



Announcements

REMINDER!

**NAFV Members,
don't forget to cast
your vote in the 2016
NAFV BOD Election!**

**You can cast your
e-vote at the following
link:**

[https://
www.surveymonkey.c
om/r/RLQP5HJ](https://www.surveymonkey.com/r/RLQP5HJ)

**If you'd like to cast a
paper ballot instead,
please email Miss
Mariana Barros at
mbarros@nafv.org
for more information.**

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Getting to Know the PPQ Field Operations AQI Veterinary Medical Officers

Have you met the USDA APHIS Plant Protection and Quarantine (PPQ) Field Operations Agricultural Quarantine Inspection (AQI) Veterinary Medical Officers? There are 12 PPQ AQI VMOs located throughout the United States and the Commonwealth of Puerto Rico. Each PPQ AQI VMO has a territory of multiple states:

[http://www.aphis.usda.gov/
import_export/vrs/downloads/
aqi_vmo_ter_map.pdf](http://www.aphis.usda.gov/import_export/vrs/downloads/aqi_vmo_ter_map.pdf)

The PPQ AQI VMOs work in the Animal Product/Animal By-Product Program and the Regulated Garbage Program. The goal of these programs is to prevent the introduction and establishment of infectious, contagious, and communicable diseases of livestock and poultry and plant pests and diseases into the United States through the medium of imported animal products, animal by-products and related materials such as regulated garbage.

The PPQ AQI VMOs provide oversight for animal disease exclusion activities at the ports of entry and are involved in port visits, Pest Risk Committee meetings, facility inspections, stakeholder meetings, special operations and provide training.

Veterinary Services (VS) statutory authority through the Animal Health Protection Act (AHPA) for foreign animal disease risk reduction includes animal products and by-products. PPQ serves as liaison to Customs and Border Protection (CBP) and other



PPQ AQI VMO meeting in Riverdale, MD, July, 2016

federal and state agencies and stakeholders on behalf of VS and in that capacity relies on timely and consistent communication with VS. CBP carries out animal product and animal by-product inspection and safeguarding activities at ports of entry.

CBP utilizes the Animal Product Manual (APM) to complete their tasks successfully; however they often require additional guidance or advice from the PPQ AQI VMOs when they cannot make a determination based on the APM. AQI VMOs have the authority to advise CBP using professional judgment to interpret VS regulations in the CFR and the APM. Veterinary Services drafts animal product regulations and policy and PPQ maintains the APM. In that capacity, the PPQ AQI VMO oversees the approval process of applicants requesting APHIS approval to handle regulated garbage from the time of application through the final approval and distribution of approval letters. The PPQ AQI VMO serves as the primary and initial point of contact for all inquiries and questions from CBP, PPQ, other federal and state agencies, and stakeholders concerning regulated garbage from their territory of coverage.

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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

AVMA House of Delegates Meeting Summary

The AVMA House of Delegates (HOD) conducted the first Veterinary Information Forum (VIF) during its regular summer meeting during the AVMA Annual Convention in San Antonio, Texas, August 6-9.

The VIF provided open discussion of issues brought forth by the delegates and their constituents. Through outreach to AVMA members, the HOD gathered topics. Three top topics were selected and discussed during the VIF: cyberbullying, student debt and AVMA efforts to support large-animal veterinarians. After extensive discussion of each topic on the House floor, the topics were referred to HOD Reference Committees, where more in-depth discussion occurred and where recommendations were formulated and then presented to the full House later in the day.

The topic of cyberbullying resulted in an approved recommendation calling for the AVMA Board of Directors to elevate cyberbullying on its priority list with specific emphasis on continuing education, member awareness, crisis management and collaboration with PLIT on reputation management tools. The recommendation also asks the Board to consider as an option a hot line or rapid telephone support for veterinarians experiencing cyberbullying. The AVMA has online resources to help members manage their online reputation and mitigate cyberbullying, and the Board and staff will discuss additional efforts to assist members.

The student debt issue discussions resulted in support of the recommendations of the recent Economics of Veterinary Education Summit and urged every House member to disseminate the infor-

mation on the summit to their colleagues and constituents to raise awareness of the student debt issue.

In response to discussions held regarding AVMA efforts to support large-animal veterinarians, the House approved a recommendation calling for numerous action items, including:

- Provide AVMA members with the professional bios and areas of expertise of all AVMA staff who hold a position of assistant director and above.

- Update the large-animal information on the AVMA website.

- Provide HOD Reference Committee 5 with historic information regarding AVMA Convention programs, including the number of CE hours by specific species, attendance figures of each program and the amount spent on each species' programs.

- Consider review of the Veterinarian's Oath to include a reference to agriculture or livestock.

The HOD asked AVMA staff and the Board to provide updates on each request for the 2017 House of Delegates Winter Session.

The HOD also acted on two by-law amendments and two resolutions: The House voted to approve proposed:

Bylaw Amendment 1-2016: Executive Vice President and Assistant Executive Vice President with 71 percent of the vote. The change [removes the requirement that the AVMA executive vice president/ chief executive officer be a veterinarian](#) but requires at least one of the two offices of executive vice president and assistant executive vice president be a veterinarian and a voting member of the association for a period of at least five continu-

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

(Continued from Pg. 1, "EVP Column")

ous years immediately prior to election.

Bylaw Amendment 2-2016: Treasurer was approved with 98 percent of the vote. The move makes the AVMA treasurer an official, non-voting, member of the AVMA Board. The AVMA treasurer has historically attended all Board meetings, but not as an official member of the Board.

Resolution 3-2016: Revised policy on free-roaming, owned cats was approved with 93 percent of the vote. The policy encourages veterinarians to educate clients and the public about the risks associated with allowing cats to free-roam outdoors.

Resolution 4-2016: Request for the Council on Education to Adopt a Standard on Financial Literacy with 93 percent of the vote. The amended resolution states that the AVMA COE support the process of adding a new student financial literacy and wellness standard to its standards of accreditation as initiated by the Student AVMA.

The HOD elected Dr. Stacy Pritt to the office of AVMA vice president. Dr. Michael Topper, the immediate past chair of the HOD House Advisory Committee and a member of the HOD since 2008, was elected [AVMA president-elect](#). The HOD also elected individuals to AVMA council positions.

General Counsel's Column

Recommended E-mail Protocol

William G. Hughes, Esq.

In addition to the cautions provided in an article in the April, 2016 *Federal Veterinarian* about not using government e-mail for non-official duty correspondence, the following are some recommendations to assist in effective communications. They apply both to business and to personal e-mails. Some of the suggestions listed below have some overlap.

1. Be clear. Do not fall into the trap that because e-mails can be utilized so rapidly and easily, that your writing becomes sloppy and unclear. Anything stated or asked should be unambiguous. Responses to questions should leave no doubt as to your meaning and can be relied upon; Questions should be framed in a manner to let the responder know what you need, so as to lead to specific and clear answers.
2. Use proper grammar. Write in complete sentences. Use proper punctuation. Do not use the type of abbreviations or "shorthand" that might be acceptable for text messaging among the youth. You are an educated professional in an important position. Do not place that in doubt even among friends and family. Do not fail to use commas and certainly not periods when necessary. Do not use exclamation points unless what you write is actually an exclamation and not just something you want to emphasize. Exclamations include words and terms such as Help! Look out! Ouch! and, relevantly here, Stop! Use for emphasis, especially routinely, is distracting at the least.
3. Do not forward e-mails routinely. Forward messages only to those who would benefit from them. Stop the proliferation of apparent FYIs to individuals who have no interest or need in the information. Recognize that everyone is busy and receives lots of messages. Help by making sure what you send is important. Avoid Reply All unless all will benefit from the message.
4. Do not forward junk. Never from a government system. Unless you are sure that the recipient actually wants something that you think is noteworthy, refrain from forwarding it. Do not assume that the recipients share your sense of humor, your political, religious, or social opinions, or even if they do, that they want to be bothered with them. Do not use automatic forwarding lists of addressed. This is one way that addresses fall into the wrong hands. If you do forward selected items, have the courtesy to delete the lists of Fw, Fw ...and Re, Re... that are included in most.
5. Do not let e-mails replace telephone or in-person conversations. Using e-mail for these things may reduce your burden and schedule, but it may impose additional burdens on someone else. Some things still benefit from discussion and in-depth questioning.
6. Remember, too, that nothing is ever completely deleted from a hard drive, and that government system e-mails can be and are monitored.
7. Be considerate of others' time and resources in all that you do.

"Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, vision cleared, ambition inspired, and success achieved."

-Hellen Keller

Long-term care premiums to rise under new contract

By Jason Miller, April 5, 2016

Most of the more than 274,000 federal employees and retirees who pay for federal long-term care insurance face a significant increase in costs in 2016. Some federal employees and retirees are exempt from increases, such as those people over 80.

The Office of Personnel Management awarded a new contract April 5 to the incumbent provider John Hancock Life and Health Insurance Company to run the federal long-term care insurance program. “[I]t is expected that rates will increase as is occurring across the industry,” said OPM spokesman Sam Schumach. “To address the expected increases, OPM is working with John Hancock to ensure that whenever possible, policyholders will be offered different policy options to help mitigate or offset the effects of any increase they may experience. The new rate change will take effect no earlier than fall 2016.”

The last time OPM awarded a contract for these services to John Hancock, premiums rose on average by 17 percent, and as much as 25 percent.

OPM said this year’s expected increase can be attributed to several factors, including longer life expectancies, the lower rate of return of the investment in the trust fund of premiums and basic inflationary increases.

OPM said it’s working with John Hancock to offer different policy options to help offset the increase in premiums or make other options available to policy holders that are more affordable. OPM also said federal employees and retirees can sign up for long-term care insurance at anytime.

John Hancock was the only bidder to provide long-term care insurance services to the federal market despite the fact OPM had the solicitation on the street for almost seven months.

“Since 2002, federal law has required the Office of Personnel Management to provide federal long-term care insurance to federal employees, members of the uniformed services, and civilian and military retirees. This program provides coverage to help pay for costs of care when enrollees need help with activities they perform every day, or if they have a severe cognitive impairment, such as Alzheimer’s disease. Enrollees pay for the full cost of premiums under the program,” Schumach said. “Per federal law, OPM must issue a new contract term every seven years for this benefit to federal employees.”

Article edited for length. Original Article can be found: <http://federalnewsradio.com/benefits/2016/04/long-term-care-premiums-rise-new-contract/>

July 22, 2016

Acting Director Beth F. Cobert
U.S. Office of Personnel Management

**Congressional letter on
long-term care contract
(edited for length)**

Dear Acting Director Cobert:

As representatives of the National Capitol Region, we ... write to express our concern about the extreme increase in premiums as part of the contract renewal for the FLTCIP. The cost of the insurance is expected to increase by an average of 83%, or \$111 a month, with some enrollees experiencing increases of up to 126% starting, November 1st. This will impact over 264,000 enrollees.

For those on a fixed or limited income, such an increase is simply unaffordable. By comparison, the last time OPM awarded the seven-year contract to John Hancock Life and Health Insurance Company, premiums rose on average 17%, with some as high as 25%.

We respectfully request your response to the following questions:

1. What accounts for the significant increase in premiums and how is that being calculated?
2. What outreach or support is being offered to enrollees beyond mailing letters?
3. Please identify ways you are working with enrollees to make these price spikes more affordable. For example, is OPM or John Hancock considering graduated premiums without a dramatic decrease in coverage?
4. Are annual benchmarks incorporated to ensure that the actuarial projected value matches the actual value? If not, why?

We look forward to your response. It is of grave concern and urgency to our constituents.

Sincerely,
Donald S. Beyer Jr.
Gerald E. Connolly

USDA Upgrades California to Accredited-Free Status for Bovine Tuberculosis

Source: APHIS, 08/05/16

USDA's Animal and Plant Health Inspection Service (APHIS) is upgrading California to accredited free status for bovine tuberculosis (TB), effective August 8. This action will allow cattle and bison from California to move to other states without first completing TB testing, which benefits the producers and the industry.

APHIS previously downgraded California's status due to TB findings in two herds, per the regulations for the TB eradication program. Affected animals have been removed from both herds and the herds have been released from quarantine. No additional herds have been diagnosed with TB. APHIS completed a review of California's TB eradication

program and determined that the state now meets the requirements for accredited free status.

APHIS is making this status change via interim rule, which allows it to take effect immediately upon publication, but APHIS will accept public comments for 60 days. The rule is available for public inspection today on the Federal Register page at: <https://www.federalregister.gov/public-inspection>.

Interested stakeholders can view the rule and submit comments beginning August 8 at <http://www.regulations.gov/#!docketDetail;D=APHIS-2016-0052> or by mail at Docket No. APHIS-2016-0052, Regulatory Analysis and Development, PPD, APHIS, Station 3A-03.8, 4700 River Road Unit 118, Riverdale MD 20737.

Bovine TB Found in Indiana Wild, White-tailed Deer

By Gary Truitt, 08/16/16

Bovine tuberculosis (TB) has been diagnosed in a white-tailed deer in Franklin County, Ind. This marks the first time the disease (more formally known as *Mycobacterium bovis*) has been found in a wild animal in Indiana. This finding means significant changes in disease monitoring requirements for cattle owners and deer hunters in the area.

The Indiana State Board of Animal Health (BOAH) has been working with the Indiana Department of Natural Resources (DNR) to test wildlife on a Franklin County cattle farm where TB was diagnosed in April. The 2-year-old doe that tested positive for TB was culled as part of the surveillance effort on the cattle farm.

Under federal requirements, finding TB in a free-ranging wild animal means testing of all cattle must expand from 3 miles to 10 miles and surveillance in hunter-harvested deer will intensify.

For cattle owners in Franklin County and portions of some adjoining counties, BOAH staff will be reaching out to determine if cattle in the 10-mile circle are test-eligible and, if so, schedule herd

testing. BOAH's premises registration program has approximately 400 farms registered in the 10-mile testing zone.

For deer hunters in the region, that means whitetails harvested in a specific zone must be sampled for laboratory testing. DNR will be providing more information to hunters in the coming weeks.

"This is an enormous undertaking that cannot be completed overnight," said Indiana State Veterinarian Bret D. Marsh, DVM. "Farmers and hunters in this area have been extremely cooperative and supportive of our efforts over the years. We need their help now more than ever as we widen our surveillance efforts. If this disease is out there—either on farms or in the wild—we need to find it. Our status as a TB-free state is critical to our growing and thriving cattle and dairy industries in this state."

Indiana has officially held a bovine tuberculosis-free status since 1984 with the U.S. Department of Agriculture. Under federal guidelines, that status remains. BOAH has found four individual cases of TB in three cattle herds and a cervid farm in this region

between 2008 and 2016.

About Bovine TB

Bovine tuberculosis is a chronic bacterial disease that affects primarily cattle, but can be transmitted to any warm-blooded animal. TB is difficult to diagnose through clinical signs alone. In the early stages of the disease, clinical signs are not visible. Later, signs may include: emaciation, lethargy, weakness, anorexia, low-grade fever and pneumonia with a chronic, moist cough. Lymph node enlargement may also be present. Cattle owners who notice these signs in their livestock should contact their private veterinarian.

Hunters should take precautions to protect themselves, including wearing gloves when field dressing animals and fully cooking all meat. Deer can be infected without noticeable signs of disease, like the positive 2-year-old doe.

Original Article: <https://www.hoosieragtoday.com/bovine-tb-found-in-indiana-wild-white-tailed-deer/>

CareerCast Names Safest and Most Dangerous Jobs

Carlsbad, CA (August 11, 2016) -- It's easy to take workplace safety for granted, especially since Occupational Safety and Health Administration laws protect workers. According to a new CareerCast report, some of the most vital careers to upholding and maintaining the very fabric of American society are also among the most dangerous.

It's no shock that professions such as Police Officer, Firefighter and Emergency Medical Technician, which are often associated with danger, made CareerCast's top 10. These professions are tailored for the brave; those willing to sacrifice their own health and safety for the well being of others.

Surprisingly, veterinarians were also named among the most dangerous professions.

"Animals can be unpredictable and sometimes dangerous," says Kyle Kensing, Online Content Editor, CareerCast. "Veterinarians working with dogs and cats can face the workplace hazards of bites and scratches, and those who work with livestock and other large animals risk serious injury."

Rounding out the top 10 most dangerous jobs are Construction Laborer, Correction Officer, Farmer, Nursing Assistant, Taxi Driver and Truck Driver.

Quantifying the safest jobs is not quite as clear as determining the most dangerous. Low demand for travel, low physical activity and/or exertion, and workplace settings contribute to safer, physical conditions. Some of the best-ranked Jobs Rated careers for environment have the lowest rate of physical incidents.

IT jobs like Computer Systems Analyst and Web Developer reported the fewest cases of on-the-job injury or illness. Other safe jobs include include Accountant/Auditor, Actuary, Dietician, Interpreter/Translator, Mathematician, Medical Records Technician, Paralegal Assistant, and Statistician.

The following are the 10 most dangerous jobs of 2016 that appear in the Jobs Rated report.

Profession	Average Salary	Growth Outlook
Construction Laborer	\$30,890	13%
Correction Officer	\$40,580	4%
Emergency Medical Technician	\$31,980	24%
Farmer	\$64,170	-2%
Firefighter	\$46,870	5%
Nursing Assistant	\$25,710	17%
Police Officer	\$60,270	4%
Taxi Driver	\$23,510	13%
Truck Driver	\$40,260	5%
Veterinarian	\$88,490	9%

The most dangerous jobs were compiled by cross-referencing the 200 jobs tracked in the 2016 Jobs Rated report with U.S. Bureau of Labor Statistics (BLS), Center for Disease Control (CDC), Occupational Safety and Health Administration (OSHA) and various trade organization data.

The following are CareerCast's 10 safest jobs of 2016:

Profession	Average Salary	Growth Outlook
Accountant/Auditor	\$67,190	11%
Actuary	\$97,070	18%
Computer Systems Analyst	\$85,800	21%
Dietician	\$57,910	16%
Interpreter/Translator	\$44,190	29%
Mathematician	\$111,100	21%
Medical Records Technician	\$37,110	15%
Paralegal Assistant	\$48,810	8%
Statistician	\$80,110	34%
Web Developer	\$64,970	27%

The safest jobs were chosen based on work environment, which includes these physical factors, all of which contribute to workplace danger: energy (exertion/stamina); physical demands; work conditions (toxic fumes, noise, etc.); and degree of confinement.

USDA Announces Concurrence with World Animal Health Organization Risk Designations for Bovine Spongiform Encephalopathy in 14 Countries

The United States Department of Agriculture's Animal and Plant Health Inspection Service (APHIS) is announcing concurrence with the World Organization for Animal Health's (OIE) bovine spongiform encephalopathy (BSE) risk designations for 14 countries. The OIE recognizes these regions as being of negligible risk for BSE. APHIS reviewed the information supporting the OIE's risk designations for these regions and agrees with the OIE designations.

The 14 countries are: Bulgaria, Cyprus, Czech Republic, Estonia, India, Korea (Republic of), Hungary, Latvia, Liechtenstein, Luxembourg, Malta, Portugal, Slovakia, and Switzerland.

The OIE recommendations regarding each of the above countries can be viewed [online](#).

APHIS considers all countries of the world to fall into one of three BSE risk categories: negligible risk, controlled risk, or undetermined risk. Any region that is not classified by APHIS as presenting either negligible risk or controlled risk for BSE is considered to present an undetermined risk.

Under the regulations, APHIS may classify a region for BSE in one of two ways. One way is for countries that have not received a risk classification from the World Organization for Animal Health (OIE) to request classification by APHIS. The other way is for APHIS to concur with the classification given to a country by the OIE.

The notice is available for public inspection on the Federal Register page at: <https://www.federalregister.gov/public-inspection>.

Dr. Douglas L. Fulnecek Retires

By William Hughes, NAFV Counsel



Long time NAFV activist Dr. Doug Fulnecek is changing careers-again. Doug began with FSIS in Springdale, Arkansas in 1988. Prior to that he had worked in clinical practice after graduating from Oklahoma State in 1980, then worked at the Kerr Center,

being primarily involved in Brucellosis eradication related work.

Doug began leadership in NAFV in 1992 when he became a field representative. He served two terms as president-elect, then president, in 2005-2006, 2007-2008; and 2011-2012, and 2013-2014 respectively. Since then he has been a constant member of the NAFV Board of Directors. Concurrently, and until his retirement, he served as a Regional Representative and then District Coordinator. Very importantly he also served as an advisor to the executive vice president and the general counsel. He helped the NAFV attorney, considerably and frequently, with providing expertise in the representation then provided to NAFV members, including even assisting as technical advisor at hearings before an administrative judge.

NAFV's and FSIS' loss is Zoetis' gain. Recently Doug was se-

lected to lead a new technical service in the poultry division of the international company, the world's largest producer of medicine, vaccines, and feed additives for pets, livestock and poultry. Doug's operations include supporting Zoetis' products and services to the commercial layer and broiler industry, and providing health maintenance programs for dealing with poultry pathogens, and food borne pathogens affecting humans. The position also serves as a troubleshooter providing solutions to commercial producers on flock health and management issues.

NAFV hopes to continue to have Dr. Fulnecek involved in providing advice even in his new position. Doug has been the most active and universally respected activist in NAFV history. This includes not only within NAFV, but also by all levels of leadership in FSIS.

"Great minds discuss ideas. Average minds discuss events. Small minds discuss people."
-Eleanor Roosevelt

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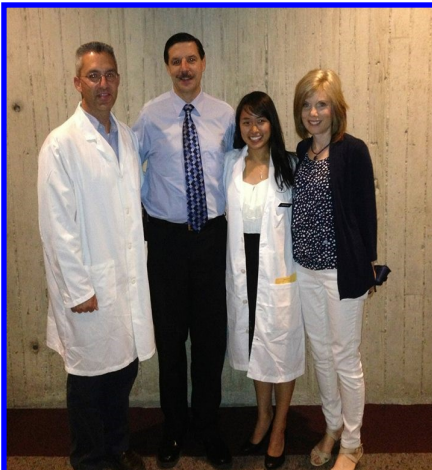
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Call or visit FEDS online today as coverage must be in place prior to knowledge of an allegation, investigation, claim or suit or coverage will not apply!

Spotlight on Kristen J. Hill

NAFV Memorial Scholarship Fund Recipient



**Pictured L - R:
Dr. Jeff Nelson (brother), Dr. Rick Hill, Kristen Hill, Mrs. Andrea Hill**

The NAFV Memorial Scholarship Fund was created by the NAFV to promote and encourage the study of Veterinary Medicine. This fund is entirely funded by charitable donations from past NAFV members. We encourage our members to make donations to the scholarship fund. With any

questions on how to make a contribution, or how to apply please contact nafv@nafv.org.

The NAFV Scholarships are limited to the children of active, associate, or deceased members (in good standing) who have been accepted or are already in a recognized veterinary college. The scholarships are outright grants and usually for \$500 per year.

<http://nafv.org/LoanScholarships.html>

Kristen Hill, daughter of Dr. Rick Hill (NAFV member since 1985), is our most recent Memorial Scholarship recipient. Ms. Hill grew up in Ames, IA,

and graduated from Gilbert High School. She went on to attend Iowa State University with a full tuition scholarship, where she is currently a DVM candidate.

NAFV: Why did you want to become a veterinarian?

KJ: "Growing up, I was able to watch my dad have a successful and fulfilling career in veterinary medicine. In addition to love of animal health and a strong science background, he inspired me to pursue an education in animal science upon entering Iowa State University. Each veterinary interaction, whether in production, laboratory or in a clinical setting, solidified my interest in this profession."

NAFV: Have you decided what you would like to do after earning your DVM degree?

KJ: "The education I have received while at Iowa State and the opportunities I have had over the summers have fostered an interest in public health, small animal medicine, poultry medicine and microbiology. I look forward to learning more about these fields during my fourth year and after."

NAFV: Does your school provide information on the opportunities for public practice as an alternative to private practice?

KJ: "Part of Iowa State's curriculum involves a Public Health course during the second year and an online course that, in part, focuses on zoonotic diseases and their impact on society. During fourth year, students are given the opportunity to take part

(Continued on Pg. 9, "SL: Kristen Hill")

Average Salary Much Higher in Some Agencies

Source: FedSmith.com, 08/28/2016

The General Schedule (GS) pay system for federal employees is gradually disintegrating. There are some federal agencies paying employees outside the more traditional General Schedule (GS) pay system and the average salary differences are striking.

There are several factors that influence the wide variations in federal employee salaries. Pay in the non-traditional agencies often involves regulatory work in a high-paying industry such as financial services. But, even for traditional jobs that exist in other agencies, the pay is often much higher in agencies which are outside the traditional GS pay system.

The agencies with the high average salaries usually have a workforce with different skills than other federal agencies and often have separate legislative

Averages by Agency:		
Agency	Average 2015 Salary	Median Salary
SEC	\$173,854	\$182,724
FDIC	\$139,413	\$136,709
NRC	\$123,116	\$125,213
EPA	\$113,036	\$112,808

authority for a different type of pay system.

At the other end of the scale, here are the agencies with the lowest average salaries:

Lowest Averages by Agency:		
Agency	Average 2015 Salary	Median Salary
ARMY	\$74,702	\$51,437
VET. AFFAIRS	\$73,917	\$62,725
AGRICULTURE	\$73,451	\$51,437
AIR FORCE	\$73,047	\$54,855

A federal employee who is seeking higher pay would do well to find a job at one of the agencies with a much higher average salary. As an example, a

federal employee in human resources management would stand to do much better at the Securities and Exchange Commission (SEC) than at the Forest Service (part of the Department of Agriculture).

At the Forest Service, one employee in human resources management makes about \$177,000. Out of 464 people in the organization in HRM, 112 (24%) make over \$100,000 per year. At the SEC, there are 56 people with the human resources management designation. Three of them make over \$200,000 and 46 (82%) of them make over

Yearly Pay Raise for Federal Employees		
Year	Avg. Salary	Yearly Increase
2011	\$77,656	0%
2012	\$78,467	0%
2013	\$79,374	0%
2014	\$80,564	1%
2015	\$81,578	1%

\$100,000.

The average salary is for permanent federal employees as determined by OPM. These figures are based on publicly available data.

Moreover, while there was a pay freeze for several years, and the average federal salary increase has been going up very slowly, employees in some of these other agencies fared much better with their overall average salary.

However, OPM has not calculated the average salary for each of the other agencies for each year. Therefore, we compiled the averages in this article based on the overall financial data available from OPM for these agencies.

Article edited for length.

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

(Continued from Pg. 8, "SL: Kristen Hill")

in a Public Health rotation. In addition to that, Iowa State has an active public health club that brings in lectures and other hands-on opportunities."

NAFV: Has your NAFV scholarship made you think more about entering public practice?

KJ: "Public practice is one of my interests and this scholarship has encouraged me to explore more knowing there is a whole community of federal veterinarians."

NAFV: Is there a certain area of public practice that particularly sparks your interest?

KJ: "I am particularly interested in zoonotic diseases and how they affect animal and human health, economics, the environment and how they can be

explained."

NAFV: Taking the knowledge you've earned of veterinary science thus far, in your opinion, what area(s) outside of private practice are veterinarians specifically equipped to make the most impact in?

KJ: "Veterinarians can offer unique insight into public health and can play a large part in decision making when it comes to this subject. Our knowledge of production and companion animals will bring new ideas and thought processes to the table. This insight provides better health and wellness to animals and humans alike. Working together with other health professionals is one of the many ways veterinarians can make a difference outside private practice."

2016 NAFV Dr. Daniel E. Salmon Award Recipient: LCDR Danielle Buttke

The NAFV is pleased to announce the 2016 NAFV Dr. Daniel E. Salmon award recipient, LCDR Dr. Danielle Buttke. *The Dr. Daniel E. Salmon Award* is presented annually to recognize outstanding contributions and notable service in the public's interest by a federally employed veterinarian who has no more than 10 years of service. This award was established in 1984 to honor the first director of the United States Department of Agriculture's Bureau of Animal Industry and is sponsored annually by the National Association of Federal Veterinarians.

Dr. Daniel E. Salmon was a world renowned veterinary medical scientist who pioneered research in bacterial diseases of animals and in immunology. His efforts led to the development of killed vaccines and to the naming of the bacterial genus *Salmonella* in his honor.

LCDR Buttke is currently the Acting Chief of the Epidemiology Branch, and One Health Coordinator for the Office of Public Health in the National Park Service. Dr. Buttke earned a BS in Ecology from the University of South Dakota, DVM from Cornell University, PHD in comparative biomedical sciences also from Cornell University, and an MPH from Johns Hopkins University. She is currently one of two epidemiologists responding to urgent and emergent public health issues over 400 National Park units hosting nearly 300 million visitors annually. Dr. Buttke also serves as Principal Investigator on an internally funded project investigating the ecology of sylvatic *Echinococcus* in North American canids.

Dr. Buttke established the first ever National One Health Program for the NPS. This pioneering program has significantly impacted employee understanding, engagement and management of infectious disease impacting the wellbeing of human, wildlife and environmental health. Dr. Buttke developed and implemented this program which includes a service-wide training and education program to prevent zoonotic disease in visitors and employees; an integrated research agenda for which she has obtained both intramural and extramural funding for four separate programs; a One Health Internship Program to engage the next generation of stewards; and an interdisciplinary Disease Outbreak Investigation Team (DOIT).

Under Dr. Buttke's leadership, the DOIT is a team comprised of multidisciplinary professionals within the NPS trained by Dr. Buttke to provide immediate, on-site evaluation, investigation, risk communication to address significant disease concerns

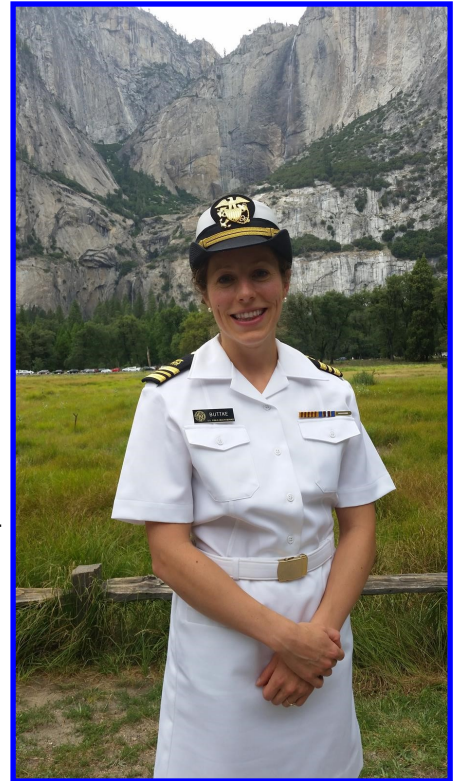
that occur in parks throughout the nation. Dr. Buttke has served as lead epidemiologist in multiple high-profile, emergent public health threats including the single largest hantavirus outbreak linked to a single geographic location in Yosemite National Park, multiple human plague cases, multiple human rabies exposures, and numerous tularemia outbreaks in wildlife where visitors and employees are at risk.

Dr. Buttke has most recently spearheaded an agency-wide preparedness and response planning effort for vector-borne and emerging infectious disease threats, including Zika virus.

As part of her innovative programming, Dr. Buttke has developed an online, real-time wildlife morbidity and mortality surveillance system that integrates tracking of human and wildlife public health threats and wildlife diagnostics across the United States. The system has served as a central point of data collection and analysis for all wildlife disease tracking and management for the NPS.

She has co-authored over 30 peer-reviewed scientific journal articles already in her short career, with several others currently under review. She has proven a pioneer both in her field as well as One Health.

Dr. Buttke has prioritized the mentorship and development of junior professionals in the field of veterinary medicine and public health. She has maintained a model internship and Epidemiologic Investigation Service fellowship program, which has provided tremendous opportunities for numerous future leaders in the field not only to gain practical experience undertaking a wide range of public health activities, but also to have the unique and honored opportunity to work with Dr. Buttke -- one of the most outstanding and exceptional professionals in the field.



Notes from the Field: Fatal Infection Associated with Equine Exposure — King County, Washington, 2016

MMWR August 5, 2016 / 65(30);788

On March 17, 2016, Public Health Seattle & King County in Washington was notified of two persons who received a diagnosis of *Streptococcus equi* subspecies *zooepidemicus* (*S. zooepidemicus*) infections. *S. zooepidemicus* is a zoonotic pathogen that rarely causes human illness and is usually associated with consuming unpasteurized dairy products or with direct horse contact (1). In horses, *S. zooepidemicus* is a commensal bacterium that can cause respiratory, wound, and uterine infections (2). The health department investigated to determine the magnitude of the outbreak, identify risk factors, and offer recommendations. Patient A, a previously healthy woman aged 37 years, operated a horse boarding and riding facility in King County, Washington. Patient A fed, groomed, and exercised the facility's six horses and cleaned the stalls daily.

During the week of February 21, 2016, patient A developed mild pharyngitis and cough. During the week of February 21, horse A developed mucopurulent ocular and nasal discharge and lethargy. On February 29, patient A began administering 10 days of sulfa-based antibiotics to horse A, which re-

covered without incident.

Patient B, a previously healthy woman aged 71 years and the mother of patient A, developed symptoms consistent with an upper respiratory infection during the week of February 21 while visiting patient A and living in the same household. On March 2, she developed vomiting and diarrhea. On March 3, she was found unconscious and transported to a hospital, where she died that day. Patient B had close contact (i.e., riding, petting, and walking) with horse A on at least February 25 and February 29.

Culture results of nasal swabs collected on March 10 from horse A and two other horses that appeared well were positive for *S. zooepidemicus*. Patient A did not report consumption of unpasteurized dairy products or exposure to other animals, apart from one healthy cat, during the preceding 2 months. A throat culture from patient A obtained March 10 and blood cultures from patient B grew *S. zooepidemicus* isolates indistinguishable by pulsed-field gel electrophoresis from isolates cultured from horse A and a second horse at the facility. *S. zooepidemicus* cultured from a third horse did not match other isolates.

The epidemiologic and laboratory evidence from this investigation linked a fatal *S. zooepidemicus* infection to close contact with an ill horse. Patient B might have been at increased risk for invasive disease by *S. zooepidemicus* because of her age and her possible antecedent upper respiratory infection. Because patient A specifically sought health care and a throat culture as a result of patient B's death, determining whether the *S. zooepidemicus* infection preceded or followed her mild illness approximately 2 weeks earlier was not possible. Although *S. zooepidemicus* is a rare zoonotic pathogen in humans, older persons might be at increased risk for a fatal outcome from this infection; in 32 reported cases, the median age was 61 years (range = <1 to 83 years) with 7 deaths (case-fatality rate = 22%) (1). Consistently practicing thorough hand washing with soap and water after contact with horses and other animals or areas where animals are housed is recommended (3). This outbreak highlights the need for more research regarding risk factors for zoonotic transmission and spectrum of human illness associated with *S. zooepidemicus*.

Original Article: <http://bit.ly/2bTd32U>

Morbidity and Mortality Weekly Report

Guillain-Barré Syndrome During Ongoing Zika Virus Transmission — Puerto Rico, January 1–July 31, 2016 (Summary— edited for length)

Early Release / August 26, 2016 / 65

Guillain-Barré syndrome (GBS) is an uncommon autoimmune disorder characterized by varying degrees of weakness, sensory abnormalities, and autonomic dysfunction due to peripheral nerve or nerve root damage. Countries affected by Zika virus have reported increased numbers of cases of GBS. After identification of local transmission of Zika virus in Puerto Rico in December 2015, the Puerto

Rico Department of Health implemented the GBS Passive Surveillance System in February 2016.

Among 56 patients with suspected GBS who had onset of neurologic symptoms during January 1–July 31, 2016, evidence of Zika or other flavivirus infection was present in 34 (61%).

Persons with signs or symptoms consistent with GBS should promptly seek medical attention. Health care providers who evaluate patients with neurologic illnesses should consider GBS and report suspected cases to public health authorities. Residents of and travelers to Puerto Rico are advised to follow existing recommendations for prevention of Zika virus infection.

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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. Jonathan Dohanich, Resignation, Saxonburg, PA, 07/22/2016
Dr. James Holterman, Retirement, Omaha, NE, 07/23/2016

USDA APHIS Members

(Information available next month.)

NEWLY HIRED PHVS & VMOS:

Are you interested being sponsored by the NAFV at the upcoming [2017 AVMA Veterinary Leadership Conference?](#)
We are currently accepting application for representatives.

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If you would like more information, please email
Ms. Mariana Barros at mbarros@nafv.org.

Welcome New Members

Dr. Emily Buskey, GS-12, APHIS, WIS '09, Johnson, VT
Dr. Melody Maxwell, GS-11, APHIS, OSU '14, Lexington, OH
Dr. Leonard Eldridge Jr., GS-13, WSU '65, Olympia, WA
Dr. Danielle Buttke, O-4, COR '09, Ft. Collins, CO
Dr. Jill Shriver, GS-11, TUF '16, Elmira, NY
Dr. Melody Maxwell, GS-11, APHIS IS, OSU '14, Lexington, OH
Dr. Christine Jost, GS-14, USAID, TUF '96, Washington, DC
Dr. Rose McDonough, GS-12, FSIS, GLA '11, Englewood, CO
Dr. Samuel Fassig, GS-12, FSIS, OSU '73, Boise, ID

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NAFV charges \$10.00 for checks returned
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