

Meeting Date
April 28, 2015



AGENDA	
Section	Presentation
Item No.	I.A.

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Update on Animal Services
DEPT/OFFICE:	Sheriff Wayne Ivey, Brevard County Sherriff's Office

Requested Action:

Summary Explanation & Background:

Clerk to the Board Instructions:

Exhibits Attached:

Contract /Agreement (If attached): Reviewed by County Attorney	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
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County Manager	Assistant County Manager, Mel Scott	Department Director / Extension
Stockton Whitten	Assistant County Manager, Venetta Valdengo	



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April 29, 2015

MEMORANDUM

TO: Stockton Whitten, County Manager

RE: Item I.A., Presentation for Update on Animal Services

The Board of County Commissioners, in regular session on April 28, 2015, acknowledged presentation by Wayne Ivey, Brevard County Sheriff updating the Board on Animal Services.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Etheridge, Deputy Clerk

/af

cc: Sheriff Wayne Ivey

Fisher: We're going to move into our Resolutions, but first we're going to have a presentation by Sheriff Wayne Ivey who is going to give us an update on the Animal Services. Come on up Sheriff; and I understand you've got a 40-minute presentation and you're going to try to get done in 15 minutes.

Ivey: First of all, thank you guys for having me this morning. Thank you for all of your support of our agency. We're going to do just a quick overview of what's happened in the first six months since we've assumed responsibilities for Animal Services into the Brevard County Sheriff's Office. Effectively, we took over on October 1st, although there was some prior planning that took place going into it. At time we assumed a \$3.2 million budget and BASE employees at the time we took over was 49. Only nine of them transferred over to come to work for us so we went in with a little learning curve, a little bit of having to learn a new system, a new environment, and new relationships. At the time, BASE had about 387 volunteers. Only 18 of them were active giving about 4.65 percent of their volunteers that were working; and their annual live release rate was 74.5 percent. Prior to taking over we were trying to get in position to start that transition and so we developed some new positions. The first one was our Volunteer Coordinator that we put into effect to try to increase our volunteer usage and utilization. We put in a Facilities Maintenance Manager as a lead worker, and we started utilizing inmates to clean the kennels and to walk the dogs, trying to exercise them as much as we possibly could. After we took over, we also instituted a Rescue Coordinator. We took an existing position that we had on the Sheriff's Office side and created a Rescue Coordinator. The value of that has just been immense. It is absolutely doing an amazing job for us, and we'll talk about that a little bit as we go. Since taking over we've started utilizing internal positions to try and create a recruiting aspect if you will in that field. We've hired 43 new employees. We currently house 45.5 positions. Right now we have 50 volunteers. We've just had another class that's finished their orientation, but we have 22 active volunteers giving us a 44 percent ratio for our volunteers who are working in a regular capacity. Prior to taking over we looked at the facilities. NACC is NACC, I will say that. It has some critical infrastructure needs. It's a dangerous environment, in my opinion, for not only our employees but for the animals that are there as well. It was never designed for usage as an animal care center, and quite frankly the location of it does not bode well for marketing of the animals, accessibility to get people in there to look at it. So, we'll talk a little bit about how we're going to try and fix that. SACC had some also issues. The building foundation was cracking and falling. No community cat room. There's no external exercise area. They had some but they just really were dilapidated, not very good for usage. No social area for visiting with the dogs. The lobby was really not functional. The exterior office as a matter of fact was completely infested with fleas, and when we got there we found out there were cats living in the ceiling that had gotten out of their cages and were up in the ceiling. So we had to address some issues. The vehicles, the average vehicle had about 250,000 miles on it. The boxes were deteriorated, the vehicles were completely rusted and deteriorated and breaking down on the side of the road, and there was no mobile adoption center. We did an extreme makeover. We partnered with Habitat for Humanity. About 150 volunteers came down. A number of businesses, East Coast Construction, East Coast Fence, Community Champions, a bunch of them pitched in. We did an extreme makeover in two days. We probably did, I'm going to guesstimate around \$400,000 worth of

cosmetic work and structural work; and we spend \$38,000 in doing that. In fact, a lot of that money came from the Pet Posse, the Sheriff's Pet Posse that we have. When you look at some of the changes you can see where we went from what the cat rooms looked like before and after, giving the community cat room a better environment for them. Helping them not get upper respiratory infections and stuff of that nature, and we continue to try and model some of the other rooms in that capacity. Just our vet center, our vet area, you see a difference in it from just structural and organizational. This is what the kennels looked like before. We went in and did the makeup, and now you can see what they look like after. We still have a little bit of a chain link fence in there but we're trying to rotate it out and put in the aluminum structures as we go, which is a healthier product and also just long term for it. This is what the exercise areas look like before and you can see there was only a few of them. Now what you're looking at it, the front side of 16 exercise areas that are there and are available. It gives us not only the advantage of exercising the dogs but also we can exercise the dogs while we're cleaning the kennel areas and stuff of that nature. This is Fishr and Molli's Place. This is on the socializing area. Before this was created, you really had no place to kind of sit and see what the energy levels of the dogs were. You had no way to kind of interact with your family. We're able to do this through donations. My . . . Scott Glover and Steve Charpentier, that's their dog's names are Fishr and Molli, and we named it after them. So, it's a very nice area. It's confined so that the dog can run around in a grassy area. You're sitting under a shade area. You have a chance to see if this dog is a good fit for you and your family from that. This is our Rainbow Bridge area. Unfortunately a number of citizens at times have to put their pets down, and they bring them to us for that capacity. We know they're walking into a lobby environment where other people are adopting animals, dogs and cats, and they have to put their loved one down. So, we created the Rainbow Bridge area where they would have a place to go and spend a few minutes with their pet before they part with them; and just trying to create an environment where people, you know, just truly care about their animals have a chance to properly say goodbye to them, and again, this was done with donations. As I said earlier, NACC has its own problems, its own issues. We are now shifting our focus to it. We're currently maintaining the building with much needed improvements. We're working to market a better location for it, and we're also working to establish a new location as part of a two-year plan. Quite frankly, we're going to have to move out of that building to enhance what we're trying to accomplish. We're currently transferring pets from NACC to SACC so we increase their marketability, and then we're working to enhance some existing exercise areas up there. Just so as part of our two-year plan we can make it as comfortable as we can for the animals in that area. This is our new mobile adoption center, and we created it from an existing trailer that we had at the Sheriff's Office. That before now was a mobile fitness center, which I'm sure you know I probably never used, but it is now our mobile adoption center. Again, we partnered with community champions' who donated \$22,000 to retrofit it and put kennels inside of it. It now goes out to sites. The first time we used it was out at the Washington Nationals game with Kate Upton who was very gracious in coming out and supporting our adoption efforts; but the bottom line with them mobile adoption center is if we can get these animals out to the public they will market themselves. The public sees them, they will take one of them home, and so our goal is to take it to the large events, and also create places throughout the County where people know that on

Thursday we're going to be there. On Friday we're going to be at another location, and so on. By creating the mobile adoption center it's outfitted with air conditioners, with generators, everything else that gives us the ability to take the animals out into the public to try and increase our adoptions. This is Dr. Sarah Boyd. She's here with me somewhere. Dr. Boyd, if you'll please stand up. We basically, we stole her; and I don't have any apologies about stealing here from where she was before. She is a phenomenal lady, a phenomenal shelter vet. She has some great programs that she is bringing to the table, and I believe with her guidance and her leadership in our veterinarian capacity, she is going to truly change the game for Brevard County in everything that we do. You can see that in her prior employment she was the director of shelter health and wellness at Charleston Animal Society. There she established the community care program, a record-breaking adoption program, and a life-saving foster and rescue program that eventually realized a live release rate of over 90 percent. That's what she is here to do, and we are very pleased and proud to have Sarah with us. She brings great knowledge with her. New developments, partnership with *Space Coast Daily* that now everyday people can go to *Space Coast Daily* and see all of our dogs and cats that are up for adoption. If we have a pig or a turtle, they can see them too; but they are putting that out there. It gives . . . our goal is to market the animals as much as possible; and that is a free partnership that they are doing that they put it up, they actually take it right off of our system and they are able to promote these animals for us so that if we have a lost or a stray, they're doing that for us, and they're also promoting all of the animals that we have up for adoption. We've developed partnerships with local business partners. For example, A. J. Hiers from Bonaface Hiers pays a huge chunk of money to feed all of our animals in our shelters. That was his contribution. He's paying about \$14,000 or \$15,000 a year to do that as an annual commitment to us to help us with that. We've re-established or enhanced our partnerships with many of the local care centers and rescues throughout our County; and I will tell you that without them we could not function. They are truly partners with us. The SPCA, the Central Brevard Humane Society, Friends for Animals Sanctuary, Feline Network, I can go on and on, but there's just a host of them that have really become true and outstanding partners with us; and we truly appreciate them. We've re-established partnership with AMI Kids with their coming in doing not only helping us maintain the facility, but also working with the dogs to help them a little bit too with their programs and everything they have. Canine Commando Program is in full operation. We started Save Me Saturday, which is every Saturday we put up the Sheriff's pick of the week to try to get different animals adopted. This Saturday's, this past Saturday's animal went up and the next day it got adopted; and we're trying to again, just market the animals as much as we can. We've partnered with a lady that's writing a bi-weekly health pet column for us that goes out not only throughout our channels but also through *Space Coast Daily*. We've increased adoption events and partnerships. We go to Bass Pro Shop; we're going to all the different companies around. We just actually creating a partnership with Grimaldi where they're going to allow us to not only put the mobile adoption center there but give a percentage of their items to our Pet Posse to help support the things that we're doing. Paws and Stripes Collage, we partnered with Eastern Florida State College, and this is going to be an amazing program. We are now going to take 40 dogs out of our kennels. They will still be a continued partnership with those that I spoke of earlier. We're going to take those out.

They are going to be housed at the old DOC facility in one of the buildings there. Well, that'll free up 40 spots for us in our kennels. That's also going to give us 40 dogs that we are going to train in one of five categories. They will either be trained to be socialized in obedience training to make them more adoptable; they will be trained to be post-traumatic stress disorder dogs, which we will give to deserving veterans and people in that capacity; epileptic seizure dogs will be one of our types that we're doing; we're also going to train them to be therapy dogs. We have the only program in the country where a dog is used to help interview the victim of a child, a child victim of a crime; and the dogs will be trained in that capacity as well, and then we're going to train bug dogs to look for insects, bed bugs, termites. Those dogs will be sold and that money will be put back into the program. The other dogs, the seizure dogs, the traumatic stress disorder dogs they will all be given away to that deserving family. That's a partnership with Eastern Florida State College, Dr. Ritchey, partnered with us and their vet techs are actually going to take care of the animals for us to help them in that. Working to create educational programs for helping owners keep their pets, helping them not surrender their pets as often. We have a Silver Program, the Vet Program, which is we give dogs to our veterans, and dogs or cats, and then, of course, our Sheriff Pet Posse. Recently we've created a number of out-of-State adoption programs that are just truly . . . we just took 80 cats to Maryland. We just took 50 dogs to Maine. We have another trip to Maryland that is planned in May that they've already asked for 100 cats, and we are working to do everything we can. To give you an idea where we are, in October when we took over the first month, our live release rate was right at 65 percent. You can see that we are climbing and climbing. In fact, as of yesterday, our live release rate for the month of April was 87 percent, and that is just a true testament of our team, true testament of . . . we have our feet firmly on the ground now and we are still learning but we have developed tremendous partnerships and we are continuing to do that. Our goals, our goal is achieve no kill status with a live release rate of 90 percent within the next two years. I truly believe that with the leadership we have in place with the community's support, to get this it will take the community being 100 percent with us. It will take some innovative programs, and again I spoke of Dr. Boyd and some of her programs; but I can tell you that our ultimate goal is to reach that live release rate of 90 percent within the next two years, and ideally we'll get there before that. But I can tell you that our team is committed to that and through education programs, through our community cat program initiative that Dr. Boyd is working on, our increase adoption efforts, and our Paws and Stripes operation I think that is a very achievable goal and our team is striving for that. So, we are truly excited to be a part of this. We are truly excited to know that the County Commission and the citizens trusted us enough to take on this very important and vital role for Brevard County, and I could not be more proud of our team. Greg Purden, Joe Helligram, Sarah Boyd, the list goes on and on and on for the work that they've done and they've done a tremendous job.

Fisher: I can't believe you got that done. I got to tell a quick story. When the option came up about whether Wayne would take over the, the Sheriff would take over the Animal Services, originally the Sheriff said no way, no way, no way, and so I locked the door in my office and said Wayne, I'm not letting you leave until you take over Animal Services. He said I got a gun, and I said I know, but we're not letting you leave. You've got to do this for us, and we got on the white board

and we wrote the pros and cons; and he kept trying to show a lot of cons and we kept trying to show as many pros as we can. I forgot which officer was with you that day?

Ivey: Chief Waller.

Fisher: Yes, Chief Waller kept shaking his head going no Wayne, don't do it, don't do it Wayne; but then he kept asking the questions, well, if we do it can we do this and do that. But at the end of the day, I never dreamed that you would make the impact and the change that you've done in the last six months by taking it over, and thank you very much personally for doing that. Commissioner Barfield.

Barfield: I just want to say after looking at everything the way it was before and then seeing after the weekend work that was done, it was amazing, I mean totally amazing. And I'm just, I'm really happy. I'm really happy for this County and happy for what's happened with animals around here. Some major improvements over the many years, it's a major improvement. Thank you.

Ivey: Our honor. We're proud to do it.

Fisher: All right. Any other questions? Thank you. You're doing a great job. Appreciate it.

Ivey: Thank you everybody.

F.A.



6-MONTH STATUS UPDATE

The Brevard County Sheriff's Office is incredibly proud that our community and elected officials strongly support our mission to keep our community a safe place to call home and also have enough confidence in us that in October of 2014 the Board of County Commissioners unanimously approved a proposal for the Brevard County Sheriff's Office to assume all responsibilities for the Brevard County Animal Services Department.



Beginning on October 1st, 2014, the Brevard County Sheriff's Office took on the mission of Animal Services, which is responsible for the annual care of over 14,000 animals, as well as enforcing the County's Animal Codes and all animal impacts on public safety for Brevard County. At the same time our agency also assumed all Law Enforcement Services for Port Canaveral including Patrol and Maritime Security.

For two major entities such as the Port Security and Animal Services to be incorporated into the operations of the Brevard County Sheriff's Office, much needed to be accomplished in a very short time period. Entire property inventories and vehicle fleets needed to be reconciled and prepared. State and Federal guidelines regarding seaport and maritime security needed to be understood and trained. Animal shelters needed to be renovated and technology upgraded. Budgets had to be carefully planned. Policies and procedures needed to be written. Schedules needed to be developed. A complete review and rewriting of job assignments and descriptions needed to be accomplished, and over one hundred new employees needed to be recruited, evaluated, hired and trained. All of these tasks are only a portion of the vast scope of work the dedicated members of our agency successfully completed in only a few short months. This was a massive undertaking, but unlike a private corporation, there was no special acquisition team to come in and complete the work. Our agency personnel who worked so diligently to make this process successful did so in addition to all of their normal daily work responsibilities and assignments.

Our team members worked around the clock to make certain that these important mergers were not only successful, but become model programs for other agencies throughout that state and country to copy.



6-MONTH STATUS UPDATE

BUDGET

On October 1, 2014, the Brevard County Sheriff's Office assumed a Budget of \$3.2 Million.

EMPLOYEES & VOLUNTEERS

At time of merger Brevard Animals Services & Enforcement (BASE) had 49 employees.

BASE had 387 listed volunteers with approximately 18 (4.65%) of them being active. Only 9 employees transferred to the Sheriff's Office from BASE

Prior to taking over: BCSO hired 43 employees.





6-MONTH STATUS UPDATE

Developed New Positions With Existing Budget:

- Volunteer Coordinator
- Facilities Construction Manager
- Intern Positions
- Utilize Inmates to Clean Kennels and Walk Dogs

Since Taking Over:

- Lieutenant as Supervisor Of Animal Enforcement Officers
- Rescue Coordinator
- Hired New Vet

Total Positions as of April 2015: 45.5



We currently have 50 volunteers in Animal Services with 22 (44%) being active. We have another 10 to 15 that have just completed processing and will be coming on board very soon.

At Time of Merger Live Release Rate was 74.5%.



6-MONTH STATUS UPDATE

Infrastructure Conditions Prior To Merger Were Extremely Critical

SACC:

- Building Foundation Cracked and Falling
- No Community Cat Rooms
- No External Exercise Areas
- No Social Area For Visiting With Dogs
- Non-Existent Lobby
- Exterior Office Trailer Infested With Fleas
- Cats in Ceiling Area
- Property Deteriorating Quickly



NACC:



- Building In Critical Condition
- Dangerous Environment for Employees and Animals



- Not Designed For Usage as Animal Care Center
- Off The Beaten Path With Limited Exposure

VEHICLES



6-MONTH STATUS UPDATE

In September 2014, we received twelve trucks from the county that were in terrible condition. The average mileage was 250,000 miles. Upon inspection, five of the trucks were "dead-lined." We received three vans, which were in better condition than the trucks, but they still had an average of 125,000 miles each. We also received one new truck. The animal boxes on the trucks were rusty and in poor condition. We purchased two new Ford F250 Ext Cab, long wheel base trucks and salvaged two of the old animal boxes from the trucks we dead-lined.

In October, we purchased nine new Ford trucks at a cost of \$23,246 each and nine new animal boxes at a cost of \$11,080 each.



MOBILE ADOPTION CENTER: None



6-MONTH STATUS UPDATE

Current Infrastructure Conditions

SACC

Habitat For Humanity Project:

From February 6th through 9th, the South Animal Care Center closed for business as the Brevard County Sheriff's Office, in partnership with Habitat for Humanity and local community members, participated in an "Extreme Animal Care Center Makeover."

The partnership to completely makeover the Care Center was designed to develop and create a much more healthy and efficient environment for the animals in our Care Center, the employees, and the members of our community who frequent the location.

The project will included painting of kennels, construction of exercise areas, community cat rooms, socializing area, and an outdoor quiet area for citizens who are parting with their pets for health and quality of life reasons.

Volunteers throughout the community are participated in this exciting project, which was primarily funded by the Pet Posse.

I addition to Habitat for Humanity, this project was possible due to partnerships with East Coast Fence and East Coast Construction and the generosity of numerous donors throughout our community.



Accomplishments:



New Lobby



Cat Area Before & After Renovation





Kennels Before...



and After Renovation.

6-MONTH STATUS UPDATE



Outdoor Kennels Before...



and After Renovation.



6-MONTH STATUS UPDATE



Vet Area Before...



and After Renovation.





6-MONTH STATUS UPDATE

NACC

The building is in horrible condition and it was not created to function as an Animal Care Center.

Future Plans For NACC:

- Maintain Current Building With Needed Improvements
- Work To Market Location Better
- Work To Establish New Location as Part of 2 Year Plan
- Currently transferring Pets From NACC to SACC to Increase Marketing
- Working To Establish Exterior Exercise Areas

New Mobile Adoption Center

- Created From Existing Equipment
- Retrofitted Through Proceeds From Pet Posse
- Partnered With Community Champions (\$22,000.00)
- Partnered With Kate Upton and Washington Nationals for Initial Roll Out
- Gives Us The Ability To Take Animals To Customers
- Currently Used Multiple Times Weekly





6-MONTH STATUS UPDATE

New Developments

1. Hiring of Shelter Vet

Dr. Sarah Heilman Boyd, DVM, is a graduate of North Carolina State University and North Carolina State University College of Veterinary Medicine. Dr. Boyd has 11 years of experience in private practice, high volume, high quality spay-neuter surgery, shelter medicine, and International Veterinary Medicine.



Before coming to the Brevard County Sheriff's Office Animal Services, Dr. Boyd was the Director of Shelter Health and Wellness at the Charleston Animal Society in Charleston, SC. During her 6 years with the Animal Society, she helped to establish a community cat program, a record-breaking adoption program, and a life-saving foster and rescue program to realize a Live Release Rate of over 90% by treating all the health, treatable, broken, and homeless animals that come in to her care.

Dr. Boyd recently completed a Shelter Medicine Fellowship with the University of California at Davis, through a generous grant with the ASPCA, and will continue with the fellowship as a mentor and alum. Dr. Boyd has spoken at national and local conferences on humane housing and intake management programs. She is a member of the American Veterinary Medical Association, the Association of Shelter Veterinarians, and is the past president of the Trident Veterinary Medical Association. She has strong interests in community cat issues, population management of shelters, and canine behavioral wellbeing.

2. Partnership with Space Coast Daily





6-MONTH STATUS UPDATE

3. Enhanced Partnership with Local Rescues
4. Enhanced Partnership with SPCA, CBHS, FFAS, SCFN, and others
5. Re-established Partnership with AMI Kids
6. Canine Commando Program in Full Operation
7. Save Me Saturday
8. Bi-Weekly Healthy Pet Column
9. Increased Adoption Events and Partnerships (Bass Pro, Nationals, Port)
10. Paws & Stripes College (Partnership with EFSC) (Hired Clara Mutter)
11. Training Program for Adopted Dogs
12. Working to Create Educational Programs for Helping Owners to Keep Pets
13. Silver Paws Program
14. JPAW Vet Program and Specials



Brevard County Sheriff's Office, Florida (Official)

ITS SAVE ME SATURDAY

Each week I select one of the incredible animals from the Brevard County Sheriff's Office Animal Care Centers as our "Sheriff's Pick of the Week" and this week's pick is Cassius.

Cassius is a Brindle and White mix that is approximately 7 years old. He has been at the South Animal Care Center since January 15, 2015 and was a stray that was found in the Palm Bay Area. Cassius loves treats, loves to go on walks, and would really love to have a forever home and family!! The adoption fee for Cassius is only \$25.00 including neutering, county tags, and vaccinations.

Cassius is available at the South Animal Care Center and is going to make your family a great pet!! To learn more about Cassius and all the other incredible animals in our Care Centers that are available for adoption you can visit Brevardsheriff.com or SpaceCoastDaily.com or contact our South Animal Care Center at (321) 253-8808.

Sheriff Wayne Ivey



Like Comment Share

SILVER PAWS

An older pet is more mature and easier to take care of than a puppy or kitten.



J PAW

JOINING PETS & WARRIORS

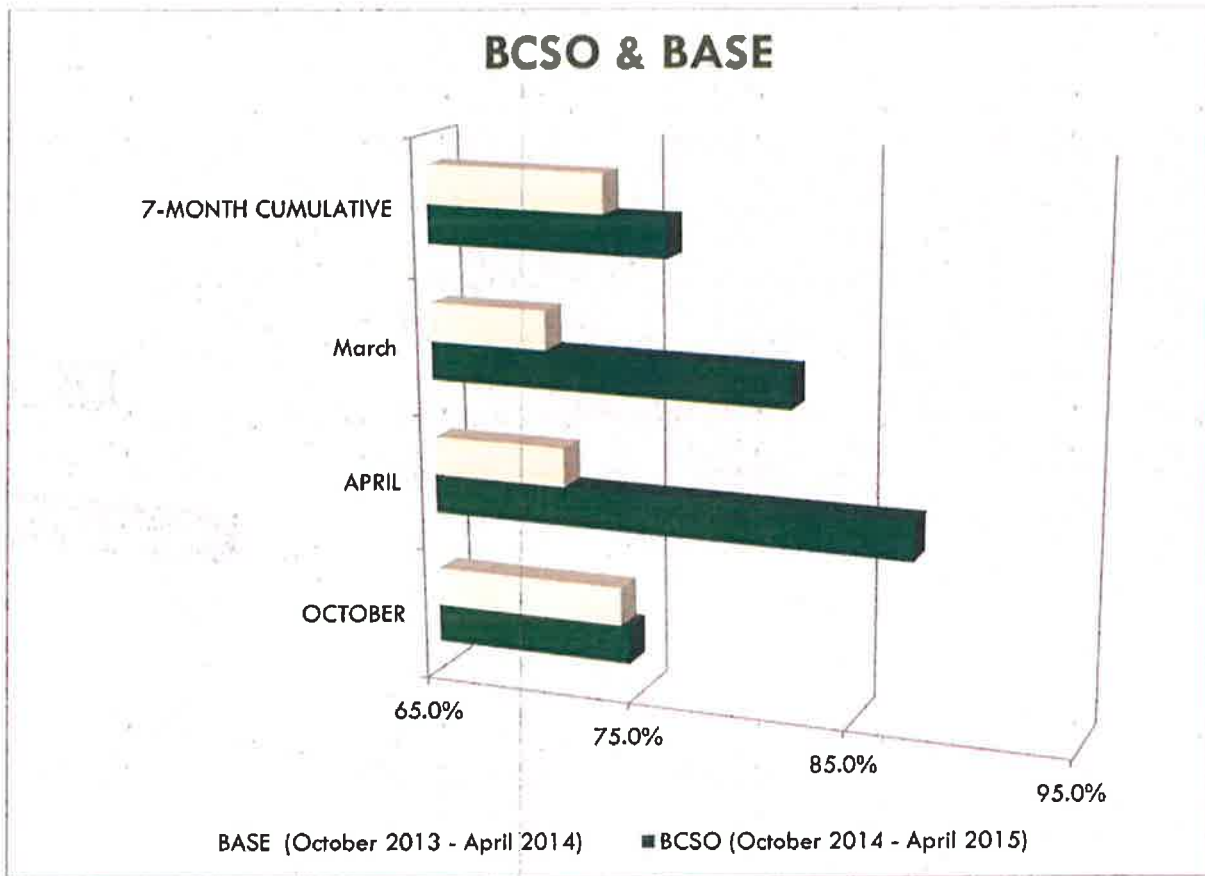


Any veteran or active duty military member can adopt a pet for free with an approved adoption application.



6-MONTH STATUS UPDATE

Current Live Release Rate: 87.6%



Goal for Live Release Rate: 90% (Establishes No Kill Status)

Challenges:

1. Community Must Work Together To Reach This Goal
2. Trap/Neuter/Release Initiative



6-MONTH STATUS UPDATE

In closing, this merger has been an exciting time for our agency and has created enhanced opportunities for our animals to have a second chance at a forever home. While the transition has not always been smooth, it has been successful and fulfilling. Our team and I are committed to continuing to develop a program that, without question, will be a model for other agencies and counties to follow.