



Department of Corrections and Rehabilitation

NOTICE OF CHANGE TO REGULATIONS

Section: 3043.3	NCR Number: 25-07	Publication Date: September 12, 2025
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INSTITUTION POSTING AND CERTIFICATION REQUIRED

This Notice announces the proposed amendment of section 3043.3 of the California Code of Regulations (CCR), Title 15, Crime Prevention and Corrections, Division 3, Chapter 1, regarding the Milestone Completion Credit Schedule.

PUBLIC COMMENT PERIOD

The public comment period will close on **October 30, 2025**. Any person may submit written comments about the proposed regulations by mail to the California Department of Corrections and Rehabilitation (CDCR), Regulation and Policy Management Branch (RPMB), P.O. Box 942883, Sacramento, CA 94283-0001, or by e-mail to RPMB@cdcr.ca.gov. All written comments must be received or postmarked no later than **October 30, 2025**.

PUBLIC HEARING INFORMATION

A public hearing regarding these proposed regulations will be held **October 30, 2025, from 10:00 a.m. to 11:00 a.m.** in Room 101 located at 8260 Longleaf Dr. Elk Grove, CA, Building C-1. The purpose of the hearing is to receive comments about the proposed regulations. It is not a forum to debate the proposed regulations. No decision regarding the permanent adoption of these regulations will be rendered at this hearing. Written comments submitted during the prescribed comment period are given the same significance and weight as oral comments presented at the hearing. This hearing site is accessible to the mobility impaired.

POSTING

This Notice shall be posted immediately upon receipt at locations accessible to incarcerated or supervised persons, and employees in each Department facility and field office not later than five calendar days after receipt. Also, institutions and facilities shall make this Notice available for review by incarcerated persons in restricted housing who do not have access to the posted copies and shall distribute it to incarcerated person law libraries and advisory councils. CDCR Form 621-A (Rev. 05/19), Certification of Posting, shall be returned to RPMB by mail or email. See Department Operations Manual Section 12010.6.7 for posting and certification of posting procedures.

CONTACT PERSON

Inquiries regarding this Notice should be directed to Sarah Pollock, by mail to California Department of Corrections and Rehabilitation, RPMB, P.O. Box 942883, Sacramento, CA 94283-0001, by telephone at (279) 223-2308, or e-mail to RPMB@cdcr.ca.gov. Inquiries regarding the subject matter of these regulations should be directed to Fred Money, Division of Adult Institutions, at (279) 223-3598 or Kelly Mortenson, California Prison Industry Authority, at (916) 413-1140.

Original signed by:

JASON D. JOHNSON
Undersecretary, Operations
California Department of Corrections and Rehabilitation

Attachment

NOTICE OF PROPOSED REGULATIONS
California Code of Regulations
Title 15, Crime Prevention and Corrections
Department of Corrections and Rehabilitation

NOTICE IS HEREBY GIVEN that the Secretary of the California Department of Corrections and Rehabilitation (CDCR or the department), proposes to amend section 3043.3, of Title 15, Division 3, Chapter 1, regarding the Milestone Completion Credit Schedule.

PUBLIC HEARING

Date and Time: **October 30, 2025 – 10:00am to 11:00am**
Place: Department of Corrections and Rehabilitation
8260 Longleaf Dr. – Building C-1 – Room 101
Elk Grove, CA 95758

Purpose: To receive comments about this action.

PUBLIC COMMENT PERIOD

The public comment period begins **September 12, 2025**, and closes on **October 30, 2025**. Any person may submit written comments by mail addressed to the primary contact person listed below, or by email to rpmb@cdcr.ca.gov, before the close of the comment period. For questions regarding the subject matter of the regulations, call the contact person listed below.

CONTACT PERSONS

<u>Primary Contact</u>	<u>Back-Up</u>	<u>Program Contact</u>
S. Pollock	Y. Sun	Fred Money
Telephone: (279) 223-2308	Telephone: (916) 203-9779	(279) 223-3598
Regulation and Policy	Regulation and Policy	Division of Adult Institutions
Management Branch	Management Branch	P.O. Box 942883
P.O. Box 942883	P.O. Box 942883	Sacramento, CA 94283-0001
Sacramento, CA 94283-0001	Sacramento, CA 94283-0001	

AUTHORITY AND REFERENCE

Government Code Section 12838.5 provides that commencing July 1, 2005, CDCR succeeds to, and is vested with, all the powers, functions, duties, responsibilities, obligations, liabilities, and jurisdiction of abolished predecessor entities, such as Department of Corrections, Department of the Youth Authority, and Board of Corrections.

Penal Code (PC) Section 5000 provides that commencing July 1, 2005, any reference to Department of Corrections in this or any code, refers to the CDCR, Division of Adult Operations. **PC Section 5050** provides that commencing July 1, 2005, any reference to the Director of Corrections in this or any other code, refers to the Secretary of the CDCR. As of that date, the office of the Director of Corrections is abolished.

PC Section 5054 provides that commencing July 1, 2005, the supervision, management, and control of the State prisons, and the responsibility for the care, custody, treatment, training, discipline, and employment of persons confined therein are vested in the Secretary of the CDCR. **PC Section 5055** provides that commencing July 1, 2005, all powers and duties previously granted to and imposed upon the Department of Corrections shall be exercised by the Secretary of the CDCR. **PC Section 5058** authorizes the Director to prescribe and amend rules and regulations for the administration of prisons and for the administration of the parole of persons.

INFORMATIVE DIGEST / POLICY STATEMENT OVERVIEW

Currently, Milestone Completion Credits (MCC) are awarded to incarcerated individuals that participate in Conservation (Fire) Camp Firefighter programs within the department, but do not provide MCC to incarcerated individuals that provide Fire Camp Special Skills support to the fire camps. The proposed regulations will add a new program to the Milestone Completion Credit Schedule (MCCS) for Fire Camp Special Skills, which will enable Special Skills workers to receive MCC for participation in the Fire Camp Special Skills program. This will benefit both the individuals that participate in this program by giving them skills that will enable them to find employment post-parole, and the department/CAL FIRE by recruiting individuals for these needed positions which are crucial to firefighting efforts.

In addition, currently incarcerated individuals do not receive MCC for participation in the programs “Essential Skills for the Workforce,” “Certified Health Care Environmental Services Technician (CHEST),” or newly added Welding courses. By adding these programs/courses to the MCCS, incarcerated individuals who participate in these programs/courses will be able to receive credit for these programs/courses.

This action will:

- Amend the MCCS to add a new Fire Camp Special Skills Program to Schedule 2 (Division of Adult Institutions) of the MCCS, allowing participants to receive one week of MCC for each consecutive three months of camp assignment completed.
- Amend the MCCS to add the programs: Essential Skills for the Workforce, and Certified Health Care Environmental Services Technician (CHEST) to Schedule 3 (California Prison Industry Authority (CALPIA)) of the MCCS, allowing participants to receive MCC for these programs.
- Amend the MCCS to add additional Welding courses to Schedule 3 (CALPIA) of the MCCS, allowing participants to receive MCC for these courses.
- Remove the Printing program from Schedule 3 of the MCCS (CALPIA), as it is no longer available.

SPECIFIC BENEFITS ANTICIPATED BY THE PROPOSED REGULATIONS

The proposed regulations will allow for non-grade Special Skills workers to receive one week of MCC for every 90 days that they are housed in fire camps. The department and CAL FIRE will benefit by recruiting Special Skills workers needed for the fire camps. The Fire Camp Special Skills program will pave the way for job opportunities and will benefit incarcerated individuals after their release, as Special Skills workers who possess a skill set in these trades can be hired by CAL FIRE for a career post-parole. Additionally, the proposed regulations will allow CALPIA participants to receive MCC for the Essential Skills for the Workforce, and Certified Health Care Environmental Services Technician (CHEST) programs, as well as for newly added courses to the CALPIA Welding program. These proposed regulations will have a long-term beneficial effect by incentivizing individuals to accept and retain jobs during their incarceration. Participants in MCC courses will enhance their technical and social skills, instilling them with accountability and responsibility, and preparing them for careers after incarceration, which will assist with reducing recidivism and increasing public safety.

DOCUMENTS INCORPORATED BY REFERENCE

Milestone Completion Credit Schedule (REV. 05/25)

EVALUATION OF INCONSISTENCY/INCOMPATIBILITY WITH EXISTING LAWS AND REGULATIONS

Pursuant to Government Code 11346.5(a)(3)(D), the department has determined the proposed regulations are not inconsistent or incompatible with existing regulations. After conducting a review for any regulations that would relate to or affect this area, the department has concluded that these are the only regulations that concern the Milestone Completion Credit Schedule.

LOCAL MANDATES

This action imposes no mandates on local agencies or school districts, or a mandate which requires reimbursement of costs or savings pursuant to Government Code Sections 17500 - 17630.

FISCAL IMPACT STATEMENT

- Cost or savings to any state agency: *None*
- Cost to any local agency or school district that is required to be reimbursed: *None*
- Other nondiscretionary cost or savings imposed on local agencies: *None*
- Cost or savings in federal funding to the state: *None*

EFFECT ON HOUSING COSTS

The department has made an initial determination that the proposed action will have no significant effect on housing costs.

COST IMPACTS ON REPRESENTATIVE PRIVATE PERSONS OR BUSINESSES

The department is not aware of any cost impacts that a representative private person or business would necessarily incur in reasonable compliance with the proposed action.

SIGNIFICANT STATEWIDE ADVERSE ECONOMIC IMPACT ON BUSINESS

The department has made an initial determination that the proposed regulations will not have a significant statewide adverse economic impact directly affecting business, including the ability of California businesses to compete with businesses in other states, because the proposed regulations place no obligations or requirements on any business.

EFFECT ON SMALL BUSINESSES

The department has determined that the proposed regulations will not affect small businesses. This action has no significant adverse economic impact on small business because they place no obligations or requirements on any business.

RESULTS OF THE ECONOMIC IMPACT ASSESSMENT

The department has determined that the proposed regulation will not have an effect on the elimination of jobs within California, but may potentially create new jobs, as incarcerated individuals are provided with job skills that will assist them in securing jobs once they are released from prison. The department has determined the proposed regulation will have no effect on the creation of new businesses or the elimination of existing businesses within California or affect the expansion of businesses currently doing business in California. The department has determined that the proposed regulation will benefit the health and welfare of California residents by increasing public safety due to better reintegration and reduced recidivism of incarcerated individuals upon their release into their communities. The State's environment will benefit by CDCR securing Special Skills workers for the crucial and necessary functions related to firefighting. The proposed regulations will have no effect on worker safety other than those related to specific job functions within the MCC courses.

CONSIDERATION OF ALTERNATIVES

The department must determine that no reasonable alternative considered by the department or that has otherwise been identified and brought to the attention of the department would be more effective in carrying out the purpose for which the action is proposed, would be as effective and less burdensome to affected private persons than the proposed regulatory action, or would be more cost-effective to affected private persons and equally effective in implementing the statutory policy or other provisions of law. Interested persons are invited to present statements or arguments with respect to any alternatives to the changes proposed at the scheduled hearing or during the written comment period.

AVAILABILITY OF PROPOSED TEXT AND INITIAL STATEMENT OF REASONS

The department has prepared and will make available the text and the Initial Statement of Reasons (ISOR) of the proposed regulations. The rulemaking file for this regulatory action, which contains those items and all information on which the proposal is based (i.e., rulemaking file) is available to the public upon request directed to the department's contact person. The proposed text, ISOR, and Notice of Proposed Regulations will also be made available on the department's website: www.cdcr.ca.gov.

AVAILABILITY OF THE FINAL STATEMENT OF REASONS

Following its preparation, a copy of the Final Statement of Reasons may be obtained from the department's contact person.

AVAILABILITY OF CHANGES TO PROPOSED TEXT

After considering all timely and relevant comments received, the department may adopt the proposed regulations substantially as described in this Notice. If the department makes modifications which are sufficiently related to the originally proposed text, it will make the modified text, with the changes clearly indicated, available to the public for at least 15 days before the department adopts, amends or repeals the regulations as revised. Requests for copies of any modified regulation text should be directed to the contact person indicated in this Notice. The department will accept written comments on the modified regulations for at least 15 days after the date on which they are made available.

TEXT OF ADOPTED REGULATIONS

California Code of Regulations

Title 15. Crime Prevention and Corrections

Division 3, Adult Institutions, Programs and Parole

Chapter 1. Rules and Regulations of Adult Operations and Programs

Article 3.3. Credits

3043.3. Milestone Completion Credit

[Subsections 3043.3(a) through 3043.3(c) are unchanged.]

[Subsection 3043.3(d) is amended to read:]

(d) A Milestone Completion Credit Schedule (REV. ~~05/24~~ 05/25) is hereby incorporated by reference. The schedule identifies all of the approved Milestone Completion Credit programs, the corresponding credit reduction for successful completion of each program, and whether credit for repeating the program is authorized. The department may authorize a program be repeated for credit if there are significant rehabilitative benefits to be gained by those incarcerated persons who retake the program.

[Subsections 3043.3(e) through 3043.3(h) are unchanged.]

Note: Authority cited: Cal. Const., art. 1, sec. 32(b); and Sections 5054 and 5058, Penal Code. Reference: Cal. Const., art. 1, sec. 32(a)(2); and Sections 2933.05 and 3041, Penal Code.

MILESTONE COMPLETION CREDIT SCHEDULE – Schedule 2
Division of Adult Institutions (DAI)

Incorporated by reference into CCR Title 15 section 3043.3

General Milestone Descriptions and Codes			
Course Type	Course Title	SOMS Code	Course Value
Alternatives to Violence Program (AVP)			
AVP	Basic and Advanced Completion, Facilitator Training and Certification and Lead Team Coordinator	AV10501	1 week
Certifications			
ARC	Addiction Recovery Counseling (ARC) Certification	RC10102	8 weeks
Culinary Arts	Culinary Arts Certification	FC10111	3 weeks
Waste-Water	Waste-Water Certificate-Grade 1	FC10301	8 weeks
Waste-Water	Waste-Water Certificate-Grade 2	FC10401	8 weeks
Water Treatment	Water Treatment Certificate – Grade 1	FC10501	8 weeks
Water Treatment	Water Treatment Certificate – Grade 2	FC10601	8 weeks
Distribution	Distribution Certificate – Grade 1	FC10701	8 weeks
Distribution	Distribution Certificate – Grade 2	FC10801	8 weeks
Delancey Street Program			
DSP	Each 3 months of program plan activities completed	DS10100	3 weeks *R7
Canine Programs			
NLK9	Course Completion	NL10101	8 weeks
Marley's Mutts	Course Completion	MM10101	6 weeks
POOCH	Course Completion	ILTG012	3 weeks
Firefighters			
Firefighting (Camp)	Each consecutive 3 months of camp assignment completed	FC10102	2 weeks *R7
Firefighting (Camp)	Physical Fitness Training and Fire Training Program	FC10103	1 week
Firefighting (Camp)	Fire Brigade Training	FC10202	1 week
Firefighting (Inst)	Basic Firefighter Block Training	FH10102	7 weeks
Firefighting (Inst)	Public Safety First Aid	FH10103	1 week
Firefighting (Inst)	Wildland Firefighter Training	FH10104	1 week
Fire Camp Special Skills			
Special Skills (Camp)	Each consecutive 3 months of camp assignment completed	FC10950	1 week
Forklift			
Overton Safety Training, Inc.	Forklift – Industrial	FL10101	1 week
Overton Safety Training, Inc.	Forklift – Hand Truck	FL10201	1 week
Overton Safety Training, Inc.	Forklift – Construction	FL10301	1 week
Golden Gate Baptist Theological Seminary (Northbay School of Theology)			
GGBTS	Diploma Christian Ministries	TS10102	2 weeks
GGBTS	Diploma Theology	TS10202	2 weeks
Guiding Rage Into Power (GRIP)			
GRIP	Course Completion	GR10102	1 week
Concerned About Recovery Education (CARE)			
CARE	Modules 1-4	I010101	1 week
CARE	Modules 5-8	I010501	1 week
CARE	Modules 9-11	I010901	1 week
Incarcerated Person Labor			
Incarcerated Person Labor	Multi-Craft Core Curriculum	W01L101	7 weeks
Mental Health			
EOP Mental Health Treatment Plan	Each 60 Hours of treatment plan activities completed	MH10100	1 week *R2

MILESTONE COMPLETION CREDIT SCHEDULE – Schedule 2
Division of Adult Institutions (DAI)

Incorporated by reference into CCR Title 15 section 3043.3

General Milestone Descriptions and Codes			
Course Type	Course Title	SOMS Code	Course Value
In-Patient Mental Health Treatment Plan	Each 60 Hours of treatment plan activities completed	MH10200	1 week *R2
DDP Group Assignments	Each 60 Hours of group assignments completed	MH10300	1 week *R2
EOP Core	Aggression Replacement Training	MH10400	1 week
EOP Core	Thinking For Change	MH10500	1 week
EOP Core	Illness Management and Recovery	MH10600	1 week
Peacemakers' Alliance			
Peacemakers' Alliance	Critical Literacy and Peace Education and Community Transformation (PACT)	ILTG013	2 weeks
Peacemakers' Alliance	Critical Literacy Class Coordinator and Building Peaceful Communities Retreat	ILTG014	1 week
Peacemakers' Alliance	Facilitator Training and Facilitator Apprenticeship	ILTG018	1 week
The Last Mile			
The Last Mile	Code 7370 Computer Coding Track 1	ILTG015	6 weeks
The Last Mile	Code 7370 Computer Coding Track 2	ILTG016	6 weeks
The Urban Ministry Institute (TUMI)			
TUMI	Modules 1-4	TM10125	1 week
TUMI	Modules 5-8	TM10126	1 week
TUMI	Modules 9-12	TM10127	1 week
TUMI	Modules 13-16	TM10128	1 week
Verb Braille Program			
Verb Braille Program	Course Completion	ILTG017	1 week
Victim Offender Education Group (VOEG)			
VOEG	Sections 1-4	OE10501	1 week
Legend			

***R2 = Repeatable, up to a maximum of six weeks per 12 months for incarcerated persons participating in the EOP, Mental Health Treatment Plan, In-Patient Mental Health Treatment Plan and DDP Group Assignments.**

***R7 = Repeatable during same or new term for Delancey Street Program and Firefighting (Camp) FC10102.**

MILESTONE COMPLETION CREDIT SCHEDULE - Schedule 3
California Prison Industry Authority (CALPIA)

Incorporated by reference into CCR Title 15 section 3043.3

Milestone Descriptions and Codes			
Course Type	Course Title	SOMS Code	Course Value
Baking			
Am. Institute of Baking	Bread/Rolls	PIBAK11	1 week
Am. Institute of Baking	Cake/Sweet Goods	PIBAK12	1 week
Am. Institute of Baking	Foundations	PIBAK13	1 week
Am. Institute of Baking	Ingredient Technician	PIBAK14	1 week
Am. Institute of Baking	Science of Baking	PIBAK15	1 week
Braille			
Braille – Library of Congress	Level I – Literary Braille Transcribing	PBRAL13	4 weeks
Braille – Library of Congress	Level II – Literary Braille Proofreading	PBRAL14	4 weeks
Braille – Library of Congress	Level III – Music Braille Transcribing	PBRAL09	5 weeks
Braille – Library of Congress	Level IV – Mathematics Braille Transcribing	PBRAL10	5 weeks
Braille – Library of Congress	Level V – Mathematics Braille Proofreading	PBRAL11	5 weeks
National Braille Association, Inc.	Braille Formats - Textbook Formatting	PBRAL12	4 weeks
Career Tech			
Career Tech Carpentry	Pre-Apprentice	PCCAR05	7 weeks
Career Tech Laborer	Pre-Apprentice	PCCAR06	7 weeks
Career Tech Dive	Commercial Welder Course Program	PCDIV11	6 weeks
Career Tech Dive	Dive Top Side Tender Course Program	PCDIV12	6 weeks
Career Tech Dive	Commercial Diver/Commercial Dive Insp.	PCDIV13	6 weeks
Career Tech 7370 Computer Coding	Code 7370 Computer Coding Track 1	PCT0111	6 weeks
Career Tech 7370 Computer Coding	Code 7370 Computer Coding Track 2	PCT0112	6 weeks
Career Tech 7370 Computer Coding	Code 7370 Computer Coding Track 3	PCT0113	6 weeks
Career Tech 7370 Computer Coding	Code 7370 Computer Coding Design Track	PCT0114	6 weeks
Career Tech Audio Video Program	Audio Video Program (AVP) Digital Audio Production (DAP)	PCT0700	6 weeks
Career Tech Audio Video Program	Audio Video Program (AVP) Video Editing & Post-Production (VEP)	PCT0701	6 weeks
Career Tech AutoCAD	AutoCAD Drafting Track 1	PCT0302	3 weeks
Career Tech AutoCAD	AutoCAD Drafting Track 2	PCT0402	3 weeks
Career Tech AutoCAD	Revit	PCT0502	6 weeks
Career Tech Culinary	Intro to Culinary Arts/Culinary Sanitation and Safety	PCT0605	1 week
Career Tech Culinary	Culinary Customer Service	PCT0606	1 week
Career Tech Culinary	Food Theory and Preparation/Financial Management	PCT0607	1 week
Career Tech Culinary	Quantity Food Production/Purchasing	PCT0608	1 week
Career Tech Ironworker	Pre-Apprentice	PCIRN06	7 weeks
Career Tech Roofing	Pre-Apprentice	PROOF01	7 weeks
Career Tech Multi-Craft	Multi-Craft Curriculum (MC3)	PSCT102	1 week
Dental			
Product. Training Corp	Dental Technician	PDTEC03	3 weeks
Electronics			
Electron Tech Assn	Customer Service Specialist	PELEC08	1 week
Electron Tech Assn	Certified Electronics Technician	PELEC07	1 week
Electron Tech Assn	Journeyman (Industrial)	PELEC09	2 weeks

MILESTONE COMPLETION CREDIT SCHEDULE - Schedule 3
California Prison Industry Authority (CALPIA)

Incorporated by reference into CCR Title 15 section 3043.3

Milestone Descriptions and Codes			
Course Type	Course Title	SOMS Code	Course Value
Food and Agriculture			
CA Dept. Food & Ag.	Pasteurizer License	PFOOD04	1 week
CA Dept. Food & Ag.	Sampler/Weigher License	PFOOD06	1 week
Forklift			
Overton Safety Training, Inc.	Forklift – Industrial	PFOR007	1 week
Overton Safety Training, Inc.	Forklift – Hand Truck	PFOR008	1 week
Overton Safety Training, Inc.	Forklift – Construction	PFOR006	1 week
Heating Ventilation and Air Conditioning (HVAC)			
No Am Tech Excellence	Installation: HVAC – A/C	PHVAC22	2 weeks
No Am Tech Excellence	Installation: HVAC – Air Distribution	PHVAC23	2 weeks
No Am Tech Excellence	Installation: Pumps – Heat Pumps	PHVAC24	2 weeks
No Am Tech Excellence	Installation: Pumps – Gas Heat	PHVAC25	2 weeks
No Am Tech Excellence	Installation: Pumps – Oil Heat	PHVAC26	2 weeks
No Am Tech Excellence	Service HVAC – A/C	PHVAC27	2 weeks
No Am Tech Excellence	Service: HVAC – Air Distribution	PHVAC28	2 weeks
No Am Tech Excellence	Service: Pumps – Heat Pumps	PHVAC29	2 weeks
No Am Tech Excellence	Service: Pumps – Gas Heat	PHVAC30	2 weeks
No Am Tech Excellence	Service: Pumps – Oil Heat	PHVAC31	2 weeks
ESCO Institute	HVAC Technician Certification (608 Exam)	PHVAC32	1 week
Linen			
Nat Assn Linen Mgt.	Certified Linen Technician	PLIN008	1 week
Nat Assn Linen Mgt.	Certified Washroom Technician	PLIN007	1 week
Nat Assn Linen Mgt.	Certified Laundry Linen Manager	PLIN006	2 weeks
Machinery			
Stiles Machinery Inc	Intermed. Week Machining Center Prog.	PSTIL03	2 weeks
Metal Skills			
Nat Inst Metal Skills	Machining, Level I	PMET007	2 weeks
Nat Inst Metal Skills	Metal Forming, Level I	PMET008	2 weeks
Nat Inst Metal Skills	Metal Stamping, Level II	PMET009	3 weeks
Optical			
Am. Board of Opticianry	Optician	PBOPT03	3 weeks
Print			
Print Indust of America	Sheet-fed Offset Press	PPRNT09	3 weeks
Print Indust of America	Web Offset Press	PPRNT10	3 weeks
Print Indust of America	Pre-Press	PPRNT11	3 weeks
Print Indust of America	Bindery	PPRNT12	3 weeks
Restaurant Association			
Nat Restaurant Assn	ServSafe Essentials and ServSafe Food Handler	PREST06	3 weeks
TPC Training Systems			
TPC Training System	Reading Blueprints	TPC1011	1 week
TPC Training System	Reading Schematics and Symbols	TPC1021	1 week
TPC Training System	Mathematics in the Plant	TPC1031	1 week
TPC Training System	Making Measurements	TPC1041	1 week
TPC Training System	Metals in the Plant	TPC1051	1 week
TPC Training System	Nonmetals in the Plant	TPC1061	1 week
TPC Training System	Hand Tools	TPC1071	1 week
TPC Training System	Portable Power Tools	TPC1081	1 week
TPC Training System	Industrial Safety and Health	TPC1091	1 week

MILESTONE COMPLETION CREDIT SCHEDULE - Schedule 3
California Prison Industry Authority (CALPIA)

Incorporated by reference into CCR Title 15 section 3043.3

Milestone Descriptions and Codes			
Course Type	Course Title	SOMS Code	Course Value
TPC Training System	Troubleshooting Skills	TPC1101	1 week
TPC Training System	Basic Electricity and Electronics	TPC2011	1 week
TPC Training System	Batteries and DC Circuits	TPC2021	1 week
TPC Training System	Transformers and AC Circuits	TPC2031	1 week
TPC Training System	Electrical Measuring Instruments	TPC2041	1 week
TPC Training System	Electrical Safety and Protection	TPC2051	1 week
TPC Training System	DC Equipment and Controls	TPC2061	1 week
TPC Training System	Single Phase Motors	TPC2071	1 week
TPC Training System	Three Phase Systems	TPC2081	1 week
TPC Training System	AC Control Equipment	TPC2091	1 week
TPC Training System	Electrical Troubleshooting	TPC2101	1 week
TPC Training System	Electrical Safety – Understanding NFPA 70E	TPC2111	1 week
TPC Training System	Basic Mechanics	TPC3011	1 week
TPC Training System	Lubricants and Lubrication	TPC3021	1 week
TPC Training System	Power Transmission Equipment	TPC3031	1 week
TPC Training System	Bearings	TPC3041	1 week
TPC Training System	Pumps	TPC3051	1 week
TPC Training System	Piping Systems	TPC3061	1 week
TPC Training System	Basic Hydraulics	TPC3071	1 week
TPC Training System	Hydraulic Troubleshooting	TPC3081	1 week
TPC Training System	Basic Pneumatics	TPC3091	1 week
TPC Training System	Pneumatic Troubleshooting	TPC3101	1 week
TPC Training System	Introduction to Packaging	TPC3111	1 week
TPC Training System	Packaging Machinery	TPC3121	1 week
TPC Training System	Casing Machinery	TPC3131	1 week
TPC Training System	Machine Shop Practices	TPC3151	1 week
TPC Training System	Machine Shop Turning Operations	TPC3161	1 week
TPC Training System	Machine Shop Shaping Operations	TPC3171	1 week
TPC Training System	Machine Shop Job Analysis	TPC3231	1 week
TPC Training System	Lathe - Turning Work Between Centers	TPC3241	1 week
TPC Training System	Lathe - Machining Work in a Chuck	TPC3251	1 week
TPC Training System	Basic Milling Procedures	TPC3261	1 week
TPC Training System	Indexed Milling Procedures	TPC3271	1 week
TPC Training System	Multiple-Machine Procedures	TPC3281	1 week
TPC Training System	Mechanical Drive Maintenance	TPC3411	1 week
TPC Training System	Mechanical and Fluid Drive Systems	TPC3421	1 week
TPC Training System	Bearing and Shaft Seal Maintenance	TPC3431	1 week
TPC Training System	Pump Installation and Maintenance	TPC3441	1 week
TPC Training System	Maintenance Pipefitting	TPC3451	1 week
TPC Training System	Tubing and Hose System Maintenance	TPC3461	1 week
TPC Training System	Valve Maintenance & Piping Sys. Protection	TPC3471	1 week
TPC Training System	Introduction to Carpentry	TPC3611	1 week
TPC Training System	Constructing the Building Shell	TPC3621	1 week
TPC Training System	Finishing the Building Interior	TPC3631	1 week
TPC Training System	Structural Painting	TPC3641	1 week
TPC Training System	Flat Roof Maintenance	TPC3661	1 week
TPC Training System	Plumbing Systems Maintenance	TPC3671	1 week
TPC Training System	Landscaping Maintenance	TPC3751	1 week

STONE COMPLETION CREDIT SCHEDULE - Schedule 3
California Prison Industry Authority (CALPIA)

Incorporated by reference into CCR Title 15 section 3043.3

Milestone Descriptions and Codes			
Course Type	Course Title	SOMS Code	Course Value
TPC Training System	Blueprint Reading for Welders	TPC4161	1 week
TPC Training System	Welding Principles	TPC4171	1 week
TPC Training System	Oxyfuel Operations	TPC4181	1 week
TPC Training System	Arc Welding Operations	TPC4191	1 week
TPC Training System	Cleaning Chemicals	TPC4511	1 week
TPC Training System	Floors and Floor Care Equipment	TPC4521	1 week
TPC Training System	Maintaining Floors and Other Surfaces	TPC4531	1 week
TPC Training System	Rest Room Care	TPC4541	1 week
TPC Training System	Carpet and Upholstery Care	TPC4551	1 week
Welding			
Am. Welding Society	MIG – GMAW-1-3G	PWEL009	1 week
Am. Welding Society	MIG – GMAW-1-4G	PWEL013	1 week
Am. Welding Society	TIG – GTAW-1-3G	PWEL010	1 week
Am. Welding Society	TIG – GTAW-1-4G	PWEL014	1 week
Am. Welding Society	TIG – GTAW-2-3G	PWEL011	2 weeks
Am. Welding Society	TIG – GTAW-2-4G	PWEL015	2 weeks
Am. Welding Society	TIG – GTAW-3-3G	PWEL012	2 weeks
Am. Welding Society	TIG – GTAW-3-4G	PWEL016	2 weeks
Specialty Coffee			
Specialty Coffee	Barista Skills – Foundation Level and Intermediate Level	PCRB102	1 week
Specialty Coffee	Introduction to Coffee, Roasting Foundation Level and Intermediate Level	PCRI102	1 week
Essential Skills for the Workforce			
ESW	Essential Skills for the Workforce	ESW1001	1 week
Certified Health Care Environmental Services Technician (CHEST)			
CHEST	Certified Health Care Environmental Services Technician (CHEST)	CHEST01	1 week

INITIAL STATEMENT OF REASONS

The California Department of Corrections and Rehabilitation (CDCR or the department), proposes to amend the California Code of Regulations (CCR), Title 15, Division 3, section 3043.3 and the Milestone Completion Credit Schedule (MCCS), which is incorporated by reference in this section.

In 2009, new legislation amended Penal Code (PC) section 2933 and created new PC section 2933.05. PC section 2933.05 allowed the department to award eligible incarcerated people Milestone Completion Credits (MCC) for completion of approved rehabilitative program milestones to reduce their terms of confinement. In 2010, the Milestone Completion Credit Schedule (MCCS) was created to establish specific programs and credit allotments available to incarcerated people. Each program is divided into milestones (components), for which credit will be awarded.

The Public Safety and Rehabilitation Act (Proposition 57) was approved by California voters in 2016. This proposition amended the California Constitution to establish that CDCR shall have authority to award credits earned for approved rehabilitative or educational achievements.

The department is proposing to revise the MCCS, which is incorporated by reference in subsection 3043.3(d), to adopt new MCC courses, and delete one defunct MCC program. This will provide eligible incarcerated individuals with greater opportunities to participate in programs and to earn MCC upon successful completion of courses/programs and will update the MCCS to provide a correct updated version. The newly added courses will provide work and skill development opportunities to better prepare incarcerated individuals to find employment upon release and thereby reduce recidivism.

Fire Camp Special Skills Program

The proposed regulations add a Conservation (Fire) Camp Special Skills program to Schedule 2 (Division of Adult Institutions (DAI)) of the Milestone Completion Credit Schedule. This program will enable non-grade Special Skills workers to earn one week of MCC for every three consecutive months of completed camp assignment.

The Conservation (Fire) Camp is a voluntary program within CDCR, which operates in conjunction with CAL FIRE and the Los Angeles County Fire Department (LAC FIRE) to provide fire protection services. Within the CDCR fire camps, there are two separate assignments for incarcerated individuals: grade eligible (firefighter) and non-grade eligible (Special Skills support staff). Both grade and non-grade workers are paid for their time working in camp; however, currently, grade eligible workers earn two weeks of Milestone Completion Credit (MCC) for every three months of completed camp assignment, and non-grade workers do not earn MCC for camp assignment.

The accessibility of MCC earning opportunities within the institution is thought to play a role in the difficulty of recruiting individuals with specific training to come to fire camps. Currently, minimum custody skilled workers can receive a wider range of MCC

opportunities at the prison facilities than they do at fire camps. This makes it difficult to recruit Special Skills workers at Conservation Camps. The proposed regulatory change, or specifically the revised MCC schedule, will help recruit Special Skills workers to come to fire camps. Allowing Special Skills workers to receive one week of MCC for every three months housed at fire camps will help bridge the gap between the lack of MCCs available to camp incarcerated populations and those available to the incarcerated populations at the institutions/facilities.

By adding the Fire Camp Special Skills program to the MCCS, the department believes it will provide incentive for the recruitment of non-grade Special Skills workers. Special Skills workers help run and maintain fire camps as they are assigned to various positions, such as kitchen workers, clerks, laundry workers, porters, and gas house workers. Special Skills workers can also be assigned to a Mobile Kitchen Unit (MKU) during fire suppression efforts, and while assigned they are expected to maintain the MKU and provide meals for every firefighter assigned to an incident. Special Skills workers are essential to the functioning of camps. All camp functions are performed by CDCR staff, firefighters, and Special Skills workers.

The department is seeking recruitment for all Special Skills positions; however, the department is especially focused on recruiting individuals with specific training such as plumbers, welders, and electricians, due to the high demand for these positions in the camps. All aspects of camp maintenance and repairs are completed by the CDCR fire camp incarcerated population and the California Department of Forestry and Fire Protection (CAL FIRE). CAL FIRE needs these Special Skills workers to help maintain their Firefighter 1 houses, which are centers that house their civilian wildland firefighter crews. CAL FIRE will hire Special Skills workers post parole, to help maintain these centers.

As of July 7, 2025, these proposed regulations would affect approximately 679 of the 1,997 incarcerated individuals currently housed at CDCR/CAL FIRE fire camps, by providing them with MCCs for Fire Camp Special Skills workers.

CALPIA

The California Prison Industry Authority (CALPIA) operates industrial, agricultural, and service enterprises employing incarcerated individuals in institutions under the jurisdiction of CDCR. CALPIA is adding two programs to the MCCS: “Essential Skills for the Workforce” and “Certified Health Care Environmental Services Technician (CHEST).” These programs are added to the MCCS as CALPIA determined that adding these programs would incentivize incarcerated individuals to participate in these programs by giving them credit for completion of these programs. Participation in these programs will benefit incarcerated individuals by providing them with vital skills that will assist them with employment once they are released from prison and provide relevant job training for employment in today’s job market.

Courses are also added to the MCCS for the current Welding program and expand the

number of welding courses on the MCCS, enabling incarcerated individuals the opportunity to earn MCCs on all welding courses offered. Expanding the welding course offerings will allow those incarcerated individuals interested in welding careers to expand their knowledge and skill set within the welding industry, which will assist with their employment once released from prison.

Additionally, CALPIA is removing the Printing program from the MCCS as the printing company, Printing Industries of America, ceased in offering these courses.

These on-the-job training programs are a significant step toward aligning education and on-the-job training with real-world job markets, providing incarcerated individuals with the tools needed to be well-prepared for competitive employment upon their release. These on-the-job training programs are significant to CALPIA's mission of providing productive work and skill development opportunities to incarcerated individuals to reduce recidivism as well as increase public safety and institution safety.

CALPIA seeks to incentivize incarcerated individuals to pursue on-the-job training programs with CALPIA, and when incarcerated individuals participate in CALPIA work programs/courses, they:

- Spend more time in educational, self-help, and cognitive behavior treatment programming than those on the waitlist for CALPIA (have not participated in a CALPIA program)
- Experience re-arrest almost half as much as those who were only on the CALPIA waitlist (have not participated in a CALPIA program)
- Are significantly less likely to be convicted and returned to custody than those on the CALPIA waitlist (have not participated in a CALPIA program)

CONSIDERATION OF ALTERNATIVES:

The department must determine that no other reasonable alternatives considered, or otherwise identified and brought to the attention of the department, would be more effective in carrying out the purpose for which this action is proposed, would be as effective and less burdensome to affected private persons than the action proposed, or would be more cost-effective to affected private persons and equally effective in implementing the statutory policy or other provision of law. Currently, no alternatives have been brought to the attention of the department that would alter the department's initial determination.

ECONOMIC IMPACT ASSESSMENT:

In accordance with Government Code Section 11346.3(b), the department has made the following assessments regarding the proposed regulations:

Significant Adverse Economic Impact on Business

The department has made an initial determination that the proposed regulatory action will not have a significant adverse economic impact on business. Additionally, there have been no facts, evidence, documents, testimony, or other evidence provided that would alter the department's initial determination.

Creation of New or Elimination of Existing Jobs within the State of California

The department has determined that the proposed regulations will not have an impact on the elimination of existing jobs within California, but may potentially create new jobs, as incarcerated individuals are provided with job skills that will assist them in securing jobs once they are released from prison.

Creation of New, Expansion or the Elimination of Existing Businesses Currently Doing Business within the State of California

The department has determined that the proposed regulations will not have an impact on the creation of new, expansion, or the elimination of existing businesses currently doing business within California, as the proposed regulations affect the internal management of prisons within California.

Benefits to the Health and Welfare of California Residents, Worker Safety, and the State's Environment

The proposed regulations will benefit the health and welfare of California residents by increasing public safety due to better reintegration and reduced recidivism of incarcerated individuals upon their release into their communities. The State's environment will benefit by CDCR securing Special Skills workers for the crucial and necessary functions related to firefighting. The proposed regulations will have no effect on worker safety other than those related to specific job functions within the MCC courses.

BENEFITS OF THE REGULATIONS

The proposed regulations will provide eligible incarcerated individuals with greater opportunities to participate in programs and to earn MCC. By incarcerated individuals participating in Milestone Completion Credit programs, it will assist with their rehabilitation and future success and provide them with valuable job skills they can utilize once released from prison. Additionally, participating in programs has a beneficial effect by incentivizing individuals to accept and retain jobs during their incarceration. Participants will enhance their technical and social skills, instilling them with accountability and responsibility, and preparing them for careers after incarceration.

DOCUMENTS RELIED UPON:

CALPIA, in proposing additions to MCCS Schedule 3, relied upon the UC Irvine study titled – The Effect of Prison Industry on Recidivism.

The Effect of Prison Industry on Recidivism

SPECIFIC PURPOSE AND RATIONALE FOR EACH SECTION, PER GOVERNMENT CODE 11346.2(b)(1):

Subsection 3043.3(d) is amended to provide a new revision date for the Milestone Completion Credit Schedule (MCCS). The date is revised from “05/24” to “05/25.” The MCCS is incorporated by reference in this section. The MCCS is comprised of four separate schedules for different divisions within the department. The schedules are numbered and titled as follows: Schedule 1 - Division of Rehabilitative Programs (DRP); Schedule 2 - Division of Adult Institutions (DAI); Schedule 3 - California Prison Industry Authority (CALPIA); and Schedule 5 - Health Care Related Programs (HCRP). Schedule 4 previously belonged to the Contract Bed Unit (CBU), but was eliminated in a previous rulemaking, as the Contract Bed Unit no longer exists. These proposed regulations include revisions for Schedule 2 - Division of Adult Institutions (DAI), and Schedule 3 - California Prison Industry Authority (CALPIA).

MILESTONE COMPLETION CREDIT SCHEDULE (MCCS)

MCCS, Schedule 2 – Division of Adult Institutions (DAI)

The proposed revisions for MCCS, Schedule 2 (DAI), provide for a new Fire Camp Special Skills program. The addition of this program will provide one week of MCC to non-grade Special Skills workers. By adding this program to the MCCS it will benefit eligible incarcerated individuals by giving them credit toward reducing their prison sentences, while also providing them with valuable beneficial skills which will assist with their employability once released from prison. The Fire Camp Special Skills program is a vital and necessary component to firefighting efforts.

MCCS, Schedule 3 – California Prison Industry Authority (CALPIA)

The proposed revisions for MCCS, Schedule 3 (CALPIA), provide for two programs to be added: Essential Skills for the Workforce; and Health Care Environmental Services Technician (CHEST). These two programs are added to Schedule 3 to enable incarcerated individuals to earn MCC when they participate in these programs. Providing these additional programs will incentivize incarcerated individuals to pursue on-the-job training opportunities with CALPIA.

Additionally, revisions to Schedule 3 add four welding courses to the current Welding program (MIG – GMAW-1-4G, TIG – GTAW-1-4G, TIG – GTAW-2-4G, and TIG – GTAW-3-4G). The addition of these four courses to Schedule 3 will enable incarcerated

individuals to earn MCC when they participate in any welding course and allow incarcerated individuals interested in welding careers to expand their knowledge and skill set within the welding industry, which will assist with their employment once released from prison.

Lastly, CALPIA is removing the Printing program from the MCCS as the printing company, Printing Industries of America, ceased in offering these courses. Also, for correction purposes, “-3G” is added to the course title numbering at the end of each welding course that was already in the existing Schedule 3, as this was inadvertently omitted when the courses were initially adopted; 4G identifies those courses that are more advanced in their curriculum.

By adding these CALPIA programs to the MCCS, incarcerated individuals will be more likely to seek on-the-job training programs with CALPIA, which will help with their employment upon release, and reduce recidivism.