

## Staff Summary for June 11-12, 2025

**3A. Commission Executive Director's Report****Today's Item****Information** ☒**Action** ☐

Receive updates from the executive director and staff on items of note since the previous full Commission meeting April 16-17, 2025.

**Summary of Previous/Future Actions (N/A)****Background**

The Commission employs an executive director to assist in conducting the Commission's operations and ensuring that its wide range of responsibilities and authorities are fulfilled daily. To ensure the ability to maintain functionality in all its capacities, the Commission has delegated various authorities to its executive director, who "...shall report to the Commission at each regular meeting on important delegated actions."

Today's report covers three topics:

- Justice, equity, diversity and inclusion (JEDI) awareness and planning
- Budget and personnel
- California Environmental Quality Act

**JEDI Awareness***Pride Month*

Pride Month, federally designated by President Bill Clinton in June 2000, is a celebration of inclusivity, honoring the LGBTQ+ community, its contributions, and its continued struggles for equality. The month's origin stems from the 1969 Stonewall Uprising in Manhattan, a series of protests and demonstrations in response to an aggressive police raid of the Stonewall Inn, a gay bar in Greenwich Village, New York City. The first Pride march, organized by members of the Eastern Regional Conference of Homophile Organizations, was held on the one-year anniversary of the Stonewall Uprising in New York City to demonstrate against government hostility toward the homosexual community, employment and housing discrimination, Mafia control of gay bars, and anti-homosexual laws. An estimated three to five thousand marchers participated in the inaugural Pride march and it has since grown to include millions across the globe.

This year's theme is "The Power of Pride, Joy, and Community". The California Natural Resources Agency (CNRA) is partnering with the California Environmental Protection Agency to join the Sacramento Pride March on June 15. The [Pride March](#) will end at the Pride Festival on Capitol Mall. The CNRA Pride Committee has planned a series of events throughout the month, including a picnic and paddle at Folsom Lake State Recreation Area, a bake-off at CNRA Headquarters Building, and another outdoor gathering at Southside Park. More details are available on [CNRA's Pride Month webpage](#).

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*Juneteenth*

June 19 is the annual celebration of Juneteenth, also known as African American Emancipation Day, commemorating the end of slavery in the United States. Although President Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863, slavery ended in various areas of the nation over time due to Confederate control. On June 19, 1865, Major General Gordon Granger ordered the final enforcement of the Emancipation Proclamation in Galveston, Texas, freeing over 250,000 people. Juneteenth was recognized as a federal holiday by President Joe Biden in 2021. Today, Juneteenth celebrates African American freedom with an emphasis on resilience, education, culture, and achievements.

*National Immigrant Heritage Month*

June is also a time to celebrate the significant contributions immigrants have played in the development of this country's history, culture, and economy, and the continued positive influence of a collective existence in the United States. President Barack Obama proclaimed the month of June as National Immigrant Heritage Month in 2014. Its origin stems from the *I Stand With Immigrants (ISWI)/I Am An Immigrant (IAAI)* initiative, which aimed to share positive impacts of immigration to enable policy change and tolerance, and to promote solidarity. Today, the celebration fosters inclusiveness, celebrates diversity, and encourages human rights advocacy.

***Budget and Staffing***

On May 14, Governor Newsom released his May revision to the 2025-26 California state budget, anticipating a budget deficit of roughly \$12 billion. Proposed solutions to reduce the deficit include suspending scheduled employee pay raises, increasing employees' contributions to state retirement, and eliminating vacant positions. Collective bargaining negotiations with employee unions are underway to achieve savings beginning with the July 2025 pay period. To meet the State budget deadline, the California State Legislature must complete its negotiations and vote on a proposed budget by June 12.

*Staffing*

Staff provides regular updates to the Commission on workload and activities since the previous meeting. The Commission's tribal advisor and liaison position continues to be on the list of positions being considered for the vacancy eliminations. For a summary of staff activities since the last full meeting, see Exhibit 1.

*Return to Office*

Executive Order N-22-25, issued by Governor Newsom, orders all state departments and agencies that offer telework options for employees to implement a one day per week telework option, with specified exceptions. Staff has been developing a plan to comply with this executive order, which begins July 1, 2025.

***California Environmental Quality Act (CEQA)***

The Commission has delegated authority to its executive director to take actions necessary to comply with CEQA, guidelines generally implementing CEQA, and the Commission's certified regulatory program approved under CEQA. The delegation includes conducting — or causing to

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be conducted — initial studies and deciding whether to prepare draft environmental impact reports, negative declarations, mitigated negative declarations, or determinations of exemption. Since the April 2025 Commission meeting, your executive director determined five actions were exempt from CEQA:

- Commercial harvest of sea palm, kelp, and other aquatic plants, including harvest reporting
- 90-day extension of emergency regulations adding golden mussel to the restricted species list
- Commercial sea urchin and commercial sea cucumber fishing rulemaking
- White sturgeon emergency re-adoption
- Recreational take of barred sand bass

Your executive director also authorized publication of a notice of availability of a draft environmental impact report for waterfowl regulations.

**Significant Public Comments (N/A)****Recommendation (N/A)****Exhibits**

1. [Staff time allocation and activities, dated June 6, 2025](#)

**Motion (N/A)**

# California Fish and Game Commission

## Staff Time Allocation and Activities

June 6, 2025

This report identifies, for the months of April and May 2025, where California Fish and Game Commission staff (including limited term and temporary help) allocated its time in general activity categories, trends in staff time allocation, and examples of specific activities in which staff engaged.

### General Time Allocation

Task Category	April Staff Time	May Staff Time
Regulatory Program	8%	13%
Non-Regulatory Programs	5%	7%
Commission and Committee Meetings	39%	23%
Legal Matters	3%	3%
External Affairs	9%	10%
Special Projects	2%	3%
Administration	24%	25%
Leave Time	10%	14%
Unfilled Positions <sup>1</sup>	7%	7%
Total Staff Time <sup>2</sup>	106%	105%

<sup>1</sup> Unfilled positions are skewed downward due to contract and temporary help

<sup>2</sup> Total staff time is greater than 100% due to overtime

### Trends

Time allocations of note for this period are *Regulatory Program*, *Non-Regulatory Program*, *Commission and Committee Meetings*, *Administration* and *Leave Time*. Time in the *Regulatory Program* was elevated in May due to what has been a steady increase in the number of rulemakings, the level of complexity of current rulemakings, and preparing the wildlife rehabilitation rulemaking for an unplanned 15-day notice. The *Non-Regulatory Program* was elevated in May due to an increased workload related to aquaculture lease requests, contributing to a draft aquaculture policy. and processing experimental fishing permits.

In the *Commission and Committee Meeting* category, staff time was elevated in April due to the length of the Commission meeting agenda and volume of materials, and the complexity or controversial nature of items contained therein. In May, the Commission held a Tribal Committee meeting, a lengthy Wildlife Resources Committee meeting, and a teleconference Commission meeting, in total requiring significant staff time in preparation and facilitation.

Increased time in the *Administration* category resulted from onboarding the new Program

manager, increased computer and software technical issues, office space surveys, and discussions about staff returning to the office for additional days pursuant to an executive order from Governor Newsom. The *Leave Time* category is elevated and will remain so for the foreseeable future as senior staff reduce leave time balances.

### **Sample Activities for April 2025**

- Participated in the California Department of Fish and Wildlife (Department) California halibut trawl bycatch evaluation kickoff meeting
- Attended a Department presentation on the 2023 California halibut stock assessment
- Participated in the Marine Protected Areas (MPA) Statewide Leadership Team Working Group with partners to develop a 2026-30 work plan
- Collaborated with the Department and California Ocean Protection Council (OPC) on developing an assessment framework for marine protected area petitions in bin 2
- Collaborated with OPC and the Department on strategic planning
- Participated in a National Oceanic and Atmospheric Administration briefing regarding eelgrass data in Tomales Bay
- Attended California Sea Grant's State Fellowship mixer to meet current state fellows
- Coordinated with the Department on aquaculture lease activities and projects
- Participated in the Chronic Wasting Disease Interagency Task Force
- Prepared for and conducted one publicly noticed meeting (Commission) and prepared for three publicly noticed meetings (Tribal Committee, Commission teleconference, Wildlife Resources Committee)

### **Sample Activities for May 2025**

- Participated in the MPAs Statewide Leadership Team Working Group with partners to discuss decadal management review priorities, progress and future action
- Attended California Ocean Day panel discussions and reception to learn about oceanic environmental advocacy priorities
- Participated in a systematic conservation planning roundtable meeting with California Biodiversity Network regarding the selection of plant seeds resilient to climate change to help protect parks and protected areas
- Attended *Regulatory Strategies to Advance Restoration: the New Restoration Management Permit and Workshopping Different Permit Pathways* presentation hosted by the Stewardship Network
- Attended the California Boating Congress reception related to issues impacting California's marine and waterways industry
- Participated with other state trustee and responsible agencies in a discussion about the next iteration of a state aquaculture action plan
- Participated in the MPAs Statewide Leadership Team Working Group with partners to continue drafting a new work plan

- Contributed to biweekly Commission/Department aquaculture coordination meetings
- Prepared for and conducted three publicly noticed meetings (Tribal Committee, Commission teleconference, and Wildlife Resources Committee) and prepared for one publicly noticed meeting (Commission)
- As part of its ongoing commitment to explore issues related to justice, equity, diversity, and inclusion, staff participated in two presentations and discussions: (1) *Tools for Overcoming Negative Workplace Experiences* provided staff with tools to resolve negative interactions in the work environment, with portions dedicated to the diversity of personality types in the workplace, consideration for others, and ways to achieve justice for oneself when treated unfairly; and (2) *Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage month*, focused on the significant contributions these populations have made to the United States, ways in which environmental values are deeply embedded into their cultures, injustices against them in California, and equitable policy making practices.

## **Sample Tasks for the General Allocation Categories**

### ***Regulatory Program***

- Coordination meetings with the Department to develop timetables and notices
- Prepare and file notices, re-notices, and initial/final statements of reasons
- Prepare administrative records
- Track and respond to public comments
- Consult, research, and respond to inquiries from the Office of Administrative Law
- Facilitate California Environmental Quality Act document review, certification of findings, and filing with state clearinghouse

### ***Non-Regulatory Program***

- Department partnerships, including jointly developing management plans and concepts
- Process and analyze non-regulatory requests
- Develop, review, and amend Commission policies
- Research and review adaptive management practices
- Review and process California Endangered Species Act petitions
- Review and process experimental fishing permit applications and amendments

### ***Commission and Committee Meetings and Support***

- Research and compile subject-specific information
- Develop and distribute meeting agendas and materials
- Agenda and debrief meetings
- Prepare meeting summaries, audio files, and voting records
- Develop and distribute after-meeting memos/letters
- Conduct onsite meeting management
- Process submitted meeting materials
- Provide commissioner support
- Process and analyze regulation change petitions

***Legal Matters***

- Public Records Act requests
- California Law Review Commission
- Process appeals and accusations
- Respond to litigation
- Process kelp and state water bottom leases
- Prepare administrative records

***External Affairs***

- Engage and educate legislators, monitor legislation
- Maintain state, federal, and tribal government relations
- Correspondence
- Respond to public inquiries
- Website maintenance
- Coyote workshops

***Special Projects***

- Coastal Fishing Communities
- Streamlining routine regulatory actions

***Administration***

- Staff training and development
- Purchases and payments
- Contract management
- Personnel management
- Budget development and tracking
- Health and safety oversight
- Internal processes and procedures
- Document archival

***Leave Time***

- Holidays
- Sick
- Vacation or annual leave
- Jury duty
- Bereavement
- Administrative time off