2015 Explanatory Notes
Food Safety and Inspection Service

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Purpose Statement

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

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

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

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

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

During 2013, the agency maintained headquarters offices in the Washington D.C. metropolitan area; 10 district offices; the Policy Development Division in Omaha, Nebraska; laboratories at Athens, Georgia, St. Louis, Missouri, and Alameda, California; the Financial Processing Center in Des Moines, Iowa; the Human Resources Field Office in Minneapolis, Minnesota; and a nationwide network of inspection personnel in 6,427 Federally regulated establishments in 50 States, Puerto Rico, Guam, and the Virgin Islands. Included are 356 establishments operating under Talmadge-Aiken Cooperative Agreements. A Talmadge-Aiken plant is a Federal plant with State inspection program personnel operating under Federal supervisors. Much of the agency's work is conducted in cooperation with Federal, State and municipal agencies, as well as private industry.

As of September 30, 2013, the agency employment totaled 8,824 permanent full-time employees, including 641 in the Washington, DC area and 8,183 in the field.

FSIS funding is broken out into the following categories:

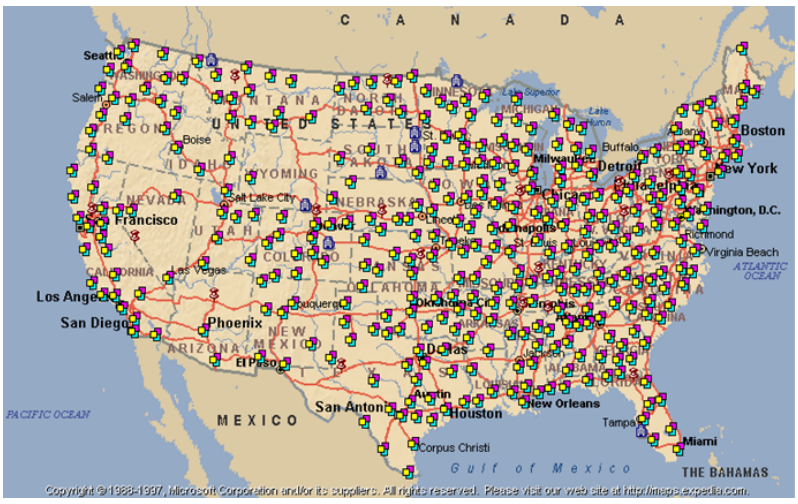
1. Federal Food Safety & Inspection: Expenses associated with operations at all federally inspected meat, poultry and egg product establishments.
2. Public Health Data Communications Infrastructure System (PHDCIS): Expenses associated with providing public health communications and information systems infrastructure and connectivity.
3. International Food Safety & Inspection: Expenses associated with import and export operations and certifications.
4. State Food Safety & Inspection: Expenses associated with state inspected establishments and state run programs.

5. Codex Alimentarius: Funds US Codex portion of the intergovernmental Codex Alimentarius with the purpose of protecting health of consumers, coordination of food standards, and ensuring fair practices in the food trade.

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

To carry out these Congressional mandates, FSIS:

- Employs 9,262 Full Time Equivalents (FTEs as of September 30, 2013). This includes other-than-permanent employees in addition to permanent full-time ones.
- Regulates over 250,000 different meat, poultry, and egg products
- Regulates operations at approximately 6,427 federally regulated establishments.
- Ensures public health requirements are met in establishments that each year slaughter or process
    - 147.8 million head of livestock
    - 8.95 billion poultry carcasses
- Conducts 6.86 million food safety & food defense procedures
- Condemns each year
    - Over 444 million pounds of poultry
    - More than 260,000 head of livestock during postmortem (post-slaughter) inspection
- Performed 183,781 Humane Handling (HH) verification procedures



FSIS operate/regulates in approximately 6,427 establishments nationwide

FSIS spends approximately 80 percent of its funds on personnel salary and benefits. This is predominately for inspection personnel in establishments, and other frontline employees such as investigators and laboratory

technicians. In addition to this, FSIS spends about 15 percent of its budget on travel for inspectors and investigators, intrastate inspection programs, system infrastructure, and other fixed costs like employee workers compensation payments. The remaining 5 percent funds operations including: supplies for the workforce (such as aprons, goggles, hardhats, and knives), laboratory supplies, management, policy, shipment of meat/poultry samples for testing, recruitment, financial management to include billing industry, labor relations, and purchase of replacement/new equipment. Additionally, FSIS has to adjust to new or anticipated changes in the workforce, industry, law, technology, and the public, plus the introduction or spread of new diseases/pathogens.

Office of Inspector General (OIG) Reports

Assignment 50601-01-23. December 14, 2012. USDA Controls over Shell Egg Inspections. The report contained 5 recommendations directed at FSIS, and 5 are currently open.

Assignment 50601-0001-31. February 5, 2013. Verifying Credentials of Veterinarians Employed and Accredited by USDA. The report contained 2 recommendations directed at FSIS, and both are closed.

Assignment 24601-0003-31. March 28, 2013. FSIS *E. coli* Testing of Boxed Beef. The report contained 12 recommendations directed at FSIS, and 11 are currently open.

Assignment 24601-0001-41. May 14, 2013. FSIS Inspection and Enforcement Activities at Swine Slaughter Plants. The report contained 11 recommendations directed at FSIS, and 9 are currently open.

Assignment 50601-02-31. August 6, 2013. FSIS and Agricultural Marketing Service (AMS) Field-Level Workforce Challenges. The report contained 11 recommendations directed at FSIS, and 11 are currently open.

Government Accountability Office (GAO) Reports

GAO 13-332R. May 31, 2013. Agriculture and Food: USDA's Implementation of New State-Delegated Meat Inspection Program Addresses Most Key Farm Bill Requirements, but Additional Action Needed. GAO's final report contained 4 recommendations directed at FSIS and 4 are currently open.

GAO-13-588. August 1, 2013. International Regulatory Cooperation: Agency Efforts Could Benefit from Increased Collaboration and Interagency Guidance. The report contained no recommendations directed at FSIS.

GAO-13-775. August 22, 2013. Food Safety: More Disclosure and Data Needed to Clarify Impact of Changes to Poultry and Hog Inspections. The report contained 2 recommendations directed at FSIS and both are currently open.

Ongoing OIG Audits

Assignment 24601-01-23, Implementation of PHIS for Domestic Inspection. OIG expects to complete the audit in Spring 2014.

Assignment 24601-0004-31. FSIS Ground Turkey Inspection and Safety Protocols. OIG expects to complete the audit by Fall 2014.

Ongoing GAO Audits

Assignment 361446 – Pesticide Reside on Food. GAO is continuing its audit work.

Assignment 361444 – Human Capital Management. GAO is continuing its audit work.

Assignment 361507 – Poultry Pathogens. GAO is continuing its audit work.

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

Item	2012 Actual		2013 Actual		2014 Estimate		2015 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Salaries and Expenses:								
Discretionary Appropriations	$1,004,427	9,351	$1,056,427	9,158	$1,010,689	9,360	$1,001,402	9,098
Rescission	-	-	-28,607	-	-	-	-	-
Sequestration	-	-	-50,529					
Subtotal	1,004,427	9,351	977,291	9,158	1,010,689	9,360	1,001,402	9,098
Transfers In	230	-	212	-	-	-	-	-
Transfers Out	-500	-	-815	-	-	-	-	-
Adjusted Appropriation	1,004,157	9,351	976,688	9,158	1,010,689	9,360	1,001,402	9,098
Balance Available, SOY	394	-	732	-	4,556	-	-	-
Other Adjustments (Net)	1,326	-	1,994	-	-	-	-	-
Total Available	1,005,877	9,351	979,414	9,158	1,015,245	9,360	1,001,402	9,098
Lapsing Balances	-678	-	-181	-	-	-	-	-
Balance Available, EOY	-732	-	-4,556	-	-	-	-	-
Subtotal Obligations, FSIS	1,004,467	9,351	974,677	9,158	1,015,245	9,360	1,001,402	9,098
Obligations under other USDA appropriations:								
APHIS, Bovine Tuberculosis (TB) Eradication awards program	200	-	-	-	200	-	200	-
APHIS Blood Sample	247	-	-	-	100	-	100	-
Office of Communication, Procure USDA Website Software for Ask the Expert	103	-	-	-	-	-	-	-
OCFO, Salary and benefits for detail	173	-	43	-	-	-	-	-
OCIO, Governance and IT Portfolio Management	345	-	372	-	-	-	-	-
FNS, Network Access	-	-	-	-	300	-	-	-
Other USDA	221	-	198	-	88	-	88	-
Total, Other USDA	1,289	-	613	-	688	-	388	-
Total, Agriculture Appropriations	1,005,756	9,351	975,290	9,158	1,015,933	9,360	1,001,790	9,098
Other Federal Funds:								
DHS, Salary and benefits for detail	137	-	124	-	142	-	142	-
FDA, FERN website support	101		-		-	-	-	-
FDA, Antimicrobial susceptability testing	150	-	275	-	675	-	-	-
Miscellaneous Reimbursements	16		-		-	-	-	-
Total, Other Federal	404	-	399	-	817	-	142	-
Non-Federal Funds								
Meat, Poultry and Egg Products Inspection	154,173	29	175,318	23	159,210	23	160,185	23
Accredited Labs	278	-	234	-	285	-	285	-
Trust Funds	10,213	80	10,798	81	13,000	81	13,000	81
Total, Non-Federal	164,664	109	186,350	104	172,495	104	173,470	104
Total, FSIS	1,170,824	9,460	1,162,039	9,262	1,189,245	9,464	1,175,402	9,202

Permanent Positions by Grade and Staff Year Summary

Item	2012 Actual			2013 Actual			2014 Estimate			2015 Estimate		
	Wash DC	Field	Total	Wash DC	Field	Total	Wash DC	Field	Total	Wash DC	Field	Total
Senior Executive Service	18	-	18	18	-	18	18	-	18	18	-	18
SL	3	2	5	3	2	5	3	2	5	3	2	5
GS-10……	-	350	350	-	333	333	-	333	333	-	333	333
GS-9……	-	2,016	2,016	-	2,016	2,016	-	2,016	2,016	-	2,016	2,016
GS-8……	-	998	998	-	998	998	-	998	998	-	1,600	1,600
GS-7……	-	3,040	3,040	-	3,040	3,040	-	3,040	3,040	-	2,185	2,185
GS-6……	-	-	-	-	-	-	-	-	-	-	-	-
GS-5……	-	243	243	-	243	243	-	243	243	-	243	243
GS-4……	-	26	26	-	26	26	-	26	26	-	26	26
AP-6……	70	31	101	70	31	101	70	31	101	70	31	101
AP-5……	195	294	489	195	294	489	195	294	489	195	294	489
AP-4……	301	1,560	1,861	301	1,560	1,861	301	1,560	1,861	301	1,551	1,852
AP-3……	73	202	275	73	202	275	73	202	275	73	202	275
AP-2……	41	174	215	41	174	215	41	174	215	41	174	215
AP-1……	3	8	11	3	8	11	3	8	11	3	8	11
Total Permanent Positions……	704	8,944	9,648	704	8,927	9,631	704	8,927	9,631	704	8,665	9,369
Unfilled Positions end-of-year……	53	360	413	63	744	807	63	506	569	63	506	569
Total Permanent Full-Time Employment, end-of-year……	651	8,584	9,235	641	8,183	8,824	641	8,421	9,062	641	8,159	8,800
Staff Year Estimate……	690	8,770	9,460	676	8,586	9,262	704	8,760	9,464	704	8,498	9,202

SIZE, COMPOSITION AND COST OF MOTOR VEHICLE FLEET

FSIS inspects in 6,427 meat, poultry and egg products plants and import establishments located throughout the United States. A large number of FSIS inspection personnel have responsibilities in multiple plants and work "patrol/relief assignments" traveling from plant to plant on a daily basis. Depending on the inspector's proximity to given assignments and remote locations, inspectors may be required to travel over larger geographical areas.

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

Size Composition and Annual Cost
(in thousands of dollars)

	Number of Vehicle by Type*						
Fiscal Year	Sedans and Station Wagons	Light Trucks, SUVs and Vans		Medium Duty Vehicles	Heavy Duty Vehicles	Total Number of Vehicles	Annual Operating Costs ($ in 000) ** a/
		4X2	4X4				
FY 2012	2,054	63	15	1	1	2,134	$11,733
Change	+45	-4	+2	-	-	+43	-20
FY 2013	2,099	59	17	1	1	2,177	11,713
Change	+50	-	-	-	-	+50	+650
FY 2014	2,149	59	17	1	1	+2,227	12,363
Change	+50	-	-	-	-	+50	+618
FY 2015	2,199	59	17	1	1	+2,277	12,981

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

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

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

The estimates include apprpriation language for this item as follows:

Salaries and Expenses:

For necessary expenses to carry out services authorized by the Federal Meat Inspection Act, the Poultry Products Inspection Act, and the Egg Products Inspection Act, including not to exceed $50,000 for representation allowances and for expenses pursuant to section 8 of the Act approved August 3, 1956 (7 U.S.C. 1766), [$1,010,689,000] $1,001,402,000; and in addition, $1,000,000 may be credited to this account from fees collected for the cost of laboratory accreditation as authorized by section 1327 of the Food, Agriculture, Conservation and Trade Act of 1990 (7 U.S.C. 138f): Provided, That funds provided for the Public Health Data Communication Infrastructure system shall remain available until expended: Provided further, That no fewer than 148 full-time equivalent positions shall be employed during fiscal year [2014] 2015 for purposes dedicated solely to inspections and enforcement related to the Humane Methods of Slaughter Act: [Provided further, that the Food Safety and Inspection Service shall continue implementation of section 11016 of Public Law 110-246:] Provided further, That this appropriation shall be available pursuant to law (7 U.S.C. 2250) for the alteration and repair of buildings and improvements, but the cost of altering any one building during the fiscal year shall not exceed 10 percent of the current replacement value of the building.

The first change in the language proposes the deletion of the Catfish provision in the 2014 Enacted legislation.

Lead-Off Tabular Statement

Current Law

Budget Estimate, 2015	$1,001,402,000
2014 Enacted	1,010,689,000
Change in Appropriation	-9,287,000

Summary of Increases and Decreases

(Dollars in thousands)

Program	2012 Actual	2013 Change	2014 Change	2015 Change	2015 Estimate
Discretionary Appropriations:					
Federal Food Safety & Inspection	$886,551	-$23,096	+$30,285	-$8,171	$885,569
Public Health Data Communication Infrastructure System (PHDCIS)	$34,580	-$22	+$22	-	$34,580
International Food Safety & Inspection	17,740	-2,330	+473	+706	16,589
State Food Safety & Inspection	61,837	-1,486	+2,383	-1,829	60,905
Codex Alimentarius	3,719	-202	+235	+7	3,759
Total	1,004,427	-27,136	33,398	-9,287	1,001,402

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

Program	2012 Actual		2013 Actual		2014 Estimate		Inc or Dec		2015 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Discretionary Appropriations:										
Federal Food Safety & Inspection	$886,281	9,170	$862,852	9,002	$893,740	9,196	$-8,171	-253	$885,569	8,943
Public Health Data Communication Infrastructure System (PHDCIS)……	34,580	-	34,558	-	34,580	-	-	-	34,580	-
International Food Safety & Inspection……	17,740	144	15,410	127	15,883	127	706	-	16,589	127
State Food Safety & Inspection	61,837	30	60,351	21	62,734	29	-1,829	-9	60,905	20
Codex Alimentarius	3,719	7	3,517	8	3,752	8	7	-	3,759	8
Total Adjusted Approp	1,004,157	9,351	976,688	9,158	1,010,689	9,360	-9,287	-262	1,001,402	9,098
Rescissions, Transfers, and Seq (Net)	270	-	79,739	-	-	-	-	-	-	-
Total Appropriation	1,004,427	9,351	1,056,427	9,158	1,010,689	9,360	-9,287	-262	1,001,402	9,098
Transfers In:										
Cong Relations	230	-	212	-	-	-	-	-	-	-
Subtotal	230	-	212	-	-	-	-	-	-	-
Transfers Out:										
Working Capital Fund	-500	-	-815	-	-	-	-	-	-	-
Subtotal	-500	-	-815	-	-	-	-	-	-	-
Rescission	-	-	-28,607	-	-	-	-	-	-	-
Sequestration……	-	-	-50,529	-	-	-	-	-	-	-
Bal Available, SOY	394	-	732	-	4,556	-	-4,556	-	-	-
Recoveries, Other (Net)	1,326	-	1,994	-	-	-	-	-	-	-
Total Available	1,005,877	9,351	979,414	9,158	1,015,245	9,360	-13,843	-262	1,001,402	9,098
Lapsing Balances	-678	-	-181	-	-	-	-	-	-	-
Bal Available, EOY	-732	-	-4,556	-	-	-	-	-	-	-
Total Obligations	1,004,467	9,351	974,677	9,158	1,015,245	9,360	-13,843	-262	1,001,402	9,098

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

Program	2012 Actual		2013 Actual		2014 Estimate		Inc or Dec		2015 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Discretionary Obligations:										
Federal Food Safety & Inspection	$885,603	9,170	$862,672	9,002	$893,740	9,196	$-8,171	-253	$885,569	8,943
Public Health Data Communication Infrastructure System (PHDCIS)……	35,568	-	32,727	-	39,136	-	-4,556	-	34,580	-
International Food Safety & Inspection……	17,740	144	15,410	127	15,883	127	706	-	16,589	127
State Food Safety & Inspection	61,837	30	60,351	21	62,734	29	-1,829	-9	60,905	20
Codex Alimentarius	3,719	7	3,517	8	3,752	8	7	-	3,759	8
Total Obligations	1,004,467	9,351	974,677	9,158	1,015,245	9,360	-13,843	-262	1,001,402	9,098
Lapsing Balances	678	-	181	-	-	-	-	-	-	-
Bal Available, EOY	732	-	4,556	-	-	-	-	-	-	-
Total Available	1,005,877	9,351	979,414	9,158	1,015,245	9,360	-13,843	-262	1,001,402	9,098
Transfers In:										
Cong Relations	-230	-	-212	-	-	-	-	-	-	-
Subtotal	-230	-	-212	-	-	-	-	-	-	-
Transfers Out:										
Working Capital Fund	500	-	815	-	-	-	-	-	-	-
Subtotal	500	-	815	-	-	-	-	-	-	-
Rescission	-	-	28,607	-	-	-	-	-	-	-
Sequestration……	-	-	50,529	-	-	-	-	-	-	-
Bal Available, SOY	-394	-	-732	-	-4,556	-	4,556	-	-	-
Recoveries, Other (Net)	-1,326	-	-1,994	-	-	-	-	-	-	-
Total Appropriation……	1,004,427	9,351	1,056,427	9,158	1,010,689	9,360	-9,287	-262	1,001,402	9,098

Justification of Increases and Decreases

A net increase of $7,889,000 for Agency pay costs consisting of $1,967,000 to fund annualization of the 1.0 percent 2014 pay increase and an increase of $5,922,000 to fund a 1.0 percent 2015 pay increase. The funding has been proportionately distributed among all program lines.

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

Salaries and benefits amount to approximately 80 percent of the overall budget of FSIS. It is difficult for the agency to absorb mandated pay increases and remain effective when 80 percent of its budget is required for staff costs. FSIS maintains hiring restrictions for all non-frontline positions to ensure that critical resources are deployed to the field. Additionally, FSIS maximizes its use of hiring flexibilities to attract and retain employees in hard-to-fill positions.

A net increase of $10,913,000 for GSA Rental Payments and DHS Security Payments. The funding has been proportionately distributed among applicable program lines.

USDA proposes in FY 2015 the decentralization of GSA Rental Payments and DHS payments. The amount shown as an increase of $10.913 million is the equivalent share of the current GSA Rent and DHS central appropriations based upon current space occupancy across the continental United States. The appropriations request for the central GSA rent account and the DHS payment account has been reduced accordingly.

(1) A net decrease of $8,171,000 and 253 Staff Years for the Federal Food Safety and Inspection program:

(a) A net decrease of $7,453,000 and 253 Staff Years due to implementation of new methods in poultry inspection.

FSIS has proposed a new rule to change the inspection system for poultry slaughter establishments. The most important benefit of the new system will be improved food safety through reduction in pathogens that cause foodborne illnesses. FSIS and the poultry industry will also save money by using the new system. Since publishing the proposed rule in January 2012, FSIS has been reviewing comments and incorporating them into a draft final rule. Also, FSIS has updated the cost and benefit analysis in a manner that will facilitate public understanding of the information used to support the rulemaking. The agency extended the comment period in April 2012 in order to maximize input from stakeholders. Based on comments on the proposed rule from both internal and external stakeholders, the Agency has revised its time line for potential adoption and implementation of a final rule. In implementing a final rule, FSIS will likely have to overcome legal challenges, negotiate with its union, and work with industry to arrange the conversion of plants to the new system. Therefore, conversion to the new system will likely occur no earlier than September 2014. Implementation of the new methods will likely need to occur over about 24 months.

Key elements of the new inspection system include: (1) requiring establishment personnel to conduct carcass sorting activities before FSIS conducts online carcass inspection so that only carcasses that the establishment deems likely to pass inspection are presented to the carcass inspector; (2) reducing the number of online FSIS carcass inspectors to one per line; (3) permitting faster line speeds than are permitted under the current inspection systems it replaces; and (4) removing the existing Finished Product Standards (FPS) and replacing them with a requirement that establishments operating under the new system maintain records to demonstrate that the products resulting from their slaughter operations meet the regulatory definition of “ready-to-cook poultry.”

By using the new poultry slaughter inspection system, FSIS will redirect inspection program personnel from certain on-line activities at fixed points in the operation and allow these personnel to better focus off-line resources at critical process points. At a point in the production process where the establishment

sorting activities have been completed, an online inspector will still conduct a carcass-by-carcass inspection to ensure that diseased or contaminated carcasses are condemned by establishment personnel according to FSIS regulatory requirements. In addition, an off-line inspector will monitor and evaluate establishment process controls in removing diseased animals and will conduct Hazard Analysis and Critical Control Point (HACCP) and Sanitation Standard Operating Procedures (SSOP) or other prerequisite program verification procedures. The off-line inspector will also perform verification checks to ensure that plants are meeting sanitary dressing requirements; ante mortem inspection; and collect samples for pathogen testing, including carcass Salmonella verification testing. Based on results from the pilot program, FSIS is confident that the proposed modernization of poultry slaughter inspection will contribute in a significant way to the reduction of *Salmonella* illnesses.

Some inspection personnel will be promoted from GS7 to GS8 as a consequence of assuming higher graded duties. This will result in increased salary and benefit costs. Simultaneously, the agency will reduce on-line positions because of transferring the carcass sorting function to the private sector. FSIS will eliminate these positions through attrition and relocation, and by offering targeted Voluntary Separation Incentive Payments (VSIPs) to employees that are eligible for an immediate or early retirement.

FSIS aims to finalize and publish the Poultry Slaughter Modernization rule in the near future. After accounting for offsetting initial upfront costs, including inspector retraining, FSIS estimates a savings of $7.45 million in FY 2015 and annual savings of $31 million once the rule is fully implemented.

(b) A decrease of $4,441,000 for Headquarters and Non-In Plant Personnel Costs

FSIS took steps to permanently reduce personnel through actions such as consolidating 15 Districts Offices into 10, imposing hiring restrictions on headquarters and non-in plant personnel, improving efficiency through systems like PHIS, using shared services, reorganizing some staff functions and restructuring the Office of International Affairs to increase effectiveness for both the staff and field.

(c) A decrease of $7,574,000 in Operating and Travel Costs

FSIS is decreasing its operating expenses in FY 2015 by $7,574,000 as a result of increased operating efficiencies, reductions in travel expense as a result of an ongoing review of the FSIS travel regulation, and a reduction in Information Technology developmental expenses because of improvements in coordinating Agency requirements. Efficiencies are not expected to adversely impact frontline inspections.

(d) A decrease of $6,721,000 for Billings Process Improvements

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

(e) An increase of $10,365,000 for GSA Rental Payments and DHS Security Payments for Federal Food Safety and Inspection.

(f) Increased pay costs of $7,653,000 for the Federal Food Safety and Inspection program.

The increase consists of $1,908,000 to fund annualization of the 1.0 percent 2014 pay increase and an increase of $5,745,000 to fund a 1.0 percent 2015 pay increase.

(2) A net increase of $706,000 and 0 Staff Years for the International Food Safety and Inspection program:

(a) An increase of $548,000 for GSA Rental Payments and DHS Security Payments for the International Food Safety and Inspection program.

(b) Increased pay costs of $158,000 for the International Food Safety and Inspection program.

The increase consists of $39,000 to fund annualization of the 1.0 percent 2014 pay increase and an increase of $119,000 to fund a 1.0 percent 2015 pay increase.

(3) A net decrease of $1,829,000 and 9 Staff Years for the State Food Safety and Inspection program:

(a) A decrease of $1,900,000 and 9 Staff Years for efficiencies.

FSIS has realized several program efficiencies through management practices and the rollout of the Public Health Information System to States. The results of the improvement are more streamlined processes for oversight/audits and reduced requirements from FSIS personnel in administering the program. The personnel reductions were achieved in FY 2013 and the Agency has determined that refilling the positions is unnecessary and the staff years are being permanently removed.

(b) Increased pay costs of $71,000 for the State Food Safety and Inspection program.

The increase consists of $18,000 to fund annualization of the 1.0 percent 2014 pay increase and an increase of $53,000 to fund a 1.0 percent 2015 pay increase.

(4) An increase of $7,000 and 0 Staff Years for the Codex Alimentarius program:

(a) Increased pay costs of $7,000 for the Codex Alimentarius program.

The increase consists of $2,000 to fund annualization of the 1.0 percent 2014 pay increase and an increase of $5,000 to fund a 1.0 percent 2015 pay increase.

Summary of Proposed Legislation

Salaries and Expenses:

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

Item of Change	2015 Current Law	2015 Program Changes	2015 President's Request
Federal Food Safety & Inspection	$885,569	($3,926)	$885,569
International Food Safety & Inspection	16,589	(74)	16,589
Total Available	902,158	(4,000)	902,158

Program: Performance Based User Fee

Proposal: In FY 2015, FSIS proposes the collection of a user fee for performance. The performance fee, for an estimated total of $4 million, would recover the increased costs of providing additional inspections and related services due to the performance of an establishment and plant. These fees will be collected starting in 2015 and used to reduce appropriation needs in future years.

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

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

Offsets: There will be no offset in Fiscal Year 2015.

Budget Impact: ($ in thousands)

	2014	2015	2016	2017	2018
Discretionary Budget Authority	0	$4,000	$4,000	$4,000	$5,000
Discretionary Outlays	0	0	4,000	4,000	5,000

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

	2012 Actual		2013 Actual		2014 Estimate		2015 Estimate	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Alabama	$30,986	397	$29,509	385	$30,737	393	$30,318	382
Alaska	732	7	656	7	683	7	674	7
Arizona	2,602	27	2,471	26	2,573	27	2,538	26
Arkansas	37,810	473	39,250	485	40,884	496	40,326	482
California	54,519	585	53,600	583	55,831	596	55,070	579
Colorado	16,815	176	16,635	172	17,328	176	17,092	171
Connecticut	1,249	14	1,316	15	1,371	15	1,352	15
Delaware	9,740	135	9,051	126	9,428	129	9,299	125
Florida	10,148	122	9,729	120	10,134	123	9,996	119
Georgia	77,407	754	75,085	741	78,210	757	77,143	736
Hawaii	1,845	19	1,745	18	1,817	18	1,793	18
Idaho	2,077	23	2,037	23	2,122	24	2,093	23
Illinois	26,893	210	28,385	224	29,567	229	29,164	223
Indiana	11,918	132	11,683	134	12,169	137	12,003	133
Iowa	30,300	354	36,180	412	37,686	421	37,172	409
Kansas	20,660	243	16,484	212	17,170	217	16,936	211
Kentucky	13,295	184	12,632	173	13,158	177	12,979	172
Louisiana	9,260	97	8,838	92	9,206	94	9,081	91
Maine	1,061	11	1,039	11	1,082	11	1,067	11
Maryland	29,161	207	24,815	184	25,848	188	25,496	183
Massachusetts	2,156	25	2,294	27	2,390	28	2,357	27
Michigan	8,036	99	7,579	92	7,894	94	7,787	91
Minnesota	29,241	315	24,613	290	25,637	296	25,288	288
Mississippi	27,856	331	28,072	333	29,240	340	28,842	331
Missouri	30,931	355	29,517	343	30,745	351	30,326	341
Montana	2,207	17	2,424	20	2,525	20	2,491	20
Nebraska	27,515	344	23,800	293	24,791	299	24,453	291
Nevada	479	6	432	5	450	5	443	5
New Hampshire	662	7	711	8	740	8	730	8
New Jersey	6,909	83	6,828	85	7,112	87	7,015	84
New Mexico	1,420	16	1,346	15	1,402	15	1,383	15
New York	18,826	193	12,886	163	13,423	167	13,240	162
North Carolina	39,214	462	40,105	465	41,774	475	41,205	462
North Dakota	1,897	16	1,938	16	2,019	16	1,991	16
Ohio	13,506	110	13,467	114	14,028	117	13,837	113
Oklahoma	9,519	99	8,043	84	8,378	86	8,263	83
Oregon	3,601	41	3,738	44	3,894	45	3,841	44
Pennsylvania	35,203	388	38,684	416	40,295	425	39,745	413
Rhode Island	744	9	754	10	785	10	775	10
South Carolina	11,702	135	11,505	127	11,984	130	11,821	126
South Dakota	4,765	49	4,869	54	5,072	55	5,002	54
Tennessee	14,326	194	14,180	193	14,771	197	14,569	192
Texas	53,914	610	53,746	605	55,983	619	55,220	600
Utah	4,905	44	4,653	42	4,847	43	4,781	42
Vermont	1,428	9	1,283	9	1,337	9	1,319	9
Virginia	14,062	170	13,477	164	14,038	168	13,847	163
Washington	8,555	106	8,510	107	8,864	109	8,744	106
West Virginia	3,375	32	3,306	32	3,444	33	3,397	32
Wisconsin	19,909	188	15,455	153	16,099	156	15,879	152
Wyoming	389	-	339	-	353	-	348	-
District of Columbia	214,789	683	211,399	666	220,198	681	217,196	662
Guam	212	2	234	2	243	2	240	2
N. Mariana Islands	-	-	37	-	39	-	38	-
Puerto Rico	3,610	42	3,203	37	3,337	38	3,291	37
Virgin Islands	129	1	105	1	110	1	108	1
Obligations	1,004,467	9,351	974,677	9,158	1,015,245	9,360	1,001,402	9,098
Lapsing Balances	678	-	181	-	-	-	-	-
Bal. Available, EOY	732	-	4,556	-	-	-	-	-
Total, Available	1,005,877	9,351	979,414	9,158	1,015,245	9,360	1,001,402	9,098

Classification by Objects
(Dollars in thousands)

		2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
Personnel Compensation:					
Washington D.C.		$79,039	$79,829	$80,627	$81,713
Field		508,878	489,544	510,163	490,408
11	Total personnel compensation	587,917	569,373	590,790	572,121
12	Personal benefits	211,230	210,241	214,836	210,218
13.0	Benefits for former personnel	1,186	1,570	1,186	6,208
	Total, personnel comp. and benefits	800,333	781,184	806,812	788,547
Other Objects:					
21.0	Travel and transportation of persons	37,628	33,002	38,688	39,104
22.0	Transportation of things	3,526	3,844	3,526	4,304
23.1	Rental payments to GSA	940	1,360	940	11,001
23.2	Rental payments to others	6	5	6	6
23.3	Communications, utilities, and misc. charges	12,374	12,653	12,589	12,399
24.0	Printing and reproduction	768	857	769	739
25.1	Advisory and assistance services	2,811	3,551	2,811	2,727
25.2	Other services from non-Federal sources	50,474	38,163	49,753	42,575
25.3	Other purchases of goods and services from Federal sources	21,115	24,740	22,515	23,511
25.4	Operation and maintenance of facilities	826	14	518	498
25.7	Operation and maintenance of equipment	1,300	1,820	2,095	2,043
26.0	Supplies and materials	12,108	12,222	12,108	11,956
31.0	Equipment	9,419	10,269	10,604	10,492
32.0	Land and structures	748	165	25	24
41.0	Grants	48,454	49,623	50,020	50,020
42.0	Insurance claims and indemnities	1,632	1,234	1,466	1,457
43.0	Interest and dividends	9	5	-	-
44.0	Refunds	-4	-34	-	-
	Total, Other Objects	204,134	193,493	208,433	212,855
99.9	Total, new obligations	1,004,467	974,677	1,015,245	1,001,402
Position Data:					
Average Salary (dollars), ES Position		$165,386	$166,560	$168,742	$170,429
Average Salary (dollars), GS Position		50,255	50,302	53,503	54,038
Average Salary (dollars), AP positions		86,635	86,833	87,543	88,418
Average Grade, GS Position		7.8	7.8	7.8	8.2
Average Grade, AP Position		4.0	4.0	4.0	4.0

Shared Funding Projects
(Dollars in thousands)

	2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
Working Capital Fund				
Administration:				
Beltsville Service Center	3,819	3,659	3,596	3,786
Integrated Procurement Systems	230	214	215	222
Mail and Reproduction Management	1,152	1,163	1,074	1,066
Subtotal	5,202	5,036	4,886	5,074
Communications:				
Creative Media and Broadcast Center	65	260	222	225
Correspondence Management:				
Correspondence Management	488	319	280	333
Finance and Management:				
Controller Operations	1,915	1,809	3,352	3,352
Financial Systems	3,015	3,049	2,904	2,870
Internal Control Support Services	93	49	35	38
National Finance Center	1,714	2,222	2,550	2,569
Subtotal	6,736	7,129	8,841	8,830
Information Technology:				
International Technology Services	-	96	-	-
National Information Technology Center	4,380	4,166	2,408	2,426
Telecommunications Services	2,006	1,720	1,706	1,135
Subtotal	6,386	5,982	4,114	3,562
Total, Department-Wide Reimbursable Programs	18,877	18,726	18,344	18,022
Department-Wide Reimbursable Programs:				
1890 USDA Initiatives	279	264	263	263
Advisory Committee Liaison Services	20	16	18	18
Continuity of Operations Planning	158	187	188	188
E-GOV Initiatives HSPD-12	573	596	605	605
Emergency Operations Center	217	209	208	208
Facility Infrastructure Review and Assessment	3	38	40	40
Faith-Based Initiatives & Neighborhood Partnerships	37	35	35	35
Federal Biobased Products Preferred Procurement Program	32	31	31	31
Hispanic-Serving Institutions National Program	184	178	179	179
Honor Awards	5	4	7	7
Human Resources Transformation	153	144	146	146
Intertribal Technical Assistance Network	181	-	-	-
Medical Services	21	25	26	26
Personnel and Document Security	133	109	112	112
Preauthorized Funding	318	307	334	334
Retirement Processsor Web Application	49	51	51	51
Sign Language Interpreter Services	75	86	89	89
TARGET Center	81	82	82	82
USDA 1994 Program	73	69	70	70
Virtual University	193	186	185	185
Peoples Garden & Visitor Center	73	77	87	87
Total, Department-Wide Reimbursable Programs	2,859	2,695	2,757	2,757

Shared Funding Projects
(Dollars in thousands)

	2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
E-Gov:				
Budget Formulation & ExecutionLOB	8	9	9	9
Enterprise HR Integration	265	225	201	201
E-Training	253	217	249	249
Financial Management LOB	6	16	16	16
HR Management LOB	22	25	25	25
Integrated Acquisition Environment	53	62	60	60
IAE - Loans and Grants	110	123	170	170
E-Rulemaking	42	95	92	92
Geospatial LOB	-	11	-	-
Grants.gov	55	64	56	56
Total, E-Gov	816	847	877	877
Agency Total	22,552	22,268	21,977	21,656

STATUS OF PROGRAM

Current Activities:

The Food Safety and Inspection Service (FSIS) is the public health regulatory agency within USDA responsible for ensuring that domestic and imported meat, poultry, and processed egg products are safe, secure, wholesome, and accurately labeled, as required by the Federal Meat Inspection Act (FMIA), the Poultry Products Inspection Act (PPIA), and the Egg Products Inspection Act (EPIA). FSIS also enforces the Humane Methods of Slaughter Act (HMSA), which requires that all livestock at federally inspected establishments be handled and slaughtered humanely. To carry out these Congressional mandates, FSIS employs 9,262 Full Time Equivalents (FTEs) (9,436 employees). This includes a frontline workforce of 7,884 permanent FTEs (8,004 employees) and 334 other-than-permanent FTEs (395 employees) that work in approximately 6,427 federally regulated establishments, three FSIS laboratories, 127 ports of entry, and 150,000 in-commerce facilities nationwide; and 1,044 FTEs (1,037 employees) who support them.

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

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

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

In preparation for the 2015 FSIS budget request, the agency utilized the goals included in its strategic plan to evaluate current and future activities, streamline areas for savings, and innovate new methods to achieve targeted outcomes. In the following report, each of the agency's high-priority activities is referenced to the strategic goals that it supports.

- Overview of Accomplishments

Fiscal Year (FY) 2013 saw 12 fewer recalls–75 recalls comprised 14,130,805 pounds of meat and poultry products (nearly 7 times the amount in pounds of product recalled in FY 2012). The large increase in poundage was mainly due to one recall for 10,500,000 pounds of product. To accomplish its mission, FSIS continued to partner with several food safety agencies, including: the Food and Drug Administration (FDA), the Centers for Disease Control and Prevention (CDC), and its public health partners in State Departments of Public Health and Agriculture around the country.

Public Health Information System Implementation: In 2013, FSIS continued to improve the Public Health Information System (PHIS) by enhancing ease of use and the functionality of previously fielded capabilities. Some of the new functionalities include transitioning import re-inspection to PHIS from a legacy system, incorporating results of humane handling systemic inspections into PHIS, automating all STEC follow-on sampling, and integrating PHIS with other systems like the Food Incident Management System (FIMS) which will increase the agency's capability to estimate the impacts of significant incidents. FSIS also improved the PHIS disconnected state functionality which allows FSIS field personnel to use the application when not connected to the FSIS Enterprise. When they join the network, they can upload and sync their data with the main PHIS system. Additionally, FSIS fielded two new functionalities: an adaptation of PHIS for State use on their inspection programs and an Industry functionality that allows industry/establishments to access some information such as inspection reports and electronic appeal filing. Automation of these processes saves resources and improves business processes with industry and international trade partners.

FSIS completed enhancements of FIMS which tracks significant actions and responses to food safety incidents. This will improve the agency's capability to estimate the impacts of significant incidents by linking PHIS and FIMS data, save time for FIMS users when reporting the status of facilities, and allow PHIS to track when facilities are non-operational.

Strategic Performance Working Group: Decreasing the number of *Salmonella* illnesses caused by FSIS-regulated products is a major focus of the Agency. Therefore, FSIS created a Strategic Performance Working Group (SPWG) to identify probable interventions or actions to reduce FSIS-attributable salmonellosis as well as to explore ways to improve Agency performance on other issues. The SPWG identified specific actions that the Agency should take to reduce FSIS-attributable *Salmonella* illnesses, such as initiating a sampling program in comminuted poultry and reassess Hazard Analysis and Critical Control Points (HACCP) plans to ensure those plans address the hazards these products present.

Cooperative Interstate Shipment (CIS) program: Currently three states (Ohio, Wisconsin, and North Dakota) have been approved to participate in this new program. A fourth state (Indiana) has been working on becoming certified for the CIS program and should be accepted into the program in FY 2014. FSIS provided guidance about the CIS program to other states with MPI programs and expects other states to follow the lead of the first adopters.

In-Commerce activities: The Northeast was devastated when Hurricane Sandy hit the coast in October of 2012. FSIS in-commerce personnel made over 3,000 phone calls or site visits to Tier 1 in-commerce facilities to protect public health and ensure that no spoiled or storm damaged product entered commerce. FSIS also entered "real-time" information into FIMS that allowed headquarter personnel to know exactly the scope of the devastation and how FSIS personnel were protecting public health while also personally impacted by the storm.

Monitoring consumer complaints: FSIS has evaluated, recorded and coordinated investigations of complaints for 747 cases reported to the Agency through the Consumer Complaint Management System in FY 2013. In May 2013, FSIS provided a presentation to the Grocer Manufacturers Association Annual Consumer Complaint Conference in San Francisco, CA. The presentation provided outreach and education of FSIS' role in food safety and promoted use of the FSIS Electronic Consumer Complaint Form.

Actions enhancing food safety: On December 6, 2012, FSIS published a *Federal Register* Notice that required establishments producing not ready-to-eat (NRTE) ground or otherwise comminuted chicken and turkey products to reassess their Hazard Analysis and Critical Control Point (HACCP) plans. This notice expanded its *Salmonella* sampling beyond ground chicken and turkey to include all forms of non-breaded, non-battered comminuted NRTE chicken or turkey product not destined for further processing into ready-to-eat (RTE) products.

The FSIS Compliance Guideline on Controlling Meat and Poultry Products Pending FSIS Test Results was issued in February 2013. This guideline was developed to aid domestic establishments and importers of record to comply with the Agency's new policy, referred to as "test and hold," that requires products that FSIS has sampled for adulterants will not be allowed to move into commerce until acceptable results become available.

FSIS announced changes in its *Salmonella* sampling program for raw beef products. FSIS will begin analyzing for *Salmonella* all samples of raw ground beef, beef manufacturing trimmings, bench trim, and other raw ground beef components that it collects for Shiga toxin-producing *E. coli* (STEC) testing. FSIS intends to use the results from the new sampling program to develop new *Salmonella* performance standards for ground beef product and to estimate *Salmonella* prevalence in raw ground beef and beef manufacturing trimmings products.

Microbiological Baseline Studies: FSIS completed a number of important baseline activities during FY 2013: a chicken parts baseline study, which included the National Prevalence calculations; a raw liquid egg products baseline survey providing data for developing guidance on lethality standards; and performance standards/guidance calculations for the market hogs baseline study.

Chemistry testing: The Agency led an effort to implement several new chemistry analytical methods including the multi-residue method (MRM), multi-metals method, and an Aminoglycosides method. These new methods allow the lab to request fewer samples yet increase the number of analytes by more than 145 percent. The implementation of the new National Residue Program (NRP) and increased testing capabilities not only protects human health better but also saves the agency money and resources. The ability to test for more compounds will have a lasting impact on public health related to residue control. (Goal 8)

- Federal Food Safety & Inspection Program

Frontline Inspection: During FY 2013, FSIS inspection program personnel ensured public health requirements were met in establishments that slaughter or process 147.8 million head of livestock and 8.95 billion poultry carcasses. Inspection program personnel also conducted 6.86 million food safety and food defense procedures to verify that the systems at all federally inspected facilities maintained food safety and wholesomeness requirements. During FY 2013, inspection program personnel condemned more than 444 million pounds of poultry and more than 260,000 head of livestock during post-mortem (post-slaughter) inspection. (Goals 2 & 7)

Training: Training for the FSIS workforce is a cornerstone of public health protection. The workforce training strategy used by FSIS includes providing entry-level training on mission-critical inspection skills to new employees, followed by additional training as policy is updated, and reinforcing knowledge about performing complex public health protection duties. FSIS has adopted a regional approach to deliver training closer to the worksite and save travel cost and time away from the worksite. The Agency also provided leadership training to enable employees to increase succession planning capabilities and conducted e-learning for targeted skills, which includes CD-ROM, video, and web-based training. (Goals 2 & 7)

During FY 2013, FSIS provided entry-level training to 251 new Food Inspectors, 214 newly promoted Consumer Safety Inspectors, 45 new Public Health Veterinarians and 44 newly hired Enforcement Investigations Analysis Officers. FSIS also included a training course for Egg Inspectors, training 78 employees and a course for Thermal Processing, training 90 employees. There were 90 new in plant supervisors that completed the Basic Supervisory Training, teaching them how to perform oversight of food safety inspection duties.

Experienced inspectors completed training through distance education on updated FSIS policies related to Humane Handling and Poultry Sanitary Dressing. Two hundred thirty-five inspectors were trained using the Situational Based Humane Handling course/webinar and over 1,300 inspectors participated in the Poultry Sanitary Dressings webinars. FSIS also updated and implemented the structured on the job training program for Food Inspectors to reinforce the information from classroom training. (Goals 2 & 7)

Enforcement of the Humane Slaughter Act: The Humane Methods of Slaughter Act of 1978 states that the slaughtering and handling of livestock are to be carried out only by humane methods. FSIS is continually developing enforcement guidance for inspection personnel and establishments to improve humane handling and humane slaughter of livestock at federally inspected facilities. In FY 2013, FSIS released 2 Humane Interactive Knowledge Exchange scenarios that provided specific instructions to inspection personnel on how to proceed in specific egregious inhumane events. FSIS also continued the transparency of its enforcement of federal humane handling laws by posting humane handling enforcement actions (Suspension, Notice of Intended Enforcement, Reinstatement of Suspension) on the FSIS website. (Goals 1, 2, 3 & 7)

In FY 2013, the District Veterinary Medical Specialists (DVMS) identified that 55 percent (428 of 776) of livestock slaughter plants have implemented a systematic approach to Humane Handling and Slaughter. After DVMS presented an outreach-directed presentation to slaughter plants that did not have a systematic approach, 52 plants developed one, increasing the number of plants that have a systematic approach to 480 and the percentage identified to 62 percent. (Goal 2)

In FY 2013, the agency devoted 177 FTEs to the verification and enforcement of humane handling requirements in federally inspected establishments. In total, 183,781 humane handling verification procedures were performed. (Goals 1, 2 & 7)

PHIS upgrades in FY 2013 allow the DVMS team to enter the results of their systematic approach to Humane Handling and Slaughter assessment into PHIS and allow them to choose one or all of the four criteria that assesses whether the establishment has a systematic approach. DVMS also enter the text of their visit summaries into PHIS. These upgrades further enhance the ability of the Humane Handling Enforcement Coordinator (HHEC) to track whether or not an establishment has implemented a systematic approach in PHIS, assess which of the systematic approach criteria an establishment may need additional resources for, and review the outcome of the DVMS visit report. Having information available in PHIS will eventually replace the need for the HHEC to maintain a separate database for systematic approach information, so analysis can be performed on systematic approach progress from PHIS. (Goals 1, 2 & 8)

Verification of effective sanitary dressing at slaughter establishments to reduce food borne pathogens by preventing contamination of edible tissue: FSIS issued Notice 56-13, Extension of Increased Verification by Inspection Program Personnel of Sanitary Dressing at Veal Slaughter Establishments which extended the verification activity for 6 months beginning August 15, 2013. The purpose of extending the increased verification is to allow the Agency time to gather additional information to determine whether the increased frequency for verifying sanitary dressing in veal slaughter establishments needs to be made permanent. (Goals 1 & 6)

Compliance Guidelines: FSIS issued the following additional Compliance Guidelines in FY 2013:

- The Lebanon bologna Compliance Guideline was updated in January 2013. This guideline articulates how industry can meet FSIS expectations regarding the production of Lebanon bologna.
- The FSIS Compliance Guideline for Controlling Meat and Poultry Products Pending FSIS Test Results was issued in February 2013. This guidance document was developed to assist domestic establishments and importers of record to comply with the Food Safety and Inspection Service's new policy that product FSIS tests for adulterants will not be allowed to move into commerce until acceptable results become available.
- The revised FSIS Compliance Guideline on HACCP Systems Validation was issued in May 2013 because FSIS determined from its HACCP verification activities that many establishments have not properly validated their systems in compliance with 9 CFR 417.4 -Validation, Verification, Reassessment. This guidance is designed to help very small meat and poultry plants meet the initial validation requirements in 9

CFR 417.4. On June 25, 2013, FSIS held a public meeting to review changes to the guidance announced in the *Federal Register* notice and to take comments.

- The FSIS Compliance Guideline for Validating Cooking Instructions for Mechanically Tenderized Beef Products was issued in June 2013. The purpose of this guidance document is to help establishments develop validated cooking instructions to use on the labels of mechanically tenderized beef products.
- The Data Samples and Guidelines for Using the PGA Message Set for Electronic Completion of the FSIS Application for Import Inspection (FSIS Form 9540-1) was issued in August 2013. This document is intended as a guide to understanding the FSIS data requirements when an Automated Broker Interface filer (broker or self-filing importer) is using the Automated Commercial Environment System of Customs and Border Protection to provide Participating Government Agency (PGA) Message Set data.

Misconduct Investigations: FSIS conducted 181 high-priority misconduct investigations generated from the USDA Office of Inspector General (OIG) Hotline Complaints, agency officials, Special Investigative Requests, and public interest groups, such as People for the Ethical Treatment of Animals, Government Accountability Project, and the Humane Society. Ninety percent of the investigations were completed within 90 days and the balance in an additional 60 days. These investigations limited FSIS' exposure to various liabilities. Some of the investigations involved export violations as well as workers' compensation fraud. (Goal 2)

FSIS completed eight computer forensic investigations resulting from direct observation of inappropriate materials, detected by vulnerability detection software and OIG hotline allegations. Based on the forensic investigative evidence, some employees resigned immediately or were easily suspended with the overwhelming evidence. Investigations and articles in Agency publications have resulted in FSIS employees being more sensitive to U.S. government computer use requirements and penalties regarding unauthorized or improper use of IT systems.

FSIS completed an investigation for violations of the Federal Meat Inspection Act (FMIA) by two establishments for exporting misbranded products and falsifying export documents to Japan. Both the exporting firm and the cold storage facility, were found in violation of Title 21 United States Code § 610 and 611. FSIS prepared an initial draft report to the Government of Japan (GOJ), which included the root cause of the incident and corrective actions by both firms to prevent future reoccurrence. This report was in addition to the Report of Investigation (ROI) for a violation of the FMIA and provided the results to enable FSIS to respond to the GOJ and aid in resuming trade for both companies. As a result of prompt efforts, FSIS and the Foreign Agricultural Service were able to negotiate with the GOJ and the firm was re-listed to export to Japan in January 2013. (Goals 1, 2 & 4)

Audit Recommendations: FSIS managed audit liaison activities for over 20 audits in FY 2013, including the following major audits, which had final reports issued during the fiscal year:

- GAO audit concerning USDA's Pilot Inspection System (HIMP), USDA's Implementation of State Inspections for Interstate Shipment of Meat and Poultry, Regulations and Global Competitiveness, Pesticides and Food Safety, and Federal Efforts to Rapidly Detect Highly Contagious Animal Diseases.
- OIG audits concerning FSIS' and AMS' field level workforce challenges, inspection and enforcement in swine slaughter establishments, USDA controls over shell egg inspections, FSIS *E.coli* testing of boxed beef, verifying credentials of veterinarians employed or accredited by USDA and classification management.

FSIS also closed the remaining recommendations from the following OIG audits in FY 2013:

- Inspection Personnel Shortages in Processing Establishments;
- Verifying Credentials of Veterinarians Employed or Accredited by USDA;
- Importation of Beef Products from Canada;
- FSIS In-Commerce Surveillance Program; and
- FSIS National Residue Program for Cattle.

Recalls: FY 2013 saw a decrease from FY 2012 of 12 food recalls (from 87 to 75) for 14,240,579 total pounds of meat and poultry products recalled. To accomplish this mission, FSIS continued to partner with several food

safety agencies, including: the Food and Drug Administration (FDA), the Centers for Disease Control and Prevention (CDC), and its public health partners in State Departments of Public Health and Agriculture around the country.

In FY 2013, there were 75 industry recalls of FSIS-regulated products (22 beef, 21 poultry, 14 pork, and 18 combination products). Fifty of the recalls were considered Class I (reasonable probability that eating the food will cause health problems or death), 19 were Class II (remote probability of adverse health consequences from eating the food) and 6 were Class III (use of the product will not cause adverse health consequences). Fourteen of the recalls were directly related to microbiological contamination caused by the presence of *Listeria monocytogenes* or *E. coli O157:H7*. Thirteen of the recalls were due to extraneous material contamination. Three recalls were due to contamination of product by *Salmonella*. Twenty-eight were due to undeclared allergens in the product. The remaining 17 recalls were due to undeclared substances, processing defect, produced without the benefit of inspection, mis-labeled, insanitary conditions and unapproved substance. (Goals 1, 2 & 6)

Also in FY 2013, FSIS coordinated the XL Foods recall for *E. coli O157:H7*. The recall consisted of over 1 million pounds of adulterated Canadian product entering into the United States. The product was further processed into approximately 4.6 million pounds of product by 106 USDA inspected establishments in 39 states. The FSIS Incident Management System was used to enable effective coordination between Government Agencies, industry, and commerce facilities and to ensure availability and usefulness of information received from XL Foods and all other sources. FSIS tracked the suspect product and performed hundreds of recall effectiveness checks to ensure the product was accounted for and disposed of properly.

Foodborne Illness Outbreak Investigation: FSIS collaborated with local and State health departments, the Centers for Disease Control and Prevention and the Food and Drug Administration to investigate reports of 23 foodborne illness clusters involving 1,261 illnesses, 259 hospitalizations, 4 Hemolytic Uremic Syndromes (HUS), and 2 deaths. Five out of 23 investigations resulted in a recall action. (Goals 1 & 2)

FSIS Foodborne Illness Investigations for FY 2013					
	Investigations	Ill	Hospitalized	Deceased	Resulted in Recall Product
E. coli	8	157	30	0	2
Salmonella	12	1,064	227	2	3
Campylobacter jejuni	2	15	2	0	
Multiple pathogens	1	25	0	0	0
TOTAL	23	1,261	259	2	5

CDC collaborated with FSIS to develop a Foodborne Disease Outbreak Investigations System. In addition to enhancing electronic information sharing among public health partners during multistate foodborne illness investigations, the secure enterprise platform integrates data sources in real time, such as CDC PulseNet data, and allows for rapid visualization of foodborne outbreak data.

Emergency Coordination: In FY 2013, FSIS completed enhancements of its Food Incident Management System (FIMS) which tracks incidents, as defined in the FSIS Directive 5500.2, including foodborne illness outbreaks, natural and manmade disasters, thefts, chemical spills and more. Included in these enhancements are improved information sharing between FIMS and PHIS through the data warehouse, so that FIMS has plant profile information, and PHIS gets the operational status of facilities when there is a significant incident; revising the establishment numbers in FIMS to reflect those in PHIS; and new safeguards built in to ensure that System Administrators know when the data is not being transferred appropriately. These enhancements will improve FSIS' capability to estimate the impacts of significant incidents by linking PHIS and FIMS data, saving time for FIMS users when reporting the status of facilities, and allowing PHIS to track when facilities are non-operational and why in order to adjust sampling and inspection requirements. (Goals 1, 2, 4 & 6)

FSIS Public Health Alerts: FSIS issued no public health alerts during FY 2013. (Goal 1)

Prosecutions and Other Legal Actions: In FY 2013, FSIS criminal prosecutions resulted in five convictions and over $35,000 in fines for violations against FSIS food safety laws. FSIS obtained convictions and fines to stop illegal activities in multiple criminal cases, including two officials for misbranding poultry products and conspiracy to use an official Mark of Inspection without authorization, two officials for charges stemming from inhumane slaughter of swine and the sale of uninspected and adulterated swine meat for human consumption, and one official for intent to defraud by representing uninspected meat products as inspected and passed. (Goals 1 & 2)

FSIS helped the OIG obtain negotiated agreements that benefit food safety with two regulated firms by providing technical expertise on the cases. FSIS actions successfully contributed to a negotiated non-prosecution agreement for one firm, including a penalty of $8,960 and a compliance program that requires the firm to abide by procedures for a period of 18 months. The second case outcome requires the firm to develop and implement procedures for recalled product that will provide FSIS with the additional assurances that the firm will meet regulatory requirements. The terms of the Agreement are for a 24 month period. (Goals 1 & 2)

FSIS coordinated with multiple investigators on an inhumane illegal slaughter case in Miami, Florida. This resulted in two convictions. (Goal 1)

In FY 2013, FSIS conducted an additional investigation involving illegal slaughter, inhumane handling, and selling of horse meat in the state of Florida. This case involved covert surveillance operations which resulted in the purchase of 40 pounds of horse meat from the suspect. This case has been accepted by the Assistant United States Attorney (AUSA) for prosecution. (Goal 1)

FSIS coordinated multiple Foster Farms illness outbreak trace back investigations throughout FY 2013. The investigations had numerous case patients with confirmed foodborne illnesses and several state agencies were involved. FSIS Compliance Investigators led the on-site team, and coordinated communications with the firm and USDA personnel. (Goals 1 & 4)

Additionally, FSIS issued 1,009 notices of warnings (20 from headquarters and 989 from field offices) to individuals and firms for violations of laws. These outcomes sent a strong message that food safety violations will not be tolerated. (Goal 2)

Administrative Enforcement: In FY 2013, FSIS filed three administrative complaints for public health and safety, custom exemption, or fitness violations of FSIS laws that resulted in four administrative orders. FSIS obtained a food safety agreement with a custom operator, requiring the firm to abide by procedures set forth in a compliance program for a period of two years. The agreement requires the firm to develop and maintain an effective sanitation program and implement sanitation performance standards, pest control, and employee training procedures to ensure operations are conducted in a sanitary manner and that products are not adulterated. This action enhanced food safety and sent a message that all meat and poultry establishments, even custom operations, must adhere to food safety procedures. (Goal 2)

Civil Enforcement: In FY 2013, FSIS obtained several key civil outcomes, including six civil consent decrees and one civil judgment, against multiple firms to stop ongoing violations of law ranging from the sale and transportation of non-federally inspected or misbranded meat and poultry products to violations of poultry exemptions. (Goal 2)

Litigation and Appeals: FSIS realigned the Hearings and Appeals Branch (HAB) program responsibilities to better leverage internal knowledge and expertise. Specifically, FSIS has refined and enhanced case assessment, negotiation, and mediation which resulted in the closure of 43 cases. FSIS entered settlement agreements which were in the best interest of FSIS in eight EEOC cases, four Merit Systems Protection Board cases, and 14 arbitration cases overcoming poor facts and prior adverse rulings. FSIS closed 17 cases by filing summary

judgment motions. Additionally FSIS resolved 20 open arbitrations, including complex issues on GovTrip, WebTA, performance standards, and travel. (Goal 7)

In-Commerce Activities: FSIS Compliance Investigators conduct investigations, enforcement, and surveillance, activities at warehouses, distributors, retail stores, and other businesses operating in commerce that store, handle, distribute, transport, and sell meat, poultry, and processed egg products to the consuming public. In FY 2013, FSIS collected 466 retail ground beef samples for testing for *E. coli O157:H7* (101 percent of FSIS's target). (Goals 1 & 4)

In FY 2013, FSIS conducted 793 investigations in response to alleged violations of the FMIA or PPIA, 91 percent of which were based on food safety violations. The investigative findings and evidence are documented and used to support criminal prosecutions. In FY 2013, FSIS controlled 3,339,943 pounds of meat and poultry products in-commerce to prevent possible injury or illness to the consumer. FSIS Compliance Investigators conducted 13,038 surveillance activities in FY 2013, which is a slight increase over FY 2012. These surveillance activities focused on examination of food safety and food defense activities in accordance with Agency policy and directives. (Goal 1)

Food Labeling Compliance: During FY 2013, FSIS evaluated and processed 50,289 label submissions from industry for meat, poultry, and processed egg products. Of these submissions, 45,771 were approved and 4,518 submissions were not approved and returned to be corrected. FSIS received and responded to more than 15,000 email inquiries from domestic producers and manufacturers, foreign establishments, trade groups, State and foreign government officials, embassies, Congressional offices, consumers/consumer groups, universities, and research organizations that requested guidance on labeling, food standards, ingredients, and jurisdiction policies. FSIS also sent about 1,500 advisory letters and other correspondence to manufacturers explaining labeling, food standards, ingredients, and jurisdiction policies in response to recalls and compliance actions.

Multiple Pathogens in Ready-to-Eat (RTE) Products: To help minimize the public health burden of listeriosis, FSIS and FDA's Center for Food Safety and Applied Nutrition, in consultation with the CDC, developed a large scale quantitative microbial risk assessment. This assessment was done to better understand the risk of foodborne illness associated with eating certain foods prepared in retail delicatessens and to evaluate potential changes in current practices that may improve the safety of those products. This risk assessment was identified as a priority by the White House Food Safety Work Group. Throughout the development of this risk assessment, FSIS involved both consumer groups and industry to increase the utility of this risk assessment for guiding both public and private efforts to improve food safety. FSIS also collaborated with several academic institutions, including Cornell University, Virginia Tech, and the University of Maryland, to fill specific data needs to advance the public understanding of cross-contamination of *Listeria monocytogenes* in the retail environment.

On May 22, 2013, FSIS held a public meeting with its agency and academic partners to present the underlying scientific studies and the findings of the retail risk assessment and to garner public input. The interagency risk assessment clearly supports maintaining the current "zero tolerance" for *Listeria monocytogenes* in ready-to-eat foods, including those that do not support the growth of *Listeria monocytogenes*. Findings from this risk assessment provided the public health and scientific basis for the Agency's development of guidance for retailers, for industry's outreach to retailers, and for maintaining the U.S. standard for *Listeria monocytogenes* in ready-to-eat foods, including those that do not support the growth of *Listeria monocytogenes*. (Goal 8)

Salmonella in Raw Meat and Poultry Products: As one part of its science-based sampling program, FSIS collects and analyzes samples for *Salmonella* to verify compliance with the HACCP requirements. The *Salmonella* sampling program is fundamentally different from the programs for *E. coli* O157:H7 and *Listeria monocytogenes* because it is intended to measure process controls within the establishment rather than product contamination. The consistency of process control is validated by collecting and testing samples over successive processing days and by comparing the results of two consecutive sample sets. FSIS developed a number of new statistical procedures to assess levels of contamination on FSIS regulated products. Analyses were also performed to assess the effectiveness of slaughter interventions on beef carcasses and to assess the

connection between seasonal changes in human illnesses and seasonal fluctuations in *Salmonella* levels found in meat and poultry. (Goals 1, 2 & 6)

FSIS expanded work conducted using CDC outbreak data to estimate the All Illness Measure and the total number of estimated *Salmonella* illnesses. Specifically, the Agency used CDC attribution data to conduct analyses to estimate the number of *Salmonella* illnesses associated with each regulated product. This analysis will be used to rank and prioritize those products that are causing the most illness for the purpose of directing Agency policy. For example, this analysis has indicated that FSIS should focus more verification resources on pork products. In conjunction with this, FSIS is conducting a number of risk analyses around individual product classes such as pork, to determine whether new performance standards can be developed that would lower prevalence of *Salmonella* in those product classes.

FSIS has developed a wide range of operational measures to assess the effective implementation of various *Salmonella*/*Campylobacter* policies on a quarterly basis. This will help the Agency better identify where policies can be made more effective from an implementation standpoint and give an indication of why gaps exist in meeting strategic goals. This includes such measures as eligible establishments scheduled for verification testing, samples collected and analyzed, and food safety assessments (FSAs) conducted.

On December 6, 2012, FSIS published a *Federal Register* Notice that required establishments producing not ready-to-eat (NRTE) ground or otherwise comminuted chicken and turkey products to reassess their Hazard Analysis and Critical Control Point (HACCP) plans for these products. This notice also announced that FSIS will expand its *Salmonella* sampling beyond ground chicken and turkey to include all forms of non-breaded, non-battered comminuted NRTE chicken or turkey product not destined for further processing into ready-to-eat (RTE) products. Finally, the notice announced that the Agency intended to use the sampling results to determine the prevalence of *Salmonella* and *Campylobacter* in NRTE comminuted chicken and turkey and to develop performance standards for these products. On March 7, 2013, FSIS extended the deadline for establishments that produce NRTE comminuted chicken and turkey products to reassess their HACCP plans to April 20, 2013. FSIS intends to conduct a poultry checklist survey of its inspection program personnel each month to gather specific information on changes made to HACCP plans in response to the required reassessment.

On June 1, 2013, FSIS began sampling comminuted chicken and turkey products (FSIS Notice 35-13). FSIS intends to continue the sampling until the Agency has determined the prevalence of *Salmonella* and *Campylobacter* in these products, derived new performance standards based on that prevalence, and those new standards become effective. To date over 1,800 samples have been tested and the data will provide valuable information for prevalence determination for *Salmonella* and *Campylobacter*.

Salmonella in Raw Beef Products: FSIS published a *Federal Register* Notice (FRN), August 28, 2013, announcing future changes in its *Salmonella* sampling program for raw beef products. The notice states that FSIS will discontinue *Salmonella* sampling sets for ground beef products, except in establishments with results that exceeded the standard for *Salmonella* in that establishment's most recently completed set (i.e., establishments in Category 3), on a date that FSIS will announce later in the *Federal Register*. At the same time, FSIS will begin analyzing for *Salmonella* all samples of raw ground beef, beef manufacturing trimmings, bench trim, and other raw ground beef components that it collects for Shiga toxin-producing *E. coli* (STEC) testing. Once the analysis begins, FSIS laboratories will increase the raw ground beef analytic sample portion for *Salmonella* analysis from 25 grams to 325 grams. The notice also discusses the Agency's intention to use the results from the new sampling program to develop new *Salmonella* performance standards for ground beef product and to estimate *Salmonella* prevalence in raw ground beef and beef manufacturing trimmings products. FSIS will announce any new standards in the *Federal Register* and request comment on them before finalizing. Finally, the notice discusses changes that the Agency is considering in the sampling and testing of other products for *Salmonella.* The comment period for this notice closed on September 27, 2013, and FSIS is presently considering all comments received. (Goals 1, 2 & 6)

Laboratory Testing Expansion and Innovations: FSIS will seek to identify STEC serogroups other than O157:H7 that may be found in FSIS regulated products and develop methods to isolate and confirm the presence of these organisms. Molecular serology testing for *Salmonella* isolated from FSIS regulated products will be expanded, thus improving turnaround time for serotype results and providing the basis for timelier public health decisions. In-house implementation of antimicrobial sensitivity testing for FSIS bacterial isolates will expedite delivery of results that can be used for epidemiologic decisions. In addition, FSIS collaborated with ARS to assist in the investigation and identification of shiga-toxin producing *E. coli*.

FSIS continued collaboration with the USDA Agricultural Research Service (ARS) for identification of additional analytes for consideration and implementation in the multi-residue method. FSIS contributed to two publications with ARS regarding the Aminoglycoside collaborative and transferred project.

FSIS validated extensions of the Aminoglycoside and Multi-Residue Method screening and confirmation methods to poultry and equine species. These methods were implemented in support of FY 2013 National Residue Program (NRP) testing. FSIS validated an extension to the Sulfonamide Determinative and Confirmation method to sheep (ovine) and goat (caprine) species. The Agency also validated an extension of a Phenylbutazone ELISA method to equine muscle. A real time polymerase chain reaction (PCR) method was validated for *E. coli* O157:H7. Verification studies were completed on a single enrichment broth for *Salmonella* and STEC, and real time PCR for STEC. Finally, FSIS finished validation studies on increasing the sample size for *Salmonella* in ground beef and *Campylobacter* in ground beef and poultry. These changes increase detection probabilities and better protect public health.

FSIS validated and implemented testing and reporting changes in the Laboratory Information Management System (LIMS) for the multi-residue and Aminoglycoside screening and confirmation analyses. These changes allow for all analytes tested to be reported per sample which provides more accurate and complete data for evaluation. The Agency provided software validation for new STEC methods and changes to *E. coli O157* and *Campylobacter* programs.

FSIS developed a number of new statistical procedures to assess levels of contamination on FSIS regulated products. Analyses were also performed to assess the effectiveness of slaughter interventions on beef carcasses and to assess the connection between seasonal changes in human illnesses and seasonal fluctuations in *Salmonella* levels found in meat and poultry.

Meat, Poultry and Egg Product Inspection (MPI) Directory Mobile Application: FSIS released the Meat, Poultry and Egg Product Inspection (MPI) Directory mobile application for use by the general public in May 2013. The MPI Directory is an existing FSIS public web page that provides a listing of establishments producing meat, poultry, and/or egg products regulated by FSIS. The existing MPI Directory public web page is accessed approximately 25,000 times per month. To meet the OMB's Digital Government Strategy, USDA selected the MPI Directory to be 1 of 2 public releases of high-value datasets to be accessed via mobile devices. By making the MPI Directory available via mobile devices, the data is now more easily accessible to FSIS employees as well as the general public. The first release runs on devices with an Android operating system. The second release, scheduled for next fiscal year will run on Apple devices. The app has been downloaded over 600 times and is rated 4/5 stars by our customers. (Goals 3, 7 & 8)

Salmonella Initiative Program (SIP): The Agency continued verification testing according to the new *Salmonella* performance standards (implemented July 1, 2011) and expanded the *Salmonella* Initiative Program (SIP) to reduce and eliminate *Salmonella* through promoting industry-driven innovation to reduce pathogens in raw meat and poultry products (in accordance with *Federal Register* Notice FSIS-2008-0008 published July 8, 2011). (Goals 1 & 6)

Microbiological Baseline Studies: FSIS completed a number of important baseline activities during FY 2013. After concluding the study activities, the final report of the chicken parts baseline study, which included the National Prevalence calculations, was posted on the FSIS website. FSIS completed the raw liquid egg products baseline survey as planned and processed data for developing guidance on lethality standards and completed performance standards/guidance calculations for the market hogs baseline study. FSIS completed the design for

conducting the beef-veal carcass baseline survey that will inform industry on the prevalence and levels of pathogens and indicators on carcass surfaces at post-hide removal and pre-chill locations. Finally, FSIS developed a bovine carcass sampling protocol to support a FSA investigation that is now being used in the FSIS bovine carcass baseline study. (Goal 1)

Food Safety Assessments (FSAs): In FY 2013, FSIS conducted FSAs to assess the design and validity of the hazard analysis, HACCP plan, Sanitation Standard Operating Procedures (SOPs), other pre-requisite programs, testing programs, e.g., its generic *E. coli* written procedures, and any other programs that constitute the establishment's HACCP system. Using scientific assessment protocols, specially-trained personnel conducted 1,290 focused FSAs. These multi-week assessments determine the adequacy of food safety systems in regulated establishments. By identifying common areas of noncompliance, FSIS has been able to better inform development of verification instructions to the field and guidance to industry. Outcomes from for cause FSAs resulted in 21 notices of intended enforcement from which four suspensions of operations occurred. (Goals 2 & 6)

Food Defense Vulnerability Assessments: In 2013, FSIS developed standard operating procedures (SOPs) that outline the process the Agency will use when updating its vulnerability assessments (VAs) in compliance with Homeland Security Presidential Directive 9 requirements. The SOPs identify different categories, or tiers, of VAs that require more or less extensive assessments, depending on whether a new or substantially changed process is being assessed. Using the new SOPs, FSIS conducted four vulnerability assessments of meat, poultry, and egg processing establishments to provide a risk-based approach to preventing an intentional attack on the food supply in: (1) ground beef; (2) processed egg products; (3) comminuted deli meat; and (4) domestic transportation. FSIS also completed a VA related to threat agents. Those assessments identified food products at greater risk of attack and prioritized the points in the processing systems where adulteration could occur. (Goal 2)

Food Defense Surveillance & Verification Procedures: FSIS field personnel conduct Food Defense Surveillance and Verification Procedures to identify potential weaknesses in the security of FSIS-regulated food production systems, with the frequency of the procedures linked to the level of risk of the product produced, and whether there is an elevated threat alert to the food and agriculture system under the National Terrorism Advisory System (NTAS). In 2013, FSIS and state inspection programs conducted 367,412 food defense verification procedures in FSIS-regulated and state-regulated slaughter and processing facilities. In order to ensure that FSIS is making the best use of its food-defense-related resources, the Agency conducted four focus groups with FSIS field personnel or industry representatives to gather input on whether and how to modify the food defense surveillance and verification procedures conducted by the FSIS inspection force. (Goal 2)

Surveillance Program:
AMS School Lunch Program: FSIS FERN Cooperative Agreement Program (CAP) Partner Laboratories analyzed school lunch program samples for the presence of select/threat agents. Testing food products distributed to the school lunch program minimizes the potential of the occurrence of select/threat agents. The Agency also collaborated with AMS to implement an applicable analytical screening method. The results of this program have been to (1) exercise the collection successfully, analyze and report the threat agent results to the agency, (2) provide an obvious presence at the I-Houses for threat agent testing, and (3) identify opportunities to improve systems and test methods to accommodate the wide range of imported FSIS products better.

Other targeted surveillance activities: FSIS FERN CAP Partner Labs tested FSIS regulated food commodities at the Republican National Convention, Democratic National Convention and the Presidential Inauguration. These resulted in 1) microbiological, chemical and radiological screening of selected samples for threat/select agents, 2) reporting of state laboratory data to FERN's website which was then shared into FIMS and 3) participating in multi-agency food defense efforts in a laboratory and security capacity. FSIS collaborative activities involved the FBI, US Secret Service, US Health & Human Services, state Emergency Management Agency (NC, FL), Department of Agriculture (NC, FL), state Departments of Health (NC, FL) and the District of Columbia Department of Health. The agency cleared 340 food samples completing 1,890 screening analyses in this effort.

National Residue Program: During FY 2013, FSIS continually increased the effectiveness of the National Residue Program for Meat, Poultry, and Egg Products in protecting public health by improving the alignment of chemical hazard identification and prioritization with the in-plant and laboratory testing conducted under the NRP and the resulting risk management actions. These approaches consider risks from the use of veterinary drugs and pesticides, as well as the presence of known or emerging environmental contaminants. To implement these efforts on time, FSIS improved building infrastructure and monitored progress in several multi-analyte methods. The implementation of the new NRP and increased testing capabilities not only better protects human health but also saves the agency money and resources. The labs continued in 2013 to add capability to the new and expanded chemistry methods for metals, Aminoglycosides and a toxicology screen. The expanded capabilities increased the number of target residues by an additional 30 percent which exceeded the deliverables for FSIS Goal 8. The ability to test for more compounds will have a lasting impact on public health related to residue control as FSIS collaborated with the Environmental Protection Agency (EPA) and FDA to redesign the pesticide-monitoring program to better protect public health (Goal 8).

Recruit and Retain High Performing Employees: FSIS has been very successful at meeting the 80 day hiring timeline in order to improve the applicant experience when applying for jobs. Over the course of FY 2013, we decreased our time to hire from 159 days to 80 days or less and have been able to sustain that level each month. (Goal 7)

Labor Relations: With a concerted effort by management and union officials, FSIS made significant strides in improving the Labor Management relationship. FSIS successfully conducted monthly Labor-Management conference calls and twice a year Labor-Management meetings with the National Joint Council (NJC) in an effort to continue to improve its Labor-Management climate. The Agency provided five sessions to union and management officials on Pre-Decisional Involvement (PDI) training.

To improve the supervisor's employee engagement, FSIS conducted 77 training session across the organization in topics such as basic employee relations, time and attendance, formal and informal complaints processes, disciplinary actions, safety & health, as well as supervisory refresher training on PDI, negotiated agreements, and performance. (Goal 7)

Consumer Complaint Monitoring (CCMS) System: Since October 1, 2012, FSIS has evaluated, recorded, and coordinated investigations of 747 complaints reported to the Agency through the CCMS. Twenty-two percent of those cases required additional investigation or outreach to our internal and external public health partners. Two cases which were investigated resulted in follow-up voluntary actions at the establishment to address the incident. In the last month of FY 2012, FSIS completed the deployment of Electronic Consumer Complaint Form (eCCF), an online tool that provides consumers an additional channel to report complaints to FSIS 24 hours a day. First quarter of FY 2013 saw an average monthly increase of 22 cases entered into CCMS reported through the eCCF and an average monthly increase of six cases requiring outreach to public health partners or additional investigation. In May 2013, FSIS developed a presentation for the Grocery Manufacturers Association Annual Consumer Complaint Conference in San Francisco, California. The presentation, co-led with FDA counterparts, provided outreach and education of FSIS' role in food safety and promoted use of the FSIS eCCF. (Goal 8)

Data Analysis and Reporting Methodology: As part of its efforts to increase data-driven decision making, FSIS is continuing to implement the *FSIS Strategic Data Analysis Plan for Domestic Inspection* published in September 2010. (Goals 1, 2, 4 & 6)

FSIS continued its work with the Interagency Food Safety Analytics Collaboration (IFSAC) to coordinate activities and analyses across FSIS, the Centers for Disease Control and Prevention (CDC), and the Food and Drug Administration (FDA). In 2013, FSIS actively participated in 13 IFSAC Steering Committee meetings, weekly technical workgroup meetings, and a face-to-face meeting of Steering Committee and Technical Workgroup members. Further, IFSAC has completed five projects: 1) agency strategic planning meeting; 2) better alignment of CDC food categories with FSIS and FDA regulated products; 3) estimate the baseline proportion of foodborne *Salmonella Enteritidis* (SE) illnesses that can be attributed to eggs; 4) determine the

sources of uncertainty and variability in estimated attribution fractions (Phase 1 of multi-stage project); and 5) FDA Most Significant Contaminants List. Additionally, collaboration between IFSAC and the Interagency Risk Assessment Consortium (IRAC) was completed, with an internal government white paper developed as a final product. Working through IFSAC, FSIS has also participated in the development of several new projects, including an IFSAC Communication Plan (which is FSIS-led and in FY 2013 included hosting a public webinar on an IFSAC project and the development of an IFSAC webpage) and a project to identify a temporal trend in food commodities related to outbreaks. A number of the completed and ongoing projects will improve FSIS' ability to track outbreaks and attribute illnesses to regulated products. (Goals 1, 4 & 5)

FSIS has an Inter-Agency agreement with FDA/NARMS (National Antimicrobial Resistance Monitoring System) to assist in a project entitled "Antimicrobial Susceptibility Testing of Bacterial Isolates of Animal Origin." The Agency applied methods to extract cecal pouch sample contents for *Salmonella*, *Campylobacter* spp., generic *E. coli*, and *Enterococcus* spp. Isolates from 6,800 cecal samples (bovine, poultry, or pork) are sent to a FDA Center for Veterinary Medicine Laboratory for further testing. The data from this project is being used to assess the level of antibiotic resistance in microorganisms collected from carcasses that are destined to become FSIS regulated product. The project started March 1, 2013 and by the end of FY 2013 the Agency had extracted isolates from approximately 3,300 cecal samples and has forwarded approximately 3,200 bacterial isolates for further characterization to FDA/NARMS. As anticipated, data from the antimicrobial resistance testing of cecal isolates has been valuable in determining the correlation of antibiotic resistant bacteria on carcasses and in cecal pouches that may be a reflection of what is happening on the farm. Additionally antimicrobial resistance and pulse-field gel electrophoresis data gleaned from the project is already being utilized for outbreak investigations, epidemiology, and trend analysis of antimicrobial resistance in animals.

Food Defense Plans: The FSIS Strategic Plan for 2011 – 2016 established as a performance objective that 90 percent of all establishments have a functional food defense plan by 2016. FSIS conducted a number of outreach activities that focused on helping the smallest FSIS-regulated establishments adopt functional plans, including sending letters encouraging the development and adoption of functional food defense plans to all establishments, and contacted 85 percent of establishments that did not have a food defense plan. FSIS recently completed the Seventh Annual Food Defense Plan Survey that found 83 percent of all establishments have a functional food defense plan to mitigate possible intentional contamination of FSIS-regulated products, exceeding the agency's 2013 goal of 81 percent. To continue increasing the percentage of establishments with food defense plans, in FY 2013 FSIS developed a scenario-based exercise tool for use by industry to highlight the importance of having a food defense plan and written recall procedures; the tool will be released in FY 2014. (Goal 2)

In-Commerce activities: The Northeast was devastated when Hurricane Sandy hit the coast in October of 2012. FSIS in-commerce personnel made over 3,000 phone calls and on site visits to Tier 1 in-commerce facilities to protect public health and ensure that no spoiled or storm damaged product entered commerce. FSIS also entered "real-time" information into the FSIS Incident Management System that allowed headquarter personnel to know exactly the scope of the devastation and how FSIS personnel were protecting public health while also personally impacted by the storm. (Goal 1)

Management Control Audits: FSIS updated written management controls descriptions within 70 percent of the Agency programs to ensure that their current operations reflect the organizational realignment and strategic plan objectives. The updated management controls for the remaining areas will be completed in FY 2014. FSIS reported no material weaknesses in program and operational controls. In addition, FSIS has conducted continuous monitoring and audits to help manage risks and improve implementation of operational controls, accountability, and actions to achieve strategic goals. Examples of audits and key outcomes achieved include:

- FSIS examined the voluntary reimbursable inspection services to industry which determined whether FSIS policies and management controls were clear, adequately implemented and effectively monitored. The audit linked several FSIS information systems in order to develop metrics for continuous monitoring and to provide for early warning for management controls that are not operating as expected or have been bypassed.
- FSIS examined the Electronic Trade Document Exchange (eTDE) to assess whether the Agency's pre-notification export documents were being accurately transmitted electronically to the Republic of China via

the eTDE. The audit showed compliant activities of: (a) submission of export documents through eTDE by U.S. Industry, (b) export information entered into PHIS by FSIS In-plant personnel (IPP), (c) implementation of export certification activities by FSIS IPP, including charging of reimbursable services and (d) compliance with FSIS export certification requirements. FSIS has been able to provide assurance to key stakeholders that risks are known and properly managed for ensuring the legitimacy of U.S. exports of meat and poultry products to China.

- FSIS examined the internal processes for issuing "in lieu of" (replacement) export certificates and whether the number of ''in lieu of' certificates were a reasonable number based on the District office circumstances. The audit revealed that the majority of "in lieu of" certificates were due to a change in consignor; this is when the exporters attempt to conceal their customers from other exporters. Options were prepared to adjust policies in order to reduce the number of replacement certificates. The FSIS Federal Financial Management Improvement Act (FMFIA) Report and FY 2013 Annual Assurance Statement were completed on schedule August 28, 2013, with the assertion that FSIS has reasonable financial reporting and managerial controls over its food safety operations.
- FSIS completed an assessment of the management controls associated with the FSIS All-Illness measure because in FY 2012, FSIS missed the performance target (405,178 illnesses) for total illnesses from FSIS products (i.e., *Salmonella, Listeria monocytenes* and *E. coli 0157:H7*). FSIS examined the management controls and performance trends for *E. coli 0157:H7* over 3 quarters for possible causes of the increase illnesses reporting. The assessment showed no direct relationship between zero tolerance percentages and the *E. coli 0157:H7* trend in the All-Illness reporting.

Program Evaluations: FSIS completed several surveys/evaluations over the course of FY 2013 that assisted management in program planning, implementation, improvement, and accountability. Completed surveys/evaluations included:

- Survey of Pathogen Controls in Beef Operations to determine targeted approaches for the risk-based verification testing program and to develop policy for prioritizing the scheduling of Food Safety Assessments by Enforcement, Investigation, and Analysis Officers (EIAO), specifically, starting the governance process to obtain approval to add an additional type of FSA "Targeted'.
- Survey of the Hazard Analysis Verification Pilot that identified needed improvements to procedures, policies, and training.
- Survey of Residue Policy Implementation to improve the Inspector-generated testing for chemical residues.
- Survey of the Food Defense Egg Establishments to determine whether to undertake rulemaking to require food defense plans.
- Survey of customer satisfaction of the Alternative Dispute Resolution (ADR) Mediation program in order to make enhancements to the ADR.
- Survey of Communications to determine the effectiveness of the Agency's communication tools to strengthen collaboration among internal stakeholders.
- Survey of Office of Public Health Science (OPHS) Communications to determine whether further enhancements may be needed to OPHS Internal Communication Board efforts to improve internal communications.
- FSIS Exit survey to identify ways to enhance and improve the FSIS workplace to retain current employees and recruit new employees.
- Surveys and analyses of other important aspects of program performance (Goals 1 & 2)

In-Commerce Frontline Training: In FY 2013, FSIS developed the first comprehensive and interactive computer-based "Click-by-Click" training on the AssuranceNet/In Commerce System (ANet/ICS). With past implementation tied to ANet/ICS phases, there was no comprehensive training for the whole system, resulting in requirements for significant resources to train new or re-train existing FSIS personnel in the system. The new training consists of modules and uses real, day-in-the-life scenarios, click-by-click instructions, PowerPoint, and existing ANet/ICS training site. The training will save resources, improve consistency, program execution, and reduce errors and duplicate records in the system. Additionally, 44 compliance investigators and four misconduct investigators received training in interviewing techniques and 28 compliance investigators and 20 enforcement, investigation, and analysis officers received investigator safety training at the Federal Law Enforcement Training Center. (Goal 7)

Public Meetings: On February 7, 2013, FSIS held a teleconference to discuss the new FSIS policy requiring producers to hold shipments of non-intact raw beef, intact raw beef products intended for non-intact use, and all ready-to-eat products containing meat and poultry, until they pass agency testing for food borne adulterants. The discussion focused on requirements for importers of record while FSIS is testing products for adulterants. On May 22, 2013, FSIS and FDA held a joint public meeting to present the background, approach, scope, and findings of the draft "Interagency Risk Assessment—*Listeria monocytogenes* in Retail Delicatessens." On June 4, 2013, FSIS, CDC, FDA, and the USDA Economic Research Service participated in a webinar on Foodborne Illness and Vulnerable Populations. On June 18, 2013, the Interagency Food Safety Analytics Collaboration (IFSAC), comprised of the FDA, the CDC, and FSIS, held a webinar to describe this tri-agency collaboration and its activities, as well as providing an update on the IFSAC project to improve the food classification system for foodborne illness source attribution analysis. On June 25, 2013, FSIS held a public meeting to discuss changes to guidance for industry on HACCP Systems Validation. (Goals 4 & 5)

Faces of Food Safety: In FY 2013, FSIS published 13 issues of *Faces of Food Safety*, which provides an in-depth look at the individual scientists, veterinarians, inspectors, and other FSIS professionals who play an important role in keeping food safe and protecting public health. This initiative complements the former Under Secretary for Food Safety Dr. Elisabeth Hagen's "One Team, One Purpose" campaign, and the Agency's Cultural Transformation efforts. (Goal 8)

Sampling Programs: FSIS has taken a number of steps over the past fiscal year to evaluate and refine its sampling programs. FSIS developed and will publish, in FY 2014, the fourth Agency Sampling Plan which identifies the Agency's accomplishments related to microbiological and chemical residue sampling, provides estimates of the number of samples analyzed by the Agency, and identifies changes to sampling plans for the upcoming fiscal year. FSIS also evaluated current ground beef *E. coli O157:H7* sampling and developed alternative sampling design options to increase FSIS' confidence in detecting positives in the Agency's ground beef *E. coli O157:H7* sampling program, and reviewed the sampling frames for *E. coli. O157:H7* to ensure that all establishments eligible for sampling are being included in the frames. FSIS published the Campylobacter Methods Comparison Report in FY 2013, which describes the Agency's decision to adopt a 1 mL portion for the *Campylobacter* young chicken performance standard to improve sampling sensitivity and increase cost effectiveness. FSIS issued a *Federal Register* Notice (FRN) informing stakeholders that the Agency will be sampling comminuted chicken and turkey products; this includes raw ground, raw mechanically separated, and other raw comminuted products. Results from this project will be used to compute prevalence and develop performance standards for these products. FSIS also issued an FRN informing stakeholders that the Agency intends to begin sampling all raw beef products collected under the *Salmonella* testing program for *E. coli O157:H7*, as well as *Salmonella*. This action will allow the Agency to recognize operational efficiencies by combining the *Salmonella* testing in MT43 and HC01_GB under the MT43 sampling program, which will result in all MT43 samples being co-analyzed for both *E. coli O157:H7* and *Salmonella*. FSIS automated all STEC follow-up sampling for PHIS, improving the turnaround time between confirmed positives and follow-up task delivery in PHIS. Finally, FSIS increased the number of product samples collected per sampling unit for *Listeria monocytogenes*, increasing efficiency and aligning FSIS sampling efforts with international testing standards. (Goal 5)

FSIS collaborated with international workgroups to ensure that sampling and testing protocols around the world, including ISO protocols used within and beyond Europe, are consistent with U.S. protocols and equally effective in detecting foodborne contamination. FSIS also provided scientific consultation to delegations from China, Serbia, and Colombia.

FSIS tested the capacity of cooperative agreements with food emergency response laboratories by running samples of ground beef for identification of unknown chemical hazards. These samples were tested with the approved TOX1 GC-Mass Spectrometry method for toxic compound detection. Between July and September, 224 samples were analyzed and reported results for 3,398 identified constituents. None of them were hazardous chemical residues, but rather, naturally occurring elements such as cholesterol and vitamins. Through the same Cooperative Agreement Program laboratories, several methods were investigated by external network partners for possible use as procedures to test FSIS regulated product in the event of an emergency. The methods include

but are not limited to *C. botulin, Staphylococcal enterotoxin*, and *Francisella tularemia*.

FSIS received an after action report from the Washington State Public Health Laboratory regarding the radiochemistry functional exercise they performed as part of their cooperative agreement award. Five laboratories were involved in the testing of food samples designed to demonstrate the level of gross screening and isotope-specific quantitation testing capability for two readily-available radionuclides of concern, *americium-241 (241-Am)* and *strontium-90 (90-Sr*), and to demonstrate the need for good contamination control procedures to the participating laboratories.

FSIS investigated the use of new instrumentation for the detection of *C. botulinum* toxins in food matrices addressing a need created when previous instrumentation was discontinued by the manufacturer. The new instrumentation allows for multiplex testing and the ability to add new assays and tests on the same instrument. These assays also decrease the time to a negative result. FSIS also began evaluation and validation of gas chromatography mass spectrometry (GC-MS) assays to address testing issues related to cyanide in particular food matrices. Confirmatory methods using GC-MS will help when following up on samples identified by less specific screening methods. Similar methods were also developed to detect the chemical hazard tetramine at very low levels in foods made necessary by the toxic nature of this chemical. FSIS scientists also coordinated functional exercises testing and demonstrations of the ability of partner laboratories to test for radiochemical contamination of food matrices.

Non-O157:H7 STEC: FSIS implemented a new testing program but no recalls resulted from the program.

Stakeholder Inquiries: FSIS reviewed and contributed to approximately 150 draft letters to Congress and other legislators. The Agency also responded to nearly 200 inquiries and requests from Congress, approximately 30 of which resulted in either a conference call or in-person briefing on the Hill; more than 300 targeted inquiries from media outlets, approximately 60 of which resulted in interviews with food safety officials; and 209 calls from consumers and consumer and industry representatives regarding food safety issues.

Prevention of Chemical Residues: The Agency continued to champion FSIS' activities to verify the prevention of violative chemical residues in meat, poultry, and egg products. FSIS enhanced the approach to chemical residues by strengthening verification at establishments that slaughter livestock from suppliers with multiple residue violations. The Agency coordinated changes in how we designate livestock suppliers with repeat violations on the FSIS web site. These changes made it easier for slaughter establishments to be aware of livestock suppliers' status and enact appropriate measures to prevent violative chemical residues. These changes also made it easier for inspection program personnel to verify that slaughter establishments prevent violative residues. FSIS collaborated with livestock industry representatives to enhance documentation of livestock sources through the marketing chain, giving slaughter establishments and inspection personnel more information about livestock supplier residue history, while protecting the commercial interests of livestock dealers and auctions.

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

In FY 2013, FSIS deployed additional broadband communications services to field locations, based on a survey of field personnel. This improved their access to critical business applications related to food safety. In addition, FSIS converted additional District Offices to Voice over Internet Protocol (VoIP) to improve telephone connections and capabilities, as well as initiating upgraded wireless access for the FSIS Laboratories. (Goals 7 & 8)

FSIS implemented a mobility pilot in an attempt to improve the FSIS employee work experience by providing them with a computing device allowing them to be more productive without being tethered to a computer. This innovation recognizes the fact that the FSIS employee is often mobile while executing the FSIS mission. A major part of the success of this program was FSIS' effort to upgrade its client operating systems from Windows XP to Windows 7, along with deploying new laptops with the new operating system. The new equipment will ensure our inspection staff has current hardware with enhanced capabilities to fulfill their job. Also, the mobility pilot was reinforced by FSIS integrating the USDA LincPass authentication solution into its

infrastructure. FSIS employees can now gain physical access to FSIS buildings, workstations and systems, using their HSPD-12 compliant LincPass access card. (Goals 7 & 8)

- *International Food Safety & Inspection Program*

International Trade Data System (ITDS): FSIS maintains active participation on the ITDS Board of Directors, which addresses significant issues related to ITDS development. Also, FSIS maintains active participation on the Border Interagency Executive Council (BIEC), an interagency working group established to enhance coordination across customs in relation to import safety. During FY 2013, FSIS and U.S. Customs and Border Protection (CBP) continued to make substantial progress on the completion of import data exchange from the Automated Commercial Environment into the Public Health Information System (PHIS). Through the publication of a *Federal Register* Notice, FSIS identified additional data required on the application for import reinspection and solicited industry participation for the pilot with CBP. This pilot will initiate in early 2014. (Goals 1, 2 & 8)

Customs and Border Protection Coordination: In March 2013, FSIS announced the availability of a draft compliance guide for U.S. importers and brokers on the electronic filing of import inspection applications for certain meat, poultry, and egg products through the Automated Commercial Environment (ACE). ACE is the Web-based portal for the collection and use of international trade data maintained by CBP. FSIS also announced a pilot program intended to test the transfer of data from the Partner Government Agencies (PGA) Message Set in ACE to FSIS' Web-based data analytics system, PHIS. The PGA Message Set is the data that CBP will collect electronically from U.S. importers and brokers from PGAs. This data will enable agencies to make decisions about which products can come into the U.S. without the multiple paper forms currently used. (Goals 2 & 8)

Initial Equivalence Determinations: Equivalence determination is the foundation for FSIS' system for accepting imported product into commerce. This system recognizes that an exporting country can provide an equivalent level of food safety protection even if its food regulatory systems differ from those applied in the United States. In FY 2013, FSIS reviewed twenty-six alternate sanitary measures to determine eligibility requirements for foreign food regulatory systems to export meat, poultry, or processed egg products to the United States. FSIS notified each country of its equivalence analysis, explaining why each measure was either approved or denied. Of the twenty-six reviewed measures; fifteen were approved as being equivalent. FSIS continues to enhance the policies and practices for the ongoing equivalency audits. A FSIS workgroup examined options and strategies to strengthen protocols and accountability for the ongoing equivalence audits. A total of two on site meat inspection initial equivalence audits were conducted in Namibia, Lithuania, and China. (Goals 1, 2 & 4)

On-going Equivalence Audits: FSIS conducted ongoing equivalence verification audits of the meat and poultry inspection systems of foreign countries exporting product to the United States to determine if the foreign country has an inspection system in place that is "equivalent" to the United States system. In FY 2013, FSIS audited 12 of 34 countries that are eligible to export products to the United States. Nine countries received an ongoing equivalence audit: Canada, Hungary, Israel, Honduras, Brazil, Austria, France, Australia and Japan.

Import Re-Inspection Activities: FSIS re-inspects all meat, poultry, and processed egg products exported to the U.S. from eligible foreign countries at U.S. ports of entry. In FY 2013, FSIS transitioned to PHIS for re-inspection of imported products. FSIS inspects all shipments presented at ports of entry to ensure proper certification by the foreign country and examines each shipment for general condition and labeling compliance. Additionally, PHIS randomly assigns more targeted re-inspections of approximately 10 percent of the meat and poultry presented, including laboratory sampling to identify microbiological pathogens, drug and chemical residues, and even species. FSIS determines the intervals for each type of re-inspection based on compliance history of the foreign establishment, country, and product volume from previous years. During FY 2013, approximately 3.1 billion pounds of meat and poultry products were presented for re-inspection from the 28 eligible countries that are actively exporting product to the United States, and approximately 10.2 million pounds of processed egg products were presented from Canada. The table below provides the 2013 statistics for meat and poultry products:

Imported Meat and Poultry Product (FSIS Goals 1 & 2)					
FY 13	Total Product Presented for Routine Reinspection (Pounds)[1]	Product Subjected to Additional TOIs (Pounds)[2]	Total Product Refused Entry (Pounds)[3]	Refused Product Rectified (Pounds)[4]	Total Accepted (Pounds)[5]
TOTAL	**3,141,830,354**	**266,570,487**	**18,652,316**	**13,941,261**	**3,137,119,299**

Imported Egg Product					
FY 13	Total Product Presented for Routine Reinspection (Pounds)[1]	Product Subjected to Additional TOIs (Pounds)[2]	Total Product Refused Entry (Pounds)[3]	Refused Product Rectified (Pounds)[4]	Total Accepted (Pounds)[5]
TOTAL	**10,227,036**	**6,837,987**	**3,132**	**3,072**	**10,226,976**

[1] Routine reinspection 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 and/or laboratory TOIs in addition to the routine reinspection TOIs (Certification and Label Verification).
[3] Total product refused entry. The importer of record has options including destruction, re-export if allowed, conversion to animal food with Food and Drug Administration approval, or rectification (see footnote 4).
[4] Initially refused entry, but subsequently brought into compliance and accepted. Issues amenable to rectification include labeling and certification, among others.
[5] Total Accepted includes all product that was initially inspected and passed plus product that was initially refused entry but later rectified.

In addition to port-of-entry re-inspection activities, FSIS also collaborates with other agencies to enhance inspection efforts. FSIS maintains a presence at the U.S. Customs and Border Protection's (CBP) Import Safety Commercial Targeting and Analysis Center (CTAC), leveraging knowledge, experience, and data from CBP and other government agencies in an effort to ensure the safety of imported products. FSIS also maintains a presence at CBP's National Targeting Center-Cargo (NTCC), targeting high-risk shipments of imported meat, poultry, and processed egg products. These facilities provide FSIS with access to CBP's Automated Targeting System (ATS) used to monitor, filter, and prioritize imported shipments. These facilities also provide FSIS with a mechanism to formally request holds, exams, and other instructions to CBP officers at ports of entry. With access to ATS at these facilities, FSIS is able to identify, target, and stop high risk, ineligible, and potentially ineligible shipments closer to if not prior to the time of entry. In FY 2013, FSIS worked with CBP at CTAC to develop a set of User Defined Rules designed to identify ineligible meat and poultry shipments. These rules also provide instructions to local CBP reviewers at ports of entry for holding shipments and contacting FSIS. In FY 2013, FSIS targeting efforts identified nine shipments preventing approximately 67,000 pounds of ineligible product from entering U.S. commerce.

FSIS also reviews and processes requests to return U.S. exported products. Since these shipments leave the country and travel to destinations all over the world, FSIS asks numerous questions, requests documents, and extensively reviews all information for each request to identify food defense and food safety concerns in order to determine whether these shipments are safe to return to U.S. commerce. FSIS coordinates re-inspection of shipments when necessary to ensure returning products are safe, wholesome, and unadulterated. In FY 2013, FSIS has reviewed approximately 600 requests to return U.S. exported product. Of the initial 600 requests, 70 were denied or the applicant opted to voluntarily destroy the product rather than provide supporting

documentation. FSIS then referred 153 shipments for re-inspection to verify that the product was safe, wholesome, unadulterated, and free of any signs of tampering. Out of the 153 recommended for re-inspection, eight were ultimately refused entry due to adulterated and/or misbranding. The remaining balance of applications where immediately approved to return U.S. exported products. In order to ensure returning products do not pose a food safety or a food defense risk, each application was reviewed along with accompanying documentation sufficient to show that chain of custody and product integrity has been maintained for the entire time the product was outside of the U.S.

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

There were a total of forty-six public health violations involving imported product in FY 2013. Fourteen percent of importing countries required more immediate inspection or re-inspection attention more than twice in FY 2013. The following countries had more than two (2) public health critical violations in FY 2013: Australia (2 *E. coli* O157:H7, 6 zero tolerance), Brazil (4 residue, 1 abnormal container), Italy (5 *Lm*), and Mexico (8 zero tolerance). (Goals 1, 2 & 4)

FSIS Visitor's Program: FSIS hosts international visitors, provides training and overviews of its food safety and inspection programs and regulations, and facilitates the contact and exchange of information between FSIS and technical experts and government officials from around the world. This improves FSIS' visibility, interaction, and cooperation with these countries making for better food safety for imports and marketing with our exports. During 2013, FSIS hosted 43 delegations from 28 countries, for a total of 255 visiting officials.

Food Defense Outreach to Eligible Countries: FSIS partnered with the Federal Bureau of Investigations (FBI) and the Foreign Agricultural Service (FAS) to hold food defense workshops in two countries. (Goals 2 & 8)

- *State Food Safety & Inspection Program*

Support of the Cooperative Interstate Shipment (CIS) Program: The Federal Meat Inspection Act (FMIA) and Poultry Products Inspection Act (PPIA) were amended in Section 11015 of the 2008 Farm Bill to require FSIS to establish the CIS program under which participating small and very small State-inspected establishments will be eligible to ship meat and poultry products to different States. FSIS published the final rule for the program in May 2012 and began efforts to implement the program. To date, three states are officially approved for the CIS program. Ohio signed the first CIS agreement with FSIS on August 9, 2012. North Dakota and Wisconsin signed their CIS agreements in January 2013. Inspection Methods training replaced the former required training course - Food Safety Regulatory Essentials. The Inspection Methods course prepares state inspection personnel to participate in the program since they need "same as" Federal inspection training. During FY 2013, FSIS instructors provided Inspection Methods training to an additional six inspectors in Ohio, thirty-three inspectors in Wisconsin, and sixteen inspectors in Indiana. At the end of FY 2013, Ohio had seven operational CIS establishments, North Dakota had one approved establishment that is not operational, and Wisconsin had two approved establishments of which one is operational. Indiana is in the final stages of completing activities to receive approval for its CIS program. FSIS expects to sign an agreement with Indiana in calendar year 2014. (Goal 4)

Application of PHIS to Cooperative State Inspection Programs: The 27 State Meat and Poultry Inspection (MPI) Programs must maintain programs "at least equal to" those of the Federal inspection program, a standard that will be difficult to maintain in the future without state programs utilizing PHIS or a similar program for their own data. Because such State IT programs will need to operate independent of FSIS' PHIS system, FSIS committed to developing a separate version of PHIS for use by the State MPI programs. Of the 27 State MPI Programs, 23 of those States opted to implement the State version of PHIS. During FY 2013, FSIS worked with those 23 States to develop a training and implementation plan so that PHIS could be turned on in phases after

each States' inspection personnel were trained. The PHIS training initiative started with the Resource Management Analyst training. FSIS covered 100 percent of the cost of one individual from each of the 23 States to get trained in the fundamentals of setting up, coordinating, and managing the logistics of the personnel assignments in the PHIS system. Some States opted to send more individuals to this training at their own expense. Then, in April 2013, FSIS conducted the PHIS train-the-trainer session in Dallas to the personnel whom the States had designated as their own PHIS trainers. These State trainers carried out the PHIS training of their respective personnel, some opting for the FSIS-offered assistance for no more than the first two class sessions (in the State). By the end of FY 2013, approximately 500 State Inspection Personnel from those aforementioned States had received PHIS training, with more than half of the 23 States using the "State" PHIS. (Goal 4)

State Reviews: In FY2013, FSIS completed annual reviews of each of the 27 State MPI programs. The comprehensive State review process consists of two parts and is used to determine whether the State MPI program enforces requirements "at least equal to" the federal requirements. FSIS completed comprehensive reviews of six State MPI programs (Kansas, Missouri, Minnesota, North Dakota, Wisconsin, and Wyoming) and self –assessment reviews of the other 21 MPI programs. FSIS determined that all 27 State MPI programs have maintained an "at least equal to" status to federal requirements. FSIS continued to support approximately 1,700 State-inspected establishments under the 27 State MPI programs, through cost sharing of up to 50 percent of allowable state costs. (Goals 1, 4 & 8)

Audit of State MPI Laboratory Methodologies: In FY 2013, FSIS developed and implemented "at least equal to" criterion and an auditing methodology to assure the State MPI program laboratories that sample and test microbiological samples for State inspected establishments attain results that provide the same confidence level and support an "at least equal to" determination. (Goals 1, 2, 4, 5, 7 & 8)

State Review Cost Savings: FSIS has continued to use a streamlined audit approach and maintained a sustained level of review verification and oversight which ensured work that contributed to meeting the Agency's Strategic Goal #1. FSIS has reduced the cost of travel by at least 48 percent as compared to previous audit cycles while maintaining a high level of audit verification performance. In addition, FSIS monitored State MPI Program financial health for States facing high-risk budget challenges. In FY 2013, FSIS continued to monitor the 27 State MPI programs' financial expenditures, general management, operations, and management controls systems to provide assurance that programs' funds are used effectively to meet "at least equal to" federal requirements. (Goals 1, 2, 4 & 8)

In-Commerce State Activities: In FY 2013, FSIS continues to provide support to the AssuranceNet/In-Commerce System (ANet/ICS) State program users. The successful integration of 10 state programs into ANet/ICS in FY 2012 provided State users with the ability to access five key functional areas in ANet/ICS (firm information, surveillance, investigation, product control, and enforcement). This joint system usage maintains increased communication and information sharing across programs, also providing opportunities for joint investigations with State partners to become more efficient and responsive to foodborne illness outbreaks. This integration of the State MPI programs in the ANet/ICS also results in an enhanced execution of mission critical public health functions across FSIS and State programs. (Goals 1, 2, 4 & 8)

Compliance Guidelines: In FY 2013, FSIS issued the following Compliance Guidelines that relate to State programs:

- The "At Least Equal to Compliance Guideline for State Meat and Poultry Inspection (MPI) Programs for Residue Testing" was issued in December 2012. This guidance addresses in-plant screening of residues in meat and poultry products. FSIS is now using the Kidney Inhibition Swab (KIS) as its in-plant drug residue screening test. For this reason, to meet "at least equal to" standards, State MPI programs are required to discontinue their use of the FAST and switch to the KIS test.
- The "At Least Equal to Compliance Guideline for State MPI Programs for Laboratory Methods" was issued in June 2013. This Compliance Guideline supplements the "At Least Equal To" Compliance Guidelines for State MPI programs. It specifically supplements the guidance material in Component 3 - Product Sampling, of the guideline in that it provides additional instruction and recommendations on product sampling, laboratory methods and quality assurance.

Outreach Activities: In FY 2013, FSIS provided a significant amount of outreach and technical resources to small and very small plants – both Federal and State Inspected. The Small Plant Help Desk, as required by the 2008 Farm Bill, continues to serve small plant owners and operators and State program employees with valuable assistance. During FY 2013, the Help Desk received 1,954 inquiries. Furthermore, the Agency's Small/Very Small Plant Web Page received 32,669 views. Of these views, 18,413 were on the Agency's *Small Plant News* newsletter alone. A reader survey of *Small Plant News* conducted in February 2013 indicated that half the readership still relied heavily on hard copy format of the newsletter. (Goals 1 & 4)

FSIS provided guidance about the Cooperative Interstate Shipment (CIS) program, and provided continuous support to all 27 State Meat and Poultry Inspection programs through 12 regularly scheduled monthly Webinars. In addition, other conference calls and other correspondences were exchanged between FSIS and the State programs to keep them up-to-date on policy developments and Agency requirements.

FSIS met quarterly with the FoodCORE (The Foodborne Diseases Centers for Outbreak Response Enhancement) program to improve understanding of respective processes, share information, and facilitate collaboration in surveillance, investigation, and prevention and control of foodborne illness. In addition, FSIS and FoodCORE exchanged staff to become better acquainted with the other agency's operations. FSIS also held quarterly meetings with and exchanged staff for 1-3 days with the Office of Field Operations Recall Management Staff (RMS) to improve understanding and facilitate collaborations during recalls. In December 2012, FSIS developed a template for the newly proposed Consumer Complaint Management System (CCMS) Annual Report and performed preliminary data analyses which were presented during an FSIS Leadership Team meeting on December 18, 2012. In February 2013, FSIS conducted foodborne illness investigation outreach activities in Oregon and Washington through site visits. In March 2013, FSIS held a joint meeting with RMS and FDA concerning soy allergens to be consistent with FDA's policies in conducting recalls for undeclared soy. In August 2013, FSIS attended the OutbreakNet/PulseNet meeting to strengthen communication and collaboration with federal and state public health partners during foodborne illness investigations. (Goal 4)

FSIS analyzed proposed Maine legislation that would create various exemptions for poultry product sales in Maine. The Agency determined that enactment of the Maine legislation would render its poultry products inspection program not "at least equal" to that required by the Poultry Products Inspection Act (PPIA). As a result, Maine's final legislation was amended so that its poultry products inspection program would remain "at least equal" to that required by the PPIA. (Goals 2 & 4)

- *Codex Alimentarius*

The U.S. Codex Office manages the participation of the United States in the work of the Codex Alimentarius Commission, which operates within the framework of the Joint Food Standards Program established by the Food and Agriculture Organization (FAO) of the United Nations and the World Health Organization (WHO). The Codex Alimentarius Commission is an inter-governmental body with 186 members that sets voluntary international food standards that protect the health of consumers and ensure fair practices in the international trade of food. The U.S. Codex Office is administratively attached to FSIS and serves a government-wide inter-agency clientele, as well as stakeholders in U.S. industry and consumer groups to promote U.S. interests in the Codex Alimentarius Commission. (Goal 2)

Adoption of Standards: The U.S. Codex Office managed an outreach program that emphasized the importance of science and led to adoption by the Codex Commission in July 2013 of 33 international standards (including over 500 food additive provisions) that facilitate international trade of safe food. These accomplishments include new standards for principles and guidelines for national food control systems, an amendment of the *Guidelines for the Production, Processing, Labeling and Marketing of Organically Produced Foods* and the application of risk assessment for feed, a guidance document written to provide advice to a country (that is a member of Codex) on best practices for assessing risk to human health from feed used for food-producing animals. (Goal 2)

Outreach: The effective partnership of the U.S. Codex Office with delegates in other countries has been the foundation for successful advancement of U.S. interests in Codex. The U.S. Codex Office in cooperation with the U.S. Foreign Agricultural Service conducted multi-day consultations between U.S. Delegates to Codex meetings and their counterparts from member countries in three regions (Latin America, Africa and Asia) to gain the support of these regions for U.S. positions on issues to be negotiated at upcoming meetings of Codex committees and the Codex Alimentarius Commission. These outreach events were held in Panama (January), Kenya (May) and Philippines (June). (Goal 2)

Committee Responsibilities and Participation: The United States is the host of three Codex committees, and the U.S. Codex Office is responsible for managing the meetings of these committees. Three committees met in FY 2013: the Committee on Processed Fruits and Vegetables met in Jamaica in October and was attended by delegates from 25 countries and seven international organizations; the Committee on Food Hygiene met in New Orleans, Louisiana, in November, and was attended by 207 delegates from 72 countries and 18 international organizations. Additionally, the Committee on Residues of Veterinary Drugs in Foods met in Minneapolis, Minnesota, in August, attended by 200 delegates from 61 countries and14 international organizations. (Goal 6)

The United States actively participated in all Codex Committees and Task Forces and physical and electronic work groups held between or in conjunction with Committee meetings. The United States is a member of the regional Codex Committee for North America and the Southwest Pacific, and the U.S. Codex Office sends observers to the meetings of other regional committees. For each, the Codex Office works with the U.S. Delegate and stakeholders to develop official United States positions on issues before the groups, and a public meeting is held before each Committee meeting. The United States also served as the North American representative to the Codex Executive Committee. (Goal 6)

Training: The U.S. Codex Office conducted a two-day training program for the U.S. Codex delegates. The emphasis of the training was on providing delegates with the knowledge and skills needed to more effectively develop and advance U.S. positions. The training program took place in April at a facility of the Agricultural Marketing Service in Fredericksburg, Virginia. (Goal 7)

♦ *Cross-Cutting Accomplishments*

PHIS – Public Health Information System Implementation: FSIS continued to enhance implementation of a dynamic, comprehensive data analytics system called the Public Health Inspection System (PHIS) in domestic meat and poultry establishments and import establishments. The new system strengthens FSIS' data infrastructure and empowers FSIS inspectors and managers with the tools needed on the ground to carry out FSIS' food safety mission more effectively. During FY 2013, FSIS supported PHIS implementation in the following ways:

- By developing necessary instructions and policy documents to enable FSIS employees to successfully use PHIS to document their inspection activities, including FSIS Directive 13,000.3, *Responding in PHIS to Industry Appeal of a Noncompliance Record*; and FSIS Directive 13,000.4, PHIS *Disconnected State and Offline Synchronization Application*.
- By ensuring that FSIS policies and inspection methods synchronized with PHIS capabilities and identifying and resolving those areas where PHIS did not align with FSIS policies.
- By overseeing the ongoing improvements and enhancements to the domestic inspection and import inspection components of PHIS.
- By overseeing the implementation of PHIS for state inspection programs and working with states to resolve identified problems.
- By overseeing the implementation of PHIS access for Meat, Poultry, and Import establishments, allowing establishment management to interact with inspection personnel and receive reports of inspection data, and respond to or appeal inspection findings electronically. (Goals 1 & 8)

IT infrastructure: FSIS continues to improve service delivery by incorporating management controls to support its enterprise, including but not limited to its applications, hardware, software, policies, and procedures. A well-defined and operating infrastructure with management controls has been and continues to be critical to our success. (Goal 1)

Actual Time Automation: This past year, FSIS began working on a business process improvement that will automate time and attendance and billing inputs, reducing the amount of paper submission, improving reconciliation of overtime and billings, and providing authoritative attendance documentation. FSIS gathered requirements for implementation of an automated time keeping system and entered into contracts and interagency agreements to start developing/modifying systems necessary to begin the business process improvement. (Goals 7 & 8)

Advanced Analytics: In 2013, FSIS continued to develop and use advanced analytics to take advantage of the data available in PHIS. The Agency used those analytics when developing an implementation plan for the proposed poultry slaughter rule and to identify the regulations that are associated with public health risks that can be used to prioritize food safety audits and hazard analysis verification tasks. (Goals 1, 2, 6 & 8)

FSIS Gateway: A Supervisor's Path to Continual Learning provided FSIS supervisors with on-going training and resources to help them successfully manage, mentor and coach their employees. The program also provides supervisors with ongoing development opportunities to refresh and strengthen their core competencies. (Goal 7)

FSIS Learning Trove provided a series of internally developed and delivered instruction and web casts at minimal or no cost to participants. "*Night Owl* Series" is a new Cultural Transformation competency-based webinar series designed to support FSIS employees launched in 2013. (Goal 7)

FSIS Virtual Leadership Network, reliant on AgLearn Books24x7® resources, is a development resource open to all FSIS employees in field locations and headquarters that are interested in exploring leadership topics and workplace applications. Virtual Leadership Network participants include FSIS aspiring leaders, informal leaders, current team leaders, supervisors and managers, and any employee interested in learning about and discussing leadership topics. (Goal 7)

Civil Rights: During FY 2013, the agency continued its efforts to promote a discrimination and harassment-free work environment where employees and the public have equal access to FSIS employment and programs. To that end, the Administrator's policy statements on Equal Employment Opportunity (EEO), Civil Rights, and Diversity, and Anti-harassment were re-written and issued to the workforce. In addition, an Agency-wide barrier analysis was conducted by an external contractor to identify potential barriers to EEO. In response to the findings, an action plan was developed to address each barrier. (Goal 7)

In FY 2013, FSIS processed 142 informal EEO complaints, of which 97 (68 percent) were resolved. This resolution rate surpassed both USDA's and the Federal government's rate, thereby saving the Agency resources, time, and money. Nearly all (99 percent) of the EEO cases were counseled in a timely manner. FSIS also processed 22 EEO investigations prior to this function transferring to the Department. Overall, formal filed EEO complaints are trending down, from 88 cases in 2009 to 45 in FY 2013. (Goal 7)

FSIS also embarked on a major training initiative in FY 2013. To begin this process, a training needs assessment was conducted to determine the EEO, Civil Rights, and Diversity training needs of the workforce. Once the training needs were determined, appropriate training was provided using a variety of methods (in person, AgLearn, webinars, etc.). Approximately 96 percent of the FSIS supervisors and managers received three hours of EEO/CR training and over 95 percent of non-managers and non-supervisors received two hours of EEO/CR. Approximately 96 percent of those trained indicated that the training met or exceeded their expectations. (Goal 7)

Cultural Transformation: During FY 2013, FSIS implemented the "I Am FSIS!" series. This series provides a platform for FSIS employees to share unique professional experiences and inspiring personal stories that foster cohesion and cooperation. The series encourages inclusion and appreciation of the wide array of individuals who work for FSIS while highlighting the rich diversity of the agency. Topics include health and well-being, professional careers, leadership, community service, and interesting/outstanding life achievements. Presentations are conducted by webinar and phone conference so employees anywhere can present and participate. Presentations are recorded by audio and written transcript and will be provided through the Inside

FSIS intranet. The delivery method is intended to bridge the gap between geographic locations and ensure that employees with hearing or visual impairments can participate.

Modernization to Improve Food Safety: In order to provide faster turnaround time for sample results, FSIS created LIMS-Direct which is a new communication/reporting system that shares laboratory results in real time with in-plant personnel and replaces the outdated LEARN system. This new timeliness improves the workforce's ability to perform their job by shortening the reaction time between; drawing a sample, and taking appropriate action, when required, at the establishment.

Effective Policy: FSIS's Strategic Plan for 2011-2016 emphasizes the use of effective strategies to mitigate public health risks. FSIS continues to ensure policy issuances achieve their intended purpose by way of policy design and implementation. To that end, in FY 2013, FSIS identified 18 priority policies and analyzed them to evaluate their effectiveness. The policies affected sampling programs and inspection tasks, and the analyses evaluated how well FSIS implemented the directives and notices related to the policies, determined whether a policy had the desired effect, or examined the data gathered by the Agency because of a policy to inform future Agency decisions.

FSIS continues to ensure policy issuances achieve their intended purpose by way of policy design and implementation. Effective policy design and implementation requires 1) determining the factors affecting policy outcomes and managing those factors throughout the policy life cycle, and 2) determining issuance effectiveness by comparing the desired policy outcomes with actual policy outcomes. In FY 2013, FSIS continued to measure how effectively new policies were transmitted to target audiences and to measure the impact of implementing those policies.

Poultry Sanitary Dressing: To ensure effective implementation of FSIS Directive 6410.3, FSIS delivered web-based correlations to inspection personnel to present the new materials and answer questions. FSIS also provided scenario-based training materials for in-plant supervisory personnel to reinforce understanding of the topic. FSIS used web-based survey tools to measure the effectiveness of the correlations sessions and adjusted techniques to resolve identified concerns among the target audience.

FSIS analyzed data from customer questions received through the askFSIS system to evaluate the effectiveness of policy issuances and respond to identified confusion with revised or supplemental instructions.

AskFSIS system: FSIS supported effective policy implementation by the agency and industry stakeholders through the askFSIS system. The askFSIS database provides online answers to technical, inspection-related questions and is designed to serve the business audience in much the same way that Ask Karen is designed to serve consumers. In FY 2013, askFSIS customers visited the site 945,084 times, conducted 230,008 searches, and viewed 2,065,242 published answers. The askFSIS customers also submitted 23,789 questions for individual answers. The table below provides information regarding askFSIS correspondents who submitted questions. Roughly, 58 percent of the 23,789 questions submitted to askFSIS came from FSIS Employees. (Goal 6)

Information Requests by Correspondence FY 2013		
Customer Type	**Number of Questions**	**Report Percentage of Total (#)**
FSIS at Establishment - Small	4,624	19.4
Establishment - Small	3,272	13.8
FSIS at Establishment - Large	3,254	13.7
FSIS at Establishment - Very Small	2,532	10.6
Industry - Other	1,687	7.1
Establishment - Very Small	1,513	6.4
Establishment - Large	1,449	6.1
Other	967	4.1
FSIS – Enforcement Investigations, Analysis Officer	952	4.0
FSIS - Other	900	3.8
FSIS at Establishment - Other	669	2.8
Government Agency Other than FSIS	659	2.8
FSIS - Frontline Supervisor	620	2.6
Establishment - Other	392	1.6
FSIS - District Office	232	1.0
No Value	67	0.3
Total	**23,789**	

- *Education and Outreach Accomplishments*

Public Education and Outreach: The USDA Food Safety Discovery Zone (FSDZ) continues to be a highly visible part of FSIS' public health mission and a key component of the Agency's public health outreach to consumers. In FY 2013, because of limited funds, the FSDZ was limited to no-fee events. Historically no-fee events do not generate the large audiences needed to meet the FSDZ outreach targets. Despite this obstacles FSDZ program goals were attained. The FSDZ traveled to two states and Washington, DC and reached approximately 619,539 consumers in FY 2013. Since its launch in 2010, the FSDZ has traveled to 25 states and Washington, DC and has reached approximately 2,124,673 consumers. (Goal 3)

Ad Council/Food Safe Families Campaign: FSIS, together with FDA, the Centers for Disease Control and Prevention, and the Ad Council continued seasonal outreach to generate media coverage of the *Food Safe Families (FSF)* campaign throughout a third contract year. Since its June 2011 inception, the *FSF* campaign has generated approximately $52 million in donated media to promote FSIS' food safety messages through multiple media outlets.

In FY 2013, a new ad agency, Partners + Napier, partnered with the Ad Council and the *FSF* campaign to develop new digital public safety announcements (PSAs), radio spots and web banners in English and Spanish. The series is called *Recipes for Disaster*. The new creative promotional campaign is based on educational entertainment – reframing a heavy topic in a pragmatic and entertaining way that helps viewers recognize their own food safety missteps. The strategy demonstrates what NOT to do and what TO do all at the same time to facilitate learning and create positive behaviors. The first video of the series, *Bacteria BBQ*, was posted on www.FoodSafety.gov and it was released during the week of July 4th. The second video, *Contaminated Carbo Load* was released in October 2013. Two other videos in this series were released during in 2013 for key seasonal outreach opportunities. The Ad Council also developed an online video with FSF spokesperson Martie Duncan (Food Network Star) that shared summertime food safety tips. The video was promoted to bloggers and through other social media channels.

Food safety messages from FSIS' Todo Cuenta Cuando se Trata de Cuidar a su Familia (Everything Counts When it Comes to Taking Care of Your Family) campaign: CBS Radio aired the *FSF* radio ads for six weeks in the Houston and Baltimore markets. The total on-air campaign reached 4,879,200 listeners. The online campaign reached 510,110 impressions with 237 clicks to the FSIS website. Radio hosts gave daily food safety tips written by a FSIS Spanish-speaking food safety expert who provided food safety advice on handling and preparing food during the holidays through live interviews with the morning show talent. The public was able to click on the *Todo Cuenta* web banners posted at the radio station's websites and access *Todo Cuenta* and *Preguntele a Karen* web pages. Overall, the campaign achieved 5,389,310 impressions.

In June 2013, FSIS partnered with USDA's ERS, and HHS' CDC and FDA on an hour-long webcast entitled, *Foodborne Illness and Vulnerable Populations.* The webcast raised awareness about the chronic health and economic consequences that foodborne illness has on at-risk groups and highlighted foodborne risk of *Listeria monocytogenes*. Continuing Education Units were offered to the following health and wellness organizations: the American Association of Nurse Practitioners; the American Academy of Physician Assistants; the National Commission for Health Education Credentialing, Inc.; and the Commission and Dieticians Registration. More than 695 people participated in the webcast. In order to promote the webcast, FSIS repurposed the 2012 At-risk Booklets video news release, created an e-card, drafted a blog, tweets and blurb for Wednesday Newsline and EdNet.

In FY 2013, FSIS continued to fill requests of the Food Safety booklets that stemmed from the April 2012 FDA mailings. As of July 31, 2013, the number of booklets distributed is as follows:

- *Food Safety for People with Cancer:* 7,527
- *Food Safety for People with Diabetes:* 7,869
- *Food Safety for People with HIV/AIDS:* 3,078
- *Food Safety for Older Adults:* 7,842
- *Food Safety for Pregnant Women*: 89,299
- *Food Safety for Transplant Recipients:* 5,988

USDA Meat and Poultry Hotline: Over 67,405 telephone inquiries were received during FY 2013. The number of calls declined by nine percent from FY 2012 because there was a significant boost in calls and emails during FY 2012 attributed to requests for the revised *At-Risk Brochure*s series. The personnel who staff the USDA Meat and Poultry Hotline also responded to 16,618 email inquiries through the USDA Meat and Poultry Hotline mailbox (3,363), the FSIS Webmaster box (1,094) and the Ask Karen submit a question feature (13,255) for FY 2013.

Ask Karen: A prominent feature on the FSIS website is the virtual representative, "Ask Karen," the only government-sponsored food safety virtual-representative in America. The "Ask Karen" database received 13,255 e-mail questions and 2,359,639 answers were viewed in FY 2013. The usage of "Ask Karen" continues to grow as evidenced by the number of answers viewed with an increase in usage of 105 percent over FY 2012. The "Ask Karen" chat feature allows consumers to chat on-line with a Hotline food safety specialist. The feature is available Monday through Friday from 10:00 a m. to 4:00 p m. Eastern Time. "Ask Karen" chat received 2,676 chat requests in FY 2013.

FoodSafety.gov: FSIS worked with its partners to update www.FoodSafety.gov, a one-stop shop for consumers on food safety information. The site is hosted by the U.S. Department of Health and Human Services and contains content from FSIS, FDA, and CDC.

Social and New Media: In FY 2013, FSIS continued to utilize various social and new media, including Twitter, Facebook, Blogs, Flickr and YouTube to reach out to different types of consumers about key food safety messages such as recall notifications and proper safe food handling practices. The USDA Food Safety Twitter account had 466,000 followers at the end of FY 2013, representing a 40 percent increase over FY 2012. FSIS utilized Twitter feeds for each state and U.S. territory that provide specific food safety information to consumers, such as meat and poultry recalls in their state and how to maintain food safety during severe weather events. FSIS participated in three Twitter chats over the course of FY 2013, including one for Thanksgiving, the Super Bowl, and with ABC's Dr. Richard Besser. The USDA Facebook page, which includes FSIS content, had approximately 70,000 fans, and views to the Food Safety YouTube channel grew to more than 400,000, including Spanish and American Sign Language versions.

Summary of Budget and Performance
Statement of Agency Goals and Objectives

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

FSIS contributes to one USDA strategic goal, Goal 4, and has aligned its Strategic Plan for 2011-2016 to support the Agency's overarching food safety mission with key FSIS activities, which directly influences how the Agency operates and allocates resources. The chart below outlines the alignment.

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

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

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

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

FSIS supports the USDA Strategic Plan, Goal 4, Key Outcome 1, and the coinciding Key Performance Measures. In FY 2013 FSIS pursued and achieved many activities and outcomes to further its food safety mission.

Selected Past Accomplishments toward Achievement of the Key Outcome (Provided below is a compilation of Agency accomplishments in FY 2013. Accomplishments more specifically targeting *corporate performance measures* are found later in the section.)

Background: During FY 2013, FSIS maintained headquarters offices in the Washington, D.C. metropolitan area; 10 district offices (consolidated from 15 in FY 12); the Policy Development Division in Omaha, Nebraska; three laboratories (Athens, Georgia; St. Louis, Missouri; and Alameda, California); the Financial Processing Center in Des Moines, Iowa; the Human Resources Field Office in Minneapolis, Minnesota; and a nationwide network of inspection program personnel (IPP) in approximately 6,427 Federally regulated establishments in the continental United States, Puerto Rico, Guam, and the Virgin Islands. Much of the Agency's work is conducted in cooperation with Federal, State and municipal agencies, as well as private industry.

Accomplishments in FY 2013:

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

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

FSIS conducted critical investigations, enforcement, and surveillance activities to protect public health and respond to food safety and food defense activities associated with the handling, sale, and distribution of meat, poultry, and processed egg products in-commerce. In FY 2013, these efforts resulted in:

- FSIS conducting 793 investigations, of which 91% were based on food safety violations.
- FSIS controlling 3,339,943 pounds of meat and poultry products in-commerce to prevent possible injury or illness to the consumer.

- FSIS conducting an increase of surveillance activities focusing on examination of food safety and food defense activities in accordance with Agency policy and directives.
- FSIS collecting retail ground beef samples tested for *E. coli* O157:H7 totaling 466 samples, or 101.3% of FSIS's target.
- FSIS issuing 1,009 notices of warnings (20 from headquarters and 989 from field offices) to individuals and firms for violations of laws. These outcomes sent a strong message that food safety violations will not be tolerated.
- FSIS seeking criminal prosecution that resulted in five felony convictions for violations against FSIS food safety laws. FSIS obtained convictions and fines to stop illegal activities in multiple criminal cases, including two establishment officials for misbranding poultry products and conspiracy to use an official Mark of Inspection without authorization, two officials for charges stemming from inhumane slaughter of swine and the sale of uninspected and adulterated swine meat for human consumption, and one official for intent to defraud by representing uninspected meat products as inspected and passed; obtaining three felonies, three misdemeanors, and over $35,000 in fines as case outcomes.
- FSIS filing three administrative complaints for public health and safety, custom exemption, or fitness violations of FSIS laws. The complaints resulted in four administrative consent orders against several establishments and individuals for fitness issues. FSIS had previously filed complaints denying inspection services based on food-related felony convictions.
- FSIS obtaining several key civil outcomes, including six civil consent decrees and one civil judgment, against multiple firms to stop ongoing violations of law ranging from the sale and transportation of non-federally inspected or misbranded meat and poultry products to violations of poultry exemptions.

The Northeast was devastated when Hurricane Sandy hit the coast in October of 2012. FSIS in-commerce personnel made over 3,000 phone calls and/or on site visits to Tier 1 in-commerce facilities to protect public health and ensure that no spoiled or storm damaged product entered commerce. FSIS also entered "real-time" information into the FSIS Incident Management System (FIMS) that informed headquarters personnel of the scope of the devastation and the impact FSIS personnel were having on public health protection.

In FY 2013, FSIS worked with U.S. Customs and Border Protection (CBP) at Import Safety Commercial Targeting and Analysis Center (CTAC) to develop a set of User Defined Rules designed to identify ineligible meat and poultry shipments. These rules also provide instructions to local CBP reviewers at ports of entry for holding shipments and contacting FSIS. FSIS identified nine shipments preventing approximately 67,000 lbs. of ineligible product from entering U.S. commerce.

FSIS reviews requests to return U.S. exported product. In order to ensure returning products do not pose a food safety or a food defense risk, each application is reviewed along with accompanying documentation sufficient to show that chain of custody and product integrity has been maintained for the entire time the product was outside of the U.S. FSIS reviewed approximately 600 requests to return U.S. exported product. FSIS refused the entry of 78 returning U.S. exported shipments and153 shipments were referred for re-inspection to verify that product was safe, wholesome, unadulterated, and free of any signs of tampering.

FSIS devoted 177 full-time equivalent employees (FTEs) (114 Public Health Veterinarians (PHVs) and 63 non-veterinarian IPP) to the verification and enforcement of humane handling requirements in federally inspected establishments. In total, 183,781 humane handling verification procedures were performed.

In FY 2013, FSIS continued the transparency of its enforcement of federal humane handling laws by posting humane handling enforcement actions (Suspension, Notice of Intended Enforcement (NOIE), Reinstatement of Suspension) on the FSIS public website.

FSIS continued to support approximately 1,700 state-inspected establishments operating under the 27 cooperative state Meat and Poultry Inspection (MPI) programs, through cost sharing of up to 50 percent of allowable state costs. In FY 2013, FSIS completed annual reviews of each of the 27 state MPI programs to determine whether they

enforce requirements “at least equal to” those imposed under the federal acts and regulations. The comprehensive state review process consists of two parts (self-assessment submissions and onsite reviews) and is used to determine whether the state MPI program enforces requirements “at least equal to” the federal requirements. In 2013, FSIS completed comprehensive reviews of six state MPI programs (Kansas, Missouri, Minnesota, North Dakota, Wisconsin, and Wyoming) and self –assessment reviews of the other 21 MPI programs. FSIS determined that all 27 state MPI programs have maintained an “at least equal to” status to federal requirements.

The FMIA and PPIA were amended in Section 11015 of the 2008 Farm Bill to require FSIS to establish the Cooperative Interstate Shipment (CIS) program under which participating small and very small State-inspected establishments will be eligible to ship meat and poultry products to different States. Under the CIS program, the state provides inspection services to participating establishments in a manner that is identical to the Federal inspection program. Currently, three states (Ohio, Wisconsin, North Dakota) have been approved to participate in this new program. A fourth state (Indiana) has been working to become certified for the CIS program and should be accepted into the program in FY 2014.

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

There were 75 industry recalls of FSIS-regulated products (22 beef, 21 poultry, 14 pork, and 18 combination products), totaling 14,240,579 pounds. Fifty of the recalls were considered Class I (reasonable probability that eating the food will cause health problems or death), nineteen were Class II (remote probability of adverse health consequences from eating the food) and six were Class III (use of the product will not cause adverse health consequences). Fourteen of the recalls were directly related to microbiological contamination caused by the presence of *Listeria monocytogenes (Lm)* or *E. coli* O157:H7. Thirteen of the recalls were due to extraneous material contamination. Three recalls were due to contamination of product by *Salmonella*. Twenty-eight were due to undeclared allergens in the product (compared to 33 during FY 2012). The remaining seventeen recalls were due to one of the following categories: undeclared substances, processing defect, produced without the benefit of inspection, mis-labeled, insanitary conditions, and unapproved substance.

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

FSIS IPP ensure public health requirements are met in slaughter and processing establishments, which slaughtered or processed 147.8 million head of livestock and 8.95 billion poultry carcasses. IPP conducted 6.86 million food safety and food defense procedures to verify that the systems at all federally-inspected facilities maintained food safety and wholesomeness requirements. IPP condemned more than 444 million pounds of poultry and more than 260,000 head of livestock during ante-mortem (pre-slaughter) and post-mortem (post-slaughter) inspection.

Specially-trained personnel conducted 1,290 focused food safety assessments (FSA) through scientific assessment protocols. FSAs determine the adequacy of the design of food safety systems in regulated establishments, and they can be either routine, which are random, or “for cause,” which result from an inspection finding. During FY 2013, these FSAs, primarily conducted “for cause,” resulted in four suspensions of operations and 21 NOIEs.

Empowering People, Strengthening Infrastructure (Goals 7 & 8)

FSIS added the following functionalities to the Public Health Information System (PHIS), which is used by FSIS field inspectors to record and analyze inspection tasks and verification activities at the establishments: industry access, State use, humane handling, lab sampling, staff year calculation, and Customs and Border Protection (CBP) functionality. Automation of these processes saves resources and improves business processes with industry and international trade partners. FSIS also improved the PHIS disconnected state functionality which allows FSIS field personnel to use the application when not connected to the FSIS Enterprise. FSIS deployed additional broadband communications services to field locations, improving user access to critical business applications related to food safety. PHIS upgrades now allow the District Veterinary Medicine Specialists (DVMS) team to enter the results of their systematic approach assessments into PHIS, and allows them to choose one or all of the four criteria that assesses whether the establishment has a systematic approach.

FSIS released the Inspection MPI Directory mobile application for use by the general public in May 2013. The MPI Directory is an existing FSIS public web page that provides a listing of establishments producing meat, poultry, and/or egg products regulated by FSIS. The existing MPI Directory public web page is accessed approximately 25,000 times per month. To meet the Office of Management and Budget's (OMB) Digital Government Strategy, USDA selected the MPI Directory to be one of two public releases of high-value datasets to be accessed via mobile devices. By making the MPI Directory available via mobile devices, the data is now more easily accessible to FSIS employees as well as the general public. The first release runs on devices with an Android operating system. The application has been downloaded over 600 times and is rated 4/5 stars by our customers.

Selected Accomplishments Expected at the 2014 Proposed Resource Level:

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

Contribute to the reduction of illnesses attributed to *Salmonella*, *Lm* and *E. coli* O157:H7 by ensuring that 91% of investigative cases address food safety violations and 85% of enforcement actions (i.e., administrative, criminal, and civil) address food safety violations and deter future ones. This is based on FSIS surveillance, investigation, and enforcement with respect to regulated products handled in commerce.

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

FSIS follow-up surveillance will ensure at least 82% of food safety violations documented during initial surveillances are corrected on an annual basis. This will ensure that FSIS surveillance, investigation, and enforcement are effectively implemented across the farm-to-table continuum.

Continue outbreak investigations, support to the Consumer Complaint Monitoring System (CCMS), continue the National Residue program, and continue domestic and international efforts of residue avoidance.

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

Publish final Poultry Slaughter Rule (PSR) that would provide for a new inspection system for young chicken and turkey slaughter establishments and would facilitate the reduction of pathogen levels in poultry products by permitting FSIS to better focus on food safety off-line inspection activities. Implementation of the rule will increase food safety and it would result in savings for both FSIS and industry.

Implement the Agency's Strategic Performance Working Group (SPWG's) newly-released *Salmonella* Action Plan (SAP). The SAP was released publically on December 4th, 2013 and delineates the Agency's combined, future plans to combat *Salmonella*. Among the major initiatives discussed in the Plan are: 1) finalizing the Poultry Slaughter rule, 2) implementing new sampling programs, 3) developing new in-plant strategies, 4) developing new policy documents (sanitary dressing for hogs), 5) modifying *Salmonella* performance standard category posting, 6) developing new performance standards, 7) developing new enforcement strategies, 8) exploring and utilizing new scientific research on *Salmonella* contamination in regulated carcasses (lymph node study), 9) investigating pre-harvest activities, and 10) focusing the Agency's education and outreach tools on *Salmonella*.

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

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

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

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

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

For efficiency, conduct serotype, pulsed-field gel electrophoresis (PFGE), and antimicrobial susceptibility testing (AST) in FSIS Labs, rather than in Agricultural Research Service (ARS) laboratories (where the analysis is currently performed). PFGE is the DNA fingerprinting method created by the CDC that is used by public health partners in State and Federal laboratories, and worldwide, which uniquely identifies strains of bacteria that cause foodborne illness. This supports mission critical objectives, such as trace back investigations, outbreak investigations, and the identification of drug resistant microbes including those identified in samples originating in the National School Lunch Program (NSLP), States, Federally inspected establishments or industry samples.

Empowering People, Strengthening Infrastructure (Goals 7 & 8)

Continue to develop and implement a robust Enterprise Architecture to ensure a reliable, secure public health information infrastructure. Continue to work with State MPI program directors to coordinate ongoing development of the States' Public Health Information System (PHIS) that will mirror the Federal PHIS. Continue to support PHIS, the In-Commerce System, and other mission-critical IT investments and the successful implementation of the PHIS Export module.

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

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

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

Upgrade the Time and Attendance (T&A) system for reimbursable inspection services so that the Agency can record inspectors' time and bill plants electronically for this work.

Strategic Goal Funding Matrix
(Dollars in thousands)

Program / Program Items	2012 Actual	2013 Actual	2014 Estimate	Increase or Decrease	2015 Estimate
Department Strategic Goal: Ensure that all of America's children have access to safe, nutritious, and balanced meals					
Federal Food Safety & Inspection	$885,603	$862,672	$893,740	-8,171	$885,569
Staff Years	9,170	9,002	9,196	-253	8,943
Public Health Data Communication Infrastructure System (PHDCIS)	35,568	32,727	39,136	-4,556	34,580
Staff Years	-	-	-	-	-
International Food Safety & Inspection	17,740	15,410	15,883	+706	16,589
Staff Years	144	127	127	-	127
State Food Safety & Inspection	61,837	60,351	62,734	-1,829	60,905
Staff Years	30	21	29	-9	20
Codex Alimentarius	3,719	3,517	3,752	+7	3,759
Staff Years	7	8	8	-	8
Total Costs, Strategic Goal	1,004,467	974,677	1,015,245	-13,843	1,001,402
Total Staff Years, Strategic Goal	9,351	9,158	9,360	-262	9,098
Total Costs, All Strategic Goals	1,004,467	974,677	1,015,245	-13,843	1,001,402
Total FTEs, All Strategic Goals	9,351	9,158	9,360	-262	9,098

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Summary of Budget and Performance
Key Performance Outcomes and Measures

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

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

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

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

Agency investments in outreach have helped FSIS to better alert stakeholders to safe food handling behaviors, food recalls, and other important food safety information. For example, in FY 2013, FSIS continued to utilize traditional media (press releases) as well as various social and new media, including Twitter, Facebook, Blogs, Flickr and YouTube, to reach out to all different types of consumers about key food safety messages such as recall notifications and proper safe food handling practices. The USDA Food Safety Twitter account had 466,000 followers at the end of FY 2013, representing a 40 percent increase over FY 2012. FSIS utilized Twitter feeds for each state and U.S. territory that provide specific food safety information to consumers, such as meat and poultry recalls in their state and how to maintain food safety during severe weather events. FSIS participated in three Twitter chats over the course of FY 2013, including one for Thanksgiving, the Superbowl, and with ABC's Dr. Richard Besser. The USDA Facebook page, which includes FSIS content, had approximately 70,000 fans, and views to the Food Safety YouTube channel grew to more than 400,000, including Spanish and American Sign Language versions.

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

The USDA Food Safety Discovery Zone, a mobile outreach program that provides consumers with science-based, interactive and hands-on food safety learning experiences that help protect them and their families from foodborne illness, reached approximately 620,000 consumers during FY 2013.

Agency investments in outreach will better alert consumers to food safety recalls. In addition, FSIS is bolstering development of trace back tools for FSIS to better identify suppliers of pathogen-contaminated beef product and improved record keeping in-commerce by developing a proposed rule concerning recordkeeping requirements for establishments and retailers that produce ground beef. FSIS is also finalizing new traceback and recall procedures for raw beef FSIS finds positive for *E. coli* O157:H7 and other shiga toxin-producing *E. coli.*

In terms of source materials, FSIS recognizes that the safety of the U.S. food supply is affected by imported products and on-farm practices. FSIS is reviewing its performance-based inspection approaches to ensure the safety of imports.

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

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

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

Key Performance Targets:

Percent of Broiler Plants Passing the Carcass *Salmonella* Verification Testing Standard /1/							
	2009 Actual	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Target	2015 Target
Percent	NA	NA	89%	90%	90%	92%	94%
Cost*	$196,189	$205,075	$202,450	$201,967	$194,935	$203,049	$200,280

*Amounts in thousands

Total (All) Illness Measure *(Salmonella, Lm and E. coli 0157:H7)* /2/							
	2009 Actual	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Target	2015 Target
Total Illnesses	428,280	470,137	491,353	479,621	427,171	384,362	373,955
Cost*	$683,604	$714,881	$705,997	$704,199	$681,485	$709,846	$699,729

*Amounts in thousands

Percent of Establishments with a functional Food Defense Plan /3/							
	2009 Actual	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Target	2015 Target
Percent	62%	74%	75%	77%	83%	85%	90%
Cost*	$95,039	$99,656	$98,649	$98,301	$97,468	$101,525	$100,140

*Amounts in thousands

Percent of Establishments with a Systematic Humane Handling Approach /4/							
	2009 Actual	2010 Actual	2011 Actual	2012 Actual	2013 Actual	2014 Target	2015 Target
Percent	N/A	N/A	N/A	42%	56%	60%	80%
Cost*					$789	$825	$1,253

*Amounts in thousands

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

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

3/ Functional food defense plans are written procedures that food processing establishments should follow to protect the food supply from intentional contamination with chemicals, biological agents or other harmful substances.

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

Description of Performance Measures

USDA's Strategic Plan for 2011-2016 provides four corporate performance measures by which FSIS measures its progress. The FSIS 2011-2016 Strategic Plan, published in September 2011, identifies a range of metrics designed to measure Agency progress in reducing foodborne illness. For FY 2014, FSIS will be reporting on these four corporate performance measures. The first corporate performance metric measures the increase in the percentage of FSIS-regulated Young Chicken establishments that pass the performance standard for *Salmonella* which was implemented on July 1, 2011--these standards should help reduce levels of *Salmonella* in poultry product. The

second metric is the total annual number of estimated illnesses from *Salmonella*, *Lm*, and *E. coli* O157:H7 from all FSIS-regulated products, otherwise known as the All-Illness Measure. These pathogens are of particular concern for FSIS-regulated products because data have linked these pathogens to human illnesses. For the third metric, FSIS measures the adoption rate of functional food defense plans by regulated establishments. The fourth measure is the percentage of slaughter plants identified during DVMS humane handling verification visits as having an effective systematic approach to humane handling.

Salmonella Measure

FSIS nearly achieved the FY 2013 target of 91% set for this measure. To achieve the Q4, FY 2013 target, only 2 more broiler establishments would have needed to pass the performance standard (171 establishments passing as compared to 169 establishments passing). Historically, since FSIS began tracking the pass/fail rate of broiler plants, the percent passing has had a steady increase. Consequently, aside from the performance of the establishments, which is not in direct control of FSIS, the Agency can and has improved on the operating parameters that influence the *Salmonella* verification testing program. Efforts included the following activities:

FSIS has a growing amount of performance information and data available. The PHIS, Strategic Plan Dashboard, the Data Coordination Committee (DCC) and other agency data collection processes are designed to organize agency performance information and data to facilitate the Agency's ability to assess its progress toward achieving its goals and desired results. Recurring critical reviews of the information and data help the agency to identify deficiencies and successes that warrant particular attention. FSIS established Strategic Performance Working Group (SPWG) in September, 2012 to develop and oversee a process for performing these critical performance reviews. The SPWG first focused on identifying potential interventions or actions to decrease FSIS-attributable Salmonellosis, because *Salmonella* is the pathogen that contributes the most to FSIS's All-Illness performance measure, and since the All Illness Measure was created, Salmonellosis illness estimates have continued at a steady high or slightly increased rate despite FSIS interventions. The SPWG organized a series of meetings and hosted a blog for internal FSIS discussions, with representation from all FSIS program area, to identify actions that the agency should take to help decrease FSIS-attributable *Salmonella* illnesses, and from those discussions developed a *Salmonella* Action Plan. Released publicly on December 4th, 2013, the plan delineates the Agency's combined, future plans to combat *Salmonella*.

FSIS published a *Federal Register* Notice (FRN) on December 6, 2012, that required establishments to reassess their Hazard Analysis and Critical Control Points (HACCP) plans for comminuted not-ready-to-eat (NRTE) chicken or turkey products, including final products or intermediary product for further processing as NRTE product. Such product includes any NRTE chicken or turkey product that has been ground, mechanically separated, or hand- or mechanically-deboned and further chopped, flaked, minced or otherwise processed to reduce particle size. In addition, the FRN announced that FSIS would begin sampling non-breaded, non-battered, comminuted product for *Salmonella*. FSIS expects to use the verification-testing program as the mechanism to obtain samples to determine prevalence of *Salmonella* in comminuted poultry and will use the results from this sampling to develop performance standards for these products. FSIS also expects to analyze the samples for *Campylobacter* and for other microorganisms that could serve as indicators of inadequate process control. The Category 1 performance measure will be applied to NRTE comminuted poultry to mark the level of process control that establishments producing such products should maintain.

FSIS published FRN on August 28, 2013, announcing future changes in its *Salmonella* sampling program for raw beef products. The notice states that FSIS will discontinue *Salmonella* sampling sets for ground beef products, except in establishments with results that exceeded the standard for *Salmonella* in that establishment's most recently completed set (i.e., establishments in Category 3), on a date that FSIS will announce later in the *Federal Register*. At the same time, FSIS will begin analyzing for *Salmonella* all samples of raw ground beef, beef manufacturing trimmings, bench trim, and other raw ground beef components that it collects for Shiga toxin-producing *E. coli* (STEC) testing. Once the co-analysis begins, FSIS laboratories will increase the raw ground beef analytic sample portion for *Salmonella* analysis from 25 grams to 325 grams. The FRN notice also discusses the Agency's intention to use the results from the new sampling program to develop new *Salmonella* performance standards for ground beef product and to estimate *Salmonella* prevalence in raw ground beef and beef manufacturing trimmings products. FSIS will announce any new standards in the *Federal Register* and request comment on them before finalizing.

Finally, the notice discusses changes that the Agency is considering in the sampling and testing of other products for *Salmonella.*

FSIS issued a comprehensive directive issued in September 2013 to summarize the Agency's *Salmonella* and *Campylobacter* policy verification program for raw meat and poultry. This fulfilled one of the Agency's priority goals to simplify and advance field employee access to crucial information for microbial sampling programs aimed at verifying pathogen controls in regulated establishments.

FSIS has developed a wide range of operational measures to assess the effective implementation of various *Salmonella*/*Campylobacter* policies on a quarterly basis which will help the Agency better identify where policies can be made more effective from an implementation standpoint and give an indication of why gaps exist in meeting strategic goals. This includes such measures as eligible establishments scheduled for verification testing, samples collected and analyzed, and FSAs conducted.

To further the Agency's understanding of consumer awareness and implementation of safe food handling practices in the kitchen, FSIS entered into a cooperative agreement with Kansas State University to conduct a consumer food safety observational study. Data from the study will be available in December 2013 and will be evaluated for use as an interim baseline to measure consumer behavior.

In FY 2013, FSIS entered into an interagency agreement with FDA to develop and implement a new consumer food safety survey in FY 2014, with results to be published in 2015. The proposed Food Safety Survey is designed to meet the information and evaluation needs of the regulatory and consumer food safety education initiatives underway at USDA and FDA. FDA has begun to develop the FY 2014 survey instrument and will collaborate with FSIS in Fall 2014 on question design. This survey will be the sixth in a series of consumer surveys conducted by FDA since 1988, and will include the same safe food handling questions as the 2006 survey, which serves as the baseline for consumer behavior

FSIS has developed a framework to provide establishments with complete histories of their verification data with a general description of how establishments may use this data. FSIS has sent letters providing FSIS testing data on ground poultry products to establishments producing comminuted poultry product.

Future Actions:

FSIS is expanding on work conducted using CDC outbreak data to estimate the All Illness Measure and the total number of estimated *Salmonella* illnesses. Specifically, the Agency is using CDC attribution data to conduct analyses to estimate the number of *Salmonella* illnesses associated with each regulated product. This analysis will be used to rank and prioritize those products that are causing the most illness for the purpose of directing Agency policy. For example, analysis has indicated that FSIS should potentially focus more verification resources on pork products. Therefore, FSIS is developing an exploratory sampling program, along with conducting a number of risk analyses to determine if new performance standards can be developed that would lower prevalence of *Salmonella*. Additionally, FSIS will develop new performance standards for comminuted poultry. Once FSIS has sufficient data, it will use a risk assessment to develop performance standard options for lowering *Salmonella* in comminuted poultry. Given comminuted poultry are processed from whole carcasses and chicken parts, guidance to lower *Salmonella* on comminute poultry may have the effect of encouraging establishments to lower *Salmonella* further on carcasses.

FSIS is reviewing data from the Nationwide Chicken Parts Baseline Study and other baseline studies to determine future steps such as whether performance standards should be voluntary or mandatory. Given chicken parts are processed from whole carcasses, guidance to lower *Salmonella* on parts may have the effect of encouraging establishments to lower *Salmonella* further on carcasses.

FSIS is considering the concept of a "moving window" to replace discrete sample sets. The concept will be fully explored including development of various options and an implementation strategy. In addition, the Agency will determine how best to utilize sampling information to account for certain risk factors such as serotypes of human health concerns and will continue to develop sampling programs that can be used to calculate prevalence.

All-Illness Measure

FSIS measures its performance in terms of total estimated *Salmonella, Lm, and E. coli* O157:H7 illnesses from all FSIS regulated meat and poultry products. Estimates of total illness from all FSIS regulated products are based on the published case rates from CDC's FoodNet data and simple food attribution estimates derived from CDC's Foodborne Disease Outbreak Surveillance System (FDOSS) database. FSIS links these estimates to the Healthy People 2020 goals.

Most of the actions identified above to achieve the FSIS *Salmonella* Measure are applicable to the All-Illness Measure, so that FSIS can reduce the overall number of estimated *Salmonella* illnesses associated with FSIS regulated products. Additionally, to reduce the overall number of estimated *Lm* and *E. coli* 0157:H7 illnesses associated with FSIS regulated products, the Agency has identified a number of key actions, including:

FSIS has taken measures taken to control *pathogens* in Ready-To-Eat (RTE) Products. It is scheduling routine verification testing programs for *Lm* and/or *Salmonella* and investigative (intensified verification) sampling programs. By compositing the RLm environmental samples, FSIS was able to triple the number of RLms analyzed by the laboratory per month, and increase the frequency of FSA reviews from once every 10 years to once every 4 years. FSIS combined the ALLRTE and RTE001 sampling projects for RTE products as of August 1, 2013, and has started compositing RLm product samples to further increase the efficiency of the programs. FSIS also began increasing the number of product samples collected during an IVT from 3 to 5 samples per unit which allows FSIS to collect a more representative sample of the product, because samples are collected throughout the production period.

On May 22, 2013, FSIS held an interagency public meeting with academic partners and stakeholders to present the underlying scientific studies and the findings of the Interagency *Lm* retail risk assessment, and to garner public input. The risk assessment report, responses to prior peer reviewer comments, and the risk assessment model were made public in advance of the meeting to ensure transparency. In addition to over 120 findings related to the impact of retail storage, employee practices, and sanitation, public input resulted in further exploration of both the impact of the length of time consumers store RTE foods in the refrigerator and the public health impact of potentially relaxing the U.S. standard for *Lm* on RTE foods. Findings from this risk assessment provided the public health and scientific basis for the Agency's development of guidance for retailers, industry's outreach to retailers, and a strong public health basis for maintaining the U.S. standard for *Lm* in ready-to-eat foods, including those that do not support the growth of *Lm.*

Measures taken to control *E. coli* O157H7 and Non-O157 STECs

FSIS reissued *Verification Testing for Non-O157 Shiga toxin-producing Escherichia coli (Non-O157 STEC) under MT60, MT52, and MT53 Sampling Programs* with updated information on September 11, 2013.

FSIS issued the *notice Extension of Increased Verification by Inspection Program Personnel of Sanitary Dressing at Veal Slaughter Establishments* which extended the verification activity for 6 months on August 15th, 2013.

FSIS reissued *Randomly Selecting Beef Trim to be Collected Under the Beef Manufacturing Trimmings (MT60) Sampling Program* with updates on September 5th, 2013.

FSIS developed a PHIS report that tracks the progress of every STEC follow-up sampling set scheduled through PHIS.

FSIS developed a SAS algorithm to automate STEC follow-up sample scheduling in PHIS.
FSIS performed a data analysis for the FSIS 10,010.1 Directive analyzing the raw ground beef performance measure. Since 2007, only 123 of about 1300 establishments have had an MT43 positive.

Future Actions:

FSIS intends to develop FSIS-specific illness reduction performance goals for *Campylobacter* when work is completed through IFSAC to estimate attribution for this pathogen. When this work is complete, FSIS intends to incorporate *Campylobacter* into the All-Illness Measure.

FSIS implemented policies that will allow it to better inform establishments of verification testing results by including all serotypes from positive samples and a more complete explanation of FSIS expectations for what establishments will need to do with those results. Additionally, the Agency will continue routine verification sampling and testing for raw beef manufacturing trimmings for six non-O157 Shiga toxin-producing *E. coli* (STEC) serogroups (O26, O45, O103, O111, O121, and O145).

FSIS IPP collected information concerning establishment testing and controls for STEC and will use this information to develop a cost-benefit analysis on the effects of expanding FSIS sampling and testing for non-O157 STEC to cover additional raw beef products. When the analysis has been developed, FSIS will announce the availability of the cost-benefit analysis and request comment on it. FSIS will then analyze the comments and determine whether to expand this sampling and testing to cover additional product.

FSIS is drafting a best practices guideline for retail establishments to control *Lm* in retail delicatessens (delis). This guidance document provides specific recommendations that retailers can take in the deli area to *Lm* contamination of RTE meat and poultry products. These materials highlight recommendations that are based on an evaluation of retail conditions and practices in the Interagency Risk Assessment-*Listeria monocytogenes* in Retail Delicatessens (Interagency Retail *Lm* Risk Assessment), as well as information from the FDA Food Code; scientific literature; other guidance documents; and lessons learned from *Lm* control in meat and poultry processing establishments. It is expected that this retail guideline will help retailers take action to decrease the contamination of RTE deli meats at retail and decrease the potential for listeriosis, thereby helping to protect public health.

Food Defense Measure

FSIS developed a performance measure for food defense with the goal of increasing the number of establishments with a functional food defense plan.[1] Food defense plans are written procedures that establishments develop and implement to protect the food supply from intentional contamination with chemicals, biological agents or other harmful substances.

FSIS considers these plans to be important measures for preventing intentional product adulteration. The Agency has developed guidance materials and tools and conducts outreach to industry to encourage and facilitate development of food defense plans. This performance metric is measured via the FSIS Food Defense Survey, which is conducted annually and gathers data about industry's voluntary adoption of food defense plans. Improvements in the number of establishments that implement food defense plans are reported annually rather than quarterly.

The 2013 annual food defense plan survey was completed in September 2013. In FY 2013, FSIS exceeded its annual target of 81%, with 83% of establishments having a functional food defense plan. FSIS is taking actions to further increase the percentage of establishments with food defense plans. These actions include calling establishments that lack a food defense plan and developing an exercise kit for industry that focuses on food defense and recall plans. The 2014 Food Defense Survey is scheduled to be conducted in August 2014.

[1] To be considered functional, a food defense plan must comply with four elements:
(1) The plan is written; (2) the facility has measures in place that address inside security, outside security, personnel security, and incident response security; (3) the food defense measures are periodically tested (e.g., testing locks, conducting periodic perimeter searches); and (4) the facility has reviewed the plan in the last year.

Humane Handling Measure

USDA considers humane methods of handling animals and humane slaughter operations a priority. FSIS is presently collecting data on the extent to which industry is implementing and maintaining a systematic approach to humane handling.

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

Sixty-one out of 61 large plants have adopted a systematic approach to humane handling. 120 out of 153 small plants have developed a systematic approach to humane handling (78%), and 246 out of 552 (45%) very small plants have adopted a systematic approach.

For FY 2013, FSIS set the target at 45% of establishments visited would have a systematic approach to humane handling. By Quarter 4, FY 2013, out of 776 active plants, 428 plants have a Systematic Approach (56%), and 338 plants do not have a Systematic Approach. Out of the 428 plants with a Systematic Approach, 202 have a robust Systematic Approach (47%). For the 338 plants without a systematic approach, 252 state that the reason why they have not developed one is that it is not an official regulatory requirement (75%).

FSIS is targeting and encouraging small and very small plants to develop a systematic approach to humane handling by utilizing DVMS for outreach during humane handling visits. Each DVMS is presenting a PowerPoint presentation, developed by the Humane Handling Enforcement Coordinator (HHEC) outlining how to develop a systematic approach and the benefits of doing so with plant management at 100% of the plants without a systematic approach they visit during FY 2013. DVMS will conduct at least one follow-up communication (that is, telephone call, visit, or email exchange) with plant management by the end of the quarter in which the visit occurred to see if any written changes have occurred.

The most recent PHIS upgrade now allow the DVMS Narrative Report to be entered, and allow the DVMS to choose from 1 to 4 sections of a systematic approach to humane handling for an establishment that does not have a systematic approach. As DVMS record establishment visits in PHIS, the HHEC will be able to utilize PHIS data for systematic approach analysis, once all establishments have been visited and entered.

Policy is now being implemented more effectively to ensure consistency among Districts in enforcement actions such as a suspension versus an NOIE because Districts are supporting their decision based on the establishment's robust systematic plan, and requesting that plants without a systematic approach at the time of suspension develop one.

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

FSIS will partner with meat associations to make presentations on humane handling to their membership in two or more of their national/regional meetings. Two national/regional meetings will be targeted in FY 2014.

A single, reliable Excel database that captures all humane handling information has been implemented to track all DVMS visit results regarding status of each establishment's humane handling practices. The DVMS provide monthly updates to the HHEC, who maintains and interprets the data.

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

Full Cost by Department Strategic Goal
(Dollars in thousands)

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

Program / Program Items	2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
Federal Food Safety & Inspection				
Domestic Inspection & Import Re-inspection	$718,190	$699,594	$724,790	$718,161
Investigation, Enforcement & Surveillance	7,969	7,763	8,042	7,969
Data, Sampling & Risk Analysis	28,854	28,107	29,119	28,853
Food Defense & Emergency Response	12,428	12,106	12,542	12,428
Central Operations Control & Efficiencies	98,748	96,191	99,655	98,744
Training, Education, Outreach, Evaluation & Communications	9,145	8,908	9,229	9,145
Policy Development, Implementation & Oversight	10,269	10,003	10,363	10,269
Total Costs	885,603	862,672	893,740	885,569
FTEs	9,170	9,002	9,196	8,943
Performance Measure: Percent of Broiler Plants Passing the Carcass *Salmonella* Verification Testing Standard				
Percent	90%	90%	92%	94%
$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards	177,122	171,588	177,766	176,096
Performance Measure: Total illnesses from all FSIS Products				
Number of illness cases	479,621	427,171	384,362	373,955
$ for reduction in total illnesses from all FSIS-regulated products	619,923	602,209	623,892	617,753
Performance Measure: Percent of establishments with a food defense plan				
Percent of all establishments with plan	77%	83%	85%	90%
$ for an increase in the percentage of establishments with a food defense plan	88,560	88,160	91,338	90,591
Performance Measure: Percent of establishments with a systematic humane handling approach				
Percent of all establishments with approach	42%	56%	60%	80%
$ for an increase in the percentage of establishments with a systematic humane handling approach	-	715	744	1,129

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

Program / Program Items	2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
Public Health Data Communication Infrastructure System (PHDCIS)				
Central Operations Control & Efficiencies	35,568	32,727	39,136	34,580
Total Costs	35,568	32,727	39,136	34,580
FTEs	-	-	-	-
Performance Measure: Percent of Broiler Plants Passing the Carcass *Salmonella* Verification Testing Standard				
Percent	90%	90%	92%	94%
$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards	7,114	6,545	7,827	6,916
Performance Measure: Total illnesses from all FSIS Products				
Number of illness cases	479,621	427,171	384,362	373,955
$ for reduction in total illnesses from all FSIS-regulated products	24,897	22,883	27,364	24,161
Performance Measure: Percent of establishments with a food defense plan				
Percent of all establishments with plan	77%	83%	85%	90%
$ for an increase in the percentage of establishments with a food defense plan	3,557	3,273	3,914	3,458
Performance Measure: Percent of establishments with a systematic humane handling approach				
Percent of all establishments with approach	42%	56%	60%	80%
$ for an increase in the percentage of establishments with a systematic humane handling approach	-	26	31	45
International Food Safety & Inspection				
Domestic Inspection & Import Re-inspection	7,524	6,535	6,737	7,036
Investigation, Enforcement & Surveillance	153	133	137	143
Data, Sampling & Risk Analysis	550	478	492	514
Food Defense & Emergency Response	238	207	213	223
Central Operations Control & Efficiencies	4,655	4,044	4,168	4,353
Training, Education, Outreach, Evaluation & Communications	172	149	154	161
Policy Development, Implementation & Oversight	4,448	3,864	3,982	4,159
Total Costs	17,740	15,410	15,883	16,589
FTEs	144	127	127	127
Performance Measure: Percent of Broiler Plants Passing the Carcass *Salmonella* Verification Testing Standard				
Percent	90%	90%	92%	94%
$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards	4,435	3,853	3,971	4,147
Performance Measure: Total illnesses from all FSIS Products				
Number of illness cases	479,621	427,171	384,362	373,955
$ for reduction in total illnesses from all FSIS-regulated products	13,305	11,557	11,912	12,442

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

Program / Program Items	2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
State Food Safety & Inspection				
Domestic Inspection & Import Re-inspection	48,454	47,291	49,157	47,724
Investigation, Enforcement & Surveillance	612	597	621	603
Data, Sampling & Risk Analysis	2,215	2,162	2,247	2,182
Food Defense & Emergency Response	954	931	968	940
Central Operations Control & Efficiencies	7,791	7,603	7,904	7,673
Training, Education, Outreach, Evaluation & Communications	702	685	712	691
Policy Development, Implementation & Oversight	1,109	1,082	1,125	1,092
Total Costs	61,837	60,351	62,734	60,905
FTEs	30	21	29	20
Performance Measure: Percent of Broiler Plants Passing the Carcass *Salmonella* Verification Testing Standard				
Percent	90%	90%	92%	94%
$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards	12,367	12,070	12,547	12,181
Performance Measure: Total illnesses from all FSIS Products				
Number of illness cases	479,621	427,171	384,362	373,955
$ for reduction in total illnesses from all FSIS-regulated products	43,286	42,198	43,864	42,554
Performance Measure: Percent of establishments with a food defense plan				
Percent of all establishments with plan	77%	83%	85%	90%
$ for an increase in the percentage of establishments with a food defense plan	6,184	6,035	6,273	6,091
Performance Measure: Percent of establishments with a systematic humane handling approach				
Percent of all establishments with approach	42%	56%	60%	80%
$ for an increase in the percentage of establishments with a systematic humane handling approach	-	48	50	79

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

Program / Program Items	2012 Actual	2013 Actual	2014 Estimate	2015 Estimate
Codex Alimentarius				
Central Operations Control & Efficiencies	531	502	536	537
Training, Education, Outreach, Evaluation & Communications	65	61	66	66
Policy Development, Implementation & Oversight	3,123	2,954	3,150	3,156
Total Costs	3,719	3,517	3,752	3,759
FTEs	7	8	8	8
Performance Measure: Percent of Broiler Plants Passing the Carcass *Salmonella* Verification Testing Standard				
Percent	90%	90%	92%	94%
$ for percentage increase of broiler plants passing carcass Salmonella verification testing standards	930	879	938	940
Performance Measure: Total illnesses from all FSIS Products				
Number of illness cases	479,621	427,171	384,362	373,955
$ for reduction in total illnesses from all FSIS-regulated products	2,789	2,638	2,814	2,819
Total Costs, Strategic Goal	1,004,467	974,677	1,015,245	1,001,402
Total FTEs, Strategic Goal	9,351	9,158	9,360	9,098
Total Costs, All Strategic Goals	1,004,467	974,677	1,015,245	1,001,402
Total FTEs, All Strategic Goals	9,351	9,158	9,360	9,098