



Overview of Federal Veterinary Activities

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Discussion Items

- Mission Critical Occupation designation for veterinarians in USDA
- Congressional activities/Advocacy
- Annual Survey on the number of veterinarians in federal service
- Agency Consultation issues
- NAFV membership update

Current Topics

- USDA has designated veterinarians as Mission Critical Occupations (MCO)
- OPM requires federal agencies with MCO's to assess their workforce & close skill gaps
- APHIS/VS is supportive and wants to be involved in this effort
- NAFV and VS are scheduling meetings with the CHCO of USDA to discuss next steps by USDA

Current Topics

- NAFV plans to get the federal veterinary workforce's Talent Management Advisory Council involved as well
- NAFV intends to also work with the Congressional Veterinary Caucus to request their support of federal veterinary workforce issues

Current Topics

- NAFV is partnering with Lincoln Memorial University and APHIS/VS/One Health to conduct a federal veterinary workforce assessment
- APHIS VS is hiring more field veterinarians (VMO's) to enhance their response capabilities and to provide training
- FSIS still has a PHV vacancy rate

Current Topics

- APHIS VS is involved in a Global Health Security Agenda to enhance international health regulations and this includes increasing animal health capacity
- NAFV wants to help combine these efforts if possible

Current Consultation Topics

- NAFV has been collecting issues and recommendations for consultation meetings with APHIS and FSIS
- The major issues involve: recruitment, hiring, incentives, pay, retention, supervision, training, advancement & IT

Current General Topics

- Budget
- Congress
- IT modernization
- Limit admin leave for misconduct investigations
- Bill- Six weeks of paid administrative leave after the birth

Federal Pay and Benefits

- Proposed Bill:
- Reduce within-grade step increases and takes away their “automatic” nature
- Require most employees to contribute more to their retirement benefits

Federal Pay and Benefits

- Requiring new federal hires and employees with between five and 25 years of service to pay more for their retirement benefits
- Give federal managers bigger bonus budgets to reward and retain top performers
- Require federal workers to pay more of their health care costs

Federal Pay and Benefits

- Proposed Bill:
- Extend the probationary period for most new government hires from one year to three years
- Curtail the appeals process for employees who are fired
- Eliminate the health benefit (FEHBP) government contribution for retiree health benefits for new hires and require employees to pay the full cost of those premiums

Proposed Legislation

- The Flexible Hiring and Improving Recruitment, Retention, and Education Act, backed by Sen. Heidi Heitkamp, D-N.D., would;
- Increase agencies' direct hiring authority
- Approve special pay rates for hard-to-fill positions
- Take geographic challenges into account when offering relocation and retention bonuses

Proposed Disciplinary Legislation

- Limit appeal time for a negative personnel action and restrict the number of appeals they could file
- Suspend employees without pay throughout the appeal process

Current Topics

- NAFV Elections – a new Board of Directors is elected every 2 years
- 2016 is an election year for NAFV
- Ballots have been sent out and are due back by October 1, 2016.
- The new BOD will begin on January 1.
- This BOD will help prepare for NAFV's 100th year anniversary

Consultation

Hiring Recommendations

- **Advertising vacant positions**
- Accelerate hiring model
- Recruitment of veterinary students
- **Incentives**
- **Streamline process**
- **Others?**

Incentives

- **Recruitment Bonus Locations**
- For newly hired veterinarians, the following tiered incentive may be available for the following difficult to staff duty locations:
 - Year 1: 15% of Base Salary
 - Year 2: 20% of Base Salary
 - Year 3: 25% of Base Salary
- *Incentives are based on Agency need and are subject to change/termination and require a Service Agreement.

Incentives

- Student Loan repayment (details unavailable)

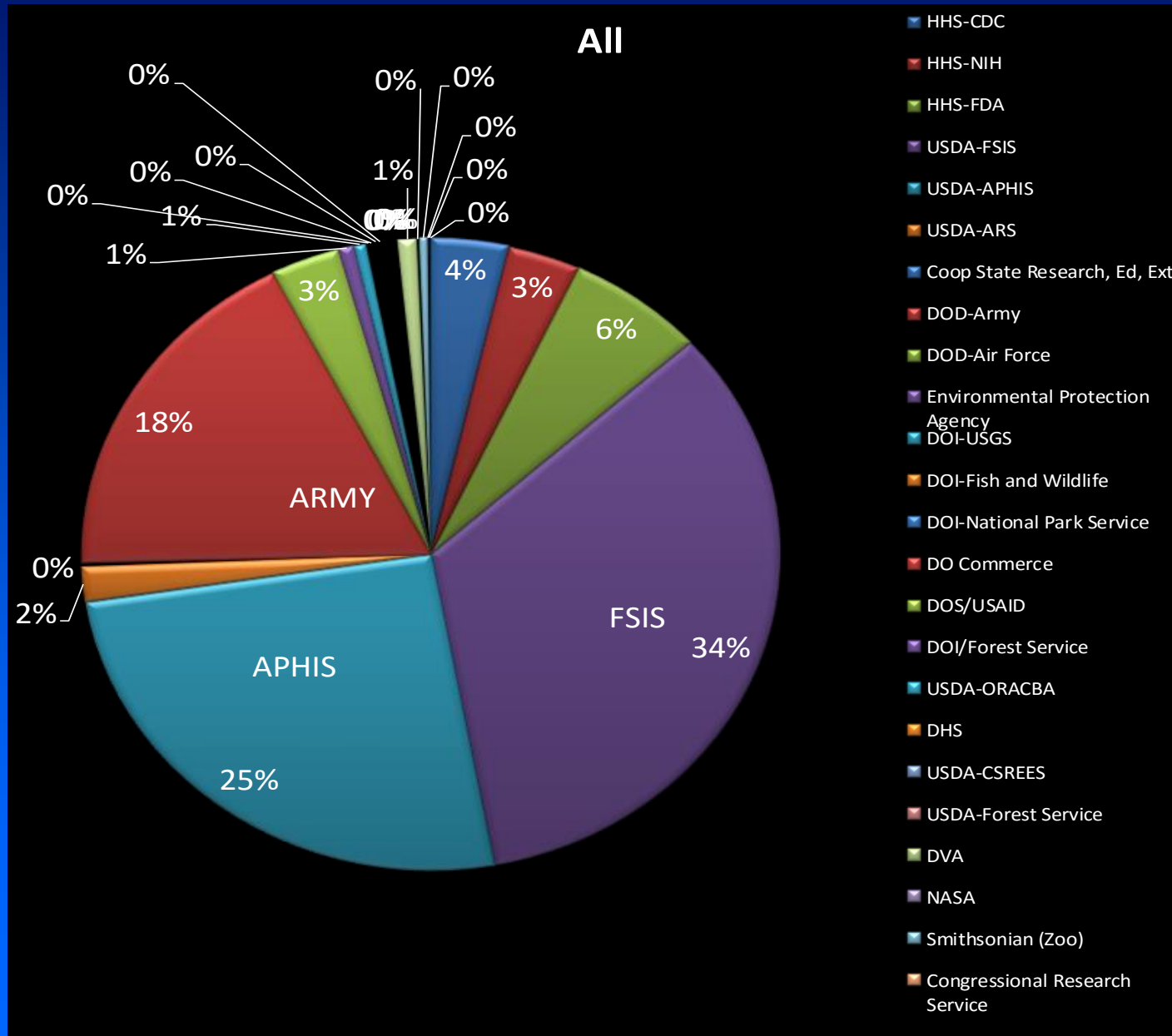
Current NAFV Activities

- Health Insurance open period
- Increasing opportunities for veterinarians in government
- Advocacy
- 1.6% Pay Raise for Federal Employees but not Retirees
- There is a bill to provide a 5.3% pay raise
- Paid Parental Leave, Pay Raise, Life Insurance open period, IT modernization, Administrative Leave
- Disruptive Technology in government, NAFV webinars
- NAFV/WVA CE Portal- 6 videos about Biosecurity for Poultry Production and Distribution

NAFV/AVMA/VT Task Force to Increase Opportunities

- **AVMA/CCPVM/NAFV Partnership**
- **2015 AVMA Employment Survey**
- **2015 AVMA Compensation Survey**
- **Develop Partnerships with federal agencies
on expanding Federal Career Opportunities
for Veterinarians in the Federal
Government**

Veterinarians in the Federal Government



Annual Survey on the number of veterinarians in federal service

- 2933 employed in 2016; In 2015 there were 3199
- 1009 employed in FSIS in 2016; 1023 in 2015
- 781 employed in APHIS in 2016; 649 in 2015
- 670 employed in VS in 2016; 528 in 2015

AAVPM questionnaire/webinars-

- Planned webinars-
- Mr. William Hughes Esq. discussing what agencies can do to protect their employees from threats by the public they serve
- Employee liability
- What Federal Veterinarians Should Know
- NAFV accomplishments over the past 90 years

