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CALIFORNIA  
PRISON INDUSTRY AUTHORITY  
BOARD MEETING

California Men's Colony  
Colony Drive  
San Luis Obispo, California 93409

THURSDAY, OCTOBER 10TH, 2019  
1:00 P.M.

Reported by:  
Matthew James Schuerger, CSR No. 14210

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Ralph Diaz, Board Chair  
Darshan Singh, Vice-Chair

BOARD MEMBERS:

Bob Jennings  
Brent Jamison  
Kathleen Webb  
Michele Steeb  
Dawn Davison

EXECUTIVE OFFICER:

Scott Walker

BOARD SECRETARY:

Jessica Murray

CHIEF OF EXTERNAL AFFAIRS:

Michele Kane

GENERAL COUNSEL:

Jeff Sly

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A P P E A R A N C E S C O N T I N U E D

ALSO PRESENT:

William Davidson

Scott Perkins

Randy Fisher

Debi Kamakani

Roy Sorenson

David Teeter

Raymond Meek

Suzie Changus

Allie Curry

Zoe Burton

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1 BOARD SECRETARY MURRAY: All right. Let the  
2 record show that we have a quorum of seven members.

3 BOARD CHAIR DIAZ: Thank you very much. So  
4 welcome board members and attendees, and thank you for  
5 being here today for the Prison Industry Board meeting.  
6 We had a great event a little while ago with the  
7 apprenticeship graduation. Did you all enjoy that?  
8 Really good, really good. A lot of good work in that.  
9 I'm really happy.

10 First before we get into business, I'd like to  
11 introduce Kathleen Webb who replaced the former DMV  
12 appointee, William Davidson. There he is hiding back  
13 there.

14 So Ms. Webb brings a wealth of knowledge and  
15 experience to the Prison Industry Board before her  
16 appointment as the Chief Deputy Director at DMV. She  
17 served as the Field Office Director of performance and  
18 improvement leading efforts to lodge a data-driven  
19 performance improvement framework for the State of  
20 California.

21 She also served as Assistant Secretary of  
22 Govops, Chief of risk at the office for CalPERS,  
23 Director of Policy and Risk Management for CCHCS, Deputy  
24 Director of DGS, and Director For the Governor's Office  
25 of the Insurance Advisory. Welcome, Ms. Webb.

1 BOARD MEMBER WEBB: Thank you very much.

2 BOARD CHAIR DIAZ: Do you have any comments?  
3 Would you like to make some comments?

4 BOARD MEMBER WEBB: Actually PIA is one of the  
5 organizations I learned about early on in my career with  
6 the State, and it's always been one of my favorite  
7 organizations. And so it's so great to be back with all  
8 of you and celebrate.

9 BOARD CHAIR DIAZ: Thank you very much. We're  
10 really looking forward to working with you, Kathleen.  
11 Now I'd like to open up the floor for opening remarks  
12 from board members.

13 Are there any opening remarks for any board  
14 members on the phone? Okay, hearing none. So a note  
15 about public comments. At this point I'd like to note  
16 that any member of the public who are present right now,  
17 there will be opportunity for the public comments after  
18 each item is presented to the board.

19 Any member of the public who would like to make  
20 a comment, fill out a comment card or speaker request  
21 card from the Board's Secretary, and you'll have your  
22 chance to comment at the end of the meeting after the  
23 presentation of all the general items. Each speaker  
24 will be limited to two minutes, and our Board Secretary  
25 will be keeping that time. We will now move on to the

1 General Manager Comments.

2 EXECUTIVE OFFICER WALKER: Thank you, Mr. Chair  
3 and Board Members and welcome. I'm glad you could make  
4 it down. There was a great event. Michele and her team  
5 do a tremendous job as you all can see the staff in the  
6 institution getting those folks into the apprenticeship  
7 program. That's one of the things we're really focused  
8 on, and it's going to get better and better. You've got  
9 it out there, and you've got it working. But we're  
10 going to continue to strengthen it.

11 The neat thing about that is all those folks  
12 actually entered in the department website. So when  
13 they get out, one of the challenges we have with  
14 offenders when they get out is them being able to  
15 recreate their record of things they did while they were  
16 in prison.

17 And since that's on that website, there's an  
18 individual identifier in there, and they can go to DAP  
19 and pull down that curriculum at any time and provide  
20 that to employers. So it was a heck of an event, the  
21 first one, and there's going to be a lot more in getting  
22 that apprenticeship program out here and really taking  
23 these programs -- we've talked about this for years --  
24 from a -- we used to do it, we called it a certificate  
25 of proficiency -- and literally if someone stood in



1 front of a machine for 500 hours, we would give them a  
2 certificate of proficiency.

3 Now, what that meant really varied from person  
4 to person how much technical skill they had to run that  
5 piece of equipment. And the problem with that approach  
6 years ago was that they may not be as qualified as that  
7 proficiency would lead some employers to believe. The  
8 apprenticeship thing kind of sets that on its ear, and  
9 it started to have validation that they have acquired  
10 those skills, knowledge and ability so that when they  
11 get out and successfully gain employment and validation  
12 for it so it doesn't muddy the water for them coming  
13 out. So this was kind of the first foray into that new  
14 approach, and I think you'll see a lot, I'm thinking  
15 you'll see a lot more of that stuff.

16 I want to start by saying I've been back now  
17 for about six months, and the staff in this organization  
18 have worked hard to get me up to speed and deal with  
19 that. So I want to thank them all publicly. They do a  
20 great job every day, and a lot of it goes unnoticed. So  
21 I wanted to make sure they understand that without them  
22 we couldn't move this organization forward. There's a  
23 heavy lift that we're going to do the programs like  
24 this, run the day-to-day operations, deal with the stuff  
25 that inevitably comes up. But my hats off to all the

1 folks at PIA, they're doing a tremendous job.

2           So with that I'll talk a little bit about the  
3 Midyear Revise. We don't always do a Midyear Revise,  
4 and it kind of really depends on the situation of PIA at  
5 the time. This year we're going to do a Midyear Revise.  
6 I think the date is December 17th. And at that midyear  
7 revise we're going to talk about some of the boring  
8 stuff that we do and how we're going to change the  
9 process and be even more transparent than we are now.  
10 And I don't want people to think there's some problem  
11 with the way we're doing it now because we're doing it  
12 the way we need to do it according to GAAP and all of  
13 those requirements. I just want a higher level of  
14 transparency.

15           And so at the December board meeting for a lack  
16 of a better term, we're going to kind of chew everything  
17 up so we'll have a better idea what it looks like at  
18 that point in time. And we'll have a better picture of  
19 how we're going to go forward. One of the things that  
20 we need to get a better handle on is some of our  
21 inventory stuff. And that will be part of the process.  
22 And we'll talk about that more in depth, in some great  
23 depth at the December board meeting, and so we'll put  
24 that on the radar.

25           The other big deal that we're working with is

1 the Optical and some of the adult benefits. And so that  
2 was approved and signed by Jerry Brown in 2017 I  
3 believe. And the funding for it was never approved by  
4 the Legislature. This last fiscal year they finally  
5 approved the money. They now have to get matching funds  
6 from the Federal Government. So they submitted this,  
7 and that's in the process. So we fully anticipate that  
8 the funding would return for Optical benefits, adulthood  
9 Optical benefits in January.

10 Mr. Perkins will get into some detail there. I  
11 just wanted to caution everybody that there's a heavy  
12 lift to get from here to where we need to go with the  
13 new lab. But we're going to talk more about that and so  
14 long in the interim to the kind of deal the ramp up and  
15 then how do we take on that full workload because we  
16 have to be there by January, Spring of 2020.

17 The recidivism study we've gone back and forth  
18 on that and around and around. Mack's not here. David  
19 is going to help us, and Dawn's helped us as well, and  
20 we're kind of pushing the restart button on that to get  
21 to a point where we've got some better direction on that  
22 and not just a snapshot for the time, but more  
23 directive. And so we've partnered, we continue to  
24 partner with UC Irvine to get that information and get  
25 it right now and how we're going to look at it and what

1 day it's going to be for that.

2 So Mack is working on that along with Bill  
3 Davidson to frame that up so we at some point have got a  
4 better road map for us. So what I'm looking for is not  
5 necessarily something that we can beat our chest with.  
6 I think we need an outcome that's good, but I want  
7 something that kind of helps us better direct the  
8 organization.

9 I'm aware we're getting the best bang for our  
10 buck. So we can start to look at those areas and start  
11 to put more effort on those and have additional better  
12 outcome. Any questions on that?

13 BOARD CHAIR DIAZ: So Scott I would ask, and I  
14 think the last time you reported, that Mack, that he's  
15 working with CDCR on research and planning?

16 EXECUTIVE OFFICER WALKER: Yeah, yeah, yeah.  
17 Yeah, Julie over there; right?

18 BOARD CHAIR DIAZ: Julie.

19 EXECUTIVE OFFICER WALKER: Yeah, so we're going  
20 to connect all those dots to make sure we're on top of  
21 it. And then if we want to, I want to make sure using  
22 the same methodology.

23 BOARD CHAIR DIAZ: Right.

24 EXECUTIVE OFFICER WALKER: So we are moving  
25 forward with that. There is a program out there called

1 General Facilities Maintenance and Repair that we  
2 started about two years ago as a pilot program. And  
3 it's got some challenges. There's some good things. I  
4 was talking here to the lady here, I believe her name is  
5 Jennifer that runs it here, and she's working on it. It  
6 seems to be working over here well, and there's other  
7 places where it's not working as well. That program was  
8 supposed to be a two-year pilot. CDCR is supposed to  
9 come in at some point and take over that program.

10 I don't think -- CDCR, has no interest to take  
11 over the program. And so part of what I'm going to be  
12 talking about at the midyear is where do we go with that  
13 program. And so I met with the union related to that  
14 yesterday or the day before yesterday, and they haven't  
15 changed their opinion on that at that board meeting when  
16 they showed up. Their position hasn't softened. They  
17 are not a fan of that program in any way, shape, or  
18 form.

19 So I am trying to get to some middle ground  
20 with them to support the program, and we'll see where  
21 that ends up there. But they're not in the middle at  
22 best, I'll give you that. I will tell you that right  
23 now that's about a 7 million dollar a year spend on PIA.  
24 I don't know that we'll get a return on that investment.

25 And there's 42 positions tied to that, people

1 in those positions. And so in December when I come  
2 back, I'll have a much better perspective of that. So  
3 we can kind of talk about where we go that program from  
4 here.

5 BOARD MEMBER STEEB: Scott, can I just ask --  
6 and I know you're going to talk about it more in  
7 December -- but why don't you know what kind of return  
8 on investment you're getting at this point?

9 EXECUTIVE OFFICER WALKER: Why don't I know?

10 BOARD MEMBER STEEB: Yeah.

11 EXECUTIVE OFFICER WALKER: I do know.

12 BOARD MEMBER STEEB: You do, okay. You're just  
13 saying I don't think it's --

14 EXECUTIVE OFFICER WALKER: Well, there's a lot  
15 of moving parts. So part of it was the -- it was funny,  
16 we didn't actually have an agreement with the union. We  
17 just implemented without an agreement. But there was  
18 some framework that we agreed to that wasn't necessarily  
19 a document signed saying this is how it is.

20 And there were some things in that  
21 understanding like where we can't do a work order for 30  
22 days. And that kind of blows up the whole process. So  
23 either the work order can just sit there for 30 days and  
24 do nothing, or in that 30 days they're assigned to  
25 another shop. They may or may not do the work because

1 they were assigned to come off the list. And so there  
2 just hasn't been an embracing of that program.

3 One of the other challenges is when we went in  
4 to put the program out there, we put it on the yard in  
5 the main one. So if you've got a prison like Solano  
6 where you got four different yards and you can't take  
7 offenders from yard to yard to yard to yard, the only  
8 yard they can operate it in is the one on where they've  
9 got it. And so if you look at the work orders that have  
10 been done -- before this we had six Skilled Laborers.  
11 Six Skilled Laborers after that program matured. And  
12 one year they did 6,000 work orders.

13 This program has 42 staff and the year after it  
14 matured we did 4,000 workers, and that's not the staff.  
15 The staff are doing everything they can, but there's a  
16 lot of moving parts. The interaction with plant ops,  
17 the 30-day wait, the fact that they only have one yard  
18 is the target for the work versus the other three that  
19 are going on. All four. There's just a lot of things  
20 that are there.

21 And for me it's my responsibility to the staff;  
22 right? We have people in those positions, and I'm  
23 trying to figure out a way that this can work and make  
24 sense for everybody, and I don't know if I can get it.  
25 So part of what we're doing is kind of running some

1 numbers looking at things talking to the union, talking  
2 to the stakeholders. The board went out there and did a  
3 survey with them. I talked to facilities folks, I  
4 talked to DAI folks.

5 And I'm trying to figure out a way to thread  
6 the needle on this thing, and I just don't know if I can  
7 do that. And I owe it to the staff to get their wheel.  
8 I just have to get there at some point because they're  
9 all in limbo and they have a say in this as well. All  
10 the folks in those positions are all Limited Term. And  
11 those limited terms start to expire in the first part of  
12 next year. And so I just want to make sure I got all of  
13 the pieces of the puzzle together before we start  
14 talking about this. Make sense?

15 BOARD MEMBER STEEB: Yes, thank you.

16 EXECUTIVE OFFICER WALKER: You're welcome,  
17 you're welcome. Safety and NIC in North Carolina, I  
18 think I talked to you guys about sending some folks back  
19 to North Carolina, which we did, and then bringing them  
20 back out here. And the reason for that was there were  
21 four staff tragically murdered in North Carolina back in  
22 2017, and I certainly don't want anything like that to  
23 happen here. Debi Kamakani led the charge, and she did  
24 a very good job.

25 And they learned a lot back there, and one of



1 the deficiencies we have is training. And so when they  
2 came out here, they were very appreciative of our help,  
3 the program's help, but training still became an issue.  
4 NIC came out and I asked them to come out and take a  
5 look, and they're developing security programs for  
6 industries. So they were able to work with me and come  
7 out and meet with Corcoran as a pilot.

8 And the same thing, they had deficiencies with  
9 two things. One was broken cameras, the other one was  
10 training deficiencies. So Debi is going to talk some  
11 more about that, but we're going to do a better job with  
12 onboarding folks. So we're going to do a better job  
13 with onboarding folks before they go to work. Not 60,  
14 90, or 120 days after.

15 Strategic business plan, we're going to be  
16 working on refreshing that and seeing if it's working to  
17 move on to kind of starting the framework. And we're  
18 going to do some unique things this time, including  
19 getting some employees to kind of help us, guide the way  
20 a little bit and getting the finger to chime into this  
21 thing. So we've got a wide cross section of people that  
22 help us guide the business and connect with a business  
23 plan for next year. So Suzie is leading the charge on  
24 that.

25 I talked to you a little bit about the ERPLX,

1 our accounting system, our planning system last time  
2 too. And I was hoping by midyear to get to a point  
3 where we can actually talk some real numbers. I'm not  
4 sure we're going to get there by midyear given  
5 everything else we've got to do. We're working on that,  
6 but there's a lot of challenges there. There's a lot of  
7 cleanup that needs to be done.

8           And so that's still out there, and don't think  
9 that I've lost sight of that. The whole upgrade needs  
10 to happen, but we're just going to do that methodically  
11 and not necessarily in a hurry. I just don't think  
12 we're going to get there by midyear, but we will get  
13 there. So that's kind of the long and short of what  
14 I've got. And I'll certainly answer any questions or  
15 thoughts or concerns you have.

16           BOARD MEMBER DAVISON: I have a question about  
17 the training deficiencies that NIC saw. So training in  
18 what?

19           EXECUTIVE OFFICER WALKER: Well one of the  
20 things -- so in North Carolina, I think I shared this  
21 with -- they talked about it. They want to scare the  
22 hell out of their employees. And what they want to do,  
23 they understand it's not just the environment they're  
24 getting into, but how to operate safely in that  
25 environment. And they want them to also -- their

1 families to understand what they're getting themselves  
2 into. And I think I shared that North Carolina would  
3 have to be one of the -- there's a lady there named Ms.  
4 Regina. This was in their sewing area. So this wasn't  
5 like in some metal bed or some heavy facility, which  
6 sometimes we look at those more completely than the  
7 other ones.

8           There was a lady there named Ms. Regina who is  
9 the supervisor there, and in North Carolina the  
10 supervisor has to sign off on a tool form for the  
11 offenders to be issued. So this offender goes up to  
12 Regina, Ms. Regina, and asks her to write him a bible  
13 verse. He's trying to learn the bible. So she's  
14 thinking she's helping him learn the bible. So she  
15 does. And she does that for a while. This offender --  
16 after the homicides happened, they were doing an  
17 investigation. They noticed that the signature on that  
18 form didn't correctly or identically match the other  
19 signature.

20           And they finally pieced it together. Well this  
21 offender was using her handwritten notes to copy her  
22 signature. She was the first person killed. He got a  
23 tool checked out with her formal signature, and he  
24 killed her with that tool. And so I'm trying to learn  
25 from this stuff. And the tragedy is real. Hopefully

1 not another tragedy, but this costs a lot of money. And  
2 what I'm hearing now is North Carolina put all of this  
3 stuff in place, but now they're starting to do. There's  
4 people that weren't there when that happened, but  
5 certainly want the facts which is untouched. And so  
6 what they expect is correctional or situational  
7 relationships. Just being aware of the environment that  
8 you're in. Others have worked out there, and they find  
9 it really, really easy to act people up.

10 And my going to CMC, you know, it's not like  
11 that. I'm so comfortable in there. I could be in a  
12 mall and be more uncomfortable probably in the mall than  
13 that. And so I don't want the staff to get to a point  
14 where they're, you know, stressed out about coming to  
15 work every day. And I certainly want them to understand  
16 this environment. And shit can happen in there in a  
17 split second.

18 And Tom knew that. He's been their clerk for  
19 ten years, and has just done everything for you. He can  
20 get a dear John letter or he can get a bed, or he can do  
21 whatever. And that changes his whole perspective. And  
22 then bad shit happens. And I want people to be aware of  
23 that. So the training that we're going to do contrasts  
24 with what North Carolina is doing. What we're doing,  
25 we've also pulled some stuff out of the academy, Stacy

1 Lopez over there. You know a lot, teaching these folks  
2 how to use weapons and pepper spray and all of that  
3 stuff, but we want to make sure that they have good  
4 tools. If you look at the homicides in CDCR in the last  
5 50 or 60 years inside stabbings and shootings and  
6 homicides, there have been 20 people killed. Three of  
7 those were industry people.

8 So if you do the rough math, the statistics are  
9 that that's probably the most dangerous job in that  
10 institution. I don't want that to ever happen, and I  
11 certainly don't want to be sitting in this chair. So  
12 we're going to, I'm going to do everything I can to try  
13 to get them in a better place. And Debi has done the  
14 yeoman's job to try to frame that stuff up, and she'll  
15 be able to tell you more about that.

16 BOARD CHAIR DIAZ: I'm glad you bring that up  
17 because the Department is re-crafting our staff  
18 relations policy. They're redefining what over  
19 familiarity is, over fraternization is. But it's coming  
20 from the perspective that our staff need to on the CDCR  
21 side, need to recognize that they're dealing with  
22 habituals and humanizing them as people. That's what  
23 happens -- what we're seeing is that staff coming in  
24 with a preconceived thought about what an offender is.  
25 They don't treat them other than the person in the

1 union.

2 So they're re-crafting this. So I think the  
3 trend that's going on here, I think it needs to make  
4 sure that we're going with safety on that end. And  
5 we're not going forward either way.

6 EXECUTIVE OFFICER WALKER: I intend, I think  
7 that right now PIA staff are doing a great job with  
8 that. I think they do a great job of identifying the  
9 human being and all of that stuff. The industry -- not  
10 a long, long time ago -- but the industry now they're --  
11 more than likely we're going to get those folks on a  
12 positive road. And we've got to look at them as human  
13 beings and we've got to treat them like returning  
14 citizens. And all those things are certainly part of  
15 the same, but you've got to add that balance. You've  
16 got to go across.

17 And so I certainly appreciate that because, you  
18 know, the more that we can get them to engage in these  
19 processes -- and I think a lot of the part of that is  
20 treating them like human beings and not just a number  
21 out there. They start to get the perspective, and we  
22 talked about this a little while ago, but we actually  
23 give a shit about the outcome; right? We're not just  
24 here to check them off whatever the outcome will be.  
25 But we need to provide that guidance. And your point of

1 that is the staff understands how to do that. So I  
2 think your point earlier, a lot of them don't know where  
3 that line is at; right? The stuff we're doing today 33  
4 years ago, compared to when 28 when you started. And  
5 I'll say it again.

6 BOARD CHAIR DIAZ: I appreciate that. Any  
7 other thoughts? So with that, thank you Mr. Walker.  
8 We're going to move on now to our meeting items. And we  
9 have an action item made. Mr. Walker?

10 EXECUTIVE OFFICER WALKER: The first action I  
11 would take, Mr. Davidson, Chief Financial Officer is  
12 going to present that. If you recall, he'll remind you  
13 this was at a board meeting that there was some  
14 suggestion to move this from an information item to an  
15 action item. So Bill is here to do that.

16 MR. DAVIDSON: Good afternoon Chairman Diaz,  
17 board members, and welcome Kathleen. You're a great  
18 addition to the board --

19 (The reporter interrupts for clarification.)

20 MR. DAVIDSON: Speak up? You got it.

21 So as Mr. Walker said I'm sure when you  
22 received your board binders you saw this action item,  
23 and all were riveted and giddy with anticipation to  
24 discuss this again. But as a reminder at the June 19th  
25 board meeting, Mr. Walker and Scott Brunner from MGO did

1 go through it in pretty in-depth detail, go through the  
2 MGO audit report.

3 And at the end of that presentation it came  
4 forward as an information item, but the question was  
5 raised should it be presented as an action item, and the  
6 Board voted on that. So we went back and looked  
7 historically to see if it had been presented as an  
8 information item or action item in the past.

9 And we looked at the last ten years, and  
10 predominantly it had been presented as an information  
11 item each year, but there was an instance about six or  
12 seven years ago when it was presented as an action item,  
13 and the Board adopted the plan. So again, we're here to  
14 move forward today to give the Board an opportunity  
15 should you choose to take that affirmative action to  
16 adopt the audit report.

17 My intention isn't to go into great detail  
18 again on the details, but just a reminder of a couple of  
19 the key points of that report. Again, it covered the  
20 '16/'17 and '17/'18 fiscal years. The '16/'17 fiscal  
21 year which had been also reported a year ago, MGO issued  
22 a qualified report meaning that they had some questions  
23 with some of the numbers. And again, it wasn't PIA's  
24 numbers, but the state auditor had been unable to audit  
25 the State's industrial and safety pension plans.



1           And because the state auditor hadn't been able  
2 to audit those plans, the auditors couldn't make -- and  
3 we use those in our financial numbers -- our auditors  
4 could not come forward with an unqualified opinion  
5 financial statement. The only issue that they had was  
6 '16/'17. For '17/'18 fiscal year, they issued an  
7 unmodified opinion. Essentially they don't have any  
8 issues with a clean audit.

9           Speaking to the numbers, again when you look at  
10 our statement of operations, it reflected an  
11 \$8.4 million negative number. And that \$8.4 million  
12 negative number again, is not suggesting that CALPIA  
13 lost \$8.4 million. That negative number came as a  
14 result of some changes made by the governmental  
15 accounting standards board that went into effect in the  
16 '17/'18 fiscal year that require that we show the impact  
17 of the long-term pension and liabilities that occurred  
18 in that year and that those be reflected as an expense  
19 on our financial statements.

20           But again, that's not money that we put out.  
21 When you look at our profitability for the '17/'18  
22 fiscal year, we were actually a little over \$9 million  
23 profitable that year. So I think it's important that  
24 everybody understand the context of those numbers.

25           So those were kind of the key issues of that

1 audit report. And we present that. And again, if you  
2 have any questions, I'm happy to entertain those  
3 questions. And make sure the Board wishes to move  
4 forward and take an affirmative action to adopt the  
5 report. And have that opportunity to do so.

6 EXECUTIVE OFFICER WALKER: I move to adopt.

7 BOARD MEMBER STEEB: I second.

8 BOARD CHAIR DIAZ: The motion is seconded.

9 Will the board secretary call the roll?

10 BOARD SECRETARY MURRAY: Member Davison?

11 BOARD MEMBER DAVISON: Yes.

12 BOARD SECRETARY MURRAY: Member Jamison?

13 BOARD MEMBER JAMISON: Yes.

14 BOARD SECRETARY MURRAY: Member Jennings?

15 BOARD MEMBER JENNINGS: Yes.

16 BOARD SECRETARY MURRAY: Member Webb?

17 BOARD MEMBER WEBB: Yes.

18 BOARD SECRETARY MURRAY: Member Steeb?

19 BOARD MEMBER STEEB: Yes.

20 BOARD SECRETARY MURRAY: And Vice Chair Singh?

21 VICE CHAIR SINGH: Yes.

22 BOARD SECRETARY MURRAY: And Chair Diaz.

23 BOARD CHAIR DIAZ: Yes.

24 BOARD SECRETARY MURRAY: Motion passes seven to

25 zero.

1           BOARD CHAIR DIAZ: As a reminder for those in  
2 the public, if you'd like to make a comment, don't  
3 forget to fill out a speaker's card and turn it into the  
4 board secretary. The motion carries. We are now going  
5 to move onto the information item B. Mr. Walker?

6           EXECUTIVE OFFICER WALKER: Item C?

7           BOARD CHAIR DIAZ: B.

8           EXECUTIVE OFFICER WALKER: Oh, B, you're right.  
9 I'm sorry. Okay. In the optical with that department  
10 we are going to come up and expand more on the  
11 conversation so the Chair can get a little bit of VSP,  
12 Solano, and CCWF.

13           MR. PERKINS: Good afternoon, Chair Diaz and  
14 Board members. I'm going to give you a quick update on  
15 where we're at with the Optical Enterprise Expansion.  
16 I'll start off with the Department of Healthcare  
17 Services. They have crafted the amendment. It was  
18 submitted the first part of September. They suspected  
19 about a six-day day process to get some feedback on  
20 that.

21           So we're looking at the end of October here,  
22 the first part of November we should have some  
23 information back on that, which would put us in a place  
24 for them to get that funding, federal funding the first  
25 part of January we hope. The Solano and Valley State

1 Prison expansion, the equipment has all been installed,  
2 it's up and running. Those folks are working on  
3 efficiencies in factories with training and just  
4 increasing their capacity in preparation for the return  
5 of the adult benefits.

6 Should that, those benefits come back quicker  
7 than what we think, we can expand the working hours of  
8 those factories and just handle the demand that way.  
9 CCWF the plans are back with the State Fire Marshal. We  
10 had a couple requests for information, so that's back  
11 over there. Hopefully get those back over here soon so  
12 we can have an approved set of plans to send out to bid  
13 for the contract.

14 At that time we should have a good  
15 understanding of what that cost should be and be ready  
16 for the new year to start construction the first quarter  
17 in preparation and hopefully finish by the end of, the  
18 beginning of 2021. That's about where we're at. Any  
19 questions?

20 BOARD CHAIR DIAZ: Are there any questions for  
21 Mr. Perkins on the phone? Seeing and hearing none.

22 MR. PERKINS: Thank you.

23 BOARD CHAIR DIAZ: Thank you, Scott. So moving  
24 right along we're going to move onto action item C.

25 EXECUTIVE OFFICER WALKER: Action item C will

1 be taken by Mr. Randy Fisher, who is the acting Chief of  
2 Workforce Development.

3 MR. FISHER: Yes. Good afternoon everyone.  
4 Mr. Chairman and members of the Board, thank you all  
5 very much for taking the time to be here. My name as  
6 mentioned before is Randy Fisher, and I am the acting  
7 Assistant General Manager for Workforce Development here  
8 at CALPIA.

9 The report on our action items, if you can turn  
10 to the binder under C. It talks about the Workforce  
11 Development Branch. We have been very active with  
12 respect to workforce development. And just as a kind of  
13 starting point with that, that is one of our focuses in  
14 that area is trying to help offenders get to a point on  
15 the outside making certificates for people in the  
16 employment process to begin with.

17 We have been very active right now request in  
18 our Prison to Employment Initiative. You may have heard  
19 of that before. It was actually processed and agreed to  
20 under Senate Bill 866. It actually mandates that  
21 corrections get involved in setting up some free  
22 construction and trades programs.

23 Also the California Workforce Development Board  
24 has implemented Prison to Employment. Basically trying  
25 to get offenders when they're ready when they get out,

1 they can find employment. What we have done with that  
2 falls very in line, very good with our core values and  
3 our mission. It says we find people employment on the  
4 outside and give them skills to move forward.

5 So we've partnered a lot with Corrections, also  
6 with many boards and many organizations involved  
7 including some of the unions, and we've been involved in  
8 the process. We've developed a couple things I want to  
9 speak about today. First about our Pre-Release  
10 Construction Trades Certification Program.

11 We've been working with a lot of Building and  
12 Trades groups and other organizations, and we've set up  
13 a Multi-Craft Core Curriculum that the State developed.  
14 Corrections is also utilizing the same basic curriculum,  
15 and we're going to be inputting that in all of our CTE  
16 programs except a couple of them. But all the  
17 construction ones, carpenters would be the exception to  
18 that. And we're working to implement that program.

19 To date we have implemented that program in San  
20 Quentin that is actually setting up operations. And we  
21 also have Folsom State Prison, CIW, and CCWF. It should  
22 be out in that first one within the next week. Again,  
23 that program is moving forward. There's a lot of moving  
24 parts in that.

25 It also develops -- there's an Internet

1 capability, or actually some online course work that  
2 we've had to move across on the laptop systems so  
3 they're secured. We're establishing that program to  
4 implement in all these different areas. We have trained  
5 many of our folks in the curriculum right now, so  
6 they're certified in that, and we'll be moving forward  
7 in that way. We're going to --

8 BOARD MEMBER DAVISON: Okay, sorry.

9 MR. FISHER: No, you're fine.

10 BOARD MEMBER DAVISON: What is that curriculum  
11 consist of? You said it was Multi-Craft Core  
12 Curriculum.

13 MR. FISHER: It gives a basic overall  
14 understanding of the trades, most of the trades, and how  
15 to use basic tools, basic understanding of what you'll  
16 be when you get involved in that area. So in base  
17 simple terms there's a math, how to deal with math.  
18 Also doing specific with how to use a hammer, some basic  
19 tool, those kinds of things. And it's kind of a  
20 starting point. A lot of unions are using that, and if  
21 you have that certification, you can then use that  
22 moving forward to get into an apprenticeship program.  
23 It's kind of a starting point.

24 EXECUTIVE OFFICER WALKER: It's creative, and  
25 it really is an introduction to the trades. And so what

1 the unions use it for is if you've got some folks that  
2 think, hey, I want to go through that over there, they  
3 have this MC3 training that kind of exposes them to what  
4 that really is; right? So it's literally some level  
5 tool instruction, what it's like on the job site,  
6 showing up on time, some math requirements, blueprint  
7 reading. But it talks about all the different trades;  
8 right?

9           So they want to make sure that people  
10 understand what it is they're getting into. And so  
11 we're kind of going down that same road, and everybody  
12 with the exception of carpenters. Carpenters have their  
13 own version of MC3 that focuses exclusively on  
14 carpenters.

15           The labor and iron workers, roofers all use the  
16 MC3 as a notion. And what they look at that as is  
17 that's kind of the first step in this process to get  
18 into an apprenticeship program. They would also like to  
19 do some more free apprenticeship training to get them a  
20 little further down the road in conjunction with that.  
21 But MC3 is about 120 hours I think of just kind of  
22 exposing them to what the trades are; right?

23           MR. FISHER: Yeah, so it gives them an  
24 informed, gives them the ability to have an informed  
25 decision as to which craft they're going to get into.



1 And it also expands on their skill set to succeed. We  
2 don't want to bring them in and have them fail. We want  
3 them to succeed. We want them to win. And we've had a  
4 lot of success within all the local building trades. So  
5 it's not just here. It was set up with our  
6 internationals. So it comes in the department.

7 And it's a good program. It really opens up  
8 some of these kids that don't know anything. It opens  
9 up their mind as to what opportunities are out there.

10 EXECUTIVE OFFICER WALKER: So what that is is  
11 what's called a Joint Advisory Committee that kind of  
12 drives the rest of the vibe in work groups, and we  
13 brought them through San Quentin, and that's the  
14 Building Association, State Building Association.  
15 Because they're the ones that certify the MC3. It's  
16 their program, they have to be on board. And they were  
17 very impressed for a lack of a better term at San  
18 Quentin with the education of that MC3 program down  
19 there.

20 There's a laborer down there, Lauro, that works  
21 for us and does a great job because they want to get a  
22 better understanding of were we executing it vaguely to  
23 what they needed it to be. And they were thoroughly  
24 impressed with his execution, and so it's moving forward  
25 there. We're also going to have another Joint Advisory

1 Committee tour CCWF so they can see it on the other side  
2 of the laborers program down there at the women's  
3 institution in Chowchilla sometime next week.

4 BOARD MEMBER DAVISON: Thank you.

5 EXECUTIVE OFFICER WALKER: You're welcome.

6 MR. FISHER: So we're employing in those four  
7 areas. In the future rollout we're to complete it at  
8 FWF, CIM is going to go through and then also at the two  
9 youth facilities, at the Ventura Youth Facility and also  
10 at the OH Close Youth Facility. We'll be running that  
11 program there. We've actually hired someone who used to  
12 be an instructor and is now on board with us, so he's an  
13 expert there in common school education.

14 This is a side note, Office of Correctional  
15 Education all their construction areas too. They're  
16 also going to utilize the same basic curriculum. So we  
17 partner with them and actually provided some of that  
18 training so they can also start implementing on their  
19 side as well. Should be a good program for all of us.

20 The other -- if there's no questions on that,  
21 the Civil Service Examinations. Another piece of the  
22 Prison to Employment is one of these side groups or  
23 other worker groups in the civil service examination  
24 process. The goal of that is to try and set it up so  
25 offenders either before they get out, or as soon as they

1 get out they can actually transition to a civil service  
2 employment.

3           Those of you who know civil service and the  
4 process, it's not the easiest process in the world to  
5 get involved and become a state employee. There are  
6 several steps involved and some of the hurdles that were  
7 established in make it a significant bar for offenders  
8 to get involved. So what we've done is we partnered  
9 with Corrections, and they have a task force that worked  
10 on that. And so we developed the program in a template.

11           They had done it before, but we set up a  
12 template to go through basically the five or the five to  
13 six steps that it takes to get employed from the  
14 examination process. For example, in the state service  
15 you can, most of the -- you actually can apply. You  
16 have to do that online, which requires online access,  
17 which was difficult for us to get that to offenders  
18 before.

19           So it's an examination process. They have to  
20 get online exams. Or if we're lucky for offenders, we  
21 can do a written exam process. Then we have the  
22 application where you have to go online and apply for  
23 positions. And then there's an interview process where  
24 we have to go through an interview. And then finally  
25 it's the actual hiring and employment.

1           So working with Debi Kamakani over there, we  
2 established a system, and we went through and set up a  
3 project for each of those phases to get them  
4 implemented. And then we tried it out at Solano as our  
5 main factor in doing that. And again, this is working  
6 with Corrections because quite frankly without that  
7 partnership we could not have gone through the distance  
8 to make that happen.

9           So we went through that, we started with the  
10 Highway Maintenance Worker class at Caltrans. And  
11 Caltrans actually agreed that if we can get people to  
12 pass the exam in a certain area that they wanted, and  
13 they would come in for hiring, that they would actually  
14 hire some of these offenders and make them offers.

15           So long story short over the last month or two,  
16 we developed the whole process. We had 39 people who  
17 took the exam. They all passed. Then we went through  
18 and they had to go online and actually apply through  
19 CalHR through the portal so that Caltrans could see them  
20 on their viewpoint. Caltrans came to Solano and in the  
21 course of a full day they interviewed 24 candidates, and  
22 they actually gave a tentative offer, a commitment offer  
23 of employment to ten of the offenders.

24           So at which point in time -- and Caltrans was  
25 extremely helpful and flexible based on these role

1 requirements and that kind of information. So it was a  
2 very successful program. We actually have ten people  
3 now, ten offenders who when they get released if they  
4 complete the rest of the requirements that they'll be  
5 employed. So we consider that to be a pretty large  
6 success.

7 EXECUTIVE OFFICER WALKER: And then Caltrans  
8 identified ten positions that they were willing to hire.  
9 So it wasn't like all 24 could not have gotten hired,  
10 but they repositioned and limited it to ten. So the  
11 other 14 may very well have been qualified and eligible  
12 good candidates, but they put a cap on this first time  
13 around.

14 BOARD MEMBER STEEB: What was the average  
15 starting salary?

16 MR. FISHER: I do not know that, what is the  
17 entry level for that position, but it is definitely over  
18 minimum wage for entry level, and it has full benefits.  
19 That's a good question, but I don't have that answer  
20 now. It's a good question. I might have to look into  
21 that. So but the good news is that there's another  
22 piece to that too is there's also other things when they  
23 get out.

24 They have to take a physical examination that  
25 they have to pay for. There's a hearing test involved

1 that they have to pay for. They also have to go through  
2 a background check and then a drug test is also involved  
3 before they actually start which involves a tentative  
4 offer.

5 So one of the things this group is working on  
6 is, all right, how do we take care of that next step?  
7 So the offender, are we just going to let them go out on  
8 their own, or are going to assist them fact of, you  
9 know, having this medical exam, having the hearing test  
10 and that stuff. So Corrections is working on that  
11 trying to partner with the Receiver. But the whole  
12 process is moving through.

13 So other than the success, the good thing is is  
14 now we have a template. So our next challenge, our next  
15 opportunity I guess is a better term is we're going to  
16 be partnering with DGS. After we had some discussions  
17 in the past, we actually asked DGS whether it's trying  
18 to get our pilot or our template done first. But now  
19 we're willing to try and move forward with that.

20 So we've been working with Corrections and also  
21 DGS now to move that needle and work on that  
22 classification. We're also partnering with CalHR, and  
23 they're looking at -- it's another subcommittee --  
24 they're looking at based on the training that we provide  
25 and also Corrections provides, OJT, what jobs might fit

1 into state service, what other classifications?

2 So they're going to be doing some analysis on  
3 that and then proposing back to the group. Well, maybe  
4 Custodian is a great one. We think that was already  
5 hypothetical, or maybe there's another classification.  
6 If they know there's a need, know there's a location we  
7 move forward. So we're making progressive steps to go  
8 through that process. It's been pretty helpful.

9 BOARD MEMBER JAMISON: And in terms of  
10 custodial positions, I think there's a lot of  
11 opportunity there, and we're really excited about it.  
12 Randy, one of the questions I have for you though, with  
13 regard to the highway maintenance work, the challenge is  
14 we always have a vision. It's like this is kind of one  
15 of the issues.

16 And sometimes we -- how do we memorialize this  
17 so it's not so laborious just to get these kind of  
18 almost like pilot projects as opposed to an actual  
19 ongoing program that we're going to visit this program.

20 MR. FISHER: Excellent question. So what we  
21 did was is we developed this as a project, and we  
22 actually partner with our Project Manager through  
23 CALPIA. And we set it up and said, Okay, these are the  
24 steps you need the get accomplished, so now we have a  
25 pathway that we know how to go. And once we get started

1 on the pathway, we also know where it took a significant  
2 amount of resources to make this happen.

3           We know now that since we know exactly, for  
4 example, which websites we have access to -- and  
5 Corrections has already agreed to those on a basis --  
6 that challenge goes away. So with that now we have that  
7 template so we can actually do it ourselves, Corrections  
8 can do it and follow that path. And that's really kind  
9 of the goal to try and get through that process. So  
10 it's no longer one off, if you say, oh okay we're ready,  
11 pull it off the shelf, do the steps, and start running.  
12 So that's the first thing we're doing.

13           EXECUTIVE OFFICER WALKER: So we've got to get  
14 a lot done here. You know, we've got it to where we're  
15 going to have a much better outcome because we've done  
16 this in the past, and it was almost like the goal post  
17 was can we get them on the list; right? And then we  
18 were patting ourselves on the back because we got them  
19 on the list.

20           Getting them on the list is easy. Getting them  
21 through the process, getting them hired, getting all the  
22 stuff, getting them the job, that's where the hard part  
23 comes in. So the first thing we had to do was just go  
24 through this process. And we spent a tremendous amount  
25 of time and effort and resources doing this. And we've



1 got to get to a place where this becomes a standard  
2 operating procedure because we can't, the State won't  
3 continue to put their resources into it that we've done  
4 to get through this process. But we had to do it to  
5 just identify how we get from here to there.

6           And again, getting them on the list is easy;  
7 right? And that was really, not to say that wasn't a  
8 big deal because it was. But there's a lot of stuff  
9 that has to come after that. And Debi and Randy and  
10 their whole team are working on it. And I'm the same  
11 way, get them on the list and hire them. What's the  
12 problem; right? Should take a day and a half or two.  
13 It's just a heavy lift.

14           And we still to your point have to get it into  
15 a place where this is the norm. This is not a one off  
16 that we're doing somewhere, and we've got 45 people  
17 involved in this process. So there's a lot more  
18 questions and answers about the automation, the right  
19 listing of URL's so they can go into the transition  
20 program and the institution and do this by themselves  
21 with some guidance and not have everybody standing there  
22 at the computer.

23           So a lot of stuff. And so every time we do  
24 this, we're hoping to get better and better and more  
25 streamlined, more automated so that we can make that

1 connection.

2 MR. FISHER: And we have to work with these  
3 pieces. The white list is one good example.  
4 Corrections is working now with a tool to help them so  
5 they can perhaps have a kiosk-type system so the  
6 offenders can come in and have permission to do it. So  
7 I won't need to bring half of Debi's staff in to meet  
8 with 25 offenders to sit there while they do that  
9 process.

10 So we're doing a lot of that. Hopefully we'll  
11 start making improvement on that. So we'll keep moving  
12 forward on that. Any questions on that? All right.

13 BOARD MEMBER WEBB: So, Randy, just a thought.  
14 It goes back to maybe a couple of areas you talked  
15 about. It was outreach to potential employers. One of  
16 the things I shared with Ralph is just our own society  
17 is bias whether it's conscious or unconscious. And part  
18 of it is breaking out of these biases. And I think  
19 after experiencing today's event, I'm going to rely on  
20 my colleague over here, Michele, and some of the hats  
21 that she has worn.

22 Is there a better way to work in the community  
23 and let, and showcase graduations like this, and show  
24 them the faces of the people. Show them on the tour  
25 that we just went on some of the things that we saw.

1 And whether it's working with CSAT or employers that  
2 particularly in the trades that you're doing with the  
3 work to showcase that? To take away the fears and show  
4 them that these folks are really it.

5 MR. FISHER: Sure.

6 BOARD MEMBER WEBB: Because it's one thing for  
7 us to put them out there ready for employment and then  
8 it's them finding that job. And I was just thinking  
9 some of the jobs you're talking about for the state also  
10 exist within counties and cities. So that's another  
11 potential employer whether it's working for the League  
12 of California cities or CSAT and how we would offer  
13 employment and process that.

14 MR. FISHER: That's a good idea. I can look  
15 into those. I can tell you that they're also partnering  
16 with several groups, and I can't remember the  
17 abbreviation because I'm a little new, but they actually  
18 have folks when they get off on probation, they can go  
19 to these locations, and they get training. It's part of  
20 the workers aid agencies through DCC, those kinds of  
21 areas. And they've actually asked us to give a  
22 presentation or like a webinar about our program and  
23 what we do so that they can get that out to the areas  
24 and provide that.

25 EXECUTIVE OFFICER WALKER: They'll be

1 available. You're warming up? Or they should be  
2 available.

3 MR. FISHER: Yes.

4 EXECUTIVE OFFICER WALKER: One of the things  
5 that, you know, we've done -- we haven't done enough;  
6 right? And so we need to start inviting employers and  
7 again, NIC came out and do a bunch of training for a  
8 cross-section of folks that are gonna touch these folks  
9 when they parole. We had Sac County Sheriff there, Sac  
10 County Probation, we had EDD, we had DAI, we had VIA, we  
11 had probation. And we did the training with all of  
12 these people at our showroom in Sacramento.

13 In one of the things that a lot of those folks  
14 got out of there was -- because we, you know, sometimes  
15 tend to focus on the barriers and challenges offenders  
16 have and not necessarily the barriers the employers have  
17 to your point. And so it was really an eye-opening  
18 moment for us. We don't do enough of bringing employers  
19 into these programs and breaking down those barriers.  
20 We had the graduation down at CIW and there was two  
21 major contractors down there that hire laborers. One I  
22 think hired 200, and the other one 500. So between them  
23 there was about 700 employees. And do you know how many  
24 females they employed?

25 BOARD MEMBER WEBB: How many?

1 EXECUTIVE OFFICER WALKER: None. None. And so  
2 what we did was invite them back. It was nice to go to  
3 the graduation, but we want them to come in and actually  
4 see the program, take the time to see the program, and  
5 talk to the offenders and start to break down those  
6 barriers.

7 And so one of the things we're going to do more  
8 of is just that where we don't need to have the big  
9 event. Let's identify those employers because there's a  
10 lot of employers out there quite frankly that will tell  
11 you having a lot of these same jobs they're actually  
12 willing to hire ex-offenders; right?

13 And so the more we can engage them, the more  
14 that we can help them break down those barriers -- and a  
15 lot of that is just coming in and showing them that that  
16 population is not as scary as they have been led to  
17 believe; right? And like today, we seen that guy  
18 building that machine in there that Jeff wants me to  
19 patent.

20 That's the kind of stuff people will see and  
21 say, you know what, that's amazing stuff and we can  
22 leverage that and make our lives easier. And that's  
23 what we're here for. And so we've got to get a lot  
24 better at that. We've got to have a strategy for  
25 bringing those folks in. So that employer forums are in

1 the past.

2 And there's a place and time for that, but  
3 that's more of a photo op more than it necessarily is an  
4 outcome-based thing. I would rather bring in five  
5 employers that hire in those trades, show them the  
6 program and then let them talk to the offenders at the  
7 end of that thing and have that dialogue; right?

8 And so we've been talking to the unions a lot  
9 about that, and we brought the unions in to look at the  
10 program. Some of those folks hadn't been in in a long  
11 time to look at the program. They have major events  
12 important with the unions and all their contractors down  
13 in LA, and they're inviting us to that too.

14 So we go there because quite frankly there's a  
15 lot of folks in those fields or trades out there that  
16 are under the radar screen that are expeditious. And  
17 they've done videos and everything. And so we have a  
18 long way to go there, but it's an excellent point that  
19 we have to do a better job in engaging those employers.

20 BOARD MEMBER WEBB: Yeah, and maybe just an  
21 employer day, you just do an employer day where you  
22 bring in a couple of the employers and showcase it  
23 without it being maybe tied to the graduation.

24 EXECUTIVE OFFICER WALKER: Right. Yeah, they  
25 did one at Santa Rita County Jail last month, and I had

1 some folks go down there. It was a couple of weeks ago.  
2 And I was hoping that it would be a model that we could  
3 kind of follow, but it didn't come out the way I  
4 necessarily thought it would. But yeah, we've got to do  
5 a better job of getting that, cultivating that.

6 BOARD MEMBER WEBB: Yeah, and I have just when  
7 I heard it, and one of them was actually at Google where  
8 they had folks come in and talk about employees who were  
9 coming out of prison. So I've been hearing from other  
10 employers and the success they had in doing that. Also  
11 employees sharing on a particular day.

12 BOARD MEMBER STEEB: The thing that I'll add to  
13 what both of you all said is in a case at Saint Johns,  
14 developing a relationship with an employer is super  
15 important in terms of them, you know -- almost everyone  
16 now has migrated to this electronic system, where you  
17 fill out, you post your resume; right? Our women get  
18 knocked out. I mean, you know, based on their criminal  
19 history, based on the lack of work experience. I mean,  
20 there's just all these things the electronic algorithm  
21 just locks them out and blocks them out.

22 And so working with the employer directly, part  
23 of the agreement and the partnership you build is that  
24 they agree not to have them go through that system. I  
25 mean, maybe they have to go through it but then there's

1 -- they treat them a little bit differently. And I  
2 don't mean preferential treatment, but I mean they know  
3 us, and they know they're getting some people that have  
4 been through pretty rigorous programs.

5 And I would say that this is the second thing I  
6 want to point out is that we're able to showcase to  
7 employers like the figure -- I don't know if it was  
8 Ralph or you Scott that said, or maybe it was Michele --  
9 2,000 hours; right? 2,000 hours of training. That's  
10 some kind of -- and you're living with them here for a  
11 significant period of time.

12 So the employers actually -- it's much better  
13 to bet on a PIA person than it is a person that comes  
14 through that portal because you have no idea what kind  
15 of training, what kind of rigger; right? You have a lot  
16 more qualification from a PIA. So I would just say that  
17 a one-on-one relationship is super important, and I know  
18 you saw that. But for those two reasons, that may not  
19 be as obvious.

20 MR. FISHER: Great ideas on this. All right,  
21 the last part of this item, transition packets. These  
22 are called packets that when the offenders leave, we  
23 give these packets out to them that they can take with  
24 them. Actually to go to prospective employers and  
25 provide that even to their probation or parole officers,



1 that information. We also have that available where  
2 they can call back. I think Mr. Walker mentioned that  
3 in his presentation today. Don't just forget about us.  
4 If you need something, we keep all that stuff available  
5 so they can have those packets.

6 What's interesting is that in the fourth  
7 quarter we distributed about 215 of those packets, which  
8 is up from the previous quarter. But the fiscal year,  
9 which was interesting I found out, but this fiscal year  
10 we had put out 572 transition packets, which is almost  
11 triple what we did at this time last year. So it was  
12 very interesting when that came through.

13 So a lot of that has to do with our Workforce  
14 Development coordinators. I think we spoke before and  
15 explored that a little bit that they're actually out  
16 there at our institutions not only trying to fill  
17 vacancies and positions, but also starting to meet with  
18 those offenders and let them know about our services and  
19 how we can provide these because it's very helpful.  
20 That's all I believe I have to report on that. Any  
21 questions?

22 BOARD MEMBER STEEB: On the transition packets,  
23 we talked about this at the last board meeting, they  
24 seemed pretty dense. And I'm just wondering if there's  
25 any effort to streamline those because that, you know,

1 just coming out of the situation they're coming out of  
2 reading all the main, you know -- I'm just wondering if  
3 there's any effort going on to.

4 MR. FISHER: I'll put that on a pin. I don't  
5 know for sure the answer to that. I do know that some  
6 of the Workforce Coordinators are going to evaluate that  
7 whole process, quite frankly. And also what they're  
8 going to be doing out in the field, so I'll have them  
9 take a look at that also.

10 EXECUTIVE OFFICER WALKER: What we're doing is  
11 there's a lot of people in that, and so what we're  
12 trying to do --

13 BOARD MEMBER STEEB: Meaning with CDCR?

14 EXECUTIVE OFFICER WALKER: With CDCR, with the  
15 county --

16 MR. FISHER: Correct.

17 EXECUTIVE OFFICER WALKER: So what we're trying  
18 to do is get work with Alameda County and CDCR  
19 transition program and that mainly in the institutions  
20 and see where that the information is at and try to slim  
21 that town so that we're providing them in person and  
22 stuff. I was talking to Tony Ivanovich, he's the  
23 Regional Parole Administrator at the jail, and one of  
24 the challenges that they have is getting that  
25 information and getting good information.

1           And so part of it's going to be the transition  
2 packet. But I will tell you that what I am being told  
3 by the agents on the street is that often those  
4 offenders don't show up with those packets even if they  
5 get them. And so we're going to stop doing that, we're  
6 going to keep doing that. I think equally important is  
7 we've got to have a process in place for that  
8 information to end up in their arms so that the parole  
9 agent directors can go in there and actually find that.

10           And right now it's just an inconsistent  
11 process. So I did just a quick look at it, and I think  
12 that the cases we looked at, 60 percent of them the  
13 certificate never ended up in there. And ones that did  
14 they ended up in various places, so it wasn't like you  
15 knew where to look. And they ended up with various  
16 descriptions, so you really had to sit there and click.  
17 I had some folks do that, and it took them about an hour  
18 to just go through and click all those tabs to see what  
19 was in there if anything was in there.

20           So the transition packets need to be slimmed  
21 down, and we also need to make sure that that electronic  
22 record is out there and available and that people don't  
23 have to spend an hour trying to find the description for  
24 the offender because they're just not going to do it.  
25 And so I think between the two of those things, that

1 would slim that down if we've got all that stuff in that  
2 record.

3 And also, quite frankly, give those offenders  
4 an opportunity to go into that pro op and get copies of  
5 all that stuff because they don't know where it's at.

6 MR. FISHER: We've actually reached out to  
7 CALPIA and some groups to actually look at that. The  
8 whole process and then to get that thing developed to  
9 look at. Okay, any other questions on that  
10 informational item?

11 All right, so then we can flip over to item D  
12 which talks about Lost Hours. I apologize Mr. Diaz.

13 BOARD CHAIR DIAZ: No, no. You're perfectly  
14 fine.

15 MR. FISHER: All right, so as you know we  
16 report regularly to you folks with respect to our IEP  
17 and Industry Employment Program statistics for each  
18 quarter and then we have some end of year results as  
19 well. So if you take a look at item D, I'll go through  
20 some of the basic updates.

21 So our fourth quarter Lost Hours reports, we go  
22 through the process. We actually had -- let me walk  
23 through it a little bit better. So let's just go to  
24 page 2. And if you take a look at the summary chart on  
25 the top of that page, you'll notice that overall we had

1 about a four percent reduction in our Lost Hours with  
2 respect to the fourth quarter.

3 That mainly has to do with if you look through  
4 that, that's when we do our inventory and processes.  
5 The process is closed out for that to do inventory, so I  
6 believe that's not uncommon. That is overall the reason  
7 why that happened. I am happy to report, however, that  
8 Lost Hours in other areas have actually decreased.

9 So custodial Lost Hours for example have  
10 reduced in many of our institutions. You'll also kind  
11 of look at the issue of Lost Hours with respect to  
12 unexcused absences also went down, especially at RJD.  
13 And Lost Hours as a whole was actually very successful.  
14 We had less Lost Hours than there were separately. So I  
15 think we're doing fairly well.

16 I also would like to give credit again to  
17 Workforce Job Coordinators because again, those folks  
18 are out there on weekly biweekly basis having  
19 discussions with Corrections and through that process to  
20 try and get these offenders on board to want to come  
21 work for us. So it's actually been a fairly successful  
22 process.

23 There are some, lots of charts in the back if  
24 you want to a take a look at those too. The first one  
25 probably that has the pie chart is probably the most,

1 easiest one to look at. It talks about how the process  
2 worked in all as an organization. It breaks them up  
3 into the categories that we take care of. We actually  
4 have people at each of the facilities, and from the  
5 operations side take a look at these on a regular basis  
6 to make sure there's not any aberrations or anything  
7 like that.

8 So the process seems to be working fairly well,  
9 and so I think we're doing pretty good for the year.

10 BOARD CHAIR DIAZ: Randy, how would you  
11 calculate vacant loss? What does that mean actually?

12 MR. FISHER: There's two groups of respective  
13 Vacants. So there's categories that are developed in  
14 the Lost Hours. So we have production loss and some of  
15 the vacancy hours are related specifically to Ducats and  
16 those kinds of processes, or we have vacant hours that  
17 are specifically not -- we're not able to get them  
18 through classification and get them enrolled into the  
19 program that they need. And that's the vacant hours  
20 piece that we deal with.

21 EXECUTIVE OFFICER WALKER: So the vacant hours  
22 here with the two categories, and I'm not even sure why  
23 there's two categories because that changed sometime  
24 without me being aware of it necessarily. I'll tell you  
25 in general -- and that conversation is something new --

1 I'm not a fan necessarily of the way we record vacant  
2 hours. The whole premise of that years ago when I  
3 started doing that was I wanted people to be aware of  
4 the vacant hours, lost opportunity.

5 And what this is right now is there's a point  
6 in time that the institution administrators go out  
7 there, and they fill out a form, and they look at the  
8 number of inmates assigned to that program. They look  
9 at the number of days they program a day, and they look  
10 at the number of days they program a month, and they do  
11 a calculation then of how many of those were vacant at  
12 that time. So they come to this percentage and then  
13 they come to a mathematical calculation.

14 I also do a mirror report that shows me point  
15 in time of the vacancies that doesn't have all those  
16 language hoops to jump through, and here is what we've  
17 got. I have a lot more confidence in that report than I  
18 do this one.

19 And I'll give you an example, and this just at  
20 minimum needs to be cleaned up. I pull the reports for  
21 Solano, Folsom and Mule Creek. And pull the reports for  
22 the healthcare facility, make the same program for three  
23 different institutions. They had been working in Solano  
24 30 days that month, the month of July, because I just  
25 gave them to the Board in July.

1           And Mule Creek and Solano they were 31 days, at  
2 Folsom they were working six and a half hours, Solano  
3 seven and a half hours -- no, Mule Creek seven and a  
4 half, Solano eight and a half. And we're not working  
5 these guys very well; right? And so part of that just  
6 interpretation; right? And so we're taking that stuff.  
7 Everything else we get here on this report comes out of  
8 the Strategic Offender Management System.

9           That information is put in manually. The Lost  
10 -- the Vacancy Report is done offline by hand manually.  
11 I just don't have the confidence in it. When we set up  
12 SOMS, this whole process years ago we put vacancy data  
13 in there. The ability to I should say, and for whatever  
14 reason that wasn't accurate.

15           And so we're going back, and we're going to  
16 circle back and see why and what it would take to  
17 actually put that information in there well because then  
18 we're pulling everything directly out of SOMS. We're  
19 not doing some offline process because if you pull the  
20 sheet that shows all the Lost Hours for that enterprise,  
21 it has up there offenders assigned, number of hours  
22 worked, number of days. But we've never activated that  
23 process, or we've never put the information.

24           So Suzie is working with EIS to understand why.  
25 Is it just a matter of putting the data in there, is



1 there something else we've got to do grammatically to  
2 get that thing working? Because then I think it will be  
3 a better picture here because this number doesn't match  
4 up. It's not far off. I don't want to say it's crazy,  
5 but I think the number it's at right now is 18 percent  
6 vacancy rate on my snapshot one time one day a month,  
7 and this is at I think 20.

8           And so I want that to be accurate, and part of  
9 that as Randy talks about the Workforce Development  
10 Coordinator is that trend is going in the right  
11 direction. And why I'm not standing up and crowing  
12 about that here, the reduction is because I want to make  
13 sure all is reported accurately before I start telling  
14 everybody what a great job we're doing. So one of the  
15 things we're looking at is how we make that change.

16           BOARD CHAIR DIAZ: So I tell you when I look at  
17 those vacant, vacant hours here, and I liked the word  
18 you used "opportunities." Because vacancy is a lost  
19 opportunity. So I know that some institutions struggle  
20 to get the right amount of inmates to fill the industry,  
21 yet at the same time I would say that the industry isn't  
22 utilizing overtime to make up for lost product, but yet  
23 they're still recording that vacancy.

24           So I ask the institutions to make sure that  
25 they're communicating with PIA locally to just make sure

1 they're right sized and that, you know, we don't have  
2 for lack of a better term an inflated number of inmates  
3 that are on the books but counting as vacant or lost  
4 hours, but yet the particular industry isn't being  
5 impacted. So if I'm making sense.

6 EXECUTIVE OFFICER WALKER: You're making  
7 complete sense, and also I'm glad you went there. So  
8 let me just go with you. So yeah, yeah. And part of  
9 that is going to be a little painful because that number  
10 we had out there, the 8,000, that number is going to  
11 come down because we do ourselves a disservice when we  
12 have offenders in these programs, more offenders than we  
13 need, for a whole bunch of reasons; right?

14 I talked earlier about safety and security.  
15 Well, if you've got offenders that are sitting around  
16 that have nothing to do, the odds of them getting into  
17 trouble for lack of a better term increases greatly. We  
18 don't want to have some artificial number out there just  
19 because that number makes us feel good about our job.

20 And so mistakes involved at CCWF in the  
21 laboring program where they had 18 offenders in that  
22 laborers program, and the criteria, the assignments were  
23 24. And she asked the instructor, why do you have 18,  
24 it says 24. And she says, "Well, because I can't  
25 effectively teach 24 students. 18 is a number that

1 works for me."

2 And so we need to right size those things, and  
3 as part of that -- and I'm glad you brought this up --  
4 that number of assignments -- and I already reduced it  
5 once -- is going to come down again as we right size  
6 this. The hope is the trend of assigned keeps going up  
7 because that's really what we should be looking at and  
8 not the budgeted number for lack of a better term.

9 So no, yeah I get it completely. The staff out  
10 there when I talk to them about that issue, hell, I  
11 thought they were going to give me an award. Because  
12 they're scared to death to reduce that number; right?  
13 And so I've got to empower them to do just that, right  
14 size those programs.

15 BOARD CHAIR DIAZ: Because I know on the CDCR  
16 side, this coming year they will be rolling out our  
17 Integrated Substance Abuse Treatment, medical-assisted  
18 therapy. And one of the things with the rollout of that  
19 program state wide is a need to make sure that there is  
20 particular dosage hours for that program, which is going  
21 to collide with all other work hours, PIA hours,  
22 education hours, dining hours, yard hours. Everything.

23 So I have tasked the individual institutions to  
24 right size our assignments to make sure that we are not  
25 butting up against something that we think cannot move.

1 So we have to move them because if there's 70 percent of  
2 individuals in the prisons that have some type of  
3 substance abuse disorder then I am obligated to treat  
4 them by the services I've funded.

5 But I want to make sure that PIA is in that  
6 same vein of right sizing because your inmates, your  
7 workers are going to be participating in those programs  
8 also.

9 EXECUTIVE OFFICER WALKER: They are. And as a  
10 matter of fact I called Brent yesterday and said, "I  
11 think we need to sit down and have a conversation and  
12 make sure we're all going in the same direction on that.  
13 But I totally agree with that, and I need to make sure  
14 -- and I get the notion that they've got to identify  
15 substance abuse need they need to get to.

16 So we need to do that, and I think we will  
17 smartly integrate that as well into those programs  
18 because a bunch of other unintended thoughts that are  
19 eventually coming. But yeah, we're going to right size  
20 the programs.

21 MR. FISHER: That's all I have to report. Does  
22 anybody have any questions?

23 BOARD CHAIR DIAZ: Questions on Lost Hours?  
24 Any questions from the phone on Lost Hours or anything  
25 Mr. Fisher presented? All right, hearing none we are

1 going to move onto information item E. Mr. Walker?

2 EXECUTIVE OFFICER WALKER: Yeah. So with that  
3 I'd to introduce to you Debi Kamakani, the acting  
4 Assistant General Manager of Administration Duties.  
5 Debi is a rock star who came to us from CAL FIRE whose  
6 been our senior HR, and now she's leading the charge on  
7 this side of the house, which includes the enhancement  
8 to the approach on training.

9 (The reporter interrupts for clarification.)

10 MS. KAMAKANI: As Mr. Walker was speaking  
11 earlier to the information we gathered from North  
12 Carolina, PIA is currently redesigning our orientation  
13 process. And what that means to us is we realize that  
14 over time perhaps we haven't done the best job, and it's  
15 been an issue nationwide. It's not just a PIA issue.

16 All of the correctional industries are noticing  
17 these scenarios in the institutions that we do a great  
18 job of going out and recruiting individuals, bringing  
19 them in. And then we basically put them into the  
20 workplace and trial by error for lack of a better term.  
21 All of the employees that PIA hires and to be  
22 certifiers, we do bring them in. They do annual IST  
23 training, and they go through an orientation process  
24 with CDCR.

25 PIA also does a current on-boarding process,

1 which is about 12 hours of training. It's about 12  
2 hours of training where they get to meet face to face  
3 with most of the executive team. They go into the  
4 historical aspects of PIA, and they get to know our  
5 mission, vision, and values. But in that 12 hours we're  
6 currently offering, they're only getting about two and a  
7 half hours of inmate staff relations. And then we also  
8 provide them, of course, with handbooks or rather  
9 material they can read on their own time to prepare  
10 them.

11 What we learned from the horrific incident in  
12 2017 and complaints that passed within the correctional  
13 institution in North Carolina is that if you don't do a  
14 good enough job of preparing your employees, and if you  
15 have employees that are allowed to be complacent, then  
16 you're setting yourself up for a huge failure.

17 One of the individuals that was killed during  
18 that incident had been a prior correctional officer.  
19 She had 22 years of service behind her with North  
20 Carolina Correctional Institutions and allowed herself  
21 to become comfortable and didn't have that refresher  
22 that we're, you know here, and she was murdered as a  
23 result of that.

24 So we went out. We got the chance to go visit  
25 with North Carolina and really were able to become

1 inspired by the training they did. What we're  
2 envisioning for CALPIA is not only an opportunity here  
3 to reduce our turnover, is a lot of our turnover purpose  
4 sitting as a department is about 44.4 percent turnover  
5 rate for our employees. And that's as a result of a  
6 workforce analysis that we did last year. We took a  
7 good look at our workforce, and that is our current  
8 turnover.

9           Much of that is attributed to over familiarity.  
10 Falling victim to games that offenders play. And I  
11 think also employees not being aware of what they're  
12 really getting themselves into. When we were in North  
13 Carolina, one of the new employees that was going  
14 through their process pulled us aside because he knew we  
15 were from California. And he said, "Yeah, I had to go  
16 home last night after learning some of these topics, and  
17 I had to talk to my wife and explain to her what I'm  
18 getting into. And are we ready for this?"

19           So Mr. Walker mentioned earlier that it's not  
20 just the employees we're preparing but also their  
21 families. And so that really resonated with us, and we  
22 brought that back. So as a result what we're looking at  
23 is a 64-hour course. We are looking to add -- and these  
24 are courses subject to change as we tackle some of the  
25 potholes and stuff we know we're going to step in -- but

1 looking at a 64-hour course where employees where it's  
2 been their first day at an institution that they're  
3 hired at, they'll get their badge. They'll do some  
4 small training, defensive driver, and that type of thing  
5 for day one with the institution personnel office.

6 On their second day on the job they'll actually  
7 go and start this orientation process. This process is  
8 going to be about two weeks long. It's going to include  
9 topics like active shooter, inmate staff interaction,  
10 things we already covered. But also some expanded  
11 programs on workplace violence, report writing from a  
12 CDCR perspective. That is why we reached out to CDCR's  
13 academy and worked with Stacy Lopez because we want to  
14 make sure we're preparing our folks for simple things  
15 like writing a report. But PIA doesn't write like CDCR  
16 does. And so those are important to us.

17 We're looking at de-escalation of situations,  
18 professional judgment, prison emergency prevention, and  
19 how are they supposed to react in an emergency. And  
20 although we're just in the initial planning stages, we  
21 are going to also be bringing in other training and that  
22 deals with problem solving, communication. We're  
23 looking at key and tool control, flash drives those  
24 types of breakdown.

25 Chair Diaz, you mentioned earlier that you're



1 looking, CDCR is currently looking at revising their  
2 inmate staff relations, and we have a great partnership  
3 with the individuals that work with that curriculum,  
4 they currently have, and CDCR teaches that during our  
5 on-boarding classes. And so we're certainly partnering  
6 with them so that we remain consistent and current with  
7 what CDCR is teaching.

8 In addition to that, we're going to be  
9 purchasing a MILO system, which is the current training  
10 system CDCR started using in January that is a real  
11 life -- it's a projection of an offender on a screen.  
12 And I don't know if any of you have had the opportunity  
13 to see one.

14 BOARD CHAIR DIAZ: Reality based?

15 MS. KAMAKANI: It's reality based. And you  
16 have someone sitting at a keyboard that is typing in  
17 reactions for the offender, they're interacting with  
18 realtime. And we'll be incorporating that throughout  
19 our two-week training course so they can reinforce, it's  
20 not just reading out of a book or being talked at. And  
21 so we really are excited.

22 We're putting a lot of effort into this  
23 orientation process in an effort to not only ensure that  
24 our employees are being safe, but they're trained for  
25 what they're going to be working in but also to reduce

1 our turnover and have some safeties there as well.

2 I think that by moving towards this model of  
3 the new employee orientation or the NEO that we're  
4 talking about, we'll be able to better educate our  
5 staff, reduce the turnover and really set ourselves up  
6 for success. We are scheduled right now, we're shooting  
7 for implementation during the second or the third  
8 quarter of this fiscal year. But it would be during  
9 this timeline, but we're looking at implementation.  
10 February is our soonest implementation date.

11 BOARD MEMBER DAVISON: Comment? I think this  
12 is fabulous. Just when you're doing it keep in mind  
13 that female inmates are different than male inmates.  
14 And so I don't know if any of your training is going to  
15 be geared toward those differences and how your staff  
16 would interact with women and handle things differently.

17 Yes, we range in things to expect that would be  
18 different with female inmates in terms of trauma and if  
19 you're going to have any of the trauma information in  
20 your orientation. If not, I would suggest that you do.

21 EXECUTIVE OFFICER WALKER: So would it be all  
22 right if you and Debi kind of watch them do all this  
23 stuff?

24 BOARD MEMBER DAVISON: Yeah, absolutely.  
25 Absolutely.

1 MS. KAMAKANI: And so with the MILO software,  
2 how to deal with female offenders, we actually have a  
3 female staff and the interaction too. So there will  
4 definitely be an asset for the female offenders in  
5 there.

6 BOARD MEMBER DAVISON: Because that was  
7 something --

8 MS. KAMAKANI: In North Carolina what they were  
9 missing is you don't talk about female offenders. The  
10 other piece that I think I may not have touched on is  
11 it's important to be personal and to PIA that we make  
12 sure that while we are preparing folks -- I think  
13 Mr. Walker mentioned we want to scare them, but not  
14 scare the crap out of them so they leave; right?

15 We want to just make sure that they're aware,  
16 but also show how you can be safe, and you can be smart  
17 at work, and you can still support the mission, the  
18 vision, the values. That we are here to help them, just  
19 not be their best friends. There's a fine line.  
20 There's a fine line, and we want to show them how to  
21 walk it.

22 BOARD CHAIR DIAZ: I think the fundamental  
23 foundation of the re-crafting of the inmate staff  
24 relations is that there is the ability to be a mentor  
25 without compromising yourself or the integrity of the

1 agency.

2 MS. KAMAKANI: Absolutely. That is the overall  
3 message.

4 BOARD MEMBER STEEB: And that is the -- I knew  
5 Dawn was going to say it, but I just want to reiterate  
6 that we're dealing so much with a relationship  
7 experience, and it's trauma. So I hope it's not an if  
8 it's in there, I hope it is going be in there?

9 MS. KAMAKANI: It is in there already.

10 BOARD MEMBER STEEB: Okay.

11 BOARD MEMBER WEBB: Yeah, I'm just offering,  
12 and we're doing something similar at DMV, and we're  
13 examining our own alternative, active shooter. We get a  
14 lot of first-time advocates rolling into our offices as  
15 well. But I also realize this is just not a one-time  
16 training. And so we're also bringing in a brand new  
17 management system into our organization so is that I can  
18 read online modules. And probably similar to you, not  
19 all of our field offices will be where I put it for kind  
20 of back room training. And some of them don't even have  
21 e-mail addresses.

22 But we're really thinking about how do you  
23 standardize your training, and not allowed to be subject  
24 to interpretation by the people at the office or at the  
25 institution. And so we have that consistent message

1 going out, and it's not one time because maybe you want  
2 to make this an annual thing just as a reminder to  
3 everybody because I think that's the thing where people  
4 get too comfortable is that they haven't heard that  
5 message in a couple of years.

6 MS. KAMAKANI: I agree. It seems as though we  
7 only provide training once it's required by law. So PIA  
8 is currently using the LMS system alongside CDCR, and  
9 there are several trainings in there that are part of  
10 our annual required training. And many of these are  
11 particularly geared for the staff relations in some of  
12 those.

13 Once we roll this out, the Staff Development  
14 Unit is under my purview as well, and so that will be  
15 something that will certainly start after we know what  
16 it is that is required in the refresher course. Thank  
17 you very much, ladies and gentlemen.

18 BOARD CHAIR DIAZ: Thank you, Debi. So that is  
19 it for the information items. We will now get an  
20 External Affairs update.

21 MS. KANE: Good afternoon, Board members, I'm  
22 Michele Kane, Chief of External Affairs. First and  
23 foremost I want to thank all of you for attending  
24 today's graduation where we honored 57 men with  
25 apprenticeship certifications. It was a great day. We

1 had all the television stations there.

2 We had KCOY, KSBY, and KEYT, which has merged  
3 now with KCOY. ABC, NBC, and CBS and all of that  
4 coverage will be on tonight on the nightly news, so  
5 that's great here in the local area. I would also like  
6 to highlight some important events and activities since  
7 our last Board meeting, and that was in June.

8 We have had several big graduations, the first  
9 was at the Ventura Youth Correctional Facility where we  
10 honored the young men with their computer coding skills.  
11 Also in July we held a graduation for the women of our  
12 Culinary Arts Management Program, and that was at the  
13 Folsom Women's Facility. CALPIA partners with CDCR as  
14 well as Consumnes River College, they were able to earn  
15 up to 13 college credits for that program.

16 In August, we had an amazing turnout at San  
17 Quentin. The men were recognized in our computer  
18 coding, pre-apprentice construction labor, and  
19 pre-apprentice roofing programs. Thank you to the  
20 Board's Vice-Chair, Darshan Singh and Dawn Davison for  
21 attending that event.

22 In September we held a graduation at our  
23 Modular Building Enterprise -- we have been busy -- for  
24 the men in pre-apprentice carpentry, pre-apprentice  
25 construction labor, and pre-apprentice roofing. We had

1 representatives from the trade unions at that event as  
2 well as family members, and that was really nice to see.

3 In the media -- I don't know if you've seen  
4 this -- but the San Francisco Chronicle highlighted our  
5 tattoo removal program. I sent that out to all of you.  
6 We are expanding that tattoo removal program to all the  
7 female institutions, CALPIA is. CDCR is expanding it to  
8 the male institutions. So it is a well-received  
9 program. The media is very interested in this program,  
10 and the women that I was able to talk to are very  
11 appreciative of this.

12 I am working right now with the New York Times.  
13 The reporter wants to include our Coffee Roasting  
14 program since she is featuring a Coffee-Roasting program  
15 that's very similar in New York. And she heard about  
16 our program where we are now expanding that program to  
17 include barista training. So she wanted to hear about  
18 that as well as other rehabilitative programs including  
19 our computer coding, and our Underwater Commercial Dive  
20 program, underwater welding.

21 I'm also working with Telemundo. So I'm going  
22 down to the California Institution for Men, CIM. We  
23 will be with them on November 7th, and they will be  
24 covering the commercial diving program.

25 A couple of upcoming graduations to mark on

1 your calendars. November 13th we're going to be holding  
2 a graduation for HFM, General Facilities Maintenance and  
3 Repair, which GFMR and Laundry, and that's at  
4 Chuckawalla Valley State Prison in Blythe. Right next  
5 to it next door the next day we are going to hold  
6 another graduation at Ironwood State Prison. There will  
7 be another graduation for HFM and GFMR. Families are  
8 allowed at both of these institutions, and the men are  
9 very excited about these graduations.

10 We will be reaching out to the local media in  
11 Blythe. There is I believe a television station and one  
12 newspaper there. And with that I hope to see you at our  
13 next Board meeting in December. We are busy right now  
14 working on the Report to the Legislature, which you will  
15 all be able to look at and approve in December. And  
16 with that thank you very much.

17 BOARD CHAIR DIAZ: Thank you, Michele. So we  
18 move on to the portion reserved for public comment.

19 BOARD SECRETARY MURRAY: We do have one  
20 comment, which will be on the phone in our showroom in  
21 Sacramento.

22 BOARD CHAIR DIAZ: So under the --

23 MR. TEETER: Sorry, Ralph, I overstepped my  
24 bounds. This is Lassen County Supervisor David Teeter  
25 in your home showroom.



1 BOARD CHAIR DIAZ: Hi, David. Let me do this  
2 disclaimer and then I will hand it over to you.

3 MR. TEETER: I can keep it under two minutes,  
4 but go ahead.

5 BOARD CHAIR DIAZ: Okay. Under the  
6 Bagley-Keene Act the Board cannot act on items raised  
7 during public comment but may respond briefly to  
8 statements made or questions posed, or it may request  
9 clarification to refer items to staff. And so, David,  
10 we'll start your two minutes.

11 MR. TEETER: Hi, I'm just here and I appreciate  
12 you having a showroom open to me. I couldn't make it  
13 all the way down there although it sounds like I should  
14 have because it sounds like it was an informational  
15 time. I'm just here to give the appreciation of Lassen  
16 County to PIA and to CDCR for your listening to us and  
17 our problems earlier in the year and last year.

18 I also wanted to thank Ralph Diaz and Scott  
19 Walker personally for listening and not just listening  
20 but actually doing something about the problems. And  
21 finally, I'd like to thank you for your work today and  
22 the Board itself. The Workforce Development portion of  
23 your meeting was extremely informational and  
24 educational, and I appreciate the effort that you're  
25 going to do. That's it.

1 BOARD CHAIR DIAZ: Mr. Teeter, thank you very  
2 much. Appreciate your comments. So are there any  
3 public comments?

4 BOARD SECRETARY MURRAY: That was all I had.

5 BOARD CHAIR DIAZ: Okay. So this concludes our  
6 PIA Board meeting for October the 10th. Is there a  
7 motion to adjourn?

8 BOARD MEMBER JENNINGS: So moved.

9 VICE-CHAIR SINGH: So moved.

10 BOARD CHAIR DIAZ: By Mr. Singh second and Mr.  
11 Jennings. All in favor?

12 BOARD MEMBER DAVISON: Aye.

13 BOARD MEMBER STEEB: Aye.

14 BOARD CHAIR DIAZ: Do we need to take a roll?

15 BOARD SECRETARY MURRAY: I think we're good,  
16 yep.

17 BOARD CHAIR DIAZ: Okay. Motion adjourned,  
18 meeting adjourned at 2:22. Thank you.

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20 (End of Proceedings.)

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**CERTIFICATE OF REPORTER**

I, MATTHEW JAMES SCHUERGER, a Certified Shorthand Reporter in and for the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing California Prison Industry Authority meeting was reported in shorthand by me, Matthew James Schuerger, a Certified Shorthand Reporter, and thereafter transcribed under my direction, by computer-assisted transcription.

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

IN WITNESS WHEREOF, I have hereunto set my hand this 25th day of October, 2019.



Matthew James Schuerger, CSR No. 14210