



State of California

Department of Consumer Affairs  
State Athletic Commission

Strategic Plan  
2013 - 2015



## MISSION STATEMENT

The California State Athletic Commission is dedicated to the health, safety and welfare of participants in regulated competitive sporting events, through ethical and professional service.

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## VISION STATEMENT

California is the premier model for the safety and fairness of regulated sporting events.

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### Goal #1 Health & Safety

The Commission will continue to foster a safe and healthy environment for regulated competitive sporting events.

**Objective 1.** Diligently examine and analyze potential medical issues in the regulated sports, including traumatic brain injury, in order to maximize athlete safety.

- Neurological Fund Subcommittee notes from December 16th, 2013.
- This work is ongoing and not completed.

**Objective 2.** Establish a medical database for surveillance of health and safety sport-related issues among fighters licensed in California by January 1, 2014.

- Neurological Fund Subcommittee notes from December 16th, 2013.
- This work is ongoing and not completed.

**Objective 3.** Continue to evaluate and update new safety standards and products with the assistance of the Advisory Committee on Medical Safety Standards and at the direction of the Commission.

- According to business and professions code 18645, the Advisory Committee of Medical and Safety Standards shall consist of six licensed physicians and surgeons appointed by the commission
- The committee has met several times and their work is not completed.

**Objective 4.** Eliminate use of performance-enhancing substances by regulated athletes in California. Ongoing.

- The commission continues to perform random drug testing at regulated events.
- The commission reviewed a proposed Therapeutic Use Exemption language at the December 2013 commission meeting.

**Objective 5.** Review and update regulations pertaining to safety at events. Ongoing. The commission has been actively involved in updating and reviewing regulations in order to ensure participant safety. Specifically, the commission has/is doing the following:

- Recently issued a cease and desist letter regarding youth pankration in order to protect youth participants.
- The commission formed a subcommittee to study youth pankration and make recommendations to ensure its continued existence as a regulated and safe activity.
- The commission reviewed its delegation authority for amateur boxing and mixed martial arts to ensure events were in compliance and safely regulated.
- The commission discussed and recommended a transgender licensing regulation package at its December 2013 meeting.

**Objective 6.** Implement procedures for evaluating officials, including identifying qualified evaluators. By June 30, 2013.

- The Officials and Inspectors Evaluation Subcommittee (OES) created in 2013 started evaluating officials.
- The OES reported that all officials tested, as of December 2013, have passed.
- The OES will continue evaluating referees in 2014 and move on to judge evaluations.

**Objective 7.** Reevaluate and maximize training for inspectors, officials and physicians, as mandated by the Business and Professions Code. Ongoing.

- Conducts athletic inspector training every six months as required by law.
- Monitors athletic inspector training requirements and ensures only trained inspectors are assigned to events.
- Athletic inspector training conducted on:
  - Inspector Training December 16, 2012
  - Boxing Officials Training January 20, 2013
  - Inspector Training for Northern California January 12, 2013
  - MMA Officials Training - January 12, 2013
  - Inspector Training for Central/Southern California - June 9, 2013
  - Inspector Training Class - June 30, 2013
  - Inspector Training for Central/Southern California - December 7, 2013
  - Inspector Training for Northern California - December 11, 2013
  - Inspector Training for South/Central-June 1, 2014

**Objective 8.** Ensure that all licensing requirements been met prior to licensure. Ongoing

- Implemented a new hybrid filing system to better track physical fighter file information while storing some information in electronic format.

- Every fighter file and event packet has a checklist showing all required items needed for licensure.
- Athletic inspectors trained to ensure all fighter file checklist items are completed before a fighter is cleared to participate in an event.
- Promoter license database is being created to track requirements for licensure.

**Objective 9.** Seek legislation to modify the fine cap to permit a fine of \$2,500 or a percentage of the purse in order to more effectively deter those who violate commission laws and regulations. By June 30, 2014.

- The commission will seek this in summer of 2014.
- The Executive Officer communicated to promoters and managers that \$1 fighter contracts would no longer be acceptable as these contracts cause fines based on a percentage of purse to be less than a dollar.
- In the past, fighter contracts would be designed to pay the fighter \$1 and this created a problem when the commission would impose a fine.
- The commission will further evaluate the need for additional modifications to the fine cap.

**Objective 10.** Evaluate procedures for shutting down illegal events and consider augmenting resources and establishing better relationships with law enforcement agencies for effectiveness. By January 30, 2013.

- Working with the Department of Investigations (DOI), an investigative branch of the Department of Consumer Affairs, the commission has established parameters for investigating and shutting down illegal events.
- The commission utilizes sworn deputies/investigators at DOI to shut down illegal events.

**Objective 11.** Explore the potential need for blood tests of amateur athletes over the age of 16 that are similar to those required for professional athletes. By June 30, 2013.

- The commission delegates amateur athlete oversight to USA Boxing and CAMMO. (CAMMO requires a blood test.)
- The commission is considering delegating amateur kickboxing in the future and discussed this at the December 2013 commission meeting.
- It is highly likely that the commission will not regulate amateur athletes in the future as it chooses to delegate this authority. As a result, future amateur regulation changes are on hold for now.

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## **Goal #2 Operational Efficiency & Effectiveness**

The Commission will develop and maintain operational efficiency and effectiveness.

**Objective 1.** Implement the new DCA BreZE licensing database for all licensees. By December 31, 2013.

- The commission continues to work with the Department of Consumer Affairs to implement BreZE.
- Currently, the commission is in the last group to implement BreZE and anticipates beginning the process in 2015.

**Objective 2.** Review information technology and upgrade its application. By August 30, 2013.

- The commission recently evaluated its information technology needs and purchased 8 new desktop computers with dual monitors.
- A new high speed color copier/scanner was recently purchased and put into place. A long-term maintenance contract is in place and should serve the needs of the commission for years.

**Objective 3.** Work with the Department of Consumer Affairs (DCA) to conduct process review and improvement of the Commission's business processes, including, but not limited to, licensing, cash handling, budget analysis, complaint handling and calculations at events. Ongoing.

- DCA internal audits recently completed an audit of our processes and made numerous recommendations.
- The commission has implemented many of the internal audit recommendations made and continues to implement the remaining recommendations in the near future.
- The commission continues to work with assigned DCA staff to implement new policies and procedures and improve business practices.

**Objective 4.** Develop desk manuals for all business processes, and, where appropriate, checklists, as well as instructions and training for employees related to document maintenance and data entry into the BreZE system. By April 30, 2013.

- Checklists are now mandatory in every fighter file and event packet to ensure all documents are maintained.
- Desk manuals were delayed due to staff turnover in the past. Desk manuals will be created once staff assignments have been finalized.

**Objective 5.** Review the use and assignment of Athletic Inspectors, and modify current policy and procedures (including funding), if necessary. By January 1, 2013.

- As part of the Bureau of State Audits recommendations, the commission tracked detailed income and expense data for events over the last year.
- Our analysis of athletic inspector costs enabled the commission to implement new policies and procedures to reduce costs as much as possible.
- Athletic inspector costs have dropped over prior years and assignments use an athletic inspectors proximity to an event as a primary factor in making assignments.

**Objective 6.** Provide regular performance evaluations to staff including Individual Development Plans for full-time employees. Ongoing.

- The commission recently hired an Assistant Executive Officer. The AEO will begin this process soon.

**Objective 7.** Ensure that all data is maintained in central files at the Commission's headquarters and, as appropriate, entered into the computer system. Ongoing.

- The central filing system for fighter files and event packets has been overhauled to include checklists in each file.
- Fighter files are scanned into an electronic filing system before they are sent to the field for an event.
- Full electronic files are on hold for BreEZe implementation.

**Objective 8.** Review and modify California contracts and methods of paying officials to ensure they conform to the provisions of the Muhammad Ali Act. By January 30, 2013.

The Muhammad Ali Act requires judges and referees to provide a disclosure and/or statement prior to receiving compensation in connection with a boxing match.

***SEC. 14. REQUIRED DISCLOSURES FOR JUDGES AND REFEREES.***

*A judge or referee shall not be entitled to receive any compensation, directly or indirectly, in connection with a boxing match until it provides to the boxing commission responsible for regulating the match in a State a statement of all consideration, including reimbursement for expenses, that will be received from any source for participation in the match.*

- In California, a judge or referee is prohibited from receiving compensation directly as they are a contractor of the commission and paid based upon published commission scales.
- The Commission will ensure this language is included on the judge / referee application to ensure this requirement is adhered to by applicants.

**Objective 9.** Develop procedures for all field activities. By January 1, 2013.

- Upon hiring a new Executive Officer in November, 2012, an Administrative Manual was published a few months after.
- The Administrative Manual contained policies and procedures for all field activities.
- A new administrative manual is being compiled now and we anticipate a January 2014 publish date.

**Objective 10.** Seek legislation to change license renewal cycles from every 12 months to calendar year expiration on December 31 of each year. By December 31, 2014.

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### **Goal #3 National / International Leadership**

The Commission will work with national and international regulatory bodies to lead the development of optimal, uniform regulatory standards.

**Objective 1.** Work with Association of Boxing Commissioners (ABC) and other sanctioning bodies to ensure a parallel level of safety is maintained or exceeded. Ongoing.

- The Executive Officer is a member of the Association of Boxing Commissioners (ABC) and continues to work with the ABC and other sanctioning bodies to ensure a parallel level of safety is maintained or exceeded.

**Objective 2.** Develop and implement a therapeutic use exemption process that is consistent with the highest international standards. By December 31, 2013.

- Commissioners assigned to the Therapeutic Use Exemption Subcommittee presented their findings at the December 2013 commission meeting.
- The subcommittee's TUE Regulation was adopted by the full Commission in 2014 and is being sent to the Office of Administrative Law
- The commission expects to continue making progress in this area.

**Objective 3.** Collect and share research on athlete safety with national and international bodies. Ongoing.

**Objective 4.** Explore ways to make California the optimal place to hold regulated combat sporting events in the United States. Ongoing.

- The commission has worked with its stakeholders to ensure California is the optimal place to hold regulated sporting events.

- Dana White, President of the UFC recently praised California for our outstanding attention to detail in the assignment of officials at events.
  - California is leading the country in evaluation officials and establishing criteria to be a judge.
  - California has studied its regulatory fees as compared to other states and made adjustments to be more competitive and less burdensome on promoters.
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#### **Goal #4 Promote Diversity**

The Commission will actively promote diversity in the Commission's staff and its licensees.

**Objective 1.** Conduct outreach within the communities from which the regulated combatant sports derive their participants. Ongoing.

**Objective 2.** Work with DCA's Human Resources Office and other interested groups to recruit for inspector positions and licensed officials from the diverse communities comprising the public and participants in California. Ongoing

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#### **Goal #5 Pension Plan**

The Commission will assess the value, use and impact of the pension plan.

**Objective 1.** Adopt modifications, if necessary. By December 31, 2013.

- The commission is currently recommending statute changes to the pension program in order to better serve eligible fighters.
- The commission anticipates the recommended changes to the pension program will allow the commission to pay out more money to fighters and leave less money sitting in the fund.

**Objective 2.** Conduct an annual evaluation of the pension plan to ensure it meets the Commission's mission and vision. Ongoing.

- Evaluated our contract with Benefit Resources at a June 2013 commission meeting.
- Hold meetings with our pension administrator and investment advisor throughout the year to evaluate pension plan progress and discuss goals.



**Objective 3.** Develop and implement an aggressive plan to locate boxers who are eligible to receive benefits. By January 30, 2013.

- Worked with DCA public affairs to create a pension program brochure to pass out at events and gyms around the state to inform boxers of the program.
- Implementing changes in the pension law to use law enforcement tools to help locate eligible boxers.

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### **Goal #6 Neurological Program**

The Commission will assess the value, use and impact of the neurological program.

**Objective 1.-** Seek legislative and regulatory authority to allow the neurological program to fund creation and maintenance of a medical database using information gained from neurological examinations and other required examination. By January 1, 2013.

- Neurological Fund Subcommittee notes from December 16th, 2013.

**Objective 2.** Improve the current neurological examination. By June 30, 2013.

- Neurological Fund Subcommittee notes from December 16th, 2013.

**Objective 3.** Create a plan to use money in the existing Neurological Examination Account to improve athlete health and safety.

- Neurological Fund Subcommittee notes from December 16th, 2013.

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### **Goal #7 Promote Commission Public Awareness**

The Commission will proactively communicate its mission, vision and goals to stakeholders.

**Objective 1.** Establish a standard for existing outreach, information and presentations to other state commissions, including the Association of Boxing Commissioners (ABC).  
Ongoing.

**Objective 2.** Continue development of educational and informational materials.  
Ongoing.

- Created an Anti Bullying ad campaign and brochure.
- Partnering with school districts and professional fighters to deliver the anti bullying message.
- Created and distributed a pension program brochure for boxers.
- Created and distributed an CSAC Administrative Manual that contained forms, policies and procedures, regulations and guides for all of our stakeholders.
- Conducted multiple T.V. interviews about youth pankration and boxer's pension program.

**Objective 3.** Working with DCA’s Public Affairs Office, develop a communications plan for the Commission, which will include meetings with appropriate sports media (e.g., writers, editorial boards, television, etc.). By January 30, 2013.

- The commission has made itself available to the media in the past and will continue to work with the DCA's Public Affairs Office to develop a communications plan by July 2014.

**Objective 4.** Work with DCA’s Public Affairs Office to develop and distribute proactive news releases and respond, as appropriate, to statements about boxing. Ongoing.

- The commission continues to work with DCA's Public Affairs office to develop and distribute proactive new releases and respond to statements about boxing.

**Objective 5.** Redesign and update the commission’s web site to provide fill-in applications forms and make public licensee and enforcement information available on-line. By April 30, 2014.

- The commission is working with the Department of Consumer Affairs BreEZe project.
- As part of the BreEZe rollout, the commission anticipates updating many components of its web site, including fill-in application forms and information on licensees and enforcement actions.

## **Goal #8 Resource Optimization**

The Commission will develop and maintain adequate resources to achieve the Commission’s goals.

**Objective 1.** Review staffing levels and workloads. By January 1, 2013.

The commission recently evaluated workloads and staffing levels for submittal to the Department of Consumer Affairs as part of a long term financial plan.

**Objective 2.** Evaluate existing funding sources and make modifications if necessary. Ongoing.

- The commission recently evaluated its funding sources and make modifications.
- The pension plan and staff had inadequate administrative cost support from the pension fund and a legislative change was sought and received to ensure adequate funding.
- Additional funding sources were identified in SB 309 and signed into law ensuring additional revenue sources in 2014 and beyond.

**Objective 3.** Develop and implement a plan to locate and obtain fees due to the commission from low profile wrestling events, and issue fines to those failing to pay. By January 30, 2013.

- Commission staff now proactively identify wrestling events by monitoring promoter web site information.
- Staff send letters in advance informing wrestling promoters of the law pertaining to commission fees for wrestling events.
- Staff follow-up with request for payment letters if a wrestling promoter does not send payment in a reasonable time.