

RESOLUTION 1

Submitted by

District of Columbia Veterinary Medical Association

Co-sponsors: National Association of Federal Veterinarians, American Association of Food Hygiene Veterinarians, Delaware Veterinary Medical Association, Maryland Veterinary Medical Association, Pennsylvania Veterinary Medical Association, Virginia Veterinary Medical Association

MAKE IT A LEGISLATIVE PRIORITY FOR VETERINARIANS TO RECEIVE EQUITABLE PAY IN PUBLIC PRACTICE COMPARED TO OTHER HEALTH PROFESSIONS

RESOLVED, That the AVMA place top priority on proposing and advocating the passage of legislation that would provide equal pay for veterinarians and physicians carrying out equal work in the federal government in regards to base salary and special pay; support State VMA's to pursue equity in pay for public practice veterinarians; and work with other organizations to accomplish these goals.

Statement about the Resolution

Veterinarians strong educational background in biomedical science, special training in comparative medicine, and broad perspective that integrates human, animal and environmental health that add equitable value to policy and program leadership and management across the federal government.

Federal veterinarians often work in positions of identical responsibility and expertise as physicians, however the pay that physicians receive is considerably more in both base salary and special pay than veterinarians.

The role of many federal veterinarians places them on the front lines of current homeland security efforts.

USC Title 38 was established as a separate personnel system in 1946 to facilitate the rapid hiring of Physicians and over 25 other health professionals other than veterinarians at the end of World War II. USC Title 38 provides these federal employees higher benefits for fulltime employment, length of service, scarce medical specialty, executive responsibility, board certification, geographic location, exceptional qualifications and multiyear specialty incentives than veterinarians.

Similar inequities exist among human and animal health professionals in the US Public Health Uniformed Services (USC Title 42) and Military (USC Title 10). Inequities in pay also afflict many veterinarians employed in State animal and public health positions and research.

The Nation and, in particular the US Government, now faces similar shortages for veterinarians that were seen in 1946 with Physicians that caused the Title 38 system to be enacted.

Nearly half of the federal employees in occupations critical to our bio defense will be eligible to retire within the next five years.

If veterinarians cannot be recruited and retained in public practice American competitiveness in public health, agriculture, homeland security and research will suffer.

The AVMA has a stated objective of addressing pay inequities under its strategic goal "The veterinary profession's economic viability and sustainability is evaluated and strengthened within all segments", however achieving this goal is limited to market-based pay equities for federally and State employed veterinarians in areas with demonstrated shortages.

	APPROVED	DISAPPROVED	REFER TO . . .*	NO RECOMMENDATION
<i>Executive Board</i>				
<i>House Advisory Committee</i>				
<i>Reference Committee#</i>				#####
	*Use space below for additional narrative, if needed.			
HOD ACTION				#####