

## ***The ATSP Board Met in Baltimore in March 2010 and in New Orleans in October 2010***

### **Special points of interest:**

- ATSP BOARD MET IN BALTIMORE AND IN NEW ORLEANS
- PRESIDENT'S MESSAGE
- ATSP COMMUNITY OUTREACH CORNER

### **Inside this issue:**

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## **PHHRS**

In March, Administrator Al Almanza wrote to ATSP to thank the membership for the successful implementation of the first Public Health Human Resources System (PHHRS) performance payout, initiated on January 3, 2010.

PHHRS was a new process for all of us and we have learned quite a bit following our first rating cycle (we are now in the second rating cycle). One benefit of the pay pool process is that it requires multiple levels of review, which ensures greater accountability and responsibility. Having more eyes looking at ratings reduces single rater bias. It also provides a platform that promotes open dialogue among pay pool panel members and supervisors. This dialogue

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## **UNDERSECRETARY DR. ELIZABETH HAGEN ADDRESSES ATSP BOARD**

The ATSP Board was fortunate to have Dr. Elizabeth Hagen, Undersecretary for Food Safety and Al Almanza, Administrator FSIS, address the Board this October. Dr. Hagen spoke about her vision of food safety which includes three components, namely prevention, tools, and people.

First, Dr. Hagen addressed prevention. It is Dr. Hagen's opinion that FSIS is correctly moving steadily to

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**CALLING ALL MEMBERS:  
REMEMBER TO LET YOUR ATSP REPRESENTATIVE KNOW ABOUT ALL MEMBER NEWS SUCH AS PROMOTIONS, RETIREMENTS, ILLNESSES, AND OTHER MATTERS.  
THE ATSP IS YOUR ORGANIZATION!!**

## THE PRESIDENT'S MESSAGE



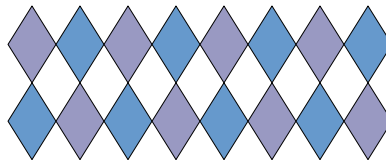
On Saturday October 09 the board had an opportunity to have a discussion with Undersecretary Dr. Elisabeth Hagan and Administrator Al Almanza. It was a pleasure to hear Dr. Hagan's vision for FSIS. Dr. Hagan's appointment to the position is indeed fortuitous for FSIS since Dr. Hagen is a former FSIS employee. She knows what we are about and she understands the challenges that we face day in and day out. The board is very encouraged by Dr. Hagan's enthusiasm and energy. She is a strong advocate of the work that we do and her comments tell us that she puts a high value on the folks at FSIS. I believe that we can count on Dr. Hagan to be one of our best advocates at all times.

This past year saw the implementation of PHRS. Overall the system appears to have been implemented smoothly. As we anticipated there were areas of concern for a small number of our members. Based on member feedback or lack of it, the overall implementation of the system went relatively well. We had a first hand opportunity to observe the outcome of the reconsideration process. While there was not one hundred percent satisfaction for those who used the process, we

a result of participant feedback and concerns.

I anticipate that everyone will be quite involved and even busier as we see our Undersecretary and Administrator bring on new and important initiatives. Opportunities for even greater success as individuals and as a premier food safety agency appear to be just around the corner.

In closing I want to thank our board members who continue to work hard and give generously of their own time to serve our members. Please keep us abreast of issues as they arise. On behalf of the board I thank you for your support and wish each of you continued good health and personal success.



## ATSP ELECTION NEWS

### BECOME AN ATSP REP AND SERVE ON YOUR ATSP BOARD

THE FOLLOWING OFFICES WILL BE UP FOR ELECTIONS IN 2011:

NATIONAL TREASURER

HEADQUARTERS REP

SOUTHEAST REP

SOUTHWEST REP

### THE ATSP BYLAWS STATE:

Section 8.1 *Officers and Directors.* Election for the office of Secretary, Treasurer, and Representative will be held during the month of **June**. Nominations will be submitted to the Secretary during the month of **April**. A list of candidates will be prepared and mailed to members in good standing during the month of **May**. Voting for Representatives will be restricted to the jurisdiction where each member is employed. Voting for the Secretary and Treasurer will be nationwide. Completed ballots will be sent in sealed envelopes to the chairperson of the election committee postmarked not later than **June 15**. A list of officers will be submitted to the Agency after each election. Section 8.4 *Eligibility for Office.* No person shall be eligible for elected office unless they have been an active member in good standing for one year preceding election or appointment

## ***ATSP Treasurer's Report***

The following are the Semi-Annual ATSP Financial Status Reports for March, 2010, and September, 2010. We currently have a total of 360 members in good standing. The Audit and Tax records for FY 2010 were examined and prepared by Taylor and Associates, LLC, of Falls Church, Virginia.

### **Summary of ATSP Accounts:**

#### **MARCH 2010**

AFCU Share Account	\$10,076.30
AFCU Checking Account	\$1,140.43
BALANCE AFCU FUNDS	\$11,216.73
M & T Money Market	\$46,433.73
M & T Certificates of Deposit	\$58,532.92
M & T Certificates of Deposit	\$58,532.91
BALANCE M&T FUNDS	\$163,499.56
<b><u>TOTAL</u></b>	<b><u>\$174,716.29</u></b>

#### **SEPTEMBER 2010**

AFCU Share Account	\$1,140.99
AFCU Checking Account	\$8,640.80
BALANCE AFCU FUNDS	\$9,781.79
M & T Money Market	\$46,456.89
BALANCE M&T FUNDS	\$46,456.89
Sun Trust Certificates of Deposit	\$58,971.24
Sun Trust Certificates of Deposit	\$58,971.23
BALANCE SUNTRUST FUNDS	\$117,942.47
<b><u>TOTAL</u></b>	<b><u>\$174,181.15</u></b>

## **ATSP COMMUNITY OUTREACH CORNER**



ATSP members and other FSIS employees participated in the Chicago Marathon, running for Team World Vision to help change lives in Africa. ATSP members pictured above are Ron Eckel and Jaime Murphy. ATSP congratulates them on their great effort.

### **THIS ISSUE'S COMMUNITY OUTREACH HIGHLIGHT**

Every issue we would like to highlight the community outreach efforts of our members. Please send us all community outreach stories to your ATSP National Secretary at [rpcdunn@cox.net](mailto:rpcdunn@cox.net).

**(PHHRS CONTINUED  
FROM PAGE 1)**

has led to a better shared understanding of what constitutes an "exceeds," "meets," or "does not meet" rating for each element.

Laurie Lindsay, Director of the Demonstration Project, addressed the ATSP Board in October, 2010. She told the Board about the baseline survey that was conducted following the first round of PHHRS. The survey showed that there were no changes in employee opinions pertaining to goals, communication, or reasons for staying in the job. In terms of favorable survey responses, supervisor quality and accountability were better. The majority of respondents felt that they were getting higher pay than private sector employees. Reported job satisfaction was higher and recruitment quality and external equity were better. The one unfavorable response that came from the survey was that the majority of the respondents stated that they did not feel comfortable expressing questions or seeking help when needed.

**(HAGEN CONTINUED  
FROM PAGE 1)**

wards becoming a less reactive and more proactive agency in the area of food safety prevention. The agency has policies that aim to prevent contamination, and industry has been largely successful at implementing them. Together, FSIS and industry have adapted processes at establishments that make recalls the exception, and not the rule. However, Dr. Hagen feels strongly that the system isn't perfect; it isn't foolproof. In the business of protecting the public health, there is no room for error. Our world changes every day and there are emerging pathogens. Dr. Hagen believes that FSIS must focus on preventing foodborne infections, especially in children, the elderly, and the chronically ill. As we all know, there are substantial challenges in this area. For instance, there are pathogens that are not addressed by our current policies. Another challenge is traceback. The FSIS policies for traceback to the source must be fully aligned with our goal of prevention. Another challenge is humane handling. FSIS is responsible for enforcing laws for

humane handling of animals that enter the food supply, and Dr. Hagen believes strongly in the importance of these laws. Yet there is still a struggle with inconsistency in this area. The next challenge that Dr. Hagen identified is prevention and public health and their role as the foundation of our legislative authorities, our regulations, and all administrative action. There is also the issue of HACCP and whether it can be improved. Finally there is the question of how to measure progress in food safety. How do we know how we're doing? What are the best indicators of our successes and failures? And are we impacting public health? Are we making a dent in the number of people who get sick?

The next component of Dr. Hagen's vision is our "tools." In other words, if our goal is to become a truly preventative system, to finish a process that was started more than fifteen years ago, we need to have the right tools in place. She correctly identified our most powerful tool to be data. We must have the right data. We need to be able to gather the right data and then we  
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THE ATSP BOARD CONGRATULATES THE WINNERS OF THE ANNUAL SAVINGS BOND DRAWING:

ROBERT LESKOWSKY  
FRANK SCIABACUCCHI  
ERIC RHOADS  
RICKY HAGGARD  
LINDA JAME ARTEGA  
KAREN ANDERSON

ATSP WISHES  
ALL OF ITS  
MEMBERS A  
SAFE AND  
HAPPY  
HOLIDAY  
SEASON



## RETIREMENT CORNER

*Congratulations to the following members who have recently retired.  
Good luck as you move on to the next chapter, and keep in touch!*

### MEMBER

Pedro Bobea  
David Wingert  
Ann Houston  
Joyel Juarez-Garcia  
Harry Springfield  
Jim Grems

### FROM

Puerto Rico  
Lawrence, Kansas  
Dallas, Texas  
O'Fallon, Missouri  
Vineland, New Jersey  
Springdale, Arkansas

### Ken Goin Enjoys Retirement



Since retiring Ken Goin has discovered that he loves sleeping in until 6:30 am. Besides working on his own cars, he has been helping a friend tear down and rebuild a 1962 Impala SS and dismantle a '69 Camaro. Retirement gave him the opportunity to spend some extra time with his mom and dad. He recommends it highly. Here is a picture of his Impala in case anyone has an extra \$50,000 lying around.



### Springfield Retirement Party



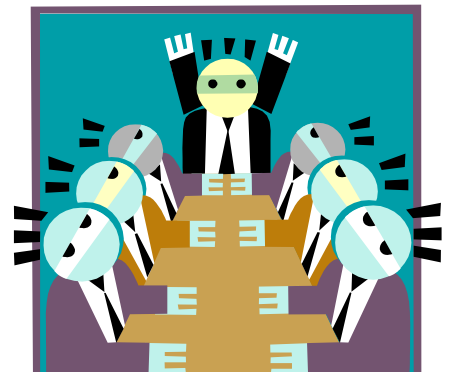
If you are a retired ATSP member or know of a retired ATSP member, please let the National Secretary know what you have been up to since retirement so that we can include it in this Retirement Corner. Send your information to [rpcdunn@cox.net](mailto:rpcdunn@cox.net).

## The following members have joined ATSP. Welcome to the Association!

<i>Katherine Kjome</i>	<i>Davenport, Iowa</i>	<i>OFO</i>
<i>Christopher Jackson</i>	<i>Plainsboro, New Jersey</i>	<i>OPEER</i>
<i>Karen Walker</i>	<i>DeQueen, Arkansas</i>	<i>OFO</i>
<i>Paula Henson</i>	<i>Benton, Arkansas</i>	<i>OFO</i>
<i>Mayo Prudhomme</i>	<i>Youngsville, Louisiana</i>	<i>OFO</i>
<i>Cheryl Standridge</i>	<i>Lafayette, Louisiana</i>	<i>OFO</i>
<i>Scott Ehle</i>	<i>Mill Creek, Oklahoma</i>	<i>OFO</i>
<i>Tracy Hernandez</i>	<i>Midwest City, Oklahoma</i>	<i>OFO</i>
<i>Loretta Vote</i>	<i>Judsonia, Arkansas</i>	<i>OFO</i>
<i>Lisa Miles</i>	<i>Wylie, Texas</i>	<i>OFO</i>
<i>Clarke Jones</i>	<i>Lake Mills, Wisconsin</i>	<i>OFO</i>
<i>Evette Manrique</i>	<i>Buford, Georgia</i>	<i>OFO</i>
<i>Richard Nemcovic</i>	<i>Demerest, Georgia</i>	<i>OFO</i>
<i>Stephanie Elder</i>	<i>Gainesville, Georgia</i>	<i>OFO</i>
<i>Charles Mac Goin</i>	<i>Mesquite, Texas</i>	<i>OPEER</i>
<i>Jonathan Morse</i>	<i>Shelbyville, Kentucky</i>	<i>OFO</i>
<i>James Waugh</i>	<i>Cochran, Georgia</i>	<i>OFO</i>
<i>David Lilly</i>	<i>Mooresville, NC</i>	<i>OFO</i>
<i>Calvin Rittenhouse</i>	<i>Plainwell, Minnesota</i>	<i>OFO</i>
<i>Brenda Stuard</i>	<i>Redfield, Arkansas</i>	<i>OFO</i>
<i>Caron Sue Tuten</i>	<i>Vienna, Georgia</i>	<i>OFO</i>
<i>Lee Ola Taylor</i>	<i>Kathleen, Georgia</i>	

## Your 2009-2010 ATSP Board of Directors

Your Board of Directors busy at work during the March, 2010 Meeting in Baltimore



## COMING SOON—THE NEW AND IMPROVED ATSP WEBSITE



Webmaster Alan Shadduck will soon have the new and improved ATSP website up and running. Check it out at [ATSP74.net](http://ATSP74.net). We welcome any suggestions you might have for enhancements/improvements to it. Just send your comments or suggestions to Alan Shadduck or any of the ATSP Board Members at:

Al Shadduck	<a href="mailto:alan@atsp74.net">alan@atsp74.net</a>
Bob McKee (President/Western Rep)	<a href="mailto:bob@atsp74.net">bob@atsp74.net</a>
Frank Busch (Vice-President/Headquarters Rep)	<a href="mailto:frank@atsp74.net">frank@atsp74.net</a>
Larry Hortert (National Treasurer)	<a href="mailto:larry@atsp74.net">larry@atsp74.net</a>
Ronnie Dunn (National Secretary)	<a href="mailto:ronnie@atsp74.net">ronnie@atsp74.net</a>
James Reed (Southwest Rep)	<a href="mailto:james@atsp74.net">james@atsp74.net</a>
Scott Warren (Northeast Rep)	<a href="mailto:scott@atsp74.net">scott@atsp74.net</a>
Tom Gallagher (Central Rep)	<a href="mailto:tom@atsp74.net">tom@atsp74.net</a>
Dana Maxwell (Southeast Rep)	<a href="mailto:dana@atsp74.net">dana@atsp74.net</a>

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need to analyze it in a way that leverages our vast inspection force to protect the public. The Public Health Information System is a tool that we are very excited about. PHIS will help us use data to make better decisions that keep food safe. We are arming our inspectors with a powerful tool, on the ground, to carry out USDA's food safety mission more effectively. Inspectors are the key to making this system work. It is Dr. Hagen's intention to work closely with the inspectors, giving them any and all support they need to succeed. Data and the inspectors are two tools to better protect public health. Dr. Hagen anticipates that there will be additional tools in the future. She will be looking at the tools our inspectors use on the job every day; the technologies we employ in our laboratories; the relationships we have with our partners at FDA, CDC, and state health departments; and the policies we have - our regulations - our authorities to ensure safe food. Secretary Vilsack has charged FSIS to turn over every stone, to explore every

opportunity we have to protect the health of Americans. Anything that makes us better and consumers safer is on the table. Secretary Vilsack has given us a challenge—and an opportunity—to make real improvements in USDA's food safety program, to build on the tools we have, and look for the tools we need to protect consumers.

The last component of Dr. Hagen's vision is the people. It takes more than a focus on prevention to make the gains that the President and Secretary demand, and that the public deserves. It takes more than having the right tools in place to do the job. It takes personal commitment. People, are why all this matters. That's why FSIS exists. We are doing this work in food safety to serve real people, real families, to keep Americans the healthiest they can be. Dr. Hagen has asked that the FSIS workforce always be mindful of that; to remember that whether they are inspecting products on the line; whether they're analyzing samples in the lab; if they're answering phones at a district office, or teaching kids about food safety, what

ATSP Board members posed questions to Dr. Hagen regarding mandatory recalls, civil action penalties, and the recent salmonella outbreak in eggs. Al Almanza is excited that the confirmation of Dr. Hagen, who actually knows what the agency does and the importance of the role the field, puts us in a unique position with Congress, consumer groups, and Secretary Vilsack.

### HELPFUL FOOD SAFETY WEBSITES

[www.holidayfoodsafety.org](http://www.holidayfoodsafety.org)  
[www.scrubclub.org](http://www.scrubclub.org)  
[www.foodsafety.gov](http://www.foodsafety.gov)  
[www.recipelink.com](http://www.recipelink.com)  
[www.righthealth.com](http://www.righthealth.com)  
[www.foodinonet.com](http://www.foodinonet.com)  
[www.safeeggs.com](http://www.safeeggs.com)

