

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

2023-10-19

2. Department

California Department of Pesticide Regulation

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

Executive Office/Pesticide Programs Division

4. CEA Position Title

Assistant Director, Sustainable Pest Management

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

This senior-level position will lead strategic agency and stakeholder engagement/collaboration and development of plans, programs and proposed funding to implement recommendations of the Sustainable Pest Management (SPM) Roadmap. This CEA A's leadership will include developing support for the practice change necessary to transition away from high-risk pesticides and adopt SPM at a systemwide level. The CEA A will lead initiatives that encourage regulatory alignment and SPM alternatives research, innovation, outreach and education. In addition, the position will oversee the SPM stakeholder advisory groups and work groups to support the integration of stakeholder feedback and SPM principles in pesticide program activities, grants, education, outreach, and other projects.

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):

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 Director and Chief Deputy Director, the CEA A, Assistant Director in the Pesticide Programs Division (PPD) is responsible for all aspects of the Integrated Pest Management (IPM) Branch and Sustainable Pest Management (SPM) Roadmap. Works and collaborates with the other Assistant Directors to ensure consistent strategies in the implementation of regulatory policies. Oversees the execution of critical, high-level initiatives directed by the California Environmental Protection Agency (CalEPA) and/or the Governor's Office.

Oversees the IPM Branch, including the allocation of personnel and fiscal resources within those branches to ensure that departmental policies are implemented in the most efficient and fiscally responsible way. Manages the Program's budget to ensure personnel and fiscal accountability in accordance with Department of Finance, Office of Administrative Law, Legislative Analyst's Office, and the Legislature. Delegates responsibility for staff functions, provides management direction of these functions, and assists subordinate Branch Chief in seeking progressive solutions for scientific and administrative problems including personnel issues.

Leads, plans, coordinates, and oversees the prioritization, development and implementation of the SPM Roadmap. Collaborates with, and works as a part of, the DPR executive team to develop, update and improve department policies, procedures, programs, and activities to integrate SPM across the department. Provides policy direction on emerging issues relative to SPM. Serves as senior strategic advisor to the Director and other members of executive staff on SPM.

Leads development, with input from the DPR executive team, agency and academic/research/education partners and stakeholders, and oversees implementation of processes for identifying Priority Pesticides. Leads process for establishing, maintaining, and overseeing convenings of external advisory committee on Priority Pesticides. Advises the Director on recommendations from the advisory committee.

Collaborates and coordinates with federal, state and local agencies, academic/research/education partners and stakeholders on the development of a statewide SPM implementation plan. Leads collaboration and coordination of interagency actions on SPM. Leads the launch and ongoing oversight of pilot projects to demonstrate SPM, and reports on those pilot projects to Agency and Governor's Office as needed.

Advances departmental strategic initiatives such as operational planning, performance indicators, quality improvement, and strategic planning. Represents the Department at meetings and conferences on behalf of the Director/Chief Deputy Director and at the resolution of sensitive issues with state, local government, private industry, and interest group representatives. As necessary, represents the Director and Executive staff at meetings with external stakeholders.

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 and statutory mandate is to protect human health and the environment by regulating pesticide sales and use and by fostering reduced-risk pest management. To effectively carry out that mission and mandate, the Administration and DPR are taking action to accelerate a statewide transition to sustainable pest management (SPM).

Over the last decade, DPR has bolstered programmatic support for Integrated Pest Management (IPM) as part of its mission to foster "reduced risk pest management." IPM is an approach used in agricultural settings that uses the least toxic, effective methods to solve pest problems. IPM has not been widely adopted on a systemwide scale for pest management decision making and, where used, certain IPM tools have declined in effectiveness, which creates a need to urgently employ traditional and sometimes higher-risk pesticides. SPM builds on the practice of IPM through a more holistic, systemwide approach that incorporates considerations of human health and health equity, broadened environmental protections and economic viability into pest management decision making. The SPM Roadmap identifies the need for safer, effective tools to manage pests and support for technical assistance and adoption as critical next steps to foster SPM adoption.

DPR's current IPM programs implement the department's grant programs, provide IPM resources focused primarily on schools and childcare programs, conduct outreach to ensure Healthy Schools Act compliance to more than 55,000 school and daycare staff and serve as data stewards for statewide Pesticide Use Reporting (PUR), which processes more than 2.5 million records of pesticide applications.

To increase the adoption of effective, safe and sustainable pest management DPR's current IPM programs must incorporate broader outreach, including in urban settings, expand agricultural data collection and start new urban data collection systems, ensure compliance with Healthy Schools Act regulations and provide support to make sure pest management in schools is safe for children and families, and increase the scope and scale of funded grants that will directly advance SPM adoption statewide.

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.

As federal, state, and local pesticide regulations have grown, the complexity of DPR's programs, policies, and procedures have continually increased. DPR is undergoing a reorganization to strengthen the efficacy of the executive management team and realign the department's programs into a more focused and efficient structure. The Integrated Pest Management (IPM) Branch will be moved under the oversight of this CEA position. This reorganization will appropriately align existing departmental functions with this CEA focused on this work. As noted above, SPM builds on the practice of IPM through a more holistic, systemwide approach that incorporates considerations of human health and health equity, broadened environmental protections and economic viability into pest management decision making.

To increase the adoption of effective, safe and sustainable pest management DPR's current IPM programs must incorporate broader outreach, including in urban settings, expand agricultural data collection and start new urban data collection systems, ensure compliance with Healthy Schools Act regulations and provide support to make sure pest management in schools is safe for children and families, and increase the scope and scale of funded grants that will directly advance SPM adoption statewide.

In order for these programs to be effective, they will rely on cross-agency collaborations and partnerships. This will be best accomplished under the new SPM CEA.

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 exercises independence and authority in developing, implementing, directing, and evaluating DPR's statewide sustainable pest management programs, policies, and procedures. In coordination with the Director and Chief Deputy Director, the CEA identifies inconsistent policies and/or procedures within the Department and develops and implements strategies to enhance program operations. This position will also lead strategic agency and stakeholder engagement/collaboration and development of plans, programs and proposed funding to implement recommendations of the SPM Roadmap (https://www.cdpr.ca.gov/docs/sustainable_pest_management_roadmap/spm_roadmap.pdf).

Implementing Sustainable Pest Management.

This CEA's leadership will include developing support for the practice change necessary to transition away from high-risk pesticides and adopt SPM at a systemwide level. The CEA will lead initiatives that encourage regulatory alignment and SPM alternatives research, innovation, outreach and education. This CEA will take a significant role in developing policies related to updated regulations and procedures related to registration, evaluation, and licensing. Specifically, this includes developing regulations for establishing "Priority Pesticides", updating regulations relative to registration and evaluation, and updating licensing regulations to include SPM-specific training.

Identifying Priority Pesticides and Cross-Agency Work Group.

In addition, the position also will begin work to establish a multi-stakeholder committee tasked with advising DPR in identifying "Priority Pesticides." In addition to regulation development described above, this will also include developing internal policies and procedures for routing materials to the stakeholder committee and following up on recommendations provided by the committee. The position will oversee the SPM stakeholder advisory groups and work groups to support the integration of stakeholder feedback and SPM principles in pesticide program activities, grants, education, outreach, and other projects that will accelerate the systemwide adoption of SPM.

This proposal will facilitate the critical, strategic ongoing engagement, support and collaboration of members of the SPM Work Group, stakeholders, state agencies, the University of California (UC), and local governments to develop plans, programs and proposed funding to implement recommendations of the SPM Roadmap and support the state's transition to SPM. The new leadership structure will enhance DPR's ability to champion SPM practices in agricultural and urban settings. DPR will share SPM information and milestones on the department's web site.

Grants and Integrated Pest Management Outreach. (<https://www.cdpr.ca.gov/dprgrants.htm>; <https://www.cdpr.ca.gov/docs/endspec/index.htm>; <https://www.cdpr.ca.gov/docs/schoolipm/>; <https://www.cdpr.ca.gov/docs/pur/purmain.htm>).

The proposed CEA will oversee DPR's grants, pesticide use reporting, outreach and technical engagement, endangered species, and schools programs. Each of these programs has policies that will be impacted and potentially changed as DPR continues to implement the SPM Roadmap. For example, as part of the Healthy Schools Act training is required for anyone using pesticides at schools and childcare facilities and as the SPM is further implemented those trainings will need to be updated to reflect any changes. These programs are all operationally tied to successful implementation of recommendations in the SPM Roadmap and will support the development and adoption of safer, effective, sustainable strategies for pest management.

C. ROLE IN POLICY INFLUENCE (continued)

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

The CEA will serve a key role in making leadership decisions and providing direction on the implementation of SPM efforts and will be responsible for ensuring that DPR successfully integrates SPM into departmental policies, procedures, programs, and activities to meet DPR's mission, goals, and strategies. Decisions and recommendations from the CEA will significantly impact statewide agency operations, DPR management, pesticide programs, and inter-agency operations. The CEA will assist the Director and Chief Deputy Director in representing DPR with other state, federal, and local agencies, academic partners, and stakeholders. The CEA will have primary decision-making authority around the multi-stakeholder "Priority Pesticide" committee, including development of materials supporting committee discussions and following up with recommendations from the committee. The CEA will also have primary decision-making authority relative to SPM pilot projects and other work to directly implement SPM in the field.

The CEA will be responsible for ensuring that the activities and functions pertaining to the Integrated Pest Management Branch result in thoroughly and efficiently meeting the Department's mission. Decisions and recommendations will significantly impact statewide agency operations, DPR management, pesticide programs, and inter-agency operations.

The CEA will work collaboratively with the other Assistant Directors in the Pesticide Programs Division, the Administrative Division, and the Chief Information Officer in recommending options for decision making to the Chief Deputy Director in the administration and operation of the Department.

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

The CEA will be responsible for providing feedback on, interpreting, developing, and implementing policies, as well as consulting with and providing policy recommendations to the Director and Chief Deputy Director in support of the Department's overall policy decisions. This includes decisions relative to grants, endangered species, pesticide use reporting, outreach and technical assistance, and SPM implementation within the existing IPM Branch. The CEA will have significant independent responsibility to evaluate and improve existing policies and procedures, as well as create, evaluate, and implement new policies and procedures related to SPM. They will be responsible for ensuring SPM is integrated into policies and procedures department-wide. These efforts will require expert staff management skills, a collaborative attitude between internal and external stakeholders, and skillful communication strategies to ensure the policies lead to program improvement and support the Department's goals.