15 Again, we're working on in conjunction with DAI to be
16 able to roll that out hopefully in - within the next few
17 months - start to do that in each of our different
18 enterprises.

19 And then along those same lines, or similar
20 lines, and this came up - I would love to take credit
21 for this idea myself, but it's not my idea. It came up
22 in a conversation that I had with one of our team
23 members, and the notion came up talking about our
24 incarcerated folks when they leave prison. And
25 oftentimes, you know, they have their gate money that
26 they leave with, and not much else than that. And so,

1 for them to be able to kind of have clothing that might
2 be presentable for a job interview, or something like
3 that, may be a bit challenging and difficult for some of
4 those individuals. And so, the suggestion came up - we
5 have a Fabric enterprise, we make clothing. Could we, as
6 part of our package for those who are leaving, having
7 gone through a PIA program, could we design and prepare
8 some type of nice business-type attire that would,
9 again, be part of their release package. Nothing given
10 to them prior to the moment they walk out the gate, but
11 a set of clothing that would be appropriate for them to
12 wear to a job interview. Again, for a man - nice pair of
13 dress pants and a white shirt, a tie. For the women, you
14 know, a skirt, a blouse, nice dress pants, something
15 optional for them. But again, different options that
16 they could pick that would be prepared and made for them
17 as they leave the institution that they could use again
18 to wear to a job interview.

19 This kind of goes along the lines with our
20 carpenter and laborers' program. How we provide the
21 first year of union dues, their first set of tools for
22 those individuals who go through that program. We want
23 to tie it to the E2E program to incentivize them to
24 participate and enroll in the E2E program and then
25 again, to help them to transition as they prepare to go
26 for job interviews when they return home. So, we also

1 have met with DAI on this notion as well. Our intent
2 would be to utilize our Fabric enterprise at Mule Creek
3 State Prison to produce this. We have a fabric engineer
4 who's working on a design for the different kinds of
5 clothing patterns. And so, we hope that just over the
6 next couple of months to be able to move forward and
7 start to offer this to those who are leaving prison to
8 help them with that job piece. So again, I just wanted
9 to share that, that we're working on this and hope to
10 see great progress in the next coming months. But again,
11 we are doing it in close collaboration with DAI because
12 we know that there may be custody concerns with that,
13 that we want to make sure that we get out ahead of it.
14 But I'm pretty excited about where this could go.

15 And the last thing that I wanted to share, and
16 I'm very excited about this as well. It's some
17 accomplishments that we've had in terms of applying for
18 and obtaining grant funding for some important areas of
19 our operation. The first one is our cyber security
20 grant. So, on September 27th of last year, we applied for
21 a \$150,000 grant through the Office of Emergency
22 Services (OES) in collaboration with the State's
23 Department of Technology (CDT), and our purpose in
24 applying for this grant was to enhance and strengthen
25 our information and cyber security systems. And on
26 December 24th, and this was really kind of a nice

1 Christmas present, we received notification from CDT
2 that we had been awarded the grant in the amount that we
3 applied for - the \$150,000. And just last week - and
4 Danny can correct me if I'm wrong on this - but just
5 last week we finalized the grant agreement and are now
6 in the process of using these funds to implement
7 advanced security tools, conduct risk assessments, and
8 improve the overall cyber resilience within our agency.
9 And, as you know, cyber threats are constantly evolving,
10 and this grant will allow us to enhance our security
11 measures, safeguard sensitive information, and protect
12 against potential cyber-attacks and strengthen our cyber
13 security. It ensures continuity of operations, protects
14 our confidential data, and helps us maintain compliance
15 with State and Federal security standards. I just want
16 to take a moment to specifically acknowledge a few folks
17 who are key and instrumental in applying for and
18 obtaining this specific grant. And first, our
19 Information Security Officer, Andy Brannan. Our Project
20 Manager Analyst, Matt Howery. Some folks from our
21 information technology division - Gabby Hubbell, Teresa
22 Cook, and Kelly Middleton. And then, of course, Danny
23 Berringer - our Chief Information Officer. And they did
24 outstanding work in identifying this grant opportunity
25 and then preparing a very thorough, detailed, and
26 complete grant proposal. And again, I am super excited

1 about this and what this will do to us to help just
2 ensure that our data is secure. Both the data we collect
3 as well as any potential intrusions from the outside, so
4 great work by them.

5 And the second grant opportunity is called the
6 Pathway Grant. This grant created availability of up to
7 25 million dollars in funding partially authorized by
8 the Workforce Innovation and Opportunity Act. The grant
9 purpose is to provide reentry programs, programming for
10 incarcerated individuals prior to their release. The
11 intention is for awardees to fund comprehensive services
12 that begin 20 to 270 days prior to individuals returning
13 to their communities, bridging the time gap between
14 release and enrollment in a workforce development
15 reentry program. CALPIA has requested a funding amount
16 of \$994,000. Why couldn't we have just added \$6,000, to
17 make 1 million? I'm not sure, but \$994,000 is the
18 specific amount that we requested. And based on this
19 request, grant performance is measured by CALPIA's
20 ability to support at least 100 participants over a 42-
21 month grant period. So CIM, CIW, Folsom, and Solano have
22 been identified as key locations for us to pilot this
23 extended support. And if awarded, CALPIA will utilize
24 the funds to enhance the Entry to Employment application
25 and increase the current scope of support services,
26 resources, and what I think is perhaps the most

1 important piece of this - the tracking of the released
2 individuals. The grant requires that a full-time project
3 director position be established to oversee all aspects
4 of the Federal grant. And the duties of this role will
5 include monitoring performance metrics, writing
6 recommendations, and reporting on post-release data. And
7 we expect to hear back no later than July of this year
8 on the outcome of our request. But I also want to
9 recognize several individuals who have been instrumental
10 in preparing this grant application and actually having
11 the grant submitted. Actually, a couple days prior to
12 the actual deadline. Those individuals are Zille Khan, I
13 think Zille's here... Dolores Olivarez, John Krabbenhoft,
14 he's here... Rusty Bechtold, Caryn Argenio, Eric Nguyen,
15 Anna Santiago, and again Matt Howery.

16 And I just want to take just a quick second
17 and comment on Matt Howery - he's been fantastic. Matt
18 has again been a part of both of these grants, and
19 actually a third grant that we had previously applied
20 for and been awarded, and Matt does not have experience
21 and background in applying for grants. And, as you know,
22 grant application writing is a very unique, specific,
23 detailed, and difficult process. And again, Matt hasn't
24 had formal training on this, but I threw the idea out
25 there a while back to our Executive team. There are many
26 grant opportunities out there, and let's start to look

1 for it and take advantage of this. And that got
2 communicated out. And Matt has just taken that to heart
3 and he's becoming a real expert in being able to do
4 this.

5 Kelly Middleton, on the Pathway grant, she's
6 the one who first identified it and then collaborated
7 with Matt to say, "let's apply for this." So, it's just
8 exciting to see the different folks throughout the
9 organization really being in and honing in on these
10 opportunities. I know there are many out there. And with
11 this specific Pathway grant, we believe that there's a
12 very, very strong potential for us to be awarded this
13 grant. I believe that we will, but even if we're not, a
14 year from now we will have so much more foundation to be
15 able to apply for it again. And if we are awarded the
16 \$994,000 for the three and a half year period, three
17 years from now we reapply again for the same grant. And
18 just great opportunities out there. So again, I just
19 want to acknowledge the great work by our folks in
20 identifying these opportunities and seizing them. And I
21 expect to see very exciting things coming as a result of
22 that.

23 MEMBER DAVISON: Bill, is there a research
24 component to that one?

25 MR. DAVIDSON: To the Pathway grant?

26 MEMBER DAVISON: Yes.

1 MR. DAVIDSON: So, I don't want to steal too
2 much of Rusty's - I believe Rusty in his presentation in
3 a few minutes is going to speak a little more about the
4 Pathway grant, but one of the great things is it will
5 track the progress of individuals. And again, it's a
6 minimum of 100 individuals, and it'll be focused on
7 those four institutions. But to track - so yes, from
8 that perspective there will be that research component
9 to track and monitor their progress as they return home.

10 MEMBER DAVISON: Great.

11 MEMBER AGHAKHANIAN: Mr. Davidson, when it
12 comes to grants, are these, the people who write them,
13 are they just employees? Or do we have a specific grant
14 writing [indiscernible]?

15 MR. DAVIDSON: So right now, it is our
16 employees.

17 MEMBER AGHAKHANIAN: Oh wow.

18 MR. DAVIDSON: And on the...

19 MEMBER AGHAKHANIAN: Wow. That's great on the
20 employees... [clapping]

21 MR. DAVIDSON: One hundred percent.

22 [Indiscernible]

23 MEMBER AGHAKHANIAN: Is that something that
24 we'll look into in the future, down the road, to see
25 about individuals - because you know, maybe a contract...

26 MR. DAVIDSON: It is very much, and as we've

1 talked about, it is a very specific, unique, talent and
2 skill to do that.

3 MEMBER AGHAKHANIAN: Well, you better hold onto
4 him... [Laughter]

5 MR. DAVIDSON: You're absolutely right. But as
6 we see success in that, I mean, hiring a person that it
7 is their full-time job to identify - and that more than
8 pays for itself with one grant award, right? And so...

9 MEMBER AGHAKHANIAN: [Indiscernible] even the
10 grant itself...

11 MR. DAVIDSON: Well, this one requires a full-
12 time Grant Administrator, right? For the three-and-a-
13 half-year period, so yeah - it's a great opportunity.
14 So, with that, those were the things that I wanted to
15 share and open with. And again, just thank you all for
16 your continued support and all the good things that you
17 do.

18 CHAIR MACOMBER: Thank you, Mr. Davidson. We'll
19 move on to our agenda items and we will start with
20 Action Item A. Mr. Davidson?

21 MR. DAVIDSON: Okay, Action Item A is really a
22 follow-up and continuation from one of the information
23 items that we discussed in our December 17th Board
24 meeting. And I think most of you were present at that
25 meeting, and we discussed our intent to prepare a
26 regulations package to increase the incarcerated

1 workers' wages. And, as you know, currently the wage
2 scale ranges from 35 cents to a dollar an hour. And it's
3 been at that rate since July of 2017. That was the last
4 time - for 2017 - that was the last time that we saw a
5 wage increase for our incarcerated workers. And at that
6 time, it went up by five cents an hour. So, it's really
7 time for us to move forward with this effort. So,
8 subsequent to the December Board meeting, we have
9 prepared the regulatory package which is included in all
10 of your binders. And we did put it out for public
11 comment - the 45-day public comment period that went out
12 on January 31st - and that 45-day comment period ended on
13 March 18th, which was last Tuesday. And during those 45
14 days, we received a total of one public comment, and
15 that came from an incarcerated individual down at CRC.
16 And their question was simply to better understand what
17 the timing of that would be, whether it would be
18 everybody across the board 15 cents an hour raises on
19 the effective date, or if they'd have to wait until
20 their next promotion or anniversary date or whatnot. And
21 so, we were able to respond to that. Yes, it would be
22 effective across the board on the effective date of the
23 regulations of 15 cents across the board. And so, we
24 responded to that. So, we are good with that public
25 comment period. Again, the new range will be 15 cents an
26 hour increase. So, it'll go from 35 cents an hour up to

1 50 cents to a dollar and 15 cents an hour, which ranges
2 anywhere from a 15% to a 43% increase depending on where
3 they are in that salary range. Our plan at this point is
4 to finalize that package and again, pending Board
5 approval today, we will finalize that package, send it
6 to the Office of Administrative Law for them to approve.
7 And then our intent is July 1st for this increase to go
8 into effect. And again, I'll reiterate, as we talked
9 about at the last meeting, our estimated cost on this is
10 about a maximum of 1.3 million dollars a year. I think
11 it will be less than that, probably a little less than a
12 million dollars a year. We do not intend to, and we will
13 not increase any of the fees or prices that we charge to
14 cover this cost. We have a number of increased services
15 and new product offerings, and we have now and in the
16 coming year that will more than cover the cost of this
17 increase. So, we're good in that perspective. And this
18 is another thing that is - Suzie and her team have been
19 conducting the Strategic Business Planning meetings.
20 This is the number one issue that comes up among
21 incarcerated workers, which I don't think is a surprise
22 to most folks, but obviously widely supported there.
23 Obviously, it provides them with more money that can go
24 into their trust fund, it can be used at canteen, it
25 goes to increased victim restitution payments etc. But
26 the most important thing is really it increases

1 motivation and incentive for them to participate in the
2 program. To be a part of the CALPIA program and to work
3 hard and to gain the skills that we offer and provide.
4 So again, with that, I'm happy to answer any questions
5 and just request approval for us to move forward with
6 this package and submit to OAL.

7 MEMBER QUANT: I have a question.

8 MR. DAVIDSON: Yes.

9 MEMBER QUANT: How did we determine that 15
10 cents was the right amount?

11 MR. DAVIDSON: Candidly, it was somewhat
12 arbitrary. And a couple of things that we looked at,
13 again, 5 cents was the last thing we did. 5 cents did
14 not seem - it seemed like we needed to do a little
15 better than that. 15 cents is the amount that seemed
16 right. One of the things that we considered is, do we do
17 it across the board? 15 cents an hour? Or do we do some
18 type of percentage? Or do we do it as 15%? When we
19 looked at 15%, for those making 35 cents an hour, that's
20 much less than 15 cents. That only applies to those
21 making a dollar an hour right? And so that's why we did
22 the across the board approach, so that those in the
23 lower ranges today benefit from a percentage-wise a
24 little better. But again, it was to try to stay close to
25 that one-million-dollar range which is what we thought
26 was the reasonable amount that we could absorb with our

1 current financial situation. And so, when I say somewhat
2 arbitrary, the number that we kind of...

3 MEMBER QUANT: Sure, I guess I was just asking
4 because I know there's been [indiscernible] in the past
5 about "we want a fair wage" and you know, whatever that
6 means to the person saying, is 15 cents going to address
7 that? Or are they talking about something else?

8 MR. DAVIDSON: So, will it address that?
9 Obviously not. But what it will do, and I again, I will
10 invite any of you to talk to any of the incarcerated
11 workers in our programs and ask them if 15 cents an hour
12 increase is something meaningful to them. And I will say
13 99.9% if not 100% will tell you "absolutely". And to me,
14 what is important is that it's meaningful and purposeful
15 to them. Without a doubt.

16 MEMBER AGHAKHANIAN: So, Mr. Davidson, and
17 correct me if I'm wrong, but it's [indiscernible]

18 MR. DAVIDSON: Say again?

19 MEMBER AGHAKHANIAN: Some other programs..
20 People always confuse us with Federal programs. I think
21 it'd be great if we, once we do this, also put up
22 something stating that [indiscernible] - the other
23 programs they don't pay at all, or they even pay less
24 than what we do... You know... [Indiscernible]

25 MR. DAVIDSON: Yeah, and what I don't ever
26 want, you know, as we talk about these wage increases -

1 and whether we are talking about a sustainable living
2 wage or the, you know, at the end of the day what we're
3 about as an organization, what CALPIA does, it's about
4 the job training aspect. And the job training component
5 and preparing them to get a job. For one, they have
6 purposeful and meaningful time while incarcerated, but
7 beyond that, they're preparing for when they get out.
8 And then that conversation of deliverable, meaningful
9 wage, I think it becomes a much more important
10 conversation. Are they prepared to earn that when they
11 get out? And that's what we're doing.

12 MEMBER AGHAKHANIAN: And they have voluntary
13 assignments.

14 MR. DAVIDSON: One hundred percent, yes.

15 MEMBER ZHENG: Yeah, I mean, I really
16 appreciate that, you know, 15 cent increase. I know all
17 the people that are, you know, in the industry
18 appreciate it. And I, as I mentioned in the previous
19 meeting, as we're having the discussion. It's definitely
20 something - a good step forward. The idea about having
21 minimum wage for the people who are, you know,
22 incarcerated doing this as they're doing job training
23 and then also doing labor. Is that... The ideal situation
24 is that we don't have a prison. A system where we
25 continue to incarcerate people that historically to be
26 disenfranchised, or you know the idea of hurt people

1 hurting other people. And so, but because giving them
2 what it is right now as PIA as CDCR - I think you know
3 the goal is to, you know, if we could have no prisons in
4 our society. Then, while we're having a prison system,
5 how are we going to continue to strive to do better... You
6 know as the industry is profiting off, you know,
7 obviously the labor. Whether they volunteer to be in the
8 position or that they've been, you know, coerced to be
9 in a position - that's not the matter here. The matter
10 here is that these people who are in a situation where
11 they have to take responsibility for their actions, and
12 society has to take responsibility for actions also at
13 the same time. And you know, we can move forward to the
14 space of thinking about, you know, how do we make sure
15 that people reenter society - that they're not going to
16 recidivate, right? To create a more personal public
17 safety for people. That's the end goal, right?

18 MR. DAVIDSON: Yes.

19 MEMBER ZHENG: And so, the end goal is to
20 create more incentives. You know, whether it's through
21 increments or whatever the public or the system is, you
22 know, has the stomach for, you know, we'll go with that
23 pace, right? But it would be so historical if we talk
24 about CALPIA being such a vital institution between CDCR
25 and the state of California, I think it would be
26 historical when we're able to reach that point that we

1 are offering minimum wage to the people who are really
2 like, doing the labor, right? Because everybody, you
3 know, I think the Secretary will attest to, everybody's
4 going to Norway and going to elsewhere to look at other
5 peoples' models and how they deal with their prisoners.
6 And how do they deal with the people who were impacted?
7 Why can they look at California, right? And come look at
8 our model and see what we can do to support the people
9 down who have inflicted harm, and have, you know,
10 important need to repair harm for themselves and for
11 society.

12 CHAIR MACOMBER: Any other Board comments?

13 [No response.]

14 CHAIR MACOMBER: Alright. Thank you. Would any
15 member of the public like to make a comment regarding
16 this item? As a reminder if any member of the public
17 would like to make a comment regarding this item, please
18 have a speaker request form filled out, and then come
19 forward and state your name and affiliation. For any
20 member of the public who is in virtual attendance,
21 please dial *9 to raise your hand to speak. Our meeting
22 organizer will place you in order and will call out your
23 name and or the last four digits of your phone number
24 when it is your time to speak. Please state your name
25 and affiliation so that we can make a note in our
26 records. Each speaker will be limited to two minutes for

1 public comment.

2 MS. BURTON: There is a hand raised right
3 there... Did you get it? Melinda, didn't you say Kyle was
4 on here?

5 BOARD SECRETARY MARION: He ended up declining
6 early on in the meeting.

7 MS. BURTON: We cannot unmute him on here. We
8 tried to unmute, but they have a hand raised.

9 CHAIR MACOMBER: Do we know the name?

10 MS. BURTON: So it's just a phone number - it's
11 (661)810-3415.

12 CHAIR MACOMBER: Alright, the individual 03415,
13 are you able to unmute to ask your question?

14 [No response.]

15 CHAIR MACOMBER: Okay, any comments from... okay.
16 Alright, seeing no comments or the ability to receive
17 the one comment, is there a motion to approve Action
18 Item A?

19 MEMBER AGHAKHANIAN: So moved.

20 MEMBER QUANT: I'll second.

21 CHAIR MACOMBER: Board Secretary, would you
22 please call roll?

23 BOARD SECRETARY MARION: Alright, Member
24 Aghakhanian?

25 MEMBER AGHAKHANIAN: Aye.

26 BOARD SECRETARY MARION: Member Davison?

1 MEMBER DAVISON: Aye.

2 BOARD SECRETARY MARION: Member Minnich?

3 MEMBER MINNICH: Aye.

4 BOARD SECRETARY MARION: Member Quant?

5 MEMBER QUANT: Aye.

6 BOARD SECRETARY MARION: Member Vaughn? Member
7 Troy Vaughn?

8 MEMBER VAUGHN: Aye. Can you hear me?

9 BOARD SECRETARY MARION: Yep! I can, thank you
10 so much.

11 BOARD SECRETARY MARION: Member Zheng?

12 MEMBER ZHENG: Aye.

13 BOARD SECRETARY MARION: Vice Chair, Singh? Mr.
14 Singh, could you raise your hand if... Oh yes? okay. And
15 Chair Macomber?

16 CHAIR MACOMBER: Aye.

17 BOARD SECRETARY MARION: Okay. The motion
18 passes 8 to 0.

19 CHAIR MACOMBER: Thank you. We will now move on
20 to our information items. Mr. Davidson? Information Item
21 A.

22 MR. DAVIDSON: I would like to invite up Debi,
23 our Assistant General Manager for Administration, to
24 present Information Item A about our Executive
25 Leadership Academy.

26 MS. KAMAKANI: Good morning, Chair, Board

1 members, members of the public, and my fellow colleagues
2 behind me. I'm here today to talk to you about our
3 Executive Leadership Academy (ELA). When I last spoke
4 with you all in October, we had been through two of our
5 sessions. I gave a brief update. And as we sit today,
6 we've actually completed the first cohort of the
7 Executive Academy. Many of you will know that in 2022,
8 we, the CALPIA Executive team, conducted an employee
9 engagement survey - we conduct ongoing throughout the
10 year Strategic Business Planning sessions. And a few
11 years ago, our surveys showed that staff were looking
12 for more information, training, career advancement,
13 preparation, and transparent communication. So, in
14 response, amongst other things, we created an Executive
15 Leadership Academy. The Academy was aimed at mid-level
16 management, upper-level management, that would be in our
17 succession planning for the Executive team. Applications
18 were voluntarily submitted from staff within all
19 divisions of the agency, and a cohort was established
20 with 16 participants. Participants were placed into work
21 groups for the term of the course with consideration for
22 their respective program areas. We did take a look at
23 what areas of the agency they were coming from, what
24 their work history was, and their experience, and we
25 tried to make as diverse of groups as possible with
26 respect to their experience and locations. The course

1 ran from August 1st of 2024 and concluded January 16th. It
2 was not only 48 hours of in-person instruction and
3 training directly from the Executive staff, it wasn't
4 taught by outside contractors or lower-level staff. And
5 each of those teams actually were provided with an
6 Executive mentor.

7 Before coming to class, participants were
8 challenged to draw on their personal experience within
9 the agency and come prepared to actually talk about what
10 they do in their daily life - the daily challenges they
11 experience and share those shared experiences amongst
12 each other. There were interactive class discussions and
13 homework. We actually asked them to go back and research
14 some of the ideas they came to class with. And they had
15 the opportunity, one of the most important and most
16 impactful moments in this class, was our participants
17 actually had an opportunity... We had one of our formerly
18 incarcerated individuals come and spend a couple of
19 hours with the class talking to them and actually
20 providing one-on-one feedback on how PIA's mission
21 directly impacted their success when they went home and
22 reentered the community. And that was one of the most
23 impactful pieces for the entire cohort, was having that
24 one-on-one time with someone that had put what they
25 learned at PIA to good use. Through the course and its
26 established curriculum and classroom activities, the

1 participants did identify some areas for additional
2 goals for PIA. And what was actually fascinating is the
3 groups, as the teams worked through the six-month course
4 and were brainstorming ways that they thought we could
5 strengthen the agency and actually continue moving the
6 mission forward because we've seen such success in the
7 last five years. What was very eye-opening to Bill and
8 Suzie and myself is, unbeknownst to this class, we had
9 been preparing the Strategic Business Plan with Suzie's
10 group. And the ideas they came up with in those first 2
11 sessions tied so closely to what the agency already
12 identified through these various sessions. It was very
13 rewarding to see that we're on the right track, and not
14 only are we as an agency on the right track, but our
15 future leaders, those that are right below and the
16 succession planning for the executive team - those folks
17 are thinking along the same ways, and they see the same
18 ways for the agency to become even stronger together.
19 Ultimately, the ideas shared, and the lessons learned in
20 that class did come out. They were presented to a panel
21 of Executive team members through issue papers, and many
22 of those ideas have been incorporated into our Strategic
23 Business Plan as additional action items to strengthen
24 what was already out there and communicated to the
25 agency. Our Executive team, of course, remains committed
26 to improvement. And we're actually excited to announce

1 that following the conclusion of the inaugural cohort,
2 it was such positive feedback received from participants
3 that we went out and solicited interest and candidates
4 for a second cohort - which has been filled even fuller
5 than the first. We have 17 candidates in this cohort
6 that is going to start in May. And we're excited to kind
7 of go forward and see where this goes from here. We did
8 add, through feedback from the first group of attendees,
9 kind of a private one-on-one session, to pick the
10 General Manager's brain. We're also going to be adding
11 hot topic items that are coming out of ERO and
12 supervision training. And then we're also adding in a
13 designated succession Strategic Business Planning
14 session just for the ELA cohort. So, they get their own
15 one-on-one session to plan for our future Strategic
16 Business Plans with. So with that, I don't know, Bill
17 and Suzie if you guys would like to add anything to
18 this?

19 MR. DAVIDSON: I would just add, it's been
20 exciting to see how this initial academy went. You know,
21 the 16 individuals who participated were fantastic. They
22 were very engaged. So, it was one of those... just very
23 engaged. And succession planning is something that's
24 incredibly important to us, and that we're focused on.
25 And I just think, from an Executive level, this was
26 fantastic for that. Something that we plan to expand, as

1 Debi mentioned, and grow on. I mean, we need it to be
2 not just the Executive level. Ultimately, succession
3 planning is at all levels of the organization. So, we'll
4 build on this to help address that as well. But just to
5 see the results and outcomes of this initial cohort is
6 fantastic. And for me, personally the way that I
7 function, you know, we can get a whole bunch of ideas
8 and a whole bunch of really good ideas, and I'm not one
9 who can function well trying to do a whole bunch of good
10 ideas all at one time. I mean, I can function if I have
11 like two or three key top things that I can say - "let's
12 get these done, and when we get these done, we can do
13 that". So, what we've done from this initial cohort is
14 that these are, you know, a couple of key areas. And
15 again, they do tie to the Strategic Business Plan. But I
16 think that there are some very, very actionable items
17 that have come from this. Again, thanks to each of the
18 participants who identified these things and articulated
19 the need and recommended some courses of action to
20 address it. We've done a great job of that, and look
21 forward to the, you know, over the next 12 months to
22 truly having some true outcomes and results that will
23 improve and strengthen us as an organization because of
24 it.

25 MS. CHANGUS: Just one thing to add, I think it
26 was really impressive to see how the divisions came

1 together. We mixed the groups up as well as we could to
2 make sure that there was some overlap across divisions.
3 And our divisions are very dependent upon each other in
4 order for us to be successful. But it was really nice,
5 because I frequently heard every time we came into the
6 classroom, that you know, "I didn't know Marketing did
7 this, I didn't know Operations did this, I didn't know
8 this was Administration's role" - so it was really nice
9 for them to kind of have a one-on-one peer type of
10 environment where they were learning from each other and
11 really getting, you know, vision into what the other
12 areas of the agency do to support the mission. So, it
13 was a very cohesive cohort by the end of it.

14 MS. KAMAKANI: One of our cohort teams, just to
15 give you an idea, the composition was someone from
16 Pelican Bay, someone from RJD - which is San Diego... So
17 you got Crescent City and San Diego, and then we also
18 had someone from Marketing in that group, and then
19 someone from On-Time Delivery - which is statewide.
20 Those four individuals wouldn't have much opportunity to
21 work so closely together for such a long period of time
22 in their respective positions. But the rapport that was
23 built in that class, and just the friendships, and
24 everything that was built, I think, will continue to
25 serve us for a long time. Another interesting
26 perspective that was given to the class is that there's

1 a lot of soft skill training in here. But we just did a
2 simple exercise. Rusty actually did the exercise, and it
3 was just simply trying to show how stretched areas can
4 get. The exercise was there were simple questions that
5 needed to be answered at the Executive level. Everyone
6 in the class needed to find the answer to their
7 questions that might have been position related, or
8 budget related, or whatever the question may be. But
9 everyone lined up at one or two individuals in the
10 classroom to get their questions answered. And those
11 individuals needed to answer them themselves. And so, it
12 was very eye-opening for them to realize how quickly
13 they can swarm a small or certain area of the
14 department, you know, with all of their questions and
15 their needs. And so just those simple exercises alone
16 were really eye-opening for the class. Any questions
17 from the Board?

18 MEMBER ZHENG: Was there any R&R or healing
19 that was incorporated into this...

20 MS. KAMAKANI: We actually did spend an entire
21 day focusing on work-life balance. The way to actually
22 delegate work without just shoving it off. But there's a
23 big chunk on work-life balance, and how important it is
24 the higher up in your career you go, or as you're taking
25 on more responsibilities, what the impact can actually
26 be on your physical being. We broke down seconds of the

1 day, and how we spend our days, and how we can better
2 invest the time to make sure that we're the strongest we
3 can be when we're at work serving the agency. So, there
4 were definitely pieces dedicated to self-care as well.

5 MEMBER ZHENG: Great. And then for next steps
6 for the cohort, for the first cohort, are there any
7 plans besides the matching, the Strategic Planning, the
8 business plans, any other plans for the cohort to
9 continue to, you know, stay engaged with maybe the
10 second cohort, the third cohort, or to also even
11 exchange opportunities for other institutions. Right?
12 So, it's not only PIA, but at the same time they get an
13 opportunity to, you know, interact with other
14 institutions too. Identifying how their career is, and
15 the path of their career.

16 MS. KAMAKANI: Yes. Without sharing,
17 oversharing, or showing our cards too much on what our
18 plan is - because there are second cohort members
19 listening. And I'm sure there will be an opportunity for
20 the first cohort folks to pop in and visit. There's
21 certainly an opportunity for those items from this class
22 that have been built into our Strategic Business
23 Planning for them to participate in work groups and
24 assist with some of those ideas. And then there's also
25 the piece that was built into the cohort of when you go
26 back. Your work doesn't stop here because you've now

1 been given some tools that you maybe weren't given when
2 you first promoted up, because we all have that happen
3 to us. We step up and realize that we don't know what we
4 don't know. And so, there's an expectation and ability
5 for them to now let what they've learned trickle down to
6 their staff and provide the skills and learning that
7 we've also provided them with. And then we are in the
8 planning stages of a similar cohort academy type for
9 mid-level employees. We're really taking a holistic
10 approach to preparing folks at every level. We just
11 happen to have this one start, and the next one is
12 already being planned.

13 CHAIR MACOMBER: Any other Board members have
14 any comments?

15 [No response.]

16 CHAIR MACOMBER: Thank you, Debi. We will now
17 move on to Information Item B. Mr. Davidson?

18 MR. DAVIDSON: Alright, let me invite up Rusty
19 Bechtold, our Assistant General Manager for Workforce
20 Development to present Information Item B, which is the
21 subcommittee update for the incarcerated person
22 employability - and before Rusty gets started, I just
23 want to take a moment... I don't know for sure what the
24 agenda for the June Board meeting will be yet, but I
25 suspect this may very well be Rusty's last presentation
26 at a Board meeting. Rusty is retiring at the end of

1 June, and so he has 27 plus years...

2 MR. BECHTOLD: 29...

3 [Laughter and indiscernible conversation]

4 MR. DAVIDSON: Rusty has been incredibly
5 dedicated to this organization and has done a fantastic
6 job every one of those 29 years he's been with us. And
7 so this is his last opportunity probably to share with
8 us, at least in this format, but this is his last time
9 to present.

10 MR. BECHTOLD: Thanks everyone. Red is not my
11 natural color, so if I turn... I've actually had 31 and a
12 half years of correctional experience. A year and a half
13 were with a Joint Venture at Avenal State Prison a long
14 time ago. And then PIA got their hands on me, and I've
15 been here ever since. So, thank you. Yeah, it's been
16 quite a ride. Thank you, Bill.

17 So, in regard to our subcommittee presentation
18 - good morning, thank you for the presentation, by now
19 you know who I am, Rusty Bechtold, the CALPIA Assistant
20 General Manager of Workforce Development. I'll be
21 presenting the summary of the recent meeting of our PIB
22 subcommittee on Incarcerated Individual Employability.
23 The information is in item B in your binder on the
24 summary, if you need to refer to that. The Incarcerated
25 Individual Employability subcommittee is comprised of
26 Prison Industry Board members, Dawn Davison, Kyle

1 Patterson, Eddy Zheng, and myself. The subcommittee was
2 created to provide feedback, guidance, expertise
3 regarding career training opportunities, external and
4 potential Joint Venture partnerships, resources services
5 and connections for individuals returning to their
6 communities, as well as track employment for previously
7 incarcerated individuals. And collaborate in efforts to
8 support the pre-release to employment pipeline. Our most
9 recent meeting was held on February 27th of 2025, and we
10 discussed some valuable updates regarding incarcerated
11 individual employability programs and initiatives. So
12 here I will give you a quick summary of what we
13 discussed.

14 The first topic discussed is the civil
15 service, or prison to employment hiring event otherwise
16 known as P2E. P2E is a statewide government initiative
17 intended to strengthen the connection between the state
18 workforce, the civil service positions, and the
19 correction system to improve the process by which the
20 formerly incarcerated individuals can reenter society
21 and the labor force through the civil service and state
22 jobs. The program's goal was to create an ongoing
23 partnership between CDCR and the state workforce system
24 to better aid in the success of these previously
25 incarcerated individuals. We had many, many government
26 agencies participate. And, by the way, in my career this

1 was the most government agencies I've ever seen work
2 together in one room at one time, and very proud to be a
3 part of it. We had GovOps, CDCR, CALPIA, Caltrans, CalHR
4 that oversaw CalCareers, DGS, and the California
5 Workforce Development Branch for California. The last
6 P2E hiring event was held at Sierra Conservation Center
7 in the fall of 2023. The P2E group decided not to hold
8 an event in 2024 based on many of the agencies having
9 conflicting priorities and their resources were working
10 on other things during that particular year. The group
11 has not met this year in 2025 to decide on any future
12 planning for another P2E event at this moment.

13 The next item discussed was the E2E, or Entry
14 to Employment network. E2E network is a direct outcome
15 of the P2E work that we just talked about. It was born
16 from the P2E initiative, and this partnership was
17 developed three years ago and then came to be the E2E.
18 The network operates through a business partner,
19 Security Software in combination with EDD's CalJOBS
20 platform. Again, another partner that we've included in
21 this process. CALPIA completed the pilot network of 13
22 CALPIA locations as of December 2024. E2E enrolled 230
23 incarcerated individuals into the initial pilot phase
24 before them being released. CALPIA documented several
25 success stories and received positive feedback during
26 this pilot. For those individuals returning back to the

1 private workforce. The E2E network launched full
2 implementation in January of this year of 2025, and is
3 now activated at 23 institutions as of March 2025. And
4 there are now over 240 enrolled and have gone through
5 this particular process since the pilot phase. The
6 remaining seven locations will be completed by June 3rd
7 of this year. The E2E network continues to receive
8 positive results and feedback from this game changing
9 job transition program. And I know it'll be further
10 updates as this program continues to roll out, so please
11 stay tuned.

12 An update on the employment transition
13 document sharing - CALPIA's IEP program, which is the
14 Industry Employment Program, offers electronic
15 employment transition documents to the II's
16 (incarcerated individuals) before being released. CALPIA
17 started this process in 2023 of these electronic
18 transitions to employment packages statewide to all CDCR
19 Division of Adult Probations... or DAPO regions, and then
20 be able to offer the PRCS, or probations, to county
21 locations beyond. I'm pleased to report that IEP now has
22 56 direct contacts out of the 58 PRCS locations. That
23 was a very heavy lift to try to find those people, and
24 it still is a heavy lift to keep in contact with those
25 county locations of who the new people are. Especially
26 Los Angeles county which can be a moving target at times

1 but we just want to make sure we stay connected. The
2 last Fiscal year of 23/24, the IEP department
3 transmitted over 560 individual electronic documents to
4 either DAPO or PRCS. I consider that a huge win, of
5 where we came from, of having zero just a couple of
6 years ago to now distributing 560 statewide to both of
7 those locations.

8 The committee was updated on the CALPIA
9 Workforce Development Coordinators, or what we like to
10 refer to as "WDC's". The WDC staff perform the important
11 role of filling incarcerated individuals' positions and
12 mentoring them on the Essential Skills for the Workforce
13 (ESW) which teaches our incarcerated individuals
14 professional and human skills of the job. The transition
15 employment services are preparing to release them
16 through the E2E network - that's the role our WDC's play
17 out there. CALPIA approved three additional WDC
18 positions in 2024, and now all of them are currently
19 filled with staff performing a very, very important
20 role. There is a total of nine full-time WDC positions
21 providing service to all institutions statewide, either
22 in person or remotely.

23 The committee was updated on the CALPIA Career
24 Technical Education programs as well. CALPIA shrunk the
25 size of the CTE programs over the last few years to
26 better align the needs to meet the times. Over the last

1 year, Workforce Development and CTE have seen renewed
2 interest and funding opportunities to activate these
3 certain CTE job training courses. And I want to remind
4 everyone that our CTE programs have the lowest overall
5 recidivism rate in any of our programs. The first one -
6 CALPIA plans to activate is an audio-visual program, or
7 AVP, with our partner, The Last Mile (TLM), located at
8 Lancaster State Prison (LAC). Second, we want to expand
9 the pre-apprenticeship construction ironworking program
10 through the Ironworkers Training Center with a new
11 partnership from the Caltrans Grant. They were just
12 awarded and want to partner with CALPIA to offer this
13 new training for ironworkers. Currently, we have one
14 ironworking program at Folsom, and we've never expanded.
15 So, with the help of Caltrans, we should be able to
16 expand this program to a new location. CALPIA continues
17 to work on a CTE Culinary program at CIW and we remain
18 in discussions with CDCR officials to find and complete
19 the operational funding piece of that potential program.
20 We have a pre-apprenticeship, and this last one, number
21 four, is one of my favorites because it's one of those
22 ones I've been working on for probably over eight years...
23 And that is the pre-apprenticeship of the Pile Drivers
24 of Southern California Carpenters, division of Southwest
25 Carpenters Training fund. And that will be the new
26 sponsor of our Marine Technology Training Center dive

1 program at CIM. Our graduates from the program will have
2 increased access to new training curriculum and higher
3 access to union jobs and careers, while our dive
4 instructors will become official SWTF Piledriver Union
5 instructors. MTTC training programs will now match all
6 of our apprenticeship construction CTE Union
7 instructions and with unmatched job opportunities.

8 The subcommittee was updated on the first of
9 its kind JVP opportunity at the San Quentin
10 Rehabilitation Center Café and store project. CDCR is
11 currently constructing new education and training
12 buildings at SQRC that aligns with the California
13 Department of Correction's California Model. The new
14 SQRC building space is going to include something new
15 that has never been done before. The new space will
16 include a café/store that will offer coffee shop
17 beverages, food items, plus convenience store type of
18 items available. The CDCR California Model design is to
19 make this café store a place that brings both staff and
20 the incarcerated population together in the same space.
21 First of its kind, a separate purchase payment system is
22 going to be available for the II customers, so that they
23 can participate along with the staff at this location.
24 CDCR asked that the Joint Venture Program that CALPIA
25 runs on behalf of CDCR to be a part of this process, so
26 that the café store can be operated by a private

1 business, while at the same time employing and training
2 incarcerated individuals to run and operate the café
3 store in a real-world environment. The II's will be paid
4 industry-comparable wages, like all other Joint Venture
5 programs. Joint Venture staff located a strong private
6 business partner that is currently in operation in West
7 Sacramento. CDCR and JVP are working together to
8 complete the agreement and all steps necessary to bring
9 this one of a kind JVP to completion by its estimated
10 grand opening of March 2026.

11 The committee had discussed an update from our
12 CALPIA brochures for both incarcerated individuals and
13 our staff. The recommendation, the interesting part of
14 this brochure is that the recommendation came from a
15 CALPIA staff member that responded to our request at a
16 field all-staff meeting located in Central California at
17 CSP Corcoran. The staff informed us that II's were
18 repeatedly asking for additional CALPIA job training
19 information that can be shared at their Board of Parole
20 hearing. CALPIA provides many job training and
21 employment transition resources that the Board of Parole
22 were not aware of. And developing this Board of Parole
23 document, we discovered the need to help all the other
24 staff with CALPIA recruitment at all the other rest of
25 the institutions. CALPIA Executive staff agreed that
26 those requested items for staff were a great idea.

1 Workforce Development created both of these documents
2 and are now in the process of posting these resources
3 electronically for the field and Central Office to use
4 statewide.

5 The last topic to report on, that Bill covered
6 generically from CALPIA's perspective, and how it
7 affects Workforce Development is the federal grant that
8 CALPIA applied for. The grant funds the CALPIA mission
9 of improving incarcerated individuals' transition to
10 meaningful employment upon release, or things like the
11 E2E network. The Pathway Home 6 grant is a funding
12 opportunity announced by the U.S. Department of Labor.
13 It is under the Employment and Training Administration
14 or ETA to support the reentry of programs for
15 incarcerated individuals. This initiative aims to
16 provide work development services to eligible
17 incarcerated adults, both prior to the release from
18 state correctional facilities and post-release and the
19 transition back into their communities. By offering
20 continued support, the program seeks to eliminate gaps
21 between the incarceration and the workforce program
22 enrollment, ensuring participants are transitioned into
23 skill-based employment and reducing recidivism. Again,
24 the applicants, like ourselves, must partner with state
25 correctional facilities - which is fairly easy for us to
26 do since we're already in the facilities - to access

1 participants during their incarceration. The grants are
2 designed to serve geographic areas with limited reentry
3 services, ensuring that participants are prepared to
4 meet local labor market needs and employer-valued
5 skills. The awardees will also emphasize teaching
6 foundational skills such as job readiness,
7 employability, digital and financial literacy, and job
8 search strategies. That sounds just like what we're
9 doing in regard to E2E. So that's why we applied for
10 this grant because it made such a great fit between all
11 of the services that we're already providing. CALPIA
12 feels that we're a great fit and highly qualified
13 candidate for this grant and funding opportunity. The
14 scope of this grant fits our specific mission. We're
15 going to be rolling this out, I think Bill, if you
16 covered, at CIM, CIW, Folsom, and Solano are going to be
17 the four institutions where we're rolling out for that
18 funding of, what we mentioned earlier, \$996 thousand...

19 MR. DAVIDSON: 994.

20 MR. BECHTOLD: 994, we missed it by \$6,000... The
21 funds will go for expenses, both in the field and
22 Central Office that operates the E2E network and
23 everything that goes on inside of the Workforce
24 Development Coordinator jobs. CALPIA anticipates hearing
25 very soon on the results of our application, and for me
26 not soon enough regards to hopefully hearing this before

1 my last day would be great. In closing, the Incarcerated
2 Persons Employability Subcommittee continues to meet and
3 collaborate on ideas and feedback to help further PIA's
4 mission and help change the lives of incarcerated
5 individuals. That completes my presentation on this
6 information item, and if I could help answer any
7 questions about that presentation...

8 MEMBER MINNICH: Congratulations.

9 MEMBER VAUGHN: Congratulations, Rusty.

10 MEMBER MINNICH: For the San Quentin update,
11 with the coffee shop, is that in partnership also with
12 the BEP program? Is that going to require a waiver?

13 MR. BECHTOLD: BEP program... I am not familiar.

14 MEMBER MINNICH: The Department of Rehab, the
15 Business Enterprise Program. Their very active at San
16 Quentin.

17 MR. BECHTOLD: I know that part of the process
18 is they have to request the waiver to make that active
19 at that location.

20 MEMBER MINNICH: Oh, okay.

21 MR. BECHTOLD: Yeah. And I haven't heard the
22 results but...

23 CHAIR MACOMBER: Yeah, my understanding is that
24 there will be a waiver required and they're working
25 through how to do that. Some of the payment
26 opportunities and things like that.

1 MR. BECHTOLD: Yeah, I heard that there was,
2 but thanks Jeff, I didn't hear what the results were.
3 Any other questions?

4 MEMBER AGHAKHANIAN: I have a comment, which is
5 I just want to thank you for your service.

6 MR. BECHTOLD: Wow, thank you.

7 MEMBER AGHAKHANIAN: We're going to miss you.
8 But, hopefully you'll [indiscernible]...

9 [Laughter]

10 MEMBER AGHAKANIAN: If any of you have ever
11 worked with Rusty - there's certain people who just do
12 their job and there are certain people who have good
13 passion about what they do. You're one of those.

14 MR. BECHTOLD: Thank you. It didn't start that
15 way, but it's definitely, sometimes we're motivated by
16 different things at the beginning than we are at the
17 end.

18 MEMBER AGHAKHANIAN: Well, we're going to miss
19 you. But hopefully we'll see you. He's looking younger
20 already.

21 [Laughter]

22 CHAIR MACOMBER: Any other Board members?

23 [No response.]

24 MR. BECHTOLD: Thank you.

25 CHAIR MACOMBER: Thank you, Rusty. We will now
26 move on to Information Item C. Mr. Davidson?

1 MR. DAVIDSON: So here to present Information
2 Item C, our Legislative subcommittee update, is Michele
3 Kane, our Assistant General Manager for External Affairs
4 with I'm sure a lively presentation.

5 MS. KANE: Lively. Here we go. Alright, good
6 morning, Board members. I'm Michele Kane, Assistant
7 General Manager for External Affairs. Our Legislative
8 subcommittee, we have been quite active. I want to thank
9 Dr. Armond Aghakhanian, Kyle Patterson, and Felipe
10 Martin. We held a Capitol tour about two weeks ago, on
11 March 12th. This was an informational tour, as we met
12 with Senators, Assembly members, and staff. And we
13 shared with them what CALPIA is all about. We provided
14 our Report to the Legislature. We also provided our
15 recidivism report, which was from U.C. Irvine. They
16 heard our impressive success stories. They also heard
17 about our Entry to Employment program, which was very
18 important. And I want to share with you - I'm all about
19 pictures. So, Bill had a great idea - let's share some
20 pictures from that day. Here we go... Dun duh dun.

21 MEMBER AGHAKHANIAN: With the display everyone
22 looks tan - I thought it was my cream...

23 [Laughter]

24 MS. KANE: Okay from the top, there we go.

25 MEMBER AGHAKHANIAN: I feel like we all were
26 like sunburnt or something.

1 [Laughter]

2 MS. KANE: No... All good. We met with - no no
3 no, go back. We met mainly with members from Public
4 Safety committees, and there were a lot of new members
5 this year. This is Senator Jesse Arreguin. He is the
6 Chair of the Senate Public Safety Committee. He is new
7 to the Senate Public Safety Committee. So yes, and it
8 was very important that we met with them. So here we
9 have Armond, Kyle, along with Suzie Changus, our Chief
10 Assistant General Manager and Public Information
11 Officer, Stephanie Eres, and myself.

12 MEMBER DAVISON: What's his name again?

13 MS. KANE: Jesse Arreguin. A-R-R-E-G-U-I-N.
14 He's the Chair of Senate Public Safety Committee. Very
15 nice. And loved to hear about PIA. And all of these
16 members gave us a lot of time. You know, and they're
17 busy. But it was quite impressive when they sat with us,
18 they met with us, and usually you have maybe five or ten
19 minutes. Some of them, we were there for a long time.
20 And Armond knows everybody at the Capitol by the way.
21 Assemblymember, Mark Gonzalez. Let's go to the next.
22 There you go. He is also on Public Safety, and his staff
23 actually reached out to us and now he wants to visit
24 Folsom State Prison and wants to see our programs, which
25 is great. This is what happens when we meet with
26 legislators. Senator Laura Richardson, she's Chair of

1 the Budget Subcommittee number five. She also deals with
2 Public Safety. Next, we have Assemblymember Nick
3 Schultz. He is Chair of the Assembly Public Safety. So,
4 two new Chairs of Public Safety, so he was the
5 Assemblymember there. And he's your Assemblymember,
6 Armond. He's a great guy.

7 MEMBER AGHAKHANIAN: He's copying me, by the
8 way. Wearing a three-piece suit.

9 [Laughter]

10 MS. KANE: He says now he wears three-piece
11 suits because of Armond. He did, he did say that.

12 [Laughter]

13 MS. KANE: And last, and then we met with
14 Assemblymember John Harabedian, and he is also new. And
15 he is also on Public Safety. In total, I don't - we have
16 many more pictures, but we met with 12 legislative
17 offices all in one day. And we met with 10 Senators and
18 Assembly members. So, it's in one day.

19 MEMBER DAVISON: Wow.

20 MS. KANE: I know. We were a well-oiled
21 machine. Armond, do you have any comments?

22 MEMBER AGHAKHANIAN: That's not including all
23 of the people we stopped in the hallway. I think it's
24 wonderful, again, not surprised a lot of them are fresh
25 ones that don't know us or [indiscernible]. But "oh, you
26 guys are self-sufficient? Oh, that's great." And then,

1 they're very excited and want to do more work with us. I
2 think I'll recommend if it's okay with the Board, that
3 we do this at least once every three months. The reason
4 is because, you know, they go to breaks, they're very
5 busy because they are passing legislation. But for us to
6 keep them updated and give them tours and by the time -
7 I just think we have to do this at least every three
8 months. And since we don't have any of, we don't
9 [indiscernible] to all of the millions of viewers right
10 now watching us...

11 [Laughter]

12 MEMBER AGHAKHANIAN: We can do lobbying because
13 we can. And so, this is our way of doing it. So, I
14 would, if it's okay with the Board, try to look into
15 this every three months or something like that. I have
16 some new members that I talk to that want to get more
17 involved in the program. Especially now with all of
18 these budgetary concerns coming down the road, it's
19 refreshing to see programs, but not, it's not only good
20 for our currently incarcerated, it good for the
21 community, it's good for businesses, it's good for
22 California. I think that's kind of been our pitch, is
23 that it's good for everyone. So, thank you, Ms. Kane,
24 for doing these. You're wonderful. By the way, again I'm
25 sorry everyone, we were not on a Hawaiian trip before we
26 got there [points to the picture on the screen].

1 [Laughter]

2 MS. KANE: Yeah, definitely. More outreach is
3 also beneficial for CALPIA of course. And then we have
4 to work with the legislative schedule, because as you
5 know, they take those long breaks. So, what we're doing
6 and I'm seeing moving forward is we're also reaching out
7 to more of their field offices. And so, I would propose
8 that not only do we do the Capitol tour, but now mainly
9 where we do graduations - we're starting to reach out to
10 those field offices and going by their offices. They're
11 doing certifications, which is nice. Just at the last
12 graduation at Valley State Prison, we had Senator Anna
13 Caballero. She reached out, and she was able to provide
14 Senate certificates, which is great. So, I would also
15 encourage us to do that.

16 MEMBER AGHAKHANIAN: So, I just met with
17 [indiscernible]

18 MS. KANE: Give her my contact, I would love to
19 set that up. We also, now on to the graduations, we have
20 graduations to tell you about. We have a big one at CIM
21 on April 8th, that's in Chino. We have about 30
22 graduates, including 9 from our dive center, that will
23 be graduating. We have our Healthcare Facilities
24 Maintenance (HFM). We also have our commercial laundry
25 program. They will be graduating. I want to make note,
26 we have a gentleman, Phillip Davis, who contacted my

1 office. And he is coming. Mr. Davis graduated from our
2 Dive school in the 1970s. Yes, I know. That's what I was
3 like, 1970s, what? So he's one of the originals. And
4 he's had a very successful career diving. He also became
5 a huge crane operator. So, he could only dive for so
6 many years, and then he became a crane operator. He's
7 married, three children, five grandchildren, and said if
8 it wasn't for PIA and that training he received at the
9 Dive center - it changed his life. So, he's going to be
10 at that graduation, and he's so excited. And he's going
11 to be driving from the Bay Area down there with his
12 beautiful wife. So, I'm very excited. We also have
13 employers there. We have our new union partners. You
14 just heard from Rusty - what's the union again?

15 MR. BECHTOLD: Piledrivers Southwest
16 Carpenters.

17 MS. KANE: Them. Piledrivers Southwest
18 Carpenters. Their representatives will be there at that
19 graduation. So that'll be exciting. Our next graduation,
20 that is going to be Tuesday, May 6th, at RJ Donovan. We
21 are starting already to plan this graduation. We have
22 Tony Curtis. He went through our construction and our
23 HFM program. He's a successful businessman. He owns his
24 own Solar company. He's also a Pastor, a great speaker.
25 I encourage you guys to be there. His... It's just
26 amazing.

1 MEMBER AGHAKHANIAN: Is this the one that has
2 the Shoe factory?

3 MS. KANE: Yes, at RJ Donovan. We also have a
4 beautiful bakery down there too. So yeah, and so he'll
5 be speaking. So, with that, I hope to see you at some
6 graduations. I know a lot of members go, and I don't
7 want to say - but it is lifechanging. You get to see the
8 good work we do, and that's just what brings it all full
9 circle. So, I hope to see you there, and I also hope to
10 see you at the next Board meeting in June, and I also
11 hope to see Rusty then too. Alright, thank you.

12 MEMBER AGHAKHANIAN: [indiscernible] my
13 friends, one of my dear friends, he went through the
14 process of being certified... It's 5,000 minutes. And
15 that's just the start. The best paid job out of any of
16 the - companies charge a lot of money to train and
17 become certified. Thank you.

18 MS. KANE: Yes, graduates make six figures plus
19 when they get out. Just from that dive standpoint.

20 MEMBER AGHAKHANIAN: Any divers in here besides
21 me? [No response] Oh, alright. Well, you should start.

22 [Laughter]

23 MS. KANE: I think we found our new instructor...

24 [Laughter]

25 MEMBER QUANT: I scuba dived on my honeymoon,
26 and it stops there.

1 MR. DAVIDSON: I think you have to have an
2 orange spray tan to be...

3 [Laughter]

4 MS. KANE: Fair. Alright, that's my report.
5 Thank you, guys.

6 CHAIR MACOMBER: Thank you, Michele. Okay at
7 this time the Board will now recess for a closed
8 session. The Board will me in closed session to discuss
9 pending litigation pursuant to government code 11126
10 (e) (2) (B) (i). The host will place the Board members into
11 a breakout room where they will meet separately. To
12 ensure that all members have joined in on the breakout
13 room I will ask the Board Secretary to call roll once
14 again. Once the closed session is complete, the members
15 will join back into the regular meeting. If any member
16 of the public would like to comment on a closed session
17 item, please press *9 at this time.

18 CLOSED SESSION LASTS UNTIL 11:49 A.M.

19 CHAIR MACOMBER: Alright. This meeting is now
20 reconvened. For the record, the Board discussed pending
21 litigation in a closed session. We will now move on to
22 public comments. This portion of the meeting is reserved
23 for comments regarding items not on the agenda. Under
24 the Bagley-Keene act, the Board cannot act on items
25 raised during public comment but may respond briefly to
26 statements made or questions posed, or may request

1 clarification, or refer the item to staff. Would anyone
2 like to make a comment to address the Board? As a
3 reminder, if any member of the public would like to make
4 a comment regarding this item, please have a speaker
5 request form filled out, and then come forward and state
6 your name and affiliation. Any member of the public who
7 is in virtual attendance please either dial *9 if you're
8 calling in or enter your comment on the chat function
9 via the webinar. Our meeting organizer will place you in
10 order. We'll call out your name or the last four digits
11 of your phone number. When it is your time to speak,
12 state your name and affiliation so we can make note in
13 our records. Each speaker will be limited to two minutes
14 for public comment. Anybody? No comments here or online?

15 Alright, well this will conclude our PIA Board
16 meeting of March 25th, 2025. Is there a motion to adjourn
17 the meeting?

18 MEMBER QUANT: Moved.

19 MEMBER DAVISON: Second.

20 CHAIR MACOMBER: All in favor?

21 BOARD MEMBERS: Aye.

22 CHAIR MACOMBER: The motion carries, this
23 concludes our meeting, and we are adjourned at 11:52
24 a.m. Thanks everybody.

25

26