



National Association of Federal Veterinarians

100+ Years of Service - Since 1918



“Double Your Membership, Double Your Influence”

NAFV Membership Drive

Now more than ever, help NAFV maintain strength in numbers!

While working on issues of importance to you it helps if we can say the majority of the federal veterinary workforce are members of NAFV.

1. NAFV is pushing to make the federal workplace a more palatable place to spend a career. This includes increased training, veterinary career ladders, effective use of veterinary skills, and professional recognition. It includes incentives for **recruitment and retention** such as student loan repayments and hiring bonuses, Professional pay, and recognition of advanced education. It also includes **support** for veterinarians as employees and supervisors from the human resource offices and the chains of command.
2. NAFV has an action plan to improve the consultative system as mandated by the CFR for associations of supervisors and managers. This involves increased communications with higher management at all levels, up to the administrators and undersecretaries, involving development and implementation of programs, working conditions of veterinarians, and **continuing education**.
3. NAFV is urging increased budgets and use of veterinarians in APHIS and FSIS in its role of protecting American agriculture, food safety and national security. This is through staffing, structure, training, and improved programs.
4. NAFV has a major effort underway to create and reactivate local chapters, and to support existing ones. This involves business and social meetings, mentorship to newer veterinarians, continuing education sessions, and assisting in the development of issues of concern for intra-management consultations.
5. NAFV also continues to retain the services of Mr. Bill Hughes, long time NAFV attorney, to counsel and advise members in work related situations.

All of these endeavors require a strong, thriving membership to fuel our efforts, and ensure that the needs of federal veterinarians are noted and addressed by the leadership in the agencies and profession, Congress and the general public.

**Share your experience with a colleague and encourage them
to join our NAFV association!**

Ask them to review the Benefits of Membership at: <https://nafv.org/benefits-of-membership>

**Questions? Please contact us at:
nafv@nafv.org | 202-223-4878**



NATIONAL ASSOCIATION OF FEDERAL VETERINARIANS

1910 Sunderland Place NW | Washington, DC | 20036-1608

Phone: 202.223.4878 | fax: 202.223.4877

www.nafv.org | nafv@nafv.org

NAFV Efforts and Accomplishments

Updated March 2020

The following is a partial list of NAFV efforts and accomplishments. The first 7 in 2019 alone. In many cases, NAFV has played a major role, and often an exclusive role, and the primary organization substantially addressing the concerns of federally employed veterinarians. Some of these efforts and accomplishments are ongoing and often involve years of work.

1. In 2019 NAFV has worked to increase NAFV membership by exploring additional benefits to members such as continuing education webinars, career development webinars, financial wellness webinars, on-line materials and in person lectures on financial wellness issues. We also offered an incentive to current members who refer 3 veterinarians that sign up as new members, that member gets a refund check for their \$260 dues.
2. NAFV has reduced expenses to make the organization more lean and flexible to address your issues. We have eliminated mailing hard copy monthly newsletters but replacing it with weekly mini-newsletters and a bi-monthly longer newsletter. This move alone saved us \$11,000. Additionally we reduced our telephone bill from \$1,200 a year to \$300 saving an additional \$900 a year. Changing web hosting company provided easier web design tools (the entire new web design was done entirely in house saving thousands of dollars on a web designer) and reducing the cost of hosting by \$300 a year. We have eliminated memberships to AVMA and USAHA for staff saving \$360 plus \$160 for a savings of another \$520. And we are seeking additional advertising revenues to help with shortfalls.
3. NAFV is back to scheduling routine consultations with APHIS and FSIS to improve collaboration on working conditions for veterinarians and the programs they work on. We have been holding calls to gather significant national topics, issues and recommendations for discussion with executive leadership.
4. NAFV is continuing to work with AVMA on Professional pay and recognition of the federal veterinary workforce. We are addressing Federal pay and benefit proposals by Congress and working with a coalition of partner associations that support federal employees to expand our voice, improve your incomes and working conditions.
5. NAFV is working with FSIS on PHV hiring, training, career ladder opportunities, recruitment issues, and especially retention issues. Working with other organizations we were able to acquire \$7M annually in special appropriations for FSIS for recruitment and retention. And working with APHIS on hiring, reorganization, administrative and personnel issues. Plus workforce readiness for outbreaks like African Swine Fever. APHIS is at a 10 year low in the number of veterinarians on the workforce.
6. NAFV has significantly upgrading the web site and makes continual improvements and adds additional content.
7. Reinvigorating NAFV coordinator positions and appointing more coordinators and working with coalitions on issues of concern.

Past NAFV Actions:

NAFV testified before a Senate Committee in February 2009 on the status for federal veterinarians and the critical need for improvement in recruiting, retention incentives, and work/life issues including specialty pays.

In 2009, NAFV has assisted in drafting language and/or providing input for the following bills such as **The Farm Bill, Veterinary Services Investment Act**- this act will help to bolster and improve veterinary service across the country, **The Veterinary Medicine Loan Repayment Program (VMLRP)**, which was authorized by the National Veterinary Medical Service Act which would provide student loan repayment to veterinarians who work in underserved areas or in agencies with veterinarian shortages, **Wildlife/zoo Veterinary Medicine Act** which may provide funding for more veterinarians in this arena, including federal employment, **Federal Veterinarian specialty pay** which would provide additional pay for federal veterinarians including Board certification pay and advanced degree specialty pay, assisted with developing the language for a Bill to amend the **National Agricultural Research, Extension and Teaching Policy Act** of 1977 to establish a grant program to promote efforts to develop, implement, and sustain veterinary services. This should increase the opportunity for federal veterinarians to receive training and continuing education and participated in the **President's Council on Environmental Health** and provided requested input on Ocean Policy and Ocean Health. We emphasized the value that federal veterinarians can provide in these efforts. This should result in increased participation of federal veterinarians in new ocean health programs.

In 2009, then again in 2014, NAFV met with the US Government Accountability Office (GAO) on federal veterinary workforce issues and provided detailed information on the status of the federal veterinary workforce, including working conditions, recruitment, retention, and training issues.

NAFV continues to work with GAO, OPM, USDA and TMAC to address the findings and subsequent action items of this report: [2015 GAO Report on Federal Veterinary Workforce](#).

Since the 1970's, NAFV has worked with Congress and agency administration to reduce individual liability for federal veterinarians. This has resulted in the development of professional liability insurance and the present [Federal Employee Defense Services](#) (FEDS) to provide federal liability insurance against lawsuits for official acts and provides individual representation for allegations of misconduct, disciplinary proposals, investigations, and work related issues.

Since 1972, NAFV has engaged the services of William G. Hughes, Esq. Mr. Hughes has provided protection and individual representation for countless NAFV members, both supervisors and subordinates, against lawsuits for official acts, investigations of misconduct, proposed disciplinary actions, and actions made that were not considered by the Justice Department as being within the scope of the person's duties. Mr. Hughes discontinued legally representing members in 2007. However, he continues to provide legal advice to NAFV, and act as a counsel to members on work related issues.

Members can be represented by FEDS.

NAFV was involved in getting legislation passed that granted overtime pay to federal veterinarians at a rate that is no less than their base pay. Previous to this legislation, federal veterinarians were paid overtime at the GS-10 Step 1 level.

- a. NAFV also persisted in getting legislation passed that resulted in true overtime for all FSIS veterinarians. This effort added a considerable increase in the take home pay for a very large number of FSIS veterinarians.
- b. NAFV continues to work with APHIS and USDA to provide true overtime for APHIS veterinarians enforcing the Import-Export Act.

On October 29, 1969, under [Executive Order 11491](#), NAFV became the first Association of Supervisors and Managers to be recognized by the federal government. This resulted in a consultative agreement with federal agencies whereby NAFV representatives are requested by the agencies to comment on various proposals before final decisions are made and to routinely meet with key officials to make recommendations and evaluate problems. The enabling authority has changed somewhat over the years, and the present relationship is now governed by [5 CFR 251.201](#), and USDA Regulation [DR-4020-251](#).

NAFV has conducted the only annual survey to determine the number, agencies, and grades of federal veterinarians to educate the public on the importance of this workforce and their mission critical duties. NAFV is working with members of OPM and the Talent Management Actions Committee (TMAC) to establish a formal annual federal veterinary survey.

In 1937, NAFV was responsible, with the support of the AVMA, for classifying veterinarians as professionals along with medical doctors, dentists, chemists, lawyers, etc.

In 1923, NAFV was the first organized group of government employees to favor legislation allowing the cumulative sick leave for federal employees which was approved in 1936 providing for uniform annual and sick leave throughout federal service.

NAFV is responsible for legislation that eliminated the mandatory retirement age.

As a result of NAFV's efforts, the GS 9 as a veterinary grade was eliminated thereby increasing the entry level of federal veterinarians to a GS 11.

NAFV assisted in developing the criteria for the Federal Employee Retirement System (FERS) in the face of political opposition that was designed to destroy the Civil Service Retirement System (CSRS).

For more information on the NAFV, please contact nafv@nafv.org

WEBSITE: www.nafv.org | JOIN NAFV: www.nafv.org/joinus



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MEMBERSHIP BENEFITS

The National Association of Federal Veterinarians (NAFV) has served federally employed veterinarians for more than 100 years. NAFV was formed in 1918 during a meeting of the American Veterinary Medical Association by a small group of veterinarians with USDA's Bureau of Animal Industry (BAI). As an association of supervisors and managers, the NAFV has an official consultative relationship with the Department of Agriculture. It is recognized as the representative organization for veterinarians employed by the federal government. NAFV's national headquarters is located in Washington, DC. The staff there includes an Executive Vice President, an Executive Assistant, and a part time Communications Director. This location allows NAFV to easily collaborate with the AVMA government relations division on legislative matters affecting veterinarians and with other groups in the Washington DC area. This collaborative relationship helps in getting federal veterinary issues heard and acted upon.

The NAFV also has a General Counsel, an attorney who is located in a separate office. Our General Counsel provides advice and assistance with issues involving legal matters and personnel issues. In addition, NAFV has worked with insurance companies to provide specially designed liability insurance for federal veterinarians.

One of NAFV's primary goals is to prevent problems before they occur. This is accomplished through consultations and meetings with agencies, coalitions, and by frequent and early actions taken on behalf of the membership when issues are found. The mere existence of NAFV as a strong organized entity is quite beneficial because officials know that someone is watching and is willing and able to help solve problems. Some departmental actions that we would consider detrimental are not attempted purely because of anticipated NAFV opposition.

The NAFV also provides other meaningful direct and indirect benefits to its members. Services include:

1. Legal advice for individual members dealing with work-related problems.
2. Closely monitoring Congressional and Administration activities through the headquarters staff and taking appropriate action to support members' positions.
3. Apprising or educating key people in Departments, Congress, the AVMA and other organizations about the professional opinions, the concerns and/or the needs of federal veterinarians.
4. Forming alliances with the AVMA and other public health and veterinary medical organizations in areas of mutual concern.

5. Maintaining direct and productive consultation with agency management through our National Board of Regional Representatives. This appointed board serves as liaison between top USDA management and NAFV members in professional matters, personnel policy development, working conditions, etc. Field representatives are appointed to assist in matters of local concern.
6. Through coalitions with several organizations and associations, constantly working for better public services for job and career protection and for better pay and retirement benefits and better recognition for your valuable work.
7. Keeping members informed about professional, legislative and administration matters via a monthly publication, the *Federal Veterinarian*.
8. Providing continuing education through its constituent body, the American Academy of Veterinary Preventive Medicine, which sponsors seminars with published proceedings.
9. Administering the NAFV Memorial Scholarship/Loan Fund, which provides members with the opportunity to honor departed family or friends by assisting worthy sons or daughters of NAFV members in their veterinary education.
10. Providing professional and social fellowship through participation in local chapter, regional and national meetings.
11. Assisting with continuing education programs for members, including access to hundreds of courses available through our NAFV Continuing Education Portal.
12. Providing an outstanding Professional Federal Liability Insurance Program that provides protection from personal lawsuits resulting from the acts, omissions or decisions made within the scope of federal employment.
13. Funding and administering the Dr. Daniel E. Salmon Award. This award (a plaque and a check for \$500.00) is presented annually to a federally employed veterinarian by the Secretary of Agriculture. It recognizes outstanding contributions and notable service in the public's interest.
14. Finally, NAFV offers you an opportunity to be part of organized veterinary medicine and to support your profession.