

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

May 2, 2019

2. Department

California Health and Human Services (CHHS) Agency

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

Office of the Surgeon General

4. CEA Position Title

Staff Director

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

The Staff Director serves as an integral component in the formulation of policy to achieve the mission of the Office of the Surgeon General (OSG). As a member of the executive management team, the Staff Director will be responsible for the overall management of the OSG. These responsibilities allow the OSG to fulfill its primary mission of expanding the boundaries by not only engaging with the traditional health care and public health sectors, but by also engaging other sectors such as education, housing, and transportation. The OSG will inform, empower, and activate Californians to better health to align with the vision of Governor Newsom.

6. Reports to: (Class Title/Level)

Surgeon General, 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 Office of the Surgeon General (OSG) is the first in California. Governor Newsom's vision is to address healthcare from a preventive measure, rather than reactive, while focusing on the latest science. The OSG will be addressing the ever increasing unacceptable levels of health disparities across California. The Governor is also looking to the OSG to expand the work around childhood trauma, early childhood health and address the ways that early adversity manifests in affecting health throughout the life span.

While addressing child health and well being, the OSG will particularly focus on adverse childhood experiences (ACE), developmental screening and the science of toxic stress. The effects of ACE, manifest in terms of chronic diseases. Early adversity is a root cause of some of the chronic disease issues and the biggest drivers of health care cost. These chronic diseases typically show up in adulthood in the forms of heart disease, stroke and lung disease.

As a member of the executive management team, the Staff Director will develop and oversee the programmatic and operational functions for the OSG's administrative functions. The CEA will be developing and implementing policy matters that govern the OSG's administration and will work with the California Health and Human Services (CHHS) Agency, executive staff, legal and stakeholders to ensure the OSG is compliant with oversight policies.

The Staff Director will examine statutory and/or regulatory changes based on external and internal trends including economic and fiscal data and identify strategies to formulate policy on issues impacting the OSG. The Staff Director will identify policy priorities and work to resolve policy issues with stakeholders, including state and federal partners and OSG network of service providers.

In addition, the Staff Director will be responsible for policy decisions on behalf of the OSG on the State Health in All Policies (HiAP) Task Force which brings together state agencies to promote health, equity, and environmental sustainability through inter-agency collaboration for all residents to maintain a healthy lifestyle. The HiAP Task Force advises the Strategic Growth Council on priority programs, policies and strategies to improve the overall health of Californians and promote health, equity, and environmental sustainability through inter-agency collaboration.

California is only the fifth state to create an OSG and with health disparities increasing, it is imperative the Staff Director develop and implement policy to ensure the success of the OSG. The OSG will be under extreme scrutiny, as the Governor's Office and other states will be watching closely to learn more about the roles and responsibilities of the OSG.

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 mission of the California Health and Human Services Agency is that "All Californians, especially those most at risk or in need, have the opportunity to enjoy a high quality of life as measured by the sound physical, mental and financial health of children, adolescents and adults; strong and well-functioning families; safe and sustainable communities; and dignity for all.

The newly established Office of the Surgeon General is part of Governor Newsom's vision to address healthcare from a preventive, rather than reactive, frame reflects a keen appreciation of the latest science as well as a deep commitment to the health of California children and families.

The Office of the Surgeon General will address the social determinants of health, those social conditions that impact the root cause of health conditions, especially adverse childhood experiences and the effects of toxic stress on children and the impact on future health outcomes.

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.

On January 7, 2019, Governor Newsom issued Executive Order (N-02-19) to establish the Office of the Surgeon General (OSG). California has the fifth largest economy in the world and is the fifth state to create a OSG. The Governor created the OSG with the recognition that government has a unique opportunity to bring individuals together from different backgrounds and with unique expertise to identify evidence-based interventions that will not only improve health outcomes but address the underlying social factors that result in poor health.

Over the last decade, the peer-reviewed research on what many refer to as the “social determinants of health”, these social factors that drive the health and well-being of individuals, has advanced substantially and our understanding of what interventions can be used to improve health outcomes has grown. In addition, environments (especially in early childhood) interact with an individual’s genetic susceptibility to alter life-course health.

There is a recognition that experiences and exposures especially early in life have substantial influence on an individual’s health and well being. These factors may include exposure to abuse, neglect and violence (Adverse Childhood Experiences) and can lead to long-term changes in neurological, hormonal, immune and genetic regulatory functioning (toxic stress) and increase risk of stress related disease and early death. It is also recognized that lack of availability of resources to meet daily needs, such as education and job opportunities are also risk factors for negative health outcomes and may mediate or moderate the toxic stress response.

The OSG will help bring awareness and solutions to California's health care system's biggest quandaries, and will be responsible for leading efforts to combat the root causes of serious health conditions by using this platform to reach families across the state and raising awareness of adverse childhood experiences and toxic stress. The Staff Director will be responsible for the overall management of the OSG, and serve a vital role in developing policies and strategies to reach families across California to address the unacceptable level of health disparities across the state.

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.

On January 7, 2019, Governor Newsom issued Executive Order N-02-19 to establish the Office of the Surgeon General (OSG). This position is critical and will serve a vital role in developing policies and procedures for the programmatic and operational functions for the OSG's administrative functions.

The Staff Director will serve as a member of the executive management team and will be responsible for developing and implementing administrative policies to support the primary mission and strategic goals of the Office of the Surgeon General.

The Staff Director will consult with and provide expert policy management consultation to the Surgeon General, the Health and Human Services Agency and the Governor's Office regarding sensitive policies, procedures and program management. Oversight will involve formulation and interpretation of statutory and/or regulatory changes affecting the health of all Californians, particularly as it relates to adverse childhood experiences (ACE), developmental screening and the science of toxic stress.

The mission of the OSG is to promote health equity by addressing the unacceptable levels of health disparities across California. The Staff Director will play a key role in developing policies and procedures to ensure the success of the OSG and success of the Governor's initiative.

C. ROLE IN POLICY INFLUENCE (continued)

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

The Staff Director coordinates programmatic and operational functions for the OSG's administrative functions, as the Surgeon General will travel the state to listen to the unique challenges that communities in each region face when addressing the root causes of serious health conditions and health disparities. The Staff Director will be responsible for overseeing staff, the budget and all office related functions. The Surgeon General will be bringing together community members, healthcare providers, and leaders to round-tables across the state, thereby allowing the OSG to support communities with prevention and treatment.

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

The CEA position will be developing new policy as the Office of the Surgeon General is new for California and there are no policy guidelines in place.