

STRATEGIC PLAN – FY2018

Vision
 To be recognized as a global leader in enhancing and protecting agricultural commerce, championing consumer awareness and protection while fostering and promoting an understanding of Arizona agricultural products and producers.



Executive Summary Strategic Issues & Strategy

1. **Resource Limitations**—Outdated Department and Lab Equipment (Modernize Services and Equipment and Optimizing Physical Assets)
2. **Undercompensated Employees**—Continue to engage policymakers and industry on a solution to improve low paying positions
3. **Improving Communication Techniques**—Increase Agricultural Awareness to Society (Achieve state-wide Awareness of the Importance of Agriculture to Society)
4. **Attract, Develop and Retain Talented Employees**—Continue to engage our employees, communicate the attractiveness of an AZDA career and continue to work towards improving IT services and equipment department wide

Mission

To support and promote Arizona agriculture in a way that encourages farming, ranching, and agribusiness, protects the well-being of people, plants, animals and the environment while safeguarding commerce, consumers and natural resources.

Agency Description

AZDA regulates and promotes the general welfare of the agricultural community, inform consumers and protects public health and safety. AZDA conducts food quality and safety inspections of meat, dairy, vegetable, citrus, fruit and egg products; licenses and samples feed, fertilizer, seed and pesticide use; trains and certifies pesticide applicators; protects native plants; guards against the risks associated with the entry and spread of plant pests and diseases; licenses produce packers, dealers and shippers; provides education on pesticide safety and air quality; provides forensic and agricultural laboratory analysis, identification, certification and training services; inspects, tests and licenses commercial weighing and measuring devices; and regulates pest management services.

Principles / Values

Advocate for Agriculture: The working professionals at the Arizona Department of Agriculture are empowered to teach the importance of Agriculture to society and leverage collaborative opportunities to achieve this principle.

Encourage Continuous Improvement and Challenge the Status Quo: Reinforce, promote and strengthen others in solving tasks. Continue to review processes, make changes, adapt to changing demands and be able to chart a new course.

Commit to Excellent Customer Service: AZDA strives to be customer-centric in all that we do. We will engage our customers as to their priorities and revise processes that need changing as quickly as possible.

Empower our Professional Employees: We believe in the core principle of empowering our employees to be innovative problem-solvers who are constantly challenging themselves to deliver world class customer service.

Resource Assumptions	FY 2018 Appropriations	FY 2019 Budget Request	FY 2020 Estimate	FY 2021 Estimate	FY 2022 Estimate
Full-Time Equivalent	300.3	300.3	300.3	300.3	300.3
General Fund	\$9,563.7	\$9,563.7	\$9,563.7	\$9,563.7	\$9,563.7
Other Appropriated Funds	\$1,716.5	\$1,716.5	\$1,716.5	\$1,716.5	\$1,716.5
Non-Appropriated Funds	\$13,881.7	\$13,881.7	\$13,881.7	\$13,881.7	\$13,881.7
Federal Funds	\$5,447.8	\$5,447.8	\$5,447.8	\$5,447.8	\$5,447.8
Total Agency Funds	\$30,609.7	\$30,609.7	\$30,609.7	\$30,609.7	\$30,609.7

Agency: Arizona Department of Agriculture

Director: Mark Killian

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Goals	Performance Measures	Objectives
Attract, Develop and Retain Talented Employees	Increase AZDA's annual engagement score	➤ Director will conduct 4 Leadership Academy training courses by March 31, 2018
		➤ Director and Deputy will visit the Tucson, Nogales and Yuma offices 4 times by March 31, 2018
		➤ Conduct 6 floor meetings by March 31, 2018
		➤ Produce an employee newsletter every month August-March 2018
Modernize Processes, Services, Technology, Equipment and Regulatory Rules	Migrate 100% of the Feed and Fertilizer Licensing and Lab Samples Database Microsoft Access based applications to a cloud-compatible platform by June 30, 2018	➤ Look for and implement opportunities to streamline or automate processes, thus taking less staff time in performing licensure or renewal tasks
		➤ Ensure the applications are fully cloud ready
		➤ Ensure online components, including renewal, license maintenance and any required reporting by customer is available
Ensure Agricultural Security and Food Accessibility	Verify that 25% of Arizona's 633 vegetable farms are compliant with the qualifications for the Food Safety Modernization Act	➤ Consolidate existing governmental resources of farm inventory data by September 1, 2017
		➤ Develop a survey for farms to identify if they are covered by the Product Safety Rule and to determine their farm size by September 1, 2017
		➤ Conduct surveys of farms by December 31, 2017
		➤ Develop a data collection, quality management process for repository of farm inventory data by February 1, 2018
Achieve State-Wide Awareness of the Importance of Agriculture to Society	Increase Department engagement by 30%	➤ Increase Social Media Interactions by 30%
		➤ Create a YouTube/Podcast once a month from August 1, 2017 to June 30, 2018