CEA ACTION PROPOSAL

Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR's Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

A. GENERAL INFORMATION

1. Date: 2026-07-03

2. Department: Department of Parks and Recreation

3. Organizational Placement (Division/Branch/Office Name)

Law Enforcement and Emergency Services

4. CEA Position Title

Deputy Director, Law Enforcement and Emergency Services

5. Summary of proposed position description and how it relates to the program's mission or purpose. (*2-3 sentences)*

The Department of Parks and Recreation proposes to establish the Deputy Director, Law Enforcement & Emergency Services as the Department's Chief Law Enforcement Executive Officer. This position provides statewide executive leadership over sworn personnel governance, law enforcement policy, emergency services coordination, and public safety compliance across 280 park units. The position reports directly to the Chief Deputy Director and serves as a member of the Department's Executive Management Team.

6. Reports to: (*Class Title/Level*)

Exempt- Chief Deputy Director

7. Relationship with Department Director (*Select one)*

☑ Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.

☐ Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(*Explain*):

8. Organizational Level *(Select one)*

☐ 1st ☑ 2nd ☐ 3rd ☐ 4th ☐ 5th (mega departments only - 17,001+ allocated positions)

B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

The Deputy Director, Law Enforcement & Emergency Services serves as the Department's Chief Law Enforcement Executive Officer and principal policy authority for all sworn operations within California State Parks.

The position exercises exclusive statewide executive authority over law enforcement policy development, interpretation, and enforcement across 280 park units. This includes establishment and oversight of use-of-force standards, pursuit policies, arrest authority protocols, investigative procedures, discipline determinations, training compliance, equipment standards, and adherence to the Public Safety Officers Procedural Bill of Rights (POBR).

The Deputy Director directs the statewide sworn chain of command. The existing State Park Peace Officer (Superintendent V) classification remains responsible for operational coordination and internal law enforcement administration. Under this structure, newly established regional Division Public Safety Superintendent IV (civil service) positions provide regional oversight of district Chief Rangers and sworn staff. Centralized executive governance ensures consistent statewide policing standards while preserving operational integration within district teams.

The Deputy Director provides final executive oversight on sensitive personnel matters, including discipline, internal investigations, officer-involved incidents, and compliance determinations. The position ensures uniform application of law enforcement policy and mitigates liability exposure arising from decentralized or civilian supervision of sworn personnel.

The Department's statewide Body-Worn Camera program, implemented in 2025, significantly expanded the scope and complexity of sworn oversight. The Deputy Director is responsible for executive governance of the program, including policy development, training standards, evidentiary integration, data retention compliance, privacy protections, public records coordination, and ongoing audit oversight. The implementation and sustained compliance of this program require executive-level policy authority due to the legal, evidentiary, and public trust implications.

The Deputy Director also provides executive leadership over emergency services coordination and interagency response, including wildfire, flooding, natural disasters, search and rescue operations, and large-scale public safety incidents. The position represents the Department in statewide law enforcement and emergency management forums and advises executive leadership during critical incidents.

The Deputy Director reports directly to the Chief Deputy Director and participates in executive-level decision-making regarding public safety risk, legislative matters affecting law enforcement authority, intergovernmental agreements, and high-profile incidents.

B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

- ☑ Program is directly related to department's primary mission and is critical to achieving the department's goals.
- ☐ Program is indirectly related to department's primary mission.
- ☐ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description: Statewide law enforcement and emergency services operations are fundamental to the Department’s ability to maintain safe, accessible, and resilient park units across California. Protection of visitors, employees, natural resources, and cultural resources depends upon consistent statewide policing standards, effective emergency response coordination, and lawful exercise of sworn authority.

Given the scale of operations across 280 park units, the increased frequency of climate-related emergencies, and heightened public and legislative scrutiny of law enforcement practices, centralized executive oversight of sworn governance is essential. The Department cannot fulfill its statutory mission without professional, compliant, and accountable statewide law enforcement leadership at the executive level.

B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

A previously approved concept for Chief, Law Enforcement & Emergency Services expired prior to being filled. Since that time, the scope, visibility, and complexity of statewide law enforcement governance within California State Parks have materially expanded.

The 2017 reorganization introduced the civilian District Superintendent classification, creating a need for clearer centralized oversight of sworn personnel to ensure compliance with the Public Safety Officers Procedural Bill of Rights (POBR) and to reduce liability exposure associated with decentralized or civilian supervision of sworn operations.

In addition, the Department has experienced increased frequency and severity of climate-related emergencies, requiring enhanced interagency coordination, emergency command integration, and statewide operational planning. Public and legislative scrutiny of law enforcement practices has also intensified, increasing reporting, training, compliance, and accountability requirements.

In 2025, the Department implemented a statewide Body-Worn Camera program for sworn personnel. The ongoing executive oversight of this program—including policy governance, evidentiary compliance, privacy protections, public records coordination, and audit functions—has significantly expanded the complexity of statewide sworn oversight.

To address these structural and programmatic changes, the Department proposes establishing a Deputy Director, Law Enforcement & Emergency Services reporting directly to the Chief Deputy Director. Under this structure, sworn personnel governance will be centralized, with regional Division Public Safety Superintendent IV positions providing operational oversight while maintaining consistent statewide policy authority.

This request reflects modernization and expansion of statewide law enforcement governance responsibilities rather than a continuation of the prior structure.

C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The Deputy Director, Law Enforcement & Emergency Services serves as the principal policy maker in the following statewide areas:

1. Statewide Law Enforcement Governance and Use-of-Force Policy
Establishes and interprets statewide policing standards governing arrest authority, use-of-force, pursuit protocols, investigative procedures, and officer conduct across 280 park units. These policies directly impact public safety, officer accountability, liability exposure, and compliance with statutory requirements.

2. Sworn Personnel Discipline and POBR Compliance
Exercises executive oversight of disciplinary standards, internal investigations, and compliance with the Public Safety Officers Procedural Bill of Rights. Ensures consistent statewide application of discipline and due process protections for sworn personnel.

3. Body-Worn Camera Policy and Evidentiary Compliance
Provides executive governance of the Department's statewide Body-Worn Camera program, including policy development, training standards, data retention compliance, privacy protections, public records coordination, and evidentiary integrity. This program significantly expanded reporting, compliance, and public transparency obligations.

4. Emergency Services Coordination and Incident Command Integration
Establishes statewide policy frameworks for law enforcement integration during wildfire, flooding, natural disasters, search and rescue operations, and large-scale public safety incidents. Represents the Department in interagency emergency management planning and response coordination.

5. Interagency Law Enforcement Agreements and Public Safety Strategy
Develops policy governing cooperative agreements with federal, state, Tribal, and local law enforcement agencies. Advises executive leadership on emerging legislation, public safety strategy, and high-profile incidents impacting statewide operations.

C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position's scope and nature of decision-making authority?

The Deputy Director, Law Enforcement & Emergency Services exercises broad, independent executive authority over statewide sworn governance and public safety policy across 280 park units.

The position establishes and interprets law enforcement policies governing use-of-force, pursuit protocols, arrest authority, investigative standards, and officer conduct. The Deputy Director has executive authority over discipline determinations, internal investigations, and compliance with the Public Safety Officers Procedural Bill of Rights. Decisions made by this position have direct legal, fiscal, and reputational implications for the Department.

The Deputy Director directs regional Division Public Safety Superintendent IV positions and provides centralized oversight of district-level Chief Rangers and sworn personnel. The position determines statewide training standards, equipment policies, reporting requirements, and compliance frameworks, including ongoing governance of the Body-Worn Camera program.

During high-profile incidents and emergency events, the Deputy Director serves as the Department’s executive law enforcement authority and advises the Chief Deputy Director and Executive Management Team on risk mitigation, media-sensitive matters, and interagency coordination.

Decisions made by this position affect public safety, officer accountability, litigation exposure, legislative oversight, and public confidence statewide.

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

The Deputy Director, Law Enforcement & Emergency Services will both develop new statewide law enforcement policy and interpret and implement existing statutory and regulatory requirements.
The position establishes and revises use-of-force standards, pursuit policies, training requirements, reporting frameworks, discipline guidelines, and evidentiary procedures. The Deputy Director interprets Penal Code authority, POST standards, Public Safety Officers Procedural Bill of Rights requirements, and emerging legislation affecting sworn operations.
The position also develops and maintains policy governance for the Department’s Body-Worn Camera program, including compliance protocols, data retention standards, public disclosure procedures, and audit mechanisms.
Through these responsibilities, the Deputy Director ensures consistent statewide application of law enforcement authority, regulatory compliance, and accountability across 280 park units.