



Federal Veterinarian

Volume 79, Number 11 & 12

November- December 2022

REMINDER

**Members,
Our new website hastons of
information for you on:**

- Upcoming CE
- Financial wellness
- Latest news
- Legislation tracking
- New Legal Service

**To make sure you're getting
the most out of your
membership, make sure that
you have access to our
member-only portal on our
site. You'll be able to access
the information listed**

[**NAFV ACCOUNT SIGN-IN**](#)

The Role of the National Association of Federal Veterinarians on Members Morale

The Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) measures employee engagement and satisfaction with their workplaces, or in other words morale. The FEVS serves as a tool for employees to share their perceptions in many critical areas including their work experiences, their agency, and their leadership.

The U.S. Department of Agriculture's (USDA) Office of Human Resources Management (OHRM) and its Office of Employee Experience (OEX) use the results of FEVS to inform efforts and the initiatives currently underway with the "Best Places to Work in the Federal Government" ranking according to the Partnership for Public Service on employee satisfaction, engagement, and morale—all of which support and inform USDA's 2022-2026 Strategic Plan and the Secretary and Deputy Secretary's FY2022 priority to "Make USDA a Best Place to Work."

And this is where an association such as the National Association of Federal Veterinarians (NAFV) can come in.

Today's veterinarians are the only doctors educated to protect the health of both animals and people. These dedicated professionals apply their medical skills not in "private practice" but in "public practice" in the service of every American through the many programs administered by the federal government. Though federal veterinarians touch the lives of every American every day, many feel undercompensated, underappreciated, and overworked. These feelings can contribute to high employee turnover rates, which impact overall morale of the team, the health and wellness of Americans, and the agency's bottom line. Many times, there are significant gaps between the perceptions of an agency's executive leadership and the realities of mid-level management. This can be even

Key Points:

[PSLF Summary of Changes](#)

New Rules for Qualifying Payments

Which PSLF Requirements are Waived

How to Find Out if You Qualify for Additional Payments

Next Steps: How to See if You Qualify

Q & As

worse when including agencies rank and file grassroots employees. The majority of NAFV members (and most of the veterinarians employed by the federal government) work for the USDA. The results of FEVS indicated that morale is USDA is low, ranked 16 of 17 large federal agencies, only slightly better than the Department of Homeland Security (DHS). When you look at the sub-agency rankings our major membership comes from the Food Safety and Inspection Service (ranked 298 out of 411) and the Animal and Plant Health Inspection Service (ranked 294 out of 411).

For those working there, this may not come as a surprise. But, how can these agencies benefit from working with NAFV, as an association of managers and supervisors?

There are finer points of job satisfaction that the FEVS cannot measure. The impact of mandatory deployments on people's job

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The Federal Veterinarian
(ISSN 0164-6257)

1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

is published bimonthly by, and in the interest of, the National Association of Federal Veterinarians and their members to whom it is emailed free. Correspondence should be addressed to:

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

Any veterinarian employed full time by the federal government may become an active member. Dues are \$260.00 annually, payable annually, semiannually, PayPal (annually or monthly), or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians --of \$10.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians dues are \$160.00 annually. Active duty uniformed veterinarians- please contact the NAFV office.

Associate membership is granted to active members when they retire from federal service. Associate members pay no dues. Associate members receive the NAFV newsletter by email.

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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Call or E-mail NAFV

satisfaction, for example. When that deployment is seen as furthering the mission of the agency, it can be a positive motivating factor; however, if that mandatory deployment is seen as making up for an agency's failure to fill critical vacancies, it has just the opposite effect on morale.

When deployments are viewed as on people's job satisfaction, for example. When that deployment is seen as furthering the mission of the agency, it can be a positive motivating factor; however, if that mandatory deployment is seen as making up for an agency's failure to fill critical vacancies, it has just the opposite effect on morale.

When deployments are viewed as employed where certain individuals seem exempt from deployment, it can destroy the sense of accomplishment. This level of detail can't be reached by the FEVS, but through consultations with our members and executive leadership these insights can be addressed. In many cases, just hearing a third party explain the situation can make all the difference in how the issue is perceived. In service of these public servants, the NAFV strives to serve both veterinarians and the agencies they work for by facilitating communication, making suggestions for improvements, and working collaboratively to address issues of concern.

This advocacy includes emphasizing professionalism and expertise in federal service, but also promoting continuing education, teamwork and morale, and a standard of excellence. NAFV can work with you to improve it and your professional working environment.

NAFV can approach senior leadership in the department with your concerns and possible solutions not as a union but as an organization that represent you medical/scientific professionals.

Our goal is to enhance the productivity and impact of your work life, which instills a positive sense of accomplishment. When a veterinarian is lifted, that positively reflects the team, and that morale boost translates into increased productivity and pride in your work which makes all the difference.

Plans for a Bureau of Global Health Security and Diplomacy

Health threats such as COVID-19, Ebola, HIV/AIDS, and many others continue to demonstrate that health security is national security. A virus can spread quickly across borders and around the globe, endangering lives, disrupting how countries and communities function every day, and impacting our safety, security, and stability – here at home and in every part of the world.

Recognizing the scope and potential scale of these challenges, after careful review, I notified Congress today of my intention to establish the Bureau of Global Health Security and Diplomacy to ensure the Department is well-organized to strengthen global health security and to address the growing national security challenges presented by global health crises. I intend to ask our current U.S. Global AIDS Coordinator, renowned public health leader Ambassador Dr. John Nkengasong, to be the first head of the new bureau.

Specifically, the establishment of the new Bureau would bring together the Office of International Health and Biodefense in the Bureau of Oceans and International Environmental and Scientific Affairs (OES/IHB) and the functions of the Coordinator for Global COVID-19 Response and Health Security (S/CRHS) with the Office of the U.S.

Global AIDS Coordinator (S/GAC), which leads and coordinates the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and is home to the Office of Global Health Diplomacy. These teams, along with critical partners throughout the government, are already leading our international global health security efforts, and their indispensable functions will continue.

This new structure would allow our health security experts and diplomats to work more effectively together to prevent, detect, and respond to existing and future health threats.



**National Association of
Federal Veterinarians**

2022 NAFV ANNUAL TOWNHALL

December 07, 2022

ACCOMPLISHMENTS THIS PAST YEAR

**Current President
Dr. Deanna A. Brown**

- Making progress on the pursuit of Specialty pay, locality pay, bonuses, etc
- Re-Engaged with AVMA Government Relations DIV and Congressional members after COVID
- Transitioned to Bransford, Shaw, and Roth after the retirement of long-time NAFV Counsel, Bill Hughes
- Consultations with FSIS
- Specific problem-solving communications on behalf of members with FSIS leadership
- Ongoing communications with APHIS leadership
- Developed strong partnerships with AAFSPHV and ACVPM to provide CE opportunities to all
- In Person Participation in:
 - AVMA House of Delegates and Leadership Conference
 - Hosted AVMA and USAHA Food Safety Symposium
- Making significant improvements in efficiencies with administrative aspects of the association
- Expanded membership to state-employed veterinarians- promoted this at the booth during USAHA

PRIORITIES FOR THE UPCOMING YEAR

**Upcoming President
Dr. Rachel Cezar-Martinez**

- Retention of veterinarians into government service (Specialty pay, locality pay, bonuses, etc)
- Increase membership and engagement (recruitment tactics, local and regional chapters)
- Consultations with Agencies (USDA, HHS, CDC, DOD)
- Communication with members and expanding social media presence
- Working with other associations (USAHA, ACVPM, AASPHV)

STRATEGY TO ACCOMPLISH PRIORITIES AND GOALS

**Executive Vice President
Dr. Joseph Anelli**

- U.S. Government Accountability Office (GAO) reports
- American Veterinary Medical Association (AVMA) reports
- Salary Data Comparisons

2022 AVMA Report on the Economic State of the Veterinary Profession



This State of the Profession report investigates some of the biggest trends and concerns of the veterinary profession, including labor markets, compensation, debt, wellbeing, diversity, and practice characteristics. We've observed a tightening of the labor market and increases in incomes of veterinarians. New graduates are experiencing the highest rates of job offers ever. Although incomes are increasing, we've also observed increases in student loan debt and the impact of inflation on real dollars. At the same time, practices are navigating the impact of the pandemic, and it remains to be seen which aspects of the veterinary industry will normalize as time goes on, and which shifts are more enduring. Practices are also dealing with market concentration; talent, time, and space management; and effective and appropriate leveraging of technology. This report provides a detailed summary of the economic state of the veterinary profession and examines the major trends through the lens of three critical areas:

- Veterinary education
- Veterinary employment
- Veterinary services

Three surveys informed the report: The AVMA Senior Survey gathers information on demographics, debt, compensation, and postgraduate plans of fourth-year students at U.S. and two Caribbean veterinary medical schools and colleges. These data were used in the Market for Veterinary Education section of this report. The Census of Veterinarians collects information on employment, compensation, wellbeing, and other factors. These data were used in the

Market for Veterinary section.

The Veterinary Practice Owner Survey gathers information about practice owners and their practices. These data were used in Market for Veterinary Services section.

Our overarching goal is to provide an indispensable resource for three main segments of the veterinary profession:

- New veterinarians entering the workforce
- Practicing and non-practicing veterinarians looking for an enhanced understanding of how economic issues are shaping the profession
- Educational and business leaders in the veterinary sector

We hope the information in this report helps you make the right decisions for your career and your practice with confidence in 2022 and beyond.

[You can read more here:](#)

Federal Veterinarians: Efforts Needed to Improve Workforce Planning



What GAO Found

The U.S. Department of Agriculture (USDA) has taken actions to ensure that component agencies include veterinarians in workforce planning efforts for meeting routine needs, but the Department of Health and Human Services (HHS) has not done so. GAO has identified top leadership involvement as a key principle for workforce planning. For example, USDA provided guidance to its component agencies

to assess and develop strategies for its workforce. In accordance with this guidance, USDA's Food Safety and Inspection Service (FSIS)—the agency that inspects slaughter plants—developed a workforce plan that included recruitment incentives and other strategies for veterinarians. HHS's Food and Drug Administration (FDA) also included veterinarians in its workforce plans, but HHS did not provide guidance or direction to FDA or other component agencies to do so. GAO recommended in 2009 that USDA and HHS conduct department-wide assessments of their veterinarian workforces. The efforts of USDA and its component agencies met the intent of the recommendation. GAO believes that the recommendation to HHS is still valid. Direction and guidance from HHS could help integrate its component agencies' workforce planning efforts for veterinarians into a department-wide assessment. USDA participated in a government-wide study to estimate the veterinarians needed to respond to animal disease outbreaks, but because of limitations in the study, the estimates are not reliable for purposes of effective emergency response planning. For example, the estimates were based on a USDA model that had not been verified or validated. Moreover, USDA has not developed a detailed plan to augment or train its workforce to respond to an economically devastating or highly contagious outbreak. Without reliable estimates of the veterinarians needed or how it will augment and train its workforce, USDA cannot ensure it will have enough veterinarians to adequately respond. The Office of Personnel Management (OPM) and other federal agencies have taken steps toward achieving the goals outlined in OPM's government-wide strategic plan for the veterinarian workforce, primarily through an interagency group OPM created. However, in each of the three goals, the interagency group did not follow through on next steps and made limited progress. For example, to improve recruiting, OPM granted government-wide direct-hire authority in 2009 to enable agencies to hire qualified veterinarians without regard to certain federal hiring requirements. However, OPM did not follow through on plans to review agencies' use of the authority. As a result, OPM cannot determine the overall impact on

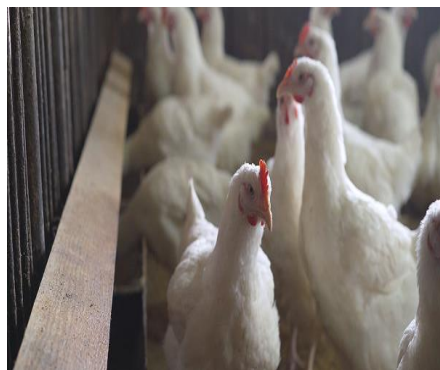
Federal Veterinarian

recruitment or whether the authority should continue or be modified. Monitoring and evaluating progress toward human capital goals is among the key principles GAO has identified for effective strategic workforce planning.

According to OPM officials, the group did not consistently monitor progress toward goals in part because it did not have sufficient leadership support from participating agencies. OPM and group members, including USDA and HHS, recognize a need for a higher level of leadership but have not identified officials to serve in this capacity. Obtaining leadership support—including from USDA and HHS, the major federal employers of civilian veterinarians—and monitoring and evaluating progress could help emphasize the importance of completing work under these goals and better position OPM to ensure progress or take appropriate actions if progress is limited.

[You can read more here:](#)

Veterinarian Workforce: Actions Are Needed to Ensure Sufficient Capacity for Protecting Public and Animal Health



Veterinarians are essential for controlling zoonotic diseases--which spread between animals and humans--such as avian influenza. Most federal veterinarians work in the Departments of Agriculture (USDA), Defense (DOD), and Health and Human Services (HHS). However, there is a growing national shortage of veterinarians.

GAO determined the extent to which

- (1) the federal government has assessed the sufficiency of its veterinarian workforce for routine activities
- (2) the federal government has identified the veterinarian workforce needed during a catastrophic event, and
- (3) federal and state agencies encountered veterinarian workforce challenges during four recent zoonotic outbreaks.

GAO surveyed 24 federal entities about their veterinarian workforce; analyzed agency workforce, pandemic, and other plans; and interviewed federal and state officials that responded to four recent zoonotic outbreaks.

[You can read more here:](#)

Special Rates

The Office of Personnel Management (OPM) may establish higher rates of basic pay - special rates - for a group or category of General Schedule (GS) positions in one or more geographic areas to address existing or likely significant handicaps in recruiting or retaining well-qualified employees. OPM may establish special rates for nearly any category of employee - i.e., by series, specialty, grade-level, and/or geographic area.

OPM may establish special rates to address staffing problems caused by

- significantly higher non-Federal pay rates than those payable by the Federal Government within the area, location, or occupational group involved;
- the remoteness of the area or location involved;
- the undesirability of the working conditions or nature of the work involved;
- any other circumstances OPM considers appropriate.

[You can read more here:](#)

2021 Federal Employee Viewpoint Survey Results



The Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of whether, and to what extent, conditions characteristic of successful organizations are present in their agencies. The FEVS serves as a tool for employees to share their perceptions in many critical areas including their work experiences, their agency, and their leadership. The FEVS is an important tool for the U.S. Department of Agriculture (USDA) to better understand how we are doing as it relates to employee engagement and overall employee satisfaction in the workplace.

OPM administered the 2021 OPM FEVS to a sampling of eligible USDA employees, instead of the full 100,000+ population of eligible USDA employees as has been typical in recent years. OPM made this change to reset the timing of the FEVS administration to the spring (the COVID-19 pandemic disrupted the typical schedule). This change eased the administrative burden of conducting two surveys in quick succession. OPM will administer the 2022 OPM FEVS at USDA during the week of May 30, 2022.

Per the Annual Employee Survey (AES) regulations (5 CFR Part 250; Subpart C - Employee Surveys), USDA is posting our 2021 FEVS results. This brief provides an assessment of the results and highlights our employee engagement improvement strategy.

Interpretation of USDA's Results:

OPM administered the 2021 OPM FEVS between November 1, 2021, and December 3, 2021, to a sampling of eligible full-time and part-time permanent USDA employees. The 2021 OPM FEVS administration at USDA yielded a response rate of 46.4%, outpacing the Government-wide and Very Large Agencies' response rates by approximately 13% and 17%, respectively.

USDA's 2021 OPM FEVS results were relatively unchanged compared to 2020. USDA, as a whole, largely remained steady across each of the FEVS indices, except for the "Employee Engagement – Supervisors" sub-index, which increased by nearly three percent, and the "Global Satisfaction" index, which decreased by nearly five percent compared to the 2020 FEVS.

The 2021 OPM FEVS results are reported across three key indices—Employee Engagement, Global Satisfaction, and Performance Confidence. The Employee Engagement Index consists of three sub-indices: Leaders Lead, Supervisors, and Intrinsic Work Experience. Performance Confidence is a new index on the 2021 OPM FEVS, which is defined as the measurement of an employee's perception of their work unit being capable of performing in essential ways and having a positive future.

The following tables show USDA's 2017 through 2021 FEVS results across all three key indices, including an analysis of how USDA performed when compared to Government-wide and Very Large Agencies' 2021 results.

The FEVS results, paired with employee feedback collected throughout various USDA employee engagement events over the past year and the OPM Pulse Surveys, provide us with critical employee experience insights that are shaping USDA's short- and long-term employee engagement strategy and initiatives.

[You can read more here:](#)

National Health Security Strategy 2019-2022



Our nation faces diverse and evolving health security threats that have the potential to disrupt our public health and health care systems and inflict injury and loss of life on our people. Significant progress has been made in improving capabilities to address the immediate public health and medical consequences of anticipated and actual public health threats, such as extreme weather and infectious disease outbreaks. However, to save lives and protect the nation from other 21st century risks, we—the collective group of stakeholders with responsibilities for national health security—must advance our preparedness and response capabilities to address the realities of our immediate and future threat landscape.

This landscape includes threats we have faced before—such as natural disasters and human-caused incidents, emerging and pandemic infectious diseases, and acts of terrorism—as well as growing, potentially catastrophic risks posed by nation-state actors, revisionist powers, and rogue regimes.

To protect our nation's health security we must ensure our people are prepared and resilient. We must continue to strengthen U.S. public health and health care systems to effectively and swiftly confront the devastating consequences of risks, such as the use of chemical, biological, radiological, and nuclear (CBRN) weapons; cyber warfare; emerging infectious diseases that could lead to a pandemic; and catastrophic natural disasters and human-caused incidents.

As our nation's health threats evolve, the way governments and stakeholders work together and carry out missions must evolve as well. Ensuring a health-secure nation is a collective responsibility among federal, state, local, tribal, and territorial (SLTT) governments and public and private partners, non-governmental organizations, academia, professional associations, communities, volunteers, families, and individuals. The National Health Security Strategy (NHSS) provides a vision for strengthening our nation's ability to prevent, detect, assess, prepare for, mitigate, respond to, and recover from 21st century health security threats.

We will take into account and plan for the access and functional needs of at-risk individuals, including children, individuals with disabilities, and older adults. We will engage across the whole community to ensure citizens are empowered to participate in preparedness efforts, reduce or mitigate their risks from public health emergencies, disasters, or attacks, and build individual and community resilience. In addition to the NHSS, the 2019-2022 Implementation Plan (IP) provides the roadmap for advancing health security capabilities, while the 2015-2018 Evaluation of Progress (EOP) assesses the nation's efforts to achieve the health security goals of the prior quadrennial NHSS.

The NHSS aligns with and supports national strategies such as the National Security, Defense, and Biodefense Strategies. The NHSS informs capacity building efforts of the Hospital Preparedness Program (HPP), the Public Health Emergency Preparedness (PHEP) program, the Public Health Emergency Medical Countermeasures Enterprise (PHEMCE), the Biomedical Advanced Research and Development Authority (BARDA), the Global Health Security Agenda (GHSA), and the U.S. Health Security National Action Plan. Furthermore, the NHSS aligns with the National Preparedness Goal and its associated frameworks such as the National Mitigation Framework, the National Response Framework, and the National Disaster Recovery Framework.

[You can read more here:](#)

Federal Veterinarians - Are You Prepared?



As you know, Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health with innumerable food safety initiatives, guidelines through FSIS, APHIS, DHS, CDC, and FDA, and various animal health programs. Many federal veterinarians also have the dual role of a manager, supervisor or officer within their respective agency. **This leaves you extremely susceptible to allegations, complaints, or potential lawsuits- just for doing your job.** Are you emotionally, financially and legally prepared to become the subject of an adverse administrative action, disciplinary proceeding, or civil lawsuit?

The following is based off a real claims scenario from a federal veterinarian

Picture this: You are the subject of an Internal Controls Staff investigation of employee accountability for the unsanitary conditions found at one of the meat processing plants you supervise, which had its operations suspended and resulted in the agency recalling over 50,000 lbs. of meat. The findings of the investigation lead the agency to propose your removal from federal service based on a charge of neglect of duty, alleging that you failed to perform your regulatory and supervisory duties at the meat processing plant. While you argue that your actions were consistent with sanitation guidelines, the agency maintains its position and issues a final decision to sustain that charge. You are forced to appeal and litigate your removal before the Merit Systems Protection Board, or risk losing your livelihood.

WITHOUT FEDS PROTECTION

You spend months paying out enormous fees to expensive federal employment attorneys in an attempt to defend yourself against the charges. The stress of the unknown begins to take a toll on your personal life, and as your savings begin to dwindle, you are forced to make the difficult decision to resign from federal employment in the best interest of your family's needs and finances and must begin looking for a new career.

WITH FEDS PROTECTION

You are assigned your own personal attorney specializing in federal employment law and MSPB appeals, paid for entirely by your PLI policy. Although it still takes months, your attorney handles all of the stressful paperwork and procedures, and succeeds in winning the appeal. You continue to be gainfully employed by your federal agency without loss in pay or grade.

The bottom line is, allegations are unsettling. If one is made against you - whether it comes from plant workers, special interest groups, politicians, members of the public, co-workers, subordinates or managers – the challenge is having the necessary finances and expertise to defend yourself successfully. FEDS Professional Liability Insurance provides you with both legal defense and indemnity protection against allegations arising from your federal position, so you can do your job with peace.

FEDS Protection is Affordable

\$1,000,000 Policy Limit; \$280 Annual Premium*

\$2,000,000 Policy Limit; \$380 Annual Premium*

50% Agency Reimbursement

All managers & supervisors are eligible for up to 50% agency reimbursement for a net cost of only \$140 per year.

***You must enter discount code "NAFV" for this pricing.**

Surplus lines taxes apply.

Your FEDS policy must be in place prior to any allegations or complaints in order for coverage to apply, so don't delay.

Enroll Today at www.fedsprotection.com or call 866.955.FEDS.

FEDERAL VETERINARIANS PROTECT AND IMPROVE PUBLIC AND ANIMAL HEALTH & WELFARE

We have lost touch with the following list of members. If you know them, please prompt them to reach out to us at 202-223-4878.

- Robert E Cook
- Charles G Edwards
- Leonard Jr. Eldridge
- Delorias M Lenard
- Lawrence A Schalk
- Donald Randall
- Larry Davis
- Steven Soloman
- Marissa Alexander-Scott
- Ashley Hallowell
- Anna Beam-Mitchell
- Walter F Howe
- Eloise Y Braught
- Zafeer Z Din
- William T Melton
- William L Calloway
- Vincent O Hill

OBITUARIES

OBITUARY

Edward Lee Menning

MAY 28, 1931 - OCTOBER 25, 2021



IN THE CARE OF
Schoedinger Worthington

REMEMBERING

Jan D. Huber

December 8, 1933 - December 5, 2022