

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

March 16, 2026

2. Department

Department of Pesticide Regulation (DPR)

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

Office of Technology Services Division

4. CEA Position Title

Deputy Director, Chief Information Officer

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

Under the administrative direction of the Chief Deputy Director, the CEA will serve as DPR's Deputy Director and Chief Information Officer (CIO) overseeing the Office of Technology Services Division (OTSD). The CEA will be the key strategic position overseeing all IT initiatives and efforts, and is responsible for developing and implementing technology policy, overarching strategy, and continuous innovations across DPR. The CEA provides the highest level of consultation, advice, and strategic planning to the Director, Chief Deputy Director, and other Deputy Directors on IT program and policy issues, technology advancements and feasibility, stakeholder engagement, risk assessment, and program improvement in support of DPR's mission.

6. Reports to: (Class Title/Level)

Chief Deputy Director (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): The position will work alongside the other Deputy Directors within DPR and will have continuous, direct contact with the Director and Chief Deputy Director in support of DPR's mission.

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.

Under the administrative direction of the Chief Deputy Director, serves as DPR's Deputy Director and Chief Information Officer (CIO) overseeing the Office of Technology Services Division (OTSD). The CEA acts as the department's key strategic position overseeing all Information Technology initiatives and efforts. In this capacity, the CEA is responsible for developing and implementing technology policy, overarching strategy, and continuous innovations across the department. The CEA will have management responsibility for DPR's fully centralized information technology (IT) activities and functions, and will work with the other Deputy Directors, external collaborators, stakeholders, and interested parties to accomplish the goals and objectives of the Department.

Serves as the principle policy maker for establishing IT-related policies and standards and must apply an advanced level of organizational understanding in formulating departmental strategies pertaining to application development, maintenance, and other highly technical issues in support of business processes and strategic direction established by executive management. The CEA formulates policy and initiatives to support the department's mission through technology. Adapts State and Federal policy to the department's environment considering DPR's interests. Ensures departmental adherence and compliance with Certification of Operational Recovery, Agency Information Management Strategy, and other control agency requirements. The position additionally serves as the face and external representation for the department's work, policies, innovation and technology platforms to interested parties in local government, advocacy groups, and community groups.

Partners closely with CalEPA's Agency Information Officer alongside fellow CEAs to develop and adopt Agency-wide policies and deliver Agency-wide enterprise services, and is responsible for developing and articulating DPR's overarching IT vision and strategy to align with both the department's mission as well as Agency-wide directives, strategic plans, and statewide mandates (e.g. CDT, Governor's Office). Oversees Agency's shared services manager to support broader agency-level IT initiatives. Managing the relationship with, and contributing resources to, a "shared services" model requires direct involvement in developing and delivering IT services that span multiple departments and/or the entire Agency. This is a crucial executive-level responsibility, requiring policy coordination, resource allocation decisions, and strategic planning beyond the confines of a single department's internal operations.

Leads DPR through digital transformation efforts, modernizing systems, and adopting emerging technologies. These initiatives are often influenced by, and contribute to, Agency-wide and statewide technology roadmaps and innovation priorities defined by the State CIO. Establishes IT strategy and connection to the department's strategic plan and outcomes for all Californians. Identifies inefficiencies in the organization and applies innovative concepts and solutions to improve programmatic functions.

Serves as the key advisor to the department directorate on DPR's complex Information Systems and Technology network infrastructure. In a consultative capacity, partners with department directorate to prioritize organizational projects that require IT components. Reviews and provides recommendations regarding the approval of DPR's feasibility studies. Ensures the organization has the proper resources including budget, staff, and time allocation. Ensures sponsorship, advocacy, partnerships, and oversight are well versed and engaged in DPR project activities.

Serves as the strategic liaison between county agricultural commissioners and DPR, CalEPA, and other state partners. Provides technical oversight to build and maintain automation of departmental programs that coordinate with county oversight. These are departmental programs of greatest consequences overseeing pesticide permitting and use reporting requirements.

Develops, mentors, and leads IT staff at all levels by establishing a vision and strategic direction for OTSD. Identifies skill gaps, subject expertise, and training needs for IT in order to build an effective team. Establishes a cohesive and constructive working environment conducive to continuous improvement. Measures and evaluates customer satisfaction with OTSD systems and services, recommending and implementing appropriate course corrections and improvements.

Develops and oversees OTSD's annual operating budget. Works cooperatively and promotes relationships with Agency, departmental staff, county staff, and industry (e.g., IT vendors). Serves as a DPR leadership and technical representative with various stakeholder groups including community advocacy groups, grower associations, and other government bodies outside the State of California. Participates in external IT forums and keeps abreast of new technologies, technology and data governance, and resources that support the expertise, service, and efficiencies across the department.

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: DPR's mission is to protect human health and the environment by fostering sustainable pest management and regulating pesticides. Information Technology plays a key role in implementing this mission by incorporating automation and technology that efficiently supports the department's work to protect all Californians.

The department's core values are accountability, collaboration, continuous improvement, and integrity. The CEA will hold the department accountable by overseeing efforts to increase transparency through data visualization. The CEA will improve collaboration through creating opportunities to share data with key stakeholders and implement new open data pipelines. The CEA seeks opportunities to improve processes at the enterprise level. Lastly, the CEA will uphold integrity throughout the department by ensuring that the department meets all necessary security and privacy requirements.

The CEA will identify strategic through lines through all goals identified in the 2024-2028 DPR Strategic Plan to incorporate technology to streamline, problem solve and implement milestones. Specifically, the CEA will lead development of new programs identified in "Goal 3: Foster Engagement, Collaboration, and Transparency" and "Goal 4: Increase Organizational Efficiency and Innovation." In both instances, IT has been tasked with starting new units for data and data governance as well as deploying large scale systems to improve Registration and Licensing processes. The CEA is required to lead these efforts with key oversight partners, adopt or adjust regulations and policies to meet new system requirements, and lead the department through cross functional development that spans across multiple branches.

The CEA will formulate, implement, and evaluate departmental programs, procedures, and policies related to IT, which provides support to the other divisions/branches within the Department and has an affect on DPR operations and the department's ability to meet its mission and goals.

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.

In order to effectively support existing and new programs, respond to increasing pressures and external interest in technology and efficiencies, and proactively leverage ongoing advancements in the IT field, DPR must consider key leadership roles with appropriate classification to support the content of the work while building capacity for strategic and proactive planning. This approach includes reclassifying an IT Manager II to a CEA-level CIO to reinforce the importance and understanding that technology leadership is a core executive function essential for achieving departmental and agency missions, and for aligning with the State CIO's overarching goal of leveraging technology to improve government services and efficiency across California.

Recent policy commitments and political interest in the department bill requires increased efficiencies across DPR, paired with greater transparency into the department's work and progress to accelerate the registration of alternative and sustainable pest management solutions and reevaluation of pesticides. The CEA-level CIO is needed to be the face and support for these initiatives - both in the development and implementation and also in the stakeholder management and coalition building needed to support this work externally.

In fiscal year 2024/2025, DPR received additional budget funding that increased the department's total staffing by 25%, including 17 additional IT positions over three fiscal years. Additional funding was also allocated to the department to support new programs, complete long-standing and necessary projects, and support improvements to operational processes. The CEA would be key in providing strategic oversight and vision to these new programs and staff to accomplish the requirements identified in the recent policy bill, AB 2113, outlined in the department's Strategic Plan and associated new funding.

Many of DPR's new requirements and commitments contain significant IT components or involvement. From new requirements for the website to greatly increasing the timing of reevaluations, all require IT resources to support, lead or meet goals. One of the primary examples is overseeing the new CalPEST system which has greatly overhauled the registration and related processes. This is one of the primary ways that the department anticipates improving timing in pesticide registrations and reevaluations. This system is expected to continue to evolve and will require strategic oversight to ensure its future success. The new transparency requirements also tie closely with IT resources to initiate new ways to provide data and information to our stakeholders through visualization and simpler ways to access our key services. This requires new programs, staffing, policy development, and expertise in areas that have not previously been present at the department.

Beyond departmental changes and expansions, the IT landscape is greatly changing. The CEA will be responsible for the oversight and adoption of the rapidly changing and evolving GenAI technologies to support operational efficiencies and innovations while also maintaining strict security and privacy policy and controls. As fast as GenAI is evolving, the increase in strategic leadership in this role will be key in ensuring safe and effective adoption. To allow this position to take on the additional CEA-level workload, daily operational functions and project and business development functions will be handled by the IT Manager I's in OTSD, who will provide a direct point of contact for management and staff within the department.

Additionally, taking into consideration all the changes mentioned above, this position will be expected to work at the same level of responsibility and external-facing leadership, with a comparable consequence of error, as the other CEAs within DPR. To ensure equity, this position should be at a CEA level.

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 exercise independence and authority in developing, implementing, directing, and evaluating DPR's IT policies and programs, and will provide consultation to the Director and Chief Deputy Director on mission-critical policy and program issues with respect to IT. The CEA will provide direction to subordinate managers with an emphasis on compliance with relevant laws, rules, and regulations, as well as align program performance with departmental strategic goals and objectives. The CEA will respond to requests, participate in briefings and meetings, and serve as an external voice on DPR's IT expertise, efficiencies, and integration with technology to serve the public and other areas of stakeholder interest.

The Department's mission is to protect human health and the environment by fostering sustainable pest management and regulating pesticides. To support this mission, DPR has implemented regulations and services to ensure the protection of the State. The CEA will be directly involved in policy in all instances where technology is required to support the business operations including the data gathering, architecture, integrations, and automated services. Some specific examples of policy areas include, but are not limited to:

Transparency: The CEA is responsible for working closely with the Directorate and other Deputy Directors on data visualization, technology services such as SprayDays California that directly meets the information and transparency requests from the public and broader efficiencies work to improve the department's foundational, technology infrastructure. The CEA will hear from and engage with impacted stakeholders and the public as part of the development of these programs, communications, visualization tools and services.

Generative Artificial Intelligence (GenAI): The CEA will establish policies, standards, and procedures for the safe adoption of GenAI tools across DPR's technology. Policies will align with the Governor's Executive Order N-12-23 which directs all state entities to accelerate data use and standardization of data. In this role, the CEA will provide analysis of risks, financial impacts, staffing impacts, and organizational change impacts when leveraging GenAI tools. As AI technology continues to adapt and change, policies, standards, and procedures will be continually reviewed and updated to ensure compliance with the California Department of Technology (CDT) directives, policies, and guidelines, State Contracting Manual (SCM-2303-2309), Statewide Information Management Manual (SIMM-5305-F), and State Administrative Manual (SAM-4986).

Program Services: The CEA will be responsible for developing or modifying policy around licensing, registration, reevaluation, monitoring, and pesticide mitigation processes as it relates to streamlining and automating department operations through technology. These programs directly impact stakeholders access to government services. The CEA will develop policy and set technical standards to ensure these processes are consistent, cross functional, and iterative, as well as in accordance with security and privacy policies, accessibility policies, and project life cycle policies. By building policy and standards across these processes, the department will be able to break down existing limitations and allow for more cross functional collaboration and discovery. These policies will also impact the public as it relates to security, accessibility, and program development. The CEA will hear from and engage with impacted stakeholders and the public as part of the development of these programmatic services.

Security: The CEA will take on the ultimate responsibility for DPR's information security program, developing enterprise-level risk assessment and mitigation strategies that are often guided by and contribute to Agency-wide cybersecurity frameworks and standards. Iterative advances in security measures impact user experience for applications and programs for both department staff and external entities. This position is responsible for determining appropriate security levels to ensure performance and usability of different functions. Specifically, SIMM section 5300 is regularly updated with the goal of reaching a zero trust security architecture model. While DPR continues to score well on the Information Security Assessments, this requires continuous and ongoing work to maintain current levels of security and respond to evolving requirements.

General IT Policy Development: The CEA will be responsible for ongoing review and interpretation of all federal and state standards around data governance, privacy, and information security, and will build policy around these mandates, as necessary. These mandates are ever changing in a rapid IT landscape so constant iterations of these adopted policies will be required.

Operational Technology: The CEA will establish technology policy, strategy, and implementation of the tools, systems, and services to support the department's mission to protect human health and the environment. By establishing these policies, the department will improve its operations by having clear guidance and guard rails on technology use and implementation. The CEA will ensure these policies are in compliance with CDT directives, policies, and guidelines, State Contracting Manual (SCM-2303-2309), Statewide Information Management Manual (SIMM-5305-F), State Administrative Manual (SAM-4986), as well as new and existing federal and state statute related to security, accessibility, and other standards.

C. ROLE IN POLICY INFLUENCE (continued)

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

The CEA serves as the primary technology advisor to the Director, Chief Deputy Director, and other executive staff, providing expert guidance on technology trends, risks, and investments. This advisory role extends to how departmental IT initiatives integrate with and support broader Agency goals. The CEA will have the inherent authority and recognition to represent the department effectively in high-level discussions, influence agency-wide IT policy, and secure necessary resources,

The CEA is responsible for ensuring the activities and functions performed by OTSD result in thoroughly and efficiently meeting DPR's mission, vision, and goals. The CEA will be responsible for making high-level policy recommendations and decisions that will have a broad and significant impact on statewide agency operations, DPR management, and inter-agency operations. The CEA will represent the Department with other state and federal agencies on programs and initiatives that require joint interpretation and implementation, such as inter-agency collaborative efforts with CalEPA and control agencies. All technology impacts and decisions around funding, public engagement, public and environmental safety will funnel through the CEA. The CEA also acts as one of the key technical resources in strategic decisions by advising technology suitable for programmatic and stakeholder functions.

The CEA's authority encompasses all technology-related projects including the development, delivery, and maintenance of all internal and external systems for the department. This also includes all operational level projects including infrastructure, information security, and technology support.

Overall, the CEA oversees the entire spectrum of IT operations, projects, infrastructure, cybersecurity, data management, and application development across the entire department. This includes establishing robust IT governance structures and ensuring compliance with all state and federal regulations. Over all IT functions, the CEA provides strategic direction to deploy innovative solutions and continuous improvement to department operations.

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

The CEA is responsible for providing feedback on, interpreting, developing, implementing, and evaluating policies, as well as consulting with and recommending policies to the department's directorate. In addition to supporting executive management's overall policy decisions, the CEA will have significant independent responsibility to review and lead implementation of all legislative and regulatory changes that impact or require technology on an ongoing basis. This includes regulatory changes for growers, pesticide applicators, County Agricultural Commissioners, and other stakeholder groups. The CEA will also be responsible for developing department specific policy around new programmatic functions including Generative Artificial Intelligence (GenAI) usage, data governance, data visualization, and technology procurement. Beyond department specific requirements, the CEA will be interpreting, developing, and implementing policies around information security standards set by the National Institute of Standards and Technology (NIST) as well all other policy surrounding GenAI, accessibility, and privacy.