2022 USDA EXPLANATORY NOTES-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 protect the public's health by ensuring the safety of meat, poultry, and processed egg products. FSIS is composed of two major inspection programs: (1) Meat and Poultry Inspection (MPI) and (2) Egg Products Inspection.

The MPI 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 accurately labeled through inspection and regulation of these products so that they are suitable for commercial distribution for human consumption. FSIS also enforces the Humane Methods of Slaughter Act (HMSA) 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 MPI 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.

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 accurately labeled through 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.

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, operational standards, and other prerequisite programs to control pathogen contamination and to produce safe and unadulterated food.

During 2020, the agency maintained headquarters offices in the Washington D.C. metropolitan area; 10 district offices; the Policy Development Division in Omaha, Nebraska; laboratories in Athens, Georgia, St. Louis, Missouri, and Albany, California; the Financial Services Center in Des Moines, Iowa; the Human Resources Field Office in Minneapolis, Minnesota; and a nationwide network of inspection personnel in 6,531 federally regulated establishments in 50 States, N. Mariana Islands, Guam, Puerto Rico, Samoa 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.

As of September 30, 2020, the agency employment totaled 8,642 permanent full-time employees, including 573 in the Washington, DC area and 8,069 in the field. FSIS employed 8,514 Full Time Equivalents (FTE's) as of September 30, 2020. This included other-than-permanent employees in addition to permanent full-time ones.

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. State Food Safety & Inspection: Expenses associated with state inspected establishments and state-run programs.
3. International Food Safety & Inspection: Expenses associated with import and export operations and certifications.
4. Public Health Data Communications Infrastructure System (PHDCIS): Expenses associated with providing public health communications and information systems' infrastructure and connectivity.

Statutory Authorities

The MPI Program is authorized by the FMIA as amended and the PPIA. The purpose of the program is to ensure that meat and poultry products are safe, wholesome, and accurately labeled through inspection and regulation of these products so that they are suitable for commercial distribution for human consumption. FSIS also enforces the HMSA through the program, which requires that all livestock at Federally-inspected establishments be handled and slaughtered in a humane way.

The Egg Products Inspection Program is authorized by the EPIA. The program's purpose is to ensure that liquid, frozen and dried egg products are safe, wholesome, and accurately labeled through 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.

OIG and GAO Reports

Table FSIS-1. Completed OIG Reports

ID	Date	Title	Result
50025-0001-23	9/30/2020	OIG USDA Coronavirus Disease 2019 Funding	No recommendations for FSIS
50503-0003-12	10/29/2020	USDA, OCIO, Fiscal Year 2020 Federal Information Security Modernization Act	No recommendations for FSIS
24026-0002-22	2/23/2020	FSIS Final Action Verification—Audit of Food Safety and Inspection Service Ground Turkey Inspection and Safety Protocols	1 recommendation issued in report is closed
24601-0003-21	7/7/2020	Controls Over Imported Meat and Poultry Products	All three recommendations are open
24801-0001-41	6/23/2020	FSIS Rulemaking Process for the Proposed Rule: Modernization of Swine Slaughter Inspection	4 recommendations directed at FSIS, 2 of which are open
24601-0002-23	6/15/2020	Controls Over Meat, Poultry, and Egg Product Labels	5 recommendations directed at FSIS, 1 of which is pending
24026-0001-22	12/13/2019	Final Action Verification - Implementation of the Public Health Information System for Domestic Inspection	No recommendations for FSIS
24601-0002-22	12/11/2019	Cooperative Interstate Shipment Program	1 recommendation directed at FSIS, which is open

Table FSIS-2. In-Progress OIG Reports

ID	Date	Title	Result
24601-0003-21	1/15/2021	FSIS Inspectors' Coronavirus Disease 2019 Survey	OIG's Office of Analytics and Innovation is continuing its survey work
24601-0002-23	11/6/2020	OIG Inspection 24801-0001-23 - COVID-19 - FSIS Pandemic Response at Establishments	OIG is continuing its inspection work
24801-0001-41	12/14/2020	OIG Audit of Waivers of Regulatory Requirements	OIG is continuing its audit work

Table FSIS-3. Completed GAO Reports

ID	Date	Title	Result
GAO-20-265	06/25/20	COVID-19: Opportunities to Improve Federal Response and Recovery Efforts	No recommendations directed at FSIS
GAO-20-701	09/21/20	COVID-19: Federal Efforts Could be Strengthened by Timely and Concerted Actions	No recommendations directed at FSIS
GAO-21-191	11/30/20	COVID-19: Urgent Actions Needed to Better Ensure an Effective Federal Response	No recommendations directed at FSIS
GAO-21-23	11/20/20	Food Safety: CDC Could Further Strengthen Its Efforts to Identify and Respond to Foodborne Illnesses	No recommendations directed at FSIS
GAO-20-325	05/07/20	FDA and USDA Could Strengthen Existing Efforts to Prepare for Oversight of Cell-Cultured Meat	2 of the 3 recommendations directed at FSIS are open
GAO-16-305	03/21/16	High-Containment Laboratories: Comprehensive and Up-to-Date Policies and Stronger Oversight Mechanisms Needed to Improve Safety	1 recommendation directed at FSIS is open
GAO-18-272	03/19/18	Food Safety: USDA Should Take Further Action to Reduce Pathogens in Meat and Poultry Products	All 3 recommendations are open

Table FSIS-4. In-Progress GAO Reports

ID	Date	Title	Result
(104434)	10/6/2020	Chemical Contamination of Food	GAO continues its audit work
(104525)	11/30/2020	Monitoring and Oversight of Response to Coronavirus 2019 Pandemic	GAO continues its audit work

AVAILABLE FUNDS AND FTEs

Table FSIS-5. Available Funds and FTEs (thousands of dollars, FTEs)

Item	2019 Actual	FTE	2020 Actual	FTE	2021 Enacted	FTE	2022 Budget	FTE
Salaries and Expenses:								
Discretionary Appropriations	$1,049,344	8,507	$1,054,344	8,107	$1,075,703	9,075	$1,165,589	9,075
American Rescue Plan Mandatory Appropriations				-	100,000	-	-	-
COVID- Supplemental Appropriations			33,000	288	-	-	-	-
Subtotal Account 1	1,049,344	8,507	1,087,344	8,395	1,175,703	9,075	1,165,589	9,075
Rescission			-	-	-	-	-	-
Sequestration			-	-	-	-	-	-
Transfers In	60		60	-	-	-	-	-
Transfers Out	-400		-400	-	-	-	-	-
Total Adjusted Appropriation	1,049,004	8,507	1,087,004	8,395	1,175,703	9,075	1,165,589	9,075
Balance Available, SOY	7,659	-	5,175	-	17,912	-	80,000	-
Recoveries, Other Adjustments (Net)	2,194	-	991	-	-	-	-	-
Total Available	1,058,857	8,507	1,093,170	8,395	1,193,615	9,075	1,245,589	9,075
Lapsing Balances	-172	-	-85	-	-	-	-	-
Rescinded Balances		-	-	-	-	-	-	-
Balance Available, EOY	-5,175	-	-17,912	-	-	-	-	-
Total Obligations	1,053,510	8,507	1,075,173	8,395	1,193,615	9,075	1,245,589	9,075
Other USDA:								
AMS, pesticide cert. and base month	110	-	-	-	-	-	-	-
ARS, Nutrient Data Laboratory	44	-	232	-	-	-	-	-
APHIS	103	-	75	-	-	-	-	-
CODEX	22	-	-	-	-	-	-	-
FNCS	263	-	-	-	-	-	-	-
OFS	24	-	-	-	-	-	-	-
OGC	42	-	200	-	-	-	-	-
OSEC	-	-	-	-	-	-	-	-
OCE	264	-	504	-	-	-	-	-
FAS	980	-	-	-	-	-	-	-
OCIO	-	-	223	-	-	-	-	-
OHRM	-	-	1,100	-	-	-	-	-
OASCR	-	-	38	-	-	-	-	-
NIFA	-	-	6	-	-	-	-	-
Total, Other USDA	1,852	-	2,378	-	-	-	-	-
Total, Agriculture Available	1,055,362	8,507	1,077,551	8,395	1,193,615	9,075	1,245,589	9,075
Other Federal Funds:								
FDA, Salmonella, Campylob., E.coli, and Ente	825	-	825	-	-	-	-	-
Federal Emergency Management Agency (FE	14	-	56	-	-	-	-	-
EOP/ONDCP	-	-	54	-	-	-	-	-
DHRA	-	-	3	-	-	-	-	-
DWCF	-	-	6,519	-	-	-	-	-
Total, Other Federal	839	-	7,457	-	-	-	-	-
Non-Federal Funds:								
Meat, Poultry and Egg Products Inspection	220,397	33	250,299	26	228,000	33	205,000	33
Accredited Labs	240	-	226	-	227	-	232	-
Trust Funds	14,273	82	16,055	93	16,850	82	16,850	82
Total, Non-Federal	234,910	115	266,580	119	245,077	115	222,082	115
Total Available, FSIS	1,291,111	8,622	1,351,588	8,514	1,438,692	9,190	1,467,671	9,190

PERMANENT POSITIONS BY GRADE AND FTEs

Table FSIS-6. Permanent Positions by Grade and FTEs

	2019 Actual			2020 Actual			2021 Enacted			2022 Budget		
Item	D.C.	Field	Total	D.C.	Field	Total	D.C.	Field	Total	D.C.	Field	Total
SES	23	-	23	24	-	24	25	-	25	25	-	25
SL	3	-	3	4	-	4	4	-	4	4	-	4
GS-15	65	20	85	59	24	83	71	21	92	71	21	92
GS-14	175	78	253	181	83	264	185	85	270	185	85	270
GS-13	180	363	543	167	384	551	198	400	598	198	400	598
GS-12	91	1,025	1,116	67	1,029	1,096	90	1,124	1,214	90	1,124	1,214
GS-11	18	75	93	25	83	108	28	109	137	28	109	137
GS-10	2	513	515	2	483	485	3	84	87	3	84	87
GS-9	27	3,342	3,369	20	3,512	3,532	38	3,865	3,903	38	3,865	3,903
GS-8	3	482	485	3	471	474	7	470	477	7	470	477
GS-7	14	1,803	1,817	13	1,625	1,638	21	1,925	1,946	21	1,925	1,946
GS-6	3	21	24	4	22	26	4	12	16	4	12	16
GS-5	1	374	375	2	350	352	1	499	500	1	499	500
GS-4	1	1	2	1	2	3	1	10	11	1	10	11
GS-3	-	-	-	-	-	-	-	-	-	-	-	-
GS-2	1	-	1	1	-	1	1	-	1	1	-	1
GS-1	-	-	-	-	-	-	-	-	-	-	-	-
Other Graded	8	2	10	-	1	1	-	-	-	-	-	-
Ungraded	-	-	-	-	-	-	-	-	-	-	-	-
Total Permanent	615	8,099	8,714	573	8,069	8,642	677	8,604	9,281	677	8,604	9,281
Unfilled, EOY	-	-	-	-	-	-	23	301	324	23	301	324
Total Perm. FT EOY	615	8,099	8,714	573	8,069	8,642	654	8,303	8,957	654	8,303	8,957
FTE	581	8,041	8,622	575	7,939	8,514	629	8,561	9,190	629	8,561	9,190

SIZE, COMPOSITION, AND ANNUAL COSTS OF VEHICLE FLEET

FSIS inspects in 6,531 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.

Size, Composition, and Annual Costs of Motor Vehicle Fleet[a]

(thousands of dollars)

Fiscal Year	Sedans and Station Wagons	Lt. Trucks, SUVs, and Vans (4x2)	Lt. Trucks, SUVs, and Vans (4x4)	Medium Duty Vehicles	Buses	Heavy Duty Vehicles	Total Vehicles	Annual Operating Costs
2019	2,177	86	75	-	-	1	2,339	$12,724
Change	5	1	4	-	-	-1	9	197
2020	2,182	87	79	-	-	-	2,348	12,921
Change	41	74	-75	-	-	-	40	184
2021	2,223	161	4	-	-	-	2,388	13,105
Change	-	-	-	-	-	-	-	220
2022	2,223	161	4	-	-	-	2,388	13,325

Note: Number of vehicles by type include vehicles owned by the agency and leased from commercial sources or GSA.
Annual Operating Costs excludes acquisiton costs and gains from sale of vehicles as shown in FAST.

SHARED FUNDING PROJECTS

Table FSIS-8. Shared Funding Projects (dollars in thousands)

Item	2019 Actual	2020 Actual	2021 Enacted	2022 Budget
Working Capital Fund:				
Administrative Services:				
Material Management Service	$ 4,225	$ 3,169	$3,166	$3,030
Mail and Reproduction Services	734	837	920	500
Integrated Procurement Systems	207	247	240	248
Procurement Operations Services	10	12	13	7
Human Resources Enterprise Management Systems	115	99	126	126
Subtotal	5,291	4,365	4,465	3,911
Communications:				
Creative Media & Broadcast Center	213	250	88	93
Finance and Management:				
National Finance Center	2,715	2,526	2,599	2,597
Financial Shared Services	5,346	5,528	5,456	5,438
Internal Control Support Services	57	78	55	55
Financial Management Support Services	-	-	-	-
Subtotal	8,118	8,132	8,110	8,090
Information Technology:				
Client Experience Center	5,220	6,131	23,957	24,206
Department Administration Information Technology Office	-	45	392	130
Digital Infrastructure Services Center	9,453	6,591	9,686	9,995
Enterprise Network Services	4,469	7,047	6,638	7,266
Subtotal	19,142	19,815	40,673	41,597
Office of the Executive Secretariat	288	290	397	395
Total, Working Capital Fund	33,052	32,851	53,733	54,086
Department-Wide Shared Cost Programs:				
Advisory Committee Liaison Services	3	4	4	4
Agency Partnership Outreach	680	725	654	-
Honor Awards	1	1	1	-
Human Resources Self-Service Dashboard	53	55	-	-
Medical Services	22	24	114	114
Office of Customer Experience	230	528	874	828
Personnel and Document Security Program	154	157	190	-
Physical Security	-	539	395	-
Security Detail	381	426	420	397
Security Operations Program	929	537	591	-
TARGET Center	109	104	108	-
TARGET Center NCR Interpreting Services	-	-	286	-
USDA Enterprise Data Analytics Services	-	746	456	-
Total, Department-Wide Reimbursable Programs	2,561	3,846	4,093	1,343
E-Gov:				
Budget Formulation and Execution Line of Business	7	7	8	8
Enterprise Human Resources Integration	174	-	-	-
E-Rulemaking	57	23	30	37
Financial Management Line of Business	8	-	-	-
Geospatial Line of Business	13	13	13	13
Human Resources Line of Business	25	27	28	28
Integrated Acquisition Environment	14	133	-	-
Total, E-Gov	298	203	79	86
Agency Total	35,911	36,900	57,905	55,515

APPROPRIATIONS LANGUAGE

The appropriations language follows (new language underscored):

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 $10,000 for representation allowances and for expenses pursuant to section 8 of the Act approved August 3, 1956 (7 U.S.C. 1766), [$1,075,703,000] $1,165,589,000; 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 funds provided for the relocation of the Mid-Western Laboratory shall remain available until expended: Provided further, That no fewer than 148 full-time equivalent positions shall be employed during fiscal year [2021] 2022 for purposes dedicated solely to inspections and enforcement related to the Humane Methods of Slaughter Act (7 U.S.C. 1901 et seq.) [: 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 (line 4) deletes 2021 appropriated amount and replaces it with the 2022 request.

The second change (line 9-10) adds "*Provided further*, That funds provided for the relocation of the Mid-Western Laboratory shall remain available until expended"

The third change (line 11) deletes 2021 date and replaces is with 2022 date.

The fourth change (line 13-15) deletes provision as unnecessary.

LEAD-OFF TABULAR STATEMENT

Table FSIS-9. Lead-Off Tabular Statement (In dollars)

Item	Amount
2021 Enacted Level	$1,075,703,000
Change in Appropriation	+ 89,886,000
Budget Estimate, 2022	1,165,589,000
Budget Estimate, Current Law 2022	$1,165,589,000
Change Due to Proposed Legislation	0
Net 2022 Request	1,165,589,000

PROJECT STATEMENT

Table FSIS-10. Project Statement Appropriated (thousands of dollars, FTE)

Food Safety & Inspection Services - Appropriated
(thousand of dollars)

	2019 Actual		2020 Actual		2021 Enacted		2022 Budget			Change From 2021 Estimate	
	B.A	FTE	B.A	FTE	B.A	FTE	B.A	FTE	Chg Key	B.A	FTE
Discretionary Appropriations:											
Federal Food Safety & Inspection	$936,324	8,366	$936,324	7,966	$957,348	8,935	$1,046,692	8,935	(1)	$89,344	-
State Food Safety & Inspection	61,682	20	66,682	20	66,730	20	66,875	20	(2)	145	-
International Food Safety & Inspection	16,758	121	16,758	121	17,045	120	17,442	120	(3)	397	-
Public Health Data Communication Infrastructure System (PHDCIS)	34,580	-	34,580	-	34,580	-	34,580	-		-	-
Subtotal	1,049,344	8,507	1,054,344	8,107	1,075,703	9,075	1,165,589	9,075		89,886	-
Manadatory Appropriation											
American Rescue Plan	-	-	-	-	100,000	-	-	-		-	-
Subtotal	-	-	-	-	100,000	-	-	-		-	-
Supplemental Appropriations:											
COVID-19-Supplemental	-	-	33,000	288	15,747	-	-	-		-	-
American Rescue Plan Carry Over	-	-	-	-	-	-	80,000			-	-
PHDCIS- CarryOver	916	-	220		1,228						
PHV-Carry Over	6,743	-	4,955		936	-	-	-		-	-
Subtotal	7,659	-	38,175	288	17,911	-	80,000	-		-	-
Transfers In*:											
Transfers 1	60	-	60	-	-	-	-	-		-	-
Total Transfers In	60	-	60	-	-	-	-	-		-	-
Total, Dicretionary Funding	1,057,063	8,507	1,092,579	8,395	1,193,614	9,075	1,245,589	9,075		89,886	-
Transfers Out*:	-400	-	-400	-	-	-	-	-		-	-
Recoveries, Other (Net)	2,194	-	991	-	-	-	-	-		-	-
Total Available	1,058,857	8,507	1,093,170	8,395	1,193,614	9,075	1,245,589	9,075		89,886	-
Lapsing Balances	-172	-	-85	-	-	-	-	-		-	-
Bal. Available, EOY	-5,175	-	-17,912		-80,000	-	-	-		-	-
Total Obligations	1,053,510	8,507	1,075,173	8,395	1,113,614	9,075	1,245,589	9,075		89,886	-

PROJECT STATEMENT

Table FSIS-11. Project Statement Obligated (thousands of dollars, FTE)

Food Safety & Inspection Services - Obligated
(thousand of dollars)

	2019 Actual		2020 Actual		2021 Enacted		2022 Budget			Change From 2021 Estimate	
	B.A	FTE	B.A	FTE	B.A	FTE	B.A	FTE	Chg Key	B.A	FTE
Discretionary Obligations:											
Federal Food Safety & Inspection	$938,114	8,366	$936,348	7,966	$957,348	8,935	$1,046,692	8,935	(1)	$89,344	-
State Food Safety & Inspection	61,415	20	65,979	20	66,730	20	66,875	20	(2)	145	-
International Food Safety & Inspection	16,555	121	17,012	121	17,045	120	17,442	120	(3)	397	-
Public Health Data Communication Infrastructure System (PHDCIS)	37,426	-	33,914	-	34,580	-	34,580	-		-	-
Total Obligations	1,053,510	8,507	1,053,253	8,107	1,075,703	9,075	1,165,589	9,075		89,886	-
Mandatory Obligation											
American Rescue Plan	-	-	-	-	20,000	-	40,000	-		-	-
Subtotal Mandatory Obligations	-	-	-	-	20,000	-	40,000	-		-	-
Supplemental Obligations:											
COVID-19-Supplemental	-	-	17,253	288	15,747	-	-	-		-	-
American Rescue Plan Carry Over	-	-	-	-	-	-	-	-		-	-
PHDCIS Carryover	916	-	220	-	936	-	-	-		-	-
PHV Carryover	6,743	-	4,955	-	1,228	-	-	-		-	-
Subtotal Supp Oblig	7,659	-	22,428	288	17,911	-	-	-		-	-
Transfers In*:											
Transfers 1	60	-	60	-	-	-	-	-		-	-
Total Transfers In	60	-	60	-	-	-	-	-		-	-
Total, Dicretionary Funding	1,061,229	8,507	1,075,741	8,395	1,113,614	9,075	1,205,589	9,075		89,886	-
Transfers Out*:	-400	-	-400	-	-	-	-	-		-	-
Recoveries, Other (Net)	2,194	-	991	-	-	-	-	-		-	-
Total Obligation	1,063,023	8,507	1,076,332	8,395	1,113,614	9,075	1,205,589	9,075		89,886	-
Lapsing Balances	172	-	85	-	-	-	-	-		-	-
Bal. Available, EOY	5,175	-	17,912	-	80,000	-	40,000	-		-	-
Total Available	1,068,370	8,507	1,094,329	8,395	1,193,614	9,075	1,245,589	9,075		89,886	-

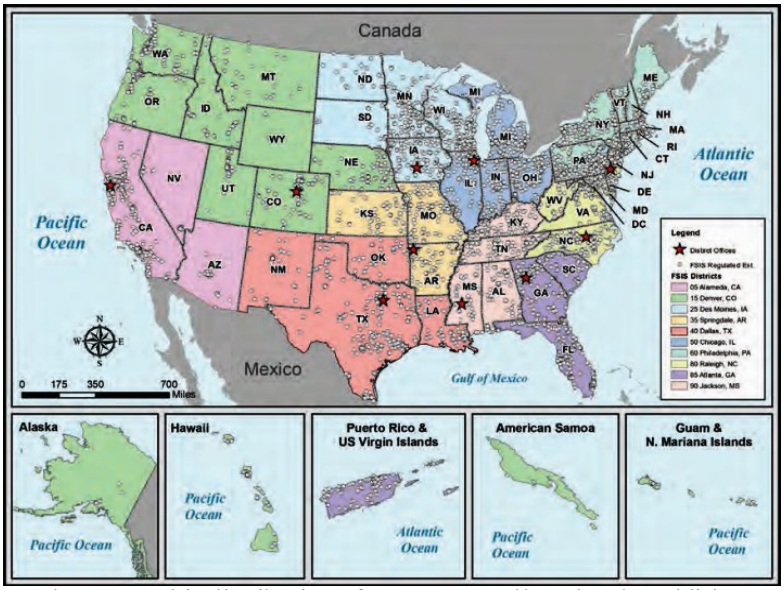
JUSTIFICATIONS OF INCREASES/DECREASES

Food Safety and Inspection Service

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 five 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 8,514 Full Time Equivalents (FTEs as of September 30, 2020). This includes other-than-permanent employees, in addition to, permanent full-time employees.
- Regulates over 250,000 different meat, poultry, and egg products
- Regulates operations at 6,531 Federally regulated establishments.
- Ensures public health requirements are met in establishments that each year slaughter or process:
  - 166 million head of livestock
  - 9.7 billion poultry carcasses
  - 2.5 billion pounds of egg products
- Conducts 7.3 million food safety & food defense procedures
- Condemned:
  - Over 14.6 million poultry carcasses
  - More than 258,480 head of livestock during postmortem (post-slaughter) inspection
- In FY 2020, performed 180,427 Humane Handling (HH) verification procedures



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

(1) Federal Food Safety and Inspection: A net increase of $89,344,000 from the FY 2021 Enacted and 0 staff years ($957,348,000 and 8,935 FTE in 2021).

(a) Federal: An increase of $13,345,000 to fund the annualization of the FY 2021 and the FY 2022 pay increase.

FSIS spends 80 percent of its funding on salaries and benefits, predominantly for inspection personnel in establishments, and other frontline employees such as investigators and laboratory technicians. In addition, FSIS spends about 14 percent of its budget on system infrastructure, state inspection programs, and travel for inspectors and investigators. Therefore, FSIS has limited flexibility in its funding.

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 egg products establishments. The permanent statutes for the inspection of meat, poultry, and processed egg products result in labor-intensive inspection activities, thereby making salary and benefit costs relatively inflexible.

This funding will cover the 2.7 percent FY 2022 pay raise. It also will fund the annualization of the 1 percent calendar year 2021 pay raise. Because the FY 2019 and 2020 pay raises were unfunded, this FY 2021 annualization is crucial to prevent further reduction to the FSIS base caused by absorbing unfunded mandates. This critical increase is needed to support and maintain staffing levels to meet the demands and statutory requirements FSIS is required to enforce for its critical food safety mission. Elimination of the pay cost increase means that FSIS would not be able to fund approximately 193 personnel. Since most FSIS personnel and funding is directly related to our frontline inspections, testing, and investigations, it would be very difficult to absorb this reduction without impacting our mission and the meat and poultry industry. Some of the potential impacts would be: reduced service to industry, reduced FSIS testing, lower criminal and civil investigation capabilities, delays in establishing new rules and standards, negative effect on morale, and increased risk of food safety system failures due to reduced verification tasks performed.

(b) Federal: An increase of $6,274,000 for Federal Employees Retirement System (FERS) Contribution.

The Board of Actuaries of the Civil Service Retirement System recommended revised long-term economic assumptions and changes to the demographic assumptions for use in actuarial valuations of FERS. These revised assumptions resulted in new normal cost percentages that mandate agencies to increase contribution rates for FERS employees.

FSIS is requesting funding to cover the additional obligatory costs the agency will incur in FY 2022 to pay for FERS. The FY 2022 FERS increase comes after FSIS absorbed an increased cost of approximately $13 million in FERS growth for FY 2020. Since FSIS spends approximately 80 percent of funding on personnel, and 89 percent of our personnel are frontline, the FY 2022 FERS funding is critical to prevent further erosion of FSIS base programing and our ability to sustain our vital food safety workforce. This critical increase is needed to support and maintain staffing levels to meet the demands and statutory requirements FSIS is required to enforce for its critical food safety mission. Without this additional funding FSIS would have to absorb this cost which equates to not being able to backfill approximately 90 personnel. Approximately 98% of FSIS personnel are under FERS (approximately 8,800 personnel). Since most FSIS personnel and funding is directly related to our frontline inspections, testing, and investigations, it would be very difficult to absorb this reduction without impacting our mission and the meat and poultry industry. Some of the potential impact would be: reduced service to industry, reduced FSIS testing, lower criminal and civil investigation capabilities, delays in establishing new rules and standards, negative effect on morale, and increased risk of food safety system failures due to reduced verification tasks performed.

(c) Federal: An Increase of $10,300,000 from the FY 2021 Enacted to Federal Food Safety Inspection for FSIS IT Modernization.

FSIS must have a modern and stable Information Technology (IT) Infrastructure to achieve operational excellence. Mission critical IT assets, such as the Public Health Information System (PHIS), and other FSIS applications that drive transformative solutions for business intelligence and reporting, produce real-time data analysis, promote global commerce, and facilitate the collection and sharing of vital data that allows FSIS to continually improve accomplishment of the food safety mission. An investment of $10.3 million will help modernize and upgrade FSIS's aging infrastructure, facilitate trade, reduce security issues, increase operational

efficiency, and develop a capability to receive lab sample data from external organizations. This request is necessary to implement key Departmental initiatives such as OneUSDA, migration to the Cloud, infrastructure consolidation, and adoption of modern technology platforms.

FSIS is increasingly dependent on IT for all aspects of its mission, especially in making science-based decisions and promoting global commerce. As technology has evolved, IT has become a critical component in FSIS's efforts to link and integrate the various components of FSIS operations. Reliable, scalable and modernized IT is essential to an integrated effort to improve the quality and quantity of data that FSIS captures, improve the usefulness of its information, conduct better analysis to become more proactive in reducing illnesses, increase threat detection, and improve the ability to rapidly adjust to food safety threats that do occur.

Current system limitations already have a direct effect on FSIS's mission, industry operations, and trade and will increasingly hinder or prevent FSIS from adopting new innovations and adapting to change without additional funding. FSIS has expanded PHIS's functionality to allow industry, other governments, other Federal agencies and states direct access to the system. Industry is increasingly relying on access to PHIS to both enter and receive data to the point where system outages have an immediate effect on industry operations, such as delays in receiving laboratory results which prevent establishments from shipping their product. System outages also delay the processing of exports certificates and foreign clearance of product because the importing country cannot verify the export information in PHIS causing additional industry cost. Reliability and accessibility issues will only worsen as industry and other countries expand their use of PHIS. By not modernizing, FSIS risks detrimentally affecting industry and international trade for both imports and exports as well as our food safety mission.

Details for FY 2022 requested increases follow:

<u>An increase of $1,000,000 from the FY 2021 Enacted for Increased Network Access and Use.</u>
In the past the Federal government accommodated employees that did not have computer access by allowing administrative tasks to be completed either on paper or electronically. Now for normal business operations there is an assumption that all employees have access to a government computer. Additionally, more operational tasks such as managing and processing exports now require computer access to perform the work, further increasing network usage. FSIS must now catch up and provide all employees the same electronic access and improve communications.

FSIS is increasing computer access to the field by deploying additional computers to front-line employees who previously did not have access to a computer and is increasing overall use of IT services to share data and analysis throughout FSIS and with our partners. The new access will allow the Agency to spend less time managing administrative tasks and providing increased efficiencies and accuracy associated with electronic methods of information transfer. This will free up the inspection workforce and supervisors to do more of their primary jobs of inspection and supervision, which in turn will allow us to better serve industry and protect public health. Operations, food safety, and customer support will improve but network costs will increase because of the higher network usage rates.

<u>An increase of $2,500,000 from the FY 2021 Enacted for Enterprise Data Warehouse (EDW) and PHIS within the Cloud Environment.</u>
FSIS will develop and implement a fully operational data warehouse which is tightly integrated with PHIS in the cloud environment to provide strategic and analytical data for business decision-making. The new EDW coupled strongly with PHIS will meet FSIS business demands for utilizing both structured and unstructured data for making business decisions and understanding trends. The current EDW has been using the same technologies for approximately 15 years. It is limited in its reliability, scalability and capabilities. These limitations have a direct effect on FSIS operations, industry, and trade and will hinder or prevent FSIS from new innovations and adapting to change.

PHIS and the data warehouse not only provide extensive support to FSIS employees and operations, but also are used by industry, other governments, other Federal agencies, and states. With the large range and number of customers using FSIS systems and data, we cannot continue to allow extended system outages. Reliability and accessibility issues will only worsen as the technology becomes more obsolete, and the consequences become more severe, as industry and other countries expand their use of PHIS. Additionally, more countries around the world are moving to electronic exchange of data for imports and exports, so not

being able to upgrade PHIS and the EDW into the cloud to support electronic data exchange will increasingly become a bigger political, financial, and trade issue. Delays at Ports of Entry can be especially problematic for industry because of the limited storage capacity and expensive demurrage fees incurred. It is imperative that PHIS is operating at the industry standard of 99.99% reliability to ensure products flow without interruptions. By upgrading and moving the EDW coupled with PHIS into the cloud, FSIS will be able to reduce customer downtime, allow stability for system and user expansion (including to a larger number of export markets) and enable FSIS to better serve industry, trade operations and accomplish our food safety mission.

This new initiative will entail a complete review of the current FSIS Data Warehouse for development of a modernized enterprise data warehouse with the following capabilities:

- Provide industry and other governments a reliable stable system so they can effectively conduct their business. This includes reduced frequency and duration of downtime therefore also reducing industry disruptions and associated costs
- Host all FSIS data in a hub location with structured, unstructured, and streaming
- Drive transformative solutions for business intelligence and reporting
- Perform advanced and real-time analytics
- Leverage high performance, flexibility, and security
- Enable system expansion and enhancement

This initiative aligns with USDA-wide and FSIS Agency goals to implement improvements to enable FSIS employees and external stakeholders to access and apply Agency information more easily. These improvements include but are not limited to improved content, format, and delivery of information; use of the latest technology and tools to enhance timely distribution of information for both Agency employees and the public; and increased capabilities for data analysts to synthesize large volumes of data and present quality analyses for informed and sound regulatory decision making and policy development. Geo-replication of cloud data centers can place the data in the cloud which makes it easier for our customers to access, providing better performance for import and export functions. Such improvements to the access to information around the world will facilitate global commerce.

Implementation of PHIS and EDW within the cloud environment will transform FSIS's access to data while aligning to the USDA's goal to become a data-driven organization.

An increase of $800,000 from the FY 2021 Enacted for Surveillance, Complaints, and Outbreak Response Enterprise (SCORE) Module in PHIS.
The SCORE investigations database currently exists as a Microsoft Access database and the method for tracking surveillance clusters of interest utilizes Microsoft Excel, both highly vulnerable technologies. In addition to security risks, the current systems are unable to effectively capture new food safety data (e.g. there is no effective way to incorporate Whole Genome Sequencing data) and to efficiently respond to analysis and reporting requests. This proposal would incorporate these functions into SCORE, a module of PHIS.

SCORE currently allows centralized data management and serves as a primary communication channel related to consumer complaints (receiving and relaying information to consumers and monitoring real-time tracking of case-related tasks). Total complaints received by FSIS increased 31% in FY 2019. To address these unanticipated demands, high priority requirements have been identified to further improve the consumer complaint response process, data management, and overall customer service. Completing the investigations database as part of SCORE development to full functionality will resolve security vulnerabilities, improve work efficiency, and allow outbreak tracking, management, and data analysis in a modernized system. Additionally, this initiative will link to other existing FSIS systems such as the FSIS Incident Management System (FIMS), improve methods for tracking investigation outcomes and evaluating response and policy impacts, improve customer service and decrease time to review complaints.

An increase of $2,500,000 from the FY 2021 Enacted for Integration of External Lab Sample Data.
This proposal would develop the capability to receive lab sample data from external organizations. Currently, data from establishments, State labs, Accredited Lab Program and Federal Emergency Response

Network labs are not incorporated into FSIS data systems and are not available for FSIS data analytics. Access to such data would improve FSIS's capability to identify trends and potential threats to food safety. These enhancements will allow PHIS to accept sampling data generated by these external entities. The PHIS module would validate incoming data to ensure data integrity and report it to other agency data systems. This would expand sources and quantities of samples available for data analysis. Incorporating this expanded sampling data will provide significant insight and enhance FSIS's efforts to trace pathogens to improve food safety. FSIS will also be able to share this information with our partners like Food and Drug Administration (FDA) and Centers for Disease Control and Prevention (CDC) to further help improve overall food safety.

An increase of $1,000,000 from the FY 2021 Enacted for Sustainment of FSIS Applications.
In order to offset rising Agency expenses (salaries & benefits and IT), FSIS developed a cost avoidance strategy by consolidating support for five FSIS applications (AssuranceNet, Label Submission and Application System, Human Resources General Support System (HRGSS), FIMS, and Financial Reporting Improvements and Optimization). However, this minimum support only keeps systems operating and does not cover costs to provide changes to system operations. As industry and technology change, FSIS requires funding to be able to react to emergency and regular business needs for FSIS applications that are not supported by the Department. At an average of $200,000 per system this is a minimum investment to be able to accommodate modifications and enhancements so these applications can keep up with changing demands. System modifications are often needed to comply with new or changing federal and Department regulations and policies as well as meeting industry demands. For example, the COVID-19 response has identified multiple requirements and opportunities for enhancements in FIMS and the Department's decision to move to Two-Tier performance management is necessitating changes in HRGSS.

An increase of $2,500,000 from the FY 2021 Enacted for Application Portfolio Rationalization.
The Application Portfolio Rationalization process includes individual examination of each application as part of the overall system architecture to determine its fit into FSIS's strategic plan and allows FSIS to plan for IT modernization efforts. Systems are validated and graded, and requirements identified for potential streamlining and modernization.

FSIS will utilize the Application Portfolio Rationalization Playbook under the Federal Government's Cloud Smart Strategy to assess PHIS and 10 other critical applications that support the FSIS mission, and determine which applications to keep, replace, retire, or consolidate. The goal is to optimize technology operating costs and free-up funds to drive innovation.

Increased Application Portfolio flexibility allows the Agency to respond to emerging threats while monitoring known weaknesses and supports the Federal Cloud Smart Strategy. Rationalization will consider many drivers and the weighting of those drivers will produce the prioritized list of actions allowing FSIS to address the most important issues first. Rationalization will increase operational efficiency and reduce costs. FSIS will proactively replace, consolidate, or modernize IT applications and improve overall agility and operational excellence. Since FSIS has systems and applications using different levels and types of technology, this important improvement process is even more critical to help FSIS map out a plan to move forward and get in line with Department initiatives and partner agencies.

(d) Federal: An increase of $2,800,000 from the FY 2021 Enacted to Federal Food Safety Inspection for Recruitment and Retention Incentives for Public Health Veterinarians (PHVs).

FSIS continues to experience difficulty in recruiting and retaining PHVs. These field positions are mission-critical, focused on protecting public health by ensuring that the nation's commercial supply of meat, poultry, and processed egg products are safe, wholesome, and properly labeled. PHVs make disposition decisions on carcasses suspected of being unsafe for human consumption, provide technical support to the inspection workforce, generally perform supervisory functions at the establishment and interact with establishment management. These are very demanding positions in a very challenging environment. Vacancies in these positions have potentially large impacts on the food safety system and industry operations. It also creates additional pressure on the remaining personnel, especially other PHVs.

In FY 2020 approximately 18% of the PHV positions were vacant. This has grown from the historic vacancy rate of 10-12%. In the past five years, approximately 40% of the separations were due to resignations.

Therefore, it is critical for FSIS to fix this threat to food safety and industry production. FSIS received funding in FY 2018 to offer recruitment and retention incentives. That money should be completely expended by FY 2022 and FSIS needs funding to continue and to improve the incentive programs. This funding will provide recruitment bonuses to entice veterinarians to join FSIS and will then pay them varying retention bonuses over their remaining career with FSIS. The retention incentives program should decrease vacancies, reduce in-plant PHV turnover, improve employee morale and free up supervisors to perform other important functions instead of continually interviewing and training new PHV employees.

(e) Federal: An increase of $44,100,000 from the FY 2021 Enacted to Federal Food Safety Inspection for reduced User Fees for Small and Very Small Establishments.

The set rate for overtime and holiday inspection services for all establishments has a disproportionate financial impact on small and very small establishments compared to large establishments who can more easily absorb the extra charges due to their production volume.

Additionally, larger establishments often run a second shift, giving them a total 16 hours instead of 8 hours of inspection per day before they would have to pay for overtime. The higher volume and second shift without additional cost for large establishments puts smaller establishments at a significant competitive disadvantage. Small and very small establishments already have smaller profit margins due to lower production volume and have less capability to absorb additional costs. The resulting additional cost per pound of product caused by overtime and holiday rates is much higher for smaller establishments. The full rate charges hamper their ability to continue to operate, be competitive, and expand.

Consolidation of the industry presents a variety of different problems and consequences. This proposal not only helps small establishments stay in business, but it also helps provide smaller farmers with more options for their product and their ability to operate. If smaller establishments didn't have to pay full cost for overtime and holiday inspection, they might be able to expand their working hours thereby also increasing opportunities for smaller farmers. When small establishments have to pay overtime fees for FSIS inspection personnel, the establishment must make up these additional costs by passing the cost onto the farmer or absorbing the costs both of which result in lower profits hurting these smaller businesses. The situation becomes even more dire for small farmers if the smaller establishment goes out of business. Then the small farmers might not have any remaining viable outlet for their product and they in turn would lose profit or go out of business.

This proposal would fund the reduction of overtime and holiday rate for small and very small establishments. FSIS rates are based on recovery of costs from industry. Furthermore, FSIS appropriated and reimbursable funding requirements are based on collecting the full rate from industry. Reducing the rate for establishments would mean that FSIS would lose revenue that would need to be replaced from another source. FSIS cannot absorb the lost revenue out of its appropriated funds and would not be able to implement this proposal without this additional funding.

- Very Small establishments: Planned reduction to 25% of the published rate. FSIS is requesting $8.3 million to offset the lost revenue to offer this discounted rate. Very small establishments have fewer than 10 employees or annual sales of less than $2.5 million per year.

- Small establishments: Planned reduction to 70% of the published rate. FSIS is requesting $35.8 million to offset the lost revenue to offer this discounted rate. Small establishments have more than 10 employees but fewer than 500.

This proposal helps to address the higher financial burden imposed on small and very small establishments due to current policy and to help level the field for establishments of all sizes. Congress provided funding for temporary relief through lower rates in the American Rescue Plan and this funding would allow reduced rates to continue in FY 2022 and beyond.

(f) Federal: An increase of $12,525,000 for FSIS to partially cover buildout cost of Mid-Western Laboratory.

FSIS operates three regional labs in the Eastern, Mid-Western, and Western U.S. which provide the total capacity required for FSIS as well as some level of insurance should a disaster occur to any of the labs. The

Mid-Western lab (MWL) is located in St Louis, MO in the GSA Goodfellow facility. Due to environmental issues and deteriorating infrastructure with the facility that was built in 1941, GSA worked with USDA and have determined that they will not continue occupancy beyond the time it takes to find a new location. In FY 2020 FSIS provided requirements for GSA to identify a suitable new facility and received $16 million for MWL relocation up front cost. Subsequently, GSA did a more detailed requirements build for the Lab and looked at the situation to include local factors more closely, they are updating their estimate numbers and determined the $16 million will not be sufficient. FSIS is therefore requesting an additional $12.5 million of no-year funding to cover upfront costs of the relocation.

(2) State Food Safety and Inspection: An increase of $145,000 for Pay Cost ($107,000), and FERS Contribution ($38,000) for FSIS employees ($66,730,000 and 20 FTE in 2021).

The FMIA and the PPIA provide for FSIS to cooperate with State agencies in developing and administering State MPI programs. The Federal State Cooperative Act further authorizes the Secretary of Agriculture to enter into cooperative arrangements with State departments of agriculture and other State agencies to assist the Secretary in the administration and enforcement of relevant Federal laws and regulations to the extent and in the manner appropriate to the public interest. This funding supports the FSIS requirement to oversee the state program operations. FSIS employees conduct reviews of State MPI programs and their requirements—including enforcement of those requirements—with respect to slaughter, preparation, processing, storage, handling, and distribution of livestock carcasses and parts, meat and meat food products, and poultry products.

(3) International Food Safety and Inspection: An increase of $397,000 for Pay Cost ($272,000), and FERS Contribution ($125,000) for FSIS employees ($17,045,000 and 120 FTE in 2021).

FSIS employees ensure that meat, poultry, and egg products imported to the United States are produced under standards equivalent to U.S. inspection system and conducts re-inspection at U.S. ports of entry as well as facilitates the certification of exported goods.

PROPOSED LEGISLATION

Food Safety and Inspection Service

User Fee Overtime Status

Current legislative authority to be amended:
In FY 2022, FSIS will propose changes to the current Overtime/Holiday billing policy. Current policy prevents FSIS from employing part-time employees or providing flexible schedules to employees while still collecting fees for services provided as requested by the plant.

FSIS will propose changes to provide flexible scheduling for inspectors who prefer to work fewer hours rather than requiring them to work all hours and days of plant operations. FSIS will also review how fees are applied to establishments outside the normal hours of operations to ensure that there is equity between very small, small and large establishments.

There will be no offsets in Fiscal Year 2022. No change in budget authority is anticipated.

To bring about this change, the following U.S. Code citations need to be amended to read as the following:

21 USC 468

The cost of inspection rendered under the requirements of this chapter shall be borne by the United States, except for the costs of inspection services provided outside of an establishment's approved inspection shift(s), and that provided on federal holidays, which shall be borne by the establishment, pursuant to section 2219a of title 7.

21 USC 695

The cost of inspection rendered under the requirements of laws relating to Federal inspection of meat and meat food products shall be borne by the United States, except for the cost of inspection services provided outside of an establishment's approved inspection shift(s), and that provided on federal holidays, which shall be borne by the establishment, pursuant to section 2219a of title 7.

21 USC 1053(a)

The cost of inspection rendered under the requirements of this chapter, and other costs of administration of this chapter, shall be borne by the United States, except the cost of inspection services provided outside of an establishment's approved inspection shift(s), and that provided on federal holidays, at such rates as the Secretary may determine shall be borne by such official plants. Sums received by the Secretary from official plants under this section shall be available without fiscal year limitation to carry out the purposes of this chapter.

7 USC 2219a

(a) In general

The Secretary of Agriculture may-

(1) at rates determined by the Secretary, subject to applicable law relating to minimum wages and maximum hours, pay employees of the Department of Agriculture providing inspection services in an establishment subject to the Federal Meat Inspection Act (21 U.S.C. 601 et seq.) or the Poultry Products Inspection Act (21 U.S.C. 451 et seq.) for inspection services provided outside of an establishment's approved inspection shift(s), and that provided on federal holidays; and

(2) collect from the establishment reimbursement for any such services provided.

(b) Availability

Sums received by the Secretary under this section shall remain available until expended without further appropriation and without fiscal year limitation, to carry out subsection (a).

GEOGRAPHIC BREAKDOWN OF OBLIGATIONS AND FTEs – APPROPRIATED

Table FSIS-12. Geographic Breakdown of Obligations and FTE (thousands of dollars, FTE)

State/Territory/Country	2019 Actual	FTE	2020 Actual	FTE	2021 Enacted	FTE	2022 Budget	FTE
Alabama	$32,988	330	$33,226	312	$33,569	360	$35,103	360
Alaska	836	7	875	6	1,218	7	2,752	7
Arizona	3,804	33	3,722	30	4,065	33	5,599	33
Arkansas	37,904	356	35,821	302	36,164	473	37,698	473
California	63,971	538	72,026	549	72,369	562	73,903	562
Colorado	27,561	216	28,665	209	29,008	219	30,542	219
Connecticut	1,899	16	1,719	15	2,062	16	3,596	16
Delaware	12,950	143	12,012	123	12,355	148	13,889	148
Florida	11,631	110	11,613	109	11,956	110	13,490	110
Georgia	78,329	645	85,526	654	85,869	643	87,403	643
Hawaii	2,464	18	2,628	22	2,971	20	4,505	20
Idaho	4,451	37	4,462	38	4,805	37	6,339	37
Illinois	33,288	221	31,424	204	31,767	227	33,301	227
Indiana	14,113	131	14,648	131	14,991	145	16,525	145
Iowa	44,407	408	44,911	397	45,254	413	46,788	413
Kansas	21,455	217	19,523	201	19,866	229	21,400	229
Kentucky	15,744	162	14,005	135	14,348	188	15,882	188
Louisiana	10,577	88	10,687	79	11,030	90	12,564	90
Maine	1,622	12	1,553	11	1,896	13	3,430	13
Maryland	32,360	156	32,484	149	32,827	165	34,361	165
Massachusetts	2,988	26	2,823	26	3,166	26	4,700	26
Michigan	10,032	99	10,073	96	10,416	99	11,950	99
Minnesota	29,384	267	31,218	272	31,561	294	33,095	294
Mississippi	33,456	316	32,412	277	32,755	350	34,289	350
Missouri	33,771	299	32,296	267	32,639	346	34,173	346
Montana	3,117	19	3,335	21	3,678	19	5,212	19
Nebraska	28,871	272	29,058	274	29,401	279	30,935	279
Nevada	944	8	834	7	1,177	8	2,711	8
New Hampshire	992	9	1,013	9	1,356	10	2,890	10
New Jersey	11,175	106	11,626	110	11,969	106	13,503	106
New Mexico	1,596	15	1,520	15	1,863	15	3,397	15
New York	14,433	150	14,268	130	14,611	161	16,145	161
North Carolina	46,581	409	44,940	368	45,283	439	46,817	439
North Dakota	1,896	11	2,004	10	2,347	12	3,881	12
Ohio	18,524	129	18,748	118	19,091	134	20,625	134
Oklahoma	8,939	75	9,053	69	9,396	89	10,930	89
Oregon	5,499	50	5,333	48	5,676	50	7,210	50
Pennsylvania	35,620	317	34,180	292	34,523	329	36,057	329

State/Territory/Country	2019 Actual	FTE	2020 Actual	FTE	2021 Enacted	FTE	2022 Budget	FTE
Rhode Island.....	927	9	888	9	1,231	9	2,765	9
South Carolina.....	13,366	115	12,723	100	13,066	122	14,600	122
South Dakota.....	5,981	53	5,872	52	6,215	56	7,749	56
Tennessee.....	17,624	194	17,857	174	18,200	200	19,734	200
Texas.....	67,657	585	67,541	577	67,884	615	69,418	615
Utah.....	6,907	45	6,344	44	6,687	45	8,221	45
Vermont.....	2,634	12	2,674	10	3,017	12	4,551	12
Virginia.....	18,522	173	17,367	162	17,710	182	19,244	182
Washington.....	10,085	99	9,980	95	10,323	105	11,857	105
West Virginia.....	3,880	31	3,723	31	4,066	35	5,600	35
Wisconsin.....	19,986	150	20,402	150	20,745	151	22,279	151
Wyoming.....	937	2	912	2	1,255	2	2,789	2
District of Columbia.....	140,043	574	140,630	575	141,767	629	153,580	629
Guam.....	313	3	376	4	441	3	500	3
Puerto Rico.....	4,198	40	4,099	38	4,442	40	4,810	40
Virgin Islands.....	131	1	126	1	140	1	150	1
American Samoa.....	8	-	8	-	8	-	8	-
N. Mariana Islands.....	139	1	134	1	140	1	145	1
Obligations	1,053,510	8,507	1,057,920	8,107	1,076,639	9,075	1,165,589	9,075
Lapsing Balances	172	-	85	-	-	-	-	-
Bal. Available, EOY	5,175	-	2,165	-	-	-	-	-
Total, Available	1,058,857	8,507	1,060,170	8,107	1,076,639	9,075	1,165,589	9,075

GEOGRAPHIC BREAKDOWN OF OBLIGATIONS AND FTEs – SUPPLEMENTAL

Table FSIS-13. Geographic Breakdown of Obligations and FTE (thousands of dollars, FTE)

State/Territory/Countr	2019 Actual	FTE	2020 Actual	FTE	2021 Enacted	FTE	2022 Budget	FTE
Alabama			$147	3	$615		$693	
Alaska			16	1	485		563	
Arizona			40	1	509		587	
Arkansas			507	16	972		1,050	
California			480	15	945		1,023	
Colorado			559	23	1,023		1,101	
Connecticut			-	-	-		-	
Delaware			93	4	561		639	
Florida			45	6	514		592	
Georgia			494	8	959		1,037	
Hawaii			20	1	489		567	
Idaho			151	8	507		585	
Illinois			142	10	498		576	
Indiana			98	4	454		532	
Iowa			570	19	922		1,000	
Kansas			364	13	718		796	
Kentucky			107	3	463		541	
Louisiana			40	2	397		475	
Maine			28	2	385		463	
Maryland			7,182	4	8,893		9,344	
Massachusetts			4	1	361		439	
Michigan			150	5	506		584	
Minnesota			267	9	622		700	
Mississippi			203	1	558		636	
Missouri			553	15	905		983	
Montana			6	-	363		441	
Nebraska			472	14	825		903	
Nevada			71	2	427		505	
New Hampshire			23	1	380		458	
New Jersey			74	3	430		508	
New Mexico			14	1	371		449	
New York			220	10	575		653	
North Carolina			247	13	602		680	
North Dakota			56	2	413		491	
Ohio			41	2	398		476	
Oklahoma			43	1	400		478	
Oregon			92	-	448		526	
Pennsylvania			236	12	591		669	

Rhode Island.....	13	1	370		448	
South Carolina.....	71	3	427		505	
South Dakota.....	88	1	444		522	
Tennessee.....	240	4	595		673	
Texas.....	441	11	794		872	
Utah.....	134	3	490		568	
Vermont.....	65	2	421		499	
Virginia.....	258	9	555		633	
Washington.....	200	9	373		451	
West Virginia.....	16	1	373		451	
Wisconsin.....	318	-	671		749	
Wyoming.....	6	7	363		441	
District of Columbia.	1,518	-	-		-	
Puerto Rico.....	29	1	386		464	
American Samoa.....	1	1	1		1	
Obligations	17,253	288	35,747	-	40,000	-
Bal. Available, EOY	15,747	-	80,000		40,000	
Total, Available	33,000	288	115,747	-	80,000	-

CLASSIFICATION BY OBJECTS – APPROPRIATED

Table FSIS-13 Classification by Objects Appropriated (thousands of dollars)

Item No.	Item	2019 Actual	2020 Actual	2021 Enacted	2022 Budget
	Personnel Compensation:				
	Washington D.C.	$77,507	$79,280	$80,152	$82,316
	Personnel Compensation, Field	500,781	512,238	518,120	559,223
11	Total personnel compensation	578,288	591,518	598,272	641,539
12	Personal benefits	239,728	253,371	260,878	277,532
13.0	Benefits for former personnel	543	758	758	758
	Total, personnel comp. and benefits	818,559	845,647	859,908	919,829
	Other Objects:				
21.0	Travel and transportation of persons	36,185	33,976	35,133	36,932
22.0	Transportation of things	4,748	4,318	4,315	4,553
23.1	Rental payments to GSA	8,854	7,698	7,698	7,698
23.2	Rental payments to others	-	-	-	-
23.3	Communications, utilities, and misc. charges	17,197	13,872	13,868	14,225
24.0	Printing and reproduction	701	955	952	952
25.1	Advisory and assistance services	2,808	2,917	2,918	2,918
25.2	Other services from non-Federal sources	38,603	36,165	35,422	46,151
25.3	Other goods and services from Federal sources	43,832	41,047	41,925	57,117
25.4	Operation and maintenance of facilities	443	687	686	686
25.7	Operation and maintenance of equipment	599	374	3,559	3,559
26.0	Supplies and materials	13,234	7,028	7,021	7,378
31.0	Equipment	8,791	5,507	5,505	5,862
41.0	Grants, subsidies, and contributions	55,980	57,568	57,568	57,568
42.0	Insurance Claims and Indemnities	2,948	160	159	159
43.0	Interest and Dividents	28	1	2	2
	Total, Other Objects	234,951	212,273	216,731	245,760
99.9	Total, new obligations	1,053,510	1,057,920	1,076,639	1,165,589
	DHS Building Security Payments (included in 25.3)	$1,423	$1,336	$1,336	$1,336
	Information Technology Investments:				
	FSIS Public Health Information Systems (PHIS)				
	External Labor (Contractors)	5,459	5,905	5,904	9,109
	Software	-	27	28	29
	Total Mission Area Major Investment	**5,459**	**5,932**	**5,932**	**9,138**
	Mission Area Non-Major Investment				
11	Internal Labor	2,142	2,185	2,490	2,490
	External Labor (Contractors)	10,041	14,653	9,940	9,378
25.2	Outside Services (Consulting)				
	Software	1,479	1,303	1,190	1,224
	Hardware	1,590	3,555	1,065	1,097
	Total Mission Area Non Major Investment	**15,252**	**21,696**	**14,685**	**14,189**
	Mission Area Standard Investment				
11	Internal Labor	11,475	11,704	10,458	10,458
	External Labor (Contractors)	39,684	35,845	37,102	40,272
	Hardware	4,818	2,077	2,300	11,869
	Software	3,139	3,130	1,980	2,025
	Other	739	571	631	610
	Total Mission Area Standard Investment	**59,855**	**53,327**	**52,471**	**65,234**
25.3	Mission Area WCF Transfers	19,429	19,815	41,643	42,568

Total	**99,995**	**100,770**	**114,731**	**131,129**
Position Data:				
Average Salary (dollars), ES Position	$184,637	$187,839	$189,228	$191,369
Average Salary (dollars), GS Position	$68,100	$70,201	$71,196	$72,904
Average Grade, GS Position	9.8	9.9	10.3	10.4

CLASSIFICATION BY OBJECTS – SUPPLEMENTAL

Table FSIS-14 Classification by Objects Supplemental (thousands of dollars)

Item No.	Item	2019 Actual	2020 Actual	2021 Enacted	2022 Budget
	Personnel Compensation:				
	Personnel Compensation, Field	-	$5,712	$28,519	28,000
11	Total personnel compensation	-	5,712	28,519	28,000
12	Personal benefits	-	1,455	7,228	12,000
13.0	Benefits for former personnel	-	-		-
	Total, personnel comp. and benefits	-	7,167	35,747	40,000
	Other Objects:				
21.0	Travel and transportation of persons	-	1,013	-	-
22.0	Transportation of things	-	2	-	-
23.3	Communications, utilities, and misc. charges	-	19	-	-
25.2	Other services from non-Federal sources	-	7	-	-
25.3	Other goods and services from Federal sources	-	1,896	-	-
26.0	Supplies and materials	-	6,790	-	-
31.0	Equipment	-	65	-	-
41.0	Grants, subsidies, and contributions	-	294	-	-
	Total, Other Objects	-	10,086	-	-
99.9	Total, new obligations	-	17,253	35,747	40,000

STATUS OF PROGRAMS

The Food Safety and Inspection Service (FSIS) is the public health regulatory Agency within the United States Department of Agriculture (USDA) responsible for ensuring that domestic and imported meat, poultry, and 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 employed 8,252 Full Time Equivalents (FTEs) (8,701 employees). Among these employees are a frontline workforce of 7,153 permanent FTEs (7,698 employees) and 101 other-than-permanent FTEs (123 employees) that work in over 6,512 Federally regulated establishments, (includes 172 import establishments), three FSIS laboratories and nearly 175,000 in-commerce facilities nationwide. In addition, there are 999 FTEs (1,003 employees) who support them.

FSIS provides in-plant inspection of all domestic processing and slaughter establishments preparing meat, poultry, and egg products for sale or distribution into commerce, as well as surveillance and investigation of meat, poultry and egg product in-commerce facilities. FSIS Inspection Program Personnel (IPP) are present for all domestic slaughter operations and inspect each processing establishment at least once per shift. In addition to in-plant personnel in Federally inspected establishments, FSIS employs several other field personnel, such as laboratory technicians, and investigators, as well as field support, such as epidemiologists, scientists, data analysts, policy analysts, consumer food safety educators, communicators, trainers, information technology analysts, and resource management analysts. Investigators conduct surveillance, investigations, and other activities at businesses operating in commerce that store, handle, distribute, transport, or sell meat, poultry, or egg products to the consuming public. FSIS ensures the safety of imported products through a three-part equivalence process, which includes analysis of an applicant country's legal and regulatory structure, initial and periodic onsite equivalence auditing of the country's food regulatory systems, and 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 eight States that have inspection programs that are the same as the Federal program. Under this program, State-inspected establishments in the program can ship products in interstate commerce.

FY 2020 Highlights

Frontline Inspection

During FY 2020, FSIS IPPs ensured public health requirements were met in establishments that slaughtered or processed 166 million head of livestock and 9.68 billion poultry. Additionally, FSIS inspected 2.5 billion pounds of liquid, frozen and dried egg products. IPPs also conducted 7.3 million food safety and food defense procedures to verify that systems at all federally inspected facilities continued to maintain food safety and wholesomeness requirements. During FY 2020, IPPs condemned 14,602,770 poultry carcasses and 258,480 head of livestock during post-mortem (post-slaughter) inspection.

Egg Products Inspection Regulations Final Rule

The Egg Products Inspection Regulations final rule was announced on September 9 and published on October 29, 2020. This was the first time that egg product inspection methods have been modernized since Congress passed the EPIA in 1970. The rule will eliminate prescriptive requirements and modernize egg products inspection to be consistent with current Hazard Analysis and Critical Control Point (HACCP) requirements in the meat and poultry products inspection regulations. Under the HACCP system, plants will be able to tailor a food safety system that best fits their particular facility and equipment. Furthermore, by removing prescriptive regulations, egg product plants will have the flexibility and the incentive to innovate new means to achieve enhanced food safety.

Modernization of Swine Slaughter Inspection

In October 2019, FSIS published the final rule on the Modernization of Swine Slaughter Inspection (83 FR 4780). The final rule is comprised of two parts – mandatory microbial testing requirements at all swine establishments and the New Swine Slaughter Inspection System (NSIS), which establishments can choose to operate under, or they can remain under the traditional slaughter inspection system. Since the implementation of the NSIS, five HACCP-Based Inspection Models Project (HIMP) plants and two non-HIMP plants converted to NSIS in FY 2020. Under NSIS, FSIS will increase offline inspection tasks that have a direct impact on public health while maintaining 100 percent carcass-by-carcass inspection.

eDevice Initiative
FSIS completed the process of supplying computers (eDevices) to personnel in more than 240 slaughter establishments across the country. These eDevices will allow employees computer access to enter time in WebTA, complete training in AgLearn, access Outlook email, use FSIS applications, and get immediate access to Agency guidance. Providing employees with electronic access also reduces the need for manual data collection and will allow the Agency to transition to paperless processes by the end of the 2020 calendar year.

Direct Hire authority of field personnel
In FY 2020, FSIS was granted approval by the Office of Personnel Management (OPM) for use of Direct Hire Authority (DHA) to fill 310 Food Inspector (FI) positions and 536 Consumer Safety Inspector (CSI) positions. OPM later approved an additional 160 FI positions under the DHA and extended its use through the end of FY 2021. FSIS fully leveraged use of DHA, with 442 inspectors hired, more than 120 inspectors in the pre-employment stages of hiring, and new job announcements posted.

FSIS Responds During COVID-19
With COVID-19, FSIS' priority has been to protect the health and safety of our employees while ensuring that we can continue to meet our food safety mission.

Employee Safety
The safety and well-being of our employees is our top priority. During COVID-19, FSIS protected its employees by supplying and requiring the use of protective equipment and took the unprecedented step of allowing those inspectors in high-risk health categories to self-certify with their supervisor and excuse them from inspection duties until the risk from COVID-19 decreased. All personnel who self-certified are now back at work as FSIS was able to help mitigate the spread of COVID-19 by providing face masks, face shields and hand sanitizer to every employee.

Protective Equipment Support
FSIS acquired approximately $4.5 million of Personal Protective Equipment (PPE), disinfectants, and supplies to protect its frontline inspection workforce in approximately 6,500 establishments and other support employees located across the nation. These include FSIS employees at labs, Office of Investigation, Enforcement, and Audit (OIEA) employees, and employees based in office locations inside and outside the national capital region. It included the expeditious delivery of more than 2 million disposable face masks and over 70,000 cloth face coverings to FSIS employees nationwide. Once the Centers for Disease Control and Prevention (CDC) issued guidance recommending face masks, FSIS took the step to make them mandatory. FSIS initially authorized a one-time reimbursement to all FSIS employees who are required to perform FSIS duties outside of their residence of up to $50 for the purchase of face coverings or materials to make face coverings. Reimbursement allowed them to promptly get the coverings they prefer, that were readily available, and that fit them properly. The Agency's enactment of a new policy requiring use of face masks and face shields and distribution of PPE helped keep employees safe while they worked throughout the pandemic to keep our Nation's food supply strong and safe.

Self-certification of employees
By allowing self-certification, FSIS let approximately 700 of our most vulnerable personnel, according to CDC guidelines, which is nearly 10 percent of our inspection workforce, to self-certify and stay home safe. FSIS then developed a plan to bring them safely back to work. Supervisors were instructed to order protective equipment to ensure they were equipped upon their return to work. Personnel were not expected to return to work until their protective equipment arrived at their duty station. FSIS personnel who returned to work were evaluated on a case-by-case basis based on their unique situation. All personnel who self-certified are now back at work. Self-certification showed FSIS' commitment to protecting our most vulnerable employees and helping to slow the spread of COVID-19 while ensuring that employees were still paid.

Industry Coverage and Support
FSIS must maintain inspection of all meat, poultry, and egg products to ensure Americans continue to have a safe food supply, even during the COVID-19 pandemic. During COVID-19, FSIS continued to meet all of its inspection duties as required under the FMIA, PPIA, and EPIA. No FSIS-regulated establishments closed due to a lack of inspection personnel. Additionally, all FSIS District and Regional offices remained open for business during the pandemic. FSIS supplemented its inspection personnel by increasing the number of hours part-time workers could work and by calling on other FSIS and USDA employees who had been previously trained in inspection. FSIS was

operationally nimble and used all administrative means and flexibilities available to fulfill mission essential functions.

USDA's Office of Food Safety (OFS) worked with industry to ensure they were aware of the CDC and OSHA guidance specific to meat and poultry processing establishments in order to facilitate ongoing operations and support the food supply, while also mitigating the risk of spreading COVID-19. These guidelines were developed recognizing that these establishments and their operations are critical to the security of the nation's food supply.

Internal/External Communications and Coordination During Pandemic
More than ever, the pandemic emphasized the importance of communication with employees to keep them safe and informed, especially those in the field. It was crucial to bridge the gap between headquarters and field, ensuring that our folks on the front line had the tools and support needed for them to carry out the mission. From March to July, FSIS was holding weekly employee town hall calls to ensure all employees were able to call-in and get the information they needed. The Agency now has them every month to continue to convey important information on a variety of topics. FSIS also established an employee email account dedicated to hearing their feedback. In FY 2020, FSIS received and replied to 1,000 emails from employees about the pandemic. FSIS also started having weekly calls with FSIS-regulated establishments, most of which are small and very small plants, where COVID-19 questions were addressed. The Agency now holds these calls monthly as well. In total, FSIS conducted 61 calls with employees and 19 calls with industry. The Agency also held 18 Congressional briefings and 41 interactions with federal, state, and local government agencies. Since March, the Meat and Poultry Hotline received 1,517 total inquiries about food safety and COVID-19. FSIS also responded to 18 inquiries from other stakeholders, 17 requests sent per the Freedom of Information Act, 141 media inquiries, and 56 Congressional inquiries all related to COVID.

FSIS closely coordinated with the CDC, the Occupational Safety and Health Administration (OSHA), and the Food and Drug Administration (FDA). The FSIS epidemiologist liaison at the CDC provided daily updates to FSIS leadership and coordinated communications between CDC and FSIS regarding COVID-19.

Laboratory Sample Analysis and Flexibility During the Pandemic
The FSIS laboratory system instituted the CDC recommended practices to remain open during the pandemic, including mask and face shield wearing, social distancing, and frequent cleaning of lab rooms. A surge cadre of laboratory staff volunteers from within the Agency as well as from the Agricultural Research Service (ARS) have become trained on analytical methods, serving as back-ups should primary analysts become ill or quarantined. During the height of the COVID-19 crisis, the laboratories continued normal operations to ensure the protection of public health. In FY 2020, the laboratories successfully analyzed 98.7 percent of the samples submitted for analysis, which is consistent with previous years.

Training during the Pandemic
In response to COVID-19, FSIS rapidly converted all classroom training to virtual training, a more efficient way to deliver training. This transition saved the Agency over $3.5 million in travel costs. FSIS provided Inspection Methods training to 514 CSIs, 39 Public Health Veterinarians (PHVs) and 30 Enforcement Investigations Analysis Officers (EIAO) and EIAO training to 64 employees. Both trainings are required as a condition of employment for newly hired or promoted selections for these positions. Additionally, FSIS trained 66 Compliance Investigators (CIs) in Surveillance, Investigation & Enforcement Methods, Public Health Information System (PHIS) Electronic Export Training to 297 employees and Processing and Labeling Inspection training to 80 employees.

Label Enforcement Discretion
Starting on March 23, 2020 through the end of CY 2020, FSIS exercised enforcement discretion to allow establishments flexibility in the use of labels intended for food service to be diverted to retail to ensure adequate product at the retail level during the pandemic.

Federal Food Safety & Inspection Program

The Roadmap to Reducing Salmonella: Driving Change through Science-Based Policy
OFS and the FSIS hosted a virtual public meeting on *Salmonella* with participation from the ARS, the FDA, and the CDC. At this meeting, OFS released their plan to decrease *Salmonella*, one of the leading causes of foodborne illnesses. The Roadmap to Reducing *Salmonella*: Driving Change through Science-Based Policy, outlines programs and policies that are science-based, data-driven, and promote innovation to reduce *Salmonella* in meat, poultry, and egg products. There were 849 participants at the meeting and 38 public commenters.

Pathogen Reduction

Beef

On October 28, 2019, FSIS proposed updated *Salmonella* performance standards for raw ground beef and new *Salmonella* performance standards for beef manufacturing trimmings, a primary component of raw ground beef and took public comments. FSIS is proposing both standards to ensure that establishments are consistently controlling or reducing *Salmonella*. FSIS also published a preliminary cost/benefit analysis with these standards and estimated they would lead to $25.70 million in annualized net benefits.

Shiga-Toxin Producing *Escherichia coli* (STEC) expansion

On June 4, 2020, FSIS proposed expanding the testing for non-O157 STEC to all raw beef products FSIS currently tests for *E. coli* O157:H7. Currently, FSIS only tests beef manufacturing trimming for non-O157 STEC. FSIS proposed to expand this analysis to ground beef, bench trim, and raw ground beef components (i.e., head meat, cheek meat, weasand meat, product from advanced meat recovery systems, partially defatted chopped beef and partially defatted beef fatty tissue, low temperature rendered lean finely textured beef, and heart meat). FSIS took comments from the public through September 3, 2020.

Pork

A risk assessment on *Salmonella* in pork products was finalized and cost-benefit analysis completed. These analyses informed the development of proposed new pathogen reduction performance standards for *Salmonella* in pork products.

FSIS published a peer reviewed manuscript in the *Journal of Food Protection* entitled, *"Salmonella* and *Shiga Toxin–Producing Escherichia Coli* In Products Sampled In The FSIS Raw Pork Baseline Study" (February 2020) on the results from the FY 2017-2018 raw pork products baseline study.

FSIS collaborated with the ARS to further study the prevalence and characteristics of Shiga-toxin producing *E. coli* in raw pork products.

Labeling

FSIS develops and provides labeling guidance, policies and inspection methods and administers programs to protect consumers from misbranded and economically adulterated meat, poultry, and egg products which ensure that all labels are truthful and not misleading. FSIS published two guidance documents to aid industry in label claims, the *Labeling Guideline on Documentation Needed to Substantiate Animal Raising Claims for Label Submissions* and the *Labeling Guideline on Statements that Bioengineered or Genetically-Modified Ingredients or Animal Feed Were Not Used in Meat, Poultry, or Egg Products* in December 2019. FSIS also presented two webinars on labeling claims in August and September 2020. In addition, FSIS published a guidance document on label approval and generic labels (FSIS Compliance Guideline for Label Approval) in July 2020 and presented two webinars about this guidance in August and September 2020. FSIS has also provided biweekly updates on label approval tips in the Agency's weekly *Constituent Update*. FSIS has also been providing updates regarding label turnaround time as well as suggestions to assist industry to streamline label submissions in its Constituent Update. These outreach efforts have assisted FSIS to reduce the turnaround for label review to 5-7 days, which has not been that low for decades.

On September 14, 2020, FSIS proposed a rule to expand the generic labeling rule. Under this proposed rule, labels on products for export that deviate from FSIS requirements but meet the requirements of the foreign country would be deemed generically approved. In addition, the proposed rule would extend generic approval to the following labeling claims:

- Claims in a label's ingredients statement that designate ingredients as certified "organic" (e.g., organic garlic) under the Agricultural Marketing Service National Organic Program;
- Geographic landmarks on product labels, such as a foreign country's flag, monument, or map; and
- "Negative" claims on product labels that identify the absence of certain ingredients or types of ingredients (e.g., "No MSG Added," "Preservative Free," "No Milk," "No Pork," or "Made Without Soy").

The proposed rule would also permit generic label approval for products that receive voluntary FSIS inspection (e.g., exotic species under 9 CFR part 352) on the same basis as amenable meat, poultry, and egg products. Lastly, under the proposed rule, FSIS would no longer evaluate labels that could be generically approved which were voluntarily submitted to FSIS for review. The proposal would result in an estimated 33.8 percent reduction in

required label submissions to FSIS. In total, industry would experience cost savings of $468,864, and FSIS would experience cost savings of $235,690 from the proposed rule.

Small/Very Small Plant Initiatives

Small/Very Small Plant Roundtables

During FY 2020, FSIS facilitated 2 roundtables/listening sessions, in Kansas and Texas to focus on issues facing small and very small plants. The Agency's outreach activities show the continued commitment to small and very small plants and creates an environment that values open communication by listening to the feedback of owners and management.

Small and Very Small Plant Assistance and Outreach

FSIS is committed to assisting small and very small plants in understanding federal inspection requirements thus increasing compliance with the regulations. FSIS has vastly improved outreach and communications to small and very small plants and is ready to assist them as needed to obtain federal Grants of Inspection. FSIS has prioritized outreach to industry to communicate policies and regulations, provide necessary tools and resources, and improve compliance, ultimately ensuring the safety of the food supply. Outreach takes several forms including roundtable discussions, EIAO outreach, and technical support through Agency tools such as the Small Plant Help Desk, AskFSIS, as well as compliance guidelines. Small and very small plants can also access numerous guidelines, educational materials, and training resources. This includes information on how to develop a recall plan, a HACCP plan, a robust systematic approach to humane handling, and other topics. Our EIAOs dedicate 25 percent of their allotted work time to perform and document outreach targeted toward small and very small plants. Additionally, FSIS holds interactive town hall calls for industry every month. Small and very small plants can ask questions and get answers from FSIS leadership.

Webinar on Funding Opportunities for Small/Very Small Plants

Facility upgrades are currently the greatest barrier to businesses being able to qualify for an FSIS Grant of Inspection. USDA's Rural Development (RD) mission area has a variety of loans and grants that may assist small and very small plants. FSIS and RD held a joint webinar on July 28 to explain funding opportunities that are available for small and very small plants. A recording of the webinar, the transcript, and the slides are available on our website here.

askFSIS System (including Small Plant Help Desk)

In FY 2020, FSIS supported effective policy implementation by FSIS through the askFSIS system. The askFSIS database provides online answers to technical, inspection-related questions. In FY 2020, askFSIS customers visited the site 699,030 times, conducted 178,821 searches, and viewed 808,619 published answers. askFSIS responded to 22,981 questions from customers. Roughly 44 percent of the 22,981 questions submitted to askFSIS came from FSIS employees. In FY 2020 FSIS received and responded to 4,514 email and on-line inquiries from small and very small plants through the askFSIS system.

Training

In FY 2020, FSIS provided in-person and virtual training to its entire workforce. 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 for training to reinforce knowledge about how to perform complex public health protection duties.

During FY 2020, prior to COVID-19, FSIS provided Inspection Methods training to 124 FIs, 317 CSIs and 55 other FSIS employees. FSIS also provided training to 26 entry level PHVs, 30 Egg Inspectors, and 63 Thermal Processing Inspectors. FSIS offered Ready-to-Eat/Shelf Stable training to 32 employees, PHV Mentors training to 7 PHVs, PHIS Egg Products training to 2 employees, Imports training to 34 employees, PHIS Electronic Export Webinar Training to 697 employees, a Processing and Labeling Inspection course to 93 employees and a New Swine Inspection System (NSIS) train-the-trainer course to 17 employees. FSIS also trained 711 employees via 15 webinars. FSIS trained 4,856 employees via 24 customized sessions in response to customers' needs.

Leadership and Development Training

FSIS was able to swiftly migrate leadership and development training to a virtual platform in response to the needs of the workforce and the restrictions of COVID-19. FSIS Trained 621 supervisors via 12 webinars. FSIS trained 28 new supervisors in-person and assigned 218 to complete the New Supervisor Training Program curriculum in USDA's online learning platform. The Agency trained 45 experienced supervisors in-person. An FSIS 2020 Virtual

Escalade Leadership Development Program was piloted and offered a second time to a total of 82 supervisors. FSIS managed a Formal Mentoring Program with 26 mentors and protégés, a Situational Mentoring Program with 15 mentors, and a New Supervisor Sponsorship Program with 9 sponsors.

Food Inspector (FI) Training Pilot
In FY 2019, FSIS deployed a FI Training Pilot and all but three Districts had completed the pilot that fiscal year. The remaining 3 Districts' pilots were completed by December 2019. The purpose of the FI Pilot was to provide training to new FIs before going to an establishment. Prior to the pilot, FIs received training between 6 to 36 months after hire date. This training ensured that they would get some introduction to the work environment and job expectations prior to reporting. FSIS trained over 450 participants in FY 2020. Despite COVID-19 travel restrictions, FSIS successfully expanded FI training and technical support to include participants taking this training at duty stations across the United States without disruption.

Inspection Program Personnel (IPP) and Supervisory Online Training
FY 2020, FSIS enhancements to the IPP and Supervisor resources online training sites resulted in 190,000 visits per month. The sites provide performance-related information, training reinforcement, instructional resources, simulations, tutorials, Q&A's, 360-degree videos, and how-to guides at employees' fingertips to support their work on an as-needed basis. The redesign includes the addition of 11 new training materials to ensure that accessibility to mission-critical training continued during the COVID-19 pandemic.

Civil Rights Training
During FY 2020, two civil rights trainings were issued to FSIS workforce: (1) No Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) training; and (2) Anti-Reprisal training (issued to managers and supervisors only).

Women's Equality Day
OFS hosted a virtual Women's Equality Day Town Hall for FSIS employees commemorating the 100th anniversary of the official proclamation of the ratification of the 19th Amendment to the Constitution.

Lab and Sampling
Sampling
In FY 2020, FSIS analyzed 128,875 samples and generated 2,703,494 individual test results on these samples. Additionally, using Whole Genome Sequencing (WGS), FSIS conducted microbiological characterization of 13,003 bacterial isolates reporting 352,882 separate test results. In FY 2020, FSIS collected 518 retail ground beef samples for E. coli O157:H7 testing. The antimicrobial resistance profile of isolates is also now being determined using WGS, which is a significant efficiency benefit. In addition to these output achievements, FSIS utilized the genetic information to limit the scope on several outbreak investigations as well as focus product traceback. We are also using WGS-derived *Listeria monocytogenes* characterization to document long-term harborage or reintroduction into the plant environment. Finally, WGS information assists with the in-plant discussions at establishments that do not meet the *Salmonella* performance standard.

In support of the expansion of sampling under the National Antimicrobial Resistance Monitoring System (NARMS), FSIS verified and implemented protocols to test Siluriformes fish and certain cattle lymph nodes for NARMS microbial targets and to screen for carbapenem-resistant bacteria. FSIS collected and analyzed 4,687 cecal, 209 lymph node and 1,288 Siluriformes fish samples for several microbial targets as part of the NARMS interagency collaboration. The microorganisms isolated were characterized to determine their antibiotic resistance. In February 2020, NARMS sample collection was expanded to include cecal contents from sheep, lamb, goats, and veal. Furthermore, testing was expanded to include analysis of indicator organisms from Siluriformes fish.

Sampling Methodology for Ready-to-Eat Egg Products
FSIS evaluated the egg products sampling program and based on the evaluation, the sampling methodology for ready-to-eat egg products was revised effective June 1, 2020. The revision reduces the overall number of samples and distributes those samples relative to plant production volumes. The resulting sampling program proportionately allocates samples corresponding to risk and also reduces the sampling impact on establishments with small production volumes.

Laboratory Method Updates

To support the National Residue Program (NRP) and targeted testing efforts, the per- and poly-fluoroalkyl substances (PFAS) method was expanded to include pork, poultry, and Siluriformes fish, as well as cattle plasma. As required by the Farm Bill, the Agency laboratory system expanded species testing capabilities to add the ability to test for cat and dog tissue.

Food Emergency Response Network (FERN)
FSIS continued targeted food defense surveillance of regulated commodities for food defense select/threat agents at retail via the FERN Cooperative Agreement Program (CAP) partner labs. The CAP labs tested 1,965 microbiology samples, 2,184 chemistry samples, and 484 radiochemistry samples. Additionally, 11 proficiency and challenge testing events were conducted. A total of 225 labs nationwide participated and analyzed samples. These events ensured CAP labs' capability to detect food defense analytes in FSIS regulated commodities.

FSIS supported food defense target surveillance activities at Super Bowl LIV in Miami, Florida and at the Houston Livestock Show and Rodeo to both provide surveillance and maintain readiness in the event of a large scale intentional food adulteration incident.

Laboratory Open House
For the first time, the FSIS laboratory system opened its doors to the public by hosting onsite open house events. The Eastern Laboratory in Athens, GA hosted an in-person open house in January 2020 that approximately 30 people attended. Due to the pandemic, the Western Laboratory in Albany, CA hosted a virtual, web-based event in August 2020 that approximately 130 people attended. The purpose of the open houses was to offer an inside look at the sample analysis process from beginning to end. The events provided an overview of what happens to a sample from the time it is delivered to an FSIS laboratory to the time the sample result is reported. Attendees appreciated the opportunity to see laboratory processes first-hand.

Laboratory Operation Evaluation
In FY 2020, FSIS conducted an internal evaluation analysis of the Agency's labs operations to assess whether resources were aligned with current mission objectives. The analysis concluded that the Agency's lab operations were being performed in the most efficient and effective manner possible and its resources were objectively aligned with current mission requirements. Labs leadership have been able to successfully accomplish this by generating efficiencies through cross training staff, achieving proficiency in methods across the labs, modernizing technology, and updating methods being employed. The findings further concluded that continuous operational improvements being employed at the labs have enabled the labs leadership to successfully redirect the efficiencies being generated to prioritize surges in short time periods of mission critical work such as outbreak investigations and the Agency exploratory sampling projects. These efficiencies also allowed the labs to increase the number of tests and analytes being performed without increasing numbers of personnel. Finally, the evaluation findings allowed the Agency leadership to make informed data driven decisions related to labs' operational resource needs and in the development of the 5-year plan.

Foodborne illness outbreaks and investigations
Consumer Complaint Management System (CCMS)
FSIS uses CCMS, media reports, CDC PulseNet, and other data sources to conduct surveillance and investigations into potential foodborne hazards associated with FSIS-regulated products. FSIS received and evaluated 1,186 consumer complaints. Of these, 166 (14 percent) required additional investigation, of which 38 (23 percent) resulted in 31 voluntary actions, 5 enforcement actions, and 2 product control actions by the regulated industry. Consumer complaints reported through CCMS led to two Class I (FSIS Recalls 098-2019 and 002-2020) and one Class II (FSIS Recall 109-2019) recalls. Nine complaints reported after product recalls helped to enhance recall effectiveness activities.

Foodborne Illness Outbreak Investigation
FSIS monitored 77 illness clusters with potential association to FSIS-regulated products. Evidence obtained in seven clusters suggested involvement of FSIS regulated products; these were subsequently investigated as foodborne illness outbreaks. FSIS coordinated with the CDC and other public health partners on investigations for 16 foodborne illness outbreaks representing 500 illnesses, 203 hospitalizations, 14 Hemolytic-Uremic Syndrome cases, and 11 deaths. Two of the outbreaks led to two recalls (FSIS Recall 113-2019 and 115-2019). Of the 16 investigations, four were investigations for Shiga toxin-producing *E. coli* O157:H7, nine for *Salmonella*, and three for *Listeria monocytogenes (Lm)*. FSIS posted After Action Reviews for six foodborne illness outbreaks on the Agency website.

Table FSIS-15 Foodborne Illness Investigations for FY 2020 [1]

	Investigations	Ill	Hospitalized	Deceased	Resulted in Product Recall
Shiga toxin E. coli	4	168	87	0	1
Salmonella	9	295	84	1	1
Listeria	3	37	32	10	0
TOTAL	**16**	**500**	**203**	**11**	**2**

[1] Data is obtained from CDC and the states.

Recalls

In FY 2020 there 53 food recalls (13 beef, 11 poultry, 7 pork, 4 Siluriformes fish and 18 combination products). A total of 4,560,134 pounds of meat, poultry, egg products and Siluriformes fish were recalled in FY 2020. Out of the 53 total recalls, 40 were considered Class I (reasonable probability that eating the food will cause health problems or death), 13 were Class II (remote probability of adverse health consequences from eating the food) and there were no Class III (use of the product will not cause adverse health consequences). One of the recalls was directly related to microbiological contamination caused by the presence of *Listeria monocytogenes*. Three of the recalls were in response to microbiological contamination caused by the presence of STEC. Eleven of the recalls were due to extraneous material contamination. Two recalls were due to contamination of product by *Salmonella*. Sixteen recalls were due to undeclared allergens in the product. The remaining twenty recalls were in response to undeclared or unapproved substances, drug residues, mislabeling/misbranding, processing deviations, produced without benefit of inspection, or insanitary conditions.

Additionally, in FY 2020 there were 14 Public Health Alerts. Public Health Alerts are typically issued in lieu of a recall in situations where FSIS determines that a specific product may present a risk to human health, but the product is no longer available to consumers in commerce.

Compliance and Enforcement

Humane Handling

In FY 2020, the Agency implemented a Humane Handling Enhanced Outreach Plan to be carried out by FSIS District Veterinary Medical Specialists (DVMS) with the primary objective to improve compliance through enhanced outreach to industry, particularly small and very small slaughter establishments. The purpose of the voluntary enhanced outreach visit is to support the small and very small plant operator with one-on-one visits from an Agency expert on humane handling, the DVMS. This should reduce the risk of humane handling incidents with the goal of decreasing enforcement actions regarding humane handling. FSIS will track progress of the plan by measuring the number of these visits, including whether the visit is for verification or outreach.

In FY 2020, the Agency devoted 156.8 FTEs (the requirement set under the law is 148 FTEs) to the verification and enforcement of humane handling requirements in Federally inspected establishments, spending more than 325,426 hours completing these tasks. In total, FSIS personnel performed 180,427 humane handling verification procedures.

DVMSs conduct verification visits at each slaughter establishment at least once every 12-18 months. These visits assess the slaughter establishments comprehensive humane handling program to ensure it meets the HMSA. There were 446 livestock establishments visited out of the 892 total livestock slaughter establishments. Additionally, the DVMSs also completed 140 Good Commercial Practice Visits at 136 different poultry establishments. In 2020, approximately 71 percent of all livestock establishments had a written systematic humane handling program. Of those establishments with a written systematic program, approximately 85 percent have a Robust Systematic Approach. Also, 90 percent of slaughter establishments were compliant with restraint and stunning requirements.

In-Commerce Activities

FSIS CIs conduct surveillance activities, product control actions, investigations, and enforcement activities at warehouses, distributors, retail stores, and other businesses that store, handle, distribute, transport, and sell meat, poultry, and egg products in commerce.

In FY 2020, FSIS conducted 945 investigations in response to alleged violations of the FMIA, PPIA, or EPIA; coordinated investigations for six foodborne illness clusters; and removed a total of 1,412,487 pounds of meat, poultry, and egg products from commerce to prevent possible injury or illness to consumers. Of that amount, 980,933 pounds were detained, and 36,162 pounds were seized. Because of COVID, only 11,879 surveillance activities were conducted in FY 2020. For FY 2020, 81 percent were focused on the highest risk firms. These surveillance activities focused on examination of food safety and food defense activities in accordance with Agency policy and directives. FSIS CIs conducted 1,863 shell egg surveillances with a 99 percent compliance rate for ambient refrigeration requirements and labeling for shell eggs packed, distributed, and sold to consumers.

Additionally, during FY 2020, FSIS conducted emergency surveillance and monitoring activities in response to four hurricanes and/or tropical storms. FSIS monitored flooding, electrical outages, and structural damage to determine if any Tier 1 in-commerce firms (distributors and warehouses) were impacted. FSIS conducted 41 onsite visits and made 661 phone contacts with firms to assess operational impact and ensure adulterated or misbranded products did not enter commerce. FSIS ensured that 323,783 pounds of adulterated meat and poultry products were removed from commerce.

In FY 2020, FSIS CIs continued verifying grinding logs at retail facilities. FSIS CIs visited 1,910 firms, educated 820 non-compliant firms, and issued 72 Notices of Warning and 257 Letters of Information to retail firms found to be noncompliant with the Grinding Log Final Rule. The compliance rate increased from 47 percent prior to implementation of the Final Rule to 57 percent at the end of FY 2020. A baseline has been established for future compliance monitoring.

FSIS CIs conducted observations at retailers to assess if the retailers were using the recommendations in the "FSIS Best Practices Guideline for Controlling *Listeria monocytogenes* (*Lm*) in Retail Delicatessens." FSIS CIs completed 643 "Retail Deli Surveys" in FY 2020. Of the retailers "surveyed" during FY 2020, approximately 91 percent of the 33 FSIS recommendations in the guidelines for Retail Deli *Lm* controls were followed. This is calculated as the average of the four question categories: product handling, cleaning, and sanitizing, facility/equipment controls, and employee practices.

Public Health Veterinarians (PHVs) Initiatives

PHVs continue to be a vital part of the FSIS food safety system and during FY 2020 using no-year money provided by Congress, FSIS has initiated several steps to improve recruitment and retention of PHVs to reduce their vacancy rate. In April 2020, FSIS launched the Student Loan Repayment Program for thirty (30) in-plant PHVs which provides up to $10,000 per year for three years in student loan payments for in-plant veterinarians. In July 2020, FSIS launched the PHV Group Retention Incentive which provides bi-weekly or lump sum incentives to eligible PHVs based on their years in service as in-plant veterinarians. The addition of retention incentives is an essential element contributing to the overall Agency goal of attracting and retaining in-plant PHV talent.

FSIS continued to offer previously established incentives including the multi-year recruitment incentive which offers $20,000 to participating PHVs divided over 4 years, continuation of paid move to first duty station, and continuation of Adel A. Malak Scholarship (with a requirement to join FSIS after graduation); 13 new Malak scholarships were established and nine were converted to full-time employees in FY 2020. FSIS has hired 92 veterinarians since October 2019; 77 permanent hires and 15 interns. FSIS continues to offer a retention incentive based on PHVs years of service for those with at least 5 years of in-plant PHV service.

FSIS added the ability for PHVs to earn continuing education credits, which can be used to maintain their Veterinary Licenses through the American Association of Veterinary State Boards, by attending twelve seminars focused on veterinary issues. In August 2020, the ability to earn these continuing education credits was expanded to veterinarians at USDA's Animal and Plant Health Inspection Service (APHIS) and to Frontline Supervisor and DVMS positions.

Food Defense

FSIS continued to promote food defense through preparation of guidance documents and tools, outreach and education to industry to facilitate adoption of effective risk mitigation strategies, and collaboration with industry. This includes monitoring that establishments have adopted food defense practices and by ensuring the Agency increasingly integrated food defense principles, concepts, and practices into its daily activities. In FY 2020, the

Agency's food defense tasks data (per Directive 5420.1), revealed that 89 percent of FSIS-regulated establishments have voluntarily implemented food defense practices.

Food Defense Education/Outreach
FSIS performed numerous outreach activities to promote food defense. The Agency continued to update the food defense and emergency response web page on the FSIS website. FSIS led a panel presentation for the Intelligence Community (IC) to inform them on each Agency's food defense programs, issues of high concern for the food sector, and how the IC can support these programs. FSIS sent out over 710 food defense materials in response to requests from industry.

Promoted Food Defense Practices
FSIS IPPs and compliance investigators performed 27,106 food defense surveillance activities that helped to identify potential vulnerabilities in establishments and in-commerce facilities that increase the risk of intentional adulteration so that actions could be taken to reduce these risks. The outcomes helped to identify trends that inform outreach and education activities for industry, including development of tools, guidance, and resources to promote adoption of food defense practices. FSIS participated in National Special Security Events (NSSEs) and other special security events (SSE) and coordinated with respective federal, state and local agencies and developed surveillance sampling plans for each of these events.

Food Defense Vulnerability Assessments (VAs)
FSIS conducts VAs to identify food defense countermeasures and mitigation strategies aimed at preventing or reducing the impact of an intentional attack on the food supply. They also help identify research gaps and strengthen communication and collaboration between government and industry partners. FSIS continued to use a risk-based research methodology called the Vulnerability Assessment Framework which allows FSIS to identify appropriate VAs to update and optimize the use of limited resources. For FY 2020, VAs on ground beef processing and cyber security were identified for updating.

Human Resource Management
Labor Management Agreement
FSIS conducted term bargaining for the new national contract in FY 2020. Since the bargaining did not result in a full agreement with the National Joint Council, FSIS requested the assistance of a mediator from the Federal Mediation and Conciliation Service. The mediator assisted the parties as they conducted an additional 4 months of negotiations. Although the Agency has not yet reached agreement on all the articles, the parties jointly agreed to many of the provisions. FSIS has now requested assistance from the Federal Service Impasses Panel, with the anticipation that a new contract will take effect in Q2/Q3 of FY 2021.

Centralized HR support
During FY 2020, FSIS implemented the FSIS-HR1 phone number and email – a single Human Resources (HR) solution center to support the needs of the FSIS workforce. This initiative provides employees with a single source of contact to address all HR-related inquiries. FSIS-HR1 will continue to help HR build strong relationships with employees, improve response times, and streamline the process of communicating with HR representatives.

International Food Safety & Inspection Program
Equivalence
Equivalence Determinations
During FY 2020, FSIS made four initial equivalence determinations: three for fish of the order Siluriformes (People's Republic of China (PRC), Thailand and Vietnam) and one for poultry slaughtered in the PRC. FSIS made reinstatement determinations for beef and for small ruminants (pending the lifting of APHIS restrictions) from the United Kingdom. It also determined that the United Kingdom meets the equivalence criteria for FSIS; the United Kingdom as a single food safety inspection system that encompasses England, Northern Ireland, Scotland and Wales. FSIS granted four individual sanitary measure equivalence determinations allowing countries to change procedures because FSIS has found them to be equivalent to U.S. procedures. FSIS also lifted its suspension of raw beef products from Brazil. In FY 2020, FSIS received a total of four requests for equivalence from four countries - two initial equivalence requests and two reinstatement requests. FSIS also provided gap analysis to three countries showing where FSIS needs additional information concerning pending initial and reinstatement requests.

Foreign Equivalence Verification Audits
In FY 2020, FSIS completed onsite verification audits to ensure compliance with U.S. equivalence requirements for the following 7 countries prior to international travel restrictions being put in place due to COVID-19: Argentina, Brazil, Chile, Denmark, Israel, Japan, and Uruguay. The audits reflected the risk-based approach FSIS has implemented to grant equivalence and verify the on-going implementation of food safety requirements for products imported into the United States. Audits of 13 countries were postponed due to COVID-19 travel restrictions and have been added to the FY 2021 audit cycle. FSIS continues to verify equivalence is being maintained by importing countries through point-of-entry import sampling and document reviews of foreign inspection system documentation.

Equivalent Foreign Countries List
On November 27, 2019, FSIS amended its regulations to remove lists of foreign countries eligible to export meat, poultry, and egg products to the United States. FSIS now maintains a single list of eligible foreign countries on its website. This allows FSIS to more efficiently and clearly communicate equivalence determinations by maintaining a single list of exporting countries on its website, rather than maintaining one list on the website and outdated lists in the codified regulations.

Audits by Foreign Countries
In FY 2020, FSIS coordinated three in person audits of the U.S. food safety system by foreign auditors to verify whether the U.S. inspection system is equivalent to the food safety inspection system for meat (beef) and egg products for the following countries: Taiwan (2– beef and eggs) and Japan (beef). In addition, due to COVID-19 related travel restrictions, during FY 2020, FSIS conducted two virtual audits in lieu of in person audits to verify whether the U.S. inspection system is equivalent to the food safety inspection system for meat or poultry products for the Republic of Korea.

International Coordination and Outreach
Electronic Export Application and Certification/Public Health Information System Updates
FSIS implemented Phase 3 of the PHIS export component on January 27, 2020. This phased rollout allows US exporters to electronically apply for and receive export certification for the PRC. That rollout to PRC included Foreign Country Login (FCL) access, which provided additional features such that PRC officials could access the information on shipments from the United States prior to their arrival at the Chinese port. Onboarding China into the PHIS Export Module also has eliminated the need for FSIS to dedicate additional resources to pre-notify export certificates by email to China. Since January, over 53,000 export certificates for product destined to China have been processed in the PHIS Export Module, representing a 45 percent increase in the number of certificates that the PHIS export module has processed since being deployed. In August 2020, FSIS made additional improvements to the export application process to allow applicants access to more data fields for error correction, including the ability to correct or modify additional data fields after the FSIS review process has begun.

Streamlining of Export Library for Canada
During FY 2020, FSIS finalized a multi-year effort, working with the Canadian Food Inspection Agency (CFIA) counterparts and industry to overhaul FSIS Export Library (EL) for Canada to streamline the document and make it more user-friendly for industry and FSIS inspection personnel. The bilateral effort streamlined and clarified requirements for exports and imports to and from Canada and better aligned the FSIS Export Library with Canada's new Safe Food for Canadians Act, thereby decreasing mistakes in export documentation and facilitating exports to Canada.

Foreign Outreach
Despite the challenges due to COVID-19 in FY 2020, FSIS hosted or participated in over 40 outreach/technical engagements. Those outreach activities included the following seminars or webinars hosted by FSIS:

1) FSIS' inspection system and sampling program for poultry for Moroccan government officials;
2) documentation requirements for countries with initial and reinstatement equivalence requests;
3) the New Poultry Inspection System for Chile;
4) two overviews of FSIS' Hold and Test equivalence requirements for foreign countries; and
5) webinars for U.S. exporters on requirements for exporting to China, and the PHIS Export Module.

FSIS also participated in seminars/webinars organized by other agencies or organizations on the following topics:

1) FSIS' egg products inspection system and export certification process for importers and exporters located in the U.S., Central and South America, and the Caribbean;

2) An FSIS overview seminar to government officials from the Middle East and Northern Africa;
3) An overview seminar in South Africa for 60+ foreign inspection officials from various African countries;
4) Overview seminars/webinars to officials from multiple countries through the USDA visitors' program;
5) FSIS' Labeling Submission and Approval System (LSAS) to Mexican industry representatives; and
6) Certification requirements for exports to Mexico and South America.

FSIS held bilateral technical meetings with Brazil, China (three meetings), Dominican Republic, Honduras, Italy, Lithuania, Mexico, Netherlands, and Paraguay (two meetings). These meetings resulted in resolution of questions related to importing and exporting of FSIS-regulated products and streamlining the FSIS Export library.

Additionally, FSIS has actively worked to ensure USDA food safety perspectives are reflected in international food safety forums by actively participating in international food safety work groups such as Codex, the World Health Organization, Food and Agriculture Organization, the World Trade Organization, and the Asian Pacific Economic Council.

Import Re-Inspection Activities

FSIS re-inspects all commercial shipments of meat, poultry, and egg products imported to the U.S. from eligible foreign countries at import inspection establishments. During FY 2020, importers presented approximately 4.3 billion pounds of meat and poultry products to FSIS for re-inspection and approximately 7 million pounds of egg products from Canada and The Netherlands. The tables below provide the 2020 import statistics for meat, poultry, and egg products:

Table FSIS-16 Imported Meat and Poultry Product

FY 2020	Total Product Presented for Routine reinspection (Pounds) [1]	Product Subjected To Additional TOIs (Pounds) [2]	Total Product Refused Entry (Pounds)	Refused Product Rectified (Pounds) [3]	Total Accepted (Pounds) [4]
TOTAL [5]	**4,390,818,895**	**499,493,255**	**49,357,960**	**42,736,395**	**4,384,197,330**

Table FSIS-17 Imported Egg Product

FY 2020	Total Product Presented for Routine reinspection (Pounds) [1]	Product Subjected To Additional TOIs (Pounds) [2]	Total Product Refused Entry (Pounds)	Refused Product Rectified (Pounds) [3]	Total Accepted (Pounds) [4]
TOTAL [5]	**7,082,221**	**1,127,705**	**45,934**	**45,934**	**7,082,221**

[1] Routine re-inspection includes the Certification and Label Verification Types of Inspection (TOIs) as well as verification of product condition and identification of shipping damage.

[2] 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 or laboratory TOIs in addition to the routine re-inspection TOIs (Certification and Label Verification).

[3] Initially refused entry but subsequently brought into compliance and accepted. Issues amenable to rectification include labeling and certification, among others.

[4] Total Accepted includes all products that were initially inspected and passed plus product that was initially refused entry but later rectified.

[5] Data include Siluriformes fish.

Customs and Border Protection (CBP) Coordination

In FY 2020, FSIS continued efforts to develop and maintain automated data exchange capabilities with CBP. To date, over 227 customs brokers are participating in the FSIS data exchange and 81 percent of all import applications received by FSIS are now filed electronically. FSIS continues outbound message capabilities in the Automated Commercial Environment (ACE), which provides messages back to importers concerning the status of the shipments

re-inspected by FSIS. FSIS also continues the capability for customs brokers to submit corrections to previously submitted electronic applications when needed.

US Codex Office Coordination

In FY 2020, FSIS participated as Delegates or Alternate Delegates on six Codex Alimentarius committees (Committees on Food Hygiene, Food Import and Export Certification and Inspection Systems, Contaminants in Food, Food Labelling, Pesticide Residues, and Residues of Veterinary Drugs in Foods), and as the Chair on the Committee on Food Hygiene. Key FY 2020 accomplishments included the adoption by the Codex Commission of the following documents developed by the Committee on Food Hygiene: *General Principles of Food Hygiene and Associated Annex*, *Guidance for the Management of Biological Foodborne Outbreaks*, and the *Code of Practice on Food Allergen Management for Food Business Operators*. In addition, FSIS contributions helped progress the report of the *Ad hoc Codex Intergovernmental Task Force on Antimicrobial Resistance* to Step 5 of the adoption process. FSIS participation in workgroups under the various committees also led to progress on a number of draft discussion papers, guidelines, and reports, including e-commerce, front-of-pack labeling, labeling technologies, allergen labeling, non-retail containers, food fraud, equivalence of national food control systems, paperless certification, lead contamination in food, quantifying pesticide residues in food and feed, and maximum residue limits for a number of veterinary drugs.

Public Health Data Communication Infrastructure System

FSIS Information Technology (IT) Security Diagnostics and Mitigation

In FY 2020, FSIS performed a comprehensive security posture assessment of the enterprise architecture. Post assessment, FSIS enhanced its monitoring and incident response capabilities by deploying USDA enterprise security solutions and upgrading on-premises network technologies at the Washington, DC and Athens, Georgia locations. As a result, FSIS did not experience any security breaches that impacted the integrity, availability, or confidentiality of FSIS IT systems. FSIS ensured 100 percent compliance with security incident closures with USDA Information Security Center, Department of Homeland Security, Cybersecurity and Infrastructure Security Agency.

FSIS IT Security Monitoring

In FY 2020, to help strengthen FSIS cyber-defenses across its on-premise and Government cloud platform, FSIS successfully deployed new software to identify security threats, automate event and data log analysis from hours to minutes, and meet federal security compliance metrics. Logs from several applications are incorporated into this software for rapid event correlation.

Cloud Migration

In FY 2020, FSIS obtained its first Government cloud Authority to Operate (ATO). In order to obtain ATO status, FSIS implemented a multi-tier security platform of services for all demilitarized-zone web applications. In addition, FSIS deployed new firewall and intrusion detection prevention systems, application scanners, security centers, and load balancer technology and streamlined 24x7 monitoring dashboards to one solution that provides enterprise visibility.

State Food Safety & Inspection Program

State Inspection Reviews

In FY 2020, FSIS continued to support 1,299 State-inspected establishments under the State Meat and Poultry Inspection (MPI) programs through cost-sharing of allowable State costs. FSIS secured the ability to fund 50 percent of State MPI programs through a $5 million funding increase from Congress to ensure state programs would maintain their cost-effective inspection programs. States had previously stated that low reimbursement rates could lead them to eliminate their inspection programs, which would require FSIS to provide inspection coverage for those State establishments and put additional pressure on FSIS inspection personnel and budget. In prior years FSIS reimbursement was approximately 48 percent of state expenses because state costs such as salaries had increased over time, but State MPI programs had not received commensurate increases.

In FY 2020, FSIS completed annual reviews of each of the 27 State 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 2020, FSIS completed onsite reviews of four State MPI programs (Alabama, Arizona, Illinois, and Georgia) before Federal and State travel restrictions were imposed due to COVID.

The Agency continued to oversee the civil rights portion of the State MPI programs to ensure compliance with civil rights laws and Agency policies and practices. In doing so, the 27 states' annual self-assessments were received and reviewed. Similarly, the Agency conducted nine comprehensive reviews of the states' civil rights programs. Overall, all the states were found to be in compliance with civil rights laws and the Agency's "at least equal to" requirements.

Cooperative Interstate Shipment (CIS) Program
Under CIS, state-inspected establishments must meet the same federal requirements and can ship their product in interstate commerce and internationally. State-inspected establishments that participate in the CIS program are permitted to ship and sell their meat and poultry products in interstate and foreign commerce. However, they can only ship internationally if they have a supplemental agreement. At this time, no such establishments have a supplemental agreement. The following eight States currently have cooperative agreements to participate in the CIS program: Indiana, Iowa, Maine, Missouri, North Dakota, Ohio, Vermont, and Wisconsin. The total number of establishments selected to participate in the CIS program increased to 82 at the close of FY 2020; a net increase of 23. On May 18, 2020 and August 11, 2020, FSIS finalized the Iowa and Vermont CIS Program agreements, respectively.

State MPI Program Support
FSIS continues to work with State MPI program directors to coordinate enhancements of the State PHIS functionality that mirrors the Federal PHIS. Currently, five State MPI programs (Kansas, Louisiana, Minnesota, South Dakota and Wyoming) use State-specific data systems instead of State PHIS to track the results of inspection and food safety verification activities performed. In addition, FSIS implemented a new web-based data system, the State Review and Communication Tool (SRCT), to streamline the comprehensive review process for making "at least equal to" determinations concerning State MPI programs and create an alternate pathway for collecting and cataloging data received from non-PHIS users. Ongoing communications between FSIS and State officials resulted in increased investments to support the refinement of FSIS data warehousing capabilities for State MPI programs.

Cross-Cutting Accomplishments
Public Health Information System (PHIS)
FSIS deployed three major and four minor PHIS releases and completed 30 patches. The full ATO assessment was completed along with the Agency's first Department of Homeland Security High Value Asset assessment. Significant deployments were the NSIS; State Review Communication Tool (SRCT); and Export Statement (Letterhead) functionalities.

PHIS Reports
FSIS monitors, analyzes, and reports on the data collected in PHIS. This information is shared with IPP so that they can use the best possible food safety information, and to Agency managers at headquarters and the district offices so that they can monitor performance. In addition, reports are available to State and industry users of PHIS. The PHIS team completed a demonstration of creating federal reports within PHIS for employees and will complete a state demonstration in FY21.

PHIS Alerts
PHIS alerts are data driven generated food safety messages that IPP receive via email and/or system notification allowing IPP to proactively react to food safety information. These alerts serve a variety of purposes, including ensuring that IPP are receiving the correct sampling tasks, ensuring that food defense activities are being tracked, as well as an early warning alert notifying IPP that an establishment has an elevated Public Health Regulation (PHR) non-compliance rate that is close to the threshold for Public Health Risk Assessment (PHRA)/Food Safety Assessment (FSA) scheduling.

FSIS created and automated additional PHIS alerts to notify inspectors, supervisors, and headquarter personnel of emerging risks and enable resources to be focused where they will most benefit public health. New alerts were added to aid in monitoring of import inspection for newly equivalent countries. Revisions were made to alert message information providing IPP with the latest relevant sampling information related to residue sampling tasks.

Data Sharing

Food Safety Executive Leadership Dashboards

The Agency developed dashboards to monitor key Agency objectives, including a set of executive dashboards covering public health, field operations, and regulatory compliance topic areas. FSIS created dashboards that covered mission-critical activities relating to disease outbreaks, recalls, consumer complaints, FOIA topic monitoring, sample coordination, hiring, and establishment inspection activities from a 360-degree perspective. Over 100 senior leaders and staff view the dashboards approximately 1,800 times/month to support decision-making.

Establishment-Specific Data Release Strategic Plan

The Agency's "Establishment-Specific Data Release Strategic Plan" provides for sharing data on federally inspected meat and poultry establishments. FSIS has quarterly posted datasets on Data.gov and on the FSIS webpage, which also supports the OPEN Government Data Act of 2019. The following are datasets published in FY 2020:

- Expanded Meat Poultry Inspection (MPI) Directory Tableau Map (November 2019),
- Routine Risk-based Listeria (January 2020),
- Intensified Verification Testing (April 2020), and
- Siluriformes fish (July 2020).

Data Posting

FSIS posted quarterly reports that summarize the percent positives from sampling projects that test for *Salmonella*, *Campylobacter, STEC*, and *Listeria monocytogenes*.

FSIS released a new publicly accessible dashboard to display the MPI Directory and establishment production information as an interactive map, which enhanced customer service by allowing individuals to search by location (i.e., region, state, individual establishment), production information (i.e., meat slaughter, poultry slaughter, processing activity) or by geographical areas on a map to quickly find establishments in their area, across city or state boundaries. The new visualization was viewed over 53,000 times in FY 2020.

Education and Outreach Accomplishments

Safe Food Handling Behavior Research (Annual Consumer Research)

FSIS continued annual consumer research efforts to learn more about consumer food safety behaviors while preparing food. The third year of observational study, examining consumers' handling of not-ready-to-eat frozen products, was completed, analyzed, and publicized. The results offer unique insights into consumer behavior that the Agency would not have been aware of otherwise. The data gleaned from the research is incorporated into updated food safety messages to consumers. Key insights include:

- 22 percent of participants were unaware that the not-ready-to-eat (NRTE) frozen chicken they prepared was raw; they believed it was either fully cooked, partially cooked or were unsure.
- 76 percent of participants said they would buy NRTE frozen chicken products for their children to prepare at home.
- During meal preparation, handwashing was not attempted 97 percent of the time it was required to prevent cross-contamination.

Additionally, the first nationally representative web survey about consumer awareness and understanding of recalls and outbreaks was analyzed, and publicized. Key insights include:

- 53 percent of survey respondents reported having at least one person in their household at high risk of foodborne illness (i.e., an older adult, younger child, pregnant woman or individual with a weakened immune system).
- 72 percent of respondents trusted information about food recalls from government sources and local television news, but most respondents preferred to receive this information through local sources (i.e., television news and grocery stores).
- "Recall fatigue" (the idea that there are too many recalls and consumer shut down because they hear too many of them) among consumer does not exist. Seventy-eight percent of respondents recalled hearing 10 or fewer recalls in the past 6 months, which is much lower than the actual number of recalls from FSIS and FDA (around 200), suggesting that respondents do not have recall fatigue.

Consumer Education

FSIS saw major success in raising awareness of safe food handling guidance, recalls and information about foodborne illness. Successful messaging during periods of seasonal food interest and policy issuances resulted in increases in consumer inquiries and app downloads this year. FSIS proactively used media outlets to reach consumers with vital food safety information, securing more than 415 proactive media placements. These placements resulted in a 10 percent increase of article placements and feeder stories from last fiscal year. Total impressions of consumers reached with these efforts were more than 30 million. High profile outlets that covered FSIS efforts include television news feeder services for CBS News, NBC News, Univision, and Telemundo. FSIS also ensured that the Agency's messages were amplified on social media communication channels, which reached 23 million impressions.

FoodKeeper Application
FSIS' FoodKeeper application remains a relevant, useful and effective way to educate consumers about proper food storage and its relationship to safe food handling behaviors. After the pandemic began in March 2020, downloads of the application spiked as consumers began cooking at home more. Currently, the app offers storage and food safety guidance on more than 650 foods and beverages. More than 52,000 downloads of the application this fiscal year brought cumulative download totals of the application to over 300,000 since its launch in April 2015.

USDA Meat and Poultry Hotline
The USDA Meat and Poultry Hotline responds to consumer food safety inquiries via a toll-free phone number, live chat, email, and self-service frequently asked questions database. During FY 2020, FSIS answered 38,953 inquiries (via calls, chats, emails and webforms) through the USDA Meat and Poultry Hotline with an overall customer service rate of 4/5 for inquiries related to food safety. FSIS answered 24,391 calls, 8,461 chats and 6,148 emails/webforms, with a 211 percent increased on total chats from FY 2019.

FoodSafety.gov
In FY 2020, FSIS continued to work closely with those at FoodSafety.gov to promote content on the cross-federal, consumer-focused website. More than 6 million web pages were viewed on the website. Each of the top five pages on the website are directly related to FSIS and its Food Safe Families campaign messaging. This continued high traffic to FoodSafety.gov can be attributed to a variety of factors, including robust media outreach FSIS conducted during FY 2020 which used FoodSafety.gov as its primary call-to-action.

Social Media
During FY 2020, FSIS used a variety of social media networks to broaden engagement with key stakeholders to educate the public on recalls, foodborne illness, and safe food handling practices. Major spikes in social media impressions and engagements are often related to information about FSIS recalls, poultry washing and food safety during national emergencies. Across Twitter and Facebook, FSIS generated 523,751 and 25,000,801 total impressions. The @USDAFoodSafety Twitter account and the FoodSafety.gov Facebook account continued to see growth throughout the year due to the ongoing strategy of using non-traditional topics to communicate food safety messages. FSIS saw particular success with Twitter, where the total organic impressions increased by 19.1 percent.

Research Priorities
FSIS identified and shared 12 new research studies that, if conducted, would advance the science needed to inform Agency decision-makers. FSIS works closely with our partners in ARS and the National Institute of Food and Agriculture (NIFA) to encourage researchers to apply their expertise to address FSIS research priorities and encourages research funding agencies to consider FSIS priorities when developing research opportunities. The new research studies were presented at the International Association for Food Protection (IAFP) Annual Meeting and at the International Life Sciences Institute (ILSI). Collaborating on research activities helps to accomplish FSIS public health goals and strengthens partnerships among government agencies and other partners.

FSIS and the ARS held a joint meeting on food safety and public health, to bring together food safety scientists from FSIS and ARS with scientists from the FDA, and the CDC to share information and plan future research to protect public health. The conference addressed emerging food safety concerns and FSIS research priorities.

Fellowships
OFS and FSIS created a new Food Safety Fellowship for graduate students, through the Oak Ridge Institute for Science and Education (ORISE) program. Four fellows were selected, who will collaborate with FSIS scientists on projects related to the Agency's research priorities. During their fellowship, they will learn how to apply their scientific and technical knowledge to inform FSIS decision making and improve the safety of the food supply. The

fellowship program helps FSIS lead with science and to build relationships, by continually fostering FSIS' connections to academia.

Conference for Food Protection (CFP)
The CFP is the advisory organization that develops food safety guidance that can be incorporated into the food code, a model for food safety at retail and in food service. FSIS served on the Executive Board for the CFP as advisors on seven committees. In addition, FSIS served as a co-chair on the committee to develop guidance on the safe handling and cooking for roaster pigs.

FSIS submitted two issues for the next CFP, one on rotisserie chicken products and one on grinding record keeping and intended use for beef products.

In addition, FSIS collaborated with FDA on harmonizing the language between the two Agencies as it pertains to the FDA Food Code. As a result of this harmonization, the cooking temperatures and proper labeling of non-intact meat (mechanically tenderized, vacuum tumbled, etc.) are now reflected in the 2017 Food Code Supplement, which was released December 2019.

National Advisory Committee on Meat and Poultry Inspection (NACMPI)
FSIS finalized the NACMPI charter and selected new members to serve on the committee from industry, academia, government agencies, and public health partners. FSIS held a public meeting of the NACMPI in September to discuss and seek input on measures to strengthen domestic sampling for STEC in raw beef products and establish methods for developing documentation to validate certain ready-to-eat production processes to help small and very small plants overcome barriers.

***National Advisory Committee on Microbiological Criteria for Foods (*NACMCF)**
The NACMCF charter was renewed and on February 27, 2020, the Secretary of Agriculture extended the term of all committee members through April 30, 2021 so that the committee can complete the current work charges. The executive committee met on April 7 and October 16, 2020 and discussed upcoming NACMCF activities. The Subcommittee on 'Appropriate Product Testing Procedures and Criteria to Verify Process Control for Microbial Pathogens in Ready-to-Eat Foods' met on June 11 and August 10-13, 2020. The Subcommittee on 'Appropriate Product Testing Procedures and Criteria to Verify Process Control for Microbial Pathogens in RTE Foods' met on July 15, 2020. The Subcommittee on the 'Use of Water in Animal Slaughter and Processing' met August 24-28 to continue working on the current charges.

Collaboration with Public Health Partners
Interagency Food Safety Analytics Collaboration (IFSAC)
FSIS in conjunction with the CDC and the FDA, is working to improve coordination of Federal food safety analytic efforts. An IFSAC article entitled "A Recency-Weighted Statistical Modeling Approach to Attribute Illnesses caused by four Pathogens to Food Sources Using Outbreak Data, United States" was accepted for publication in *Emerging Infectious Disease* (*In Press*). This article describes the novel methodology IFSAC developed to assess attribution using outbreak data.

Interagency Risk Assessment Consortium (IRAC)
IRAC to prioritize developing risk models and making underlying data publicly available, in alignment with USDA's focus on "open data model." FSIS worked with the Joint Institute for Food Safety and Applied Nutrition at the University of Maryland to post two fully annotated risk assessment models and tutorials on Foodrisk.org. This effort resulted in enhanced reproducibility of these models and publicly available training materials to expand science and analytic expertise in the field of quantitative microbial risk assessment.

Interagency Foodborne Outbreak Response Collaboration (IFORC)
In collaboration with the CDC and the FDA, IFORC is a collaboration among federal partners to improve federal foodborne outbreak response coordination. The group met six times to discuss impacts of COVID-19 on foodborne illness surveillance and response, transition from Post Field Gel Electrophoresis (PFGE) to WGS and its impact on outbreak investigations and enhancing foodborne outbreak communication with the public.

Collaboration with FDA in Cell-Culture technology

FSIS continued to work with FDA to prepare for the marketing of meat and poultry products made using animal cell-culture technology through participation on the cell-culture joint working groups for 1) pre-market consultation with FDA, 2) transfer of jurisdiction at cell harvest, and 3) labeling of cell-cultured food products.

On July 31, 2020, FSIS and FDA launched a joint webinar to give interested stakeholders an overview of both agencies' respective statutory authorities, roles and responsibilities for cultured animal cell food products, and regulatory points of contact for new food production technology.

Also, on July 31, 2020, FSIS and FDA jointly launched webpages discussing the regulatory oversight of foods made with cultured animal cells, including meat and poultry products.

SUMMARY OF PERFORMANCE AND EVALUATION

Summary of Performance

The Food Safety and Inspection Service (FSIS), a public health regulatory Agency within the U.S. Department of Agriculture (USDA), is responsible for protecting the public's health by verifying the safety of meat, poultry, and egg products. Legislative mandates provide FSIS with the authority to conduct its public health mission.

FSIS contributes to USDA Strategic Goal 7, Provide All Americans Access to a Safe, Nutritious, and Secure Food Supply and coincides with Objective 7.1, Prevent Foodborne Illness and Protect Public Health. The Agency aligned its 2017-2021 Strategic Plan to its Annual Plan framework, which directly influences how the Agency operates and allocates resources. Within those objectives, FSIS achieved the following results for the Departmental Key Performance Indicators (KPIs) for which the Agency is responsible:

Table FSIS-15 Key Performance Indicator Targets and Results by Fiscal Year

KPI	2019 Actual	2020 Actual	2020 Target	2020 Result	2021 Target	2022 Target
Percentage of Establishments that meet pathogen reduction Performance Standards…….……..	84	86	87	Met	88	88
Percentage of Establishments whose Public Health Regulation noncompliance rate decreases below the early warning cut point 120 days after receiving an Early Warning Alert……..….	74	74	74	Met	74	74

KPI 7.1.1: Percentage of Establishments that Meet Pathogen Reduction Performance Standards

KPI 7.1.1 focuses on using pathogen reduction performance standards to assess the food safety performance of establishments that slaughter and process poultry products. It examines FSIS's influence on the behavior of establishments by verifying the effectiveness of establishments' food safety programs and process controls to increase the percentage of establishments that meet pathogen reduction performance standards.

FSIS continued to implement a data-driven regulatory strategy to improve Salmonella control in raw poultry slaughter and processing establishments. FSIS categorizes individual establishments based on their ability to meet the performance standard.

The categorization methodology assures that category status is reflective of the current conditions in an establishment. Since November 2018, FSIS has been posting on its website the category status of individual establishments producing chicken and turkey carcasses, not-ready-to-eat comminuted chicken and turkey products, and raw chicken parts. Publicly posting individual establishment's categorization, in addition to using a categorization methodology reflective of the establishment's current processes, have resulted in continuous improvement in the percentage of establishments meeting the performance standard.

Selected Past Accomplishments Toward the Achievement of the KPI Outcomes
With this measure, FSIS continued its multi-pronged approach to combat *Salmonella* in FY 2020. While FSIS did not meet its 87 percent target, its outcome was within 1 percentage point of the target--, with 86 percent of establishments meeting pathogen reduction performance standards (the outcome is less than 2 percent of the target).

Poultry – *Salmonella*: FSIS continued to monitor the percentage of eligible establishments that are categorized. The percentage of eligible plants that are categorized increased 13 percent between FY 2019 and FY 2020 through modifications to the samples allocated to establishments. FSIS will continue to develop strategies to further improve upon its ability to categorize eligible establishments.

FSIS continued to send alerts to establishments with increasing *Salmonella* levels and assessed subsequent data to determine compliance with the performance standard. For establishments that do not meet the performance standard, FSIS continues to provide Inspection Program Personnel (IPP) with alerts that summarize recent sampling results to provide information on whether subsequent establishment pathogen results are improving. While KPI 1 only applies to Salmonella in poultry, FSIS is taking other actions to address *Campylobacter* in poultry and Salmonella in other species.

Beef – *Salmonella*: FSIS proposed new performance standards and is reviewing the comments received on the Federal Register Notice proposing new performance standards for *Salmonella* in raw ground beef and beef manufacturing trimmings, the primary component of raw ground beef.

Pork – *Salmonella*: In FY 2020, FSIS published a manuscript on its exploratory sampling and testing of raw intact and non-intact pork cuts and raw comminuted pork product for *Salmonella*.

Selected Accomplishments Expected at the FY 2022 Proposed Resource Level

Poultry – *Salmonella*: In FY 2021, FSIS will further refine its strategy for follow-up at establishments producing raw poultry products and will issue an industry guideline specific to reducing *Salmonella* in raw poultry, which will include best practices for regaining process control and meeting the performance standards. FSIS will incorporate instructions for IPP on how to follow up with establishments that have been chronically or intermittently assigned to Category 3 in an Agency Directive. This Directive will provide instructions to IPP that FSIS will schedule no more than one set of 16 follow-up samples every 120 days.

Poultry – *Campylobacter*: In FY 2021, after considering comments received on the proposed standards, FSIS plans to finalize the performance standards for *Campylobacter* in comminuted chicken and turkey products. To assist establishments in meeting the revised performance standards, FSIS will issue industry guidance specific to reducing Campylobacter in raw poultry products.

Beef – *Salmonella*: In FY 2021, FSIS will respond to comments in a *Federal Register Notice* finalizing the new performance standards.

Pork – *Salmonella*: In FY 2021, FSIS plans to propose performance standards for *Salmonella* in raw intact and non-intact pork cuts and raw comminuted pork products.

KPI 7.1.2: Percentage of establishments whose Public Health Regulation noncompliance rate decreases below the early warning cut point 120 days after receiving an Early Warning Alert

KPI 7.1.2 supports the modernization of inspection systems, policies, and the use of scientific approaches by focusing on the results of actions inspection personnel take to address specific food safety concerns at establishments after receiving an early warning alert (EWA) of an elevated rate of Public Health Regulation (PHR) noncompliance.

FSIS Data Analysis and Reporting: Public Health Regulations
Public Health Regulations are verified regulations with statistically higher individual noncompliance rates in establishments in the 3 months prior to a microbiological positive or a public health-related enforcement action than in establishments with no positives or enforcement actions. FSIS uses results of inspection tasks to calculate a PHR noncompliance rate for each regulated establishment. The Agency issues a PHR EWA when an establishment has a noncompliance rate that is elevated and is at or exceeds FSIS' noncompliance cut point for early warning.

Selected Past Accomplishments toward the Achievement of the KPI Outcomes
FSIS met its 74 percent target with 74 percent of establishments decreasing their PHR noncompliance rate below the early warning cut point 120 days after receiving an EWA.
FSIS developed analytical tools and reports to assist in the monitoring and evaluation of EWA data. Using interactive data-driven graphics, FSIS can continue to research individual establishment performance over time. These tools assist in identifying recidivist establishments that need further assistance or action and influence policy decisions to address specific food safety concerns and improve public health.

Selected Accomplishments Expected at the FY 2022 Proposed Resource Level
FSIS will continue to monitor the percentage of establishments whose PHR noncompliance rate decreases below the early warning cut point 120 days after receiving an EWA. FSIS continues to use interactive data-driven graphics to assess individual establishment performance over time. These tools will assist the Agency in: (1) identifying establishments that need further assistance or where regulatory action may be warranted, and (2) informing policy decisions when addressing specific food safety concerns.

Program Evaluations

FSIS Notices and Directives
In FY 2020, FSIS completed an evaluation to assess FSIS' notices and directives (instructions to inspection personnel) process. As part of the evaluation, FSIS conducted a survey and focus groups with employees who were involved in the notices and directives process to document the development and clearance process as well as communication and implementation strategies. FSIS implemented multiple recommendations to improve the clarity and accessibility of our instructions to the field, set up a process to increase involvement of field personnel in the development of notices and directives through the Policy Advisory Group (where policy staff meet regularly with the Office of Field Operations to discuss notices and directives), and developed a new format with key instructions and links to data.

Focus Groups with Retailers and Public Health Partners
As part of a joint effort with the FDA, the CDC, and several industry associations, FSIS completed focus groups with retailers and state/local health departments. The purpose of this evaluation was to gather input to enhance Federal outreach on the control of Listeria monocytogenes at retail delicatessens. The analysis and report were completed, and study results were shared with the National Advisory Committee on Meat and Poultry Inspection (NACMPI) in FY 2020. In response to this stakeholder input and guidance from NACMPI, FSIS is updating its guidance on retail Listeria monocytogenes to make it easier to understand and will share it with Federal partners, state and local health departments and retail associations and announce its availability in a constituent update.

Public Health Information System Sampling Form Questionnaires
FSIS conducted an evaluation of the Agency's Public Health Information System (PHIS) sampling form questionnaires for field inspection personnel. In FY 2020, the Agency implemented all of the recommendations from this evaluation. FSIS reviewed every sampling form questionnaire within PHIS and updated approximately 98% of the active questionnaires. Some examples of changes implemented by FSIS include:

- Removed questions from the PHIS questionnaires that provided no actionable or useful information for the Agency, where appropriate;
- Refined existing questions to consolidate and standardize the language used to improve the reliability and usability of the information collected through the questionnaires;
- Adopted the recommended control process, which ensures questionnaires are reviewed, assessed for continued usefulness of the questions, and updated according to the Agency's needs.

Strategic Assessment of Sampling Resources
FSIS conducted a Strategic Assessment of Sampling Resources (SASR) evaluation to develop an approach to assess the allocation of FSIS's sampling resources across the different sampling projects. The purpose of the evaluation was to ensure the Agency is strategic in how it uses its sampling resources and implement an approach to evaluate FSIS's ongoing sampling projects.

FSIS implemented several of the 17 overarching findings/recommendations from the SASR, including eight of the nine recommendations stemming from process improvement findings and two of the statistical-oriented recommendations. The remaining process control recommendation will be implemented throughout the next several years. Specifically, during FY 2020, FSIS refined existing tools, including the Sampling Change Request Form and other internal procedures as well as implemented an annual analysis of sample distribution. These activities improved operations, documented existing sampling projects with more detail, and optimized existing sampling resource needs to maximize the benefit each active sampling program provides the Agency.

Surveys
FSIS completed several surveys during FY 2020 that assisted management in internal customer service and in program enhancement and accountability, including in support of evaluations and strategic plan measures (**supports FSIS Goals 1, 2, and 3**). Specifically, FSIS completed the following:

- FSIS's fifth annual customer satisfaction survey on a range of topics including training, communications, human resources and benefits, information technology, and other areas, which inform Strategic Plan measures.
- A survey that informed other Strategic Plan measures regarding coordination with state partners on foodborne outbreaks; surveys to assess Enforcement, Investigations and Analysis Officer (EIAO) competency gaps and Food Inspector competency gaps to measure employees' skills related to EIAO and Food Inspector job duties; and knowledge gained through training.

Opinion and satisfaction surveys gathering information on new hire experiences, worker's compensation and benefits program, civil rights staff customer experience, alternative dispute resolution program, and the compliance assistance review evaluation survey