

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

August 1, 2016

2. Department

California Department of Food and Agriculture

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

Animal Health and Food Safety Services Division

4. CEA Position Title

Assistant Division Director

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

This CEA position will serve as the Assistant Division Director in the Animal Health and Food Safety Services Division (AHFSS) on policy development and implementation, legislative, regulatory, public relations and external matters and oversee the Antimicrobial Use and Stewardship program (AUSS). As a key policy and public relations expert, the Assistant Division Director will have extensive contact with a wide variety of individuals inside and outside state government. In addition to overseeing the AUSS program, the Assistant Director will serve as an integral part of the Director's Leadership Team providing AHFSS representation to the Department's executive level management. The AUSS program is an extension of the AHFSS' mission providing services to protect the public and animal health through prevention, detection, and eradication of livestock and poultry diseases and dairy contaminations incidents.

6. Reports to: (Class Title/Level)

Director, State Veterinarian CEA B

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): While the Assistant Director is not a member of the department Executive Team, the Assistant Director will function as an extension of the Executive Management Team overseeing the AUSS program.

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 Assistant Division Director, will be responsible for the Antimicrobial Use and Stewardship program (AUSS), managing the Animal Health and Food Safety Services' (AHFSS) new Health and Safety Program (HSP), and executing the duties of the Assistant Division Director to the State Veterinarian.

The AUSS prohibits the administration of antimicrobial drugs to livestock unless ordered by a licensed veterinarian through a prescription or veterinary feed directive pursuant to veterinarian-client-patient relationship and would prohibit the administration of antimicrobial drug to livestock solely for purposes of promoting weight gain or improving feed efficiency. Therefore, the Assistant Division Director will evaluate, plan, and direct AUSS' statewide statutory, regulatory, public relations and external affairs functions to ensure CDFA fulfills its obligation to provide the best achievable protection of the State's livestock. The Assistant Division Director will work with the Veterinary Medical Board, the State Department of Public Health, universities, and cooperative extensions, to develop antimicrobial stewardship guidelines and best management practices on the proper use of medically important antimicrobial drugs. The Assistant Division Director will be responsible for developing statewide policies and procedures related to antimicrobial drug sales and usage and livestock management.

The Assistant Division Director will lead the Antimicrobial Use and Stewardship program (AUSS) in developing critical studies that gather information on antibiotic use, development of resistance, animal husbandry practices and health outcomes. The AUSS program will function as a pioneer in the development of meaningful antibiotic stewardship programs for more than 30 different species or livestock production types that will have a ripple effect nationally as livestock move in and out of California. The Assistant Division Director will have oversight of the new program, which includes regulation compliance and strategic planning, policy development and implementation, and public/industry outreach and education.

The Assistant Division Director will also manage the policy and implementation of the AHFSS' new Health and Safety Program (HSP) to establish safety guidelines for employees as they are routinely exposed to hazards that can result in illness or loss of life as well as the safety of consumers. As an Assistant Division Director the CEA supports the State Veterinarian in providing services to protect public health, protect the health of California's livestock and poultry, provide safety of food at animal origin, and protect California livestock owners against losses due to animal theft and straying. It is mission critical that in upholding the AHFSS responsibility that the Assistant Division Director considers the health and safety of CDFA employees as potential outbreaks take place ensuring the appropriate measures are in place mitigating the prospective harm to employees, livestock and poultry, and Californians, as viruses arise such as the Avian Influenza.

The Assistant Division Director will also execute the duties of the Special Assistant in supporting the State Veterinarian in planning, developing, and organizing Division activities. In doing so, the Assistant Division Director will mentor Branch managers and ultimately provide solutions for a wide range of difficult management and administrative problems; will represent the State Veterinarian with governmental agencies, industry groups, university officials and at legislative hearings, and independently meet with representatives of these groups to acquire information, determine solutions, and gather consensus on a variety of issues that may result in policy change.

As a continuation, the Assistant Division Director will work closely with the Department's Information Technology Services to provide oversight, coordination, and guidance for implementation of the most complex Division information technology needs. Since geography plays a major role in understanding the dynamics of animal health and the spread of disease, accurate data has become increasingly important as we continue to use geographical information systems (GIS). Mapping outbreak events reveals spatial relationships, such as clustering, and allows analysis with other data such as transportation infrastructure or environmental factors. At any given time, AHFSS has three to six major, active, mobility computing development or data reporting projects, which require ongoing maintenance and operation, as well as more than 12 modules for the Emerging Threats Data Management Enhancement System, which also require maintenance.

**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: The CDFA's mission is to serve the citizens of California by promoting and protecting a safe, healthy food supply, and enhancing local and global agricultural trade, through efficient management, innovation and sound science, with a commitment to environmental Stewardship. The enactment of SB 27 found in the Food and Agricultural Code- FAC Division 7. Agricultural Chemical, Livestock Remedies, and Commercial Feeds mandates the CDFA to regulate the use of antibiotics in livestock and poultry through the outreach and enforcement of the appropriate use of all medically important antimicrobials.

The CDFA will be responsible for implementing a program to reduce or prevent antimicrobial resistance in Livestock in California by:

Goal 1 Oversight: Ensure veterinary oversight to protect livestock in California by requiring prescriptions or veterinary feed directives for all antimicrobials for growth promotion and limits preventative use.

Goal 2 Education: Provide outreach and enforcement of the appropriate use of all medically important antimicrobials in livestock, including those approved by FDA, for over-the-counter sales but whose use is restricted in California to include mandated veterinary oversight.

Goal 3 Mitigate: Develop and participate in antimicrobial use tracking and studies that consider surveillance for pathogen resistance, animal husbandry, and animal health outcomes. The ultimate goal to mitigate potential outbreaks.

Goal 4 Insure: Sponsor projects and collaborate with others to promote and develop training materials and decision making tools for veterinarians and animal owners that support good stewardship practices.

**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.**

The major change supporting the CEA A request is SB 27, Hill: use of antimicrobial drugs that was signed into law effective January 1, 2016.

The enactment of SB 27 mandates the CDFA to regulate the use of antibiotics in livestock and poultry through the outreach and enforcement of the appropriate use of all medically important antimicrobials. Beginning January 1, 2018, the new law prohibits the administration of medically important antimicrobial drugs to livestock unless ordered by a licensed veterinarian through a prescription or veterinary feed directive pursuant to veterinarian-client-patient relationship and would prohibit the administration of a medically important antimicrobial drug to livestock solely for purposes of promoting weight gain or improving feed efficiency.

The scope will include efforts targeting retailers, distributors, wholesalers, feed mills, veterinarians and the owners of the more than 75 million livestock in California. Special effort will have to be made to address animal health needs in areas where there are no veterinarians available and to ensure uses relative to Internet sales are compliant. The Assistant Division Director will need to generate guidelines targeting the estimated 50,000 farms and 9,000 veterinarians in California and participation in existing initiatives and supplements to ensure results positively impact activities that will reduce antimicrobial resistance in California. In order for the department to promulgate the appropriate usage of antimicrobial drug, the department needs a CEA to generate the policies and guidelines by which this new law will be implemented.

The new program justifies the request as the Assistant Division Director will lead the Antimicrobial Use and Stewardship program (AUSS) in developing critical studies that gather information on antibiotic use, development of resistance, animal husbandry practices and health outcomes. The AUSS program will function as a pioneer in the development of meaningful antibiotic stewardship programs for more than 30 different species or livestock production types that will have a ripple effect nationally as livestock moves in and out of California. The Assistant Division Director will have oversight of the new program, which includes regulation compliance and strategic planning, policy development and implementation, and public/industry outreach and education.

The Assistant Division Director will also manage the policy development and implementation of the AHFSS' Health and Safety Program (HSP). The Department's Health and Safety Officer Position was redirected in 2015, resulting in a gap for AHFSS. While this program will help protect both human and animal health from the risks associated with antimicrobial resistance, the purpose of HSP is to establish safety guidelines for employees as they are routinely exposed to hazards that can result in illness or loss of life as well as the safety of consumers. The Assistant Division Director supports the State Veterinarian in providing services to protect public health, protect the health of California's livestock and poultry, provide safety of food at animal origin, and protect California livestock owners against losses due to animal theft and straying. However, it is mission critical that in upholding the AHFSS responsibility that the CEA considers the health and safety of CDFA employees establishing safety guidelines as potential outbreaks take place ensuring the appropriate measures are in place mitigating the prospective harm to employees, livestock and poultry, and Californians as viruses arise such as the Avian Influenza. Since geography plays a major role in understanding the dynamics of animal health and the spread of disease, accurate data has become increasingly important as we continue to use geographical information systems (GIS). Mapping outbreak events reveals spatial relationships, such as clustering, and allows analysis with other data such as transportation infrastructure or environmental factors.

### 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 CDFA will develop and implement policy impacting not only the State of California but the entire nation as well for the AUSS program in the following areas: Program Administration, Regulated Use of Antibiotics in Livestock, Stewardship Guidelines and Best Management Practices, and Monitoring of Sales, Use, Management Practices, and Resistant Pathogens.

**Program Administration:** The Program Administration will be responsible for budgetary and expenditure tracking, contract and procurement analysis, compilation of status reports including the report for the Legislature as mandated in FAC Section 14405, website maintenance, inspection and sampling records control, correspondence, including enforcement actions, and answering public and industry inquiries.

**Regulated Use of Antibiotics in Livestock:** Through the Regulated Use of Antibiotics in Livestock, California is the only state in the Nation that no longer allows any medically important antibiotics to be sold over-the-counter. FAC Section 14401 and 14402 state that beginning January 1, 2018, all medically important antimicrobial drugs be administered only under the order of a licensed veterinarian through a prescription or veterinary fee directive for specified purposes. The CEA will have the authority to request and receive copies of veterinary feed directives from livestock owners, veterinarians, or distributors to fully implement the provisions of FAC section 14406. CDFA needs baseline data to evaluate the first in the nation policies on use when they come into effect.

**Stewardship Guidelines and Best Management Practices:** The Stewardship Guidelines and Best Management Practices require understanding diseases common to each species/production type, factors that influence disease status existing resistance patterns of most common pathogens for each, actions that effectively mitigate resistance, health outcomes associated with various actions, practicality of successfully implementing certain measures in a farm setting, specific antibiotic use decision-making tools and effectiveness monitoring. Therefore, FAC Section 14404 requires CDFA to consult with Veterinary Medical Board (VMB), the State Department of Public Health, universities, cooperative extensions, to develop antimicrobial stewardship guidelines and best management practices.

**Monitoring of Sales, Use, Management Practices, and Resistant Pathogens:** FAC Section 14405 requires the Monitoring of Sales, Use, Management Practices, and Resistant Pathogens. CDFA will contract with the California Animal Health & Food Safety (CAHFS) Laboratory (\$750,000 in FY 2016-17 and \$500,000 ongoing) for pathogen surveillance and antimicrobial resistance testing of samples collected under statewide monitoring program. CDFA must know how the use of medically important antimicrobial drugs impacts the development of resistance in order to substantiate existence of drug resistant bacteria or suggested modifications to drug usage practices.

CDFA must ensure veterinary oversight by requiring prescriptions or veterinary feed directives for all medically important antibiotics administered to livestock and prohibit the use of medically important antimicrobials for growth promotion; and develop studies and gather data to evaluate all of the diverse variables that may be effecting the development of resistance in not just one species but in all the livestock species and production systems.

The scope of the outreach and enforcement will include efforts targeting retailers, distributors, wholesalers, feed mills, veterinarians and the owners of more than 75 million livestock in California. The scope of the developing and tracking of the antimicrobial participations is estimated to target 50,000 farms and 9,000 veterinarians in California.

**C. ROLE IN POLICY INFLUENCE (continued)**

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

The Assistant Division Director will function as a top administrative advisor to the Division Director/ State Veterinarian CEA B on issues related to the CDFA's Animal Health and Food Safety Services Division.

The Assistant Division Director will have primary oversight of the new Antimicrobial Use and Stewardship program (AUSS), which includes formulating policies and procedures ensuring compliance and strategic planning by developing critical studies that gather information on antibiotic use, development of resistance, animal husbandry practices and health outcomes. Since the AUSS program will function as a pioneer in the development of meaningful antibiotic stewardship programs for more than 30 different species or livestock production types that will have a ripple effect nationally as livestock moves in and out of California, the Assistant Division Director will have independent decision making authority.

The Assistant Division Director will also have independent decision making authority for all policy development and implementation of the AHFSS' new Health and Safety Program (HSP). The Assistant Division Director is responsible for establishing safety guidelines for AHFSS employees as they are routinely exposed to hazards that can result in illness or loss of life as well as the safety of consumers. It is mission critical that in upholding the AHFSS responsibility the Assistant Division Director considers the health and safety of CDFA employees as potential outbreaks take place ensuring the appropriate measures are in place mitigating the prospective harm to employees, livestock and poultry, and Californians. The Assistant Division Director will support the State Veterinarian in providing services to protect public health, protect the health of California's livestock and poultry, provide safety of food at animal origin, and protect California livestock owners against losses due to animal theft and straying.

The Assistant Division Director will have independent decision-making authority in assisting the State Veterinarian in the planning, developing, and organizing of Division activities. In doing so, the Assistant Division Director will mentor Branch managers and ultimately provide solutions for a wide range of difficult management and administrative problems, represent the State Veterinarian with governmental agencies, industry groups, and university officials and at legislative hearings, and independently meet with representatives to acquire information, determine solutions, and gather consensus on a variety of issues.

The Assistant Division Director will have fully-delegated authority over policy creation of the AUSS and Health and Safety programs, resource allocation, and over licensee disciplinary matters. The CEA will work with State, federal, and local agencies on overlapping multi-jurisdictional statewide enforcement activities as necessary.

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

The Assistant Division Director, will be responsible for the Antimicrobial Use and Stewardship program (AUSS), managing Animal Health and Food Safety Services' (AHFSS) new Health and Safety Program (HSP) and as such will be developing and implementing new policy ensuring the mandate of SB 27 is upheld and the safety of employees, livestock, and consumers is in the forefront. For the AUSS program, the Assistant Division Director will formulate policy based on information gathered relating to antibiotic use, development of resistance, animal husbandry practices and health outcomes. The Assistant Division Director will evaluate needs of the HSP to establish safety guidelines for employees as they are routinely exposed to hazards that can result in illness or loss of life as well as the safety of livestock. The Assistant Division Director will also interpret and implement existing policy to support the State Veterinarian in the planning, developing, and organizing Division activities.