FISCAL YEAR 2025/2026
4TH QUARTER FINAL REPORT



The FY 2025/2026 Annual Action Plan identified 13 objectives to be completed by the end of the Fiscal Year 2025-26. Four were completed; 6 are in the final stages of completion; and five are in pre-development/research phases.

The fourth quarter reflects steady progress across multiple SPAC objectives, marked by strong collaboration between programs, continued advancement of key digital and operational priorities, and meaningful movement on several long-term initiatives. While a few deliverables required adjusted timelines or remain in development, teams made significant progress on foundational work—such as establishing frameworks, refining processes, and engaging closely with internal and external partners—to position these efforts for successful implementation in future quarters.

Notable achievements this quarter include progress on major workforce support tools, continued development of critical digital infrastructure, advancement of several Tribal Affairs deliverables, and steady movement on maintenance related objectives that ensure CAL FIRE's systems and resources remain reliable and accessible. Several objectives have reached advanced stages with anticipated completion in the upcoming quarter, while others—particularly those designed to be continuous or iterative—remain on track with consistent forward momentum.

Overall, fourth quarter activities underscore CAL FIRE's ongoing commitment to strengthening internal capabilities, improving organizational processes, and laying the structural groundwork essential for long-term modernization and strategic alignment across the department.

Annual Action Plan Status (FY 2025/2026)

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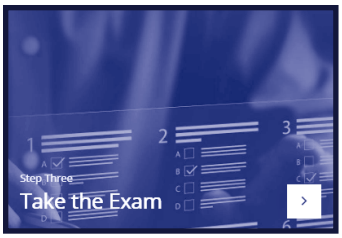
Objective, 1.2, was completed ahead of schedule and another, 3.4, was started ahead of schedule, for a total of 15 objectives being tracked in FY 2025/2025.

An overview of each objective and its current status is below. Objectives not listed are scheduled to begin work in future fiscal years.

Completed Objectives (FY2024/2025)









GOAL 1: OBJECTIVE 1.1

Develop, implement, and maintain a career-related website that provides comprehensive resources including, but not limited to, examinations, job opportunities, and an electronic application process to improve access and education about CAL FIRE's diverse career opportunities.

GOAL 1: OBJECTIVE 1.5

Develop and implement a marketing strategy utilizing industry-specific resources to recruit and retain a diverse workforce.

GOAL 3: OBJECTIVE 3.1

Develop and implement a dedicated intranet page designed as a resource tool to promote education on diversity, equity, and inclusion, clarifying these principles and dispelling misconceptions.

GOAL 4: OBJECTIVE 4.3

Develop and implement a human resources focused onboarding process (including employee orientation) to provide new and existing employees with assistance in completing new-hire paperwork, access to resources and training modules, and a contact to answer personnel-related questions.

Completed Objectives (FY 2025/2026)






GOAL 1: OBJECTIVE 1.2

Review, evaluate, and modify job class specification requirements, working cooperatively with applicable control agencies, to ensure qualified applicants are being reached.

GOAL 1: OBJECTIVE 1.4

Develop and implement resources that promote work-life balance, mental well-being, and open communication to enhance overall job satisfaction and retention.

GOAL 4: OBJECTIVE 4.6

Expand and enhance the internal Supervisor's Toolbox to serve as a one-stop shop for basic personnel information and a comprehensive online resource for information.

GOAL 5: OBJECTIVE 5.1

Review and assess core digital infrastructure across all levels of the Department to identify prioritized areas for improvement.

Objectives Nearly Completed

GOAL 1: OBJECTIVE 1.3

95% COMPLETE

Develop and implement an employee feedback portal to inform data-driven improvements in the areas of recruitment, on- and off-boarding, and retention to ensure an adaptive approach to an evolving workforce.

GOAL 3: OBJECTIVE 3.4

Continue to expand the Tribal Affairs Program and Government to Government consultations to cultivate and enhance meaningful relationships with Native American tribes, groups, and individuals.

GOAL 4: OBJECTIVE 4.2

80% COMPLETE

Develop and implement a process to query input from internal human resources personnel about barriers and inefficiencies they encounter, and how these could be mitigated.

GOAL 3: OBJECTIVE 3.2

95% COMPLETE

Develop and implement a geographic information mapping system that will present demographic census data aimed to orient and improve outreach, education, and assist with meaningful engagement of communities and diverse populations served.

GOAL 4: OBJECTIVE 4.1

75% COMPLETE

Develop and implement ongoing customer service surveys to solicit feedback on interactions and experiences with human resources personnel and processes to measure and improve customer satisfaction.

GOAL 4: OBJECTIVE 4.5

95% COMPLETE

Develop and implement detailed human resources-related trainings (e.g., benefits, compensation, injury and accommodations, promotional opportunities) for all managers and supervisors to improve operational efficiencies in core and support functions.

Objectives Scheduled for Continued Development

2.3

Develop and implement a real-time, web-based tool that provides employees and the public access to a clearly outlined organizational structure with job functions described and contact information available for each function.

This objective continues to undergo active research and development.

4.4

4.4 Develop and implement an internal human resources review system for determining compliance in applying employee benefits and compensation in order to streamline processes and ensure accuracy for employees.

Continued efforts are being made on this objective.

4.7

4.7 Develop and implement a human resources software solution to streamline communication by providing an automated submittal and inquiry system to improve employee access and enhance the customer experience.

While still expected to be completed—these objectives have been paused for further research and development.

5.3

Develop and implement a technology awareness and training program to optimize processes through departmental tools and services, including artificial intelligence. (Expected completion in FY 26/27)

6.1

Expand natural resource management and fire prevention operations to meet the state's wildfire and forest resilience goals and changing policy and legal mandates.

Work on this objective remains ongoing as the department advances resource management and fire prevention efforts