Shortage ID FD202
VMLRP USE ONLY

NIFA Veterinary Medicine Loan Repayment Program (VMLRP)

National Institute of Food and Agriculture
US Department of Agriculture
Form NIFA 2009-0001
OMB Control No. 0524-0050
Expiration Date: 9/30/2019

Veterinarian Shortage Situation Nomination Form

To be submitted under the authority of the chief State or Insular Area Animal Health Official

Veterinary Medicine Loan Repayment Program (VMLRP)

This form must be used for Nomination of Veterinarian Shortage Situations to the Veterinary Medicine Loan Repayment Program (VMLRP), Authorized Under the National Veterinary Medical Service Act (NVMSA)

Note: Please submit one separate nomination form for each shortage situation. See the State Animal Health Official (SAHO) section of the VMLRP web site (www.nifa.usda.gov/vmlrp) for the number of nominations permitted for your state or insular area.

Location of Veterinary Shortage Area for this Nomination

Location of Veterinary Shortage: Green Bay, WI
(e.g., County, State/Insular Area; must be a logistically feasible veterinary practice service area)

Approximate Center of Shortage Area (or Location of Position if Type III): Des Moines District Office 210 Walnut Street, Room 985, Des Moines, IA 50309
(e.g., Address or Cross Street, Town/City, and Zip Code)

Overall Priority of Shortage: Critical Priority

Type of Veterinary Practice Area/Discipline/Specialty (select one) :

Type III: Public Practice (awardee obligation at least 49% FTE or 19 hr/week)

For Type I or II Private Practice:

Must cover(check at least one)	**May cover**
☐ Beef Cattle	☐ Beef Cattle
☐ Dairy Cattle	☐ Dairy Cattle
☐ Swine	☐ Swine
☐ Poultry	☐ Poultry
☐ Small Ruminant	☐ Small Ruminant
☐ Other: _____	☐ Other: _____

For Type III Public Practice:

Employer: USDA/Food Safety & Inspecti Position Title: VMO (Public Health Veterinar

Please select **one or more** specialty/disciplinary areas:

☒ Food Safety
☒ Public Health
☐ Epidemiology
☐ Other: _____

(Optional) If the nominator wishes to specify a service time for this shortage situation that is higher than the minimum required for the shortage type checked above, please specify the percent time in the box below (based on a 40-hour work week). Leave the box blank if the service time for this shortage situation is for the minimum percent time of the shortage type indicated.

100 %

Please describe the **importance and objectives** of a veterinarian filling this shortage situation as well as being located in the community, area, state/insular area, or position requested above (limit your response to 1500 characters).

The Food Safety and Inspection Service (FSIS) is the public health agency in the U.S. Department of Agriculture responsible for ensuring that the nation's commercial supply of meat, poultry, and processed egg products is safe, wholesome, and correctly labeled and packaged. Under the Federal Meat Inspection Act (FMIA) and Poultry Products Inspection Act (PPIA) inspection program personnel are required to examine and inspect all livestock and poultry to determine whether the animals are fit for slaughter for human food in accordance with 21 U.S.C. 601 and 21 U.S.C. 451.

This position has been particularly hard to fill and retain due to the remoteness of the position, the geographic dispersion of work, the cost of living, and the entry salary (GS-12) that offers no further promotion potential. These conditions adversely impact retention and the corresponding higher than normal turnover rate further impedes work-life balance and flexibilities of remaining employees which can lead to burn out and additional turnover. In addition, this shortage location is fully reflective of the demographic data as outlined in the workforce analysis data report prepared by the Talent Management Advisory Council (TMAC).

Please describe the **activities** of a veterinarian meeting this shortage situation in the community, area, state/insular area, or position requested above (limit your response to 1500 characteers or less).

Planning, organizing, coordinating and adapting the full range of meat and poultry inspection operations in slaughter and/or processing establishments; Ensuring establishments meet requirements of the Pathogen Reduction and Hazard Analysis and Critical Control Point (HACCP) regulations; Overseeing other consumer protection, non-food safety concerns such as proper labeling and packaging; Serving as team leader who works with and supervises other public health professionals to ensure establishments under our jurisdiction comply with sanitation standards and properly implement systems that control hazards from entering the food supply; Enforcing Federal meat and poultry inspection procedures prior to slaughter and throughout the entire establishment, including humane handling, ante-mortem inspection, post-mortem inspection, processing operations, veterinary dispositions, and transportation and distribution of meat, poultry, and egg products to markets and retail stores; Consulting with union officials and plant management, and discussing with subordinates new or revised regulations, policies and procedures; Maintaining meaningful labor-management relationships with subordinates by representing and expressing management's viewpoints to daily communications.

Please describe any past efforts to recruit and retain a veterinarian in the shortage situation identified above (limit your response to 750 characters or less).

FSIS has the authority and is in the process of creating a Student Loan Repayment Program. However, it has not been implemented yet and we have a need that we can't address despite the efforts outlined below:

- $5,000 Recruitment Incentive annually for 4 years
- Creditable Service for Annual Leave Accrual
- Direct Hire Authority
- Schedule A Authority to Hire VMO's on Intermittent Schedules
- Travel and Transportation to First Post of Duty
- Relationship with Colleges of Veterinary Medicine and Memorandum of Understanding (MOUs) with Minority Service

Please describe the risk of this veterinarian position not being secured or retained. Include the risk(s) to the production of a safe and wholesome food supply and to animal, human, and environmental health not only in the community but in the region, state/insular area, nation, and/or international community (limit your response to 2000 characters or less).

Ensuring the safety, security and defense of the nation's food supply is one of the most important responsibilities within the Federal Government. Without the veterinarians employed by FSIS, we would be unable to safeguard public health throughout the nation and beyond. Most FSIS veterinarians work in meat and poultry establishments that are under Federal inspection. A shortage or absence of FSIS veterinarians impedes the ability to ensure the establishments are complying with the regulatory mandates and enforce federal meat and poultry inspection procedures. The PHV position, primarily at establishments that slaughter meat and poultry, is one of the hardest to fill and retain for a variety of reasons, including:

Difficult working environment – The conditions on the kill floor are unpleasant and the work is arduous. The physical requirements are stringent given the repetitive motions and heavy lifting that is often required.

Greater demands on employees – Increasing scientific demands are placed on the workforce at an increasingly rapid pace. The FSIS food safety mission continues to grow in importance.

Unique skills in short supply – Veterinarians, critical to the defense against the possibility of a global pandemic are in great demand and have many occupational choices from which to choose.

Disparity of salaries – Veterinarians in the private sector who work in private practice or animal clinics can demand greater salaries than those who work in the Federal government.

Demographics – Over half of the workforce in mission-critical occupations will be eligible to retire within the next five years.

SAHO nominator must check both boxes below in order for NIFA to consider this nomination for official designation

☒ By checking this box, I affirm that this form represents a nomination and is subject to NIFA review and approval.

☒ By checking this box, I affirm that it is my professional opinion that this is a bona fide food supply or public health-related veterinary shortage situation. I affirm due diligence has been invested to identify this area as a shortage situation of at least moderate priority (severity).

Authorized State or Insular Area Animal Health Official or designee:

Name: Dr. Burke Healey

Title: Deputy Administrator Veteri

Organization: USDA-APHIS

Email: Burke.Healey@usda.gov

Telephone Number: 202-799-7147
(Area code required)

Public reporting for OMB control number 0524-0046 is estimated to average two hours, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information, unless it displays a current valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to NIFA, OGFM, 800 9th St. SW, Washington, DC 20024, Attention Policy Section. Do not return the completed form to this address.

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