

SENATE RULES COMMITTEE  
STATE OF CALIFORNIA

**HEARING**

STATE CAPITOL  
ROOM 3191  
SACRAMENTO, CALIFORNIA

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WEDNESDAY, AUGUST 25, 2021

1:36 P.M.

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Reported By: INA C. LeBLANC  
Certified Shorthand Reporter  
CSR No. 6713

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**APPEARANCES**

**MEMBERS PRESENT**

TONI G. ATKINS, Chair  
SENATOR PATRICIA C. BATES, Vice Chair  
SENATOR SHANNON GROVE  
SENATOR SYDNEY KAMLAGER  
SENATOR JOHN LAIRD

**STAFF PRESENT**

ERIKA CONTRERAS, Secretary of the Senate  
CHINOOK SHIN, Committee Assistant

**ALSO PRESENT (Remote)**

JEFFREY D. MACOMBER, Undersecretary of Operations,  
Department of Corrections and Rehabilitation  
JENNIFER L. BARRETTO, Undersecretary of Administration,  
Department of Corrections and Rehabilitation

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1 wish to testify today. For individuals wishing to  
2 provide public comment, the participant toll-free number  
3 and the access code is posted on our committee website,  
4 and it will be displayed on the screen here now and a  
5 couple more times throughout the hearing. Today's  
6 participant number is (877) 226-8189, and the access code  
7 is 2876059.

8           When we move to public comment, a moderator will  
9 identify you individually, will open your line, and at  
10 that time you may address the Committee. Please note  
11 that in order for us to hear you clearly and to avoid any  
12 feedback, you have to mute the device that you're  
13 watching the hearing on prior to giving testimony over  
14 the phone. It's important that we hear from you; so, we  
15 thank you for your patience.

16           I will maintain decorum during the hearing, as  
17 is customary, and any individuals who are disruptive may  
18 be removed from the remote meeting service or have their  
19 connections muted. While every effort has been made to  
20 streamline the hearing process and conduct our hearings  
21 in as close to the same manner as is customary, there may  
22 be some lag times for participants adjusting to the new  
23 online tools. But, yet again, let me say be patient so  
24 everyone can be heard, and we will get through it.

25           Also, on behalf of our court reporter, I would

1 ask that all speakers, my colleagues and witnesses alike,  
2 to speak slowly and clearly.

3 And as we begin the agenda today, we need to  
4 establish a quorum. And as a reminder to Members, you'll  
5 need to turn your mic on before you speak for roll call,  
6 and during your comments.

7 Madam Secretary, will you please call the roll.

8 MS. SHIN: Grove.

9 SENATOR GROVE: Here.

10 MS. SHIN: Grove here.

11 Kamlager.

12 SENATOR KAMLAGER: Here.

13 MS. SHIN: Kamlager here.

14 Laird.

15 SENATOR LAIRD: Here.

16 MS. SHIN: Laird here.

17 Bates.

18 SENATOR BATES: Here.

19 MS. SHIN: Bates here.

20 Atkins.

21 CHAIR ATKINS: Here.

22 MS. SHIN: Atkins here.

23 CHAIR ATKINS: Okay. Before we go to our  
24 appointees required to appear, I want to dispense with  
25 some items. And since there's a long list, I'm going to

1 have two votes, and I'm going to read them off, because  
2 I've been asked to split some votes.

3           So for item 2, Governor's Appointees Not  
4 Required to Appear, I would entertain a motion that would  
5 include these items: So it would be 2C, 2D, 2E, and then  
6 we're going to jump down to 2H, I, J, K, M. And that  
7 would be the first motion.

8           Let me know if you need me to repeat that.

9           SENATOR LAIRD: I would so move.

10          CHAIR ATKINS: Okay. Thank you.

11          Madam Secretary, will you call the roll.

12          MS. SHIN: Grove.

13          SENATOR GROVE: Aye.

14          MS. SHIN: Grove aye.

15          Kamlager.

16          SENATOR KAMLAGER: Aye.

17          MS. SHIN: Kamlager aye.

18          Laird.

19          SENATOR LAIRD: Aye.

20          MS. SHIN: Laird aye.

21          Bates.

22          SENATOR BATES: Aye.

23          MS. SHIN: Bates aye.

24          Atkins.

25          CHAIR ATKINS: Aye.

1 MS. SHIN: Atkins aye.

2 Five to zero.

3 CHAIR ATKINS: Thank you. Those are out five to  
4 zero.

5 Now, the next motion would be on item 2 also,  
6 but it would include 2F, G, L, N, O, and P.

7 SENATOR LAIRD: I would move that.

8 CHAIR ATKINS: Thank you, Senator Laird.  
9 Everybody is with us.

10 Madam Secretary, will you call the roll.

11 MS. SHIN: Grove.

12 SENATOR GROVE: Not voting.

13 MS. SHIN: Grove not voting.

14 Kamlager.

15 SENATOR KAMLAGER: Aye.

16 MS. SHIN: Kamlager aye.

17 Laird.

18 SENATOR LAIRD: Aye.

19 MS. SHIN: Laird aye.

20 Bates.

21 SENATOR BATES: Not voting.

22 MS. SHIN: Bates not voting.

23 Atkins.

24 CHAIR ATKINS: Aye.

25 MS. SHIN: Atkins aye.

1 Three to zero.

2 CHAIR ATKINS: Thank you. That's out three to  
3 zero.

4 And we're -- I would next entertain a motion, if  
5 you're okay with it, on 3, Bill Referrals, and 4, Select  
6 Committee Requests, if people are okay taking both of  
7 those at the same time.

8 SENATOR LAIRD: I would move them together, 3  
9 and 4.

10 CHAIR ATKINS: Thank you, Senator Laird.  
11 Madam Secretary.

12 MS. SHIN: Grove.

13 SENATOR GROVE: Aye.

14 MS. SHIN: Grove aye.

15 Kamlager.

16 SENATOR KAMLAGER: Aye.

17 MS. SHIN: Kamlager aye.

18 Laird.

19 SENATOR LAIRD: Aye.

20 MS. SHIN: Laird aye.

21 Bates.

22 SENATOR BATES: Aye.

23 MS. SHIN: Bates aye.

24 Atkins.

25 CHAIR ATKINS: Aye.

1 MS. SHIN: Atkins aye.

2 Five to zero.

3 CHAIR ATKINS: Five to zero. Thank you very  
4 much. That is out.

5 So we will now turn to Governor's Appointees  
6 Required to Appear, and that would be for item 1A and B,  
7 we will take those up together, and it is two  
8 appointments to the Department of Corrections and  
9 Rehabilitation. And they are -- and I'm going to hope I  
10 get names correctly, and you will correct me if I am  
11 wrong, please -- Mr. Jeffrey Macomber -- thank you -- as  
12 Undersecretary of Operations, and Ms. Jennifer Barretto,  
13 Undersecretary of Administration.

14 I'm going to say welcome to both of you, thank  
15 you for your patience as we got underway. I would like  
16 to do it in order of the file, beginning with  
17 Mr. Macomber and then Ms. Barretto. You can make your  
18 introductions or opening comments, feel free to  
19 acknowledge anyone that you would like especially to  
20 acknowledge, opening comments, and then after both of you  
21 have had a chance to do that, we'll go right to the  
22 Committee for questions and comments.

23 So I think with that, Mr. Macomber, go ahead and  
24 introduce yourself, and we'll go from there.

25 Welcome.

1 MR. MACOMBER: Thank you, and good afternoon,  
2 Madam Chair and Members of the Committee. I would like  
3 to recognize and thank my family, as well as my CDCR  
4 family who are supporting me here today.

5 I began my career in CDCR as a student assistant  
6 in 1992. I've held various positions in the Department  
7 ranging from correctional officer to the Director of  
8 Correction Services at the California Correctional  
9 Healthcare Services, which allowed me to experience the  
10 correctional system through the perspective of the  
11 federal receiver in charge of healthcare.

12 Shortly afterward, I was asked to serve as the  
13 Undersecretary of Administration where I made it my  
14 priority to advocate for the resources to ensure the  
15 Department was able to meet its infrastructure needs, to  
16 establish technological management tools to allow for a  
17 realtime, data-driven decision-making model, and to  
18 enhance staff training for new peace officers within the  
19 Department. These pieces are essential if we are to  
20 succeed in our mission. I continue to believe strongly  
21 in this mission. I have seen it work.

22 This past year and a half, however, we have  
23 faced one of the most difficult challenges to our mission  
24 that I have experienced in my 28 years with the  
25 Department. The impact to the population living in our

1 facilities, the staff that work there, cannot be  
2 overstated. The COVID-19 pandemic upended all normal  
3 departmental operations seemingly overnight, and  
4 priorities had to be shifted to focus on outbreak  
5 mitigation.

6           During this trying year, I was asked to serve as  
7 the Undersecretary of Operations. At that time, the  
8 Department overhauled its operations to confront the  
9 difficulties of the COVID-19 pandemic. We have also been  
10 implementing numerous significant initiatives, including  
11 pursuing a public health focus/correctional culture  
12 change program similar to the Norway model; expanding the  
13 incarcerated population's access to technology through  
14 personal tablets and laptops; piloting and expanding the  
15 use of body-worn cameras in correctional settings;  
16 establishing the integrated substance use disorder  
17 treatment program to medically and therapeutically  
18 address substance dependency in our institutions;  
19 graduating the first class of firefighters from the  
20 Ventura Training Center; and implementing the earned  
21 discharge process for parolees based on behavior and  
22 merit. And not to leave out, transitioning the Division  
23 of Juvenile Justice to the counties.

24           Although not without its challenges, CDCR  
25 continues to evolve for the better. I feel grateful to

1 be given the opportunity to be part of this  
2 transformation. I'd like to thank the Governor for  
3 appointing me to this critical role within the  
4 Department, and the Senate today for considering my  
5 appointment. I appreciate the opportunity to effect  
6 change in this new role, and I look forward to your  
7 questions. Thank you.

8 CHAIR ATKINS: Thank you very much for those  
9 comments.

10 Ms. Barretto, go ahead.

11 MS. BARRETTO: Good afternoon, Madam Pro Tem and  
12 Members of the Committee. My name is Jennifer Barretto,  
13 and I would first like to acknowledge my family, my  
14 husband Jeff and our two sons Jeffrey and Jace, for their  
15 unwavering support and sacrifice. I must also recognize  
16 my CDCR family who have assisted and encouraged me along  
17 my career journey.

18 My path to you today is an uncommon one, having  
19 started CDCR as entry clerical support in 1997 while  
20 putting myself through college. Through determination  
21 and persistence, I was able to work my way up through the  
22 administrative ranks, ultimately transitioning to peace  
23 officer classifications, including correctional business  
24 manager, correctional administrator, chief deputy warden,  
25 and warden. Each position represented a new challenge

1 and an ability to have a bigger impact.

2 I also worked as the Director of Healthcare  
3 Policy and Administration for the federal receiver,  
4 providing me with new perspective of our prison  
5 healthcare system. The journey was not easy. I had to  
6 work very hard to earn respect and acceptance in many of  
7 the positions that I attained. Despite the challenges, I  
8 have found the journey to be deeply rewarding.

9 As Undersecretary of Administration, the areas I  
10 oversee provide critical support to our mission of safe  
11 rehabilitation of incarcerated persons. These include  
12 facility maintenance and infrastructure, information  
13 technology, staff training and development, fiscal  
14 management, to name a few.

15 I hope to maximize the benefit of the dollars  
16 invested in our staff, in our technology, and our  
17 infrastructure. I am committed to improving the staff  
18 misconduct allegation review process and recognize the  
19 importance of transparency and collaboration and gaining  
20 trust.

21 I recognize the COVID pandemic has caused  
22 anxiety and concern for our staff and the incarcerated  
23 population. I'm committed to keeping both safe, ensuring  
24 the availability of personal protective equipment and  
25 adherence to public health guidelines.

1 I believe investing in staff through employee  
2 wellness, upward mobility, succession management,  
3 mentorship, quality training, and technology is essential  
4 to our success. And to truly be successful, it requires  
5 recruiting, equipping, and retaining a talented workforce  
6 with focused attention on equity, equal opportunity, and  
7 diversity, to which I'm committed.

8 For our custody staff, reality-based training  
9 and implementation of active bystandership for law  
10 enforcement will better equip our staff, support their  
11 wellness, and benefit continued culture transformation.

12 When I started at CDCR, we were facing  
13 continuous budget reductions, severe overcrowding,  
14 diminished prison programs, staff training was all but  
15 eliminated, and our infrastructure was neglected. Our  
16 technology was also falling behind.

17 I'm proud of what we have accomplished with  
18 reduced population, expanded prison programs, investments  
19 in our staff, infrastructure, and technology, and I  
20 recognize there remains much to do.

21 I'm grateful to the Governor for this  
22 appointment, and I want to thank the Committee today for  
23 considering. Thank you, and I'd be happy to answer any  
24 questions.

25 CHAIR ATKINS: Thank you very much.

1 I'm going to go right to Members and ask my  
2 colleagues if you intend to direct questions  
3 individually, to do so, and if you want both to answer  
4 questions at the same time, make that clear as well.

5 So, Senator Laird, I will go ahead and start  
6 with you.

7 SENATOR LAIRD: Thank you very much, Madam  
8 Chair.

9 I enjoyed meeting with you both. It was really  
10 helpful. And I think a lot of my questions were answered  
11 in the meeting, but I think I would like to ask a couple  
12 of them to just talk about them in public.

13 For Ms. Barretto, I will start with you. You  
14 said in your opening statement that you were there during  
15 major cuts and difficult times. We talked about a time  
16 that I was involved with the budget almost 20 years ago  
17 when the prison system didn't even set up the books of  
18 what the Legislature adopted until six months into the  
19 fiscal year, and it caused a problem. And you gave me a  
20 great answer about why that is just not going to happen  
21 now.

22 So why don't you talk about current systems you  
23 have in place to manage the budget.

24 MS. BARRETTO: Certainly. Thank you, Senator.

25 Well, I'm familiar with the budget process and

1 what it looked to be in our history, and where we are  
2 today. And I'm pleased to share that we have made  
3 considerable strides from those times long ago, with a  
4 great deal of technology, and accountability, and  
5 oversight.

6           We have an automated centralized system for our  
7 budget functions, for all our fiscal forecasting,  
8 projecting, accountability of expenditures. It is  
9 coordinated from our headquarters operation. Each  
10 institution has a trained budget analyst, they have a  
11 business manager, and they're responsible for managing  
12 those budgets; but it comes with a great deal of  
13 oversight and realtime available data to us on  
14 expenditures. We also have the ability to control  
15 spending. We have what is called availability control in  
16 our electronic systems where we can turn off and on line  
17 items, essentially, as we watch expenditures. We also  
18 have routine meetings. We meet monthly, looking at those  
19 expenditures, looking at anything that's of concern. And  
20 we have annual fiscal reviews as well.

21           So there's a great deal of accountability that's  
22 been afforded to us by using technology.

23           SENATOR LAIRD: Great. Thank you. I really  
24 appreciate that answer and hearing it from you directly  
25 in the hearing.

1                   And then I had a couple of questions for  
2 Mr. Macomber to follow up. The first is, is: Now you're  
3 taking over operations, and before you were sort of  
4 formally all the way in this position, there were major  
5 issues with regard to COVID and the prison system. Could  
6 you speak to sort of how you have worked with those?  
7 Because you walked in, and they had already happened,  
8 some of the major ones. How have you addressed that, and  
9 how do you think the system is addressing it going  
10 forward?

11                   MR. MACOMBER: Thank you. That's a great  
12 question.

13                   Early on, we did not know as much about the  
14 virus as we do now. We are fortunate that we have robust  
15 testing protocols, we have robust PPE equipment ranging  
16 from masks to other items. We've also been very  
17 fortunate with vaccinations. We have about 74 percent of  
18 our incarcerated population that has received the COVID  
19 vaccine, and about 53 percent of our staff have received  
20 it. So I think we're in a much better position right now  
21 to deal with COVID than we were originally.

22                   We've also, of course, reduced our population  
23 significantly. Today we stand just over 99,000 inmates.  
24 We're down well over 20,000 incarcerated folks from where  
25 we started.

1           So I think those items have significantly helped  
2 us. We have also learned which areas of the institutions  
3 are more susceptible for COVID transmission, and we've  
4 done our best to move those individuals that are at a  
5 higher risk for COVID to safer housing, which typically  
6 means behind solid cell fronts.

7           So I think we've made a lot of progress, and we  
8 appreciate the support that we've received from external,  
9 such as the Department of Public Health, the Legislature,  
10 the Department of Finance, and others, in getting us to  
11 where we are today.

12           SENATOR LAIRD: And I have to ask an edgy  
13 follow-up question. You said that 53 percent of the  
14 staff have been vaccinated. Why isn't that number  
15 higher?

16           MR. MACOMBER: Well, we certainly encourage our  
17 staff to get vaccinated. I, myself, got vaccinated early  
18 in the process, and continue to advocate for that, as do  
19 our partners in healthcare.

20           We are in the process now of implementing the  
21 latest Department of Public Health order, which does  
22 require vaccinations for our staff that work in  
23 healthcare settings, are involved in transportation of  
24 the incarcerated population to things like medical  
25 appointments, as well as to our facilities that have a

1 primary healthcare mission, that being the California  
2 Healthcare Facility, the California Medical Facility, and  
3 the Skilled Nursing Facility within our Central  
4 California Women's Facility in Chowchilla.

5           So we are looking to expand those numbers of  
6 vaccinated staff, and of course we're closely following  
7 any additional CDPH guidance that comes out relative to  
8 the Pfizer vaccine and other vaccines that are getting  
9 FDA approval.

10           SENATOR LAIRD: Thank you. And, obviously, we  
11 would like to see that number go up.

12           And then the other question -- last question I  
13 have has to do with SB 132 and incarcerated individuals  
14 that self-identify as transgender, nonbinary, or  
15 intersex, and -- you know, and in the process between you  
16 and your staff. We went back and forth, and there were  
17 about eight assertions made that were not true. And I  
18 don't want to give life to all the assertions by  
19 repeating them, but I think that it would be good if  
20 maybe you gave a brief overview about the status of this  
21 and where it stands in the system.

22           MR. MACOMBER: Great. Yes. We're in the  
23 process of implementing SB 132. We have faced criticisms  
24 from advocates on both sides of the issue. Some feel  
25 that we are moving too slowly, and others feel we're

1 moving too fast.

2 We, as a department, have elected to slow down a  
3 little bit in our implementation of SB 132. We're  
4 looking to contract with nationwide experts on this issue  
5 to help us navigate a complex issue.

6 I was very fortunate this past Monday to spend  
7 some time at Central California Women's Facility where I  
8 had an opportunity to sit down with transgender women,  
9 transgender men, as well as the cisgender population, to  
10 talk about their concerns with SB 132. And it was really  
11 good for me to hear it straight from the folks that are  
12 actually living this day to day.

13 So, as a department, as I said, we're slowing  
14 down a little bit. We want to make sure we get this  
15 right. We want to make sure we're providing safe housing  
16 for our population, and we get this right.

17 SENATOR LAIRD: Thank you. I appreciate that  
18 and reserve the right to come back to it if there's an  
19 animated discussion.

20 But thank you, Madam Chair. That completes my  
21 questions.

22 CHAIR ATKINS: Senator, thank you.

23 Madam Vice Chair.

24 SENATOR BATES: Well, let me congratulate you,  
25 Mr. Macomber and Ms. Barretto, for your nomination to

1 these very important positions. And I was noticing from  
2 your bios that the combined service you've provided to  
3 the Department of Corrections and Rehabilitation, I think  
4 if I added it up right, guys, it's about 52 years in  
5 probably one of the most difficult yet should be  
6 rewarding assignments, when people enter the prison  
7 system, and you have an opportunity to do something so  
8 they can reenter society. So I thank you for that  
9 service and for your commitment to it. You wouldn't have  
10 served that long if you don't have a significant  
11 commitment and passion about it.

12           There have been problems. My good colleague  
13 mentioned those regarding the concerns that have been  
14 covered in news articles, actually, regarding the  
15 transfer of men to female institutions, and how that is  
16 going.

17           I guess my first question, and maybe my only  
18 question on this would be: Could we avoid some of this  
19 information, whether it's accurate or inaccurate, by  
20 ensuring that those who are transferred for the need to  
21 be -- to have the transformation surgery, be held in a  
22 separate area so we didn't have concerns that are actual  
23 or, perhaps, not so accurate, but fomented by some what  
24 appear to be some previous, you know, information,  
25 perhaps from staff, to heighten fear about it amongst the

1 women population?

2 My question is: Should they be in a separate  
3 facility until they actually go through the  
4 transformation surgery? Is there any consideration to do  
5 that?

6 MR. MACOMBER: I'll take first shot at this one.

7 So we evaluate housing for all of our  
8 incarcerated population individually, and certain  
9 individuals are most appropriate for celled housing, and  
10 that could be single cell or double cell. Other of our  
11 facilities, such as Central California Women's Facility,  
12 has rooms that hold, you know, four to six individuals,  
13 and we review those individuals on a case-by-case basis  
14 based on their individual case factors, and the case  
15 factors of those individuals they might be living with.

16 So we do a case-by-case analysis on that, and  
17 we're always looking at opportunities to improve that  
18 process.

19 SENATOR BATES: And at this point in time, it  
20 sounds like it's a work in progress.

21 MR. MACOMBER: I would say that would be  
22 accurate, yes.

23 SENATOR BATES: Because I think for those of us  
24 on the outside looking at what seems to be a very good  
25 program, given the issues that had arisen amongst several

1 of the inmates -- I think there are 261 who requested --  
2 who are transgender and requested to be moved, and  
3 understanding what sort of problems they were facing  
4 being -- considering themselves female and being in the  
5 male institutions. That would be horrendous, as we're  
6 hearing reports about men coming into the women's -- who  
7 are still anatomically men coming into the women's  
8 institutions and being in the, you know, the showers  
9 together, and all of that.

10           So it will be important, I think going forward,  
11 that that is addressed, and it's addressed very upfront  
12 so that we aren't in the position, as legislators, to  
13 continually deal with what may be accurate or inaccurate  
14 information. Because I think our job, especially with  
15 Corrections and Rehabilitation, is to ensure that  
16 restorative justice, which we are all very strongly  
17 behind, is what is really happening in our facilities,  
18 and that is the commitment I think most of us who are  
19 here and have been here, coming up to this point in time,  
20 want that to be the message. The mission and the  
21 message.

22           Another question I have dovetails on the  
23 question about COVID. I know that during that time, you  
24 were not able to have in-person, rehabilitative programs  
25 going on, and that was questioned as to whether we're

1 really getting to the heart of the rehabilitation  
2 programs that individuals who are incarcerated really  
3 need so they can get on the path of recovery and get back  
4 into society and opportunities there, to, you know, have  
5 a real life.

6           Have you been able to reinstitute -- with the  
7 vaccination program, reinstitute the rehabilitation  
8 programs in person to person, and being able to assess,  
9 analyze what particular area a particular individual  
10 would be best suited for? I'm thinking about those who  
11 are in because of substance use, abuse, and what path  
12 that put them on, unfortunately; others who may have  
13 significant levels of abuse in their life at every level  
14 who, you know, need to have a nurturing environment, one  
15 that provides the education they didn't receive, should  
16 have received, but certainly we failed them on that front  
17 also.

18           So give me some thoughts about whether you're  
19 able to begin that program, and what is going on in terms  
20 of something that we can have results from, and we have  
21 measurable results from.

22           MR. MACOMBER: Great question.

23           Yes, we are following what we call a roadmap to  
24 reopening, which is a phased approach. As COVID cases  
25 involving our incarcerated population go down, we

1 increase our programming level. So those facilities that  
2 are at phase three are able to resume full programming,  
3 with the caveat that in certain areas, such as education  
4 classrooms, we have to follow social distancing  
5 requirements. So in those areas, we will address that by  
6 having classes on different days of the week. We also  
7 substitute in-class work for what we call packet  
8 programming.

9 I know you had also referenced substance abuse.  
10 We do have just over 10,000 of our population that are  
11 now in medicated-assisted therapy. And we have just over  
12 6,000 attending cognitive behavioral therapy tied to  
13 substance use disorder. We're really hoping to resume  
14 full, in-person programming, full, in-person visiting, as  
15 soon as the guidance from CDPH and Centers for Disease  
16 Control allow us to go back to our full capacity levels,  
17 because we share the same concerns of ensuring our  
18 population, when they leave our facilities, are prepared  
19 with the right education, the right job skills, and  
20 substance free.

21 SENATOR BATES: Thank you, and I think for those  
22 of us in the Legislature, it would be great to have some  
23 of those numbers when they start to appear. Good news  
24 stories are really, really important, as we look at the  
25 budget and we replace those resources, especially in the

1 Department of Corrections and Rehabilitation.

2 Thank you for those responses. There's still a  
3 lot that has to be, I think, rectified in terms of the  
4 messages that are out there. So I applaud you heartily  
5 for your commitment to this particular agency and its  
6 mission.

7 I will be abstaining today until we have some  
8 more -- a substantive report on addressing these  
9 concerns, especially with the safety of women and how  
10 they're feeling, because some of those are pretty graphic  
11 in terms of the concerns they have. But, again, know  
12 that I feel, after reading your resumé and seeing the  
13 years of service, very, very impressed, and will just  
14 reserve my vote and my judgment for a little while  
15 longer.

16 I would like to go to Ms. Barretto now. And  
17 what I noticed on the org chart here, Ms. Barretto --  
18 and, again, congratulations to you. Again, you know how  
19 I feel about what the two of you have done in this very  
20 important mission, and I applaud you.

21 But I notice that under your administration  
22 responsibilities in this box -- my goodness, you have a  
23 lot of things to oversee, but one that caught my eyes was  
24 human resources deputy director is vacant. Is that  
25 accurate at this moment in time? The issues that have

1 come out are really about human resources, and whether  
2 they are effective in the prison system with inmates and  
3 staff, and some of the -- what we call the toxic work and  
4 living environment. That's what it seems to be all  
5 about. So is that accurate, and is that falling on your  
6 shoulders, or do you have someone you're working with at  
7 the moment to address that issue?

8 MS. BARRETTO: Thank you, Senator. We do have  
9 our Deputy Director of Human Resources position. It is  
10 now filled.

11 In partnership with Human Resources and our  
12 Office of Training and Professional Development, our  
13 Office of Civil Rights, we have a full committee that's  
14 been working on various training initiatives to address  
15 the stress environment that our peace officers encounter  
16 as members of law enforcement, as well as addressing  
17 diversity, equity, and inclusion for all of our staff.  
18 We have a very robust training program that has a number  
19 of building blocks that addresses wellness, it address  
20 upward mobility, things such as our desert waters that  
21 provides training for our staff on stressors that occur  
22 in the work environment, and how best to hope and address  
23 those, as well as address resiliency. Really excited  
24 that we're moving forward with active bystandership for  
25 law enforcement as a training that will really help our

1 law enforcement professionals with deescalation  
2 techniques, how to defuse potentially unwarranted  
3 encounters, and overall wellness for the staff.

4 All of our staff in Corrections receive training  
5 on diversity. We've also been doing implicit bias  
6 training. So we've really been looking at all the  
7 different avenues between human resources, wellness,  
8 training, civil rights, to have a really well-developed,  
9 wraparound training approach for our staff.

10 SENATOR BATES: Very good. Well, it is  
11 important in terms of the next question, the workforce  
12 recruitment, because we know that with the prison  
13 closures, that perhaps the jobs that are currently there  
14 will be challenged, and, certainly, recruiting new folks  
15 to that will be an issue.

16 I know the prison closure issue will most likely  
17 be addressed by another one of my colleagues. But what  
18 are you doing in terms of protecting the jobs that are  
19 there on the potential closures, and how do you recruit  
20 new folks when you are basically laying off existing  
21 staff? Because that would be critical in terms of the  
22 programs that are so essential for rehabilitation, and  
23 then addressing some of these issues between inmates and  
24 staff.

25 MS. BARRETTO: For our staff with the prison

1 closures, we have worked very closely with the staff and  
2 the management of those locations. Our goal is to help  
3 all of the employees find continued employment with us.  
4 Unfortunately, in many situations, there may not be  
5 enough of the same job classification for all of those  
6 employees in the same county, but we do have a vacancy  
7 for all staff outside of their counties, understanding  
8 that that would then mean that they are, perhaps, moving  
9 from their communities. But it is our goal to help them  
10 with finding employment. We've been successful doing  
11 that, working with our labor organizations and with the  
12 staff, and we're committed to continuing to do that.

13           At the same time, we are constantly recruiting  
14 for various positions. Our department spans the entire  
15 state. We have nearly every bargaining unit. We have  
16 nearly every trade and classification, and we're often  
17 faced with recruitment challenges for certain locations  
18 and certain jobs.

19           The way we mitigate that is, we have a very  
20 robust recruitment team. Each institution has trained  
21 recruiters. We have recruitment through our headquarters  
22 as well. We do focused recruitments for both peace  
23 officer and non-peace officer classifications. We're  
24 using social media platforms. We're partnering with  
25 community colleges. We've updated all of our

1 communication strategies with our Internet web pages.  
2 And we also do a lot of focus on diversity recruitment.  
3 We're doing focused recruitment for veterans, for women,  
4 for LGBTQI communities, and really partnering with all  
5 the different diversity that our state represents, and  
6 doing our best to recruit for all of those various  
7 classifications.

8 I think the biggest thing is sharing that we are  
9 a department that is -- that's supportive of staff, is  
10 supportive of training and upward mobility, and really  
11 getting that continued word out as we have been.

12 SENATOR BATES: Well, I think bottom line on all  
13 of this is the communities that rely on the prisons being  
14 an economic resource to the community as a whole is  
15 something that really needs to be dealt with in a very  
16 sensitive manner. To undermine an entire community of  
17 economic well-being is of great concern when it happens  
18 without adequate notice and planning. So bear that in  
19 mind. That's something that we're looking at very  
20 carefully and probably were quite disappointed with the  
21 last closure, which, I guess, has been intercepted by the  
22 legal system.

23 With that, again, thank you absolutely from the  
24 bottom of my heart for your commitment to this. You look  
25 like you might have started when you were 10, because you

1 are so -- so beautiful, frankly. So, anyway -- and Zoom  
2 doesn't always do the best for folks who are under the  
3 pressure of one of these interviews. But congratulations  
4 again for your nomination, and I will be withholding at  
5 this point in time, because some of these need a deeper  
6 dive and maybe more conversation, and I apologize because  
7 I didn't have time in my schedule to do that prior to our  
8 meeting today.

9           So thank you again, and wishing you the very  
10 best as you go forward with your plans to make a change.  
11 Thank you.

12           MS. BARRETTO: Thank you.

13           CHAIR ATKINS: Thank you, Madam Vice Chair.  
14 Senator Grove.

15           SENATOR GROVE: Thank you, Madam Pro Tem.

16           Thank you both for being here today. I  
17 apologize that I didn't get a chance to talk to either of  
18 you before today; but I read a lot about you, and I think  
19 both of you are very qualified for this position. And I  
20 appreciate you accepting this challenging position that  
21 you guys both find yourselves in. I think there's been a  
22 lot of Rules appointments where -- I can speak for the  
23 dais -- where we're, like, *Wow! We would never want that*  
24 *job.* So -- but -- So I thank you guys for that.

25           I do have a couple of questions. You know, in

1 the real world, I'm a business owner. We do a lot of  
2 recruiting. Ms. Barretto, you mentioned that you're  
3 doing recruiting on social media, (unintelligible)  
4 focused recruiting, all those things. How is that going?

5 MS. BARRETTO: Thank you for the question, and  
6 always interested in any additional tips and support from  
7 professionals with recruiting, Senator. So thank you.

8 We're seeing a good presence there. We're  
9 getting good response; we're getting good interest. We  
10 know that social media platforms is really the next step  
11 for the next generation of the workforce; so, we're  
12 ensuring that in our recruitments, we're using those new  
13 methods of recruiting, along with the traditional, so we  
14 can maximize the full workforce.

15 We're seeing steady progress. It's new. We're  
16 continuing to evolve with it. We're continuing to look  
17 at the best practices in that space, and we are eager to  
18 do more.

19 SENATOR GROVE: When you combine what you're  
20 doing with social media -- thank you for answering that  
21 as well.

22 When you combine what you're doing with new  
23 technology and social media, and how we recruit -- I  
24 don't want to say the younger generation, but, obviously,  
25 younger than I am. You know, people don't look at the

1 newspaper anymore, and those kinds of things.

2           Do you find -- Do you find fewer applicants than  
3 you did in, say, 2019? The only reason I ask that is we  
4 did a briefing last week, or when we were off -- a couple  
5 weeks ago when we were off, in 2019 we were averaging  
6 about -- I'm just giving you an example -- 285  
7 applications a week; 2020, it went to 12 applicants a  
8 week; and now it's 40 applicants a week, 46 applicants a  
9 week. And out of that, when you think about the  
10 requirements that we have and the requirements that I  
11 think you would have, you would lose a tremendous amount  
12 of that percentage rate, because, you know, drug testing,  
13 valid driver's license, criminal history, just any  
14 background checks that you do to be a CDCR officer.

15           Do you -- Do you find your application base is  
16 lower than it has previously been?

17           MS. BARRETTO: Well, our application base  
18 overall -- It depends on the classification, but as I  
19 understand your question as it relates to peace officer  
20 classifications, we did see a slight decline this past  
21 year, similar to what other law enforcement agencies have  
22 been reporting. But we've been able to mitigate that by  
23 doing additional recruitments. We're partnering with DMV  
24 and EDD, and doing additional recruitments with them.  
25 We've got billboard marketing. We're looking at all of

1 the different areas in which we need to recruit and what  
2 the best approach is for the particular geographic  
3 location.

4 For our other classifications, we do see some  
5 areas where we're having an increase in applicants and  
6 other areas where we're having a decrease, similar to  
7 what is happening in the workforce overall.

8 SENATOR GROVE: Thank you. And once this  
9 applicant is approved or applies, what's the process? I  
10 mean, I know that -- Does CDCR have the similar process  
11 like regular police officers? Do they go through some  
12 type of academy, some type of training program? Is there  
13 a process, and what's the length of that process?

14 MS. BARRETTO: Yes, we do have a process for law  
15 enforcement positions. There's a written examination;  
16 there's a physical fitness test; there's a thorough  
17 background, psychological evaluation. And upon  
18 successful completion of those components, then there's  
19 our basic correctional officer academy, followed by  
20 on-site mentorship that we're really excited is starting  
21 off this year -- I appreciate the support of the  
22 Legislature in that regard -- where our new officers  
23 arrive at an institution, and they're assigned to a  
24 mentor that continues with that training to ensure their  
25 success.

1           SENATOR GROVE: So I'd like to switch, if I  
2 could, to -- to Mr. Macomber. Do you pronounce the "B,"  
3 sir? I apologize.

4           MR. MACOMBER: Muh-COM-ber.

5           SENATOR GROVE: Macomber. Sorry. I apologize  
6 for that.

7           Thank you, Ms. Barretto for answering those  
8 questions.

9           Based on the information that I just got from  
10 Ms. Barretto, my curiosity piqued me. These were not in  
11 my line of questions. I was not going to ask these  
12 questions until the former Secretary asked a specific  
13 question which made me think about this process, only  
14 because in the private world, it's kind of like right up  
15 my alley, if that makes sense.

16           So based on all that, in your recruitment time,  
17 especially for the peace officer portion, which I'm  
18 assuming is the guards, for layman's term guards, people  
19 that actually actually do the protection, or the guards,  
20 in the system. You had said earlier that 53 percent of  
21 the staff, including the guards, are vaccinated -- or  
22 not -- are vaccinated. 53 percent. My colleague that  
23 used to be the former Secretary would like that number to  
24 be higher.

25           My question is, is that -- I'm just going to be

1 honest. I got people calling me left and right, and  
2 several of them are firefighters, teachers, nurses, and a  
3 lot of them are CDCR guards. What happens if -- I mean,  
4 do you have enough backup that have already been through  
5 the training academy, skilled, trained professional  
6 people that could take these positions if mandates are  
7 required and you lose staff?

8 (Overlapping speakers.)

9 MR. MACOMBER: I'm sorry. I interrupted you  
10 Senator. I apologize.

11 SENATOR GROVE: No. That's okay. Totally fine.  
12 I shouldn't have spoke over you. I apologize.

13 MR. MACOMBER: To answer the question, if we're  
14 faced with a situation where we have insufficient staff,  
15 we have staffing plans for each institution to run at  
16 reduced levels, sometimes called *First Watch Plans*; so,  
17 we're able to still run essential services to the  
18 population, meaning things like feeding, and healthcare,  
19 showers, and things along those lines.

20 You know, right now, vaccines are not mandatory  
21 throughout the prison system, and so there is the ability  
22 right now for us to work within that current California  
23 Department of Public Health order. But we do maintain  
24 plans and are prepared, should we need to implement those  
25 plans.

1           SENATOR GROVE: Thank you. That's good to know.  
2 I'd like to make sure there's not additional prison  
3 closures because we can't find individuals to work in the  
4 prisons that choose not to get vaccinated. So that's a  
5 separate question. I wasn't even going to ask that  
6 question until it was brought up earlier.

7           I do have questions about prison closures, and  
8 I'm not particular about who answers it. Either one of  
9 you can take a shot at it, or both of you.

10           Based on count from CAL FIRE today, there are 18  
11 fires in the State of California. One of them has  
12 consumed over 500,000 acres, the Dixie Fire in Northern  
13 California. How many fire camps that are associated with  
14 CDCR, fire training facilities, fire camps -- I don't  
15 know what the legal term is called. How about we start  
16 there. What's the legal term for fire training  
17 facilities for inmates?

18           MR. MACOMBER: *Conservation camps, inmate fire*  
19 *camps*, are some of the terms we utilize.

20           SENATOR GROVE: Okay. So how many of those  
21 conservation camps have closed or are up for closure?

22           MR. MACOMBER: So approximately, I think, a  
23 little over a year ago, we closed -- I believe it was  
24 five firefighting camps due to the declining eligible  
25 incarcerated population. We were struggling to get the

1 numbers we once did, so we're running a tremendous number  
2 of vacancies.

3           As a result of the potential closure of the  
4 California Correctional Center, the camps that are tied  
5 to that facility will all be transferred to Sierra  
6 Conservation Center. So we do not plan on closing camps  
7 as a result of the California Correctional Center  
8 closure, if that makes sense.

9           SENATOR GROVE: Okay. I ask that for two  
10 reasons. Number one, there's so many fires in the State  
11 of California, and I can tell you that -- you know, our  
12 family owns a (unintelligible) ranch property. And I got  
13 a text from my husband one day, and he goes, *There's a*  
14 *fire at the ranch.* About 30 minutes later he said, *The*  
15 *ranch is on fire.*

16           I left Sacramento and I went there, and when I  
17 got there it was really amazing to me how -- again, I  
18 don't know the legal term for them, but the inmate crews  
19 or the crews that came from CDCR which -- you know, with  
20 the shovel, the pick, you know, the breaking line at  
21 night, how they worked so well with CAL FIRE and the fire  
22 department there, as a cohesive team, to eliminate the  
23 fire. I saw it firsthand, being there, obviously,  
24 because of the property.

25           And then I talked to some of 'em -- of course

1 I'm going to start talking to a lot of 'em. And I talked  
2 to 'em, and I asked 'em if they had heard -- you know,  
3 *Why did you take this class? Why do you want to be here?*  
4 They talked about how it's beneficial in reduction of  
5 sentence time, and they also talked about the skill set  
6 they would have when they leave so that they could  
7 actually have skills to help them stay out of prison, to  
8 help them to have a job to provide for their families,  
9 because, in reality, that's all they really want to do  
10 when they get out, a lot of them.

11           So what are you doing, or what's the facility or  
12 CDCR doing if these training conservation camps, which  
13 would get these individuals the training -- obviously,  
14 it's hard work -- but training to be able to work in this  
15 type of environment, and, you know, be able to provide  
16 for their families. So what's the substitute? If we're  
17 not going to train them to fight fires when we need  
18 firefighters, obviously, everybody is on the Legislature  
19 about resources, and there's not enough (unintelligible),  
20 there's not enough firefighters, there's enough anything.  
21 That's why they can't put -- the containment on these  
22 fires is so low.

23           What's the substitute training so that -- you  
24 know, you can't train them to flip burgers. They can't  
25 raise their family on that. So what's the substitute

1 training that you're offering for individuals to help  
2 reduce recidivism, if that's a -- That's a long question,  
3 but I hope you get the gist.

4 MR. MACOMBER: That's a great question, because  
5 we -- I have the same concern. We always want to ensure  
6 individuals that are releasing back to the community are  
7 equipped with the resources to be productive. Usually  
8 that means we want to make sure you have a high school  
9 diploma or a GED. We do have a large number of our  
10 incarcerated population now enrolled in community  
11 college, and we actually have some pilot programs where  
12 we recently saw -- I think about ten of our population  
13 got B.A. degrees from Cal State Los Angeles, which we  
14 were very pleased about.

15 So we look to do not only education, but we have  
16 career technical education courses that run the whole  
17 gamut. It could be auto body repair; it could be  
18 automotive mechanics; it could be the suite of Microsoft  
19 products and learning that computer process.

20 So we look at the jobs that people in the real  
21 world are going to need, and we try to target our  
22 education classes to line up with those needs so when  
23 they release, they actually have -- are releasing with a  
24 skill.

25 I know you also brought up not training as many

1 firefighters, which our camp population is down, but I do  
2 want to recognize that we are in the process and have  
3 implemented Assembly Bill 2147, which actually allows  
4 some of our incarcerated population that's doing that  
5 great firefighter work to go back and have their record  
6 expunged, which will allow them to apply for firefighting  
7 jobs in the community. So we think that's a great step  
8 in the right direction.

9 SENATOR GROVE: That's very good. Thank you for  
10 that response.

11 Because of something that was just said, I want  
12 to go back to the vaccine question. You said 70 -- when  
13 you were speaking, Mr. Macomber -- 70--what percent of the  
14 inmates are vaccinated?

15 MR. MACOMBER: I believe it's 74 percent.

16 SENATOR GROVE: 74 percent? So -- how about I  
17 just skip that question. I'll skip that question.  
18 Sorry. I'll skip that question.

19 Well, I really am glad that you have an  
20 alternative program to be able to, you know, help people  
21 succeed outside of the prison system. I think the most  
22 important thing that -- I think the best solution to  
23 poverty is a job, the best solution of poverty, best  
24 solution to self-respect, dignity, providing for your  
25 family is a job. My huge concern is that without this

1 training, there will be minimal jobs available for  
2 individuals who are -- will be previously incarcerated.  
3 But I do thank you for explaining to me that you do have  
4 additional training so that they can be successful  
5 outside of the prison system. So thank you very much.

6 Thank you both for answering my questions. I  
7 really do appreciate it. And, again, thank you for being  
8 willing to take on this position, especially during a  
9 COVID situation where you have limited -- you know, I  
10 mean, basically you just have limited facility space.  
11 And when rules go into place about social distancing and  
12 things like that, which, you know, are necessary to keep  
13 people safe, I think that may be very difficult. I mean,  
14 it was difficult for us here in the Senate, I guess you  
15 would say. You know, we have limited space. We had to,  
16 you know, put things in place. So it is -- it is very  
17 difficult, and I thank you guys for being willing to  
18 pursue this position in this career in these troubling  
19 times, or trying times that we have. So thank you for  
20 letting me ask those questions, and I wish you both the  
21 very best.

22 MR. MACOMBER: Thank you.

23 MS. BARRETTO: Thank you.

24 CHAIR ATKINS: Thank you, Senator Grove.

25 Senator Kamlager.

1           SENATOR KAMLAGER: Thank you, Madam Chair. And  
2 thank you -- I do like going last, because folks ask so  
3 many of the questions that I had listed.

4           I want to thank you both for spending time out  
5 of your day yesterday to talk with me. And I thought we  
6 had some very good discussions, very honest, which I  
7 always appreciate. And I have to say, to echo the  
8 comments made by our Vice Chair, I have incredible  
9 respect for those who commit the kind of time and years  
10 that you have both committed to this profession and to  
11 this system. It has -- You have probably seen  
12 herky-jerkiness of all sorts. So the fact that you all  
13 have stayed the course I think speaks volumes to the  
14 change that you're trying to see happen.

15           I also believe that both work and punishment --  
16 that neither should be bereft of humanity or dignity, and  
17 I think oftentimes with the questions that we ask in  
18 Rules related to CDCR positions, it's, you know, how to  
19 find and how to get assurances that folks are thinking  
20 about ways to run an incredibly complicated and large  
21 system, and making sure that we are inserting humanity  
22 and dignity in both how incarcerated folks are treated,  
23 but then also how folks are treated who are actually  
24 going there every day to do the work.

25           I have questions for both of you. I'm going to

1 ask a question, and I think both of you all can answer  
2 it. And it would be great if you could just answer it  
3 based on your jurisdiction and the -- your  
4 responsibility.

5           And I know for Mr. Macomber, because you're  
6 going from admin to administration you probably -- from  
7 admin to operations, you probably have all sorts of  
8 perspectives that you could share. But I think -- it's  
9 like A and B, nice little thing.

10           So the mission statement for CDCR, which you  
11 kind of never really read the mission statements for  
12 these departments, but I did, and I had to come back to  
13 it, because each of you, in your responses, kind of  
14 talked about how culture change is hard, and how there  
15 are some folks that really don't believe in  
16 rehabilitation, in the *Rehabilitation* in CDCR. You both  
17 also mentioned that there are a lot of really good  
18 committed people that are working and doing their best in  
19 the system. And of course that number is not  
20 100 percent. To be fair, that number is not 100 percent  
21 anywhere. But just wanted to hear from you, because I  
22 also believe that training doesn't work without buy-in,  
23 without modeling, and you both did talk about training.

24           So just would love to hear your thoughts again  
25 about how does the mission change get activated when

1 there are dissenters that are in the ranks that are on  
2 the ground, given the really complicated and dangerous  
3 tasks in some instances that you all are forced to  
4 manage. It's a slow process, I've been told. It can be  
5 a painful process, I am told, but ultimately it's still  
6 really important. The feds tell us we have to make  
7 change. Legislators tell you you have to make change,  
8 and probably within your own internal sessions you know  
9 about the change you need to see to keep your employees  
10 safe and happy, to retain them, to recruit new folks into  
11 the system who are going to help make the system active  
12 and, ultimately, to do right by what the charge is.

13 So can you both sort of talk about it from your  
14 own perspectives, how you activate the mission, given the  
15 fact that you do have folks that are not really  
16 interested in it.

17 MS. BARRETTO: Certainly. I can start this one,  
18 Jeff.

19 Senator, you're absolutely right. Each time we  
20 make a change, each time that we're moving forward, there  
21 are always going to be some staff that are not on board,  
22 and there will also be staff that are early adopters and  
23 who help us make the change happen rather swiftly. We've  
24 seen that in our history. We've seen that in recent  
25 history. I, myself, have seen it personally.

1 I was in the Department -- I've been here for  
2 some time, but was here when we made the switch from CDC  
3 to CDCR. And at that time, there were staff that were  
4 absolutely on board and eager to see our transformation  
5 happen, and there were some that were, quite frankly, not  
6 on board.

7 We have staff that have been with us for many  
8 years. We have staff that sometimes have difficulty with  
9 change. But what I have found is the majority of our  
10 staff are eager for the additional changes. They see  
11 great value in what we're doing. It gives them great  
12 hope in what we're doing by rehabilitating the population  
13 and helping them to succeed.

14 I think staff are really supportive of all the  
15 training and wellness initiatives that we're doing, and  
16 we can see that by their support by joining us as  
17 ambassadors for our Government Alliance of Race and  
18 Equity teams that are at each institution. We have over  
19 100 staff that have volunteered to help us communicate  
20 with their peers what we're doing with diversity, equity,  
21 and inclusion. We can see it by the ambassador program  
22 for the integrated substance use disorder treatment  
23 medicated-assisted therapy program, where we have staff,  
24 over a thousand of them now, who are out there  
25 campaigning for that program.

1           So the best way for us to make a culture shift  
2 is leadership, and that is happening with various  
3 leadership trainings. We have a leadership development  
4 training program that we have contracted out with  
5 experts. We're using our U.C. systems and our college  
6 systems to help us with facilitating various trainings in  
7 that space, and also using the staff, the folks that are  
8 doing the day-to-day work, having them on board with  
9 where we're headed, and communicating that to their  
10 peers, as well as having a message from central office  
11 and from local leadership of why are we doing this.

12           I think that's an important thing that we've  
13 really been focusing on in recent years, is explaining  
14 why it's important; why are we doing rehabilitation; why  
15 are we focused on your wellness? We're doing these  
16 things because it's going to help California to be safer;  
17 it's going to help those that are going back to their  
18 communities to be productive citizens; and it, quite  
19 honestly, helps us to be a better employer.

20           So with that, I'll turn it over to my colleague.

21           MR. MACOMBER: Jen, you had some great comments  
22 there. And I think I may have talked to you about this  
23 when we had our conversation, Senator, but I'll tell a  
24 story.

25           When I was a warden, I used to meet with our

1 in-service training classes each week, and often one of  
2 the first things I would bring up is rehabilitative  
3 programs, whether we should expand or not. Usually I had  
4 one individual that would tell me, *No, we should not*  
5 *expand*, and I would ask why, and it's -- *Well, more*  
6 *people out is concerning.*

7           And then I would ask the question: How many  
8 incidents do we see in our classrooms and our career  
9 technical education classrooms?

10           We had a computer classroom, we had a Prison  
11 Industry Authority laundry facility. And I knew the  
12 answer, of course. We had none in the last year;  
13 whereas, the folks that may have not had their turn come  
14 up to be in an education slot, who spent the day on the  
15 yard, we were having incidents every day.

16           So I like rehab programs, number one, because it  
17 gives the population something constructive to do. We  
18 want folks to -- and the vast majority of our population  
19 releases at some point. We want them to release with the  
20 tools to be successful. We do not want folks coming back  
21 with a higher recidivism rate, you know, going back to  
22 the community and cycling in and out of prison. Our job  
23 should be to fix those individuals.

24           I think you had a good point about how do you  
25 get staff to buy in. And I did have the opportunity to

1 go to Valley State Prison this past Monday, and I talked  
2 to some of those individuals, and one of the individuals  
3 is one of the counselors that's coordinating some of our  
4 youthful offender program, and where we're kind of  
5 targeting our primary Norway model initially is at that  
6 facility. I asked him, I said, you know, *Did you always*  
7 *have a passion for this, to push youth to better*  
8 *themselves and understand the benefits to you and others*  
9 *of the program?*

10 He said, *No, I didn't. I had to go to a class,*  
11 *and I saw what was possible and took it back to this*  
12 *institution, and I started implementing it.*

13 It resulted in not only the inmate population  
14 de-stressing, but it also resulted in the staff's stress  
15 level coming down, which is part of the key component of  
16 that Norway model. It's not just about, you know, the  
17 incarcerated population, but it's how the staff interact  
18 and can do so in a less stressful environment, and maybe  
19 more friendly but not overfamiliar environment.

20 So we need to make sure staff understand that  
21 they can benefit from some of these programs as well. We  
22 need to do a good job of getting that message down to  
23 make sure it's not watered down as it comes down from  
24 myself, from Ms. Barretto, until it gets down to that  
25 line correctional officer. We need to make sure that

1 message, like I said, doesn't get watered down and is a  
2 strong message.

3           SENATOR KAMLAGER: Yeah. Thank you for that,  
4 and thank you for talking about staff and what they need  
5 to hear, because my next question kind of relates to  
6 that, and it's about AIMS, the AIMS process.

7           And from what I've been reading, folks don't  
8 have a lot of confidence in the process right now. It's  
9 kind of a cluster. But that's a problem, because it's  
10 really hard for you to have stalwart allies when people  
11 read in the news about staff committing suicide, around  
12 sort of bullying and intimidation by staff to other  
13 staff. It's hard when you hear about the sexual assaults  
14 that are happening.

15           You know, I'm deeply concerned about not only  
16 our LGBTQ communities that are incarcerated, and the  
17 safety of them, but also the staff and folks who are  
18 heterosexual. There's an uptick in male rape that's  
19 happening, not just in our prisons but also in our jails.  
20 And it's really hard when staff and folks who are  
21 incarcerated feel like a complaint process is not really  
22 designed to solve problems to deescalate the challenges  
23 that you face. So lots of challenges, lots of  
24 shortfalls.

25           In your opinion, from each of your perspectives,

1 how do we improve upon this system or -- I don't want to  
2 say scrap it and develop a new one, but how is it that we  
3 can have a system that engenders some trust and  
4 confidence from all of its users? Because if people  
5 don't use it, it's not going to work. And if people feel  
6 like it's Swiss cheese, they're not going to use it and  
7 it's not going to work. And then you're going to have to  
8 come up in front of us again, and people are going to get  
9 saltier and saltier about why things aren't working. But  
10 you all have been here for a really long time, so I have  
11 to believe you have some ideas.

12 MS. BARRETTO: Senator, thank you for this  
13 question. You bring up some valid points.

14 With our staff -- First to talk about our staff,  
15 we have a zero-tolerance policy for any discrimination,  
16 retaliation, or bullying; and we have a well-developed  
17 system of informing staff of that requirement. They're  
18 trained on it annually. The supervisors are trained on  
19 their obligation to report, and we have trained EEO  
20 counselors and coordinators throughout every institution.  
21 Staff know who they are. There's picture boards  
22 available to know who they are, who to go to if you're  
23 encountering those situations. Staff are made aware of  
24 how they can file within the Department or outside the  
25 Department with Equal Employment Opportunity Commission

1 or Department of Fair Employment and Housing. So we do a  
2 lot in that area to make sure that our staff are safe.

3 As it relates to AIMS, it was not our intent to  
4 build a system that needed improvement. We are finding  
5 there's a number of areas that require improvement in  
6 that system. We're committed to doing so. We took in  
7 all of the information from the Office of Inspector  
8 General report. We took in all of the comments made by  
9 other stakeholders, including the Legislature and  
10 plaintiffs with some of our class-action lawsuits. We've  
11 taken a hard look at that, and we've started making some  
12 immediate adjustments. Those include --

13 We're in the process of implementing all  
14 allegations made by the incarcerated population that are  
15 related to any type of use-of-force, or PREA. They will  
16 leave the institution and go to our Office of Internal  
17 Affairs allegation inquiry management section. That's  
18 something that was supported in the budget process, and  
19 we appreciate that support. And we're gearing up to  
20 implement that change this fall.

21 We're also implementing a centralized screening  
22 team. We recognize the need for it to be an independent  
23 review of each grievance that's submitted at the local  
24 level at the institution, but it needs to leave the  
25 institution purview and go to a centralized independent

1 office to evaluate it for any allegations of staff  
2 misconduct so that it can be properly assigned so that we  
3 can track it, so we can have data and metrics to identify  
4 any hotspots. And we are working towards the goal of  
5 having that implement beginning as soon as January this  
6 year.

7           These are some of our initial steps that we're  
8 taking. We're also implementing a staff allegation  
9 tracking system that will allow us to have a  
10 technology-based solution for us to have an automated  
11 tracking system. So start to finish with a staff  
12 misconduct complaint, we can track all of the different  
13 components to it, again, for us to help -- to better  
14 evaluate any hotspots to evaluate any trends, and with  
15 the overall goal of keeping the population safe and the  
16 staff accountable.

17           Not all of our staff make bad decisions, but  
18 when staff do make a bad decision or violate a policy, it  
19 is absolutely our requirement and our expectation that  
20 they're held accountable to that.

21           MR. MACOMBER: I'll jump on as well. I think  
22 Ms. Barretto gave a great, comprehensive answer, so I  
23 won't repeat what she's already said.

24           I will add a little PREA components. We do have  
25 a robust staff training plan relative to PREA and the

1 reporting requirements and their requirements. We're  
2 also very encouraged about recent funding we received to  
3 put in not only fixed cameras, but also implement  
4 body-worn cameras at six institutions, which I think will  
5 definitely help in this arena. We also have a robust  
6 auditing process where actually other states come to  
7 California and audit our PREA process.

8           So I think we have the right tools in place, and  
9 I think we're going to continue to advocate for more  
10 cameras. I think that's a big piece. We did see  
11 decreases in PREA complaints when we did install cameras  
12 at Central California Women's Facility; so, I think  
13 that's a big piece of that puzzle.

14           SENATOR KAMLAGER: Thank you for that. Thank  
15 you both for that.

16           I want to follow up with you, Mr. Macomber. You  
17 mentioned the body cameras. So how do you ensure that  
18 they're not turned off during key exchanges? I mean, how  
19 does that work, because my understanding is that the --  
20 reviewing the footage is complaint driven.

21           MR. MACOMBER: That's correct.

22           SENATOR KAMLAGER: So, like, if I know I'm going  
23 to have a jump-off, I might turn the camera off, you  
24 know.

25           MR. MACOMBER: That's a great question.

1           When staff turn the camera off, they should be  
2 stating the reason why, and staff at those facilities  
3 that have implemented body-worn cams have all received  
4 training on when it's appropriate to turn a camera off.  
5 Obviously, things like using a restroom, while they're  
6 doing a healthcare appointment -- escorting a healthcare  
7 appointment for a member of the incarcerated population;  
8 if they're doing an unclothed body search of an  
9 incarcerated individual, that would be a time when you  
10 turn it off.

11           And the incarcerated population knows when those  
12 cameras are on or off, because there's a light that shows  
13 whether it's on or not. So it would be a red flag,  
14 clearly, if there was an incident and that officer did  
15 not have their body-worn camera activated, which is why I  
16 think it's important not only that we have the body-worn  
17 cams, but we have those fixed cameras as well that help  
18 give us the full picture of what's going on. So I think  
19 that's a great question.

20           SENATOR KAMLAGER: Thank you for that.

21           I just have one final question, and I --  
22 Ms. Barretto mentioned we want to prevent people from  
23 making bad decisions. I think bad decisions happen all  
24 the time. It's just a part of life. How we learn from  
25 them is the thing, which I believe that's what you are

1 also sort of suggesting. So it's not necessarily the bad  
2 decisions that I'm interested in. It's some of the  
3 predatory decisions.

4           The reason why I stay focussed on this issue is  
5 because a friend of mine, his son was a correctional  
6 officer. And, you know, it's deeper than him not feeling  
7 safe, because he's not with us anymore, and that's really  
8 important to me because he was a young man with a family  
9 and a bright future. And then I also know someone who is  
10 incarcerated who was recently sodomized multiple times  
11 just in one day. So while he is incarcerated because of  
12 a crime he committed, he certainly doesn't need to be  
13 treated like that. So I think about those people when  
14 I'm before you or anyone else asking questions as it  
15 relates to CDCR.

16           My last question is really for Mr. Macomber. We  
17 chatted about this in the closure of DJJ. I just wanted  
18 to know if you could share your thoughts on how that is  
19 going, and also how we can be partners with you and CDCR  
20 in making sure that this happens in a way that is  
21 productive, constructive, and ultimately successful,  
22 because it's a huge endeavor, right? There are 58  
23 counties. You did share that there's a plan in place,  
24 but, you know, plans on paper are very different from  
25 what's going on in the real world, and we certainly, you

1 know, want this to come out okay.

2 Is there anything you can share with us, sort of  
3 what you're seeing, and how we can be partners with this?

4 MR. MACOMBER: Of course. We're actively  
5 working with the counties and CPOC as well on this  
6 transition.

7 As you mentioned, we have 58 different counties  
8 that may have 58 different ideas on how to implement --  
9 excuse me -- this transition. We are committed to having  
10 a plan in place to how we're going to safely and fairly  
11 go through this transition. I believe the deadline for  
12 that is January. That was a report that was due to the  
13 Legislature.

14 We're also very much struggling right now. You  
15 have not only staff, but you have the youth that are  
16 aware that facility is closing; so, there's a lot of  
17 confusion and uncertainty for those folks.

18 I'll start with staff. Knowing that DJJ is  
19 slated to officially close in June 2023, a lot of staff  
20 are right now looking for the next opportunity. They  
21 don't want to face layoff. They don't want to be at the  
22 end of the line when it comes to finding a new job; so,  
23 we're seeing folks being proactive. So we're trying some  
24 creative options to do some early transfer processes  
25 where we will guarantee a spot in an adult prison for

1 those correctional peace officers, and we're looking at a  
2 similar process for other staff within DJJ.

3 I think most importantly is the youth. We want  
4 to make sure that we're still able, through the closure  
5 date, to provide services for those youth, that we're not  
6 losing teachers and, you know, healthcare workers, and  
7 correctional staff that won't allow DJJ to continue its  
8 mission until it closes. We will obviously have to  
9 slowly start lowering that population down. You  
10 mentioned -- A comment on the plan you made I thought was  
11 a good one, and that plan is going to have to be  
12 flexible, because we may lose staff at a rate that we  
13 don't anticipate, or we may not. So we are going to have  
14 to be able to adjust as we go. We have, right now, four  
15 DJJ sites, and we look forward to producing a plan, and  
16 we look forward to partnering with the Legislature and  
17 our other stakeholders to ensure this is successful.

18 SENATOR KAMLAGER: Great. Thank you for that.

19 I know my colleague from Kern had a question and  
20 she said she wasn't going to ask the question about the  
21 COVID. Also, I said that was my last question. That  
22 will be my last question, but I do just want to leave  
23 you, since I know this was -- a number of questions  
24 around COVID and vaccinations were asked by my  
25 colleagues. There was an article in the news this week,

1 and the headline reads: *Correctional Officers Are*  
2 *Driving the Pandemic in Prison.*

3           So I hope that you encourage folks to be safe,  
4 to get vaccinated, if they can, because you are in  
5 facilities where the ventilation is not so hot, where  
6 there still is congregate care, and where staff are at  
7 risk.

8           I just hope that we're able to do the things  
9 that we need to do to get in front of these kinds of  
10 articles that are coming out in the news, because you  
11 have so much other important stuff to do. We don't want  
12 that progress to be derailed by additional outbreaks.

13           So, you know, I want to thank you both for your  
14 time and your service, and today in Rules I will be  
15 supporting.

16           MS. BARRETTO: Thank you.

17           CHAIR ATKINS: Thank you, Senator.

18           And to echo you, going last-last is -- Really,  
19 all of those important questions that have been asked, I  
20 appreciate.

21           So with that I'm going to go ahead and move to  
22 members of the public who would like to testify today.  
23 So we will start with anyone wanting to testify in  
24 support. And we're going to start right here in Room  
25 3191, but a reminder, of course, for witnesses -- I'll go

1 ahead and put this up on the screen -- that may wish to  
2 provide comment via phone, the participant toll-free  
3 number again is (877) 226-8189, and that access code is  
4 2876059.

5           With that, we will start, again, as I said, in  
6 Room 3191 to see if there is anyone that would like to  
7 testify in support. Okay. There's no one in 3191. I  
8 would make the assumption there's probably no one in  
9 Room 112, but I'm looking at the room now via computer,  
10 and there's no one in Room 112.

11           So with that, I'm going to move to the  
12 teleconference and welcome our moderator. As I do so, I  
13 want to remind witnesses that we ask when you speak, to  
14 please provide your name, the organization you represent,  
15 if any, and the position on the appointment. And, of  
16 course, again, on behalf of our court reporter, if you  
17 would speak slowly and clearly, we would appreciate it.

18           With that, welcome Moderator.

19           THE MODERATOR: Thank you.

20           (Instructions by the moderator.)

21           (Pause.)

22           MR. BLOOMSTINE: Thank you, Madam Pro Tem. I'm  
23 Todd Bloomstine, speaking in support of Mrs. Jennifer  
24 Barretto.

25           I've been a California registered lobbyist since

1 2001, working primarily in the construction and public  
2 policy fields. I've personally known Mrs. Barretto  
3 outside the Capitol for the past four years through a  
4 volunteer youth sports program serving about 170 youth in  
5 our community.

6 Through my time with Mrs. Barretto, she's  
7 demonstrated a strong grasp of collaboration in a  
8 leadership setting and genuinely has a servant's heart.  
9 I feel blessed to have her in our volunteer program, and  
10 the people of California are blessed to have her serve in  
11 a leadership capacity for the State. I support her  
12 confirmation and ask for your aye vote. Thank you.

13 CHAIR ATKINS: Thank you.

14 Next witness, please.

15 (Instructions by the moderator.)

16 MR. EASLEY: Thank you, Madam Chair and Members.  
17 I'm Matthew Easley representing the California  
18 Correctional Peace Officers Association.

19 Today I'm here to express our support for the  
20 confirmation of Jeffrey Macomber and Jennifer Barretto.  
21 They've maintained an open-door policy for our  
22 organization and consistently followed through in regards  
23 to our needs, especially through the pandemic. They've  
24 been fair and responsive to our membership. So we thank  
25 you for your time.

1 CHAIR ATKINS: Thank you very much.

2 Next witness.

3 (Instructions by the moderator.)

4 THE MODERATOR: There are no further lines in  
5 queue for support.

6 CHAIR ATKINS: Thank you, Mr. Moderator. We  
7 will be back with you in a moment.

8 So we will now turn to members of the public who  
9 may be in opposition, and I will again start right here  
10 in Room 3191, if there are people who wish to speak in  
11 opposition. And there is -- There are no members of the  
12 public here to speak in opposition, it seems, so checking  
13 out Room 112 again -- and no one there.

14 So, Mr. Moderator, I'm going to come back to you  
15 for witnesses who may wish to speak in opposition.

16 THE MODERATOR: Thank you.

17 (Instructions by the moderator.)

18 (Pause.)

19 THE MODERATOR: We have one line in queue for  
20 opposition.

21 MS. ADAMS: Hi. My name is Lauren Adams, and I  
22 am the legal director of Women's Liberation Front, a  
23 progressive feminist organization fighting for the rights  
24 of women and girls. Part of our work is advocacy for  
25 single-sex prisons, and I am here to testify in

1 opposition today.

2           Some quick facts. 86 percent of incarcerated  
3 women are victims of abuse, and they are  
4 disproportionately women of color, disproportionately  
5 grew up in poverty. Compared to men, they're vastly less  
6 likely to be violent criminals, and only 4 percent of  
7 female inmates are sex offenders. By contrast, 20  
8 percent of trans-identified male inmates are sex  
9 offenders, according to U.C. Irvine. Some of these men  
10 are now being housed with women under the stewardship of  
11 CDCR. Just a handful of them include: Shawn Gustafson,  
12 who molested a six-year-old and an eight-year-old, and he  
13 is being housed in CIW, fully intact male genitals.

14           Jason Hahn is on Death Row for murdering two  
15 infants. He is being housed in the same facility as his  
16 victims' mother.

17           Anthony Lipsey is serving life for murder. He  
18 assaulted his female cell mate and spent a brief period  
19 in ad. seg. before being dumped on a different yard  
20 without restrictions.

21           Christian Ramirez is under investigation for  
22 sexual assault. His victim disclosed immediately to a  
23 staff member who told her that if she wanted to be  
24 separated from him, she would need to go to  
25 administrative segregation.

1 Jonathan Robertson was transferred in June and  
2 is already in administrative segregation pending a sexual  
3 assault investigation.

4 And Patrick White, who is a convicted rapist and  
5 a member of the Aryan Brotherhood.

6 So those are just a handful of the dozens of men  
7 who are now being housed there.

8 I'm very deeply concerned about the information  
9 disconnect between central CDCR and the women's  
10 facilities. There have been a number of times in recent  
11 months where they have been unaware of things going on.  
12 And just during this hearing, Mr. Macomber said body cams  
13 are turned off during strip searches, and he also said  
14 it's appropriate to do so. But, actually, official  
15 policy at CIW is that officers must keep their body cams  
16 on during strip searches, and the footage is being saved  
17 in the cloud.

18 According to one correctional officer, this  
19 policy is in place because male offenders who are being  
20 housed in women's facilities are getting erections during  
21 strip searches, and making sexual comments to female  
22 staff.

23 This was discussed at a July Inmate Advisory  
24 Council meeting due to concerns raised by the women  
25 regarding this issue. Many of these women have been

1 sexually abused, and now they are required to be strip  
2 searched, videotaped naked, and they know that the  
3 footage is being saved in the cloud. This is causing  
4 them severe emotional distress. I have a quote from an  
5 inmate who wanted to read this, said, *This is the most*  
6 *malicious way to tell an abused woman what we went*  
7 *through wasn't important. Despite our trauma, we are*  
8 *forced to live, shower, and coexist with our pain by*  
9 *bringing men in to our only way of living safe to be able*  
10 *to rehabilitate. Tell me how is that in any way humane.*  
11 *It's not. You are sacrificing our safety to keep a few*  
12 *men quiet. I'm disgusted by the actions of those in*  
13 *power. I hope this letter reaches a honestly caring*  
14 *hand.*

15 We've received hundreds of letters and messages  
16 from women who are at CCWF and CIW who are terrified and  
17 angry. They are humiliated.

18 Mr. Macomber also mentioned that CCWF cells fit  
19 four to six people. Actually, they were built for four  
20 people and they are housing up to eight of them in there.  
21 And the showers and the toilets are in there as well.

22 CDCR needs leaders who will maintain the safety,  
23 privacy, and dignity of incarcerated women in their care.  
24 If nationwide experts are being consulted on the  
25 implementation of SB 132, we urge them to seek input from

1 women's rights advocates. And I would define *women* as  
2 female people. So if you have a women's rights group  
3 that's advocating for the male offenders, then that's not  
4 a women's rights group. So I would urge a diversity of  
5 perspective in implementation.

6 I also request that the Committee ask the  
7 Inspector General to investigate the conditions in the  
8 women's facilities that are resulting from mixed-sex  
9 prison housing on the basis of gender identity, and in  
10 particular make sure that the conditions on the ground  
11 are made -- that CDCR leaders are aware of conditions on  
12 the ground, that they understand these things before the  
13 public does.

14 So I really appreciate the opportunity to be  
15 here and testify today, and I would thank you again.

16 CHAIR ATKINS: Thank you very much for your  
17 testimony.

18 Mr. Moderator, can I ask if we have more  
19 witnesses?

20 (Instructions by the moderator.)

21 THE MODERATOR: We have no further lines in  
22 queue.

23 CHAIR ATKINS: Let me thank you for your  
24 assistance today, as always, Mr. Moderator.

25 Colleagues, I will make just a referral for

1 staff, thank you, to make sure that this is an issue that  
2 we forward appropriately, particularly. I did let the  
3 witness go on a little longer, because she had a number  
4 of items, obviously, that she wanted to get on the  
5 record, and I would suggest we forward that as part of  
6 our ongoing communication with CDCR in terms of the  
7 advisory body's representation and other issues. So I  
8 want to make sure that goes through a proper channel of  
9 communication with CDCR that we've established. And I  
10 see my staff nodding her head. So thank you.

11 With that, I will go to Senator Laird.

12 SENATOR LAIRD: And a brief comment, and then I  
13 have a motion.

14 CHAIR ATKINS: Okay.

15 SENATOR LAIRD: And the comment is, I think it's  
16 totally appropriate to do what the Chair just did, and  
17 all of those should be vetted. But I want to say, this  
18 was brought to my attention, and that's what I was  
19 referring to in my comments, that I went through a lot of  
20 the concerns and was satisfied issue by issue that they  
21 were adequately addressed by the Department.

22 So I didn't feel the need to raise them and then  
23 go through them in the comments that I said earlier, but  
24 I just want to make sure I indicate that that was  
25 discussed with the Department.

1           Now, I would move them together. I will move  
2 the two nominees for confirmation.

3           CHAIR ATKINS: Thank you, Senator. If  
4 there's --

5           Madam Vice Chair.

6           SENATOR BATES: Just a final comment, because I  
7 did bring it up in my questions regarding the separation  
8 at this point in time.

9           I understand from their very in-depth responses  
10 to our questions, that January is a date certain that a  
11 lot of these changes are going to be implemented after  
12 looking at the data that's there, and, obviously, the  
13 complaints that are coming in.

14           But I would just say that this is urgent, and it  
15 should be dealt urgently and not another several months  
16 going by so that more and more start to come out. It's a  
17 black mark that it's probably not justified when you see  
18 that we have such competent people that have been working  
19 a long time; but it is their responsibility to address it  
20 immediately, I believe. And I just want that on the  
21 record. Thank you.

22           CHAIR ATKINS: Thank you, Madam Vice Chair.

23           Let me ask: Is there a request to separate  
24 these, or if we can take them together --

25           (Inaudible.)

1 CHAIR ATKINS: Okay. Seeing that the motion is  
2 in order, Madam Secretary, will you please call the roll.

3 MS. SHIN: Grove.

4 SENATOR GROVE: Not voting.

5 MS. SHIN: Grove not voting.

6 Kamlager.

7 SENATOR KAMLAGER: Aye.

8 MS. SHIN: Kamlager aye.

9 Laird.

10 SENATOR LAIRD: Aye.

11 MS. SHIN: Laird aye.

12 Bates.

13 SENATOR BATES: Not voting.

14 MS. SHIN: Bates not voting.

15 Atkins.

16 CHAIR ATKINS: Aye.

17 MS. SHIN: Atkins aye.

18 Three to zero.

19 CHAIR ATKINS: That is three to zero. Your  
20 confirmation will move on to the Senate Floor. And let  
21 me join my colleagues, each and every one who thanked you  
22 for your service, and also let me say congratulations  
23 also on your appointment by the Governor.

24 We will move these to the Senate Floor. Thank  
25 you for your time today, and congratulations.

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MR. MACOMBER: Thank you.

MS. BARRETTO: Thank you.

CHAIR ATKINS: Okay. This concludes today's public portion of the agenda.

So I want to say thank you to the individuals who participated in the public testimony today. If you weren't able to testify, you can submit your comments or suggestions in writing to the Rules Committee, or visit our website for instructions. Your comments and suggestions are important to us, and we want to include your testimony in the official hearing records.

So with that, thank you, everyone, for your patience and cooperation. Our Senate Committee on Rules will now move to executive session. Thank you. Bye-bye.

(Thereupon, the Senate Rules Committee hearing adjourned at 3:07 p.m.)

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I, INA C. LeBLANC, a Certified Shorthand Reporter of the State of California, do hereby certify that I am a disinterested person herein; that the foregoing transcript of the Senate Rules Committee hearing was reported verbatim in shorthand by me, INA C. LeBLANC, a Certified Shorthand Reporter of the State of California, and thereafter transcribed into typewriting.

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

IN WITNESS WHEREOF, I have hereunto set my hand this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
INA C. LeBLANC  
CSR No. 6713

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**APPENDIX**

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