



## REMINDER:

### 2018 Active Cash Paying Dues Are Due Soon!

Cash-paying members:

2018 active membership dues are to be submitted by January 31, 2018!

For more information, please see page 12.

If you are retiring, please contact [mbarros@nafv.org](mailto:mbarros@nafv.org) for more details.

## REMINDER:

Personal email is the main method we use to communicate with our members. If you have not done so, please update your personal email address. You can send it to [mbarros@nafv.org](mailto:mbarros@nafv.org) or call 202-223-4878.

### ► Inside this issue:

**EVP Column** Pg. 2

**NAFV Legal History** Pg. 3

**Coordinator Candidate: Dr. Lynne White-Shim** Pg. 6

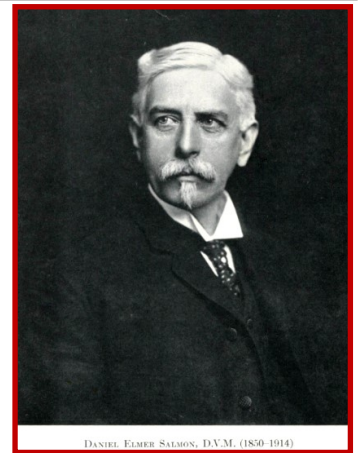
**Retirement Planning: The Decisive Decade** Pg. 8

**Antimicrobials in Food Producing Animals** Pg. 10

## NAFV Daniel E. Salmon Award Nomination Deadline is Fast Approaching: January 31, 2018!

### Award Description

The Dr. Daniel E. Salmon Award is presented annually to recognize outstanding contributions and notable service in the public's interest by a veterinarian federally employed in any human health, environmental health, or animal health discipline. This award was established to honor the first director of the U.S. Department of Agriculture's Bureau of Animal Industry in its centennial year -- 1984. Dr. Salmon was a world renowned veterinary medical scientist who pioneered research leading to the development of killed vaccines. The bacterial genus *Salmonella* was named in his honor. His work contributed immeasurably to improving the public's health. It is hoped that this award will inspire veterinarians to continued excellence in their careers of public service.



One award may be given yearly to worthy nominees. The award consists of a plaque and an honorarium of \$500.00. To become eligible for the 2018 award, nominations must be received no later than January 31, 2018.

### Information Requested

Please send the electronic version of the nomination form to the NAFV National Office. Exhibit materials can be attached and **all** the basic information requested **must be included** with the nomination letter. This material must be sent to Dr. Michael Gilsdorf at [mgilsdorf@nafv.org](mailto:mgilsdorf@nafv.org):

- Name, title and grade/rank of nominee.
- Bureau, agency or corps and department.
- Home address and email address of nominee.
- Educational background and awards or commendations received during nominee's federal employment.
- A brief description of nominee's present grade, duties and responsibilities.
- A brief chronological outline of previous positions held.
- State the reasoning, using specific examples, that shows the nominee has made sustained significant contributions involving public health, consumer protection, preventive medicine, animal health or animal welfare while serving as a federal employee.
- Please also submit the suggested wording (in 35 words or less) of a proposed citation to be included on the award plaque.
- The recommendation must be signed by the head of the agency or his/her representative.

### How to Submit a Nomination:

Nomination forms can be obtained from the NAFV website, under the Awards section.

[Award Description](#)

[Nomination Form](#)

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The annual subscription rate is \$50.00 for United States and Canada and \$70.00 for foreign mailing, payable by January 1 each year. Subscriptions are not available to those eligible for membership.

Any non-uniformed veterinarian employed full time by the federal government may become an active member. Dues are \$234.00 annually, payable annually, semiannually, or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians--of \$9.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians dues are \$150.00 annually. *Active duty* uniformed veterinarians- please contact the NAFV office.

Associate membership may be granted to active members when they retire from federal service. Associate members pay no dues. Associate mailed subscriptions are \$25.00 per year.

The National Association of Federal Veterinarians is a non-profit corporation and the purposes for which it is formed are to promote the veterinary profession, to improve the professional efficiency and material interests of the members, to acquaint the public with the activities of veterinarians in the federal service, and to cooperate with the American Veterinary Medical Association, the United States Animal Health Association and other similar groups with common interests.

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## EVP Column: Article on NAFV as a Professional Association

*By Michael J Gilsdorf DVM, Acting Executive Vice-President*

**In 2018, NAFV is celebrating its 100<sup>th</sup> year** serving the needs of federal veterinarians and their programs. It is a credit to the thousands of federal veterinarians and NAFV volunteers over those past 100 years that NAFV and the agencies have been successful in their mission. NAFV has assisted agencies and members in improving numerous programs and management procedures over these years and has had a huge positive impact on public practice veterinary medicine.

In the early years of NAFV, most of the NAFV leaders were usually the top level veterinary officials in the Bureau of Animal Industry (BAI) (which is the predecessor of APHIS, FSIS and ARS). We hope to regain more top level veterinary officials as we start our next 100 years.

**As stated in the regulations under which NAFV acts as an official consultative partner to the agencies, the purposes of consultation and communication with a federal agency are: “the improvement of agency operations, personnel management, and employee effectiveness; the exchange of information (e.g., ideas, opinions, and proposals); and the establishment of policies that best serve the public interest in accomplishing the mission of the agency.”**

A Federal agency may provide support services to an organization when the agency determines that such action would benefit the agency's programs or would be warranted as a service to employees who are members of the organization and complies with applicable statutes and regulations.

In the past 10 years that I have been the NAFV Executive Vice-

President ((EVP), I have heard people complaining that NAFV is too much like a union. Others have said it needs to function more like a union. Our goal is, and has always been, to work cooperatively with federal agency managers and supervisors to improve programs and working conditions by gathering issues and recommendations from our members and providing another avenue for those issues to be heard by the agencies top management.

Sometimes agency leaders may not be aware of the issues before we bring them forward and they may not agree with the recommendations we provide; but that is OK, as long as they resolve the issues at hand. It is only when agency leaders ignore significant issues that NAFV leaders feel they must take other measures (such as going to Congress or to the public to inform them of issues that are potentially harmful to the public or to our members such as food safety issues or personal safety issues).

In 2018, NAFV is working to improve federal veterinary workforce issues including working conditions, training, pay, recognition, respect, and other issues by meeting with federal agencies, Congress, and gathering support from other veterinary associations like the AVMA and commodity groups. This takes a group effort and we need more members to be involved to be successful.

We have started scheduling evening and weekend conference calls to discuss issues that are most pressing for our members. Please tell your colleagues, especially those who are not members about these efforts and our request for participation by all federally employed veterinarians. At any time

*(Continued on Pg. 3, “EVP Column”)*

(Continued from Pg. 2, "EVP Column")

we welcome calls and emails on topics of concern to you as well as recommendations on resolutions. We all need to work together to make these improvements happen as we have for the last 100 years.

For a list of NAFV past accomplishments, please visit our web page. <http://nafv.org>

NAFV has Coordinators located throughout the country. We will outline their coordinator duties in future articles. These individuals are available for you to contact as needed. We will be featuring them in future newsletter articles. We also welcome suggestions on our 100<sup>th</sup> year celebration. Please send your ideas to [nafv@nafv.org](mailto:nafv@nafv.org).

## HISTORY OF THE LEGAL STATUS OF THE NATIONAL ASSOCIATION OF FEDERAL VETERINARIANS

**William G. Hughes, Esq. General Counsel**

NAFV was organized in 1918 by veterinarians in the Bureau of Animal Industry of USDA. It had meetings at various places around the country and several years later began publishing what is now the *Federal Veterinarian*. The headquarters office of NAFV has almost all of them bound in books by year. They make very interesting reading and many of the issues facing veterinarians, pay and working conditions, remain issues today. In 2018, NAFV's centennial year, some of these will be reproduced in the current publication.

At some point well after the original organization, NAFV was incorporated in Illinois as a non-profit organization. Illinois is likely because of the headquarters of the AVMA and the large number of BAI veterinarians conducting meat inspection in the Chicago area, then the center of slaughter operations in the U.S.

In 1973, shortly after being hired as NAFV attorney, this writer reviewed the legal status of the association. The corporation in Illinois had been dissolved years before for failure to file mandatory annual reports with the state. This inactivity with the Illinois incorporation was likely because of changing leadership and the establishment of an office provided by the AVMA in Washington, DC. There was also no recognition by the Internal Revenue Service.

Pursuant to the District of Columbia Non Profit Corporation Act, NAFV was incorporated in DC in 1973.

Shortly thereafter NAFV was granted non-profit status pursuant to 26 U.S.C. 501(c)(5) by the IRS. This is the employee organization provision rather than that of a purely professional organization because it permits greater rights in relation to the federal government as the employer of NAFV members. It also kept the option open for possible changes of the organization's legal status within the federal government, which were then in a state of flux.

In 1962 President Kennedy issued Executive

Order 10988 establishing the first authority for federal employees to organize into labor union. This first effort was not highly developed and permitted supervisors to be included in bargaining units. High level managers were not included. As is now the case, professionals were not to be included with non-professionals in a unit unless they voted to do so. This is presently the case in FDA with veterinarians included with others in a bargaining unit represented by the National Treasury Employees Union.

NAFV opted in 1964 to become a union and negotiated a contract with USDA with the predecessor of APHIS and FSIS.

In 1969 President Nixon issued EO 11491 which greatly modified EO 10988 concerning unions of federal employees. A key provision relevant to NAFV was that supervisors were no longer permitted to be represented by unions. NAFV tried to remain viable, but with so few non supervisors, quickly elected to take advantage of a provision that recognized organizations composed of supervisors and managers at all levels. This was the first recognition of the legal status of NAFV today. There was the option of being recognized as a professional organization, but NAFV leaders wisely chose the ASM category because it gave mandatory rights in its relations with the agencies that professional organizations do not have. These include mandatory communication and consultation rights, described below, and continue to this day.

NAFV was also granted recognition as an ASM in FDA, but with the union recognition of the NTEU which included most veterinarians, it has ceased to be viable.

In 1978 congress passed the Federal Labor Relations Act which replaced the EO and established the present labor-management policy in the federal government.

The Civil Service Commission, predecessor to the Office of Personnel Management, issued regu-

(Continued on Pg. 4, "NAFV History")

(Continued from Pg. 3, "NAFV History")

lations that codified the provisions of the EO pertaining to non-union employee organizations. These provisions, with slight modifications govern the status of NAFV within the federal government.

In 2006 USDA re-examined the status of all non-union employee organizations and NAFV reapplied for status as an Association of Supervisors and Managers. It applied not only 5 CFR 251, but USDA Department Regulation 4020.251. FSIS opposed NAFV's status as an ASM, primarily because of the mandatory consultation requirement, but USDA ruled that NAFV be recognized as an ASM.

A pertinent portion of **5 CFR 251.201** is reproduced below. It is self-explanatory. Note that consultations between ASMs and executive management are mandatory and the content is broadly defined to include all matters of concern to NAFV. USDA DR 4020.251 is consistent with 5 CFR 251.201, but adds the requirement that an ASM must be made up "primarily of USDA management officials and/or supervisors", a requirement easily met by NAFV. Interestingly, it also refers to ASMs as "providing consultative services to USDA executives concerning the identification and resolution of agency operational issues, including problems affecting working conditions of supervisors and managers". ASMs and NAFV are to provide a service to executive management; consultative services are not established as favors to ASMs or to NAFV.

NAFV established, very early, a system of consultation with APHIS and FSIS which had functioned vigorously since the first recognition. NAFV is now actively seeking to reactivate consultative services and other positive interactions with the agencies.

### § 251.201 Associations of management officials and/or supervisors.

(a) As part of agency management, supervisors and managers should be included in the decision-making process and notified of executive-level decisions on a timely basis. Each agency must establish and maintain a system for intra-management communication and consultation with its supervisors and managers. Agencies must also establish consultative relationships with associations whose membership is primarily composed of Federal supervisory and/or managerial personnel, provided that such associations are not affiliated with any labor organization and that they have sufficient agency membership to assure a worthwhile dialogue with executive management. Consultative relationships with other non-labor organizations representing Federal employees are discretionary.

(b) Consultations should have as their objectives the improvement of managerial effectiveness and the working conditions of supervisors and managers, as well as the identification and resolution of problems affecting agency operations and employees, including supervisors and managers."

USDA DR 4021.251 (4) also provides specified examples of support to be provided to ASMs. These are not "entitlements", but are "subject to the availability of resources and agency funds, work priorities and other bona fide management considerations" (underlining added). They include, in part, use of USDA facilities for meetings, internal mail systems including email, travel, per diem, tuition and official time for CE meetings when the agency will benefit directly, and excused leave when employees pay their own way with the same requirement of benefit to the agency. They do not include lobbying efforts, or internal association activities.

## Food Safety News: Letter from The Editor - The shameful vacancy at USDA

by Dan Flynn | 12/13/2017

For those marking time, waiting for a new USDA Under Secretary for Food Safety, today is something of an anniversary. It was four years ago today that Dr. Elisabeth Hagen stepped down from the post.

The top food safety job in the federal government remains vacant.

Neither President Barack Obama nor President Donald Trump has appointed Hagen's successor. The U.S. Senate has not received any name seeking confirmation.

The 1993-94 USDA Reorganization Act requires

the president to appoint someone to the top food safety job, and the Senate must vote up or down on confirmation. In the 24 years since then, the White House has sent only four nominations over to the Senate for confirmation.

Dr. Hagen served for three of the eight years of the Obama Administration. Dr. Richard Raymond and Professor Elsa Murano each held the job for about three years during the George W. Bush Administration. And Under Secretary Catherine Woteki

(Continued on Pg. 5, "USDA Vacancy")

(Continued from Pg. 4, "USDA Vacancy")

served about the same amount of time in President Bill Clinton's Administration.

All four were distinguished appointments with enough gravitas to oversee the \$1 billion Food Safety and Inspection Service (FSIS), which assigns inspection personnel to about 6,500 meat, poultry, egg and catfish businesses across the country.

A year into his term, Trump seems no closer to making this appointment than he was on Jan. 20, 2017. But that's not unusual. Obama was two years into his term when he finally got around to naming Hagen, and she was not hard to find as she was already serving as USDA's chief medical officer.

It is the trend line that is peculiar. Obama went without an Under Secretary for Food Safety for five of his eight years. It's soon going to be vacant more often than filled ever since established.

That does not seem to happen with other top federal government jobs that everyone agrees are important. Why does it happen again and again with the

Under Secretary for Food Safety? The political parties are in a conspiracy of silence on this one.

We've learned that when there is Senate-confirmed Under Secretary for Food Safety on the job is when USDA makes advancements in food safety. Hagen's work on E. coli strains and mechanically tenderized beef labeling are examples. She declared six additional strains of E. coli as adulterants to help prevent illnesses.

The people who fill in on an acting basis or as deputies do well enough, but they do not have the clout within the USDA bureaucracy that a confirmed Under Secretary for Food Safety has.

But if past is prologue, those who are serving on an acting basis now should be prepared for a long haul.

We begin year No. 5 without a USDA Under Secretary for Food Safety.

**This article has been reprinted with permission of Food Safety News.**

Original Article: <http://bit.ly/2AVis3X>

## NAFV Millennial Committee Column: *FITTING IN*

by **Dr. Janet MacDonna**

Are you a Millennial? Or, perhaps you are a Gen Y? My answer: I was born in 1984, so *maybe* those labels fit? Computers have become popular with screens changing from two-tone CRT to vivid color LCD screens. Games have evolved from using just directional keys, to motion sensitive controllers. Cars have shifted from standard transmission and manual windows, to CVT and automatic windows. I grew up using computers but still value face to face communication and hands-on training. It is hard to pigeonhole me. Yes, I text and use my phone throughout the day but I would rather read an actual book than an electronic version. I am computer savvy to a point but recognize I have many areas that can improve as far as understanding technology or supervising.

In grade school, I got picked on because I liked to wear winter hats but wanted to play on the football team. I elected to attend an all-

girls Catholic high school because I knew that I would not fit in well at the co-ed option. In high school, I loved science and making a difference, so I took all but two science classes offered and earned awards for my volunteer efforts. I was a Teacher's Assistant for the one class that I did not take. Still, I felt that I did not fit in. Then, in undergrad it was a similar story. Milking cows at 04:00 hours and being a Resident Assistant though enriching and educational, I still felt on the outside.

Veterinary school at Oklahoma State University was an amazing experience and one where I started to feel like I fit in! Well, then came the post-graduation job search in the Delaware area and the subsequent shocking realization that though I loved large animals, my first job offer, over three months after graduation, was as a small animal practitioner. For two and one half years I struggled to fit in at that hospital.

Now, as a proud member of the

USDA-FSIS team, I realize that maybe it is not a matter of fitting in. Being comfortable is knowing yourself, voicing your concerns, and seeking support and guidance from others that allow you to continue to grow. I value what I have in FSIS and strive to become a strong supervisor that acknowledges that there is always more to learn and that labels are not all what they are cracked up to be.

### About the Millennial Committee:

Dr. Janet MacDonna, PHV from FSIS, has been an active participant on the NAFV Millennial Committee calls. This millennial committee is an initiative by current NAFV President, Dr. Larry Davis (FSIS) aimed at promoting conversation in the areas of succession planning for the federal veterinary profession and capacity building for young veterinarians.

The Millennial Committee meets once each quarter via conference call. All members who are interested in participating are encouraged to join our next conference call on **Wednesday 2/7/2018 at 8:00 PM ET**. For call information, contact [nafv@nafv.org](mailto:nafv@nafv.org).

## New Coordinator Candidate: Dr. Lynne White-Shim



Dr. Lynn White-Shim is a graduate of the University of Illinois, c/o 2006, and currently with APHIS Animal Care. Dr. White-Shim was previously with FSIS and was chosen as the FSIS coordinator for the Chicago District and would like to continue serving in her new ca-

capacity at AC. She also previously served as a staff consultant with the AVMA where she facilitated policy development and advocacy. She is a self-described service-oriented veterinarian with a passion for advocacy, which drives her interest in a Coordinator position with NAFV.

“... I wish to assist NAFV by creating and promoting chapters, guiding members who request information, and help-ing to interact with federal agencies.”

**Please contact [nafv@nafv.org](mailto:nafv@nafv.org) with your comments on Dr. Lynne White-Shim as AC coordinator.**

(While Dr. White-Shim was previously approved for FSIS coordinator, the NAFV constitution requires that we do this process for each changing position.)

## An Updated Scheme for Categorizing Foods Implicated in Foodborne Disease Outbreaks: A Tri-Agency Collaboration

### Authors:

- Richardson L.C.
- Bazaco M.C.
- Parker C.C.
- Dewey-Mattia D.
- Golden N.
- Jones K.
- Klontz K.
- Travis C.
- Kufel J.Z.
- Cole D.

### Abstract:

#### Background:

Foodborne disease data collected during outbreak investigations are used to estimate the percentage of foodborne illnesses attributable to specific food categories. Current food categories do not reflect whether or how the food has been processed and exclude many multiple-ingredient foods.

#### Materials and Methods:

Representatives from three federal agencies worked collaboratively in the Interagency Food Safety Analytics Collaboration (IFSAC) to develop a hierarchical scheme for categorizing foods implicated in outbreaks, which accounts for the type of processing and provides more specific food categories for regulatory purposes. IFSAC also developed standard assumptions for assigning foods to specific food categories, including some multiple-ingredient foods. The number and percentage of outbreaks assignable to each level of the hierarchy were summarized.

#### Results:

The IFSAC scheme is a five-level hierarchy for categorizing implicated foods with increasingly specific subcategories at each level, resulting in a total of 234 food categories. Subcategories allow distinguishing features of implicated foods to be reported, such as pasteurized versus unpasteurized fluid milk, shell eggs versus liquid egg products, ready-to-eat versus raw meats, and five different varieties of fruit categories. Twenty-four aggregate food categories contained a sufficient number of outbreaks for source attribution analyses. Among 9791 outbreaks reported from 1998 to 2014 with an identified food vehicle, 4607 (47%) were assignable to food categories using this scheme. Among these, 4218 (92%) were assigned to one of the 24 aggregate food categories, and 840 (18%) were assigned to the most specific category possible.

#### Conclusions:

Updates to the food categorization scheme and new methods for assigning implicated foods to specific food categories can help increase the number of outbreaks attributed to a single food category. The increased specificity of food categories in this scheme may help improve source attribution analyses, eventually leading to improved foodborne illness source attribution estimates and enhanced food safety and regulatory efforts.

**Full Paper:** <https://www.ncbi.nlm.nih.gov/pubmed/28926300>

# United States Senate

WASHINGTON, DC 20510

December 5, 2017

The Honorable Mitch McConnell  
Majority Leader  
United States Senate  
Washington, DC 20510

The Honorable Charles E. Schumer  
Democratic Leader  
United States Senate  
Washington, DC 20510

Dear Majority Leader McConnell and Democratic Leader Schumer:

We write to express our support for the provision in the House-passed Transportation, Housing and Urban Development (THUD) Appropriations bill to delay implementation of electronic logging devices (ELD) for commercial motor vehicles transporting livestock or insects. The delay will give the Federal Motor Carrier Safety Administration (FMCSA) time to make necessary adjustments to hours of service rules to address animal welfare concerns.

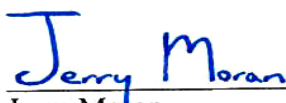
Livestock production is a key contributor to the economies of our states, and jobs in rural communities depend on the ability to transport livestock across large expanses of the country. For example, it is common for cattle in Western and Southeastern states to be purchased by producers and feedlots in the Midwest and Great Plains. These animals must be transported hundreds and even thousands of miles to their final destinations in a safe and humane manner. Long distance transportation is often the most stressful event in a livestock animal's life and it is impractical and inhumane to stop, offload multiples times, or significantly delay delivery of these animals. This issue is even more prevalent in areas where extreme weather can cause severe traffic delays that limit the time it can take to transport these animals to their destination.

On November 20<sup>th</sup>, the FMCSA announced a 90-day waiver from compliance for vehicles transporting agricultural commodities to consider a petition submitted by the industry and to provide additional guidance on the 150-air mile radius agricultural exemption. The announcement indicates a recognition by FMCSA of the challenges faced by livestock haulers in meeting the mandate, but it does not provide any assurances of relief beyond the 90-day period. Thus, we believe it is necessary to include Sec. 132 of the House THUD bill in the final FY2018 appropriations bill to further delay compliance and allow sufficient time to address the concerns.

Livestock haulers are charged with the challenging task of ensuring motorist safety while protecting the welfare of the animals being transported. While some commercial operators without live cargo may have the ability to more easily transition from paper logbooks to ELDs, the pending mandate will have negative consequences on livestock haulers and hinder the ability of this unique subset of the industry to humanely deliver healthy livestock.

Thank you for your consideration of this request.

Yours truly,



Jerry Moran  
United States Senator



Heidi Heitkamp  
United States Senator

The letter above was signed by Senators Heidi Heitkamp, Jerry Moran,  
and 18 other Senators.

The original letter and full list of signatures is available at  
[www.nafv.org/pastnewsletters](http://www.nafv.org/pastnewsletters)

## The Decisive Decade: The 10-Years That Will Shape Your Retirement

by Tom Walker | 10/26/2017

There is a critical period in retirement planning, a span of roughly 10 years that largely determines the sustainability of your lifestyle throughout your retirement. This 10 year time frame has no set start age, like Medicare or Social Security, because this decisive decade is unique to each individual's retirement date. For it is that date which marks your transition from the Accumulation Phase to the Distribution Phase of your financial lives, it is when you reach the mountaintop of wealth accumulation, retire, and begin plotting your descent route to see you safely to the journey's end.

The Decisive Decade spans the most critical period of both the Accumulation Phase and the Distribution Phase. This means that the most important decade in your retirement begins well before your actual retirement does... you may very well be in the Decisive Decade yourself and simply not yet realized it!

That is because the Decisive Decade is, in truth, two separate 5 year periods that sandwich your retirement date, representing the last 5 years of the Accumulation Phase and the first 5 years of the Distribution Phase!

### Accumulation Phase – Last 5 Years

#### Focus

- Asset Allocation
- Catch-Up Contributions
- Income/Expense Projections

The 5 years preceding your retirement have the biggest impact on the size of your nest egg, the total balance of your assets heading into retirement. The size of your nest egg largely influences how much you will have available to spend in retirement, which in turn influences the level of income that you can confidently sustain for the rest of your life.

That is why the emphasis is asset allocation during the 5 years prior to your retirement, so that you can balance safety and growth in a way that maximizes the accumulation of wealth while still allowing you to sleep at night. This means taking the time to review your situation to ensure that your current portfolio allocation is properly aligned with your individual investment time-horizon, financial objectives, and personal risk tolerance.

During this period we must also prioritize our savings efforts in order to provide our retirement self a pay raise! In the traditional career trajectory, our income is lowest and our family expenses are highest in the early years of our professional lives. Then, as the kids grow and the mortgage shrinks, the constraints on your monthly budget are diminished, al-

lowing you the freedom to start really emphasizing your retirement savings. This is precisely why "catch-up contributions" are made available to you starting at age 50, so that our retirement accounts can accept larger annual contributions to "catch-up" now that we (theoretically) have more freedom in our monthly budget.

It is also critical during this 5-year period to identify your retirement incomes and expenses in order to project whether your assets can sufficiently fill the monthly shortfall throughout your retirement. Whether you run your own pension estimations utilizing OPM calculators or request a Retirement Benefits Forecast, it is critical to 'look before you leap' into retirement as there are no 'do-overs' in either the FERS or CSRS packages.

As we enter the Distribution Phase, understand that we are no longer saving for a distant date in the future, but rather investing for sustainable income today. As such, we must understand that the strategies that got us **to** retirement may not be the most effective and efficient approach to getting us **through** retirement because of how different our needs are in the Distribution Phase.

### Distribution Phase – First 5 Years

In the first 5 years of retirement we **emphasize our budgeting efforts and manage our income allocation** in order to maximize the sustainability of our lifestyle throughout our Golden Years.

#### Focus

- Income Allocation
- Distribution Risks
- Allocating Assets by Objective

In retirement, what goes away? Your income! The Distribution Phase starts when you begin relying on withdrawals from your retirement assets to supplement your income and fill any gaps each month. As such, the emphasis for your portfolio in this phase becomes **income allocation** – positioning your assets to ensure that you have enough income streaming in each month to satisfy your expense budget now and throughout the entirety of your retirement. Remember, reliable income is the outcome that matters most in your Golden Years!

Have you ever heard the adage, "Don't gamble with the rent money"? When we begin to live on withdrawals from our investments, the risk tolerance of our income generating accounts often changes. We generally minimize the market exposure for assets that have a short time horizon (the amount of time before the asset is intended to be withdrawn as

*(Continued on Pg. 9, "The Decisive Decade...")*



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*Do you know personnel actions in federal employment are not covered by AVMA insurance?*

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*Do you know the FEDS policy has paid attorneys for numerous claims with some exceeding costs of \$30,000, \$40,000, \$50,000 and more than \$100,000 just over the past two years to defend federal veterinarians?*

*Do you know that FEDS Protection also provides an attorney to defend you in a state veterinary board investigation and proceeding arising out of the performance of your federal job duties.*



**Enrollment takes just 5 minutes!  
Call 866.955.FEDS or  
ENROLL ONLINE NOW**

(Continued from Pg. 8, “*The Decisive Decade...*”) income) because we are depending on that money to be available to us when we need it. Next month’s rent needs to be safe because we know that the due dates of our bills cannot be put off if we had to wait for the market to rebound. In retirement, the intended use and the time horizon of an asset are key factors in understanding which investment strategies would be appropriate to consider for that asset.

*This approach defines the amount of risk that’s acceptable to a specific asset based largely on how and when that asset is intended to be utilized within the retirement income plan.*

With the new needs and new objectives retirees establish in the Distribution Phase, rebalancing your portfolio in retirement to separate your short-term income assets from your long-term growth assets can help you create a timeline for your incomes. So ask yourself:

- *How much of my nest egg is meant to supplement my retirement income at some point during my Golden Years?*
- *How much of my retirement income is currently guaranteed and how much depends on the future performance of the markets to sustain my life-style?*
- *Most importantly, how comfortable am I with my answers?*

There is no single solution that applies to everyone, there are certainly Feds that enjoy monitoring the markets and have the nerves to stomach more

risk, but studies have repeatedly found that secure lifetime income is key to retirement happiness. The peace of mind that comes with the knowledge that you cannot outlive your lifestyle affords many the ability to sleep soundly at night through all market conditions!

Unequivocally, the most important part of this 5-year period is understanding the new risks that develop when we become dependent on our retirement assets for regular income. There are a number of risks for your retirement income plan to take into consideration, such as: public policy risk (changes to your FERS/CSRS retirement benefits), taxation risk, inflation risk, and longevity risk. But paramount during the first 5 years of your retirement is understanding the sequence of returns risk.

**Original article:** <https://www.fedsmith.com/2017/10/26/decisive-decade-10-years-will-shape-retirement/>

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If recently retired, please email  
Ms. Mariana Barros at  
[mbarros@nafv.org](mailto:mbarros@nafv.org)

## FDA Center for Veterinary Medicine: 2016 Antimicrobials Sold or Distributed for Use in Food-Producing Animals

### Overview

Each year, every sponsor of an approved or conditionally approved application for a new animal drug containing an antimicrobial active ingredient must report to the Food and Drug Administration (FDA) the amount of each such ingredient in these drug products sold or distributed for use in food-producing animals. FDA summarizes this information and makes it available to the public in annual summary reports. This reporting requirement was enacted by Congress in 2008 to assist FDA in its continuing analysis of the interactions (including antimicrobial resistance), efficacy, and safety of antimicrobials approved for use in both humans and food-producing animals.

This summary report presents the sales and distribution data for the 2016 calendar year for actively marketed antimicrobial drugs approved for use in food-producing animals by drug class, medical importance, 1 route of administration, indication, and dispensing status, as well as species-specific estimates of these sales and distribution. The species-specific estimates are new to this year's report and are the result of rulemaking implemented in 2016.

This 2016 summary report also includes multiple years of domestic sales and distribution data of actively marketed antimicrobial drugs by drug class, medical importance, and route of administration, as well as observations on the changes in the sales and distribution of these drugs from 2015 through 2016. With the complete implementation of Guidance for Industry (GFI) #213 in January 2017, all affected products, antimicrobials used in feed and water, transitioned from OTC to either Rx or VFD marketing status and all production claims were removed. This 2016 Summary Report does not represent the effect of those January 2017 changes. Rather, next year's 2017 Summary Report will reflect the changes due to GFI #213 on drug sales and distribution. Several trends observed from 2015 through 2016 include:

1. Domestic sales and distribution of antimicrobials approved for use in food-producing animals decreased by 10% from 2015 through 2016.
2. In 2016, it is estimated that 43% of the domestic sales and distribution of medically important antimicrobials was intended for use in cattle, 37% intended for use in swine, 9% intended for use in turkeys, 6% intended for use in chickens, and 4% intended for use in other species/unknown.
3. In 2016, domestic sales and distribution of medically important antimicrobials accounted for 60% of the domestic sales of all antimicrobials approved for use in food-producing animals. Tetracyclines accounted for 70% of these sales, penicillins for 10%, macrolides for 7%, sulfas for 4%, aminoglycosides for 4%, lincosamides for 2%, and cephalosporins and fluoroquinolones each for less than 1%.
4. In 2016, it is estimated that 80% of domestic sales and distribution of cephalosporins, 64% of sulfas, 51% of aminoglycosides, and 49% of tetracyclines was intended for use in cattle. It is estimated that 83% of domestic sales and distribution of lincosamides and 61% of macrolides was intended for use in swine. It is estimated that 63% of domestic sales and distribution of penicillins was intended for use in turkeys.
5. Domestic sales and distribution of medically important antimicrobials approved for use in food-producing animals decreased by 14% from 2015 through 2016, with decreases represented in all individual drug classes.
  - Tetracycline sales represent the largest volume of these domestic sales (5,866,588 kg in 2016), decreasing 15% from 2015 through 2016.
  - Cephalosporin sales volume decreased by 4% from 2015 through 2016.
  - Lincosamide sales volume showed the greatest percentage decrease in domestic sales (22%) from 2015 through 2016.
6. The percentage of domestic sales and distribution of medically important antimicrobials approved for use in food-producing animals that have an approved indication for production use decreased from 71% to 69% from 2015 through 2016.<sup>2</sup> This number does not represent sales attributable to products used solely for production indications because most of these products are also approved for therapeutic indications and FDA does not have indication-specific sales and distribution data.
7. The percentage of domestic sales and distribution of medically important antimicrobials approved for use in food-producing animals that are sold over-the-counter (OTC) decreased from 97% to 96% from 2015 through 2016.



## WHO GUIDELINES ON USE OF MEDICALLY IMPORTANT ANTIMICROBIALS IN FOOD-PRODUCING ANIMALS

### EXECUTIVE SUMMARY

In May 2015, the Sixty-eighth World Health Assembly recognized the importance of the public health problem posed by antimicrobial resistance by adopting the global action plan on antimicrobial resistance (“global action plan”). The global action plan proposes interventions to control antimicrobial resistance, including reducing the unnecessary use of antimicrobials in humans and in animals. The global action plan also emphasizes the need to take a cross-sectoral, “One Health” approach for controlling antimicrobial resistance, involving efforts by actors from many disciplines including human and veterinary medicine. Recognizing the urgent need for cross-sectoral action to address antimicrobial resistance, the assemblies of the FAO and OIE also adopted resolutions supporting the global action plan in 2015.

Many antimicrobials used in food-producing animals are identical, or closely related, to antimicrobials used in humans. Most antimicrobials used in plant production, including orchards, are also identical, or closely related, to antimicrobials used in humans. Antimicrobials are used in food-producing animals to treat and control bacterial infections in the presence of disease and for disease prevention and growth promotion in the absence of disease. Antimicrobial use in food-producing animals can lead to selection and dissemination of antimicrobial-resistant bacteria in food-producing animals, which can then be transmitted to humans via food and other transmission routes.

### Why are these guidelines needed?

The development of these guidelines was driven by the need to mitigate the adverse human health consequences of use of medically important antimicrobials (i.e. antimicrobials used in humans) in food-producing animals. In 2005, a WHO expert committee was set up to establish criteria for classifying medically important antimicrobials as important, highly important, or critically important for human medicine. These criteria were then used to establish the WHO List of Critically Important Antimicrobials for Human Medicine (WHO CIA List), which has since been updated regularly. WHO published the fifth revision of the WHO CIA List in 2017.

These guidelines present evidence-based recommendations and best practice statements on use of medically important antimicrobials in food-producing animals, based on the WHO CIA List. These guidelines aim primarily to help preserve the

effectiveness of medically important antimicrobials, particularly those antimicrobials judged to be critically important to human medicine and also help preserve the effectiveness of antimicrobials for veterinary medicine, in direct support of the WHO global action plan.

### How were these guidelines developed?

These guidelines were developed using the WHO guideline development process described in the WHO handbook for guideline development (second edition). These included:

- (i) identification of priority questions and critical outcomes;
- (ii) retrieval of the evidence in a transparent manner using standard methods for systematic reviews;
- (iii) narrative literature reviews produced by topic-expert scientists;
- (iv) assessment and synthesis of the evidence;
- (v) use of this evidence for the formulation of recommendations;
- (vi) planning for dissemination, implementation, impact evaluation and future updating of the guidelines.

The process of the guideline development was managed by the WHO Steering Group, while the GDG consisting of external experts was responsible for the drafting of these guidelines. Priority questions on the effects of limitations of use of medically important antimicrobials in food-producing animals on antimicrobial resistance in human and animal populations, including overall use and specifically for growth promotion, disease prevention, and treatment were agreed on by the WHO Steering Group. These questions guided systematic reviews and narrative literature reviews and the evidence identified was summarized in evidence-to recommendation tables to enable the GDG to use the appropriate evidence to formulate each recommendations. The GRADE (grading of recommendations, assessment, development and evaluation) approach was used to appraise and use the evidence to develop recommendations. The whole process was supervised by the WHO Guidelines Review Committee, which approved the final guidelines.

### Full guidelines available at:

[http://  
foodsafety/](http://foodsafety/)



[www.who.int/  
publications/](http://www.who.int/publications/)

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## **VETERINARY HAPPENINGS**

Notify NAFV of Promotions, Reassignments, Transfers, Awards, Retirements, etc. for members not listed in the "Veterinary Happenings" column so they may be included in a future issue. The following information was received by NAFV.

### **USDA FSIS Members**

- Dr. Candice Kotulak**, FSIS, Firestone, CO, Resignation, 12/08/2017
- Dr. Allan Siekmeier**, FSIS, ISU '60, Woodbury, MN, Deceased, 10/10/2017

### **USDA APHIS Members**

- Dr. Sharon Williams**, IS, GS-15, N. Little Rock, AR, Promotion, 09/03/2017
- Dr. Judy Morley**, APHIS-VS, GS-12, Sanders, KY, Deceased, 12/16/2017
- Dr. Deb Brennan**, ARS, Athens, GA, Retirement, 12/31/2017

## **NAFV 2018 CASH MEMBERSHIPS ARE DUE 1/31/2018!**

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