

2016 Explanatory Notes  
Food Safety and Inspection Service

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## FOOD SAFETY AND INSPECTION SERVICE

### Purpose Statement

The Secretary of Agriculture established the Food Safety and Inspection Service (FSIS) on June 17, 1981, pursuant to legislative authority contained in 5 U.S.C. 301 that permits the Secretary to issue regulations governing the United States Department of Agriculture (USDA). The mission of FSIS is to ensure that the Nation's commercial supply of meat, poultry, and processed egg products is safe, wholesome, and correctly labeled and packaged through inspection and regulation of these products. FSIS is composed of two major inspection programs: (1) Meat and Poultry Inspection and (2) Egg Products Inspection.

1. The Meat and Poultry Inspection Program is authorized by the Federal Meat Inspection Act (FMIA) as amended and the Poultry Products Inspection Act (PPIA). The purpose of the program is to ensure that meat and poultry products are safe, wholesome, and correctly labeled through inspection and regulation of these products so that they are suitable for commercial distribution for human consumption. The FY 2008 Farm bill amended the FMIA to make siluriformes an amenable species and upon approval of the Fish inspection rule in FY 2015, FSIS will begin inspection of siluriformes under the FMIA. FSIS also enforces the Humane Methods of Slaughter Act through the program, which requires that all livestock at Federally-inspected establishments be handled and slaughtered in a humane way.

FSIS conducts inspection activities at Federally-inspected meat and poultry establishments; and for State programs, the agency ensures that State meat and poultry inspection programs have standards that are at least equivalent to Federal standards. FSIS also ensures that meat and poultry products imported to the United States are produced under standards equivalent to U.S. inspection standards, and facilitates the certification of regulated products.

FSIS' science-based inspection system, known as the Hazard Analysis and Critical Control Point (HACCP) system, places emphasis on the identification, prevention, and control of foodborne hazards. HACCP requirements include meeting sanitation, facility, and operational standards, and other prerequisite programs to control pathogen contamination and produce safe and unadulterated food.

2. The Egg Products Inspection Program is authorized by the Egg Product Inspection Act (EPIA). The program's purpose is to ensure that liquid, frozen and dried egg products are safe, wholesome, and correctly labeled through continuous mandatory inspection of egg processing plants that manufacture these products. FSIS also ensures processed egg products imported to the United States are produced under standards equivalent to U.S. inspection standards, and facilitates the certification of exported regulated products.

During 2014, the agency maintained headquarters offices in the Washington D.C. metropolitan area; 10 district offices; the Policy Development Division in Omaha, Nebraska; laboratories at Athens, Georgia, St. Louis, Missouri, and Alameda, California; the Financial Processing Center in Des Moines, Iowa; the Human Resources Field Office in Minneapolis, Minnesota; and a nationwide network of inspection personnel in 6,426 Federally regulated establishments in 50 States, Puerto Rico, Guam, and the Virgin Islands. Included are 347 establishments operating under Talmadge-Aiken Cooperative Agreements. A Talmadge-Aiken plant is a Federal plant with State inspection program personnel operating as Federal inspectors under Federal supervisors. Much of the agency's work is conducted in cooperation with Federal, State, and municipal agencies, as well as private industry.

As of September 30, 2014, the agency employment totaled 8,676 permanent full-time employees, including 625 in the Washington, DC area and 8,051 in the field. FSIS employed 9,036 Full Time Equivalents (FTEs as of September 30, 2014). This included other-than-permanent employees in addition to permanent full-time ones.

## FOOD SAFETY AND INSPECTION SERVICE

FSIS funding is broken out into the following categories:

1. Federal Food Safety & Inspection: Expenses associated with operations at all federally inspected meat, poultry and egg product establishments.
2. Public Health Data Communications Infrastructure System (PHDCIS): Expenses associated with providing public health communications and information systems infrastructure and connectivity.
3. International Food Safety & Inspection: Expenses associated with import and export operations and certifications.
4. State Food Safety & Inspection: Expenses associated with state inspected establishments and state run programs.
5. Codex Alimentarius: Funds US Codex portion of the intergovernmental Codex Alimentarius with the purpose of protecting health of consumers, coordination of food standards, and ensuring fair practices in the food trade.

### Ongoing OIG Audits

Assignment 24601-0004-31 – Food Safety and Inspection Service Ground Turkey Inspection and Safety Protocols. OIG is continuing its audit work.

Assignment 24601-01-23 – Implementation of the Public Health Information System (PHIS) for Domestic Inspection. OIG is continuing its audit work.

Assignment 50601-0002-23 – Evaluation of the United States Department of Agriculture (USDA) Process Verified Programs. OIG is continuing its audit work.

Assignment 24601-0001-23 – FSIS Follow-up on the 2007 and 2008 Audit Initiatives. OIG is continuing its audit work.

Assignment 50601-0004-31 – USDA’s Response to Antibiotic Resistance. OIG is continuing its audit work.

### Ongoing or Completed GAO Audits

Assignment 361507. Poultry Pathogens. GAO issued the Final Report in October 2014.

Assignment 361446. Pesticide Residue on Food. GAO issued the Final Report in November 2014 .

Assignment 361560. Executive Branch Efforts to Address Fragmentation in Federal Oversight of Food Safety. GAO issued the Final Report in December 2014.

Assignment 361562. Federal Veterinarian Workforce. GAO is continuing its audit work.

Assignment 441231. Evolution of the National Biosurveillance Integration Center (NBIC). GAO is continuing its audit work.

Assignment 460635. Municipal Water Technologies. GAO is continuing its audit work.

Assignment 321050. Cargo Preferences for Food Aid. GAO is continuing its audit work.

FOOD SAFETY AND INSPECTION SERVICE

Available Funds and Staff Years (SYs)  
(Dollars in thousands)

Item	2013 Actual		2014 Actual		2015 Enacted		2016 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
<b>Salaries and Expenses:</b>								
Discretionary Appropriations.....	\$1,056,427	9,158	\$1,010,689	8,933	\$1,016,474	9,194	\$1,011,557	8,930
Rescission.....	-28,607	-	-	-	-	-	-	-
Sequestration.....	-50,529	-	-	-	-	-	-	-
Subtotal.....	977,291	9,158	1,010,689	8,933	1,016,474	9,194	1,011,557	8,930
Transfers In.....	212	-	212	-	-	-	-	-
Transfers Out.....	-815	-	-400	-	-	-	-	-
Adjusted Appropriation.....	976,688	9,158	1,010,501	8,933	1,016,474	9,194	1,011,557	8,930
Balance Available, SOY.....	732	-	4,556	-	10,780	-	-	-
Other Adjustments (Net).....	1,994	-	354	-	-	-	-	-
Total Available.....	979,414	9,158	1,015,411	8,933	1,027,254	9,194	1,011,557	8,930
Lapsing Balances.....	-181	-	-177	-	-	-	-	-
Balance Available, EOY.....	-4,556	-	-10,780	-	-	-	-	-
Subtotal Obligations, FSIS	974,677	9,158	1,004,454	8,933	1,027,254	9,194	1,011,557	8,930
<u>Obligations under other USDA appropriations:</u>								
APHIS, Bovine Tuberculosis (TB) Eradication								
awards program.....	-	-	180	-	200	-	-	-
APHIS Blood Sample.....	-	-	71	-	100	-	-	-
Office of Communication, Procure								
USDA Website Software for Ask the Expert.....	-	-	-	-	-	-	-	-
OCFO, Salary and benefits for detail.....	43	-	47	-	-	-	-	-
OPACE, Salary and benefits for detail.....	-	-	139	-	-	-	-	-
OCIO, Governance and IT Portfolio Management....	372	-	-	-	-	-	-	-
FNS, Network Access.....	-	-	-	-	-	-	-	-
Other USDA.....	198	-	125	-	88	-	-	-
Total, Other USDA.....	613	-	562	-	388	-	-	-
Total, Agriculture Appropriations.....	975,290	9,158	1,005,016	8,933	1,027,642	9,194	1,011,557	8,930
<u>Other Federal Funds:</u>								
DHS, Salary and benefits for detail.....	124	-	14	-	142	-	-	-
FDA, FERN website support.....	-	-	-	-	-	-	-	-
FDA, Antimicrobial susceptibility testing.....	275	-	400	-	-	-	-	-
Miscellaneous Reimbursements.....	-	-	-	-	-	-	-	-
Total, Other Federal.....	399	-	414	-	142	-	-	-
<u>Non-Federal Funds</u>								
Meat, Poultry and Egg Products Inspection.....	175,318	23	153,621	23	165,685	23	165,715	23
Accredited Labs.....	234	-	271	-	260	-	260	-
Trust Funds.....	10,798	81	10,719	80	13,000	81	13,000	81
Total, Non-Federal.....	186,350	104	164,611	103	178,945	104	178,975	104
Total, FSIS.....	1,162,039	9,262	1,170,041	9,036	1,206,729	9,298	1,190,532	9,034

FOOD SAFETY AND INSPECTION SERVICE

Permanent Positions by Grade and Staff Year Summary

Item	2013 Actual			2014 Actual			2015 Enacted			2016 Estimate		
	Wash DC	Field	Total	Wash DC	Field	Total	Wash DC	Field	Total	Wash DC	Field	Total
Senior Executive Service	20	2	22	20	2	22	20	2	22	20	2	22
SL	3	2	5	3	2	5	3	2	5	3	2	5
GS-15.....	-	-	-	68	29	97	68	29	97	68	29	97
GS-14.....	-	-	-	218	108	326	216	108	324	216	108	324
GS-13.....	-	-	-	187	467	654	181	467	648	181	467	648
GS-12.....	-	-	-	88	1,219	1,307	87	1,219	1,306	87	1,219	1,306
GS-11.....	-	-	-	25	110	135	25	110	135	25	110	135
GS-10.....	-	333	333	3	512	515	3	512	515	3	512	515
GS-9.....	-	2,016	2,016	38	2,259	2,297	38	2,259	2,297	38	2,259	2,297
GS-8.....	-	998	998	10	913	923	10	913	923	10	1,504	1,514
GS-7.....	-	3,040	3,040	30	3,064	3,094	30	3,064	3,094	30	2,209	2,239
GS-6.....	-	-	-	7	28	35	7	28	35	7	28	35
GS-5.....	-	243	243	1	166	167	1	165	166	1	166	167
GS-4.....	-	26	26	4	10	14	4	10	14	4	10	14
GS-3.....	-	-	-	-	1	1	-	1	1	-	-	-
GS-2.....	-	-	-	2	1	3	2	1	3	2	1	3
AP-6.....	68	29	97	-	-	-	-	-	-	-	-	-
AP-5.....	195	294	489	-	-	-	-	-	-	-	-	-
AP-4.....	301	1,560	1,861	-	-	-	-	-	-	-	-	-
AP-3.....	73	202	275	-	-	-	-	-	-	-	-	-
AP-2.....	41	174	215	-	-	-	-	-	-	-	-	-
AP-1.....	3	8	11	-	-	-	-	-	-	-	-	-
<b>Total Permanent Positions.....</b>	<b>704</b>	<b>8,927</b>	<b>9,631</b>	<b>704</b>	<b>8,891</b>	<b>9,595</b>	<b>695</b>	<b>8,890</b>	<b>9,585</b>	<b>695</b>	<b>8,626</b>	<b>9,321</b>
Unfilled Positions end-of-year.....	63	744	807	43	305	348	34	42	76	34	42	76
<b>Total Permanent Full-Time Employment, end-of-year.....</b>	<b>641</b>	<b>8,183</b>	<b>8,824</b>	<b>661</b>	<b>8,586</b>	<b>9,247</b>	<b>661</b>	<b>8,848</b>	<b>9,509</b>	<b>661</b>	<b>8,584</b>	<b>9,245</b>
<b>Staff Year Estimate.....</b>	<b>676</b>	<b>8,586</b>	<b>9,262</b>	<b>652</b>	<b>8,384</b>	<b>9,036</b>	<b>695</b>	<b>8,603</b>	<b>9,298</b>	<b>695</b>	<b>8,339</b>	<b>9,034</b>

FOOD SAFETY AND INSPECTION SERVICE

SIZE, COMPOSITION AND COST OF MOTOR VEHICLE FLEET

FSIS inspects in 6,426 meat, poultry and egg products plants and import establishments located throughout the United States. A large number of FSIS inspection personnel have responsibilities in multiple plants and work “patrol/relief assignments” traveling from plant to plant on a daily basis. Depending on the inspector’s proximity to given assignments and remote locations, inspectors may be required to travel over larger geographical areas.

All FSIS vehicles are leased from the General Service Administration’s (GSA) fleet except for a vehicle that the agency purchased to use as a mobile Food Safety exhibit. The Food Safety Discovery Zone Vehicle travels throughout the United States visiting, schools, State fairs, and similar local events. FSIS uses the Discovery Zone Vehicle to educate consumers about the risks associated with mishandling food and steps they can take to reduce their risk of foodborne illness. FSIS does not have any discrepancies between the information reported in this exhibit and the information in the Federal Automotive Statistical Tool (FAST).

Size, Composition, and Annual Costs of Operating Vehicle Fleet  
(in thousands of dollars)

Fiscal Year	Number of Vehicles by Type*							Annual Operating Costs (\$ in 000) **	
	Sedans and Station Wagons	Light Trucks, SUVs and Vans		Medium Duty Vehicles	Ambulances	Buses	Heavy Duty Vehicles		Total Number of Vehicles
		4X2	4X4						
FY 2013	2,099	59	17	1	-	-	1	2,177	11,713
Change	+39	-5	+13	-1	-	-	-	+46	-123
FY 2014	2,138	54	30	-	-	-	1	2,223	11,590
Change	+50	-	-	-	-	-	-	+50	+658
FY 2015	2,188	54	30	-	-	-	1	2,273	12,248
Change	50	-	-				-	+50	612
FY2016	2,238	54	30	-	-	-	+1	2,323	12,860

\* Numbers include vehicles owned by the agency and leased from commercial sources or GSA.

\*\* Excludes acquisition costs and gains from sale of vehicles as shown in FAST.

a/ FSIS has increased the number of vehicles for high mileage drivers who were operating personally owned vehicles (POV). The assignment of a government vehicle to a high mileage driver is a cost savings to the agency compared to paying the employee to use their POV at the reimbursable rate. FSIS is also requesting smaller vehicles for the majority of their additional and replacement choices. This is a cost savings to the Agency due to the lower lease and mileage cost per vehicle.

## FOOD SAFETY AND INSPECTION SERVICE

The estimates include appropriation language for this item as follows (new language underscored; deleted matter enclosed in brackets):

### Salaries and Expenses:

For necessary expenses to carry out services authorized by the Federal Meat Inspection Act, the Poultry Products Inspection Act, and the Egg Products Inspection Act, including not to exceed \$50,000 for representation allowances and for expenses pursuant to section 8 of the Act approved August 3, 1956 (7 U.S.C. 1766), [~~\$1,016,474,000~~] \$1,011,557,000; and in addition, \$1,000,000 may be credited to this account from fees collected for the cost of laboratory accreditation as authorized by section 1327 of the Food, Agriculture, Conservation and Trade Act of 1990 (7 U.S.C. 138f): *Provided*, That funds provided for the Public Health Data Communication Infrastructure system shall remain available until expended: *Provided further*, That no fewer than 148 full-time equivalent positions shall be employed during fiscal year [2015] 2016 for purposes dedicated solely to inspections and enforcement related to the Humane Methods of Slaughter Act: [*Provided further*, That the Food Safety and Inspection Service shall continue implementation of section 11016 of Public Law 110-246 as further clarified by the amendments made in section 12106 of Public Law 113-79:] *Provided further*, That this appropriation shall be available pursuant to law (7 U.S.C. 2250) for the alteration and repair of buildings and improvements, but the cost of altering any one building during the fiscal year shall not exceed 10 percent of the current replacement value of the building.

The first change in the language proposes the deletion of the catfish provision in the 2015 enacted legislation.

FOOD SAFETY AND INSPECTION SERVICE

Lead-Off Tabular Statement

Budget Estimate, 2016 .....	\$1,011,557,000
2015 Enacted .....	<u>1,016,474,000</u>
Change in Appropriation .....	<u>-4,917,000</u>

Summary of Increases and Decreases

(Dollars in thousands)

	2013	2014	2015	2016	2016
	<u>Actual</u>	<u>Change</u>	<u>Change</u>	<u>Change</u>	<u>Estimate</u>
Discretionary Appropriations:					
Federal Food Safety & Inspection.....	\$863,455	+\$30,285	+\$6,901	-\$5,160	\$895,481
State Food Safety & Inspection.....	60,351	+2,383	-1,829	+71	60,976
International Food Safety & Inspection.....	15,410	+473	+706	+155	16,744
Public Health Data Communication					
Infrastructure System (PHDCIS).....	34,558	+22	-	-	34,580
Codex Alimentarius.....	3,517	+235	+7	+17	3,776
Total Discretionary Appropriations.....	<u>977,291</u>	<u>33,398</u>	<u>5,785</u>	<u>-4,917</u>	<u>1,011,557</u>

FOOD SAFETY AND INSPECTION SERVICE

Project Statement  
Adjusted Appropriations Detail and Staff Years (SYs)  
(Dollars in thousands)

Program	2013 Actual		2014 Actual		2015 Enacted		Inc. or Dec.		2016 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Discretionary Appropriations:										
Federal Food Safety & Inspection.....	\$862,852	9,002	\$897,238	8,793	\$900,641	9,046	-\$5,160	-264	\$895,481	8,782
Public Health Data Communication Infrastructure System	34,558		34,580		34,580		-	-	34,580	-
International Food Safety & Inspection.....	15,410	127	14,708	112	16,589	120	+155	-	16,744	120
State Food Safety & Inspection.....	60,351	21	60,253	20	60,905	20	+71	-	60,976	20
Codex Alimentarius.....	3,517	8	3,722	8	3,759	8	+17	-	3,776	8
Total Adjusted Approp.....	976,688	9,158	1,010,501	8,933	1,016,474	9,194	-4,917	-264	1,011,557	8,930
Rescissions and										
Transfers (Net).....	79,739	-	188	-	-	-	-	-	-	-
Total Appropriation.....	1,056,427	9,158	1,010,689	8,933	1,016,474	9,194	-4,917	-264	1,011,557	8,930
Transfers In:										
Cong. Relations.....	212	-	212	-	-	-	-	-	-	-
Subtotal.....	212	-	212	-	-	-	-	-	-	-
Transfers Out:										
Working Capital Fund.....	-815	-	-400	-	-	-	-	-	-	-
Subtotal.....	-815	-	-400	-	-	-	-	-	-	-
Rescission.....	-28,607	-	-	-	-	-	-	-	-	-
Sequestration.....	-50,529	-	-	-	-	-	-	-	-	-
Bal. Available, SOY.....	732	-	4,556	-	10,780	-	-10,780	-	-	-
Recoveries, Other (Net)	1,994	-	354	-	-	-	-	-	-	-
Total Available.....	979,414	9,158	1,015,411	8,933	1,027,254	9,194	-15,697	-264	1,011,557	8,930
Lapsing Balances.....	-181	-	-177	-	-	-	-	-	-	-
Bal. Available, EOY.....	-4,556	-	-10,780	-	-	-	-	-	-	-
Total Obligations.....	974,677	9,158	1,004,454	8,933	1,027,254	9,194	-15,697	-264	1,011,557	8,930

FOOD SAFETY AND INSPECTION SERVICE

Project Statement

Obligations Detail and Staff Years (SYs)

(Dollars in thousands)

Program	2013 Actual		2014 Actual		2015 Enacted		Inc. or Dec.		2016 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Discretionary Obligations:										
Federal Food Safety & Inspection.....	\$862,672	9,002	\$897,061	8,793	\$900,641	9,046	\$-5,160	-264	\$895,481	8,782
Public Health Data Communication Infrastructure System (PHDCIS).....	32,727	-	28,710	-	45,360	-	-10,780	-	34,580	-
International Food Safety & Inspection.....	15,410	127	14,708	112	16,589	120	155	-	16,744	120
State Food Safety & Inspection.....	60,351	21	60,253	20	60,905	20	71	-	60,976	20
Codex Alimentarius.....	3,517	8	3,722	8	3,759	8	17	-	3,776	8
Total Obligations.....	974,677	9,158	1,004,454	8,933	1,027,254	9,194	-15,697	-264	1,011,557	8,930
Lapsing Balances.....	181	-	177	-	-	-	-	-	-	-
Bal. Available, EOY.....	4,556	-	10,780	-	-	-	-	-	-	-
Total Available.....	979,414	9,158	1,015,411	8,933	1,027,254	9,194	-15,697	-264	1,011,557	8,930
Transfers In:										
Cong. Relations.....	-212	-	-212	-	-	-	-	-	-	-
Subtotal.....	-212	-	-212	-	-	-	-	-	-	-
Transfers Out:										
Working Capital Fund.....	815	-	400	-	-	-	-	-	-	-
Subtotal.....	815	-	400	-	-	-	-	-	-	-
Rescission.....	28,607	-	-	-	-	-	-	-	-	-
Sequestration.....	50,529	-	-	-	-	-	-	-	-	-
Bal. Available, SOY.....	-732	-	-4,556	-	-10,780	-	10,780	-	-	-
Recoveries, Other (Net)	-1,994	-	-354	-	-	-	-	-	-	-
Total Appropriation.....	1,056,427	9,158	1,010,689	8,933	1,016,474	9,194	-4,917	-264	1,011,557	8,930

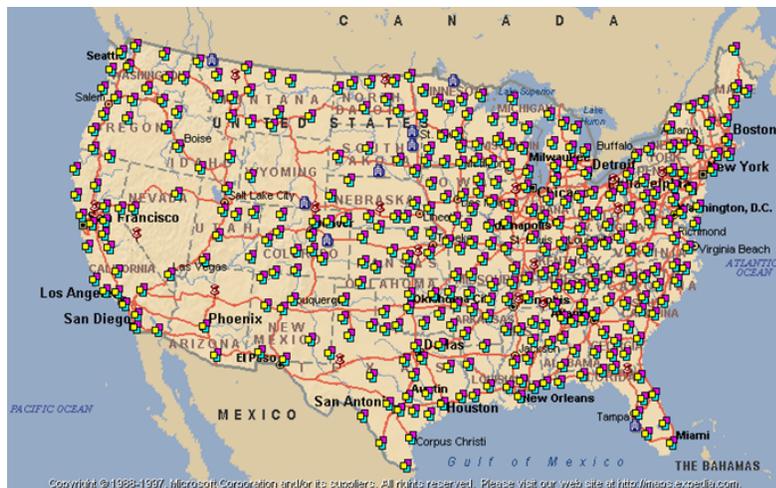
## FOOD SAFETY AND INSPECTION SERVICE

### Justification of Increases and Decreases

FSIS provides in-plant inspection of all domestic processing and slaughter establishments preparing meat, poultry, and processed egg products for sale or distribution into commerce, as well as surveillance and investigation of all meat, poultry, and egg product facilities. FSIS inspection program personnel are present for all domestic slaughter operations, inspect each livestock and poultry carcass, and inspect operations at each processing establishment at least once per shift. In addition to in-plant personnel in federally inspected establishments, FSIS employs a number of other field personnel, such as laboratory technicians and investigators. Program investigators conduct surveillance, investigations, and other activities at food warehouses, distribution centers, retail stores, and other businesses operating in commerce that store, handle, distribute, transport, or sell meat, poultry, or processed egg products to the consuming public. FSIS ensures the safety of imported products through a three-part equivalence process which includes (1) analysis of an applicant country's legal and regulatory structure, (2) initial and periodic on site equivalence auditing of the country's food regulatory systems, and (3) continual point-of-entry re-inspection of products received from the exporting country. FSIS also has cooperative agreements with 27 States that operate intrastate meat and poultry inspection programs. FSIS conducts reviews of these State programs to ensure that they are "at least equal to" the Federal program. Additionally, FSIS regulates interstate commerce through cooperative agreements with 4 States that already have MPI programs that are identical to the Federal program and allows those establishments to ship products across state lines and also, potentially, to export them to foreign countries.

To carry out these Congressional mandates, FSIS:

- Employs 9,036 Full Time Equivalents (FTEs as of September 30, 2014). This includes other-than-permanent employees in addition to permanent full-time ones.
- Regulates over 250,000 different meat, poultry, and egg products
- Regulates operations at approximately 6,426 federally regulated establishments.
- Ensures public health requirements are met in establishments that each year slaughter or process
  - 141.8 million head of livestock
  - 8.99 billion poultry carcasses
- Conducts 6.84 million food safety & food defense procedures
- Condemns each year
  - Over 465 million pounds of poultry
  - More than 205,000 head of livestock during postmortem (post-slaughter) inspection
- In FY 2014, performed 179,431 Humane Handling (HH) verification procedures



This map represents the geographic distribution of FSIS operated/regulated establishments

## FOOD SAFETY AND INSPECTION SERVICE

FSIS spends approximately 80 percent of its funds on personnel salary and benefits. This is predominantly for inspection personnel in establishments, and other frontline employees such as investigators and laboratory technicians. In addition to this, FSIS spends about 15 percent of its budget on travel for inspectors and investigators, state inspection programs, system infrastructure, and other fixed costs like employee workers compensation payments. The remaining five percent funds operations including: supplies for the workforce (such as aprons, goggles, hardhats, and knives), laboratory supplies, management, policy, shipment of meat/poultry samples for testing, recruitment, financial management to include billing industry, labor relations, and purchase of replacement/new equipment. Additionally, FSIS has to adjust to new or anticipated changes in the workforce, industry, law, technology, and the public, plus the introduction or spread of new diseases/pathogens.

In addition to the activities and functions specifically described in the budget request, current year and budget year base funds will be used to carry out activities and functions consistent with the full range of authorities and activities delegated to the agency.

An increase of \$9,662,000 for Agency pay costs consisting of \$2,014,000 to fund annualization of the 2015 pay increase and an increase of \$7,648,000 to fund the 2016 pay increase.

FSIS has a statutory mandate for carcass by carcass slaughter inspection, a once-per-shift per day presence for processing inspection of meat and poultry, and continuous inspection of processed egg products plants. The permanent statutes for the inspection of meat, poultry, and processed egg products result in labor-intensive inspection activities, thereby making salary costs relatively inflexible.

- (1) A net decrease of \$5,160,000 and 264 Staff Years for the Federal Food Safety and Inspection program:

(a) A decrease of \$10,000,000 and 282 staff years due to implementation schedule for new methods in poultry slaughter inspection

On August 21, 2014, FSIS published a final rule to change the inspection system for poultry slaughter establishments. This final rule adopts, with modifications, the provisions in the January 2012 proposal. The most important benefit of the new system will be improved food safety through reduction in pathogens that cause foodborne illnesses. FSIS will also save money by using the new system. The final rule will allow the Agency to change and modernize how it inspects young chicken and turkey slaughter operations. FSIS anticipates completing implementation in FY 2019.

The revised timing and scheduling assumptions in the final rule support a total saving of \$10 million and 282 staff years for FY 2016. FSIS estimates annual savings of \$31.4 million once the rule is fully implemented in 2019. Actual savings and workforce reductions depend on how many plants participate in the new inspection system as the final rule gives establishments the option of staying with their present inspection system.

Key elements of the new inspection system include: (1) requiring establishment personnel to conduct carcass sorting activities before FSIS conducts online carcass inspection so that only carcasses that the establishment deems likely to pass inspection are presented to the carcass inspector; (2) reducing the number of online FSIS carcass inspectors to one per line, although there will also be one off-line inspector per line; and (3) removing the existing Finished Product Standards (FPS) for establishments that participate in the new system and replacing them with a requirement that establishments that do so maintain records to demonstrate that the products resulting from their slaughter operations meet the regulatory definition of “ready-to-cook poultry.”

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(b) An increase of \$2,547,000 and 18 staff years to implement the Siluriformes Inspection Program

FSIS is requesting an increase of \$2,547,000 and 18 staff years in FY 2016 to fund expenses associated with deploying inspection personnel to domestic catfish slaughtering establishments.

The 2008 and 2014 Farm Bills require USDA's FSIS to establish a new program for federal inspection of certain fish of the order Siluriformes, including catfish, transferring responsibility from the Food and Drug Administration (FDA) upon publication of the FSIS final rule.

FSIS must establish and maintain a science-based inspection system for the consuming public that provides regulatory oversight of Siluriformes and products made with these fish. FSIS will monitor this system and verify that the products are safe, wholesome, unadulterated, and properly labeled. FSIS inspection activities will take place throughout all aspects of Siluriformes production: the ponds where they are grown; transportation vehicles in which they are carried; and the establishments where they are slaughtered, processed, and packaged. FSIS will also perform species verification, residue testing, foreign equivalency determinations, and import re-inspections.

Once the mandate has been implemented, FSIS District Offices in the field will handle the day-to-day domestic and international activities of Siluriformes inspection. This new program is the first continuous mandatory inspection program for any kind of fish and offers FSIS a chance to pioneer unexplored territory with the union of public health and aquaculture. Because this is a new unexplored area of inspection, FSIS will need to phase in full inspection responsibilities.

Following the effective date of the Final Rule, FSIS will conduct an 18 month transition phase where FSIS employees will conduct outreach to domestic and foreign slaughter and processing establishments in order to help them prepare for full FSIS inspection. During the transition phase, FSIS expects to establish continuous inspections at slaughter establishments, and quarterly inspections at processing and distribution establishments. FSIS will also begin a microbiological and chemical residue sampling program during the transition phase of implementation. Upon completion of the transition phase, all Siluriformes slaughter and processing establishments (domestically the only Siluriformes that is slaughtered and processed is catfish) must be fully compliant with FSIS inspection methods/processes, and all foreign countries wishing to import to the U.S. must have received a determination that their food safety systems for Siluriformes are equivalent to the U.S.

Upon implementation of the rule, FSIS anticipates that the transition phase will end at the conclusion of FY 2016. Therefore, the primary costs for FY 2016 would be staffing for the 16-18 slaughter establishments and training of the workforce for both the transition phase and the follow on full implementation sustainment phase.

As the agency fully incorporates the processing/distribution establishments into the inspection plan by transitioning from once per quarter to once per shift, FSIS would have to increase its inspection staff. While FSIS believes that it can absorb at least some of the work for processing plants within existing patrol assignments, FSIS will not be able to completely validate this assumption until inspectors begin performing the inspections, the number of processing/distribution establishments is substantiated, and the agency is able to evaluate the workload. The Agency will not be able to make the final cost assessment until completion of the implementation phase.

(c) A decrease of \$2,976,000, in Operating and Travel Costs

FSIS is decreasing its operating expenses in FY 2016 by \$2,976,000 based on operating efficiencies and reductions in travel expense as a result of an ongoing review of the FSIS travel regulation. FSIS operates under the policy of continued process improvement and always strives to control costs while simultaneously maintaining or improving public safety. FSIS uses condition or event based guides to

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prioritize its operations to operate as efficiently as possible at all levels. The Agency also continues to increase its reliance on improved data analysis to better direct its efforts. FSIS aims to shift resources from low risk sampling and inspections to higher risk activities/products. This saves resources and increases food safety at the same time. For example, a more efficient aminoglycoside method effectively reduced extraction time from 5 ½ hours to approximately 3 hours per batch and batch sizes are no longer limited to 24 units thus improving overall efficiencies and reducing cost per extractable units by 42 percent. FSIS also implemented new procedures to analyze for Salmonella in all raw beef products that it collects for STEC analysis. A single sample can now be collected and analyzed for both analytes. Additionally, use of new enrichment media doubles the efficiency of ground beef sampling programs. The immediate consequence of this change is the reduction of more than 10,000 sampling events for in-plant personnel while at the same time increasing the number of pathogens targeted in each sample analyzed. These are just a few examples of many where FSIS strives to achieve more productive use of its resources and reduce costs, while increasing food safety. Efficiencies are not expected to adversely impact frontline inspections.

(d) A decrease of \$5,400,000 for Billings Process Improvements

The FMIA, PPIA, and EPIA authorize FSIS to collect fees for overtime and holiday work when an establishment requests inspection in excess of the eight hours of free inspection per shift that FSIS provides. FSIS' billing and time accounting processes are separate parallel operations that were not easily reconcilable. These disconnections caused FSIS to collect fewer fees from industry than it should have collected. FSIS has developed new business processes to help Agency personnel ensure that industry is billed timely at the correct rate and for the correct amount of time. Integrating time and billing input improves the process while enabling a more accurate billing method.

While collection amounts may fluctuate slightly from year to year, the process improvements have resulted in a sustained increase in overall collections from previous years. Furthermore, FSIS is automating these processes to better institutionalize them. In late FY 2015 FSIS will deploy a Time & Attendance (T&A) system that will collect both T&A and billing data. The system will provide a single data collection point for both the T&A and billing data for these employees, thereby eliminating approximately 60% the reconciliation process between the T&A and billing documents and improve the accuracy of billings.

In FY 2016 FSIS plans to deploy eDevices to inspection personnel that do not have laptops in slaughter plants to capture T&A and billing data. Upon full implementation, FSIS will maximize the T&A system by delivering an automated billable-time capture eDevice solution to inspection personnel who do not have laptops. The result of these process improvements allows FSIS to more accurately bill industry, collect the appropriate amount of overtime and holiday fees, and can therefore reduce its appropriated funding requirements.

(e) An increase of \$9,419,000 for the Federal Food Safety and Inspection program for pay cost:

The increase consists of \$1,963,000 to fund annualization of the 1.0 percent 2015 pay increase and an increase of \$7,456,000 to fund a 1.3 percent 2016 pay increase.

(f) An increase of \$1,250,000 for Federal Employees Health Benefits

The Office of Personnel Management (OPM) issued a final rule that modified eligibility for coverage under the Federal Employees Benefit Program to certain temporary, seasonal, and intermittent Federal employees. The requested funding supports anticipated cost for qualifying employees.

(2) An increase of \$155,000 and 0 Staff Years for the International Food Safety and Inspection program for pay cost:

The increase consists of \$32,000 to fund annualization of the 1.0 percent 2015 pay increase and an increase of \$123,000 to fund a 1.3 percent 2016 pay increase.

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- (3) An increase of \$71,000 and 0 Staff Years for State Food Safety and Inspection program for pay cost:  
The increase consists of \$15,000 to fund annualization of the 1.0 percent 2015 pay increase and an increase of \$56,000 to fund a 1.3 percent 2016 pay increase.
- (4) An increase of \$17,000 and 0 Staff Years for the Codex Alimentarius program for pay cost:  
The increase consists of \$4,000 to fund annualization of the 1.0 percent 2015 pay increase and an increase of \$13,000 to fund a 1.3 percent 2016 pay increase.

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Summary of Proposed Legislation

Salaries and Expenses:

Summary of Increases and Decreases - Proposed Legislation  
(Dollars in thousands)

<u>Item of Change</u>	2016		
	<u>Current</u>	<u>Program Changes</u>	<u>President's Request</u>
Federal Food Safety & Inspection.....	\$895,481	(\$3,926)	\$895,481
International Food Safety & Inspection.....	16,744	(74)	16,744
Total Available.....	<u>912,225</u>	<u>(4,000)</u>	<u>912,225</u>

**Program:** Performance Based User Fee

**Proposal:** In FY 2016, FSIS proposes the collection of a user fee for performance. The performance fee, for an estimated total of \$4 million, would recover the increased costs of providing additional inspections and related services due to the performance of an establishment and plant. These fees will be collected starting in 2016 and used to reduce appropriation needs in future years.

**Rationale:** A performance based user fee would recover the costs incurred for additional inspections and related activities made necessary due to the performance of the covered establishment and plant. Examples of the increased costs for which a performance based user fee could be charged include food safety assessments, follow-up sampling, and additional investigations due to the outbreak of disease. The measure would allow the Secretary to adjust the terms, conditions, and rates of the fees in order to minimize economic impacts on small or very small establishments and plants.

**Goal:** To recover costs for providing inspections and related activities due to the performance of an establishment and plant.

**Offsets:** There will be no offset in Fiscal Year 2016.

Budget Impact: (\$ in thousands)

	2015	2016	2017	2018	2019
Discretionary Budget Authority	0	\$4,000	\$4,000	\$4,000	\$5,000
Discretionary Outlays	0	0	4,000	4,000	5,000

FOOD SAFETY AND INSPECTION SERVICE

Geographic Breakdown of Obligations and Staff Years  
(Dollars in thousands and Staff Years (SYs))

	2013 Actual		2014 Actual		2015 Enacted		2016 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Alabama .....	\$29,509	385	\$30,623	374	\$31,291	385	\$30,813	374
Alaska .....	656	7	723	7	782	7	770	7
Arizona .....	2,471	26	2,737	29	2,388	30	2,351	28
Arkansas .....	39,250	485	38,605	454	41,732	467	41,095	454
California .....	53,600	583	56,725	572	61,087	589	60,154	572
Colorado .....	16,635	172	17,572	171	18,964	176	18,674	171
Connecticut .....	1,316	15	1,467	16	1,586	16	1,562	15
Delaware .....	9,051	126	9,680	123	9,872	127	9,721	123
Florida .....	9,729	120	10,008	116	10,819	119	10,654	116
Georgia .....	75,085	741	83,210	731	82,744	752	81,480	731
Hawaii .....	1,745	18	1,826	18	1,974	19	1,944	18
Idaho .....	2,037	23	2,056	22	2,223	23	2,189	22
Illinois .....	28,385	224	29,093	216	24,345	222	23,973	216
Indiana .....	11,683	134	12,445	134	11,900	138	11,718	134
Iowa .....	36,180	412	37,648	401	38,756	413	38,164	401
Kansas .....	16,484	212	16,922	214	16,665	220	16,410	213
Kentucky.....	12,632	173	13,400	177	14,486	182	14,264	177
Louisiana .....	8,838	92	9,228	93	8,113	96	7,989	93
Maine .....	1,039	11	1,104	11	917	11	903	11
Maryland .....	24,815	184	25,359	170	27,415	175	26,996	170
Massachusetts .....	2,294	27	2,448	27	2,646	28	2,606	27
Michigan .....	7,579	92	7,781	90	8,411	93	8,283	90
Minnesota .....	24,613	290	25,714	276	26,390	284	25,987	276
Mississippi .....	28,072	333	29,874	332	30,598	342	30,130	332
Missouri .....	29,517	343	30,923	328	32,554	338	32,057	328
Montana .....	2,424	20	2,529	19	1,936	20	1,906	19
Nebraska .....	23,800	293	25,126	288	27,163	296	26,748	288
Nevada .....	432	5	476	6	515	6	507	6
New Hampshire .....	711	8	722	8	781	8	769	8
New Jersey .....	6,828	85	7,313	84	7,906	86	7,785	84
New Mexico .....	1,346	15	1,490	16	1,611	16	1,586	16
New York .....	12,886	163	13,975	163	15,108	168	14,877	163
North Carolina .....	40,105	465	40,587	444	39,663	457	39,057	444
North Dakota .....	1,938	16	1,759	13	1,340	13	1,319	13
Ohio .....	13,467	114	14,066	113	10,236	116	10,080	113
Oklahoma .....	8,043	84	8,558	87	7,723	90	7,605	87
Oregon .....	3,738	44	3,985	42	4,308	43	4,242	42
Pennsylvania .....	38,684	416	40,477	406	43,758	418	43,090	406
Rhode Island .....	754	10	733	9	792	9	780	9
South Carolina .....	11,505	127	11,907	125	10,930	129	10,763	125
South Dakota .....	4,869	54	4,599	46	3,979	47	3,918	46
Tennessee .....	14,180	193	14,953	192	16,165	198	15,918	192
Texas .....	53,746	605	55,864	576	55,113	593	54,271	576
Utah .....	4,653	42	5,026	42	3,618	43	3,563	42
Vermont .....	1,283	9	1,665	8	818	8	805	8
Virginia .....	13,477	164	14,305	161	13,541	166	13,334	161
Washington .....	8,510	107	8,723	104	9,430	107	9,286	104
West Virginia .....	3,306	32	3,295	29	2,716	31	2,674	29
Wisconsin .....	15,455	153	16,050	150	12,877	154	12,681	150
Wyoming .....	339	-	356	0	12	-	12	-
District of Columbia .....	211,399	666	204,948	660	222,454	679	219,052	660
Guam .....	234	2	286	2	309	2	305	2
N. Mariana Islands .....	37	-	78	0	85	-	84	-
Puerto Rico .....	3,203	37	3,315	37	3,584	38	3,529	37
Virgin Islands .....	105	1	117	1	125	1	124	1
Obligations.....	974,677	9,158	1,004,454	8,933	1,027,254	9,194	1,011,557	8,930
Lapsing Balances.....	181	-	177	-	-	-	-	-
Bal. Available, EOY.....	4,556	-	10,780	-	-	-	-	-
Total, Available.....	979,414	9,158	1,015,411	8,933	1,027,254	9,194	1,011,557	8,930

FOOD SAFETY AND INSPECTION SERVICE

Classification by Objects  
(Dollars in thousands)

	2013	2014	2015	2016
	<u>Actual</u>	<u>Actual</u>	<u>Enacted</u>	<u>Estimate</u>
<b>Personnel Compensation:</b>				
Washington D.C.....	\$79,829	\$80,627	\$81,434	\$82,492
Field.....	489,544	505,017	505,739	494,838
11 Total personnel compensation.....	569,373	585,644	587,173	577,330
12 Personal benefits.....	210,241	216,233	217,151	213,261
13.0 Benefits for former personnel.....	1,570	1,106	1,106	6,128
Total, personnel comp. and benefits.....	781,184	802,983	805,430	796,719
<b>Other Objects:</b>				
21.0 Travel and transportation of persons.....	33,002	36,594	36,678	40,143
22.0 Transportation of things.....	3,844	3,372	3,328	4,188
23.1 Rental payments to GSA.....	1,360	1,753	12,102	12,102
23.2 Rental payments to others.....	5	3	3	3
23.3 Communications, utilities, and misc. charges..	12,653	11,981	11,939	11,957
24.0 Printing and reproduction.....	857	930	946	946
25.1 Advisory and assistance services.....	3,551	3,210	3,242	3,242
25.2 Other services from non-Federal sources.....	38,163	34,915	48,894	37,310
25.3 Other purchases of goods and services from Federal sources.....	24,740	33,411	29,519	29,410
25.4 Operation and maintenance of facilities.....	14	620	630	630
25.7 Operation and maintenance of equipment.....	1,820	1,276	1,287	1,287
26.0 Supplies and materials.....	12,222	10,853	10,779	11,085
31.0 Equipment.....	10,269	11,451	11,365	11,423
32.0 Land and structures.....	165	343	344	344
41.0 Grants.....	49,623	50,075	50,075	50,075
42.0 Insurance claims and indemnities.....	1,234	665	674	674
43.0 Interest and dividends.....	5	20	20	20
44.0 Refunds.....	-34	-1	-1	-1
Total, Other Objects.....	193,493	201,471	221,824	214,838
99.9 Total, new obligations.....	974,677	1,004,454	1,027,254	1,011,557
<b>Position Data:</b>				
Average Salary (dollars), ES Position.....	\$166,560	\$168,742	\$170,429	\$172,133
Average Salary (dollars), GS Position.....	50,302	63,320	63,953	64,785
Average Salary (dollars), AP positions.....	86,833	-	-	-
Average Grade, GS Position.....	7.8	9.2	9.2	9.2
Average Grade, AP Position.....	4.0	-	-	-

**FOOD SAFETY AND INSPECTION SERVICE**

Shared Funding Projects

(Dollars in thousands)

	2013 Actual	2014 Actual	2015 Enacted	2016 Estimate
<b>Working Capital Fund</b>				
Administration:				
Material Management Service Center.....	3,659	3,302	3,795	3,913
Procurement Operations.....	-	-	12	20
Integrated Procurement Systems.....	214	215	231	231
Mail and Reproduction Management.....	1,163	897	1,035	1,053
Subtotal .....	5,036	4,414	5,073	5,217
Communications:				
Creative Media and Broadcast Center.....	260	143	425	386
Correspondence Management:				
Correspondence Management.....	319	280	268	273
Finance and Management:				
Controller Operations.....	1,809	3,334	2,767	2,923
Financial Systems.....	3,049	3,048	2,960	2,611
Internal Control Support Services.....	49	35	47	48
National Finance Center.....	2,222	2,610	2,607	2,587
Subtotal .....	7,129	9,027	8,381	8,169
Information Technology:				
International Technology Services.....	96	-	-	-
National Information Technology Center.....	4,166	4,305	2,426	2,535
Telecommunications Services.....	1,720	1,695	1,512	1,325
Subtotal .....	5,982	6,000	3,938	3,860
 Total, Working Capital Fund .....	 18,726	 19,864	 18,085	 17,905
<b>Departmental Shared Cost Programs:</b>				
1890 USDA Initiatives.....	264	262	269	269
Advisory Committee Liaison Services.....	16	3	4	4
Continuity of Operations Planning.....	187	181	194	195
E-GOV Initiatives HSPD-12.....	596	603	620	620
Emergency Operations Center.....	209	207	215	216
Facility Infrastructure Review and Assessment.....	38	40	41	41
Faith-Based Initiatives & Neighborhood Partnerships.....	35	20	36	37
Federal Biobased Products Preferred Procurement Program.....	31	31	-	-
Hispanic-Serving Institutions National Program.....	178	178	183	183
Honor Awards.....	4	7	7	7
Human Resources Transformation.....	144	153	161	162
Medical Services.....	25	26	65	67
Personnel and Document Security.....	109	120	200	200
Preauthorized Funding.....	307	324	341	341
Retirement Processor Web Application.....	51	51	55	55
Sign Language Interpreter Services.....	86	56	-	-
TARGET Center.....	82	82	133	133
USDA 1994 Program.....	69	67	71	71
Virtual University.....	186	175	182	183
Peoples Garden & Visitor Center.....	77	72	68	61
Total, Departmental Shared Cost Programs .....	2,694	2,658	2,845	2,845

FOOD SAFETY AND INSPECTION SERVICE

Shared Funding Projects

(Dollars in thousands)

	2013 Actual	2014 Actual	2015 Enacted	2016 Estimate
<b>E-Gov:</b>				
Budget Formulation & Execution LOB.....	9	9	9	9
Enterprise HR Integration.....	225	201	194	201
E-Training.....	217	249	255	255
Financial Management LOB.....	16	16	15	16
HR Management LOB.....	25	24	25	25
Integrated Acquisition Environment.....	62	60	61	61
IAE - Loans and Grants.....	123	170	174	174
E-Rulemaking.....	95	92	73	48
Geospatial LOB.....	11	-	-	26
Grants.gov.....	64	56	49	51
<b>Total, E-Gov.....</b>	<b>847</b>	<b>877</b>	<b>855</b>	<b>866</b>
<b>Agency Total.....</b>	<b>22,267</b>	<b>23,399</b>	<b>21,785</b>	<b>21,616</b>

## FOOD SAFETY AND INSPECTION SERVICE

### STATUS OF PROGRAM

#### Current Activities:

The Food Safety and Inspection Service (FSIS) is the public health regulatory agency within USDA responsible for ensuring that domestic and imported meat, poultry, and processed egg products are safe, secure, wholesome, and accurately labeled, as required by the Federal Meat Inspection Act (FMIA), the Poultry Products Inspection Act (PPIA), and the Egg Products Inspection Act (EPIA). FSIS also enforces the Humane Methods of Slaughter Act (HMSA), which requires that all livestock at federally inspected establishments be handled and slaughtered humanely. To carry out these Congressional mandates, FSIS employs 9,036 Full Time Equivalents (FTEs) (9,247 employees). Among these employees are a frontline workforce of 7,598 permanent FTEs (7,848 employees) and 419 other-than-permanent FTEs (327 employees) that work in approximately 6,426 federally regulated establishments, three FSIS laboratories, 127 ports of entry, and 150,000 in-commerce facilities nationwide. In addition, there are 1,019 FTEs (1,072 employees) who support them.

FSIS provides in-plant inspection of all domestic processing and slaughter establishments preparing meat, poultry, and processed egg products for sale or distribution into commerce, as well as surveillance and investigation of all meat, poultry and egg product facilities. FSIS inspection program personnel are present for all domestic slaughter operations, inspect each livestock and poultry carcass, and inspect each processing establishment at least once per shift. In addition to in-plant personnel in federally inspected establishments, FSIS employs a number of other field personnel, such as laboratory technicians and investigators. Program investigators conduct surveillance, investigations, and other activities at food warehouses, distribution centers, retail stores, and other businesses operating in commerce that store, handle, distribute, transport, or sell meat, poultry, or processed egg products to the consuming public. FSIS ensures the safety of imported products through a three-part equivalence process which includes (1) analysis of an applicant country's legal and regulatory structure, (2) initial and periodic on site equivalence auditing of the country's food regulatory systems, and (3) continual point-of-entry re-inspection of products received from the exporting country. FSIS also has cooperative agreements with 27 States that operate intrastate meat and poultry inspection programs. FSIS conducts reviews of these State programs to ensure that they are "at least equal to" the Federal program. Additionally, FSIS has a second program with 4 States that have inspection programs that are identical to the Federal program. Under this program, FSIS has oversight of the State programs, and State-inspected establishments in the program can ship products in interstate commerce.

*Strategic Plan:* In 2011, FSIS developed a new five-year Strategic Plan providing both the agency and stakeholders with a roadmap on how the agency intends to effect change over time. The Plan outlines three strategic themes: 1) preventing foodborne illness, 2) understanding and influencing the farm to table continuum, and 3) empowering people and strengthening FSIS infrastructure. The Plan includes eight discrete goals and related strategies under these three themes:

- Goal 1:** Ensure that Food Safety Inspection Aligns with Existing and Emerging Risks.
- Goal 2:** Maximize Domestic and International Compliance with Food Safety Policies.
- Goal 3:** Enhance Public Education and Outreach to Improve Food-Handling Practices.
- Goal 4:** Strengthen Collaboration Among Internal and External Stakeholders to Prevent Foodborne Illness.
- Goal 5:** Effectively Use Science to Understand Foodborne Illness and Emerging Trends.
- Goal 6:** Implement Effective Policies to Respond to Existing and Emerging Risks.
- Goal 7:** Empower Employees with the Training, Resources, and Tools to Enable Success in Protecting Public Health.
- Goal 8:** Based on the Defined agency Business Needs, Develop, Maintain, and Use Innovative Methodologies, Processes, and Tools, including PHIS, to Protect Public Health Efficiently and Effectively and to Support Defined Public Health Needs and Goals.

## FOOD SAFETY AND INSPECTION SERVICE

In preparation for the 2016 FSIS budget request, the agency utilized the goals included in its strategic plan to evaluate current and future activities, streamline areas for savings, and innovate new methods to achieve targeted outcomes. In the following report, each of the agency's high-priority activities is referenced to the strategic goals that it supports.

### Overview of Accomplishments

*Frontline Inspection:* During FY 2014, FSIS inspection program personnel ensured public health requirements were met in establishments that slaughter or process 141.8 million head of livestock and 8.99 billion poultry carcasses. Inspection program personnel also conducted 6.84 million food safety and food defense procedures to verify that the systems at all federally inspected facilities maintained food safety and wholesomeness requirements.

*Poultry Modernization Final Rule:* The Poultry Modernization Final Rule on the New Poultry Inspection System (NPIS) was published on August 21, 2014. FSIS anticipates the NPIS will prevent up to 5,000 illnesses from *Salmonella* and *Campylobacter* annually by focusing inspectors' duties solely on food safety.

*Strategic Performance Working Group:* The Strategic Performance Working Group (SPWG) has conducted recurring critical reviews of FSIS information and data to help the Agency identify deficiencies and/or successes that warrant particular attention from the Agency's Management Council. The group has developed a list of recommended priority items for the Agency to engage in to include the *Salmonella* Action Plan (SAP) and beef sanitary dressing best practices that prevented STEC in FY 2014.

*Actions enhancing food safety:* FSIS has developed new and expanded sampling programs for regulated products in an effort to reduce *Salmonella* contamination. For example, FSIS started new testing of comminuted chicken and turkey product and additional beef products for *Salmonella*. In addition, FSIS has developed new draft performance standards for *Salmonella* and *Campylobacter* for chicken parts and comminuted poultry which are under review, and plans to implement a new algorithm for continuous sampling and a moving window concept for *Salmonella* sampling. Under a moving window approach, the Agency would evaluate a certain number of sequential pathogen sampling results from a single establishment to assess process control. This new approach would allow for on-going scheduled FSIS *Salmonella* sampling, similar to the approach FSIS uses for Shiga toxin-producing *E. coli* (STEC) testing. This approach would provide FSIS with more flexibility for scheduling sample collection at different establishments.

*Microbiological Sampling and related activities:* FSIS completed a number of studies and related activities during FY 2014. In addition to regulatory sampling programs, FSIS began the beef/veal carcass baseline study. FSIS also implemented the co-analysis of all raw beef STEC samples for *Salmonella* and plans to implement a new exploratory sampling project for sampling pork products for *Salmonella*. (Goal 1)

*Chemistry testing:* The Agency oversaw implementation of multiple new and improved/modified analytical methods and has proactively undertaken projects to ensure that food safety inspection aligns with existing and emerging risks. FSIS published 15 Microbiology Laboratory Guidebook methods and appendices. The staff supervised the implementation of 8 new and updated chemical residue methods during the past year in direct support of the U.S. National Residue Program (NRP). These updated methods incorporate improved technology, which increases laboratory capability and efficiency. Updating residue methods to include additional metals, pesticides, and veterinary drugs, resulted in improving the Agency's ability to respond to existing and emerging risks.

*Cooperative Interstate Shipment (CIS) Program:* Indiana signed a CIS agreement on April 7, 2014 becoming the 4<sup>th</sup> state to be accepted into the CIS program. (Goal 4)

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### Federal Food Safety & Inspection Program

*Frontline Inspection:* During FY 2014, FSIS inspection program personnel ensured public health requirements were met in establishments that slaughter or process 141.8 million head of livestock and 8.99 billion poultry carcasses. Inspection program personnel also conducted 6.84 million food safety and food defense procedures to verify that the systems at all federally inspected facilities maintained food safety and wholesomeness requirements. During FY 2014, inspection program personnel condemned more than 465.7 million pounds of poultry and more than 205,884 head of livestock during post-mortem (post-slaughter) inspection. (Goals 2 & 7)

*Training:* Training for the FSIS workforce is a cornerstone of public health protection. The workforce training strategy used by FSIS includes providing entry-level training on mission-critical inspection skills to new employees, followed by additional training as policy is updated, and reinforcing knowledge about performing complex public health protection duties. FSIS has adopted a regional approach to deliver training closer to the worksite and save travel cost and time away from the worksite. The Agency also provided leadership training to enable employees to increase succession planning capabilities and conducted e-learning for targeted skills, which includes CD-ROM, video, and web-based training.

During FY 2014, FSIS provided entry-level training to 225 new Food Inspectors, 210 newly promoted Consumer Safety Inspectors (CSIs), 59 new Public Health Veterinarians (PHVs) and 34 newly hired Enforcement Investigations Analysis Officers (EIAOs). FSIS also included a training course for Egg Inspectors, training 66 employees, and a course for Thermal Processing, training 72 employees. There were 50 new in-plant supervisors that completed the Basic Supervisory Training, teaching them how to perform oversight of food safety inspection duties.

Experienced inspectors completed training through distance education on updated FSIS policies related to Humane Handling and Poultry Sanitary Dressing. Six hundred fifty-five inspectors were trained using the Situational Based Humane Handling course/webinar, and over 646 inspectors participated in the Egg Products webinars. FSIS also updated and implemented the structured on the job training program for Food Inspectors to reinforce the information from classroom training. (Goals 2 & 7)

*Enforcement of the Humane Methods of Slaughter Act:* In FY 2014, FSIS held a District Veterinary Medical Specialist (DVMS) meeting, which included industry-based training by the Professional Animal Auditors Certification Organization and sessions for correlation to improve consistency among the DVMS and their respective Districts in humane enforcement. The DVMS team increased the frequency of their Humane Handling and Poultry Good Commercial Practice verification visits from an 18-month visit cycle to a 12-month cycle. FSIS released a guideline designed to provide resources for small and very small plants to develop a systematic approach to livestock handling and slaughter in October 2013: **FSIS Compliance Guide for a Systematic Approach to the Humane Handling of Livestock**. FSIS continued the transparency of its enforcement of federal humane handling laws by posting humane handling enforcement actions (Suspension, Notice of Intended Enforcement, Reinstatement of Suspension) on the FSIS website. (Goals 1, 2, 3 & 7)

After DVMS presented an outreach-directed presentation to slaughter plants that did not have a systematic approach to Humane Handling and Slaughter, 58 establishments developed a systematic approach.

FSIS is targeting and encouraging small and very small plants to develop a systematic approach to humane handling by utilizing DVMS for outreach during humane handling visits. Each DVMS is giving a presentation to plant management, without a systematic approach, outlining how to develop a systematic approach and its benefits. DVMS will conduct at least one follow-up communication (that is, telephone call, visit, or email exchange) with plant management by the end of the quarter in which the visit occurred to see if any written changes have occurred.

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In FY 2014, the agency devoted 171 FTEs to the verification and enforcement of humane handling requirements in federally inspected establishments. In total, 179,431 humane handling verification procedures were performed. (Goals 1, 2 & 7)

PHIS upgrades allow the DVMS team to enter the results of their assessment into PHIS and allow them to designate whether the establishment has a systematic approach and if it is a written plan. This provides Agency level visibility and tracking. The Humane Handling Enforcement Coordinator (HHEC) also analyzes 100 percent of all humane handling noncompliance reports to identify plants that require special attention due to recurring non-compliance. These plants then have targeted visits by the District DVMS at least once within the following quarter of when it was identified.

*Misconduct Investigations:* FSIS conducted a total of 138 personnel misconduct investigations that were received through the USDA OIG Whistleblower Hotline as well as internal requests from FSIS. Complaints are also received from congressional and public entities. FSIS completed seven computer forensic investigations resulting from direct observation of inappropriate materials, detected by vulnerability detection software and OIG hotline allegations. (Goal 2)

*Audit Recommendations:* FSIS closed all recommendations from the following OIG audit reports in FY 2014:

- Laboratory Testing of Meat and Poultry Products
- Egg Products Processing Inspection
- Follow-up Review of FSIS' Controls Over Imported Meat and Poultry Products

*Recalls:* FY 2014 saw an increase from FY 2013 of 7 food recalls, from 75 to 82, (19 beef, 32 poultry, 18 pork, and 13 combination products) for 17,363,775 total pounds of meat and poultry products recalled. To accomplish this mission, FSIS continued to partner with several food safety agencies, including: the Food and Drug Administration (FDA), the Centers for Disease Control and Prevention (CDC), and its public health partners in State Departments of Public Health and Agriculture around the country. Fifty-four of the recalls were considered Class I (reasonable probability that eating the food will cause health problems or death), 20 were Class II (remote probability of adverse health consequences from eating the food) and 8 were Class III (use of the product will not cause adverse health consequences). Sixteen of the recalls were directly related to microbiological contamination caused by the presence of *Listeria monocytogenes* or STEC. One of those recalls came from the Non-O157:H7 STEC verification program. Six of the recalls were due to extraneous material contamination. Four recalls were due to contamination of product by *Salmonella*. Thirty were due to undeclared allergens in the product. The remaining 26 recalls were due to undeclared substances, processing defect, produced without the benefit of inspection, mis-labeled, unsanitary conditions and unapproved substances. (Goals 1, 2 & 6)

Several of the recalls were for apparent deceptive practices. The Nutriom LLC recall for *Salmonella* consisted of 241,635 pounds of adulterated dried egg products. This recall represented the first FSIS egg product recall. FSIS successfully coordinated with the military and the FDA to ensure that product was removed from commerce. Also in FY 2014, FSIS coordinated two recalls (Recall 002-2014 and 013-2014) from Rancho Feeding Corporation for processing diseased and unsound animals without the benefit of federal inspection. The recalls consisted of over 8.5 million pounds of beef products shipped to distribution centers and USDA inspected establishments nationwide. Much coordination occurred in order to properly notify the public of the ongoing situation, to track the recalled product and to perform hundreds of recall effectiveness checks to ensure the product was accounted for and disposed of properly.

*FSIS Public Health Alerts:* FSIS issued three public health alerts during FY 2014, including one issued in October 2013 for raw chicken products produced by three Foster Farms facilities associated with an outbreak of *Salmonella* Heidelberg in at least 18 states. (Goal 1)

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*Natural Disasters:* In October 2013, the southeast was impacted by Tropical Storm Karen and a tornado that went through multiple states (Arkansas, Mississippi, Alabama, Tennessee, Georgia, and Florida). FSIS Compliance Investigators monitored power outages to determine if Tier 1 in-commerce facilities were affected. FSIS Compliance Investigators contacted, via telephone and/or on site visits, Tier 1 in-commerce facilities to ensure no spoiled or storm damaged product entered commerce. FSIS Compliance Investigators also entered “real-time” information into the FSIS Incident Management System that allowed Headquarter personnel to know exactly the scope of the devastation. FSIS Compliance Investigators monitored condemned product for 25 days. A total of approximately 2,425,840 pounds of meat, poultry (fresh, frozen, dry goods), and shell eggs products were condemned and taken to the landfill. (Goal 1)

*Foodborne Illness Outbreak Investigation:* FSIS collaborated with local and State health departments, the CDC and the FDA to investigate reports of 27 foodborne illness clusters involving 1,282 illnesses, 352 hospitalizations, 6 Hemolytic Uremic Syndromes (HUS), and 4 deaths. There were 10 investigations for Shiga toxin-producing *E. coli* (1 *E. coli* O157, 7 *E. coli* O157:H7, 1 *E. coli* O145, 1 *E. coli* O157:H7 and O103), 13 for *Salmonella*, 2 for *Listeria*, 1 for *Campylobacter*, and 1 investigation involving multiple pathogens (*Campylobacter* and *Salmonella*); Six out of 27 (22 percent) of the investigations resulted in a recall action. (Goals 1 & 2)

<b>FSIS Foodborne Illness Investigations for FY 2014</b>					
	Investigations	Ill	Hospitalized	Deceased	Resulted in Recall Product
<i>E. coli</i>	10	112	43	1	4
<i>Salmonella</i>	13	1,101	281	0	2
<i>Campylobacter jejuni</i>	1	6	0	0	0
<i>Listeria</i>	2	38	28	3	0
<i>Multiple pathogens</i>	1	25	0	0	0
<b>TOTAL</b>	<b>27</b>	<b>1,282</b>	<b>352</b>	<b>4</b>	<b>6</b>

*Emergency Coordination:* In FY 2014, FSIS developed and conducted a significant number of exercises addressing mission critical issues. Each exercise resulted in an after action report, identifying strengths and areas for improvement. One was the annual Human Pandemic exercise, an important annual planning and preparedness exercise. There was also an exercise that was developed and facilitated the Multi-Agency Coordination group for Foodborne Illness Outbreaks (MAC-FIO) which spanned numerous agencies in USDA as well as the Department of Health and Human Services, Federal Bureau of Investigation, Environmental Protection Agency and Department of Homeland Security. This tested the ability of these agencies and Departments to respond to a foodborne illness outbreak under the jurisdiction of both FSIS and FDA. This year’s Eagle Horizon exercise allowed FSIS management council members to relocate to the Emergency Relocation Facility in Raleigh, testing the scenario that had been prepared regarding knowledge of the requirements for Continuity of Operations (COOP). Another exercise informed APHIS how FSIS builds and conducts exercises. There was also a key exercise, with the primary participants being the District Managers, preparing for the New Poultry Inspection System. Others focused on cybersecurity and the Agency’s Health Hazard Evaluation Board. And finally, an exercise was held for the devolution emergency response group (DERG). FSIS’ DERG is called into action in the event of a catastrophic continuity situation, when the Emergency Response Group is unavailable. All of these exercises and the planning and subsequent improvements have resulted in FSIS being better prepared to respond to and recover from a variety of significant incidents. (Goals 7 & 8)

*Prosecutions and Other Legal Actions:* In FY 2014, FSIS worked directly with the Office of the General Counsel (OGC), U.S. Attorneys, and OIG to obtain criminal convictions, fines, and other results to stop illegal

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slaughter activities, sale of adulterated and misbranded food, false and fraudulent use of food as inspected and passed, and other violations; and obtained five pleas by firms and responsible officials, one conviction after jury trial, and one non-prosecution agreement. These outcomes resulted from 8 felonies and 5 misdemeanors, and produced over \$30,000 in fines and restitution, confinement, and other penalties that served to protect the public and deter future violations. These firms were operating in violation of the Federal Meat Inspection Act (FMIA), the Poultry Product Inspection Act (PPIA), and the Humane Methods of Slaughter Act. (Goals 1 & 2)

Additionally, FSIS issued 930 notices of warnings (17 from headquarters and 913 from field offices) to individuals and firms for violations of laws. These outcomes sent a strong message that food safety violations will not be tolerated. (Goal 2)

*Administrative Enforcement:* FSIS filed nine administrative complaints (up from three filed in FY 2013) to refuse and/or withdraw inspection because of public health violations, foodborne pathogens, humane slaughter violations, inspector safety, or convictions of applicants or recipients of inspection grants. FSIS negotiated five consent orders with terms that improved food safety, company ethics, and inspector safety; obtained one default judgment, indefinitely suspending inspection service for humane violations: one final decision and order indefinitely withdrawing inspection from serious violator; and one voluntary withdrawal of service. The Agency filed one complaint whose disposition is still pending. (Goal 2)

*Civil Enforcement:* In FY 2014, FSIS led action to obtain civil injunctions, civil judgments, and enforce civil decrees in two civil cases to stop ongoing violations of FSIS food safety laws; filed one civil complaint resulting in a negotiated civil consent decree, and entered into one additional settlement agreement for violations of an existing consent decree, obtaining \$12,000 in civil penalties. (Goal 2)

*Litigation and Appeals:* In FY 2014, FSIS Hearings and Appeals Branch (HAB) applied program knowledge and expertise that resulted in exceptional accomplishments in employment and labor litigation. This allowed the agency to deliver dramatic program and process improvements over prior years and ensured that all actions and outcomes preserved management action, protected agency interests, and advanced FSIS strategic goals. FSIS improved timeliness of review and assessment documentation and increased dispositive motion dismissals; therefore, FSIS decreased the number of cases resolved by settlement agreement. Specifically, FSIS received over 80 new cases, filed summary judgment motions in 22 cases, resolved over 30 open arbitrations and Unfair Labor Practices (ULPs), including complex issues on District Consolidation and Temporary Inspectors/New Poultry Inspection System. FSIS entered settlement agreements in 18 cases before the Equal Opportunity Employment Commission, Merit Systems Protection Board, or independent arbitrators, reducing the amount of FSIS monetary payments pursuant to settlement by hundreds of thousands of dollars. (Goal 7)

*In-Commerce Activities:* FSIS Compliance Investigators (CIs) conduct investigations, enforcement, and surveillance activities at warehouses, distributors, retail stores, and other businesses operating in commerce that store, handle, distribute, transport, and sell meat, poultry, and processed egg products to the consuming public. In FY 2014, FSIS collected 525 retail ground beef samples for testing for *E. coli* O157:H7 (114.1 percent of FSIS' target of 460). (Goals 1 & 4)

In FY 2014, FSIS conducted 692 investigations in response to alleged violations of the FMIA or PPIA, 90.6 percent of which were based on food safety violations. The investigative findings and evidence are documented and used to support criminal prosecutions. In FY 2014, FSIS controlled 3,017,251 pounds of meat and poultry products in-commerce to prevent possible injury or illness to the consumer. FSIS CIs conducted 13,655 surveillance activities in FY 2014 (versus 13,038 in FY 2013). These surveillance activities focused on examination of food safety and food defense activities in accordance with Agency policy and directives. (Goal 1)

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*Food Labeling Compliance:* During FY 2014, FSIS evaluated and processed 49,815 label submissions from industry for meat, poultry, and processed egg products. Of these submissions, 33,142 were approved, and 16,673 submissions were not approved and returned to be corrected. FSIS received and responded to more than 15,000 email inquiries from domestic producers and manufacturers, foreign establishments, trade groups, State and foreign government officials, embassies, Congressional offices, consumers/consumer groups, universities, and research organizations that requested guidance on labeling, food standards, ingredients, and jurisdiction policies. FSIS also sent about 1,000 advisory letters and other correspondence to manufacturers explaining labeling, food standards, ingredients, and jurisdiction policies in response to recalls and compliance actions.

*Multiple Pathogens in Ready-to-Eat (RTE) Products:* On January 10, 2014, FSIS issued Directive 10,240.4, "Verification Activities for the Lm Regulation and the RTE Sampling Program - Revision 3." This directive provides inspection program personnel (IPP) with instructions to verify that meat and poultry establishments are complying with the regulatory requirements. It also provides instructions for collecting and submitting RTE meat and poultry products samples and for taking enforcement action in response to positive results. This directive gives IPP the tools they need to ensure that establishments are meeting regulatory requirements and producing safe RTE products with respect to Lm and other pathogens. On April 21, 2014, FSIS issued "Best Practices Guidance for Controlling Lm in Retail Delicatessens." This guidance document provides specific recommendations that retailers can take in the delicatessen (deli) area to control Lm contamination of RTE meat and poultry products. This retail guideline will help retailers take action to decrease the contamination of RTE deli meats at retail and decrease the potential for listeriosis, thereby helping to protect public health.

*Salmonella in Raw Meat and Poultry Products:* As one part of its science-based sampling program, FSIS collects and analyzes samples of raw product for *Salmonella* to verify compliance with the HACCP requirements. The *Salmonella* sampling program is fundamentally different from the programs for *E. coli* O157:H7 and *Listeria monocytogenes* because it is intended to assess whether the establishment's process is under control rather than assessing product contamination. The consistency of process control is validated by collecting and testing samples over successive processing days and by comparing the results of two consecutive sample sets. Analyses were also performed to assess the effectiveness of slaughter interventions on beef carcasses and to assess the connection between seasonal changes in human illnesses and seasonal fluctuations in *Salmonella* levels found in meat and poultry. (Goals 1, 2 & 6)

FSIS improved the method for detecting STEC by investigating, validating, and implementing a more reliable Real Time Polymerase Chain Reaction (RTPCR) screening platform for the detection of *E. coli* O157:H7 and six non-O157 STEC serogroups. Improving the plating medium for isolating STEC and implementing a more effective antigenic test for identifying specific somatic groups were additional improvements to the method for detecting STEC.

FSIS developed Operational Performance Measures for *Salmonella*, the objective of which is to report certain statistics to measure the agency's success in reducing *Salmonella/Campylobacter*. These measures are reviewed routinely to ensure that they accurately capture the correct information and to determine whether additional measures are needed. (Goal 1)

*Salmonella in Raw Beef Products:* FSIS implemented new procedures to analyze for *Salmonella* in all raw beef products that it collects for STEC analysis. A single sample can now be collected and analyzed for both analytes. Additionally, FSIS validated and implemented a universal enrichment broth that will permit the co-analysis for *Salmonella* and STEC in raw beef samples leading to improved agency capability by merging testing programs as a means for FSIS to more efficiently utilize inspection activities in the field. Use of the new enrichment media doubles the efficiency of ground beef sampling programs while standardizing the analytical portion size to 325g. The immediate consequence of this change is the reduction of more than 10,000 sampling events for in-plant personnel while at the same time increasing the number of pathogens targeted in each sample analyzed. FSIS will use the new testing to gather information on *Salmonella* in beef products to estimate

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*Salmonella* prevalence in ground beef and beef manufacturing trimmings, and to develop new performance standards for ground beef products. (Goals 1, 2 & 6)

*Laboratory Testing Expansion and Innovations:* Molecular serology testing for *Salmonella* isolated from FSIS regulated products will be expanded, thus improving turnaround time for serotype results and providing the basis for timelier public health decisions. In-house implementation of antimicrobial sensitivity testing for FSIS bacterial isolates will expedite delivery of results that can be used for epidemiologic decisions. In addition, FSIS collaborated with the USDA Agricultural Research Service (ARS) to assist in the investigation and identification of shiga-toxin producing *E. coli*.

FSIS continued collaboration with the ARS for identification of additional analytes for consideration and implementation in the multi-residue method. FSIS contributed to two publications with ARS regarding the Aminoglycoside collaborative and transferred project, in which ARS collaborated with FSIS to develop this multi-residue method and transferred it to FSIS for use in our sampling programs.

FSIS worked to expand the Agency's capability to detect pathogens in FSIS-regulated products by validating a number of laboratory testing methods and expanding current methods and screening programs, including these actions:

FSIS validated extensions of the Aminoglycoside and Multi-Residue Method screening and confirmation methods to poultry in support of National Residue Program (NRP) testing.

A more efficient aminoglycoside method effectively reduced extraction time from 5 ½ hours to approximately 3 hours per batch and batch sizes are no longer limited to 24 units thus improving overall efficiencies and reducing cost per extractable units by 42 percent. The validation data demonstrated that a single species source of controls could be used for various species and this significantly reduces the amount of controls and cost required. Hundreds of work hours will be saved for each lab with a cost reduction of approximately \$45,000-\$50,000 total for the laboratory system.

FSIS upgraded the Laboratory Information Management System (LIMS) version 5 to LIMS version 6, which is 10 percent more efficient than LIMS 5, by performing robust testing on the new system prior to it going into full production in all three field laboratories. LIMS version 6 contains streamlined and consolidated programming, operates on newer server hardware, and uses a new relational database system that enables the system to operate faster than the prior version. Additionally, FSIS migrated to a new internal reporting system in the labs and LIMS 6 operates on this platform so this also contributed to the faster speeds.

FSIS continued its work with the Interagency Food Safety Analytics Collaboration (IFSAC) to coordinate activities and analyses across FSIS, the CDC and FDA. FSIS helped to organize and host a second IFSAC webinar on an IFSAC study to "Evaluate potential limitations with current foodborne illness source attribution estimates obtained from outbreak report." The webinar had over 300 attendees and was well-received. FSIS also helped to develop, review, and launch an IFSAC webpage in FY 2014. This new page highlights IFSAC's purpose and processes, as well as completed and ongoing projects, and future activities. The new webpage can be found at: <http://www.cdc.gov/foodsafety/ifsac/index.html>. FSIS also organized and held a face-to-face meeting in Washington, D.C. on September 3-5, 2014, for IFSAC Steering Committee and Technical Workgroup members to discuss ongoing projects and discuss future project development and helped to develop four new IFSAC projects for FY 2015, which includes efforts in refining *Campylobacter* attribution, incorporating more data in attribution estimates from outbreak data, refining our understanding of point-of-service contamination (at retail), and developing a new template for routine IFSAC attribution reporting. FSIS also continued planning for a public meeting, scheduled for 2015, to share findings from research to estimate harmonized attribution fractions for *Salmonella*, *E. coli* O157:H7, *Lm*, and *Campylobacter*, along with other

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key IFSAC projects. Finally, FSIS will serve as Chair of the IFSAC Steering Committee in FY 2015. (Goals 1, 4 & 5)

*Prevention of Chemical Residues:* The Agency continued to champion FSIS' activities to verify the prevention of violative chemical residues in meat, poultry, and egg products. FSIS revised Directive 10,800.1, Residue Sampling, Testing, and Other Verification Procedures under the National Residue Program for Meat and Poultry Products (March 3, 2014) to incorporate policy from recent FSIS Notices to enhance in-plant implementation of residue prevention activities. During FY 2014, the Agency implemented a nationwide survey of PHVs to better understand their rationale for deciding to perform in-plant screening tests. The results of the survey will inform policies to better guide PHVs on selecting carcasses for testing to maximize the probability of selecting those carcasses that may contain violative levels of chemical residues.

FSIS continued to manage the Residue Violator Information System, collecting and recording information about livestock producers associated with violative residue findings to support FDA investigations and actions against repeat violators.

*Sampling Plan:* FSIS continued historical work to publish an annual Agency sampling plan to inform the public of the Agency's efforts related to microbiological, chemical residue, and other sampling programs. The plan reviews FSIS' microbiological and residue sampling programs in domestic establishments, imports, and in-commerce facilities and describes FSIS' overall strategy for directing its sampling resources. The FY 2015 Plan was published on the FSIS website in November 2014. (Goal 1 & 6)

FSIS has an Inter-Agency agreement with FDA/NARMS (National Antimicrobial Resistance Monitoring System) to assist in a project entitled "Antimicrobial Susceptibility Testing of Bacterial Isolates of Animal Origin." The Agency applied methods to analyze extracted cecal pouch sample contents from the four major product species for Salmonella, Campylobacter, generic E. coli, and Enterococcus. The data from this project will be used to assess the level of antibiotic resistance in microorganisms collected from carcasses that are destined to become FSIS regulated product. The project started March 1 and to date, the Agency has extracted isolates from approximately 3,300 cecal samples and have forwarded approximately 3,200 bacterial isolates for further characterization to FDA/NARMS. As anticipated, data from the antimicrobial resistance testing of cecal isolates has been valuable in determining the correlation of antibiotic resistant bacteria on carcasses and in ceca, which may be a reflection of what is happening on the farm. Additionally antimicrobial resistance and Pulsed-Field Gel Electrophoresis (PFGE) data gleaned from NARMS is already being utilized for outbreak investigations, epidemiology, and trend analysis of antimicrobial resistance in animals.

*Food Defense Vulnerability Assessments:* Through identification of current critical vulnerabilities and the immediate identification of new measures to reduce risk, Vulnerability Assessments (VAs) have helped FSIS drive compliance with existing policies and development of improved policies. FSIS' outreach and education on these vulnerabilities and countermeasures raised awareness of the importance of protecting the food supply chain against intentional contamination. These inform industry, government, and academic participants. In 2014, FSIS completed an update to the National School Lunch Program VA. (Goal 2)

*Sampling Program Standardization:* FSIS has taken a number of steps over the past fiscal year to evaluate and refine how it operates the sampling programs. FSIS collaborated with international workgroups to ensure that sampling and testing protocols around the world, including ISO protocols used within and beyond Europe, are consistent with U.S. protocols and equally effective in detecting foodborne contamination. FSIS also provided scientific consultation to delegations from China, Serbia, and Colombia.

*Food Emergency Response Network (FERN):* Through its cooperative agreements with State food emergency response laboratories, FSIS accomplished the following major activities:

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FSIS responded to a capacity and capability exercise by testing for both *B. anthracis* and toxic chemical compounds in samples received during the same week. Samples were also sent to the FERN laboratories for radiological analysis to assess testing capability and an online reporting structure for radiochemistry specific analysis. Through these FERN cooperative agreement programs, several methods were investigated by the partners for possible use as procedures to test FSIS regulated product in the event of an emergency. The methods include but are not limited to *C. botulinum*, Staphylococcal enterotoxin, saxitoxins, and the biological toxins ricin and abrin.

FSIS FERN participated in 15 Integrated Consortium of Laboratory Networks (ICLN) exercises (nine biological, four chemical, two radiological) and one FSIS exercise (biological). The FERN provided nine Proficiency Tests (PTs) (four biological, three chemical, and two radiological) with 336 network laboratories participating.

FSIS continued to investigate the use of new instrumentation (e.g. MagPix) for the detection of *C. botulinum* toxins in food matrices. FSIS awarded Cooperative Agreements to four additional FERN partner labs to further the initial *C. botulinum* toxin studies conducted in FY 2013. FERN also began evaluation of mass spectrometry assays (e.g. Matrix Assisted Laser Desorption Ionization Time-of-Flight (MALDI-TOF)) to address microbial agent identification and Whole Genome Sequencing to compliment Pulsed-Field Gel Electrophoresis (PFGE) testing.

FSIS investigated several methods by external network partners for possible use as procedures to test FSIS regulated product in the event of an emergency. The methods include, but are not limited to the detection of *C. botulinum* toxin, ricin toxin, abrin toxin, tetramine, *Yersinia pestis*, *Shigella dysenteriae* and platforms including MALDI-TOF and Liquid Chromatography - Mass Spectrometry and Liquid Chromatography - Tandem Mass Spectrometry (LC-MS/MS).

The Agency performed the targeted surveillance of USDA-FSIS regulated commodities (e.g. RTE deli meats, raw ground beef/turkey/chicken/mixed species, hot dogs, smoked sausage, chicken nuggets/other breaded chicken, meat soups, canned meat & assorted chicken, and pork and beef cuts) at retail via FERN CAP partner labs in 12 states. Seven states performed microbial agent targeted surveillance of FSIS products found at retail locations within their jurisdictions. Each state did one microbial analyte from the following list: *Y. pestis*, *B. anthracis*, Staphylococcal enterotoxin, *Shigella* and non-O157 STEC. 910 retail samples were analyzed with all samples reported as negative for these food defense agents. Nine states performed chemical analyte targeted surveillance of FSIS products found at retail locations within their jurisdiction. One thousand seventy-eight samples were tested resulting in over 16,000 analyses, based upon the number of validated targets per method used. All analytes tested were reported as below actionable limits.

FSIS continued to strengthen collaboration with Federal and state partners in support of the agency's efforts to reduce and prevent foodborne illness. Following an exponential increase in PFGE activity, FSIS placed an employee within the CDC PulseNet unit in Atlanta to upload all the FSIS isolates without overburdening CDC PulseNet staff.

**Pathogen Characterization:** FSIS had a significant increase in its ability to characterize pathogens which will improve FSIS' ability to rapidly and accurately detect, identify, anticipate and react to different pathogens, mutations, and outbreaks. FSIS completed PFGE analysis of 5,711 isolates, Antimicrobial Sensitivity Testing (AST) on 3,402 isolates, and molecular serology on 4,217 isolates. When compared to 2013 this was an increase of 109 percent for PFGE, 255 percent for AST, and 53 percent for molecular serotyping.

*Meat, Poultry and Egg Product Inspection (MPI) Directory Mobile Application:* The Agency released the Apple version of its Meat & Poultry Inspection Directory App, which is the highest-rated Agency app. Both

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versions of the app (Apple and Android) have been downloaded over 3,000 times and are regularly used by nearly 90 percent of the downloaders. (Goals 3, 7 & 8)

*Microbiological Baseline Studies:* FSIS completed several important baseline and exploratory study activities during FY 2014:

- Raw Chicken Parts Baseline survey data was analyzed to support efforts for establishing chicken parts standards.
- Completed a comminuted poultry exploratory study to inform the development of new microbiological performance standards for comminuted poultry products.
- Completed the report for the Raw Liquid Egg Products Baseline survey and posted to the FSIS website. Data from this survey will inform the egg products guidance being considered by the Agency.
- Completed the shakedown phase for a Beef/Veal Carcass Baseline survey. This survey will inform industry on the prevalence and levels of pathogens and indicators on carcass surfaces at post-hide removal and pre-chill locations (before and after pathogen reduction interventions). It will also allow FSIS to generate compliance guidance for improving sanitary dressing procedures.
- Initiated and completed sample collection for a short ground pork retail study and completed the necessary steps to get a laboratory contract in place to perform analysis of pork products samples.

*Food Safety Assessments (FSAs):* In FY 2014, FSIS conducted FSAs to assess the design and validity of the hazard analyses, HACCP plans, Sanitation Standard Operating Procedures (SOPs), other pre-requisite programs, testing programs, e.g., its generic *E. coli* written procedures, and any other programs that constitute the establishment's HACCP system. Using scientific assessment protocols, specially-trained personnel conducted 902 focused FSAs. These multi-week assessments determine the adequacy of food safety systems in regulated establishments. By identifying common areas of noncompliance, FSIS has been able to develop better verification instructions to the field and guidance to industry. Outcomes from for-cause FSAs resulted in 20 notices of intended enforcement from which four suspensions of operations occurred. (Goals 2 & 6)

FSIS updates the decision criteria described in FSIS' Public Health Decision Criteria Report to prioritize its FSAs. One decision criterion, the Public Health Regulations (PHRs), was revised to take advantage of new data collected through PHIS. The FY 2015 PHR was published online in FY 2014 expanding to include 132 regulations instead of 118, adding two new pathogen classes, non-O157 STEC and *Campylobacter*, including health-related enforcement actions in the analysis. The 14 regulations that FSIS added are among those verified under PHIS inspection tasks. (Goal 1)

*Food Defense and Recall Preparedness Scenario-Based Exercise Tool:* A new exercise kit, the Food Defense and Recall Preparedness Scenario-Based Exercise Tool, was finalized and published in December 2013. Four webinars to explain how to use the toolkit were conducted during December 2013 – March 2014 with a total of 161 participants. There were 887 downloads of the exercise kit from the website during FY 2014. (Goal 2)

*National Residue Program (NRP):* During FY 2014, FSIS continually increased the effectiveness of the National Residue Program for Meat, Poultry, and Egg Products in protecting public health by improving the alignment of chemical hazard identification and prioritization with the in-plant and laboratory testing conducted under the NRP and the resulting risk management actions. These approaches consider risks from the use of veterinary drugs and pesticides, as well as the presence of known or emerging environmental contaminants. To implement these efforts on time, FSIS improved building infrastructure and monitored progress in several multi-analyte methods. The implementation of the new NRP and increased testing capabilities not only better protects human health but also saves the agency money and resources.

FSIS increased the number of analytes tested for the NRP by 33 percent from FY 2013. The ability to test for more compounds will have a lasting impact on public health related to residue control.

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FSIS designed and launched a national in-plant residue testing survey during June 2014. The initial analysis showed that more guidance may be needed for inspectors. FSIS will use the responses to the questionnaire to assess what factors influence the ability of in-plant inspection personnel to implement residue sampling instructions as intended and to develop strategies to enhance the effectiveness of those instructions.

The Agency redesigned the pesticide-monitoring program, in collaboration with Environmental Protection Agency (EPA), FDA, and Agricultural Marketing Service (AMS), to update and extend several chemistry methods and implement an applicable analytical screening method to better protect public health. In addition to routine regulatory sample analysis in FY 2014, FSIS validated and added 40 new compounds, analyzed comminuted poultry produce for the presence of *Salmonella* and *Campylobacter*, analyzed poultry parts from Foster Farms plants for the presence of the outbreak strain of *Salmonella* Heidelberg, and participated in the validation of the Tempo® instrument for enumeration of sanitary indicators in meat, poultry and egg products.

In a continued effort to repurpose and support chemical residue initiatives and provide input to FDA in the development of the characteristics for data collections and risk ranking/risk prioritization models, FSIS developed specific changes that were presented and accepted by the FDA Food Safety Advisory Committee. FSIS continued to collaborate with FDA and EPA regarding the FY 2013 dioxin survey and on-farm follow up investigations that occurred during FY 2014. The results from the survey have been presented at the 2014 Annual Society for Toxicology meeting and published on the FSIS website.

*Consumer Complaint Monitoring (CCMS) System:* FSIS has evaluated, recorded and coordinated investigations of complaints for 907 cases reported to the Agency through the Consumer Complaint Management System in FY 2014. There were 403 cases reported to FSIS online via the electronic consumer complaint form. Thirty-two percent of cases required additional investigation or outreach to our internal and external public health partners. Seven investigated cases resulted in follow-up voluntary actions at the establishment to address the incident and three resulted in enforcement actions, including one suspension. FSIS conducted surveillance for 134 foodborne outbreaks with potential linkage to FSIS-regulated products. Eight were elevated to an investigation, and at least one resulted in a Class I recall due to *E. coli* O157:H7. (Goal 8)

*Food Defense Plans:* The FSIS Strategic Plan for 2011 – 2016 established as a performance objective that 90 percent of all establishments have a functional food defense plan by 2016. FSIS conducted a number of outreach activities that focused on helping the smallest FSIS-regulated establishments adopt functional plans, including sending letters encouraging the development and adoption of functional food defense plans to all establishments, and contacted 85 percent of establishments that did not have a food defense plan to reiterate the importance of having a plan and make them aware of tools and resources available to assist them, exceeding the 40 percent target. Letters signed by the Administrator to establishments without a written plan in FY 2013 were mailed in May 2014, along with a copy of the General Food Defense Plan and a CD containing additional food defense tools and resources. Letters to establishments that did have a written plan in FY 2013 were mailed the first week in June 2014. FSIS contacted 100 percent of large and small establishments that had a written, but not functional, food defense plan based on the FY 2013 survey. Out of the establishments that were called or that provided survey responses to FSIS inspection personnel at the establishment, 39 percent that did not have a functional food defense plan at the time of the call had one at the time of the survey, indicating effectiveness of calls.

The Agency issued the FY 2014 food defense plan survey in July, extending it into August to allow for late submissions. FY 2014 food defense plan survey results indicate that 84 percent of the meat, poultry, and processed egg product plants and import inspection establishments have a functional food defense plan, (approximately 4,314) up from 83 percent in FY 2013 (approximately 4,255) but just below the 85 percent Agency target for FY 2014. By comparison the FY 2013 Agency target was 81 percent. The percentage of very small establishments with a functional food defense plan increased from 75 percent in FY 2013 to 77 percent in FY 2014, indicating outreach efforts to the smallest establishments were successful. FSIS will continue taking

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actions to further increase the percentage of establishments with functional food defense plans. These actions include mailing and calling establishments that lack a functional food defense plan to encourage the development of a plan, and continued development and enhancement of new and existing food defense training, tools, and resources to help industry and field personnel continue to realize the importance of having a functional food defense plan. (Goal 2)

*Management Control Audits:* In FY 2014, FSIS continued updating written management controls descriptions within the Agency to ensure that their current operations reflect the organizational realignment and strategic plan objectives. FSIS reported no material weaknesses in program and operational controls. In addition, FSIS has conducted continuous monitoring and audits to help manage risks and improve implementation of operational controls, accountability, and actions to achieve strategic goals. Examples of audits and key outcomes achieved include: (Goal 1, 2, 4, & 8)

- **Assessment of Voluntary Reimbursable Inspection Services:** FSIS examined how voluntary reimbursable inspection services are charged by IPP and billed to industry to determine whether FSIS policies and management controls are clear, adequately implemented and effectively monitored. FSIS examined the reconciliation process for claims of reimbursable inspection services provided by FSIS to official establishments and other businesses to determine factors that may lead to the inaccurate accounting of claims for reimbursable inspection services. An outcome of the audits is to develop metrics for continuous monitoring and to provide for early warning of management controls that are not operating as expected or when other deviations occur.
- **Data Transfer to Self-Reporting Tool (SRT) in PHIS for Foreign Audits:** FSIS transferred SRT information into the new PHIS SRT module for the 27 countries that are actively exporting meat, poultry, and egg products to the United States. This information will be used along with other information to determine whether a foreign country is equivalent and thus eligible to export amenable products to the United States. FSIS also completed testing of the PHIS Component Analysis Verification Form (CAVF) module. The CAVF captures, maintains, and scores audit findings and is another factor that is used in determining a country's equivalence.
- **Audit Module in AssuranceNet –** FSIS activated a cost-effective audit module in AssuranceNet that allows FSIS employees to create, track, and report on both international and domestic FSIS audits. The foreign audit staff can leverage resources to track new audit records, and perform quality checks of the audit records after they have been created. The In-Commerce System Phase 7 Audit Function Design is a new application functionality that has been established within AssuranceNet/In-Commerce System (ICS).

*Program Evaluations:* FSIS completed several surveys/evaluations over the course of FY 2014 that assisted management in program planning, implementation, improvement, and accountability. Completed surveys/evaluations included:

- Survey of Blackberry Replacement Options
- Survey of Compliance Assistance Review Evaluation (CARE)
- Survey of FSIS Laboratory Customer Feedback
- Survey of Hazard Identification Team 2.0 (HIT 2.0)
- Survey of Office of the Chief Financial Officer Organizational Training Needs
- Survey of FSIS Seminar Series
- Survey of Undeclared Allergen Recalls
- Survey of Office of Public Health Science Federal Employee View Point Follow-up
- After-action Analysis of Partial Government Shutdown
- Verification of Written Food Recall Procedures
- Interim Report – Food Safety Assessments Evaluation

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*In-Commerce Frontline Training:* In FY 2014, FSIS launched the first comprehensive and interactive computer-based “Click-by-Click” training on the AssuranceNet/In Commerce System (ANet/ICS) for 154 Compliance and Investigation Division (CID) frontline personnel and 17 Enforcement and Litigation Division (ELD) personnel. With past implementation tied to ANet/ICS phases, there was no comprehensive training, requiring significant resources to train new or re-train existing FSIS personnel in the system. The training will save resources, improve consistency, improve program execution, and reduce errors and duplicate records in the system. ELD developed and delivered training to 133 CID Investigators in new Shell Egg policies, focusing on shell egg surveillance, detention, and enforcement. This training was delivered via webinar and group meetings. Additionally, 20 CID investigators received training in interviewing techniques. ELD worked with an external legal partner to develop a six-part legal training series that was delivered to over a dozen employees in ELD, Civil Rights, and Labor Employee Relations Division. (Goal 7)

*Public Meetings:* On January 7-8, 2014, the National Advisory Committee on Meat and Poultry Inspection (NACMPI) held a meeting to consider whether or not current safe handling instructions should be changed to meet the needs of the consuming public, as well as feedback on FSIS’ establishment-specific data release strategic plan. On January 8, 2014, FSIS held a webinar to update the Healthy People 2020 progress report with regards to the prevention of foodborne illness. On January 9, 2014, FSIS held a webinar discussing the US-Canada Regulatory Cooperation Council. On January 10, 2014, FSIS held a webinar on progress towards attribution of foodborne illness, and specifically the most recent activities of the Interagency Food Safety Analytics Collaboration (IFSAC), a tri-agency partnership focused on projects related to attribution of foodborne illness. On July 8-14, and July 15-17, the National Advisory Committee on Microbiological Criteria for Foods held subcommittee meetings in Washington, DC to study microbiological criteria as indicators of process control or insanitary conditions and control strategies for reducing foodborne norovirus infections, respectively. On September 10 and 17, 2014, FSIS held two “Food Safety 101” Webinars to introduce the basics of food safety. (Goals 4 & 5)

*Faces of Food Safety:* In FY 2014, FSIS published 9 issues of *Faces of Food Safety*, which provides an in-depth look at the individual scientists, veterinarians, inspectors, and other FSIS professionals who play an important role in keeping food safe and protecting public health. This initiative complements FSIS’ employee inclusivity campaign of “One Team, One Purpose,” and the Agency’s Cultural Transformation efforts. (Goal 7)

*Stakeholder Inquiries:* FSIS’ Congressional and Public Affairs Office (CPAS) reviewed and contributed to approximately 92 draft letters to Congress and other legislators. CPAS also responded to nearly 200 inquiries from Congress, 40 of which resulted in either a conference call or in-person briefing on the Hill; more than 264 targeted inquiries from media outlets, approximately 10 of which resulted in interviews with food safety officials.

### *Public Health Data Communication Infrastructure System (PHDCIS)*

FSIS deployed Windows 7 to virtually all 7,000 Federal and State computer users in 2014 and also deployed over 100 new or upgraded field broadband connections to modernize and improve connectivity for its field force. (Goals 7 & 8)

FSIS maintained strong customer satisfaction scores for end customer support. As benchmarked against both the public and private sectors, the Agency outperformed each of these in all three categories as well as the overall baseline. (Goals 7 & 8)

FSIS ensured the continued protection of its infrastructure and information from internal and external cyber threats. All FSIS systems have current authorities to operate. (Goals 1, 4, 6, 7, 8)

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### *International Food Safety & Inspection Program*

FSIS' Office of International Coordination (OIC) was created to represent and promote FSIS' policies and programs with other U.S. government agencies, foreign governments and interested international stakeholders. OIC is also responsible for the effective communication and coordination across the agency on all international matters, as well as with other U.S. government agencies. Since its creation in May 2014, OIC staff has welcomed more than a dozen foreign government delegations to Washington to meet with FSIS technical experts and revised Agency's communication materials focusing on important public health policies, programs and regulations.

*Border Interagency Executive Council (BIEC)/International Trade Data System (ITDS):* With the February 19, 2014 signing of the Executive Order 13659 on 21st Century Trade Facilitation, the President mandated all Government agencies' implementation of the International Trade Data System (ITDS) via the Automated Commercial Environment (ACE). FSIS maintains active participation on the ITDS Board of Directors, which addresses significant issues related to ITDS development. FSIS was one of the first agencies to complete Executive Order 13659 requirements, including a memorandum of understanding (MOU), Interconnection Security Agreement (ISA), interface between systems, and initiating changes to regulations to provide for electronic exchange of data. Also, FSIS serves as the USDA BIEC Principal and maintains active participation on the BIEC, an interagency working group established to develop policies and processes to enhance coordination across customs, transport security, health and safety, sanitary, conservation, trade, and phytosanitary agencies with border management authorities and responsibilities to measurably improve supply chain processes and improve identification of illicit shipments. During FY 2014, FSIS actively participated on the various committees established to ensure the Executive Order milestones have been met. (Goals 1, 2 & 8)

*Customs and Border Protection Coordination (CBP):* The FSIS Partner Government Agency (PGA) Message Set Pilot began on April 27, 2014 at three ports of entry and with two Customs brokers. The PGA Message Set automates the electronic data currently provided CBP and adds the additional import inspection application data required by FSIS from the importer of record (or its agent) on FSIS form 9540-1, Application for Import Inspection. These data elements are transmitted electronically when the entry is filed with Customs and Border Protection, through the ACE and eliminates the need for importers of record or agents to submit a paper copy of the FSIS form 9540-1. It also reduces the amount of information that import inspection personnel must manually enter into PHIS, thus saving time and reducing possible data entry errors. (Goals 2 & 8)

*Equivalence Determinations:* In FY 2014, FSIS reviewed ten alternate sanitary measures to determine eligibility requirements for foreign food regulatory systems that are presently eligible to export meat, poultry, or processed egg products to the United States. Of these ten alternate measures, three were approved as being equivalent. Also in FY 2014, FSIS also initiated equivalence reviews of ten countries, including four EU countries seeking a reinstatement of beef equivalence after the lifting of U.S. BSE-related import restrictions on European beef. In total, throughout FY 2014, 32 countries were eligible to export FSIS regulated products to the United States. FSIS reviewed Korea's poultry laws, regulations, and inspection system, as implemented, and determined that they are equivalent to the Poultry Products Inspection Act (PPIA), the regulations implementing this statute, and the U.S. food safety system for poultry. As a result, on March 26, 2014, FSIS published a final rule to add Korea to the Code of Federal Regulations list of countries eligible to export poultry products to the United States. All such products will be subject to re-inspection at United States ports of entry by FSIS inspectors.

FSIS also initiated the rulemaking process during FY 2014 to add Lithuania to the list of countries eligible to export meat to the United States. (Goal 2)

*Equivalence Verification Audits:* FSIS conducted on-going equivalence verification audits of the meat, poultry and egg inspection systems of foreign countries exporting product to the United States to determine if the

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foreign country has an inspection system in place that is “equivalent” to the United States system. In FY 2014, FSIS audited 18 countries that are eligible to export products to the United States. Fourteen countries received an ongoing equivalence audit: Argentina, Brazil, Canada, Chile, Croatia, Denmark, England, Iceland, Italy, San Marino, Mexico, Nicaragua, Northern Ireland and Uruguay.

*Initial Equivalence Audits:* In FY 2014, FSIS conducted three initial equivalence audits: Honduras (poultry), Namibia (meat), and Poland (poultry). The agency also conducted two equivalence reinstatement audits: The Netherlands (beef/egg products) and Ireland (beef).

*FSIS Meat and Poultry Inspection Seminar:* From September 15-26, 2014, FSIS hosted 30 foreign government officials from 19 countries during a 2-week training course on FSIS’ food safety and inspection regulations and procedures.

*International Support Activities:* FSIS continues to enhance the policies and practices for the ongoing equivalency audits. In FY 2014, FSIS successfully refined and streamlined the data collection tools (i.e. the self-reporting tool and the component analysis verification tool); concurrent with integration into PHIS. FSIS also implemented a data consolidation and country performance algorithm to facilitate decision-making in allocation of inspection and audit resources, specifically the scheduling of ongoing international audits. In addition, FSIS developed and published an FSIS Notice that defines the process of conducting on-going foreign equivalence verification audits. (Goals 1, 2, & 4)

*Import Re-Inspection Activities:* FSIS re-inspects all meat, poultry, and processed egg products, exported to the U.S. from eligible foreign countries at U.S. ports of entry to ensure proper certification by the foreign country and examines each shipment for general condition and labeling compliance. Additionally, PHIS randomly assigns more targeted re-inspections of approximately 10 percent of the meat and poultry presented, including laboratory sampling to identify microbiological pathogens, drug and chemical residues, and even species. FSIS determines the intervals for each type of re-inspection based on compliance history of the foreign establishment, country, and product volume from previous years. During FY 2014, approximately 3.5 billion pounds of meat and poultry products were presented for re-inspection from the eligible countries that are actively exporting product to the United States, and approximately 24.5 million pounds of processed egg products were presented from Canada. The table below provides the 2014 statistics for meat and poultry products:

<b>Imported Meat and Poultry Product (FSIS Goals 1 &amp; 2)</b>					
FY 2014	Total Product Presented for Routine Reinspection (Pounds) <sup>1</sup>	Product Subjected to Additional Types of Inspections (Pounds) <sup>2</sup>	Total Product Refused Entry (Pounds) <sup>3</sup>	Refused Product Rectified (Pounds) <sup>4</sup>	Total Accepted (Pounds) <sup>5</sup>
<b>TOTAL</b>	<b>3,575,727,939</b>	<b>294,324,257</b>	<b>24,496,474</b>	<b>20,615,604</b>	<b>3,571,847,069</b>

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<b>Imported Egg Product</b>					
FY 2014	Total Product Presented for Routine Reinspection (Pounds) <sup>1</sup>	Product Subjected to Additional Types of Inspection (Pounds) <sup>2</sup>	Total Product Refused Entry (Pounds) <sup>3</sup>	Refused Product Rectified (Pounds) <sup>4</sup>	Total Accepted (Pounds) <sup>5</sup>
<b>TOTAL</b>	<b>24,503,366</b>	<b>6,361,133</b>	<b>321,700</b>	<b>282,620</b>	<b>24,464,286</b>

<sup>1</sup> Routine reinspection includes the Certification and Label Verification Types of Inspection (TOIs) as well as verification of product condition and identification of shipping damage.

<sup>2</sup> Type of Inspection (TOI); This column is a subset of the total product presented, and identifies the amount of product subjected to more in depth physical and/or laboratory TOIs in addition to the routine reinspection TOIs (Certification and Label Verification).

<sup>3</sup> Total product refused entry. The importer of record has options including destruction; re-export if allowed, conversion to animal food with Food and Drug Administration approval, or rectification (see footnote 4).

<sup>4</sup> Initially refused entry, but subsequently brought into compliance and accepted. Issues amenable to rectification include labeling and certification, among others.

<sup>5</sup> Total Accepted includes all product that was initially inspected and passed plus product that was initially refused entry but later rectified.

FSIS engages foreign governments when public health violations are found during re-inspection. FSIS requests, gathers, and analyzes responses to inquiries submitted as part of this dialogue. Information is exchanged between FSIS and foreign governments in order to address food safety concerns. This information is analyzed together by multiple offices within FSIS to ensure ongoing equivalence and to direct future audits. For repeat violators, FSIS conducts trend analysis to re-evaluate the country’s ability to meet FSIS food safety requirements, and to determine whether FSIS equivalence criteria continue to be met. (Goals 1, 2, 4 & 6)

In addition to port-of-entry re-inspection activities, FSIS also collaborates with other agencies to enhance inspection efforts. FSIS maintains a presence at the U.S. Customs and Border Protection’s (CBP) Import Safety Commercial Targeting and Analysis Center (CTAC), and National Targeting Center-Cargo (NTCC), leveraging knowledge, experience, and data from CBP and other government agencies in an effort to ensure the safety of imported products and targeting high-risk shipments of imported meat, poultry, and processed egg products. These facilities provide FSIS with access to CBP’s Automated Targeting System (ATS) used to monitor, filter, and prioritize imported shipments. These facilities also provide FSIS with a mechanism to formally request holds, exams, and other instructions to CBP officers at ports of entry. With access to ATS at these facilities, FSIS is able to identify, target, and stop high risk, ineligible, and potentially ineligible shipments closer to if not prior to the time of entry.

FSIS also reviews and processes requests to return U.S. exported products. Since these shipments leave the country and travel to destinations all over the world, FSIS asks numerous questions, requests documents, and extensively reviews all information for each request to identify food defense and food safety concerns in order to determine whether these shipments are safe to return to U.S. commerce. FSIS coordinates re-inspection of shipments when necessary to ensure returning products are safe, wholesome, and unadulterated.

*FSIS Visitor’s Program:* FSIS hosts international visitors, provides training and overviews of its food safety and inspection programs and regulations, and facilitates the contact and exchange of information between FSIS and technical experts and government officials from around the world. During FY 2014, FSIS hosted 51 delegations from 27 countries, for a total of 270 visiting officials.

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*Food Defense Outreach to Eligible Countries:* Food Defense Awareness Workshops were conducted in Croatia in March 2014 and in Uruguay in July 2014. The purpose of these workshops was to encourage participants to learn about food defense concepts through a series of presentations and exercises. After completion of the workshops, participants were encouraged to implement food defense best practices in their respective disciplines. Participants included representatives from government, private sector, academia, and law enforcement. (Goal 2 & 8)

### *State Food Safety & Inspection Program*

*Cooperative Interstate Shipment (CIS) Program:* Indiana signed a CIS agreement on April 7, 2014 becoming the 4<sup>th</sup> state to be accepted into the CIS program. At the end of FY 2014, Ohio had seven operational CIS establishments, North Dakota had one selected establishment that is not operational, and Wisconsin had three selected establishments of which two were operational. Indiana recommended several state establishments but final evaluations to enter the CIS program had not been finished by the end of FY 2014. (Goal 4)

*State Public Health Information System (PHIS):* FSIS continues to work with State MPI program directors to coordinate ongoing development of enhancements and implementation of the State's PHIS State functionality that mirrors the Federal PHIS. Ongoing communications between FSIS and State officials resulted in increased investments to support the refinement of PHIS capabilities (plant profile, domestic, predictive analytics, policy issues and "at least equal to criteria") for State MPI programs. Full implementation of the 23 States electing to implement PHIS was completed by December 15, 2013. (Goals 1, 2, 4, & 8)

State reports are needed as the State data available in PHIS continues to grow. In FY 2014, forty-nine PHIS Reports for States were published. Prior to FY 2014, only three state reports were published. These reports display information about humane handling, noncompliances, and inspection task reports. In FY 2014 over 10,380 users accessed State PHIS Reports. (Goals, 1, 2, & 6)

FSIS developed an amendment to the "at least equal to" compliance guideline for State MPI Programs not Utilizing PHIS. State MPI programs are required to develop a data system with characteristics that can produce outcomes "at least equal to" FSIS' PHIS in its ability to identify establishments that may pose a greater risk to the public than other establishments. The compliance guideline will provide criteria to design an "at least equal to" IT data inspection system meeting the intent and attaining the same results as the Federal PHIS. (Goals 1, 2, 4, and 8)

*State Inspection Reviews:* FSIS continued to support approximately 1,700 State-inspected establishments under the 27 State MPI programs through cost sharing of up to 50 percent of allowable State costs. In FY 2014, FSIS completed annual reviews of each of the 27 State Meat and Poultry (MPI) programs. The comprehensive State review process consists of two parts: (1) annual self-assessments and (2) triennial onsite reviews, which are used to determine whether the State MPI program enforces requirements "at least equal to" the Federal requirements. In FY 2014, FSIS completed on site reviews of 12 State MPI programs (Alabama, Arizona, Delaware, Georgia, Illinois, Indiana, Mississippi, Montana, Ohio, South Dakota, Utah, and Vermont), and self-assessment reviews in the other 15 State MPI programs. (Goals 1, 4, & 8)

*Audit of State MPI Laboratory Methodologies:* In FY 2014, FSIS developed and implemented new criteria to strengthen audits that ensure that State MPI program laboratories that sample and test microbiological samples for State inspected establishments attain results that provide the same confidence level and support an "at least equal to" determination. In FY 2014, FSIS evaluated lab methods by using subject matter experts in Microbiology, Chemistry, and Quality Assurance Divisions to perform desk audits and review State labs and State contract lab analytical methodologies to determine overall equivalence compared to FSIS' lab methods. These criteria are articulated in the amendment to "at least equal to" compliance guidelines. Based on FSIS'

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review, States are expected to provide corrective action plans in response to specific areas of concern. (Goals 1, 2, 4, 5, 7, & 8)

*In-Commerce State Activities:* In FY 2014, FSIS continued support to the AssuranceNet/In-Commerce System (ANet/ICS) State program users. The successful integration of 10 State programs into ANet/ICS in FY 2012 provided State users with the ability to access five key functional areas in ANet/ICS (firm information, surveillance, investigation, product control, and enforcement). This joint system usage maintains increased communication and information sharing across programs, also providing opportunities for joint investigations with State partners to become more efficient and responsive to foodborne illness outbreaks. This integration of the State MPI programs in the ANet/ICS also results in an enhanced execution of mission critical public health functions across FSIS and State programs. (Goals 1, 2, 4, & 8)

*Outreach Activities:* In FY 2014, FSIS conducted outreach visits to the states of Indiana, Illinois, Maryland, Michigan, and New Hampshire to strengthen FSIS' relationships with state and local public health partners. During these site visits, FSIS discussed procedures for consumer complaint reporting and outbreak investigations, and learned about current challenges facing state and local health departments. One of the outreach opportunities included a novel initiative with Chicago Department of Public Health using Chicago's Foodborne project (part of the Smart Chicago Collaborative) as a potential model for using Twitter/microblogs as a tool for identifying foodborne illness.

In November 2013, FSIS participated in a combined meeting of PulseNet, OutbreakNet, the Foodborne Diseases Centers for Outbreak Response Enhancement (FoodCORE), and environmental health professionals, newly named the Integrated Foodborne Outbreak Response and Management Conference. FSIS also participated in annual Foodborne Diseases Active Surveillance Network (FoodNet) and Environmental Health Specialists Network vision meetings and the annual Council of State and Territorial Epidemiologists Conference. FSIS also participated in quarterly conference call meetings of OutbreakNet, the informal network of federal, state, and local epidemiologists and other public health and regulatory professionals who respond to foodborne outbreaks. Through this participation, FSIS strengthened communication and collaboration with federal, state, and local public health partners during foodborne illness investigations.

### *Codex Alimentarius*

The U.S. Codex Office manages the participation of the United States in the work of the Codex Alimentarius Commission, which operates within the framework of the Joint Food Standards Program established by the Food and Agriculture Organization (FAO) of the United Nations and the World Health Organization (WHO). The Codex Alimentarius Commission is an inter-governmental body with more than 185 members that sets voluntary international food standards that protect the health of consumers and ensure fair practices in the international trade of food. The U.S. Codex Office is administratively attached to FSIS and serves a government-wide interagency clientele, as well as stakeholders in U.S. industry and consumer groups to promote U.S. interest in the Codex Alimentarius Commission. (Goal 2)

*Setting Global Standards:* The U.S. Codex Commission adopted a wide variety of global food safety and quality standards, including 347 maximum residue limits for 32 pesticides, guidelines on performance characteristics for multi-residue methods for veterinary drugs, guidelines for the control of *Taenia Saginata* in meat of domestic cattle, risk management recommendations for residues of certain veterinary drugs in food that may pose human health risk concerns, principles and guidelines for the conduct of microbiological risk assessment, and approximately 550 provisions for food additives. To advance U.S. positions at these meetings, the U.S. Codex Office prepared draft positions for issues under negotiation, reviewed these positions with Federal policy makers and technical experts, and presented these positions at 12 public meetings. (Goal 2)

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*Committee Responsibilities and Participation:* The United States hosts three Codex Committees, and the U.S. Codex Office is responsible for managing the meetings of these committees. Two committees met in FY 2014: the Committee on Food Hygiene in Hanoi, Vietnam, in November, attended by 239 delegates from 73 countries and 17 international organizations; and the Committee on Processed Fruits and Vegetables, in Philadelphia, PA, in September, attended by 66 delegates from 30 countries and international organizations. (Goal 2)

*Outreach:* The effective partnership of the U.S. Codex Office with delegates in other countries has been the foundation for successful advancement of U.S. interests in Codex. The U.S. Codex Office conducted comprehensive outreach programs on four continents to build support for U.S. interests in the development and adoption of standards by the Codex Alimentarius. The main theme of these outreach activities was to convey the preeminence of science as a means to reach consensus on setting global food safety standards. In FY 2014, the Codex Office and U.S. Committee delegates organized eight multi-day colloquia with Codex delegates from selected countries in Africa (South Africa in March, Tanzania in September), Latin America and the Caribbean (Costa Rica in March, Chile in August), and Asia (Japan in June, Indonesia in September). The objective was to discuss issues before upcoming Committee meetings and develop strategies for effective collaboration at the meetings. The Codex Office followed these activities with on-going contact with key delegates in order to continue to shore up support for issues critical to the United States. The U.S. Codex Office also conducted three bilateral workshops, in Honduras and El Salvador in May, and in Paraguay in June, to build the management capacities of the national Codex contact points so that these countries can participate more effectively in Codex meetings.

*Training:* The U.S. Codex Office conducted a 7 day training program in Washington in May 2014 with 22 Codex leaders from 11 countries from the African, Asian, and Latin American/ Caribbean regions to build capacity for participation in Codex work and implementation of food safety standards, present U.S. views on Codex issues and develop common approaches to achieve mutual objectives in Codex.

In addition, the U.S. Codex Office worked collaboratively with domestic and international scientific experts to develop and secure approval of important new work on science-based guidelines for the control of *Salmonella* in beef and pork, which will address a major cause of foodborne disease in the United States and world wide. This aligns with the outreach recommendation in the FSIS *Salmonella* Action Plan. (Goal 4)

### *Cross-Cutting Accomplishments*

*Public Health Information System Implementation (PHIS):* The PHIS Import Component, launched on May 29, 2012, is interfaced with Custom and Border Protection's (CBP) Automated Commercial Environment, which electronically transfers CBP entry data into PHIS. This single, centralized, online access point provides an electronic alternative to the paper-based import inspection application, which simplifies the foreign inspection and foreign establishment certificate processes.

On September 19, 2014, FSIS published a final rule in the *Federal Register* to amend the meat, poultry and processed egg products import regulations to provide for the Agency's PHIS Import Component and to streamline and simplify FSIS import regulations.

The benefits of the final rule include reduced data-entry time for import inspectors, streamlined existing import documentation requirements and increased effectiveness of import inspection regulations. An additional potential benefit is that the rule provides the option to file mandatory import application data electronically. (Goals 1 & 8)

*PHIS Efficiency Improvements:* FSIS has increased the use of automated PHIS reports 11 percent over their use in FY 2013. With the launch of the FSIS PHIS, the agency is collecting much more data about inspection activities than it has in the past, resulting in a greater need for reports summarizing this data. FSIS has

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expanded the suite of PHIS reports and has published: (1) an open appeals report by District, (2) a 2014 Food Defense Survey results report by District, (3) a FIMS Incident report by State, (4) a Public Health Regulations Noncompliance Report by Establishment, and (5) a report of sample results from the Data Warehouse. There are now 186 PHIS reports available to users based on their PHIS role. These include 124 federal reports, 49 state reports, 4 industry reports and 9 import reports, containing information about lab sampling, slaughter, inspection tasks, establishment profile, resource management, imports and industry. In FY 2014, over 94,000 reports were generated by PHIS users. If users requested these reports from FSIS before PHIS implementation, each request would take about 10 minutes on average to complete. The ability for users to access the report on their own saves approximately 195 work days across the Agency, allowing analysts to spend time on other more in-depth analyses and projects. (Goals 1, 2, & 6)

In addition to the PHIS reports, FSIS has also modified many analytical reports as well. FSIS realized that the manual creation and processing of reports every time the same data is needed was inefficient and could increase the number of mistakes. FSIS has identified, created, and automated more than a dozen reports and analyses that are done on a routine basis. Not only does this make the resulting data and analysis reliable and regular, it also results in freeing up analytical time to allow FSIS to identify new trends and patterns that can be analyzed. (Goal 8)

*New Poultry Inspection System(NPIS):* FSIS estimates that the NPIS will prevent up to 5,000 *Salmonella* and *Campylobacter* foodborne illnesses each year. *Salmonella* illnesses have remained steady, with some spikes, in the past ten years, while *Campylobacter* is the second most reported foodborne illness in the United States. This new inspection model is a key part of the agency's *Salmonella* Action Plan, unveiled in December 2013, which is the agency's blueprint for addressing *Salmonella* illnesses from meat and poultry products. (Goals 1, 5, 6, & 8)

*Occupational Safety and Health:* FSIS increased its collaboration with Occupational Safety and Health Administration (OSHA), and jointly provided guidance to all poultry slaughter facilities with a copy of OSHA's 2013 handbook on the "Prevention of Musculoskeletal Injuries in Poultry Processing".

FSIS reduced the occupational injury rate below the lowest level since 2011 according to statistics provided by the Department of Labor.

<u>Year</u>	<u>Occupational Injury Rate</u>
2011	6.28
2012	6.45
2013	6.45
2014	5.50

FSIS created monthly injury and illness reports for all employees and made them available on the FSIS Intranet. The reports have been used by safety committees and others to identify and focus on reducing the top injuries found among FSIS employees. FSIS implemented a new online tool to track occupational safety and health issues at FSIS establishments.

*Workers' Compensation:* FSIS returned to work 73 employees, saving the agency \$217,432.00 by utilizing the Alternative Duty Program, Work Hardening Program and making formal Job Offers to injured FSIS employees. In addition FSIS promoted the use of the Pharmacy benefit program for injured employees and saved the agency a total of \$113,923.80 with a utilization rate (number of prescriptions filled) of 3,180.

FSIS was again this year one of the few Agencies within the USDA with the highest target expectations for filing timely submissions of CA-1-Notice of Traumatic Injuries and CA-2-Notice of Occupational Disease claims for injured FSIS employees.

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*Workplace violence:* FSIS developed and implemented an aggressive education plan to mitigate the risks of workplace violence. Those actions resulted in a 5 percent decrease of in-plant cases.

*IT infrastructure:* In 2014, FSIS managed the deployment of enhancements to multiple Agency systems, including the PHIS. FSIS ensured a healthy IT portfolio of business technology investments with all major investments receiving a score of Green. (Goals 1, 2, 6, 7 & 8)

FSIS completed documenting its major Agency business processes in its Enterprise Architecture, and began the process of collecting requirements to modernize its legacy applications and infrastructure into fewer, enterprise-level applications. The Agency released the Apple version of its Meat & Poultry Inspection Directory App, which is the highest-rated Agency app. Both versions of the app have been downloaded over 3,000 times and are regularly used nearly 90 percent of the time. (Goals 3, 7 & 8)

*Actual Time Automation (ATA):* The Food Safety and Inspection Services has launched the Actual Time Automation (ATA) initiative (Time clocks) to upgrade the Time and Attendance (T&A) system for reimbursable overtime inspection so that the Agency can record inspectors' time in less than 15-minute intervals and bill plants electronically for this work. Once ATA is fully implemented FSIS will be able to bill plants electronically, improve accuracy of timekeeping records, and reduce liability risks due to T&A issues.

During FY 2014, FSIS made strides in building the system infrastructure needed for ATA:

- (1) FSIS is in the user acceptance testing phase of the Reimbursable Inspection Billing System (RIBS). RIBS will automatically extract reimbursable billing data from the T&A system, WebTA, and interface with the financial system, Financial Management Modernization Initiative (FMMI), to generate the billing documents.
- (2) FSIS is in the design phase of WebTA enhancements required to capture both T&A and billing data in WebTA.

*Modernization of Poultry Slaughter Inspection:* On August 21, 2014, FSIS published a final rule that will now require that all poultry companies take measures to prevent contamination, rather than addressing contamination after it occurs. Also for the first time, all poultry facilities will be required to perform their own microbiological testing at two points in their production process to show that they are controlling enteric pathogens (e.g., *Salmonella* and *Campylobacter*). These requirements are in addition to FSIS' own testing, which the agency will continue to perform. FSIS also established the optional New Poultry Inspection System (NPIS), in which poultry companies must sort their own product for quality defects before presenting it to FSIS inspectors. This system allows for FSIS inspectors to focus less on routine quality assurance tasks that have little relationship to preventing pathogens like *Salmonella* and instead focus more on strategies that are proven to strengthen food safety. A greater number of inspectors will now be available to more frequently remove birds from the evisceration line for close food safety examinations, take samples for testing, check plant sanitation, verify compliance with food safety plans, observe live birds for signs of disease or mistreatment and ensure plants are meeting all applicable regulations.

*Smart space initiative:* As part of USDA's smart space initiative to reduce space, FSIS reduced commercial leased space in Minneapolis by 7,300 SF at \$171,000 annual cost savings. Overall, the FSIS space portfolio was reduced by 7.7 percent.

*Small business contracting:* In FY 2014, FSIS awarded 54 percent of its contracts to small businesses, and exceeded the USDA small business goal of 52 percent.

*Small Plant Help Desk:* FSIS provides a significant amount of outreach and technical resources to small and very small plants – both Federal and State Inspected. The Small Plant Help Desk, as required by the 2008 Farm

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Bill, continues to serve small plant owners and operators with valuable assistance. During FY 2014, the Help Desk received 1,902 inquiries. Furthermore, the Agency's Small/Very Small Plant Web Page received 11,263 views. Of these views, 3,879 were on the Agency's Small Plant News newsletter alone.

*Recruit and Retain High Performing Employees:* FSIS has been very successful improving its staffing delivery and HR services. During FY 2014, FSIS reduced the average number of days to hire a candidate to 84 days, in order to improve the applicant experience. Additionally, FSIS supported the implementation of the NPIS by completing the review of the Service Computation Dates for employees impacted by the new Rule, approximately 3,200 records, to position the agency for transition to NPIS, while providing employees with every opportunity to sustain a career with the Agency. (Goal 7)

*Labor Relations:* With a concerted effort by management and union officials, FSIS made significant strides in sustaining its Labor-Management relationship. FSIS successfully conducted monthly Labor-Management conference calls and twice a year Labor-Management meetings with the National Joint Council (NJC), adding facilitators, in an effort to continue to improve its Labor-Management climate. FSIS also provided senior leadership at the local labor-management meetings to explain agency procedures and policies. The Agency provided five initiatives for Pre-Decisional involvement (PDI) and along with training for union and management officials on the same subject. The Agency and the Union reduced the number of Unfair Labor Practices (ULP) complaints and reduced the time to respond to negotiated grievances. To improve the supervisory employee engagement, FSIS conducted 77 training sessions across the organization in topics such as basic employee relations, time and attendance, formal and informal complaints processes, disciplinary actions, safety & health, the new basic supervisor course as well as supervisory refresher training; along with webinars on PDI, negotiated agreements, and performance appraisals and plans. (Goal 7)

*Advanced Analytics:* FSIS identified several high priority analysis projects for which advanced analytics were used to conduct the analysis. These projects include an analysis of the public health regulations (PHR) and a Slaughter Outlier analysis. FSIS has also used the T-cube tool in the PHIS application to identify potentially novel outbreak clusters and has shared these findings with CDC users. (Goals 1, 2, 6 & 8)

*FSIS Leadership and Development Training:* FSIS piloted six supervisor and leadership development programs involving 267 FSIS employees, managers, and leaders: (1) The Administrator's Reading Circle provided Executive Core Qualifications leadership development opportunities for the FSIS Senior Executive Service members; (2) The FSIS Catalyst Leadership Development Program - a competitive blended-learning program for general schedule employees grade 13 -15 and Commissioned Corps Officers grade 0-4 and above enhanced the leadership skills of participants through innovative coursework and action-learning projects. As a program requirement, participants completed developmental and e-learning assignments, contributed to a group service project, and participated in highly-interactive learning experiences; (3) The FSIS Escalade Leadership Development Program - a competitive, blended-learning program created to support succession planning and enhance the leadership competencies of GS-9s -12s and 0-3 Commissioned Corps Officers within FSIS, trained aspiring leaders within the FSIS who may or may not assume positions of greater leadership in the future; (4) The FSIS Experienced Supervisor Training Program was designed to support the existing OPM mandate under 5 CFR 412.020 for supervisors with over 3 years in position, and the Inspector General's requirement for face-to-face training; (5) The FSIS Mentoring Program - a non-competitive program designed to provide a series of developmental experiences as a result of pairing an experienced and highly competent employee (mentor) with a less experienced employee (protégé). The structured, collaborative one-on-one relationship focused on strengthening competencies and developing leadership skills; (6) The FSIS New Supervisor Training Program offered a combined two-week curriculum applicable to both in-plant and non in-plant supervisors. The program prepared new supervisors for an ever-changing work environment, promoted networking, and served as an opportunity for headquarter and field supervisors to learn together and share experiences with each other.

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*FSIS Web Presence:* Digital communication enables FSIS to quickly reach its large and diverse audiences. FSIS delivers news, food safety and defense information, and policy issuances via its main website, [www.fsis.usda.gov](http://www.fsis.usda.gov). The Agency communicates directly with its constituencies through its question-and-answer knowledgebase applications, Ask Karen / Pregúntele a Karen and askFSIS. Content published on the FSIS public site is also used on social media sites, feeds, and the government partner portal site [www.FoodSafety.gov](http://www.FoodSafety.gov). Finally, an intranet site, InsideFSIS, brings geographically dispersed employees together in an online community.

A digital subscription service notifies subscribers of additions and changes to the FSIS public website; in FY 2014, 162,723 subscribers with a total of 1,146,995 subscriptions received 33,602,007 e-mail bulletins regarding their chosen topics. This direct notification is particularly popular and effective in disseminating recall information.

The public website, as the hub of FSIS' web presence, is a window on Agency activities and for citizens, a means of participating in the policy development process. The website supports consumer education activities that improve home food-handling practices and prevent foodborne illness. In FY 2014, FSIS reached 59,019,170 page views for [www.fsis.usda.gov](http://www.fsis.usda.gov), close to the predicted target of 61 million (cumulative). FY 2014 marked the first full year of a new web site that uses "responsive design" principles – the user's view of the site is optimized for the device type, be it desktop, tablet, or smartphone. Approximately 20 percent of visits to the site during the year were made using a mobile device, an increase from about 16 percent.

*Civil Rights:* During FY 2014, the Agency's Civil Rights Staff (CRS) continued its efforts to promote a discrimination and harassment-free work environment. To that end, the Administrator issued six Equal Employment Opportunity and Civil Rights policy statements that were disseminated to all Agency employees and posted on the Agency's website. Supervisors were mandated to discuss the policies during all employee gatherings and meetings. Employees were mandated to review the policies and affirm doing so as part of annual EEO and Civil Rights training. (Goal 7)

In FY 2014, the Agency processed 152 informal cases and resolved 95, for a resolution rate of 63 percent. Ninety-nine percent of all informal cases were counseled timely and Alternative Dispute Resolution (ADR) was offered in 100 percent of pre-complaints. Analyses of complaint data for the past five years showed a reduction in formal complaints filed from 88 cases in 2009 to 78 cases in 2014. (Goal 7)

The Agency's ADR resolution rate was 35 percent which contributed to the overall complaint resolution rate of 63 percent. This percentage is considerably higher than USDA's resolution rate of 44.3 percent and the Federal government rate of 43.5 percent. CRS also continued to push an aggressive EEO and Civil Rights training program in FY 2014. CRS developed and delivered four new EEO and Civil Rights training modules to the workforce. These trainings were made mandatory for the workforce, resulting in 95 percent of the FSIS non-supervisory employees completing at least 2 hours of EEO and Civil Rights training and 83 percent of managers and supervisors completing at least 3 hours of EEO and Civil Rights training. Approximately 91 percent of those trained indicated that the training met or exceeded their expectations. (Goal 7)

Additionally, 8 Title VI compliance reviews of FSIS' Federally Assisted State Meat and Poultry Inspection Programs and one Title VII compliance review of the Office of Policy and Program Development were completed during FY 2014. Over 100 proposed rules and policies were reviewed, and 7 of the 100 were comprehensive Civil Rights Impact Analyses. FSIS assisted with the planning and coordination of all Special Emphasis Program (SEP) events sponsored by the Departmental Administration. In addition, the Agency planned numerous internal SEP events aimed at educating the workforce regarding each SEP. Events were held in both headquarters and field locations, and included a special observance commemorating the 50<sup>th</sup> Anniversary of the Civil Rights Act of 1964. (Goal 7)

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*Shell Egg Policy Enhancement:* In FY 2014, FSIS developed and implemented new policies to enforce ambient refrigeration requirements for shell eggs packed, distributed, and sold to consumers, improving food safety and closing open OIG audit recommendations. Agency-wide collaboration led to the development of new science-based policies for surveillance, detention, seizure, and enforcement, including use of civil penalties. New policies were incorporated into existing Surveillance, Investigation, and Enforcement Methodology (SIEM) directives, developing a new appendix to the surveillance directive to provide specific instructions to Compliance Investigation Division (CID) investigators to assess compliance with shell egg requirements and revise the detention and seizure directive to clearly articulate agency actions to detain consumer packed shell eggs found in violation of law. The resulting policies provide substantial value to FSIS and to the public through improved safety of shell eggs and contribute to the reduction of foodborne illness related to *Salmonella*. (Goals 1, 4, & 6)

*AskFSIS system*

- FSIS supported effective policy implementation by FSIS and industry stakeholders through the “askFSIS” system. The “askFSIS” database provides online answers to technical, inspection-related questions and is designed to serve the business audience in much the same way that “Ask Karen” is designed to serve consumers. In FY 2014, “askFSIS” customers visited the site 411,836 times, conducted searches, and viewed 407,786 published answers. The “askFSIS” customers also submitted 22,989 questions for individual answers. The table below provides information regarding “askFSIS” correspondents who submitted questions. Roughly, 56 percent of the 22,989 questions submitted to “askFSIS” came from FSIS employees. (Goal 6)

<b>Customer Type</b>	<b># of Questions Received</b>	<b>Report Percentage of Total (#)</b>
Establishment - Large	1,485	6.5%
Establishment - Other	309	1.3%
Establishment - Small	3,296	14.3%
Establishment - Very Small	1,593	6.9%
FSIS - District Office	167	0.7%
FSIS - Enforcement, Investigations, Analysis Officer	710	3.1%
FSIS - Frontline Supervisor	463	2.0%
FSIS - Other	733	3.2%
FSIS at Establishment - Large	2,990	13.0%
FSIS at Establishment - Other	555	2.4%
FSIS at Establishment - Small	4,659	20.3%
FSIS at Establishment - Very Small	2,520	11.0%
Government Agency Other than FSIS	618	2.7%
Industry - Other	1,753	7.6%
No Value	69	0.3%
Other	1,069	4.7%
<b>Total</b>	<b>22,989</b>	<b>100%</b>

*Education and Outreach Accomplishments*

*Public Education and Outreach:* The USDA Food Safety Discovery Zone (FSDZ) continues to be a highly visible part of FSIS’ public health mission and a key component of the Agency’s public health outreach to consumers. In FY 2014, the FSDZ traveled to five states and Washington, DC and reached approximately 1.7 million consumers. This reach is nearly three times higher than at any other time in the program’s history. Since

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its launch in 2010, the FSDZ has traveled to 25 states and Washington, DC and has reached approximately 3.8 million consumers. (Goal 3)

*Ad Council/Food Safe Families Campaign:* FY 2014 marked the fourth contract year with the Ad Council for the Food Safe Families Campaign. This year, FSIS received more than \$22 million dollars in donated media, bringing the contract total to more than \$100 million in donations since its launch in June 2011. During FY 2014, the contract used volunteer ad firm, Partners + Napier, to develop new public safety announcements (PSAs), which included TV ads, radio spots, out-of-home, print and web advertising in English and Spanish. The PSAs used FSIS funded research conducting with Kansas State University to inform their subject matter, thermometer use and cross-contamination respectively.

The Ad Council also facilitated a number of media opportunities for FSIS this year, including:

1. A Twitter chat with Food Network celebrity chef Terry French during the Superbowl.
2. A partnership with Radio Disney to promote the Food Safety Discovery Zone's participation in the League of United Latin American Citizens' (LULAC) Cinco de Mayo festival.
3. The placement of Food Safe Families PSAs in doctor's offices through the organization AccentHealth. This effort won a Bronze Medal in the 2014 Web Health Awards (Category: Mobile Application: Medical Education. Small Mobile Device)

Over the summer, FSIS and the Ad Council conducted two successful satellite and radio media tours (SMT/RMT). The first one was focused on food safety practices during World Cup parties. This was the first time FSIS conducted a media event targeted at the Hispanic market. FSIS conducted 26 interviews, including a live interview with Telemundo's morning show, an interview with a prime time show on CNN in Español and with a feed broadcasted at all local Univision stations. This media tour received nearly 2 million viewings.

The second SMT/RMT supported 4th of July/BBQ season and targeted the general market. Interviews from this tour were broadcast 42 times and reached more than 3 million consumers. National outlets included ABC News Radio, America in the Morning, The Wall Street Journal and local outlets included ABC, CBS, Fox and NBC radio affiliates.

With the help of the Ad Council, FSIS also launched an interactive recipes tool on FoodSafety.gov. This tool allows users to input their favorite recipe and get food safety steps built into the instructions. Ad Council also developed five infographics this year covering the Superbowl, World Cup, 4th of July/BBQ season, Back to School, and Thanksgiving.

*Food safety messages from FSIS' Todo Cuenta Cuando se Trata de Cuidar a su Familia (Everything Counts When it Comes to Taking Care of Your Family) campaign:* The Smart Media Group negotiated to have radio ads aired for four weeks throughout the Pueblo, CO and Tucson, AZ markets. The total on-air campaign reached 3,952,683 listeners. The online campaign reached 29,095 viewers. Radio hosts gave daily food safety tips written by a FSIS Spanish-speaking food safety expert who provided food safety advice on handling and preparing food during the holidays through live interviews with the morning show talent. The public was able to click on the Todo Cuenta web banners posted at the radio station's websites and access Todo Cuenta and Pregúntele a Karen web pages. Overall, the campaign achieved 3,954,778 consumer contacts.

*USDA Meat and Poultry Hotline:* Over 59,369 telephone inquiries were received through USDA's Meat and Poultry Hotline during FY 2014. Meat and Poultry Hotline staff also responded to 31,848 email inquiries during FY 2014.

*Ask Karen:* "Ask Karen" is the only government-sponsored food safety virtual-representative in America is "Ask Karen" Is also the most prominent feature of the FSIS website. The "Ask Karen" database received

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12,909 e-mail questions and 1,234,217 answers were viewed in FY 2014. The “Ask Karen” chat feature allows consumers to chat on-line with a Hotline food safety specialist. The “Ask Karen” chat received 2,800 chat requests in FY 2014.

*FoodSafety.gov*: FSIS continued to work closely with those at **FoodSafety.gov** to promote content on this *Food Safe Families* campaign site. Total sessions, unique users and pageviews were all up significantly from FY 2013. Four of the top five pages on the website are directly related to USDA and *Food Safe Families* campaign messaging.

CAMPAIGN SUMMARY	FY 2013	FY 2014
Sessions	6,914,688	14,245,518
Users	5,553,328	10,366,073
Pageviews	15,495,327	32,251,394

Increases in traffic can be attributed to a variety of factors, including robust outreach FSIS conducted during FY 2014. Two to three USDA blogs were posted monthly on FoodSafety.gov (up significantly from FY 2013) and total posts on Twitter increased dramatically this year. These efforts routinely directed readers to find more information on specific FoodSafety.gov pages, contributing to the year’s increase in traffic.

New blog topics also added to the increase in site traffic. Blogs on topics such as the MLB’s All Stars Game, cancer, the World Cup and Ramadan allowed FSIS to reach out to new audiences. These and other blogs allowed FSIS to communicate more directly with at-risk populations including older adults, pregnant women, those with compromised immune systems, and non-English speakers.

*Social and New Media*: During FY 2014, FSIS used a variety of social and new media to promote recalls and communicate about proper safe food handling practices. Of note, we used Twitter, Facebook, YouTube, blogs, and webinars for routine outreach.

- Twitter:
  - The USDAFoodSafety Twitter account saw significant growth due to a new effort to communicate on non-traditional topics. FSIS used events like the premier of *Sharknado 2*, a SYFY channel movie, and National Cheeseburger Day to promote food safety messages to audiences engages in discussion about those topics.
  - One message in particular received almost 250 retweets and more than 100 favorites, a record for the @USDAFoodSafety twitter handle. FSIS was highlighted by the Latin Times and Hollywood Reports for its effective use of the *Sharknado 2* meme to engage with the public.
  - Since this effort, there has been higher than average engagement on routine messages like recalls and food safety content. This work allowed FSIS to exceed goal 3 (Enhance Public Education and Outreach to Improve Food-Handling Practices) by 165 percent, and reach a new total of 593,607 on the platform.
  - FSIS participated in an additional two twitter chats this year, one with ABC News at their request, and one with Federal Emergency Management Agency (FEMA) to support National Preparedness Month.
  
- Facebook:
  - The FoodSafety.gov Facebook account experienced a surge in growth this year through a donated media campaign secured by the Ad Council. Because of this campaign during in

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June, the account's 'likes' grew from 20,000 to 110,000. As a result of this growth, the page reached more than 6 million views this year.

- Blogs:
  - Twenty-eight blogs were posted on a variety of USDA topics on [FoodSafety.gov's blog](#) and/or the [USDA blog](#).
  - Blogs addressed a number of Agency initiatives, including
    - [The Salmonella Action Plan: Crash Course in Salmonella](#) and [Salmonella and Children: A Parent's Guide](#) (NOTE: the first *Salmonella* post was the blog's most popular topic of the year. It was shared on Facebook and Twitter more than 1,000 times)
    - Reducing food waste: [\\$AVE Money by Knowing When Food is Safe](#)
    - Thermometer usage: [Why Does USDA Recommend Using a Food Thermometer?](#)

*Employee Outreach:* During FY 2014, FSIS communicated with employees through nine entries in the FSIS Administrator's Blog; nine Town Hall meetings, including four for all employees and five for field employees; and weekly issues of the Wednesday Newsline publication and the monthly newsletter, The Beacon.

*Constituent Outreach Publications:* FSIS communicated with constituents, including consumers and industry and consumer representatives, via weekly issues of *Constituent Update*, a weekly publication featuring articles pertaining to agency policy and regulatory changes, FSIS sampling program results, international trade issues, and other FSIS-related issues of importance to industry and consumer groups. This publication currently has nearly 26,000 subscribers. FSIS published a monthly edition of *Small Plant News*, and also produced and posted several podcasts for small and very small plants. FSIS also published news releases that offered food safety tips to assist consumers during power outages; natural disasters, such as wildfires, tornados, and floods; holidays, such as July 4, Memorial Day, Thanksgiving and New Year's Day; and special occasions, such as going back to school, spring festivities, and the Super Bowl.

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Summary of Budget and Performance  
Statement of Agency Goals and Objectives

The Food Safety and Inspection Service (FSIS), a public health regulatory agency within the U.S. Department of Agriculture (USDA), is responsible for ensuring that the commercial supply of meat, poultry, and processed egg products moving in domestic commerce or exported to other countries is safe, secure, wholesome, and correctly labeled and packaged. Legislative mandates provide FSIS with the authority to conduct its public health mission.

FSIS contributes to one USDA Strategic Goal 4, and has aligned its Strategic Plan for 2011-2016 to support the Agency’s overarching food safety mission with key FSIS activities, which directly influences how the Agency operates and allocates resources. The chart below outlines the alignment. The U.S. Codex Office, located in FSIS, also supports USDA Strategic Goal 7, through the development of science-based international food safety and quality standards that protect consumer health and promote fair trade practices.

USDA Strategic Goal	Agency Strategic Goal	Agency Objectives	Programs that Contribute	Key Outcomes
<p><b>USDA Strategic Goal 4:</b> USDA will ensure that all of America’s children have access to safe, nutritious and balanced meals.</p>	<p><b>Agency Goal 1:</b> Ensure that Food Safety Inspection Aligns with Existing and Emerging Risks.</p>	<p><u>Objective 1.1:</u> Minimize existing and emerging food safety hazards through the most effective means</p> <p><u>Objective 1.2:</u> Resources are targeted to existing and emerging risks</p> <p><u>Objective 1.3:</u> Surveillance, investigation, and enforcement are effectively implemented across the Farm-to-Table Continuum</p>	<p>Office of the Chief Information Officer (OCIO)</p> <p>Office of Data Integration and Food Protection (ODIFP)</p> <p>Office of Field Operations (OFO)</p> <p>Office of Outreach, Employee Education, and Training (OOEET)</p> <p>Office of Investigation, Enforcement and Audit (OIEA)</p> <p>Office of Public Health and Science (OPHS)</p> <p>Office of Policy and Program Development (OPPD)</p>	<p><u>Key Outcome 1:</u> Preventing Foodborne Illness Associated with the Consumption of Meat, Poultry, and Processed Egg Products.</p>

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<p><b>USDA Strategic Goal 4 (continued):</b></p>	<p><b>Agency Goal 2:</b> Maximize Domestic and International Compliance with Food Safety Policies</p>	<p><u>Objective 2.1:</u> Domestic- and foreign-produced products meet food safety performance standards.</p> <p><u>Objective 2.2:</u> Humane handling and slaughter practices are a central focus of establishment employees as evidenced by the awareness of proper procedures and the implementation of a systematic approach to humane handling.</p> <p><u>Objective 2.3:</u> Food protection and handling systems ensure protection against intentional contamination.</p>	<p>OCIO</p> <p>ODIFP</p> <p>OFOO</p> <p>OEET</p> <p>OIEA</p> <p>OPHS</p> <p>OPPD</p> <p>U.S. Codex Office</p>	<p><u>Key Outcome 1:</u> Preventing Foodborne Illness Associated with the Consumption of Meat, Poultry, and Processed Egg Products.</p>
	<p><b>Agency Goal 3:</b> Enhance Public Education and Outreach to Improve Food-Handling Practices.</p>	<p><u>Objective 3.1:</u> Consumers, including vulnerable and underserved populations, adopt food safety best practices</p> <p><u>Objective 3.2:</u> Consumers have effective tools and information to keep “in-home” food safe.</p>	<p>OCIO</p> <p>OOEET</p> <p>Office of Public Affairs and Consumer Education (OPACE)</p> <p>OPPD</p>	
	<p><b>Agency Goal 4:</b> Strengthen Collaboration Among Internal and External Stakeholders to Prevent Foodborne Illness.</p>	<p><u>Objective 4.1:</u> FSIS maximizes relationships with public health and food safety partners (i.e., large, small, and very small regulated establishments; other Federal, State, and local agencies; consumer groups; academia; and other food safety stakeholders) to enhance the food safety system.</p>	<p>OOEET</p> <p>ODIFP</p> <p>OCIO</p> <p>OPHS</p> <p>OPPD</p> <p>OIEA</p> <p>OPACE</p> <p>OFO</p> <p>U.S. Codex Office</p>	

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<p><b>USDA Strategic Goal 4 (continued):</b></p>	<p><b>Agency Goal 5:</b> Effectively Use Science to Understand Foodborne Illness and Emerging Trends.</p>	<p><u>Objective 5.1:</u> FSIS continually improves its capacity for and use of cutting-edge science in policy development to better defend against public health risks.</p> <p><u>Objective 5.2:</u> FSIS increases the application of cutting-edge science across the Farm-to-Table supply chain to improve public health.</p>	<p>OCIO OPHS ODIFP OPPD</p>	<p><u>Key Outcome 1:</u> Preventing Foodborne Illness Associated with the Consumption of Meat, Poultry, and Processed Egg Products.</p>
	<p><b>Agency Goal 6:</b> Implement Effective Policies to Respond to Existing and Emerging Risks.</p>	<p><u>Objective 6.1:</u> Public health risks are mitigated through effective strategies based on the best available information.</p>	<p>OCIO OPPD OFO ODIFP OPHS OIEA</p>	
	<p><b>Agency Goal 7:</b> Empower Employees with the Training, Resources, and Tools to Enable Success in Protecting Public Health.</p>	<p><u>Objective 7.1:</u> Each employee understands how he/she impacts public health.</p> <p><u>Objective 7.2:</u> All employees have the knowledge, tools, and resources to accomplish the FSIS mission.</p> <p><u>Objective 7.3:</u> FSIS has a diverse, engaged, high-performing, and satisfied workforce.</p>	<p>OCIO Office of Management (OM) Civil Rights Staff (CRS) OOEET OPACE OPPD OIEA Office of the Chief Financial Officer (OCFO)</p>	

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<b>Agency Goal 8:</b> Based on the Defined Agency Business Needs, Develop, Maintain, and Use Innovative Methodologies, Processes, and Tools, including PHIS, to Protect Public Health Efficiently and Effectively and to Support Defined Public Health Needs and Goals.	<u>Objective 8.1:</u> Continuously evaluate and seek to understand and employ new or innovative mission-supporting processes, methodologies, and technologies.  <u>Objective 8.2:</u> Implement value-added business processes, methodologies, or technologies that contribute to serving the FSIS mission and are applied in the appropriate areas within FSIS.	OCIO	
		ODIFP	
		OM	
		OPACE	
		OIEA	
		OPHS	
		OPPD	
		OCFO	

FSIS supports the USDA Strategic Plan, Goal 4, Key Outcome 1, and the coinciding Key Performance Measures. In FY 2014 FSIS pursued and achieved many activities and outcomes to further its food safety mission.

**Selected Past Accomplishments toward Achievement of the Key Outcome (Provided below is a compilation of Agency accomplishments in FY 2014. Accomplishments more specifically targeting corporate performance measures are found later in the section.)**

**Background:** During FY 2014, FSIS maintained headquarters offices in the Washington, D.C. metropolitan area; 10 district offices; four regional offices, the Policy Development Division and the Federal State Audit Branch in Omaha, Nebraska; three laboratories (Athens, Georgia; St. Louis, Missouri; and Alameda, California); the Financial Processing Center in Des Moines, Iowa; the Human Resources Field Office in Minneapolis, Minnesota; and a nationwide network of inspection program personnel (IPP) in 6,426 Federally regulated establishments in the continental United States, Puerto Rico, Guam, and the Virgin Islands. Much of the Agency’s work is conducted in cooperation with Federal, State and municipal agencies, as well as private industry.

**Accomplishments in FY 2014:**

**Preventing Foodborne Illness: Aligning Inspection Resources with Risk; Maximizing Compliance (FSIS Goals 1&2)**

FSIS ensures food safety through the authorities provided by the Federal Meat Inspection Act (FMIA), the Poultry Product Inspection Act (PPIA), and the Humane Methods of Slaughter Act. The Agency takes action when establishments operate in violation of these laws.

FSIS conducted critical investigations, enforcement, and surveillance activities to protect public health and respond to food safety and food defense activities associated with the handling, sale, and distribution of meat, poultry, and processed egg products in-commerce. In FY 2014 results included:

- FSIS controlled 3,017,251 pounds of meat and poultry products in-commerce to prevent possible injury or illness to the consumer. FSIS conducted 692 investigations, of which 90.6% were based on food safety violations. Investigations are conducted in response to alleged violations that affect the health and safety of consumers regionally, nationally, and worldwide. The investigative findings and evidence are documented and used to support criminal prosecutions.

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- FSIS conducted surveillance for 134 foodborne outbreaks with potential linkage to FSIS-regulated products, eight (8) were elevated to an investigation, and at least one (1) resulted in a Class I recall due to *E. coli* O157:H7.
- FSIS re-inspected 3.5 billion pounds of meat and poultry products were presented from countries that are actively exporting product to the United States, and approximately 24.5 million pounds of processed egg products were presented from Canada.
- FSIS set the target that 60% of establishments visited would establish a systematic approach to humane handling. In FY 2014, 64% (486 of 755) of livestock slaughter plants have implemented a systematic approach to Humane Handling and Slaughter. Fifty-nine out of 59 large plants have adopted a systematic approach to humane handling. One hundred and sixteen out of 144 small plants have developed a systematic approach to humane handling (81%) and 311 out of 552 (56%) very small plants have adopted a systematic approach. FSIS is focusing on and encouraging small and very small plants to develop a systematic approach to humane handling by utilizing District Veterinary Medical Specialist (DVMS) for outreach during humane handling visits.
- FSIS conducted increased surveillance activities (13,655 in FY2014 vs. 11,993 in FY2013).
- FSIS issued 930 notices of warnings (17 from headquarters and 913 from field offices) to individuals and firms for violations of laws. These outcomes sent a strong message that food safety violations will not be tolerated.
- FSIS enforcement actions to stop prohibited acts, resulted in 5 pleas by firms and responsible officials, 1 conviction after jury trial, and, 1 non-prosecution agreement; resulted in 8 felonies and 5 misdemeanors, over \$30,000 in fines and restitution, confinement, and other penalties that served to protect the public and deter future violations.
- FSIS filed 9 administrative complaints (80% increase over FY13) to refuse and/or withdraw inspection for public health violations, inspector safety, or fitness convictions, including multiple, high-profile cases involving food pathogens and humane violations; negotiated 5 consent orders, with terms that improved food safety, company ethics, and inspector safety; obtained 1 default judgment, indefinitely suspending inspection service for humane violations, 1 final decision and order indefinitely withdrawing inspection from serious violator, and, 1 voluntary withdrawal of service.

The Poultry Inspection Modernization Final Rule was published on August 21, 2014. FSIS anticipates the New Poultry Inspection System (NPIS) will prevent up to 5,000 illnesses from *Salmonella* and *Campylobacter* annually by focusing inspectors' duties on food safety.

FSIS began analyzing for *Salmonella* in all beef products it collects for STEC testing. Through this change, the Agency greatly increased the data it collects on *Salmonella* in beef products.

- FSIS announced new procedures that will allow the Agency to trace contaminated ground beef back to its source more quickly, remove it from commerce and find the root cause of the incident to prevent it from recurring.

FSIS reviewed ten alternate sanitary measures to determine eligibility requirements for foreign food regulatory systems that are presently eligible to export meat, poultry, or processed egg products to the United States.

FSIS completed annual reviews of each of the 27 State Meat and Poultry (MPI) programs and determined that all 27 programs enforced requirements "at least equal to" those forced under the Federal Acts. FSIS supported approximately 1,700 State-inspected establishments under the 27 State MPI programs, through cost sharing of up to 50 percent of allowable State costs. The comprehensive State review process consists of two parts (self-assessment submissions and onsite reviews) and is used to determine whether the State MPI program enforces requirements "at least equal to" the Federal requirements. In 2014, FSIS completed onsite reviews in 12 State MPI programs (Alabama, Arizona, Delaware, Georgia, Illinois, Indiana, Mississippi, Montana, Ohio, South

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Dakota, Utah, and Vermont), and self-assessment reviews in the other 15 State MPI programs. FSIS determined that all 27 State MPI programs continue to maintain an “at least equal to” status to Federal requirements.

In FY 2014, for the first time, as part of its annual comprehensive review process, FSIS evaluated whether the laboratory methods that each State submitted as part of their annual self-assessment submission met the criteria set forth in a new compliance guideline that FSIS issued. Also, starting in FY 2015, FSIS intends to perform onsite audits of State MPI program laboratories to evaluate and verify that the States’ program sampling and reporting, laboratory quality assurance programs, and laboratory testing methods are being accurately implemented in comparison to their written submissions.

FSIS conducted on-going self-reporting tool reviews of 29 currently active eligible countries that can export to the U.S.; this is an ongoing process to see if there is evidence that a country is failing to maintain equivalence with the U.S. system.

- FSIS selected fourteen (14) out of those 29 countries for routine on-going equivalence foreign country verification on-site audits to determine whether the country’s food safety system governing the production of meat remains equivalent to that of the United States, with the ability to produce products that are safe, wholesome, unadulterated, and properly labeled. Countries were selected based on POE violations, SRT information, and information from previous audits, as well as volume and type of product received from the country, and the length of time since the last audit was conducted to determine whether additional actions are necessary to ensure continued equivalence.
- The fourteen countries were Argentina, Brazil, Canada, Chile, Croatia, Denmark, England, Iceland, Mexico, Nicaragua, Northern Ireland, Italy, San Marino and Uruguay
- FSIS hosted international visitors, 51 delegations from 27 countries, for a total of 270 visiting officials, provided training and overviews of its food safety and inspection programs and regulations, and facilitated contact and the exchange of information between FSIS, technical experts, and government officials from around the world.

FSIS proposed to require retail outlets to maintain improved records on sources for ground products. All raw ground beef manufacturers would be required to keep records that allow retailers to trace sources of ground meats. This will enable FSIS to quickly identify likely sources of contaminated product linked to an outbreak, thereby further protecting consumers. The improved traceback capabilities that would result from this proposal will prevent foodborne illness, by allowing FSIS to conduct recalls of all potentially contaminated raw ground products in a timelier manner.

### **Preventing Foodborne Illness: Improving Outreach, Education and Collaboration (Goals 3 & 4)**

FSIS conducted extensive social media outreach during FY14 to educate the public about food safety. Twitter followers alone increased by 165% due to leveraging non-traditional outreach opportunities to promote foods safety messages to unconventional audiences. FSIS also exceeded its public education targets to at-risk and vulnerable audiences, Spanish-speakers, and the deaf community.

FSIS partnered with the Ad Council, Kansas State University, the International Food Information Council, and [foodsafety.gov](http://foodsafety.gov) in order to influence FSIS safe food handling messages to consumers. Through its partnership with the Ad Council, FSIS developed two public service announcements (PSA) that directly address cross-contamination and the lack of thermometer usage, which consumer behavior data from Kansas State University showed were the of significant risk to consumers. One of the PSAs directly addresses *Salmonella*, in direct support of the Agency’s efforts to reduce *Salmonella*, as outlined in the SAP.

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FSIS maintained a partnership with both internal and external partners such as the Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC), State Departments of Agriculture and Health, and other Federal, State, and local law enforcement authorities to achieve its public health mission objectives.

FSIS continued to seek expert advice on matters of food safety from the nation's experts through the National Advisory Committee on Meat and Poultry Inspection (NACMPI) and the National Advisory Committee on Microbiological Criteria for Foods (NACMCF).

FSIS contributed to improve foodborne illness attribution through Interagency Food Safety Analytics Collaboration (IFSAC) approved analytics projects with the CDC and the FDA. The primary objective of this group is to attribute illnesses to specific foods and settings, with the understanding that improvements in data and methods will result in an ability to estimate more accurately the attribution of illnesses across the broad range of commodities and points in the food chain. Results from attribution projects developed through the IFSAC initiative will be incorporated into the FSIS All-Illness Measure and other Agency performance measures, policies, and activities.

### **Influencing Farm-Table Continuum: Using Science, Analyzing Trends, Aligning Policies to Risk (Goals 5 & 6)**

As discussed previously, FSIS published a final rule on poultry slaughter inspection. It should facilitate the reduction of pathogen levels in poultry products by permitting FSIS to better focus on food safety off-line inspection activities. Implementation of the rule will increase food safety and it would result in savings for both FSIS and industry.

FSIS continued to strengthen collaboration with federal and state partners in support of the agency's efforts to reduce and prevent foodborne illness. FSIS labs now conduct full characterization (Pulsed-field gel electrophoresis (PFGE), Antimicrobial Susceptibility Testing, and Serotyping) on all isolates obtained from special projects, regulatory samples, baselines, and outbreak investigations. FSIS and FDA currently collaborate on a surveillance project to determine the prevalence of AST profiles from pathogens and commensals obtained from cecal content samples. Conducting all these analyses in-house is an important step in securing the data necessary to quickly and effectively provide information to industry on its performance in controlling *Salmonella* in its processes. Together with providing additional PFGE-related information derived from comparing the PFGE patterns in the CDC PulseNet database, FSIS believes that this information could be an effective foundation for providing industry with information useful in further reducing the prevalence of those *Salmonella* subtypes most likely to cause human illness.

FSIS improved and enhanced pathogen detection methods by extending the *Salmonella* and *Campylobacter* methods to comminuted poultry product using a larger (325 gram) sample size and a 1:6 dilution of buffered Peptone Water; improving the method for detecting Shiga toxin-producing *E. coli* (STEC) by investigating, validating, and implementing a more reliable Real Time Polymerase Chain Reaction (RT-PCR) screening platform for the detecting of *E. coli* O157:H7 and six non-O157 STEC serogroups; and, implementing a new method that detects *melengestrol* acetate (MGA), *megestrol* (MEG), *hexestrol* (HEX), and *zeranol* (ZER) in beef.

FSIS published a *Federal Register* Notice to inform establishments producing not-ready-to-eat (NRTE) ground or otherwise comminuted chicken and turkey products to reassess their Hazard Analysis and Critical Control Points (HACCP) plans for these products in light of system failures contributing to several recent *Salmonella* outbreaks associated with consumption of comminuted NRTE turkey products.

FSIS issued new guidance:

- Compliance guideline for establishments sampling of beef trimmings for Shiga Toxin-Producing *E. coli* (STEC) Organisms or Virulence Markers.

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- Compliance guidelines for *E. coli* O157:H7 sampled and tested claims for boneless beef manufacturing trimmings (“Trim”).
- Compliance guide for a systematic approach to humane handling of livestock;
- Best practice guidance for controlling *Lm* in retail delicatessens; Controlling *Listeria monocytogenes (Lm)* in Post-lethality; Exposed Ready-to-Eat (RTE) Meat and Poultry Products compliance guideline for meat; and, Poultry Jerky produced by Small and Very Small Plants.
- New “at least equal to” compliance guideline criteria to ensure State MPI program laboratory methodologies attain microbiological and chemical test results that provide the same confidence level as FSIS lab results and support an “at least equal to” determination.

### **Empowering People, Strengthening Infrastructure (Goals 7 & 8)**

The Humane Handling Enforcement Officers are now able to use Public Health Information System (PHIS) data for systematic approach analysis. A single reliable excel file captures all humane handling information input by the District Veterinary Medical Specialist (DVMS) so that it can be tracked and analyzed. Policy is now being implemented more effectively to ensure consistency among Districts and now includes language that supports the decision to suspend an establishment for an egregious inhumane noncompliance or a notice of intended enforcement based on whether the establishment has implemented a robust systematic approach to humane handling.

FSIS has established standards for State Meat and Poultry Inspection (MPI) programs to participate in the Cooperative Interstate Shipment (CIS) program, as enacted in the 2008 Farm Bill. States that elect to participate in this program are to enforce regulatory requirements that are “the same as” Federal standards in establishments which are selected by FSIS to participate in the program and produce products for interstate commerce. In FY 2014 FSIS has a cooperative agreement with four States to facilitate and support implementation of the CIS Program: Wisconsin, Ohio, North Dakota, and Indiana. To date the States of Ohio, North Dakota, and Wisconsin have implemented CIS and have some establishments approved and producing products meeting the “same as” Federal requirements while carrying the Federal mark of inspection legends on their products.

FSIS continues to work with State MPI program directors to coordinate ongoing development of enhancements and implementation of the State’s PHIS that mirrors the Federal PHIS. Ongoing communications between FSIS and State officials resulted in increased investments to support the refinement of PHIS capabilities (plant profile, domestic, predictive analytics, policy issues and “at least equal to criteria”) for State MPI programs. Full implementation of the 23 States electing to implement PHIS was completed by December 15, 2013.

In FY 2014, FSIS provided support to State program users of the AssuranceNet/In-Commerce System (ANet/ICS). The successful integration of 10 State programs into ANet/ICS provided State users with the ability to access five key functional areas in ANet/ICS (firm information, surveillance, investigation, product control, and enforcement). This joint system usage enhanced communication and information sharing across programs, and provided opportunities for more efficient and responsive joint investigations of foodborne illness outbreaks with State partners. This integration of the State MPI programs in the ANet/ICS also enhanced execution of mission critical public health functions across FSIS and State programs.

FSIS continued updating written management controls used within Agency programs to ensure that current operations reflect the organizational realignment and strategic plan objectives. Program areas that have not completed updating their management controls will do so in FY2015. FSIS reported no material weaknesses in program and operational controls. In addition, FSIS has conducted continuous monitoring and audits to help manage risks and improve implementation of operational controls, accountability, and actions to achieve strategic goals.

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FSIS piloted a Twitter-based #Sharknado live tweeting event in support of the Agency's Innovation Strategic Goal and to learn more about using social media for its food safety messaging during emergencies, resulting in the single-most shared tweet in Agency history by a factor of 19-fold and making several Top 11 lists.

FSIS reduced and sustained the average number of days to hire a candidate to 84 days, in order to improve the applicant experience, while assuring selection of highly qualified people.

### **Selected Accomplishments Expected at the 2016 Proposed Resource Level:**

#### **Preventing Foodborne Illness: Aligning Inspection with Risk; Maximizing Compliance (Goals 1&2)**

FSIS will continue to contribute to the reduction of illnesses attributed to *Salmonella*, *Lm* and *E. coli* O157:H7 by ensuring that 82% of investigative cases address food safety violations and 85% of enforcement actions (i.e., administrative, criminal, and civil) address food safety violations and deter future ones. This is based on FSIS surveillance, investigation, and enforcement with respect to regulated products handled in commerce.

FSIS will ensure eighty-five percent of FSIS surveillance activities, as recommended by the National Academy of Sciences (NAS), focus on ensuring that the highest risk facilities operate in a manner that maintains the food safety and food defense of the product they handle. Highest risk facilities are distributors, warehouses, and transporters. All have significant inherent food safety hazards, handle large volumes of meat, poultry, and egg products, and have minimal oversight by other regulatory agencies.

FSIS follow-up surveillance will ensure at least 83% of food safety violations documented during initial surveillances are corrected on an annual basis. This will ensure that FSIS surveillance, investigation, and enforcement are effectively implemented across the farm-to-table continuum.

FSIS will continue outbreak investigations, providing support to the Consumer Complaint Monitoring System, continue the National Residue program, and continue domestic and international efforts of residue avoidance.

FSIS will continue to conduct special investigations (e.g., Incident Investigation Teams (IITs) and baselines) to collect data from the farm-to-fork continuum to understand the risk factors and behavior of pathogens along the continuum.

FSIS will continue outreach and coordination efforts for State MPI programs to participate in the Cooperative Interstate Shipment (CIS) program, as enacted in the 2008 Farm Bill. States that elect to participate in this program are to enforce regulatory requirements that are "the same as" Federal standards in establishments which are approved by FSIS to participate in the program and produce products for interstate commerce.

FSIS will continue to work with State Meat Poultry Inspection program directors to coordinate ongoing development of enhancements and implementation of the State's PHIS that mirrors the Federal PHIS.

FSIS will implement the NPIS which is a new inspection system for young chicken and turkey slaughter establishments and will facilitate the reduction of pathogen levels in poultry products by permitting FSIS to better focus on food safety off-line inspection activities. Implementation of the rule will increase food safety and will result in savings for both FSIS and industry.

**Preventing Foodborne Illness: Improving Outreach, Education and Collaboration (Goals 3 & 4)**

FSIS will continue its partnership with external organizations, including the Ad Council, the International Food Information Council, and [foodsafety.gov](http://foodsafety.gov) in order to further promote safe food handling messages to consumers. It will increase outreach to at-risk populations through additional partnerships.

FSIS will continue requirements gathering and begin the process to propose revised Safe Handling Instructions on package labels of raw meat and poultry products.

FSIS will work to improve the understanding of known hazards and risks associated with FSIS-regulated commodities, from farm to table, to inform the development of agency policies to reduce, eliminate, or prevent consumer exposure to known foodborne hazards associated with meat, poultry, and processed egg products.

FSIS will work to improve the understanding of emerging hazards and risks associated with FSIS' regulated commodities, from farm to table, to inform the development of agency policies – to reduce, eliminate, or prevent consumer exposure to new foodborne hazards associated with meat, poultry, and processed egg products.

FSIS will examine existing science and available technology to meet its analytical needs for addressing emerging food safety hazards. It will refine and develop tools (quantitative modeling and analysis tools, and new laboratory methods) to measure how FSIS policies improve the safety of meat, poultry, and egg products and to better analyze the impact of agency policy on public health.

FSIS will co-lead with its Federal partners (CDC and FDA) the development, publication, and communication of harmonized foodborne illness attribution fractions by the end of FY 2015. FSIS will evaluate the impact of completed IFSAC projects on FSIS' Corporate Measure 1.1.1 (All Illness Measure) to plan for any future agency performance measures and activities.

FSIS will aim to reach, if not surpass, the 73% target of identified opportunities realized to improve information sharing to further enhance outreach to small and very small establishments.

FSIS will provide outreach and support to small-scale livestock and poultry producers and small and very small State-inspected establishments to enter into, and remain in, the Cooperative Interstate Shipment (CIS) program with FSIS to support the Department's "Know Your Farmer, Know Your Food" initiative. FSIS will work with these States with meat and poultry inspection programs and any other interested parties to provide the necessary information so that small State-inspected plants know that they have the option of entering into this program provided they meet the "same as" Federal requirements.

**Influencing Farm-Table Continuum: Using Science, Analyzing Trends, Aligning Policies to Risk (Goals 5 & 6)**

A coordinated effort has been implemented to set up the infrastructure to transition from the current characterization technologies (serotype, pulsed-field gel electrophoresis, and antimicrobial susceptibility testing) to whole genome sequencing. This aligns FSIS with the current status and direction our public health partners, FDA and CDC, are heading. This supports mission critical objectives, such as trace back investigations, outbreak investigations, and the identification of drug resistant microbes including those identified in samples originating in the National School Lunch Program, States, Federally inspected establishments or industry samples.

**Empowering People, Strengthening Infrastructure (Goals 7 & 8)**

Continue to develop and implement a robust Enterprise Architecture to ensure a reliable, secure public health information infrastructure. Continue to work with partners to coordinate ongoing development of the PHIS that will mirror the Federal PHIS.

Continue to provide access to the AssuranceNet/In-Commerce System (ANet/ICS) to State program users. State users now have the ability to access five key software functions in ANet/ICS (i.e., firm information, surveillance, investigation, product control, and enforcement). ANet/ICS has been implemented in 10 State MPI programs. By providing access to State users, workflow between State users and FSIS is streamlined and enhanced. Surveillance activities and violations are also documented and transferred to FSIS quickly and efficiently for review and/or response. This activity provides greater opportunities for more efficient and timely joint foodborne illness outbreak investigations with state partners. Integration of the State MPI programs in the ICS results in an enhanced execution of mission-critical public health functions across FSIS and State programs.

FSIS will continue to conduct management control audits of inspection and support programs, working to improve accountability, monitor programs, and enhance program operations. FSIS commissions audits to determine the adequacy and vulnerability of management controls and program controls, and related systems. These audits reduce the risk of waste, fraud, abuse, or mismanagement. As needed, the audits are supplemented, by critical reviews and analyses of operations in order to ensure that strategic objectives are being achieved, financial reporting is reliable, and the Agency complies with applicable laws and regulations.

FSIS will continue Agency-wide monitoring of the eight FSIS Strategic Plan goals in order to identify changing risks, monitor programs' responses to those risks, and determine how the potential risks may impact achieving the strategic goals. The monitoring data is crosschecked against program operational and/or performance results. The data will be correlated with the submissions for FSIS Federal Managers' Financial Integrity Act (FMFIA) Annual Assurance Statement.

FSIS will upgrade the Time and Attendance system for reimbursable inspection services so that the Agency can record inspectors' time and bill plants electronically for this work.

FSIS will work to increase to 90% voluntary adoption of functional food defense plans by official establishments and develop a plan for future directions on food defense.

FSIS will continue to upgrade skills and competencies of the inspection workforce in order to fully implement and use the new features of PHIS successfully.

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Strategic Goal Funding Matrix  
(Dollars in thousands)

Program / Program Items	2013 Actual	2014 Actual	2015 Enacted	Increase or Decrease	2016 Estimate
<b>Department Strategic Goal: Ensure that all of America's children have access to safe, nutritious, and balanced meals</b>					
Federal Food Safety & Inspection	\$862,672	\$897,061	\$900,641	-5,160	\$895,481
Staff Years.....	9,002	8,793	9,046	-264	8,782
Public Health Data Communication					
Infrastructure System (PHDCIS)	32,727	28,710	45,360	-10,780	34,580
Staff Years.....	-	-	-	-	-
International Food Safety & Inspection	15,410	14,708	16,589	+155	16,744
Staff Years.....	127	112	120	-	120
State Food Safety & Inspection	60,351	60,253	60,905	+71	60,976
Staff Years.....	21	20	20	-	20
Codex Alimentarius	3,517	3,722	3,759	+17	3,776
Staff Years.....	8	8	8	-	8
Total Costs, Strategic Goal.....	974,677	1,004,454	1,027,254	-15,697	1,011,557
Total Staff Years, Strategic Goal.....	9,158	8,933	9,194	-264	8,930
Total Costs, All Strategic Goals.....	974,677	1,004,454	1,027,254	-15,697	1,011,557
Total FTEs, All Strategic Goals.....	9,158	8,933	9,194	-264	8,930

## FOOD SAFETY AND INSPECTION SERVICE

### Summary of Budget and Performance Key Performance Outcomes and Measures

**Strategic Goal:** Ensure that all of America's children have access to safe, nutritious, and balanced meals.

A plentiful supply of safe and nutritious food is essential to the well-being of every family and the healthy development of every child in America. USDA works to support and protect the Nation's agricultural system and the consumers it serves by safeguarding the quality, wholesomeness, and safety of meat, poultry, and processed egg products. USDA's programs and actions provide an infrastructure that enables the natural abundance of our lands and the ingenuity and hard work of our agricultural procedures to create a food supply that is unparalleled in its safety and quality – and puts a healthy diet within reach of every American consumer.

FSIS takes a farm-to-table approach to reducing and preventing foodborne illness by investing heavily in its workforce and data infrastructure.

FSIS is investing in surveillance tools, personnel, and training to ensure the safety of meat, poultry, and processed egg products after they ship from official establishments and as they move in-commerce to retail. The in-commerce module of ANet/ICS provides a public health-based approach to initial surveillance and follow-up surveillance at in-commerce businesses and documents surveillance activities, product control actions, investigation, and enforcement activities at those facilities. ANet/ICS also facilitates effective foodborne illness investigations and recall effectiveness checks by helping the Office of Investigation, Enforcement and Audit-Compliance and Investigation Division's (OIEA-CID's), the Office of Field Operations' (OFO's) and some State Program's field personnel identify, locate, and obtain information about retail stores and other businesses that handle meat, poultry, and processed egg products in commerce.

In addition to FSIS inspection, sampling and enforcement efforts designed to reduce the All-Illness number, FSIS undertakes a range of public education efforts designed to raise public awareness as to the steps they can take to improve their food safety. FSIS also conducts studies to add precision to its consumer food safety messaging. This work enables FSIS to increase the likelihood that these messages will resonate with consumers and the prompt desired responses from the public to follow the 4 food safety steps (Clean, Separate, Cook, and Chill) to prevent foodborne illness.

**Key Outcome 1:** Preventing Foodborne Illness Associated with the Consumption of Meat, Poultry, and Processed Egg Products.

**Key Performance Measure:** The continued mission of FSIS is to protect consumers by ensuring that the commercial supply of meat, poultry, and processes egg products if safe, secure, correctly labeled, and packaged. To better achieve this mission and ensure alignment with its 2011-2016 Strategic Plan, FSIS established the following four corporate performance measures to gauge overall effectiveness:

- Increase the percentage of broiler establishments passing the carcass *Salmonella* verification-testing standard.
- Reduce the total estimated number of foodborne illnesses (*Salmonella*, *Lm*, and *E. coli* O157:H7) from products regulated by FSIS.
- Increase the percentage of FSIS-regulated establishments with functional food defense plans.
- Increase the percentage of slaughter plants identified during District Veterinary Medical Specialist humane handling verification visits as having as effective systematic approach to humane handling.

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**Key Performance Targets:**

Percent of Broiler Plants Passing the Carcass <i>Salmonella</i> Verification Testing Standard /1/							
	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Target	2016 Target
Percent	NA	89%	90%	90%	92%	94%	95%
Cost*	\$205,075	\$202,450	\$201,967	\$194,935	\$200,870	\$205,451	\$202,311

\*Amounts in thousands

Total (All) Illness Measure ( <i>Salmonella</i> , <i>Lm</i> and <i>E. coli 0157:H7</i> ) /2/							
	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Target	2016 Target
Total Illnesses	470,137	491,353	479,621	427,171	386,265	373,955	363,547
Cost*	\$714,881	\$705,997	\$704,199	\$681,485	\$702,314	\$717,825	\$706,837

\*Amounts in thousands

Percent of Establishments with a Functional Food Defense Plan /3/							
	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Target	2016 Target
Percent	74%	75%	77%	83%	84%	90%	90%
Cost*	\$99,656	\$98,649	\$98,301	\$97,468	\$100,445	\$102,725	\$101,156

\*Amounts in thousands

Percent of Establishments with a Systematic Humane Handling Approach /4/							
	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Actual	2015 Target	2016 Target
Percent	NA	NA	42%	56%	64%	70%	75%
Cost*				\$789	\$825	\$1,253	\$1,253

\*Amounts in thousands

1/ Revised from FY 2012's measure of "Overall public exposure to *Salmonella* from boiler carcasses" as FSIS implemented stricter *Salmonella* performance standard for broilers and turkeys on July 1, 2011.

2/ Updated in FY 2011 to reflect published illness estimates from the CDC, Healthy People 2020 goals, and methodological changes. CDC case rates lag by one quarter.

3/ A functional food defense plan is a written set of procedures or practices that an establishment uses to reduce the risk of intentional adulteration for their incoming raw materials or outgoing products. The plan must be implemented, tested periodically, and reviewed annually or when changes occur within or outside the establishment that could affect the vulnerability of the product being produced

4/ New target that was baselined in FY 2012 and implemented in FY 2013.

## Description of Performance Measures

FSIS is the public health agency in USDA responsible for ensuring that the nation's commercial supply of meat, poultry, and processed egg products are safe, wholesome, and correctly labeled and packaged. Ensuring the safety of the nation's food supply requires a strong and robust infrastructure coupled with sound science. FSIS uses a data-driven, scientific approach to food safety, incorporating both FSIS sampling data and public health data critical to combating the ever-changing threats to public health. FSIS works to reduce foodborne illness through inspections, enforcement efforts, pathogen verification testing, consumer education, partnerships with its stakeholders, and science-based policy decisions.

The USDA Strategic Plan provides three corporate performance measures to FSIS which were identified in the President's Food Safety Working Group (FSWG). The FSIS 2011-2016 Strategic Plan identifies a wider range of metrics designed to measure Agency progress in reducing foodborne illness. In FY 2014, FSIS reported on four corporate performance measures, having gathered baseline data on a new fourth corporate measure. The first corporate performance metric measures the increase in the percentage of FSIS-regulated young chicken establishments that pass a tightened performance standard for *Salmonella*, which was implemented on July 1, 2011. The second metric is the total annual number of estimated illnesses from *Salmonella*, *Listeria monocytogenes (Lm)*, and *E. coli* O157:H7 from all FSIS-regulated products, otherwise known as the All-Illness Measure. These pathogens are of particular concern for FSIS-regulated products because data have linked these pathogens to human illnesses. For the third metric, FSIS measures the adoption rate of functional food defense plans by regulated establishments. The fourth measure is the percentage of slaughter plants identified during District Veterinary Medical Specialist (DVMS) humane handling verification visits as having an effective systematic approach to humane handling.

By implementing steps to reduce the presence of pathogens and improve protection of the food supply, FSIS is implementing the recommendations of the FSWG and working to reduce the overall number of foodborne illnesses experienced by American consumers.

### Salmonella Measure

FSIS began implementing its *Salmonella* Action Plan (SAP) during FY 2014. Released on December 4<sup>th</sup>, 2013, the plan delineates the Agency's combined, future plans to combat *Salmonella*. Among the major initiatives discussed in the Plan are: 1) finalizing the Poultry Slaughter rule (finalized in August 2014), 2) implementing new sampling programs, 3) developing new in-plant strategies, 4) developing new policy documents (sanitary dressing for hogs), 5) modifying the *Salmonella* performance standard category posting, 6) developing new performance standards, 7) developing new enforcement strategies, 8) exploring and utilizing new scientific research on *Salmonella* contamination in regulated carcasses (lymph node study), 9) investigating pre-harvest activities, and 10) focusing the Agency's education and outreach tools on *Salmonella*.

FSIS' key initiatives (Corporate Performance Measures) are designed to drive down the instances of food-borne illness caused by pathogens like *Salmonella* and *E. coli* O157:H7. With the Poultry Slaughter Rule (PSR) finalized in August 2014, the Agency is planning the implementation of the New Poultry Inspection System (NPIS) in FY 2015. FSIS will continue to execute the *Salmonella* Action Plan, strengthen *Salmonella* performance standards, and expand overall sampling activities. With respect to *E. coli*, based on collaborative efforts across the Agency with external partners, FSIS is implementing lessons learned and best practices on sanitary dressing to prevent cross contamination and decrease the instances of *E. coli* in FSIS- regulated product.

FSIS' effort to modernize extends its approach to research and collaboration as well. The Agency is pursuing four new projects within its existing partnership with the Interagency Food Safety Analytics Collaboration (IFSAC). FSIS will coordinate activities and analyses across FSIS, the Centers for Disease Control and Prevention (CDC), and the Food and Drug Administration (FDA). Planned for FY2015 are efforts to refine *Campylobacter* attribution, incorporate more data in

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attribution estimates from outbreak data, refine understanding of point-of-service contamination (at retail), and develop a new template for routine IFSAC attribution reporting.

In pursuit of scientific innovation, FSIS' scientists will study genetics using acquired laboratory instruments to sequence the genome of bacterial isolates. Adding this capability will permit the Agency to have higher degree of definition and knowledge of the pathogen characteristics associated with human health.

FSIS is accomplishing the actions in the SAP through the implementation of the New Poultry Inspection System (NPIS), an updated science-based inspection system that positions food safety inspectors throughout poultry facilities in a smarter way. Significant public health benefits will be achieved, and foodborne illness will be prevented by focusing our inspectors' attention on activities that will better ensure the safety of the poultry. Those changes include moving some inspectors away from quality assurance tasks—namely checking carcasses for bruises and feathers—to focus on food safety tasks, such as ensuring sanitation standards are being met and verifying testing and antimicrobial process controls. This science based approach means our highly-trained inspectors will spend less time looking for obvious physical defects that don't impact public health and more time making sure steps poultry processing facilities take to prevent contamination and to better control invisible food safety hazards posed by harmful bacteria are working effectively. Estimates show that this modernization in inspection activities is likely to result in a reduction of up to 4,000 *Salmonella* illnesses per year in the United States.

The implementation and use of the Public Health Information System (PHIS) further enhances the agency's ability to protect the public from dangerous pathogens such as *Salmonella*. It empowers the agency with the most up-to-date data at the touch of button and provides a comprehensive picture of what is going on in establishments across the country. As a result of the implementation of PHIS, FSIS knows more about establishment operations, volumes, HACCP plans, and other food safety programs. FSIS continues to enhance PHIS to be an even more effective tool to protect public health.

An important part of FSIS' efforts to reduce *Salmonella* contamination is encouraging consumers to take steps to protect themselves from illnesses. FSIS has done this by enhancing public education and outreach to improve food handling practices, as well as pursuing updates to the safe handling instructions found on raw meat and poultry packages. FSIS reached more than 5 million consumers across the country through media outreach focused on the importance of food safety during World Cup parties (focused on Spanish speaking population) and 4th of July gatherings (focused on the general population, including steps to prevent *Salmonella* contamination. FSIS also increased the use of innovative consumer education tools such as Ask Karen, and conducted outreach campaigns in partnership with entities such as ABC News, Facebook and AOL that drive traffic to the FSIS website, the FoodSafety.gov website and social media outlets resulting in 55 million cumulative page views to the websites to date. This fall, FSIS will conduct a webinar series focused on food safety with a special emphasis on *Salmonella* with senior centers, childcare providers and community health center organizations expected to attend, as well as release a public service announcement focused on preventing illness from *Salmonella*.

FSIS is also working at the international level, notably by leading work to develop science-based international guidelines for the control of *Salmonella* in beef and pork through the Codex Alimentarius (the joint FAO/WHO international food standards program. Codex food safety standards are also recognized as international benchmarks under trade agreements). Many countries rely on Codex to support their national food safety requirements, and establishment of a strong, science-based standard on control of *Salmonella* will help ensure the safety of imported food.

### Future actions:

FSIS intends to achieve these goals through the implementation of the SAP described above, along with existing FSIS activities focused on reducing *Salmonella* contamination on regulated product. Broadly, these activities fall into 3 categories; 1) Begin to implement FSIS' New Poultry Inspection System, 2) Consider Modifying How we

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Post *Salmonella* Verification Testing Categories, and 3) Increase FSIS' *Salmonella*-Related Activities for Other Products and Species. The SAP is located on the FSIS website at: <http://www.fsis.usda.gov/wps/portal/food-safety-education/get-answers/food-safety-fact-sheets/foodborne-illness-and-disease/salmonella/sap>. Work on international food safety standards in Codex will also continue, including completion of an independent, international scientific review of proposed control measures.

### All-Illness Measure

FSIS did not achieve the Agency's FY 2014 illness reduction target of 384,362 illnesses (actual was 386,265). The all illness number was reduced by 40,000, but the FY 2014 target was still missed by approximately 1,900 illnesses. FSIS has observed a general downward trend in both overall *Salmonella* illnesses (CDC FoodNet case rates), as well as a decrease in *Salmonella* attribution due to Agency regulated products (CDC outbreak data).

FSIS measures its performance on reducing foodborne illness in terms of total *Salmonella*, Lm, and E. coli O157:H7 illnesses from all FSIS regulated meat, poultry, and processed egg products. Estimates of total illness from all FSIS regulated meat, poultry and processed egg products are based on pathogen-specific case rates from Centers for Disease Control and Prevention's (CDC) FoodNet data and simple food attribution estimates derived from CDC's Foodborne Disease Outbreak Surveillance System (FDOSS) database, and are anchored to pathogen-specific illness reduction Healthy People 2020 goals.

### Public Education efforts to reduce the All-Illness Number

In addition to FSIS inspection, sampling and enforcement efforts designed to reduce the All-Illness number, FSIS undertakes a range of public education efforts designed to raise public awareness as to the steps they can take to improve their food safety. FSIS also conducts studies to add precision to its consumer food safety messaging. This work enables FSIS to increase the likelihood that these messages will resonate with consumers and prompt desired responses from the public to follow the 4 food safety steps (Clean, Separate, Cook, and Chill) to prevent foodborne illness.

FSIS reached more than 5 million consumers across the country through media outreach focused on the importance of food safety during World Cup parties (focused on Spanish speaking population) and 4th of July gatherings (focused on the general population), including steps to prevent *Salmonella* contamination.

FSIS also increased the use of innovative consumer education tools such as Ask Karen (<http://www.fsis.usda.gov/wps/portal/informational/askkaren>), and conducted outreach campaigns in partnership with entities such as ABC News, Facebook and AOL that drive traffic to the FSIS website, the FoodSafety.gov website, and our social media outlets, resulting in 55 million cumulative page views to the website to date.

FSIS conducted a webinar series focused on food safety with a special emphasis on *Salmonella* with senior centers, childcare providers, and community health center organizations expected to attend, and released a public service announcement focused on preventing illness from *Salmonella*.

FSIS has also finalized an interagency agreement with FDA's Center for Food Safety and Applied Nutrition (CFSAN) to conduct another consumer food safety survey in 2014, with results available in 2015. This survey will be the sixth in a series of consumer surveys conducted by FDA since 1988. It will include the same safe food handling questions as the 2006 FDA survey, which serves as the baseline for the FSIS Strategic Plan's performance measure on this subject.

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### Future Actions:

FSIS anticipates continuing its work on the Food Safe Families campaign, the Food Safety Discovery Zone, outreach to at-risk or underserved populations, and extensive social outreach including Twitter. Additionally, the Boy Scouts of America (BSA) recently made the “Cooking merit badge” a new requirement to achieve the rank of Eagle Scout. FSIS is providing materials, including a video and content emphasizing food safety for the BSA’s merit badge booklet. The estimated number of Scouts achieving Eagle every year is 45,000 to 60,000 which offer FSIS access to a substantial population in an effort to improve food safety practices.

A key to achieving the All-illness measure involves driving down instances of *Salmonella*, which the Agency is doing through NPIS and the SAP. In addition to targeting *Salmonella*, FSIS is focusing on *E. Coli*. The Strategic Performance Working Group (SPWG) identified sanitary dressing as a prime opportunity to identify best practices that could be uniformly applied to bring down cross-contamination.

FSIS continues to work with the CDC and FDA, through the Interagency Food Safety Analytics Collaboration (IFSAC). The primary objective of this group is to work collaboratively to improve coordination of federal food safety analytical efforts, with the current focus on foodborne illness source attribution. It is anticipated that results from attribution projects developed out of the IFSAC initiative will be incorporated into the FSIS All-Illness Measure, including the inclusion of *Campylobacter* into the Measure using attribution estimates developed by IFSAC.

Another way FSIS is accomplishing an improvement in the All-Illness Performance Measure is through the implementation of the NPIS, an updated, science-based inspection system that positions food safety inspectors throughout poultry facilities in a smarter way. Significant public health benefits will be achieved, and foodborne illness will be prevented by focusing our inspectors’ attention on activities that will better ensure the safety of the poultry. Those changes include moving some inspectors away from quality assurance tasks—namely checking carcasses for non-food safety-related defects like bruises and feathers—to focus on food safety tasks, such as ensuring sanitation standards are being met and verifying testing and antimicrobial process controls. This science-based approach means our highly-trained inspectors will spend less time looking for obvious physical defects that don’t impact public health and more time making sure steps poultry processing facilities take to prevent contamination and to better control invisible food safety hazards posed by harmful bacteria are working effectively. Estimates show that this modernization of inspection activities is likely to result in a reduction of up to 5,000 *Salmonella* and *Campylobacter* foodborne illnesses per year in the United States.

The implementation of PHIS further enhances the Agency’s ability to protect the public from *Salmonella* and other foodborne disease agents. It empowers the Agency by providing a comprehensive picture of what is going on at slaughter and food processing establishments across the country. As a result of the implementation of PHIS, USDA knows more about establishment operations, production volumes, HACCP plans, and other food safety programs. FSIS continues to enhance PHIS to be an even more effective tool to protect public health.

### Food Defense Measure

The ninth annual food defense plan survey was conducted in July and August 2014. Surveys were completed for 95% of the target establishments. While FSIS was just below the goal of 85% functional food defense plans for FY 2014, the survey indicated 84% of establishments do have a functional food defense plan, which is an increase from 83% in FY 2013. More specifically, 98% of large establishments, 91% of small establishments, and 77% of very small establishments had functional food defense plans. Adoption of functional food defense plans will next be evaluated by the 2015 Food Defense Plan Survey, which is scheduled to be conducted in FY 2015.

FSIS’ goal is to have 90% of all official establishments with a functional food defense plan by 2015. FSIS will continue taking actions to further increase the percentage of establishments with functional food defense plans.

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These actions include mailing and calling establishments that lack a functional food defense plan to encourage the development of a plan, and continued development and enhancement of new and existing food defense training, tools, and resources to help industry and field personnel continue to realize the importance of having a functional food defense plan.

FY 2014 outreach activities included release of an exercise kit highlighting the voluntary goal for FSIS establishments to have functional food defense plans and the regulatory mandate for firms to have written recall plans and procedures. In January 2014, FSIS conducted a teleconference with Hazard Analysis and Critical Control Points (HACCP) state Contacts and Coordinators to discuss the exercise kit, as well as conducted four training webinars on the new kit in December 2013 and January, February, and March 2014. In total, 161 individuals from various industrial, academic, and state and federal government organizations participated in the webinars.

FSIS also finalized education materials and guidance: “FSIS Food Safety and Food Defense: Information for Retailers, Restaurants, and Food Service Establishments” which is being distributed to in-commerce facilities.

FSIS Inspection Program personnel and Import Inspection personnel continue to perform food defense verification and surveillance activities to monitor food defense vulnerabilities within FSIS-regulated establishments. Each of the four types of food defense verification and surveillance tasks are conducted on a monthly basis and these activities continue to provide insight into adoption of food defense activities within establishments.

FSIS is conducting outreach to eligible countries to encourage implementation of a system that protects product from intentional contamination. FSIS auditors are participating in foreign country audits. FSIS uses auditors during foreign country audits as a platform for outreach efforts. This practice has increased outreach significantly.

From FY 2012 through FY 2014, 24 of the 29 (82.8%) currently active eligible countries that can export to the U.S. have participated in the FSIS Foreign Food Defense Outreach (FFDO) presentation. FSIS met and exceeded the FY 2014 target goal of 70%. Additionally, FSIS conducted a Food Defense Outreach presentation during the Initial Equivalence Audit of Namibia.

In FY 2015 FSIS will continue to utilize auditors when conducting foreign country audits as a platform for food defense outreach efforts. FSIS auditors are tentatively scheduled to conduct Foreign Food Defense outreach presentations during five of the nineteen routine on-going equivalence verification audits scheduled for FY 2015 and will conduct two presentations through conference call for a total of seven countries. This includes the anticipated addition of China and South Korea to active countries that export to the U.S. for a total of 31 active countries.

### Future Actions for the Food Defense Measure

FSIS anticipates that adoption of food defense plans by the remaining establishments will require additional outreach and education measures to overcome the obstacles, such as lack of resources, language barriers, etc., to adoption of food defense plans and practices.

FSIS will continue to take actions to further increase the percentage of establishments with food defense plans. These actions include:

- Mailing and calling establishments that lack a food defense plan to encourage the development of a plan.
- Continuing to develop and promote new and existing food defense tools, resources, and guidance materials for both private industry and field inspection personnel.

### Humane Handling Measure

USDA considers humane methods of handling animals and humane slaughter operations a departmental priority.

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FSIS is presently collecting data on the extent to which industry is implementing and maintaining a systematic approach to humane handling.

All FSIS inspected livestock establishments are required to handle and slaughter livestock using humane methods under the Federal Humane Methods of Slaughter Act. FSIS recommends that slaughter establishments develop a systematic approach to managing their humane handling and slaughter activities. The four features of a systematic approach to humane handling practices include: 1) conducting an initial assessment of locations where livestock are handled in connection with slaughter; 2) designing facilities and on-going standard handling procedures that minimize excitement, discomfort, or accidental injury to livestock; 3) conducting periodic evaluations of the humane handling methods; and 4) identifying and implementing corrective measures when necessary.

FSIS identified that 64% (486 of 755) of livestock slaughter plants have implemented a systematic approach to humane handling and slaughter. Fifty-nine out of 59 large plants have adopted a systematic approach to humane handling. One hundred and sixteen out of 144 small plants have developed a systematic approach to humane handling (81%), and 311 out of 552 (56%) very small plants have adopted a systematic approach.

FSIS conducts on-site evaluations by the District Veterinary Medical Specialist (DVMS) every 12 months at every livestock slaughter establishment. Other FSIS outreach activities are providing needed information and awareness regarding a systematic approach to humane handling and slaughter. FSIS published the Compliance Guide for a Systematic Approach to the Humane Handling of Livestock. This guide intends to help small and very small establishments develop a systematic approach, and encourages them to develop a written, robust plan for humane handling.

The most recent PHIS upgrade now allows the DVMS Narrative Report to be entered in PHIS. The DVMS can identify plants that have a systematic approach, plants that have a written systematic approach, or establishments that do not have a systematic approach. If the establishment does not have a systematic approach, the DVMS can record whether the establishment has achieved partial compliance. As DVMS establishment visits are recorded in PHIS, the HHEC will be able to utilize PHIS data for systematic approach analysis, once all establishments have been visited and PHIS data entered.

All District's input now include language that supports the decision to suspend an establishment for an egregious inhumane noncompliance or a notice of intended enforcement, based on whether the establishment has implemented a robust systematic approach to humane handling.

### Future Actions:

FSIS is targeting and encouraging small and very small plants to develop a systematic approach to humane handling by utilizing DVMS for outreach during humane handling visits. Each DVMS is presenting a PowerPoint presentation, developed by the HHEC, outlining how to develop a systematic approach and the benefits of doing so with plant management at 100% of the plants currently without a systematic approach they visit. The DVMS also provides the establishment with the Compliance Guide to a Systematic Approach. The DVMS will conduct at least one follow-up communication (telephone call, visit, or email exchange) with plant management or the FSIS Inspector-In-Charge (IIC) by the end of the quarter in which the visit occurred to see if the plant has developed a systematic approach.

The HHEC will analyze 100% of all humane handling noncompliance reports to identify plants that require special attention due to recurring non-compliance. These plants will have targeted visits by the DVMS at least once within the quarter following when the non-compliance was identified.

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FSIS has developed two situation-based Humane Interactive Knowledge Exchange (HIKE) training scenarios. One HIKE was posted on the FSIS website, and one HIKE is undergoing Agency clearance. When completed, this document will also be posted on the Agency's HIKE website.

FSIS posts on the Agency's website, official enforcement actions that FSIS has taken against livestock establishments that have been found in violation of the Humane Methods of Slaughter Act (HMSA). This webpage contains official notifications of enforcement actions and notifications of suspension abeyance or Notice of Intended Enforcement (NOIE) deferral when the establishment has demonstrated regulatory compliance.

With the material available in the FSIS Systematic Approach Compliance Guide, the DVMS presentation can reach the small and very small slaughter establishments who do not have a systematic approach. The document includes helpful information for establishments trying to develop a robust systematic approach, and helps ensure their compliance with humane handling regulations.

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Full Cost by Department Strategic Goal  
(Dollars in thousands)

**Department Strategic Goal: Ensure that all of America’s children have access to safe, nutritious, and balanced meals**

Program/ Program Items	2013 Actual	2014 Actual	2015 Enacted	2016 Estimate
<b><u>Federal Food Safety &amp; Inspection</u></b>				
Domestic Inspection & Import Re-inspection .....	\$699,594	\$727,483	\$730,385	\$726,202
Investigation, Enforcement & Surveillance .....	7,763	8,072	8,105	8,058
Data, Sampling & Risk Analysis .....	28,107	29,227	29,344	29,176
Food Defense & Emergency Response .....	12,106	12,589	12,639	12,566
Central Operations Control & Efficiencies .....	96,191	100,025	100,425	99,849
Training, Education, Outreach, Evaluation & Communications ...	8,908	9,263	9,300	9,247
Policy Development, Implementation & Oversight .....	10,003	10,402	10,443	10,383
Total Costs .....	862,672	897,061	900,641	895,481
FTEs .....	9,002	8,793	9,046	8,782
<b>Performance Measure: Percent of Broiler Plants Passing the Carcass <i>Salmonella</i> Verification Testing Standard</b>				
Percent .....	90%	92%	94%	95%
\$ for percentage increase of broiler plants passing carcass <i>Salmonella</i> verification testing standards .....				
	171,588	178,469	179,111	178,070
<b>Performance Measure: Total illnesses from all FSIS Products</b>				
Number of illness cases .....	427,171	386,265	373,955	363,547
\$ for reduction in total illnesses from all FSIS-regulated products .....				
	602,210	626,289	628,306	624,672
<b>Performance Measure: Percent of establishments with a food defense plan</b>				
Percent of all establishments with plan .....	83%	84%	90%	90%
\$ for an increase in the percentage of establishments with a food defense plan .....				
	88,160	91,549	92,098	91,600
<b>Performance Measure: Percent of establishments with a systematic humane handling approach</b>				
Percent of all establishments with approach .....	56%	64%	70%	75%
\$ for an increase in the percentage of establishments with a systematic humane handling approach .....				
	715	754	1,126	1,139

FOOD SAFETY AND INSPECTION SERVICE

**Department Strategic Goal: Ensure that all of America’s children have access to safe, nutritious, and balanced**

Program/ Program Items	2013 Actual	2014 Actual	2015 Enacted	2016 Estimate
<b>Public Health Data Communication</b>				
<b>Infrastructure System (PHDCIS)</b>				
Central Operations Control & Efficiencies .....	\$32,727	\$28,710	\$45,360	\$34,580
Total Costs.....	32,727	28,710	45,360	34,580
FTEs.....	-	-	-	-
<b>Performance Measure: Percent of Broiler Plants Passing the Carcass Salmonella Verification Testing Standard</b>				
Percent.....	90%	92%	94%	95%
\$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards.....	6,545	5,742	9,072	6,916
<b>Performance Measure: Total illnesses from all FSIS Products</b>				
Number of illness cases.....	427,171	386,265	373,955	363,547
\$ for reduction in total illnesses from all FSIS-regulated products.....	22,883	20,074	31,698	24,165
<b>Performance Measure: Percent of establishments with a food defense plan</b>				
Percent of all establishments with plan.....	83%	84%	90%	90%
\$ for an increase in the percentage of establishments with a food defense plan.....	3,273	2,871	4,536	3,458
<b>Performance Measure: Percent of establishments with a systematic humane handling approach</b>				
Percent of all establishments with approach.....	56%	64%	70%	75%
\$ for an increase in the percentage of establishments with a systematic humane handling approach.....	26	23	54	41
<b>International Food Safety &amp; Inspection</b>				
Domestic Inspection & Import Re-inspection .....	6,535	6,237	7,035	7,101
Investigation, Enforcement & Surveillance .....	133	127	143	145
Data, Sampling & Risk Analysis .....	478	456	515	519
Food Defense & Emergency Response .....	207	198	223	225
Central Operations Control & Efficiencies .....	4,044	3,860	4,353	4,394
Training, Education, Outreach, Evaluation & Communications ...	149	142	160	162
Policy Development, Implementation & Oversight .....	3,864	3,688	4,160	4,198
Total Costs.....	15,410	14,708	16,589	16,744
FTEs.....	127	112	120	120
<b>Performance Measure: Percent of Broiler Plants Passing the Carcass Salmonella Verification Testing Standard</b>				
Percent.....	90%	92%	94%	95%
\$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards.....	3,853	3,677	4,147	4,186
<b>Performance Measure: Total illnesses from all FSIS Products</b>				
Number of illness cases.....	427,171	386,265	373,955	363,547
\$ for reduction in total illnesses from all FSIS-regulated products.....	11,557	11,031	12,442	12,558

FOOD SAFETY AND INSPECTION SERVICE

**Department Strategic Goal: Ensure that all of America’s children have access to safe, nutritious, and balanced**

Program/ Program Items	2013 Actual	2014 Actual	2015 Enacted	2016 Estimate
<b>State Food Safety &amp; Inspection</b>				
Domestic Inspection & Import Re-inspection .....	\$47,291	\$47,215	\$47,725	\$47,780
Investigation, Enforcement & Surveillance .....	600	599	605	606
Data, Sampling & Risk Analysis .....	2,171	2,167	2,191	2,194
Food Defense & Emergency Response .....	935	934	944	945
Central Operations Control & Efficiencies .....	7,613	7,600	7,683	7,692
Training, Education, Outreach, Evaluation & Communications ...	688	687	694	695
Policy Development, Implementation & Oversight .....	1,053	1,051	1,063	1,064
Total Costs .....	60,351	60,253	60,905	60,976
FTEs .....	21	20	20	20
<b>Performance Measure: Percent of Broiler Plants Passing the Carcass <i>Salmonella</i> Verification Testing Standard</b>				
Percent.....	90%	92%	94%	95%
\$ for percentage increase of broiler plants passing carcass <i>Salmonella</i> verification testing standards.....	12,070	12,051	12,181	12,195
<b>Performance Measure: Total illnesses from all FSIS Products</b>				
Number of illness cases.....	427,171	386,265	373,955	363,547
\$ for reduction in total illnesses from all FSIS-regulated products .....	42,197	42,129	42,560	42,610
<b>Performance Measure: Percent of establishments with a food defense plan</b>				
Percent of all establishments with plan.....	83%	84%	90%	90%
\$ for an increase in the percentage of establishments with a food defense plan.....	6,035	6,025	6,091	6,098
<b>Performance Measure: Percent of establishments with a systematic humane handling approach</b>				
Percent of all establishments with approach.....	56%	64%	70%	75%
\$ for an increase in the percentage of establishments with a systematic humane handling approach.....	48	48	73	73

FOOD SAFETY AND INSPECTION SERVICE

**Department Strategic Goal: Ensure that all of America’s children have access to safe, nutritious, and balanced meals**

Program / Program Items	2013 Actual	2014 Actual	2015 Enacted	2016 Estimate
<b>Codex Alimentarius</b>				
Central Operations Control & Efficiencies .....	502	531	537	539
Training, Education, Outreach, Evaluation & Communications ...	61	65	65	65
Policy Development, Implementation & Oversight .....	2,954	3,126	3,157	3,172
Total Costs.....	3,517	3,722	3,759	3,776
FTEs.....	8	8	8	8
<b>Performance Measure: Percent of Broiler Plants Passing the Carcass <i>Salmonella</i> Verification Testing Standard</b>				
Percent.....	90%	92%	94%	95%
\$ for percentage increase of broiler plants passing carcass <i>Salmonella</i> verification testing standards.....	879	931	940	944
<b>Performance Measure: Total illnesses from all FSIS Products</b>				
Number of illness cases.....	427,171	386,265	373,955	363,547
\$ for reduction in total illnesses from all FSIS-regulated products.....	2,638	2,791	2,819	2,832
Total Costs, Strategic Goal.....	974,677	1,004,454	1,027,254	1,011,557
Total FTEs, Strategic Goal.....	9,158	8,933	9,194	8,930
Total Costs, All Strategic Goals.....	974,677	1,004,454	1,027,254	1,011,557
Total FTEs, All Strategic Goals.....	9,158	8,933	9,194	8,930