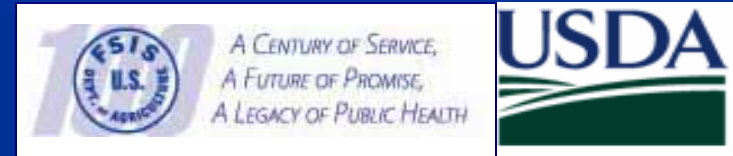


United States Department of Agriculture
Food Safety and Inspection Service



What Public Practice Organizations are Doing to Attract and Retain Veterinarians



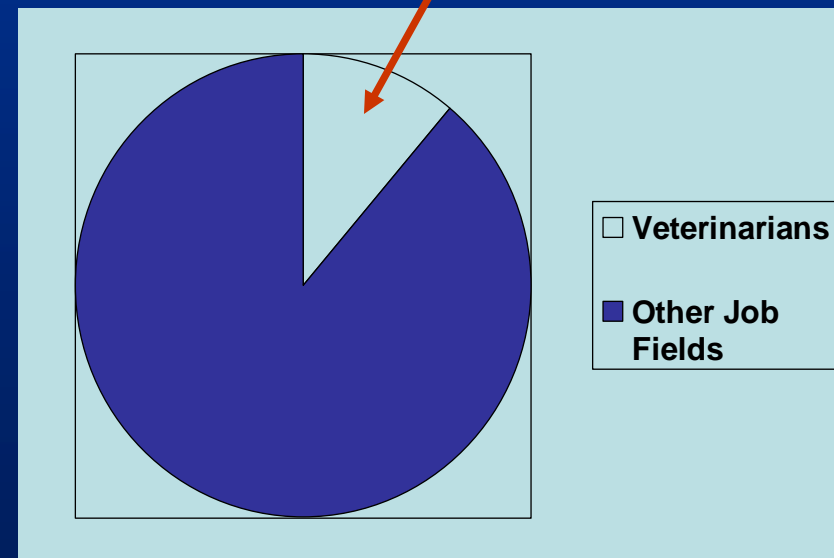
Dr. Barbara J. Masters
FSIS Administrator

July 18, 2006
**American Veterinary Medical Association's
Annual Meeting**

FSIS' Veterinarian Workforce

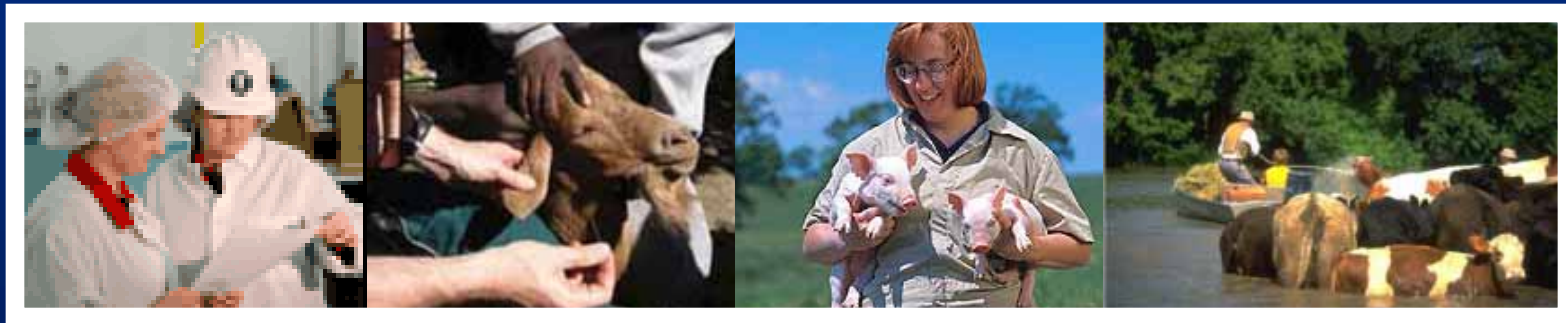
- ◆ FSIS employs the largest number of veterinarians in the federal government.
- ◆ Approximately 1,100 veterinarians make up 12% of FSIS' total workforce.

Veterinarians comprise 12% of FSIS



The Demand for Veterinarians

- ◆ The demand is growing for private practice veterinarians for personal pets and our nation's livestock herds and poultry flocks.



- ◆ The public sector is also seeing an increasing need for veterinarians in the areas of food safety, epidemiology, public health and homeland security.

Why the Government?

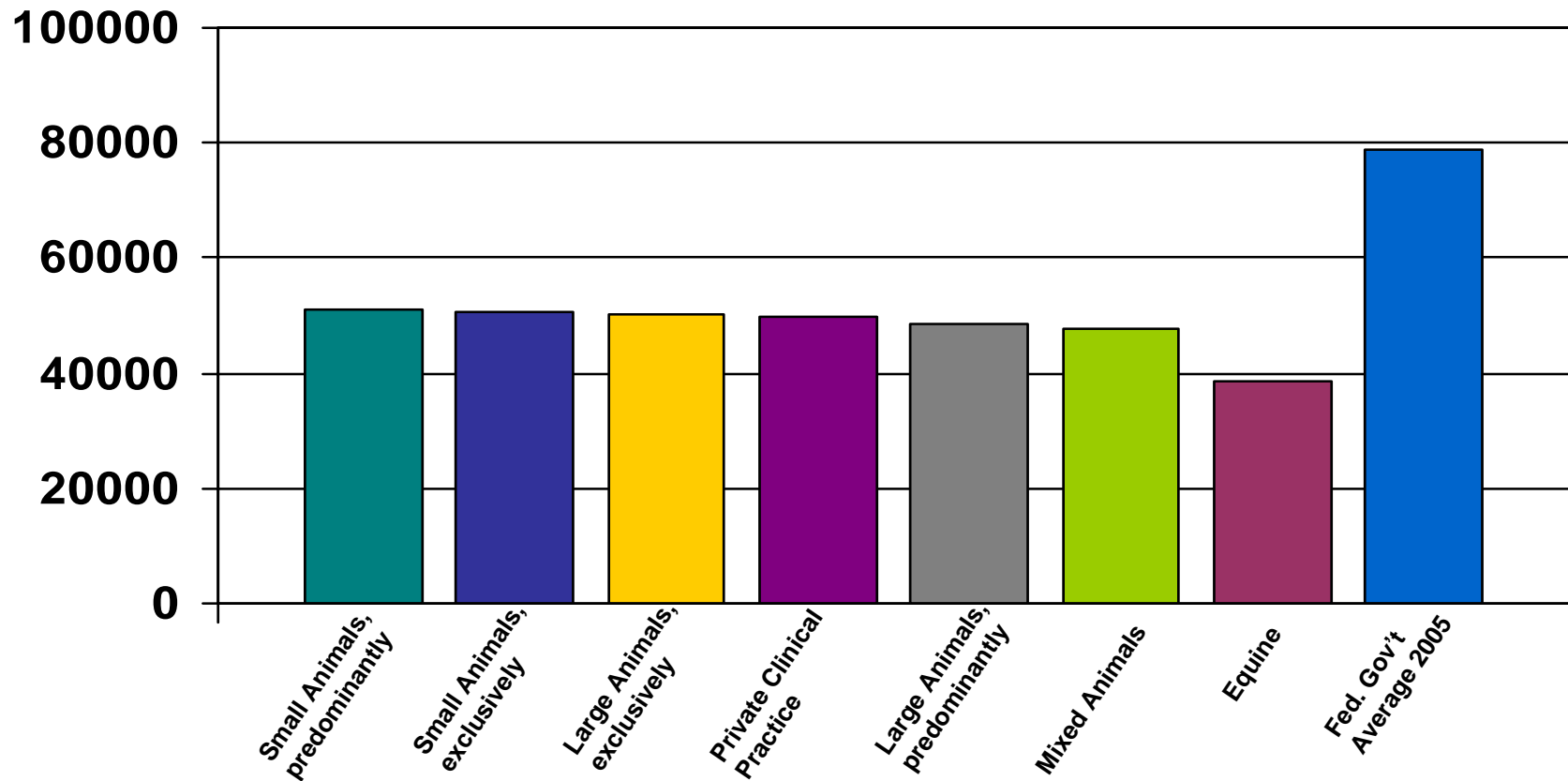
- ◆ Service in the government is a viable career option for recent graduates.



- ◆ It provides great benefits and allows veterinarians to improve the health and welfare of hundreds of millions of people and animals in the United States and the world.

Salaries and Benefits

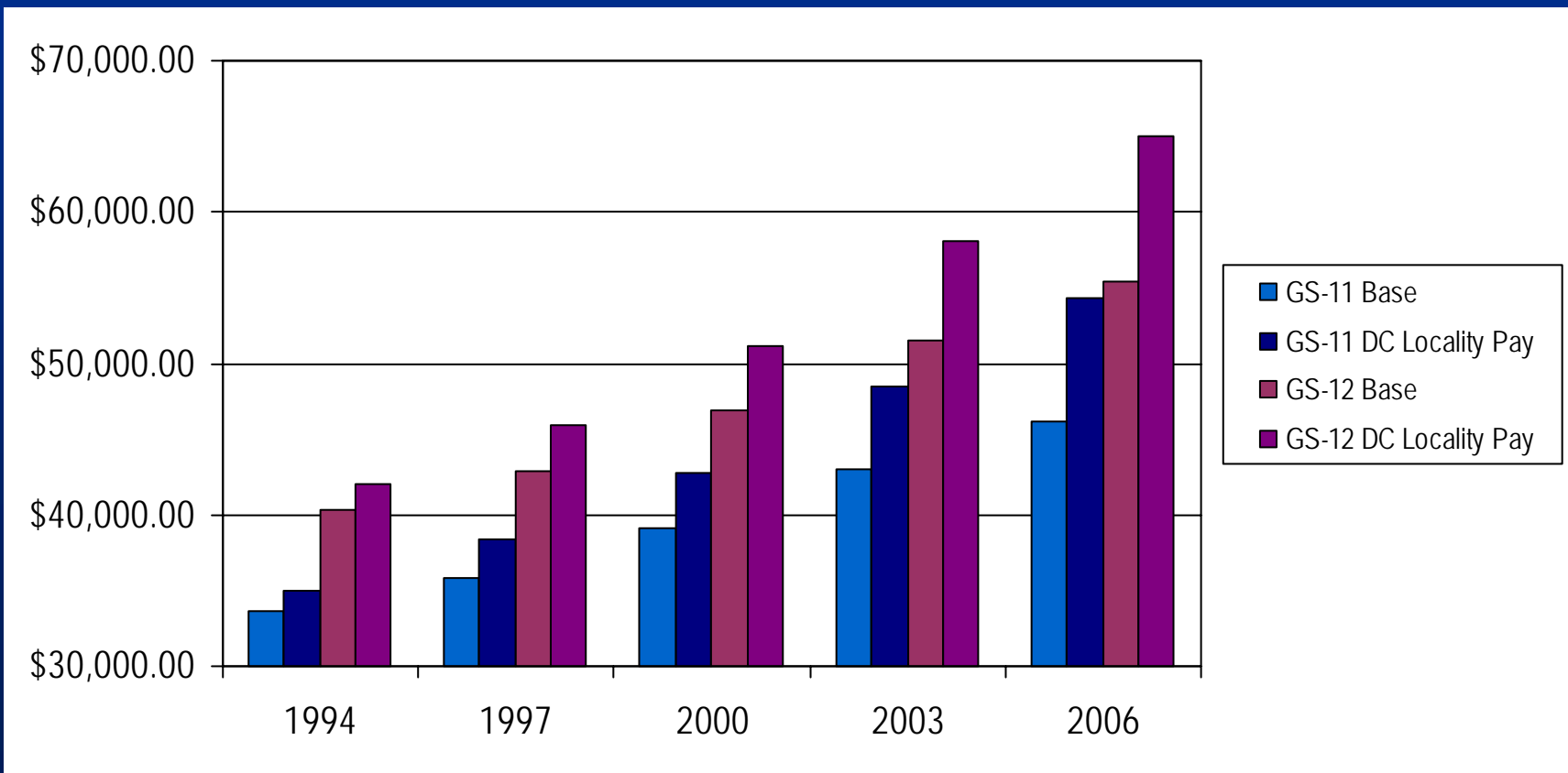
Average Starting Salaries of Veterinary Medical
College Graduates in 2004





Salaries and Benefits

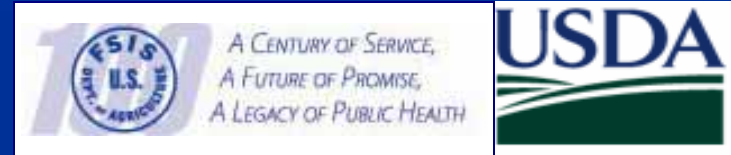
Base Salaries for Federal Employees at the GS-11 and GS-12 levels





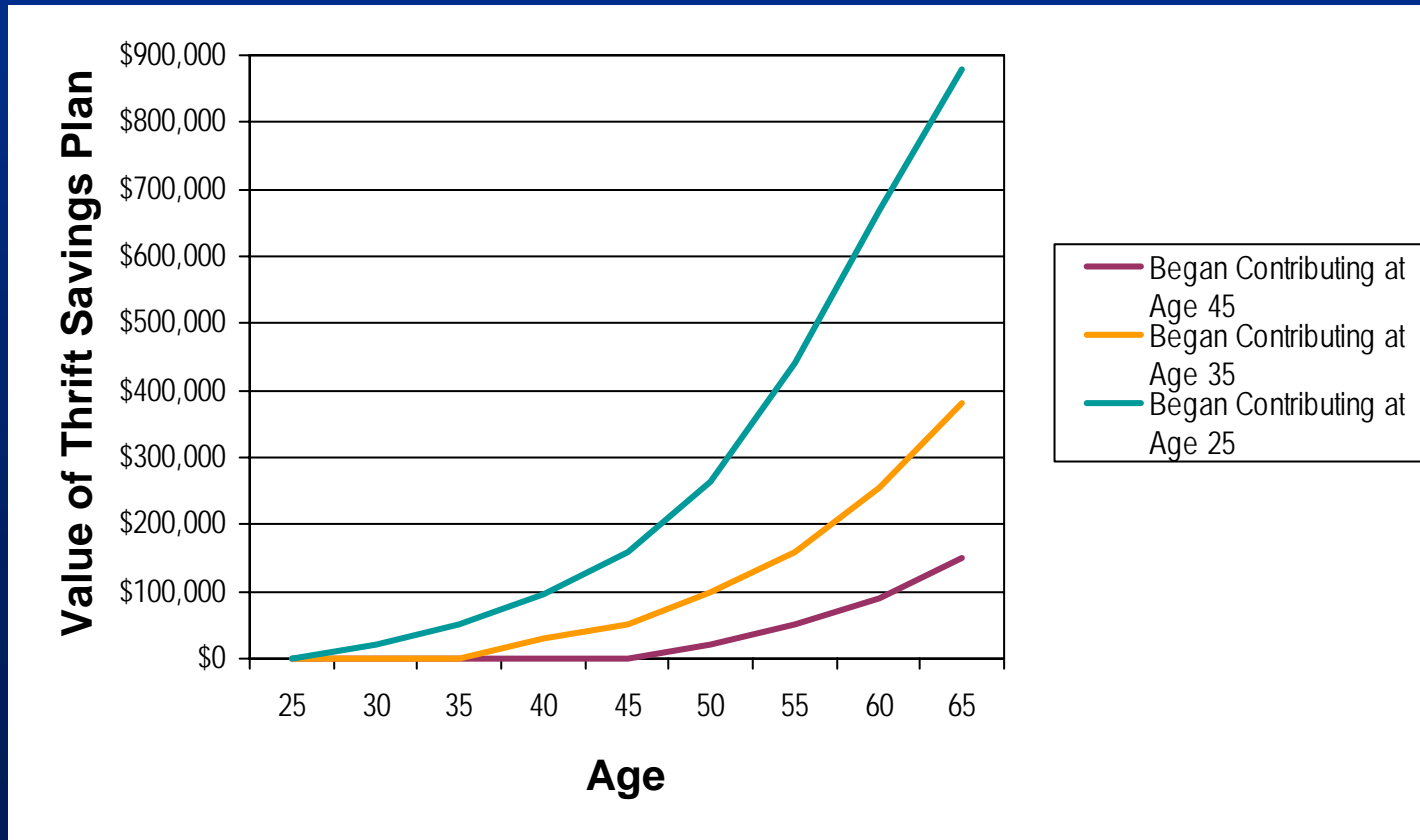
Salaries and Benefits

- Base salary does not tell the whole story. Additional benefits include:
 - ✓ Civilian retirement
 - ✓ Insurance and health care
 - ✓ Medicare
 - ✓ 10 paid federal holidays



Salaries and Benefits

Your Thrift Savings Plan's Growth Depends on
When You Start Contributing





What FSIS is Doing to Attract Veterinarians

To make federal employment more attractive, FSIS has received an exemption to hire entry-level candidates at the GS-11



What FSIS is Doing to Attract Veterinarians

- Offering significant signing bonuses
- Covering moving expenses to certain locations



FSIS Public Health Veterinarian (PHV) Life Cycle Model

Suggested Years Before Next Grade	2-5 years	1-5 years
General Schedule (GS)	GS-11/12	GS-13

Examples of Career Opportunities (GS-11 & GS-13)

<ul style="list-style-type: none"> • In-Plant PHV • Supervisory PHV • EIAO • Program Officer (TSC) • Scientific, Laboratory Staff Officer • Training Program Officer • Food Security Officer • International Staff Officer 	<ul style="list-style-type: none"> • Front line supervisor • District Veterinary Medical Specialist • Recall Program Officer • Program Investigation Officer • Epidemiologist • Risk Analyst • Education, Public Affairs
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FSIS Public Health Veterinarian (PHV) Life Cycle Model

Suggested Years Before Next Grade	2-5 years	2-20 years
General Schedule (GS)	GS-14	GS-15 and SL/SES

Examples of Career Opportunities (GS-14 & GS -15)

<ul style="list-style-type: none"> • Deputy District Manager • Regional Enforcement Managers • Zoonoses Staff Officer • Animal & Egg Production National Program Leader • Scientific Research Coordinator • Biologist, Chemist, Toxicologist • International Staff Leader 	<ul style="list-style-type: none"> • District Manager • Director, Recall Mgmt Division • Deputy Asst. Administrator, Field Ops • Chief Veterinary Officer • Program Manager Senior Executives: Policy and Program Development; Health and Sciences • Risk Assessment Advisor • Laboratory Scientific Advisor • Senior Advisor, International Food Safety Coordination
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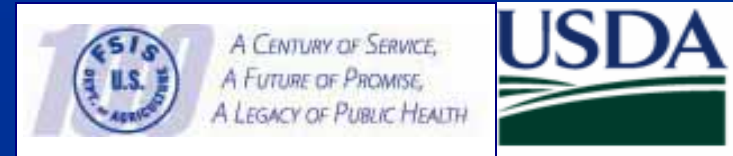
Training

- Training is emphasized throughout a career with FSIS
- All newly hired field veterinarians who will be assigned to slaughter or processing facilities will receive nine weeks of a public health-focused veterinary educational program



Training

- Public sector veterinarians provide the first line of defense against the introduction of a foreign animal disease into the United States
- USDA conducts a two-week Foreign Animal Disease training course to develop foreign animal disease diagnosticians



Training

- Some government agencies even offer tuition reimbursement for veterinarians seeking advanced degrees and board certifications



www.opm.gov



Other Incentives

- Paid student externships (including housing)
- Non-paid volunteer experiences
- Job placement services
- Signing bonuses and paid moving expenses
- Opportunity to work at or near home



**Veterinary Students Visit
FSIS Headquarters, Summer 2005**



Other Incentives

- Paid Advanced degrees and/or board certifications
- Automatic advancement to next pay step or grade with satisfactory performance
- Bonuses for outstanding performance
- Non-monetary awards for special projects and efforts

Veterinarians are Important to Public Health

- A Veterinary education provides a solid foundation for career growth



- FSIS is seeking veterinarians to serve the American people as executive leaders, international liaisons and program managers.



Opportunities in Federal Agencies

- ◆ Animal and Plant Health Inspection Service: www.aphis.usda.gov
- ◆ Centers for Disease Control and Prevention: www.cdc.gov
- ◆ Food and Drug Administration: www.fda.gov
- ◆ Food Safety and Inspection Service: www.fsis.usda.gov
- ◆ National Institutes of Health: www.nih.gov
- ◆ U.S. Army Veterinary Corps: www.army.mil
- ◆ U.S. Department of Agriculture: www.usda.gov
- ◆ U.S. Department of Health and Human Services: www.hhs.gov
- ◆ U.S. Department of Homeland Security: www.dhs.gov
- ◆ U.S. Public Health Service Commissioned Corps: www.usphs.gov

United States Department of Agriculture
Food Safety and Inspection Service



www.fsis.usda.gov