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# NEWSLETTER



*100+ Years of Service to  
Federal Veterinarians*





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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 pay- roll deductions  
(eligibility for payroll deduction is limited to  
USDA veterinarians of \$10.00 authorized by  
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from federal service. Associate members pay  
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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 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.



# AVMA AND NAFV SENATE VETERINARY MEDICINE CAUCUS MEETING

## PUBLIC PRACTICE FEDERAL VETERINARIANS

CURRENT EMPLOYMENT CHALLENGES THREATENING LIVESTOCK MARKETS AND PUBLIC HEALTH



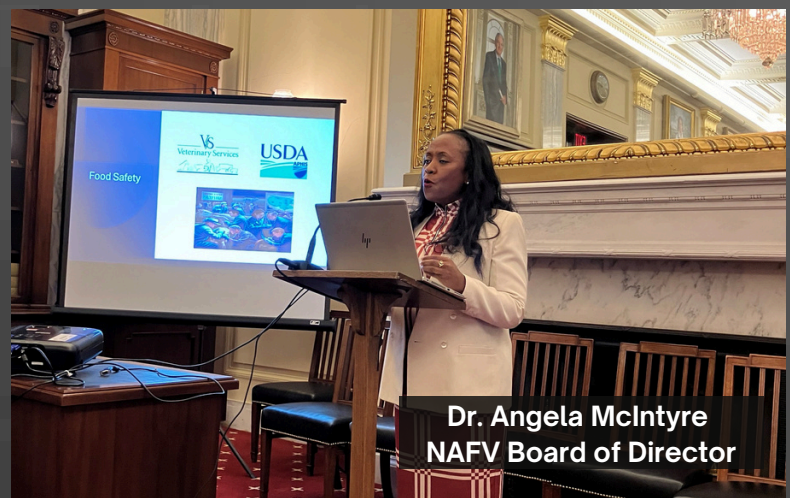
Attended by 50 people including our NAFV Board of Directors, Dr. Joseph Anelli, Dr. Angela McIntyre and Dr. Derrick Jones who represented our organization, NAFV in the AVMA Senate Caucus Meeting last September 17, 2024. The Federal government veterinarians play a crucial role in safeguarding public health, ensuring food safety, and protecting animal welfare:

### ECONOMIC STABILITY

The livestock and poultry industries are significant contributors to the U.S. economy. Effective disease control and management by federal veterinarians help maintain the health of these industries, protecting jobs and income for farmers, ranchers, and those in related sectors. Without federal veterinarians even more significant economic losses than the \$3b already spent responding to Avian Influenza could arise from public health crises or contaminated food products.

### EXPORT MARKETS

Healthy and disease-free animal populations enhance the competitiveness of U.S. agricultural products in international markets. Federal veterinarians ensure that animal products meet international standards. They help facilitate trade, open international markets and contributing to the industry's growth and profitability.



Dr. Angela McIntyre  
NAFV Board of Director



## CRITICAL PUBLIC HEALTH ROLE

Federal veterinarians are on the front lines of preventing and managing zoonotic diseases—those that can be transmitted from animals to humans. Their work is essential in preventing outbreaks impacting public health on a large scale.

## RECRUITMENT & RETENTION

Covering the employment gap, results in worker burnout creating a negative spiral. Higher pay can help ensure that qualified veterinarians remain in federal service, which is essential for maintaining high standards of public health and safety.



Dr. Angela McIntyre  
NAFV Board of Director



## FOOD SAFETY

They inspect and ensure the safety of the nation's food supply. And this involves overseeing meat, poultry, and egg production facilities to ensure that food products are safe for consumption, which is vital for public health and economic stability.

## COMPARATIVE PAY

Physicians, physician's assistants, and dentists in the federal government are either paid under title 38 or receive pay incentives such as comparability allowance, professional pay creating pay differences with veterinarians between \$20,000-\$120,000 for similar years of education and student loan obligations.

## DISEASE PREVENTION & MANAGEMENT

Federal veterinarians work to prevent and control animal diseases, including zoonotic diseases that can affect humans.

## EMERGENCY RESPONSE

In the event of an animal disease outbreak or natural disaster, federal veterinarians play a crucial role in response and recovery efforts. Their work helps to minimize disruptions to the agricultural sector and related industries, which can have wide-ranging economic implications.

## RESEARCH AND INNOVATION

Federal veterinarians are often involved in research that leads to new methods for disease prevention, treatment, and food safety.

## HIGH-LEVEL EXPERTISE

Federal veterinarians often hold advanced degrees and have specialized training. Their expertise is critical for dealing with complex cases involving animal diseases, biosecurity, and regulatory issues.





# THE CHANGING FACE OF PANDEMIC RISK: 2024 REPORT



The 21st century has seen escalating pandemic risk due to increasing human interconnectedness and mobility, which facilitate the rapid transmission and geographic spread of epidemic diseases. This is compounded by changing patterns of life and the ongoing encroachment of human activities into natural environments, which are altering the global risk landscape and making the emergence of new pathogens more likely. In the 21st century, epidemics are therefore more likely to occur, spread more rapidly and have a higher impact on a globalized economy. The world needs to be prepared to face multiple concurrent epidemics, requiring national and international planning and preparedness for protracted epidemics, and sustained responses.

Retooling preparedness for new pandemic realities :

## ADAPT



Agile planning requires the capacity to sustain response efforts while addressing an evolving set of risk drivers and managing multiple crises.

## PROTECT



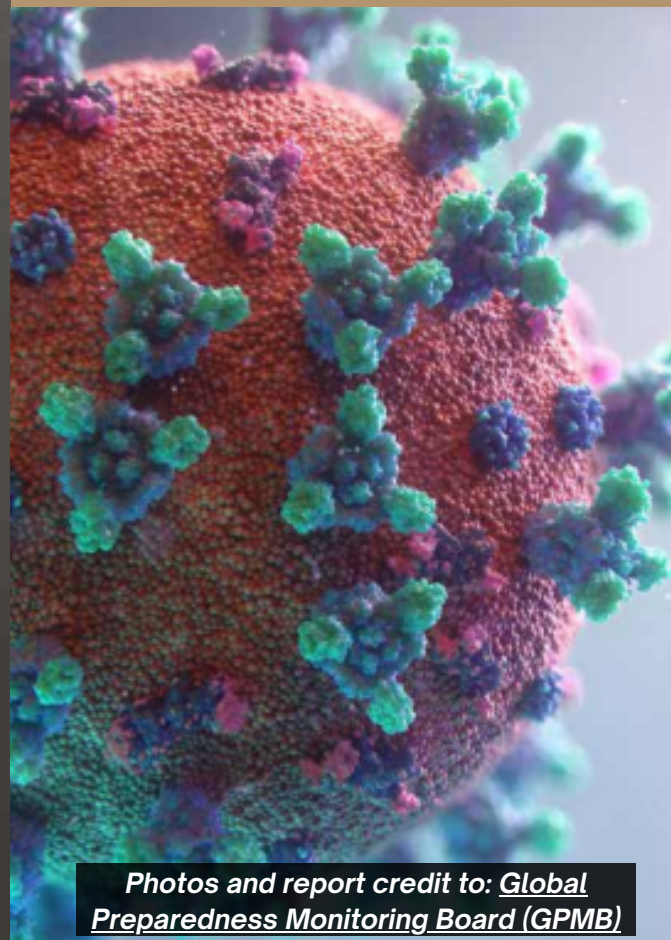
Holistic systems approaches to protection are needed to boost resilient and capable health systems that articulate with social protection.

## CONNECT



Investing in whole-of-society approaches and more inclusive pandemic preparedness and response is crucial to addressing the complexity of pandemic risk drivers.

The recent spread of avian influenza H5N1 in cattle and its spillover to humans, and the emergence of a new strain of mpox in East Africa with a high likelihood of global spread, are a pandemic wake-up call. These diseases need to prompt increased and more effective investment in preparedness and an acceleration in international collaboration to guard against and respond to new threats. Humanity is better equipped than ever to contain outbreaks at source; it has better medical interventions that can reduce morbidity and mortality, and is better organized to respond through international frameworks such as the International Health Regulations. Despite the improvements, made in the wake of the COVID-19 pandemic, there is every likelihood that the next pandemic will again catch the world

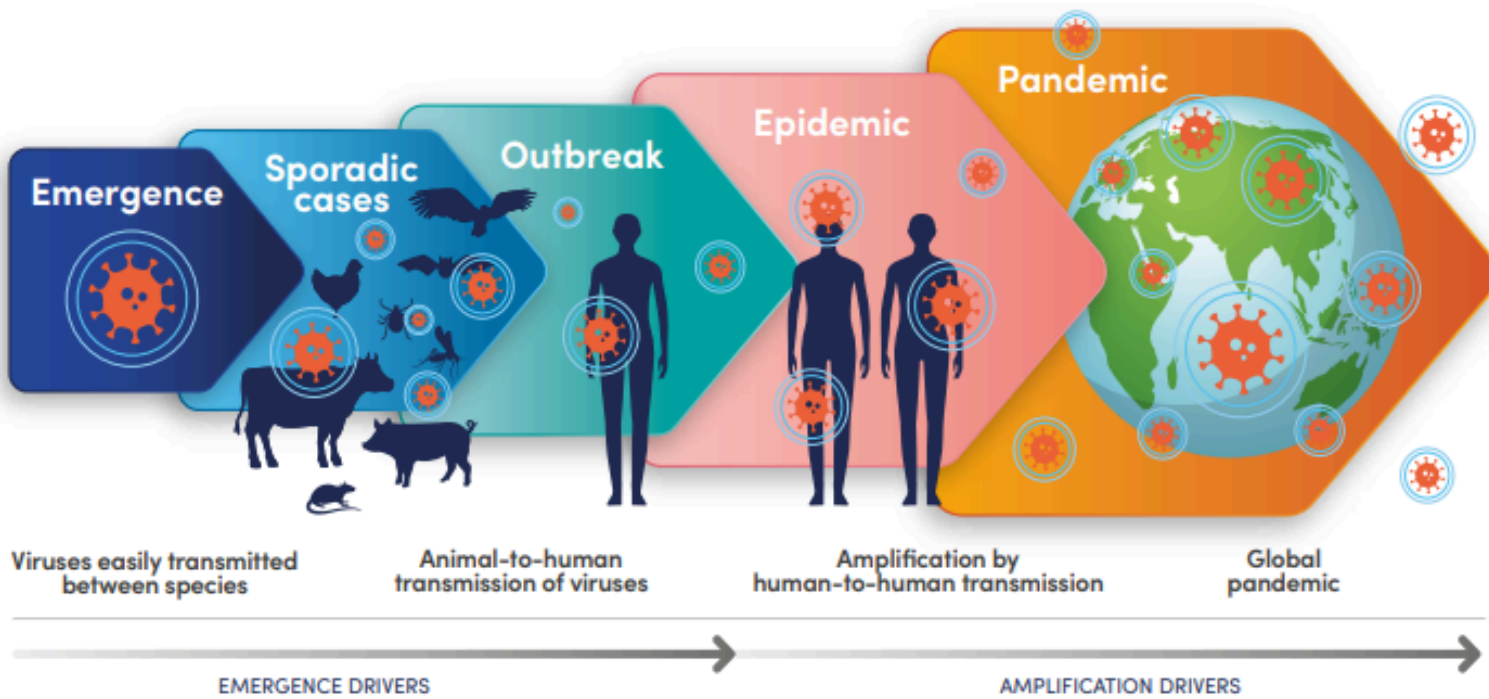


Photos and report credit to: [Global Preparedness Monitoring Board \(GPMB\)](#)



# THE PANDEMIC RISK LANDSCAPE

**Figure 2.** Steps from disease emergence to amplification



What this story tells us is that while complex, the emergence and spread of pathogens are not chance events: they are the result of a series of steps that create particular conditions. It is not inevitable that these conditions will lead to an epidemic or pandemic — if an emergence event is identified, monitored and acted upon either to prevent its initial occurrence or to mitigate its impact through the adoption of effective plans and measures, then an epidemic or pandemic can be averted. And ideally, it is best to act early, before a pathogen spreads rapidly among the population. By analysing and monitoring the drivers of emergence and amplification, policy-makers at every level will better understand the conditions that exist in their countries and communities that put them at risk of epidemics and pandemics. Policy-makers will be able to devise agile pandemic prevention and preparedness plans and be more strategic in their measures to anticipate future threats.

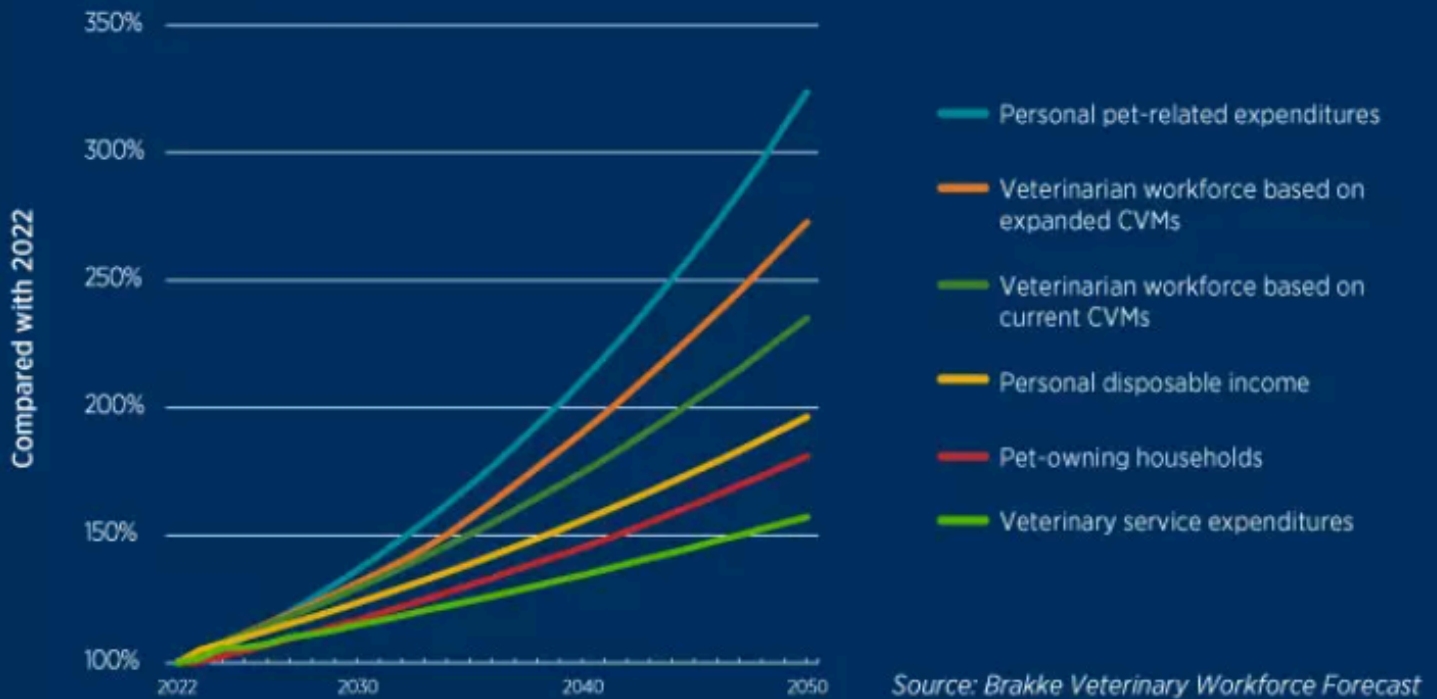
Pandemics are complex phenomena that require a holistic and systemic approach, extending beyond health sector analysis. Based on its Monitoring Framework, the GPMB has developed an analysis of 15 key drivers that are increasing global pandemic and epidemic risk levels, either by driving the emergence of pathogens or by amplifying outbreaks into epidemics and pandemics, or both. These drivers are processes or conditions that influence the level of risk by increasing levels of exposure and vulnerability, or reducing capacity. The 15 drivers are grouped into five categories: social drivers, technological drivers, environmental drivers, economic drivers and political drivers (the STEEP approach). The technical report *Expanding pandemic risk assessment* accompanying this report presents the analysis of each of the STEEP drivers and further details on the methodology used.

Analysis of the outbreaks in the 21st century shows that the interaction of these drivers is complex, very context specific, and takes place over long periods of time. The action of these drivers, however, is often what makes the difference between a small zoonotic outbreak and a pandemic.



# NO DIRE SHORTAGE OF VETERINARIANS AHEAD

## Veterinary workforce: Projected growth for supply/demand factors



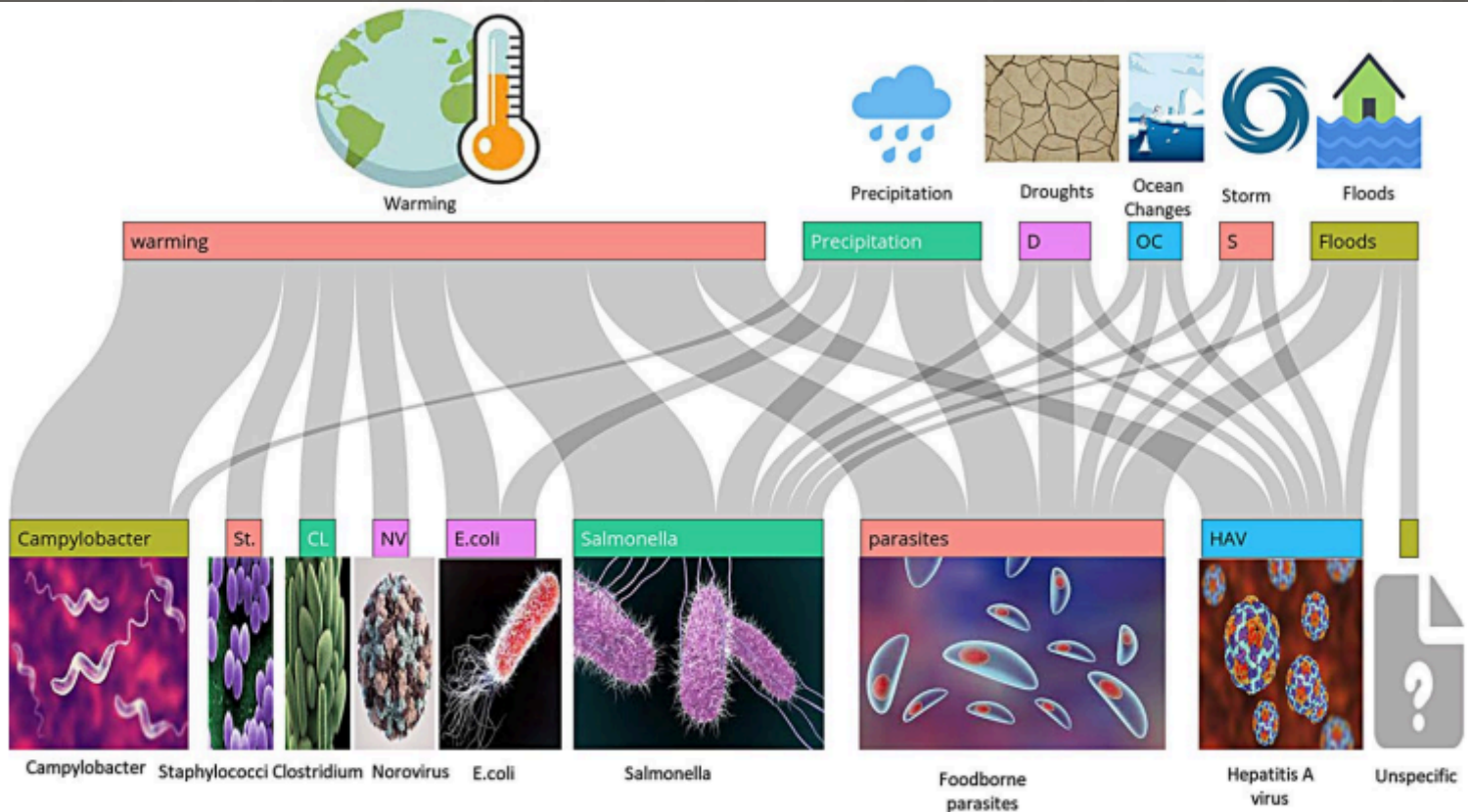
Newly released data suggest that the growing number of veterinarians in the United States may eventually outpace future demand for veterinary services. As today's chart shows, steady growth is projected over the next several years for three indicators or influencers of demand for veterinary services: consumer expenditures on veterinary services, personal disposable income, and the number of pet-owning households.

However, the same cannot be said for the supply of veterinarians. That growth rate, based on the current number of veterinary colleges and estimated class sizes, is expected to diverge from the projected growth in demand for veterinary services. What's more, this situation is expected to worsen if 13 proposed new veterinary colleges start graduating students. Also notable is the gap between the projected growth in personal overall spending on pets (including veterinary care) and spending specifically on veterinary services. While consumers are willing to invest in their pets, veterinary services constitute only a portion of this expenditure. These findings from the Brakke Veterinary Workforce Forecast project, which was commissioned by the AVMA, reflect potential compound annual growth rates from 2024 through 2050, based on historical growth over the past 20 years. The projections indicate that the current educational infrastructure is, indeed, sufficient to meet the demand for veterinarians to 2035—bucking claims that we're heading toward a future workforce shortage.

Such claims have been used to support dangerous proposals, such as creation of a midlevel veterinary practitioner. These proposals pose a serious threat to the quality of veterinary services, animal health and welfare, public confidence and trust, the safety of animal-derived products, and public health. Unsurprisingly, midlevel practitioner proposals have faced widespread professional disapproval. Veterinary practice leaders can leverage these findings to inform hiring and client service strategies. This could involve increasing outreach to new and potential clients, elevating service to clients, and taking steps to enhance practice efficiency.



# CLIMATE CHANGES AND FOOD-BORNE PATHOGENS: THE IMPACT ON HUMAN HEALTH AND MITIGATION STRATEGY



**Fig. 1** Foodborne pathogens aggravated by climatic change events. The thickness of the lines is proportional to the number of studies mentioned the relation between climate changes and specific foodborne pathogens

With Hurricane and now food safety, we are seeing climate change making things worse. This means veterinarians and others trained in health and environment will play a more critical role in the future of food safety and security. Climate change has emerged as a major pressing global issue with far-reaching implications for human health, such as the emerging and spread of food-borne pathogens. Food-borne pathogens are microorganisms that can cause illness in humans, from mild discomfort to life-threatening diseases, through the consumption of contaminated food or water. The impact of climate change on food-borne pathogens is multifaceted and includes changes in the environment, agriculture, and human behavior. This review article examines the effect of climate change on food-borne pathogens, explores the connection between climate change and food-borne illness, records the current evidence on the effects of climate change

on food-borne pathogens and potential consequences for human health, highlights knowledge gaps and areas for further research, and summarizes the strategies for mitigation and adaptation. Understanding the delicate relationship between climate change and food-borne infections makes it possible to maintain food systems and defend the health and well-being of populations worldwide. Food-borne pathogens are microorganisms that can cause illness when consumed through contaminated food or water sources. These pathogens include bacteria, viruses, and parasites and can lead to significant outbreaks and health complications (Keerthana et al. 2022). Food-borne pathogens are responsible for millions of illnesses and thousands of deaths globally fall ill every year because of eating contaminated food



# CFSPH EXOTIC ARTHROPOD SURVEY

## Help us Help you!

How much do you know about ticks, mites, and other arthropods? Take our 5-minute survey to help us create educational resources for those who work and live with animals.



The Center for  
Food Security  
& Public Health

[www.cfspH.iastate.edu](http://www.cfspH.iastate.edu)



The Center for Food Security and Public Health (CFSPH) would like to hear from you. We are inviting U.S. veterinary personnel, animal health professionals, farmers/producers, pet owners, and beekeepers to take a 5-minute survey, available now [here](#).

Your participation will guide resource creation about ticks, mosquitoes, mites, and other arthropods of veterinary health concern. This survey is part of a project funded by USDA's National Animal Disease Preparedness and Response Program (NADPRP). Your access to this survey is only open for a limited time and will close on December 15th, 2024. Please share this announcement with your family, friends, and colleagues. We welcome responses from everyone over the age of 18 who lives or works with animals (including honey bees).

Please help us create new educational resources to aid in the prevention of diseases spread by arthropods (e.g., ticks, mosquitoes, flies, and mites). We are asking you to participate in a survey conducted by the Center for Food Security and Public Health (CFSPH) at Iowa State University (ISU).

Questions about the survey or project? Please contact Dr. Jenna Bjork at [jbjork@iastate.edu](mailto:jbjork@iastate.edu)

Questions or concerns about your rights as a survey participant? Please contact ISU's Institutional Review Board (IRB) at 515-294-4566 or [IRB@iastate.edu](mailto:IRB@iastate.edu)



# NEW UPDATES

## to Public Service Loan Forgiveness



**Federal Student Aid**  
An OFFICE of the U.S. DEPARTMENT of EDUCATION

We wanted to send out a reminder on an important benefit available to federal employees. The Public Service Loan Forgiveness Program (PSLF) was established in October 2007. It is a federal program that forgives the remaining balance on your Direct Loans if you meet all the requirements:

- Make 120 qualifying payments under qualifying repayment plans
- Work full-time for a qualifying employer (APHIS is a qualifying employer!)

If you're working toward PSLF, you will need to complete and submit the Public Service Loan Forgiveness (PSLF) & Temporary Expanded PSLF (TEPSLF) Certification & Application – commonly known as the PSLF form. The Federal Student Aid office encourages using the PSLF Help Tool to complete your form.

- To complete your PSLF Form using the PSLF Help Tool, you will need to log into your StudentAid.gov account.
- You will need the Federal Employer Identification Number (the FEIN for USDA is 72-0564834).
- As you go through the PSLF Help Tool, you will have an opportunity to apply your digital signature.

Following that action, you will be presented with information and prompts to request your employer's signature. You will need to provide the correct email address for an authorizing official to receive an email from StudentAid.gov requesting certification of your employment and digitally sign the form.



For APHIS/VS employees, the authorizing official is MRP PSLF Certification:

[SM.MRP.PSLF.Certification@usda.gov](mailto:SM.MRP.PSLF.Certification@usda.gov)

After MRP PSLF Certification has certified your employment and signed the form, it will be electronically submitted to StudentAid.gov for processing. You can also track the progress in your StudentAid.gov account.

Remember, you will need to certify your employment annually (or when you change employers). For annual PSLF certification, you will need to complete the same steps noted above.

**Photos and report credit to: Federal Student Aid**

# NAFV MEMBER BENEFITS



**CAREER  
OPPORTUNITIES**

**FINANCIAL  
WELLNESS**

**LEGAL CONSULTATION**

**SB  
&R**

**GREAT WORK  
PERKS**

**CONTINUING  
EDUCATION COURSES**

This provides all the benefits of being an NAFV member! It opens the field of opportunities to be active and contribute. You'll get weekly updates on issues of importance to public practice

veterinarians, access to members who could provide mentorship opportunities, legal consultation, and access to continuing education events on public practice issues. We hope to ensure your knowledge and experiences get communicated to the people that can use it to improve your delivery of services in the most practical but scientifically correct manner.

Please consider joining as a member for \$260 annually or \$10 per pay out thru payroll deduction. Don't miss out on this opportunity. To join, please visit our website at [www.nafv.org](http://www.nafv.org) and hit join us!

**JOIN US NOW!**





# 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.

### FEDS Protection is Affordable

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- \$2,000,000 Policy Limit: \$380 Annual Premium\*

### Agency Reimbursement

- Managers & supervisors are eligible for up to 50% agency reimbursement of their annual premium.
- Surplus lines taxes and administrative fees apply.

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



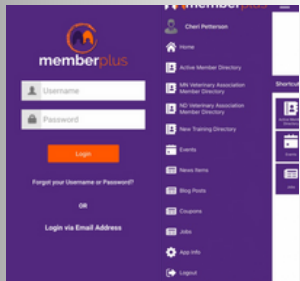
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# NEW MEMBERS:

Tarrah Freund  
 Tanya LeRoith  
 Tracy Sturgill  
 Tiffani Turinski  
 Kate Ziegerer  
 Jason Ray Jr.  
 Jenny Munhofen  
 Andrea Bessler  
 Patrice Klein



Download the member-plus app. A free mobile app where you can check for the directory and latest updates about us. Always be updated!



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

## >>> NEW MEMBERS

## >>> ACTIVE MEMBERS

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

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

## RETIRED MEMBERS >>>



Membership

## FINANCIAL SECTION >>>



Make the most out of your membership by checking our website: [www.nafv.org](http://www.nafv.org)



Upcoming CE



Financial Wellness



Public Vet Jobs



Legal Service



Veterinary News

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.

Follow us on our socials!

