



FEDERAL VETERINARIAN

VOLUME 75, NUMBER 11 & 12

NOVEMBER/DECEMBER 2018

ANNOUNCEMENT

Important Information on FEDS Insurance:

Members, be sure to read the information on FEDS liability insurance beginning on page 2!

REMINDER:

We also have NAFV Centennial lapel pins available for members to purchase.

Details and picture on Pg. 9.

With questions, please contact the NAFV national office at 202-223-4878.

► Inside this issue:

FEDS Insurance Coverage Pg. 2

FSIS Reorganization Announcement & Plans Pg. 5

COLA vs Annual Pay Raise: A Breakdown Pg. 6

EVP Column Pg. 8

2018 Annual Letter Pg. 9

NAFV 2018 Efforts & Accomplishments Pg. 10

ELECTION RESULTS

Picture Source: <https://www.sandypines.com/electionresults2018/>

BOARD OF DIRECTORS ELECTION RESULTS

Thank you all for casting your votes in the 2018 election for the NAFV Board of Directors.

Here are the results as voted by you:

President: Dr. Barb Porter-Spalding (Commencing January 2018)

President-Elect: Dr. Deanna Brown (Commencing January 2020)

Secretary-Treasurer: Dr. Larry A. Davis

FSIS BOD Representatives:

Dr. Angela McIntyre
Dr. Michael Mikhael
Dr. David Thompson

Alternate FSIS Representatives:

Dr. Ahmad Jilani

APHIS BOD Representatives:

Dr. Gary Brickler
Dr. Bob Simer

Alternate APHIS Representatives:

Dr. Stephan Schaeffbauer
Dr. David Hsi

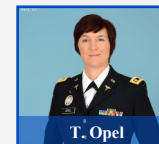
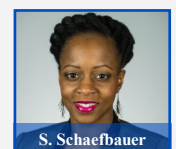
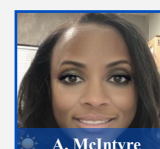
Other Agency Representatives:

Dr. John Sanders, Primary Representative
Dr. Patty Bennett, Alternate Representative

Military Representative:

MAJ Dr. Taylor Opel, Primary Representative

Congratulations to all the new Board of Directors elected winners and candidates from the 2018 NAFV Board of Directors election. We also sincerely thank the 2016-2018 BOD members for their efforts and participation.



Federal Veterinarian (ISSN 0164-6257)
1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

is published monthly except bimonthly in May/June and Nov/Dec by, and in the interest of, the National Association of Federal Veterinarians and their members to whom it is mailed free. Periodicals postage paid at Washington, D.C. Correspondence should be addressed to:

Executive Vice President
National Association of Federal Veterinarians
1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

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.

Editor: William James, DVM, MPH
wjames@nafv.org

Postmaster: Send address changes to:
Federal Veterinarian

1910 Sunderland Pl., N.W.
Washington, DC 20036-1608

Tel: (202) 223-4878 | Fax: (202) 842-4360
Email: nafv@nafv.org | Website: www.nafv.org

NAFV Board of Directors

President: Dr. Larry Davis

President-Elect: Dr. Barb Porter-Spalding

Secretary/Treasurer: Dr. Deanna Brown

Executive Vice President:

Dr. Marvin D. Meinders

Associate Executive Vice President:

Mariana C. Barros

Senior Staff Veterinarian: Dr. Michael J. Gilsdorf

General Counsel: William G. Hughes, Esq.

P.O. Box 340

Bozman, Maryland 21612

Tel: (410) 745-0045

FEDS Insurance Coverage: Understanding Liability Exposure and Protection

by *Anthony F. Vergnetti*

Anthony F. Vergnetti, Attorney at Law, is the President and CEO of Federal Employee Defense Services (FEDS), Inc. FEDS provides professional liability insurance to the entire federal employee community. Prior to founding FEDS, Mr. Vergnetti was a partner in the Washington, D.C. law firm Shaw, Bransford, Veilleux & Roth, P.C. (SBVR) where he specialized in federal personnel and employment law. Prior to joining SBVR, Mr. Vergnetti was an attorney with the Bureau of Alcohol, Tobacco and Firearms, Office of Chief Counsel where he represented the Bureau in personnel matters (disciplinary and other adverse actions), and other employment/labor law matters.

As you know, NAFV strongly recommends protecting yourself with professional liability insurance through FEDS Protection. As members continue to have situations where legal representation is necessary, NAFV has asked us to explain what you are covered for under a FEDS policy, and what you are not.

Fundamentally, all core veterinarian and supervisory responsibilities are considered professional services and are generally covered by the FEDS policy. However, all employment matters involving federal veterinarians do not fall within the guidelines of the professional liability policy. This has to do primarily with the legal definition and court interpretation of what is considered a "professional" service in your particular job function. In other words, not all of your job duties are considered "professional" and may not be covered by the policy. While the policy covers **any** administrative investigation (and any resulting disciplinary action), it is limited to the employee rendering a "professional service". Discerning whether an act or failure to act constitutes a "professional service" is not a simple task. The professional quality of some acts, such

as the performance of your inspection and food safety responsibilities and any related managerial and oversight functions are obvious. Factors typically considered in determining whether an act or omission is "professional" include "whether the act involved the exercise of professional judgment or required the exercise of a particular skill or discretion acquired by special training, or whether the act could have been done by an unskilled or untrained person." [*North American Treatment Systems, Inc. v. Scottsdale Ins. Co.*, 943 So. 2d 429, 447 (La. App. 1st Cir. 2006)].

Stated another way, ordinary tasks, even when performed by a professional, are not "professional" if they can be done by one lacking training and expertise. [*Medical Records Associates Inc. v. American Empire Surplus Lines Ins. Co.*, 142 F. 3d 512, 514 (1st Cir. 1998)]; or, professional services use the inherent skills typified by the profession in question. [*Gregg & Valby, L.L.P. v. Great American Ins. Co.*, 316 F. Supp. 2d 505 (S.D. Tex. 2004)]. And just to be clear on one matter, the act of managing agency employees is considered "non-ordinary" and a covered professional service under the FEDS policy. Note that this is an expanded definition of a professional service from most other standard professional liability policies in order to cover these unique additional professional exposures of a federal manager.

Coverage: the policy covers three areas of exposure for federal veterinarians – administrative and disciplinary, civil, and criminal. Federal veterinarians are most at risk for administrative and disciplinary matters so we will deal spe-

(Continued on Pg. 3, "FEDS Insurance")

**NAFV recommends
FEDS Professional Liability Insurance**

**Members Save \$10!
Enter Discount Code:
NAFV**

NAFV Wants You to Protect Yourself.

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

Do you know that claims resulting in investigations can be made against you by anyone - plant workers, special interest groups, politically motivated elected officials, members of the public, or managers, co-workers or subordinates?

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. 2, "FEDS Insurance")

cifically with that exposure in this article.

Administrative & Disciplinary Matters

The FEDS PLI policy pays for legal defense up to \$200,000 for any administrative investigation and disciplinary proceeding resulting from alleged acts, errors or omissions while rendering a professional service. This applies to any administrative investigation including but not limited to agency misconduct investigations and disciplinary actions, as well as Office of Special Counsel (OSC), Office of Inspector General (IG), and Congressional investigations—it also covers you if you are accused of being a Responsible Management Official in an EEO matter. Your own personal attorney, through the policy, would prepare and defend against inquiries/allegations; prepare and defend against OIG or agency administration or investigation processes; attend the investigative interview with you; and defend you in any resulting disciplinary action (both at the agency level and at the MSPB). The policy has covered

complaints made by plant employees, other employees, special interest groups and members of the public and they run the gamut from allegations of negligent performance of duties, operational errors, allegations of abuses of authority or position, allegations of unsanitary plant conditions, inappropriate comments to subordinates, ethical allegations, to improper coding/billing and really any allegation of failing to perform your regulatory and management duties and responsibilities. The FEDS policy generally DOES NOT provide coverage for such matters as form completion (i.e., travel vouchers; time and attendance reports; or other "non-professional" services, etc.), AWOL, tardiness, leave abuse, improper physical contact, intentional misuse of GOV's, using/visiting inappropriate websites, improper relationships with subordinates or plant employees, medical unsuitability and unsatisfactory performance matters.

Since claim determinations are made based on the specifics of the allegation, the nature of the act, and the job duties of the particular veterinarian involved,

(Continued on Pg. 4, "FEDS Insurance")

¹ The other two main coverage areas are civil and criminal matters:

Civil Suits - The FEDS policy pays up to \$1,000,000 or \$2,000,000 of damages (depending on the policy limit you choose) if you are sued in your personal capacity for an act, error or omission which is committed or arises out of the course and scope of employment and DOJ exercises its discretion to deny representation.

Criminal Investigations - FEDS PLI pays for legal defense up to \$100,000 for any criminal investigation or proceeding into any act, error, or omission arising out of the rendering of a professional service. This includes Title XVIII violations made against federal employees.

(Continued from Pg. 3, "FEDS Insurance")

and don't always include all job functions performed by a federal veterinarian, it is not possible to simply prepare a covered/not covered list. The unique facts and circumstances and the coverage determination (approval/denial) is made on a case by case basis and based on the specific allegations, position and nature of the particular claim. Here are some examples of covered claims:

Claim Status: CLOSED- The insured was the subject of an Internal Controls Staff investigation due to unsanitary plant conditions that resulted in the plant being shut down. Defense counsel was assigned to the insured and represented him through the investigative process and subsequent disciplinary process following the insured being issued a notice of proposed removal. The removal was sustained at the agency level but counsel successfully appealed the insured's removal to the MSPB resulting in a favorable settlement whereby the insured was able to keep his job without a loss in pay or grade. Paid to Date: \$112,702.04

Claim Status: CLOSED- The insured received a proposed 14-day suspension for inappropriate comments to subordinate workers. Defense counsel was assigned to the insured case and are actively defending her through the disciplinary process. Currently we are awaiting a final agency decision on the proposed 14-day suspension. Paid to Date: \$39,191.69

Claim Status: CLOSED- The insured was issued a notice of proposed 14-day suspension related to his oversight of the host processing plant. Defense counsel was assigned to the insured and defended him through the disciplinary process. The proposed 14-day was successfully mitigated to a letter of reprimand. Paid to Date: \$42,714.54

Claim Status: CLOSED- The insured was issued a notice of proposed removal for neglect of duty, improper conduct and unacceptable performance. Defense counsel was assigned to the insured and defended him through the removal process. Counsel successfully negotiated an agreement with the agency whereby the insured would serve a 7-day suspension and transfer to a nearby facility. Paid to Date: \$58,353.52

Consultations - While the policy must have defined boundaries in exchange for premium, we at FEDS fully understand that all federal employee functions and job actions will not be defined as professional by the insurance carrier, which is one of the reasons we provide free legal consultations for policy holders at the level that we do. For almost every disciplinary matter that has been declined, we have provided some level of free or pro bono legal service to the NAFV member whether it was advice on how to respond, reviewing and revising written replies, or actually even entering an appearance and representing the member on a pro bono basis.

Here's the bottom line - claims are assessed for various qualifications including scope and professional service on a case by case basis and the particular nature of the claim. FEDS understands the power of the agencies/investigators, and the negative impact it can have on federal employees. It is the job of these investigators to make cases – often without regard to the innocence or unintentional violation of a policy, rule or regulation. While the FEDS policy doesn't cover every type of claim you could face, your out of pocket cost of \$145 (after agency reimbursement) is well worth the protection it provides.

Attorneys are expensive, liability insurance isn't. If you have questions or would like to enroll – it only takes 5 minutes - call FEDS at 866.955.FEDS or enroll online at www.fedsprotection.com.

DEPARTMENT OF AGRICULTURE

Animal and Plant Health Inspection Service [Docket No. APHIS-2018-0042]

Availability of an Environmental Assessment for Field Testing of a Swine Influenza Vaccine, DNA SUMMARY:

We are advising the public that the Animal and Plant Health Inspection Service has prepared an environmental assessment concerning authorization to ship for the purpose of field testing, and then to field test, an unlicensed Swine Influenza Vaccine, DNA. Based on the environmental assessment, risk analysis, and other relevant data, we have reached a preliminary determination that field testing this veterinary vaccine will not have a significant impact on the quality of the human environment. We are making the documents available to the public for review and comment.

DATES: We will consider all comments that we receive on or before November 9, 2018.

FSIS ANNOUNCES REORGANIZATION PLANS: FSIS Reorganization to Align with USDA Business Center Model

Source: FSIS | October 5, 2018

Effective Oct. 14, FSIS will implement a reorganization plan, which is in alignment with the Secretary’s business center model, to support a more efficient and effective Department of Agriculture. This update to our organizational structure will establish a strategic framework that will enable us to meet the Secretary’s goal of increasing oversight, and improving and expanding customer service.

The changes being made allow FSIS to provide the best possible customer experience, with faster, friendlier, easier access to services. Ultimately, the goal is to improve customer service and allow FSIS

to be the most effective in carrying out our mission to protect public health.

The reorganization will not impact in-plant inspection personnel. The impact to our non in-plant organizational components will vary. There will not be any impact on FSIS employee positions, grade levels or salaries, nor will any FSIS employee be required to change duty stations. While some responsibilities may shift, FSIS day-to-day work will remain the same, and we will continue to carry out our important mission of protecting public health.

Original article: <https://bit.ly/2yU4MGM>

Function	Current Organizational Placement	New Organizational Placement
data analysis and analytics	ODIFP	OPARM
coordination of the National Advisory Committee on Meat and Poultry Inspection	OOEET	OPPD
emergency coordination	ODIFP	OA
employee engagement	OPACE OM OOEET	OEED
food defense assessment	ODIFP	OA
forms management	OCIO	OM
management controls	OIEA	OPARM
outreach	OOEET	OFO
records management	OM	OPACE
small plant help desk	OOEET	OPPD
strategic planning and evaluation	OCFO	OPARM
telecommunications (billing)	OCIO	OCFO

REMINDER:

Login required for NAFV member-only forum on website.

Members, when we redesigned our NAFV website in 2017, we switched over from the generic username and password to individual login & passwords. Last year, we sent out a notice asking members to contact us to get their new credentials.

If you have not received your individual login & password, please email nafv@nafv.org.

How Is the Annual COLA Different from an Annual Pay Raise?

Source: FedSmith | 10/15/2018

Every year around this time, we receive comments and questions from our readers about the cost of living adjustment (COLA) and the pay raise. Each is determined around the same time of the year and both take effect in the following year, assuming that there is a COLA and/or pay raise.

It's Confusing

The comments we see indicate that some federal employees and retirees do not understand the difference between the two. This is understandable; the federal pay and retirement systems are governed by a complex process with many different factors that can lead to endless variations depending on a person's situation.

These are examples of the types of comments and questions we have received from our readers about the COLA and/or the pay raise:

- I'd believe it [the announced COLA] once it's approved. With Trump threatened (sic) to veto it, I have my doubts.
- Why do current federal employees not get the same raise as retired federal employees? I think this is unfair.
- Why isn't the president giving federal retirees a pay raise next year? We have bills to pay too.

The purpose of this article is to explain the differences in the COLA and the annual pay raise in an effort to clear up any misconceptions or confusion.

The COLA

The [2019 COLA was just announced](#). This applies to federal retirees and Social Security recipients, but **not to current federal employees**. In 2019, it will be 2.8%.

The process for determining the COLA is automatic. You will either get one or not based solely on a formula that is put in place by law and determined based on the cost of living as measured by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

The amount of the COLA has nothing to do with whether a Republican or a Democrat majority is in office, whether or not it might get vetoed, or out of the spite or benevolence reflected by the latest pet projects among politicians in Congress. If Congress decides to change the law governing how a COLA is calculated, then maybe it will become subject to politics, but as of right now, it's not.

How is the COLA Calculated?

This is taken verbatim off of the Social Security

Administration's website as of the time of this writing. It is a description of how the COLA is calculated each year (remember when I said it was complicated?!):

COLA Computation

The last year in which a COLA became effective was 2017. Therefore the law requires that we use the average CPI-W for the third quarter of 2017 as the base from which we measure the increase (if any) in the average CPI-W. The base average is 239.668, as shown in the table below.

Also shown in the table below, the average CPI-W for the third quarter of 2018 is 246.352. Because this average exceeds 239.668 by 2.8 percent, the COLA effective for December 2018 is 2.8 percent. The COLA calculation, with the result rounded to the nearest one-tenth of one percent, is:

$$(246.352 - 239.668) / 239.668 \times 100 = 2.8 \text{ percent.}$$

	CPI-W for—	
	2017	2018
July	238.617	246.155
August	239.448	246.336
September	240.939	246.565
Third quarter total	719.004	739.056
Average (rounded to the nearest 0.001)	239.668	246.352

Which Federal Retirees Get the COLA?

But wait, it gets more confusing! Not all federal retirees receive the same COLA.

For Civil Service Retirement System (CSRS) retirees, the COLA increase percentage is applied to their monthly benefit amount before any deductions, and is rounded down to the next whole dollar.

Under FERS or for FERS Special benefits, if the increase in the Consumer Price Index (CPI) is 2% or less, the COLA is equal to the CPI increase. If the CPI increase is more than 2% but no more than 3%, the Cost-of-Living Adjustment is 2%. If the CPI in-

(Continued on Pg. 7, "Annual COLA")

(Continued from Pg. 6, "Annual COLA")

crease is more than 3%, the adjustment is 1% less than the CPI increase. The new amount is rounded down to the next whole dollar.

In order to get the full COLA, without regard to whether you are in FERS or the CSRS system, you must have been getting paid as a retiree for a full year.

If you are planning on retiring late in the year,

If the CPI is:	Then the COLA is:
<= 2%	COLA = CPI increase
> 2% and <= 3%	COLA = 2%
> 3%	COLA = CPI - 1%

you will not get the full COLA increase in 2019. If you were not retired for the entire year, the increase is prorated. You will receive one-twelfth of the increase for each month in which you received retirement benefits.

Furthermore, Federal Employees Retirement System (FERS) and FERS Special Cost-of-Living Adjustments are not provided until age 62, except for disability, survivor benefits, and other special provision retirements.

The Pay Raise

So what about the annual pay raise?

Unlike the COLA, this process IS subject to politics. Who is in office can very much impact whether or not a pay raise is awarded to the federal workforce.

The annual pay raise is also different from the

COLA in that it **only applies to current federal employees**. Federal retirees are not subject to the annual raise; the increase in their annuity payments is determined by the automatic COLA process as mentioned above.

What has happened most often in the last several years is that Congress remains silent on whether or not to give current federal employees a pay raise for the next year, and the president then sets the amount of the raise, usually in late August. 2019 is the first year in quite some time when we have seen this process differ; [Congress has gotten involved](#) and is working to override [President Trump's proposed pay freeze for 2019](#), in part because it is an election year (giving a raise = (hopefully) getting more votes for some in Congress). Remember, the pay raise is subject to politics!

As of the time of this writing, there is still no definitive word on whether or not federal employees (remember, only current federal employees) will get a pay raise next year.

Which Comes Out Ahead?

So who gets more? Do retirees get a higher COLA or do federal employees get a higher raise?

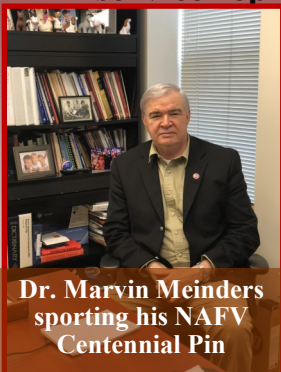
Once again, the two are mutually exclusive because of how they are determined. Consequently, the answer to this question will vary from year to year. Some years retirees fare better, other years current employees will get a higher raise, **but the bottom line is one has nothing to do with the other.**

I hope this clears up some of the understandable confusion around an inherently complex subject. Best of luck to our readers in getting the COLA or pay raise they have been hoping for!

Original article: <https://bit.ly/2qD40KK>

NAFV Members, we have NAFV Centennial celebratory lapel-pins available for purchase for \$10.00.

Our NAFV Centennial lapel pins commemorate our organization's 100 years of service representing and advocating for federally employed veterinarians.



Dr. Marvin Meinders sporting his NAFV Centennial Pin

These limited edition pins can be purchased by contacting the NAFV national office at: nafv@nafv.org | 202-223-4878

Or online through PayPal at the following link: <https://bit.ly/2O07oxb>

No PayPal account needed - you can checkout as a guest.



Master of Preventive Veterinary Medicine

The University of California, Davis welcomes applications for the Master of Preventive Veterinary Medicine (MPVM) Program in the School of Veterinary Medicine. The MPVM is a 1-2 year graduate professional master degree open to veterinarians and other medical professionals. Since 1967, the 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.

Our modernized MPVM curriculum offers core courses in epidemiology concepts, study design, research, leadership, ecosystem health, and infectious disease epidemiology as well as statistics. Elective options allow students to explore zoonotic disease, food safety, diagnostic test evaluation, spatial analysis, mathematical modeling, disease ecology, and many more. Coursework in 'One Health' is available for students interested in public health and conservation at the interface of human-animal interaction. In addition to didactic instruction, students write a thesis on research they undertake during the course of the program. We support our extensive course offerings and student research with a large, diverse, vibrant faculty including new hires in epidemiology, wild life, food animals and poultry health, and a wealth of adjunct contributors from state and federal management agencies and organizations.

Instruction commences in early August each year.

Requirements for entry into the program include a minimum 3.0 GPA, as well as a TOEFL score of 85 or higher for non-English speakers. The application deadline is January 15th each calendar year. Interested applicants can learn more about admission requirements and explore financial aid options at <http://www.vetmed.ucdavis.edu/mpvm/admission/admissioninfo.com>

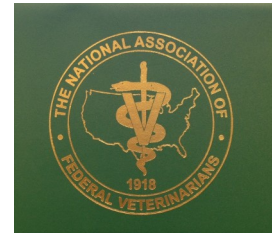
Send inquiries to the MPVM Coordinator, Tami Ali (tali@ucdavis.edu); or the MPVM Chair, Dr. Ashley Hill (aehill@ucdavis.edu).



WE ARE OFFICIALLY TAKING ORDERS FOR THE 2019 NAFV POCKETBOOK CALENDARS!

To order your calendar, please contact Ms. Mariana Barros at mbarros@nafv.org or 202-223-4878.

If you would like a cover replacement, please include a note for such.



NAFV EVP Column: Summary of USAHA Conference

by *Marvin D. Meinders, DVM*

The month of October has been a very active month. The US Animal Health Association met from 18 to 23 October 2018. NAFV and the American Association of Food Safety and Public Health Veterinarians (AAFSPHV) sponsored the Food Safety Symposium on Sunday, October 21, 2018. I was very impressed by the quality of the information presented and the professionalism of the speakers. The topics and speakers were:

- **Seafood Safety and Marine Fish Health Management in the US**
Speaker: Janet Whaley, DVM
National Oceanic and Atmospheric Administration (NOAA)
- **Antibiotic Usage in Poultry**
Speaker: C. Stephen Roney, DVM
University of Georgia
- **Raw Milk: It Doesn't Do a Body Good...**

Speaker: Danelle Bickett-Weddle, DVM
Iowa State University

- **Multistate Outbreak of Multi-drug Resistant Salmonella Heidelberg Infections Linked to Contact with Dairy Calves**
Speaker: Megin Nichols, DVM
Centers for Disease Control (CDC)
- **Protracted Outbreak of Salmonella Newport Infections Linked to Ground Beef: Possible Role of Dairy Cows – 21 States, 2016-2017**
Speaker: Matthew Wise, PhD
Centers for Disease Control (CDC)

On behalf of NAFV/AAFSPHV and all the attendees of the Food Safety Symposium, I want to thank all of the presenter for all the time and effort they spent in preparation to make the 2018 Food Safety Symposium a great success.

(Continued on Pg. 9, "EVP Column")

(Continued from Pg. 8, "EVP Column")

Some of the other activities NAFV was involved during October was writing a letter to the Congressional Committee opposing the Administration's request for a 2019 Cost of Living pay freeze. We have been working on providing continuing education to the NAFV members. For the courses we provide, NAFV will be able to provide continuing education credit in jurisdictions that recognize CE programs produced by AVMA constituent organizations.

NAFV is a constituent organization of the AVMA.

We will host our first CE webinar on what Feder-

al Veterinarians should know about Brucellosis in the US such as surveillance and test in both the field and at the slaughter plants. We have also been aggressively working to obtain specialty pay for all Federal veterinarians. Our first step is working with CDC who recently established a NAFV chapter which has a mission of obtaining specialty pay for their Federal veterinarians.

As 2018 is rapidly coming to an end, I wish you all safe travel during the holidays, a Merry Christmas, and may all your New Year's resolutions come true.



NATIONAL ASSOCIATION OF FEDERAL VETERINARIANS

1910 Sunderland Place NW | Washington, DC | 20036-1608

Phone: 202.223.4878 | fax: 202.842.4360

www.nafv.org | nafv@nafv.org

CELEBRATING A CENTURY & BEYOND

As we wrap up our Centennial year, we are pleased to look back on this past year and acknowledge the important work our association and its membership have accomplished. Throughout the years, NAFV has been blessed with strong volunteer leadership. In 2019, another group of leaders will assume their roles as the NAFV Board of Directors, as elected by the membership this past summer.

Numerous veterinarians have also served as coordinators, and many are planning to continue their service as such. We thank all of those who have served the federal veterinary profession. **We also encourage any members who are interested in becoming more involved and/or interested in leadership opportunities to consider applying to be a NAFV Regional Coordinator.**

2018 was the second year in a row that NAFV has had a new Executive Vice President (EVP). After Dr. John Shaw resigned in November 2017, Dr. Marvin Meinders joined the NAFV staff as EVP in May 2018. Dr. Meinders joined us from the Department of Homeland Security in the Office of Food, Agriculture, and Veterinary Defense Branch. We were also fortunate that Dr. Michael Gilsdorf has agreed to stay on as a part-time Senior Staff Advisor.

The 2018 Salmon Award recipient was Dr. Manuel Borca, of USDA's Agriculture Research Service (ARS), for his outstanding contributions to the field of veterinary virology, microbiology, and the discovery of veterinary medical countermeasures for priority diseases of swine.

Additionally, in 2018, NAFV focused on enhancing its efforts to communicate with members through monthly conference calls with NAFV coordinators, Board members, and other membership committees made up of members from various agency management positions, as well as more posts on Facebook and Twitter. We are hopeful that our efforts have enhanced NAFV's ability to identify problems/issues and develop recommendations to continue improving federal agency programs and procedures. The NAFV website has also had some modifications to make it more user friendly. We have plans to expand the content on our member-only portal. **As a reminder, if you have not received your website login credentials, please reach out to nafv@nafv.org.**

Another goal we have been working on is to offer more continuing education (CE) courses to members. In May 2018, we sponsored a CE course at Center of Disease Control (CDC) in Atlanta.

Each of the 36 attendees received 6 hours of credit. Later in June, a seminar on Federal Benefits and Retirement was presented at the USDA-Animal and Plant Health Inspection Service (APHIS) office in Riverdale, MD. The class was so well received that in August we presented it again via webinar. We will present our first official webinar CE training course in December 2018 on the topic of Brucellosis, and are finalizing the schedule for a broad range of topics to be covered in 2019.

NAFV staff has also been working diligently on getting professional pay for all Federal Veterinarians. Our latest efforts have been focused on CDC in Atlanta. This is a difficult undertaking, but we want you to know that we are doing everything we can to achieve this goal. It is our hope that the process through Health and Human Services (HHS) leads into progress government-wide.

NAFV's General Counsel, William G Hughes ESQ, has continued to provide legal advice to our membership, including over 86 members who worked with him directly related to employee relations issues. We continue to be blessed to have his advice and counsel.

NAFV also continues to conduct an Annual Survey on the Federal Veterinary Workforce. No Federal entity collects and aggregates this information; we are the only source for the agencies, congress, other associations, and the general public.

This year we have had 38 Federal Veterinarians to join NAFV and 16 retirements.

Help us spread the word to non-members about your organization, NAFV, and the work we do for you and them. Thank you staying in touch with us by sharing your work observations and suggestions; this will help us remain current, relevant, and able to serve you better.

We ask that, if you have not already done so in the past year, please take a few minutes to fill out the information on the website at the linked flyer and send it to us so we can be sure our membership records are current (and include your gender if you have a name common to both genders). If you'd prefer to convey this information via email, please email your updates to Ms. Mariana Barros at mbarros@nafv.org or Dr. Michael Gilsdorf at mgilsdorf@nafv.org. It may be faxed to us at 202-223-4877 as well.

[NAFV Membership Information Update Form](http://bit.ly/2zWkHHT)

<http://bit.ly/2zWkHHT>

NATIONAL ASSOCIATION OF FEDERAL VETERINARIANS

1910 SUNDERLAND PLACE, NW

WASHINGTON, D.C. 20036

OFFICE: 202 - 223 - 4878 | WWW.NAFV.ORG | nafv@nafv.org

NAFV 2018 Efforts & Accomplishments

Members,

In looking back on this our Centennial year, we have compiled a list of efforts and accomplishments that we have worked on throughout the year. We hope this list give you insight into the workings of the NAFV staff with the help of its volunteer Board of Directors, NAFV Coordinators, and other committee members.

We hope to make you proud, and again encourage each of you to consider donating your time to the necessary work of promoting and ensuring continued success for the Federal veterinary profession. To get involved, please contact nafv@nafv.org.

INDIVIDUAL MEMBER BENEFITS:

- NAFV 's general counsel has advised and assisted more than 86 members in the past year on issues involving legal, administrative and personnel issues that these members were confronted with. Members contact NAFV for this type of help every week.
- NAFV assisted members in getting back relocation taxes from the agency that they were due.
- NAFV is currently assisting members to ensure performance appraisals are not unjustly restricted by the Administration's policies.
- NAFV is actively working to get federal agencies/congress to approve and implement specialty pay

(medical retention pay) for non-uniformed veterinarians within the federal government similar to the medical pay received by federal physicians, nurses, dentists, and uniformed veterinarians.

- NAFV is actively working with CDC human resource staffers to approve and implement specialty pay for CDC veterinarians.
- NAFV has been working diligently to create Continuing Educational webinars and courses to provide to members to assist in maintaining their veterinary licenses, to improve their knowledge and skills, to provide opportunities for advancement through leadership training, and to provide information they can use to protect themselves against improper use of government resources. The intent is to have at least two new courses each quarter of the year.
- NAFV led and coordinated efforts along with financial advisors from Raymond James to curate information and put together two seminars on federal employee benefits and retirement planning.
- NAFV provides annual recognition to federally employed veterinarians by hosting the Daniel E Salmon award each year in conjunction with the USDA award ceremony. This year's winner is a distinguished Veterinarian and Microbiologist from ARS.
- NAFV Staff has led different members through PSLF application process, retirement inquiries, and has been available for other problem-solving actions.
- NAFV is encouraging members to expand the number of NAFV chapters around the country and inform more non-members of the benefits that NAFV provides to all federal veterinarians. In 2018, two new Chapters have been started.
- NAFV is actively working to contact more federal veterinarians to inform them about NAFV and how NAFV supports federal veterinarians.
- NAFV has provided updates on federal legislation and other issues affecting members through Chapter meetings, the newsletter, the web site, Facebook and twitter.
- NAFV had its biannual election this year. New officers will commence their terms in January 2019.

AGENCY CONSULTATIONS/RELATIONS:

- NAFV met with FSIS acting Undersecretary and Administrator to provide recommendations how to use the \$7.5 million NAFV helped obtain additional funding from congress to hire and retain SPHV's in FSIS and offer assistance in hiring and retaining SPHV's.
- NAFV is in the process of gathering issues and recommendations and scheduling consultations with FSIS and APHIS in the near future.
- NAFV has met several times with the FSIS Chief Public Health veterinarian to discuss issues and are working together in resolving issues.
- NAFV met with the Deputy Administrator and Associate Deputy Administrator of APHIS/Veterinary Services to discuss the reformation and its effect on morale within the agency. VS requested that NAFV conduct a survey of VS VMO's to better determine what is recommended by the VMO's to improve the agency and meet its mandates. NAFV is finalizing the survey now and it will be sent out to the VMO's.
- NAFV worked with the PPQ Deputy Administrator in the past to remove regulated garbage responsibilities from PPQ/AQI veterinarian duties. NAFV has been asked to revisit that issue to determine if that has been totally accomplished or what additional changes are needed. That request is being scheduled.
- NAFV has been working with the Administrator of APHIS to provide APHIS employees with instructions to follow in the event where they are accused of wrong-doing by anyone outside the agency to avoid being accused falsely or sued for performing official duties.
- NAFV's Executive Committee members have asked NAFV staff to work on getting APHIS to approve true Overtime pay for APHIS VMO's.

CONGRESSIONAL COMMUNICATIONS & COALITION WORK:

- NAFV is working with AVMA House of Delegates (HOD) members to revise AVMA policies affecting federal veterinarians and NAFV membership in the AVMA HOD.
- NAFV is working constantly as part of a coalition to protect federal benefits. Most recently, NAFV has encouraged members to contact their congressman to pass a pay raise for federal employees.
- NAFV works each week to protect retirement benefits for active and retired members through efforts with the coalition. Most recently following the efforts and writing congresspersons to remove the social security restrictions on federal CSRS retirees.
- NAFV worked with AVMA and others to increase funding for the APHIS fever tick program, NAHM Laboratories, and other APHIS programs.

Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

National Association of Federal Veterinarians
 1910 Sunderland Place
 Washington, DC 20036

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 APHIS Members

(Information available next month)

USDA FSIS Members

(Information available next month)

Welcome New Members

Dr. Raven Alexandra Canady, FSIS, GS-12, MSU '18, Shallotte, NC
 (Recommended by Dr. Tom Vermeersch)

Dr. Andrew Jones, FSIS, GS-12, VT '18, Dover, DE (Recommended by Dr. Ahmad Jilani)

Dr. Michael Dendinger, FSIS, GS-12, VT '17, Mandan, NC

Dr. Lisa Paulsen, FSIS, GS-12, AUB '14, Calhoun, KY

Dr. Lora Gurley, APHIS, GS-12, MSU '18, Idaho Falls, ID (Recommended by Dr. Karyn Havas)

Periodicals postage paid
 at Washington, DC

NAFV Agency Coordinators

FSIS Coordinators

Name	State	Email	Phone Number	District
Ann Beebe	PA	beebe@ptd.net	(610) 570-8657	Philadelphia
Manzoor Hussain	NC	manzoor6@yahoo.com	(910) 848-8238	Raleigh
Teresa Martinez	PA	dvm.tmartinez@gmail.com	(267) 615-6001	Philadelphia
Michael Mikhael	WA	msmikhael@netscape.net	(559) 940-0426	Denver
Tom Vermeersch	IA	tjvermeersch@hotmail.com	(217) 836-8340	Des Moines
Lynne White-Shim	IL	oskee99@gmail.com	(217) 722-2752	Chicago

APHIS Coordinators

Gary Brickler	CA	gary.brickler@gmail.com	(916) 207-9081
Rachel Cezar	MD	drrachelcezar@gmail.com	(240) 470-5459
Rod Meier	MT	rodmeierdvm@hotmail.com	(406) 460-1053
Roberta Morales	NC	roberta.a.morales@gmail.com	(919) 612-7999
Kathy Orloski	CO	kathy@frii.com	(970) 222-4161
Barbara Porter-Spalding	NC	bpsgcs@gmail.com	(919) 601-9255
Linda Schlater	IA	(Available upon request)	""
Amy Gill	IA	gillvetservices@gmail.com	(225) 200-2550
Lisa Whiting	MI	medicinewoman84@hotmail.com	(313) 304-9739
Bob Simer	TX	drsimer@hotmail.com	(405) 209-9666