



**USAHA/AAVLD Diagnostic Laboratory and
Veterinary Workforce Development
Committee**

Update on the Federal Veterinary Workforce

Michael J Gilsdorf, DVM, MS, BS
Senior Staff Veterinarian
National Association of
Federal Veterinarians

Federal Administration's proposals and Veterinary Workforce Attrition

- The federal government is shrinking on a per capita basis despite its growing responsibilities
- In April, the Trump administration began outlining details for its plan to modernize the federal workforce which included 32 proposals to reshape agencies

Federal Administration's proposals and Veterinary Workforce Attrition

- The Trump administration in late June, 2018 proposed merging the functions of FDA with USDA's Food Safety and Inspection Service (FSIS)
- The resulting new Federal Food Safety Agency would be housed within USDA and, unlike the present bifurcated system, would have oversight over virtually all the foods that Americans eat

Federal Administration's proposals and Veterinary Workforce Attrition

- Senate included a provision in the 2018 omnibus spending package that prevented agencies from using appropriations to “increase, eliminate or reduce funding for a program, project or activity” without earning congressional approval first, and similar provisions are in several 2019 appropriations bills
- The Reforming Government Act of 2018 outlines a process for preparing a government reorganization plan and establishes a process for Congress to vote on those proposals and pass them into law

Federal Administration's proposals and Veterinary Workforce Attrition

- On September 18, 2018, three Republican lawmakers introduced a bill last week that would grant President Trump the authority to reorganize the federal government, despite actions by Congress to limit the White House's ability to overhaul agencies

Federal Administration's proposals and Veterinary Workforce Attrition

- The administration has tasked the Office of Personnel Management (OPM), Office of Management and Budget (OMB), and Defense Department (DOD) to specifically lead the charge to:
 - Improve employees performance management and engagement,
 - Re-skill and re-deploy human capital resources, and
 - Develop a simple and strategic hiring plan

Federal Administration's proposals and Veterinary Workforce Attrition

- General Services Administration (GSA) will assess five low-performing agencies
- OPM will identify best practices and incentives to reward top performing employees
- By September 2018, OPM was supposed to demonstrate the initial capability for an “automated hiring adviser” for managers
- OPM is leading an effort to automate job duties if possible, modernize Information Technology (IT) and reskill impacted employees

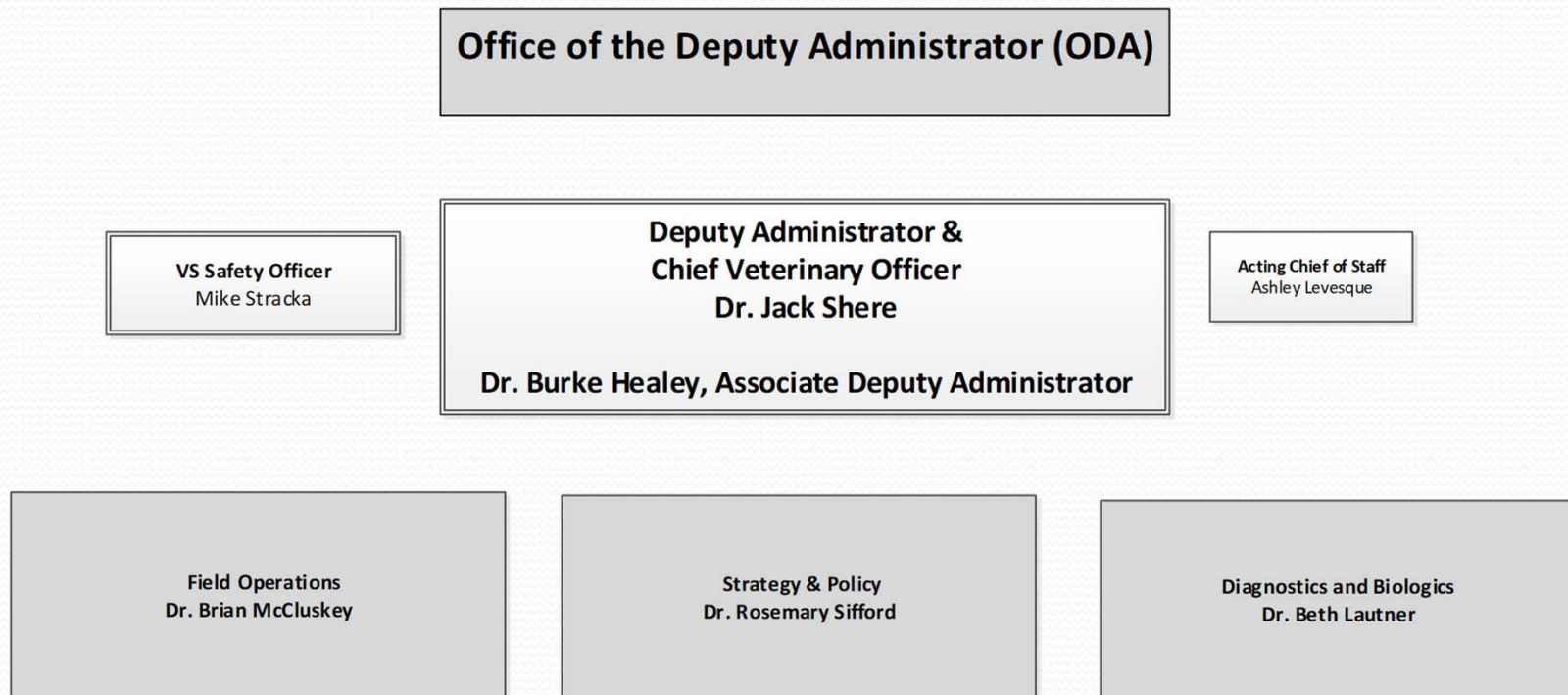
Federal Administration's proposals and Veterinary Workforce Attrition

- The intent is to make it:
- Easier to hire employees with the right skills
- Easier to fire non productive employees
- Reduce benefits, such as federal retirement contributions

Some see this reorganization as an attack on government workers and unions, eliminate a range of public agencies, and privatize others government functions (PS, FAA, etc.)

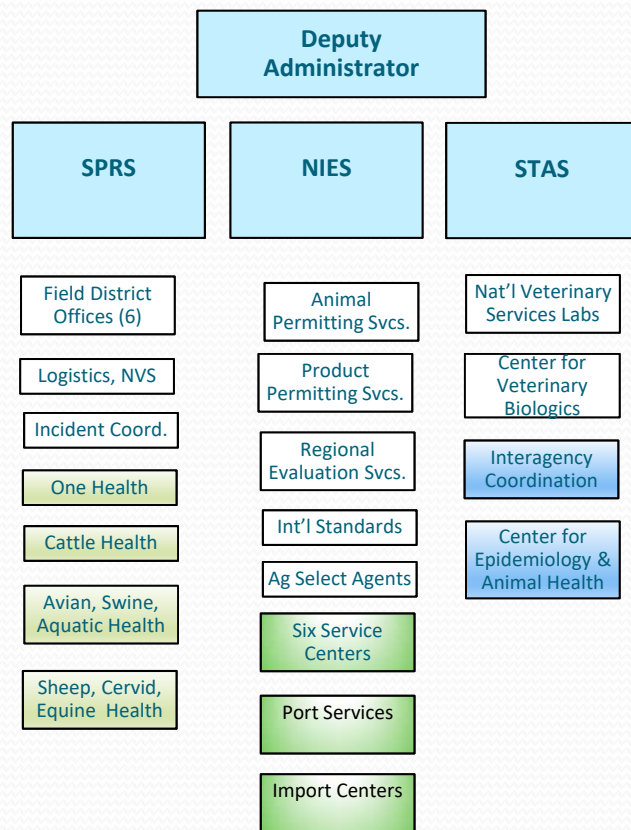
Veterinary Services Reformation

October 2018

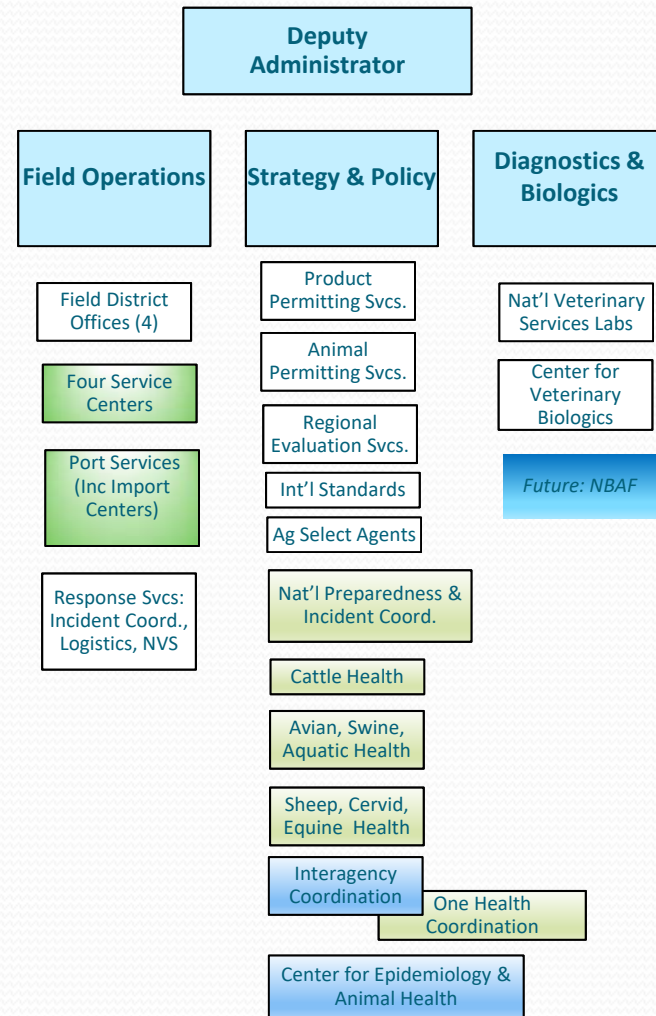


Overview: VS Structure Reforms

• Organizational Structure

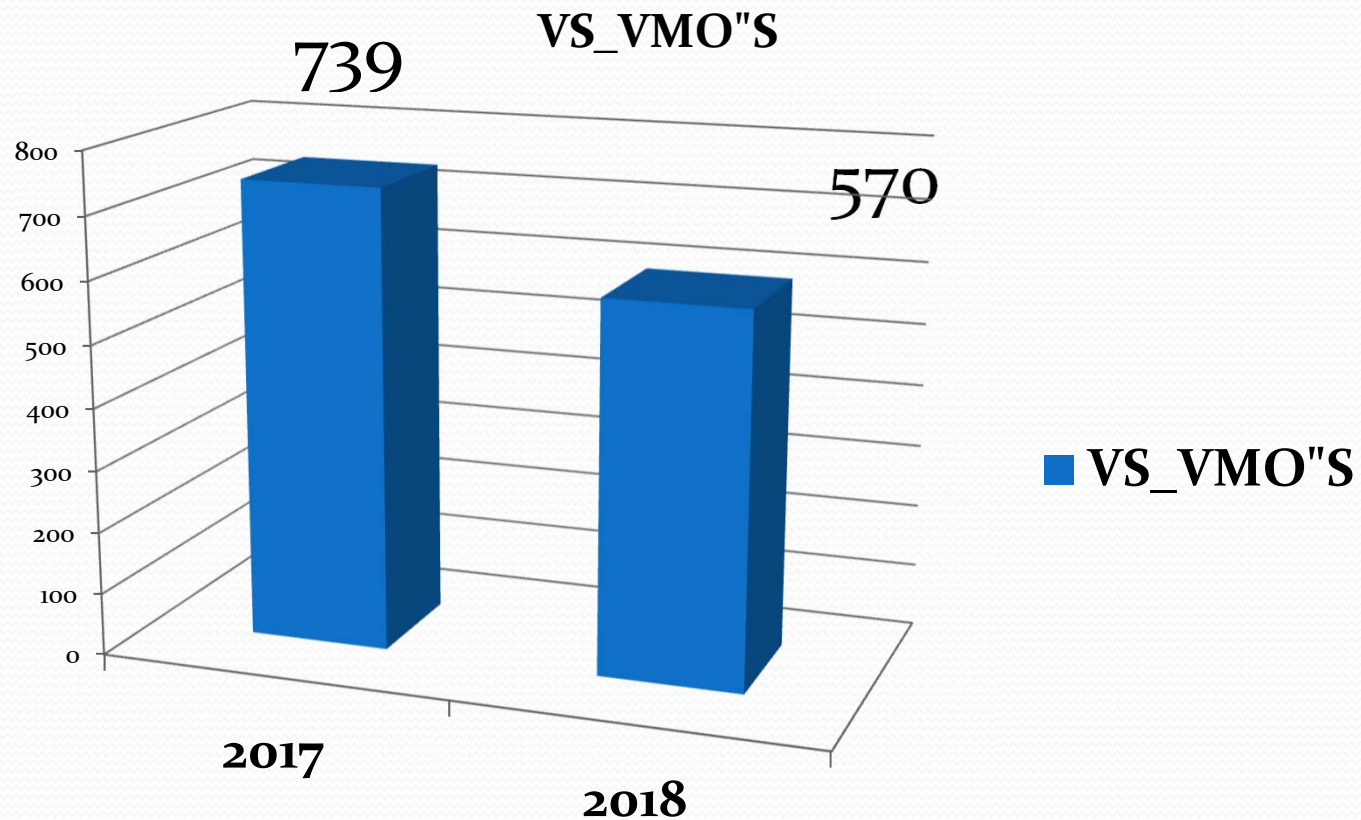


• New Organizational Structure



Shaded boxes show units that will move in proposed change and future NBAF addition

USDA/APHIS Veterinary Workforce Update



USDA/APHIS Veterinary Workforce Update

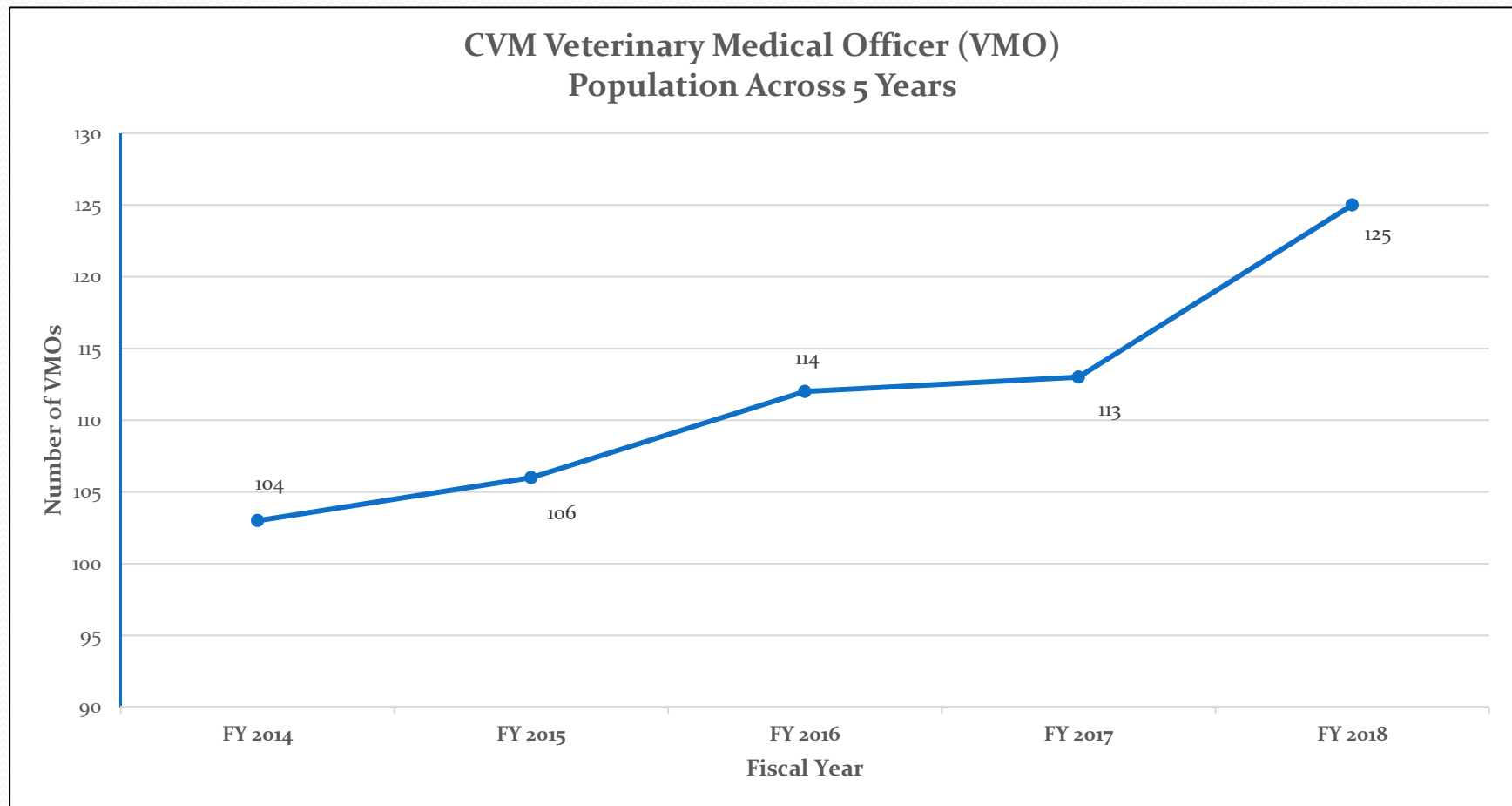
- Veterinary Services is planning on adding 25 to 50 n positions in the next year with several of those being veterinary positions

FDA/ Center for Veterinary Medicine's (CVM)

Veterinary Workforce Update

- The majority of CVM's veterinarian workforce is employed under the Veterinary Medical Officer (VMO) federal occupational series (series number 701)
- Of the Center's eight mission-critical, scientific occupations the VMO has historically remained the largest representing approximately 20% of CVM's entire workforce in fiscal years (FY) 2017 and 2018
- In addition, CVM has seen its VMO population increase steadily over the past five FY's growing over 20% from FY 2014 to FY 2018

FDA/ Center for Veterinary Medicine's (CVM) Veterinary Workforce Update



FDA/ Center for Veterinary Medicine's (CVM)

Veterinary Workforce Update

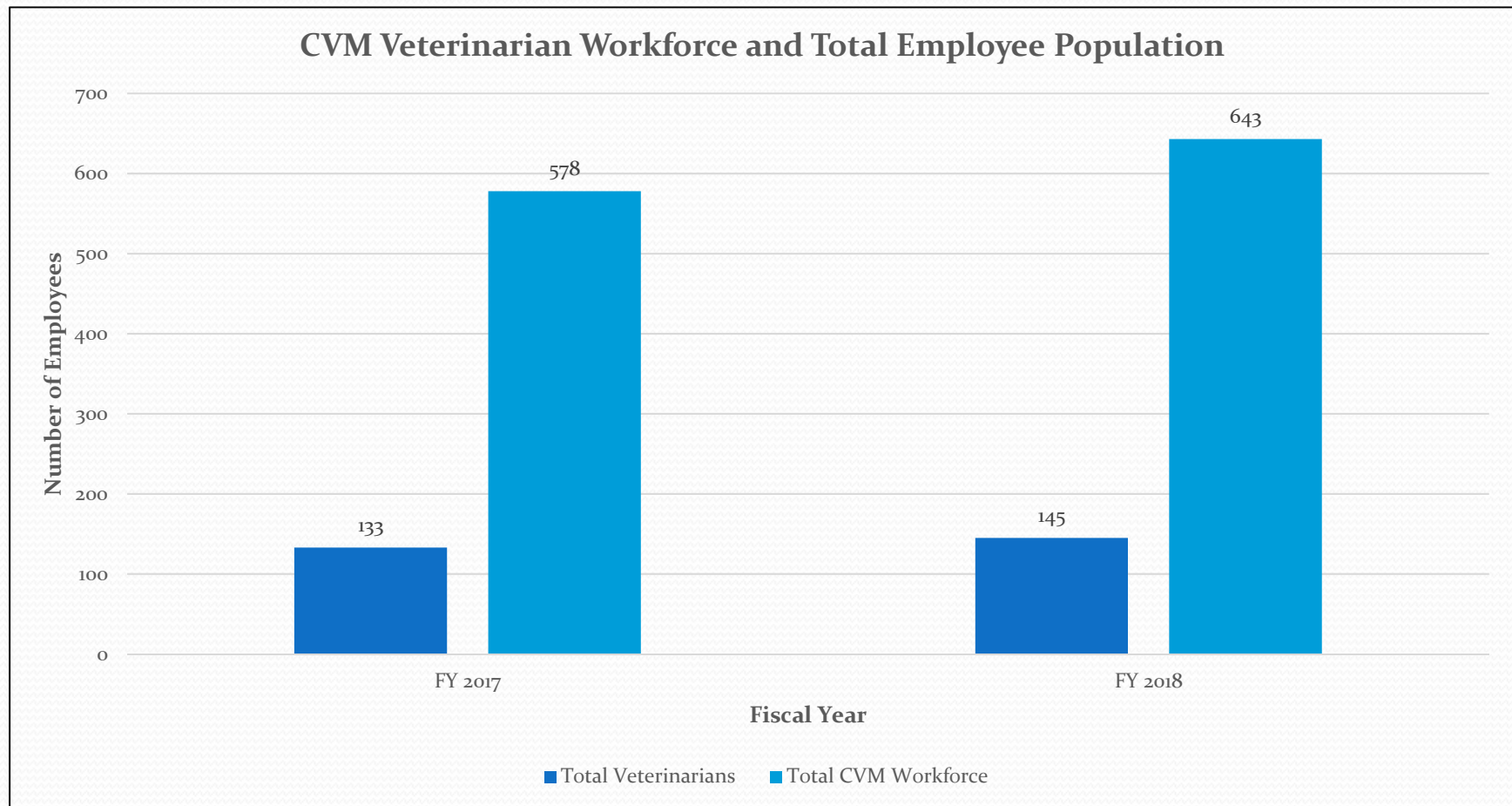
- There are roughly 20 CVM employees who hold a D.V.M./V.M.D. degree that occupy a position outside the 701 VMO series giving credence to the significance the Center places on leveraging veterinarian expertise across CVM operations

FDA/ Center for Veterinary Medicine's (CVM)

Veterinary Workforce Update

- These positions include but are not limited to:
- Regulatory Policy Analyst (series number 301),
- Supervisory Pharmacologist (series number 405),
- Management Analyst (series number 343),
- Toxicologist (series number 415),
- Microbiologist (series number 403),
- Consumer Safety Officer (series number 696),
- Research Biologist (series number 401),
- Program Analyst (series number 343),
- Supervisory Training Specialist (series number 1712),
- Education Specialist (series number 1702), and
- Ombudsman (series number 301).

FDA/ Center for Veterinary Medicine's (CVM) Veterinary Workforce Update



FDA/ Center for Veterinary Medicine's (CVM)

Veterinary Workforce Update

- 64% of CVM veterinarians hold a state licensure and over a quarter of the workforce is USDA Category I or USDA Category II accredited
- State licensure and accreditation information is captured along with employee education data
- Provision of this information is voluntary so the percentages reflect only those individuals who have disclosed this data

FDA/ Center for Veterinary Medicine's (CVM)

Veterinary Workforce Update

- In the years ahead, the Center expects to see continued growth of its veterinarian employee population particularly in the VMO occupational series
- This is in response to the Center's enhanced regulatory charge under its Animal Drugs and Feeds Program, supported in part by the Animal Drug User Fee Act (ADUFA) and the Animal Generic Drug User Fee Act (AGDUFA)

USDA/FSIS Challenges and Plans- Veterinary Workforce Update

- FSIS reorganized but it has had little impact on the field veterinary workforce
- FSIS was given \$7.5 million by congress to hire and retain more veterinarians in 2018
- FSIS is providing SPHV's with Continuing Education opportunities in 2018 for the first time

USDA/FSIS Challenges and Plans- Veterinary Workforce Update

- FSIS is offering a multi-year recruitment incentive for newly appointed in-plant veterinarians to positions with a full performance level of GS-12, regardless of location
- Direct Hire Authority has been granted government-wide for Veterinary Medical Officer positions due to a severe shortage of candidates

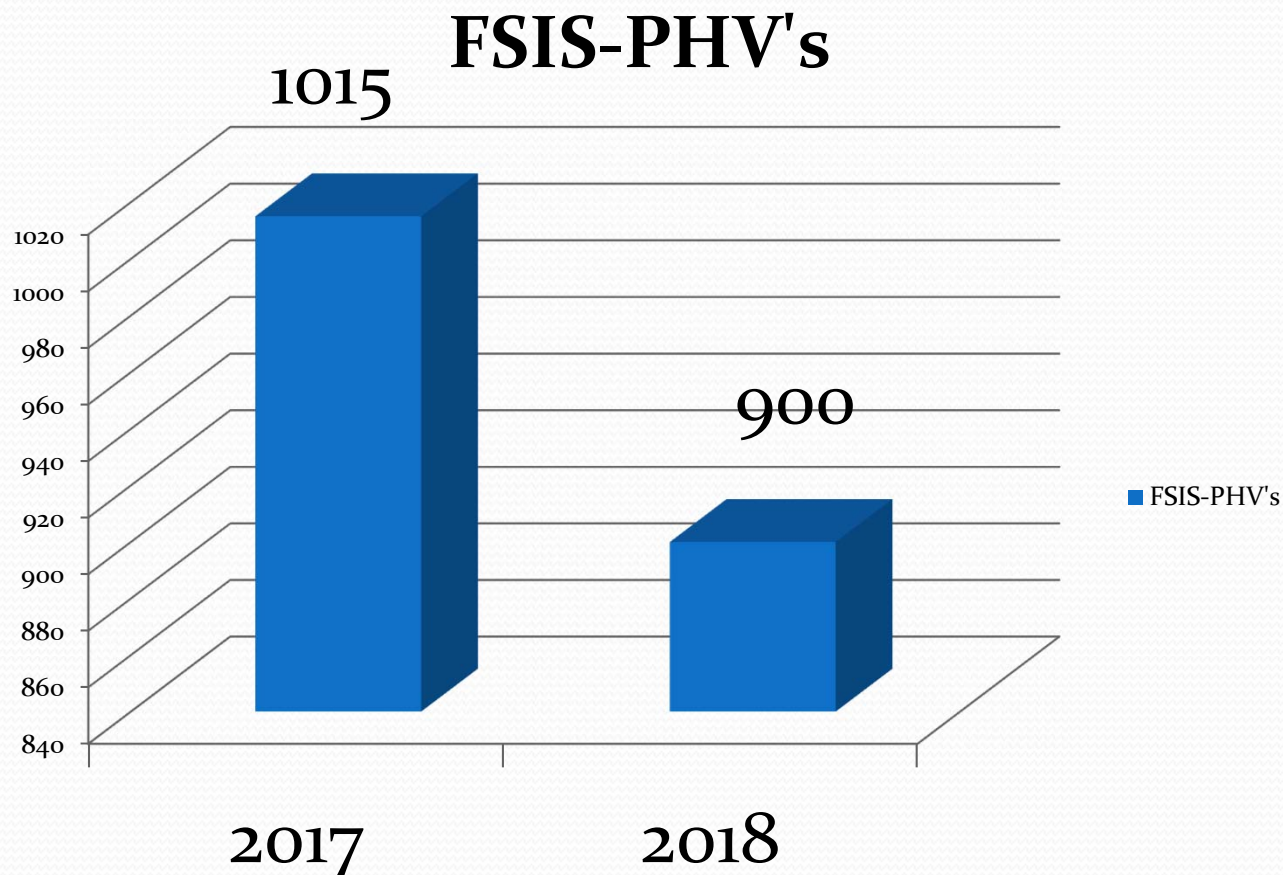
USDA/FSIS Challenges and Plans- Veterinary Workforce Update

- FSIS offers Creditable Service for Annual Leave Accrual as a recruitment incentive that will allow new employees to receive credit toward their annual leave (vacation) accrual for directly-related work performed either outside the federal government or during active duty in a uniformed service
- This incentive is available for all newly-hired Veterinary Medical Officers
- FSIS will pay travel and transportation expenses to the Veterinary Medical Officer's first post of duty

USDA/FSIS Challenges and Plans- Veterinary Workforce Update

- FSIS currently has 759 in-plant Public Health Veterinarians (PHV's)
- The current PHV vacancy rate is 11.3%
- FSIS is advertising for a GS 14 veterinarian to be the new Outreach Coordinator
- Half of the Front line Supervisors within FSIS are PHV's
- Half of the District Management Team members are PHV's

USDA/FSIS Challenges and Plans- Veterinary Workforce Update



Other Federal Agencies

Veterinary Workforce Update

- The veterinary workforce in the Veterans Administration is stable at 17 DVM's
- There is no current data available to NAFV for the Veterinary Workforce's in Other Federal Agencies including CDC, NIH, DOI, DOC, etc.