

CAL FIRE STRATEGIC PLAN 2024 — TRANSFORMING TOMORROW ANNUAL ACTION PLAN OVERVIEW



What is an Action Plan?

An annual action plan is a living strategic document that outlines specific actions to be undertaken during the upcoming fiscal year. It aligns efforts and provides a roadmap for achieving strategic goals and objectives.

Methodology for Selected Objectives

ITEMS CONSIDERED INCLUDED, BUT WERE NOT LIMITED TO:

- 2023 State Leadership Accountability Act Report
- Technology Modernization
- Fiscal Year 2025-26 and 2026-27 Budget Change Proposals and Concepts, augmentations, and implementation of the 66-Hour Workweek
- Resources/Capabilities and Potential Risks/Benefits
- Executive Order N-16-22 and the CAL FIRE 2023 Embedding Equity Action Plan
- Workforce Development and Succession Planning

Fiscal Year 2025-26 Focus

The **13** objectives identified below are expected to be *fully implemented* by the end of Fiscal Year 2025-26.

OBJECTIVES

1.3

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.

3.2

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.

1.4

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

4.1

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.

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.

4.2

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.

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Fiscal Year 2025-26 Focus

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.

4.5

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.

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.

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.

5.1

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

5.3

Develop and implement a technology awareness and training program to optimize processes using departmental tools and services, including artificial intelligence.

6.1

Ensure the Department has the resources and infrastructure to adapt to evolving operational demands and legal frameworks.



Multi-Year Plan

The 5 objectives below are expected to be *started* by the end of Fiscal Year 2025-2026 and may span multiple fiscal years.

OBJECTIVES

2.1

Develop and implement visual training tools on Departmental programs/ functions (what they do) and organizational structure (geographically, programmatically) to assist employees in understanding the interactions between Regions, Units, and Programs in achieving the CAL FIRE mission.

3.3

Develop and implement customized plans and innovative resources to better understand organizational and community needs surrounding diversity, equity, and inclusion.

2.2

Develop and implement cross-training opportunities to help employees explore the various programs and their functions within the Department.

5.2

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

5.5

Identify opportunities and develop and implement solutions to simplify, streamline, and automate Technical Services program-related business processes.



Multi-Year Plan

The following **6** objectives have *work ongoing* to be completed in future years.

OBJECTIVES

1.2

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

6.2

Apply emerging technology to strengthen core operations.

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.

6.3

Develop and complete a comprehensive assessment of fire protection capabilities, wildfire response standards, and values at risk to confirm the future placement of fire protection resources.

5.4

Consolidate existing data and technology systems to improve Departmental efficiency and modernize employee and public experiences.

6.4

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

Multi-Year Plan

The **3** objectives below will both *start* and *be completed* in future fiscal years.

OBJECTIVES

1.6

Develop and implement a formalized mentorship program, interactive training modules, evaluations, and resources to provide employees a positive and supportive career path.

2.1

Develop and implement visual training tools on Departmental programs/ functions (what they do) and organizational structure (geographically, programmatically) to assist employees in understanding the interactions between Regions, Units, and Programs in achieving the CAL FIRE mission.

2.2

Develop and implement cross-training opportunities to help employees explore the various programs and their functions within the Department.

Get Involved:

COMPLETING GOALS & OBJECTIVES

The Strategic Plan Action Committee created the Transforming Tomorrow Application and Dashboard to make it easy for all CAL FIRE employees to play a role in achieving the plan's Goals and Objectives. Every CAL FIRE employee can make suggestions or contribute accomplishments to help create the CAL FIRE of the future.

LEARN MORE



For more information on how CAL FIRE is Transforming Tomorrow, scan the QR code or visit the website at:

fire.ca.gov/about/cal-fire-strategic-plan-2024

