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★ Newsletter

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**100+ YEARS OF SERVICE TO
FEDERAL VETERINARIANS**

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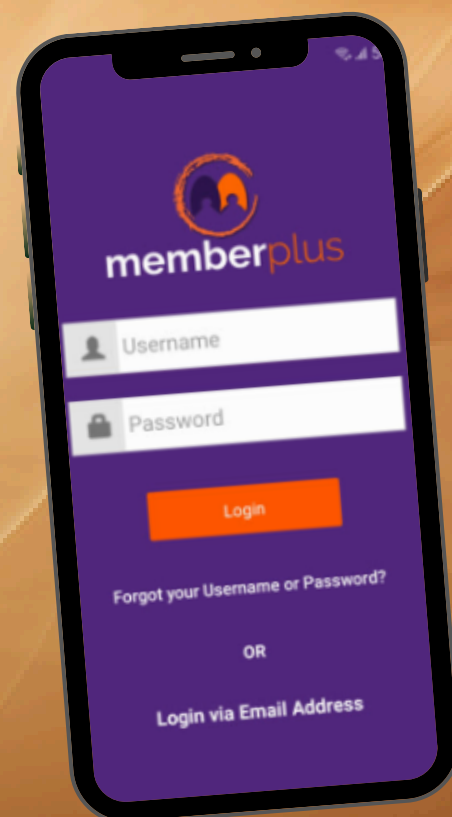
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Any veterinarian employed full-time by the
federal government may become an active
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annually, semiannually, via PayPal (annually or
monthly), or by federal payroll deductions
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signing USDA Form AD 1054 (FSIS) or SF
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membership. Associate membership is
granted to active members when they retire
from federal service. Associate members pay
no dues. Associate members receive the
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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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The Role of the National Association of Federal Veterinarians

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 under-compensated, 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.

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 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 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 your work life's productivity and impact, instilling 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.

A MESSAGE FROM THE PRESIDENT

With a new administration, we have challenges and opportunities. Our opportunities include leveraging our public service positions, which are integral to a functioning livestock economy, to achieve pay equity with our private practice counterparts. Without us our food supply, public health, and trade status are severely compromised. We've been on the front lines of Highly Pathogenic Avian influenza for over two years now and should be fairly compensated for the toll such a long response takes on our personal lives. When we're correctly supported and fully employed, we keep America's food supply safe and build trust with our trade partners.

If we present a unified message from many fronts, we're more likely to get results. It up to all of us to educate our political representatives within the confines of the Hatch Act at every level and I recommend starting locally. Schedule a meeting with your state representative and tell them about the regulatory work you do and why it's important to adequately support their State Animal Health Officials with competitive salaries and adequate staffing. Tell them how State and Federal entities work in concert to support the livestock economy in their state. Talk to them about food safety and security using personal stories and anecdotes to back up hard data and facts. Help them understand why supporting public practice veterinary services is just good politics because of the return on investment for communities and industries.

On the challenging side of things, I recognize many of you may be concerned about return to office mandates. Please look at your SF-50 and what duty station you are assigned to. That is your Official Duty Station and if there are mandatory moves back to the office that change your duty location the agency is required to offer compensation depending on the distance between the new location and your current ODS. I realize that is cold comfort to those that may be negatively affected, and we will engage with agency officials to address the negative impacts on the mission and delay any unnecessary changes as long as possible.



Dr. Leah Trapp
NAFV President

Finally, I have a favor to ask. Make self-care a priority. In my former life, I was a flight attendant, and every safety briefing tells passengers to put their mask on first before helping others because without oxygen for yourself, you won't be able to help others. The same holds true in our personal lives. Maintain healthy boundaries, know your worth, treat yourself with respect, and demand no less from others in the kindest most professional way possible.

Yours truly,

Leah

NAFV MEETING ANNUAL TOWN HALL

NAFV

68 NEW NAFV
MEMBERS FOR 2024

NEW SET OF BOARD
OF DIRECTORS



Dr. Neil Vezeau
NAFV President- Elect

2024 ACCOMPLISHMENTS

- ✓ NAFV's work resulted in Congress passing an Appropriations Bill that included language waiving the Annual Salary Cap.
- ✓ Continuously working with the Farm Bill – Recruitment and Retention Authorities from the Farm Bill 2024
- ✓ NAFV voiced out and discussed the hair issue and USDA's racist policies. Braiding/ unbraiding is no longer required.
- ✓ Proposed and discussed NAFV priorities with the AVMA Government Relations Division.
 - increase salary for veterinarians
 - providing a special pay scale
 - budget for retention and recruitment of vets
- ✓ Presented fact sheets about special pay for the veterinarians on the AVMA Annual Fly-in 2024.
- ✓ Hosted a successful public practice networking event during the AVMA Convention meeting.
- ✓ Provided free membership to all USPHS Veterinarians.

2025 NAFV GOALS:



Advocate for Pay
Equity

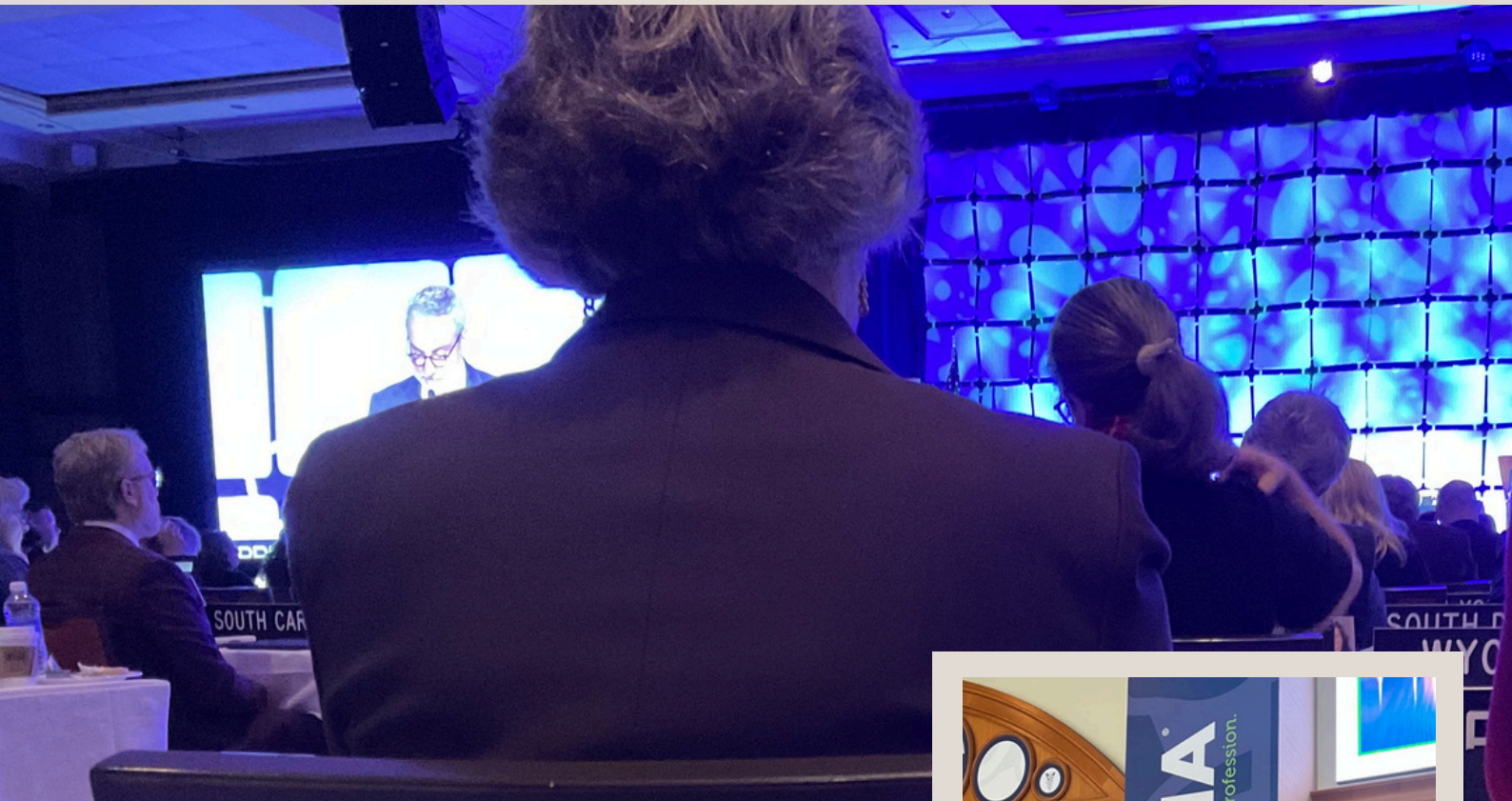


Standardized
Relationship with
Agency Leadership

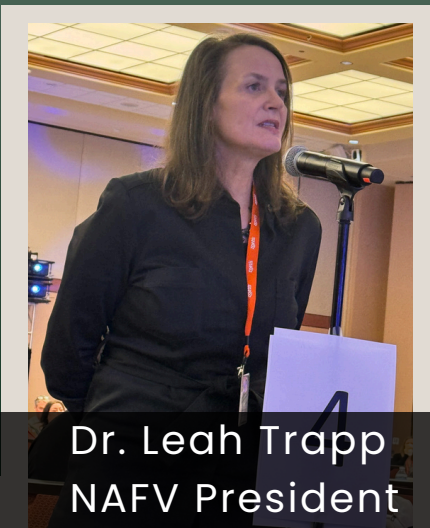


Increase Member
Engagement

2025 AVMA VETERINARY LEADERSHIP CONFERENCE



The Veterinary Leadership Conference (VLC) is the veterinary profession's premier conference for leadership development. Through a unique mix of CE sessions, AVMA governance meetings, and networking, attendees will expand and hone leadership skills while connecting with a diverse network of colleagues from all walks of the veterinary profession.



Dr. Leah Trapp
NAFV President

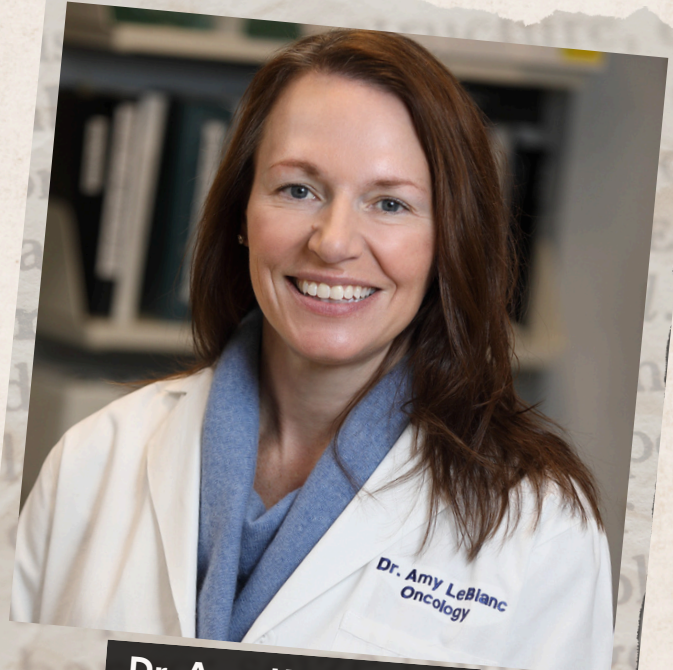
This year's VLC was attended by our Executive Committee, Drs. Leah Trapp, Neil Vezeau and Joseph Anelli. One of the highlights of the meeting was the discussion about the resolution of the new policy on license endorsements.



2024 DR. DANIEL SALMON AWARD RECIPIENT

NAFV is proud to present the 2024 Dr. Daniel Salmon Award to Dr. Amy LeBlanc in recognition of her distinguished service, exemplary leadership, and pioneering contributions to the promotion of public health, infectious disease control, and the management of neglected health problems in underserved populations in the United States and the world. Dr. Amy LeBlanc is a 1999 graduate of the Michigan State University College of Veterinary Medicine. She completed a rotating internship in small animal medicine and surgery at Texas A&M University, followed by a companion animal medical oncology residency at Louisiana State University. Dr. Amy K. LeBlanc, D.V.M. is the Director of the Comparative Oncology Program (COP) in the Molecular Imaging Branch (MIB) at the Center for Cancer Research (CCR), National Cancer Institute. As a board-certified veterinary oncologist, clinical trialist, and molecular imaging researcher, Dr. LeBlanc has a strong background and

“*Outstanding contributions and notable service in the public's interest by a Veterinarian*”



Dr. Amy K. LeBlanc

internationally recognized expertise in comparative oncology and molecular imaging research. Dr. LeBlanc provides national and international leadership in the conduct and implementation of comparative oncology clinical trials. These clinical trials are designed to support the integration of pet dogs with cancer into the development of new cancer drugs ultimately intended for human use. Dr. LeBlanc also conducts independent research on the relevance of naturally occurring canine cancers as models for human disease.



Dr. Daniel E Salmon

Dr. Salmon earned the first DVM in the U.S. and was Chief of USDA's Bureau of Animal Industries.

Dr. Daniel E. Salmon was a world-renowned veterinary medical scientist who pioneered research in bacterial diseases of animals and immunology. His work contributed immeasurably to improving the public's health and to disease control efforts in general.

2025-2026 NAFV BOARD OF DIRECTORS



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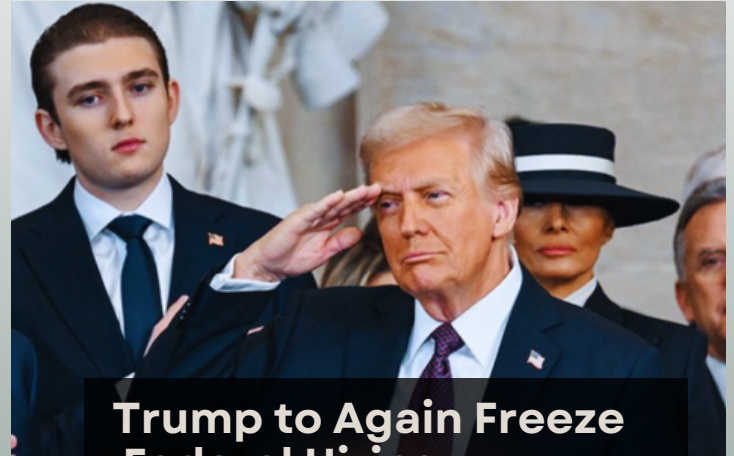


Trump Signs Memorandum Ending Remote Work for Federal Employees

President Trump has directed agencies to terminate remote work arrangements for federal employees. President Trump has signed many executive orders on his first day back in office, and one of the actions he took was to require executive branch federal employees to return to full-time, in-person work. This was not a surprise based on reports that surfaced a few days ago. The memorandum does not specifically delineate between telework and remote work.

It appears that the memo may apply to both remote work and telework, but it's not directly stated. It also allows for exemptions deemed necessary by agency leadership, so this might include allowances for reasonable accommodation or collective bargaining agreements. - *By Ian Smith*

[READ MORE](#)



Trump to Again Freeze Federal Hiring

The new president will allow some exceptions, but says the freeze is necessary to root out "useless and overpaid" activists from federal rolls.

By Eric Katz

[FIND OUT MORE](#)



Trump and Biden Officials Begin Talks on Bird Flu Crisis

Amid an escalating bird flu outbreak spreading in the United States, federal health officials have begun to brief members of the incoming Trump administration about how they've responded to the crisis so far. *By NBC*

[CONTINUE READING](#)



REFORMING THE FEDERAL HIRING PROCESS AND RESTORING MERIT TO GOVERNMENT SERVICE

EXECUTIVE ORDER- THE WHITE HOUSE

By the authority vested in me as President by the Constitution and the laws of the United States of America, including sections 3301, 3302, and 7511 of title 5, United States Code, it is hereby ordered:

Section 1. Policy. American citizens deserve an excellent and efficient Federal workforce that attracts the highest caliber of civil servants committed to achieving the freedom, prosperity, and democratic rule that our Constitution promotes. But current Federal hiring practices are broken, insular, and outdated. They no longer focus on merit, practical skill, and dedication to our Constitution. Federal hiring should not be based on impermissible factors, such as one's commitment to illegal racial discrimination under the guise of "equity," or one's commitment to the invented concept of "gender identity" over sex. Inserting such factors into the hiring process subverts the will of the People, puts critical government functions at risk, and risks losing the best-qualified candidates.

By making our recruitment and hiring processes more efficient and focused on serving the Nation, we will ensure that the Federal workforce is prepared to help achieve American greatness, and attracts the talent necessary to serve our citizens effectively. By significantly improving hiring principles and practices, Americans will receive the Federal resources and services they deserve from the highest-skilled Federal workforce in the world.

Sec. 2. Federal Hiring Plan. (a) Within 120 days of the date of this order, the Assistant to the President for Domestic Policy, in consultation with the Director of the Office of Management and Budget, the Director of the Office of Personnel Management, and the Administrator of the Department of Government Efficiency (DOGE), shall develop and send to agency heads a Federal Hiring Plan that brings to the Federal workforce only highly skilled Americans dedicated to the furtherance of American ideals, values, and interests.

(b) This Federal Hiring Plan shall:

(i) prioritize recruitment of individuals committed to improving the efficiency of the Federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution;

(ii) prevent the hiring of individuals based on their race, sex, or religion, and prevent the hiring of individuals who are unwilling to defend the Constitution or to faithfully serve the Executive Branch;- Continue Reading



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[Option 2] Tuesday, March 4 | 6:30 p.m. – 7:15 p.m. ET
Virtual – Zoom

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Federal Veterinarians

Are You Prepared?

Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health in accordance with food safety initiatives, administering FSIS, APHIS, DHS, CDC, and FDA guidelines, 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?



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 of mind.

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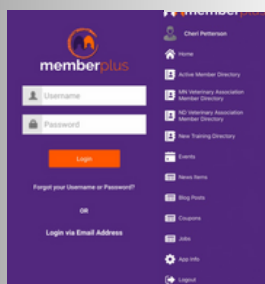
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NEW MEMBERS:



Cody Yager
Kendra Stauffer
Jessica Johnson Wallis
Stacey Bosch
Jeremy Lewis
Randal Scott Dudis
Michelle Crocheck
Desirae Costello



>>> NEW MEMBERS

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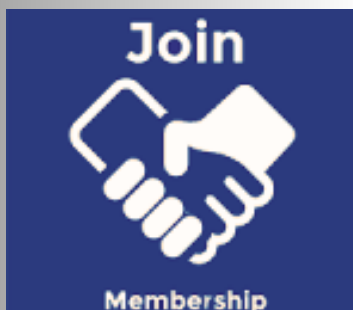


>>> ACTIVE MEMBERS

Make sure to check the latest news and federal public veterinary jobs in our website.

Works to develop approaches to increase membership and enhance the membership experience. Be active and join our committees!

RETIRED MEMBERS >>>



As an NAFV Member you can now make a plan with Green Path for your financial health. We hope you enjoy our site and can put it to good use in your everyday life.

FINANCIAL SECTION >>>



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Our website has tons of information for you on:

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.

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Obituary

Celebrating
The Life Of



Dr. Tom James

Springfield, Tennessee

April 17, 1936 - November 3, 2024

Full Tribute

In Loving Memories

Obituary

Celebrating The Life Of



Phillip Conrad DeBok

October 15, 1940 – December 18, 2024

Full Tribute

In Loving Memories