

ANIMAL



CARE & CONTROL TODAY

A Publication of the National Animal Care and Control Association

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National Animal Care & Control Association Executive Director: Jerrica Owen

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Reasons to become a member of the National Animal Care & Control Association

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From Our NACA President



Dear Fellow Animal Care & Control Family,

Wow, another year has come and gone, and what a year it has been. As with several years before, 2022 left us with a great deal to reflect on.

First, I would like to say thank you to each one of you for the work you do day in and day out. We hear those words, but in my opinion, we do not hear them near enough. I would also like to extend a heartfelt thank you to each of your families; especially at this time of year I believe it is important for us to acknowledge those who prop us up and play vital roles behind the scenes in our personal lives to ensure that we can keep coming back and serving the pets and people of our communities.

One of NACA's previous board presidents once said to me that "NACA's strength is and continues to be our members" and the calendar year 2022 saw NACA's membership numbers continue to rise, making us a stronger voice for this noble profession. Increased membership allows us to ensure that as YOUR association, we are hearing the voices of ACOs across the country and helping to address the challenges you are facing. NACA continues to strive to have ACOs recognized as the first responders you are, and ensure that you are equipped with the training and support you need to do your jobs.

As we move into 2023, we want to assure you that we are listening. NACA's Executive Director Jerrica Owen and I continue to meet with any of our members who have ideas, questions, concerns, etc. We have also spent time meeting with many of the state animal welfare associations this year and intend to continue doing so to increase collaboration and continuity across the field. There are several new things on the horizon, and I for one am excited to see what is next!

The coming year will without a doubt be another exciting and challenging year for the animal care and control profession, and I know I speak for the entire board of directors when I say that we look forward to serving as a voice to advocate for our ACOs and other animal welfare professionals as we continue to learn and grow together.

Thank you for all you do, and stay safe out there!

Dr. Josh Fisher



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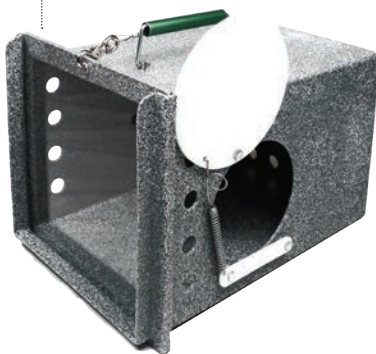
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Saving Bambi: The Do's and Don'ts of Rescuing Fawns

By Julie Hollifield

Every spring, from about April to July, there is an explosion of white-tailed deer births across the U.S. There are an estimated 35-36 million of them out there already, with Texas leading the herd at 5.5 million! Other deer-dense states include most of the southeastern states, plus Wisconsin, Michigan, Minnesota, New York, and Pennsylvania. Most does have one fawn per year, especially first-year does, but twins and triplets are common in subsequent years.

Since fawns slow Mom down while she is trying to find food, they are often left in tall grass or by a bush and left for significant periods of time – partly because the doe needs to find food, but also the doe intentionally stays away from the fawn(s) to avoid leading predators to their young. In more urban areas, this can lead to fawns being found by houses, in outdoor fireplaces, and wandering around in someone's backyard.

The question becomes one of necessity: you have a citizen call and report a fawn, so you have to respond to the call. Do you take the fawn? Do you leave the fawn where it is? The key to this solution is education of the public. With good information, most citizens will come around to the fact that the fawn needs to stay where it is and they are reassured that the doe is still taking care of her fawn. The reality is that a fawn has the BEST chance of survival when cared for by its mother.

Questions to ask when you are called about a fawn found alone:

- Is it bleeding, have an open wound, or a broken bone?
*NOTE: this does NOT include bleeding from the umbilical cord if just born!
- Is it covered in maggots (fly eggs) that look like small grains of rice?
- Is it cold and/or wet?
- Is it crying nonstop for hours on end?
- Does it appear weak and is lying on its side?

If the answer to any of these is yes, then the fawn is likely orphaned or injured, and it would be best to take it to a permitted wildlife rehabber. A fawn should never be chased for capture. Hold off on any food or water while transporting.

If the fawn seems fine, but is near a dangerous area (like near a busy road), moving the fawn to a safe spot nearby is usually all that is needed. Otherwise, have the citizen keep an eye on the situation for the next 24 hours, keeping children and pets away from the area.

This question comes up every spring, and there is always confusion, so it's good to review the natural habits of the deer, and make a plan for educating officers and the public. The Wildlife Center of Virginia did an excellent job of putting together a graphic that can be circulated and put on your website regarding "fawn-napping."

For a list of wildlife rehabilitation centers/rehabbers near you, search the Humane Society of the United States.

Another resource for finding help immediately for wildlife in your area is ahnow.org.

For lots of very thorough information, visit The Wildlife Center of Virginia's excellent website.

Julie Hollifield, DVM, is shelter veterinarian at Charlotte-Mecklenburg Animal Care and Control. ❖



Upcoming Training Opportunities



FEBRUARY

- 7 Webinar Social Marketing Strategies for Animal Shelters
- 11-12 Safe Capture: Chemical Immobilization – In Person, University of Georgia, College of Veterinary Medicine
- 12 NACA LEADing Conversations: ACOs and Equines: Owner Assistance and Supportive Resources
- 21 Southern California Coyote Summit - Online
- 22 Webinar: Toward a More Humane Society: One-Health Approach for Addressing Criminal Cruelty for Everyone Involved
- 23 Connecting the Dots in Civil and Criminal Justice Protecting People by Focusing on Animal Abuse
- Feb. 27-March 2 Carolina's Unite Animal Welfare Conference

MARCH

- 2 Safe Capture: Chemical Immobilization for California's ACOs
- 7 Community Cat Trapper Certification for ACOs - Online
- 8 NACA LEADing Conversations: Customer Service Skills for "Animal People"
- 9 Webinar: Law Enforcement and Animal Control Joint Responses
- 13 - 24 Washington Animal Control Association Training Academy
- 16 Webinar: Fundraising Tactics, Tips, and Ideas for Municipal and Non-Profit Animal Welfare Agencies
- 23 Webinar: Always On The Map: An Introduction to Animal Law Issues in the U.S. Territories



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The goal of the Southern California Coyote Summit is to empower community leaders in diverse communities throughout Southern California, and to disseminate accurate "Living with Coyotes" information and outreach within their communities.



That's Not a Puppy...

By Kate Rugroden

Have you ever been in a situation where a citizen comes into your shelter, hands you a box or crate, and says “I found a puppy” ...but when you open the container, not only is it not a puppy, but you’re not sure what it actually is? How do you respond to that?

A friend of mine had that situation occur at a shelter in North Texas years ago. A citizen presented a box, stating he had found a puppy. She opened the box, to find a baby skunk! She handled the situation gracefully, and all ended well. It was a valuable learning opportunity not only for the citizen, but also for the other people working the intake desk that afternoon.

Knowing what wildlife species are common in your area, and how to identify them, will not only help you to educate your citizens, it will enable you to reach out to the right resources for assistance. Based on the following description, what species do you think this citizen found?

Body length about 6 inches, large ears, short tail, no fur, retractable claws, “cat-like” face, found in attic by pet cat.

The correct answer may surprise you. Reported by the finder as a bobcat kitten, this animal was not actually a wild animal at all – it was a newborn Netherland White domestic rabbit. Certainly the cat did not find it in the attic. In other cases, rehabilitators have received calls regarding species that do not exist in their area – or even on this continent (a citizen contacted a rehabilitator reporting they had found a baby platypus in their yard – in north Texas....). Taking the time to learn what wildlife is common in your area, and who can help you with wildlife calls, is well worth the time you’ll spend researching.

Resources who can help you identify wild animals may include your state wildlife department, permitted rehabilitators, Master Naturalists, and game wardens. They can also help you resolve wildlife-related conflicts in your community by offering options for humane eviction and exclusion when appropriate, and educating your citizens about the benefits of having native wildlife in the area.

Wild animals are an integral part of the landscape. Our job is to help manage human/wildlife encounters in a way that keeps our citizens, their pets, and our wildlife safe. Knowing when that “puppy” isn’t a puppy is a great place to start!

Kate Rugroden is director of special projects at Bat World Sanctuary. ❖



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Mass Trapping

Submitted by Indy Neighborhood Cats

When a colony exceeds 20 cats, setting up your project can be a challenge. We know that in order to make a dent in a large unaltered colony, we need more than 90 percent of the cats to be fixed, vaccinated, ear tipped and returned to their home outdoors. Our preference is always 100 percent, and people often ask us how we achieve high completion rates with a high level of success. Here are some tips to help you organize and execute your own mass trapping project.

Create a plan: Creating a plan for mass trapping is not as simple as getting a report of 20 or more cats at a single colony location and popping it on the schedule. We recommend an on-site visit at least three weeks prior to your estimated trapping date. Your on-site visit should include face time with the caretaker at the colony location. You should schedule a time when the caretaker usually feeds. This allows you to see if the cats feed in what we love to call a “swarm.” The “swarm” is when all the cats rush out to the food and congregate together. If you do not see a swarm, you will want to encourage the caretaker to begin feeding at ONE time a day. This time should be the time you will want to trap the cats to get them to the spay/neuter clinic. Your job is to make sure the caretaker understands that the success of the project hinges on the ability to have as many cats in one place at the same time as possible. We often face roadblocks when a caretaker feeds cats as they see them come up seeking food. So be confident and explain the importance of getting the “swarm” to form. If you need to, you can stay in this mode for as long as it takes. We will often ask caretakers to get the cats eating in “swarm mode” and sending us photos. If you go into a colony of 20 plus cats and only trap and fix five, you will not see any reduction in breeding cats. Our team will not schedule mass trapping until we have a “swarm” to the entire colony is fixed at one time. This is the most cost and time efficient way to start a mass trapping project.

Once you have the “swarm” eating at the same time, it is time to schedule your clinic spots. You will need to take into consideration the following items:

- How many cats need fixed?
- Are there kittens / moms that need foster care or rescue placement? Get them out now. Work with partners to find placement before you start your trapping project for any kittens that can be placed for adoption.
- How many drop traps you have and how many guillotine box traps you have access to
- How much space you have to transport the cats safely
- How many clinic spots you can get sequentially until you get the entire colony fixed

- Do you have access to holding cats for 24/48 hours to avoid the altered cats mingling with the remaining unaltered cats?

Some other setup items for consideration:

Canvas the neighborhood: When there are 20 or more cats at a single colony, there will usually be multiple locations the cats go to find food and shelter. If you only get one of three people in the neighborhood to restrict food, you may end up sabotaging your trapping project. Get door hangers or flyers and place them on doors. You can check the neighborhood for food/water dishes, but we recommend leaving a flyer with your contact info on doors for an entire .2-mile radius. This is the normal range of an outdoor cat’s territory.

Scheduling your trapping day(s)

We always try and use mass trapping for projects when a low cost / high volume spay/neuter clinic schedules “Spay Days.” If we can, we want to trap every cat on day one. So, check with all of your clinic resources to see if they schedule days when they focus on community cats.

If your area does not have a clinic doing special spay days, ask clinics if you can get as many spots as possible or setup the project so you trap half of the cats on day one. Schedule the second batch for the very next day. Most clinics use the national best practices and keep community cats overnight. You can easily go back and trap the remaining cats while your first batch is in surgery. This prevents already altered cats from going into traps you set.

Take an inventory of what you will need for your trapping project. Below is a quick list we use.

Drop traps- These traps allow you to catch multiple cats swarming to eat. For a colony of 20, we recommend 3 drop traps. You can usually get 3-4 adults in one drop trap with proper food placement. (Link up to your podcast on drop traps- a trapper’s best friend.)

Guillotine traps - You will want traps with a sliding back door.

Stinky aromatic wet food - Canned tuna in oil, canned mackerel, sardines, fancy feast pate, Sheba perfect portion pate are all great options.

Newspaper - We cannot emphasize enough that while trapping, the best moisture absorbing item you can use is newspaper. We love puppy pads too, but a cat who is under socialized, will be panicked at first. Puppy pads just get shoved around too easily and almost always require you add new pads after trapping. Newspaper, when folded to fit the trap,

is more formed, and does not unfold and bunch as easily. We recommend four sheets of newspaper folded over. It should be thick enough to absorb plenty of moisture.

Trap forks - Trap forks are vital to caring for a community cat while they are in a trap. The trap fork allows you to isolate the cat to one side of the trap to change out bedding, food and water.

Extending the trap plate – If you want to increase the success of any trapping project, we like to use about four inches of cardboard the width of the trap plate. Use painters' tape to place the cardboard so that it becomes an extension of the plate.

Trap covers - Make sure you have covers large enough to cover each drop trap and box trap you have. Then add a few more in case of accidents / soiling.

Plastic tarps and flat cardboard boxes broken down - If you have 10-plus cats, you may need to place cats on top of one another. To avoid soiling leaks and shock from transport, place flattened cardboard boxes over the first layer of cats. Then put a plastic tarp down and add your second layer. Your car and your nose will thank you! (So will the cats.)

Extra hands - Recruit a couple of people to help. Transferring cats can be challenging. Get some volunteers to help.

Trap tags - Have paper tags you can attach to each trap. Include the name of the transporter and their phone number, the cats name, colony address, cat breed (dsh, dmh, dlh) and

color (orange tabby, calico, black and white, etc.), sex and age if known, and name of caretaker. This will help make sure each cat goes back to the proper trap and is returned to the correct colony.

Itemize each cat on a spreadsheet. While you get your trap tags filled out, enter each cat into a spreadsheet. We like to use this to hand to the clinic when we pick up many cats from a single trapping project. The clinic will thank you! Before you leave the clinic, you will want to reconcile each cat's trap tag, clinic paperwork, and the spreadsheet. If a cat's description is different from the cat in the trap, do not leave the clinic until you complete your reconciliation and find the cat's proper trap and paperwork. While it is not common, mistakes happen. The last thing you want to do is release the wrong cat to an unfamiliar territory.

Mass trapping projects are not much different than trapping two cats. The pre-scheduling setup, neighborhood canvassing, and on-site assessments are key to successfully trapping large colonies.

Below is an address link to images and videos. There is a sampling of cat swarms, drop trap transfers, cats dropped off at the clinic and release videos: <https://photos.app.goo.gl/rgh3A3XABA2ugVmK7>.

More information is available at www.indyneighborhoodcats.org, www.facebook.com/indyneighborhoodcats, Instagram @indycatsrock, or Info@indyneighborhoodcats.org. ❖



Building Bridges: Animal Care and Control and Wildlife Rehabilitators

By Kate Rugroden

Regardless of where you live and work, if you're an ACO, you encounter wildlife in your shelter. Knowing what to do with these animals is typically not covered in basic ACO training. However, citizens are often advised to "Call animal control; they'll know what to do," when faced with a wildlife situation. Your agency may not have SOPs for handling wildlife, and calls about wildlife are, in many cases, assigned lower priority than domestic animal calls. The volume of wildlife-related calls received by animal shelters is continuing to increase as new housing developments and commercial buildings encroach on greenbelts and vacant lots, displacing the animals that have been living there.

So what is the answer to this growing problem? Shelters are over capacity with domestic animals, and nationally, the average shelter is at least 30 percent understaffed. Construction projects will continue to take over wildlife habitats, pushing wild animals into closer proximity to people.

Staffing issues will resolve over time. Shelter populations fluctuate based on other events (the COVID pan-

demie had a significant impact on shelter populations, with adoptions increasing while people stayed home, and surrenders increasing as people return to in-person school and workplace activities). Construction projects will not stop – if anything, they will increase. The answer is both simple and complicated: education.

I absolutely believe that a strong relationship between animal shelters and the local wildlife rehabilitation community can help resolve the issue of wildlife overwhelming shelters. We are all working toward the same goal: achieving the best possible outcome for every animal that we encounter, both wild and domestic. As a wildlife rehabilitator, I have accumulated a great deal of knowledge over the years about how to care for orphaned, ill, and injured animals, and I'm happy to share that knowledge. But that's only part of the education solution. The other part is you, the ACO. What questions do you have about wildlife? What do you need to know to do your job effectively, efficiently, and humanely, when it comes to wildlife? What kinds of situations do you encounter that leave you with more questions than answers? By developing strong collab-



orative relationships between ACOs, private shelters, and rehabilitators, we can provide effective, timely, humane solutions for the wild animals in our communities, and for the people who rely on our services every day.

Another critical point – just because someone tells you they “rehabilitate wildlife” does not mean they have a permit to do so. I encourage every ACO to ask for a copy of the rehabilitator’s permit to keep on file. If they object, reconsider handing animals over to them. In most states, a permit is required to possess native wildlife. I also encourage ACOs to deliver wildlife to the rehabilitator, at least once, and ask to see their setup.

There’s no reason why you, as law enforcement, cannot see what they are doing. If they refuse, again, reconsider handing animals over to them. A qualified, legitimate rehabilitator should not have anything to hide.

If you have the space and the time to do so, consider having an open house at your facility where your staff and the rehabilitators in your community can get acquainted. Communication is what builds bridges between groups of people. Will you start the conversation?

Kate Rugroden is director of special projects at Bat World Sanctuary. ❖



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Notes from the Field

Project Coyote Representative John Maguranis springs into action to save coyote pups!

By John Maguranis

On August 9, I was contacted by Trudianne Mola, an ACO in Shirley, Massachusetts who requested assistance in assessing three coyote pups suffering from mange to determine whether they could be provided care under Massachusetts wildlife laws.

The pups had been sighted daily near a storm drainage system. Officer Mola and I thought they were likely using the drainage system as a rendezvous site, which is the name for a location that coyote families use once pups have grown too big and active for a den. Just before my arrival, there was a significant downpour and when I arrived on location, the pups were nowhere to be found. Officer Mola and I were discussing options when a coyote pup appeared momentarily before quickly hiding in the drainage pipe.

Officer Mola heard splashing and saw one of the pups stuck in a pit of water below a storm grate. Adrenaline took over and I rushed over, lifted the iron cover and saw that the pup was weak and struggling to keep his head above water. I was able to get a catch pole on the pup and safely remove him in the nick of time. I secured him in a blanket while another officer gathered a carrier. As we were getting the first pup situated, my wife Raquel heard another pup thrashing in water and I was able to get a catch pole and safely lift the second pup out of the water.

Within a few minutes, we safely captured two coyote pups from a storm drainage system, secured them in carriers, and they were transported to Tufts Wildlife Clinic in Grafton, Massachusetts by Shirley resident Kellie Currier. At that point, they were in the hands of one of the most qualified and skilled wildlife veterinary practices in New England.

This was an amazing rescue that saved the lives of two coyote pups! Had we not been there at the exact right time, we would be pulling two dead bodies from the storm drain system. This rescue was done safely and in compliance with all Massachusetts wildlife laws. We were all so elated to know the pups would have a second chance!

Two days later, we received a call about a third coyote pup suffering from mange and we headed back out to Shirley. This time we were joined by ACO Kirsten Hirschler, who often assists Officer Mola.

A resident stopped to inform us she had spotted the coyote pups in her yard and gave us permission to enter her property. We spotted the lone pup on a hill behind her house. We tried luring him off the hill with food, but he soon retreated right back up the hill. He looked weak and exhausted, so I thought if I could get close enough to him, I would likely be able to catch him.

I instructed Officers Mola and Hirschler to react as soon as they saw me lunge for the pup. The hill was made of loose gravel and wicked thorny plants that made it difficult to move quietly. I crept up to about 20 feet from him and waited until he looked in the other direction when I rushed the pup and captured him with a Snappy Snare (a humane device used to secure an animal). Officers Mola and Hirschler assisted in getting the pup secured and



placed in a carrier. I volunteered to transport him to Tufts Wildlife Clinic.

Before we could celebrate the successful capture of three coyote pups in two days, Officer Mola called and said there were two, maybe three more! So, we drove back and located at least one of them. This pup was in rough shape but was too mobile to catch by hand. With permission granted by Massachusetts Fish and Wildlife, Officer Mola set box traps for the remaining pups. Officer Mola successfully trapped the fourth pup a day later, who was also transported to Tufts Wildlife Clinic.

Capturing four coyotes in two days was a phenomenal task, but with teamwork, help from Shirley residents, and the dedication of two extremely compassionate ACOs, we were successful! Officers Mola and Hirschler are two of the finest ACOs in the state of Massachusetts.

This rescue occurred in Officer Mola's jurisdiction, who on top of being an incredible and compassionate wildlife rescuer, was able to coordinate with state officials and various wildlife clinics in the area to find these coyotes the veterinary care they needed. She gets the job done with a catch pole in one hand and a cell phone in the other!

I feel lucky to have been able to help with this rescue. These pups were suffering from mange and needed veterinary care quickly. I feel passionate that all ACOs should not only have the ability, but the desire to help animals of all species in need. Unfortunately, too many ACOs simply aren't allowed to by their employers, which means countless animals suffer needlessly. I'd like to see a day when all ACOs can perform their duties like officers Mola and Hirschler.

John Maguranis is a Project Coyote Massachusetts representative, and retired animal control officer, Belmont, Massachusetts. ❖



Meet Our New Board Members!

Dr. Josh Fisher, NACA Board President

Dr. Fisher has an educational background in population management/medicine, public health, veterinary sciences, informatics, and healthcare administration. He has been working in the veterinary medical/animal welfare field for more than 15 years, holding management roles in private practices, cooperative practices, the NCSU College of Veterinary Medicine, county government, and now as the animal services director for the City of Charlotte/Charlotte-Mecklenburg Police Department.

A strong advocate for professional development and growth in the animal welfare industry, Josh seeks to involve staff in continued education and training opportunities as well as in cutting-edge industry research. His professional interests focus on disease reduction/prevention, advanced marketing/placement and intake reduction tactics, strategic planning, and staff career development in animal welfare.

His projects include increasing the interest of veterinary/veterinary technician students in the animal welfare industry as well as working with community veterinarians to break down barriers, develop relationships, and increase involvement in community-focused animal welfare (animal control and sheltering) practices. It is a passion of Josh's to bring a level of awareness to the animal welfare industry in such a way that young adults and college students make the decision to pursue animal welfare as a profession rather than falling into it by chance.



Ed Jameson, NACA Vice President

Ed Jamison became CEO of Operation Kindness in March of 2021. With a history of providing lifesaving care for homeless pets, Ed is leading Operation Kindness into a new chapter of growth. With the recently completed renovations and expansion of the OPK facility, the organization is ready to help even more pets in need.

Previously, Ed served as the Director of Dallas Animal Services (DAS). When he joined DAS in 2017, the animal situation in Dallas had been the center of public scrutiny. Ed was tasked with increasing public safety by getting loose animals off the streets, while also increasing positive outcomes. To accomplish that, Ed led a staff of more than 200 employees, maximized the relationships with the rescue community, rebuilt the volunteer base, and instituted new, progressive programming. The "Dallas 90" campaign was designed to help create a community where all people and animals are safe, treated with respect,



and have access to the resources needed to thrive. With a 2019 dog and cat intake of nearly 40,000, DAS had the third highest intake in the country.

With a passion for saving animals' lives and an extensive background working in the animal welfare field beginning in the early 2000s, Ed worked in Cleveland, Ohio, before moving to the Dallas-Fort Worth metroplex. In the position of chief animal control officer for the City of Cleveland, Jamison pushed to redefine functionality and public perception of animal control. The award-winning trademarked CITY DOGS Cleveland Adoption and Volunteer programs continue to be flourishing programs copied throughout the country.

Ed is currently the president of Texas Unites, vice president of the National Animal Care and Control Association, and board member of the Association of Animal Welfare Advancement and Shelter Animals Count.

Adam Leath, NACA Treasurer

Based out of Daytona Beach, Florida, Adam Leath is the Director of Volusia County Animal Services. He investigates and responds to situations involving animal victims of natural disasters and animal cruelty cases in Volusia County. Leath was formerly a regional director of the Field Investigations and Response Team at the ASPCA where he led one of the largest operations in ASPCA history with the seizure of over 1,000 animals in August of 2016. Leath has responded to multiple dog fighting operations throughout his time at the ASPCA, including the second largest dog fighting bust in U.S. history in 2013, resulting in the seizure of more than 400 dogs.

Leath holds a bachelor's degree in animal science from the University of Tennessee and a Graduate Certificate in Veterinary Forensic Science from the University of Florida. He is a courtesy assistant professor for the Department of Comparative, Diagnostic, and Population Medicine at the University of Florida College of Veterinary Medicine. He is a director on the board of directors and treasurer for the National Animal Care and Control Association. Leath is a past president of the International Veterinary Forensic Sciences Association and is a certified national animal cruelty investigator through the University of Missouri. He has also been certified in Equine Cruelty Investigation through the University of Colorado. Leath has been certified as an expert witness in animal fighting and animal cruelty in the states of Florida and New York.

Audra Michael, NACA Board Secretary

Audra is the director of Pinal County Animal Control in Arizona. She has been in animal welfare since 2007 and has worn many hats including many years as a field training officer and field supervisor. Audra earned her CAWA in 2022, is

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certified in executive leadership through Southern Utah University Program, and is a certified public manager through Arizona State University. Audra currently serves on the Arizona Companion Animal Committee and the Arizona Animal Cruelty Taskforce. In addition, she is an expert in field service-related state laws and ordinances. Audra works hard to support the animals and people of not only Pinal County, but of our country.

Spencer Conover, NACA Board Member, Executive Committee

Spencer Conover assumed the role of assistant director for Pasco County Animal Services in April 2018. Spencer oversees an organization operating animal control for all seven (7) local municipalities and all unincorporated areas of Pasco County. His animal control team consists of a field services supervisor, field training officer, rabies control officer, humane cruelty investigator, and six animal control officers for 747 square miles and more than 525,000 citizens. Spencer is a certified animal control officer and certified humane euthanasia technician in the states of Florida, Colorado, and Utah.

Prior to working for Pasco County Animal Services, Spencer served as a regional adoption center supervisor with Best Friends Animal Society (Salt Lake City, Utah), as a customer care manager with the Dumb Friends League (Denver, Colorado), and as the director of operations with the Humane Society of Utah (Murray, Utah). Spencer graduated with a bachelor's degree in telecommunication from the University of Florida and worked in sports journalism for 7-plus years. Spencer is a certified green belt in Lean Six Sigma process improvement and has received leadership training certification from Best Friends Animal Society, Pasco County, and Strategic Government Resources. Spencer also proctors 'Enneagram Personality Typing' training for Pasco County and is pursuing a Master of Interdisciplinary Studies in Contemporary Animal Services Leadership from Southern Utah University.

Jace Huggins, NACA Board Member

In 2012 Jace began his career in field services as an entry-level officer with the City of Sacramento and is now the chief animal control officer for the City. He oversees 12 officers who are tasked with



handling over 16,000 service requests from more than 500,000 citizens. He also oversees multiple field-based programs, including the Homeless Outreach and Assistance Program; a staff of six who assist unhoused pet owners and local co-habitation shelters. He also oversees the free monthly vaccine and microchip clinic, and the “Promoting Animal Welfare and Safety” program.

Jace is an instructor for Code 3 Associates, teaching in the Module C EAST program, and has been honored to speak at multiple conferences such as NACA, AAWA, HSUS, CalAnimals, and Best Friends. He currently sits on both the AAWA Diversity, Equity, and Inclusion (DEI) Committee, and the NACA Culture and Collaboration Committee, and is also a commissioner in his home City for the Diversity and Inclusion Commission. He is deeply committed to DEI work in our field and believes, “That by increasing our understanding of the past and actively working towards equity-centered programming in animal welfare we can improve community relations and the well-being of its animals also.”

Alexis Pugh, NACA Board Member

Since June 2016, Alexis Pugh has been the director of Memphis Animal Services (MAS), the city of Memphis’ municipal animal shelter and animal control agency. Prior to her appointment to MAS by Mayor Jim Strickland, Alexis served as executive director for first the Humane Society of Memphis and Shelby County and then Mid-South Spay and Neuter Services (now Spay Memphis), leading both organizations to record-setting service levels. She has continued that record-setting in her role at MAS with her team’s efforts to improve the “save rate,” or percentage of animals who are saved versus euthanized. MAS has not euthanized a healthy, adoptable cat, small dog, or puppy in nearly six years. Last year, the shelter saved nearly 90 percent of the pets in its care. Ten years ago, the save rate was at just 19 percent. Alexis lives with her two rescue dogs, Wilma and Simba, her shelter cat Rock Star, her husband Wes, and her 6-year-old daughter Marley.

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2023 NACA MEMBERSHIP MEETINGS

Members are encouraged to join the monthly membership meetings on the second Thursday of each month at 8 a.m. PST / 11 a.m. EST. Log into your member portal for the zoom link!



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Mike Wheeler, NACA Board Member

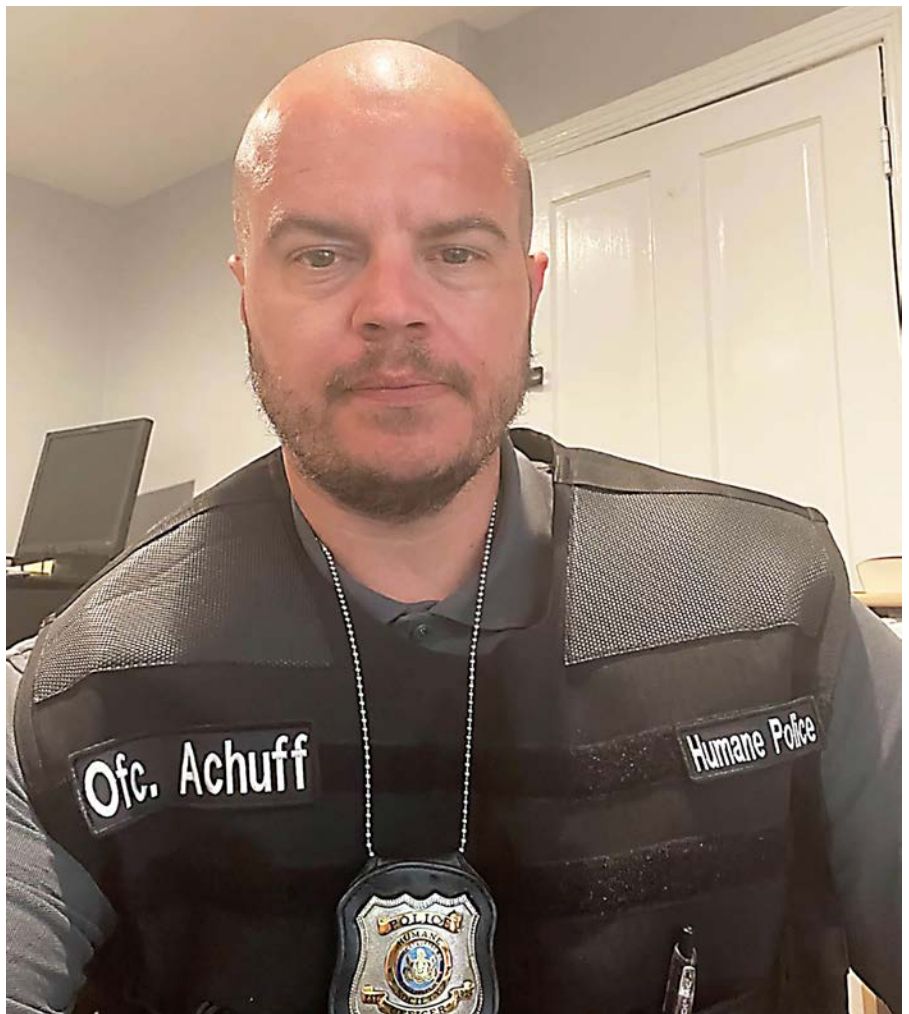
Mike currently serves as the director of Community Services for the City of Cabot, Arkansas. In this role, Mike oversees Animal Services as well as the city's senior center. Prior to beginning his career in animal welfare, Mike served in the U.S. Army as an intelligence analyst before opening his own insurance agency.

Mike has worked in animal services since 2009 and is currently certified as an Animal Control Officer Level II by the Arkansas State Animal Control Association. Mike also holds certifications in Animal Cruelty Investigations from Colorado State University, Animal Fighting/Cruelty Investigations from the University of Arkansas Criminal Justice Institute, and serves as a specialized Law Enforcement Instructor-Animal Control for the Arkansas Commission on Law Enforcement Standards and Training.



Daniel Achuff, NACA Board Member

Daniel Achuff became the animal protective services manager for Brandywine Valley SPCA in November of 2019. He has been with the Brandywine Valley SPCA since 2015 when he was hired as an animal control officer and became a Humane Society police officer in 2016. Before Daniel was a humane officer/animal control officer he spent seven and a half years as an emergency veterinary technician, exceeding in caring for animals. Daniel grew up in Texas where his mother and father started and ran an animal sanctuary for abandoned and abused exotics for 14 years. Daniel grew up caring for tigers, lions, cougars, timber wolves, and many exotic animals that were abused or abandoned by zoos or owners. Daniel also joined the Army National Guard which was a goal of his since he was a kid and received an honor graduate in basic training. Since then, Daniel has accomplished investigating more than 1,200 cruelty investigations and has a 96 percent conviction rate that he is very proud of. Daniel is currently a board member of the National Animal Care and Control Association and continues to be the voice for the animals who do not have one.



Trevin “Tre” Law, NACA Board Member

Tre’ has eight years of experience in animal welfare and enforcement. Previously he held the position of secretary with Professional Animal Workers (PAWS) of the Maryland Board of Directors, manager of Animal Services with the City of Gaithersburg, Maryland, animal control supervisor for the Dorchester County Sheriff’s Office, and director of field services with St. Hubert’s Animal Welfare Center in New Jersey, and Maryland Natural Resources Police. Along with his experience with animal welfare and enforcement, he previously held the position of senior investigator for the District of Columbia: Animal Services Program.

As the current director of field services for Fulton County Animal Services, he can use all his expertise and skills including but not limited to training, budgeting, contract negotiation, program evaluations, leadership, investigating, and more. He earned his NACA ACO certification and is a certified animal cruelty investigator. In addition, he also trained in Disaster Response with Code 3 Associates and Equine Cruelty from Days End Horse Farm and PAWS of Maryland.

As the department leader, it is his job to ensure not only that the department is running proficiently, but ensure that the team is properly trained, developed, and well-versed in many different skills.



Michelle Dosson, NACA Board Member

Michelle Dosson is the executive director of Best Friends in Salt Lake City and the Mountain West region, having joined the team in early 2022. She previously held the role of bureau manager for the Norfolk Animal Care and Adoption Center (NACC) in Norfolk, Virginia.

Prior to NACC, Michelle was the national shelter outreach manager for Best Friends Animal Society, providing leadership and training for strategic shelter partners and animal services agencies across the country. Before that, Michelle spent a decade implementing progressive community outreach programs and developing expertise in local and state legislation through Austin Animal Services in Texas. While working as a public health educator through the field services department, she created and led programs for the Austin community that included spay-neuter services for companion animals and trap-neuter-return for community cats. Michelle has worked in public service for more than 15 years.

Born and raised in Cape Town, South Africa, she nurtured a deep passion for helping animals both hu-

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man and nonhuman at a very early age through volunteer work with the Cape Town SPCA and local wildlife services. After moving to the U.S. in 1997 for an athletic scholarship, Michelle found her way to the City of Richmond Animal Care and Control in Virginia, where she worked as an animal caregiver, veterinary services technician, and adoption counselor. In 2008, she began a field services career as an animal protection officer for the city of Austin, just two years prior to the city passing its no-kill implementation plan. Michelle's experience as a field officer before, during, and after Austin's journey to no-kill gives her unique insight into the process behind creating compassionate communities focused on lifesaving.

Michelle shares her home with her canine companions, Drexil and Honeybear, supervising cats Swiss Marcel, and Bernie Barack Ocasio Cortez, and has a habit of finding a local community cat colony to care for wherever she lives. When not out championing lifesaving work for our four-legged friends, Michelle can usually be found lifting at the gym or rolling with the Wasatch Roller Derby league.

Michele Shiber, NACA Board Member

Officer Michele Shiber is an New Jersey state-certified animal control officer currently working for Montclair Township as senior animal control officer and supervisor of the Animal Control Department. She also serves as the operations chief of Montclair Township Animal Shelter.

Michele is an active member of and one of the lead ACOs of the Bergen County Animal Response Team (CART), an active member of the Bergen County and River Vale Community Emergency Response Teams (CERT), and deputy coordinator of the Montclair Township Office of Emergency Management (OEM). Michele is also an active member of the New Jersey Certified Animal Control Officer Association (NJCACOA) and is a nominee for northern regional director of NJCACOA. She is a board member of the National Animal Care and Control Association (NACA), chair of the NACA Disaster Committee, and member of the NACA Training Committee. She is also a regional partner of Code 3 Associates Animal Control Officer Coalition, and an advisory board member of Midwest Animal Services Academy.

In the past, Michele has worked as animal control officer/animal cruelty investigator in Eastern Bergen County, New Jersey, where she supervised the ACO team and managed Bergen County's second no-kill animal shelter, responsible for everything within the

shelter: animal care, assisting with shelter functions, managing volunteers, adoptions, fundraising, event preparation and participation, etc. She also held positions of Cliffside Park OEM Animal Shelter deputy coordinator and Fort Lee OEM Animal Shelter coordinator. With her CART, she established, supervised, and maintained the only pet-friendly shelter for displaced Bergen County residents during Hurricane Sandy in 2012 at Bergen County Law and Public Safety Institute in Mahwah, and worked together with the Red Cross to ensure residents and their pets felt "at home" despite being away from their homes. Due to logistics during and after the storm, Michele also resided at the emergency shelter for the duration of the sheltering operations.

Michele is certified in Pet CPR & First Aid, a member of the National Wildlife Rehabilitators Association, and completed Tri-State Bird Rescue and Research's Oiled Wildlife Workshop training and is a member of their Oil Spill Response Team. Michele has also served as a case manager for Shelter our Pets, a nonprofit corporation that provides a haven for the pets of victims of domestic violence who are fleeing their abusive situations. Michele is certified in many FEMA Incident Command Systems and Disaster Preparedness and National Incident Management Systems, and she participates in continuing education as training becomes available to stay abreast on new procedures and the best possible methods to quickly assist in any situation in any capacity when needed. ❖



The Pooch and the Primate

Submitted by San Diego Humane Society

There are wild animals, and then there are wild animals. Enter Mighty Joe Young, an adventurous dog who found himself in quite the predicament when he somehow found his way into the gorilla enclosure at the San Diego Zoo Safari Park!

You might have seen the viral TikTok videos: onlookers gasping as they watched the few harrowing moments before this plucky pooch was brought to safety. San Diego Humane Society's Humane Law Enforcement team has worked some unusual cases, but rescuing a dog from a gorilla enclosure has to be one of the most unexpected.

Fortunately, the close encounter on June 12, 2022, was peacefully resolved when Zoo staff was able to move the gorillas into a separate enclosure, allowing San Diego Humane Society's Humane Officers to retrieve the frightened (but very friendly) dog, nicknamed Mighty Joe Young. They brought him to San Diego Humane Society's Escon-

dido Campus where he was given a clean bill of health. No gorillas, dogs or people were harmed during this incident, and another happy ending came when Mighty Joe Young — whose actual name is Meatball — was reunited with his very grateful family.

While no one knows exactly how Meatball found his way into the gorilla enclosure, we're thankful for the quick action from both Zoo staff and humane officers who made this the feel-good story of the summer. San Diego Humane Society's Animal Care Team helped Meatball's family figure out some preventive measures to keep him from going on any more solo adventures, but he'll always have quite the tale to tell about his time on safari.

Additional information:

On Sunday, June 12, 2022, San Diego Humane Society's Humane Officers responded to the San Diego Zoo Safari Park after a dog had wandered in to the park's gorilla enclosure.

Zoo staff told us they believe the dog had gotten into the park on his own, and gotten all the way into the gorilla enclosure before he was noticed.

As soon as zoo staff saw the dog, they moved the gorillas out, using their safety recall procedure. Our three humane officers were able to move in and safely leash the shepherd and bring him back to San Diego Humane Society's Escondido Campus for evaluation.

The dog was a male shepherd, about 1.5 years old, with no microchip. He was placed on stray hold now, as we searched for his owner. The rescuing humane officers gave the dog a shelter name of "Mighty Joe Young."

Monday, June 14, the dog received a veterinary exam by San Diego Humane Society's Dr. Brie Sarvis. She removed several ticks from the dog, but said he was otherwise in good condition. The dog was also given all of his vaccines. ❖



How to Free Trapped Companion Animals and Wildlife

Justice Clearinghouse "after the Webinar" Q & A

By Dave Pauli

Audience Question: Do you have any best practices for releasing a skunk from a box trap aka a true catch wire trap? In other words, to avoid getting sprayed.

Dave Pauli: I do. I have live-trapped and released over 2,000 skunks (including while doing skunk birth control for two years). There are a couple of key pieces of advice for successfully releasing skunks without getting sprayed. Most importantly, approach the skunk low, slow, and soft. It's not a bad time to say, "Soft kitty, warm kitty, little ball of fur." If you are tall and give a big shadow and make noise, you might get sprayed. But if you're low, slow, and soft, you can get within three feet of them and get a blanket over them. Also, listen to the skunk - old skunks are relatively easy, younger skunks haven't quite figured out how

powerful they are and they might still leap and spray a little bit. But watch the skunk. He's going to stomp his feet at you. He's going to maybe false rush, but the idea is to get a towel or blanket over the trap. You can use snake tongs or a fishing rod to help get it over the trap. Then get behind it and then raise the door up (depending upon the type of door lock mechanism) and then just hook the door. I actually have a pretty good video of this. You just must have the confidence. After the first couple, it's a piece of cake.

Audience Question: Are leg traps illegal yet?

Dave Pauli: They are illegal in a lot of countries. And there's a movement to increase that, because



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they haven't changed a lot in 150 years, and they still have some inherent cruelty in them based on design. But, no, they're not illegal all over. You have to check your state laws.

Audience Question: I have horses and I can't have groundhogs or opossums in their area. What is the most humane method to deal with these groundhogs and possums?

Dave Pauli: I'm assuming their question or problem is the holes that they are digging. There are so many variables. If it's excellent groundhog habitat or excellent

opossum habitat, you're probably going to have them, and removing them is just going to open a void that will be filled by another groundhog or opossum. So, there are a couple of options. There's passive relocation to try to get them out of the pasture (by hazing them) and you want to do this in the spring. But at other times of the year, you can just let them know that they're not welcome. Put dog feces in their burrow, noise, lights, any kind of hazing technique to let them know you don't want them around your horses. But if you just trap them and remove them, it just becomes a cycle that mother nature refills, and you're going to be dealing with it forever. ❖



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What's Cooking, ACOs?

Animal control is a tough job. Sometimes finding the time to cook is even tougher. "ACO Michele" created a Facebook group in 2017 called "ACO Bites" that quickly grew to more than 200 members with an average of 51 posts a month! The group is designed for ACOs and animal care professionals to share their favorite foods with other like-minded professionals! The emphasis is mostly on quick meals that can go from idea to table in under an hour because we all know coming home after a long, hard day and being able to prepare a good meal is important to staying healthy – and keeping one's sanity!

This month's recipe is for Cheesy Garlic Green Beans. What a great way to stay warm this winter!

Cheesy Garlic Green Beans

Ingredients:

- 1 lb green beans, ends trimmed
- 1/4 cup olive oil
- 2 tbsp fresh parmesan cheese shredded
- 1 tbsp minced garlic (or 4 cloves garlic, minced)
- 3/4 tsp Kosher salt
- 1/4 tsp fresh cracked black pepper
- 1 1/4 cup mozzarella cheese shredded

Directions:

1. Preheat oven to 425°F.
2. Lightly grease a baking sheet with non-stick cooking oil spray.
3. Arrange green beans on the baking sheet in a single layer and set them aside.
4. In a small bowl mix together olive oil, parmesan, garlic, salt and pepper. Drizzle the oil mixture over the green beans and toss to evenly coat.
5. Bake for 20 minutes until vibrant and tender crisp.
6. Remove from the oven and top with the mozzarella cheese. Return to the oven and broil (or grill) until the cheese melts and becomes golden (about 4-5 minutes).
7. Enjoy!



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