

Department of Pesticide Regulation Strategic Plan 2024-28



California Department of
Pesticide Regulation

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**California Department of Pesticide Regulation
1001 I Street
Sacramento, CA 95814**

December 2024

Our mission:

We protect human health and the environment by fostering sustainable pest management and regulating pesticides.

Our vision:

Pest management that is safe, effective, and sustainable for all Californians and our environment.

2024-2028 DPR STRATEGIC PLAN

A MESSAGE FROM DPR DIRECTOR JULIE HENDERSON



Julie Henderson

I am pleased to present the Department of Pesticide Regulation's 2024-28 Strategic Plan outlining our mission, vision and goals for the next five years. The plan, which reflects valuable feedback provided by a broad range of interested parties, will guide the evolution of our work supporting pest management that is safe, effective and sustainable for all Californians and our environment.

This plan aligns with our new statutory responsibilities included in AB 2113, signed by Governor Newsom in July 2024, and is supported by additional funding the department received through the 2024-25 State Budget.

At DPR, we are committed to an inclusive, equity-centered approach in all of our work. Our strategic plan expresses this commitment and reflects our core values of accountability, collaboration, continuous improvement and integrity that shape the way in which we conduct our work, pursue our goals and engage with all interested parties across the state. Our references to 'interested parties' here and throughout our strategic plan include all of those interested in and impacted by pest management and our work to regulate pesticides and foster sustainable pest management.

Our vision -- safe, effective, and sustainable pest management for all Californians and our environment -- builds on the practice of Integrated Pest Management to accelerate the systemwide adoption of Sustainable Pest Management (SPM), which the legislature identified in AB 2113 as an important goal for California.

We released the SPM Roadmap for California in January 2023. The Roadmap was developed by a diverse, cross-sector group of interested parties and provides the state with recommendations for advancing pest management approaches that promote human health and safety, ecosystem resilience, agricultural sustainability, community wellbeing, and economic vitality. One of our critical roles, as reflected in our strategic plan, is to support accelerating the availability and adoption of pest management tools, practices and resources that are safe, effective and economically viable.

Our plan builds on the department's foundational work and the progress we have made over the last five years, including significant mitigation actions that address human health and environmental impacts associated with chlorpyrifos, 1,3-dichloropropene (1,3-D), neonicotinoids, and rodenticides; oversight of the state's strong pesticide use enforcement program carried out at the local level by County Agricultural Commissioners; release of the SPM Roadmap and the expansion of grant funding to accelerate the availability and adoption of integrated pest management solutions; the development of a statewide pesticide application notification system; the expansion of multilingual pesticide safety outreach and language access support; and expanded engagement with all interested parties.

Our success in achieving our strategic goals -- increasing access to safer alternatives, strengthening our pesticide use enforcement program, fostering engagement, collaboration and transparency and promoting organizational excellence and innovation -- requires collaboration, including coordination with our sister agencies at the California Environmental Protection Agency, the California Department of Food and Agriculture, County Agricultural Commissioners, the University of California and California State University, other state and local agencies, and parties interested in and impacted by our work.

I am proud of the work we do at the department and with others engaged in our work to protect public health and the environment and to support an affordable and healthy food supply. Thank you to everyone who provided input and feedback on the development of our strategic plan and as part of the 2024-25 state budget and AB 2113 negotiations. We look forward to implementing the strategic plan, together, and to demonstrating our progress in protecting all Californians and our environment and supporting our economy.

Most sincerely,

A handwritten signature in black ink that reads "Julie Henderson". The signature is written in a cursive, flowing style.

Julie Henderson, Director

2024-2028 DPR STRATEGIC PLAN

CORE ORGANIZATIONAL VALUES



DPR's core organizational values of accountability, collaboration, continuous improvement, and integrity are standards for how we work and apply ourselves in carrying out our mission and achieving our goals.

ACCOUNTABILITY

We hold ourselves accountable to all Californians through transparency and engagement in advancing our mission of protecting human health and the environment.

COLLABORATION

We foster relationships and build partnerships through consultation, engagement and collaboration, internally and externally.

CONTINUOUS IMPROVEMENT

We engage in ongoing and continuous learning, innovation, and improvement in our work to best serve Californians.

INTEGRITY

We hold ourselves to a high standard of integrity in our objective scientific review processes and other actions, in our decision making, and through our engagement with others.

2024-2028 DPR STRATEGIC PLAN

DIVERSITY, EQUITY, AND INCLUSION (DEI) COMMITMENT



California continues to lead on important policies and initiatives to advance equity and opportunity for all. Consistent with these policies and initiatives, including Executive Order N-16-22, DPR is pursuing a deliberate, inclusive, and equity-centered approach in our strategic plan and through our ongoing work protecting human health and the environment.

As part of our DEI commitment, we seek to:

- Embed a commitment to equity and environmental justice, including principles for meaningful engagement, in our decision-making processes to produce equitable outcomes for all Californians, particularly in mitigating pesticide-related risks and environmental burdens impacting disadvantaged communities and California Native American tribes.
- Expand and enhance outreach, education, external communications, and knowledge sharing opportunities through inclusive, culturally-responsive engagement.
- Improve access to information and data collected by the department and the reasoning supporting department decisions.
- Create a more inclusive workplace through thoughtful and equitable employee recruitment and retention, and continue to build on our equity and environmental justice work.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOALS



Managing pests like insects, rodents and weeds protects public health and the environment and supports the health of our food and other crops. It also allows our economy to thrive. To meet today's needs of managing pests in a way that protects everyone's health, the environment and the economy, California is accelerating the availability and adoption of safe, effective and sustainable pest management. The people of California are best served by a continuous effort to minimize risks associated with pest management.

To provide equitable protection of people and the environment, DPR has identified the following four goals and 14 measurable subgoals as priorities for the next five years. These goals bolster the department's programs that evaluate pesticides for safety and efficacy, focus resources on the development and adoption of safe, sustainable alternatives, foster collaboration and increase transparency into the department's priorities and decision making.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 1

Goal 1: Increase Access to Safe, Effective, Sustainable Pest Management

DPR seeks to advance pest management approaches in both agricultural and urban contexts that promote human health and safety, ecosystem resilience, community wellbeing, and agricultural and economic vitality. As climate change and severe weather introduce new and increasing pest pressures, current tools decline in efficacy, and scientific studies identify potential risks associated with high-risk pesticides that require restrictions on their use, DPR will work to evolve to support the accelerated availability and with state, federal, and local agencies that play a vital role in pest prevention, management of invasive species and other pests, and ongoing work to promote healthy soils and climate-smart agriculture.

Goal 1.1: Develop public and private partnerships and collaborations for implementing sustainable pest management.

- By 2025, establish a diverse, cross-sector SPM advisory group for advising on SPM implementation.
- By 2025, in collaboration with CDFA and others and with public input, compile a list of certifications of agricultural and pest management practices, such as organic certifications, consistent with SPM, and develop a process for documenting IPM/SPM practices for California-grown produce.
- By 2025, in collaboration with state and local agencies and with public input, develop a cross-agency plan for accelerating public sector sustainable pest management.
- By 2028, develop SPM documentation for urban settings.

Goal 1.2: Improve timeliness and transparency of science-based evaluation and registration of pesticide products.

- By 2025, publish public timeline projections for scientific data evaluations.
- By 2025, create an accelerated pathway for the registration of feasible alternatives to priority high-risk pesticides and tools that cover pest management gaps.
- By 2026, initiate pesticide registration evaluations within 30 days of receiving necessary information.
- By 2027, update and clarify current data requirements for new pesticide technologies.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 1

Goal 1.3: Develop and implement a science-based prioritization process for reviewing, identifying and evaluating high-risk pesticides, their alternatives and related mitigation measures.

- By 2025, annually release a report that includes a list of pesticide risk assessments, reevaluations and mitigation efforts, and progress toward meeting their identified target completion dates.
- By 2025, establish a science-based pesticide prioritization process, informed by a diverse, cross-sector advisory committee, external engagement, and public input, to prioritize pesticide use risks, identify and evaluate the availability and feasibility of alternatives, and take expeditious action for completing mitigation.
- By 2025, initiate reevaluation for at least one pesticide each year, increasing to at least two pesticides each year in 2029.
- By 2025, where DPR has identified potential adverse effects through a reevaluation, adopt any necessary mitigation measures within two years.

Goal 1.4: Facilitate and support SPM technical assistance and innovation in pest management in collaboration with interested parties.

- By 2025, increase the number of integrated pest management and SPM technical assistance resources that DPR provides by 10% each year.
- By 2025, establish formal collaborations with researchers, pest management practitioners, and IPM technical advisors to increase SPM technical support.
- By 2025, invest in more proposals to test, research, and demonstrate pest management tools, knowledge, and practices that advance SPM.
- By 2025, in partnership with CDFA and UC ANR, double the availability of DPR-accredited continuing education credits for Pest Control Advisors that address SPM practices in California.
- By 2025, in partnership with CDFA and UC ANR, increase by 300 the number of Pest Control Advisors trained in sustainable pest management crop practices as part of a holistic approach to reducing pest pressures.
- By 2027, evaluate success in transitioning to SPM through analysis of high-risk pesticide use and sales, reported pesticide-related illnesses, environmental monitoring, and other data and information in a publicly-reported annual summary.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 2

Goal 2: Track, Evaluate, and Enforce Safe Pesticide Use

DPR will prioritize data collection and enforcement in disproportionately-impacted agricultural and urban areas, enhance the capacity of state and county enforcement programs, and strengthen relationships with all interested parties to inform department priorities and actions.

Goal 2.1: Enhance and modernize DPR's collection of information and data to improve program policies, procedures, and priorities.

- By 2025, develop metrics for analyzing compliance trends and regulatory effectiveness across pesticides, repeat violations, repeat violators, application methods, and counties.
- By 2025, establish ongoing ecosystem monitoring and collect information on the impacts of pesticide applications to organisms in the environment, targeting areas most impacted by pesticide use and providing timely public access to the monitoring data and information.
- By 2025, establish transparent, local monitoring projects to track pesticides in water and air, designed in partnership with community representatives.
- By 2028, expand DPR's pesticide use data collection and trend analysis to include urban and other nonagricultural uses.

Goal 2.2: Enhance California's statewide regulatory capacity.

- By 2024, with US EPA and CACs, update the three-party Memorandum of Understanding.
- By 2025, evaluate regulations governing pesticide use around schools to inform additional actions to support safe pest management around schools.
- By 2026, increase number of oversight inspections by 10% and increase collaboration with CACs on county and state pesticide use enforcement activities to strengthen pesticide use compliance, to address repeat violations and offenders, and to inform mitigation measures.
- By 2026, develop and annually offer a training academy for CAC staff biologists.
- By 2027, update and implement pesticide use enforcement response policies and regulations to support statewide consistency and improve outcomes for all Californians, with a focus on disadvantaged communities impacted by pesticide use.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 2



Goal 2.3: Enhance statewide enforcement of pesticide sales laws.

- By 2025, formalize guidance for annually selecting companies to audit.
- By 2026, increase number of pesticide mill audits by 25%.
- By 2026, expand focus on e-commerce enforcement to more effectively regulate online sales.
- By 2026, create a product compliance inspection framework for new, emerging alternative pesticides.

Goal 2.4: Improve worker safety by increasing awareness and reducing potential for pesticide exposure.

- By 2024, assess pesticide use violation data and by 2027, develop penalty guidance for CACs to enhance deterrence of pesticide worker safety violations.
- By 2025, expand efforts to coordinate and collaborate with a broad range of interested parties representing and serving those who work with or near pesticides, such as community-based organizations, CAC offices, community health workers and organizations, and growers to provide training and resources to migrant and other workers in multiple languages.
- By 2025, increase collaboration with CalOSHA and other agencies with enforcement authority for pesticide exposures.
- By 2028, adopt additional worker safety regulations to enhance compliance for training and documentation requirements, including for Farm Labor Contractors.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 3

Goal 3: Foster Engagement, Collaboration and Transparency

To expand accessibility to DPR's programs, policies, and research, the department will increase transparency into its data and information collection and decision-making, and work to strengthen relationships and collaborations with all interested parties.



Goal 3.1: Broaden opportunities for regular, transparent, and meaningful access to DPR to increase awareness of and inform department programs, decision-making and actions.

- By 2025, increase the number of meaningful outreach and engagement events, in accessible formats, including factors such as multiple languages, culturally relevant materials and information, event timing and locations known and accessible to interested parties, on:
 - Pesticide use, pesticide safety and sustainable pest management for broader reach in agricultural and urban areas.
 - Pesticide regulation, new and evolving pest pressures and effectiveness of available pest management alternatives, and sustainable pest management for broader reach in agricultural and urban areas and with regulated groups.
- By 2025, strengthen relationships with California Native American tribes by promoting and supporting efforts to expand environmental programs through culturally relevant, meaningful engagement, training, targeted outreach, technical assistance, and consultation.
- By 2026, establish and convene the Environmental Justice Advisory Committee.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 3

Goal 3.2: Improve information access and data sharing to increase transparency and awareness and understanding of California's pesticide regulatory structure and sustainable pest management approaches.

- By 2024, streamline submission of public comments to DPR and provide public access to all public comments received by DPR.
- By 2025, redesign the department's website to improve user experience and access to regulatory actions and documents, health and safety information, sustainable pest management resources, and other information and materials.
- By 2026, develop plain language guidance for DPR staff.
- By 2026, implement new data visualization tools for interested parties to interact with Pesticide Use Report data and at least two additional key DPR datasets.

Goal 3.3: Launch a statewide system (SprayDays California) to provide the public with advance information about restricted material pesticide applications.

- By 2024, finalize the regulation to implement SprayDays California statewide.
- By 2024, engage and collaborate with interested parties in advance of system launch to inform outreach and education associated with SprayDays.
- By 2025, launch SprayDays California statewide, including engaging with interested parties.
- By 2026, and through 2028, annually engage with DPR's Environmental Justice Advisory Committee and the State Board of Food and Agriculture, and host a public comment period, to collect input on the system.

Goal 3.4: Expand language access throughout California in collaboration with federal, state and local interested parties.

- By 2024, provide resource support for county-based language access and increased community engagement.
- By 2025, assess language access needs, including Indigenous languages, across department programs to expand and enhance connection points, services, resources, and safety information offered by DPR.
- By 2025, establish collaborations with community-based health organizations to share information on pesticide safety training and enforcement.
- By 2026, provide 100% of all health and safety resources in Spanish, and 75% of resources in at least one other language.
- By 2028, offer Spanish language exams for Qualified Applicators Licenses and Certificates.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 4

Goal 4: Promote Organizational Excellence and Innovation

DPR will continue to foster throughout its organization the values of diversity, equity, and inclusion, a sense of urgency and efficiency, and an embrace of change to increase innovative and effective approaches to the department's work.



Goal 4.1: Create and nurture a culture that supports and motivates excellence and professional development in workplace performance.

- By 2024, start reviewing and updating hiring and recruitment practices to foster a diverse applicant pool for open positions and promotional opportunities at DPR, and continue reviewing and updating as needed.
- By 2025, increase pathways for staff involvement and leadership within the broader professional community.
- By 2025, increase by 10% the total number of trainings offered across the department to support staff professional development.
- By 2026, improve employee satisfaction in department communication and engagement by 10%.

2024-2028 DPR STRATEGIC PLAN

DPR STRATEGIC GOAL 4

Goal 4.2: Increase organizational efficiency and innovation.

- By 2024, launch initial California Pesticide Electronic Submission Tracking (CalPEST) system to submit pesticide registration applications.
- By 2024, begin to provide modern hybrid workspaces to enhance in office and remote staff collaboration.
- By 2025, increase cross department and cross agency collaboration at the local, state, tribal, and federal level on pest management initiatives.
- By 2025, complete transition to CalPEST for all pesticide registration processes.
- By 2025, begin development of electronic payment and online submittal of licensing applications, and by 2028, implement electronic system.



