

EXECUTIVE DEPARTMENT STATE OF CALIFORNIA

EXECUTIVE ORDER N-30-25

WHEREAS California is the 4th largest economy in the world and the home of Silicon Valley, which is synonymous with bold innovations that have improved daily life and business models worldwide; and

WHEREAS thousands of California startups, technology companies, and cloud-service providers have ushered in a new age of digital services that has made business faster, more dynamic, and better able to deliver seamless customer experiences; and

WHEREAS this revolution in digital services has created higher customer expectations for Californians that federal, state and local government meet their needs as quickly and intuitively as private sector businesses do; and

WHEREAS California is a leader in Generative AI (GenAI) testing and solution development, with 32 out of 50 of the top AI companies headquartered in California, all benefiting from the deep well of talent and our globally recognized innovation ecosystem; and

WHEREAS California state government is advancing public sector use of advanced analytics and data science through the work of departments such as the California Department of Technology (CDT), the Center for Data Insights and Information (CDII), and the Office of Data Innovation (ODI); and

WHEREAS I have prioritized efforts to innovate and improve efficiency in the delivery of governmental services by agencies and departments within my Administration, including:

- During my first week in office, I issued Executive Order N-4-19, which established a new procurement process known as the Request for Innovative Ideas (RFI2) to solicit proposals from the private sector to solve a problem identified by a state agency, with the first RFI2 focused on addressing the State's wildfire crisis and resulting in the delivery of wildfire monitoring cameras across the state that were operational for the 2020 wildfire season;
- In 2019, newly appointed leadership at the Department of Motor Vehicles (DMV) overhauled department practices via a DMV Strike Team to manage a surge in customer wait times related to the implementation of the Federal REAL ID Act, and since that time, DMV has expanded online services, created a virtual field office, added a credit card payment option, and developed a mobile driver's license option, while reducing and maintaining wait times at consistently low levels;
- In partnership with the Legislature, I established ODI in 2019 as an office of technology experts dedicated to supporting other state agencies and departments to utilize data, technology, and principles of human centered design that are common in the private sector to improve the delivery of services to Californians; and
- The California Department of Forestry and Fire Protection (CalFIRE) has developed and deployed cutting-edge technology to model wildfire risks and support wildland firefighting, including:
 - developing sophisticated data modeling to predict geographic areas where risk of fire starts is greatest and incorporating this information into the prepositioning approval process;

- partnering with the U.S. Department of Defense to use satellites for wildfire detection;
- investing in LiDAR technology to create detailed 3D maps of high-risk areas, which helps firefighters better understand and navigate complex terrains;
- leveraging AI-powered tools to identify fires faster and developing the Fire Integrated Real-Time Intelligence System (FIRIS) to provide real-time mapping and modeling of wildfires;
- doubling deployment of drones for critical tasks like aerial ignition during prescribed burns, wildfire containment, and real-time assessments; and
- expanding capabilities for incident reporting at fire.ca.gov, updating the incident map with near real time information about firefighting aircraft activity, 3-D maps with evacuation orders, local shelter information, road closures, and more;
- In 2023, I issued Executive Order N-12-23, which directed the Government Operations Agency, the California Department of General Services, and the CDT to update the state's project approval, procurement, and contracting processes for GenAI; CDT recently updated its statewide policies, including safeguards required by my Executive Order to ensure the responsible use of GenAI; and CDT also implemented a Project Delivery Lifecycle (PDL) to update the state's project approval process for GenAI projects to meet the requirements of my Executive Order, offering opportunities to expand that new procurement process to non-GenAI projects; and
- The California Department of Tax and Fee Administration (CDTFA) has streamlined processes and harnessed technology to drastically improve efficiency, improving revenue collection on existing taxes while using fewer resources, cutting the department's cost to administer a dollar of revenue by more than 24 percent since 2019; and

WHEREAS the efforts to date are important, but state government can and should do more to meet Californians' high expectations; and

WHEREAS this transformation will require re-engineering state government with a focus on human-centered design and user experience; data collection to establish or confirm baselines and transparently track progress; and the subject matter expertise of program leaders and frontline staff who serve Californians daily; and

WHEREAS California led the nation in safely testing and implementing GenAI in the public sector, harnessing the power of transformative new technologies to drive efficiency and effectiveness at scale; and

WHEREAS California has recently launched a first-in-the-nation deliberative democracy program, Engaged California, to hear directly from Californians and to inform policymakers about the issues that affect them the most; and

WHEREAS California, endeavors to attract, retain, and develop employees who will support a modern and responsive state government and provide an excellent customer experience to all Californians, and our state workforce has deep expertise in the programs they run that can inform improvements to how the State delivers services to Californians.

NOW, THEREFORE, I, GAVIN NEWSOM, Governor of the State of California, in accordance with the authority vested in me by the State Constitution and statutes of the State of California, do hereby issue the following Order to become effective immediately:

IT IS HEREBY ORDERED THAT:

1. The Government Operations Agency (GovOps) shall work with the Department of Human Resources (CalHR), the Department of General Services (DGS), the Department of Technology (CDT), and the State Personnel Board (SPB) to improve operational effectiveness, boost efficiency, and enhance customer experience, enabling innovation in delivery of services and prioritizing at least the following areas:
 - a. CalHR, in consultation with SPB, shall identify options to streamline and modernize civil service hiring, modernize state exams, and remove or improve administrative processes that are unnecessary to meet legal requirements under civil service and other applicable rules.
 - b. CDT shall identify options to simplify IT project approval and IT procurement, develop shared IT contracting vehicles to reduce costs, and establish an enterprise marketplace for business tools, including tools utilizing artificial intelligence.
 - c. DGS shall identify options to further streamline procurement practices to ease administrative burdens on both state agencies and potential vendors, expedite necessary contracts, and lower costs, including assessing changes to streamline the approval process for Inter-Agency Agreements.

GovOps shall provide an update to the Governor's Office on implementation of this Paragraph, including any recommendations to pursue options identified by the departments, no later than August 15, 2025.

2. Each agency within my Administration shall, within 90 days of this Order, submit to the Governor's Office at least one proposal for a no-cost or low-cost idea to improve efficiency of operations within the agency or a constituent department, board, or office within the agency.
3. The Office of Data Innovation (ODI), in partnership with CalHR, shall leverage the Engaged California deliberative democracy platform to engage the state workforce to source innovative ideas to improve efficiency, effectiveness, and customer engagement in state programs. ODI shall launch a pilot project pursuant to this Paragraph no later than August 15, 2025.
4. ODI shall establish the Innovation Fellows Program (IFP) to create a sustainable framework for incorporating a focus on innovation around efficient and effective delivery of services in state government, as follows:
 - a. The IFP will be comprised of "Innovation Fellows," supervisors and exempt staff selected from departments and agencies, who will focus on fixing unique challenges facing their departments and agencies through innovative ideas to solve those challenges. The Fellows will receive training and support through the IFP, including from the other Fellows to identify

the challenge, develop ideas to address it, and present the recommendation to agency or departmental leadership, as appropriate, for potential adoption.


- b. Department executives shall support the IFP by granting identified Innovation Fellows the opportunity to participate in the IFP on a dedicated basis, independent of their other duties.
- c. ODI shall invite each agency within my Administration to select at least one person to participate in the initial cohort of Innovation Fellows and launch that cohort no later than August 15, 2025.

All State agencies subject to my authority shall, and all other public entities are requested to, assist ODI in administering the IFP.

IT IS FURTHER ORDERED that, as soon as hereafter possible, this Order be filed in the Office of the Secretary of State and that widespread publicity and notice be given of this Order.

This Order is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the State of California, its agencies, departments, entities, officers, employees, or any other person.

IN WITNESS WHEREOF I have hereunto set my hand and caused the Great Seal of the State of California to be affixed this 15th day of July 2025.



GAVIN NEWSOM
Governor of California

ATTEST:

SHIRLEY N. WEBER, PH. D
Secretary of State