STATE OF CALIFORNIA
Budget Change Proposal - Cover Sheet
DF-46 (REV 03/25)

Fiscal Year	Business Unit Number	Department
2026-27	3340	California Conservation Corps

Hyperion Budget Request Name	Relevant Program or Subprogram
3340-008-BCP-2026-GB	2360010-Training and Work Program-Base and Fire Centers

Budget Request Title
Wildfire Readiness Seven-Day per Week Schedule – CCC Hand Crews

Budget Request Summary
The California Conservation Corps (CCC) is requesting an augmentation of $11,660,000 General Fund in fiscal year 2026-27 and $10,786,000 General Fund ongoing to fund 49.0 positions and 47.0 full-time equivalent Corpsmember and Special Corpsmember positions to implement a year-round, seven-day per week schedule that provides adequate relief and support positions to allow CCC to align with the California Department of Forestry and Fire Protection's (CAL FIRE) Hand Crew Program schedule.

Requires Legislation (submit required legislation with the BCP)	Code Section(s) to be Added/Amended/Repealed
☐ Trailer Bill Language ☐ Budget Bill Language ☒ N/A	

Does this BCP contain information technology (IT) components? ☒ Yes ☐ No	Department CIO	Date
	Tabatha Chavez for CIO Sylvia Tumalig	1/8/2026

For IT requests, specify the project number, the most recent project approval document (FSR, SPR, S1BA, S2AA, S3SD, S4PRA), the approval date, and the total project cost.

Project No. **Approval Date:**

Project Approval Document: **Total Project Cost:**

If proposal affects another department, does other department concur with proposal? ☒ Yes ☐ No

Prepared By	Date	Reviewed By	Date
Tabatha Chavez	1/8/2026	Sloane Viola	1/8/2026
Department Director	**Date**	**Agency Secretary**	**Date**
JP Patton	1/8/2026	Wade Crowfoot	1/8/2026

Department of Finance Use Only

Additional Review: ☐ Capital Outlay ☐ ITCU ☐ FSCU ☐ OSAE ☐ Dept. of Technology

Principal Program Budget Analyst	Date submitted to the Legislature
Vy Nguyen	1/9/2026

A. Problem Statement

The California Conservation Corps (CCC) does not have the resources to implement a year-round, seven-day per week schedule that provides adequate relief and support positions to

allow CCC to align with the California Department of Forestry and Fire Protection's (CAL FIRE) Hand Crew Program schedule. CCC cannot bear a seven-day per week schedule without compromising the health and wellness of staff and Corpsmembers, diminishing program delivery and operational consistency. Rapid response to fires and wildfire resilience project resources are currently reduced during the off-peak months. When there is an abundance of fuel or response is not rapid, the likelihood of the incident becoming larger increases significantly.

Currently, a year-round schedule is not sustainable with existing resources as crews have often been designated non-operational. The five-year average of CCC crews being deemed non-operational is nearly 20 percent, which has mostly been due to the lack of relief. Without adequate personnel resources, the program will suffer excessive workloads, accelerated staff attrition, absenteeism, eroded morale, and significant disruption to Corpsmember education, training, and career development. This results in an operational consequence that is significant: CAL FIRE's statewide capacity would be reduced by the equivalent of 33 CCC fire crews to only four days each week in a year-round capacity, directly impairing rapid wildfire response and critical fuel reduction efforts. Providing relief staffing for both Corpsmembers and CCC Supervisors will allow current crews to stay operational year round.

California's wildfire crisis has intensified, shifting from a seasonal to a year-round threat because of prolonged droughts, a century-old legacy of actively impeding cultural and beneficial fire, decades of underinvestment in forest health, a warmer climate, and increased development in wildland-urban interfaces. Nine of the state's 20 largest wildfires occurred in 2020–2021, and 15 of the 20 most destructive occurred since 2015, including the January 2025 Eaton and Palisades wildfires. The fire season has extended by 78 days since the 1980s, necessitating robust fire suppression and prevention. Hand crews, vital for rapid response to achieve CAL FIRE's 95-percent containment goal at 10 acres or less and proactive fuels reduction (e.g., vegetation management, prescribed burns), mitigate catastrophic wildfires, reduce fire intensity, enhance safety, and protect communities. The CCC, established in 1976 under Public Resources Code section 14000(d), partners with CAL FIRE to staff 33 hand crews, combining fire suppression with workforce development. However, aligning with CAL FIRE's 66-hour workweek, three-platoon schedule for year-round, seven-day-per week staffing exceeds CCC's current Monday through Friday capacity. Seven-day per week scheduling during peak season (typically April 15 through November 15) already strains current operations.

Key Challenges:

- Intensified Wildfire Incidents: Larger, more destructive wildfires occur year round, straining CAL FIRE's rapid response capabilities and increasing reliance on hand crews for fire suppression and mop-up operations.
- Hazardous Fuel Accumulation: A century-old legacy of actively impeding cultural and beneficial fire, decades of underinvestment in forest health, and prolonged periods of drought have created unprecedented fuel loads, requiring proactive vegetation management to mitigate wildfire risk.
- Hand Crew Shortages: Declining availability of CDCR incarcerated crews and limited non-state crews hinder CAL FIRE's ability to meet fire suppression and fuels reduction demands.
- CCC Staffing Gaps: Current staffing levels at CCC Fire Centers fall short (by an average of almost 20 percent over five years), limiting operational effectiveness and Corpsmembers' training for future firefighting careers.
- Workforce Development: The CCC's mission to instill skills and civic responsibility in young Californians is constrained by insufficient resources to scale its crew program.

The CCC-CAL FIRE partnership was reinstated in 2009 with two hand crews at Camarillo and expanded to 33 by 2025-26 via the addition of crews in 2016 (Magalia, Placer), 2018 (Ventura), 2019–20 (Delta, Tahoe, Los Pinos, Los Padres), and 2022–23 (Fresno, San Diego, Pomona,

Monterey Bay, Fortuna, Redding, Ukiah-Mendocino). This growth helps address the decline in CAL FIRE's CDCR incarcerated crews. The 2021 and 2022 Budget Acts added eight year-round and six seasonal crews (later converted to year round), with four more added by 2025. Hand crews, which spend 25 percent more time on fuels reduction than fire assignments, are critical for managing hazardous fuel conditions from tree mortality, climate change, and drought. Staffing shortages, further exposed by the need to align with CAL FIRE's year-round, seven-day per week model, limit crew availability and Corpsmember development. Prior budget proposals (2020-21 through 2024-25) enhanced CAL FIRE's staffing (e.g., Relief Staffing and 66-Hour Workweek Implementation) without making associated adjustments in CCC to appropriately align staffing levels and schedules to ensure crew readiness and meet wildfire mitigation and workforce development goals. These adjustments are needed to effectively and efficiently maintain CCC hand crew operational readiness year round, seven days per week.

B. Justification

The statewide need for hand crews has intensified due to California's shift from seasonal to year-round wildfire activity, necessitating increased wildfire resilience with aggressive fuel reduction efforts and rapid response capabilities. Hand crews, operated through CCC's partnership with CAL FIRE, are vital for fire suppression and fuel reduction work, including creating fuel breaks, vegetation management, forest health projects, and prescribed burns in communities at risk, around critical infrastructure, and along transportation corridors. These efforts reduce fuel loads, lower fire intensity, improve firefighter safety, protect ecosystems and air quality, and yield significant estimated cost avoidance—FEMA estimates that every dollar invested in fire prevention saves $6 to $11 in disaster recovery.

As mentioned earlier, current CCC staffing levels cannot support year-round, seven-day per week crew availability to align with CAL FIRE's Hand Crew Captain schedules (e.g., Crew 1 on four ten-hour days Sunday through Wednesday, Crew 2 on Wednesday through Saturday). CAL FIRE staffing levels are 112 percent more than CCC's for the same crews, reflecting CAL FIRE's three shift model associated with the 66-hour work week. Without additional resources, CCC faces supervision gaps after regular hours and on weekends, postponed professional development, increased fiscal liability from large, accumulated leave balances, and an inability to deliver comprehensive programs, compromising its fundamental purpose of building skills in Corpsmembers to create a pipeline of trained firefighters and culinary workers.

The CCC has faced persistent challenges in maintaining operational crew staffing due to the absence of a dedicated relief staffing factor. As the data shows, CCC did not meet the minimum staffing requirements for CAL FIRE crews during 57 of the past 60 months. Over the last five years, an average of 20 percent of CCC hand crews were unavailable for deployment due to staffing shortages. To meet CAL FIRE operational standards, each crew must include at least one Conservationist I (C-I, Crew Supervisor) and 12 Corpsmembers. Without a relief factor built into staffing allocations, even a single vacancy—whether caused by illness, injury, vacation, medical leave, training, turnover, or promotion—results in a crew being decommissioned. This also means that the CAL FIRE personnel that were to work with the CCC crews now have no crew to supervise/deploy. The consequences of insufficient relief staffing are twofold:

- Decreased Rapid Fire Response – Fewer operational crews available for immediate deployment during emergencies, limiting CAL FIRE's ability to respond effectively to wildfire incidents with CCC hand crews and reduce the number of large and catastrophic fire events.
- Reduced Fuels Reduction (Wildfire Resiliency) – Delays in fuels reduction and other fire prevention projects, increasing long-term wildfire risks to communities, infrastructure, and natural resources.

As shown in the table below, almost 20 percent of CCC crews have been non-operational (i.e., unavailable) on average for the last five years. Implementing a relief staffing factor is essential to sustaining reliable, year-round operational readiness. It ensures that temporary vacancies do not lead to entire crew decommissioning, thereby safeguarding both CAL FIRE's emergency response capabilities and the ongoing prevention efforts that are critical to reducing catastrophic wildfires impacts.

Average of CCC Available Crews (Five Years)

Year	Annual Average	Allotted	Average Variance
2021	22	28	-6
2022	22	30	-8
2023	25	30	-5
2024	27	30	-3
2025	26	33	-7
Annual Average	**24**	**30**	**-6**

The requested resources immediately address these staffing shortfalls, enabling the CCC to align its 33 hand crews with CAL FIRE's operational model for rapid response to achieve its 95 percent containment goal at ten acres or less, bolster fuels reduction through hazardous vegetation management (including manual removal and prescribed burns), and strengthen workforce development. By providing supervisory, relief, culinary, training, and administrative support, this proposal ensures fiscal responsibility by reducing unplanned emergency allocations, overtime, and emergency staffing patterns while eliminating gaps where CAL FIRE lacks crews three days a week, year round. It also supports crew health and wellness, Corpsmember program support, overall morale, and crew availability, allowing dynamic use of crews on the fire line (e.g., with two supervisors per crew versus CAL FIRE's three captains and three engineers) and consistent coverage during emergencies, even accounting for vacations, illnesses, injuries, or training.

Specifically:

12.0 Conservationist Supervisor positions: Supervisor positions are essential for the effective management and oversight of CCC's hand crews and program operations. These supervisors provide direct supervision of Conservationist II and I staff, ensuring that crews receive consistent guidance, training, and support. They are responsible for managing projects, overseeing daily operations and logistics, ensuring regulatory compliance, investigating complaints, and maintaining workplace safety.

Currently, coverage for these responsibilities is limited to Monday through Friday, standard eight-hour shifts. This leaves junior staff unsupervised for approximately two hours each day and two full days each week during extended schedules, emergency assignments, or weekend operations. The resulting gaps in supervision have led to callbacks, extended workdays, decreased morale, and reduced program efficiency. Additional Conservationist Supervisor positions will provide the necessary coverage to maintain oversight during extended and emergency operations. This will improve accountability, ensure program consistency, support professional development for staff, and strengthen staff-to-supervisor ratios across the 15 hand crew locations.

Beyond daily operations, Conservationist Supervisors play a critical role in coordinating directly with CAL FIRE Battalion Chiefs on project scheduling, fire crew emergency operations, and hand crew assignments to wildland fuel reduction and community-based work projects. They also work closely with the CCC's Emergency Management Unit (EMU) to mobilize crews for fire camp support and other emergency response needs. Additionally, they manage emergency

timekeeping, documentation, and billing for staff and Corpsmembers—functions that are vital for both operational efficiency and fiscal accountability.

12.0 Conservationist II positions (Project and Training Coordinators): These lead positions coordinate and deliver CCC training and education programs, handle onsite project coordination, purchase tools and materials, provide logistical support, serve as training and safety officers, schedule curricula, secure providers, conduct orientations, ensure fire training compliance, manage billing reports as well as training files and data entry, coordinate volunteer events, act as Agency Representatives during emergencies, and offer relief supervision for Conservationist I vacancies. Duties double under a seven-day per week schedule, often halting essential responsibilities during leaves or emergencies. The additions will provide sufficient district support, enhanced program delivery for Corpsmembers, and improved backup across the 15 locations, ensuring comprehensive career development year round.

15.0 Conservationist I positions (Fire Crew Supervision/Relief): These positions directly supervise firefighting hand crews with current staffing at one supervisor per crew plus one relief for every two crews, which is insufficient to currently cover due to attrition, vacations, or training, often rendering crews unavailable. Shifting to seven days per week year round exacerbates this deficiency. Adding these positions will provide two supervisors per crew, ensuring availability for emergencies and fuel reduction projects, aligning with CAL FIRE schedules, increasing safety on projects and fire lines, enabling consistent coverage, improving work-life balance and wellness, and allowing dynamic crew deployment.

- It is worth noting that over 800 Corpsmembers have obtained employment with CAL FIRE over the past five years. And while CAL FIRE's hiring of a Conservationist I or II position into permanent employment or into the Fire Academy is a highly desired outcome for the individual, it does create a sudden gap in supervision of existing crews, which this proposal would help to mitigate.

4.0 Cook Specialist positions: These lead Corpsmember culinary crews to deliver three meals daily, seven days a week at residential programs, with current split shifts lacking relief. Additions at Fortuna, Ukiah-Mendocino, Placer, and Tahoe centers will match staffing at other residential sites (i.e., Los Pinos, Camarillo, Magalia, Delta, Los Padres) to provide adequate meal coverage and relief to sustain operations without burnout.

6.0 Administrative positions: These positions are critical for the implementation of a seven-day per week schedule for 33 hand crews, aligning with CAL FIRE's year-round staffing. These positions in Human Resources, Workers' Compensation, Health and Safety, Information Technology, and Recruitment are essential to manage increased workloads, ensure compliance, and sustain crew readiness and Corpsmember development. Without funding by July 2026, the CCC risks crew shortages, safety violations, information technology failures, and program disruption, undermining CCC's response to California's wildfire response and increasing costs.

1.0 Personnel Specialist position - Managing payroll, benefits, and transactions for 49 staff and 47 Corpsmembers will require dedicated staff to ensure State Controller's Office (SCO) compliance, accurate and timely CalPERS documentation, and complete hiring, separations, timekeeping, and payroll duties. The seven-day per week operation increases data entry, audits, and benefit enrollments, and without this role, errors and delays will disrupt the program.

1.0 Associate Governmental Program Analyst (AGPA) position (Civil Service Recruitment) - CCC's Hand Crew Program expansion will require a dedicated civil service staff recruiter to sustain critical staffing levels and to maintain operational status of hand crews and adequate relief staffing. The CCC's Conservationist series presents unique recruitment challenges: specialized qualifications, limited candidate pools, and non-competitive state pay scales for scope of responsibilities. These factors necessitate proactive, strategic

outreach and talent forecasting to maintain adequate staffing for a rigorous seven-day per week schedule.

1.0 AGPA position (Workers' Compensation)– This position is necessary to manage the additional workload that is anticipated with the expansion of our program in staff resources and operational availability. This expansion will result in a proportional rise in workplace incidents, workers' compensation claims, and safety documentation, which exceeds current administrative capacity. The AGPA will oversee timely case management of injuries, serve as the primary liaison with the State Compensation Insurance Fund, ensure compliance with reporting deadlines, and serve as a return-to-work coordinator. In addition, the position would analyze injury trends, support return-to-work processes, and provide guidance to staff and Corpsmembers, helping to reduce costs, delays, and liability exposure.

1.0 AGPA position (Health & Safety) - The expansion to seven-day per week schedule operations significantly increases the volume and complexity of health and safety responsibilities, including injury reporting, incident investigations, and California Division of Health and Safety (Cal/OSHA) compliance requirements. This position ensures continuity of program through all days of operation, making staff available seven days per week to support the field. This position is critical to ensure timely case management, accurate documentation, and consistent coordination with regulatory agencies. This position also supports the development and delivery of mandatory safety training, ensures crews have the resources to mitigate hazards, and facilitates rapid response to workplace incidents. Without this position, the Department faces heightened risk of safety violations, delayed compliance reporting, and inadequate support for Corpsmembers. Such gaps jeopardize Corpsmember well-being, compromise crew readiness, and expose the program to legal and financial liabilities that undermine operational effectiveness.

1.0 Information Technology Associate position - This position is needed to cover a seven-day per week operation, which significantly increases the workload for technical support staff due to expanded system usage and support demands across weekends. With users accessing the CCC Enterprise Application and Salesforce environment every day, there is a greater volume of help desk inquiries, defect resolutions, and urgent technical issues that must be addressed without delay, requiring more consistent coverage. Additionally, the need to maintain system availability and respond to issues in real time during weekends adds pressure to provide timely second-level support, perform troubleshooting, and manage sandbox environments. This expansion necessitates more frequent monitoring, documentation updates, and software deployment support to maintain system integrity and performance across all seven days per week.

1.0 AGPA position (Corpsmember Recruitment) - The expansion of the CCC Fire Program will increase the demand for recruitment and enrollment activities for "fire-ready" Corpsmembers. With the need to staff 33 full-time fire crews year round, the program must now recruit at least 150 additional Corpsmembers annually, requiring a strategic and sustained effort in identifying and onboarding fire-ready recruits. This workload increase directly impacts data analysis, reporting, and forecasting duties to ensure timely and effective recruitment aligned with program needs. Additionally, increased stakeholder engagement, workforce performance tracking, and outreach activities must be scaled accordingly to maintain service levels and program effectiveness. The expansion also necessitates more frequent updates to database dashboards and communications strategies to support broader and more continuous recruitment operations.

4.0 Full-Time Equivalent (FTE) Special Corpsmember positions: These provide logistical support for fire crews on out-of-area incidents (e.g., transporting to/from medical facilities) and manage personal protection equipment (PPE) distribution, inventory, and inspections for compliance when not deployed. They ensure operational readiness and safety without diverting other critical resources.

43.0 FTE Corpsmember positions: These add fire-trained backups to fill crew positions per the CCC/CAL FIRE Master Agreement, keeping crews response-ready. Currently, only three centers (Camarillo, Magalia, Los Pinos with four crews each) have such backups. Others pull from resource crews to support fuel reduction efforts, reducing reimbursement potential and training opportunities. A Corpsmember who does not have proper fire training cannot be dispatched to respond to a fire if the crew does not have the minimum number of fire trained Corpsmembers; it would become non-operational for fire response. The additional Corpsmembers will free up resources for other needs (e.g., resource/culinary crews, training, maintenance), expanding overall capacity at centers with one to two crews.

No contracting resources are requested in this proposal; all positions are permanent or full-time equivalents (enrollees) within the CCC structure (i.e., no additional facility space needs), ensuring long-term stability and alignment with state operations. Overall, these resources will mitigate wildfire risks through proactive fuels management, meet the demands for rapid response, and prepare the next generation of firefighters, fostering a sustainable partnership amid California's escalating wildfire crisis.

C. Departmentwide and Statewide Considerations

If this proposal is not approved, CAL FIRE and the State of California will experience inadequate capacity for frontline wildfire suppression through the CCC. Approval of this proposal ensures that CCC can provide 33 CCC hand crews seven days a week, year round to support California's wildfire rapid response and fuel reduction operations. Without these resources, the state's ability to protect lives, communities, critical infrastructure, and natural resources will be significantly diminished.

When immediate firefighting resources are unavailable—whether due to decommissioning, competing assignments, or geographic distance—fires grow in acreage, intensity, and complexity. Delays in initial attack result in higher suppression costs, greater property loss, increased risk to firefighters and civilians, expensive economic losses, and longer recovery times for communities. Sustaining CCC's fire crews is therefore an essential element in maintaining California's wildfire readiness, resilience, and public safety. It also aligns with the staffing patterns that have already been approved for related CAL FIRE employees.

This proposal is expected to incrementally reduce annual CAL FIRE Emergency Fund appropriation expenditures by leveraging expanded crew availability to provide surge coverage and reduce overtime costs associated with staffing patterns.

This proposal is consistent with the Administration's investments into protecting California by increasing acres that have been treated under the *Roadmap to a Million Acres* to reach California's 30x30 conservation goal (protecting 30 percent of state lands and waters by 2030).

This request is also consistent with the following goals and objectives in CCC's 2025 Strategic Plan:

Trail 3 – Dynamic Career Paths: Recognized leader and authority in establishing education pipelines that prepare young adults for meaningful careers focused on preserving and protecting California's natural resources and communities as well as mitigating effects of climate change.

This proposal will provide training and certification for Corpsmembers, making them eligible and competitive for the Fire Fighter I position with CAL FIRE in addition to many other agencies. This proposal also provides for a year-round consistent educational program that will not be impacted by deferring education to non-peak season.

Trail 4 – Tomorrow's Corps Today: Identify and rollout work experience, training, and certifications in step with global demands for addressing climate change, workforce trends, and diversity and inclusion in the conservation community.

This proposal will directly address climate change through the fuel reduction performed as well as rapid response and suppression of fire incidents.

Trail 5 – Better Place to Work: Expand public awareness and enhance the culture within the CCC, which is a competitive and compassionate employer offering work that is fulfilling and an environment of growth.

This proposal will help address staff fatigue and burnout through adequate staffing resources and continuity under a seven-day per week schedule with relief positions available. Within the CCC Hand Crew program, staff currently carry more than 80,000 hours of leave, creating a growing fiscal liability for the Department.

D. Outcomes and Accountability

The proposed budget request aims to enhance the CCC's capacity to support 33 hand crews in partnership with CAL FIRE by providing year-round, seven-day per week staffing, leading to several key outcomes:

- Improved Rapid Response to Fires: Enhanced crew availability will enable rapid response to achieve California and CAL FIRE's 95-percent containment goal for fires at 10 acres or less with consistent coverage during emergencies, vacations, illnesses, injuries, and training. This includes dynamic deployment of crews on the fire line, paralleling CAL FIRE's three-platoon system with CCC's own two-platoon model.
- Increased Fuels Reduction and Prevention Efforts: Additional resources will allow CCC hand crews to dedicate more time to proactive vegetation management, hazardous fuel removal, prescribed burns, fuel breaks, forest health projects, and protection around communities, critical infrastructure, and transportation corridors. This is expected to reduce fuel loads, lower fire intensity, improve firefighter safety, protect ecosystems and air quality, and contribute to disaster recovery-related cost avoidance.
- Enhanced Health and Wellness: By increasing relief resources, this proposal will reduce supervision gaps, unplanned emergency staffing, overtime, and callbacks. These improvements will mitigate attrition, absenteeism, morale concerns, and disruptions to Corpsmember education. In addition, it will strengthen regulatory compliance, workplace safety, and logistical support (e.g., PPE management, meal provision) while promoting work-life balance and long-term program stability without reliance on contracted resources.
- Fiscal and Risk Mitigation Benefits: The resources will decrease reliance on emergency allocations, lower liability from safety violations or claims, and help compensate for the decline in CDCR incarcerated crews. Overall, this will contribute to a multi-faceted approach to California's escalating wildfire crisis, enabling more aggressive initial attack forces, staffing for major incidents, and completion of fire prevention projects amid climate change and wildland-urban interface development.
- Strengthened Workforce Development and Corpsmember Support: The additions will improve training, education, and career pathways for Corpsmembers, instilling skills and civic responsibility. This includes better mentorship, consistent program delivery, and a direct pipeline to professional firefighting roles, building on recent trends where CAL FIRE has hired over 800 former Corpsmembers.

Additionally, this proposal aligns closely with the Administration's comprehensive wildfire resilience strategy, as outlined in California's Wildfire and Forest Resilience Action Plan and supported by substantial state investments. This mirrors recent actions, including a $4 billion investment for wildfire protection and forest resilience, a state of emergency proclamation to fast-track fuel breaks and vegetation removal projects, and prior funding for additional CCC-CAL FIRE crews to address crew shortages. Overall, it bolsters the state's multi-faceted approach to mitigating California's escalating wildfire risks amid climate change.

E. Implementation Plan

April to May 2026:

- Develop duty statements and recruitment packages for the new positions.
- Draft staffing policies (e.g., leave relief factor, backup assignments, rotation scheduling).
- Identify needs in procurement, facility operations, culinary and administrative programs.
- Update recruitment strategies for staff and corpsmembers.
- Expand the targeted civil service hiring campaign for Conservationist staff.
- Launch year-round recruitment outreach with veterans and at community colleges, high schools, and job fairs.

May to June 2026:

- Advertise, recruit, and conduct interviews; select potential candidates; prepare hiring offers for the positions; and hire, contingent upon budget enactment.

July to Sept 2026:

- Onboard staff and Corpsmembers, which includes providing training to existing staff as well as reviewing and updating existing policies, Memoranda of Understanding (MOUs), and other guidelines or documents for revision.
- Extend IT systems, workers' compensation, health and safety support to weekends.
- Evaluate and address any equipment needs.

F. Supplemental Information (If Applicable)

None.

BCP Fiscal Detail Sheet

(Dollars in Thousands)

BCP Title: Wildfire Readiness Seven-Day per Week Schedule - CCC Hand Crews

BR Name: 3340-008-BCP-2026-GB

Budget Request Summary

Personal Services

Personal Services	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
Positions - Permanent	0.0	49.0	49.0	49.0	49.0	49.0
Total Positions	**0.0**	**49.0**	**49.0**	**49.0**	**49.0**	**49.0**
Salaries and Wages Earnings - Permanent	0	3,532	3,532	3,532	3,532	3,532
Salaries and Wages Overtime/Other	0	77	77	77	77	77
Total Salaries and Wages	**$0**	**$3,609**	**$3,609**	**$3,609**	**$3,609**	**$3,609**
Total Staff Benefits	0	2,120	2,120	2,120	2,120	2,120
Total Personal Services	**$0**	**$5,729**	**$5,729**	**$5,729**	**$5,729**	**$5,729**

Operating Expenses and Equipment

Operating Expenses and Equipment	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
5301 - General Expense	0	416	336	336	336	336
5302 - Printing	0	38	38	38	38	38
5304 - Communications	0	51	44	44	44	44
5306 - Postage	0	17	17	17	17	17
5308 - Insurance	0	46	46	46	46	46
5320 - Travel: In-State	0	49	49	49	49	49
5322 - Training	0	38	38	38	38	38
5324 - Facilities Operation	0	153	153	153	153	153
5326 - Utilities	0	177	177	177	177	177
5340 - Consulting and Professional Services - Interdepartmental	0	4	4	4	4	4
5340 - Consulting and Professional Services - External	0	2,441	2,441	2,441	2,441	2,441
5346 - Information Technology	0	288	187	187	187	187
5368 - Non-Capital Asset Purchases - Equipment	0	1,063	438	438	438	438
539X - Other	0	1,150	1,089	1,089	1,089	1,089
Total Operating Expenses and Equipment	**$0**	**$5,931**	**$5,057**	**$5,057**	**$5,057**	**$5,057**

Total Budget Request

Total Budget Request	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
Total Budget Request	**$0**	**$11,660**	**$10,786**	**$10,786**	**$10,786**	**$10,786**

Fund Summary

Fund Source

Fund Source	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
State Operations - 0001 - General Fund	0	11,660	10,786	10,786	10,786	10,786
Total State Operations Expenditures	**$0**	**$11,660**	**$10,786**	**$10,786**	**$10,786**	**$10,786**
Total All Funds	**$0**	**$11,660**	**$10,786**	**$10,786**	**$10,786**	**$10,786**

Program Summary

Program Funding

Program Funding	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
2360010 - Training and Work Program--Base and Fire Centers	0	11,660	10,786	10,786	10,786	10,786
Total All Programs	**$0**	**$11,660**	**$10,786**	**$10,786**	**$10,786**	**$10,786**

Personal Services Details

Positions

Positions	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
1003 - Conservationist II	0.0	12.0	12.0	12.0	12.0	12.0
1029 - Conservationist I	0.0	15.0	15.0	15.0	15.0	15.0
1202 - Conservation Supv	0.0	12.0	12.0	12.0	12.0	12.0
1303 - Personnel Spec	0.0	1.0	1.0	1.0	1.0	1.0
1401 - Info Tech Assoc	0.0	1.0	1.0	1.0	1.0	1.0
2184 - Cook Spec II	0.0	4.0	4.0	4.0	4.0	4.0
5393 - Assoc Govtl Program Analyst	0.0	4.0	4.0	4.0	4.0	4.0
OT00 - Overtime	0.0	0.0	0.0	0.0	0.0	0.0
Total Positions	**0.0**	**49.0**	**49.0**	**49.0**	**49.0**	**49.0**

Salaries and Wages

Salaries and Wages	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
1003 - Conservationist II	0	876	876	876	876	876
1029 - Conservationist I	0	854	854	854	854	854
1202 - Conservation Supv	0	1,104	1,104	1,104	1,104	1,104
1303 - Personnel Spec	0	63	63	63	63	63
1401 - Info Tech Assoc	0	82	82	82	82	82
2184 - Cook Spec II	0	227	227	227	227	227
5393 - Assoc Govtl Program Analyst	0	326	326	326	326	326
OT00 - Overtime	0	77	77	77	77	77
Total Salaries and Wages	**$0**	**$3,609**	**$3,609**	**$3,609**	**$3,609**	**$3,609**

Staff Benefits

Staff Benefits	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
5150150 - Dental Insurance	0	2,120	2,120	2,120	2,120	2,120
Total Staff Benefits	**$0**	**$2,120**	**$2,120**	**$2,120**	**$2,120**	**$2,120**

Total Personal Services

Total Personal Services	FY26 Current Year	FY26 Budget Year	FY26 BY+1	FY26 BY+2	FY26 BY+3	FY26 BY+4
Total Personal Services	**$0**	**$5,729**	**$5,729**	**$5,729**	**$5,729**	**$5,729**