



The National Association
of Federal Veterinarians



<https://members.nafv.org/application-to-join>



NEWSLETTER

ISSUE #8, VOL. 91

*“100+ Years of Service to
Federal Veterinarians”*



Take a moment to read the latest newsletter highlighting important updates about federal veterinarians.

Staying informed helps us stay connected and prepared for what's ahead.

Inside this newsletter edition...

Message from the NAFV Executive Vice-President

Membership updates: What has NAFV been doing for the last 2 months for our members?

Survey: Veterinarians' Knowledge, Attitudes, Practices in Risk Communication

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FEDS Protection



New World Screwworm Domestic Readiness and Response Policy Initiative

www.nafv.org

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addressed to:

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Washington, DC 20004

Any veterinarian employed full-time by the
federal government may become an active
member. Dues are \$260.00 annually, payable
annually, semiannually, via 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)). All active-duty Uniformed
Services veterinarians are granted free
membership. Associate membership is
granted to active members when they retire
from federal service. Associate members pay
no dues. Associate members receive the
NAFV newsletter by email.

The National Association of Federal
Veterinarians is a non-profit corporation and
the purposes for which it is formed are to
promote the veterinary profession, to improve
the professional efficiency and material
interests of the members, to acquaint the
public with the activities of veterinarians in the
federal service, and to cooperate with the
American Veterinary Medical Association, the
United States Animal Health Association and
other similar groups with common interests.

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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 unequal because certain individuals seem to be exempt from deployment, then it can negatively impact moral and 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 agency senior leadership with your concerns and possible solutions, not as a union but as an organization that represents you as medical/scientific professionals. Our goal is to enhance your work-life balance, productivity, impact to instill a positive sense of accomplishment. Lifting veterinarians positively impacts their teams and, in-turn, agencies. Boosted morale translates into productivity gains and pride in a job well done, making all the difference in our personal and professional lives.

SUPPORTING THE FUTURE OF OUR FEDERAL VETERINARIANS

WHY JOIN NAFV?

The National Association of Federal Veterinarians (NAFV) is a constituent body of the American Veterinary Medical Association (AVMA). As an advocate for veterinarians in federal service, NAFV emphasizes professionalism and expertise in federal service, while promoting continuing education, teamwork, and a standard of excellence. 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.

WHAT TO EXPECT AS AN NAFV MEMBER?

- Free 2.5 hours legal consultation
- FEDS protection liability insurance discount
- Join ACVPM webinars for free!
- Financial wellness consultation with Prudential
- Career opportunities
- Great work perks savings exclusively for NAFV members
- Amplify your voice!
- Networking, continuous learning through Townhalls and NAFV special webinars



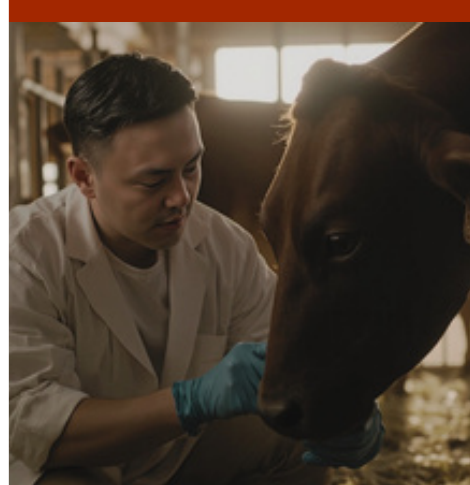
MEMBERSHIP OPTIONS:

- Pay the one-time annual fee
- Enroll thru our payroll deduction system, \$10 bi-weekly
- Enroll thru our PayPal accounts

HOW TO JOIN?

1. Kindly fill out this application form:
<https://members.nafv.org/application-to-join>
2. Choose your membership payment option

Please contact us at 202-223-4878/ email us at nafv@nafv.org



Membership Update Report

NAFV WORKING FOR YOU...

1. AVIC Grade Fairness Advocacy

One of the most pressing concerns raised by members has been grade disparities among Area Veterinarians in Charge (AVICs) across regions.

Actions Taken:

- Conducted internal review of reported inconsistencies in AVIC grading structures.
- Engaged with APHIS Veterinary Services leadership to:
 - Highlight inequities in grade assignments relative to responsibility and scope.
 - Advocate for standardized criteria tied to program complexity, workforce size, and geographic responsibility.
- Initiated discussions to explore:
 - Transparent benchmarking of AVIC roles.

Status:

- Issue formally elevated to agency leadership.
- Continued dialogue expected, with NAFV pushing for measurable progress and accountability.

Over the past two months, NAFV leadership has remained actively engaged in advocating for the federal veterinary workforce across multiple high-impact issues. These efforts reflect our core mission: ensuring that federal veterinarians are recognized, supported, and positioned to effectively protect animal health, public health, and the nation's food supply. This report summarizes key activities, actions taken, and ongoing initiatives on your behalf.



2. FSIS Veterinary Position Reclassification

NAFV has taken strong action regarding FSIS decisions to reclassify veterinary supervisory positions from the 0701 Veterinary Medical Officer series to administrative series (e.g., 0696).

Key Concerns:

- Loss of recognition of veterinary education and expertise.
- Potential avoidance of premium pay eligibility.
- Undermining of veterinary authority in inspection and public health decision-making.

Actions Taken:

- Drafted and distributed formal letters of concern to FSIS leadership.
- Engaged directly with members to document real-world impacts:
 - Continued reliance on veterinary judgment in supervisory roles.
 - Examples of critical decision-making requiring veterinary training.
- Advocated for:
 - Retention of 0701 classification for all positions requiring veterinary education.
 - Recognition that supervisory roles still require active veterinary oversight.

Status:

- Issue remains active and under review.
- NAFV continues to gather supporting documentation and escalate concerns as needed.

3. Correspondence with USDA Leadership

NAFV has formally communicated with senior USDA officials to ensure awareness and action on workforce issues.

Met with and Letters Sent To:

- Mindy Brashears (U/S for Food Safety)
- Dudley Hoskins (U/S of MRP)

Topics Addressed:

- FSIS classification changes and their implications.
- Workforce morale and retention challenges.
- Broader concerns about recruitment and sustainability of the federal veterinary workforce.

Impact:

- Ensured senior leadership is directly informed of frontline concerns.
- Positioned NAFV as the unified voice of federal veterinarians.



4. Workforce Recruitment & Retention Initiatives

Recognizing ongoing workforce shortages, NAFV has continued to prioritize recruitment and retention strategies.

Key Activities:

- Planning for the NAFV Public Practice Recruitment Event at the AVMA Convention 2026 (July 11, 2026 | 6:00–8:00 PM | Hilton Anaheim).
- Securing and coordinating sponsorships from:
 - Federal agencies (APHIS, FSIS)
 - Private partners (financial and professional services organizations)
- Developing outreach to:
 - Veterinary students
 - Private practitioners considering transition to public service

Additional Efforts:

- Exploring reemployment pathways for retired veterinarians (including waiver options for annuitants).
- Supporting initiatives to address critical shortages during disease outbreaks (e.g., avian influenza response capacity).



5. Policy & Advocacy Expansion

NAFV continues to strengthen its role in national veterinary policy discussions.

Highlights:

- Active participation in workforce development discussions tied to:
 - Diagnostic laboratory capacity
 - Rural veterinary shortages
 - Emerging and transboundary disease preparedness
- Ongoing collaboration with federal and professional partners to:
 - Elevate the role of veterinarians in One Health.
 - Advocate for sustainable funding and staffing models.

6. Member Engagement & Representation

Your input continues to drive NAFV priorities.

Recent Engagement:

- Direct communication with members affected by FSIS classification changes.
- Collection of field-level examples to support advocacy.
- Increased responsiveness to emerging concerns across agencies.

NAFV remains committed to:

- Representing your professional interests.
- Amplifying your voice at leadership levels.
- Providing clear, timely updates on issues that impact your work.

Looking Ahead

In the coming months, NAFV will focus on:

- Advancing resolution on FSIS classification concerns.
- Continuing pressure for AVIC grade equity.
- Executing a successful national recruitment event.
- Expanding workforce policy influence at the federal level.
- Strengthening member communication and engagement.

NAFV is actively working on your behalf—advocating, engaging, and pushing for meaningful change across the federal veterinary landscape. Your continued support, feedback, and engagement are critical to our success. Together, we are strengthening the future of federal veterinary medicine.

-Dr. Joseph Anelli
NAFV Executive Vice-President

Veterinarians' Knowledge, Attitudes, Practices in Risk Communication Beyond Animal Health (VETCOM)

Veterinarians: We need your voice!

Johns Hopkins researchers are conducting a national study on veterinarians' experiences with risk communication during high-consequence animal disease events with the goal of strengthening veterinary preparedness and well-being.

What's involved:

- ✓ ~20-minute anonymous survey
- ✓ **FREE RACE-approved 1 CE credit** (Total Worker Health®)



👉 Take the survey:
<https://redcap.link/VETCOM>

Eligibility:

Veterinarians 18+ who worked in the U.S. in last **3 years**.

Study Title:

VETCOM

IRB No.: 34995

PIs: Dr. Teresa Schlanser & Dr. Meghan Davis

Questions? Contact Dr. Teresa Schlanser at tschlan1@jh.edu



JOHNS HOPKINS
UNIVERSITY

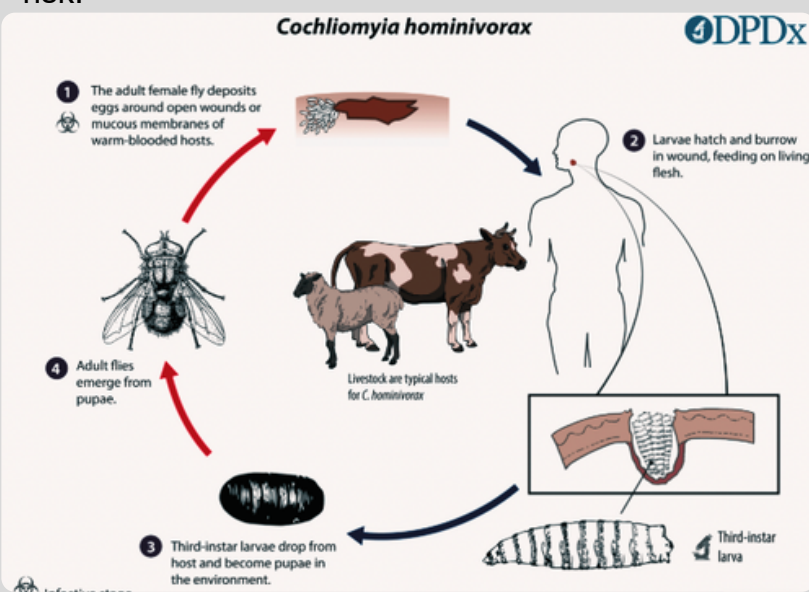
New World Screwworm Domestic Readiness and Response Policy Initiative

New World screwworm (NWS) is a devastating pest. When NWS fly larvae (maggots) burrow into the flesh of a living animal, they cause serious, often deadly damage to the animal. NWS can infest livestock, pets, wildlife, occasionally birds, and in rare cases, people. This is a serious concern to the U.S. economy and the U.S. food supply and the United States Department of Agriculture (USDA) is committed to combatting the spread of NWS to protect American agriculture.

USDA eradicated NWS from the U.S. in the 1960s, USDA and its partners contained it to South America using sterile insect technology; however, NWS began spreading northward and was detected in southern Mexico in November 2024. Mexico has not yet detected WS in areas located immediately near the U.S. border, but this could change at any time and put Texas, New Mexico, and Arizona at risk.

An effective eradication strategy centers on three main pillars:

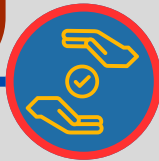
- 1) effective controls on the movement of animals;
- 2) strong surveillance systems and public outreach; and
- 3) the use of proven sterile insect technology and exploration of additional innovative strategies to defeat the pest.



To achieve success, USDA will work across the federal, state, and local government partners, and with the public and the private sectors to take the following actions as part of its 5-Prong Strategy:

1) Stop the Pest from Spreading in Mexico

Enhance international sterile fly production with USDA's recent \$21 million spend in Mexico's production capabilities and renovation of an existing fruit fly production facility in Metapa, Mexico. Continue building collaborating with Mexico to contain NWS within its borders – from ongoing daily technical conversations to regular conversations program leaders have with their counterparts in Mexico and throughout the region.



2) Protect the U.S. Border at All Costs

Oversee Mexico's strategic trapping on the southern border as an early warning intervention by ensuring they have the tools and knowledge to conduct this important work and report findings to us. Escalate communications and public outreach along the U.S.-Mexico border to create a "barrier zone of vigilance" while boosting awareness of this pest among key audiences across the country.

3) Maximize Our Readiness

Partner with state animal health officials to update and the finalize emergency management plans. Ensure awareness of USDA's existing response plans and guidelines among State animal health officials and other partners for the Federal response to a foreign animal disease. Continue the training federal and state responders on how to respond to an outbreak, if one occurs in the United States.

4) Take the Fight to the Screwworm

Sterile screwworm flies are one of the most important tools we have for eradicating NWS. We will need more sterile insects than we currently produce to eradicate it. Immediately begin building an \$8.5 million sterile insect dispersal facility at Moore Air Base in South Texas, which will be completed by the end of 2025. This facility will help protect the U.S. by allowing us to disperse sterile flies at our border and Northern Mexico. months.

5) Innovate Our Way to Continued Success

Leverage the sound science including USDA's Agriculture Research Service (ARS) to continue to quickly develop novel treatments, preventatives, and response strategies. Pursue innovative research into improving sterile insect technology in the future. This could include exploring the use of additional or modified strains of the pest or genetically engineered organisms. Explore the development of better traps and lures so that we have a better understanding of where the pest is and has been. Assess the potential use and practicality of e-beam and other radiation technology for the production of sterile flies. E-beam or other sterilization may offer the future potential to decentralize production facilities and allow for quicker modular expansion.



[Read full details here](#)

A professional conference for therapists exploring human–animal relationships through ethics, neurobiology, and relational psychotherapy. Featuring leading scholars and clinicians from Israel and around the world. **May 12–13, 2026 | 16:30–20:30 (IDT, UTC+3) | 09:30–13:30 (ET).** Online (Zoom) | Conducted in English

Hosted by the Bob Shapell School of Social Work and the Coller-Menmon Animal Rights and Welfare Program at Tel Aviv University, the event will feature plenary sessions, international initiatives, and psychoanalytic perspectives examining reciprocity, vulnerability, and healing across species.

The program includes distinguished speakers such as Barbara J. King, Lori Kogan, and Lorin Lindner, alongside practitioners leading innovative community and therapeutic initiatives in Israel and beyond.

Participation is free of charge but requires prior registration. The conference will be held live via Zoom and conducted in English, with interpretation provided for presentations delivered in other languages.

UPCOMING PROFESSIONAL CONFERENCE FOR FREE



*Reciprocity,
Vulnerability, and
Healing in Human–
Animal Relationships*

REGISTER NOW



Professional Liability Insurance: Federal Employees

Many federal employees don't fully understand their professional liability exposure — until they are suddenly facing a disciplinary proceeding, an adverse administrative action, or even a civil lawsuit. Even if allegations are ultimately dismissed, the cost of mounting a legal defense can be financially overwhelming.

Professional Liability Insurance (PLI) from FEDS Protection is designed to help protect federal employees when the unexpected happens.

Allegations can quickly trigger agency investigations or legal action. In these situations, having experienced and dedicated legal counsel is not a luxury — it is a necessity. It is important to understand that an agency attorney represents the agency, not you. Their role is to protect the agency's interests, which may not align with your own.

A FEDS Protection (PLI) policy can help safeguard your career by ensuring you have legal representation focused on your defense. Coverage may apply to civil lawsuits, administrative actions, and criminal investigations arising from acts, errors, or omissions performed while rendering your federal employment duties.

There is no open enrollment period to wait for — but coverage must be in place before any incident or allegation occurs. Don't wait until it's too late.

Enroll with FEDS Protection today and take a proactive step toward protecting your professional future.

WHY CHOOSE FEDS?

- Affordable:** Peace of mind for as little as \$290* a year. That's less than the typical cost for one hour with an employment attorney. Federal managers and law enforcement officers may qualify for agency reimbursement of up to half the premium.

**Plus applicable taxes and fees*

- Commitment, Know-How + Customer Service:** Founded by a former federal attorney, FEDS is dedicated to serving the federal community with expert guidance, timely service, and personalized attention.
- Superior Legal Defense:** Our panel of law firms has decades of experience defending federal employees, one of the many reasons top federal associations endorse FEDS.



Because Peace of Mind Matters

\$290* (ANNUAL PREMIUM)

Coverage Per Incident

- + \$1 Million Civil Liability
- + \$200,000 Administrative
- + \$100,000 Criminal

\$390* (ANNUAL PREMIUM)

Coverage Per Incident

- + \$2 Million Civil Liability
- + \$200,000 Administrative
- + \$100,000 Criminal

\$490* (ANNUAL PREMIUM)

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- + \$200,000 Administrative
- + \$100,000 Criminal

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We are pleased to offer you an educational program from an industry leader that can help provide you with the information you need to find your own path to financial wellness.



Ready to put your financial wellness in **focus**?



Prudential
PATHWAYS

Are you ready to take steps towards your financial goals today for a better tomorrow? When it comes to investing in your future, there is no better time to act than the present.

Join us for a financial wellness educational seminar hosted by industry innovator, Prudential Pathways. Prudential Pathways aims to make building a financial planning strategy less intimidating and more empowering through easy-to-understand educational programs.

Navigating Market Volatility – Strategies for Success

This seminar will cover important topics like these:

- Assess bull & bear markets
- Implement risk mitigation strategies
- Understand your risk tolerance
- And more

[Option 1] Tuesday, May 12 | 3:00 p.m. – 3:45 p.m. ET

[Option 2] Tuesday, May 12 | 6:30 p.m. – 7:15 p.m. ET

Virtual – Zoom

Click Here to Register

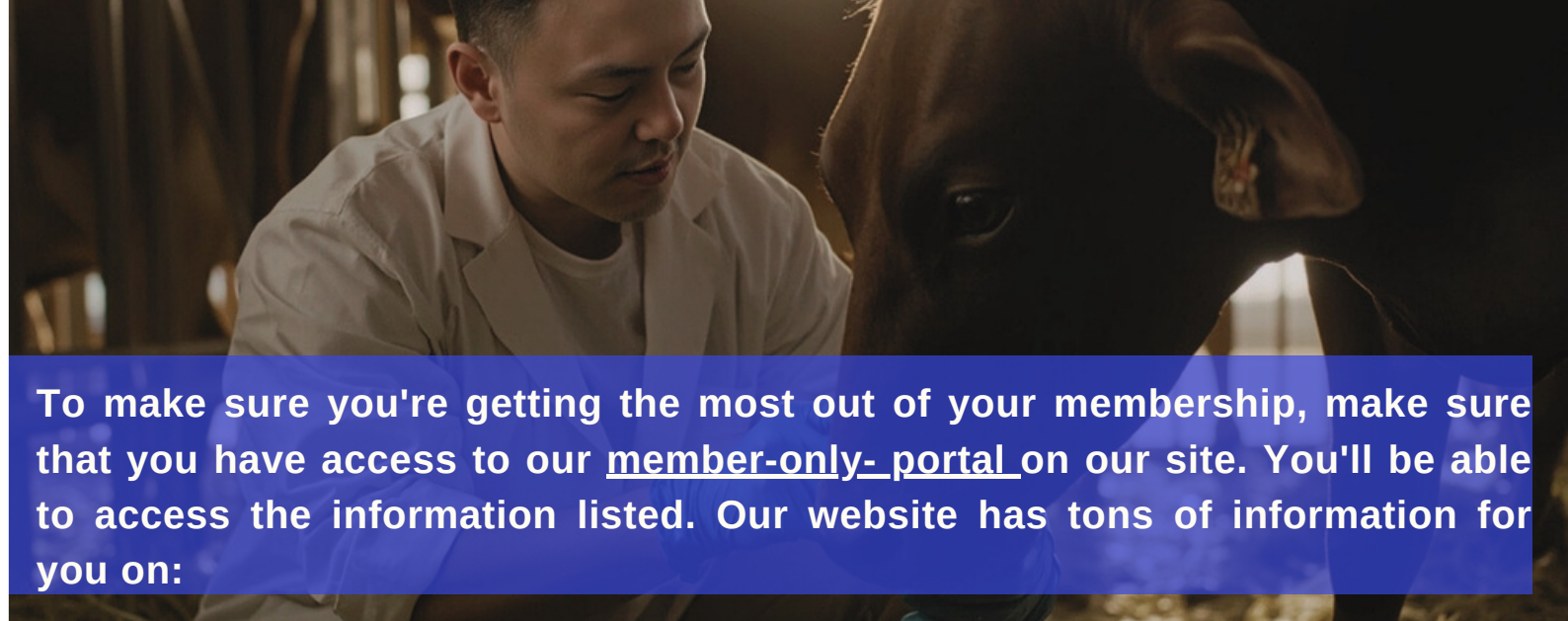
Make sure to add the event to your calendar!

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There is no assurance that the techniques and strategies discussed are suitable for all investors or will yield positive outcomes. The purchase of certain securities or insurance products may be required to affect some of the strategies. Investing involves risks, including possible loss of principal.

To determine which investment(s) or financial strategy may be appropriate for you, consult a financial professional before taking any action.

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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. Our website has tons of information for you on:

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05

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We encourage our members in becoming an AVMA member. AVMA membership supports you with benefits that enhance your opportunities for success in both your professional and personal life.

Be sure to take advantage of the full array of benefits to get the most out of your AVMA membership.

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