

**JOINT ANIMAL SERVICES COMMISSION
MEETING & RETREAT AGENDA
JUNE 29, 2022 AT 5:00PM
IN-PERSON AND REMOTE MEETING
CITY OF LACEY – COUNCIL CHAMBERS
420 COLLEGE STREET SE, LACEY, WA 98503**

In-person attendance: Lacey City Council Chambers, 420 College St SE, Lacey WA 98503

Remote attendance: You may view and/or provide public comment at the JASCOM meeting by watching live on Zoom. https://us02web.zoom.us/webinar/register/WN_ferMLKxCRDyXtoNZCnHi4w

The public may also listen to the meeting by dialing toll-free:
(888) 788-0099 - **Webinar ID:** 838 3231 2694

Watch live or as a recording on [YouTube](https://youtu.be/X0fEiTKIzNc): <https://youtu.be/X0fEiTKIzNc>

CALL TO ORDER:

1 ROLL CALL:

Board Members:

- ☐ Lisa Parshley, City of Olympia – Chair
- ☐ Carolina Mejia-Barahona, Thurston County – Vice Chair
- ☐ Ed Kunkel, City of Lacey
- ☐ Peter Agabi, City of Tumwater
- ☐ Richard Blinn, Thurston County Humane Society
- ☐ Jo MacGugan, Feline Friends of Olympia

Animal Services Staff:

- ☐ Sarah Hock, Executive Director

City of Lacey Staff:

- ☐ Shannon Kelley-Fong, Assistant City Manager

Guests:

- ☐ Jenn Stone, Best Friends Animal Society

2 APPROVAL OF AGENDA

3 APPROVAL OF CONSENT AGENDA

A. Approval of May 2nd, 2022, Meeting Minutes

i. Attachment:

1. *May 2nd, 2022, Meeting Minutes*

B. Approval of April and May 2022 Shelter Statistics

i. Attachment:

1. *April 2022 Shelter Statistics*
2. *May 2022 Shelter Statistics*

4 PUBLIC COMMENT:

To provide public comment by Zoom, please use the “raise your hand” function.

To provide public comment by phone, please press *9.

5 GUEST PRESENTATION:

- i. Community Cats – Best Friends Animal Society – Jenn Stone

6 DISCUSSION ITEMS:

- i. Best Friends Animal Society Ordinance Review for Community Cats

1. *Attachments:*

- a. *Ordinance review and recommendations*

7 ACTION ITEMS:

8 STAFF PRESENTATION/REPORTS:

- i. 2021 JAS Net Position

1. Attachments:

- a. *2021 JAS Net Position*

9 DIRECTOR'S REPORT:

- i. Director's Report

1. Attachment:

- a. *Director's Report*

- ii. Happy Tails

10 JASCOM RETREAT

A. Review of the JASCOM Strategic Plan

- i. Mid- Year Review – Accomplishments

1. *Attachments:*

- a. *Accomplishments Year to Date*

- ii. Review of the Strategic Plan

1. Attachments:

11 **ADJOURNMENT**

VISION:

Our vision is to build a safe and humane community for humans and animals.

MISSION:

To foster an environment of respect, responsibility, and compassion for all animals through learning, legislation and leadership.

GOALS:

- Ensure and advocate for animal welfare.
- Promote public safety.
- Support responsible animal ownership.

MINUTES OF THE JASCOM MEETING
May 2nd, 2022
In-Person and Remote JASCOM Meeting

MEMBERS PRESENT: Lisa Parshley, City of Olympia, Carolina Mejia-Barahona, Thurston County; Ed Kunkel, City of Lacey; Peter Agabi, City of Tumwater

STAFF PRESENT: Sarah Hock, Executive Director

STAFF LIAISON: Shannon Kelley-Fong, Assistant City Manager

MEETING BEGAN: 5:31 PM meeting called to order by Chair Parshley.

APPROVAL OF AGENDA: COUNCIL MEMBER AGABI MOVED THAT THE AGENDA BE ACCEPTED. COMMISSIONER MEJIA SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

APPROVAL OF CONSENT AGENDA: COUNCIL MEMBER AGABI MOVED THAT THE CONSENT AGENDA BE ACCEPTED. COMMISSIONER MEJIA SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

PUBLIC COMMENT: NONE

STAFF PRESENTATIONS: BUDGET OVERVIEW- Sarah Hock

Sarah Hock presented to JASCOM an overview of the 2022 Animal Services Budget including revenues and per capita assessments. Hock reviewed the Reserve Fund Policy for JASCOM as part of the budget discussion.

ACTION ITEMS: 2022 BUDGET AMMENDMENT

Hock presented the staff report requesting JASCOM approve a total of \$45,401 to be pulled from reserves to pay for a plumbing repair. The original amendment was approved in December 2021, however, the work could not be started until January 2022.

COUNCIL MEMBER KUNKEL MOVED THAT JASCOM APPROVE THE AMENDMENT TO THE BUDGET OF \$45,401 FROM CAPITOL RESERVES AS IT RELATES TO REPAIRS PRESENTED IN DECEMBER. COUNCIL MEMBER AGABI SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

DISCUSSION ITEMS: JUNE MEETING AND JASCOM RETREAT

The June 6th JASCOM meeting will need to be rescheduled due to the Thurston County Emergency Management Council's Executive Seminar being held at the same time. The June meeting will be combined with the JASCOM retreat. The retreat will consist of a review of the strategic plan. Staff will send out a Doodle Poll to determine a new date for the June meeting and retreat.

RECCOMENDATION OF APPOITMENT TO JASCOM

Sarah Hock recommended that Jo MacGugan, the Executive Director of Feline Friends be appointment to JASCOM's optional nonprofit seat. This position is a new appointment created in early 2021 with the revised interlocal agreement. With one member selected by a nonprofit organization based in Thurston County with shared animal welfare priorities. Discussion ensued.

COUNCIL MEMBER KUNKEL MOVED THAT JASCOM JO MACGUGAN, EXECUTIVE DIRECTOR OF FELINE FRIENDS BE APPOINTED TO THE JOINT ANIMAL SERVICES COMMISSION. COMMISSIONER MEJIA SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

DIRECTOR'S REPORT: DIRECTOR'S REPORT

Sarah Hock presented the director's report highlighting operational updates including the non-rep survey being conducted by the City of Lacey, compassion fatigue workshop for staff, shelter partner tour, licensing, and new behavior and training tools for fosters and adopters. There was a brief update on the JASCOM Strategic Plan.

ADJOURNMENT: Meeting adjourned at 6:14 PM

NEXT MEETING: TBD, In-Person and Virtual Meeting

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD	YTD 21
INCOMING ANIMALS														
Total Animals Received (live and doa)														
Dogs	77	78	93	77	54	0	0	0	0	0	0	0	379	364
Cats	67	63	80	83	77	0	0	0	0	0	0	0	370	435
Other	10	22	19	9	22	0	0	0	0	0	0	0	82	69
Wild	7	7	18	6	8	0	0	0	0	0	0	0	46	63
TOTAL	161	170	210	175	161	0	0	0	0	0	0	0	877	931
Custody-Misc Reasons														
Dogs	2	2	0	4	2	0	0	0	0	0	0	0	10	16
Cats	1	0	0	0	0	0	0	0	0	0	0	0	1	13
Other	0	4	0	0	2	0	0	0	0	0	0	0	6	15
TOTAL	3	6	0	4	4	0	0	0	0	0	0	0	17	44
Strays Received														
Dogs	55	51	66	49	34	0	0	0	0	0	0	0	255	205
Cats	47	47	57	66	60	0	0	0	0	0	0	0	277	285
Other	1	16	6	8	22	0	0	0	0	0	0	0	53	30
TOTAL	103	114	129	123	116	0	0	0	0	0	0	0	585	520
Owner Surrendered														
Dogs	18	25	27	24	17	0	0	0	0	0	0	0	111	143
Cats	19	16	23	17	17	0	0	0	0	0	0	0	92	115
Other	6	2	13	1	0	0	0	0	0	0	0	0	22	31
TOTAL	43	43	63	42	34	0	0	0	0	0	0	0	225	289
Owner Status Refused														
Unsocialized pets that have lived on the person's property 14 days or more, but the person denies ownership.														
Dogs	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cats	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	2
WILDLIFE HANDLED														
Incoming														
Live	1	2	6	4	5	0	0	0	0	0	0	0	18	20
Doa	6	5	12	2	3	0	0	0	0	0	0	0	28	42
TOTAL	7	7	18	6	8	0	0	0	0	0	0	0	46	62
Outgoing														
Doa	6	5	12	2	3	0	0	0	0	0	0	0	28	40
Euthanized (sick/inj)	1	1	4	4	5	0	0	0	0	0	0	0	15	16
Died	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bat-Rabies check	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Released/Transferred	0	1	2	0	0	0	0	0	0	0	0	0	3	6
TOTAL	7	7	18	6	8	0	0	0	0	0	0	0	46	62
OUTGOING ANIMALS														
Total Animals Out, incl all categories below														
Dogs	65	90	81	87	50	0	0	0	0	0	0	0	373	341
Cats	80	60	90	74	71	0	0	0	0	0	0	0	375	377
Other	5	28	13	16	9	0	0	0	0	0	0	0	71	46
Wild	7	7	18	6	8	0	0	0	0	0	0	0	46	64
Died, esc, stolen	1	0	0	0	6	0	0	0	0	0	0	0	7	13
TOTAL	158	185	202	183	138	0	0	0	0	0	0	0	872	841
Animals Adopted														
Dogs	12	40	23	27	10	0	0	0	0	0	0	0	112	96
Cats	60	35	54	53	36	0	0	0	0	0	0	0	238	212
Other	4	10	10	12	5	0	0	0	0	0	0	0	41	35
TOTAL	76	85	87	92	51	0	0	0	0	0	0	0	391	343
Animals Transferred														
Dogs	5	2	9	13	5	0	0	0	0	0	0	0	34	26
Cats	2	3	10	3	15	0	0	0	0	0	0	0	33	50
Other	0	1	3	2	3	0	0	0	0	0	0	0	9	7
Total	7	6	22	18	23	0	0	0	0	0	0	0	76	83
Animals Reclaimed														
Dogs	32	28	26	23	18	0	0	0	0	0	0	0	127	128
Cats	2	0	2	4	0	0	0	0	0	0	0	0	8	22
Other	0	1	0	0	0	0	0	0	0	0	0	0	1	0
TOTAL	34	29	28	27	18	0	0	0	0	0	0	0	136	150
Animals DOA														
Dogs	3	3	5	2	2	0	0	0	0	0	0	0	15	17
Cats	6	12	11	6	6	0	0	0	0	0	0	0	41	62
Other	7	5	12	2	3	0	0	0	0	0	0	0	29	33
TOTAL	16	20	28	10	11	0	0	0	0	0	0	0	85	112
All Euthanasia, Died, Escaped, Stolen (from pg 2)														
Dogs	13	17	18	22	15	0	0	0	0	0	0	0	85	83
Cats	10	10	13	8	14	0	0	0	0	0	0	0	55	62
Other	1	4	3	6	6	0	0	0	0	0	0	0	20	18
Died, esc, stolen	1	0	3	0	6	0	0	0	0	0	0	0	10	13
Total	25	31	37	36	41	0	0	0	0	0	0	0	170	176
EUTHANASIA, DIED, ESCAPED, STOLEN														
Animals Euthanized														

Unhealthy/Untreatable		Dogs	12	17	17	18	14	0	0	0	0	0	0	78	26
		Cats	8	6	12	7	13	0	0	0	0	0	0	46	27
		Other	1	4	6	5	6	0	0	0	0	0	0	22	14
Treatable - Rehabilitatable		Dogs	1	0	0	3	1	0	0	0	0	0	0	5	0
		Cats	0	1	1	1	1	0	0	0	0	0	0	4	0
		Other	0	0	0	1	0	0	0	0	0	0	0	1	0
Treatable - Manageable		Dogs	0	0	1	1	0	0	0	0	0	0	0	2	3
		Cats	2	3	0	0	0	0	0	0	0	0	0	5	2
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Healthy		Dogs	0	0	0	0	0	0	0	0	0	0	0	0	2
		Cats	0	0	0	0	0	0	0	0	0	0	0	0	2
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0
SUB-TOTAL			24	31	37	36	35	0	0	0	0	0	0	163	76
Owner Request (E5)		Dogs	11	13	19	12	11	0	0	0	0	0	0	66	66
		Cats	8	3	13	7	9	0	0	0	0	0	0	40	30
		Other	0	2	2	1	0	0	0	0	0	0	0	5	5
SUB-TOTAL			19	18	34	20	20	0	0	0	0	0	0	111	101
TOTAL EUTHANASIA			24	31	37	36	35	0	0	0	0	0	0	163	76
Died At Shelter			1	0	0	0	0	0	0	0	0	0	0	1	13
Escaped/Stolen			0	0	0	0	0	0	0	0	0	0	0	0	0
FIELD AND OTHER SERVICES															
Animals Currently Court Involved		Dogs	0	1	1	0	1	0	0	0	0	0	0	3	1
		Cats	0	0	0	0	0	0	0	0	0	0	0	0	2
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Field Response		Olympia	38	29	53	42	39	0	0	0	0	0	0	201	216
		Lacey	37	32	54	46	25	0	0	0	0	0	0	194	273
		Tumwater	11	8	15	11	9	0	0	0	0	0	0	54	104
		Thurston County	71	67	109	97	66	0	0	0	0	0	0	410	326
		JBLM	1	3	4	3	2	0	0	0	0	0	0	13	7
		Other	3	2	4	0	0	0	0	0	0	0	0	9	23
		Yelm	10	8	7	10	5	0	0	0	0	0	0	40	14
SUB TOTAL			161	141	239	199	141	0	0	0	0	0	0	921	963
PDD/DD Appeals			0	1	1	1	1	0	0	0	0	0	0	4	0

Animal Services Shelter Statistics 2022

22-Apr 21-Apr

Total Animals Received (live and doa)

Dogs	77	94
Cats	83	96
Other	9	11
Wild	6	13
TOTAL	175	214

Custody-Misc Reasons

Dogs	4	8
Cats	0	12
Other	0	15
TOTAL	4	35

Strays Received

Dogs	49	54
Cats	66	64
Other	8	4
TOTAL	123	122

Owner Surrendered

Dogs	24	32
Cats	17	20
Other	1	5
TOTAL	42	57

Owner Status Refused

Dogs	0	0
Cats	0	0
Other	0	0
TOTAL	0	0

Wildlife

Incoming

Live	4	4
Doa	2	9
TOTAL	6	13

Outgoing

Doa	2	9
Euthanized (sick/inj)	4	1
Died	0	0
Bat-Rabies check	0	0
Released/Transferred	0	1
TOTAL	6	11

Total Animals Out, incl all categories below

Dogs	87	99
Cats	74	97
Other	16	5
Wild	6	12
Died, esc, stolen	0	9

TOTAL	183	222
Animals Adopted		
Dogs	27	32
Cats	53	37
Other	12	2
TOTAL	92	71

Animals Transferred		
Dogs	13	7
Cats	3	21
Other	2	2
Total	18	30

Animals Reclaimed		
Dogs	23	41
Cats	4	5
Other	0	0
TOTAL	27	46

Animals DOA		
Dogs	2	3
Cats	6	21
Other	2	11
TOTAL	10	35

All Euthanasia, Died, Escaped, Stolen (from pg 2)		
Dogs	22	16
Cats	8	13
Other	6	2
Died, esc, stolen	0	9
Total	36	40

22-Apr 21-Apr

Animals Euthanized Unhealthy/Untreatable

Dogs	18	14
Cats	7	12
Other	5	2

Treatable - Rehabilitatable

Dogs	3	0
Cats	1	0
Other	1	0

Treatable - Manageable

Dogs	1	2
Cats	0	1
Other	0	0

Healthy

Dogs	0	0
Cats	0	0

Other	0	0
SUB-TOTAL	36	31
Owner Request (E5)		
Dogs	12	14
Cats	7	3
Other	1	0
SUB-TOTAL	20	17
TOTAL EUTHANASIA	36	31
Died At Shelter	0	9
Escaped/Stolen	0	0
Animals Currently Court Involved		
Dogs	0	0
Cats	0	1
Other	0	0
Field Response		
Olympia	42	54
Lacey	46	58
Tumwater	11	32
Thurston County	97	57
JBLM	3	1
Other	0	9
Yelm	10	0
SUB TOTAL	209	211
PDD/DD Appeals	1	0

Animal Services Shelter Statistics 2022

22-May 21-May

Total Animals Received (live and doa)

Dogs	54	81
Cats	77	109
Other	22	25
Wild	8	25
TOTAL	161	240

Custody-Misc Reasons

Dogs	2	2
Cats	0	0
Other	2	0
TOTAL	4	2

Strays Received

Dogs	34	51
Cats	60	87
Other	22	14
TOTAL	116	152

Owner Surrendered

Dogs	17	28
Cats	17	2
Other	0	5
TOTAL	34	35

Owner Status Refused

Dogs	0	0
Cats	0	0
Other	0	0
TOTAL	0	0

Wildlife

Incoming

Live	5	10
Doa	3	15
TOTAL	8	25

Outgoing

Doa	3	15
Euthanized (sick/inj)	5	7
Died	0	0
Bat-Rabies check	0	0
Released/Transferred	0	5
TOTAL	8	27

Total Animals Out, incl all categories below

Dogs	50	77
Cats	71	72
Other	9	9
Wild	8	27
Died, esc, stolen	6	4

TOTAL	144	189
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Animals Adopted

Dogs	10	21
Cats	36	31
Other	5	2
TOTAL	51	54

Animals Transferred

Dogs	5	11
Cats	15	6
Other	3	5
Total	23	22

Animals Reclaimed

Dogs	18	25
Cats	0	7
Other	0	0
TOTAL	18	32

Animals DOA

Dogs	2	5
Cats	6	10
Other	3	17
TOTAL	11	32

All Euthanasia, Died, Escaped, Stolen (from pg 2)

Dogs	15	15
Cats	14	18
Other	6	12
Died, esc, stolen	6	4
Total	41	49

22-May	21-May
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**Animals Euthanized
Unhealthy/Untreatable**

Dogs	14	12
Cats	13	15
Other	6	12

Treatable - Rehabilitatable

Dogs	1	0
Cats	1	0
Other	0	0

Treatable - Manageable

Dogs	0	1
Cats	0	1
Other	0	0

Healthy

Dogs	0	2
Cats	0	2

Other	0	0
SUB-TOTAL	35	45
Owner Request (E5)		
Dogs	11	13
Cats	9	12
Other	0	1
SUB-TOTAL	20	26
TOTAL EUTHANASIA	35	45
Died At Shelter	0	4
Escaped/Stolen	0	0
Animals Currently Court Involved		
Dogs	1	0
Cats	0	0
Other	0	0
Field Response		
Olympia	39	49
Lacey	25	54
Tumwater	9	13
Thurston County	66	62
JBLM	2	1
Other	0	0
Yelm	5	5
SUB TOTAL	146	184
PDD/DD Appeals	1	0

JOINT ANIMAL SERVICES
STATEMENTS OF NET POSITION - INTERNAL DOCUMENT
As of December 31, 2021

	2021
ASSETS	
Total assets & Deferred Outflows	4,506,078
LIABILITIES	
Total Liabilities & Deferred Inflows	1,073,608
NET POSITION	
Net Investment in capital assets	1,225,387
Restricted:	
Pension related	129,634
Nonexpendable	3,726
Vet care	242,254
Public education and training	25,256
Capital projects	146,035
Unrestricted	
Donations	
Vet Care	487,884
Equipment	156,329
Capital	168,707
Reserves	
Operating - 2 month	417,049
Equipment	
Recession Resiliency Fund - 2 month	417,049
Contingency	
Unrestricted - Other	13,160
Total net position	<u>3,432,470</u>

JOINT ANIMAL SERVICES
STATEMENTS OF NET POSITION - INTERNAL DOCUMENT
As of December 31, 2020

	2020
ASSETS	
Total assets & Deferred Outflows	3,816,621
LIABILITIES	
Total Liabilities & Deferred Inflows	519,462
NET POSITION	
Net Investment in capital assets	1,292,258
Restricted:	
Nonexpendable	3,726
Vet care	222,527
Public education and training	22,876
Capital projects	106,135
Unrestricted	
Donations	
Vet Care	487,884
Equipment	156,329
Capital	168,707
Reserves	
Operating - 2 month	362,539
Equipment	
Recession Resiliency Fund - 2 month	362,539
Contingency	
Unrestricted - Other	111,640
Total net position	<u><u>3,297,159</u></u>



Joint Animal Services Commission Director's report

June 29th, 2022

Operations

Dolciani- Halloran Foundation

I am pleased to share that we have received a grant from the Dolciani-Halloran Foundation for a total of \$55,000. \$45,000 is designated to go towards finishing the medical suite (electrical, plumbing, cabinets, countertops, etc.). \$10,000 is designated to purchase dental equipment.

Best Friends Animal Society

We are excited to be partnering once again with Best Friends on another lifesaving project. BFAS will be partnering with JAS to create a Community Cat Program (CCP). This is a unique opportunity, Best Friends will be supporting us with funding, training, creating, and implementing this program. They awarded a grant of \$18,000 to help support the program over the next year. In conjunction with this program *Regional Animal Services of King County* has agreed to help with free s/n surgeries of feral cats until we can get the surgery suite up and running.

Compassion Fatigue and Emotional Resilience Workshop

Animal rescue workers, including shelter workers and veterinarians, have a suicide rate of 5.3 in 1 million workers — the highest suicide rate among American workers, and a rate shared only by firefighters and police officers, according to a study by the American Journal of Preventive Medicine.

Doing animal welfare work is intense emotional labor. It takes a toll on every single person working to meet the needs of animals and people who are suffering, traumatized, and in need of our ongoing compassionate care. While animal care workers have a lot in common with other helping professionals — they do have one unique factor that contributes to compassion fatigue and burnout which is euthanasia. No other helping professional is tasked with ending the lives of those they care for.

It is important that we support and address the needs of staff so they can better serve the animals and the community. On May 25th, the team participated in a 4 ½ workshop which provided:

- An opportunity to come together and become a more cohesive and supportive unit.
- Understand and normalize the experience of vicarious trauma and trauma exposure response and the fact that it is different for everyone as is our self-regulation needs.
- Understand the difference between the sympathetic nervous system and the parasympathetic nervous system- How we handle and interpret stress.
- Learn and practice techniques that reduce symptoms and impact of anxiety.
- Build self-awareness and support participants in identifying their unique relationship to the context within which they are living and working.



Joint Animal Services Commission Director's report

ANIMAL SERVICES

- Provide skills, practices, and tools to increase the ability to manage intensity with self-regulation techniques.
- Support participants in creating at-work and at-home structures that support well-being.

We will come together in the fall (after the busy season slows) for a couple of brief sessions to check in on where everyone is at.

Plumbing

Unfortunately the work performed did not fully resolve the issue. The city has identified the problematic areas and we will be performing repairs in the fall (November), once the shelter is not in the height of the busy season. Staff will be preparing a staff report with the request to amend the budget later in the year when we have a total cost estimate.

Pay equity

In light of the current economy, along with difficulties in recruitment, Joint Animal Services has been having to offer higher step levels during recruitment in order to maintain continuity of operations. However, this has created equity issues for two positions at JAS; Animal Care Technicians and the Customer Service Specialists. Currently, new staff that have been hired in these positions are either making as much or more than tenured employees. To ensure we maintain continuity of services and to retain current employees, JAS and the City of Lacey has given an equity increase in salary for four staff members.

JAS recognizes the need to evaluate all salaries and is working in conjunction with the City of Lacey on a salary survey for all position to ensure all staff are being paid fairly and equitably. This equity adjustment is a small step for current positions where we have found imbalance, based on seniority and experience.

Animal and Veterinary Care Manager

I am pleased to share that Liz McQueen will be joining JAS mid-July as our new Animal and Veterinary Care Manager. Liz comes to JAS with over 20 years of animal sheltering experience. Before joining JAS Liz was the Animal Care Lead at PAW. Previous to PAW she was the Animal Care supervisor at Marin Humane, and the Cat Program Manager at Sonoma Humane Society. Her extensive animal behavior and handling experience will be a welcome addition. Liz will be responsible for animal and medical care, implementing lifesaving programs for the animals, and managing our foster and volunteers programs.





Joint Animal Services Commission Director's report

Attorney General's Office

I met with Scott Halloran, Assistant Attorney General with the Washington State Attorney General's Office whose work is dedicated to prosecuting animal crimes on behalf of the State along with AGO Investigator Matthew Stratton to discuss barriers to prosecuting animal crimes. They are seeking participation in a statewide working group with the goal of sharing information and expertise with stakeholders focused on animal crimes and to keep informed of issues on the ground throughout the state. They also have authority to step in and prosecute cases for areas that are struggling with resources and/or support. This is a new unit that has been created in WA and I am looking forward to working with other agencies around the state to ensure we continue to protect the animals and people of WA.

JASCOM

Commission Recruitment

Currently we have not received any applicants for the appointed veterinarian seat on JASCOM. We will continue with recruitment until the position is filled.



5-year STRATEGIC PLAN: 2022-2026

VISION *Our vision is to build a safe and humane community for humans and animals.*

MISSION *To foster an environment of respect, responsibility, and compassion for all animals through learning, legislation, and leadership.*

ANIMAL SERVICES

Goal 1: Become a sustainable organization with the capacity to meet the needs of our community.

Strategies

1. Conduct a feasibility study to assess the current building's capacity and provide best care for Thurston County animals.
2. Conduct a Governance study to assess the IGA and current governance structure.
3. Conduct a study to assess funding sources, revenue, and the community's capacity for giving.
4. Perform a marketing and branding analysis, implementing recommendations.

Key Benchmarks

1. Present findings and recommendations from feasibility study to JASCOM, 2022-23
2. Present findings and recommendations from governance study to JASCOM, 2022-23
3. Present findings and recommendations from marketing and brand analysis to JASCOM, 2023-24
4. Present findings and recommendations revenue and fundraising study to JASCOM, 2024-25



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Strategies

1. Continue to implement and increase medical care for shelter animals.
2. Review, identify, and recommend changes to local ordinances that impede or limit live-saving programs and services within Thurston County.
3. Create training and development opportunities for staff, focusing on our vulnerable animal populations both within the shelter and in the community.
4. Evaluate current and future staffing needs.

Key Benchmarks

1. Perform 10% of spay and neuter surgeries on-site in 2022, increasing over the next 5 years by 5-10% year over year.
2. Provide 15-20% of medical treatment and procedures on-site by 2025.
3. Increase save rate by 5-10% for vulnerable populations such as feral cats by 2023.
4. Establish baselines for behavioral outcomes in 2022. Increase in positive outcomes for animals with behavioral needs in ensuing years.
5. Implement training for staff by the end of 2022.

Goal 2: Expand and improve animal care and programming to support our community's pets and people.

Goal 3: Increase accessibility, inclusivity, and enhance community involvement.



Strategies

1. Develop more collaborations by leveraging our reputation and working with Thurston County entities, stakeholders, nonprofit organizations and businesses.
2. Evaluate language/DEI access of all materials including, brochures, handouts, website, forms (online), etc.
3. Partner with Thurston County entities to promote Joint Animal Services through the marketing and communications teams.

Key Benchmarks

1. Reintroduce humane educational opportunities and outreach events in 2022.
2. Increase language access to website by the end of 2022.
3. Increase language and DEI access to other materials by the end of 2023.
4. Perform annual meeting with each jurisdiction to provide updates on Joint Animal Services.
5. Partner with jurisdiction to increase access to information out to Thurston County constituents.



5-year STRATEGIC PLAN TIMELINE: 2022-2026

Goal	Key Benchmark	2022	2023	2024	2025	2026
1	1 - Present findings and recommendations from feasibility study to JASCOM, 2022-23					
1	2 - Present findings and recommendations from governance study to JASCOM, 2022-23					
1	3 - Present findings and recommendations from marketing and brand analysis to JASCOM, 2023-24					
1	4 - Present findings and recommendations revenue and fundraising study to JASCOM, 2024-25					
2	1 - Perform 10% of spay and neuter surgeries on-site in 2022, increasing over the next 5 years by 5-10% year over year.					
2	2 - Provide 15-20% of medical treatment and procedures on-site by 2025.					
2	3 - Increase save rate by 5-10% for vulnerable populations such as feral cats by 2023.					
2	4 - Establish baselines for behavioral outcomes in 2022. Increase in positive outcomes for animals with behavioral needs in ensuing years.					
2	5 - Implement training for staff by the end of 2022.					
3	1 - Reintroduce humane educational opportunities and outreach events in 2022.					
3	2 - Increase language access to website by the end of 2022.					
3	3 - Increase language and DEI access to other materials by the end of 2023.					
3	4 - Perform annual meeting with each jurisdiction to provide updates on Joint Animal Services.					
3	5 - Partner with jurisdiction to increase access to information out to Thurston County constituents.					



Joint Animal Services Commission Mid-Year Strategic Update - Accomplishments

Become a sustainable organization with the capacity to meet the needs of our community.

Feasibility Study- The City of Lacey's consultant for the Capital Facilities Plan has completed the initial assessment of Joint Animal Services. Space assessment concluded that we are running almost at a 50% deficiency. Animal Services facilities require significant investment and additional space to meet needs. The consultants will be developing alternative concepts and performing public outreach in the summer and fall.

Next Steps: This assessment has confirmed that we will need to move forward with a Feasibility Study of the building, looking at the timeline, this will most likely happen 2023.

ANIMAL SERVICES

KEY FINDINGS

- Aging facility is not purpose-built; retrofit systems and spaces very expensive to maintain and operate
- All spaces are undersized and inadequate for operations and industry standards of care
- Veterinary space in leased trailer



Expand and improve animal care and programming to support our community's pets and people.

Establishing baselines for behavioral dogs – JAS was awarded a grant of \$5,000 from Best Friends Animal Society to assist with positive outcomes for large behavior dogs. We have designated \$1,000 of



Joint Animal Services Commission Mid-Year Strategic Update - Accomplishments

that to use as scholarships to pay for behavior training assistance for behavior dogs living with foster homes.

We have also partnered with the app Good Pup to help new adopters adjust with their new canine family member. Good Pup is an online consultations and dog training done in the convenience of your own home tailored to your needs!

Feral Cats-Community Cats – Best Friends Animal Society (BFAS) is providing support through training, development, and support creating a Community Cat Program in Thurston County. They have also committed \$18,000 in grant support to provide operations and programming supplies, and s/n surgeries to support building and creating this program. Regional Animal Services of King County (RASKC) has also agreed to partner with us in these efforts and provide free s/n surgeries to feral cats as part of our CCP and TNVR initiative.

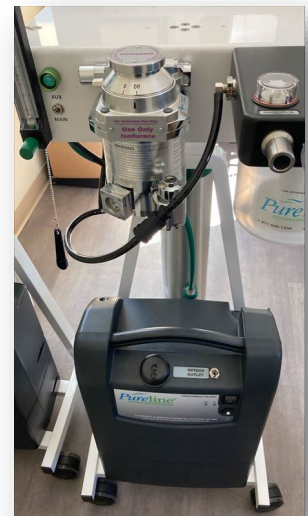
Staff Training- We provided the team with a Compassion Fatigue and Emotional Resilience Workshop to help provide tools working in the shelter environment.

In conjunction with the CCP initiative, BFAS has also set a series of training for staff to assist with us being successful in our new community program.

Surgery Suite and Medical Area – Equipment continues to be delivered. We are still seeing delays in big ticket items such as the surgery table and wet table. We are coordinating with the city to have an electrician and plumber come in to assist with installation of equipment. We will also be having a contractor come in and install shelving and cabinetry.

Almost all of the expenses of this project have been covered through grants funds totaling \$94,100:

- ASPCA Northern Tier Shelter Initiative generously granted \$39,100 to purchase all of the medical equipment to support S/N surgeries.
- Dolciani-Halloran Foundation of \$55,000. \$45,000 is designated to go towards finishing the medical suite (electrical, plumbing, cabinets, countertops, etc.). \$10,000 is designated to purchase dental equipment.





Joint Animal Services Commission Mid-Year Strategic Update - Accomplishments

Increase accessibility, inclusivity, and enhance community involvement.

Increased DEI and Language Access- JAS has a contract with Language Line to assist with communications at the shelter and in the field.

Volunteer and Foster Onboarding- We have moved all of our Volunteer and Foster Onboarding and Training online. This will allow interested parties to apply, onboard, and train during times that are more flexible with their schedule.

Jurisdiction Presentations – Sarah Hock presented updates to all four of the jurisdictions within the first

Events – JAS is committed to being more involved within our community and participating in more events and speaking engagements.

Past Events:

- Hogs and Dogs event at Northwest Harley Davidson in Lacey.
- Top Rung Brewery – Adoption event and fundraiser
- MLSA Group
- Fun Fair
- Furniture Works – Adoption event and fundraiser

Future events currently scheduled:

- Cops, Cars, and Kids
- Three Summer Cruizin' Events