

1 CALIFORNIA PRISON INDUSTRY AUTHORITY

2 BOARD MEETING

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10 REPORTER'S TRANSCRIPT OF THE  
11 PRISON INDUSTRY BOARD MEETING

12  
13 TUESDAY, JUNE 22, 2021

14 10:00 A.M.

15 ZOOM/TELECONFERENCE MEETING

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

Kathleen Allison, Board Chair  
Darshan Singh, Vice-Chair

BOARD MEMBERS:

Dr. Armond Aghakhanian  
Dawn Davison  
Mack Jenkins  
Bob Jennings  
Curtis Kelly  
Felipe Martin  
Jennifer Osborn  
Troy Vaughn  
Kathleen Webb

ALSO PRESENT:

William Davidson, General Manager (A)  
Jessica Murray, Board Secretary  
Suzie Changus, Chief Informational Officer  
Randy Fisher, Assistant General Manager,  
Workforce Development Branch  
Michele Kane, Assistant General Manager,  
External Affairs

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1. **Call to Order** - Kathleen Allison, Chair
2. **Roll Call** - Jessica Murray, Board Secretary
3. **Chair and Board Comments** -  
Kathleen Allison, Chair
4. **General Manager Comments** - William Davidson,  
General Manager (A)
5. **Action Items**
  - A. Approval of CALPIA's Proposed Annual Plan  
for Fiscal Year 2021-22 - 21-0622-446-AI  
Presenter: William Davidson, Chief Financial Officer
  - B. Approval of CALPIA's Designation of Cash to Support  
Fiscal Year 2020-21 Annual Plan - 21-0622-447-AI  
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  - C. Prison Industry Board Bylaws - 21-0622-448-AI  
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7. **External Affairs Update** - Michele Kane, Assistant  
General Manager, External Affairs

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**8. Public Comment**

This portion of the meeting is reserved for comment on items not on the agenda. Under the Bagley-Keene Act, the Board cannot act on items raised during public comment but may respond briefly to statements made or questions posed; request clarification; or refer the item to staff.

**9. Adjournment - 11:48 a.m.** 76

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1 **PROCEEDINGS**

2 Tuesday, June 22, 2021, 10:03 a.m.

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4 CHAIR ALLISON: Good morning, everybody. I call this  
5 meeting to order of the Prison Industry Board at 10:03 a.m. in  
6 the morning.

7 Welcome Board Members and Attendees and thank you for  
8 being here today for Prison Industry Board Meeting. I would  
9 like to note, in light of the State's recommended social  
10 distancing measures, this Board Meeting is being conducted  
11 both in-person at CALPIA Showroom and teleconference pursuant  
12 to the provisions outlined in Executive Order 29-20.

13 If any member of the public on the line right now  
14 would like to comment, you will have a chance to comment after  
15 each item is presented by the Board, also, at the end of the  
16 meeting after the presentation of the Agenda Items. We will  
17 give out further instructions, how to raise your hands to let  
18 the meeting organizer know that you would like to speak. Each  
19 speaker will be limited to two minutes for public comment. We  
20 would request that everybody announce your full name and  
21 affiliation, if necessary, before speaking so there is no  
22 confusion.

23 I would also like to welcome our newest Board Member,  
24 Jennifer Osborn. Ms. Osborn was appointed as Chief Deputy  
25 Director with the Department of General Services by Governor

1 Gavin Newsom on December 24th, 2020. Ms. Osborn's extensive  
2 experience in State government policy leadership includes her  
3 most recent role as Director of the Division of Administrative  
4 Services for CDCR from 2018 through 2020. I miss Jennifer  
5 every day. So excited for her. In addition, from 2013 to  
6 2018, she was the Deputy Secretary of Fiscal Policy and  
7 Administration at the Government Operations Agency. And prior  
8 to that, she served as Deputy Secretary of Fiscal Operations  
9 at the State and Consumer Services Agency from 2012 to 2013.  
10 She also served as the Principal Budget Analyst at the  
11 Department of Finance from 1998 through 2011.

12 Ms. Osborn received her Master's degree in Public  
13 Administration from University of Nevada, Reno and an  
14 undergraduate in Journalism and Political Science from Cal  
15 State University, Chico. Please welcome Jennifer Osborn.

16 So I really appreciate you being here, Jennifer, with  
17 your expertise, and you're definitely a familiar person not  
18 only to prison industry, but also state government. I will  
19 say that when she worked for us, she was able to translate the  
20 language that our external stakeholders and other agency  
21 partners spoke so we could all understand it, and definitely a  
22 valuable resource. We appreciate your guidance to keep us on  
23 track to do the right thing here at Prison Industries, and so  
24 I'm really excited to ...

25 So at this point in time we will begin by asking the

1 Secretary to call roll.

2 BOARD SECRETARY MURRAY: Sure. Chair Allison?

3 CHAIR ALLISON: Here.

4 BOARD SECRETARY MURRAY: Vice-Chair Singh?

5 VICE-CHAIR SINGH: Here.

6 BOARD SECRETARY MURRAY: Thank you. Member

7 Aghakhanian?

8 BOARD MEMBER AGHAKHANIAN: Present.

9 BOARD SECRETARY MURRAY: Member Davison?

10 BOARD MEMBER DAVISON: Here.

11 BOARD SECRETARY MURRAY: Member Jenkins? Do not see

12 him on the line.

13 Member Jennings?

14 BOARD MEMBER JENNINGS: Here.

15 BOARD SECRETARY MURRAY: Member Kelly?

16 BOARD MEMBER KELLY: Here.

17 BOARD SECRETARY MURRAY: Member Martin?

18 BOARD MEMBER MARTIN: Here.

19 BOARD SECRETARY MURRAY: Member Osborn?

20 BOARD MEMBER OSBORN: Here.

21 BOARD SECRETARY MURRAY: Member Vaughn?

22 And Member Webb?

23 BOARD MEMBER WEBB: Here.

24 BOARD SECRETARY MURRAY: It looks like Mr. Jenkins

25 just joined us. We were just taking the roll.

1 BOARD MEMBER JENKINS: Okay, thank you.

2 BOARD SECRETARY MURRAY: I'm sorry. Let the record  
3 show we have a quorum of ten members.

4 CHAIR ALLISON: Well, again, I just want to say that I  
5 definitely look forward to 2021 and what's to come. CDCR, as  
6 well as CALPIA, we have finally turned the corner in Covid and  
7 been great partners through this process. We're monitoring  
8 very few cases. We have over 70 percent of our population  
9 vaccinated and over 50 percent of our staff vaccinated, so we  
10 are doing exceptionally well in that process.

11 So I look forward to, of course, the budget will be  
12 announced very shortly. There's a lot of initiatives in the  
13 budget that I think will assist CALPIA's operations as well as  
14 the agency as a whole. I'm very excited about that --

15 (Cell phone ringing)

16 Anyway, I'll keep my comments relatively short and  
17 then open it up to the floor for anybody else who would like  
18 to have any comments. Any Board Members who would like to  
19 share any opening comments today?

20 BOARD MEMBER DAVISON: Nice to be back.

21 CHAIR ALLISON: Our first hybrid, yes. I will say  
22 that we've made some decisions to go to a hybrid approach for  
23 telework, so a percentage of the staff in the office and a  
24 percentage of staff working from home. And I realize our  
25 institutional staff cannot do that, but, hopefully, as we go



1 forward, we're going to be able to have outcome measures and  
2 other things to continue this process. Bill, is there  
3 anything you want to say?

4 GENERAL MANAGER DAVIDSON: First of all, good morning,  
5 Chair Allison and Board Members. I echo that, certainly. It  
6 is great to start to be able to be together in person again.  
7 So thank you for those here and, also, thank you to those  
8 joining virtually. It's just nice to be together and nice to  
9 see, you know, factories back open and functioning and our  
10 incarcerated workers with all that's happened with the work  
11 going forward. It's just great to be moving firmly in this  
12 direction.

13 I also want to just welcome Jennifer, Ms. Osborn, to  
14 the Board. She and I had an opportunity in the past to work  
15 together when she worked at Government Operations Agency. I  
16 was in the same role with the Transportation Agency. We  
17 worked together on a few different things, so I know  
18 Jennifer's commitment. I know how she operates and just look  
19 forward to working with her. I know the talent and expertise  
20 that she brings to the Board, so I look forward to drawing on  
21 that as well to help the system support. So welcome. Good to  
22 have you aboard.

23 I also want to just take a moment and do another  
24 introduction. As you know, Randy Fisher several months back  
25 was appointed as the Assistant General Manager in Operations

1 and over that period of times he has been doing kind of dual  
2 roles; he's been covering that responsibility as far as the  
3 Workforce Development Branch. We finally got to the point  
4 where we were able to fill the role for the Workforce  
5 Development Branch Chief. For those who have been with the  
6 Board for a little while, this is a familiar face and a  
7 familiar name. So we're fortunate to be able to announce  
8 Rusty Bechtold as our Workforce Development Branch Chief.  
9 Rusty, raise your hand.

10 (Clapping)

11 For those of you who don't, just a little bit of  
12 background for Rusty. He's been with PIA for 25 years. He  
13 started out -- I hear him oftentimes say, "I'm just a pig  
14 farmer from the Central Valley."

15  
16 CHAIR ALLISON: I knew him back then. (Laughter)

17 GENERAL MANAGER DAVIDSON: I got a witness. I think  
18 Rusty is a little more than -- nothing against pig farmers  
19 from the Central Valley, but a little beyond that.

20 Rusty started -- he did start down in Avenal. He's  
21 also got experience working at SATF, he's worked at Mule  
22 Creek, he's worked at SCC, at DVI. He's worked -- so a lot of  
23 experience out in the field. He's also spent some time  
24 working at Central Office. He has worked in Workforce  
25 Development previously. He also worked as a branch manager

1 for a few years, at their Central Office. And then most  
2 recently, he's been the Administrator out at Mule Creek State  
3 Prison for the past two years or so. So Rusty is a very  
4 well-rounded, very experienced, knows and understands CALPIA,  
5 but what I've observed in Rusty is his passion, his teaching,  
6 his training, and I think he's going to be, as he was before,  
7 fantastic in this role. So we look forward to Rusty taking on  
8 this responsibility and continuing to move the Workforce  
9 Development Branch forward. I just want to welcome and  
10 recognize and introduce Rusty into this new role and capacity.

11 Also, I just wanted to say it's been great to see --  
12 I've had the opportunity over the last few months to go out  
13 and visit some of the institutions. I've been to 13 different  
14 institutions over the past two months, and visiting with  
15 staff, visiting with incarcerated individuals in the  
16 institutions. And I can tell you, morale is good. Despite  
17 what we've been through in the past 16 months now, morale is  
18 good out there. Staff are excited. Workers are excited to  
19 begin resuming some sense of normalcy, and it's exciting and  
20 invigorating to be out and to see this happening. So I'm  
21 going to continue to get out, visit the institutions, you  
22 know, and just do what we can to support this again progress  
23 towards normalcy, and look forward to doing that.

24 The last thing I just wanted to -- give a brief report  
25 on. I talked to several of you about this over the last

1 couple of weeks, but I'm working on putting together an  
2 internal work group. I just want to be -- to ensure that our  
3 employees have everything that they need to ensure that  
4 they're successful in the workplace, that they -- you know,  
5 working inside the prison environment is unlike anything else  
6 that people can work you, and there are risks and challenges,  
7 obviously, associated with that. And so, I'm working with  
8 putting together a group, a team of folks within CALPIA as  
9 well as support from CDCR, from Internal Affairs. We're going  
10 to have the warden as part of this core group. Just to help  
11 put together some strategies in ways that we can ensure that  
12 new folks coming in as well as our existing folks working out  
13 in the institutions just know and understand some of the  
14 pitfalls that they could step into and some of the challenges  
15 associated with that, just so that we can try to mitigate and,  
16 again, ensure that they have the tools that they need to be  
17 successful working in that environment. So that is something  
18 that I'm pretty excited about and looking forward to doing as  
19 we go forward.

20           Aside from that, I know we have a pretty solid agenda  
21 today, so I'll save time for the other items on the Agenda.  
22 Those are some of the updates and things I wanted to give  
23 before we jump into the Agenda Items.

24           CHAIR ALLISON: Thank you, Mr. Davidson. I will say,  
25 I do appreciate this proactive approach. Relatively sensitive

1 concerns, but we do have to protect our new staff that,  
2 unfortunately, sometimes are privy to -- we'll call it games  
3 that the population plays. So I do appreciate that, for  
4 taking care of this staff, which is the number one priority.

5 Okay, Mr. Davidson, can you please present your item  
6 please.

7 GENERAL MANAGER DAVIDSON: Thank you. So Action Item  
8 A is the presentation of our Fiscal Year 2021-22 Annual Plan,  
9 our budget. And I will apologize a little bit at the  
10 beginning of this presentation. I know sometimes when -- it's  
11 difficult to present the budget without talking a bunch of  
12 numbers. I know sometimes you start talking numbers, for some  
13 people, that gets to be a little mundane and boring. I'm  
14 going to do my best not to have it be mundane and boring, but  
15 please bear with me. (Laughter)

16 I'm just going to start with just, again, a high-level  
17 overview of the proposed budget, and I'll speak a little more  
18 in detail on some of the specific areas. We have total  
19 projected revenues of \$248.2 million. We have total proposed  
20 Cost Of Goods Sold of just over \$190 million, which will give  
21 us a Gross Profit of \$57.7 million.

22 Going from there, we have Selling and Administrative  
23 Costs of \$36 million. Our Offender Development Program, which  
24 is net of reimbursements, of \$2.2 million. Distribution and  
25 Transportation costs of \$15 million. And then, again, we are

1 putting in a kind of one-line item on Retirement and Vacation  
2 Payouts of \$1.3 million, which leaves us with a net operating  
3 income of about \$3.3 million.

4 Speaking in a little more detail on some of the  
5 revenues; so, again, \$248.2 million is our projected revenue  
6 for this coming year. This is slightly higher, about a little  
7 over \$6 million higher than what we planned for the current  
8 fiscal year. While we do expect lingering effects of the  
9 pandemic to have some negative impact on a few of our  
10 enterprises, really, one of biggest factors affecting revenues  
11 for this coming year is -- and I'm not pointing fingers at  
12 CDCR; I'm not saying this in a negative way, but we have a  
13 reduction of about \$12 million from CDCR in their projected  
14 orders.

15 It's a really good thing that CDCR is doing. Each  
16 year they submit to us in late winter/early spring what is  
17 called the "solicitation of needs"; this is kind of their  
18 forecast of what they're going to need for the coming year.  
19 CDCR has recognized that out at their institutions, they have  
20 a lot of items and a lot of inventory that is there and has  
21 been sitting there for a little while. So rather than just  
22 going through the normal order process of just order what we  
23 need, they're taking an effort to go out and identify what's  
24 already out there, and if they already have it out there, to  
25 use that, clear out the inventory that is out there. Again,

1 that is a good thing. I think that's what ought to be done.  
2 So it may be a one-time blip to us, but it is how to reduce  
3 their solicitation of needs by about \$12 million.

4 Specifically, that affects the Fabric enterprise. And  
5 actually our Fabric revenue is about \$9 million less than it  
6 is for the current year. Shoes is down by about \$3 million.  
7 Mattresses by about \$1.3 million. Cleaning Products is about  
8 a little over a million-dollar decline, and then Knitting is  
9 about \$500,000 down.

10 So, again, it is driven a little bit by population  
11 reduction, but it's more so, again, by CDCR's efforts through  
12 the solicitation of needs process to just kind of clear out  
13 some of the stuff that they already have in-house. We'll  
14 continue, obviously, to monitor that closely, because later in  
15 the fiscal year they'll come back with an update to that  
16 forecast and adjust, if needed. But I think this is a very  
17 conservative approach and probably, from a revenue  
18 perspective, what I will call, perhaps, a worst-case scenario.  
19 So I think it's better that we project and plan at that level,  
20 and as we come out at Mid-Year and review the revenue, we can  
21 make adjustments at that point.

22 BOARD MEMBER DAVISON: Bill, was that based on  
23 inventory that is taken? Kathy, do you know?

24 CHAIR ALLISON: It's my understanding it's based on  
25 interpret -- it's also based on population, about 97,000,

1 which is 24,000 less than what we were last year, last March,  
2 prior to the pandemic. And we have about 45,000 just waiting.  
3 And, of course, one of the biggest changes that had made on  
4 May 1st was some credit and changes which I talked about last  
5 meeting.

6 So Prop 57 made the Department Authority for credit,  
7 and so, we made significant changes several years ago in Prop  
8 57. Subsequent changes, we went from -- violent offenders  
9 going from 20 percent to 33 and a third. So that will have  
10 out here some decrease in population -- it's not -- that is  
11 probably one of the biggest changes that we've made. And  
12 we're starting to see evidence between Prop 57 changes that we  
13 made several years ago, coupled with early releases that we  
14 did in -- due to the pandemic, we did six months early release  
15 for very specific classifications, nonviolent, non-domestic  
16 violence, non-sex, very specific. And so, that's really  
17 reduced our pop. So that, coupled with staff doing a ton  
18 during, you know, slow months, because things were pretty much  
19 modified program across the state due to Covid. If you put  
20 warehouses, they can do more assessments for what they  
21 actually have, so ...

22 GENERAL MANAGER DAVIDSON: On the population piece,  
23 there's one thing that I would add to that. Outside of the  
24 solicitation into the SOMS items -- this would be more like  
25 food items and that -- CDCR's estimate is about 106,000 for



1 the population for this coming fiscal year. For those  
2 non-SOMS items, again, primarily the food, medium projection  
3 is 100,000, a little bit conservative, lower, just not to  
4 over-estimate. So, again, I think we've got a little -- I  
5 don't want to say "pushing," but, you know, flexibility there  
6 in the beginning. Mid-Year we can revisit that and hopefully  
7 bump up that just a little bit there.

8 On the positive side, there are several enterprises  
9 where we're projecting revenue increase. For example,  
10 Optical, we're projecting about \$5 million more than what  
11 we've estimated for this current fiscal year, and that's  
12 primarily based on the continued roll out of the adult  
13 restoration and adult Medi-Cal benefit. The projection we  
14 have is about a million and three-quarters a month. That's  
15 actually right about what we've been averaging the past few  
16 months here. So I think the five million dollar increase is a  
17 very reasonable estimate there.

18 License Plate Revenue, we projected to increase also  
19 by about five million dollars from what we have in the current  
20 year budget. Again, that's primarily due to increased demand  
21 and capacity for us to produce the plates.

22 HFM Revenue we projected to go up by about \$4 million.  
23 This is primarily due to -- because HFM is reimbursed for  
24 payment from healthcare services, correctional healthcare  
25 services to us, so it's really a reimbursement, but the

1 increase in the salaries is really what's driving that, with  
2 the elimination of the two PLP days and the almost a little  
3 over four-and-a-half percent salary increase for SEIU  
4 employees. That's really what's driving that increase, which,  
5 again, results in revenue for us.

6 Food and Beverage, we also estimate about a four-  
7 million-dollar increase there due to the conclusion of the  
8 cheese box lunches in the CDCR menu. And in Production, we  
9 also are projecting increase based on about 1.3 million with  
10 the inclusion of the frozen meat added for the full year.  
11 Again, cumulatively we project revenue of about \$248.2 million  
12 for the year.

13 On the Costs of Goods Sold side, again, total  
14 expenditure of about \$190.5 million. Again, the biggest  
15 factor affecting this compared to current fiscal year is the  
16 elimination of those two PLP days for all employees; that's  
17 9.23 percent in salary that is coming back that it would have  
18 to pay for. And then, on top of that, the increase for SEIU  
19 employees is a little over four-and-a-half percent increases  
20 for the IUOE employees for a little over five percent salary  
21 increase.

22 Those are really the biggest factors driving the  
23 increase in the Costs Of Goods Sold. We, also, obviously see  
24 increasing fuel costs, increasing materials, supply costs.  
25 Those are factors on the inventory side as well.

1           The closure of the Dairy and DVI and the elimination  
2 of the Herd, Dairy Herd at Corcoran, those things are actually  
3 cost-savings measures, so those are helping to offset a little  
4 bit of those cost increases.

5           As well as when we first started to face this pandemic  
6 a little over a year ago, we took some significant -- just  
7 looking at what we call our Facilities and Operating -- really  
8 our Operating Expenses, we made some significant reductions.  
9 Some out in the field, but quite a bit in the Central Office.  
10 We're finding that a number of those reductions, while some of  
11 them have to be restored, but a number of them are reductions  
12 that we can continue to make permanent reductions, and so  
13 we've been able to do that, and so those things -- you know,  
14 cumulatively, we're able to again keep our Cost Of Goods Sold  
15 about 190 and a half million dollars.

16           Selling and Administrative Costs, which is primarily  
17 our Central Office, we're projecting about \$36 million in  
18 expenditures there. So, again, all of that cumulatively will  
19 leave us with gross or net profit of just over \$3 million for  
20 the year.

21           I know we've talked in the past about what is the  
22 appropriate balance for our net profit, and \$3.1 million is  
23 really about 1.2 percent of our revenue profit. Perhaps a  
24 little bit lower than what we would normally target, but all  
25 things considered, trying to make more cuts really gets into

1 the operations and into -- we just didn't want to do that. So  
2 we thought the three-million-dollar net profit is a prudent,  
3 reasonable place to land considering where we are right now.  
4 Again, I think that's a very conservative number. As we get  
5 through toward Mid-Year Revise, we'll be able to adjust that.  
6 I don't believe it will adjust down there, being honest.

7 On the Incarcerated Individual Work Assignments, we  
8 have a budget of about -- well not about, 6,974 incarcerated  
9 individuals work assignments for the coming year. For the  
10 vast majority of our enterprises that's the same number that  
11 we currently have; that's no reduction there. The one  
12 exception to that would be the Dairy enterprise. Obviously,  
13 with DVI closing and with the elimination of the Herd at  
14 Corcoran, that's a reduction of about 104 work assignments in  
15 the Dairy enterprise.

16 And then some other -- we have an increase of ten work  
17 assignments in the Crops enterprise, and that's because we're  
18 going to continue to do Crops and sell in the outside markets,  
19 so we need additional workers to help with that.

20 And then we're adding 24 work assignments at Folsom  
21 Coding Program; it's a program we're going to be rolling out  
22 24 work assignments, new work assignments there.

23 So, again 6,974 is our planned Incarcerated Individual  
24 work assignments for the coming year.

25 BOARD MEMBER DAVISON: Is that for men?

1           GENERAL MANAGER DAVIDSON: That's for men and women.

2           BOARD MEMBER DAVISON: Are there still women at  
3 Folsom?

4           GENERAL MANAGER DAVIDSON: There are, yes. I can get  
5 you the number for the Folsom women's -- I can actually have  
6 Jeff break it down.

7           BOARD MEMBER DAVISON: I didn't know if there were  
8 still.

9           GENERAL MANAGER DAVIDSON: Yeah, no, there are still.

10          So that's general overview of the Proposed Annual Plan  
11 Budget for the coming Fiscal Year. I'm happy to answer any  
12 questions you may, have and we appreciate the support and  
13 approval of our Annual Plan.

14          CHAIR ALLISON: Do we have any comments from the Board  
15 Members regarding Action Item A?

16          BOARD MEMBER WEBB: This is Kathleen. Just a quick  
17 question on modular furniture. Are you seeing an increased  
18 demand for modular furniture construction, especially as the  
19 State reexamines its work spaces and looks at maybe hoteling?

20          GENERAL MANAGER DAVIDSON: We have not seen an  
21 increase in demand yet. We anticipate or expect that there  
22 may be, as offices kind of reconfigure to adjust for the  
23 telework, the shift in telework. We anticipate there may be,  
24 but we have not seen that yet.

25          BOARD MEMBER WEBB: I think Member Osborn might have

1 some thoughts on that. But I think from a forecasting  
2 standpoint and ensuring you have enough folks that can help  
3 with the production of the modular furniture, that might be, I  
4 think in the next 12 months, a growing opportunity.

5 BOARD MEMBER OSBORN: I think it's definitely one of  
6 the things that has been tasked to -- the government is, too,  
7 look at it, reduce office space. And part of that is having  
8 departments to come up with a telework plan, figure out how  
9 many people are going to be at home, how many people are going  
10 to be stuck at the office and whether that arises from  
11 furniture, purchasing some of the base systems, some places  
12 are just talking about more of us cleaning and sharing  
13 cubicles. But certainly once the department has a handle on  
14 what we're going to do, certainly to make the request to  
15 reduce office space that's probably where that will come into  
16 play.

17 GENERAL MANAGER DAVIDSON: Definitely that is  
18 something that is on our radar and we're monitoring closely.  
19 We know it's going to have some effect one way or the other.

20 BOARD MEMBER WEBB: I would offer, just be ready for  
21 DMV.

22 (Laughter)

23 GENERAL MANAGER DAVIDSON: Good to hear.

24 BOARD MEMBER KELLY: Board Member Kelly has a  
25 question. At one time we were collecting modular furniture

1 from State buildings that we didn't need, cleaning and  
2 refurbishing and stockpiling it. Do we still do that or is  
3 that something we stopped doing?

4 GENERAL MANAGER DAVIDSON: I'm sorry, collect  
5 furniture -- used furniture from other --

6 BOARD MEMBER KELLY: No, we collect furniture from  
7 State buildings and refurbish the modular furniture. I don't  
8 know if we're doing that.

9 GENERAL MANAGER DAVIDSON: That's not anything we're  
10 currently doing, no.

11 BOARD MEMBER KELLY: Thank you.

12 BOARD MEMBER MARTIN: Is it something that would be  
13 considered? This is Martin.

14 GENERAL MANAGER DAVIDSON: Yes. If there's an  
15 opportunity there, we can certainly look into that. I think  
16 we can work with Ms. Osborn on doing that.

17 BOARD SECRETARY MURRAY: Mr. Jenkins, do you have a  
18 question?

19 BOARD MEMBER JENKINS: I do. I was hoping that you  
20 noticed I learned how to use my "raised hand."

21 (Laughter)

22 BOARD MEMBER JENKINS: I appreciate the figures on the  
23 assignments. And I see that we're projecting -- what did you  
24 say, Bill -- 6,993 or 94 assignments?

25 GENERAL MANAGER DAVIDSON: 6,974, yes.

1           BOARD MEMBER JENKINS: I'm curious if you anticipate  
2 any change in factors associated with filling those  
3 assignments?

4           GENERAL MANAGER DAVIDSON: So I will tell you, the  
5 6,974, it's going to take us some time to get up to that  
6 number. That is kind of the post-Covid number. But there are  
7 still, obviously, social-distancing restrictions and, you  
8 know, other restrictions. So, again, that's a number we're  
9 going to work up toward. I don't know that we will get there  
10 in the coming year, but, again, we didn't want to reduce or  
11 eliminate those opportunities. We wanted to keep them there.  
12 But, yeah, that's the targeted. We're away from still, but  
13 we will work to get there.

14           BOARD MEMBER JENKINS: I strongly support keeping the  
15 figure there, I was just mulling in my head the different  
16 things that would influence our ability to fill as many as we  
17 could. So it's not that I have an answer just yet, but I  
18 think it's something to certainly be paying attention to.

19           BOARD SECRETARY MURRAY: Bill, I just want to let the  
20 record show that Mr. Vaughn has joined us. We have a quorum  
21 of 11.

22           GENERAL MANAGER DAVIDSON: Welcome Mr. Vaughn.

23           BOARD MEMBER VAUGHN: Thank you. My pleasure.

24           CHAIR ALLISON: Any other comments?

25           GENERAL MANAGER DAVIDSON: If I could just add to,



1 when I met with Ms. Davison last week we talked about the  
2 opportunity that may be out there. We are looking more into  
3 this. But just on the construction services with the tiny  
4 homes, she shared with me some information about the City of  
5 Sacramento and their interest in tiny homes. So we're  
6 reaching out to them and trying to see if there is an  
7 opportunity for us there, so...

8 CHAIR ALLISON: If any member of the public would like  
9 to make a comment regarding this item, please either dial star  
10 six, if you're calling in, or enter your comment into the Chat  
11 function via the webinar. Our meeting organizer will place  
12 you in order and call out your name and the last four digits  
13 of your phone number. When it is your time to speak, please  
14 state your name and affiliation so we can make a note for our  
15 records. Is there anybody --

16 BOARD MEMBER AGHAKHANIAN: I'm just curious, per  
17 Robert's Rules of Order, shouldn't public comments go first  
18 before we have discussions on Action Item? That's usually the  
19 way you do it; you have public comments, then you close it,  
20 then you have discussion on the item. For future records, can  
21 we follow Robert's Rules of Order, please? We should not have  
22 a discussion then have public comments on an action item; that  
23 is going backwards.

24 (Background chatter)

25 Public comments go first on an Action Item, if it's

1 open, then we close the public comments and then we have a  
2 discussion about an item regarding it -- just for future  
3 records. Thank you.

4 GENERAL MANAGER DAVIDSON: I'm not an expert on the  
5 Robert's Rules of Order.

6 BOARD MEMBER VAUGHN: That's correct. He's correct.

7 GENERAL MANAGER DAVIDSON: So the public comment --

8 BOARD MEMBER VAUGHN: Public comments come before an  
9 Action Item that is open, and then we will -- we can have  
10 discussion after it. But the public should comment on it  
11 prior to the discussion.

12 BOARD MEMBER AGHAKHANIAN: We should open public  
13 comments, close it, and then --

14 BOARD MEMBER VAUGHN: Then move forward, that's  
15 correct.

16 CHAIR ALLISON: We can make that amended change for  
17 the future items. I will try and remember the remainder of  
18 today's agenda. Thank you. So do we have any comments?

19 BOARD SECRETARY MURRAY: No.

20 CHAIR ALLISON: Is there a motion to approve Action  
21 Item A?

22 BOARD MEMBER JENNINGS: So moved.

23 BOARD MEMBER VAUGHN: Second.

24 BOARD SECRETARY MURRAY: Mr. Jennings or --

25 CHAIR ALLISON: Mr. Jennings, and seconded by

1 Mr. Vaughn.

2 BOARD MEMBER VAUGHN: Yes.

3 CHAIR ALLISON: Thank you.

4 Board Secretary, please call roll.

5 BOARD SECRETARY MURRAY: Member Aghakhanian?

6 BOARD MEMBER AGHAKHANIAN: Aye.

7 BOARD SECRETARY MURRAY: Member Davison?

8 BOARD MEMBER DAVISON: Aye.

9 BOARD SECRETARY MURRAY: Member Kelly? Member Kelly?

10 BOARD MEMBER KELLY: Yes.

11 BOARD SECRETARY MURRAY: Thank you. Member Jenkins?

12 BOARD MEMBER JENKINS: Aye.

13 BOARD SECRETARY MURRAY: Member Jennings?

14 BOARD MEMBER JENNINGS: Aye.

15 BOARD SECRETARY MURRAY: Member Martin?

16 BOARD MEMBER MARTIN: Yes.

17 BOARD SECRETARY MURRAY: Member Osborn?

18 BOARD MEMBER OSBORN: Aye.

19 BOARD SECRETARY MURRAY: Member Vaughn?

20 BOARD MEMBER VAUGHN: Aye.

21 BOARD SECRETARY MURRAY: Member Webb?

22 BOARD MEMBER WEBB: Aye.

23 BOARD SECRETARY MURRAY: Vice-Chair Singh?

24 VICE-CHAIR SINGH: Yes.

25 BOARD SECRETARY MURRAY: Chair Allison?

1 CHAIR ALLISON: Aye.

2 BOARD SECRETARY MURRAY: Motions passes 11 to zero.

3 CHAIR ALLISON: Mr. Davidson, Action Item B.

4 GENERAL MANAGER DAVIDSON: So the Action Item B is our  
5 Designation of Cash, which is kind of associated and attached  
6 to the Annual Plan. And what it really shows is the impact of  
7 our proposed capital expenditures on our cash balance. So for  
8 the coming fiscal year, we're proposing a total of \$7.6  
9 million, in new capital purchases of about 7.4 million of that  
10 for the Field and 200,000 for Central Office. We're also  
11 proposing to roll over \$8.8 million in capital purchases that  
12 have been approved in prior annual plans that we just haven't  
13 been able to complete yet.

14 And so, just a few of the more critical capital  
15 requests, the new capital requests, so we do have  
16 two-and-a-half million dollars in contingency dollars built  
17 in, which is something that we do pretty much every year to be  
18 able to have some money to address unanticipated capital  
19 needs.

20 We also have \$594,000 for a new well in CCWF. The  
21 well that is currently down there that provides water for the  
22 almond orchards and the alfalfa and cornfields down there is  
23 collapsing and absolutely needs to be replaced. If we don't  
24 do that now, we essentially aren't going to have Crops  
25 enterprise there at CCWF. So we need to replace that.

1           Now, we also have \$683,000 built in for a juice  
2 packaging machine down at CIM. The machine down there right  
3 now, they do cartons for the juice and that machine is -- we  
4 are constantly having to repair that machine. So we need to  
5 replace it. What we're looking at doing -- again, it's still  
6 in the review phase, but it's the direction that we're hoping  
7 to go, is to do the plastic juice pouches there instead of  
8 doing the cartons, to do the juice pouches. It will be far  
9 more cost effective for us to be able to do that. We are  
10 working with CDCR to make sure there is a security  
11 perspective, that there aren't any security issues with using  
12 the plastic instead of the carton. So we're working through  
13 that.

14           Mr. Martin also raised the issue of the  
15 biodegradability of the plastic. So that's something else  
16 that we'll certainly look at. But, again, that's the  
17 direction that we are looking to go and hopefully will do.

18           We also have a \$300,000 request in there for a new  
19 soap machine, soap bar machine, down at Lancaster. I was down  
20 there a week or two ago, and the machine that is there now is  
21 inoperable, it's not functioning. We're buying out the soap  
22 bars right now. That machine, it can't be repaired, so we  
23 need to replace that machine.

24           We also have \$540,000 in there to replace a couple of  
25 laundry part washers; one at Solano and one Chuckawalla

1 Valley; it's critical for, obviously, the laundry enterprise  
2 there. So those are some of the kind of bigger ticket key  
3 items on the -- our new capital request.

4 A lot of the other items are just parts or pieces of  
5 the machinery, or old parts of the machinery that are just old  
6 and aging. We're spending a lot of money to replace. We're  
7 having to rent additional equipment or replace it, so we just  
8 need to make those upgrades to our infrastructure.

9 The other thing I wanted to mention -- and I had a  
10 conversation with our operations folks -- one of the things  
11 that we don't have at PIA but we need to have is a kind of  
12 replacement plan or replacement schedule for our equipment.  
13 You know, I think, on the IT side we do that with IT process.  
14 We have IT refresh schedule, but we don't have it with our  
15 equipment out in the field. So I'll be working over the next  
16 six months to put together, like, a refresh schedule or  
17 replacement schedule for our equipment out in the field. And  
18 that will certainly be a guide and help to us as we go through  
19 this process each year of requesting capital. So that is  
20 something that, again, over the next six months we'll put that  
21 together, and the plan is by the time we come for Mid-Year  
22 Revise that will help guide this whole process then.

23 These items that we have on the list right now are  
24 truly those ones that are the critical ... again, we are  
25 losing opportunities, revenue by not being able to buy out or

1 constantly repair and replace and rent additional equipment.  
2 So these are the critical pieces that we need.

3 The final thing on the Designation Of Cash that I  
4 would say is that approval of this Designation Of Cash leaves  
5 us with a projected cash balance of a little over \$40 million,  
6 which represents about two months of operating expense for us,  
7 which is a good place to be. That's a very reasonable place  
8 for us to be. Throughout this fiscal year, I am very pleased  
9 to say we have maintained that cash position for pretty much  
10 the whole year. We have not seen our cash balance, our cash  
11 reserve drop. So this approval of this Designation Of Cash  
12 leaves us, keeps us at that level.

13 So, again, that's the overview of our Designation Of  
14 Cash. I'm happy to answer any questions and appreciate  
15 approval of this item.

16 CHAIR ALLISON: This item here is referenced in the  
17 binder after number tab three, if you want to see in more  
18 detail.

19 If any member of the public would like to make a  
20 comment regarding this item, please enter -- please either  
21 dial star six if you are calling or enter your comment on the  
22 "Chat" function via the webinar. Our meeting organizer will  
23 place you in order and call out your name and the last four  
24 digits of your phone number when it is your time to speak.  
25 Please state your name and affiliation so we can make notes

1 for our records.

2 Are there any public comments regarding Action Item B?

3 BOARD SECRETARY MURRAY: We do not have anybody in  
4 queue.

5 CHAIR ALLISON: Thank you very much. Are there any  
6 comments or questions from the Board on Action Item B.

7 BOARD MEMBER DAVISON: I have a question. Are all  
8 these items, or the ones that can, are they on a preventive  
9 maintenance schedule?

10 GENERAL MANAGER DAVIDSON: Yes.

11 BOARD MEMBER DAVISON: So they're being repaired  
12 routinely when they break down, it's just over time that  
13 they --

14 GENERAL MANAGER DAVIDSON: Correct. When we bring in  
15 a new piece of equipment, we certainly have a preventive  
16 maintenance plan that goes along with that. A lot of these  
17 items are so old that preventive maintenance plan is either  
18 expired or no longer in service and then finding parts  
19 oftentimes becomes a huge challenge to us. We try to stretch  
20 these pieces of equipment out as long as we can and get the  
21 maximum use out of them, but it reaches that point where --  
22 the preventive maintenance plan, yes, is part of that through  
23 that process.

24 BOARD MEMBER DAVISON: Thank you.

25 CHAIR ALLISON: Any other comments?



1 Is there a motion to approve Action Item B?

2 BOARD MEMBER DAVISON: So moved.

3 BOARD MEMBER OSBORN: Second.

4 BOARD MEMBER AGHAKHANIAN: Second. Was there a

5 motion; I'm sorry?

6 BOARD SECRETARY MURRAY: Yes, Ms. Davison made the

7 motion; I actually got a second from Ms. Osborn.

8 BOARD MEMBER AGHAKHANIAN: Sorry.

9 BOARD SECRETARY MURRAY: Let me call the roll here.

10 Member Aghakhanian?

11 BOARD MEMBER AGHAKHANIAN: Aye.

12 BOARD SECRETARY MURRAY: Member Davison?

13 BOARD MEMBER DAVISON: Aye.

14 BOARD SECRETARY MURRAY: Member Kelly?

15 BOARD MEMBER KELLY: Aye.

16 BOARD SECRETARY MURRAY: Member Jenkins?

17 BOARD MEMBER JENKINS: Aye.

18 BOARD SECRETARY MURRAY: Member Jennings?

19 BOARD MEMBER JENNINGS: Aye.

20 BOARD SECRETARY MURRAY: Member Martin?

21 BOARD MEMBER MARTIN: Yes.

22 BOARD SECRETARY MURRAY: Member Osborn?

23 BOARD MEMBER OSBORN: Yes.

24 BOARD SECRETARY MURRAY: Member Vaughn?

25 BOARD MEMBER VAUGHN: Aye.

1 BOARD SECRETARY MURRAY: Member Webb?

2 BOARD MEMBER WEBB: Aye.

3 BOARD SECRETARY MURRAY: Vice-Chair Singh?

4 VICE-CHAIR SINGH: Yes.

5 BOARD SECRETARY MURRAY: Chair Allison?

6 CHAIR ALLISON: Yes.

7 BOARD SECRETARY MURRAY: Motion passes 11 to zero.

8 CHAIR ALLISON: Thank you very much. Mr. Davidson,  
9 can you move to Action Item C, please.

10 GENERAL MANAGER DAVIDSON: Absolutely. Here to  
11 present Action Item C is Suzie Changus, our Chief Information  
12 Officer.

13 CIO CHANGUS: Hello, Members of the Board, Members of  
14 the Board there.

15 We are representing -- or presenting for the first  
16 time the work of the Ad Hoc Executive Committee as it pertains  
17 to the Bylaws. This topic was previously entered in our  
18 January meeting, and got paused -- really to have some  
19 conversations around the Bylaws and purposes of the elements  
20 of the Bylaws. So we are proposing an Action Item.

21 Just some background, last June we had a Board meeting  
22 that Mr. Walker proposed that the executive committee be  
23 reconvened and be tasked with the piece of looking at our  
24 subcommittees and restating those that made sense, and in that  
25 process, Board Member Davison and Board Member Jenkins were

1 assigned to the executive committee and in our conversations  
2 there was a topic of really instating more formal guidelines,  
3 which is the purpose of the Bylaws. So this task has been  
4 ongoing as of late last year.

5 In working through some of the topics of the Bylaws,  
6 we have created more of a working group, which Mr. Davidson  
7 basically helped us form up in the last couple of months. And  
8 Board Member Webb -- thank you for your contribution -- has  
9 stepped in and helped work with the Executive Committee to  
10 really work towards addressing some of these concerns.

11 So I did just want to kind of point out, the goal of  
12 the Bylaws is to keep them as a dynamic document. We  
13 recognize that there may be changes over time. We want to  
14 have a document that is flexible and that welcomes those  
15 changes as they're applicable to the activities of the Board,  
16 Subcommittees and Directors, Officers of the organization.

17 So as we approach, just with the notice that as we do  
18 go to make modifications going forward, we do require a  
19 two-thirds appropriate vote of the Board to make these  
20 modifications, but it's certainly something that the Executive  
21 Committee will be looking at on annual basis to see do we need  
22 to make any modifications to those Bylaws. So just some  
23 background on that.

24 And then, just a couple of things. The current  
25 version of the Bylaws in the binder have had two revisions and

1 three areas addressed. So from the earlier this year, a  
2 couple of pieces that came up, one was the verbiage between  
3 "general manager" and "executive officer" and where to utilize  
4 that language. The Executive Committee has gone back and  
5 researched, and through the Penal Code, the title "general  
6 manager" is used consistently and "executive officer" is not,  
7 so we have, as a group, kind of chosen to replace throughout  
8 the Bylaws anything that said executive committee with  
9 "general manager" to make it align with the Penal Code and  
10 match that verbiage; so that was modified throughout the  
11 current Bylaws.

12           Additionally, there was previously language that the  
13 General Manager could be removed from office by two-thirds  
14 majority vote of the Board; that is actually not in the penal  
15 code either, so that has also been removed from the current  
16 version of the Bylaws.

17           The other section that we are -- I would say is work  
18 in progress, for lack of a better term, is the Indemnification  
19 Section. Board Member Webb helped us do some legwork on  
20 really trying to research what the financial protection and  
21 different measures there are in place for State Boards and  
22 Officers, and through research some contact with DGS, some  
23 other research through other boards, it's not a common  
24 practice that we found, so the Indemnification section has  
25 been left as it was previously with the recommendation that

1 it's an area we'll be continuing to research and look at and  
2 see how to build that up and make it more robust. So we want  
3 to make sure that that's done the appropriate way and  
4 consistent with guidance for State Boards. Those are some of  
5 the activities currently taking place in that working group.

6 So the Proposal is to adopt the current Bylaws as they  
7 are for movement forward. The other piece of this is to help  
8 support subcommittees that are in placement, were approved --  
9 again, additional guideline and support for those committees  
10 to move forward and begin working on those efforts that are  
11 appropriate for them. Any questions?

12 CHAIR ALLISON: Do you have a version of the Bylaws  
13 with strike-out so we can see the changes from the last  
14 version?

15 CIO CHANGUS: We do not have the previous version,  
16 correct. The only version in here is the most recent. But we  
17 do have a digital version of that that I'd be happy to  
18 distribute.

19 CHAIR ALLISON: So this version you're asking for a  
20 vote today?

21 CIO CHANGUS: Correct, exactly.

22 CHAIR ALLISON: I don't know if everybody has had time  
23 to read this latest version or if we need to pause to give the  
24 opportunity to read every word of it. I typically would see  
25 the strike-out version so I can notice the comparison. What

1 are the significant changes on this document?

2 CIO CHANGUS: The two main areas were from the verse  
3 notes submitted in the Board binder in January -- changing  
4 "executive officer" to "general manager"; that's the most  
5 significant change.

6 And then the other one was that the resignation -- to  
7 have the Board, two-thirds vote to remove the general manager,  
8 that that's been eliminated. Those are the only two that  
9 makes --

10 CHAIR ALLISON: That makes sense to me.

11 We will proceed. If any member of the public would  
12 like to make a comment regarding this item, please either dial  
13 star six, if you are calling, or enter your comment into the  
14 "Chat" function via webinar. Our meeting organizer will place  
15 you in order and call out your name or the last four digits of  
16 your phone number. Please state your name and affiliation so  
17 we can make a note for our records.

18 Any comments pending?

19 BOARD SECRETARY MURRAY: We do not have anything in  
20 queue.

21 CHAIR ALLISON: Do we have any comments from the Board  
22 Members? Is everybody prepared to vote on this item? I'm  
23 re-reading my notes to make sure that -- I'm good.

24 BOARD MEMBER AGHAKHANIAN: Can I make a motion?

25 BOARD MEMBER JENKINS: Once you make it, I'll second

1 it, or I'll make a motion.

2 BOARD MEMBER AGHAKHANIAN: I make a motion that we  
3 adopt and implement, replace for the -- hold on. Sorry.

4 I make a motion to approve the proposal of Ad Hoc  
5 Executive Committee to amend the Bylaws as presented, that's  
6 correct, right?

7 BOARD MEMBER JENKINS: I'll second that motion.

8 BOARD SECRETARY MURRAY: Thank you, Mr. Jenkins. And  
9 let me call the roll now.

10 Member Aghakhanian?

11 BOARD MEMBER AGHAKHANIAN: Aye.

12 BOARD SECRETARY MURRAY: Member Davison?

13 BOARD MEMBER DAVISON: Aye.

14 BOARD SECRETARY MURRAY: Member Kelly?

15 BOARD MEMBER KELLY: Yes.

16 BOARD SECRETARY MURRAY: Member Jenkins?

17 BOARD MEMBER JENKINS: Aye.

18 BOARD SECRETARY MURRAY: Member Jennings?

19 BOARD MEMBER JENNINGS: Aye.

20 BOARD SECRETARY MURRAY: Member Martin?

21 BOARD MEMBER MARTIN: Aye.

22 BOARD SECRETARY MURRAY: Thank you. Member Osborn?

23 BOARD MEMBER OSBORN: Aye.

24 BOARD SECRETARY MURRAY: Member Vaughn?

25 BOARD MEMBER VAUGHN: Aye.

1 BOARD SECRETARY MURRAY: Member Webb?  
2 BOARD MEMBER WEBB: Aye.  
3 BOARD SECRETARY MURRAY: Vice-Chair Singh?  
4 VICE-CHAIR SINGH: Yes.  
5 BOARD SECRETARY MURRAY: Chair Allison?  
6 CHAIR ALLISON: Aye.  
7 BOARD SECRETARY MURRAY: Thank you. Motion passes 11  
8 to zero.  
9 CHAIR ALLISON: Thank you very much.  
10 Action Item D, Mr. Davidson.  
11 GENERAL MANAGER DAVIDSON: Final Action Item.  
12 Spoke a little bit to this in our last Board meeting.  
13 As you recall, on April 13th of this year, it was announced  
14 that the California Correctional Center up in Susanville would  
15 be closing down effective June 30th of 2022.  
16 The closures of the prison will obviously result in  
17 the closure also of our HFM program that's located within the  
18 prison. We have nine budgeted positions at CCC, civil service  
19 positions, with seven of them currently filled. So over the  
20 next 12 months, we will actively work to transition each of  
21 those seven staff members to other positions either at High  
22 Desert State Prison, which is located next door to CCC, or at  
23 another institution that they may choose to go to.  
24 I mention that because one example when we went up and  
25 met with the staff up there at the end of April, there was one



1 individual whose husband is a guard, prison guard at CCC --

2 CHAIR ALLISON: "Correctional officer."

3 GENERAL MANAGER DAVIDSON: I'm learning. There are  
4 things I'm still -- correctional officer at CCC. I won't make  
5 that mistake again. Correctional officer at CCC.

6 He does not plan to transition over to High Desert.  
7 He will be going somewhere else in the state. And so,  
8 wherever he winds up, his wife obviously will go with him. We  
9 have HFM programs in all institutions, so wherever he goes,  
10 she will also -- be able to find her a position at that  
11 institution as well.

12 So, again, our plan over the next 12 months is for all  
13 of the staff that are currently employed who want to remain in  
14 positions with PIA, to help them transition into those  
15 positions. We have already -- in April, Debbie Kamakani and  
16 her team noticed SEIU on this; gave her no concerns raised by  
17 SEIU. So, again, we would like to begin that process now with  
18 making those transitions.

19 We certainly don't have the option of not closing down  
20 the program with the prison closing down, but we still need an  
21 affirmative Board action for us to move forward with our  
22 efforts to shut down the HFM program by June 30th of next  
23 year. So that's why we have that item on the agenda for this  
24 meeting to have the Board's approval for us to do that  
25 process.

1           So, again, happy to answer any questions relative to  
2   this item and appreciate your vote to allow us to do that.

3           BOARD MEMBER KELLY: This is Board Member Kelly. So  
4   today we discussed about machinery and parts and old equipment  
5   breaking down. I was making a list of stuff and maybe keeping  
6   up to date on buying new equipment. But have we thought about  
7   these instance right here? I mean, this is two prisons -- or  
8   three prisons closing down, where we would have just bought a  
9   whole bunch of new equipment and shoved it in there and  
10   started it up and the prison get shut down, what would we do  
11   with it? Are we looking at replacing legacy-type stuff that  
12   we're always going to be able to do somewhere in one of those  
13   State prisons before we go buy machinery, and just have to  
14   mothball it? That's my question.

15          GENERAL MANAGER DAVIDSON: Good question. And,  
16   obviously, DVI Dairy, for example, with the closure of the DVI  
17   Dairy, we have a dairy in Corcoran, so any of the equipment  
18   that maybe we can repurpose and reutilize from DVI in  
19   Corcoran, we have done that. We're continuing to do that. So  
20   we're repurposing and reusing that equipment.

21          With the HFM program, which we have HFM at both DVI as  
22   well as CCC -- and, again, that's the only program we have at  
23   CCC -- there's very little equipment associated with those two  
24   enterprises, but whatever equipment that we have currently, we  
25   will certainly utilize that. And that is our first effort, is

1 to reutilize it and repurpose it in another institution. If  
2 we're unable to do that, then our next step would be to sell  
3 it, to auction it off, and then, if we can't sell it, then we  
4 dispose of it. But, again, that's our priority is, again,  
5 first try to repurpose it and reuse the equipment; second,  
6 sell it; and last scenario would be to dispose.

7 CHAIR ALLISON: I will add, in addition, in the  
8 Governor's May Revise, the Governor's Budget, there is not an  
9 additional prison closure for 21/22.

10 I will say we've learned a lot in Covid as it relates  
11 appropriate social distancing, what that looks like for us as  
12 an agency going forward. So all of those are taken into  
13 consideration. I will say that if and when we get into the  
14 position of additional prison closures, PIA, as they were  
15 previously, will be brought to the table for that conversation  
16 to participate. There's a process that we go through to make  
17 those selections. They're very difficult decisions to make.  
18 But, obviously, the various types of programs at any given  
19 institution are taken into consideration to include prison  
20 industries.

21 BOARD MEMBER AGHAKHANIAN: So, you know, I also would  
22 like, down the road, if we're looking at adding programs,  
23 looking at programs that, you know, are not necessarily  
24 requiring so much equipment, per se. And I know it depends on  
25 the needs, but at the same time, you know, even if it requires

1 equipment, maybe we can look into partnering with some other  
2 institutions or organizations that have the machines already.  
3 Like, if there is a leasing program or subleasing or something  
4 instead of just purchasing them, and then several years down  
5 the road, you know, realizing that, you know, we're going to  
6 have to close the programs. Or even if we're looking at  
7 programs that are much more fluid --

8           GENERAL MANAGER DAVIDSON: I'm having a hard time  
9 hearing you Dr. Aghakhanian.

10           BOARD MEMBER AGHAKHANIAN: Sorry. I was just saying  
11 when it comes to purchasing, looking at programs down the  
12 road, you know, I think it will be good to look at programs  
13 that do not necessarily require heavy machinery, and if they  
14 do, we should look at partnering since, you know, these  
15 equipments are expensive, they're not that easy to get rid of  
16 afterwards or sell them, per se. I've seen joint use -- or  
17 lease, you know, or to look at programs that don't require  
18 machinery per se, which are much more skilled driven, which if  
19 they go away they're not going to have such a heavy impact on  
20 us. Even with purchasing these items, I'm sure when it comes  
21 to reporting purposes, they devalue really quickly.

22           Again, I'm just throwing this out there; if we're  
23 looking at new programs, take that into consideration. Also,  
24 look at the times. I can tell you right now, after Covid, one  
25 thing that's been heavily in demand has been, you know, the --

1 because of digital divide has been refurbished computers and  
2 laptops. I mean, people are having a hard time getting this  
3 equipment. Remember, a lot of these programs out there,  
4 they're not going away. They're going to be out there.  
5 Because I can tell you just by my elected position at school  
6 district, we're not just -- we have to renew these programs  
7 with the laptops because not every student is going to come  
8 back, and a lot of people now are used to the whole distance  
9 learning per se, and that's also happening with a lot of  
10 agencies still. Not everyone is going back and people have  
11 choices.

12           So maybe, I think, if we're looking at investing in  
13 future programs, look at what's necessarily in demand right  
14 now in an ongoing basis, with available funding for it,  
15 because I know the State is desperately looking at funding  
16 some of these programs. There is a shortage of refurbished  
17 computers out there. I mean, let's be honest about it. And  
18 part of it also has to do with the fact that chip prices are  
19 going up because of Covid, China, and I know things are going  
20 back to normal, but it's not the same, i.e. the case of  
21 lumber, it's getting better now. But I think those are the  
22 things maybe, I think, take into consideration, skills that  
23 are necessary, but also items that can benefit us, and if they  
24 go away, they're not going to necessarily really impact us  
25 heavily when it comes to just having machinery out there.

1 Just a suggestion.

2 GENERAL MANAGER DAVIDSON: So one of the things I  
3 would say to kind of your early comment there is -- and,  
4 again, it's very certainly from industry to industry or  
5 enterprise to enterprise. The equipment that we try to put  
6 out in those enterprises, we try as much as we can to have it  
7 be the same equipment that the incarcerated individuals who  
8 are starting to use the equipment are being trained on that  
9 equipment, that it would be the same type of equipment that  
10 they would work on when they get jobs in that same enterprise  
11 outside of prison. So that's one of the things that we do  
12 look at is we identify what type of equipment to put into the  
13 enterprise, that it is something they're getting real world  
14 experience and training on.

15 BOARD MEMBER DAVISON: Kathy, remember when CDCR had  
16 computer refurbishing?

17 CHAIR ALLISON: Yes.

18 BOARD MEMBER DAVISON: We don't do that anymore?

19 CHAIR ALLISON: There are some programs, I know that  
20 our juvenile facilities --

21 ASSISTANT GENERAL MANAGER KANE: Merit Partners --

22 (Overtalking)

23 CHAIR ALLISON: So we do. But the old computers for  
24 school program that we had -- we're both dating ourselves  
25 now -- we do not because the schools are getting better

1 equipment from high tech and others than what we could give  
2 them.

3 GENERAL MANAGER DAVIDSON: The one that we currently  
4 have is down in Ventura right now and we are looking where we  
5 can appropriately relocate.

6 BOARD MEMBER AGHAKHANIAN: I can tell you, the  
7 Powerbooks, they're actually good laptops compared to what's  
8 out there. Compared to Chromebooks that the district are  
9 using, the HP Powerbooks that we have are much superior. Even  
10 though they're a little older, they're actually laptops,  
11 they're not Chromebooks. Because Chromebooks are not really  
12 laptops; they're just platforms to run on a network system.  
13 That's another problem, networks, but I don't want to get into  
14 that. But the HP Powerbooks, they're actually decent. I  
15 don't know what we have left, but Powerbooks are -- because  
16 districts even can't get ahold of those. What the districts  
17 are getting are just modified and refurbished Chromebooks, and  
18 they're having big problems with them because a lot of  
19 students can't multitask on them because, again, they're just  
20 Chromebooks, they're not laptops. So we can look into  
21 laptops. Again, that's something that, you know, is still in  
22 heavy demand. I don't know if we look at partnering with  
23 districts, because I know a lot of educational districts out  
24 there are in desperate needs. There's only a few companies  
25 out there that do the whole refurbishing. One or two, I can

1 just think of. That's something maybe we want to look into.  
2 There is big demand for it. Trust me, if you can come up with  
3 the heavy numbers, with some of the districts, or even the  
4 smaller numbers, depending on what we can produce, HP  
5 Powerbook, the ones we have, is much more superior than the  
6 Chromebooks.

7 BOARD MEMBER DAVISON: Armand, when Ms. Allison rose  
8 to ask for subcommittee volunteers, I think you should  
9 volunteer for the Enterprise Development Subcommittee, because  
10 that's what it will be all about. Any ideas?

11 BOARD MEMBER AGHAKHANIAN: Don't stop me from having a  
12 good time. Just sign me up.

13 BOARD MEMBER DAVISON: There we go.

14 (Laughter)

15 CHAIR ALLISON: You got it. But I do -- to your  
16 point, I know that CDCR has a pretty significant ask in the  
17 current budget to provide some type of laptop to the  
18 population for the purposes of not only high school, but  
19 college and other type of programs. So there will be on our  
20 refinished cycle, that may be a wonderful opportunity for  
21 great partnership going forward for. So thank you for  
22 bringing that up. Okay, Al-righty.

23 If any member of the public would like to comment  
24 regarding this item, please either dial star six if you're  
25 calling in or put your name into the "Chat" function via the



1 webinar. Our meeting organizer will place you in order and  
2 will call out your name and the last four digits of your phone  
3 number. When it is your time to speak, please state your name  
4 and affiliation so we can make a note for our records.

5 Are there any public comments?

6 BOARD SECRETARY MURRAY: There are not.

7 CHAIR ALLISON: Any Members of the Board who would  
8 like to comment regarding Action Item D?

9 BOARD MEMBER AGHAKHANIAN: Madam Chair?

10 CHAIR ALLISON: Yes.

11 BOARD MEMBER AGHAKHANIAN: I move that the Board  
12 authorize closure of the HFM Program at CCC by the prison  
13 closure date of June 30, 2020 as presented.

14 CHAIR ALLISON: Do I have a second?

15 BOARD MEMBER DAVISON: Second.

16 CHAIR ALLISON: Thank you, Dawn. Secretary?

17 BOARD SECRETARY MURRAY: All right. Member  
18 Aghakhanian?

19 BOARD MEMBER AGHAKHANIAN: Aye.

20 BOARD SECRETARY MURRAY: Member Davison?

21 BOARD MEMBER DAVISON: Aye.

22 BOARD SECRETARY MURRAY: Member Kelly? Member Kelly?  
23 Can you hear me, Mr. Kelly?

24 BOARD MEMBER KELLY: Mr. Kelly says "Aye."

25 BOARD SECRETARY MURRAY: Thank you. Member Jenkins?

1 BOARD MEMBER JENKINS: Abstained.

2 BOARD MEMBER KELLY: I'm sorry; I'm on a Zoom meeting,  
3 too.

4 BOARD SECRETARY MURRAY: Mr. Jenkins, you wanted to  
5 abstain?

6 BOARD MEMBER JENKINS: I do.

7 BOARD SECRETARY MURRAY: Member Jennings?

8 BOARD MEMBER JENNINGS: Aye.

9 BOARD SECRETARY MURRAY: Member Martin?

10 BOARD MEMBER MARTIN: Aye.

11 BOARD SECRETARY MURRAY: Member Osborn?

12 BOARD MEMBER OSBORN: Aye.

13 BOARD SECRETARY MURRAY: Member Vaughn?

14 BOARD MEMBER VAUGHN: Aye.

15 BOARD SECRETARY MURRAY: Member Webb?

16 BOARD MEMBER WEBB: Aye.

17 BOARD SECRETARY MURRAY: Vice-Chair Singh?

18 VICE-CHAIR SINGH: Yes.

19 BOARD SECRETARY MURRAY: Chair Allison?

20 CHAIR ALLISON: Aye.

21 BOARD SECRETARY MURRAY: Thank you. Motion passes ten  
22 to one.

23 CHAIR ALLISON: Mr. Davidson, moving forward to  
24 Information Item E.

25 GENERAL MANAGER DAVIDSON: One of the things I failed

1 to mention when I introduced Rusty earlier, is he will  
2 actually be officially in the position July 1st so has a  
3 reprieve until our next meeting. So Randy is still our  
4 official at Workforce Development. So Randy is here to  
5 present that.

6 ASSISTANT GENERAL MANAGER FISHER: Good morning  
7 everyone. Good to be here again, and have Board members  
8 present.. It's been a long time. Good morning, everyone. My  
9 name is Randy Fisher and I am the Assistant General Manager  
10 for Workforce Development for another two weeks and then I'm  
11 also the Assistant General Manger Facility Support for the  
12 California Prison Industry Authority.

13 With the filling of the aging Workforce Development,  
14 Rusty is a pretty good choice for the organization, did well  
15 for us. This will be my last presentation to the Board on the  
16 subject. I wanted to thank the Board specifically for your  
17 interest during my time here in Workforce Development. You've  
18 all shown a great deal of interest and had some fantastic  
19 ideas and things you brought forward. I just want to say that  
20 I really appreciated that and I thank you all for your help.

21 So, as you know, we were able to report to the Board  
22 on Industrial Employment statistics as part of Workforce  
23 Development. Today I'm going to briefly go through two  
24 specific Informational Items.

25 First Informational Item is Item E, which is the

1 Workforce Development. We're going to talk about Accredited  
2 Certifications, Apprenticeship Program and Transitions To  
3 Employment. Also move, then, to Item F, which is to talk  
4 about Lost Hours.

5 If you would please turn your binders to Item E, we  
6 can walk through the process. I want to let you know we are  
7 providing updates for Fiscal Year 2021 for the third quarter,  
8 so that covers the period of time from January of this year  
9 until March of this year. So you'll notice a lot of  
10 significant changes that's happened that was right smack in  
11 the middle of our pandemic, try to deal with and tackle  
12 significant changes that we'll talk about as we go through the  
13 program. But that's the period we're talking about now, back  
14 in January to March.

15 We track our credit certifications by national  
16 recognized organizations throughout the nation and also  
17 companies to our incarcerated individuals. When they complete  
18 all these assignments, they are given accreditations that are  
19 nationally recognized, and I think as we mentioned before,  
20 those certifications are placed into our IEP system as well as  
21 passed over to the SOMS system and you get into the process,  
22 too, so the incarcerated individual can see it as well as the  
23 principal counselors, and actually goes to our Board program  
24 when it goes through their presentations.

25 During this quarter, the impacts of the Covid pandemic

1 continue to affect CalPIA's programming statewide, which will  
2 become quite evident as we go through this process.

3         So in this third quarter, we had 1,801 incarcerated  
4 individuals who enrolled in accredited-certification courses,  
5 signed up for the courses, and we had 1,863 accredited  
6 certifications that were closed. I want to provide a little  
7 perspective to you folks that, at this current rate, which  
8 will increase a little bit in the quarter coming up for this  
9 fiscal year, at the current rate, we'll have about 7,792  
10 enrollments into our program. In non-Covid years, our average  
11 processing of enrollments was about 16,000. So we have seen a  
12 significant drop in enrollments of about 53 percent over  
13 non-Covid year versus the Covid year. A lot of work has to do  
14 with lockdown situations, couldn't run the enterprises. We  
15 did attempt to do some, for lack of a better term,  
16 self-instruction, take-home instruction, but there was a  
17 significant impact from this year.

18         We've had also similar drops in closures which is when  
19 they complete the programs as well. So the drop is almost  
20 comparable between what the process was in the last two years,  
21 so we've had some challenges in that respect. Of the ones,  
22 though, that were completed, 66 percent of those was  
23 successful completions, which is about the norm in the process  
24 for completion certifications. These are not all easy  
25 certifications. It's not you just read it and check a box,

1 complete, you actually have to get some assignment work done  
2 to pass the test. Of those, of the 34 percent who didn't  
3 pass, there are a couple different reasons. We've talked  
4 about this before. Some of them, about 36 percent fail it for  
5 the first time. Don't necessarily want to call that an actual  
6 failure, because the incarcerated individuals are given an  
7 opportunity to take it again. Not just the course but the  
8 examinations. It's possible they can pass that coursework and  
9 move forward.

10 We have 22 percent who were disqualified from  
11 Workforce prior to completion. Could be because they were  
12 removed from the program, refused to participate, those kinds  
13 of issues. And we have about 13 percent in this quarter that  
14 were unassigned prior to completion of enrollment course. So  
15 that had to do with movements, the releases, some of the  
16 releases that occurred. That could also constitute some of  
17 our changes.

18 I would also like to refer you to page three, Item E;  
19 we'll talk a little bit about our apprenticeship program. As  
20 you know, our apprenticeship programs are certified by the  
21 Division of Apprenticeship Standards for the State of  
22 California.

23 We currently have -- during this period, excuse me,  
24 2,340 incarcerated individuals who are currently registered  
25 into our apprenticeship program and we have 1,310 incarcerated

1 individuals that have been awarded apprenticeships since we  
2 began the program several years ago. As you know, some of  
3 these programs are a good one-, to two-, to three-year  
4 programs that's become certificated with the apprenticeship  
5 program, so it does take a while to go through. This is a  
6 listing of those programs we have. There's about 22 of them  
7 on the chart. One that may disappear, quite frankly, is the  
8 Dairy Farm Worker since we're not going to actually have a  
9 dairy program anymore. We probably will stop with respect to  
10 that apprenticeship program, but we do have a Milk Processing  
11 Production Worker apprenticeship program that will continue  
12 on.

13 Now, we do go through these apprenticeship programs on  
14 a regular basis. We actually have a small team now that is  
15 going through the process of evaluating each of the  
16 apprenticeship programs. The division -- Department of  
17 Industrial Relations audits our apprenticeship programs. We  
18 have an internal team to make sure that it's matching up to  
19 the program so when they get out they have a valid  
20 apprenticeship program.

21 With respect to Transition To Employment, as we've  
22 spoken to before, we actively support Transition To Employment  
23 for incarcerated individuals. That's the point of where we're  
24 trying -- when somebody is getting ready to be released, we  
25 can actually meet with them beforehand, provide them

1 transitional packets, give them social security cards which we  
2 can actually purchase for them, help them with DMV driver's  
3 license and those things. We have had a drop in that one as  
4 well. During this last quarter, we have only had about 32  
5 transition packets that were provided to parolee CALPIA  
6 incarcerated individuals. Again, a lot of it had to do with  
7 the pandemic. Wasn't really the best choice to bring our  
8 Workforce Development Coordinators into the institutions  
9 during that time. So we reduced that as well as placement  
10 into the program.

11 As you know, we did complete that Essential Skills  
12 Workbook just at the beginning of this process and we will be  
13 moving that forward into a statewide push within the next few  
14 months. Those packets are going through the process now.

15 I also wanted to point out that we are partnering with  
16 CDCR. They have a transitions packet program also that  
17 they're getting involved with. I've been in discussion with  
18 Brant Choate and some other individuals to try and get a  
19 partnership so we can start looking at is the stuff we're  
20 providing stuff you already provide, are there additional  
21 things that we can augment that to make sure we don't  
22 duplicate work, but make sure that the CALPIA incarcerated  
23 folks get as much as they can when they get released. I'm  
24 sure that's something Rusty will be taking a look at as he  
25 goes through the process.



1           One or two other items that I want to talk about. At  
2 the last meeting, we had Board Member Martin made a suggestion  
3 that we reach again to Jamal Rowe who works for CDCR paroles.  
4 I did have a contact with him a couple of times within the  
5 last month or so. What he's interested in doing -- you may  
6 already know this -- is setting up some meaningful careers for  
7 incarcerated individuals and trying to do similar to  
8 Transition-to-Employment initiative get involved with, where  
9 when they get out, they have a direct line into a career type  
10 employment, not necessarily McDonald's or Jack-In-The- Box,  
11 but something within careers. So we've had a couple of  
12 discussions with him about that. We are scheduling a meeting,  
13 going to have Rusty get involved, and we're hoping to have a  
14 face-to-face meeting and have some more discussions about that  
15 and work with paroles to get those things developed.

16           He's also reaching out actually -- which is very good  
17 idea, I think -- is talking to Tycor and also Brandon  
18 Construction to maybe develop ways that we can transition our  
19 folks into those programs. We have a good pipeline, which is  
20 to help develop -- which we'll talk about in a minute, with  
21 the Unions and those organizations, but also with the direct  
22 employerships so, perhaps, they can get sponsorships, and then  
23 get into the Union that way as well because so there's two  
24 ways to do that process most of them. So we're trying to  
25 partner with him and make that stuff happen. So that's new.

1           Also, what we're looking at is -- I met with the  
2 Northern State Building Industrial Association Foundation  
3 representing David Darling, who actually before the pandemic,  
4 actually, we were going to try to get him to come work for us  
5 in Workforce Development. He's basically starting a program  
6 in Sacramento County finding employment opportunities for jobs  
7 and stuff. With our new system and partnering with CDCR,  
8 we're actually able to develop a list of about 165  
9 incarcerated individuals who are already released and have  
10 that means available, plus 76 who are on probation and passing  
11 off to this organization. The plan is for them is they can  
12 then reach out to these people seeking employment and try to  
13 work through that process.

14           Gets to be a little cumbersome, to be quite honest,  
15 because sometimes when the incarcerated individuals get  
16 released, they're not always that interested in assistance  
17 from CDCR or from us in the process. So we're hoping this  
18 partnership will help foster that. We already do that now  
19 with the Building Trades Association down in South Los  
20 Angeles, where we provided a similar list and they're reaching  
21 out to talk to people trying to get that process through. So  
22 some of the challenges we're going to work on probably in the  
23 next year or so is getting that mechanism out to them, and  
24 then the other part, of course, is finding out what the  
25 results are, because that's the difficult piece. I can find

1 out if they get it, I can make offers, but they're not  
2 necessarily required to let me know if they accept an  
3 employee --

4 BOARD MEMBER JENNINGS: Isn't it against the law to  
5 let you know? And we can't follow that...

6 GENERAL MANAGER DAVIDSON: I don't know if it's  
7 against the law, but we don't actually track that issue. We  
8 can provide the information, but if an individual doesn't want  
9 to talk to us, we're not obligated. Paroles and Probation do  
10 have that responsibility, actually, for our probation. So  
11 that's one of the partnerships we're working on. We just want  
12 to know are they being successful or need any help --

13 BOARD MEMBER JENNINGS: That's important as well.

14 ASSISTANT GENERAL MANAGER FISHER: Yes, so that's one  
15 of the things we're trying to work on, to work through that  
16 process.

17 BOARD MEMBER JENNINGS: I can tell you from my  
18 experience, locally, we brought in several and we changed  
19 lives. As a matter of fact, we got this one friend, who is  
20 also very articulate, we take him to City Council Meetings,  
21 Board Supervisor Meetings, and each stage of the program and  
22 the opportunity is given to him by getting into  
23 apprenticeship. This man has got three kids and it's changed  
24 his life. These programs work. It's not just my little --  
25 building trades has always been kind of a -- it's been a good

1 fit. We don't judge you by what you've done, we judge you by  
2 how you act once you've committed to the program. Show up for  
3 school, show up to work. Are you responsible? Do you work  
4 hard? You do all those things and you get into the  
5 apprenticeship program, you go on to have a great career. In  
6 my experience, when I was business manager, every one of them  
7 was a success. They got a credit card, they got a truck,  
8 working with foreman, trusted --

9 ASSISTANT GENERAL MANAGER FISHER: We have some  
10 success stories that Michele likes to talk a lot to. But  
11 those are people who have come to us and said, Hey, I want to  
12 thank you for your participation and that kind of stuff.  
13 Those are the ones we say, okay, well, we know we have at  
14 least a few success stories, we know others are being  
15 successful. But how to track that and measure that is kind of  
16 the challenges we deal with. But you're absolutely right. We  
17 hear from those people at our enterprises quite a bit, we'll  
18 get calls into our folks saying this is successful.

19 BOARD SECRETARY MURRAY: Ms. Webb has her hand raised.

20 BOARD MEMBER WEBB: Thank you. Randy, thank you for  
21 the presentation. Really appreciate the conversation.

22 I think as we talk about exploring new opportunities  
23 and really being outcome focused on our program, I agree with  
24 making sure that our folks that have gone through these  
25 programs, are they getting successfully placed and can we

1 verify that? So really excited about the conversations with  
2 probation and parole.

3 I think the other thing that's important is sustained  
4 employment. And then a third thing, I would love us to see if  
5 we can figure out how to measure is the value proposition of  
6 the credentials. So if they get accredited, what are the ones  
7 that trend higher for placement? That way we can maybe focus  
8 on those things that really are helping them get placed into  
9 the jobs that they can actually sustain, or I think, as we've  
10 all been talking about, what are those new opportunities that  
11 we need to be exploring? I do like the computer refurbishing.  
12 I think that's an exciting place to maybe explore.

13 ASSISTANT GENERAL MANAGER FISHER: Thank you very  
14 much. And then, are there any more questions on an item or  
15 comments on Item E before I move to Item F to talk about Lost  
16 Hours?

17 BOARD SECRETARY MURRAY: Mr. Martin also has his hand  
18 up.

19 ASSISTANT GENERAL MANAGER FISHER: Yes?

20 BOARD MEMBER MARTIN: Thank you, Randy, for reaching  
21 out to -- tell them I appreciate that.

22 So, in conversations and just thinking out loud again,  
23 I know PIA is kind of its own industry, but we're really tied  
24 at the hip with CDCR and I truly believe we're the right arm  
25 of CDCR and a crucial part of that right arm of CDCR. As

1 such -- I mean, we have control inside, but we really don't  
2 have any control -- just like you said, you know, we have  
3 certain responsibilities, and then Paroles and Probations has  
4 other responsibilities. We need to make sure that we're  
5 communicating fully with probations and paroles. And I hate  
6 to say this, but I don't know that we are fully doing that,  
7 and we need to make sure that we're having regular meetings  
8 with CDCR staff to ensure that the right hand is talking to  
9 the left hand and these guys that are leaving really are  
10 prepared to go out there and the guys that are going to be  
11 taking -- you know, assisting them when they get out on the  
12 streets have all the information they need to do that.

13 I know we've talked about creating programs and  
14 setting up programs to where all of their training goes into a  
15 system that they can log into and access at any time. I know  
16 it's been talked about, but we really need to create something  
17 or implement something that allows them to do that. As you  
18 know, paper, once you get to the first place or first hotel or  
19 first whatever you get to, it's gone after that, and getting  
20 it again is a difficult thing. So we just need to make sure  
21 that we prepare them and provide them as much access to all  
22 the training that we've given them, you know, at their  
23 fingertips, on their phone, you know, however we can do it,  
24 create access for them. So that's just -- you guys are doing  
25 a great job. I just want to make sure we're both

1 communicating together. We're all on the same team, we just  
2 got to work together.

3 ASSISTANT GENERAL MANAGER FISHER: Absolutely.

4 BOARD SECRETARY MURRAY: Mr. Jenkins, also.

5 ASSISTANT GENERAL MANAGER FISHER: I saw him there.  
6 Now that I know when to look for the hand -- yes, sir?

7 BOARD MEMBER JENKINS: I want to echo what Member  
8 Martin said just in terms of the critical importance in my  
9 judgment and from my experience in working with probation  
10 specifically. I'll limit my comment to probation, although, I  
11 think they can apply to parole.

12 And I think Bill and Member Vaughn, we'll be having  
13 our follow-up meeting with our REDF, but that's a side issue.  
14 But more to the point here, I also sit on the Council of  
15 Criminal Justice and Behavioral Health, and the Governor  
16 charged CCJBH with putting together a plan for successful  
17 re-entry and a veto message of -- I think it's -- I figure  
18 it's AB369; I forget exactly. So that plan is moving forward  
19 and it's just about to be presented. In that plan, it  
20 incorporates fundamental practices for successful re-entry.

21 So part of the plan that we've worked on with that  
22 council is identifying barriers to successful re-entry. And  
23 there are multiple barriers. In fact, I think that plan came  
24 up with something like 30, if I remember exactly. But among  
25 the plan -- among those barriers, certainly, are sustainable

1 housing, but also gainful and sustainable employment. So the  
2 plan includes strategies to overcome those things. So all to  
3 the point of successful re-entry, best practices associated  
4 with it, and the principles associated with it are not -- are  
5 not new. There are a lot of research-proven, practice-proven  
6 things.

7           So all of that to say, the work that we're doing with  
8 incarcerated persons that are gaining some skills and then  
9 returning to the community with some arguably employable  
10 skills, and if they are going to be under probation  
11 supervision, which I think a significant percentage of them  
12 are, I think a fundamental is that we would be engaging  
13 productively with probation departments. And if we can't do  
14 that with 58 different probation departments -- and that's how  
15 many different ones there are, certainly, in the state -- we  
16 certainly can do that with the Association, which I was a  
17 former president of CPOC, to certainly look at those  
18 strengths --

19           I'm not now offering specific strategies as much as  
20 I'm trying to just make the point that we do need to, as  
21 Felipe just said, really look for those opportunities to  
22 partner. And I appreciate, too -- I think Randy might have  
23 mentioned that a lot of people that leave incarceration or  
24 returning to the community, they don't particularly want to  
25 have anything to do with CDCR. They may not want anything to



1 have to do with probation officers. That may not be our best  
2 practice, in all honesty, because if they're going to have  
3 some responsibility to be supervised by a probation officer,  
4 probation departments around the state today are looking to do  
5 that in a constructive prosocial way.

6 So I just, again, wanted to make that point. I think  
7 there are opportunities for that. The work that -- the  
8 products that CCJBH will be producing lays out strategies for  
9 that and I think that we should be looking for opportunities  
10 to be involved there.

11 CHAIR ALLISON: I would also like to add that through  
12 our recent procurement of our inmate communication contract,  
13 which was just recently awarded a couple of months ago, it  
14 will afford -- in the contract reports, every single  
15 incarcerated person with a laptop and they can have their  
16 certificates uploaded to that laptop and then they will be  
17 able to take those with them upon release, so they'll always  
18 have them available. As well as, I know, that DOP has worked  
19 in a kiosk, as well as other things -- on some things there,  
20 and I think having them on that laptop and being able to take  
21 them with them. As Mr. Martin -- sorry, we don't give them  
22 phones -- we do upon release give them phones, through that  
23 level we provide some support there, but, certainly, not while  
24 incarcerated, even though we all know they have them. But,  
25 you know, they will have this tablet that we can upload their

1 certificates --

2 ASSISTANT GENERAL MANAGER FISHER: Yes, we actually  
3 talked to Mr. Choate about that -- with Dr. Choate about that,  
4 says that time period about, not only can we get certificates  
5 on those things but also our training materials so that they  
6 don't necessarily have to have a paper book anymore, they can  
7 actually take that with them on the laptop what they have into  
8 their cell. So we are working on that, too. So we'll give  
9 more update to that as it starts to progress.

10 BOARD MEMBER KELLY: This is Board Member Kelly  
11 raising his hand. So this is our QR code that we have for  
12 Carpenters Union; it's a card that comes from our training  
13 center and it has all the certifications that a carpenter has,  
14 and they carry it with them when they go out to job sites,  
15 employers; they just simply -- they read it on their phone and  
16 everything comes up, their welding certs, their first day,  
17 CPR, OSHA 10, OSHA 40, OSHA 50, whatever it is. Pretty simple  
18 little card that -- especially, if we have accredited from the  
19 department apprenticeship, California apprenticeship, would be  
20 something to show, you know, an employer that you flip your  
21 card out and it has State of California apprenticeship  
22 standards on there and they can read it right off the card.  
23 You don't even have to have your laptop with you. Just a  
24 thought.

25 ASSISTANT GENERAL MANAGER FISHER: Actually, I

1 remember we talked about that several months ago, and I think,  
2 Mr. Walker, even mentioned when he was here about having one  
3 of those tasks as part of our ERP system that we're trying to  
4 develop and trying to put that instead of our IP standalone  
5 database as something that people can access with the cards.  
6 So that is on our agenda. We'll take a look at that and give  
7 more details.

8 BOARD MEMBER JENNINGS: We also use something similar.

9 ASSISTANT GENERAL MANAGER FISHER: Right, I think both  
10 of you showed the cards. So, yeah, much appreciated.

11 If it's okay, everyone, I can move on to Lost Hours?  
12 I think we're good. Am I good to go?

13 BOARD MEMBER MARTIN: Just real quick, if I may? And,  
14 Kathleen, that's great that I heard that they're going to be  
15 getting a laptop, or tablet, whatever it might be, that  
16 they're going to have that loaded on their tablet. That's  
17 fantastic. As you know, they're either going to get sold or  
18 stolen, unfortunately. Some of them -- a low percentage will  
19 actually keep them. But if we have a QR code or a way for  
20 them to get their certificates, that's really going to be the  
21 key. It's a great start if they have them on that laptop,  
22 but, unfortunately, you know, you got to feed yourself,  
23 whether -- you got eat somehow, and sometimes you got to sell  
24 whatever you can. So these items will get sold and they'll  
25 lose those certificates. So we got to find a way to make it

1 easier for them. I mean, we've got to figure out how to get  
2 past that hurdle.

3 I think it's great, you know, as Jenkins spoke about  
4 that they're trying to figure out ways to overcome these  
5 hurdles. And we have a lot of hurdles -- they have -- I mean,  
6 we have hurdles without having been in prison, right, so the  
7 guys coming out have a ton of hurdles. And 30 is probably a  
8 low number, but 30 is a good start to look at in trying to  
9 figure out how to get over those. So whatever we can do on  
10 our side, on our end, to get there, we need to do that.

11 It sounds like -- I mean, we spend, what, 30-some-odd  
12 million dollars on administrative staff a year; we got to  
13 figure out how to set some of that money aside to create a  
14 system that will assist these individuals, as they're coming  
15 out of the institution, to get there.

16 ASSISTANT GENERAL MANAGER FISHER: Thank you very  
17 much.

18 BOARD MEMBER DAVISON: I just want to make one more  
19 comment. Again, there's another subcommittee --

20 ASSISTANT GENERAL MANAGER FISHER: There is.

21 BOARD MEMBER DAVISON: -- incarcerated person  
22 employability that all these comments would be wonderful to  
23 assist the Workforce Development, and we just have to get  
24 these subcommittees up and running. So, Kathy, you see the  
25 people that are trying --

1 CHAIR ALLISON: Yeah, that's right.

2 ASSISTANT GENERAL MANAGER FISHER: All right. Thank  
3 you all very much. So moving to Lost Hours. So once again  
4 reporting on the third quarter Lost Hours, throughout the  
5 process. Lost Hours is a mechanism, once again, that we  
6 utilize to measure and analyze the production time that may be  
7 lost from the field by our incarcerated individuals based on  
8 various categories.

9 If you would like to take a look at page two, there's  
10 a chart there that I've referenced in the past. Happy to  
11 report that although we had some difficulties in other areas,  
12 we actually had some very good numbers or better numbers with  
13 respect to Lost Hours. Our available Lost Hours decreased by  
14 two percent, which is a good thing. Our Actual Paid Hours  
15 increased by 9 percent over this quarter. So, even with Covid  
16 restrictions and our social distancing protocols and stuff, we  
17 did have more individuals involved in our work processes and  
18 our training programs from this quarter from January to March.

19 I do anticipate this will probably increase when the  
20 next report comes through and they'll move on further as we  
21 get more into the social distancing and distancing changes and  
22 those kinds of processes. We also do a whole lot of protocols  
23 if we had someone who tested positive about how to clean the  
24 facility and get it ready so we can bring it up much faster  
25 and save it, so we can do that. So the Lost Hours has

1 actually gotten much better this period, during this quarter.

2 Overall Total Lost Hours decreased by 8 percent over  
3 this period, which is also much better number than we had over  
4 the last quarter. The quarter before actually increased by  
5 8 percent. This time it went down by 8 percent. So we  
6 actually had 60 percent swing. That was a pretty good number  
7 for us.

8 With respect to Lost Hours categories, if you take a  
9 look on there, overall, Total Hours Lost dropped by 8 percent.  
10 Custody Lost Hours, which is generally that category we talked  
11 about before, for Covid, that is where we have the block,  
12 those Custody Lost Hours that are Covid are not a specific  
13 one. You'll notice a 23 percent drop, which is a pretty good  
14 number for us.

15 Ducat Lost Hours also were reduced by 10 percent.

16 Industrial-Related Hours, those are ones that due to  
17 our facility closing down, due to production issues, issues  
18 with equipment, that stuff, also dropped by 16 percent.

19 The two other columns, which are small but essential  
20 side, Other Lost Hours and Vacant; those Lost Hours had to  
21 do -- specifically with vacancy program, for example, is that  
22 we're activating an Optical Lab Enterprise at CCWF, which  
23 means we increased the number of budgeted positions by 55, and  
24 since it hadn't actually operated, that provided that swing,  
25 so it's -- I'm not saying it's a fake swing, but it's actually

1 accommodated by the fact that we increased positions before  
2 getting incarcerated individuals in there. And, also, since  
3 it's not at full capacity.

4 And the other category, believe it or not, a lot of  
5 that was attributed to the absences at SATF because of fog and  
6 inclement weather. A little odd but remember that this is  
7 from January to March. So it was back in that season. So  
8 apparently there was some fog issues and stuff up there.

9 Overall, the Lost Hours are actually better than we've  
10 had the last two quarters and it's a pretty good number as far  
11 as that goes.

12 So that concludes my presentation on these two  
13 subjects. I'm available for any questions. Thank you all for  
14 your time, and I'm sure I'll be seeing you at some of the  
15 subcommittees and processes as we work together.

16 CHAIR ALLISON: Thank you. Mr. Davidson, can we move  
17 to External Affairs update.

18 GENERAL MANAGER DAVIDSON: Absolutely. The wonderful  
19 Michele Kane to present.

20 ASSISTANT GENERAL MANAGER KANE: Good morning. Good  
21 morning, Chair Allison. Good morning, Vice-Chair Singh. And  
22 all the Board Members, good morning to you. I'm Michele Kane,  
23 Assistant General Manager, External Affairs.

24 I would like to highlight some of the important  
25 activities and events that we've held since our last Board

1 Meeting. We held two successful graduations in person, and  
2 that was at the Correctional Training Facility as well as  
3 Salinas Valley State Prison. Both were very successful  
4 events. This is the first time that many family members were  
5 able to see their loved ones since Covid. So, yeah, that was  
6 -- yeah, tears.

7         So we got some great press from that in the local  
8 papers, so that was very nice to see. We have another  
9 graduation coming up at Mule Creek State Prison where we'll be  
10 honoring the men in our programs, all correctional industries.  
11 That is going to be a bigger graduation; we're going to divide  
12 it into two parts. They will be receiving their industry  
13 accredited certifications along with many of them will be  
14 receiving their apprenticeship certifications. The ones Randy  
15 mentioned, that where we partner with the Division of  
16 Industrial Relations. So Department of Industrial Relations.  
17 That event we are planning for Wednesday, August 11th. So if  
18 you can attend, it would be so nice to see you all in person.  
19 You'll have to wear a mask. But you are more than welcome to  
20 attend that graduation. Again, August 11th, Wednesday.

21         On the legislative note, we continue to track some  
22 bills, AB579, that is still on our radar. This bill, of  
23 course, would allow for Cal Fire to purchase personal  
24 protective equipment from not only CALPIA but private  
25 entities. This is in Natural Resources right now.



1 Another Bill, 984, Vehicle Identification and  
2 Registration Alternative Devices. Now, this bill would make a  
3 pilot program permanent allowing the DMV to issue alternative  
4 license plates and registration cards. According to all the  
5 analysis that I have been reading on this in the assembly  
6 analysis, there is a lot of opposition to this bill, including  
7 ACLU, other privacy groups, regarding the concerns of sharing,  
8 selling, disclosing all of this information. Also, fiscally,  
9 this bill -- there's going to be a significant cost to the  
10 DMV. So right now, I did the research, it was \$799 for just  
11 one of those digital plates, \$799. So, yeah, this bill right  
12 now is in the Transportation Committee, and we're just keeping  
13 an eye on that one.

14 Finally, SB399, that is specialized license plate bill  
15 that's for professional sports teams. This bill would require  
16 the California Department of Veteran Affairs to sponsor a  
17 professional sports plate and it clarifies that other agencies  
18 may still sponsor a professional sports plate as well. Of  
19 course, for those of you who have been on the Board for a  
20 while now, you know that specialized plates, they require  
21 7,500 -- Kathleen? Yes, she is shaking her head -- for  
22 applications to make it an actual permanent plate in the  
23 program. So we're just keeping an eye on that bill. That  
24 bill also is in the Assembly Transportation Committee.

25 Also, looking ahead for our summer newsletter, that's

1 going to be coming out this week. So look for that. We  
2 feature Board Member Dawn Davison, yes.

3 And our next interview -- bum-bum-bum-bum-bum -- I  
4 just pick out of the hat, honestly -- it's Dar, Darshan Singh,  
5 you're next, you're next on the interview, and that will be  
6 featured in the fall edition. I enjoy these interviews and I  
7 think it helps staff see you on a more personal level.

8 I am also working on the new overview video. I just  
9 re-tracked that. I'm changing that up to, of course,  
10 incorporate incarcerated individuals in that video. Of  
11 course, I'm featuring a lot of the success stories that we've  
12 been mentioning over the last year, year-and-a-half, and I  
13 think that's going to be a great tool to use when we meet with  
14 probation, when we meet with parole, when they see the video,  
15 when they actually get to maybe even bring in some of our  
16 success stories, when they get to hear their testimony in  
17 person, you know, the eyes are wide open and they're more  
18 receptive to what our program does.

19 On a last note, we were talking about success stories.  
20 I wanted to update, Vera Salcedo -- I got off the phone with  
21 her a couple of days ago -- she reached out again. She is now  
22 a foreman and she is building schools down in Southern  
23 California, and she could not be more grateful to CALPIA. So  
24 we're going to highlight her in a new video.

25 And there's another success story; if you recall,

1 Billy Pham, he was part of our commercial dive program many  
2 years ago. He now -- he worked for Muldoon Marine Services.  
3 Now he owns his own company down in the Long Beach area and he  
4 is out there, and I got off the phone with him, and he's doing  
5 just amazing.

6 They seem to call my office just to do that check-in,  
7 Hey, Michele, this is what we're doing. So word is getting  
8 out. While I talk to them, I have them talk to some of their  
9 friends, and Vera has some friends she knows that have been  
10 incarcerated. So we're just trying to get the word out, you  
11 know, about the great work we do.

12 And with that, our next Board Meeting is in the fall.  
13 I'm told in the fall. Don't know the month, but it's in the  
14 fall. So put that on your calendar. And with that, I just --  
15 have a wonderful, wonderful week ahead.

16 CHAIR ALLISON: Thank you, Michele. Really, really  
17 appreciate it.

18 Are there any Members of the Board, any additional  
19 comments?

20 If any member of the public would like to comment or  
21 address the board, please enter -- either dial -- let me put  
22 my glasses on -- either dial star-six if you're calling in or  
23 enter your comment into the "Chat" function via the webinar.  
24 Our meeting organizer will place you in order and will call  
25 out your name, last digit of your phone number when it is your

1 time to speak. Please make sure you announce your full name  
2 and affiliation before your comment so we can make note for  
3 our records. Public comments?

4 BOARD SECRETARY MURRAY: We do not.

5 CHAIR ALLISON: This concludes our Prison Industry  
6 Board Meeting for June 22nd, 2021. Is there a motion to  
7 adjourn the meeting?

8 BOARD MEMBER JENNINGS: So moved.

9 CHAIR ALLISON: Second?

10 BOARD MEMBER VAUGHN: Second.

11 CHAIR ALLISON: All in favor?

12 ALL BOARD MEMBERS: Aye.

13 CHAIR ALLISON: This concludes our meeting at 11 -- is  
14 it 11:49? 11:48. Thank you, Guys.

15 (Meeting adjourned at 11:48 a.m.)

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REPORTER'S CERTIFICATE

STATE OF CALIFORNIA       )  
                                  )  
COUNTY OF CONTRA COSTA   )

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

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

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

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

Dated this 28th day of June, 2021

/s:/Ann R. Leitz

\_\_\_\_\_  
ANN R. LEITZ, CSR NO. 9149

REVISED: 8-23-2021