



Federal Veterinarian

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REMINDER

**Members,
Our new website has
tons 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**](#)

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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 worse when including agencies rank and file grassroots employees.

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

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 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 agencies failure to fill critical vacancies, it has just the opposite effect on morale. When deployments are viewed as employed

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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.

Editor: NAFV Newsletter Committee
nafv@nafv.org

Send address changes to:
Federal Veterinarian
1910 Sunderland Pl., N.W.
Washington, DC 20036-1608
Tel: (202) 223-4878 | Fax: (202) 842-4360
Email: nafv@nafv.org
Website: www.nafv.org

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where certain individuals seem to be exempt from deployment, then 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.

One Health Security Act

The majority of all emerging human infectious disease originate in animals. With the pace of global trade and travel, diseases that originate on one side of the world can quickly spread – imperiling lives, weakening economies, and impacting national security. We've seen this first-hand in the past two years. In addition, 80% of pathogens that are of bioterrorism concern also originate in animals. The One Health Security Act will increase our preparedness. After 9/11 we realized that we had major gaps in our terror threat monitoring and response capacities. Similarly, the pandemic has revealed gaps in our prevention, detection, and response systems.

The current fragmentation of federal agencies is a key factor that impedes rapid detection and response to biological threats. Jurisdictional issues and gaps in agency mandates weaken our situational awareness and bio surveillance efforts. While improvements continue to be made we need to accelerate efforts to effectively protect our country. A 'Whole-of Nation' coordinated approach is needed to prevent the next pandemic. A One Health Security approach works to prevent, detect and counter natural disease, accidental and deliberate threats to humans, animals, and the environment. It requires the integration of veterinary, agricultural, environmental, and human health expertise with security, foreign policy, and intelligence expertise at the local, regional, national and global levels. The One Health Security Act will create a:

- **One Health Security Council:** A Deputy National Security Advisor for One Health would lead a One Health Security Council within the Executive Office of the President to guide implementation of the new strategy, use of dedicated funding and strengthening of early warning networks.
- **One Health Security Strategy:** The One Health Security Council would develop a strategy that would advise the President with respect to the integration of domestic, foreign, and military policies relating to One Health Security to enable federal agencies to cooperate more effectively.
- **One Health Security & Pandemic Preparedness Network:** The network would support global efforts to develop a prevention, early detection and warning system for zoonotic and vector-borne disease.
- **One Health Security Funding :** The One Health Security Council would allocate new funding for activities that would be critical to improving our biodefense and our ability to defend against natural, human-generated and accidental biological events. A One Health Security Council and Strategy would not only better prepare us to prevent and respond to pandemics.

WASHINGTON, July 25, 2022—The U.S. Department of Agriculture’s Animal and Plant Health Inspection Service (APHIS) today announced it will continue field evaluation of the oral rabies vaccine (ORV) bait ONRAB in seven states. This year’s field evaluation is part of an ongoing project addressing operational questions related to bait density, distribution methods and effectiveness in raccoons, skunks, and other wildlife and is associated with a larger-scale rabies management effort in additional states.

APHIS’ Wildlife Services (WS) leads the cooperative National Rabies Management Program that works to prevent the spread of rabies in wildlife. The program currently uses another rabies vaccine, RABORAL V-RG®, to control the disease in raccoons, coyotes, and foxes. The ONRAB vaccine is being assessed to determine whether it can effectively manage rabies in raccoons and skunks.

Beginning in late July, WS and cooperators will distribute approximately 3.5 million ONRAB ORV baits in parts of Vermont, New Hampshire, New York, Ohio, Pennsylvania, and West Virginia to test the immune effects in targeted wildlife. Additionally, a small-scale project will take place during October in Chattanooga, Tenn. to evaluate the effectiveness of using ONRAB relative to bait distribution methods. WS personnel will sample raccoons and skunks following bait distribution to determine vaccination rates.

Field evaluation of ONRAB during 2022 is a collaborative effort among APHIS, the U.S. Department of Health and Human Services’ Centers for Disease Control and Prevention (CDC), the vaccine manufacturer (Artemis Technologies Inc., an indirect, wholly-owned subsidiary of Ceva Sante Animale S.A., Guelph, Ontario, Canada), and State departments of agriculture, health, and natural resources. Distribution of this ORV bait will span portions of:

- Allegany, Cattaraugus, Chautauqua, Clinton, Erie, Essex, Genesee, Jefferson, Lewis, Niagara, Oneida, Onondaga, Orleans, Osweg counties in New York
- Addison, Caledonia, Chittenden, Essex, Franklin, Orange, Orleans and Washington counties in Vermont
- Coos and Grafton counties in New Hampshire
- Ashtabula, Belmont, Carroll, Columbiana, Geauga, Harrison, Jefferson, Lake, Mahoning, Monroe, Portage, and Trumbull counties in Ohio.
- Allegheny, Beaver, Crawford, Erie, Greene, Lawrence, Mercer, Washington, and Westmoreland counties in Pennsylvania.
- Barbour, Brooke, Doddridge, Greenbrier, Fayette, Hancock, Harrison, Lewis, Marion, Marshall, McDowell, Mercer, Monongalia, Nicholas, Ohio, Pocahontas, Raleigh, Randolph, Summers, Taylor, Tyler, Upshur, Webster, Wetzel, and Wyoming counties in West Virginia.

- Bradley, Hamilton, and Marion counties in Tennessee.

The ONRAB bait is a blister pack filled with the vaccine and coated with a sweet attractant. When an animal bites into one of the baits it will release the vaccine into their mouth and, with an adequate dose, develop immunity to rabies. Humans and pets cannot get rabies from contact with the bait but are asked to leave the bait undisturbed if they encounter it. If contact with bait occurs, the contact area should be immediately rinsed with warm water and soap. Each bait carries a toll-free number that people can call if they have additional questions concerning a bait contact.

Rabies is a serious public health concern. While rabies is almost always fatal once symptoms appear, it also is 100% preventable. Human exposures can be successfully remedied if medical attention is sought immediately following exposure. Costs associated with rabies detection, prevention and control may exceed \$500 million annually in the United States. According to the CDC, about 90 percent of reported rabies cases in the U.S. are in wildlife

For additional information concerning rabies or the ORV program, please visit <https://www.aphis.usda.gov/aphis/ourfocus/wildlifedamage/programs/nrmp> or contact WS toll free at 1-866-4-USDA-WS (1-866-487-3297). To view a photo of the ONRAB vaccine bait, please visit: <https://www.flickr.com/photos/usdagov/7780297536/in/album-72157623983143606/>

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 in which attorney fees totaled nearly \$115,000.

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 hourly 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.

Total out of pocket costs: \$112,702.04

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 and support your family as before.

Total out of pocket costs: \$280

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 and Welfare

Welcome New Members

Welcome New Affiliates

Welcome New Student Affiliates

National Association of Federal Veterinarians
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Active Members We Have Lost Touch With

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.

- Roy Burns
- John Bloxham
- Kenneth Byrd
- Richard Elliott
- Kevin J Gillespie
- Noreen R Walsh
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