



FEDERAL VETERINARIAN

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Announcements

NEW NAFV WORKGROUP!

NAFV President, Dr. Larry Davis, along with NAFV member Dr. Brooke Henderson, are looking for interested members to join our new "Millennial" workgroup. The goal of this workgroup is to identify the needs of the newly hired, future leaders within the federal veterinary workforce, and work on ways that NAFV can meet these needs.

If interested in participating, email: nafv@nafv.org.

► Inside this issue:

New NAFV EVP Dr. John Shaw	Pgs. 2 & 3
FSIS Strategic Plan	Pg. 4
NAFV PAC Update	Pg. 5
New FMD Kit Gets Licensed	Pg. 8
NAFV Unsung Veterinary Excel- lence Award: Dr. Gary Brickler	Pg. 12

EVP Column

Executive Vice President Report

Dear NAFV members:

This is the last communication I will have with you as the NAFV EVP. Starting in July, 2017 Dr. John Shaw will be the new NAFV EVP and I will take a part-time role in NAFV as a Senior Staff Veterinarian. I will assist the NAFV Board of Directors and Dr. Shaw as needed. I have been the NAFV EVP for 10 years. I have been an NAFV member for over 30 years. I also worked for USDA, APHIS, Veterinary Services for 33 years, so it seems time for me to step back and assist in the background. I appreciate the excellent work you all do for our nation and I am proud that I was able to serve you these last 10 years. From where I have been, I get to see all the hard work that NAFV members do for both federal veterinarians, for the federal programs and agencies, and for the public. Most of you have no knowledge of all the things going on to support you and it would be difficult to capture everything because of the volume of work being done. I say this here, so you are aware that there is a lot going on behind the scenes. To learn more about it, you can volunteer to be an NAFV Coordinator or Board member.

This year we have had several veterinarians removed from federal service during the first year probation for various reasons. Importantly, they neglected to contact NAFV for help until it was too late in the process. This is a plea to each of you to reach out to colleagues, especially newly hired veterinarians, and let them know that they can ask for guidance from NAFV in properly performing their jobs. Our attorney, Mr. William Hughes Esq.,



Dr. Michael J. Gilsdorf
at last BOD meeting April, 2017

provides excellent advice on personnel and administrative issues. It is also important to keep in mind that we can assist you more at the beginning of an issue than towards the end of it. I don't have all the answers if you call me, but we have members around the country who can provide good advice, and I can link you with them. This is an important reason to be an NAFV member.

NAFV is working hard this year to resolve the veterinary workforce vacancy issues in USDA. We are asking Congress to provide direction to federal agencies on this issue and we are officially asking Congress to approve specialty pay for all federal veterinarians working in the 701 veterinary series. At the same time we are also again battling proposed cuts to federal employee pay and benefits. NAFV needs your support now to accomplish these important objectives. We will be glad to talk with you by phone or in Chapter meetings around the country. Again, thanks for all you do and may God bless each of you and your families each day.

- Michael J. Gilsdorf, DVM

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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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Introducing: New NAFV EVP John L. Shaw, DVM

G'day to you all. My name is John Shaw. Beginning July 1, 2017, I will assume the position of NAFV Executive Vice President, a role that Dr. Mike Gilsdorf has held for a decade. I am humbled by the tradition of NAFV and the importance of this organization in representing the Federal Veterinary workforce. Mike will stay on assisting NAFV in the role of Senior Staff Veterinarian. The team is completed by our Administrative Officer, Ms. Mariana Barros, Legal Advisor to us all - Mr. Bill Hughes, and Editor, Dr. Bill James.

I come to the NAFV EVP position from APHIS, where since 1993 I served in USDA/APHIS International Services' Foreign Service, level of Senior Foreign Service, class of Counselor. Nearly all of my career was in Latin America and the Caribbean, but in the past year I served three months in Beijing and two months in Pretoria, South Africa. Prior to Foreign Service, I worked for four years with APHIS Veterinary Services in Puerto Rico.

I am a native of Louisiana and an LSU Veterinary School graduate. Prior to veterinary school, I did my undergraduate degree at Brown University in Providence, and later in my career I studied international cooperation and project management in a Bogota university while on a six-year assignment in Colombia. Principal among my experiences are trade issues negotiation and resolution, national swine disease programs in the Caribbean, national FMD programs in the Andean countries, national VSV programs in Central America. Other "favorite" animal disease programs include BTV, TB, screwworm, and Amblyoma/Boophilus programs. As often as possible, I joined FSIS veterinarians in their



Dr. John L. Shaw, NAFV EVP

inspections of foreign slaughter facilities.

I live in the center of Washington, DC in what I call the "smallest house ever built in the District" - a 19th Century row house built for bread factory workers' families. I use the City's Share Bike for my 10 minute commute to work, and I plan to be in the office most days if not traveling. I look forward to knowing many of you and your issues, and will continue the practice of random individual calls to members carried out by Mike. I also plan to frequently attend NAFV chapter meetings and to sponsor some where they are not currently scheduled. Do not hesitate to contact me with concerns, ideas, or recommendations.

Of particular interest to me as I begin my work with NAFV are:

- 1) Finding my voice and our common voice to confidently address our status as dedicated and talented medical professionals in the Federal workplace to ensure that we are recognized as an asset which can only bring prestige to an organization and the administrators of those organizations, while at the

(Continued on Pg. 3, "Dr. John Shaw")

Continued from Pg. 2, "Dr. John Shaw"

- same time affording confidence to the US public that we serve;
- 2) Seeking the best minds among ourselves and others to understand how best to forward Veterinary Public Health, Animal Health, and One Health careers and opportunities among our membership; and
 - 3) Leading us - NAFV members all, to rediscover the benefits of common cause and action through membership organizations,

how working together we can provide for "the common good", and how to harness the peer support and development opportunities germane to such professional organizations; we together need to move beyond the years of operating in a virtual world and flying solo.

I am excited, energized, but not naïve to the challenges which lay before us.

- John Shaw, DVM

USDA Budget Breakdown: FSIS Fully Funded for FY2018

Source: FSIS | May 24, 2017

As part of the Trump Administration goal to balance the budget, the USDA is facing a \$24 billion cut for the 2018 fiscal year. Included in those cuts are cuts or elimination to several programs, a closure of 17 of the 90 Agricultural Research Service laboratories, and a reduction of 5,263 USDA employees — a reduction of 5.5 percent of the department's workforce.

"As governor of Georgia from 2003 through 2011, I managed that state during probably not the best economic times, and I certainly had revenue estimates that I didn't prefer. But we did whatever it took," said USDA Secretary Sonny Perdue in a phone conference held on Tuesday, May 23. "I think that really comes from my growing up on a farm. I've known the thrill of a bumper crop and the heart break of drought and flood.

"With the dedicated career workforce here in the USDA all over the country, I'm convinced we can continue to serve the American agriculture in a way that makes it profitable and prosperous in rural America. I look forward to doing that, I look forward to working with these employees to make sure we can do all we can with what we have," Perdue continued.

The preliminary budget totals are all subject to Congressional approval. Acting Deputy Secretary Mike Young detailed the budgets of the areas within the USDA, as well as the various programs and services. One of the few areas that was fully funded was the Food Safety and Inspection Service, which has a budget of slightly more than \$1 billion. The one change to the inspection program would be that the inspection of catfish would be transferred to the Food & Drug Administration.

Young also stated that the budget included a proposal of instituting a fee for domestic meat and poultry inspection. The budget, he added, does allow for

the appointment of the Under Secretary for Food Safety, a position that has been vacant since December of 2013.

The Research, Education and Economics area has a proposed discretionary budget of about \$2.5 billion, a reduction of \$425 million from 2017. There is a reduction of \$142 million to the Agricultural Research Service, which would necessitate a closure of 17 of the 90 ARS laboratories in the country.

Young said there is a cut of \$7 Million to the USDA's marketing and regulatory programs, with much of that coming from the Animal and Plant Health Inspection Service. Cooperators may be asked to provide additional matching funds for animal and plant test programs.

Other programs that would be reduced or eliminated entirely include:

- The International Food Assistance Program, or Food for Peace, which predicts, prevents, and responds to hunger overseas. (eliminated)
- The McGovern-Dole International Food Assistance Program, which provides school meals, teacher training and related support. (eliminated)
- SNAP (Supplemental Nutrition Assistance Program), which offers nutrition assistance to eligible, low-income individuals and families. (budget reduced; additionally, proposed legislation would tighten eligibility benefits, limit availability for able-bodied adults without dependents, change methods that are used to calculate heating and cooling costs in the standard utility allowance, eliminate the minimum benefit of \$16 per month, charge fees to retailers that participate in redeeming SNAP benefits)
- Water & Waste Loan and Grant Program, which provides funding for drinking water systems, sanitary sewage disposal, sanitary solid waste disposal, and storm water drainage to households and busi-

(Continued on Pg. 9, "FY18 Budget")

STRATEGIC PLAN FISCAL YEAR 2011-2016: KEY ACCOMPLISHMENTS U.S. DEPARTMENT OF AGRICULTURE FOOD SAFETY AND INSPECTION SERVICE

FY 2011-2016 Performance Snapshot

Overall, FSIS' performance associated with the measures it used in its 2011-2016 Strategic Plan was very strong. FSIS demonstrated considerable success in meeting targets for a large majority of the measures: of 36 measured targets in 2016, the agency strongly exceeded 21 targets, and met or slightly exceeded 6 targets. Among the measures on which FSIS did not meet its targets were two of the agency's Key Performance Indicators (KPIs): Functional Food Defense Plan Adoption and the All Illness Measure. For its third KPI—the percent of young chicken (broiler) establishments meeting the Salmonella performance standards—FSIS met its target range, yet fell just shy of the Department's 95 percent target. Other measures that were very close to meeting targets included those related to in-commerce surveillance and the FSIS employee vacancy rate. Measures on Individual Development Plan adoption and hiring of persons with targeted disabilities fell short of targets. When weighted measurement is considered and combined by goal, FSIS met six of eight goals.

Source: <https://www.fsis.usda.gov/wps/wcm/connect/60c74c0c-4000-478b-b249-a67b3e3bc555/Strategic-Plan-2011-2016-Key-Accomplishments.pdf?MOD=AJPERES>

FSIS Strategic Plan: Editor's Opinion

by Dr. William James, Editor, Federal Veterinarian

FSIS released a [report](#) last week on its accomplishments over the past five years. It's a colorful 44-page Strategic Plan "reflecting the vision, mission, and values of the agency." The Strategic Plan's message is that "FSIS' performance associated with the measures it used in its 2011-2016 Strategic Plan was very strong."

The Strategic Plan contains eight goals. In turn, the eight goals encompass 36 total measures. Reports like these contain the obligatory bureaucratic nonsense, but some of the goals and measures are actually important.

Let's have a look at how much good FSIS has accomplished over the past five years.

FSIS declares it was "on target" for six of the eight goals. However, a goal for which FSIS was "off target" was the very first one – *Inspection and Public Health*. That's the most important goal.

Of the 36 measures created by FSIS, the agency was "on target" for 28 of them.

FSIS was again "off target" for the first and most significant measure – *Total number of Salmonella, Listeria monocytogenes, and E. coli O157: H7 illnesses from products regulated by FSIS*. The report states, "From FY 2011 to FY 2016, FSIS instituted some of the most significant updates to our country's food safety system since the 1950s to reduce patho-

gens in meat, poultry, and processed egg products and to prevent illnesses." They didn't work.

FSIS explains the failures in this way, "While FSIS reported overall declines in the total number of *Salmonella*, *Listeria monocytogenes*, and *E. coli* O157:H7 illnesses attributed to FSIS-regulated products from FY 2012 to FY 2015, it did not meet the associated FY 2016 target. This was ... because the manner in which attribution was estimated was highly influenced by year-to-year variations in outbreaks, causing major changes in illness estimates."

We have heard before that the methodology used to estimate foodborne illnesses is highly questionable because of its reliance on outbreak data. Imprecise claims by FSIS of improvement in foodborne illnesses are no longer credible. Over the past five years the agency has been reduced to implementing "new" inspection systems designed 15 years ago, and compounding *Salmonella* performance standards that have never worked. There's nothing innovative on the horizon.

If you look at the table on page 13 of the report, you'll notice foodborne illnesses crept downward for four years, then jumped 72%. This is unacceptable.

FSIS has numerous highly educated, experienced, and dedicated professionals in its ranks. Clearly, FSIS needs to restore professionals to its positions of leadership.

"Courage is resistance to fear, mastery of fear -- not absence of fear."

- Mark Twain

NAFV Political Action Committee Update

The National Association of Federal Veterinarians Political Action Committee (NAFV PAC) plays a role in amplifying the voice of federal veterinarians. The dollars contributed through the NAFV PAC are used to provide support for federal governmental leaders and to be able to educate them on our interests. It also must be stated that members, who are active federal employees, cannot attempt to influence the PAC or get involved in "advocacy" related to it. The PAC is led by NAFV associate members who are retired from active federal service. The PAC does not lobby, donations are not tax deductible, and donations must be paid by check by the NAFV member only.

Stated simply, the NAFV PAC is a non-partisan, member-driven tool that unifies federal veterinarians and aids us in educating key decision makers on the issues that are important to NAFV members. The NAFV PAC provides an avenue for you to make a meaningful impact on the process and by collectively mobilizing efforts. Together, we are greater than the sum of our parts and our strength in numbers allows us to lead the conversation on public policy matters in federal government.

In the recent past, our PAC funds have been used to support congressional members who support NAFV policies. However, our PAC funds have dwindled from thousands of dollars to hundreds. We are asking you to donate to the NAFV PAC fund this July during our fundraising campaign.

It would be great to get additional thousand dollar donations; but \$100 or \$50 or \$25 donations will also help if we can encourage enough members to donate. Please consider donating to this very worthy cause.



Master of Preventive Veterinary Medicine (MPVM)



The University of California, Davis welcomes applications for the Master of Preventive Veterinary Medicine (MPVM) degree program. The MPVM is a 1-2 year graduate professional Master's degree for veterinarians. Since 1967, this pioneering program's more than 900 graduates have excelled worldwide in leadership, academic, and research positions with universities, private industry, international agencies, non-governmental organizations, and governments.

We offer core courses in epidemiology concepts, study design, research methods, leadership, ecosystem health, and infectious disease epidemiology as well as biostatistics. Electives allow students to explore zoonotic disease, food safety, diagnostic test evaluation, spatial analysis, mathematical modeling, disease ecology, and many more courses throughout the university. Coursework in 'One Health' incorporates public health and conservation at the interface of humans and animals. In addition to didactic instruction, students write a thesis on research they undertake. We support our extensive course offerings and student research with a large, diverse, vibrant faculty including recent hires in epidemiology, wildlife, food animals, urban agriculture, and poultry health, and a wealth of adjunct contributors from state and federal management agencies and organizations.

Instruction begins in early August. Requirements for entry include a minimum 3.0 GPA, and TOEFL score of 85 or higher for non-English speakers. The application deadline for the 2016-17 academic year is January 15th 2016.

Please send inquiries to Graduate Group Coordinator Ms. Tami Ali (tali@ucdavis.edu; 530-752-2657) or Program Chair Dr. Ashley Hill (aehill@ucdavis.edu).

Visit our website at <http://www.vetmed.ucdavis.edu/mpvm/>

OIE: New and Amended International Standards and Guidelines

Source: OIE | 05/25/2017

Whether in the fields of terrestrial and aquatic animal disease, prevention and control, animal welfare or diagnostic methods and vaccine quality, the OIE Delegates adopted and revised a number of standards.

Several chapters on various animal diseases were revised, including PRRS and Salmonella.

Two new chapters on the prevention and control of Salmonella in bovine and pig production systems were developed to provide guidance to reduce the burden of disease in these species, and the risk of

human illness through foodborne contamination, as well as from direct or indirect contact with infected animals. These chapters, together with those recently adopted by the Codex Alimentarius, ensure an integrated food chain approach to the control of this pathogen.

A new chapter on infection with porcine reproductive and respiratory syndrome (PRRS) virus was developed to provide recommendations on managing the risk of international transmission of this disease.

Original Article: https://www.pig333.com/latest_swine_news/oie-new-and-amended-international-standards-and-guidelines_12589/

YOUR NAFV AT WORK!



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February 23, 2017

United States President Donald J. Trump
 The White House
 1600 Pennsylvania Avenue NW
 Washington, DC 20500

Dear President Trump:

The Center for Disease Control and Prevention estimates forty-eight million Americans are struck by foodborne illnesses every year leading to 128,000 hospitalizations and 3,000 deaths. Foodborne illnesses are a burden on public health and contribute significantly to the cost of health care. According to the USDA Economic Research Service, the burden of foodborne illness on the economy was \$15.5 billion in 2015.

It doesn't have to be this way and you can help do something about it by ensuring the USDA's Food Safety and Inspection Service (FSIS) has the resources it needs to fulfill its mission to protect consumers by ensuring that meat and poultry are safe to eat. FSIS has just 1000 veterinarians, of which 720 Public Health Veterinarians (PHVs) working in the field on the inspection front lines. However, staffing our Nation's primary food safety agency has chronically suffered and it needs help to recruit and retain its professional veterinary workforce. PHVs are the most difficult profession for FSIS to hire and retain. We have conducted extensive research and identified several of the most important factors that have culminated in our current exhausted FSIS veterinary workforce. It is critically important that FSIS take the following three simple actions to ameliorate recurring issues with hiring and retaining these professionals.

The signatories to this letter recommend the following three actions to resolve the recruiting and retention of veterinarians in FSIS:

- All slaughter plants must be under the direct supervision of a PHV; Federal veterinarians, as animal and public health professionals, are uniquely equipped to lead the inspection and food safety processes necessary to protect Americans' food source.
- Remuneration and incentives of PHV's must be immediately improved to be commensurate with their extensive education and expertise and to be competitive with the private sector;
- Administrative time and support for annual professional continuing education and training is essential to retaining PHVs.

Veterinarians with training in public health are vital to the effective inspection of meat and poultry. No other profession has the education and expertise to serve at the nexus of animal health and public health. USDA declared their veterinary positions as mission critical in 2016 and they are also considered essential in times of emergencies. It is critical to the FSIS mission and goals that their veterinary workforce is well-staffed. The essential inspection duties that can only be competently performed by veterinarians include:

- Ante-mortem inspection for zoonotic and foreign animal diseases
- Post-mortem verification of food safety diseases and conditions, and carcass dispositions
- Expert direction of the national residue program
- Decision and direction of sample collection for pathology and microbiological determinations
- Verification of eligibility of products for export, and signing of certificates

The Government Accountability Office (GAO) has conducted two assessments of the federal veterinary workforce and reported that: *"the federal veterinarian workforce plays a critical role in ensuring the safety of the U.S. food supply... several veterinarians working in slaughter plants told us (GAO) that, because of inadequate staffing, they are not always able to meet their responsibilities and perform high-quality work. For exam-*

(Letter continued on Pg. 7)

(Letter continued from Pg. 6) ple, veterinarians told us they cannot always verify crucial sanitation and security checks of the plant or promptly log data on animal diseases and welfare. Finally, FSIS veterinarians told us that their salaries do not sufficiently compensate for the working conditions and are low relative to those of other veterinarians.”

Tragically, the current PHV workforce vacancy level in FSIS is 11%. FSIS acknowledges this vacancy level makes it impossible for the remaining veterinarians to perform all the necessary functions required of PHVs. In addition, approximately 53% of the FSIS PHV’s are 55 years of age or older and close to retirement. (35% of FSIS PHVs are over 60 years of age; 26% are between 50 and 60 years of age; 14% are between 40 and 50 years of age; 12% are between 30 and 40 years of age; 1% are between 20 and 30 years of age). Impending retirements from this older workforce will add even more pressure towards maintaining an effective FSIS PHV workforce in the next several years.


Despite past efforts by FSIS to incentivize PHVs, the agency has fallen short in offering sustained competitive compensation resulting in losses of key personnel. Instead of offering fair remuneration to attract, recruit, and retain the PHV workforce needed to ensure the safety of the public's food supply, **FSIS has, for the first time in its 110 year history, proposed changes that remove veterinarians from their direct role in food safety and to instead place inadequately educated lay inspectors into more primary decision making roles with much less direct supervision or oversight from the PHV.**

This is unacceptable.

The National Association of Federal Veterinarians has developed a PHV staffing plan for FSIS that incorporates the three simple actions in detail to ameliorate recurring issues with hiring and retaining these professionals. We need your support to encourage FSIS to implement this plan and secure the funding needed. Sincerely,

Michael J Gilsdorf
Executive Vice President
National Association of Federal Veterinarians

- CC. House Committee on Agriculture members
- Senate Committee on Agriculture, Nutrition, & Forestry members
- Senate Appropriations Subcommittee on Agriculture, Rural Development, Food and Drug Administration, and Related Agencies members
- House Appropriations Subcommittee on Agriculture, Rural Development, Food and Drug Administration, and Related Agencies members



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NAFV Wants You to Protect Yourself.

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.



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New Foot-and-Mouth Disease Rapid Diagnostic Kit Gets License for Use in U.S. Livestock

Source: Newswise | Article ID: 676633 | 06/19/2017

Newswise - Washington - The U.S. Department of Homeland Security Science and Technology Directorate (DHS S&T) announced today the licensing of a rapid-response (three-hour) Foot-and-Mouth Disease (FMD) diagnostic kit by the U.S. Department of Agriculture (USDA) Center for Veterinary Biologics (CVB). Developed by a large research consortium of federal agencies, academia and animal health industry scientists, this is the first licensed FMD diagnostic kit that can be manufactured on the U.S. mainland, critical for a rapid response in the event of a FMD outbreak. This diagnostic kit provides animal health first responders with an important tool to mitigate the potentially catastrophic economic and animal welfare impacts of a FMD outbreak. This high-performance test can be used for cattle, swine, and sheep, and will be commercialized and sold by Veterinary Medical Research and Development (VMRD), Inc., a U.S. manufacturer of veterinary diagnostics.

“This assay will be a pivotal tool for U.S. emergency preparedness and response and for ensuring the resiliency of U.S. animal agriculture, a critical infrastructure” said DHS Under Secretary (Acting) William N. Bryan. “Successfully bringing this test to market exemplifies the type of public-private partnership among DHS S&T, Centers of Excellence, government labs, and commercial industry necessary to support U.S. agriculture and global FMD control and eradication programs.”

FMD virus is highly contagious in cloven-hoofed animals, including: cattle, pigs, small ruminants. Globally, FMD has a significant impact on livestock trade economics and extensive regulatory programs exist in the U.S. to facilitate identification of, response to, and control of the disease. With one in nine Americans employed in the agriculture or allied industries, the effects of an FMD outbreak in the U.S. would be devastating — estimated at nearly \$200 billion in lost revenue over 10 years across affected industries.

This rapid, specific, and sensi-

tive FMD diagnostic assay was developed and validated over a seven year period by a consortium of scientists at Texas A&M University and the Institute for Infectious Animal Diseases in College Station, Texas (a DHS S&T Center of Excellence); DHS S&T’s Plum Island Animal Disease Center, USDA Animal and Plant Health Inspection Service Foreign Animal Disease Diagnostic Laboratory and USDA Agricultural Research Service Foreign Animal Disease Research Unit; and through a Cooperative Research and Development Agreement with VMRD, Inc. Funding was provided by the Agriculture Defense Branch of DHS S&T’s Homeland Security Advanced Research Projects Agency, Chemical and Biological Defense Division and DHS S&T Office of University Programs. DHS S&T has also granted an intellectual property license to VMRD, Inc. for the test and a patent application has been filed with the U.S. Patent and Trademark Office.

Original Article: <http://newswise.com/articles/new-foot-and-mouth-disease-rapid-diagnostic-kit-gets-license-for-use-in-u-s-livestock>

What Can Federal Employees Do to Prevent Proposed Cuts to Their Retirement Benefits?

by Randy Silvey | June 14, 2017

Q: *I just finished reading your article (From COLA to Diet COLA: What the Budget Proposal Means for Your Retirement) and I totally agree. Please don’t punish the employees who have worked 20, 30 years and are banking on retiring in the next few years! Is there anything Federal employees can do that could prevent this from happening?*

A: I have two answers that may both help you insulate yourself and perhaps improve federal employees’ chances of not having their retirement benefits gutted.

First, look at what you can do that may help soften or even prevent these proposals, and second, consider what you can do to try and prepare in case they

happen anyway.

Join an Advocacy Group

Look at joining National Active and Retired Federal Employees (NARFE). They are a non-profit advocacy organization for federal employees. They fight for current wages, benefits and federal retirement benefits, the latter of course being the most pertinent to your question.

Today NARFE has some 300,000 members (according to Wikipedia). This is a reduction of nearly 200,000 since 1984. It may not seem like a big deal, but when voicing concerns in Washington, numbers matter. NARFE allows current and retired feds (both CSRS and FERS) to have a unified voice.

(Continued on Pg. 9, “Retirement Benefits”)

(Continued from Pg. 8, "Retirement Benefits")

If enough feds join NARFE, that voice could be raised from a murmur to a loud roar.

Take Control of Your Retirement

Take control of items in your retirement package to the extent that you can.

Retirement Planning

This is such a foreign subject to many feds, so much so that it is largely ignored until the last minute. If you are overwhelmed by the subject, you may want to seek out a Fed Focused Adviser (FFA) to assist in creating a comprehensive and well thought out retirement plan.

If you are like most feds I speak to, you are concerned about the costs. I understand, however, a recent study by Aon Hewitt and Financial Engines found, "...on average, employees using [financial advisor] help...had median annual returns that were 3.32 percent higher, net of fees, than participants managing their own portfolios.

Manage Your Investment Risks

You should know and understand your panic point for taking risks with your retirement savings. This is key in making intelligent investment decisions, even while assets are still sitting in the TSP.

You may have a hard time understanding the significance or rationale behind "risk tolerance." However, a simple yet thorough financial risk assessment may do wonders in lifting this confusing curtain. Many can be located online. I know Rutgers University has a free online assessment, as does the Motley Fool and I offer a free risk assessment as well.

Retirement Savings

If COLAs, supplemental retirement income and pension calculations (from high-5 to high-3) are cut, then you will need to offset those losses. This could, at least in part, be accomplished by adding more to your TSP. Or it may be as straightforward as simply adjusting allocations/investment choices (wisely) within the TSP. In some cases, a well-planned adjustment may potentially increase TSP savings balances, thus offering larger retirement incomes from the TSP savings.

Actively Participate In Your Personal Retirement Planning

(Continued from Pg. 3, "FY18 Budget")

nesses in eligible rural areas. (eliminated)

- Funding for rural business programs. (eliminated)
- Direct Single Family Housing Loan Program, which assists low-income applicants in obtaining housing in eligible rural areas. (eliminated)
- Funding for new land acquisition by Forest Service. (eliminated)

You need to know where you stand heading into retirement as soon as possible. With these types of budget proposals out there, this could (more than ever) mean the difference between financial retirement success and failure.

Some suggestions to help with this include:

Dream

Dream about your retirement. What will it look like?

Analyze Costs

Affix values to each aspect of your retirement dream. Example: If painting landscapes will be a big part of retirement, how much will brushes, canvases, paints, etc. cost each month?

Budget

Add all known and anticipated retirement expenses together to create a fair and realistic retirement budget. You really can't afford to guess or rely on a poor estimate here. From these steps, it is possible to work backwards in determining how much will be needed to fund retirement.

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Original Article: <https://www.fedsmith.com/2017/06/14/what-can-federal-employees-prevent-proposed-cuts-retirement-benefits/>

The 2018 USDA Preliminary Budget summary is available for download at <https://www.usda.gov/sites/default/files/documents/USDA-Budget-Summary-2018.pdf>.

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Original article: <http://bit.ly/2rwX7NH>

One Health “At a Glance”

Protecting “One Health”



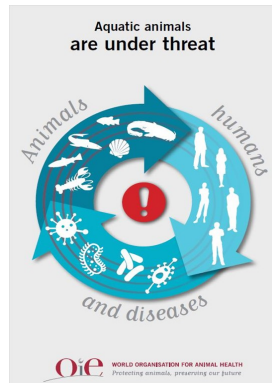
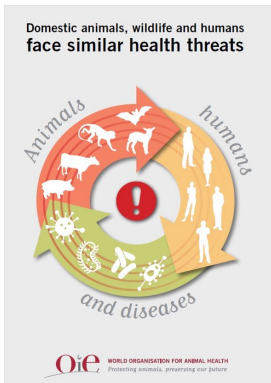
ONE HEALTH

The “*One Health*” concept was introduced at the beginning of the 2000s. In a few words, it summarised an idea that had been known for more than a century; that **human health**

and animal health are interdependent and bound to the health of the ecosystems in which they exist.

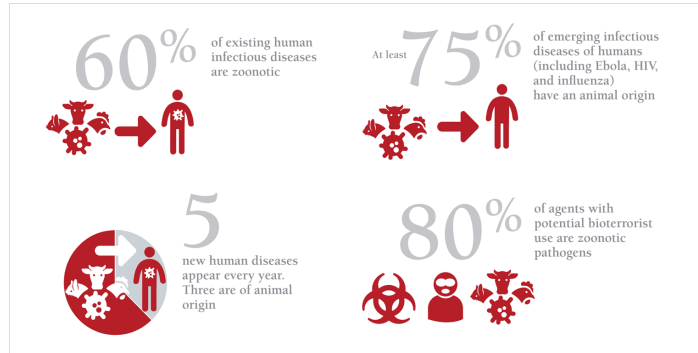
This concept is envisaged and implemented by the OIE as a collaborative global approach to understanding risks for human and animal health (including both domestic animals and wildlife) and ecosystem health as a whole. The OIE builds upon the intergovernmental standards which it publishes and the worldwide information on animal health that it collects as well as its network of international experts and programmes for strengthening national Veterinary Services. Moreover, it collaborates synergistically with more than 70 other international organisations, particularly those which play a key role in the human–animal–ecosystems interface.

Animals, humans and diseases



Diseases of animal origin that can be transmitted to humans, such as **avian influenza, rabies, Rift Valley fever and brucellosis**, pose worldwide risks to public health. Other diseases which are mainly transmitted from person to person also circulate in animals or have an animal reservoir, and can cause serious health emergencies, such as the recent epidemic of Ebola virus. These risks increase with globalisation, climate change and changes in human behaviour, giving pathogens numerous opportunities to colonise new territories and evolve into new forms.

Today, we estimate that:



Protecting animals to preserve our future

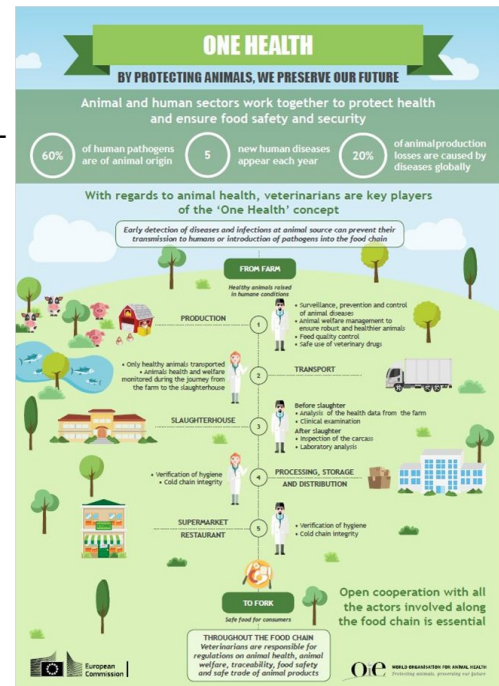
Controlling zoonotic pathogens at their animal source – that is, pathogens that can be transmitted from animals to humans and vice versa – is the most effective and economic way of protecting people. Consequently, **global strategies** to prevent and control pathogens must be developed if we are to **protect public health**. These should be **coordinated at the human–animal–ecosystems interface** and applied at the national, regional and global levels, through the implementation of appropriate policies.

Guaranteeing competent Animal Health Services for a safer world

Veterinary Services, in both their public and private components, play an essential role in the development and implementation of policies to manage animal health risks. In protecting animal health and welfare, they meaningfully contribute towards improving human health, as well as food safety and security.

For this reason, they need appropriate and effective methods to **prevent and control animal diseases**, and must be able to communicate and work in close collaboration with a wide range of stakeholders, in order for joint action to be taken.

Original Article: <http://www.oie.int/en/for-the-media/onehealth/>

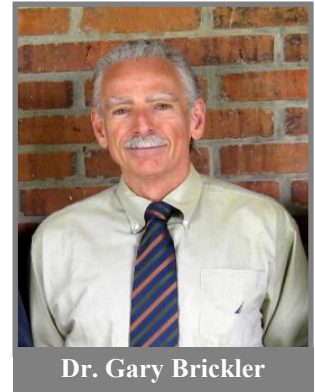


2017 NAFV Unsung Veterinary Excellence Award

Dr. Gary Brickler is being recognized for his outstanding contributions to animal and public health. He received his Doctor of Veterinary Medicine degree from Purdue University in 1974. He also received a Bachelor of Science degree from the University of Kentucky in 1970.

Dr. Brickler has had a very diverse career. He has worked as a federal veterinarian around the world. Currently he is the District Director for District 6 with APHIS Veterinary Services (VS). As the Director he manages all domestic animal health programs administered by VS.

Previous duties and assignments that Dr. Brickler successfully performed include:



Dr. Gary Brickler

- ◆ Area Veterinarian in Charge (AVIC) over California and Nevada from January 2010 to 2014. He managed the federal animal health programs in California and Nevada including disease surveillance and control programs, emergency planning and response, and import and export certification. He was responsible for export certification of animals and animal products and import inspection at the Los Angeles Animal Import Center, one of three in the United States; a quarantine facility in Tijuana, Mexico; the port of San Francisco, and two land border ports.
- ◆ Veterinary Corps Area Veterinarian in Charge, Alaska, Hawaii, Washington, Pacific Territories USDA APHIS, Veterinary Services, Olympia, WA 1991-2006; October 2008 – December 2009.
- ◆ Incident Commander for the response to the first case of BSE discovered in the United States. Response successfully traced the animal to the farm of origin in Canada, accounted for a majority and resolution of the related animals of interest, destruction of suspect material and restored confidence in the United States food supply.
- ◆ Dr. Brickler chaired the Animal Health Safeguarding Review and served as the APHIS coordinator for the review. He coordinated activities with the National Association of State Departments of Agriculture, a 14 member Review Panel, 4 Review Committees, an APHIS Steering Committee, industry, academic and state participants.
- ◆ He was a Deputy Manager/Planning Coordinator with APHIS International Services with duty at the United Nations Food and Agriculture Organization, Rome, Italy. 2006-2008. He was assigned to assist the UN FAO in developing an emergency response center for avian influenza and other animal diseases, and to initiate the use of ICS at FAO. He led the initial organization of the Crisis Management Center (CMC) of the FAO. He led the first USDA APHIS contingent to establish a permanent presence, which continues today, at the FAO. He deployed to Afghanistan and related countries for Operation Enduring Freedom (OEF) 2002; and to Kuwait and Iraq for Operation Iraqi Freedom (OIF) 2003. During deployment, among other missions the unit provided assistance to enhance the subsistence livestock production in Afghanistan, Djibouti, and Iraq.
- ◆ Between 1998 and 2002, Dr Bricker led veterinary humanitarian missions to Paraguay, Bolivia, Guatemala, and Belize.
- ◆ Between 1988 and 1991, Dr Brickler was the Sector Supervisor for USDA, APHIS Animal Care in Tampa, FL and Minneapolis, MN.
- ◆ He was a Regional Animal Care Specialist, USDA, APHIS, Veterinary Services in Englewood, CO from 1986 to 1988.
- ◆ Dr. Brickler also served as a field Veterinary Medical Officer, USDA APHIS Veterinary Services in Chino, CA from 1983 to 1986. There he conducted Brucellosis eradication program activities in large dairies, disease surveillance, animal care inspections, export examinations. The brucellosis program was in response to the infection of more than 30 farms in an area of concentrated dairy operations.

Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

National Association of Federal Veterinarians
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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

(Information available next month)

USDA APHIS Members

Dr. Catherine Bowers, Promotion, Riverdale, MD 02/05/2017

Dr. Kari Coulson, Promotion, Raleigh, NC 02/19/2017

Dr. Lisa Rochette, Promotion, Raleigh, NC 02/19/2017

Periodicals postage paid
at Washington, DC

<p>Email Changes of Address to: mbarros@nafv.org</p> <hr/> <p>Returned Checks NAFV charges \$10.00 for checks returned for Insufficient funds</p>

Welcome New Members

Dr. Parrish Kline, FSIS, GS-12, TUS '09, Wescosville, PA

Dr. Angalyn Conner, FSIS, GS-12, TUS '88, Batesville, MS (Recommended by Dr. Deanna Brown)

Dr. Elizabeth Prigge, FSIS, GS-11, KSU '12, Grand Island, NE

Dr. Meghan Schirger, FSIS, GS-12, MIN '05, Rockford, IL (Recommended by Drs. Marcy Sauges, Hilary King)