



BOARD OF DIRECTORS AMENDED AGENDA

The following agenda will be considered at a regular Meeting of the Animal Service Center of the Mesilla Valley Board of Directors to be Held on **Thursday, April 12th, 2018 at 9am** at the City Council Chambers, City Hall, 700 N. Main St., Las Cruces, New Mexico.

- I. Call to Order & Pledge of Allegiance**
- II. Roll Call of ASCMV Board Members and Determination of Quorum**
- III. Changes to Agenda and Approval of Agenda**
- IV. Minutes**
 - a. Approval of the Minutes from the regular ASCMV Board Meeting held March 8th, 2017
 - b. Approval of the Minutes from the ASCMV Budget Work Session held March 28th, 2017.
- V. Reports/Presentations**
 - a. City and County ACO Reports – City Animal Control and County Animal Control
 - b. Shelter Statistics/Activities – Clint Thacker
 - c. Educational Initiatives-Spay/Neuter Initiatives – Clint Thacker
 - d. Committee Reports
 1. Finance – David Dollahon, Committee Chair
 2. Executive – Kasandra Gandara, Committee Chair
 3. Facilities – Greg Smith, Committee Chair
 - e. Zero In 7 Update
- VI. Action Items**
 - a. Resolution 2018-07 – Accept the \$2500 Shelter Animals Count Grant
 - b. Resolution 2018-08 – Authorization to Utilize Funds From the ASCMV FY17-18 Fund Balance
 - c. Resolution 2018-09 – Approval of the Annual Financial Report for the Year Ending June 30, 2017
 - d. Resolution 2018-10 – Request to Increase City and County Budget Contributions for Operating Expenses
 - e. Resolution 2018-11 – Approval of the ASCMV FY 18-19 Budget
- VII. Public Input**
- VIII. Chair and Board Comments**
- IX. Adjournment**

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1 **ANIMAL SERVICE CENTER OF MESILLA VALLEY**

2
3 **March 8, 2018 at 9:00 a.m.**

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5
6 **BOARD MEMBERS PRESENT:**

7 Jess C. Williams - Chairman
8 Kasandra Gandara - Vice Chair
9 Billy Garrett - Board Member
10 Gregory Z. Smith - Board Member
11 David Maestas, Quality of Life Director proxy for David Dollahon

12
13 **BOARD MEMBERS NOT PRESENT:**

14 Jack Eakman - Board Member

15
16 **I. Call to Order & Pledge of Allegiance (9:00 AM)**

17
18 Gandara: Good morning everybody in the audience and those listening. I call to
19 order the Animal Services Board of the Mesilla Valley board meeting.
20 Board Member Smith will you please lead us in the Pledge of Allegiance.

21
22 ALL STAND FOR PLEDGE OF ALLEGIANCE.

23
24 Gandara: Thank you.

25
26 **II. Roll Call of ASCMV Board Members and Determination of Quorum**

27
28 Gandara: Roll call please.

29
30 Baum: Board Member Dollahon is absent but I believe we have Mr. Maestas here
31 for him. Board Member Eakman is absent. Board Member Garrett is
32 absent. Board Member Smith.

33
34 Smith: Present.

35
36 Baum: Board Member Williams.

37
38 Williams: Present.

39
40 Baum: Chairman Gandara.

41
42 Gandara: Here. So what I'd like to do, to put in the minutes if we could is that our
43 City Manager Ed has sent a designee and that will be David Maestas on
44 behalf of David Dollahon and the City. So we have a quorum in the event
45 that we need to vote on something. Mr. Maestas you're able to do so.
46 And for the record Board Member Garrett is present.

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III. Changes to Agenda and Approval of Agenda

Gandara: So next on our agenda is the minutes. Can I have a, I'm sorry. I'm sorry. Changes to the agenda and we need a motion to approve.

Smith: So moved.

Williams: Second.

Gandara: Motion approving by Board Member Smith and a second by Vice-Chair.

Williams: Williams.

Gandara: Williams. Sorry. Please poll.

Baum: Board Member Garrett.

Garrett: Yes.

Baum: Board Member Smith.

Smith: Yes.

Baum: Board Member Williams.

Williams: Yes.

Baum: Chairperson Gandara.

Gandara: Yes.

MOTION APPROVED UNANIMOUSLY.

IV. Minutes

A. Approval of the Minutes from the regular ASCMV Board Meeting held February 8, 2018

Gandara: Next is we will go right into our reports and presentations.

Smith: Madam Chair. We still need to do the minutes.

Gandara: I am so sorry. Minutes.

Smith: I will move to approve.

1
2 Gandara: Do I have a second?
3
4 Garrett: Second.
5
6 Baum: Board Member Garrett.
7
8 Garrett: Yes.
9
10 Baum: Board Member Smith.
11
12 Smith: Yes.
13
14 Baum: Board Member Williams.
15
16 Williams: Yes.
17
18 Baum: Chairperson Gandara.
19
20 Gandara: Yes.
21
22 MOTION APPROVED UNANIMOUSLY.

23
24 **V. Reports/Presentations**

25
26 **A. City and County ACO Reports - City and County Animal Control**

27
28 Gandara: Okay. Now we're at the reports and presentations. Sorry. We are, Gino
29 at City ACO reports.
30
31 Jimenez: Good morning Madam Chair and Members of the Board. My name is
32 Gino Jimenez. I am the Animal Control Supervisor for the City of Las
33 Cruces. I will present to you the numbers for February 2018. City Animal
34 Control responded to 459 reports of strays. This should say February
35 2018. I'll make that correction. Out of those 459, 215 were GOA meaning
36 the officer did not have contact with those animals. We were able to
37 impound 191 of those, 81 being dogs, 110 being cats. We were
38 successful 53 times in returning those impounds to their owner out in the
39 field.
40 Here is our three-year comparison. Again, we're at 459 for the
41 month of February which we're staying pretty consistent with our numbers
42 for the month of February.
43 Here is Fiscal Year '18. Our field RTO numbers went higher than
44 since we've been reporting to you all. This is our highest month of 53. We
45 were able to write 16 citations with 16 attempted field RTOs.

1 Here's our four-year comparison. Again we're very very consistent.
2 I think we're on pace for the next four months to equal or exceed our field
3 RTOs that we have in the past.

4 One thing to take into consideration, I had two officers that resigned
5 in February, one in the middle of the month and another right at the end of
6 the month. So I can just speculate that our March numbers are going to
7 be pretty low as for calls of service and for our field RTOs. As a matter of
8 fact the two officers that did resign were probably two of the top
9 performers as far as field RTOs. So that number for March is probably
10 going to be a little bit lower. If you have any questions I stand for
11 questions.

12
13 Gandara: Board Member Garrett.

14
15 Garrett: Thank you. I just want to thank you for the report.

16
17 Jimenez: Thank you sir.

18
19 Garrett: It's much appreciated.

20
21 Jimenez: Welcome.

22
23 Gandara: I have a question Gino.

24
25 Jimenez: Yes ma'am. Do you need me to go back? I'm sorry I didn't ...

26
27 Gandara: No, no, no, no. I wrote some notes down. So for this month of February
28 you had 53 RTOs and you'd indicated that that's been an increase.
29 Anything different in terms of maybe training or philosophical difference or
30 a change in just working harder to ensure that you're trying to find these
31 owners?

32
33 Jimenez: Madam Chair. I can't give you a rhyme or a reason of why the number
34 went up. Circumstances? I don't know. If you look, let me open this back
35 up. This is the chart that you were talking about: 53 successful field
36 RTOs, but if you look at the next slide, number three, we are still pretty
37 consistent. No this is our strays. Here we go. We are consistent. I
38 started reporting to you in July of last year. At that time we had 52. I'm
39 hoping, because the summer months are coming, that we'll be able to do
40 more field RTOs. It's kind of weird because we're going to get an increase
41 in calls because of the summer, because of the warm months. Therefore
42 all of our numbers will go up. I'm hoping that trend continues through the
43 summer months.

44
45 Gandara: Okay. Thank you. Thank you Gino. I appreciate the presentation.

46

1 Jimenez: You're welcome.
2
3 Gandara: Any other questions/concerns from the Board? No?
4
5 **B. Shelter Statistics/Activities - Clint Thacker**
6
7 Gandara: Okay, we'll move on to shelter statistics and activities. Mr. Thacker.
8
9 Thacker: Good morning Madam Chair. How are you today?
10
11 Gandara: Good morning. Mr. Thacker before you get going I know Vice-Chair
12 Williams has a question to ask you.
13
14 Thacker: Okay.
15
16 Williams: Mr. Thacker I notice that we've got the City ACO reports on here but not
17 the County. Did they reach out to you and tell you they wouldn't be here?
18
19 Thacker: That's correct, yes. They reached out and said that neither of them would
20 be able to attend today.
21
22 Williams: Did they give a reason?
23
24 Thacker: "Unable to attend" was what Vicki told me.
25
26 Williams: Okay. Thank you.
27
28 Thacker: So the first, is it the Director's report that's first or is it the year-end review?
29 I'm sorry I don't have a schedule in front of me, an agenda.
30
31 Williams: It's the, oh I'm sorry. Madam Chair.
32
33 Gandara: Director's. Yes. Shelter statistics.
34
35 Thacker: While this is loading up I'd like to take a moment of personal time if I may,
36 indulgence. Currently my situation in my personal life is my wife and kids
37 are all in Utah and I'm down here. I make it home about every other
38 weekend probably for a day, maybe two days if we're lucky and then I
39 either fly or drive back home. So my wife is an amazing individual, her
40 name is Laura Thacker. And today is her birthday so I wanted to wish her
41 a very happy birthday.
42
43 Gandara: Happy birthday Laura. Thank you so much for lending your husband to us
44 and we are very happy that he's here in Dona Ana County. So happy
45 birthday.
46

1 Williams: Cue "Wind Beneath My Wings" to be sung.
2
3 Thacker: There you go. Okay for the Director's report, this is for the month of
4 January. Our dog or dogs for this time is our "One Lucky Dog" program.
5 Again these are the 12 dogs that we choose every month. We have
6 professional photographer, we take the dogs to the photographer, Melissa
7 & Koko and they do a phenomenal job for us and that's what you see
8 here. There's actually a video we were trying to work but we couldn't quite
9 get it to work here today, but it's an amazing video of each of these
10 pictures that they have. Each of these dogs, their adoptions are
11 sponsored and they come with microchips, spay and neutering. All you
12 need to do is contact the shelter, say you want to see one of the One
13 Lucky Dogs for the month of March. Every month is 12 new dogs get
14 selected and so far every month either between rescues and adoptions,
15 we've been able to get all 12 dogs out each month. And the reason why
16 this is so incredible is because these are all long-term dogs. Some of
17 these dogs, especially in February, they were from 2016, that were in the
18 shelter for that long. So it's amazing to have these guys leave. So we're
19 very thankful for Kelly Barker for helping us with this and also Melissa J.
20 Koko and the many other rescues that come together and help us to do
21 these programs. So thank you.
22 Jumped ahead of myself, sorry. Okay January intake. So the total
23 intake was 897 for the month of January. Again City of Las Cruces and
24 Dona Ana County continue to be the number-one contributors to our
25 intake for that though.
26 Our outcomes: The adoptions, 202 adoptions; reclaimed, in other
27 words people who came and got their animals from us, 113; rescued 429
28 which is an amazing number; euthanized was 79. But that live release
29 rate, that is our first ever no-kill status month that we've ever had. So
30 that's amazing. I'll even clap on that one. So as a reminder the no-kill
31 status is obtained when you hit 90%. That's what's considered no-kill
32 because there's always going to be instances of injured animals,
33 aggression that has to be euthanized for public safety. So the industry
34 standard is the 90%. So we're ecstatic that we hit that for the first time.
35 Licensing, the total for the month is 694. Again most of them came
36 from the City.
37 So preliminary February 2018 numbers: Total intake 735; 70
38 euthanized, euth. rate 9.7%, and a live release rate at 89.9%. So we're
39 still holding really well for all of those statistics. Again special thanks to
40 the ones that are doing all the work and that would be the staff there at the
41 shelter. Bernice and Paul continue to be the powerhouse that I stand
42 behind and I really appreciate them, they're doing, and also rescues. We
43 couldn't have been able to do this without rescues. As you can see
44 besides the intake this is the highest number up there, is 330 animals
45 went to rescues. So we continue to lean on them for a lot of support and
46 we appreciate all their help they're doing.

1 Volunteers, we do want to give also a note of again appreciation to
2 Dominique Clark. She's unable to attend today. Her mother is actually in
3 the ICU so I told her to please go and be with her at this time. So I'll
4 present the volunteer information. However, I'm not going to be as good
5 as Dominique. I can't name every single volunteer that you're going to
6 see. However I can tell you that Dominique cares deeply for each one of
7 these individuals and also for the animals. So total February volunteer
8 hours is 927 and the total volunteers is 221. If you remember, last month
9 it was 199 I believe when we reported. So it continues to grow. Of that I
10 asked her, I said, "Well how many are actually good volunteers you could
11 rely on?" And she said, "Out of the 200 actually it's probably about 190."
12 So that is an incredible amount. Usually it's half if not even less than that.
13 So she continues to do great.

14 So these are some of the events that they did. A lot of the pictures
15 you're going to see are from the Farmers' Market, Corner Baker, Harley-
16 Davidson, all of these. I love how on almost all of these pictures there's
17 not an animal touching the ground because of the hugs and kisses that
18 they get. It really is a lot of work that goes into these projects. We
19 appreciate. Pet Barn, photography team, they do an amazing job of
20 coming and taking pictures of our animals so we can put them online. The
21 Kuranda beds, that was a big project. We had the volunteers come
22 together and put together these beds that they are not put together at all.
23 So they had to slide the bedding into the tubes and create the legs, and a
24 lot of nuts and bolts. So we appreciate them very much for doing that.

25 Here are some other groups that we had come through in the
26 month of February. We had a school group come through and I'm told,
27 Dominique said they drove over two and a half hours to come to the
28 shelter. Same thing, the University Church of Christ, some of those
29 members in that congregation that came traveled over an hour to be here.
30 And Dominique also wanted me to point out that most of these groups that
31 came, came because they heard about us and the changes that we're
32 doing, they wanted to see for themselves. So these ones are not a
33 continual, "Hey, we want to help you." These are brand-new people that
34 have never come. So we appreciate the NASA group and the HER
35 Campus from NMSU. Psychology Honor Society. That probably would've
36 been a scary one for me to go to.

37 So currently there are 46 families with 78 animals in our foster,
38 surrender to foster, so foster is a program where we do animals that are
39 having a hard time healing, animals that are injured. A foster will come
40 and get that animal, take it to their home, and help it to get better. They
41 also may take a mom with puppies and so that's why you see the relation
42 there is more than just one-to-one. The surrender to foster is when
43 somebody comes to us and say, "I have these dogs that I need to
44 surrender to you, to the shelter," and we'll say, "Can you hold onto them?
45 Can you take them to the adoption events that we have?" And they said,
46 "Yes. We'll be able to do that." So we have two in there, and the number

1 is low but that's a kennel, you know, is two dogs. So that frees up a
2 kennel for us. And they do continue to bring those to off-sites so we can
3 get those adopted. And some more pictures. This time what we did is the
4 volunteers took the animals to the photographer and in order for dogs to
5 sit still this long to take a picture, they have to be walked and walked and
6 walked and walked. So volunteers showed up at the photo shoot and they
7 just walked these dogs all around the neighborhood and so we're very
8 grateful for them for doing that for us.
9

10 Gandara: Clint, before you move any further.

11
12 Thacker: Yes.

13
14 Gandara: I'd like to welcome and recognize City Manager, I'm sorry. Sorry, County
15 Manager Fernando Macias. Welcome. Thank you for being here.
16

17 PERSON IN AUDIENCE SPEAKING, NOT ON MICROPHONE.
18

19 **C. Educational Initiatives - Spay/Neuter Initiatives - Clint Thacker**
20

21 Thacker: Thank you. So community outreach ...
22

23 Gandara: I walked into that one, didn't I?
24

25 Thacker: A grand total of visitors to the shelter for February was 3,086. What
26 numbers made that up was the 1,887 to the adoption office and 1,199
27 went through the reclaim office, so the RTO side as we call it for those
28 reasons.

29 We continue to work with radio stations, advertising, Dog'Cruces,
30 magazines, classifieds, and the Senior Program with the Dona Ana
31 County Humane Society. And with the Senior Program we got ten dogs
32 and five cats out, and the Senior Program is one that if you qualify as a
33 senior citizen then it's a free adoption for you that's sponsored by the
34 Dona Ana County Humane Society.
35

36 Gandara: Clint. And what qualifies you for a senior citizen? An age requirement I'm
37 thinking.
38

39 Thacker: Thank you.
40

41 Gandara: Okay.
42

43 Thacker: Yes. I don't know how to politely say that yes, it's an age requirement.
44

45 Williams: Madam Chair.
46

1 Gandara: Vice-Chair Williams.
2
3 Williams: I used to be on the board of the Dona Ana County Humane Society and
4 actually it's a free adoption for cat, they give you a \$50 voucher for the
5 Senior Program so it's \$25 to adopt a dog and it's free for cats.
6
7 Thacker: Okay. Thank you.
8
9 Gandara: Thank you.
10
11 Williams: And I believe the age limit is 60.
12
13 Thacker: I made an individual cry one time when I asked her if she qualified as a
14 senior citizen so I try not to do that anymore. Stay away from that.
15 Currently have 158 animals in the foster to adopt program. We are
16 working on getting that number down, and when you hear me say that
17 what we're doing is we're focused on sterilizing our shelter population so
18 these essentially can be, we call them "turnkey pets." They come in, they
19 adopt them, and they take them out and we'll never see them again. So
20 hopefully we're going to see that number of the animals, foster to adopt
21 decrease, but animals are going out still the same.
22 So we did a total of 150 affordable surgeries in the month of
23 February and we had 22 cancellations; 150 public, 73 adoptive, and 142 in
24 the shelter. So we are getting through those shelter populations a lot
25 more. We have one day, Thursdays are set aside for shelter animals only
26 and we usually do between 40 to 45 just on that day. I'm sorry, 35 to 40
27 on that day. And then anytime we get a cancellation throughout the week,
28 we plug those holes with shelter animals. So more and more are getting
29 sterilized. And there are our 12 dogs again. Any questions?
30
31 Gandara: Are there any questions of the Board? Seeing none.
32

33 **D. Annual Report 2017 - Clint Thacker**

34

35 Gandara: Moving right along, Mr. Thacker.
36
37 Thacker: Is it the year to date is next? The annual presentation?
38
39 Gandara: Yes.
40
41 Thacker: Okay. What Bernice is presenting to you now are the 2017 annual report
42 and this annual report was put together by Bernice, and if we could give
43 her a round of applause. There's an incredible amount of time invested in
44 these and we greatly appreciate all that she does to get these ready. I
45 always go in there and ask, "Is there anything I can help with, anything I
46 can help with?" And she just looks at me like, "You're crazy." So I, it's,

1 "Okay, back off." We put a "Do Not Disturb" on her door and closed it and
2 she's able to get through this. But it still takes a considerable investment
3 of time. So we appreciate her.

4 So the mission of the ASCMV continues to be the same, provide a
5 safe shelter for all lost, mistreated, and abandoned animals of the Mesilla
6 Valley and surrounding communities.

7 Some of our intake statistics, and we did, and also a precursor, if
8 you see some graphs that are missing that used to be in there, we did
9 take some graphs out, not a lot, but some because I felt like there was
10 some duplication there. If you want to see others we can supply those in,
11 but we did remove some.

12 The total City intake was 5,275 for the year 2017. Again our
13 biggest intake continues to be the unrestrained animals. Total County
14 was the, no total there but it was, highest intake was 2,907 and again was
15 unrestrained from the County. Some breakdown, again, the City
16 continues to be our largest supplier of animals for our services at 52.78%
17 and the County comes in at a strong second at 41%, City of Anthony at
18 4.56%. So total combined of animals for 2017 was 9,994. I asked
19 Bernice, "Why couldn't we work a little bit harder and go that extra mile
20 and get a few more animals and get 10,000?" But she just rolled her eyes
21 at me. So we tried. Would've been a nice round number. So 9,994 came
22 through the shelter in 2017. Again, our biggest intake was the
23 unrestrained animals that came through.

24 In this chart you're going to see the beautiful stripes of color all
25 represent years. And so you'll see that we are going down in almost all
26 the categories if not staying steady within a few of the past three years.
27 The only one that's going up significantly is the owner surrenders. That
28 '16-'18 went up a little bit. Other than that, the last three years we've really
29 leveled out and I believe that it's consistent seeing that we've kind of
30 plateau'd on that. So if we want to make changes we're going to have to
31 do those internally and also externally with working with ACOs, working
32 with owners, but we also need to have the resources in order to assist that
33 along.

34 Our monthly intake. Again our highest continues to be the summer
35 months of June, July, and August. Those are because people are out and
36 about, doing more, being more active. They're seeing more so they call
37 more often and yet they're out more so there are more call possibilities for
38 that. Our highest intake continues to be dogs at 62.9% and cats are at
39 34.9%. We had zero reptiles come through the shelter. Breed breakdown
40 for 2017: The pit bull continues to be our highest intake. This is a little bit,
41 not a little bit, it is skewed because this is all under interpretation of what
42 the individual impounding the animal thinks the animal is to the best of
43 their trained ability. So in reality the pit bull could be a lab mix, it could be
44 a boxer mix, but to the best of that individual's ability they label it as a pit
45 bull mix. But the same thing goes true with the Labrador Retriever. The
46 lab may be a pit mix. It may be, the shepherd may be more of an

1 Australian Shepherd mix. So it really is a skewed interesting breakdown
2 of what we have. There have been several studies where some shelters
3 have done away with the breed impounding and just put large, medium, or
4 small and have the weight of the animal there. Because what you're doing
5 is, if you label an animal as a pit bull, it's labeled for the rest of its time
6 there and in some places if it's breed-specific legislation, you've doomed
7 that animal to not be able to go anywhere. There's also several studies
8 that have come forward of these places that do label animals a certain
9 breed and then they do a DNA testing for it, that they're wrong, just totally,
10 totally flat-out wrong. So it's an interesting concept. It's something if we
11 had more resources I would like to pursue. But at this point we're
12 continuing to go with the best of our knowledge to give these breeds the
13 best that we can.

14
15 Gandara: Mr. Thacker.

16
17 Thacker: Yes.

18
19 Gandara: Do I hear a recommendation to the Board about doing away with breeding
20 and just labeling small, medium, large?

21
22 Thacker: I'd like first ...

23
24 Gandara: Trying to read between the lines but ...

25
26 Thacker: I would like first to speak it over heavily with managers and have public
27 input, all those things because a lot of individuals do classify, or do want a
28 specific breed of animal. So it would be a lot more discussion that would
29 take place. But I was just giving information on, that it is a skewed graph
30 to the point of, "This is our opinion of what the animal coming in is."

31
32 Gandara: So maybe we can have that on our City Animal Task Force meeting and
33 giving folks opportunity, maybe an agenda item for next month to have
34 some rich dialogue about that so we can start, is what I'm recommending.
35 Is everybody okay with that on the Board and, I'm getting some nods so,
36 can't see Billy over there. Yes? Okay.

37
38 Garrett: Madam Chair.

39
40 Gandara: Yes.

41
42 Garrett: If I could, I think one thing that might be helpful is to look at whatever is
43 required by our ordinances, number one. So I don't remember that our
44 ordinances have anything in them about breed-specific classification. But
45 I think you bring up a good point. One is that there're two objectives and I
46 think maybe it can be handled through basically two different systems.

1 One is in terms of adoption, it's like when we were looking, we were
2 looking for mini Schnauzers and it'd be difficult if we weren't able to find
3 that kind of dog. So that's for that particular purpose but that seems to me
4 maybe that could be handled a little differently than reporting, "This is
5 small, medium, and large" in terms of the formal, the sort of legal thing. I
6 agree with you that we don't want to stigmatize any particular animal
7 because it is to some degree arbitrary. And incidentally let me just
8 interject and say that our little dog that we did foster to adopt has now
9 completed everything. He got through his one month of meds and he's
10 been, he's had his surgery. So that's been a successful program.
11
12 Thacker: Good.
13
14 Garrett: So thanks.
15
16 Thacker: Good to hear it.
17
18 Gandara: Thank you Board Member Garrett. It sounded like you have the rich
19 dialogue between, robust dialogue with your staff. But I'd like to move
20 forward. I think you bring some interesting points especially when you've
21 spoken to studies that have been done and sort of things that are being
22 seen nationally. I think we really need to start moving on some of those
23 things to help decrease sort of that stigmatization of our pit bulls and
24 Chihuahuas especially.
25
26 Thacker: Okay. And I did place it as a note to put that on the ...
27
28 Gandara: Thank you. Thank you ...
29
30 Thacker: Agenda for ...
31
32 Gandara: Mr. Thacker.
33
34 Thacker: The task force.
35
36 Gandara: I'm thinking Vice-Chair Williams needs to speak.
37
38 Williams: Thank you Madam Chair. I think that I really like the idea of grouping
39 them as small, medium, and large and then if somebody like Board
40 Member Garrett were to come in and say, "I want a miniature Schnauzer,"
41 have staff say, "Well we can't guarantee what breed it is but those would
42 fall under small dogs and we'd be happy to show you who we have for
43 adoption," and let the adopter make the determination that a dog is close
44 enough or fits what they're after. Because I think that it's, particularly in
45 our community we know that we've got lots of dogs that are cross-
46 breeding with one another and there may be a dominant gene but if we

1 can't identify it we shouldn't call it, I mean you say you've got 25 Yorkshire
2 Terriers, I don't know. Because I'm a Yorkie guy. So I like the small-
3 medium-large designations a lot. Thank you.
4

5 Gandara: Thank you Vice-Chair Williams. Yes Board Member Smith.
6

7 Smith: Thank you Madam Chair. Listening to Board Member Williams brought to
8 mind a question that might need to be asked, and that is, "How often do
9 people come in asking for specific breeds?" If it's going to in any way
10 impact how interested people are in coming through the door in the first
11 place, that would be a reasonable question to ask. If people really aren't
12 asking that question then I can see us easily going to small, medium, and
13 large. But if people are saying, "Well I have a specific dog I want to look
14 for," and that's getting them through the door in the first place then that
15 might need to be looked at. So just a consideration.
16

17 Thacker: Yes. And people do request that when they come in. They say, "We'd
18 like to look at Huskies," or "We'd like to look at your Australian
19 Shepherds," and so on. Heelers, etc. but nobody comes in looking for a
20 pit bull but sometimes, usually they leave with one which is great because
21 I think they can be some really good dogs.
22

23 Smith: Well, and maybe what we look at Mr. Thacker and Madam Chair is maybe
24 combining some of those groups and saying "Husky mixes" and so we're
25 looking at a broader spectrum and less specific for the categories that
26 people tend to be looking for, something that, I mean basically I don't want
27 us to be cutting off our nose to spite our face. If people are actually
28 coming through the door and occasionally going home with pit bulls or
29 other dogs, but coming through the door saying, "I'm specifically looking
30 for a particular breed," then we don't want to cut off that avenue for getting
31 people out there. Thank you.
32

33 Thacker: And it would be a matter of we could still do our best estimate on the, best
34 guess, I'll say what it is, a guess, in the computer program but on the
35 cards that are printed we could do small-medium-large, print whatever we
36 want. So we have that way of tracking it. And another point of note is that
37 this isn't "purebred" on here. I mean the Yorkshire Terrier may be 25,
38 that's just the predominant, that's the first one that they chose in the
39 computer program was "Yorkshire Terrier," then the second one may be
40 "mix" or it might be something else but that was their predominant breed
41 estimation, the individual that put it into the computer.
42

43 Smith: Thank you.
44

45 Thacker: Definitely.
46

1 Gandara: Thank you Board Member Smith. I have a secondary question not related
2 to this Mr. Thacker. You had made mention of the unrestrained animals
3 from ACO coming in in the 2,000s almost 3,000. And my thought is,
4 "What evidence-based programming do we do currently and what is
5 happening nationally to reduce sort of those numbers?" Since you were
6 talking about studies and those kinds of things and you said, "Look, we're
7 going to have to really work with our ACOs, work internally, work with our
8 population because people are bringing animals in." What kinds of things
9 can we do and can we focus our attention on those warmer months with
10 some sort of events once a month to really highlight and try to reduce
11 those numbers coming in?
12

13 Thacker: Yes. A lot of that ...
14

15 Gandara: I guess I feel like we're sort of spinning our wheels and we know because
16 data tells us certain things, then I feel we should be doing some things to
17 help offset that. And I know that we are. I know we are collectively.
18

19 Thacker: I really believe it's a question that we can work with with Animal Control
20 on, because they're the ones that are, they're the first-line responders.
21 They're the ones that are there, that are seeing what's going on and
22 seeing the animals loose. There are several progressive, called
23 progressive ordinances that are out there that allow the Animal Control
24 Officer with more freedom to have the authority, but still more say in what
25 they would like to do as far as, "Is it just because the animal's out?" "Does
26 it need to be impounded?" Do they look at licensing is current or rabies is
27 current, more of an education approach? So a lot of it has to do with
28 ordinances. A lot of it has to do with the progressive thinking of the
29 Animal Control Officer itself and also the entire department. But it
30 probably is a better question if Gino would like to come up and address it
31 for the City, they can talk to about, but I know some of the seminars and
32 things that I've attended that it really does start with ordinances for that.
33

34 Gandara: Gino would you like to come up and, I don't mean to put you on the spot
35 but ...
36

37 Jimenez: Madam Chair, Members of the Board. Very good question. Because
38 we're part of the Police Department we have strategic goals that we must
39 meet throughout the year. For Codes and Animal Control, because we fall
40 under the Codes Department, we set what are called "Impact Projects."
41 During the year we are required to do a minimum of 12 impact projects
42 throughout the City and we'll pick different Council Districts to do that.
43 What we take into consideration is maybe the total amount of animals that
44 were impounded in a particular district, and we will set up an impact
45 project for that district, go back and do maybe a week or two-week
46 education period where we're going and knocking door-to-door hoping to

1 make contact and educate the citizens in that district. Then towards the
2 final week or final three days of that two-week period, then we'll go back
3 and make sure that we do follow-ups and if need be then do some
4 enforcement action. Like you said, the majority of our calls are during the
5 summer so that's when we do the majority of our impact projects. I can
6 tell you honestly from so far this year, January and February, we haven't
7 done any, that being because of the colder weather. It's harder to reach
8 people there. And now that I say that, I hear myself saying it, we're
9 probably going to reach more people if we do in the cold months. But
10 because of the amount of activity, longer days, the summer months are
11 our target period.

12
13 Gandara: Thank you Gino. Vice-Chair Williams.

14
15 Williams: Madam Chair. If I could just ...

16
17 Gandara: Of course.

18
19 Williams: Expound on that from the point of view of the County, we have a very
20 similar program that's education first and followed up by enforcement. We
21 call it our ACES program. We don't do 12 a year. I believe that we're
22 doing four. But those are targeted also in Commission Districts and in
23 areas where our ACO and Codes have identified that we have issues.
24 And so we do the very same thing. We go out and do education door-to-
25 door and then follow up with enforcement. So that's happening at the
26 County level as well. Thank you Madam Chair.

27
28 Gandara: Thank you Vice-Chair Williams. So as we're dialoguing about this I'm
29 thinking if we can maybe come together, have a conversation about
30 maybe starting now in the spring months, trying to gear up for the fact that
31 we're going to see an increase in dogs and cats coming in, using
32 advertisement through Wilson Binkley and others, just really targeting
33 various areas to include the County, like a collaboration between the City
34 and the County. And I'm thinking that as we move forward with the
35 possibilities of the City taking over the Animal Services, you know the
36 ACOs and such, it would just, for me I think it would make sense if we'd do
37 some planning, start targeting some areas, do a robust advertisement,
38 getting all the advocacy groups together to help us do that. That would be
39 something that I think would be very beneficial to our County, especially
40 when we're doing such a good job with the rescues and such. We got to
41 get that number down or we're never going to make that difference. It just
42 seems like you still see that 700 number there, and we're not going to
43 make a difference in my estimate if we don't start really being more
44 calculating about effecting change in these other areas. And not that I'm
45 saying that we don't. I know there's a lot of effort being made but I'm
46 going to push a little bit because I think it needs to be done and we need

1 to collaborate with our advocacy groups and others. So that's my say.
2 Yes Gino.

3
4 Jimenez: Madam Chair. One of the things that we look at that we're very fortunate
5 is during I believe August of last year we combined our efforts with APA
6 and we did a microchip event. And I will talk about that one till something
7 bigger comes along, and we were able to do 62 microchips in a three-hour
8 period. So we combined our efforts and we went and did our enforcement
9 action at the end, on that Saturday, they came in and did their
10 microchipping. That was perfect. That's what we were trying to do and it
11 was successful. So I can see us, if we do that more and more here in the
12 future that those numbers will also go up. Thank you.

13
14 Gandara: Thank you Gino.

15
16 Thacker: Okay our outcome statistics. So in 2017 we had 2,194 animals
17 euthanized and that's 22%. The adoptions 1,768; transferred to rescues
18 was 3,010; return to owner 1,411; arrived deceased was 827; expired in
19 the shelter 483; wildlife release was 54; and stolen or missing was 42.
20 And the pie graph there, again the biggest one I'd like to point out is our
21 transferred to rescues. And that is local rescues, that's Albuquerque,
22 Santa Fe, Denver, Colorado, Idaho, Utah, all these places that we're going
23 to send animals out. I'd also like to note that several rescues take from us
24 and they send out animals as well. And the rescues that they're going to
25 isn't some garage somewhere. The rescues they're going to are credited
26 501(c)(3)s, municipal shelters that have quality programs. These animals,
27 oftentimes from what we're hearing is that these animals are adopted
28 within a week of arriving there.

29 Comparisons throughout the year from 2008 to '17: As you can see
30 the adoptions are going down. However, that's because we're transferring
31 more animals out to rescue organizations so there's less there for
32 adoption.

33 This pie chart is showing the difference between cats' adoptions
34 and the dog adoptions. So dogs you can see was 64% of all our
35 adoptions and cats were 32%. So exactly double the amount of the cats.
36 Now to combat this what we've done in our scheduled remodel is what
37 we'd like to have is the cats be brought, because right now they're at the
38 back of the shelter. So we'd like to bring the cats up front. We have the
39 beautiful lobby that we have planned. There's a big huge glass window in
40 that lobby, it's a glass wall actually, where these cats are going to be
41 brought right front and center, be able to see a lot of them, and it'll be a
42 very interactive place for our cats to be brought up and hopefully to
43 improve that percentage of adoptions.

44
45 Garrett: Madam Chair.

1 Gandara: Yes Board Member Garrett.
2
3 Garrett: Just a question about this. The numbers that you're showing here are not
4 proportional to the number of animals that come in, correct?
5
6 Thacker: Correct.
7
8 Garrett: This is just the, because in looking at the intake numbers and the
9 adoptions, the percentages are proportionate.
10
11 Thacker: Yes.
12
13 Garrett: Almost exactly the same.
14
15 Thacker: It's proportionate to the animals that left the shelter, yes. So outcome, we
16 had over 10,000 leave the shelter. Does that make sense?
17
18 Garrett: What I'm saying is that the, we had 35% of the total number of animals
19 coming in were cats, 63% were dogs and that's very close to this. So are
20 we saying that basically we've got the same rate relative to the number of
21 animals that have come in?
22
23 Thacker: Yes. That's what the percentages are showing, yes.
24
25 Garrett: Okay. So it's not that there's been a bias against cats.
26
27 Thacker: No.
28
29 Garrett: Okay.
30
31 Thacker: No. No bias.
32
33 Garrett: Okay. Thank you.
34
35 Thacker: It's an industry issue that cats are so hard to get out of the shelter whether
36 through rescue or it's through adoptions, they are one of the hardest thing.
37 Because it's not like it's an "other" classified like a pocket pet or a turtle or
38 a lizard, that's exciting. I don't usually get that. But cats, they're just hard
39 to move through the shelter. So we hope to battle that again with that
40 remodel and bring them up.
41
42 Gandara: Vice-Chair Williams.
43
44 Williams: Madam Chair, Mr. Thacker. I notice that when we talk about cats we're
45 not, there's no place where we're talking about breeds of cats. We're not

1 saying Manx and Siamese and, how do we classify cats? Are they just
2 cats regardless of size, regardless of breed?
3

4 Thacker: Yes. Generally it's domestic shorthair, longhair, and medium hair is how
5 we classify it.
6

7 Williams: And to go back to Board Member Smith's line of questioning earlier, do we
8 have people who come into the shelter and say, "I want to adopt a
9 Siamese?"
10

11 Thacker: Occasionally they specify a breed of cat or a species, but it's very rarely.
12 Usually it's just "a cat."
13

14 Williams: Okay. Thank you.
15

16 Thacker: This is where I was talking about the rescues, where you can see the big
17 help that those have given us. In 2017 it's 3,010. In 2016 comparison it's
18 2,139. So phenomenal help and aid this year. The biggest flux started in
19 September when Bernice and Paul were able to open the doors and have
20 more rescues come in. So all the way from September to now, until
21 December for this, the rescues have really helped out, made a lot of
22 differences.

23 So our live release rate and how it's configured, we had a request
24 to put this slide in, is that live release rate is the number of adoptions
25 which is there, RTOs, transfers, wildlife, in other words all the ways that
26 they're leaving. You divide that by the total outcomes, but you subtract out
27 from that total outcomes the missing animals because a lot of times
28 they're there or just missing in the computer or it could be that they've
29 escaped from the shelter. That's a rather low number, 42, and that
30 number will continue to decrease. Died animals, dead on arrival or DOA
31 animals or owner requested euthanasia is subtracted out of that. And that
32 gives us a 74% live release rate that we had for the full year of 2017.

33 This is a look of our 2017 monthly live release rates and it ended
34 with the December being at 88% and it continues to go up. You see since
35 September we just had a little bit of a bump each month, so that was
36 great.

37 Now this graph is comparing the dogs and cat live release rate. As
38 you can see in December 2017 they were right there even with each
39 other, but in general this is how it is, is that the dogs have a more likely
40 opportunity by percentage-wise of leaving the shelter alive than cats do.
41 That's because we need to do a better job with innovative programs and
42 getting cats out, such as the big one is trap-neuter-return or a TNR
43 program.

44 Here's our euthanasia breakdown. Again the biggest one is 630
45 animals were euthanized for feral. This is an example of what our
46 euthanasia results would be if we had an effective TNR program in place.

1 It would be, right now we're at 22%. It would drop down if we were able to
2 release those animals that we had, or release the cats that we had that
3 were considered feral, it'd be dropped down to 14.5% for total cats, would
4 go down to 9.8% so you see the big one there. Here's the comparison
5 through the years, continues to go down, down, down which is great. It's
6 what we want to see. I believe it's going down without the compromise of
7 safety and that's what I believe in is that we have an obligation to keep our
8 citizens, our City/County members safe. So there has to be that happy
9 medium of what we're searching for. And it continues to be there.

10 Public service/community outreach: Public attendance continues to
11 hold steady since September, October, November it's staying steady. But
12 also for 2016 if I remember it was in the 41,000s as well. So a total of
13 41,581 people came into the shelter for 2017. Again, our biggest months
14 are again those summer months which lie in August, we like.

15 Total surgeries was 4,386. We're doing a good ratio of across the
16 board of doing as many as we can for dogs and cats, males and females.

17 Our community outreach continues to be a success and we have
18 the Pet of the Week program, we're on several radio stations, publications,
19 television, and social media. We continue to celebrate the World Spay
20 Day, Adopt a Furry Valentine, etc. All these fun things that we have on
21 here, we're working on a Chihuahua de Mayo program we're going to
22 have coming up in May. St. Patrick's Day we're going to have a special of
23 \$17 adoptions for St. Patrick's Day. So we continue to have fun with what
24 we're doing. And I'll tell you, the individuals that work in the adoption side,
25 they love it. They have fun with it too. They come and say, "Can we do
26 this? Can we do that?" And I'm like, "Sure. Let's do it. Let's give it a try."
27 So they're the ones that came up with the St. Patrick's Day special and
28 also the Chihuahua de Mayo, de Mayo ...

29
30 PERSON IN AUDIENCE SPEAKING, NOT ON MICROPHONE.

31
32 Thacker: Mayo. Thank you.

33
34 PERSON IN AUDIENCE SPEAKING, NOT ON MICROPHONE.

35
36 Thacker: That gross stuff. Yes. We continue to work with the ACES program and
37 the City Impact Project, career days, job shadowing, Excel program,
38 Wilson Binkley advertising campaign continues to have a big impact for
39 us.

40 Our volunteer program, some highlights: 5,600 volunteer hours
41 through the year. By December the number of volunteers doubled. They
42 range from 17 to 50-plus years of age. And just in 2017 Dominique was
43 able to add the Harley-Davidson area, the Corner Bakery, Cracker Barrel,
44 Tractor Supply, Patina Homes, NMSU, Aquatic Center, and Ashley
45 Furniture. These are all areas that we go and do, these are new since
46 2017 that she created.

1
2 Williams: Madam Chair, Mr. Thacker ...
3
4 Gandara: Vice-Chair Williams.
5
6 Williams: I would also add that Petrie Kia is one of our offsite that is brand-new in
7 the last several months.
8
9 Thacker: That is in 2017?
10
11 Williams: Yes. I believe that ...
12
13 Thacker: I think it was ...
14
15 Williams: That dealership changed ownership about four months ago.
16
17 Thacker: Okay. But I don't think we started there until, I think our very first one was
18 like the first week in January so that's why it's not on the list. But they
19 continue to be a huge asset for us. All adoptions sponsored, so yes they
20 for sure deserve a shout-out for that.
21 This was fun pictures from the ASCME program, the volunteer
22 program.
23 So our foster program, surrender to foster programs continue to be
24 a good tool that we're using. Again, we would like to see those foster to
25 adopt numbers decrease, only because animals are leaving the shelter
26 already sterilized. But the programs are in place. The foster program we
27 continue all the time to need new people that want to have animals in their
28 home for foster programs. When we do a plea out on Facebook for that,
29 it's not just because, it's because we really need some people to step
30 forward. Our biggest one right now are our moms and puppies. If you
31 want your family to see the miracle of life then please come and get a
32 mom with puppies. You can see that family grow and develop, and it
33 really is rewarding to see. It is work. However, we have a great program
34 right now where every other week we're sending moms and puppies out to
35 rescues, so it would be a limited time that you have those. But we do
36 need individuals for our fosters program.
37 So this is the message that we want to send, is that we really are
38 working together to save lives. That's what we're all about. We know that
39 every number that we mentioned is an animal. We're not focusing on
40 numbers-driven. We're focusing on lives and that's what we want to do,
41 so thank you.
42
43 Gandara: Thank you Mr. Thacker. Any questions/concerns/feedback? Yes Board
44 Member Garrett.
45

1 Garrett: Thank you Chair. Thank you for the report. Very encouraging and I think
2 you nailed it at the end there with working together to save lives. In
3 looking at the chart regarding the potential impact of not having as many
4 feral and timid cats, part of that is an enforcement issue, but part of it also
5 I think is actually getting the TNR program going and getting surgeries for
6 TNR as part of that. Is the shelter currently doing surgeries for TNR?
7
8 Thacker: Yes, we are.
9
10 Garrett: Okay. So that's going on now and so that should be something where
11 we'll over time be able to see some impact on intake in that area.
12
13 Thacker: Yes. It's a very small, small number. But yes, we are.
14
15 Garrett: Is that going to be able to increase?
16
17 Thacker: Oh, yes. Because in order for us to increase, the ordinances have to
18 change in a way that it would make it easier for an individual to want to
19 have those cats released back in their area and returned. Currently the
20 programs civically in the City are not that way. You have to be a
21 registered caregiver. You have to pay money, you have to, you know all
22 these things that have to happen before you can have that. And I think
23 there's only one or two individuals that have applied for that. And so it's
24 not a program or ordinance conducive to what we're trying to do, is to save
25 the lives.
26
27 Garrett: Thank you. So maybe that's something also for the group that's meeting
28 to take a look at. Thank you.
29
30 Gandara: Thank you Board Member Garrett. Anybody else? Okay. Thank you Mr.
31 Thacker.
32
33 Thacker: Thank you.
34

35 E. Committee Reports

36 1. Finance - David Dollahon, Committee Chair

37
38
39 Gandara: Josh. You're up. Next on the agenda is committee reports, finance.
40
41 Saffell: Good morning Madam Chair, Members of the Board. My name is Josh
42 Saffell and on behalf of the Finance Department I'd like to present the
43 unaudited financials for January 2018.
44 Here we see our balance sheet. For those of you looking at your
45 packets that's page 1, the Statement of Net Position. Here we see that

1 the General Fund is showing about \$453,000 in cash and \$64,000 in
2 receivables, and the total liabilities in the General Fund are about \$76,000.

3 In operations, and again this is going to be page 2, Statement of
4 Revenues, Expenditures, and Changes in Fund Balance, the General
5 Fund is showing about \$1.36 million in revenue and \$1.38 million in
6 expenditures, giving net loss of \$25,000. The total revenues are at 61.1%
7 of budget and total expenditures are at 58.3% of budget. Of course, the
8 budget parameter that we're looking at is about 58.3% so expenditures are
9 right in line.

10 Here we show our actual revenues compared to budget. The
11 actual revenues of \$1.36 million is mainly due to Dona Ana and City
12 contributions as per the Joint Powers Agreement.

13 In the expenditure comparison we see that services are at 66.9%
14 which is above that parameter we spoke of, of 58.3%; as are supplies at
15 77.6%, we see this in supplies because of the purchase of the beds that
16 they talked about as well as a pre-purchase of microchips that would last
17 for some period of time so those advance purchases lead to this large
18 expense in supplies; and also repairs and maintenance is just slightly over
19 that 58.3%. So those are those are the only areas that go above our
20 budget parameter.

21 And in our Capital Projects Fund we see cash of \$536,000. So this
22 concludes the January financial report. Are there any questions?

23
24 Gandara: Thank you Josh. Any questions? I see none.

25
26 **2. Executive - Jess Williams, Committee Chair**

27
28 Gandara: Next is we did meet as an executive. We developed our agenda for today.
29 We spoke to items such as finances, had a really robust conversation
30 about repairs and maintenance and what's happening there at the shelter,
31 and I won't go any further to allow for Board Member Smith to speak to
32 that in facilities. I don't recall anything else. Vice-Chair Williams, did I
33 cover everything? Board Member Smith? No. Okay.

34
35 **3. Facilities - Greg Smith, Committee Chair**

36
37 Gandara: Board Member Smith, you're on. Facilities.

38
39 Smith: Thank you Madam Chair. Facilities, basically we're continuing with the
40 process that was alluded to somewhat in Mr. Thacker's presentation, but
41 also Tomas Mendez, the City Architect, is working along on moving
42 forward with the renovations and the remodel that we've talked about. So
43 that's where we are. Thank you Madam Chair.

44
45 Gandara: Thank you.

46

1 **F. Zero in 7 Update**

2
3 Gandara: Next on the agenda, Zero in Seven update. Good morning Jean. Hi.

4
5 Gilbert: I guess I don't see it here. Is it here?

6
7 Gandara: Bernice to the rescue. Gosh Bernice. Thank you. It gets hidden in all
8 those agenda items Jean.

9
10 Gilbert: Hello. I'm Jean Gilbert, Secretary for the Coalition for Pets and People,
11 and here are the categories and teams that the Coalition works with. And
12 here is our mission statement which was adopted about a year ago. And
13 here's a listing of community organizations that are part of the Coalition.
14 And here are upcoming events, and I'm pretty sure there's a slide on, in
15 fact I know there's a slide on the Kitty Glitter but here's the flyer for that,
16 and that is, tomorrow is the presale and Saturday is the continuation. And
17 proceeds all go to the different cat organizations here in Las Cruces. And
18 there will be a slide too on the upcoming social and fundraiser for the
19 Animal Services Center so I'll wait till we get to that. And then some other
20 events are Yappy Hour, our next Coalition meeting will be the 27th, and
21 the Coalition is going to be participating in the Las Cruces Volunteer Fair
22 which we did last year. And as you remember Julie Miller last month
23 talked about the SNAP gala and there is more info on that and we'll have
24 that in our next presentation. That's going to be on May 17th which I
25 believe is a Thursday.

26 And here's the Kitty Glitter slide, and it will be at the Griggs and
27 Reymond House starting at 5:30 tomorrow evening, and it's a \$10 entry for
28 the presale and then the following day is free.

29 And here's the slide on the Uno's social and fundraiser. We're
30 really delighted that Uno's has offered a 20% on the tickets from people
31 that attend, and if anyone needs tickets I have them. And we're delighted
32 that Mr. Thacker can be available for the social hour. And the Coalition
33 hopes to do this on a quarterly basis. Obviously it can't be at Uno's every
34 time.

35 And here are highlights from the February Coalition meeting. I
36 need to amend that. There were 12 attendees of which there were five
37 representatives from Action Program for Animals, the Animal Services,
38 Humane Society, Las Cruces Pet Network, Uncaged Paws, Tails from the
39 Shelter reps, and there were two representatives who came from Phoenix,
40 and the Las Cruces store manager from PetSmart was also in attendance.
41 We had breakout groups and so we split in half basically and the topics
42 were foster and fundraise. And then in reporting back after our breakout
43 groups the fundraise group talked about holding an information session
44 that would be available to the public in efforts to recruit more fosters for
45 animals, whether they be for the shelter or for the various rescue groups,
46 with of course emphasis on the shelter. And then the fundraise group

1 reported back that, and especially with PetSmart Charities in attendance,
2 they talked about possible grant application to support pet transport and
3 spay/neuter clinics or other clinics.

4 Some of the services that the Coalition provided during the month
5 of February was Tom Townsend reported that there's 10% completion on
6 the PetSmart Charities grant because there are 500 surgeries and 50
7 have been done so far from that \$30,000 grant that was awarded to APA,
8 and the Coalition is the administrator of the grant.

9 The Coalition participated with ACES February 24th in Anthony and
10 did 49 microchips, and SNAP also was there and gave vouchers. Yes,
11 and then PetSmart Charities talked to the group as kind of a summary at
12 the end of the meeting.

13 Here's HSSNM's report. You can look at the categories there. The
14 reason we're noting Red Brick Pizza is because Red Brick Pizza sadly has
15 come to a conclusion because the people who own the franchise did not
16 renew and we are very very thankful and grateful to Red Brick Pizza as
17 you can see by the proceeds within about five and a half years. So we're
18 going to miss them.

19 And there's a picture of one of our cat adoptions for February. And
20 here's a slide on some of our work in humane education. The middle
21 pictures there reflect some of the curriculum. February is "Have a Heart
22 for Chained Dogs" by Dogs Deserve Better. So we highlighted, a lot of
23 our classes were on that. And "It's Raining Cats and Dogs," February is
24 also Spay/Neuter Awareness Month so we did quite a bit on that topic of
25 spay and neuter. And if you want to hear a story sometime, it's something
26 really cute to share that came from a second grader, I shared the book
27 Wag which is by the, I'm trying to remember his name now, who does the
28 Mutts comic strip and it was really sweet because the dog is Earl and the
29 owner is Ozzie but it went all the way through and of course the theme
30 was love. And why does the dog, he wants tummy rubs, he likes to run,
31 he delights in snowflakes, just this kind of thing. And one of the kids
32 raised their hand and they said, "And I bet he's neutered." I just said, "Oh
33 wow." That was just the neatest thing. So I'm getting through, I said
34 "Yes."

35 The picture on the right is Rose Street with her dog Lucas and we
36 are at the Haciendas at Grace Village for a Critter Connection session.
37 And the other on the left is Claire Schonn with her dog Taco and we are at
38 Onate High School.

39 And the Las Cruces Pet Network, this is just an example of some of
40 the work they do throughout or they did in February. This little Yorkie was
41 lost in the Las Colinas area, and Jess you'll be glad to know that the dog
42 was found and returned. And then there's Josie who was a recent
43 ASCMV Pet of the Week. So this is the type of distribution work that the
44 Network does. The Network also lobbied for the pet food manufacturer
45 tax for spay/neuter funding, which did not pass unfortunately. And they
46 also promoted the Jude Fund which is sadly about the dog that was run

1 over and killed, and that fund is raising money for the Animal Services
2 Center. And they also are promoting the no-cost feline spay/neuter with
3 the PetSmart Charities grant which is pictured here. And Tom Townsend
4 submitted this and then he did change the header because it should read
5 Dona Ana County at the top for the update there. And those are the zip
6 codes there. I think there are nine of them.

7 And Mr. Thacker's already mentioned this. Guinness and Bailey
8 who are center right have been adopted and Bailey was at the shelter for
9 499 days and Guinness was there 510. And Kelly reports, Director of
10 Tails from the Shelter reports that five of the dogs have thus far been
11 adopted.

12 And here are some pictures of transport that Tails from the Shelter
13 facilitated for transport for the ASCMV and these are actual pictures of the
14 puppies now. You know Mr. Thacker had said how these, they don't just
15 go anywhere. They go to awesome places and this is their photo shoots
16 there in Colorado. And our concern of course is our need in this
17 community to transport out hundreds of animals, so we've got to work on
18 what more we can do and increasing services, resources for the ASCMV.

19 And these are the organizations in the community, and it's as far as
20 I know it's all there are. There could be more who are in need of fosters.
21 And that I think is a priority that we've got to work on here in our
22 community, is to raise the number of families and people that are, recruit
23 more people to foster. So there are the listing of the organizations and
24 their contact info.

25 And this is SNAP's report. They gave out vouchers for 73 dogs and
26 42 cats. Julie said that their compliance is 98% because they have the
27 co-pay incentive and they do track the redemption of vouchers through
28 their veterinary billing. And they had a mobile clinic in February and they
29 have another one coming up in March and April. And at their recent one
30 this month, 13 dogs and 10 cats were spayed and neutered.

31 And we mentioned that the Coalition was involved in the ACES and
32 here are some pictures that SNAP took at the ACES event. The Mesquite
33 Vaccination Clinic was there and SNAP issued ten vouchers there and
34 they answered questions about pet care and spay and neuter. And as I
35 noted earlier, the Coalition did 49 microchips. And the next ACES event
36 will be April 21st.

37 And this is a slide for Cherished K-9. You remember the dog
38 Jarhead and you remember that rescue effort well. Cherished K-9 was
39 involved in that rescue effort and while they didn't find Jarhead that day,
40 they found six puppies and these were puppies that were all nursing but
41 no mom. And they were able to track down the mom at the Animal
42 Services Center and so they united the mom with the puppies, and they
43 do have Tiana, the mom, and all of the puppies who are named after
44 mountains are all in the care of Cherished K-9 and they do all need
45 homes. And as far as I know Jarhead does too. He's in foster with
46 HSSNM.

1 And here's APA's report. You can look at their intake, adoptions,
2 transfers, and microchips, and one of their recent adoptions. And this is a
3 family who has been a foster but they're not a foster failure because they
4 adopted an additional animal, so that's good. And APA is grateful for the
5 Petco Foundation grant that they received in the amount of \$7,500 which
6 will allow them to provide vet care for 167 animals, most of them rescued
7 from the shelter. And there's, one of their March Madness activities is a
8 charity-focused fundraiser that is with Walter's Lunchbox. That is not
9 Walter right there. Walter is a Great Dane but it's another dog that is
10 posing for Walter. And 10% of the proceeds will go to APA from the dog
11 treats sold during the month of March.

12 And TNR numbers reported from Broken Promises are there at the
13 top and February was especially a low number, Joe Miele informed me,
14 because of their moving. Joe has moved to the sanctuary that their board
15 member Susan Alderman was managing, and Susan Alderman will still be
16 part of Broken Promises because it's Broken Promises Southwest. She's
17 moved to Alamogordo. And then this is a story of a cat who was and is
18 Broken Promises Southwest microchipped but had been brought in to be
19 euthanized at a clinic, and fortunately the clinic scanned and discovered
20 that. I'm sure the ear-tip tipped them off and so that Broken Promises has
21 Morgan now in their foster care.

22 And here are a couple of dogs who were adopted, two beauties
23 who were fortunately sisters that were adopted by sisters in a family and
24 this is from Safe Haven Animal Sanctuary. And they note that a lot of
25 volunteer hours and work went into the placement for these two dogs.

26 And 2 Hearts 4 Paws, Achilles was found, relatives discovered that
27 maggots were literally eating him alive. You can see the top picture of
28 where his back had been shaved, and this is a story that Sue Peterson,
29 one of the directors of 2 Hearts 4 Paws shared with me. And he was age
30 ten when rescued, so he'd lived his life on a chain basically. And now
31 he's, I guess you could call him the mascot there at 2 Hearts 4 Paws and
32 there he is resting on a quilt. But they removed a lot of maggots off that
33 poor dog and it certainly is a testament to how stoic this dog is. And they
34 do amazing work, 2 Hearts 4 Paws. And they noted that they have 37
35 dogs currently in their rescue program.

36 New Mexico Forever Homes Animal Rescue, and here's a picture
37 of one of the dogs that was transported by them, a Husky, on the right
38 who came from the ASCMV and is now in Scottsdale living the good life. I
39 think they reported over 1,000 transports last year. They're home-based
40 in Alamogordo and their coordinator here is Jamie Jones. And that's the
41 end. Are there any questions?

42
43 Gandara: Any questions? Board Member Smith.
44

1 Smith: Thank you Madam Chair. And thank you so much Ms. Gilbert. I think the
2 efforts are starting to, well they've been paying off but I think the rewards
3 are increasingly becoming apparent. So thank you for the good work.
4

5 Gilbert: Yes. Thank you.
6

7 Smith: Thank you Madam Chair.
8

9 Gandara: Thank you Board Member Smith. Thank you Jean. Appreciate it.
10

11 **VI. Action Items**

12

13 **A. Resolution 2018-06 - Committee Appointments**

14

15 Gandara: Next on the agenda is action items. Agenda item six, Resolution 2018-06,
16 Committee Appointments. Can I have a motion to approve?
17

18 Williams: Madam Chair.
19

20 Gandara: Yes.
21

22 Williams: I make a motion to approve the committee assignments as presented in
23 our packet, which would make the Executive Committee you, me, and
24 Board Member Smith; the Finance Committee would be Mr. Dollahon,
25 Board Member Garrett, and Board Member Eakman; and the Facilities
26 and Operations Committee would be Board Member Smith and yourself.
27

28 Smith: Madam Chair. I will second that motion.
29

30 Gandara: Thank you. So motion to approve by Vice-Chair Williams, second by
31 Board Member Smith. Poll the Board please.
32

33 Baum: Board Member Garrett.
34

35 Garrett: Yes.
36

37 Baum: Board Member Smith.
38

39 Smith: Yes.
40

41 Baum: Board Member Williams.
42

43 Williams: Yes.
44

45 Baum: Chairperson Gandara.
46

1 Gandara: Yes.

2

3 MOTION APPROVED UNANIMOUSLY.

4

5 **B. Approval of new ASCMV logo**

6

7 Gandara: Next, approval of new ASCMV logo. Mr. Thacker.

8

9 Thacker: Thank you Madam Chair. So last Board meeting we agreed on three logo
10 drafts. There were some requests to try to incorporate some of the Organ
11 Mountains and also some of the more southwestern colors. So Wilson
12 Binkley did a great job of incorporating what we were desiring. This is one
13 request, or one example. Here's another one without the Organ
14 Mountains. Here's that one with the colors, and there's that one with the
15 Organ Mountains. This was included there in the background. So of
16 these three with these colors, the ones they liked was this one. However,
17 the logo that was continued to go back to was the very first logo that we
18 had that was the original colors that was the most liked, and that was this
19 one. This one continues to be individuals' and people's favorites. The
20 colors, people say they just feel happy when they look at these colors.
21 There is also the aspect that we do, there's the feeling that we do all the
22 animals there. On the color changes, one person that I talked to asked
23 why we did it as lime sherbet and I go, "Well it's turquoise." And it gets to
24 the point where if you have to explain a logo then the mission or the
25 reason for the logo's lost. So I would like to propose to the board that the
26 one that's on the screen now be adopted as the new logo for the Animal
27 Services Center of the Mesilla Valley.

28

29 Gandara: Thank you Mr. Thacker. Any opinions/concerns of the Board?

30

31 Thacker: And of note, just if I may.

32

33 Gandara: Yes.

34

35 Thacker: We did discuss this in the Executive Committee meeting.

36

37 Gandara: We did. So Board Member Smith, right, Board Member Smith.

38

39 Smith: Thank you Madam Chair. I think we could obsess and overwork this but
40 the reality to me is that the staff has to work with the way that they're
41 represented and their engagement in how they see their job and how the
42 public sees them working I think is a critical piece. So I'm perfectly willing
43 to take that staff recommendation and say, "That works for me." Thank
44 you Mr. Thacker. Thank you Madam Chair.

45

46 Gandara: Thank you Board Member Smith.

1
2 Thacker: And that was my fault. I did neglect to mention that it was put out to the
3 staff and this is the one that they liked the most with this color change. So
4 I apologize for that but there is more buy-in for this from the staff.
5
6 Gandara: Thank you Mr. Thacker. Vice-Chair Williams.
7
8 Williams: Thank you Madam Chair. Mr. Thacker. This has been my favorite one all
9 along. I like the fact that it can be used horizontally, it can be used
10 vertically. It can be used in color or black and white. It lends itself to a
11 variety of iron-on and embroidery and letterhead. I just think it's very clean
12 and I love the bird. So I appreciate that this is the one you brought
13 forward. Thank you Madam Chair.
14
15 Gandara: Thank you Board Member Williams. Anybody else? Yes, I failed to
16 mention that we did speak to the logo at length at the Executive meeting
17 and I am in favor of going, frankly, with what the staff has indicated as
18 their favorite. I mean they're the ones that have to live it and breathe it
19 every day. So I very much appreciate knowing that this is sort of the one
20 that they liked and so I'm for that. So thank you Mr. Thacker.
21
22 Thacker: Thank you.
23
24 Gandara: Anybody else?
25
26 Williams: Madam Chair. I move adoption of the new logo.
27
28 Gandara: Do I have a second?
29
30 Smith: Madam Chair. I will second.
31
32 Gandara: Okay. Motion made by Vice-Chair Williams, second by Board Member
33 Smith. Will you please poll the Board?
34
35 Garrett: Madam Chair.
36
37 Gandara: Sorry.
38
39 Garrett: Public input please.
40
41 Gandara: Is there any public input? Please come on down. Yes. I'd like to limit
42 your comments to three minutes if I can Kelly.
43
44 Barker: Kelly Barker, Uncaged Paws/Tails from the Shelter. I love the new logo
45 and I guess the only thing I would've suggested is that Animal Services
46 Center of the Mesilla Valley is all done in black so that the logo cost to

1 have it printed on shirts, you in essence would be a one-color which would
2 be your lime green because no one charges for black. But otherwise I
3 love it. I think it's happy.
4
5 Gandara: Thank you Ms. Barker. Appreciate it. Anybody else? Did I see one other
6 hand up? Oh, Jean, you're coming down. Okay.
7
8 Gilbert: I just want to say that I really like the logo. It has great readability.
9
10 Gandara: Thank you Ms. Gilbert. Anybody else? Thank you for that. Oh, is there
11 one? Okay yes ma'am. Please come on down. I didn't see you in the
12 dark. So sorry.
13
14 Dalcour: Hello. My name's Tina Dalcour and I like this one and then last meeting
15 when everybody mentioned the bird in the logo, I thought I might offer a
16 new motto, trend, whatever we're going to call it, but it's "Soaring to new
17 heights to save more lives."
18
19 Gandara: Nice. Thank you very much. Anybody else? Do I see anybody else out
20 there with their hand up? Okay. Thank you for the feedback. Poll the
21 Board please.
22
23 Baum: Board Member Garrett.
24
25 Garrett: Yes.
26
27 Baum: Board Member Smith.
28
29 Smith: Yes.
30
31 Baum: Board Member Williams.
32
33 Williams: Yes.
34
35 Baum: Chairperson Gandara.
36
37 Gandara: Yes.
38
39 MOTION APPROVED UNANIMOUSLY.
40
41 Thacker: I just want, I want to clap.
42
43 Gandara: You want to, okay, clap. Yes. This is the new look.
44
45 Thacker: Yes. That's the new us.
46

1 Gandara: New logo. Rebranding. Yay!
2
3 Thacker: So we do have, I had, I took a chance that it would be approved, but I
4 have a pad of paper here for all the Board Members that have our new
5 logo on it and we appreciate all the hard work that's gone in for this. So
6 thank you very very much. That's all we have.
7
8 Gandara: You're welcome. Thank you Mr. Thacker. "Soaring to new heights," right?
9 "Saving lives," I like that Mr. Thacker. Can you incorporate that in some
10 way? Thank you. There you go. Kelly I like the way you think. Available
11 for purchase. Did you hear that? Yes. Okay. Transport program. Good
12 one. Good one.
13

14 **VII. Public Input**

15
16 Gandara: Next on our agenda's public input. Who do we have that wants to give
17 public input? We have a few people, right? Okay. I'll start on my left.
18 One, two, third row to my left, that's your right. So come on down. Please
19 state your name and we're going to limit you to two minutes please.
20

21 Wamel: Connie Wamel and I was asked to come here by Ms. Gandara and, to
22 kind of explain to you all my dilemma with feral cats. Feral cats mainly
23 being released back into my neighborhood that have been spayed and
24 neutered. I realized I had a major problem about a month ago when I
25 looked out the blinds on the patio and there were these cats, so many cats
26 it looked like maggots crawling on the ground. I travel a lot so I'm not
27 home enough to keep them shooed away or anything, and they have
28 literally destroyed my patio furniture. They have marked my house. I
29 have a table with six chairs and cushions. Those have to be replaced. My
30 couch, my two chairs, those cushions have to be replaced where the
31 tomcats have sprayed and so anyway, I've started collecting cats, trapping
32 them and turning them over to Animal Control. They said the ones with
33 the tipped ears are the ones that have been spayed or neutered and they
34 will be returned. I have a problem with that. I don't want them in my yard.
35 So I'm going to collect cats and I will keep turning them in to Animal
36 Control because I don't want them in my neighborhood. There's got to be
37 a way to take care of these feral cats. If you want to keep them and you
38 want to have them spayed and neutered, so put them in a neighborhood
39 that needs those cats. My neighbors, close neighbors ...
40

41 Williams: Thirty seconds.

42
43 Wamel: Okay. Anyway, my neighbors are not for it. One got in her house
44 yesterday morning when her son was home by himself, getting ready to go
45 to school, and scratched him. He couldn't get him out, wasted a whole
46 day trying to catch the cat. Animal Control came and got the cat, you

1 know, I mean it's just horrible. Bad. I've gotten probably 11 so far and
2 maybe more. Lost count. So is there a way to keep from those cats
3 coming back in the neighborhood?
4
5 Gandara: Yes Vice-Chair Williams.
6
7 Williams: I was just telling you that the time has expired.
8
9 Gandara: Is the time ...
10
11 Williams: Yes.
12
13 Gandara: So the time has expired. Ms. Connie thank you so much ...
14
15 Wamel: Okay.
16
17 Gandara: For coming here. Hold on a minute. I appreciate and sympathize with
18 your concerns. The reason I had her come in is because I think there's
19 some miscommunication that's happening with ACO and the Center and I
20 would really like that we come together and we really talk about this and
21 come up with some solutions. I don't like the idea that we're kind of
22 pointing fingers here and I recommended for Ms. Connie to come, come
23 into public input but that we would also do, put this on the agenda for the
24 Task Force as well to have a lively discussion about what to do because
25 we did make mention about registered feral colonies if you will and we
26 don't have, very few in the City and we know that, zero? We have zero
27 now. I thought we had one. And so, oh Ms. Chavez did stop, okay. So
28 we know that maybe that ordinance isn't working to its fullest so we need
29 to really have that conversation. So I gave you the date in terms of when
30 we're coming and please feel free to talk to Mr. Thacker here. He's
31 handing out his card. So thank you Ms. Connie. Who else is next? Come
32 up Kelly.
33
34 Barker: Kelly Barker, Uncaged Paws/Tails from the Shelter. I just wanted to bring
35 attention to two programs we've got coming up. The air flight will start
36 again April 10th and God willing I'll find enough qualified receivers in
37 Colorado and we'll do it again on April 20th. That gives us a possibility of
38 sending 116 dogs to Colorado, Montana, and Idaho. Our receivers in
39 Montana and Idaho are really excited to see our list which Paul and the
40 team over at the shelter are working on and we know that if we can
41 continue this particular program this year all the way through, we have the
42 potential of moving 500 dogs. So that's a huge number. We're also
43 opening it again to not only the shelter but to the rescue community just
44 like we did last time. I had eight rescue dogs on each flight. And so that
45 helps them move their longer-term dogs. When they get to the other end,
46 as Clint has mentioned, almost all of our dogs have been adopted out in

1 ten days. So we're really happy with what the progress has been and as
2 we move forward we'll actually look to do some ground transports to them
3 which will allow us to let's say up the ante and do them perhaps maybe as
4 much as once a month. So that's that. So April 10th at the airport. We're
5 putting a shout-out on Facebook for donations for sweaters and coats
6 because we need to bundle up our New Mexico dogs as they go to a
7 cooler climate and also this time we're going to be looking for medium
8 crates ...
9

10 Williams: Fifteen seconds.

11

12 Barker: Because that's what we're planning to send most of. Also a shout-out to
13 the 12 Dog program. Since I started that in December which was mid-
14 December 29 large dogs have gotten homes.

15

16 Gandara: Thank you Kelly.

17

18 Barker: Thank you.

19

20 Gandara: Next? Yes come on down. Good morning Frank.

21

22 Bryce: Good morning. Frank Bryce, Humane Society of Southern New Mexico.
23 First off, who decided on this two minute thing? We're going to have to
24 have a discussion but that's not a very good ...
25

26 Gandara: That's me. Sorry.

27

28 Bryce: That's, okay, that's not really very good. But on a bright note Blossom the
29 cat was a feral cat caught on San Andres National Wildlife Refuge, so that
30 was good. And I'm fostering Jarhead and Roy and if anybody's interested
31 in a really great pair of dogs or a single dog they're going to be great,
32 great companions. Now I always come up here and I have a, almost like a
33 complaint. It's not a complaint but it's a concern. And what I'm interested
34 in is transparency. I would like to see what the results are of that
35 assessment from the City, what's been done with those issues, there was
36 a concern expressed by PetSmart Charities officials at the Coalition
37 meeting about their concern for disease control at the shelter. I would like
38 to see a section put into this meeting where we talk about concerns and
39 not just the good things. I'm all for the good things, surely you realize that,
40 but I really would like to see us have some open transparency about
41 concerns. And I do want to commend Mr. Thacker for his initiative and
42 almost bravery of printing those pads up. That's the kind of initiative we
43 need. Thank you.

44

45 Gandara: Thank you Frank.

46

1 Mitchell: *(inaudible)*
2
3 Gandara: Wait, you, wait, and please say your name to the mic please. I can't hear
4 you.
5
6 Mitchell: Pat Mitchell, Pat-with-a-T M-I-T-C-H-E-L-L, taxpayer, citizen, voter,
7 advocate. First of all for the record, any and all of the information
8 presented by the shelter, is that unaudited? And also if it is unaudited,
9 what's going to be done going forward to independently verify all of this
10 data? Thank you.
11
12 Gandara: Thank you. Ms. Mitchell. Vice-Chair Williams will address your comment.
13
14 Williams: Thank you Madam Chair. Ms. Mitchell I'm not certain what you're referring
15 to but I will tell you that the Animal Services Center of the Mesilla Valley is
16 audited each year and in the nine years that I've served on this Board the
17 audit has come back clean with zero findings each year, including the
18 most recent audit. So the numbers are being audited on a regular basis
19 by an independent auditor. I hope that addresses your concern. I believe
20 the audits are available on the website. If they're not, they could be.
21
22 Gandara: Anybody else to my left? Yes ma'am. Come on down.
23
24 Dalcour: At the last meet, oh, my name is Tina Dalcour. At the last meeting there
25 was talk about changing the licensing ordinance. Was there any more
26 discussion about that?
27
28 Gandara: Ma'am. We have continued dialogue about the licensing but what we
29 need to do is bring that forward to both City and County and definitely the
30 this Board can make a recommendation in terms of what we think about
31 licensing but it would have to overall be approved by the City and County.
32
33 Dalcour: Okay. Thank you.
34
35 Gandara: Okay?
36
37 Dalcour: I just want to make sure that there's still progress made on that and we go
38 to the microchip only option basically. Thank you.
39
40 Gandara: Yes ma'am. There's continued progress. Thank you. Ms. Mitchell for this
41 time I'm going to allow you a second time, okay.
42
43 Mitchell: I didn't use two minutes so I'm using my two minutes. Okay. When I'm
44 asking for audit I'm asking for all the information presented: Outcomes,
45 intakes, euthanasia, all of that. I'm not talking financial. I'm sure that's
46 covered. I'm talking about all data. Thank you.

1
2 Gandara: Ms. Mitchell as I stated before I'd like for the conversation to be had with
3 Mr. Thacker and kind of introduced you two to be able to have a one-on-
4 one and then you can ask those questions. But we don't have a provision
5 or anything of that sort that indicates that those numbers need to be
6 audited. Okay. Public comment on this, yes ma'am, come on. Go ahead.
7
8 Kapner: Clare Kapner, volunteer. As somebody who's on the street and talks to
9 the public all the time I think I can talk about some of the things that you
10 were talking about. And number one, people don't know that cats are not
11 allowed outside. I tell people that all the time and they tell me they let their
12 cats out and I tell them, "You know it's illegal to let your cat out?" So I
13 don't know, maybe you need some kind of a program to let people know
14 that your cat is not allowed to roam on the street. Also with regard to the
15 breeds, I believe that when the ACOs pick up an animal they put the breed
16 down and it seems that they have like a half a dozen, it's either a pit, a
17 shepherd, a terrier, if it has straight hair it's a terrier, if it has curly hair it's a
18 poodle, if it's small it's a Chihuahua. It's a lab or a retriever. And most of
19 the animals seem to fall under those categories. And yes, people do, all
20 the time, ask us if we have a certain particular breed at the shelter and I
21 either tell them it's at the shelter or you can try a breed rescue.
22 Unfortunately there aren't too many breed rescues here or in El Paso.
23 And lots of times I know that there's a particular breed at the shelter and
24 they go there only to find out that the animal's been transported out.
25
26 Williams: Thirty seconds.
27
28 Kapner: So a lot of animals that we could adopt out are transported out. Also, I
29 understand, oh we cannot put down that an animal is a purebred unless
30 somebody turns in the animal with paperwork. So everything is a mix,
31 everything. And I have had animals that they say are pits, there is no way
32 there is pit in that DNA but that's what gets put on the intake sheet. So I
33 don't know if they can change that at the shelter. I know I have a huge ...
34
35 Gandara: Time is up.
36
37 Kapner: Encyclopedia of dog breeds ...
38
39 Gandara: Ms. Clare.
40
41 Kapner: That I keep at the markets so we can hopefully more closely identify an
42 animal. Also ...
43
44 Gandara: Thank you Ms. Clare. Your time is up.
45
46 Kapner: Oh. I got two more sentences.

1
2 Gandara: Okay.
3
4 Kapner: And also I don't know if they can change the breed. My understanding is
5 once the ACO writes the breed down it can't be changed. I don't know if
6 that's true.
7
8 Gandara: See my heads, our staff over there say no. It can be changed. Hello.
9 Come on. Come on down.
10
11 Spaulding: Jessica Spaulding, Wilson Binkley Advertising. Right now I'm going to
12 represent Borman Autoplex though and just as a reminder, they're still
13 handing out free tags for pet owners at the Ford building at the Borman
14 Autoplex. Since August we've done over 3,000. It's a great program.
15 We're really excited about it. I do want to remind people the most
16 important information to put on the tag is contact information, a phone
17 number or an address that are working or that you still live there. I know
18 it's great to have your dog's name on there, but not the most important
19 information.
20
21 Gandara: Thank you Jessica. Appreciate that. Anybody else to my right? Okay.
22 Jean, I'm sorry.
23
24 Gilbert: I just wanted to comment on feral cats because I know that the no-kill
25 equation, that's first and foremost on the no-kill equation because that's
26 where the highest numbers are of animals that are euthanized. And of
27 course when cats are brought in that are feral, already ear-tipped and
28 spayed and neutered, and they aren't welcome back where they were, the
29 problem is that the cats need to be acclimated in another location and that
30 is I think totally doable but I think we need the help of the cat management
31 team which are the people that are all affiliated with the cat work here in
32 Las Cruces. So I think it's doable but it's something we've got to look at
33 the ins and outs of it.
34
35 Gandara: I appreciate it Jean. Thank you. Mr. Thacker.
36
37 Thacker: Thank you. And I apologize, I forgot to mention that there is a sponsored
38 event happening at Peter Piper Pizza tonight for the shelter from 4:00 till
39 9:00 p.m. That's 15% of your proceeds will go to the animal shelter. So
40 I'd like to enjoin you all to come to Peter Piper Pizza. Thank you. Oh. I
41 have to mention that, you have to mention that it is there for the shelter,
42 you're there. And there's more than one?
43
44 Gandara: There is.
45
46 Thacker: So it's the one on Bataan.

1
2 Gandara: Okay.
3
4 Thacker: All right. Thank you.
5
6 Gandara: Thank you. We're on to chair and board comments. Kelly, you want ...
7
8 Barker: Kelly Barker, Uncaged Paws. I just want to address the breeds that are
9 going on. As I'm working a lot on these transfers, Colorado, parts of
10 Colorado are breed-specific. So therefore nothing with a pit bull on the
11 paperwork is allowed to enter. They've had a lot of lawsuits. Some
12 animals have been euthanized because they've been diagnosed as pit
13 bulls. We work with the shelter and I think that the problem is the ACOs,
14 as Ms. Kapner said, there are these five categories and everybody is one
15 of those five categories. We have spent a great deal of time reclassifying
16 those pit bulls, and nearly all of them are able to be reclassified as Boxer
17 mixes or Lab Retrievers. It seems like it's the go-to for the ACOs and that
18 is really a death sentence for most of those animals if they've got that
19 listed and the shelter's been great about going back in, reevaluating what
20 the dog really looks like, and then reclassifying it so that when we do the
21 transfer paper, it's not saying pit bull. So I just believe it's an education
22 process. Thank you.

23
24 Gandara: Thank you Ms. Barker.

25
26 **VIII. Chair and Board Comments**

27
28 Gandara: Okay. We're moving on to Chair and Board comments. Vice-Chair
29 Williams.

30
31 Williams: I have nothing today. Thank you.

32
33 Gandara: Board Member Smith.

34
35 Smith: Thank you Madam Chair. A comment was made about selling the
36 notepads, and it sparked in my mind the thought that perhaps one
37 volunteer activity might be at the Animal Services Center to have Animal
38 Services Center, we don't want to compete with the other pet stores, pet
39 supply stores around town, but perhaps have Animal Services Center
40 themed items that could be only purchased at the Animal Services Center:
41 Shirts, polo shirts, hats, things like that that don't compete with what the
42 Animal Services Center employees are wearing, leashes, dog, cat bowls,
43 beds, we wouldn't want to take up too much space so I don't want to get
44 too carried away here. But anyway the thought occurred to me. I'm not
45 pushing for it yet but it might actually be a little bit of a fundraiser, might be
46 also a way to help get the logo out, the word out, the add to our culture of

1 when children get asked qualities of a certain animal it's not only that it's
2 been fixed but also that perhaps it came from the Animal Services Center,
3 or otherwise that becomes a broader piece of our community culture.
4 Thank you Madam Chair.

5
6 Gandara: Thank you Board Member Smith. Board Member Garrett.

7
8 Garrett: Thank you Madam Chair. I was thinking about what Mr. Bryce had said
9 regarding concerns. And one thing that we may want to consider is
10 having a work session to update the Strategic Plan. As part of that
11 identifying major initiatives rather than concerns or problems, but basically
12 say, "Okay. Here are some things that we think are important." We've
13 already identified a number of those things in our meeting today and then
14 have reports out on what kinds of progress are being made to address
15 those particular issues. I think that that, our meetings are not really set up
16 to have lots of conversation as we have today, which has been good, but
17 about different topics. I just think it's more productive if we can get that
18 focused into initiatives and work sessions in order to make some progress
19 on some of these issues. So I would just encourage that we have the
20 structure to address some of these concerns, lump them together in
21 manageable and according to major things that are really critical to get
22 done. And then we have reports made on those, and if we need to we
23 have discussions that are scheduled for the meetings to talk about those.
24 But I'm very encouraged by the fact that we got to 90% for the first time,
25 and at the same time we are recognizing that there are things we need to
26 be working on in order both to sustain that but also then to continue to
27 lower the numbers. Thank you.

28
29 Gandara: Thank you Board Member Garrett. I appreciate the comments. Board
30 Member Maestas.

31
32 Maestas: Thank you Madam Chair. I don't have any items to forward.

33
34 Gandara: All right. Thank you. I want to continue to invite the public. I think there's
35 many different forums to be able to voice strengths and concerns in the
36 animal services, be it Center or advocacy groups. We have a City Task
37 Force that meets once a month and those are opportunities to have lively
38 discussions and we have them, we don't steer away from them, all in a
39 very respectful way. I like the idea of a work session, certainly something
40 we can talk about at the Executive and so I would agree that we want to
41 be as transparent as we can. I certainly will talk to the City Manager about
42 the assessment that was made around the facilities and speak to posting
43 that in some way. And so I have no problem. So thank you. I think, I'm
44 sorry. Board Member Smith.

45
46 **IX. Adjournment (10:55 AM)**

1
2 Smith: Madam Chair. I was just expressing to you that you do have the option of
3 saying, "There being no objection ...
4
5 Gandara: Okay.
6
7 Smith: We can adjourn." If you're ready to do that.
8
9 Gandara: Yeah. I'm ready to do that. Being there no objections to adjourn, we are
10 adjourned. Thank you. Thank you all for coming and participating.
11

12 BOARD OF DIRECTORS

13
14 _____
Kasandra Gandara, Chairperson

15
16
17 _____
18 Jess C. Williams, Vice Chairman

19
20
21 _____
22 Jack Eakman, Board Member

23
24
25 _____
26 Billy G. Garrett, Board Member

27
28
29 _____
30 Gregory Z. Smith, Board Member

31
32
33 ATTEST:

34
35
36
37 _____
38 Scott A. Krahling, County Clerk

1 ANIMAL SERVICE CENTER OF MESILLA VALLEY
2 WORK SESSION
3

4 March 28, 2018 at 8:00 a.m.
5
6

7 **BOARD MEMBERS PRESENT:**

8 Jess C. Williams - Chairman
9 Jack Eakman - Board Member
10 Kasandra Gandara - Vice Chair
11 Billy Garrett - Board Member
12 Gregory Z. Smith - Board Member
13 David Dollahon - Ex-Officio Member
14

15 **OTHERS PRESENT:**

16 Clink Thacker, ASCMV Executive Director
17 Bernice Navarro, ASCMV
18 Christine Rivera, CLC
19 Josie Medina, CLC
20 Kelly Barker
21 Frank Bryce
22 Marlyn Zahler
23

24 **I. Pledge of Allegiance (9:00 AM)**

25 ALL STAND FOR PLEDGE OF ALLEGIANCE.
26
27

28 **II. Determination of Quorum**

29 Gandara: So (*inaudible*) Mr. Thacker. (*inaudible*) computer.
30

31 Thacker: Waiting for technology to catch up to me.
32
33

34 Gandara: Waiting for technology to catch up to Mr. Thacker. We are ... I just want
35 to go around the room and let's introduce ourselves. We're a small
36 enough group. We'll start with Kelly on this side. I'm watching the door.
37 Kelly will you introduce yourself.
38

39 Barker: Sure. Kelly Barker, Executive Director UNcaged Paws and Rescue
40 (*inaudible*) from the shelter.
41

42 Bryce: Frank Bryce, HSSNM, Humane Society of Southern New Mexico.
43

44 Zahler: Marlyn Zahler, champion for animals.
45

46 Navarro: Bernice Navarro, ASCMV.

1
2 Medina: Josie Medina, Budget Analyst for the City of Las Cruces.
3
4 Thacker: Clint Thacker, Executive Director, Animal Services Center.
5
6 Garrett: Billy Garrett, County Commissioner and Member of the Board.
7
8 Eakman: Jack Eakman, City Councillor, and Member of the Board.
9
10 Dollahon: David Dollahon, City of Las Cruces, Ex-Officio Member to the Board.
11
12 Rivera: Christine Rivera, Deputy City Clerk.
13
14 Smith: Greg Smith, City Councillor and Board Member.
15
16 Gandara: Kassandra Gandara, City Councillor and Chair of the Animal Services
17 Board.

18
19 **III. Review of the proposed ASCMV FY2019 Budget**
20

21 Gandara: So Mr. Thacker how do you want to do this? Do you want us to wait or do
22 you want to?
23
24 Thacker: We're just waiting for our computer to show up so we can, technology
25 quite hasn't caught up.
26

27 **GENERAL CONVERSATION.**
28

29 Thacker: While we're waiting I can go ahead and do some introduction of ...
30

31 Gandara: Yes.
32

33 Thacker: Some of the material that we're going to be looking at. First of all I'd like to
34 say, just start off by thanking the Board for the support that I have
35 received since we've been here. There have been some changes that
36 have gone forward and appreciated the Board and how much
37 communication that we've had with the Board and how well we've
38 communicated. I hear stories of other organizations of how bad the Board
39 is and how they don't like working with them and I don't have that problem
40 at all. I love the fact that the board tells me "no" and also tells me "yes."
41 Gives me guidance, and I think it's a great working relationship that we all
42 have, so I thank you for that. I also want to thank the public input as well.
43 Some people here from the public that from day one they've come and
44 they've given their opinions which I've appreciated. Given everything from
45 advice, and also on ways to solve some of our problems. I really
46 appreciated that.

1 I do want to tell a quick story about how I was in the Animal Service
2 Center just on Monday and going through there and I was walking by the
3 front and a volunteer grabbed me by the arm and she gave me a big hug
4 and I was like "Whoa, what is that for?" And she said "I just want to tell
5 you thank you. Thank you for the changes you've made." She said most
6 importantly "Thank you for the beds." And I go "Really, why the beds?"
7 She says "This is just so nice to see the dogs that are off the ground,
8 they're on something." And she says "I know that it's helping staff with
9 laundry and so on." She said "It's just so nice and she says she loves the
10 logo, she loves the painting we've done and some of the changes we
11 continue to make. So that really helped because the last month has been
12 really hard at the Animal Service Center between a lot of the rescues and
13 a lot of efforts that are happening all at once that we're trying to get a hold
14 of, get a handle on, as well as preparing this rather large increase of a
15 budget that we're going to talk about today. It's always very stressful
16 developing any budget but especially a budget that we need to look at and
17 weigh our wants and our needs, have those (*inaudible*) on there. And so it
18 is hard when you do that and stressful. I do appreciate her and (*inaudible*)
19 because it just helps put it all into perspective. And also before we begin I
20 want to point out that anything that we do say or anything that I say or
21 Bernice and I made comments about how something's not been done or
22 lack of this, or never been done, never been used. In no way are we
23 meant to degrade or put down the former director, Dr. Beth. She and I are
24 completely different individuals. We have different styles that we manage.
25 We have different priorities set, so just consider that as we move forward
26 as well, that it's not meant to be (*inaudible*). So with that I believe we're
27 almost ready to start. Right David?
28

29 Dollahon: Yes.

30
31 Thacker: What I can do or when while we're waiting for that is the first slide on there
32 is some numbers that you can take a look at and so those are some
33 statistics that I put together, first off is, I was supposed to be able to show
34 you and then you guys take a guess at what it is, so 2009 as you can see
35 is the last known year that we can remember of an increase that was
36 requested for the budget. The number 10 is the number of years the
37 shelter's been running below a standard and I compute that as in the, it
38 was in 2008 we were annual intake of around 15,000, 14,000 animals and
39 at the current budget we have we're still, that time even though it was over
40 10 years ago, it still was, I would've requested a lot more than obviously
41 needs. And then for the last three years we've had a pretty stale or pretty
42 set intake in the 9,800 and 9,900, so that tells me that things have
43 steadied out and we need to do some changes as far as different
44 programs, different ways we would look at things, both coming into the
45 shelter and also leaving the shelter. So we'll continue to make those
46 changes. And some of that's in your packet we'll review today.

1 The next number, \$2,262,000 is the average number of budget
2 that's been since 2015 or 2016.

3
4 Dollahon: You spoke too soon.

5
6 Thacker: Yes, I can tell. Would you like me to continue on with the budget
7 presentation or wait until the screen? Because we have the presentation.

8
9 Navarro: We have the copies.

10
11 Gandara: Yes. Let's just continue to move forward and then we'll (*inaudible*).

12
13 Thacker: All right. That's good. Great. So Fiscal Year 2017-'18 which is the year
14 we're currently in, the Medical Director position was approved by the
15 Board. Because it wasn't going to be fully 100% funded, it was going to
16 be done by salary savings and we were able to do that, so for this coming
17 year, 2018-'19, we do need to have that position fully funded. And with
18 benefits that total cost is \$170,000.

19 The next is the classified positions, and these are all brand new
20 positions that we're talking about here. So Animal Caregiver we're looking
21 for five new positions for Animal Caregivers. Where that number comes
22 from is the Humane Society of the United States, as well as the National
23 Animal Care and Control Association recognized a certain formula is used
24 to come up with a number of staff per animals. However, we couldn't do
25 per animals because we have, we're looking at two to three, sometimes
26 four animals or dogs per cage, per kennel, so we did alter the formula just
27 a little bit by saying kennels, the number of kennels. Because if you do
28 this formula by the number of animals it comes out to be 43 staff. And that
29 was a little too much. So if we take 208 kennels, on an average the
30 formula states 15 minutes of cleaning per kennel, includes feeding. Those
31 two things do not happen at once, everything's cleaned and then they go
32 back and then they feed. So if you times the 208 kennels by the 15
33 minutes cleaning it gives you 3,120 minutes divided by 60 to give you your
34 hours, is 52 hours of cleaning divided by we give them four hours. They
35 are there at 7:00 in the morning, four hours of cleaning, that equals 13
36 staff members for dogs, and that's full time. For the cats, same algorithm,
37 for 115 cages and that gives us seven staff members. The current
38 caregiver staff that we have is 12 full time and five part time and that's fully
39 staffed and we're still currently three part time members down. The
40 breakout is generally nine for dogs, three for cats, and that's when
41 everybody shows up. So obviously we need more staff.

42 The formulas that were given by the HSUSN by NACA are meant
43 as a guideline, not set in cement, so it could be less, it could be more.
44 Speaking with our account supervisor that we had meetings with, he
45 stated another five would give us the room where if anybody needed to
46 call in or call in sick, whereas we have two people now that are on FML,

1 that five additional full times would make it so you will not need to call in
2 our temporary people that we have now. We service through a temporary
3 agency called Manpower and we fill those positions there with that.

4 The continuation of our other positions we're asking for, two
5 adoption specialists. This is also a brand new position. Sample job
6 description is included in your packet that you have. These individuals are
7 going to be focusing on rescue efforts. They're going to be taking pictures
8 of dogs, writing creative bios, having appointments for surrender-based
9 appointments instead of whenever you want to bring an animal in. It's
10 going to be by appointments. They're going to be also talking with the
11 owner there, "Why are you turning over your animal?" "What can we do to
12 help you?" You know is this behavior based. We can give you resources
13 that we have or show you to where some resources are to have at your
14 fingers records and so on. We are bringing on, like I said, our Medical
15 Director states at the end of April. We're very excited about. And with her
16 coming on we need to have two more vet techs. Our current vet
17 technicians are experiencing at the end of the day, they don't have enough
18 time to enter in the information needed on the medical forms, so it carries
19 over to the next day. With a new Medical Director we're changing on how
20 we're going to be using the vet techs and they're really going to be the
21 right hand of our Medical Director to be able to better identify sicknesses,
22 put lists together, etc. So that is why we need two in addition to the ones
23 we already have.

24 With the new veterinarian that we're requesting, another
25 veterinarian.

26
27 Gandara: Mr. Clint (*inaudible*).

28
29 Thacker: We have two, we're requesting two more. So a total of four.

30
31 Gandara: Okay.

32
33 Navarro: And just to let the record show that Jess did arrive at 8:44.

34
35 Williams: Yes, had radio shows this morning. Sorry about that.

36
37 Thacker: So the veterinarians, so we are requesting those veterinarians on that
38 slide. With the veterinarian comes into play is somebody to get those
39 animals ready for sterilizations. That's why we requested two more
40 surgical assistants to be able to prepare animals for the veterinarian to
41 sterilize.

42 So the next slide we have is a continuation of that table. We're
43 requesting for part time is two transport drivers. Right now the perfect
44 example of this is this morning Paul left, he's our Kennel Supervisor, he
45 left with 27 puppies heading up to Albuquerque. About a 3.5 hour drive.
46 And 3.5 hour back. So he'll be gone for seven hours which is all day. And

1 that takes the supervisor out of the shelter. Another perfect example
2 would be when we go to Oregon next or if we go to Phoenix next, if it's out
3 of state that changes the laws of how much one person can drive when
4 they're hauling personal property, so we have to have two people to go
5 and that is generally Curtis our Population Manager and then another staff
6 member which we are already understaffed. So it is a significant burden
7 that we're receiving on that. So two transport drivers will be able to be
8 used to move our animals around. They would drive. They are
9 employees so they will be able to drive center vehicles for that as well.
10 We currently are adding off-site adoption events at the rate that we are
11 unable to keep up at. Whenever we add or go somewhere new we have
12 to cancel another one. An example of that would be just this last
13 weekend, Sportsman's Warehouse reached out to us and said "We want
14 you guys to come and do an event here in our parking lot." Dominique,
15 our Volunteer Coordinator, "Fabulous, that's great. Let's do it." However
16 in order to do that we have to have a staff member go with our volunteer,
17 so we had to cancel or not go to another event to make room. So two
18 more off-site individuals would allow us to be able to part time to spread
19 our wings more while we're out there.

20 The next one is a contract for veterinarian, another veterinarian
21 contract. That would just allow us and give us the capability of doing more
22 sterilizations in-house and also for the public for that. We need to get a
23 quicker and better grasp on our shelter population. We did just on
24 Monday we did four abortions at our clinic which is a standard, a regular
25 practice that when you spay a female and it's pregnant then you abort the
26 puppies. And that is hard to do. It's hard on everybody to do, to do that.
27 And all those animals got pregnant at the shelter. So we continue to focus
28 and continue work very hard on sterilizing our shelter population, with
29 another veterinarian to be able to focus on both of those. So we'll
30 continue on.

31
32 Dollahon: Well if I have to manually operate it, let me know Clint.

33
34 Thacker: Okay. So the total increases for our Fiscal Year '18-'19 is \$348,889. The
35 reason why that's not the full amount is we have some creation deals as
36 far as job descriptions, just some job developments that we'll need to get
37 together. So we did not fund them with the advice of David Dollahon, we
38 did not fund those 100% because we're not going to use them 100% of the
39 time. So that's why that amount is less. And then in Fiscal Year 2019-
40 2020 we're going to be asking for an additional \$177,000 and that will fund
41 those positions 100% total. Any questions before we move on to the
42 next? Any questions as far as personnel?

43
44 Gandara: Any questions? Yes. Hold on. Hold on.

45
46 Eakman: You know I'm just seeing this for the absolute first time.

1
2 Thacker: Yes.
3
4 Eakman: And this has to be how much of your cost? 80%?
5
6 Thacker: How much of our increase?
7
8 Eakman: No, how much of your cost is personnel?
9
10 Thacker: Oh yeah probably close to 85%.
11
12 Eakman: Okay. So this just hit me all for the first time and you're asking me to
13 assume, and you're absolutely right, and so understand I'm going to have
14 a little difficulty just swallowing this pill number one. And it's just because I
15 was a hospital administrator that I do something like that so understand, I
16 got this right now, but I'd like to tear through it with you.
17
18 Thacker: Oh yeah.
19
20 Eakman: Okay.
21
22 Thacker: And I think that's the purpose of this work session is to give you the
23 information and then we can meet one-on-one where as we need to and
24 patch this up. Am I correct? Councilwoman, Chair.
25
26 Eakman: One more question. Do you have any idea of what you're current
27 productivity is, of the employees you currently have?
28
29 Thacker: I would have to say no. By productivity what do you mean, by how much
30 they're working?
31
32 Eakman: How much are they accomplishing? Not how much are they pushing a
33 rock or something, but how much are they actually accomplishing. Do you
34 have any maintenance in place for productivity?
35
36 Thacker: No.
37
38 Eakman: Okay. We'll talk.
39
40 Thacker: Okay.
41
42 Gandara: So you asked me the question and I think this is a perfect opportunity to
43 really flesh a lot of this stuff out. I'm happy to have the one-on-one
44 conversations but that's the reason why we have the work sessions, is to
45 talk about it opening, transparently. Whatever questions/concerns you
46 might have about productivity, performance, things of that nature, I think it

1 really needs to be here at the table to have that robust conversation. Like
2 I think what it needs to, I get it. We had the conversation at the Executive
3 Committee, we recommended that it be brought here in the form a work
4 session. So that would be my preference is that we have the conversation
5 about all of that Jack.
6
7 Eakman: Madam Chair. Has the Executive Committee approved all of these?
8
9 Gandara: No. No. The recommendation was to bring it to have the dialogue at a
10 work session.
11
12 Eakman: Has the Executive Committee reviewed this before it was presented here
13 today?
14
15 Gandara: No.
16
17 Eakman: Thank you.
18
19 Gandara: Board Member Garrett.
20
21 Garrett: Thank you. I'm probably a little less concerned about diving into individual
22 numbers although I can understand that. I would just say that this looks
23 right to me. And the reason that I say that is that when I go back to 2011
24 when I came on board, the emphasis was on simply, I mean there was
25 euthanasia. I mean it was a shelter that was not focused on the well-
26 being of the animals to any high level. It was certainly at the time we
27 didn't have all the programs in place that we do now in terms of moving
28 animals out. And there's certainly not a deep commitment to a robust
29 spay and neuter program. And so what I guess I'm saying is that we're at
30 the place we are in terms of having a high live release rate because of the
31 programs we've put in place. The other thing is that we've always known
32 that there was going to have to be this infusion of money in terms of the
33 spay and neuter, in particular before we were going to get a decrease in
34 the total number of animals that are coming in. And that also is (*inaudible*)
35 and so forth. So we're not going to see a drop in the 9,000 until we have
36 this other program in place for a while. So this, what it amounts to is if we,
37 unless we want to start killing more animals again, we have to understand
38 that there are programs that have to be in place and we also have to
39 understand that in order for this to be a place where people want to work
40 to do that, they have to have enough people so that the people aren't
41 constantly getting burned out and I think that there's, part of what we're
42 being confronted with here is this is what it takes to do what the Board has
43 said we want to see. This is not something that Clint's invented, this is
44 stuff that we have said we want to see. It's an extension of Zero in Seven.
45 It's just straight out, this is what we've said we wanted to do. What we've
46 heard from the public that needs to be done. There was always this

1 question about whether or not as we got closer whether we were going to
2 save money and I always was thinking, no I'm not sure we're actually
3 going to save money because the more that we get into triage and saving
4 animals, there's going to be other costs that are going to be involved. If
5 we can get the total number down at some point we'll come to a new
6 status quo, but we're in the process of trying to understand what that new
7 status quo is. We're trying to right size to a different program. So the
8 Medical Director, in particular getting the caregiver numbers up and the
9 other support people who are essential to keep the programs going. I
10 think there's, it's simply there's a scale here we've got to get our heads
11 around. You know we're almost, 9,000 animals is a lot of animals and if
12 we're going to actually take care of them and then help them move out
13 then it's going to take people to do that. So I think it's good the way you've
14 laid this out. The only thing that I would maybe add because this sort of
15 going one step back to the actually assumptions, not the money so much
16 as what the programs are that we're trying to put in place because that's
17 what I know, that's what I just replayed.

18
19 Thacker: Yes.

20
21 Garrett: Okay. But not everybody's going to get that okay well this is our objective
22 and this what we need to do to put that in place, so here's where we are
23 relative to those programs.

24
25 Eakman: Okay.

26
27 Gandara: Thank you Board Member Garrett. Co-Chair Williams.

28
29 Williams: I just want to say that I like what I've seen up here and to go back a little
30 bit to Board Member Eakman and whether we have measures of
31 productivity, I would just say that every time I have visited the shelter and
32 that's frequently, everybody's busy. It's hard to even get into see Clint
33 because there's so much activity, everybody's moving, they're processing
34 paperwork, they're moving through the kennels. And so I don't know that
35 there's a measure other than what I can see and to go back to what Board
36 Member Garrett said, all of these positions are to advance the live release
37 outcomes and to keep us at 90% live release levels while still working on
38 the intake by emphasizing spay/neuter. I just feel like this is a very
39 aggressive way to go that keeps up as Commissioner Garrett said with
40 what the Board's directive has been to both Dr. Beth and now Clint, which
41 is we've got to get to a point and then sustain that point where we are at
42 Zero in Seven. And I think we're there. Now this is the next step to make
43 sure we stay there.

44
45 Smith: Thank you Madam Chair. I think back to Board Member Eakman's
46 question and in (*inaudible*) you're suggesting we maintain. In your past

1 experience perhaps you can share some of those kinds of from a
2 standpoint of having tangible or measurable kinds of things, can you
3 suggest anything at this point that might help from an administrative
4 standpoint?
5

6 Eakman: I wish I could at this time. In my past line of work we had productivity
7 measurements for almost everything. And so I'm looking at those
8 classifieds. Just look at those classifieds, I found 11 positions, am I
9 correct?
10

11 Thacker: Yes.
12

13 Eakman: At an average wage of \$7.89 an hour, if you do the math.
14

15 Thacker: No, that's not correct. The \$185,040 is not a true amount we're going to
16 be funding because there is salary savings. We already receive so much
17 money for our personnel budget and so there is some left overs and Josie
18 correct me if I'm wrong, there was some left over in that and so this first
19 year as we're phasing them in, we were able to decrease that amount
20 down as needed. Does that make sense?
21

22 Eakman: I do understand that you're not going to have all those hours in the next
23 fiscal year. I do totally understand that. What I'm looking at is there's no,
24 they're all 2080 hour a year positions. Those folks are going to at some
25 time accrue holidays, vacations. They're doing to (*inaudible*) things of that
26 nature. So you're not always going to have two adoption specialists,
27 you're not always going to have two vet techs, two surgical assistants,
28 you're not always going to have five extra animal caregivers.
29

30 Thacker: So I should change it to seven in all three?
31

32 Eakman: If you would, just, this is the first time I'm seeing it and I don't usually make
33 personnel decisions in an hour or two hours. So allow me a little chance
34 to digest this and give some feedback. I'm not going hold everybody else
35 back, but understand this is where I lived for 29 years. This is what has to
36 be controlled and this is what has to be, we have to be absolutely positive
37 about. I understand all the things we want to derive, but I also know how
38 little space you have for all these extra bodies. So allow me a chance to
39 let this ruminate.
40

41 Thacker: With the new remodel that we're having, we are going to be having office
42 space for all those that are going to be needing offices, so they'll have
43 those spaces. And also when we get out budget prepped a little bit
44 different this year than in years past I'm being told, I met with all the
45 managers at once and told them that I want from them what it's going to
46 take to do their jobs. Currently our Kennel Supervisor cannot do his

1 kennel supervising job because he is coordinating with rescues. He is
2 putting stuff on Facebook. All these things, so he told me if he had five
3 more that he would be able to focus on the kennel supervisor and
4 supervise the kennel area as needed. We spoke with our vet techs. We
5 spoke with our surgical assistants and also got feedback from our
6 veterinarians and they recommended two more vet techs. So I don't want
7 you to think that I just sat down and threw in some numbers. These are
8 numbers that we've spoken with the individuals that are in the positions
9 now and also from experience that I've had the last 16 years in the
10 industry as well with working with the number of animals that we're
11 working with. So a little background.

12
13 Eakman: Well one thing that would help me is like on the extra surgeries (*inaudible*).
14 How many extra surgeries are you planning on this year for four extra
15 people?

16
17 Thacker: So kind of the plan behind the numbers.

18
19 Eakman: I would love to know what we're going to accomplish with that.

20
21 Thacker: Okay.

22
23 Smith: Madam Chair on the questions. Thank you Board Member Eakman. I
24 didn't mean to put you on the spot, but one of the cautions that I would
25 throw out there is simply that as you look for measurable quantifiable
26 types of things, you also sometimes have the unintended consequences
27 of, oh, okay we're shooting for this number, or we're shooting for this sort
28 of thing here, and that ends up having this ripple effect into some of the
29 other things that you're trying to do. So we should be conscious of those
30 kind of unintended consequences and ways that sometimes these things
31 interrelate that need a certain amount of flexibility, I think that will help us
32 as we're looking through those measures. Thank you Madam Chair.

33
34 Gandara: You're welcome. If I may and then I'll get to the public. I appreciate the
35 information. The two years that I've sat on this Board we have talked quite
36 a bit about the veterinarian, the Medical Director, obviously good to hear
37 that he or she is starting in April, the Medical Director, but those are things
38 we have talked about for some time that we're leaving them to and maybe
39 the assumption was made from my end that when we do have these folks
40 in place, it's going to probably kick up productivity right even more.

41
42 Thacker: Yes.

43
44 Gandara: So I'm glad that you put it visually for all of us, but I have concerns about
45 things like, you had made mention Manpower, that's the organization or
46 agency that we go to for our temp work, right. And so just bear with me, I

1 get morning updates and ending updates and some of those comprise of
2 people either not showing up to work, or they're late and I'm getting the
3 impression that some of those folks are from Manpower. Now I get
4 concerned about those kinds of things because, and I talked to Mr.
5 Dollahon about this and it's hard to really sift through, and that's your bit,
6 that's personnel and I'm not trying to infringe on that. But when I see
7 those things I think well that's happening there. It's a professional
8 organization, they should be coming. There should be, and I don't know
9 what's happening in your end, but it certainly puts us all out because you
10 are scrambling at that point, trying to figure out how we're going to
11 maintain the daily activity at the center.

12 So I just want to say when you mention all those things that, and I
13 see that, I get concerned about it. So I think about things like what are the
14 percentages of people that we're getting from Manpower, I'd like to know
15 that. And then what kind of training are you providing them? But also if
16 we move in this direction by approving this, what kind of training are you
17 giving our employees. Keep in mind that we are still looking at moving the
18 center into the auspices of the City. They're moving into performance
19 based budgeting. We are asking that each department have performance
20 measures and outcomes, so I really appreciate Board Member Eakman's
21 commentary about that. It would be helpful to see some of that stuff, in
22 terms of how many operations and those sorts of things, surgeries, those
23 kinds of things they'll be doing with these folks. How many transports will
24 you be doing (*inaudible*), as opposed to the number (*inaudible*). When I
25 see them I realize that the rest of you don't see that but I see when Paul
26 and others are transporting folks and just the number, the sheer numbers.
27 I mean you're always in the 100-200 animals. And what it takes to prep
28 and thankfully we have volunteers and others that are coming in to help,
29 but it offsets everything in that center when those things are happening.
30 So maybe describing that Clint in detail, like maybe a day in the life of
31 each of these particular positions so that people have an understanding of
32 what's coming in and out of there weekly would be helpful. Because for
33 the Executive Committee we get that. We get that and I'm feeling like
34 there's sort of, I don't want to say miscommunication, but there is no
35 communication with the rest of the Board about some of this stuff. So,
36 okay. That's my commentary.

37
38 Zahler: I didn't know if you allowed public input.

39
40 Gandara: Of course.

41
42 Zahler: I guess I've got a few things to say.

43
44 Navarro: If you could say your name also please.

45
46 Zahler: Oh, I'm sorry, Marlyn Zahler. Okay, anything else you need?

1
2 Navarro: That's it. Just so we know. Thank you.
3
4 Zahler: I will tell you for Mr. Eakman, he says he has 29 years with hospitals. And
5 I know something about how hospitals operate and the great salaries they
6 have and I have 35 years and not for profit and some very big agencies in
7 New York State. So I know a lot about budget. I'll tell you the truth I'm
8 disappointed in the budget. Now Clint is going to say "Oh my God"
9 because I expected \$1 million to be added to the budget. He cannot do all
10 he needs to do with even what you've got. Even getting a veterinarian, I
11 was amazed to hear that the starting salary was going to \$80,000 or so
12 you thought. The going rate for a vet in United States is like about
13 \$125,000 and that includes joining of the Association of Veterinarians,
14 conferences, all those to keep a good veterinarian. And unfortunately he
15 won't say anything but a lot of vets know about this agency here and don't
16 want to have any part of it because they still think it's under the old regime.
17 They've got to give him a chance to really get some good vets in here.
18 The big thing that bothers me is that you've got Paul and Curtis
19 taking animals different parts of the country. I don't know what their salary
20 would be for the day, can you tell me give or take an educated estimate
21 how much they're getting paid for those days?
22
23 Thacker: They're paid on salary.
24
25 Zahler: Right.
26
27 Thacker: So it doesn't matter regardless.
28
29 Zahler: It's on their salary. Okay. Since Jess is here maybe he can help me out
30 on this, in the County for Animal Control when I was the Volunteer
31 Coordinator, we had volunteers like Frank Bryce, myself, all the volunteers
32 took a driving test on the big vehicles okay, and also had to take a test
33 through risk management. And then when they passed that the
34 volunteers could drive. I think it is ludicrous that we're having two high
35 paid salaried people doing the bus runs to different parts of the country
36 when if the City would allow volunteers who have driven the vehicles,
37 have taken a test, and are approved by risk management to drive and you
38 get the volunteers, you pay them for their meals or whatever they need.
39 They don't need any salaries or anything, and look at the money and
40 would say, and then then those two people could do their jobs in the
41 facility, all right. That really bothers me. I know you've gone into the
42 shelter. I was just at the shelter a few weeks ago, didn't see everything
43 and Jess I'd like to take you with me because you're always saying how
44 great it is, I went to the holding room okay, where there are four to five
45 dogs in one kennel, one bed for four or five dogs and if you know dogs
46 there are going to be fights over that bed. You have females in there and

1 so they're getting pregnant. We never had that problem before. We're a
2 hoarding case. We're doing puppy mills. That's what we're actually got in
3 that facility now. So you've got to give this guy a chance to do the things
4 he needs to do as the administrator. Administrator's not supposed to go
5 around and look at how many hours the person puts in. He's got other
6 things to do. He should be working on grants or have a grant person to
7 help him out. But I'd be glad to take many of you in there and show you
8 the things that I see, all right. Why can't we put on extra rooms and have
9 the females in a room. I did ask when, how many dogs, how females are
10 in heat? He couldn't tell me. Well of course not. I know that. But you've
11 got to get those females out. The rationale I was told "Well if they have
12 females in there the males aren't going to fight." Give me a break guys.
13 I've been handling animals since I was 16 years old and I know better than
14 that and I've been on two boards, one in New York, two in Florida. So I'm
15 telling you, you've got to give the guy a chance and you're not going to get
16 to zero by next year. It's impossible.

17
18 Gandara: Thank you Marlyn. Thank you.

19
20 Zahler: Thank you for the help. Jess I'll call you and let's go through the facility.

21
22 Williams: Sure.

23
24 Gandara: Anybody else from the public? Yes Frank.

25
26 Bryce: Just real quick. I'm impressed with what we've talked about so far. I'm
27 impressed with Mr. Eakman. I would like to say I think we're in agreement
28 with, is there's a difference between activity and achievement. And I see
29 where there's a big distinction with those two things at the shelter and I
30 see it almost every day. Appreciate what you're trying to do and I really
31 appreciate what you're trying to identify. Thank you.

32
33 Gandara: You're welcome. Yes.

34
35 Barker: I'm more involved with the shelter than I ever thought I was going to be. I
36 am probably as close to staff as I ever thought, further than I ever thought
37 I was going to be. We have been a puppy mill since at least 2008 and I
38 can tell you for sure because I have (*inaudible*) 253 of the current
39 population as of March 8th are females.

40
41 Zahler: Thank you.

42
43 Barker: Most of them are not fixed. It isn't the shelter's fault. It's back to what
44 we're talking about in the community. They're coming in unfixed. I think it
45 was January there were 18 abortions. I mean I've been front lined moving
46 puppies to my rescue contacts. And I'm grateful that they are there every

1 two weeks taking 27, taking 88, taking what literally whatever we send
2 them, but the issue is really we have to have access to spay and neuter
3 not only for the shelter but for the public and for each time the public gets
4 an animal that's not fixed, I mean it's mind boggling what this is doing to
5 the population. So I applaud Clint and the staff. This is not a today
6 problem. It didn't just happen. It's been happening all along and this
7 Board never knew about it. It was covered up in different ways, but it isn't
8 being covered up now which is why you have to really look at what these
9 numbers are. But I do want to take a point with Frank, there were a lot of
10 problems again in the way that past management managed. There is not
11 the type of productivity that there should be because everybody's doing
12 things, two, three, four times. The computer system is a total utter waste.
13 I get the (*inaudible*) reports from the computer system. They are so wrong
14 and Clint and I have gone toe to toe about it because it's not his fault, it's
15 trying to fix it. So I think all of this, it is going to cost money and these
16 transport drivers, because a lot of the rescues they're going to, those
17 rescues can take literally anybody. And there's a lot that can go wrong on
18 a transport. Although I appreciate volunteers maybe wanting to drive the
19 vehicles, these are lives, abstain. We really need to have people who
20 know if a puppy goes into convulsion or the last two big transfers we did,
21 the mothers, they were close to giving birth when we put them on the
22 truck.

23
24 Zahler: But there are volunteers that do know that.

25
26 Gandara: Marlyn.

27
28 Barker: There may be, there may be. I think they're kind of few and far between
29 and I always say to Clint, those transfer partners, they are our customers
30 of that shelter and if we don't give good customer service, we send dirty
31 dogs with ticks, sick, it all will end. It all will all end. There are hundreds if
32 not thousands if other places they can pull from, so I do think that needs to
33 be a, that's a specialization. I don't think it needs to be Paul and Curtis
34 because they're so critical in the running of the shelter, but I am the one
35 that suggested hire transport drivers. Get the truck ready, get the dogs
36 loaded, do all those sort of things so that they're not pulling the staff in
37 there.

38
39 Gandara: Thank you Kelly. Thank you.

40
41 Thacker: Just to know Madam Chair, we are on slide four of nine.

42
43 Gandara: Okay.

44
45 Thacker: We still do have more budget presentation to go.

46

1 Gandara: Yes.
2
3 Thacker: Okay.
4
5 Gandara: Take it away. Any ... yes, Board Member Garrett.
6
7 Garrett: This has been I think a discussion that will probably help in terms of
8 understanding everything else we're seeing as we go forward. I'd just like
9 to offer a thought. One is that I think there's a difference between, at least
10 to me, between productivity and performance. When you said productivity
11 I was thinking about things like how many times you have to enter
12 something because the computer breaks down. And I think that there's a
13 real issue in terms of how much time it takes to measure productivity. It
14 also assumes that there's a system in place to do all that stuff. Okay.
15 When we talk about performance I think it's really important to
16 understand that the biggest measure of performance is our live release
17 rates and quite frankly we've hit it. Okay now the issue is how do you
18 sustain it. And so I would just offer that you can look at a number of
19 performance measures that are based on things we talk about all the time
20 and that we measure all the time. I mean one of the things that Clint
21 talked about right off the bat was the number of how much time it takes to
22 clean a kennel. Okay, we cannot be cleaning the kennels the way we
23 should be if those numbers are right. Okay, so we might have a live
24 release rate but we've got dirty kennels. So the question is how do we
25 increase that? So one of the things in terms of a performance measure
26 would be that every single kennel is cleaned every day to whatever the
27 standard is, 100%. Okay, so that's a performance measure and if we're
28 going to get there we need these people, okay, just to sort of (*inaudible*)
29 around. But I think then you can look at staff turnover or absentee rate or
30 something like that that we've talked about, spay and neuter surgeries,
31 we've got to double or triple the number at the shelter, reduce number of
32 animals euthanized for medical reasons, that's why you have a Medical
33 Director and additional vet. Transfers, maintaining or increasing numbers,
34 adoptions, an increase there because we're looking for additional person.
35 Increasing outside money. If you get freed up you can go figure out how
36 to get more money in from outside sources, increasing volunteer hours.
37 Those then end up being the things that support what we're doing.
38
39 Gandara: Right.
40
41 Garrett: But I don't think we're too far away from actually being able to lay out, here
42 are our program areas, here are our targets, and here's what it takes to
43 get that. Okay. So just that's a framework I think we've actually talked it
44 out and so everything else should fit into that. Good luck.
45
46 Gandara: Thank you Board Member Mr. Garrett. Okay. Good.

1
2 Thacker: I'll just do it all on the fly.
3
4 Gandara: Any other questions, concerns, anything? Okay.
5
6 Thacker: All right. Thank you madam chair. To continue on, some of our general
7 supplies, most of these are going to be items that have been needed and
8 are essential for the shelter that I've seen and also that the managers
9 have come to me stating that we need. And I'll point out some of the ones
10 that I say are the ones that I've thought of as well. So currently as a
11 precursor to the first item, the computer wall mount, PetPoint, our shelter
12 software was mentioned as being a system that we are currently not using
13 to the best of its ability and that is mostly our fault, the center, the
14 employees, and the way that we're using it. So we've met with PetPoint
15 several times over the phone. We've had an online assessment about
16 what we would like to do with that program and they told us that
17 everything we want to do can be achieved through that program. So we're
18 looking at a total revamping of personnel and what we're learning.
19 Currently there's a very limited amount of personnel or staff that has
20 access to PetPoint that can input live time and change things. For
21 instance, if a kennel super, kennel animal caregiver moves a dog from
22 kennel 1 to kennel 2 what that individual does is he writes it down on a
23 little piece of scrap paper and puts it in his pocket. At the end of the day
24 he writes it down on what's called a movement sheet. He puts the animal
25 number and he puts what kennel it was in and he writes what kennel that it
26 got moved to and then he signs it. So either that night or the next day that
27 information is put in to PetPoint by somebody who has the PetPoint login.
28 Now when I got there I'm like this is ludicrous. That's crazy. There's more
29 double entry that we're doing. So my idea was is let's put computers in
30 the kennel areas where they can be accessed and give logins to all the
31 staff, everybody and when they move a dog from kennel 1 to kennel 30,
32 they have access to that computer right there, they can log in and move it
33 in real time. So we have information. And we're going to go into a little
34 detail on that as we go through some of the supplies we're requesting. So
35 the computer wall mount I placed it as a priority two and one is the
36 highest, and four is the lowest. We'll need five of those mounts. This is a
37 computer wall mount that'll house the keyboard, the monitor, and the
38 computer against the wall. I'm not worried about the computer getting
39 sprayed down, drenched. Yes they do use hoses in the kennels, however
40 we can put these somewhere in corners that are not going to be aimed at.
41 If we're really worried we can purchase ponchos to put over them, I don't
42 know, but I've been in several places where they have computers in
43 kennels and it's not an issue.
44 The next item on there is a surgery table. We need a vet. We
45 need a surgery table. This is not just a regular table. These are hydraulic
46 up and down stainless steel that can be sterilized. I can entertain used

1 items on all these items we're talking about. Speaking with David
2 Dollahon he mentioned that the advantage of a brand new table is a lot of
3 times is the warranty and also you know it's going to work and you know
4 you have several years use of it.

5 A Densa machine is a little lower priority. I spoke with our surgical
6 assistants and they said our older animals that come with heavy plaque
7 and when they're sterilized, they're already out, so why don't we do a
8 quick dental on them. So the bad breath and also the look is a lot better
9 for these older senior animals. I asked if they could do it for me and they
10 said they would love to. So one of those, again but it is not an essential
11 item, but it's just one of those wants.

12 A pulse oximeter, currently how they're telling if a heart is beating
13 on an animal that is under is by squeezing its chest and seeing if the heart
14 is beating and you can feel the heart beating when you do that. They
15 would just like a more reliable option, scientific way to make that, that's
16 why it's on there.

17 Our radios. So this is, I should of put a higher priority, like two.
18 This is one of the first things I saw when I came on is the lack of
19 communication between the staff. Right now we're using a paging
20 system, and it does work, however a perfect example is, is a couple
21 weeks ago I was trying to find Paul and I paged Paul, and I called Paul's
22 office and paged Paul again. And I had no idea where Paul was. Other
23 people were looking for Paul. Other people were paging Paul. It turns out
24 Paul was doing an owner surrender euthanasia with the owners present.
25 He had no way to contact us. He couldn't leave the room because there
26 are controlled substances there in the room and you don't want to leave
27 any ways. So if a radio was on him he would be able to hear the radio,
28 he'd be able to respond "I'm in an owner surrender euth." Instead of
29 constantly paging that happened. Or if somebody needs help and they're
30 out in the kennels or they're out, we have kennels that are not near a
31 phone, anywhere near a phone on the outside of the shelter, an individual
32 can call and ask for help. So it's not fancy radios. They're walky-talkies
33 basically, but those are an essential item that we've identified.

34 Microchip scanners. Priority one. We currently have a very limited
35 amount of microchip scanners and they are older. It's one of the first
36 models that came out that could read an international chip and that was
37 about seven or eight years ago. And we don't have very many of them.
38 So if an individual is way back in the IMK area, they have to come to the
39 front to get a scanner. Also we need to change a lot of our procedure
40 policies of scanning. Where an animal should be scanned in the field
41 before it comes in. It should be scanned when it comes into the Animal
42 Services Center. It should be scanned every time the animal's moved to a
43 different location. And it should be scanned if it goes to euthanasia or
44 rescue it should be scanned prior to that. Currently we don't have the
45 scanners to be able to appropriate that. The price there is the
46 phenomenal price of \$2,500. That's an incredible price as far as really

1 good for 10 scanners. I have a friend that works for PetLink and she
2 would give us that deal for that.

3 The ceiling mounted surgery lights. I did one that was essential
4 and two that are not. We have four mounted ones. All the veterinarians
5 continue to complain about these lights and I told them that we would
6 request it. The one essential is one for the new veterinarian with the new
7 table, might as well set it up as one that they would prefer and have that.

8 The metal benches are a replacement item. We currently have two
9 metal benches in the adoption areas where people can sit and get
10 acquainted, however they're rusting through and they tilt kind of back and
11 fourth. These ones that I priced out are vinyl coated so they have the
12 protection from the water and they also bolt right into the cement. So that
13 would replace the ones in the adoption areas plus we have wooden
14 benches that are already taken out thrown away, so we need to replace
15 those with some metal ones. For your information wood is a number one
16 no-no in a shelter facility because of the way that it attracts and retains
17 disease and bacteria and water which is all bad.

18 Metal shelving. Again we are currently utilizing wood shelving and
19 also plastic shelving. The plastic's old and brittle and breaking apart so
20 that is an essential that we need to have replaced there as well. Next
21 slide dude. Okay, so can you go back one more slide? So are there any
22 questions on the general supplies?

23
24 Gandara: Board? Yes, Board Member Smith.

25
26 Smith: Madam Chair. Thank you and Clint the computer wall mount, we're
27 basically talking about what we see in hospitals outside patient rooms, that
28 kind of thing, that sort of thing where it's mounted, staff can walk up to it,
29 have easy access. I think your point on that is, I would make that a one
30 based on what you said about it as far as broadening the ability to log in
31 and reduce paperwork and that sort of thing.

32
33 Gandara: Can I just say?

34
35 Thacker: Yes.

36
37 Gandara: I would agree. I like the idea. I went immediately to iPads or iPhones that
38 would have all that access in terms of connecting right to your system if
39 you will where your staff have it to login immediately. And I think about
40 things like paging systems or on the phone, you know you have the next
41 (*inaudible*) where you're able to do sort of a, because it's on your iPhone
42 and you're able to have access to people immediately in terms. I get it for
43 safety and just where people are at. Those are suggestions that I'm
44 bringing forth because those are things that we have very same issues in
45 my office at Child Protective Services. I had 70+ employees to try to keep

1 track of, so those were some of the things that we put forth that worked.
2 Thank you. Frank.
3
4 Bryce: Clint, is there any consideration when you're talking about the equipment
5 before and you're putting in the computers, would that computer be
6 connected to the entry point where a person can go in and have them be
7 escorted through the building, they could get onto the computer that's
8 already up to date with photograph of the animals in there. If I put in black
9 lab, shows me all the black labs or whatever. Is there any consideration
10 made given to that as part of this upgrade.
11
12 Thacker: So can you go back to slide please.
13
14 Dollahon: Personnel?
15
16 Thacker: That's one we were on, so go forward, okay, on that one. So this is the
17 next slide. And to answer the question Frank for the computers and I'll
18 answer it in two ways. The time there is computers. That's for the five
19 additional computers to go on those wall mounts. And the cost is \$7,000
20 because that includes running the cable and getting us on the network for
21 the City for that. So the answer to your question is "Yes, an individual or
22 an employee will be able to access any of those computers." And they
23 can look, if somebody's walking through and they don't find a dog, they
24 can search black lab at PetPoint and it'll pull up all the black labs. So you
25 will be able to do that.
26
27 Bryce: Who does that?
28
29 Thacker: An employee will do that. Staff will do that. We are working on getting our
30 lost and found reports into the computer and then on our website so
31 anybody can search through those and look for the form there. However,
32 we will always tell people that they need to come to the shelter and look
33 because our description might be different than what theirs is.
34
35 Bryce: Well I understand that.
36
37 Thacker: We're also working on a volunteer computer login. The volunteer can
38 come in and login and they can type up fun things about the animal in
39 PetPoint as well. Does that answer your question?
40
41 Bryce: Yes. Thank you.
42
43 Gandara: Go ahead. Thank you.
44
45 Thacker: Okay. So the next one on there is the monitors that go with that and then
46 Madam Chair the surfaces, is what three of them, and this is what we're

1 talking about, but these are going to be for the vet techs to use because
2 right now the way that we do medical items is they're written on a piece of
3 scratch paper and then so like medicines were given to a dog and what
4 kennel, how many, etc. And then if the individual has enough time at the
5 end of the day, they're written on the paper kennel cards and then when
6 the animal goes to rescue or is adopted, those are typed onto a Word
7 format coversheet we call it, everything that's had. Again when I came on
8 line, this is crazy, we're duplicating our efforts here. So if we get all of
9 those procedures into PetPoint it's going to be a matter of looking up the
10 animal and then point and clicking and choosing what they've done.
11 PetPoint will automatically send out or do renewal dates so if you specify a
12 four-week period of doxycycline it'll predate everything out for you. Print
13 out a report every day you come in of what needs to be done. So
14 surfaces would be able to do real time for the vet techs when they're
15 walking through the shelter. However, that point is a web-based program.
16 As soon as you go behind a brick cinderblock wall in that shelter, you lose
17 Wi-Fi, so that's why the boosters are on there. I requested a price from IT,
18 in their defense it was just two days ago, so I did not get an answer so I
19 went on Amazon and I found boosters for about \$50 each. So that's an
20 approximate price for Wi-Fi boosters. It may be less, it may be more
21 depending on when we go on the City because there's talk of the City
22 providing us wireless, but it may be stronger signal than we currently have
23 and they can do different things, that's an approximate cost. So the total
24 for the new minor equipment, that's a one-time cost is \$12,750. Yes sir.

25
26 Eakman: Madam Chair.

27
28 Gandara: Yes. Board Member Eakman.

29
30 Eakman: One question about the services, is there already software available for
31 the surgical procedure templates?

32
33 Thacker: Yes.

34
35 Eakman: It's already a part at that point?

36
37 Thacker: Yes it is. We just need to put it in. We just need to fill those empty fields
38 in, so they just go in and they have a drop-down menu of drugs and they
39 just select the drug that they gave it. We just need to put all those drugs
40 we use in and we're in the process of doing that now.

41
42 Eakman: That's tremendous.

43
44 Gandara: Thank you Board Member Eakman. Anybody else?

45
46 Dollahon: Can I add Madam Chair?

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Gandara: Yes.

Dollahon: Go onto the record. One of the things that Clint experienced when he started is the need for computer replacement and that (*inaudible*) is a replacement schedule. Ultimately the items bought higher up, except for maybe the Wi-Fi boosters and I'm sure over time they'll need to be replaced, these newer items is \$12,750 over time will become, need to be part of our replacement schedule. So that will increase over time. It's hard to identify what he needs next year but as we buy more our replacement schedule gets bigger. So just keep that in mind.

Thacker: Yes.

Gandara: Thank you. Go ahead.

Thacker: Thank you. Can you go back one more slide please? So to continue off like David said, we are now on the rotation schedule. This is the first year that we have, this coming year, of a rotation. So all the other purchases for the computers were to get us to this point. We purchased seven, David is that right, seven computers and should be coming soon there for the shelter. So these last four are four computers that the warranty expires in 2018 and the IT department has told me that when the warranty expires the computer is not worth keeping any more because if something does go wrong, it will be more expensive to get it fixed than replace it. So we just replace them when they're out. All right, next slide.

Okay, another big one. Some of our capital means. When the department directors came through the shelter and we walked through and identified all these needs, the number one complaint was is clutter. This place is so cluttered. You have stuff piled everywhere, but we're starting to go up instead of out. So some of the items that we brainstormed in the meeting were to get containers, or storage containers, 40-foot storage containers that would help us out significantly. The first one there on your list is one for our Building Maintenance Supervisor to store the things that he needs to store and also to have power to it, that's lights and power and a cement pad and that total cost is estimated at \$11,000.

The next one there has HVAC, so heating and air. And cement pad and power will be \$18,000. What this one will be used for is be placed next to our veterinarian office because we have nowhere for an animal to recover after surgery. We cannot put it in the kennel that it came from because there are two to three dogs in there and they would do all sorts of weird things to a dog unconscious. They're not much different than teenagers sometimes. So we need to have a specific place for it. A place that is HVAC, whether they do this in the mornings, they get brought in into (*inaudible*) kennels and then the surgery happens and then they get

1 placed in that and then that night or early the next morning when the staff
2 comes in at 6:30, 6:45, they'd be moved back to that kennel. So it's a very
3 temporary place for these animals, these dogs and cats to be (*inaudible*).
4 Again it will be a contained area that's right by a door. We talked about
5 putting a hole in the wall and having it next to the facility but because of
6 costs and also where would we put the hole in a wall was a big worry as
7 well, so it'll be placed next to a doorway that is right there in the med-wing
8 hallway that we get to.
9 The next one down, the third one down are regular storage
10 containers. Yes.
11
12 Gandara: Can I hold you there? Board Member Garrett.
13
14 Garrett: Could I just suggest that that second item that you call it a surgical
15 recovery unit rather than a storage container, since that's the function?
16
17 Eakman: Post anesthesia.
18
19 Garrett: Something, yes.
20
21 Gandara: Clint, will you explain, I mean that it's not going to look like a storage
22 container, it's going to look like a building. Right? You're going to ...
23
24 Smith: Dress it up.
25
26 Gandara: Dress it up.
27
28 Thacker: The outside will be freshly painted. I was thinking of having our logo, nice
29 and big, something on the outside and then the inside, yes will have
30 sheetrocked walls and a nice floor. It won't look like a store container
31 inside.
32
33 Garrett: Yes. I'm less concerned, well what I am concerned with the words we're
34 using because I mean even the first one rather than calling it a storage
35 container, I would just say it's a 40-foot maintenance equipment unit, you
36 know I mean.
37
38 Smith: It used to be a storage container.
39
40 Garrett: Tell us what it's for.
41
42 Gandara: Yes.
43
44 Garrett: Rather than telling what it is.
45
46 Thacker: Got you. Okay.

1
2 Garrett: So that just helps. I mean my gosh, all right, that makes incredible sense
3 that you need to lay that out.
4

5 Thacker: Okay. Thank you very much.
6

7 Gandara: Thank you.
8

9 Thacker: So the 40-foot sheds, they are kennels units. They'll have no power, no
10 HVAC. This would be where a lot of the sheds that are currently used
11 now that are totally dilapidated need to be torn down. They would house
12 the blankets and the chemicals and the volunteer things, all sorts of items
13 there.

14 The next one on our list came as a surprise to all of us. Our full
15 sized pickup truck, we are now on the fleet program with the City and with
16 that comes preventive maintenance and that's why we joined them,
17 because our vehicles have no preventative maintenance scheduled. So
18 we took the truck in for preventative maintenance and I got a call back
19 about three days later and they said "This truck needs so much work it's
20 more than what the truck is worth." And I said "Well, okay we'll ask for a
21 new vehicle I guess and can we have it back." He said "No, you're not
22 getting the truck back it's unsafe to drive." Okay. So we need a truck.
23 This is how we haul our offsite materials on the weekends to get those
24 things to and from. So currently we're using a fleet vehicle that we have to
25 check out on Fridays and get back on Monday, but it's not ideal by any
26 means. We need our own vehicle. So that's what that pickup truck is for.
27 That price, the \$27,500 came from a fleet, they purchased a vehicle for
28 the airport, a Ford F150. I took off the Bluetooth and the flashing lights
29 and everything that they had on it and it was a detailed summary sheet of
30 the cost. That's how I got the \$27,500 for that. I have no problems
31 interested in a used vehicle as long as we can get a used vehicle that has
32 some type of warranty on it. That's my only worry. I've been burnt before
33 on personal vehicles buying used and also on vehicles being used for
34 businesses and that's the only worry is that we're not going to get as much
35 life out of that if it's not brand new, however I will entertain a used vehicle,
36 no problems there. Because I know driving off the lot it's already
37 depreciated.

38 The full size HD truck that we have, the heavy-duty truck, we need
39 a heavy-duty truck because it has a large dump truck attachment that sits
40 in the back and so that's already heavy, plus with the load of the animals
41 that we dispose of and also other items that we dispose of in back of that.
42 The truck currently has high miles similar to the pickup truck that we're not
43 getting back. And I'm being told by staff that it takes about a quart of oil
44 every month in order to keep it in the running stages. We have our
45 Building Maintenance Supervisor keeping an eye on that to see if that is
46 really the case, and so far we have had had to put a quart of oil in it, but it

1 was already low so we're trying to gage on where we are on that. But that
2 is an essential item. The dump truck attachment in the back can be
3 reused. We don't need to do another one of those. This is bolted to the
4 frame, take that out.

5 The next one, the autoclave is also a surprise. Three weeks ago
6 our autoclave died. And when I mean died I mean we almost had a fire.
7 The switch that you switch over and it's like an old-fashioned timer, click,
8 click, click, click, click and it's supposed to hit a switch and shut the unit
9 off. Well it never shut off. So in the morning when they got there they
10 opened up the door and smoke came out and all the packets were brown
11 underneath because it went all night long.

12

13 Navarro: Clint, does anybody know what an autoclave is?

14

15 Thacker: Oh I'm sorry. Does everybody know what an autoclave is? It sterilizes
16 surgical instruments. You wrap the instruments in a towel and you put
17 them in there and with moisture it sterilizes them before surgery. Well in
18 order for the moisture, the steam, that builds up, there has to be heat and
19 that's what I'm talking about the all of the packets were brown because it
20 stayed on all night long and almost caught fire.

21

22 Williams: Does that shut us down surgically until it's replaced?

23

24 Thacker: Luckily we have two. So we're limping along on one right now. We are
25 seeing if we can get the other one fixed, however it is a very very old unit.
26 It has the door closing system similar to the old-fashioned submarines,
27 they bring all the way over. They don't make them any more obviously
28 and the parts that are coming from, are coming off of old units.

29

30 Gandara: Board Member Eakman.

31

32 Eakman: Thank you Madam Chair. I would say we need two right now. We've got
33 to keep the veterinarians and the surgical procedures happy and the last
34 thing we want to do is compromise their productivity in any way. We want
35 this to be a nice place for them to visit and a place they look forward to. I
36 would not economize here. The most important piece of equipment
37 probably the whole surgical lines.

38

39 Thacker: Yes.

40

41 Garrett: Madam Chair.

42

43 Gandara: Yes.

44

45 Garrett: Hearing that just brings to mind my question of whether we have money in
46 the budget now just to go ahead and do that?

1
2 Gandara: That's a good question.
3
4 Dollahon: Our ED director is shaking his head slightly no.
5
6 Thacker: One item that we need to talk about today is a budget increase for
7 permission to take funds off the fund balance to make sure we end the
8 year.
9
10 Gandara: In what amount Clint?
11
12 Thacker: \$100,000. Because of our spending that we've done, the beds being
13 some of it, the microscopes, the new tires on the van, all these things that
14 we identified as necessities, have taken any of the spare budget that we
15 might have had to play with and we need that permission. We went over
16 this in our Finance meeting that we do need to take or permission to take
17 from our fund balance and \$100,000 the number that was identified by
18 Josie and also by Steve, our finance guy.
19
20 Eakman: And that'll be at our next regularly scheduled meeting?
21
22 Thacker: Yes. But I didn't want to surprise any Board by my bringing it up today.
23 So that's the thing is we don't have (*inaudible*) money. Josie what do you
24 think?
25
26 Medina: If we want to buy it right now, you can enter P.O., we'll borrow from
27 operating and then when the work session comes around we can put the
28 money into capital.
29
30 Williams: Can we reach out to the regional veterinarians and see if there's one that
31 they're going to replace that they would donate to get us over the hump?
32
33 Gandara: That's a good idea.
34
35 Williams: Not only the veterinarians, the hospitals, the doctor's offices, anybody
36 that's got one. See if we can get one donated.
37
38 Thacker: Yes, I can sure reach out. Absolutely.
39
40 Gandara: Any other questions from the Board? Marlyn.
41
42 Zahler: It's too, Jess what about the autoclave on the surgical van, do think that
43 it's still operative and it could be borrowed and give to them?
44
45 Williams: I have no idea what, I don't even know if that van is still in our inventory to
46 be honest.

1
2 Zahler: Yes it is.
3
4 Williams: I don't know. I would have to ask. I don't know. But if it's available and if
5 they're willing to part with it, I wouldn't have a problem with it.
6
7 Zahler: Could you ask? Would it be okay for you to ask or should I call?
8
9 Williams: No I can ask. In Community Development, well in our Animal Control
10 Division we have one.
11
12 Bryce: Just for reference Jess, we tried that before to borrow (*inaudible*) other
13 autoclave, most of the clinics only have one. They absolutely need
14 because of the cost.
15
16 Williams: Okay.
17
18 Bryce: So going the other way and getting by, figure out how to buy two new
19 ones might be the what you got to go.
20
21 Zahler: But Mary Lou has the use of that van for her office.
22
23 Gandara: Sure. I think Jess has indicated he'll check.
24
25 Williams: I'm sending an e-mail right now.
26
27 Gandara: Okay. Board Member Garrett.
28
29 Zahler: So certainly we can get you at least one.
30
31 Thacker: We have one now.
32
33 Zahler: Yes, but if this one still works.
34
35 Gandara: Okay, can I point of order please. Garrett.
36
37 Garrett: Thank you Madam Chair. I would just put a time limit on looking for
38 donations or being able to borrow one or take one from county's
39 equipment, maybe a week. Because if I'm understanding, this is an urgent
40 issue. If we can't sterilize the equipment, if the other one breaks down
41 then we're completely out of business and this is a critical piece of the
42 overall program. So I would say if we don't have some other way of doing
43 this that we move fairly quickly to buy the new one.
44
45 Gandara: Thank you Board Member Garrett. Board Member Eakman.
46

1 Eakman: Thank you Madan Chair. And also the second one would not be \$8,000 at
2 that point. It would be a reduction because you would install it the same
3 time.
4

5 Gandara: Good point. I would agree, we probably need to.
6

7 Thacker: I'm sorry, can you say that again?
8

9 Eakman: The second one should not be another \$8,000 because of the install.
10 These are going to be professionally installed, are they not?
11

12 Thacker: Well they're not, everything is put in like the water and everything is put in
13 manually. There are no lines running to it. It's a plug in unit. It just plugs
14 into the wall. There's a calibration that may have to happen but it's not
15 large either.
16

17 Eakman: Oh, okay.
18

19 Gandara: Different that what you're used to probably. Okay.
20

21 Dollahon: Next or are you going to talk about facilities?
22

23 Thacker: So the next one on there's facility improvements. While we were speaking
24 I did get an e-mail from our Facilities Department and they said it's a hard
25 number to come up with because a lot of the small items, it's just going to
26 be absorbed into their normal operating costs. Use the example of if you
27 need just one outlet, we can come out and wire an outlet for you, but if you
28 need three or four outlets moved and there's going to be conduit around
29 and holes made, that will be something that we'd have to charge for. So
30 he said estimated at \$10,000 to add in for facility improvements for that.
31 So that total would be \$112,000.
32 So, so far miscellaneous items. In order for us, Bernice (*inaudible*)
33 here, that we had to have e-mail for all of our employees and that was
34 because they sent out a W-2 via the Munis, is that right? In order to
35 access Munis you have to be registered on the server which means you
36 had to have an e-mail account. So all of our employees had to have e-
37 mail accounts. That was an additional cost of \$8,500 (*inaudible*). So
38 \$8,500 is new and that gives everybody the login information that they
39 need.
40 The printers that we have, we are currently utilizing HP printers that
41 you can buy from BestBuy or Wal-Mart. We print a lot of print at our
42 facility and those printers do break down and then we just go and buy
43 another one. So to combat that we have teamed up with, we got a quote
44 from the same company that the City does that has a higher quality
45 industrial grade and they're also all under warranty and we lease the
46 machines. And so it's a \$7,000 total, however the \$2,700 is just for those

1 three that we're requesting and that's with the set-ups including into the
2 \$7,000 so kind of confusing figure that I put up there, but I wanted you to
3 know that we are requesting three new color printers in addition to the
4 ones that we already have. So it's a total of \$7,000. And I know that
5 sounds like a lot, but on the back end the printers that are breaking down
6 we have to buy, so it does in the long run come out to be better for us.
7

8 Gandara: If I may. Have you considered, I'm sure you have, sending your print to
9 you know a professional person that prints as opposed to versus printing
10 the larger amounts that you're printing. I'm assuming it's for fliers and
11 other things that you're doing in the community that are in bulk.
12

13 Thacker: No, we're just talking about our everyday practices there in the building.
14 We do a lot of printing and it is going to be going down when we go to the
15 PetPoint. It will go down when we transfer to the PetPoint system, so a lot
16 less paper, but there's still going to be that issue of the breaking and the
17 warranty that made the one that the City goes through is a PSI, that does
18 it, the company. And if we join with the City it will only make more sense
19 to be on the same (*inaudible*).
20

21 Gandara: Sure.
22

23 Thacker: However we do want to send more, we want a more professional look and
24 right now the flier things that we have are on our own printed and we'd just
25 like a more professional look. So we're looking at doing that as well.
26

27 Gandara: Good. Thank you.
28

29 Thacker: The next one on there is office furniture. I don't have a total cost for this.
30 I've reached out to the architect, City architect and also to the company
31 that does the drawings, in their defense, again it has been just a couple of
32 weeks. I don't even know where to estimate that amount at for the
33 furniture for the remodel. We're looking at tables, and desks, and I know
34 chairs are a huge expense. I've done that before. So I don't even have a
35 number that we can put there, but hopefully I will hear by the 12th and I
36 will at the next Board meeting do a presentation and I will let you know
37 when I get that total.

38 So the next one on there's a big one. And 3,000 is in addition to
39 the 5,000 chips that we already purchased and do on a yearly basis. And
40 for this one, this is the thing that Kelly Barker and also Frank and I, we've
41 all discussed that we don't have immediate resources to do a spay and
42 neuter at the volume that we need to. I mean we're talking if we were to
43 make a big impact spay or neuter-wise Kelly, sorry to put you on the spot,
44 but how many sterilizations do you think we would need to do in a year for
45 a sustained period of time to make a difference here in Dona Ana County?
46

1 Barker: Seventeen-thousand a year, three years we'll be at a baseline. Five years
2 we'll start to see the count go the other way where we will have sterilized
3 the largest percentage of the population.
4

5 Thacker: Thank you. So Bernice if I can rely on you for a moment, how many
6 sterilization did we do in 2017, do you remember?
7

8 Navarro: Hard to remember. Is it 4,000?
9

10 Thacker: I was going to say 5,000.
11

12 Navarro: Okay.
13

14 Barker: Closer to 4,000 something, high 4,000.
15

16 Thacker: So what I'm trying to get at is we don't have the means to do that right
17 now. However what we can do is we can do a very aggressive microchip
18 program where we are going out to communities, we're doing drive
19 through microchip clinics, we're doing check the chips, and these are the
20 fliers with information on these that you have in your packet. We do all
21 these areas and install these microchips so the animals that may be
22 coming in do have some type of identification on them. And yes we would
23 put in, I guarantee you, I promise you, we will do 3,000 microchips in a
24 year.
25

26 Williams: Above what you're doing now.
27

28 Thacker: Above what we're doing. Right now is only for animals that are coming in
29 the shelter and leaving via adoption or reclaim.
30

31 Gandara: Yes, Frank.
32

33 Bryce: Our organization working with Dr. Carver, we're averaging about 60 or 70
34 a month which is 600 or there about and we're approaching having done
35 5,000 but we need to combine those programs and work them again.
36

37 Gandara: Good point. Yes Board Member Garrett.
38

39 Garrett: We've got a lot on the table in terms of what we're talking about for this
40 next fiscal year just I mean the remodeling of the facility, getting
41 everything up to a new operating level. I want to suggest that the Board in
42 the next year, and I like the idea of saying "Okay we're going to put a big
43 push on" relative to the microchips. At some point we're still going to have
44 to get a big push going on spay and neuter and get up to the volume that
45 we need. Given the total of everything that we've got already planned and
46 if we put this in place, if we're able to get the support for this, I don't see

1 that as being feasible to add that to the work load for the next fiscal year,
2 but I think the Board needs to have sort of a, take and put in the parking
3 lot, but remember to bring it in to actually say what is it going to take to get
4 to the 17,000. We've had that discussion before and I think it was a
5 completely different environment in terms of possibilities. I'm not going to
6 be part of it next year so I'm just saying let's not lose track of that because
7 that's a big piece that will then eventually be given to turn some of the
8 numbers down. I appreciate the fact that you brought that up. We're
9 going to be doing more because we're going to have a Medical Director
10 and a vet, but not being able to get to the high volumes that are needed.

11
12 Gandara: Marlyn

13
14 Zahler: It was a few years back, I am a member of many organizations and I don't
15 know why we don't try going for a grant through ASPCA. I think it was
16 about five years ago, they gave one City enough money that they hired 40
17 vets, 40, and they rented a big area like say the convention center and did
18 surgeries for several weeks and reduced all of that. So I think SPCA,
19 Humane Society of the United States, and the City does have a couple of
20 grant writers that they apply for some grants to hire enough vets to really
21 do a sweep of spay and neuter.

22
23 Gandara: Thank you. Go ahead.

24
25 Thacker: Okay. Thank you. Vehicle wraps. All right. Thank you. We're going to
26 have three vehicles that are total plain vehicles. These are opportunities
27 that we are missing on doing some community outreach. Also maybe
28 some future pet ownership. Got big beautiful wraps on our vehicles. If
29 you don't know what a vehicle wrap is, it's vinyl, placed over the vehicle
30 instead of paint and it's like a ginormous sticker pretty much, placed on
31 there. And my previous employment, we had our big truck that we used to
32 haul our rescue trailer, it had kittens on one side and it had puppies on the
33 other side and you should have seen the looks, it had our big logo on it.
34 And the looks we got driving down the road with that, it was hilarious. And
35 little kids would sit there and point. It was just an attention getter. We're
36 missing out on these opportunities with these vehicles that we have. One
37 of them is a ginormous transit van made by Ford that we have, it's just
38 huge white. That is a missed opportunity to get that thing all decked out to
39 get stories, "Hey I saw this crazy vehicle today." In people's homes,
40 opportunities. Reminders of adoption. So many things that you could do
41 that and we'd like to get there, our transit van, our SUV that we drive, and
42 also the truck that we requested, all three marked up.

43 The next one, the house demo. I have applied for a \$77,000 grant
44 for PetSmart Charities. For them, if we could demo the house and that
45 includes the testing, the demo haul off, sewer line extension, and the drain
46 extension, if we could do that ... no I'm sorry, it's not an if, it's if could do

1 that, if we get this grant they will pay for the kennels which is \$52,000 for
2 just the kennels, and also the cement pad that needs to be poured. What
3 I'm talking about is the house that's down below there that we're currently
4 housing for infirmary, dogs are in there, inside the house in collapsable
5 kennels and that's where they get their medicine. And during the night
6 that's where they stay. During the day they're taken out of those and
7 they're able to comingle and they play in the yard. It is not a good place.
8 The house is currently in a shape where rats and mice are living in the
9 floorboards. We have significant areas of roach issues that are down
10 inside the house that we do need to take a serious look at the condition
11 there. It is by no means should be used as an infirmary because of the
12 diseases that are already there. Wood is everywhere in the facility. It just
13 needs to be changed. So with this different approach that we have, we
14 have the cement floors, we have the kennels, things that can be cleaned,
15 and there's still the advantage of being outdoors and having that outdoor
16 area. So hopefully we will get that grant. I don't know how, David how
17 would this work as far as you know if we don't get that \$13,000 then what
18 would happen if I do get the grant or can it be given to me later? If I am
19 awarded the grant, how does that work?

20
21 Dollahon: We can do pretty much anything.

22
23 Thacker: Oh, hey. We have that on record.

24
25 Gandara: It's on record.

26
27 Dollahon: I didn't say it'd be easy. We can do something.

28
29 Thacker: Okay.

30
31 Dollahon: Even if we have to take City crews to demo it ourselves. Looking at that
32 building I'm not sure that ...

33
34 Smith: It would take much.

35
36 Dollahon: Yes. Maybe a little testing. I think we could find money elsewhere in the
37 City budget to.

38
39 Gandara: Vice Chairman.

40
41 Williams: At one point the City had offered to transfer ownership of a portable
42 building that was near the Meerscheidt Center to the ASCMV. And as I
43 recall that's a fairly good-sized building. Could that be transported to the
44 grounds?

45
46 Dollahon: I don't know the building.

1
2 Smith: Police training over on Meerscheidt.
3
4 Dollahon: That's the only building I was thinking there. The police might have a little
5 difficulty with that.
6
7 Williams: No, this one was somebody's office and did Mark, there was one ...
8
9 Dollahon: Oh, I know where it is. It's not near Meerscheidt.
10
11 Williams: Okay.
12
13 Dollahon: It's, yes it's a defunct building. And it needs to be moved. It's the old, for
14 the Councillors that took the tour and remember it's across the street from
15 the HVAC plumbing and electrical shop and it's next to the auction
16 building. I can show you on an aerial photograph.
17
18 Thacker: My hesitation of getting another building is that you would never have 30-
19 some-odd dogs in your own house, especially with the cleaning and
20 (*inaudible*) that needs to happen in order to get an animal healthy. That
21 would be my only worry is that these need to be scrapped out with poop
22 every single day. There's water continually. There's urine. I would much
23 rather have some open kennels.
24
25 Dollahon: Well the building is there on Hadley is better than the one you have, it
26 doesn't solve your problem in the long-term. It's just, we're going to be
27 back there in a couple of year because the inside is wood and all that
28 other jazz.
29
30 Thacker: I think that's just bringing in the same problems of roaches or rats and
31 mice.
32
33 Dollahon: It's only slightly. It's in much better condition than what you have, but it
34 just continues the problem. It doesn't solve the problem.
35
36 Williams: Okay, I'm sorry I sidetracked us.
37
38 Thacker: No.
39
40 Gandara: It's okay.
41
42 Dollahon: We're having the discussion.
43
44 Gandara: Yes Frank.
45

1 Bryce: Can I have a point of clarification? At one time recently, fairly recently,
2 there was supposed to be a pest control contract. Is that not in effect
3 now?
4

5 Thacker: No, we still have it.
6

7 Bryce: And it's just not effective or not in that building or what?
8

9 Thacker: It's treated, but they're still there.
10

11 Bryce: Okay. All right.
12

13 Thacker: Okay so the total for miscellaneous is \$47,950. Next slide. So the last
14 slide are the totals for you. So the request for total due is \$454,049 and
15 that includes the personnel. Total replacements cost is \$84,300. Total
16 recurring, that's going to be happening, increase is \$384,639. So in all our
17 total budget request is an increase of \$697,909 and that is again,
18 remember for the true cost and also without, let me add in the facility, so
19 another \$10,000, so you're at \$707,639, and then whatever the furniture
20 for the remodel's going to be that we need to budget for, and increase.
21 And that's all I have.
22

23 Gandara: Thank you.
24

25 Thacker: I'm sorry, what?
26

27 Gandara: Thank you.
28

29 Thacker: On one page of your handouts is the, what'd we call it Josie?
30

31 Medina: Fund summary.
32

33 Thacker: Fund summary. That's where I got my totals from, the biggest decreases
34 that we had on that for some of the expenses that we took away, because
35 we're asking for more individuals we need to decrease the amount
36 significantly of overtime that we're requesting. We've brought it down to I
37 believe \$70,000. What was it before?
38

39 Medina: It was ...
40

41 Thacker: \$111,000.
42

43 Medina: \$89,000.
44

45 Thacker: Well that was what we requested was \$89,000, then I lowered it more.
46 Wasn't it \$97,000?

1
2 Medina: The projected for FY18 is \$97,000.
3
4 Dollahon: So you're saving roughly \$30,000 over time.
5
6 Thacker: Yes. And then our, can you go down a little bit? Then we reduced our
7 temporary agent services, it looks like we're going to hit a little bit more
8 than \$158,000 and we reduced it to \$100,000.
9
10 Dollahon: And is there potential further savings if we go on throughout the year as
11 you get staffed up?
12
13 Thacker: Yes.
14
15 Dollahon: You can save some of it, even more than that?
16
17 Thacker: Yes. And that \$100,000 is on advice of Josie and also of Steve, our
18 financial advisor there at the shelter as a safe level. They both don't think
19 we'll probably use that amount, but it's the amount that according to
20 history past. I think there's going to be more savings. I don't think we'll
21 come near that. If we can get to the staffing levels that we've requested.
22
23 Dollahon: I think the Board needs to keep in mind though some things, it's always a
24 timing issue and we always have attrition issue. The timing on the new
25 positions is there's a start up and a hiring process and it takes time and
26 once you have them hired it's training and then you could also lose
27 positions. So the attrition issue is tough so that this first year will be
28 especially tough, but I think in future years we could have a more realistic.
29 Because of you're managing you're hiring and personnel management
30 costs us as well. You can better manage your temp agency needs. I don't
31 know that we're ever going to eliminate that, but I think over the next
32 couple of years we can reduce it substantially. But there has been a
33 historical practice of great reliance on temp agencies.
34
35 Thacker: Very much so.
36
37 Dollahon: And they actually, they cost us more than what the employee's getting
38 paid, the person who's working for the temp agency doesn't get all of that
39 money and it costs us.
40
41 Thacker: It's about time and a half is what it comes to, of what I pay for regular.
42
43 Dollahon: Is that including benefits though?
44
45 Thacker: No, hourly.
46

1 Dollahon: So that's, we lose hourly value but it's still a cost once you fill in benefits
2 for shelter employees, regular employees.

3
4 Garrett: Madam Chair.

5
6 Gandara: Yes.

7
8 Garrett: Just to kind of cut to the chase, it looks as though we need to request, I'm
9 just looking at the budget adjustment, that it would be good for the Board
10 to request an increase of \$350,000 from each of the City and the County
11 in order to make up this difference. Basically if each entity put in
12 \$1,250,000 that would make the budget whole. I think, you know one of
13 the things that the Finance Committee had talked about was that we've
14 never really done this before. We have always depended on the City and
15 the County to tell us how much money and then we were living within that.
16 I think that that undermines our responsibility to this Board and this
17 function if we take it take way. I think what we need to be able to do is say
18 here's where we are in terms of the operation of the facility, here are the
19 programs we've got going, here's what we want to do in terms of
20 improving service, and this is what it's going to take to do that. So it's not
21 just asking for the money, it's also getting everybody to buy in. And I
22 would remind everybody that the City and the County have also passed
23 resolutions supporting Zero in Seven, so it's not that that is something that
24 is only for the Board or only for the Coalition for Pets and People, this is
25 something that everybody's embraced as a reference point. And with the
26 understanding that there's been, that will set off some negotiations.

27 These seem to be numbers that can be defended, but I don't have
28 any idea how the County would respond to that request for an increase,
29 but I think that what's important is to have that conversation and say if this
30 operation, if this shelter is going to function the way that it's supposed, we
31 need this much more money and we think that it needs to be split between
32 the City and the County. So the point in terms of putting together a
33 preliminary budget I think is to actually say this is what we think is an
34 appropriate budget and if we do that, you know I'm just looking at the
35 FY19 proposed, I would say that we show the City and the County at one
36 point \$1.250 million just like we've shown \$70,000 for pet licenses. You
37 know we're assuming that we're going to be able to raise more money in
38 terms of pet licenses. Well I don't know why we wouldn't go ahead and for
39 the budget purpose go ahead and put in the number that we think is
40 appropriate for the City and the County to contribute. And I know that
41 we've all had our different hats that we have to deal with, but I think as
42 Board Members of ASCMV we need to be very clear that unless we have
43 a reason to lower that number, we need to take that in as the number to
44 start negotiating on.

45
46 Gandara: Thank you. Board Member Eakman.

1
2 Eakman: I just did a calculation and if the City and County would've increased the
3 amounts to Animal Services at 2.78% per year for the past nine years, we
4 would be at exactly this place, 2.78% annually, and so what the City and
5 the County have done is save that amount of money for nine years by not
6 increasing it, but now is the time for that very modest increase, 2.78% per
7 year.
8
9 Williams: This is my favorite time to be a Board Member, because I'm not one of the
10 elected officials that has to sell this. But I'll help sell it.
11
12 Gandara: Thanks Vice-Chair Williams.
13
14 Thacker: That is my presentation for the budget increase.
15
16 Gandara: Any other questions/concerns from the Board?
17
18 Garrett: Really good job.
19
20 Williams: I don't if we said for the record that Board Member Gonzales is not here.
21 He fell and fractured his elbow and he's getting a cast fitted for that right
22 now. What I would recommend strongly Mr. Thacker is that you sit down
23 with him one-on-one and go through this presentation. He's going to need
24 to get up to speed on a lot of things as a new Board Member and
25 particularly this presentation. If you'll shoot me an e-mail later today, I'll
26 get you his contact information.
27
28 Gandara: Thank you Vice-Chair Williams. Anybody else? Yes.
29
30 Thacker: I do. So in your packet is also some ideas and thoughts on some, this
31 handout of some ideas and thoughts of how we go about solving some of
32 our issues. The 501(c)(3) nonprofit is something we've talked about and I
33 talked about before, one of the things I haven't talked about when at the
34 hiring panel and the Board. This is an idea of Kelly Barker that she
35 brought up that she would actually use her 501(c)(3), change the mission
36 for that, correct.
37
38 Barker: Correct.
39
40 Thacker: And change the mission of the of the 501(c)(3), give the grant some things
41 needed to start to so some of the changes that we're looking at, and one
42 of those is the project that's called Shelter in a Box and it's basically using
43 the storage containers to build a facility that can house what you see here,
44 the 501(c)(3) nonprofit, would have kennels for indoor/outdoors, the cat
45 area, nursery. All these areas that you can see on the slide and the nice
46 thing about it is is that it would be a transfer hub where these animals that

1 are at the shelter and a lot of the rescues don't want to take sick animals.
2 Well that's what a lot of our animals are, are in need of some type of help
3 rather than being physically or even mentally is they've been there for so
4 long. So animals that are marked for transport will go into the hub, they'll
5 stay in the hub and they'll be able to be pulled from that hub of all the
6 rescues that need to go or also from long distance transports.

7 The Check the Chip is another one for, Kelly mentioned this is
8 going to be a program for the large scale microchip programs and also
9 spots in areas where people can go that have a scanner purchase for
10 them for specific areas that if a dog is found in that area, a person can just
11 take it there to Check the Chip location, scan and find it and hopefully get
12 the animal back. All great efforts to get the animal never to come into the
13 shelter, sort of looking forward to keeping them. Kelly, anything you
14 wanted to add?

15
16 Barker: If you have an interest, I have a PowerPoint also that we can start from
17 the beginning and show you how it is. It's again a concept of how do we
18 get to Zero in Seven. Madam Chairperson you talked about, you know
19 where we are. Our numbers 9,000. It's been 9,000, 9,800 the last three
20 years. Now what we have to do is look at paradigm shifts in the way that
21 the shelter is operating and there's really three areas for me, the first is
22 large-scale transfers. My PowerPoint shows that we would need to
23 transfer, to get to Zero in Seven, we need to adopt out 2,000 animals a
24 year which is only a little higher than where the shelter has been. The
25 average for the shelter is 1,400, 1,500, so a bigger portion, because
26 there's all these outside events going on, they get to 2,000. We need to
27 return 35% of the population that gets picked up by ACO or strays,
28 however they come, we need to return 35% of that population that is about
29 3,500 animals. We need to get them reunited with their owners. These
30 are in the field, never coming into the shelter who are the, or having a chip
31 in them which allows the shelter once they're there to make that
32 connection and reunite them.

33 And then the last and one I believe we have give so much
34 emphasis to is we need to transfer about 4,500 animals out a year. As we
35 move microchipping, return to owners, and of course spay/neuter. As we
36 make that shift the only way we're going to be able to do this now is to be
37 able to transfer to other locations, and those locations although there are
38 two, there's Santa Fe Humane Society and there is Animal Humane in
39 Albuquerque, we need to do much larger scale not you know come and
40 pick up 25 or 30 animals. We need to be able to do hundreds, like just
41 what happened to Phoenix last week, 149 went Friday afternoon. The
42 airlift will do 60. So the concept is how do we do this and of course the
43 shelter's so busy trying to do what it's doing, that I've been exploring for a
44 while what I called a Rescue Transfer Hub, a separate facility that does
45 really what's happening right now. When that airlift happens the shelter
46 gets them ready but we need a place to move them in between because

1 that causes us boarding problems. How do we get 60 animals on a plane
2 in their little jackets, in their crates by 6:00 a.m. in the morning? This first
3 April 10th, we'll start at 2:00 a.m. and it's tough to get volunteers at 2:00
4 a.m. to do those loads. So there's a lot moving parts that right now even if
5 the shelter said, absolutely we are so on it because we work on transfers
6 all the time, but it is a cog in the wheel and a difficult one in their day-by-
7 day operations, because they don't have those resources in terms of
8 people. They don't have the space, there's no way that we can move
9 animals to a location waiting for transfer. And we have a significant
10 problem and we're going to have it for a while longer of the mothers and
11 babies.

12 The shelter population as of March 8th when we last looked at the
13 census, it's nearly even males and females. So they're doing their one
14 day a week doing the shelter population but most of the time that's 25
15 animals that they're doing and even if all 25 are females, there's a haul to
16 get there. And so we do end up with you know moms by the time they find
17 out it's too late. Nobody's in favor of terminating pregnancies. So we
18 need to move them in to another facility out of the shelter. We need to be
19 able to keep them until they're at least six weeks old, the preference is
20 really eight, because otherwise what we've done, and I've done it, is we
21 clog up our receivers who have to take on a new mom and brand new
22 puppies in a foster for eight weeks. So we know that we can't burn out our
23 receivers because at some point they say enough is enough. And so
24 that's where the concept if Shelter in a Box comes from is really a rescue
25 transfer hub operating as separate 501(c)(3) because of what we've talked
26 about in terms of what the numbers would look like, we are not coming to
27 the City or in essence the shelter at this point and asking for any funds for
28 it. We have kind of an innovative way that we think we're going to fund
29 Out of the Box. We're going to fund through the grants. We're going to
30 fund through community support. We're going to fund through crowd
31 funding and through that I do believe that we're going to be able to get the
32 design bid build put together. Conceptually right now the idea is it's a core
33 building and it has six shipping containers that some of them will still have
34 a rough look to them depending on what they are and some of them will
35 be finished look. And I submitted the design to the shelter innovation
36 program, it's a shark tank and we met the first cut so we're in the
37 preliminaries to be able to do a shark tank presentation as to why this
38 would make a difference in Las Cruces. The facility would also have a Fix
39 and Chip Clinic that would be there full time. It will have a minimum of one
40 that the idea is to do two vets plus vet tech staff. The preference for that
41 clinic is to do rescues first, give them a priority, all the grants that are in
42 the community right now, there's about \$100,000 worth of grants that are
43 here and they can't, the rescues don't have the resources in our
44 community to fulfill their grants. So this would be rescues as a priority,
45 and then public spay/neuter open to the public matching the same pricing
46 as the shelter. So it literally would make no difference to the public if they

1 could get into the shelter in a month and maybe they could get in to the
2 Fix And Chip Clinic, maybe they could get in in two weeks and again it's
3 just another resource to look at how do we make this shift to be able to
4 continue to do spay/neuter, do microchipping all the time, and then do a
5 rescue transfer hub. So that's kind of where we are.

6
7 Gandara: Thank you.

8
9 Thacker: That's a great idea. I think that her and I have kind of talked a lot about
10 this opportunity and it's one of the solutions coming forth that we have too.
11 Thank you very much. Any questions?

12
13 Gandara: Any other questions?

14
15 Smith: I just want to comment Madam Chair.

16
17 Gandara: Yes.

18
19 Smith: Thank you. Kelly you come up with these great names for things. You
20 know I think of Fish and Chips and Fix and Chip and you know the other
21 things that kind of tie together. But that helps connect in people's minds
22 what we're doing. So thank you for coming up with the catchy phrases
23 and the great ideals.

24
25 Barker: Well I so believe in it. I have an architect working on drawings now.
26 We're in second iteration. It absolutely could work. We could have cats
27 and dogs and you know moms and kittens and puppies, I think the
28 rescues will get behind it. I think it's a big missing piece here. The
29 rescues are all working with the shelter, but as rescues we're all kind of
30 limited too. We don't have endless amounts of space, so we need a fixed
31 building and the concept is that it's on the Rinconada side and therefore it
32 literally becomes the front door to when the shelter is ready to build a new
33 shelter in maybe three or five years.

34 I have one last piece because it's a money piece in there that says
35 how do you, you deal with this sort of stuff right now, but now we need a
36 five-year plan. We can get to Zero in Seven from the numbers I told you,
37 we would be at zero next year; 4,500 going out, 3,500 going back to the
38 owners by some methodology and 2,000 of the adoptions. But the other
39 way to look at how you can get there for the future so that you're not
40 always going back to your own budgets is to put in and they call it different
41 things in different areas, but it's a Companion Animal Protection Act and
42 what it basically does is allow a funding mechanism through something
43 that, an entity and I'll say the City has control of. I did the demographics
44 on the area here, the census, it's 127,490. If you charge \$12 per
45 household per year, you have to do it in a single increment of \$12, you
46 would collect, whoever that entity is, would collect \$1.5 million and change

1 every year. You do it over five years, that would be \$7.5 million and
2 change that you would have money for enhancing your spay/neuter, you
3 would have the money for a new shelter without ever floating a bond, and
4 you would have a community that I truly do want to believe can afford \$12
5 a year, recycling's going up now so something where the community
6 spends \$12 per year per household and you collect \$7.5 million in five
7 years, you will have solved your problem. Las Cruces will take its place
8 on a national stage about innovatively financially stabilizing their pet
9 population. And I don't think, I know all politicians get concerned about
10 how to sell it, but for the two years I've been here every single meeting
11 talks about community, community participation, community education. I
12 think asking the community to be a part of the solution is probably the best
13 education you can give everybody. And you could at some point even
14 decide how many pets might be able to get fixed free in a year. And I do
15 think that looking at what I think the animal population here is statistically,
16 it looks to be at the low side, 510,000 dog/cats to possibly as high as
17 800,000. So when you look at what you're potential is, don't find a way to
18 really get into that population, you will continually band-aiding and every
19 year Clint will have to come and ask for more money and more people
20 because that's, you know it just looks like potentially the risk is really high
21 that the population isn't going to go down unless we're able to take all of
22 these pieces, and they almost all have to go together. There isn't one
23 silver bullet from what I've seen.

24
25 Smith: Thank you Mr. Barker. Thank you Madam Chair.

26
27 Gandara: Thank you. Anybody else. Okay.

28
29 **IV. Adjournment (10:35 AM)**

30
31 Gandara: A motion.

32
33 Eakman: I move we adjourn.

34
35 Gandara: Thank you. Second.

36
37 Williams: Second.

38
39 MOTION PASSES UNANIMOUSLY.

40
41 Gandara: Thank you. We're adjourned at 10:35.

42
43 Smith: Yes.

44
45 Thacker: Thank you all.

46

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BOARD OF DIRECTORS

Kasandra Gandara, Chairman

Jess C. Williams, Vice Chairperson

Jack Eakman, Board Member

Billy G. Garrett, Board Member

Gregory Z. Smith, Board Member

ATTEST:

Scott A. Krahling, County Clerk

MEMORANDUM

To: Animal Service Center of the Mesilla Valley Board of Supervisors

From: Maria Villa, Accounting Manager **Initials:** *MV*

Date: March 9, 2018 **File #:**
F18-095

Subject: Animal Service Center of the Mesilla Valley Financial Report
Unaudited February 28, 2018.

Attached are the unaudited preliminary financial results of the Animal Service Center operations for the period ending February 28, 2018. Some observations for your consideration:

- The Statement of Net Position (page 1) shows cash of \$400,726. Accounts receivable balance is at \$1,000.
- The outstanding payroll liabilities is \$75,653 for the General Fund. There is an outstanding accounts payable balance of \$23,220. The Capital Projects Fund shows cash of \$535,763.
- The Statement of Revenues and Expenditures (page 2) shows YTD operating revenues in the General Fund are \$1,458,446. YTD operating expenditures are at \$1,621,794, which results in a decrease in Net Fund Balance of \$163,348.
- The Statement of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual (page 3) indicates 65.6% of budgeted revenues and 68.4% of budgeted expenditures have been recognized. The current budget parameter for this month is 66.7%.

Enclosures/Attachments:

Cc: Rosie Duran, CGFM Finance Director
Jessica Perez, MBA, MPA. BSBA Deputy Finance Director

Initials: *RD*

Initials: *JP*

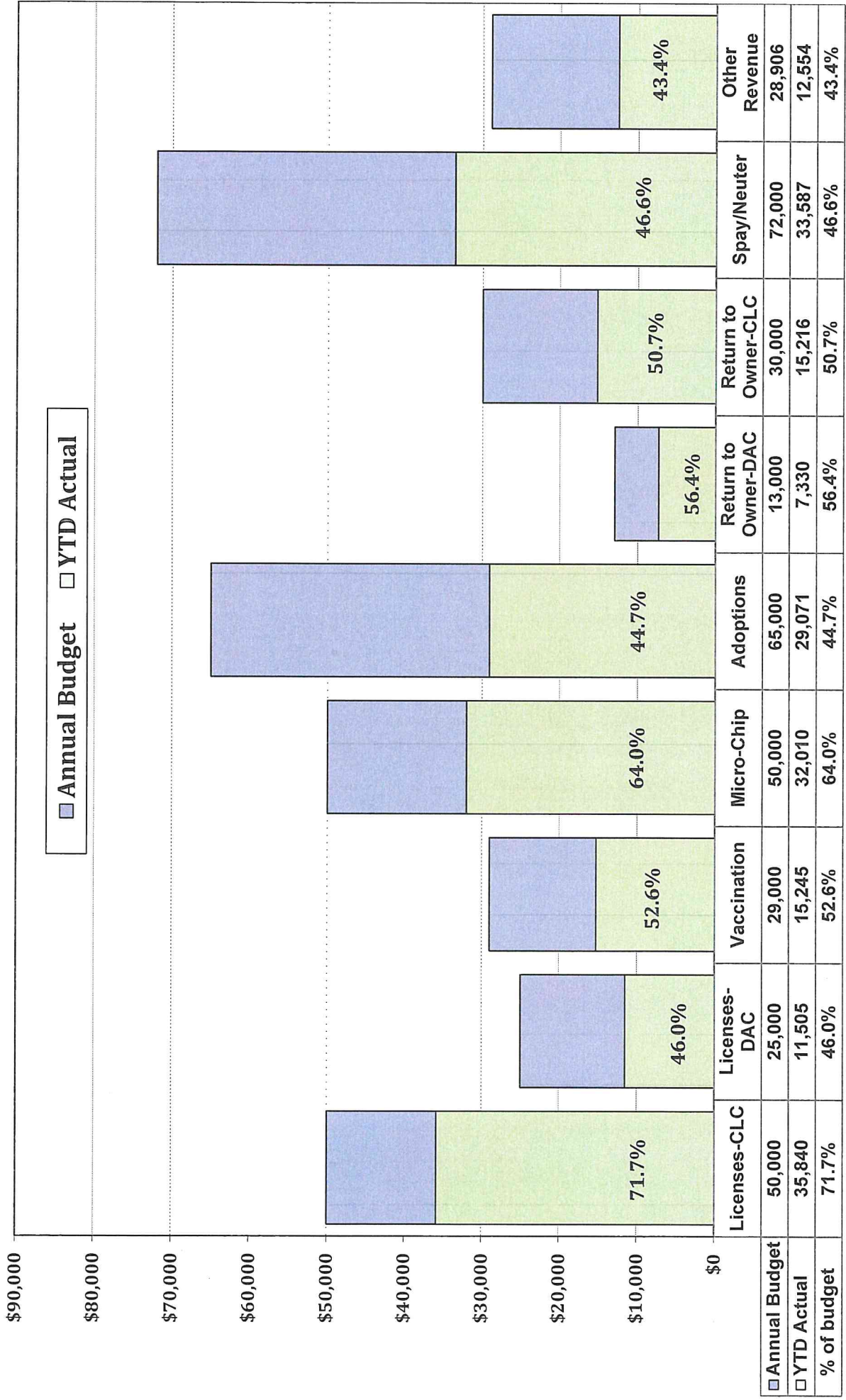
**Animal Service Center of the Mesilla Valley
Statement of Net Position
February 28, 2018 (Unaudited)**

	<u>Fund 7440</u> <u>General Fund</u>	<u>Fund 7441</u> <u>Capital Projects</u>	<u>Fund 9440</u> <u>Capital Assets</u>	<u>Statement</u> <u>of</u> <u>Net Position</u>
Assets				
Current Assets				
Cash & investments	\$ 400,726	\$ 535,763		\$ 936,489
Accounts receivable	1,000	-	-	1,000
Total Current Assets	<u>401,726</u>	<u>535,763</u>	<u>-</u>	<u>937,489</u>
Capital Assets				
Equipment, net of accum depr	-	-	278,540	278,540
Total Capital Assets	<u>-</u>	<u>-</u>	<u>278,540</u>	<u>278,540</u>
Total Assets	<u>\$ 401,726</u>	<u>\$ 535,763</u>	<u>\$ 278,540</u>	<u>\$ 1,216,029</u>
Liabilities				
Current Liabilities				
Accounts payable	\$ 23,220	\$ -	-	\$ 23,220
Accrued payroll liabilities	75,653	-	-	75,653
Total Current Liabilities	<u>98,873</u>	<u>-</u>	<u>-</u>	<u>98,873</u>
Fund Balance				
Required reserve	197,596	-	-	\$ 197,596
Unassigned	105,257	535,763	278,540	919,560
Total Fund Balance	<u>302,853</u>	<u>535,763</u>	<u>278,540</u>	<u>1,117,156</u>
Total Liabilities and Fund Balance	<u>\$ 401,726</u>	<u>\$ 535,763</u>	<u>\$ 278,540</u>	<u>\$ 1,216,029</u>

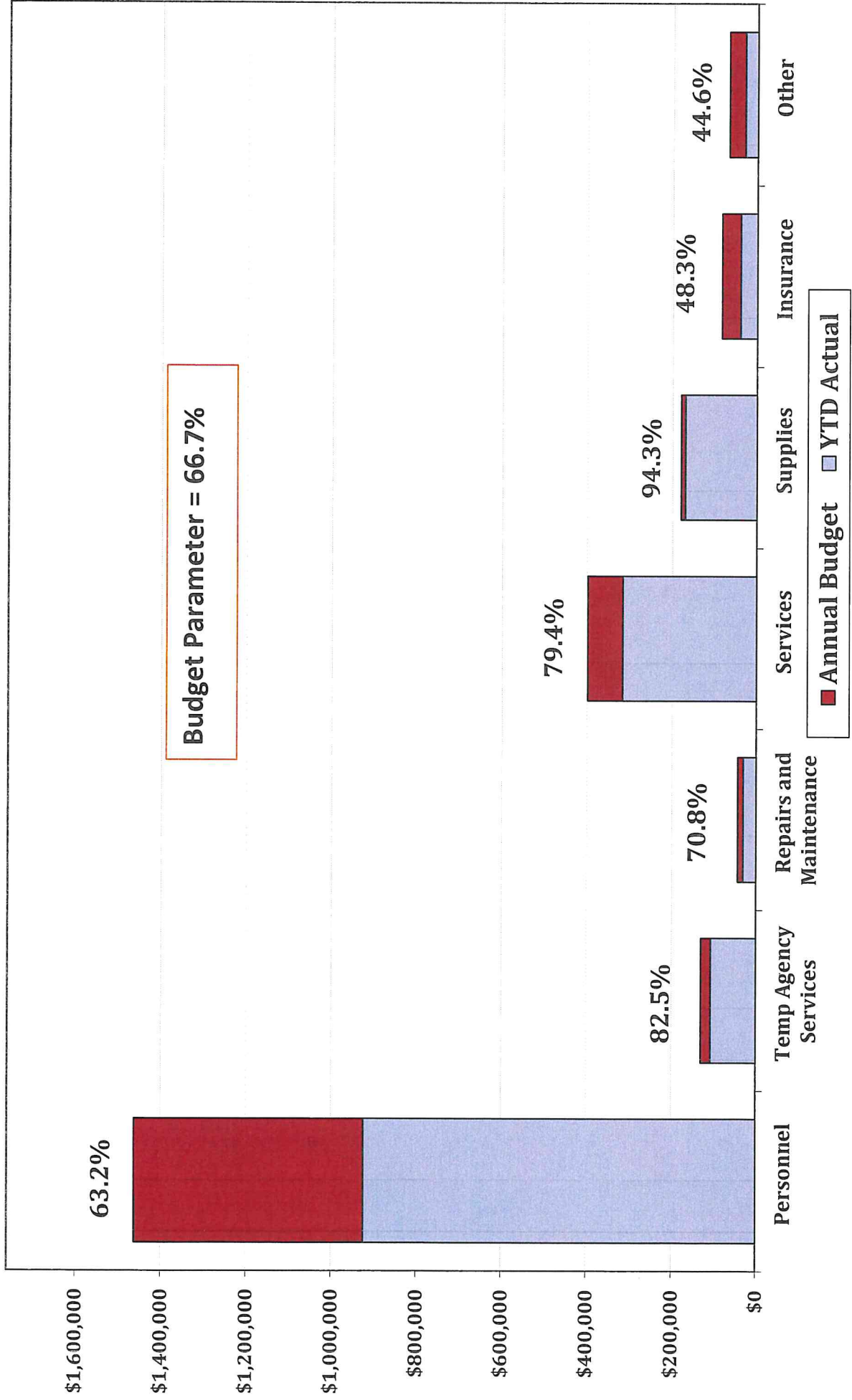
**Animal Service Center of the Mesilla Valley
Statement of Revenues, Expenditures,
And Changes in Fund Balance - Budget and Actual
For the Period Ended February 28, 2018 - Fund 7440 (Unaudited)**

	<u>Budget</u>	<u>Actual</u>	<u>Actual/Bgt %</u>
Revenues			
Pet licenses CLC	\$ 50,000	35,840	71.7%
Pet licenses DAC	25,000	11,505	46.0%
Vaccinations	29,000	15,245	52.6%
Pet micro-chip	50,000	32,010	64.0%
Onsite adoptions	65,000	29,071	44.7%
Return to owner-Dona Ana County	13,000	7,330	56.4%
Return to owner-City of Las Cruces	30,000	15,216	50.7%
Spay/neuter	72,000	33,587	46.6%
Dona Ana County	901,787	582,063	64.5%
City of Las Cruces	901,787	646,007	71.6%
City of Anthony	7,000	2,835	40.5%
Donations & memorials	27,000	20,777	77.0%
Grant Revenue	-	-	0.0%
City of Sunland Park	6,000	600	10.0%
Village of Hatch	240	175	72.9%
Other revenue	28,906	11,779	40.7%
Investment income	16,535	14,406	87.1%
Total revenues	<u>2,223,255</u>	<u>1,458,446</u>	65.6%
Expenditures			
Personnel	1,462,803	923,934	63.2%
Temp agency services	130,650	107,736	82.5%
Repairs and maintenance	45,000	31,873	70.8%
Services	398,452	316,443	79.4%
Supplies	180,250	169,955	94.3%
Insurance	85,000	41,054	48.3%
Other	69,000	30,798	44.6%
Total expenditures	<u>2,371,155</u>	<u>1,621,794</u>	68.4%
Net income (loss)	<u>(147,900)</u>	<u>(163,348)</u>	
Transfer to capital from operations	<u>355,000</u>	<u>355,000</u>	
Net change in fund balance	<u>\$ (502,900)</u>	<u>(518,348)</u>	
Beginning Fund Balance		<u>821,201</u>	
Ending Fund Balance		<u>\$ 302,853</u>	

**Animal Service Center of the Mesilla Valley
Annual Budget vs. Actual Year-To-Date- February 2018
Revenues *not* including CLC or DAC Contributions**



**Animal Service Center of the Mesilla Valley
Annual Budget vs. Actual Year-To-Date
February 2018 - Expenditures**



Animal Services Center of the Mesilla Valley

Monthly Statistics Report-February 2018

INTAKE	Dogs	Cats	Rabbits	Reptiles	Pocket Pets	Avian E	Avian L, W	Livestock (horse, goat, sheep, pig, donkey)	Wildlife (skunk, bat, coyote, fox, raccoon)	Total
City of Las Cruces										
Owner Surrender	43	10		1						54
Returned Adoptions	2	2								4
Seized from Owners	6	0								6
Strays (brought in by the public)	44	27								71
Strays (brought in by Animal Control)	129	125			1				2	256
Wildlife									1	2
Subtotal City of Las Cruces	224	164	0	1	1	0	0	0	3	393
Doña Ana County										
Owner Surrender	49	12								61
Returned Adoptions	0	0								0
Seized from Owners	12	0					25			37
Strays (brought in by the public)	34	10								44
Strays (brought in by Animal Control)	131	69					1	1		202
Wildlife										0
Subtotal Doña Ana County	226	91	0	0	0	0	26	1	0	344
Anthony, NM	24	20								44
Hatch, NM	0	0								0
Sunland Park, NM	3	1								4
Jurisdiction Unknown/Other	2	1								3
Total Intake	479	277	0	1	1	0	26	1	3	788

OUTCOME (city and county)	Dogs	Cats	Rabbits	Reptiles	Pocket Pets	Avian E	Avian L, W	Livestock (horse, goat, sheep, pig, donkey)	Wildlife (skunk, bat, coyote, fox, raccoon)	Total
Admin Missing										
Foster-Escaped										0
Foster-Lost Contact										0
Foster-Stolen From										0
FTA-Escaped										0
FTA-Lost Contact										0
FTA-Stolen										0
Offsite-Missing										0
Offsite-Stolen From										0
Shelter-Escaped										0
Shelter-Missing										0
Shelter-Stolen										0
Subtotal Admin Missing	0	0	0	0	0	0	0	0	0	0
Adoptions	123	52		1						176
Expired in Shelter	14	3	1							18
DOA	33	37					1		1	72
Return to Owner	74	47								121
Transferred Out (Rescues)	198	133					1			332
Wildlife Release		0							1	1
Owner Request Euthanasia	34	3								37
Euthanized										
Age - Too Old										0
Age - Too Young										0
Behavior - Aggressive - Dog	9									9
Behavior - Aggressive - Human	7									7
Behavior - High Arousal Level	0									0
Behavior - Resources Guarding	1									1
Behavior - Timid	1									1
Behavior - Timid - Fear Biter	6									6
Breed - Medical	0									0
Court Order	2						25			27
Eliminator	0									0
Failure to Thrive	0									0
Feral	1	1								2
Hit by Car	0	3								3
Medical Issues	2	2								4
Medical - Animal Attack	1									1
Medical - Distemper - TX	2									2
Medical - Distemper - Non TX	1									1
Medical - Felv										0
Medical - FIV										0
Medical - HW Positive										0
Medical - Kennel Cough - TX										0
Medical - Kennel Cough - Non TX										0
Medical - Liver Failure										0
Medical - Mange - TX										0

	Dogs	Cats	Rabbits	Reptiles	Pocket Pets	Avian E	Avian L, W	Livestock (horse, goat, sheep, pig, donkey)	Wildlife (skunk, bat, coyote, fox, raccoon)	Total
Medical - Mange - Non TX										0
Medical - Mass										0
Medical - Neurological										0
Medical - Parvo - TX										0
Medical - Parvo - Non TX										0
Medical - Pneumonia										0
Medical - Pregnant										0
Medical - Prolapse										0
Medical - Ringworm										0
Medical - Tick Borne Disease										0
Medical - URI - TX										0
Medical - URI - Non TX		6								6
Rabies Suspect									1	1
Space										0
Space - Pitbull Breed										0
Subtotal Euthanized	33	12	0	0	0	0	25	0	1	71
Euthanasia Rate	6.9%	4.3%	na	na	na	na	96.2%	na	33.3%	9.0%
Total Outcome	509	287	1	1	0	0	27	0	3	828

Public Services	City Clinic (includes outside surgeries, vaccinations, and microchips)	54	23							77
	County Clinic (includes outside surgeries, vaccinations, and microchips)	24	13							37
	Jurisdiction Unknown									0
	Subtotal Clinic In	78	36	0	0	0	0	0	0	114
	Clinic Out (includes outside surgeries, vaccinations, and microchips)	46	30							76

Grand Total	Intake*	479	277	0	1	1	0	26	1	3	788
	Outcome*	509	287	1	1	0	0	27	0	3	828

Statistics	Live Release Rate	92.3%	95.1%	#DIV/0!	100.0%	na	na	3.8%	na	50.0%	89.9%
	Euthanized, Expired in Shelter, DOA	80	52	1	0	0	0	26	0	2	161
	Average Intake/day	16.5	9.6	0.0	0.0	0.0	0.0	0.9	0.0	0.1	27.2
	Average Outcome/day	17.6	9.9	0.0	0.0	0.0	0.0	0.9	0.0	0.1	28.6
	Average Euthanizations/day	1.1	0.4	0.0	0.0	0.0	0.0	0.9	0.0	0.0	2.4
	Average RTO/day	2.6	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2
	Average Adoptions/day	4.2	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.1

* The discrepancy between intake and outcome numbers is due to the number of animals taken in on the final three to five days of the month whose outcome is listed on the following month's report. (Animals are held as Strays three days without tags and five days with identification for owner reclaim). It is doubtful that the two numbers will ever

**ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
RESOLUTION NO. 2018-7**

A RESOLUTION TO ACCEPT THE \$2500 SHELTER ANIMALS COUNT GRANT FOR ASCMV AND ADJUST THE ADOPTED FY2018 BUDGET, ALLOWING THE SHELTER ANIMALS COUNT GRANT OF \$2500.

The Animal Service Center of Mesilla Valley (ASCMV) Board of Directors is hereby informed that:

WHEREAS, the ASCMV applied for and are recipients of the Shelter Animals Count grant; and

WHEREAS, this grant will be used for the new uniforms and chairs; and

NOW THEREFORE, be it resolved by the Board of Directors for the Animal Service Center of the Mesilla Valley:

(I)

THAT, the ASCMV Board ratifies the ASCMV Director's signature on the grant labeled Exhibit "A" attached hereto and made part of the resolution.

(II)

THAT the FY2018 adopted budget will be hereby amended as shown in Exhibit "B" attached hereto and made part of this resolution is hereby adopted.

(II)

THAT, once approved, a copy of the signed, recorded resolution and any supporting documentation will be submitted to the City of Las Cruces, as fiscal agent for submission to the Department of Finance and Administration (DFA) for approval and incorporation into its (City of Las Cruces) respective budget for inclusion in the FY2018 budget for the ASCMV.

(IV)

THAT, ASCMV staff be and hereby are authorized to take any action necessary to implement and comply with the budget submitted and approved as part of this resolution.

PASSED AND APPROVED this 12th day of April 2018.

Board Chair

MOVED BY: _____

SECONDED BY: _____

VOTE:

Kassandra Gandara, Chair _____ ___yea___ nay

Jess Williams, Vice-Chair _____ ___yes___ nay

Gregory Z. Smith, Member _____ ___yea___ nay

Jack Eakman, Member _____ ___yea___ nay

John L. Vasquez, Member _____ ___yea___ nay

Billy G Garrett, Member _____ ___yea___ nay

David Dollahon, Ex-Officio Member _____ ___yea___ nay

ATTEST:

Scott Krahling, County Clerk

ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
BUDGET ADJUSTMENT REQUEST
BUDGET FISCAL YEAR 2017-18

	7440 ANIMAL SERVICES CENTER			
	2017-18			
	Original Budget	Amended Budget	Req. Adjustment	Adjusted Budget
RESOURCES				
Beginning Balance	\$ 740,031	740,031	237,182	977,213
Revenues				
Pet Licenses	75,000	75,000	0	75,000
Euthanasia	8,000	8,000	0	8,000
Vaccinations	29,000	29,000	0	29,000
Pet Micro-chip	50,000	50,000	0	50,000
Adoptions	65,000	65,000	0	65,000
DAC Return to Owner	13,000	13,000	0	13,000
CLC Return to Owner	30,000	30,000	0	30,000
Spay & Neuter	72,000	72,000	0	72,000
City of Anthony	7,000	7,000	0	7,000
City of Sunland Park	6,000	6,000	0	6,000
Donations	27,000	27,000	0	27,000
Other Revenue	21,146	21,146	2,500	23,646
Investment Income	16,535	16,535	0	16,535
City of Las Cruces	901,787	901,787	0	901,787
Dona Ana County	901,787	901,787	0	901,787
Operating Transfers In	0	0	0	0
Total Revenues	2,223,255	2,223,255	2,500	2,225,755
TOTAL RESOURCES	\$ 2,963,286	2,963,286	239,682	3,202,968
Expenditures				
Personnel	1,668,803	1,668,803	0	1,668,803
Operating	702,352	702,352	2,500	704,852
Capital	0	0	0	0
Total Expenditures	\$ 2,371,155	2,371,155	2,500	2,373,655
Transfer to 7441-	0	(355,000)	0	(355,000)
ENDING BALANCE	\$ 592,131	237,131	237,182	474,313
Required Reserve:				
Required 1/12th Reserve	197,596	197,596	209	197,805
UN-RESERVED BALANCE	\$ 394,535	39,535	236,764	276,508

**ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
RESOLUTION NO. 2018-8**

A RESOLUTION TO AUTHORIZATION TO UTILIZE FUNDS FROM THE ASCMV FY17-18 FUND BALANCE.

The Animal Service Center of Mesilla Valley (ASCMV) Board of Directors is hereby informed that:

WHEREAS, the ASCMV requests the authorization to utilize fund from the FY17-18 fund balance; and

WHEREAS, this grant provides funding for costs associated with new uniforms and chairs; and

WHEREAS, a budget adjustment is required to set up estimated revenue and appropriate expenses associated with the building renovations.

NOW THEREFORE, be it resolved by the Board of Directors for the Animal Service Center of the Mesilla Valley:

(I)

THAT, once approved, a copy of the signed, recorded resolution and any supporting documentation will be submitted to the City of Las Cruces, as fiscal agent for submission to the Department of Finance and Administration (DFA) for approval and incorporation into its (City of Las Cruces) respective budget for inclusion in the FY18 budget for the ASCMV.

(II)

THAT, ASCMV staff be and hereby are authorized to take any action necessary to implement and comply with the budget submitted and approved as part of this resolution.

PASSED AND APPROVED this 12th day of April 2018.

Board Chair

MOVED BY: _____

SECONDED BY: _____

VOTE:

Kassandra Gandara, Chair _____ ___yea___ nay

Jess Williams, Vice-Chair _____ ___yes___ nay

Gregory Z. Smith, Member _____ ___yea___ nay

Jack Eakman, Member _____ ___yea___ nay

John L. Vasquez, Member _____ ___yea___ nay

Billy G Garrett, Member _____ ___yea___ nay

David Dollahon, Ex-Officio Member _____ ___yea___ nay

ATTEST:

Scott Krahling, County Clerk

ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
BUDGET ADJUSTMENT REQUEST
BUDGET FISCAL YEAR 2017-18

	7440 ANIMAL SERVICES CENTER			
	2017-18			
	Original Budget	Amended Budget	Req. Adjustment	Adjusted Budget
RESOURCES				
Beginning Balance	\$ 740,031	740,031	237,182	977,213
Revenues				
Pet Licenses	75,000	75,000	0	75,000
Euthanasia	8,000	8,000	0	8,000
Vaccinations	29,000	29,000	0	29,000
Pet Micro-chip	50,000	50,000	0	50,000
Adoptions	65,000	65,000	0	65,000
DAC Return to Owner	13,000	13,000	0	13,000
CLC Return to Owner	30,000	30,000	0	30,000
Spay & Neuter	72,000	72,000	0	72,000
City of Anthony	7,000	7,000	0	7,000
City of Sunland Park	6,000	6,000	0	6,000
Donations	27,000	27,000	0	27,000
Other Revenue	21,146	⚙️ 23,646	0	23,646
Investment Income	16,535	16,535	0	16,535
City of Las Cruces	901,787	901,787	0	901,787
Dona Ana County	901,787	901,787	0	901,787
Operating Transfers In	0	0	0	0
Total Revenues	2,223,255	2,225,755	0	2,225,755
TOTAL RESOURCES	\$ 2,963,286	2,965,786	237,182	3,202,968
Expenditures				
Personnel	1,668,803	1,668,803	0	1,668,803
Operating	702,352	⚙️ 704,852	100,000	804,852
Capital	0	0	0	0
Total Expenditures	\$ 2,371,155	2,373,655	100,000	2,473,655
Transfer to 7441-	0	(355,000)	0	(355,000)
ENDING BALANCE	\$ 592,131	237,131	137,182	374,313
Required Reserve:				
Required 1/12th Reserve	197,596	197,804	8,334	206,138
UN-RESERVED BALANCE	\$ 394,535	39,327	120,514	168,175

⚙️ Pending approval of Resolution #2018-07

**ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
RESOLUTION NO. 2018-9**

A RESOLUTION AUTHORIZING THE GOVERNING BOARD FOR THE ANIMAL SERVICE CENTER OF THE MESILLA VALLEY TO APPROVE THE ANNUAL FINANCIAL REPORT FOR THE YEAR ENDING JUNE 30, 2017.

The Governing board of the Animal Service Center of the Mesilla Valley (ASCMV) is informed that:

WHEREAS, the financial statements of the ASCMV have been audited by MOSS-ADAMS LLP for the year ending June 30, 2017; and

WHEREAS, on December 1, 2017, MOSS-ADAMS LLP submitted the annual financial report to the State Auditor's Office on behalf of the Animal Service Center of the Mesilla Valley, and

WHEREAS, the Office of the State Auditor has published 2.2.2.10(J)(3)(d) of NMAC, *requirements for Contracting and Conducting Audits of Agencies*.

WHEREAS, on December 6, 2017, The Office of the State Auditor released the audit report:

WHEREAS, The Annual Financial Report for the year ending June 30, 2017 is hereby presented for approval by the governing board of the ASCMV.

(I)

THAT, the ASCMV Board ratifies the ASCMV Director's signature on the Grant Application labeled Exhibit "A" attached hereto and made part of the resolution.

PASSED AND APPROVED this 12th day of April 2018.

Board Chair

MOVED BY: _____

SECONDED BY: _____

VOTE:

Kassandra Gandara, Chair _____ ___yea___nay

Jess Williams, Vice-Chair _____ ___yes___nay

Gregory Z. Smith, Member _____ ___yea___nay

Jack Eakman, Member _____ ___yea___nay

John L. Vasquez, Member _____ ___yea___nay

Billy G Garrett, Member _____ ___yea___nay

David Dollahon, Ex-Officio Member _____ ___yea___nay

ATTEST:

Scott Krahling, County Clerk

**ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
RESOLUTION NO. 2018-10**

A RESOLUTION TO ACCEPT THE CONTRIBUTION INCREASE FROM \$901,000 TO \$1.25 MILLION AS PER THE JPA CITY AND COUNTY AGREEMENT FOR OPERATING EXPENSES.

The Animal Service Center of Mesilla Valley (ASCMV) Board of Directors is hereby informed that:

WHEREAS, the ASCMV requests the Board to approve the contribution increase;

and

WHEREAS, this contribution increase will be used for the needed operating expenses; and

NOW THEREFORE, be it resolved by the Board of Directors for the Animal Service Center of the Mesilla Valley:

(I)

THAT, the ASCMV Board ratifies the ASCMV Director's signature on the grant labeled Exhibit "A" attached hereto and made part of the resolution.

(II)

THAT the FY2018 adopted budget will be hereby amended as shown in Exhibit "B" attached hereto and made part of this resolution is hereby adopted.

(II)

THAT, once approved, a copy of the signed, recorded resolution and any supporting documentation will be submitted to the City of Las Cruces, as fiscal agent for submission to the Department of Finance and Administration (DFA) for approval and incorporation into its (City of Las Cruces) respective budget for inclusion in the FY2018 budget for the ASCMV.

(IV)

THAT, ASCMV staff be and hereby are authorized to take any action necessary to implement and comply with the budget submitted and approved as part of this resolution.

PASSED AND APPROVED this 12th day of April 2018.

Board Chair

MOVED BY: _____

SECONDED BY: _____

VOTE:

Kassandra Gandara, Chair	_____	___yea___	___nay___
Jess Williams, Vice-Chair	_____	___yes___	___nay___
Gregory Z. Smith, Member	_____	___yea___	___nay___
Jack Eakman, Member	_____	___yea___	___nay___
John L. Vasquez, Member	_____	___yea___	___nay___
Billy G Garrett, Member	_____	___yea___	___nay___
David Dollahon, Ex-Officio Member	_____	___yea___	___nay___

ATTEST:

Scott Kraehling, County Clerk

**ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
RESOLUTION NO. 2018-11**

RESOLUTION APPROVING THE BUDGET FOR THE ANIMAL SERVICE CENTER OF THE MESILLA VALLEY FOR THE PERIOD OF JULY 2018 THROUGH JUNE 2019 FOR FUNDS 7440 AND 7441.

The Animal Service Center of Mesilla Valley (ASCMV) Board of Directors is hereby informed that:

WHEREAS, the authority for the ASCMV has prepared its budget for the period of July 2018 through June 2019; and

WHEREAS, the ASCMV is responsible for all new equipment purchases, operating and maintenance expenses; and

WHEREAS, it is in the best interest of the ASCMV for the Board to approve this resolution and the corresponding July 2018 through June 2019 budget for funds 7440 and 7441.

NOW THEREFORE, be it resolved by the Board of Directors for the Animal Service Center of the Mesilla Valley:

(I)

THAT, once approved, a copy of the signed, recorded resolution and any supporting documentation will be submitted to the City of Las Cruces, as fiscal agent for submission to the Department of Finance and Administration (DFA) for approval and incorporation into its (City of Las Cruces) respective budget for inclusion in the FY18 budget for the ASCMV.

(II)

THAT, ASCMV staff be and hereby are authorized to take any action necessary to implement and comply with the budget submitted and approved as part of this resolution.

PASSED AND APPROVED this 12th day of April 2018.

Board Chair

MOVED BY: _____

SECONDED BY: _____

VOTE:

Kassandra Gandara, Chair _____ yea nay

Jess Williams, Vice-Chair _____ yes nay

Gregory Z. Smith, Member _____ yea nay

Jack Eakman, Member _____ yea nay

John L. Vasquez, Member _____ yea nay

Billy G Garrett, Member _____ yea nay

David Dollahon, Ex-Officio Member _____ yea nay

ATTEST:

Scott Krahlung, County Clerk

ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
BUDGET ADJUSTMENT REQUEST
 BUDGET FISCAL YEAR 2018-19

	7440 ANIMAL SERVICES CENTER			
	2018-19			
	2016-17 Actual	FY18 Budget	FY18 Projected	FY19 Proposed
RESOURCES				
Beginning Balance	\$ 824,447	977,213	977,213	488,787
Revenues				
Pet Licenses	71,401	75,000	68,000	70,000
Euthanasia	6,830	8,000	8,000	8,000
Vaccinations	28,282	29,000	25,000	30,000
Pet Micro-chip	47,028	50,000	45,000	50,000
Adoptions	51,638	65,000	50,000	60,000
DAC Return to Owner	11,245	13,000	13,000	10,000
CLC Return to Owner	26,085	30,000	20,000	25,000
Spay & Neuter	62,849	72,000	60,000	70,000
City of Anthony	1,750	7,000	3,000	3,000
City of Sunland Park	2,250	6,000	2,000	2,000
Donations	24,040	27,000	27,000	30,000
Other Revenue	23,379	21,146	10,240	15,200
Investment Income	19,729	16,535	16,535	17,000
City of Las Cruces	901,787	901,787	901,787	901,787
Dona Ana County	901,787	901,787	901,787	901,787
Total Revenues	2,180,081	2,223,255	2,151,349	2,193,774
TOTAL RESOURCES	\$ 3,004,528	3,200,468	3,128,562	2,682,561
Expenditures				
Personnel	1,453,262	1,583,453	1,514,481	1,568,355
Operating	808,738	787,702	770,294	812,629
Capital	0	0	0	91,500
Total Expenditures	\$ 2,262,000	2,371,155	2,284,775	2,472,484
Transfer to 7441- Adjustment	0 234,684	(355,000)	(355,000)	0
ENDING BALANCE	\$ 977,213	474,313	488,787	210,077
Required Reserve:				
Required 1/12th Reserve	188,499	197,596	190,398	206,041
UN-RESERVED BALANCE	\$ 788,714	276,717	107,991	4,036

ANIMAL SERVICE CENTER OF THE MESILLA VALLEY
BUDGET ADJUSTMENT REQUEST
 BUDGET FISCAL YEAR 2018-19

	7441 ASCMV CAPITAL			
	2018-19			
	2016-17 Actual	FY18 Budget	FY18 Projected	FY19 Proposed
RESOURCES				
Beginning Balance	\$ 145,820	143,112	143,112	1,156,686
Revenues				
Pet Licenses	0	0	0	0
Euthanasia	0	0	0	0
Vaccinations	0	0	0	0
Pet Micro-chip	0	0	0	0
Adoptions	0	0	0	0
DAC Return to Owner	0	0	0	0
CLC Return to Owner	0	0	0	0
Spay & Neuter	0	0	0	0
City of Anthony	0	0	0	0
City of Sunland Park	0	0	0	0
Donations	0	50,000	50,574	0
Other Revenue	0	0	0	0
Investment Income	0	0	0	0
State/Local Grants	25,225	70,471	42,970	27,501
Total Revenues	25,225	120,471	93,544	27,501
TOTAL RESOURCES	\$ 171,045	263,583	236,656	1,184,187
Expenditures				
Personnel	0	0	0	0
Operating	0	0	0	0
Capital	32,440	1,220,471	34,970	1,184,187
Total Expenditures	\$ 32,440	1,220,471	34,970	1,184,187
Transfers In	0	955,000	955,000	0
Adjustment	4,507	0		
ENDING BALANCE	\$ 143,112	(1,888)	1,156,686	0
Required Reserve:				
Required 1/12th Reserve	0	0	0	0
UN-RESERVED BALANCE	\$ 143,112	(1,888)	1,156,686	0