

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

2019-09-09

2. Department

Governor's Office of Emergency Services (Cal OES)

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

Planning, Preparedness, and Prevention

4. CEA Position Title

Assistant Director for Preparedness

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

The CEA/Assistant Director for Preparedness will provide strategic, high-level oversight of all of Cal OES' emergency planning and preparedness programs and initiatives. This includes disaster planning, continuity planning, seismic hazards (earthquake/earthquake early warning, tsunami, volcano), radiological and bioterrorism planning, and dam safety planning.

6. Reports to: (Class Title/Level)

Deputy Director, Planning, Preparedness and Prevention Directorate (Exempt)

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 CEA will advise and consult with the Deputy Director in establishing, reviewing, and implementing policies and plans across the emergency management spectrum. Develop and maintain processes, policies, procedures, and provide guidance for the disciplines within areas of responsibility, to include both internal and external stakeholders and functions, and implement new and existing preparedness programs to ensure goals and milestones are established and met in support of the Cal OES mission. The CEA will identify, establish, and implement necessary statewide policy updates to address new/emerging trends and issues across the range of Preparedness programs. The CEA will ensure strong cross-agency collaboration internally and externally to Cal OES on all matters of preparedness. The CEA will also oversee administrative functions at a high level including resource management and budgeting. The CEA will also be expected to represent Cal OES at high level presentations and speeches, meetings, coordination with the Governor's Office, members of the Legislature and Congress, and local officials.

The CEA will oversee three Branches: Planning and Preparedness, Seismic Hazards, and Dam Safety Planning. The CEA will establish, review, and implement policies across the emergency management spectrum by analyzing state and national emergency management policies and guidance, such as the Standardized Emergency Management System, California Emergency Services Act, Governor's Directives, National Response Framework, National Incident Management System, and the Presidential Directives.

Planning and Preparedness includes all disaster planning (including planning for catastrophic events such as large magnitude earthquakes), continuity planning, radiological planning, and bio-terrorism planning. The CEA will coordinates with state agencies to ensure their readiness for disasters through the development of Emergency Support Functions, as well as in specialized areas such as medical/health, pet and animal preparedness, schools preparedness, and mass care/shelter.

Planning and Preparedness recently acquired new programs that include community preparedness and surge capacity functions.

Seismic hazards coordinates statewide planning and public education related to earthquakes, tsunami, and volcanic hazards. Importantly, this Branch is lead for implementing Earthquake Early Warning across California, the first state in the nation to do so.

Dam safety planning is a new function at Cal OES resulting from SB 92. This requires Cal OES to review and approve Emergency Action Plans for approximately 1,000 regulated dams in California of all sizes and degrees of hazard, both public and privately-owned.

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 preparedness programs overseen by the CEA are directly tied to the Cal OES mission and goals (listed below). The CEA will direct all areas of state-level preparedness for disasters and emergencies. This entails a vast scope that influences local government, federal government, state government at-large, private sector partners and individuals. The CEA will need to understand current preparedness systems and resources, project future needs, and design and implement programs to steer change and improvements. The CEA will implement new programs to meet agency directives—such as disaster surge and community planning—as well as legislative directives. The CEA will oversee the design and implementation of an investment portfolio to ensure the continued development and sustainment of the state's earthquake early warning program. The CEA will develop preparedness-related budget changes, advise on statute changes, and steer programs both within and external to Cal OES. The CEA will be responsible for aligning the state's Climate Adaptation goals with Cal OES programs, and as such will shape the investment of mitigation and other grant dollars. Specifically, the CEA for Preparedness will be responsible for the implementation of Goal 2.

The Cal OES mission is to protect lives and property, build capabilities, and support our communities for a resilient California.

We achieve our mission by serving the public through effective collaboration in preparing for, protecting against, responding to, recovering from, and mitigating the impacts of all hazards and threats.

Goal 1. Anticipate and enhance prevention and detection capabilities to protect our State from all hazards and threats.

Goal 2. Strengthen California's ability to plan, prepare for, and provide resources to mitigate the impacts of disasters, emergencies, crimes, and terrorist events.

Goal 3. Effectively respond to and recover from both human-caused and natural disasters.

Goal 4. Enhance the administration and delivery of all state and federal funding, and maintain fiscal and program integrity.

Goal 5. Develop a united and innovative workforce that is trained, experienced, knowledgeable, and ready to adapt and respond.

Goal 6. Strengthen capabilities in public safety communication services and technology enhancements.

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.

California has in the past several years faced increasingly devastating disasters with unprecedented impacts in terms of loss of lives and property. Climate projections show that the threat of disasters will only continue to increase. At the same time, the July 2019 earthquakes in Southern California were a reminder of ever-present seismic threat. California's population continues to grow, and as a state we must increase our efforts to prepare and buy down risk from disasters.

Recognizing this, a number of key initiatives have been put into place by the state to better prepare California for disasters. In the 2016 and 2017 budget years the earthquake early warning and dam safety planning programs were instituted and will be overseen by this CEA. In the 2019 budget year, a new community preparedness program was added to enhance the ability for Cal OES to provide technical assistance, standardization, and improved public education in all areas of disaster planning and preparedness for cities, counties, communities and community-based organizations. A number of state agencies also have augmented their programs to better align with and meet expectations for their respective roles in disaster response and recovery; this increases both the complexity and workload for Cal OES Preparedness to coordinate across state government and ensure consistency and unity of effort.

Disaster preparedness has become increasingly complex, requiring better leverage of not only government but also private sector and technology. Disaster preparedness cannot be static and must keep pace with society's changes to include increasing use of technology, lifeline interdependencies, aging infrastructure, and societal challenges such as affordable housing, socio-economic vulnerabilities, etc.

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 CEA will support the Deputy Director's vision by establishing, reviewing, and implementing policies and plans across the emergency management spectrum, implementing new state and national emergency management laws, regulations, policies, and guidance. The incumbent will identify, establish, and implement necessary statewide policy updates and new solutions to address emerging trends and issues across the range of preparedness programs. Furthermore and accordingly, the CEA develops policies, legislative proposals and budget changes

Manage and direct emergency functions providing assistance to local agencies (i.e. cities and counties) with emergency planning previously assigned to the Cal OES Regions. The duties have been reassigned to State Mitigation Planning, Local Mitigation Planning, and Dam Safety Planning programs. There has been no consistency or standardization across the state, and no way for Cal OES to track or measure the readiness of local government. The reassignment of these duties does not effect the allocation for the positions previously performing the work. With the increasing complexity of disasters both in response and recovery, a paradigm shift is needed to better support and measure local planning. The CEA will be responsible for all facets including scoping, stakeholder input, implementation, and outcomes.

Earthquake Early Warning: California is on a fast track to move from a demonstration to a live system by the end of 2019. Working with the PM III of seismic hazards, the CEA will be responsible for this critical deliverable. The Earthquake Early Warning program has a number of stakeholders and interests, which have at times competed with or been at odds with California's goals. The stakes are high for this program, to protect California's substantial investment, implement a system before the next large earthquake, and also ensure reliability and accuracy. This requires a great deal of finesse to navigate the programs' many complicated relationships and facets and meet its benchmarks.

State Agency Readiness: State agencies have varying degrees of dedicated resources for emergency preparedness; however California's emergency plan is wholly dependent on all of state government to provide critical expertise and perform specialized functions to respond and recover from disasters which can happen at any time and at any scale. This dependency has increased as disasters have become larger and more complex and challenging, particularly in recovery. While state agencies are expected to respond to emergencies (sometimes for weeks and months), they are still expected to provide day to day services to the public. All of this has lead to a greater need for coordination and support to state agencies in both resource augmentation and surge capacity to meet daily functions and disaster needs. This all comes together under Cal OES Preparedness through several programs including the Emergency Support Functions, catastrophic disaster planning, continuity program, and surge capacity program.

C. ROLE IN POLICY INFLUENCE (continued)

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

The CEA will be responsible for all budgeting, hiring, succession planning, contract development/approvals, and setting/maintaining strategic plan metrics within their area of responsibility. Will identify, establish, and implement necessary statewide policy updates and new/emerging trends and issues across the range of Preparedness programs. Assist in departmental planning, policy setting, policy implementation, and the decision making process to include analyzing state and national emergency management policy and guidance, such as the Standardized Emergency Management System, California Emergency Services Act, Governor's Directives, National Response Framework, National Incident Management System, and the Presidential Directives.

The CEA will also be responsible for several high-profile initiatives, namely the earthquake early warning system, that have stakeholder interests that include the Governor's Office, state legislature, congress, federal agencies, and local elected officials. The focus and scrutiny on this program will increase as implementation gets closer.

In general, the CEA will steer all preparedness programs for Cal OES, determine policies, best practices, and allocation of resources for the state's preparedness programs, and oversee the Preparedness Branch, Seismic Hazards Branch, and Mitigation and Dam Safety Planning Branch. Will make recommendations to executive staff, and identify and prioritize issues that are critical to the Cal OES mission, state government operations, and the lives of Californians.

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

Both. The California Emergency Services Act provides Cal OES broad authority for emergency management to include preparedness and planning. This includes the authority to task state government agencies to perform work outside their normal mission areas, regardless of cost or impact. No other state in the nation (that we are aware of) has as broad or as powerful an emergency management authority. Much of the CEA's work area will be interpreting and implementing existing directives of the ESA.

One of Cal OES' primary goals is to strengthen the state's ability to plan, prepare for, and provide resources to mitigate the impacts of disasters, emergencies, crimes, and terrorist events. As California's population grows, disasters and emergencies continue to increase in frequency, duration, and severity due to climate and other factors. Recognizing this, Governor Newsom invested over \$1 billion in emergency preparedness and public safety in his 2019/20 budget. The CEA will be responsible for not only meeting Cal OES preparedness goals, but also those of state government and California overall. One of the CEAs key responsibilities is the designation of state agency roles and responsibilities in preparation for, response to, and recovery from disasters. The CEA will be instrumental in shaping how state government organizes for disaster and emergencies, and as such will consult on, evaluate, and/or develop policies, budget proposals, legislation, and other needed program changes. The CEA needs to anticipate, expect, and assist the Deputy Director in the development of new policy. Emergency management is a constantly evolving field, each disaster is different from the last and often highlights critical issues that have not been confronted before, necessitating the rapid implementation of new policies or programs for preparedness.