SHOULD NAFV ATTEMPT TO CORRECT THE OVERTIME INEQUITY IN APHIS?

NAFV members, the note below is being published in the hopes that we can gather a consensus from our APHIS members and generate interest in a renewed pursuit of true overtime at time and a half. If you are interested in forming or joining a working group aimed at achieving true time and a half for overtime for APHIS employees, please contact the NAFV national office at: nafv@nafv.org.

NAFV was very successful in getting the overtime inequity corrected in FSIS. It had been a conspicuous unfairness for so long as there had been meat and poultry inspection. This effort required an amendment to a Farm Bill and the excellent initiative by several FSIS officials. NAFV had made this legislative effort exclusively with some assistance from the AVMA. In 2002 FSIS began paying true time and one half for overtime worked by veterinarians. It is now taken for granted. NAFV had worked for years pushing this effort in Congress. Getting legislation passed is no small task, especially where money is involved. A similar effort in APHIS consistently has hit two surprising roadblocks.

The reason for the previous failures is because of the opposition of former APHIS managers, and an apparent lack of interest by affected APHIS members. NAFV recently has been requested to attempt the effort again in APHIS.

This article is to determine whether sufficient interest exists among NAFV members to begin another initiative. NAFV has a plan of action already developed to address this issue.

Pay requirements in the federal government are based almost exclusively on provisions contained in Title 5 of the U.S. Code. Overtime pay for Fair Labor Standards Act exempt employees had been limited to one and one half times the first step of GS 10.

Veterinarians being professionals, and often supervisors, are exempt from the FLSA which applies only to those defined as labor. NAFV’s first efforts targeted the Pay Act, but because it would have applied government wide, there was considerable opposition.

NAFV had assisted in getting legislation passed, applicable government wide including APHIS, requiring no less than straight time for all overtime services.

In addition to the Pay Act which is solely applicable to almost all government employees, there are three other specifically applicable acts that apply to NAFV members. Each affects only reimbursable overtime, that is overtime services specifically requested and paid by third parties. These are the Meat Inspection Act of 1906, the Poultry Products Inspection Act, both applicable to FSIS, and the Import-Export Act, applicable to APHIS. The MIA and the I-E Act contained provisions for overtime fees, giving the Secretary of Agriculture the authority to both set the fees charged (done periodically by rulemaking), and to pay those performing the services at a rate determined by the Secretary. The PPIA contained no such provision. All Secretaries refused to change the rate paid pursuant to only the MIA, because they did not want to create a disparity among those enforcing the PPIA and the MIA.

NAFV successfully had the PPIA

(Continued on Pg. 2, “APHIS OT Inquiry”)
NAFV Members,

As of January 1st of this year, Dr. Barb Porter Spalding has begun her tenure as NAFV President (2018 -2019). NAFV staff posed a few questions to Dr. Porter-Spalding to help you all get better acquainted with her.

If you have any comments or questions you would like to send to Dr. Spalding, please email nafv@nafv.org and we will be happy to forward such emails to her. Her direct email can be provided upon request.

NAFV: Tell us about your educational background.

BPS: I went to 7 schools in 12 years growing up in a Navy family. Only ever wanted to attend Penn State so spent 4 wonderful years as a Nittany Lion. After Peace Corps I came back to Penn State as the Peace Corps Recruiter. After a year in Ethiopia on a logical argument to the contrary were not successful.

If NAFV determines that there is sufficient interest from affected members, a renewed effort will be initiated with present APHIS managers that we would expect would be more fairminded.

What would be necessary would be for APHIS to petition the Secretary to use his authority under the I-E Act to change the OT rate for those enforcing that act. It would not cost the agency any money because the increased cost would be paid from those requesting the overtime services.

If those members in APHIS who are enforcing the I-E Act, receiving only straight time for OT worked, want NAFV to take this initiative, and to assist, promptly contact the NAFV office. Contact information, (telephone, email, USPS), is located at the bottom-left on page 2 of this publication.

Introducing our New NAFV President:
Dr. Barbara “Barb” Porter-Spalding

(Continued from Pg. 1, “APHIS OT...”)
BPS: After the field epidemiology and work in a Morocco Regulatory Diagnostic Lab, applying to USDA seemed so interesting and logical. I joined FSIS and also got to experience a new part of the country as a Relief Supervisor for ND, SD and MT. What a joy to travel and meet all the interesting folks that work for USDA while inspecting bison, emu, ostrich, swine, turkeys, geese and cattle.

And most exciting of all was that my Peace Corps time, all 4 years was applied toward my retirement!

Growing up in a Navy family, we were all involved in public service, my sister in medical field, both brothers in the Navy as well. My son continues that Navy tradition, commissioning in May from NCSU.

NAFV: Tell us about your experience as a federal veterinarian.

BPS: I have had a wonderful career as a SVMO in FSIS, and then a VMO in VS. I am now a Senior Staff Officer in Preparedness and Incident Coordination, but my focus has always been on our frontline and field force. Without the PHV in the Plant, or the VMO in the field, our herds and flocks would not produce the abundance of protein the USA is famous for.

I always tell new VMOs and AHTs that the best place to meet their peers is during an outbreak response. Nowhere else are you working side by side with so many under such stress; but also having the most interesting experiences VS can offer.

Folks in FSIS often feel the same way when things like HACCP and new fast line speed programs are implemented, or research on microbial or residues is conducted at your plant. My favorite back then, however, was the duck and goose correlation training I attended out in Petaluma, CA.

NAFV: Is there something in particular that you find satisfying about serving as a federal veterinarian (or public service in general)?

BPS: What I find most satisfying about federal service is providing the support and expertise to the States, and working across diverse parts of the agency to tackle disease control issues.

Customers come from outside and inside our agencies, and keeping customer service as a primary goal really helps keep the mission focused on our food producers and the agencies that help them protect and market their products.

NAFV: Why did you join the NAFV?

BPS: Back in the 90s when I joined FSIS, I had to drive on Sundays to reach new assignments without getting paid, and when NAFV helped get that unpleasant policy changed, I immediately joined NAFV and have been a member ever since the mid 1990s. If I were still in FSIS and was benefitting from the true time and a half OT NAFV also fought for, I would make sure everyone knew how critical it is to be a NAFV member. I hear from APHIS colleagues who now struggle with the same issue of receiving straight time during those stressful outbreak responses, or conduct import/export call backs late into the night or on weekends at GS10/1 pay, and I know that NAFV has many more battles to fight on our behalf. Another battle we face is for specialty pay for veterinarians across the breadth of federal employment. Until veterinarians are valued equally with medical doctors, I know NAFV will be in the halls of Congress advocating on our behalf.

NAFV: What are your plans for the future?

BPS: Professionally, I’m about to hit a major milestone, that far off Step 10 has become a reality. I want to be engaged in selection of, and continuing development of our Junior VMOs through mentoring and the training and exercising we conduct through the Training and Exercise Program in VS. I want to learn from the new generation of PHVs and VMOs coming into the agencies as we struggle with large waves of retirement, and chronic understaffing. What are their needs and what do they want to get out of their careers? How can NAFV work with all federal agencies on expanded hiring of veterinarians, and what it takes to attract the best and brightest.

Personally, I am a very grateful living donor kidney recipient, so if you get caught by me in a hallway, and have to listen to my story, be grateful we live in a country where that is possible, and the outcomes are so successful. We all have a story to tell, and I hope during the next two years I get to hear a lot of your stories.

If you have ideas on how NAFV can support and enhance the federal employment experience for veterinarians, please don’t keep it to yourself; speak up! Please be an active member, running for office, applying for leadership opportunities, becoming a Coordinator, planning a Chapter meeting.

I look forward to what NAFV will continue to accomplish, and would like to see all of us recruit dozens of new members, so stay in touch, and let us know when the newbies come through your life!
Aetiology of Ebola virus disease

Ebola virus disease (EVD) is also known as Ebola haemorrhagic fever and is considered to be an emerging zoonotic disease. EVD is a severe contagious disease affecting humans and non-human primates. It can be transmitted to humans through direct contact with tissue, blood, other body fluids, and excretions from an infected human or animal. The causative agent is classified in the genus *Ebolavirus* of the Filoviridae family.

There are several species in the genus *Ebolavirus* (EBV) these include; *Zaire ebolavirus* (EBOV); *Sudan ebolavirus* (SUDV); *Bundibugyo ebolavirus* (BDBV); *Reston ebolavirus* (RESTV) and *Taï Forest ebolavirus* (TAFV). All have been detected in Africa only, apart from RESTV. RESTV was isolated in 1989-90 in Reston, Virginia (USA) from macaques imported from the Philippines. In 2008, pigs from pig farms close to Manilla (Philippines) also tested positive for RESTV.

The related Marburg virus, genus *Marburgvirus*, is morphologically indistinguishable and induces symptoms similar to *Ebolavirus*.

Occurrence

Up to 2013, EVD occurred mainly in remote rainforest areas of Central and East Africa (DRC, Sudan, Gabon, Republic of the Congo and Uganda). West Africa had only been known to be affected by a limited episode of Taï Forest ebolavirus (TAFV) in the Ivory Coast in 1994. However, a severe epidemic, starting in 2013-14, affected a large West African region (mainly in Guinea, Sierra Leone and Liberia). For the first time, the epidemic penetrated densely populated areas including capital cities, increasing the risk of wider spread. Since 2014, three new outbreaks have occurred in the Democratic Republic of Congo.

Natural hosts

The natural reservoir of Ebola has not yet been confirmed. However, the results of field studies, laboratory research, and epidemiological surveys in Africa strongly suggest that fruit bats may be natural hosts for EBOV and they are currently thought to be the principal animal reservoir. Indeed, research results suggests that some bat species may carry the virus without showing clinical signs of illness.

The related Marburg virus has been isolated from fruit bats (*Roussettus aegyptiacus*) in Uganda.

Susceptibility of animal species

Ebola viruses have also been detected in species such as non-human primates (apes and monkeys), and duikers (a small wild antelope). However, non-human primates are not considered as natural hosts because of their high sensitivity to the virus and their high mortality rate when infected. Although the source of infection for non-human primates and duikers remains unclear, most evidence indicates direct infection from one or more natural hosts or their excretions.

Susceptibility of pigs to EBV has been demonstrated in the laboratory setting, but their role in EVD epidemiology is unclear. Antibodies to EBV have been detected in dogs. So far there is no evidence that domestic animals play an active epidemiological role in the transmission of the disease to humans.

Introduction to human populations

Ebola virus disease is initially introduced into human populations through contact with infected wild animals to humans and is most likely associated with hunting, collection of sick or dead wild animals and handling or consumption of uncooked bush meat. In rural areas fruit bats are a popular source of forest meat for humans and are prepared by hand to be dried, smoked and/or cooked. Infection of humans through consumption of forest fruits contaminated with bat saliva or faeces is also a suspected transmission pathway.

Ebola disease in humans

During EVD outbreaks in humans, human to human transmission occurs through contact with body fluids or excretions of an infected person.

For information about Ebola in humans please refer to the World Health Organization (WHO) *Ebola Virus Disease Website* and *Factsheet*, and the *CDC Website*.

Reporting to the OIE

Currently Ebola virus is not an OIE listed disease.

However, in accordance with the [Chapter 1.1](#) of the OIE *Terrestrial Animal Health Code* on Notification of Diseases, Infections and Infestations, and provision of epidemiological information, detection of Ebola virus disease or infection in animals (domestic animals or wildlife species which qualify according

(Continued on Pg. 5, “OIE: Ebola virus Disease”)
to OIE definition of ‘emerging disease’) should be notified by the Veterinary Authorities to the OIE as an emerging disease (Article 1.1.4.). Ebola virus should also voluntarily be reported through the annual report on wildlife diseases as “Infection with filoviruses”.

An EMERGING DISEASE means a new occurrence in an animal of a disease, infection or infestation, causing a significant impact on animal or public health resulting from a) a change of a known pathogenic agent or its spread to a new geographic area or species; or b) a previously unrecognised pathogenic agent or disease diagnosed for the first time.


### USDA Issues Record of Decision on Cattle Fever Tick Control Fencing in Texas

USDA’s Animal and Plant Health Inspection Service (APHIS) is publishing a record of decision for the final environmental impact statement (EIS) on cattle fever tick fencing in South Texas.

On May 31, 2018, USDA published the final environmental impact statement that discussed how to continue to protect U.S. livestock from cattle fever ticks and the disease they cause, bovine babesiosis, which is severe and often fatal. The EIS found that the installation of wildlife fencing in strategic areas along the quarantine zone will create a minimally intrusive pest control measure that augments existing programs.

APHIS is now publishing the final record of decision and will begin working with property owners to install 8-foot-tall game fencing along strategic portions of the permanent tick quarantine line in Zapata County, Texas.

APHIS is taking these actions to protect the livestock industry and overall cattle health. The fences will help prevent potentially affected deer from travelling into unaffected areas. The fencing is designed to restrict movement of wildlife. The fencing will initially cover two miles, but if needed and funding is available, it could be expanded to cover up to 50 miles in Maverick, Starr, and Webb counties. The fencing will be paid for by APHIS, and the Texas Animal Health Commission will be responsible for ongoing maintenance.

The record of decision may be viewed below, full details available at the following link: https://bit.ly/2La8H7X

Original article: https://bit.ly/2Eo5s6D

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**CALL FOR NAFV CONSULTATION TOPICS!**

NAFV Members, we are currently gathering topics for our Consultations and Intra-management meetings with APHIS and FSIS leadership.

As the voice for Federal Veterinarians, and with the authority from 5 CFR 251.201, NAFV gathers topics from membership relating to improvement of managerial effectiveness and the working conditions of supervisors and managers, as well as the identification and resolution of problems affecting agency operations and employees, including supervisors and managers.

We are asking members to send us your thoughts and recommendations on issues you have experienced or observed so that we can try to incorporate them into our next meeting. Please include your personal email address and cell phone number.

Please submit consultation topics to nafv@nafv.org or mail to the address below.

**The National Association of Federal Veterinarians**

1910 Sunderland Place, NW, Washington, DC 20036

All information gathered will be aggregated and kept anonymous.
WASHINGTON, October 22, 2018 – When Hardy, a U.S. Department of Agriculture (USDA) trained detector dog, sniffed out a roasted pig head in traveler baggage at Atlanta’s Hartsfield-Jackson International airport early this month, it underscored the efforts USDA and its partners are undertaking to keep African Swine Fever (ASF), a swine disease that could devastate the U.S. pork producers, from entering the country.

USDA continues to train dogs at its National Detector Dog Training Center in Newnan, Georgia. The center is designed and equipped to train detector dog teams (canines and handlers), like Hardy’s, to safeguard American agriculture. USDA’s Animal and Plant Health Inspection Service Plant Protection and Quarantine program and the Department of Homeland Security’s U.S. Customs and Border Protection (CBP) use detector dog teams, known as the Beagle Brigade, to search for prohibited agricultural products at major U.S. ports of entry (airports and land border crossings), mail and cargo facilities. The teams detect prohibited agricultural products that can carry foreign pests and diseases that threaten U.S. agriculture and forests.

“African Swine Fever is a devastating, deadly disease affecting all kinds of pigs, both domestic and wild – and keeping our pork industry safe is a top priority,” said Sonny Perdue, U.S. Secretary of Agriculture. “Recently, our collaboration with CBP proved successful when a USDA trained detector dog intercepted a roasted pig head in traveler baggage from Ecuador. The quick work of a beagle and the CBP staff prevented a potential animal health issue and further highlighted the need to be vigilant in safeguarding the U.S. against foreign animal diseases.”

Concern over ASF is not new. It is a longstanding disease found in countries around the world, particularly in sub-Saharan Africa. However, confirmation of cases in China and the European Union over the past several months prompted USDA to review and strengthen its protections. This involves partnering with the swine industry, producers, CBP, and the travelling public to help ensure we protect American agriculture.

To prevent ASF from entering the country, USDA has in place a series of interlocking safeguards. They include:

- Collaborating with states, industry and producers to ensure everyone follows on-farm biosecurity and best practices (including for garbage feeding in states where that is allowed);
- Restricting imports pork and pork products from affected countries; and
- Working with CBP staff at ports of entry to train their inspection dogs, as well as to increasing screening vigilance to pay particular attention to passengers and products arriving from affected countries.

USDA is committed to working closely with the swine industry and producers to ensure strict biosecurity procedures are in place and being followed on all swine farms.

“Because there’s no treatment or vaccine available for this disease, we must work together to prevent this disease from entering the United States in order to best protect our farmers, our consumers and our natural resources,” said Perdue. “Good biosecurity is key to protecting pigs from any disease. We know the swine industry has many biosecurity resources available for their producers, so it’s just a matter of making sure everyone follows the guidance, every day, every time. Our goal is to never have to respond to African Swine Fever.”

USDA is actively readying and planning its response, should the disease ever be found in the U.S. by working with states and industry to test response mechanisms on a regular basis and planning to increase the testing capacity of the National Animal Health Laboratory Network labs for ASF.

USDA is also asking all veterinarians and producers to be aware of the signs of illness: high fever; decreased appetite; weakness; red, blotchy or lesions on the skin; diarrhea, vomiting, coughing and difficulty breathing. Quick detection is key to preventing disease spread, so USDA is stressing the importance of reporting sick pigs to state or federal animal health officials immediately so that a disease investigation and appropriate testing can occur.

(Continued on Pg. 7, “USDA Beagle Brigade”)
International travelers also need to be aware of this disease, as they could unknowingly carry the virus into the U.S. Anyone who has contact with pigs or swine farms on travel must ensure they carefully clean and disinfect their shoes, wash their clothes and shower prior to having contact with pigs here in the U.S. Report the visit on the CBP form (question 12). Travelers looking to bring back agricultural items or souvenirs should check USDA’s travelers web page to see if the item(s) are allowed.

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 that 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

NAFV Members, we still have a few 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.

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.
CDC Morbidity and Mortality Weekly Report (MMWR):
Rabies in a Dog Imported from Egypt — Connecticut, 2017

Authors: Yonette Hercules, MHSc; Nelva J. Bryant, DVM; Ryan M. Wallace, DVM; Randall Nelson, DVM; Gabriel Palumbo, MPH; Jemelia N. Williams, MPH; J. Miguel Ocana, MD; Sheryl Shapiro, MHA; Hilaire Leavitt; Sally Slavinsk, DVM; Alexandra Newman, DVM; David A. Crum, DVM; Brian E. Joseph, DVM; Lillian A. Orciari, MS; Yu Li, PhD; Pamela Yager; Rene E. Condori, MS; Kendra E. Stauffer, DVM; Clive Brown, MBBS

In 2007, the United States successfully eliminated canine rabies virus variant. Globally, however, dogs remain the principal source of human rabies infections. Since 2007, three cases of canine rabies virus variant were reported in dogs imported into the United States, one each from India (2007), Iraq (2008), and Egypt (2015) (1–3). On December 20, 2017, a dog imported into the United States from Egypt was identified with rabies, representing the second case from Egypt in 3 years. An Egyptian-based animal rescue organization delivered four dogs from Cairo, Egypt, to a flight parent (a person solicited through social media, often not affiliated with the rescue organization, and usually compensated with an airline ticket), who transported the dogs to the United States. The flight parent arrived at John F. Kennedy International Airport (JFK) in New York City and, via transporters (persons who shuttle dogs from one state to another), transferred the dogs to foster families; the dogs ultimately were adopted in three states. The Connecticut Department of Public Health Laboratory (CDPHL) confirmed the presence of a canine rabies virus variant in one of the dogs, a male aged 6 months that was adopted by a Connecticut family. An investigation revealed the possibility of falsified rabies vaccination documentation presented on entry at JFK, allowing the unvaccinated dog entry to the United States. This report highlights the continuing risk posed by the importation of dogs inadequately vaccinated against rabies from high-risk countries and the difficulties in verifying any imported dog’s health status and rabies vaccination history.

Summary

What is already known about this topic?
Public health challenges associated with the global movement of animals include importation of canine rabies virus variant into the United States from countries where the virus is enzootic.

What is added by this report?
A rabid dog imported into the United States from Egypt, with documentation of rabies vaccination but no medical history, resulted in a six-state investigation and administration of rabies postexposure prophylaxis to multiple persons.

What are the implications for public health practice?
Use of flight parents who have no medical history for the dog they are transporting poses a potential human and animal health threat. To prevent reintroduction of
the canine rabies virus variant, the United States needs to continue vigilance at ports of entry, domestic surveillance infrastructure, and high dog vaccination coverage.

**Case Report and Findings**

On December 20, 2017, a shipment of four rescue dogs arrived at JFK from Cairo, Egypt. Two transporters and one owner retrieved the dogs, with planned distribution to foster homes and permanent owners in Connecticut, Maryland, and Virginia. A fifth dog on the flight, traveling with a separate flight parent and not part of this shipment, shared the cargo hold and was temporarily housed in New Jersey and West Virginia before reaching its Washington destination. One of the four dogs, a male Chihuahua mix aged 6 months (dog A), was noticeably agitated and bit the flight parent before boarding the plane in Egypt. Dog A was imported with tooth fractures and exposed maxillary bone, reportedly from being struck by a car in autumn 2017.

On assessment at a Connecticut veterinary clinic on December 21, dog A exhibited hyperesthesia (increased sensitivity to stimuli) and paresis. On December 26, CDPHL confirmed rabies virus infection by direct fluorescent antibody testing and informed CDC. On December 28, CDC confirmed the direct fluorescent antibody results and determined the variant was consistent with Africa 4 subspecies canine rabies virus circulating in Egypt (Figure).


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**PSLF Program Survey Update**

NAFV Members,

As you all know, NAFV’s Millennial Committee prepared a survey that was focused on gathering data related to the Public Service Loan Forgiveness Program (PSLF). Our survey closed back in December and we received a total of 137 responses. Thank you to each of you who participated.

In one of the next coming issues, we will be publishing a report that dives into the responses we collected, and how we can use the data to help us in our advocacy efforts. For now, we wanted to share a few screenshots of a couple of the answers we gathered. Furthermore, please be aware that we will be hosting a webinar on PSLF this coming February, logistics and details coming soon. As always, with any questions, please do not hesitate to contact our NAFV national office.

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**Member Obituary:**

**GERALD JAMES KUGEL, MPH, DVM**

Jerry died December 6, 2018 at the University of Michigan Hospital, Ann Arbor, at the age of 85. For the last two years he had resided in Berrien Springs, Michigan with wife Joan. They had been married for 35 years. Prior to that they had lived for 22 years in Sacramento, California. He was buried with military rites after a mass of Christian Burial at St. Gabriel Catholic Church in Berrien Springs.

Jerry had a master’s degree of public health and business, and his DVM from Michigan State University. He retired from APHIS, Veterinary Services. Prior to his civilian service he had served in the U.S. Army Veterinary Corps for thirty years, retiring as a colonel. He was one of the first veterinarians to serve in the Vietnam War.

Jerry was a long time active member of NAFV. A tax deductible contribution to the NAFV American Academy of Veterinary Preventative Medicine, our charitable Continuing Education sub-organization, would be a fitting memorial. To donate, please send a check payable to the AAVPM to the NAFV national office.
Antimicrobial resistance doesn’t recognize borders, and efforts to combat it need to cross borders as well. Because of that, the AVMA has joined with veterinary organizations in Europe and Canada to issue a joint statement that aims to ensure veterinary oversight of antimicrobial use, mitigation of antimicrobial resistance, and the continuing availability of medications that are critical for both animal and human health.

The Joint Statement on Continuous Monitoring of Antimicrobial Use and Antimicrobial Resistance was announced today by the AVMA, Canadian Veterinary Medical Association (CVMA) and Federation of Veterinarians of Europe (FVE). It broadly describes strategies that can be taken around the world to preserve the effectiveness and availability of antimicrobial drugs, and safeguard animal health and welfare, public health, and the environment.

Some of the recommendations in the joint statement include:

- **Veterinarians must retain access to effective antimicrobials for therapeutic purposes for animals suffering from a bacterial disease. Therefore, antimicrobials must not be unilaterally limited for use in humans only.**
- **Medically or critically important antimicrobials should only be administered to animals with the oversight of a licensed veterinarian.**
- **Record keeping is essential at the patient or practice level to evaluate antimicrobial treatments.**
- **In addition to evaluating individual cases, there also is a need to monitor the overall use of antimicrobials in both food-producing and companion animals.**
- **A robust global network should be established for surveillance and monitoring of antimicrobial use and resistance. Antimicrobial use should be monitored both in animal and human health, and resistance should be monitored in animals, people, food products and the environment.**
- **Easily accessible, effective, rapid and standardized diagnostic tests should be available for susceptibility testing. Results should be available to facilitate evidence-based decisions about antimicrobials.**
- **Sufficient funding should be available for further research and development of rapid and affordable diagnostic tests.**

As indicated in the statement, the AVMA, CVMA and FVE commit to continuing our leadership in promoting antimicrobial stewardship worldwide. The statement also calls on members of all three organizations, as well as other veterinary professionals and animal owners and caretakers, to engage actively and contribute to data collection on antimicrobial use in animal health, and on the occurrence and spread of antimicrobial resistance.

“This joint statement is an important step in recognizing ways we can work together to prevent resistance and ensure that antimicrobials continue to be used judiciously in animals,” said AVMA’s president, Dr. John de Jong. We encourage all members and other veterinary professionals to read the full statement.

Because veterinarians need to play a central role in fighting antimicrobial resistance, the AVMA recently released new tools to help our members be active in this campaign. We have refreshed and reorganized the antimicrobial resources on our website to make them easier to use, and we’ve added new information that supports veterinarians in conscientious decision-making and stewardship. We’re also developing more tools to support this work, including a checklist to guide veterinarians in implementing stewardship programs in your workplace or practice.

All of the AVMA’s resources to assist you with antimicrobial stewardship can be found at avma.org/antimicrobials.


“Only those who will risk going too far can possibly find out how far one can go.”

- T.S. Eliot, Poet
Dear NAFV Members,

As the outgoing NAFV President, I want to tell you it has been an honor and privilege to serve you as President. This position could be a full-time job in itself; luckily we have a great staff in the NAFV office, along with our attorney, Mr. Bill Hughes, Esq. and Dr. Bill James, our editor. I have learned a lot about the many issues that NAFV gets involved with while supporting its members. I feel that we are very fortunate to have this 100-year old association looking after our interests as federal veterinarians, including making recommendations to management on how to improve our programs.

During these past two years, the Board of Directors and I have tried to advance the goals of our members. One of the significant changes that have occurred is NAFV providing continuing educational opportunities that are approved by many states toward maintaining your annual state licensing requirements. This effort is continuing to expand and we are now providing webinar trainings as well. This was identified by our members as one of the important issues that they needed help with, and I am glad that our members and staff were able to make it happen. My thanks and admiration also goes out to Dr. Kermit Harvey and our NAFV veterinarians in Mississippi for their efforts in spearheading the continuing educational efforts of NAFV by creating an annual joint CE event with the MS Veterinary Medical Association. I hope that we can continue to expand these types of activities within NAFV.

As we begin our 101st year, it is important to let you know that it is time that NAFV made some changes to make sure it remains solvent. In 2017, I authorized the hiring of a lobbyist that we had not originally budgeted for, to help federal veterinarians by working with Congress to advance our efforts in growing support for professional veterinary pay and lower the federal veterinary workforce vacancy rate. So, we had to use some of our reserves to pay him. His efforts combined with those of our NAFV staff, were able to make great progress, including getting FSIS an additional $7.5M to hire more veterinarians. However, in the interest of balancing our budget, we decided not to renew the contract with our lobbyist for 2018 and moving forward.

Additionally, I encourage all of you to become more involved in NAFV this year, collectively we can get things done. I am amazed at how much gets accomplished when we have enthusiastic support on issues from our members. With all our efforts combined, we can create a greater impact. I will stay involved and thank you all for voting me in as the Secretary/Treasurer for the next two years.

As Secretary/Treasurer, I would like to continue work on financial issues affecting NAFV. As mentioned earlier, we could not afford to keep the lobbyist in 2018. However, we are still working to get professional pay, despite having been operating at a deficit in 2018. Our Board of Directors has discussed several options to balance our budget. For example, we spend over $10,000 per year printing and mailing our “Federal Veterinarian” newsletter versus most of our members receiving it electronically. If we only provided the newsletter electronically, we would be able to use those funds toward other activities to support you as members. Nonetheless, we also realize that this is the only contact we have on a monthly basis with most of our members who do not participate in our webpage, Facebook or Twitter accounts and we want to maintain contact. There are currently 499 members including active and retired receiving the printed newsletter.

Another option is to raise membership dues, which hasn’t been done for more than a dozen years. It has been suggested that we raise the dues by $1 per pay period. We asked members attending our training courses for their input and they agreed we should raise our dues and only provide the newsletter electronically. We also included a comment in our last few newsletters in 2017, and are still taking comments from the membership. If you haven’t done so, I ask that you send your thoughts to the staff in Washington DC by emailing them at nafv@nafv.org. Whatever your thoughts may be on the subject, we would appreciate your input. 2019 will be a deciding year for us.

I wish you all a joyous holiday season and prosperous new year!

Your colleague,
Larry A. Davis, DVM
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
Dr. Katherine Dantzler-Olson, GS-12, Dawson, MN, Retired 12/31/2019

Welcome New Members

Dr. Lisa Paulsen, FSIS, GS-12, AUB ‘14, Calhoun, KY
Dr. Andrew Jones, FSIS, GS-12, Vt ‘17, Dover, DE
Dr. Debra Cross-Quenelle, FSIS, GS-12, AUB ‘83, Wilsonville, AL
Dr. Shirley Scott, FSIS, GS-12, MIS ‘88, Belle Vernon, PA
Dr. Kassi Miller, FSIS, GS-12, ISU ‘18, Flanders, NJ
Dr. Belinda Pulido, FSIS, ROS ‘18, Fresno, CA
Dr. Lynsee Melchi, FSIS, GS-12m ILL ‘17, Sanger, CA

NAFV Agency Coordinators

FSIS Coordinators

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<th>Phone Number</th>
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