



Santa Cruz County Animal Shelter

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Amber Rowland - General Manager

SANTA CRUZ COUNTY ANIMAL SHELTER

BOARD OF DIRECTORS MEETING

December 11, 2023 AT 11:00 AM

Meeting Location: BOS Chambers, 701 Ocean St., Rm. 525, Santa Cruz, CA 95060

1.0 Call to Order and Roll Call

2.0 Introductions

3.0 Consideration of Late Additions or Changes to the Agenda

4.0 Oral Communications – Any person may address the Santa Cruz County Animal Shelter Board of Directors during the Oral Communications period. All Oral Communications should be directed to items or issues that would be within the jurisdiction of the Santa Cruz County Animal Shelter but not on today’s Agenda. Board members will not take actions or respond immediately to Oral Communications presented, but may choose to follow-up at a later time, either individually or on a subsequent Agenda

5.0 Consent Agenda

- p.1 **5.1 Approve minutes of the October 23, 2023 regular Board meeting**
- p.6 **5.2 Accept reports of the General Manager and Management Team for October and November 2023**
- p.11 **5.3 Accept and file statistics for October and November 2023**
- p.19 **5.4 Accept gifts totaling \$26,648.08 from the SCCAS Foundation**
- p.20 **5.5 Accept gifts totaling \$24,581 from two donors**
- p.21 **5.6 Approve the donation of fixed asset animal cages to area rescue partners**

6.0 Regular Agenda

- p.22 **6.1 General Manager’s oral report**
- p.28 **6.2 General Counsel oral report relating to SEIU petition**
- p.30 **6.3 Consider and approve financial reports for October and November 2023**
- p.35 **6.4 Consider and approve recommendation of General Manager to set the 2024 Board of Directors meeting dates**

7.0 7.0 Adjournment to Closed Session

[Cal. Govt. Code §54957(b)]

Litigation discussion of Leet v. Santa Cruz County Animal Shelter, 22-cv-08957-RFL and Huemer v. Santa Cruz County Animal Shelter Foundation et al, 21-cv-07372-SVK

p.36 Correspondence

ACCOMMODATIONS FOR PERSONS WITH DISABILITIES

The Santa Cruz County Animal Services Authority does not discriminate on the basis of disability and no person shall, by reason of a disability, be denied the benefits of its services, programs, or activities. The Board holds all public meetings in accessible facilities. If you wish to attend the meeting and you require special assistance, please contact Joe Phares at 831-454-7206 at least 72 hours in advance of the meeting in order to make arrangements. As a courtesy, please attend the meeting smoke and scent free.

Consent Agenda Item 5.1

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Approve Minutes of October 23, 2023 Board Meeting

Recommendation:

Approve the minutes from the Santa Cruz County Animal Shelter Board of Directors Meeting held October 23, 2023.

**Santa Cruz County Animal Shelter
Board of Directors Meeting
MINUTES
October 23, 2023 11:00am
In-Person Meeting – Santa Cruz County BOS Chambers**

VOTING KEY: Ainsworth=A, B=Bush, Ch=Chung, Co=Coburn, , D=Dally, F=Figueroa, Rutherford=R S=Schmidt, V=Vides

First initial indicates maker of motion, second initial indicates the “second”; upper case letter=“yes” vote; lower case letter=“no” ()=abstain; ||=absent

Abbreviations: Board Member (BM), General Manager (GM), Field Services Manager (FSM)

-
- 1.0 Called to Order and Roll Call: ASA Chairperson Jon Bush called the meeting to order at 11:00 am. BM Figueroa was absent. BM Rutherford substituted for BM Walpole.
 - 2.0 Introductions: Captain Jayson Rutherford, Scotts Valley Police Department, was introduced.
 - 3.0 Consideration of Late Additions or Changes to the Agenda: GM Rowland stated that she has handed out copies of the PowerPoint slides to both the Board members and members of the public in attendance. Those slides were not in the posted agenda packet.
 - 4.0 Oral Communications: None.
 - 5.0 Consent Agenda
 - 5.1 Approved minutes of the August 14, 2023 regular Board meeting
 - 5.2 Approved minutes of the September 18, 2023 special Board meeting
 - 5.3 Accepted reports of the General Manager and Management Team for August and September 2023
 - 5.4 Accepted and filed statistics for August and September 2023
 - 5.5 Accepted and approved quarterly report for all claims under \$10,000
 - 5.6 Accepted and approved journal entry payments with the County of Santa Cruz
 - 5.7 Accepted gifts totaling \$23,511.17 from the SCCAS Foundation
 - 5.8 Accepted a gift of \$5,000 from Adobe Inc.
 - 5.9 Accepted and filed SDRMA Claims Report for Fiscal Year 2022-23

Public Comment:

Meredith Dyer, Shelter Volunteer: Stated that in her nine years as a volunteer, the Shelter has never been adequately staffed. Staff don't have time to do laundry and dishes. Community services workers are great but not always

available. It is clear more staff are needed and they need to be paid a higher wage due to the difficulty of the work. This results in higher turnover. UCSC had a similar issue with low pay/high turnover that was resolved with a large pay adjustment.

Megan Carroll, Shelter employee: Spay-Neuter Program is really important to the community and we need to increase our ability to provide Spay-Neuter services through the Planned Pethood Program, however, more staff- both line staff and supervisors- are needed to run these programs. Shelter animal intake has increased substantially in the past six months. Volunteers are great, but they are not a substitute for paid staff.

Bonnie McDonald, Shelter Volunteer: In 10 years of volunteering, stated she has never seen this many cats at the Shelter, that all rooms are in use, and that resources for spay-neuter should be increased.

Joan DeNeffe, Shelter Volunteer: Asked for a show of hands of Board members who had read an article about the state of animal shelters that she had shared with the Board members via e-mail.

Board Comment: None

Vote: Co Ch A B D /F/ R S V

Item approved unanimously.

6.0 Regular Agenda

6.1 General Manager's Report – GM Rowland's summarized comments:

- Fiscally we are in good shape, but awaiting Q1 member contributions from the County. We are over budget on extra help staff and supplies.

PowerPoint Slide Presentation

- The Shelter is on track for a record intake of animals in 2023.
- Shelter euthanasia rates are up slightly.
- Staff and volunteers are working hard.
- To some extent intakes are out of Shelter control, as more residents are deciding to surrender animals due to economics and housing.
- A renewed focus on spay-neuter programming will help prevent more record-breaking intake numbers in the future
- The Planned Pethood Program (PPH) was very successful in providing low cost spay-neuter to the community. However, running both a Shelter and a high-volume, low-cost spay-neuter clinic put a massive strain on staff and burned through budget funds. The management team will be further evaluating bringing back PPH in the future. Ideally, we can bring it back as it helps reduce intake numbers due to less reproduction in the community.

- The Shelter needs to develop partnerships with community vets as it has limited space and staff to support a high-volume PPH.
- 18 cats came from one property recently. This is a good example of what can happen without readily available spay-neuter services. Cats reproduce very quickly. They can have up to three litters per year.
- The Shelter altered over 1400 cats last year.
- Project Purr altered over 1100 cats in their Trap-Neuter-Return (TNR) program last year.
- We may experience a big intake explosion if Project Purr services end.
- We are working to identify funding and a mechanism to create a sustainable long-term solution for community spay-neuter services.

Board Comment:

BM Coburn: How was Project Purr funded in the past?

GM Rowland: They had a thrift store downtown Santa Cruz that closed last year. The store earned about \$100,000 per year that was used for TNR services.

BM Coburn: Are there other available funding sources for spay-neuter programs?

GM Rowland: We applied for a sizeable grant to provide bridge funding for spay-neuter services.

BM Coburn: What other PPH models are you considering?

GM Rowland: It is quite uncommon for Shelter's to also run a high-volume spay-neuter clinic. It is financially quite costly. This also takes away business from local vets when it is not a needs-based (low-income only) model. Utilizing non-profit partners including private vets is an attractive alternative. A voucher program is a good option where we subsidize spay-neuter through private vets.

BM Chung: Are there any actions the Board can take to help?

GM Rowland: We may need to bring in reserve funds to provide appropriations for a PPH program fund.

Clerk Phares: We currently already use a full-time contracted vet, two part-time contracted vets, two full-time RVT's, and an extra help RVT already in place working on spay-neuters surgeries. Increasing the number of surgeries over what is already being performed would be a challenge. Logistically, there is a lot of staff time involved with the spay-neuter program. Setting up, scheduling, handling intake and discharge, and the surgeries themselves take a lot of resources. Alternatively, using other vet hospitals and potentially a voucher program, possibly with support from the SCCAS Foundation, could be a good option.

GM Rowland: Any investment in spay-neuter services would be worthwhile and cut down on intakes where are really resource-intensive.

Public Comment:

Joanie DeNeff: The Planned Pethood Program started 10 years ago, the focus was on pit bulls and chihuahuas. It later evolved into shepherds and huskies. The program has to be needs-based. Every problem is an opportunity, it is all about resources. The shelter has an incredible reputation, and has lots of supports who would be willing to give money for the program. Please also take the time to read the article I sent you all as it will help the Board's decision-making process moving forward. FOWAS in Watsonville is losing its lease so that will be a big hit. This is tsunami and we are getting overrun by the problem.

Nancie Newbie, Shelter Volunteer: please follow the Shelter on social media. It can sometimes take two months for an adopted animal to get scheduled in for spay-neuter surgery due to the backlog. It is hard for clinics staff to catch up on spay-neuter as we have a year around kitten season. The SCCAS Foundation is a big supporter of spay-neuter. We will be worse a year from now without solutions. We should knock down the Annex building to make way for a modular clinic to focus on low-income spay-neuter services.

Joan Deneffe: Spay-neuter services for a dog are \$800-1200. The public can't afford that so they aren't altering or licensing their animals as an unaltered dog license is \$100 vs. \$29 for a regular license.

6.2 Considered and approved financial report for August and September 2023.

GM Rowland read the written financial report.

Public Comment: None

Board Comment: None

Co Ch A B D /F/ R S V

Item Approved Unanimously.

7.0 Adjourned to Closed Session – Public Employee Performance Evaluation [Cal. Govt. Code §54957(b)] Joint Powers Authority Performance Evaluation of General Manager at 11:42 a.m..

ATTEST: _____
Chairperson Bush

Clerk Phares

Consent Agenda Item 5.2

TO: Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Reports from the Management Team for October and November 2023

This report is provided to give you a brief synopsis of the programs provided, and services rendered through the dedication and commitment of Santa Cruz County Animal Shelter's (SCCAS) staff and volunteers. Shelter statistics for this period are attached.

General:

With Officer Gooding starting at the end of November and Dr. Brenn-White officially on boarding on December 1, we have 30 of our 31 full-time positions filled. Our selected candidate for that vacancy, an Animal Health Specialist, should start right around the New Year. One Animal Care Worker, who suffered a non-work-related injury, will hopefully back to full duties later this month as well. We were unable to fill the Extra Help Animal Health Specialist position in this round, so we'll open that again as an Extra Help Animal Care Worker and hope to get more applicants.

We have some preliminary results from the salary study, but some data is pending while two of the comparable agencies are completing negotiations. We're continuing to monitor and evaluate staffing and capacity for care and will have recommendations for personnel and budgetary adjustments at the February meeting to cover emergent needs related to animal care, clinical care, and client services.

Our incredible volunteers continue to provide TLC and other invaluable support to the shelter and our animals. Some analysis has shown that a small percentage of volunteers (20%) provide an inordinate amount of the total hours volunteered (75%). We'll be working to recruit additional volunteers and to encourage more volunteers to give a bit more time to spread the load.

The Management team has identified priorities for facilities upgrades at the Watsonville shelter and we'll be moving forward with some interior and exterior property improvements early in the new year.

In response to recommendations from several Board members, our Field Services unit has proposed a "brand refresh" for Animal Control, including moving to either forest or deep teal golf shirts with our logo instead of patches and charcoal pants (badges will continue to be worn on utility belts), along with changing fleet markings.

We held an adoption special through the month of October and another around the Thanksgiving Holiday to encourage adoptions, and we conducted another Healthy Pets for All vaccination outreach event in November, serving about 120 pets. Our volunteers and staff continue to take adoptable pets to events and businesses regularly to maintain visibility in the community.

We've recently benefitted from donations and investment from area businesses (Driscoll's, Subaru and Strock Realty most recently) as well as from generous individuals and families in the community, and our Foundation continues to work very hard to restructure itself while raising

funds and awareness on our behalf. Paid and unpaid personnel continue to accomplish remarkable feats to care for and manage the increased animal population and the human clients associated with them.

Statistics:

Intake in October/November this year was about 15% higher than the same period last year, with the percentage of intakes by jurisdiction almost identical to last year. Out of County intakes were down just slightly at 4.2% of the total, compared to 4.6% last year.

Notably, we've seen a bit of bump just in the first 11 days of December, seemingly related to removal of a large encampment and the new RV ordinance going into effect, which has impacted un-housed and marginally-housed families in our community.

Please see attached.

Recommendations:

Accept and file the reports of the management team for the months of October and November 2023.

Administrative Services Board Report
October and November 2023
Prepared by: Joe Phares, Admin. Svcs. Officer II

Personnel

New Hires

- Animal Control Officer I – Brad Gooding was hired for the position and began work on 11/25/23. Brad has extensive experience as an Animal Control Officer and previously worked for SCCAS in that capacity for two years (2016-2018). We are very happy to have him back.
- Animal Health Specialist – A job offer was made and accepted on 12/01/23 and we hope to have the new hire on board and working by the end of December.
- Veterinarian – Dr. Maris Brenn-White accepted our offer of employment and transitioned from a full-time contractor to a full-time Shelter employee on 12/1/23.

With these hires in place all full-time Shelter positions are filled. The total current staffing represents a 17% increase in full-time positions since FY 21-22 (from 26.5 positions at the start of FY 21-22 to 31 positions at the start of FY 23-24). These staff additions were all in the general rep. category and no additional management positions were added. We have also added six extra help staff over the past two years, which when added to the full-time staff adds up to a 25% average increase in total staff hours worked per pay period when compared to FY 21-22.

Under Recruitment

- Animal Health Specialist Extra Help – The recent recruitment for this position resulted in a very limited candidate pool of three applicants, and one of the applicants also applied for, and was subsequently hired into the full-time position. It is likely we will re-open the recruitment for 2-3 weeks.

Facilities

Santa Cruz Shelter

- Fencing – estimates have been obtained for replacement chain link fencing for the dog exercise yards. A private donor and the SCCAS Foundation are considering funding this project.
- Volunteer Dave DeYoung created a large new boxed-in sand pit in Yard 2 for dogs to play/dig in. It has quickly become a big hit with the dogs. Volunteers Dave DeYoung, Phyllis Shreve, and Ron Levy also added mulch to this yard to reduce gopher activity and weed growth and also cover many holes. A number of other volunteers donated time and money to add planters and plants to the space as well.

Watsonville Shelter

- Security Camera System – a security camera system was installed on 11/3/23 by Bandit Systems. This is the same vendor who installed the system last year at the Santa Cruz Shelter. The cost for this project was \$9,343.25 and was included in the FY 23-24 budget approved by your Board.
- A new Automated External Defibrillator (AED) was installed on 10/19/23.
- Grant-funded portals for the cat cages will be installed in January.

Safety

- Fire extinguishers were serviced and tagged for both shelters.
- Back-up batteries were replaced in all of the illuminated exit signs.
- Two additional fire extinguishers were purchased and installed in the S.C. Shelter.
- Fire Marshal completed our annual fire inspection.

Information Services

- Shelter staff and ISD are evaluating the need for more network bandwidth due to some ongoing pc latency issues experienced in client services.
- SCCAS is working with Chameleon support staff to update shelter reporting.

Purchasing

- 34 new walkie talkies were purchased and distributed for both Santa Cruz and Watsonville Shelter staff and volunteer use. We also offered some additional units for sale to Volunteers who wanted their own unit. The new walkie talkies are better quality, more durable, and waterproof, and a big improvement over the old ones.

Fiscal

- Monitoring budget expenditures vs. revenues to ensure we are on target.
- Discussing potential mid-year budget adjustments.
- In early discussions regarding FY 24-25 draft budget.

Client Services

- Despite shelter intakes being down 31% and adoptions being down 20% from the previous period, Client Services staff remain quite busy handling the day-to-day front-of-house activities for the Shelter.

Animal Control Board Report

October and November 2023

Prepared by: Todd Stosuy, Field Services Manager

1. All five of our officer positions are now filled with the recent hire of Brad Gooding. Brad has years of experience in Animal Control, with the most recent being an officer with Austin Animal Control in Texas. Brad previously worked as an Animal Control Officer for our Agency and resigned to move to Texas. We are happy to have Brad back on our team.
2. Officer Cynthia Meidinger attended the November 17 Healthy Pets for All (HPFA) event in Watsonville and assisted with outreach and vaccinations. Having a uniformed officer at these events helps build a bridge and create trust between the community and our law enforcement team.
3. We requested charges be filed against an individual in the City of Santa Cruz who failed to quarantine their dog (as per California State Law) after a bite incident.
4. We held a Vicious Dog Hearing in the City of Watsonville after a dog attacked two cats in separate incidents, causing one cat to die. The Vicious Dog designation was upheld. The dog owner moved to unincorporated County shortly after the hearing, and we declared the dog Potentially Dangerous as per County ordinances.
5. A woman we requested be charged with abandonment of a dog in unincorporated Watsonville was diverted to Neighborhood Courts as part of their restorative justice program. The dog has been adopted.
6. Three officers attended an Equine Investigation Class to strengthen their knowledge of horse abuse and neglect.
7. We continue to work closely with the houseless population in both Santa Cruz and Watsonville. Our officers have built relationships with a large majority of the population and this trust has enabled us to help numerous animals living in the houseless community. We have a scheduled vaccination clinic on December 15 at 115 Coral Street that will be staffed by officers, our shelter veterinarian, and a shelter RVT.
8. Our ACO vehicle fleet is aging. Shelter management is developing a plan for fleet replacement and possible expansion due to full staffing of the Animal Control team. All vehicles are regularly serviced and we are monitoring repair costs.
9. Our ACO team has considered JPA Board suggestions to “soften” our look and has developed a proposal for “refreshment” of uniforms and fleet markings. Board input is welcomed.

Consent Agenda Item 5.3

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Accept and file Statistics for the Months of October and November 2023

Recommendation:

Accept and file the attached statistical report for the months of October and November 2023.



Santa Cruz County's Open-Door
ANIMAL SHELTER
 Serving Our Community's Neediest Animals

Kennel Statistics Report
 Animals Taken Into Shelter from 10/01/23 to 11/30/23
All Jurisdictions Combined

	DOG	PUPPY	CAT	KITTEN	BIRD	RABBIT	LIVESTOCK	OTHER	TOTAL
Adoption Return	3	2	5	0	0	0	0	0	10
Born@Shelt	10	0	5	3	0	2	0	0	20
Dead on Arrival	16	0	4	0	0	0	1	5	26
Owner Requested Euthanasia	27	0	17	2	2	0	0	0	48
Pph	13	0	10	2	0	0	0	0	25
Protective Custody	16	6	3	8	0	0	0	0	33
Quarantine	1	0	1	0	0	0	0	0	2
Safe Hold	1	0	1	0	0	0	0	0	2
Stray	146	36	141	173	3	9	0	8	516
Surrendered by Owner	72	33	57	68	11	28	0	9	278
Transfer	5	0	0	1	0	0	0	0	6
Wildlife	0	0	0	0	42	1	0	30	73
TOTAL	310	77	244	257	58	40	1	52	1,039

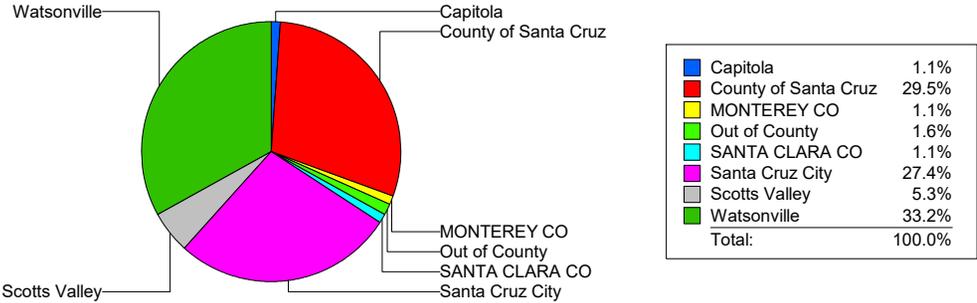
Kennel Statistics Report
Animals That Left Shelter from 10/01/23 to 11/30/23
All Jurisdictions Combined

	DOG	PUPPY	CAT	KITTEN	BIRD	RABBIT	OTHER	TOTAL
Adopted	66	55	91	180	15	3	12	422
Died	0	0	0	2	0	2	0	4
Disposal	2	0	14	0	0	2	0	18
Euthanized	49	4	64	57	4	10	2	190
Pph	7	0	4	0	0	0	0	11
Release	0	0	0	0	0	0	1	1
Returned to Owner	133	11	52	8	1	2	1	208
Transferred to Another Shelter	37	7	46	81	0	13	6	190
TOTAL	294	77	271	328	20	32	22	1,044

Euthanasia Totals from
10/01/23 to 11/30/23
All Jurisdictions Combined

<u>Reason for Euth</u>	<u>Animal type</u>							Total
	DOG	PUPPY	CAT	KITTEN	BIRD	RABBIT	OTHER	
	2	0	1	1	4	0	0	8
< 8 Weeks	0	0	5	6	0	9	0	20
Aggressive	12	0	1	4	0	0	0	17
Bite	2	0	1	0	0	0	0	3
Bite Hx	1	0	0	0	0	0	0	1
Destroy Hx	1	0	0	0	0	0	0	1
Fail2Thrv	0	0	1	0	0	0	0	1
Feline Leukemia	0	0	0	1	0	0	0	1
Medical	5	0	13	3	0	0	0	21
Observed Behavior	13	0	3	2	0	0	0	18
Parvo	1	4	0	0	0	0	0	5
Prewean	10	0	8	0	0	0	0	18
Ringworm	0	0	4	5	0	0	0	9
Suffering	0	0	3	2	0	1	0	6
Unsocial	2	0	23	34	0	0	2	61
Total	49	4	63	58	4	10	2	190

Monthly Percentage of Euthanasia by Jurisdiction



CO:County, SC:Santa Cruz City, CP:Capitola, SV:Scotts Valley, OO:Out of County, UC:UCSC, WA:Watsonville

Animals on hand on November 30, 2023 = 235

**Animals Taken Into the Shelter From All Jurisdictions
CombinedY-T-D Beginning 07/01/15**

	DOG	PUPPY	CAT	KITTEN	BIRD	RABBIT	LIVESTOC	OTHER	Total
Adoption Return	216	41	102	63	16	6	0	3	447
Born@Shelt	32	14	31	140	0	69	0	46	332
D2D	20	2	13	1	0	0	0	3	39
Evacuation	94	0	205	12	195	16	35	24	581
Flood	1	2	2	1	0	0	0	0	6
Pph	246	20	250	64	0	0	0	0	580
Protective Custody	1,095	94	147	49	751	12	28	65	2,241
Quarantine	145	5	55	20	0	0	0	76	301
Safe Hold	78	6	23	3	5	1	0	135	251
Stray	8,828	1,035	7,213	6,204	682	433	67	462	24,924
Surrendered by Owner	3,237	751	2,827	2,213	1,007	559	66	1,387	12,047
Transfer	286	115	67	190	880	5	0	14	1,557
Total	14,278	2,085	10,935	8,960	3,536	1,101	196	2,215	43,306

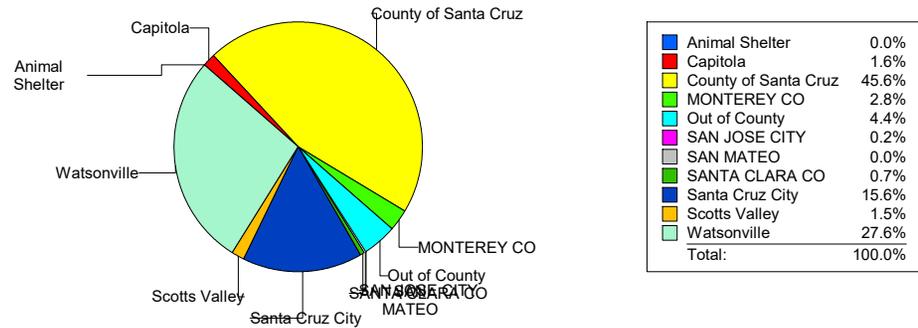
**Animals That Left the Shelter From
All Jurisdictions Combined Beginning 7/1/2015**

	DOG	PUPPY	CAT	KITTEN	BIRD	RABBIT	LIVESTOCK	OTHER	Total
Adopted	3,788	1,377	3,366	5,370	1,737	295	43	459	16,435
Died	14	1	60	61	35	9	1	12	193
Disposal*	306	10	866	81	113	16	4	102	1,498
Euthanized	1,880	119	2,731	983	742	109	9	416	6,989
Found	1	0	0	0	0	0	0	0	1
Missing	3	0	19	2	4	0	0	6	34
Pph	128	12	161	39	0	0	0	0	340
Returned to Owner	6,911	215	1,828	163	572	72	68	108	9,937
Transferred to Another Shelter	1,126	157	2,023	1,799	278	590	58	1,100	7,131
Wildlife Relocated	1	0	0	0	0	4	0	1	6
Total	14,158	1,891	11,054	8,498	3,481	1,095	183	2,204	42,564

* Doa intakes and euthansia requests are not included in these overall stats. The exception are the disposals which may be listed above. These are dead animals that were confiscated for investigation and then disposed of after completion of investigation.

Y-T-D Percentage of Intake Total By Jurisdiction

CO



CO:County, SC:Santa Cruz City, CP:Capitola, SV:Scotts Valley, OO:Out of County, UC:UCSC, WA:Watsonville

Consent Agenda Item 5.4

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Accept Donations Totaling of \$26,648.08 from the Santa Cruz County Animal Shelter Foundation and Direct that the Checks be Deposited

Recommendation:

Accept a donation of \$26,648.08 from the Santa Cruz County Animal Shelter Foundation and direct that the check be deposited.

Discussion:

The Foundation has provided a donation of \$6,570.50 to double match donations received from the public with October dog license renewals, and a donation of \$20,077.58 for feral cat trap-neuter-release (TNR) services, dog harness leads for use by shelter volunteers, kennel noise-mitigation materials for a small pilot application, and surgery suite cabinetry.

Consent Agenda Item 5.5

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Accept Donations totaling \$24,581 from Two Donors and Direct that the Checks be Deposited

Recommendation:

Accept a \$19,581 donation from Driscoll, Inc. and a \$5,000 donation from an anonymous donor and direct that the checks be deposited.

Consent Agenda Item 5.6

TO: Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Approval Donation of Fixed Asset Cages to Area Rescue Organizations

Background:

Animal Services Administration Policy No. 370, Section 4.1 stipulates that any disposal of a fixed asset shall be approved by the Board of Directors.

Recommendation:

SCCAS requests your Board's approval for the Shelter to donate several pvc animal cage banks to one or more area rescue partners (Native Animal Rescue and others TBD). The cages were originally purchased by the SCCAS Foundation and given to SCCAS in 2022. Unfortunately, the cages proved to be impractical for cat use as they were extremely difficult to effectively clean and disinfect. This made them susceptible to retaining ringworm fungus, which is easily transmitted amongst cats. We are retaining some of the cages for emergency housing and for housing rabbits, who, due to their low turnover at the Shelter, are far less likely to spread ringworm. We have since purchased stainless steel cages to replace the pvc cages for housing adoptable and stray cats.

Regular Agenda Item 6.1

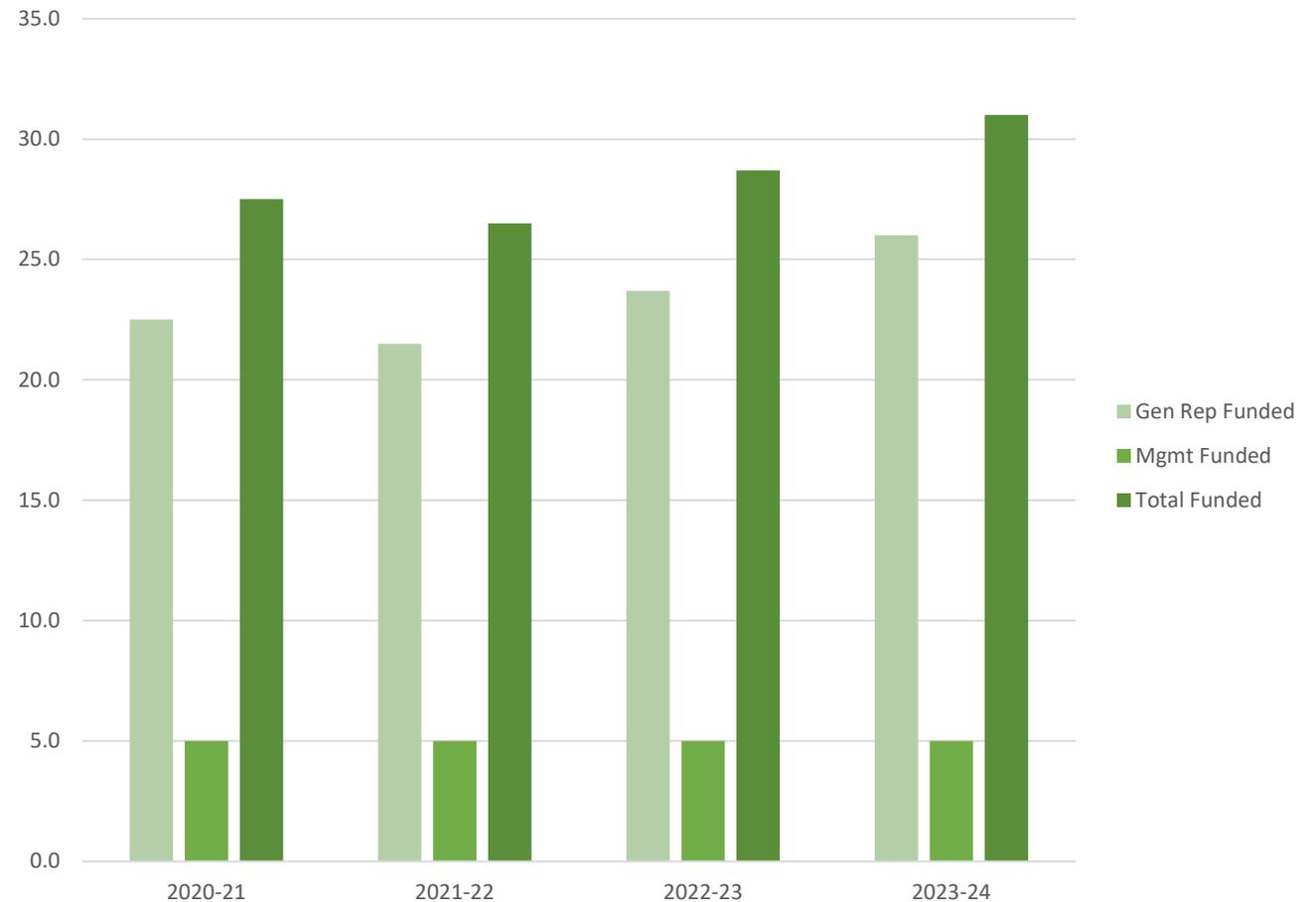
TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: General Manager's Oral Report

General Manager Rowland will present an oral report on the Santa Cruz County Animal Shelter.

More Funded Full-Time Positions 2020 – Current

17% increase in full-time staff

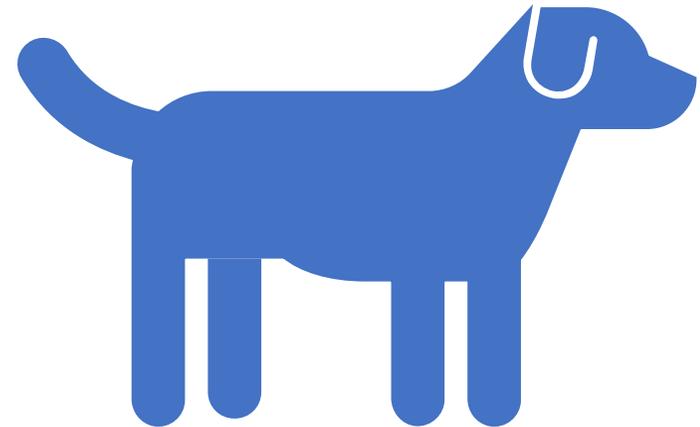
4.5 full-time and 6 extra help staff added since FY 21-22 for a 25% average increase in total staff hours worked



Current staffing = 30 of 31 positions filled

Current Salaries

- Care Workers \$45,000 - \$55,000
 - Client Services \$45,000 - \$55,000
 - Animal Control Officers \$52,000 – \$73,000
 - Coordinators (Supervisors) \$55,000 - \$69,000
 - Registered Vet Techs \$58,000 - \$68,000
- (+\$15,000 retention bonus at 2 years)



Volunteer Hours

TOTAL VOLUNTEERS WHO WORKED IN 2023	412
Averaged at least 1 hour per week	110
Averaged at least 2 hours per week	60
Averaged at least 3 hours per week	35
Averaged at least 4 hours per week	22
Averaged at least 5 hours per week	19

- **20% of volunteers log 75% of the hours**
- **25% of volunteers work 1 hour per week**
- **Less than 15% meet the program goal of 2 hours per week**

Proposed Brand Refresh for Animal Control



New Vinyl Graphic - To be the same on reverse



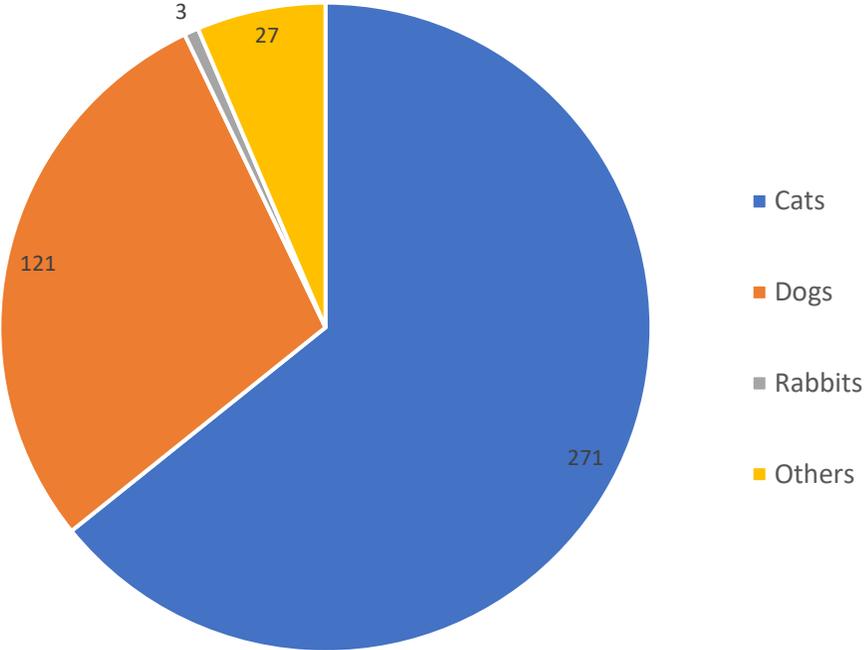
Existing Graphic to be removed/replaced



Approx \$4,000 for fleet

422 Adoptions Finalized!

Adoptions Oct - Nov '23



Regular Agenda Item 6.2

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Cara Townsend, General Counsel
DATE: December 11, 2023
SUBJECT: General Counsel Oral Report

SCCAS General Counsel Cara Townsend will present an oral report related to the SEIU petition.

SEIU 521

December 5, 2023

For Immediate Release

Contact: victor.gamiz@seiu521.org

Statement on Demands for Termination Language Mistakenly Merged with a Previous Signed Petition

Santa Cruz County, CA - The union representing County of Santa Cruz Animal Shelter workers released the following statement acknowledging a language error merged to a previously published petition:

“An online petition signed by 1,400+ residents, county workers, and community allies that called for improvements to county animal shelters funding and working conditions was incorrectly revised to include termination demands of animal shelter department heads. The original and correct petition has since been corrected and reactivated. The incorrect version that included the demands for termination of animal shelter department heads has been rescinded.”

The correct version including the accurate petition demands reflecting the 1,400+ signees can be viewed [here](#).

##

Service Employees International Union, Local 521 represents 53,000+ public- and nonprofit, private-sector workers in California’s Bay Area, the Coast, and Central Valley. Under a Community First vision, we are committed to making sure the needs of our community, and the vital services we provide our community, come first. We believe our communities thrive when residents, elected leaders, and workers recognize that we are all in this together when it comes to our safety, health, and well-being.

Regular Agenda Item 6.3

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Consider and Approve the Financial Report for October and November 2023

Recommendation:

Approve the Financial Report as presented for October and November 2023.

Discussion:

The fiscal year (FY) 2023-24 financial report for October and November reflects total revenues of \$2,132,206 and expenditures of \$1,028,952. Total FY revenues through November were 60.24% of a potential 41.67%. This imbalance is due to the member contribution formula being a larger percentage of the total for Q1 (40%) and Q2 (30%) than for Q3 (20%) and Q4 (10%). Total FY expenditures through November were 40.90% of a potential 41.67%.

Licensing revenue for October and November was \$41,983. Total FY licensing revenue through November was \$98,148. Total FY licensing revenue for the previous fiscal year through November was \$107,192. Thus, current year licensing revenue through November was 9.21% lower than for the same period last year.

**Santa Cruz County Animal Services Authority
Financial Summary for Fiscal Year 2023-2024
For Months Ending November 30, 2023**

Revenues:	2023-2024 Final Budget	2023-2024 Adj Budget	2023-2024 Est/Actuals	2023-2024 YTD Actuals	YTD Remaining	2022-2023 YTD Actuals
SALES TAX	\$0	\$0	\$0	\$0	\$0	\$0
INTEREST	\$45,000	\$45,000	\$45,000	\$18,912	\$26,088	\$12,568
RENTS & CONCESSIONS	\$500	\$500	\$500	\$59	\$441	\$31
RENTAL DEPOSIT/FORFEIT REVENUE	\$200	\$200	\$200	\$0	\$200	\$10
HUMANE SERVICES	\$250,000	\$250,000	\$250,000	\$46,623	\$203,377	\$80,434
ADOPTION FEES	\$0	\$0	\$0	\$74,752	(\$74,752)	\$0
ADMINISTRATIVE SERVICES	\$3,000	\$3,000	\$3,000	\$1,205	\$1,795	\$1,122
COST RECOVERY-OTHER	\$5,000	\$5,000	\$5,000	\$1,528	\$3,472	\$1,864
MEMBER CONTRIBUTION	\$3,683,973	\$3,683,973	\$3,683,973	\$2,578,781	\$1,105,192	\$2,344,347
CHARGES FOR CURRENT SERVICES	\$0	\$0	\$0	\$0	\$0	\$0
ADMIN FINE FEES	\$5,000	\$5,000	\$5,000	\$525	\$4,475	\$1,888
GRANT SERVICES-NON INTERGOV	\$15,000	\$15,000	\$15,000	\$4,477	\$10,523	\$5,091
ANIMAL MICROCHIP FEES	\$10,000	\$10,000	\$10,000	\$2,055	\$7,945	\$2,195
ANIMAL RABIES FEES	\$9,000	\$9,000	\$9,000	\$1,611	\$7,389	\$1,698
ANIMAL SPAY&NEUTER FEES	\$40,000	\$40,000	\$40,000	\$2,796	\$37,204	\$3,578
SALES-OTHER-TAXABLE	\$95,000	\$95,000	\$95,000	\$29,624	\$65,376	\$38,975
CASH OVERRAGES	\$0	\$0	\$0	\$5	(\$5)	\$0
CONTRIBUTIONS and DONATIONS	\$650,000	\$650,000	\$650,000	\$232,255	\$417,745	\$212,330
NSF CHECKS	\$0	\$0	\$0	(\$90)	\$90	(\$89)
OTHER REVENUE	\$40,000	\$40,000	\$40,000	\$10,694	\$29,306	\$10,954
LICENSES - CAPITOLA	\$9,000	\$9,000	\$9,000	\$2,900	\$6,100	\$3,283
LICENSES - SANTA CRUZ	\$60,000	\$60,000	\$60,000	\$20,534	\$39,466	\$21,851
LICENSES- SCOTTS VALLEY	\$17,000	\$17,000	\$17,000	\$5,199	\$11,801	\$5,506
LICENSES- COUNTY	\$180,000	\$180,000	\$180,000	\$59,431	\$120,569	\$65,844
LICENSES- WATSONVILLE	\$35,000	\$35,000	\$35,000	\$10,084	\$24,916	\$10,708
TOTAL REVENUES:	\$5,152,673	\$5,152,673	\$5,152,673	\$3,103,961	\$2,048,712	\$2,824,188

Less Expenditures:

Salaries and Benefits	\$3,704,296	\$3,704,296	\$3,704,296	\$1,482,041	\$2,222,255	\$1,309,139
Services and Supplies	\$1,380,414	\$1,380,414	\$1,380,414	\$667,200	\$713,214	\$430,544
Other Uses	\$149,020	\$149,020	\$149,020	\$25,077	\$123,944	\$74,510
Fixed Assets	\$40,000	\$40,000	\$40,000	\$9,354	\$30,646	\$0
Operating Transfers Out	\$104,060	\$104,060	\$104,060	\$104,060	\$0	\$103,030
Intrafund Transfer	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES:	\$5,377,790	\$5,377,790	\$5,377,790	\$2,287,732	\$3,090,058	\$1,917,223

Plus Contingency:

TOTAL EXPENDITURES INCLUDING CONTINGENCY:	\$215,112	\$215,112	\$215,112	\$0	\$215,112	\$0
	\$5,592,902	\$5,592,902	\$5,592,902	\$2,287,732	\$3,305,170	\$1,917,223

NET REVENUES OVER (UNDER) EXPENDITURE **(\$440,229)** **(\$440,229)** **(\$440,229)** **\$816,229** **(\$1,256,458)** **\$906,965**

BEGINNING FUND BALANCE - UNDESIGNATED **\$1,384,065** **\$1,384,065** **\$1,384,065** **\$1,384,065** **\$1,384,065** **\$1,384,065**
(unaudited ending balance from 6/30/22)

ENDING FUND BALANCE - UNDESIGNATED **\$943,836** **\$943,836** **\$943,836** **\$2,200,295** **\$127,607** **\$2,291,030**

ANIMAL LICENSE DETAIL

	2022-23 YTD Actuals	2021-22 YTD Actuals	PY COMPARISON
LICENSES - CAPITOLA	\$2,900	\$3,283	(\$383)
LICENSES - SANTA CRUZ	\$20,534	\$21,851	(\$1,317)
LICENSES- SCOTTS VALLEY	\$5,199	\$5,506	(\$307)
LICENSES- COUNTY	\$59,431	\$65,844	(\$6,413)
LICENSES- WATSONVILLE	\$10,084	\$10,708	(\$624)

* Fund Balance Assigned for B. Jean Donation - balance as of 6/30/22 is \$472,501 (Unaudited)

* Fund Balance - Non spendable for change fund/petty cash - balance as of 6/30/22 is \$900 (Unaudited)

**SANTA CRUZ COUNTY ANIMAL SERVICES AUTHORITY FINANCIAL REPORT
2023-2024**

As of 11/30/23 from Finance Enterprise
SC CO ANIMAL SERVICES AUTHORITY
Organization: 70 28

Pos + = UP
Neg () = DOWN

Acct	Acct Title	23/24 Final Budget	23/24 Adj. Budget	October Actuals	November Actuals	23/24 YTD Actuals	YTD Remaining	42%	42%	22/23 YTD Actuals	COMPARE		November Actuals	22/23 Est./Actuals
								Percentage of CY Budget Actualized	Percentage of PY EA's Actualized		THRU NOV PY ACTUALS	THRU NOV PY ACTUALS		
51000	SALARIES & BENF	\$3,704,296	\$3,704,296	\$338,575	\$378,338	\$1,482,041	\$2,222,255	40.01%	40.47%	\$1,309,139	\$172,902	\$362,513	\$3,234,516	
61000	SERVICES & SUPL	\$1,380,414	\$1,380,414	\$150,061	\$127,547	\$667,200	\$713,214	48.33%	26.94%	\$430,544	\$236,656	\$75,841	\$1,598,240	
70000	OTHER CHARGES	\$149,020	\$149,020	\$25,077	\$0	\$25,077	\$123,944	16.83%	44.48%	\$74,510	(\$49,434)	\$74,510	\$167,525	
86110	BUILDINGS AND IMPROVEMENTS	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0	
86204	FIXED ASSETS	\$40,000	\$40,000	\$0	\$9,354	\$9,354	\$30,646	23.39%	0.00%	\$51,787	(\$42,433)	\$10,552	\$79,444	
90000	OTHER FINANCING USES	\$104,060	\$104,060	\$0	\$0	\$104,060	\$0	100.00%	0.00%	\$103,030	\$1,030	\$0	\$103,030	
95000	INTRAFUND TRANSFERS	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	\$0	\$0	\$0	\$0		
98700	CONTINGENCIES	\$215,112	\$215,112	\$0	\$0	\$0	\$215,112	0.00%	0.00%	\$0	\$0	\$0	\$0	
51000-98700	TOTAL EXPENDITURES	\$5,592,902	\$5,592,902	\$513,712	\$515,240	\$2,287,732	\$3,305,170	40.90%	84.14%	\$1,969,011	\$318,721	\$523,417	\$5,182,755	
40100-42500	TOTAL REVENUES	\$5,152,673	\$5,152,673	\$1,536,050	\$596,156	\$3,103,961	\$2,048,712	60.24%	58.94%	\$2,824,188	\$279,773	\$71,590	\$4,791,286	
	NET COST	(\$440,229)	(\$440,229)	(\$1,022,338)	(\$80,916)	\$816,229	(\$1,256,458)	-185.41%	-218.45%	\$855,178	(\$38,948)	\$451,826	(\$391,469)	
51000	REGULAR PAY-PER	2,198,716	2,198,716	\$160,813	\$223,382	\$780,221	\$1,418,495	35.49%	38.65%	\$733,616	\$46,605	\$223,282	\$1,898,292	
51005	OVERTIME PAY-PE	15,000	15,000	\$1,640	\$3,911	\$8,481	\$6,519	56.54%	28.62%	\$6,151	\$2,331	\$2,428	\$21,488	
51010	REGULAR PAY-EXT	80,000	80,000	\$12,538	\$15,473	\$66,367	\$13,633	82.96%	27.71%	\$31,207	\$35,160	\$10,059	\$112,604	
51040	DIFFERENTIAL PAY	32,000	32,000	\$3,078	\$4,865	\$16,373	\$15,627	51.17%	31.60%	\$8,699	\$7,674	\$3,119	\$27,525	
52010	OASDI-SOCIAL SE	163,779	163,779	\$13,502	\$18,782	\$66,051	\$97,728	40.33%	37.58%	\$58,243	\$7,808	\$17,417	\$154,988	
52015	RETIREMENT	620,129	620,129	\$43,276	\$63,895	\$221,813	\$398,316	35.77%	37.90%	\$184,808	\$37,005	\$56,089	\$487,625	
53010	EMPLOYEE INSURA	540,004	540,004	\$49,062	\$48,029	\$268,068	\$271,936	49.64%	48.86%	\$234,604	\$33,464	\$50,119	\$480,182	
53015	UNEMPLOYMENT IN	14,664	14,664	\$14,664	\$0	\$14,664	(\$0)	100.00%	100.00%	\$8,673	\$5,991	\$0	\$8,673	
54010	WORKERS COMPENS	40,004	40,004	\$40,004	\$0	\$40,004	(\$0)	100.00%	100.00%	\$43,139	(\$3,135)	\$0	\$43,139	
51000	SALARIES & BENF	\$3,704,296	\$3,704,296	\$338,575	\$378,338	\$1,482,041	\$2,222,255	40.01%	40.47%	\$1,309,139	\$172,902	\$362,513	\$3,234,516	
61115	POLICE SAFETY EQUIPMENT	500	500	\$0	\$0	\$0	\$500	0.00%	0.00%	\$0	\$0	\$0	\$500	
61125	UNIFORM REPLACEMENT	1,500	1,500	\$770	\$493	\$1,351	\$149	90.08%	31.27%	\$1,876	(\$525)	\$276	\$6,000	
61215	RADIO SERVICES	5,000	5,000	\$0	\$0	\$0	\$5,000	0.00%	33.31%	\$11,660	(\$11,660)	\$0	\$35,000	
61220	TELECOM SERVICES	40,000	40,000	\$5,901	\$5,892	\$17,498	\$22,502	43.74%	22.46%	\$9,072	\$8,426	\$6,227	\$40,383	
61310	FOOD	36,000	36,000	\$5,372	\$6,622	\$22,696	\$13,304	63.04%	42.05%	\$14,296	\$8,401	\$3,859	\$34,000	
61412	JANITORIAL SERVICES	11,500	11,500	\$875	\$875	\$4,308	\$7,192	37.46%	30.43%	\$3,500	\$808	\$875	\$11,500	
61525	LIABILITY INSURANCE	65,127	65,127	\$0	\$0	\$66,791	(\$1,664)	102.55%	97.86%	\$52,843	\$13,947	\$0	\$54,000	
61535	OTHER INSURANCE	32,233	32,233	\$0	\$0	\$0	\$32,233	0.00%	0.00%	\$4,338	(\$4,338)	\$0	\$4,338	
61720	MAINT-MOBILE EQUIPMENT-SERV	15,000	15,000	\$263	\$582	\$3,311	\$11,689	22.07%	11.12%	\$1,668	\$1,642	\$148	\$15,000	
61725	MAINT-OFFICE EQUIPMENT	3,500	3,500	\$140	\$240	\$1,531	\$1,969	43.75%	38.01%	\$1,064	\$467	\$250	\$2,800	
61730	MAINT-OTHER EQUIP-SVCS	15,000	15,000	\$3,099	\$770	\$7,203	\$7,797	48.02%	4.36%	\$436	\$6,768	\$0	\$10,000	
61731	MAINT-OTHER EQUIP-SUP	1,500	1,500	\$0	\$0	\$0	\$1,500	0.00%	0.00%	\$0	\$0	\$0	\$500	
61835	FACILITIES MAINT	10,000	10,000	\$0	\$0	\$0	\$10,000	0.00%	12.16%	\$3,040	(\$3,040)	\$0	\$25,000	
61845	MAINT STRUCT IM	1,000	1,000	\$0	\$0	\$5,723	(\$4,723)	572.30%	0.00%	\$0	\$5,723	\$0	\$2,183	
61846	MAINT-STRUCT/IMPS/GRDS-OTHER-SUPPLIES	1,000	1,000	\$0	\$0	\$0	\$1,000	0.00%	0.00%	\$0	\$0	\$0	\$0	
61920	MEDICAL, DENTAL & LAB SUPPLIES	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0	
61922	OTHER MEDICAL MATERIALS	130,000	130,000	\$16,156	\$12,545	\$70,617	\$59,383	54.32%	37.02%	\$49,972	\$20,645	\$6,916	\$135,000	
62020	MEMBERSHIPS	3,000	3,000	\$0	\$0	\$0	\$3,000	0.00%	0.00%	\$0	\$0	\$0	\$3,084	
62111	MISCELLANEOUS EXPENSES	7,500	7,500	\$147	\$441	\$1,272	\$6,228	16.96%	0.00%	\$0	\$1,272	\$0	\$7,000	
62112	CASH SHORTAGES	50	50	\$0	\$0	\$4	\$46	0.00%	48.80%	\$2	\$2	\$0	\$5	
62214	DUPLICATING SVCS.	5,000	5,000	\$0	\$0	\$279	\$4,721	5.58%	4.47%	\$223	\$56	\$0	\$5,000	
62217	MISC NONINVENTORIAL ITEMS EXPENSE	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$700	
62219	PC SOFTWARE PURCHASES	9,500	9,500	\$0	\$0	\$9,008	\$492	94.82%	97.89%	\$8,060	\$948	\$0	\$8,234	
62221	POSTAGE	12,000	12,000	\$0	\$47	\$3,587	\$8,413	29.89%	34.45%	\$4,135	(\$547)	\$1,514	\$12,000	
62222	SUBSCRIPTIONS/PERIODICALS	500	500	\$0	\$0	\$0	\$500	0.00%	44.97%	\$225	(\$225)	\$15	\$500	
62223	SUPPLIES	75,000	75,000	\$15,272	\$7,572	\$49,293	\$25,707	65.72%	29.95%	\$23,961	\$25,332	\$5,386	\$80,000	
62225	NON-PC SOFTWARE	0	0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0	

**SANTA CRUZ COUNTY ANIMAL SERVICES AUTHORITY FINANCIAL REPORT
2023-2024**

As of 11/30/23 from Finance Enterprise
SC CO ANIMAL SERVICES AUTHORITY
Organization: 70 28

Pos + = UP
Neg () = DOWN

Acct	Acct Title	23/24 Final Budget	23/24 Adj. Budget	October Actuals	November Actuals	23/24 YTD Actuals	YTD Remaining	42%	42%	22/23 YTD Actuals	COMPARE THRU NOV PY ACTUALS	November Actuals	22/23 Est./Actuals
								Percentage of CY Budget Actualized	Percentage of PY EA's Actualized				
62226	INVENTORABLE ITEMS	20,000	20,000	\$0	\$0	\$0	\$20,000	0.00%	9.11%	\$3,189	(\$3,189)	\$0	\$35,000
62301	ACCOUNTING & AUDITING	16,000	16,000	\$0	\$0	\$0	\$16,000	0.00%	-42.67%	(\$6,400)	\$6,400	\$0	\$15,000
62310	BANKING SERVICES	17,500	17,500	\$1,443	\$2,241	\$6,880	\$10,620	39.31%	26.79%	\$4,688	\$2,191	\$1,050	\$17,500
62316	COMPUTER PROF SVCS	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	0
62317	CONSULT/MGT/PC SVCE.	34,000	34,000	\$0	\$126	\$30,810	\$3,190	90.62%	97.00%	\$31,039	(\$228)	\$113	\$32,000
62318	COUNTY COUNSEL	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
62325	DATA PROCESSING	87,739	87,739	\$0	\$0	\$0	\$87,739	0.00%	0.00%	\$0	\$0	\$0	\$83,496
62330	DPW SERVICES - GENERAL MONEY	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
62360	LEGAL SERVICES	20,000	20,000	\$0	\$0	\$3,076	\$16,924	0.00%	0.00%	\$8,853	(\$5,777)	\$4,740	\$85,000
62381	PROF & SPECIAL	120,000	120,000	\$9,167	\$21,385	\$62,924	\$57,076	52.44%	31.84%	\$44,579	\$18,345	\$16,126	\$140,000
62399	VETERINARIAN SERVICES	150,000	150,000	\$66,233	\$8,049	\$110,832	\$39,168	73.89%	23.66%	\$55,591	\$55,241	\$13,823	\$235,000
62500	EQUIPMENT RENTS & LEASES-	0	0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0
62610	RENTS & LEASES-	265,665	265,665	\$10,463	\$49,417	\$124,992	\$140,673	47.05%	18.69%	\$50,017	\$74,975	\$0	\$267,673
62710	FIELD EQUIPMENT	2,000	2,000	\$0	\$135	\$135	\$1,865	6.75%	0.00%	\$0	\$135	\$0	\$2,524
62715	SMALL TOOLS & INSTRUMENTS	1,000	1,000	\$0	\$0	\$0	\$1,000	0.00%	2.98%	\$30	(\$30)	\$0	\$1,000
62801	ADVERTISING & PROMOTION	2,000	2,000	\$0	\$0	\$71	\$1,929	3.57%	39.00%	\$1,170	(\$1,099)	\$0	\$3,000
62810	S/APP CNTR SRV-PLNT MNT & RPR	0	0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0
62842	INVENTORY MATERIALS PURCHASED	30,000	30,000	\$2,578	\$1,181	\$8,074	\$21,926	26.91%	8.86%	\$3,012	\$5,062	\$3,012	\$34,000
62857	SPECIAL MISC EXP-SUPPLIES	500	500	\$0	\$0	\$0	\$500	0.00%	#DIV/0!	\$0	\$0	\$0	\$0
62890	SUBSCRIPTIONS/BOOKS	500	500	\$0	\$0	\$0	\$500	0.00%	0.00%	\$0	\$0	\$0	\$500
62893	TOWING	500	500	\$0	\$0	\$0	\$500	0.00%	0.00%	\$347	(\$347)	\$0	\$600
62914	TRAVEL-EDUCATION	2,500	2,500	\$0	\$228	\$378	\$2,123	15.10%	50.06%	\$857	(\$480)	\$600	\$1,712
62920	GAS, OIL, FUEL	25,000	25,000	\$2,610	\$2,548	\$13,228	\$11,772	52.91%	29.37%	\$6,462	\$6,766	\$1,948	\$22,000
62922	TRAVEL-LODGING	1,500	1,500	\$0	\$0	\$0	\$1,500	0.00%	0.00%	\$0	\$0	\$0	\$3,688
62924	TRAVEL-MEALS	500	500	\$0	\$13	\$13	\$487	2.64%	8.76%	\$69	(\$56)	\$69	\$785
62926	TRAVEL-MILEAGE	500	500	\$0	\$0	\$0	\$500	0.00%	0.00%	\$0	\$0	\$0	\$250
62928	TRAVEL-OTHER	100	100	\$18	\$17	\$34	\$66	34.25%	0.00%	\$0	\$34	\$0	\$50
62930	REGISTRATIONS	1,000	1,000	\$1,020	\$1,121	\$2,141	(\$1,141)	214.10%	0.00%	\$0	\$2,141	\$0	\$150
62935	SERVICE CENTER	500	500	\$0	\$47	(\$479)	\$979	0.00%	15.99%	\$413	(\$893)	\$0	\$2,585
62940	TRAVEL ADVANCES	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
63070	UTILITIES	100,000	100,000	\$8,536	\$4,962	\$39,618	\$60,382	39.62%	29.72%	\$36,256	\$3,362	\$8,895	122,000
74230	PRINCIPAL ON LEASE PUCHASES	0	0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	0
61000	SERVICES & SUPPLIES	\$1,380,414	\$1,380,414	\$150,061	\$127,547	\$667,200	\$713,214	48.33%	26.94%	\$430,544	\$409,558	\$75,841	\$1,598,240
75239	CONTRIBUTIONS TO COUNTY	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0
75315	COUNTY OVERHEAD (see 3550)	\$149,020	\$149,020	\$25,077	\$0	\$25,077	\$123,944	16.83%	44.48%	\$74,510	\$0	\$74,510	\$167,525
70000	OTHER CHARGES	\$149,020	\$149,020	\$25,077	\$0	\$25,077	\$123,944	16.83%	44.48%	\$74,510	(\$49,434)	\$74,510	\$167,525
86204	EQUIPMENT	\$15,000	\$15,000	\$0	\$9,354	\$9,354	\$5,646	62.36%	0.00%	\$0	\$9,354	\$0	\$20,049
86208	MEDICAL EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	13.88%	\$10,552	(\$10,552)	\$10,552	\$18,160
86209	MOBILE EQUIPMENT	\$25,000	\$25,000	\$0	\$0	\$0	\$25,000	0.00%	54.22%	\$41,235	(\$41,235)	\$0	\$41,235
86210	OFFICE EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	0.00%	\$0	\$0	\$0	\$0
86204	FIXED ASSETS	\$40,000	\$40,000	\$0	\$9,354	\$9,354	\$30,646	23.39%	0.00%	\$51,787	(\$42,433)	\$10,552	\$79,444

**SANTA CRUZ COUNTY ANIMAL SERVICES AUTHORITY FINANCIAL REPORT
2023-2024**

As of 11/30/23 from Finance Enterprise
SC CO ANIMAL SERVICES AUTHORITY
Organization: 70 28

Pos + = UP
Neg () = DOWN

Acct	Acct Title	23/24 Final Budget	23/24 Adj. Budget	October Actuals	November Actuals	23/24 YTD Actuals	YTD Remaining	42%	42%	22/23 YTDActuals	COMPARE THRU NOV PY ACTUALS	November Actuals	22/23 Est./Actuals
								Percentage of CY Budget Actualized	Percentage of PY EA's Actualized				
90000	OPERATING TRSF OUT	\$104,060	\$104,060	\$0	\$0	\$104,060	\$0	100.00%	135.47%	\$103,030	\$1,030	\$0	\$103,030
90000	OTHER FINANCING USES	\$104,060	\$104,060	\$0	\$0	\$104,060	\$0	100.00%	0.00%	\$103,030	\$1,030	\$0	\$103,030
95390	REPAIR & MAINTENANCE	\$0	\$0			\$0	\$0	#DIV/0!	0.00%	\$0	\$0	\$0	\$0
95000	INTRAFUND TRANSFERS	\$0	\$0			\$0	\$0	#DIV/0!	0.00%	\$0	\$0	\$0	\$0
98700	APPROP FOR CONTINGENCIES	\$215,112	\$215,112	\$0	\$0	\$0	\$215,112	0.00%	0.00%	\$0	\$0	\$0	\$0
98700	CONTINGENCIES	\$215,112	\$215,112	\$0	\$0	\$0	\$215,112	0.00%	0.00%	\$0	\$0	\$0	\$0
40100	PROPERTY TAXES	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
40171	SALES TAX	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	0.00%	\$0	\$0	\$0	(\$101)
40230	ANIMAL LICENSES	\$0	\$0	\$0	\$0	\$0	(\$0)	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0
40430	INTEREST	\$45,000	\$45,000	\$5,911	\$0	\$18,912	\$26,088	42.03%	29.23%	\$12,568	\$6,344	\$3,560	\$43,000
40440	RENTS & CONCESS	\$500	\$500	\$0	\$35	\$59	\$441	11.88%	24.95%	\$31	\$28	\$0	\$125
40441	RENTAL DEPOSIT/FORFEIT REVENUE	\$200	\$200	\$0	\$0	\$0	\$200	0.00%	5.00%	\$10	(\$10)	\$0	\$200
40810	ST-NATURAL DISASTER ASSISTANCE	\$0	\$0	\$0	\$0	\$0	\$0	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0
40872	ST-MANDATED COST REIMBURSEMENT	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
40984	STATE-OTHER	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
41093	FED-FEMA	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
41096	INTERGOVERNMENTAL REV	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
41148	FED-CARES ACT CRF FUNDING	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
41510	HUMANE SERVICES	\$250,000	\$250,000	\$7,767	\$8,156	\$46,623	\$203,377	18.65%	38.30%	\$80,434	(\$33,811)	\$9,634	\$210,000
41880	ADOPTION FEES	\$0	\$0	\$10,606	\$12,618	\$74,752	(\$74,752)	#DIV/0!	#DIV/0!	\$0	\$74,752	\$0	\$0
42010	ADMINISTRATIVE SERVICES	\$3,000	\$3,000	\$224	\$246	\$1,205	\$1,795	40.17%	44.88%	\$1,122	\$83	\$243	\$2,500
42022	COST RECOVERY-OTHER	\$5,000	\$5,000	\$335	\$376	\$1,528	\$3,472	30.57%	35.16%	\$1,864	(\$335)	\$408	\$5,300
42044	MEMBER CONTRIBUTION	\$3,683,973	\$3,683,973	\$1,407,146	\$502,130	\$2,578,781	\$1,105,192	70.00%	70.00%	\$2,344,347	\$234,434	\$0	\$3,349,066
42047	OTHER CHARGES CURRRENT SERVICES	\$0	\$0	\$0	\$0	\$0	(\$0)	#DIV/0!	#DIV/0!	\$0	\$0	\$0	\$0
42073	ADMINISTRATIVE FINE FEES	\$5,000	\$5,000	\$0	\$0	\$525	\$4,475	10.50%	62.92%	\$1,888	(\$1,363)	\$0	\$3,000
42074	GRANT SERVICES-NON INTERGOV	\$15,000	\$15,000	\$4,477	\$0	\$4,477	\$10,523	0.00%	0.00%	\$5,091	(\$614)	\$1,521	\$15,000
42202	ENDOWMENT CARE	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
42205	ANIMAL MICROCHIP FEES	\$10,000	\$10,000	\$575	\$380	\$2,055	\$7,945	20.55%	33.77%	\$2,195	(\$140)	\$325	\$6,500
42206	ANIMAL RABIES FEES	\$9,000	\$9,000	\$231	\$421	\$1,611	\$7,389	17.90%	33.96%	\$1,698	(\$87)	\$256	\$5,000
42207	ANIMAL SPAY&NEUTER FEES	\$40,000	\$40,000	\$25	\$165	\$2,796	\$37,204	6.99%	23.85%	\$3,578	(\$782)	\$750	\$15,000
42234	SALES-OTHER-TAXABLE	\$95,000	\$95,000	\$7,610	\$5,014	\$29,624	\$65,376	31.18%	41.91%	\$38,975	(\$9,351)	\$9,793	\$93,000
42362	CASH OVERAGES	\$0	\$0	\$0	\$5	\$5	(\$5)	0.00%	#DIV/0!	\$0	\$5	\$0	\$0
42372	CONTRIBUTIONS AND DONATIONS	\$650,000	\$650,000	\$67,311	\$45,288	\$232,255	\$417,745	35.73%	28.50%	\$212,330	\$19,925	\$21,782	\$745,000
42375	INSURANCE PROCEEDS	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
42380	NSF CHECKS	\$0	\$0	(\$90)	\$0	(\$90)	\$90	0.00%	25.87%	(\$89)	(\$1)	\$0	(\$344)
42381	NSF CHECKS-RETURNED CHECK	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$40
42384	OTHER REVENUE	\$40,000	\$40,000	\$1,155	\$2,107	\$10,694	\$29,306	26.73%	27.39%	\$10,954	(\$261)	\$2,514	\$40,000
42390	UNCLAIMED MONEY-ESCHEATED	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
42500	BOND PROCEEDS	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	0.00%	\$0	\$0	\$0	\$0
42981	LICENSES - CAPITOLA	\$9,000	\$9,000	\$651	\$593	\$2,900	\$6,100	32.22%	0.00%	\$3,283	(\$383)	\$574	\$8,000
42982	LICENSES - SANTA CRUZ	\$60,000	\$60,000	\$5,068	\$4,252	\$20,534	\$39,466	34.22%	0.00%	\$21,851	(\$1,317)	\$3,916	\$50,000
42983	LICENSES- SCOTTS VALLEY	\$17,000	\$17,000	\$1,499	\$1,012	\$5,199	\$11,801	30.58%	0.00%	\$5,506	(\$307)	\$1,360	\$14,000
42984	LICENSES- COUNTY	\$180,000	\$180,000	\$14,257	\$10,907	\$59,431	\$120,569	33.02%	0.00%	\$65,844	(\$6,413)	\$12,218	\$160,000
42986	LICENSES- WATSONVILLE	\$35,000	\$35,000	\$1,292	\$2,452	\$10,084	\$24,916	28.81%	0.00%	\$10,708	(\$624)	\$2,736	\$27,000
40100-42500	REVENUES	\$5,152,673	\$5,152,673	\$1,536,050	\$596,156	\$3,103,961	\$2,048,712	60.24%	58.94%	\$2,824,188	\$279,773	\$71,590	\$4,791,286

Regular Agenda Item 6.3

TO Santa Cruz County Animal Shelter Board of Directors
FROM: Amber Rowland, General Manager
DATE: December 11, 2023
SUBJECT: Board of Directors Meeting Schedule for 2024

Recommendation:

Approve recommendation of General Manager to set the 2024 Board of Directors meeting dates.

Discussion:

Each December, your Board adopts the meeting schedule for the upcoming calendar year. The proposed meeting schedule keeps the current rotation whereby your Board meets on the second Monday of every other month, unless there is a holiday scheduled for that Monday or another conflict. For months with holidays on the second Monday, the meeting is scheduled on the third Monday of the month.

The following dates are proposed for the 2024 meeting schedule:

February 12 (Watsonville City Council Chambers)
April 8 (Santa Cruz County BOS Chambers)
June 10 (Santa Cruz County BOS Chambers)
August 12 (Watsonville City Council Chambers)
October 21 (October 14 is a holiday) (Santa Cruz County BOS Chambers)
December 9 (Santa Cruz County BOS Chambers)

All meetings are scheduled to begin at 11:00am.

Please note: if either the Watsonville City Council Chambers or the Santa Cruz BOS Chambers proves to be unavailable for the meeting dates selected, the meeting locations may be changed.

From: K. Brandon

Sent: Monday, October 23, 2023 10:22 AM

To: Ischmidt@santacruzca.gov; Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; jrbush@santacruzca.gov; swalpole@scottsvally.gov; adally@ci.capitola.ca.us

Subject: SCCAS meeting today

******CAUTION:**This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.****

Hello SCCAS Board Members,

I cannot be at the meeting today but I wanted to express my support for the animal shelter. I am a resident in the county and a volunteer at SCCAS.

As a volunteer I get to see more of the inner workings of the shelter than a visitor/member of the public, and I can attest that this shelter is doing a great job. I have volunteered at two other shelters when I lived in a different city and state; this one does the best (no kidding). Their policies and procedures walk that difficult line well of helping and protecting both the animals in their care and potential adopters.

As you know, they don't have all they need in terms of personnel or supplies. Everyone works hard, it's just that the demand is high...and seemingly constant. They especially need more staff to relieve the pressure of staff having to fill in doing tasks outside their job description and yet still get their full plate of regular tasks done.

If you have had a pet that you love, you know the life-altering way that a good match between a person and a pet can be. I'm hopeful that your committee can send them a little more of what they need...or possibly a lot more. :)

Best,

Kate Brandon

From:

Sent: Saturday, December 2, 2023 2:31 PM

To: Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; Ischmidt@santacruzca.gov; jbush@santacruzca.gov; swalpole@scottsvallyey.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us

Cc: Joe Phares <Joe.Phares@santacruzcountyca.gov>

Subject: Santa Cruz County Animal Shelter Comments for Dec. 11th Board Meeting

******CAUTION:**This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.****

Dear Animal Shelter JPA Board Member,

I cannot agree more with Joan DeNeffe's letter (presented at October's meeting), and her succinct detailing of the dilemma faced by the SCCAS. In addition, I would like to add the following as seen from my volunteer perspective.

I have been a volunteer at the Shelter off and on since 2008 so I have seen the many changes that it's gone through since that time. Unfortunately, I have never seen it so understaffed and lacking in volunteers as now, at a time when help is so sorely needed. So much of the vital dog care is left to volunteers. Even some of the staff duties such as laundry or shuttling animals to different facilities or vets has fallen on the shoulders of volunteers. We have a very dedicated core of volunteers who monitor the shifts and there are numerous daily emails with pleas for volunteers to come in. This is ONGOING and there are those who consistently rearrange their own lives to respond to these last minute needs to serve the animals. However, there are NEVER enough volunteers or staff to fill the gaps. This emergency modus operandi has become the norm and it's an untenable situation which has led to a lot of frustration and burnout for volunteers and staff alike. The volunteer program is meant to supplement the care of the animals; it should not be regarded as a main resource in tendering care but when staff is simply lacking it is the only option. In the end it is the animals who pay the price. Left in kennels for too long without adequate exercise or quality human interaction, dogs often experience kennel stress, which threatens their mental well being. To exacerbate the situation, our Shelter now has many large and/or strong dogs, a situation which presents a problem for some of the volunteers, many of whom are senior women. Consequently, these dogs may get out even less.

Does increased anxiety lead to stress so severe that the dog is deemed unadoptable? Operating without a full-time vet for several years has also taken its toll, with various programs falling by the wayside. Now that a vet has been hired, the spay and neuter programs should be reinstated. Several years ago, the shelter provided these services to low-income families and there was an Outreach program to connect the community to these vital services. Animal shelters across the country are experiencing an inundation of unwanted pets and our Shelter is no exception.

I have always embraced my time in this supportive environment that is our Shelter, where the common thread is a love and appreciation of animals. I am in awe of the dedicated volunteers and staff who put in numerous hours in caring for the many animals that are left in their care. It is time that they got the support they need. Please provide the SCCAS with the necessary funding so that they can continue with the same level of dedication in providing a safe haven, worthy of the SHELTER label. The animals deserve it.

Thank you.

Sincerely,

Marion Morris



December 1, 2023

The Honorable Zach Friend, Chair
Members of the Santa Cruz County Board of Supervisors

Dear Mr. Friend and Board Members:

I hope you're well. I'm writing on behalf of People for the Ethical Treatment of Animals (PETA) and our thousands of Santa Cruz County members and supporters. We've been advised that county leaders may be under some pressure currently to implement policies that permit and promote the abandonment of domestic cats—activities commonly referred to as trap-neuter-return (TNR) and/or return-to-field (RTF). We hope that after you review the information herein, you'll agree that the county's current policy is the most humane and effective one to protect animals and the public.

PETA is an animal protection organization, so [our opposition to TNR programs](#) arises from animal welfare concerns. Cats are domestic animals, whether they're socialized or not, and they don't survive long outdoors. (Veterinary [experts estimate](#) that homeless cats live for an average of less than three years, a fraction of the 12- to 20-year life expectancy of an indoor cat.)

“Natural attrition” is the euphemism used by TNR proponents to describe the deaths of homeless cats left to fend for themselves outdoors. Like the Santa Cruz County Animal Shelter and other open-admission facilities, we're regularly called to help stray and feral cats found with eyeballs hanging out of their sockets, eyes and noses crusted shut from upper respiratory infections, tails and legs stripped of skin after attacks by other animals, and ears turned into a bloody pulp from scratching at untreated ear mites. Others are found wasting away from feline AIDS or leukemia. Cats abandoned by TNR proponents also suffer from **hidden ailments**, including urinary tract infections, urinary blockages, and organ failure but are denied adequate veterinary care for their entire harsh lives. *These animals are biologically identical to the cats who share our homes* and who receive regular veterinary care to prevent and treat diseases and parasites. **Cats who've been sterilized and abandoned outdoors aren't “saved.”** They still die—often [violently and typically after prolonged suffering](#).

Like your county's animal shelter and other open-admission facilities, we routinely see the detrimental effects that roaming cats have on native wildlife, other animals, and individuals in the community. Every week, we receive calls and media reports about injured and deceased cats as well as about dogs and/or other animals who have killed cats roaming outdoors and/or wandering into someone's yard.

We also receive reports about cats who are perceived to be a nuisance and have been harmed and killed by frustrated or hostile residents. While TNR proponents use marketing terms like “community cats,” many, if not most, people do not welcome the presence of roaming cats on or around their property. In fact, our Emergency Response Team caseworkers routinely handle [cruelty cases](#) involving homeless and roaming cats who've been [poisoned](#), [shot](#), [mutilated](#), [tortured](#), [set on fire](#), skinned alive, or killed in other cruel ways, often by property owners or

PEOPLE FOR
THE ETHICAL
TREATMENT
OF ANIMALS

Washington, D.C.

1536 16th St. N.W.
Washington, DC 20036
202-483-PETA

Los Angeles

2154 W. Sunset Blvd.
Los Angeles, CA 90026
323-644-PETA

Norfolk

501 Front St.
Norfolk, VA 23510
757-622-PETA

Oakland

554 Grand Ave.
Oakland, CA 94610
510-763-PETA

Info@peta.org
PETA.org

Affiliates:

- PETA Asia
- PETA India
- PETA France
- PETA Australia
- PETA Germany
- PETA Netherlands
- PETA Foundation (U39)

neighbors who just didn't want them there, **regardless of their reproductive or vaccination status.**

When residents of Weed, California, urged city leaders to intervene to stop the unfettered feeding of hordes of cats in the community, one explained, "It's agonizing. To wake up at night and listen to the sound of the kitties being torn apart by raccoon(s) It's not fair to the cats—they've become dependent on humans yet they have to live outdoors all winter, and they're being torn up by wildlife. What they're [cat feeders] doing is not being nice to the kitties, it's not. It's cruel."¹

As non-native and extremely efficient predators, cats decimate local wildlife populations. The Western Governors' Association listed roaming cats [13th among the top 50 invasive predators threatening ecosystems, wildlife, and local economies](#). Santa Cruz County is home to a diverse community of native birds, amphibians, mammals, reptiles, and marine life, many of whom are [struggling to survive](#) human encroachment and are extremely vulnerable to cat attacks. In addition to direct predation by cats, who attack and kill small animals whether or not they're fed regularly, cat feces can critically contaminate soil and waterways. Toxoplasmosis from cat feces has been linked to a growing number of marine-animal deaths, including those of threatened sea otters in California² and endangered monk seals and spinner dolphins in Hawaii.³

The National Association of State Public Health Veterinarians reports that "no evidence exists that maintained cat colonies adequately reduce human public health risks or appropriately address their impact on pets or native wildlife. Several reports suggest that support of 'managed cat colonies' may increase the public's likelihood of abandoning unwanted pets in lieu of more responsible options"⁴ and that "[s]tray dogs [and] cats should be removed from the community."⁵

The Centers for Disease Control and Prevention reports that **cats are the main domestic animal linked to human exposure to rabies**.⁶ You may remember the 2011 case in which an 8-year-old girl contracted rabies, likely from an infected homeless cat roaming the grounds of her school in

¹Mike Meyer, "I Feel Harassed by the Cats': Feral Colony 'Out of Control' in Weed Neighborhood," MtShastaNews.com, May 19, 2021, <https://www.mtshastanews.com/story/news/2021/05/19/feral-cats-out-control-weed-neighborhood/5169126001/>

²Robert Hart, "Researchers Warn Cat Poop Parasite Killing Otters in California Could Pose Human Health Threat," Forbes.com, March 22, 2023, <https://www.forbes.com/sites/roberthart/2023/03/22/researchers-warn-cat-poop-parasite-killing-otters-in-california-could-pose-human-health-threat/?sh=4285824f9620>

³Nathan Eagle, "How Cat Poop Is Killing Endangered Seals," CivilBeat.org, August 17, 2016, <http://www.civilbeat.org/2016/08/how-cat-poop-is-killing-endangered-seals/>

⁴National Association of State Public Health Veterinarians Inc., "Free-Roaming/Unowned/Feral Cats," Position Statement, September 1996, <https://abcbirds.org/wp-content/uploads/2015/07/NASPHV-1996-Free-roaming-unowned-feral-cats.pdf>

⁵Catherine M. Brown, D.V.M., M.Sc., M.P.H., Chair, "Compendium of Animal Rabies Prevention and Control, 2011," Memorandum, May 31, 2011, <https://www.nasphv.org/Documents/NASPHVRabiesCompendium.pdf>

⁶A.D. Roebeling, D. Johnson, J. D. Blanton *et al.*, "Rabies Prevention and Management of Cats in the Context of Trap-Neuter-Vaccinate-Release Programmes," *Zoonoses and Public Health*, July 17, 2013, https://www.researchgate.net/publication/249965373_Rabies_Prevention_and_Management_of_Cats_in_the_Context_of_Trap-Neuter-Vaccinate-Release_Programmes

Humboldt County.⁷ In 2019, Tulare County school officials were reportedly “urging parents to be on the lookout” after a rabid cat was found in that community.⁸

We hope you will maintain Santa Cruz County’s current policy on cat control and protection. I can be reached at 443-320-1277 or TeresaC@peta.org if PETA can be of assistance.

Thank you for all your hard work for Santa Cruz County’s residents.

Sincerely yours,



Teresa Chagrin
Animal Care and Control Issues Manager
Cruelty Investigations Department

Attachments

- PETA Flier: “Homeless Cats Are Not Super-Felines”
- PETA, “Important Briefing for Community Leaders on Trap, Neuter, Reabandonment (TNR) Programs”

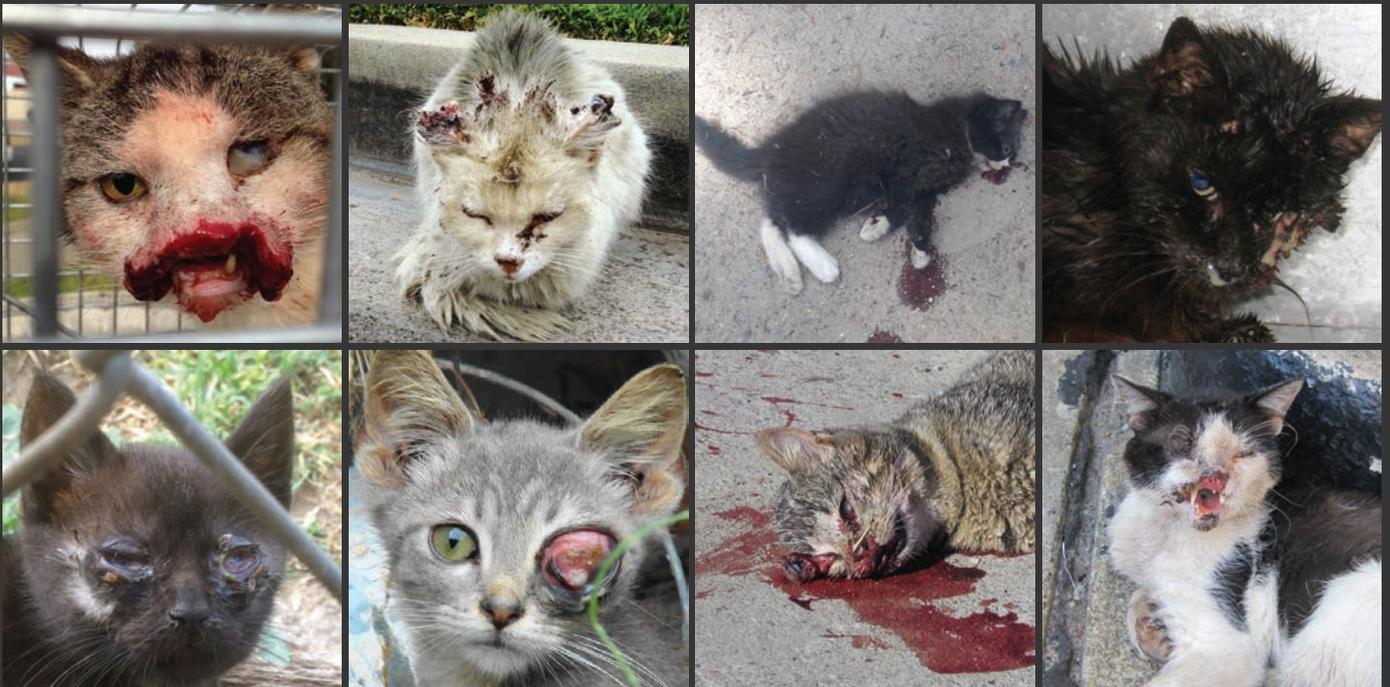
cc: Carlos Palacios, County Administrative Officer (carlos.palacios@santacruzcounty.us)
Members of the Santa Cruz County Animal Shelter Board of Directors
(nicole.coburn@santacruzcounty.us; swalpole@scottsvally.gov;
emily.chung@santacruzcounty.us; antonio.figueroa@watsonville.gov;
chris.clark@santacruzcounty.us; tamara.vides@watsonville.gov;
lschmidt@santacruzca.gov; adally@ci.capitola.ca.us; jbush@santacruzca.gov)

⁷Centers for Disease Control and Prevention, “Recovery of a Patient From Clinical Rabies—California, 2011,” Feb. 3, 2012, <http://www.cdc.gov/mmwr/preview/mmwrhtml/mm6104a1.htm>

⁸Kyra Haas, “Schools Urge Caution After Rabid Cat Bites Resident Near Tulare/Fresno Border,” *Visalia Times Delta*, Oct. 21, 2019, <https://www.visaliatimesdelta.com/story/news/2019/10/21/visalia-public-schools-urge-caution-after-rabid-cat-bites-fresno-county-resident/4053742002/>

HOMELESS CATS ARE NOT SUPER-FELINES

Cats who have been abandoned to fend for themselves are biologically identical to the cats who share our homes, and they deserve—and require—the same care.



Trap-neuter-release (TNR) involves sterilizing and then abandoning homeless cats instead of sheltering them. Rather than reducing homeless cat populations, TNR actually causes populations to increase. More people are likely to abandon cats if they think the cats will be “cared for,” and food set out for “managed” colonies makes untrapped cats better able to reproduce. Additionally, it attracts more cats (as well as wildlife, including foxes, raccoons, and rats).

TNR also fails to protect cats from the many dangers they face on the streets, including extreme temperatures, deadly diseases, parasites, speeding cars, and attacks by dogs, wildlife, and cruel people.

Trap, Neuter, Reabandonment (TNR) Programs

REAL-WORLD RESULTS OF TNR

Public officials and animal shelters are under pressure to end the euthanasia of homeless animals, but there are pitfalls to using a slingshot approach to ending animal overpopulation. In TNR (trap, neuter, reabandonment) programs, for example, cats are captured, sterilized, and then put back outside, where they are exposed to diseases—including some that can be transmitted to humans, such as rabies—and they fall prey to the elements, traffic, cruel people who consider them a nuisance, and predators.

TNR programs are designed to keep cats out of animal shelters, usually with the goal of increasing “save rates.” However, leaving cats outdoors is not a humane or an effective solution to the overpopulation and homelessness crisis they face, and it often causes even more problems in the community.



TNR INCREASES CAT POPULATIONS, RESIDENT COMPLAINTS, AND HEALTH HAZARDS

Cat colonies become dumping grounds for unwanted cats because people incorrectly believe that they'll be cared for. Food set out for colonies attracts felines from surrounding areas, increasing unsterilized cats' opportunities to mate and reproduce. It also attracts wild species, such as rats, and rabies-vector species, such as raccoons, to the area.

It can take up to 28 days for newly vaccinated cats to develop immunity to the rabies virus, and retrapping them for the necessary booster shots is virtually impossible and seldom attempted. Many people who feed cats—as well as passersby and curious children—have had to undergo rabies treatment after being bitten or scratched. Cats in colonies can also transmit parasites and diseases to humans who come into contact with them or their feces.

Finally, cats in TNR colonies stalk, injure, and kill native birds, reptiles, and other small animals who are part of the ecosystem and already struggling to survive habitat loss and other challenges.

Examples of these problems are below.

Pembroke, Ontario: The DailyObserver.ca [reported](#) that a TNR group was shutting down, citing the continued growth of the cat population because of abandonment by residents and difficulties trapping cats for sterilization. The city administrator said, “[N]ow there’s all kinds of cats and kittens down with lots of issues as a result. [The group] had a lot of sick cats, dead cats and feces where you had to wear rubber boots to try and walk around.”

“[N]o evidence exists that maintained cat colonies adequately reduce human public health risks or appropriately address their impact on pets or native wildlife. Several reports suggest that support of ‘managed cat colonies’ may increase the public’s likelihood of abandoning unwanted pets in lieu of more responsible options.”

—National Association of State Public Health Veterinarians

Pocahontas, Virginia: BDTOnline.com [reported](#) that a man had sustained injuries when he was attacked by a bear in his backyard. Authorities told him that the animal had likely been attracted to cat food left out on his porch.

Hillsborough County, Florida: WFLA.com [reported](#) that a cat who had been abandoned in the county's TNR program had bitten a good Samaritan. The animal tested positive for rabies.



Borough of Cornwall, Pennsylvania: LDNews.com [reported](#) that a child had had to undergo treatment for an illness caused by exposure to cats outdoors. The Cornwall Borough Board of Health reportedly agreed that food left out for roaming cats had created a health hazard.

Port Orange, Florida: News-JournalOnline.com [reported](#) that the number of cat colonies in the city's TNR program had increased from 12 to 168 in five years. The annual cost of the program had also increased, from \$9,000 in 2012 to \$23,000 in 2016.

Whitby, Ontario: DurhamRegion.com [reported](#) that city workers were trapping and removing cats who had previously been trapped, neutered, and reabandoned in a neighborhood because of "several complaints from residents, concerned with cats running at large and destroying their gardens."

Panama City, Florida: NewsHerald.com [reported](#) that staff and students at Gulf Coast State College had been told to stop feeding a colony of cats and that plans had been made to remove the animals because food left out for them was attracting coyotes and bears.

Wilkes-Barre, Pennsylvania: CitizensVoice.com [reported](#) that a homeless cat being fed by a resident had attacked an out-of-state woman who was visiting a neighbor. The cat either died or was euthanized before testing positive for rabies.

Burnsville, Minnesota: FOX9.com [reported](#) that a resident had contracted tularemia after he was bitten by an infected cat.

Parry Sound, Ontario: ParrySound.com [reported](#) that the city was reconsidering its pilot TNR program because "the number of feral cats appears to be increasing—as does the noise, smell and general nuisance."

Avalon Peninsula, Newfoundland: SaltWire.com [reported](#) that a TNR program had had to be suspended after an outbreak of feline distemper. A spokesperson for a TNR group said that populations were growing: "You can't get to them fast enough. People are dumping animals back in the colonies as fast as we get them cleaned up."

Rochester, New York: 13WHAM.com [reported](#) that the Monroe County Health Department had ordered the removal of wooden houses intended for homeless cats, because they had attracted rats. The Rochester environmental commissioner said, "Rats were actually nesting, roosting and breeding. It's contaminated with rat feces and things that are not good for public health."

South Huntingdon Township, Pennsylvania: TribLive.com [reported](#) that an employee had required post-exposure treatment after a rabid homeless cat entered a business and attacked the individual. A colony of homeless cats was reportedly fed near the business.



"Free-roaming cats account for the most cases of human rabies exposure among domestic animals and account for approximately 1/3 of rabies post-exposure prophylaxis treatments in humans in the United States."

—R.W. Gerhold and D.A. Jessup, "Zoonotic Diseases Associated With Free-Roaming Cats," *Zoonoses and Public Health*, 2012



Albuquerque, New Mexico: LCSun-News.com [reported](#) that an apparently homeless cat had been found dead and had tested positive for plague.

Stanislaus County, California: CeresCourier.com [reported](#) that a cat colony caretaker had found it impossible to keep up with the number of dumped and dying animals. “For the past 10 years [Neva] Walker has tended to the cats at the river location but is troubled that the problem is worsening. Many of the cats are dying from distemper or neglect. . . . ‘It’s happening daily,’ said Walker. ‘Last year not a day went by that I didn’t have at least one, possibly two or three cats abandoned.’”

Front Royal, Virginia: NVDaily.com [reported](#) that a colony of homeless cats was to be removed, in part because food left out for them was attracting deer, bears, and vultures.

Chesapeake, Virginia: 13NewsNow.com [reported](#) that a “rabid black and white short-hair cat with a broken front paw attacked customers in the parking lot of the Family Dollar Store and Easy Go Market.”

Orange County, California: OCGrandJury.org [reported](#) that because of feral cats around the county animal shelter and nearby jail, a Sheriff’s Office employee had been infected with flea-transmitted endemic typhus and required hospitalization.

Phoenix, Arizona: AZCentral.com [reported](#) that after eight years of allowing a TNR program on campus, Phoenix College had ended it because “[i]nstead of stabilizing the population, it has doubled, creating an unhealthy situation for the cats and the community.”

Jacksonville, North Carolina: JDNews.com [reported](#) that a homeless cat had bitten a man who was feeding a “colony of feral cats.” Authorities captured the animal, who was euthanized after exhibiting “neurological symptoms,” and he or she tested positive for rabies.

Honolulu, Hawaii: HawaiiNewsNow.com [reported](#) that after 20 years of allowing a TNR program on campus, Chaminade University had ended it because the homeless-cat population “continued to thrive and . . . feeders were just throwing the food around the campus, making a mess.” A spokesperson said, “It just didn’t work, I wish it did work.”

Upper Marlboro, Maryland: WUSA9.com [reported](#) that an area where cats were being fed was “beset



“Neutering, vaccinating, and feeding a cat after trapping leads to a longer life for the cat relative to trapping and euthanizing, but the eventual death of that cat will be much more inhumane. . . . No kill does not equal no death. It only postpones death and exchanges euthanasia for what will almost certainly be a much crueler death for the cat by car, disease, predator, or animal cruelty.”
—Joel R. McNeal, Ph.D.
Assistant Professor of Biology
Kennesaw State University

by a large flock of black vultures that roosts above the feral cat colony” to consume food put out by residents.

Miami Beach, Florida: Sun-Sentinel.com [reported](#) that seven people had been infected with hookworm near Miami Beach caused by cats defecating on pathways near the beach. Another eight cases were under investigation, including that of a 3-year-old boy.

While TNR may lower shelters’ intake and euthanasia rates temporarily (because cats are turned away rather than being given shelter), it quickly creates even worse—and more complex—problems that plague communities.

The proven, humane, and sustainable way to address the crisis of homeless cats is by requiring that they be spayed or neutered, licensed, microchipped, and kept indoors.



“TNR advocates take advantage of the lack of population biology knowledge in the general public to sell neutering as population control, while their feeding has a much more profound effect on populations. Reduced intake rates at shelters are often promoted as successes, but this simply means there are more cats on the streets rather than coming through shelters and says nothing about population increase or decrease.”

–Joel R. McNeal, Ph.D.
Assistant Professor of Biology
Kennesaw State University

“We estimate that free-ranging domestic cats kill 1.3–4.0 billion birds and 6.3–22.3 billion mammals annually. Un-owned cats ... cause the majority of this mortality.”

–Scott R. Loss, Tom Will,
and Peter P. Marra,
“The Impact of Free-Ranging
Domestic Cats on Wildlife
of the United States,”
Nature Communications,
12 Dec. 2013

“[C]at predation is one of the reasons why one in three American [bird] species are in decline.”

–George Fenwick, former president of American Bird Conservancy

From: Wendy VanWinkle

Sent: Saturday, December 2, 2023 9:41 AM

To: nicole.coburn@santacruzcountyca.us; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; Ischmidt@santacruzca.gov; jbush@santacruzca.gov; swalpole@scottsville.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us; Ajita Patel <Ajita.Patel@santacruzcountyca.gov>

Subject: Joe Phares

Hello members of the JPA Board and Personnel Director, Ajita Patel. My name is Wendy Van Winkle and I am a 15+ year employee of the Santa Cruz County Animal Shelter (SCCAS). The purpose of this email is to voice my support of Joe Phares.

I met Joe when he joined our agency in April 2021, as an Administrative Officer II. From the beginning, it was apparent that Joe is very intelligent, a hard worker with a strong work ethic and very professional. During his employment at SCCAS, Joe has demonstrated an in depth knowledge of personnel, accounting, payroll and IT related issues. Joe has always exhibited professionalism and has represented our agency in the highest capacity. I view him as a go to person for problem solving and feel that he is a true asset to our agency.

I thank you for your time and consideration.

Sincerely,

Wendy Van Winkle

Animal Services Assistant
Santa Cruz County Animal Shelter
580 Airport Blvd., Watsonville, CA 95076
Phone: 831-454-7200 ext 1 (English) ext 6 (Watsonville)
Tuesday-Saturday 9:30AM-12PM, 1PM-5PM
wendy.vanwinkle@santacruzcountyca.gov
www.scanimalshelter.org



From: Wendy VanWinkle <Wendy.VanWinkle@santacruzcountyca.gov>

Sent: Monday, December 4, 2023 8:36 AM

To: Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; Ischmidt@santacruzca.gov; jbush@santacruzca.gov; swalpole@scottsvally.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us

Subject: Rodolfo Manriquez

Hello JPA Board members and Personnel Director, Ajita Patel. My name is Wendy Van Winkle. I'm a 15+ year employee of the Santa Cruz County Animal Shelter (SCCAS). The purpose of this email is to voice my support of Rodolfo (Rudy) Manriquez.

I met Rudy when he joined our agency as an Animal Control Officer in August of 2015. From the beginning, he set himself apart with his strong work ethic and devotion to his position as an animal control/peace officer. Rudy has gone above and beyond in his efforts to educate and assist our animal owning residents, as well as rescue and improve the lives of many underserved animals of Santa Cruz County. He truly cares about the animals and their welfare.

During his current position as Shelter Manager, no task is too small for him to jump in and accomplish. Rudy is a Registered Veterinary Technician (RVT). Rudy not only sets up, but attends and assists the veterinarians at all of our free Healthy Pets For All clinics, for our underserved Santa Cruz County residents. His work cell phone number is SCCAS's medical emergency contact for all of our foster animals.

Throughout my employment at SCCAS, I view Rudy as one of the hardest workers we have had. I consider him an asset to our agency. I thank you for your time and consideration.

Sincerely,

Wendy Van Winkle

From: Caitlin Cota <Caitlin.Cota@santacruzcountyca.gov>

Sent: Tuesday, December 5, 2023 7:13 AM

To: Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; Ischmidt@santacruzca.gov

Subject: Santa Cruz Country Animal Shelter

Dear JPA Board,

I am Caitlin Cota a current full time animal care staff member and am reaching out to voice my distain for the union actions held at the SCCAS on 11/30/23. I unfortunately attended the walkout, so I have firsthand view of the disgraceful tactics and bullying of our coworkers. Joe Phares and Rudolfo Manriquez have been nothing but professional and helpful during our day-to-day work and I find the words written in the petition slanderous and manipulation of union power in attempt to discredit and fire our coworkers. These men and Amber work hard every day for the staff and the animals we care for and I would hope that the support from staff will show they are a valuable members of our team.

Shelter staff do need more support, a livable wage, and more staff members. But this was not the way to go about fighting for change. I personally feel misled and misrepresented by certain staff members and the union If I had been aware of the full scope and had read the petition prior to joining I would have never been a part of such an event.

Thank you for your time.

Caitlin Cota

From: Jeannette Peters <Jeannette.Peters@santacruzcountyca.gov>

Sent: Tuesday, December 5, 2023 9:29 PM

To: Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; lschmidt@santacruzca.gov; jbush@santacruzca.gov; swalpole@scottsvally.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us

Subject: Some Recent Concerns

To all JPA Board Members,

I am writing to voice some concerns that have surfaced in recent discussions and activities involving certain individuals at our shelter that are in collaboration with the union. While I support some of these actions, such as budget increases and the hiring of more staff, I have concerns that the union is attempting to unfairly fire specific individuals, namely managers Joe Phares, Rodolfo Manriquez, and Amber Rowland. It appears they have not been clear about their intentions, as I have had a few people come up to me in confusion and regret from what happened in Nov. 30th's rally regarding their focus on attacking these managers, specifically Joe.

Some union representatives, in collaboration with a few of the shelter staff, have engaged in tactics that lack transparency, including altering petitions after signatures were obtained and preventing signatories from retracting their support. This has resulted in a distressing situation where well-intentioned employees find themselves supporting the union without all of the information. My co-workers have stated that they were caught off guard and wished they had been notified of these plans before showing their support.

I urge the JPA Board to exercise caution in evaluating the union's comments regarding the implicated managers. Having worked closely with Joe, Rudy, and Amber, I can attest to the invaluable contributions they have made to our shelter. Joe Phares has demonstrated unwavering support during challenging times, ensuring fair treatment and representation for all staff members. He's the jack-of-all-trades that staff members can go to for any problem that they are having. Rodolfo Manriquez has dedicated years to fostering community relations, particularly within the Hispanic communities, and continues to extend assistance to those in need. Our relationship with these communities would not be the same without him, and he is a valuable asset to the shelter. Amber Rowland brings a commendable, data-driven approach to shelter operations, striving for necessary improvements despite encountering resistance from those spearheading the union's efforts.

While recognizing the legitimacy of certain union objectives, it is disheartening to witness the divisive tactics employed, causing significant turmoil within our shelter. I wholeheartedly endorse efforts to improve the pay scale and staffing levels, but I also express unequivocal support for Joe, Rodolfo, and Amber, who have consistently demonstrated their commitment to the welfare of our shelter.

This organization would not be the same without them and everything they have done to better our community. Thank you for your time and consideration.

Sincerely,



Jeannette Peters

Animal Services Assistant, Santa Cruz County Animal Shelter

(831) 454-7200 | scanimalshelter.org

Jeannette.Peters@santacruzcountyca.gov

[1001 Rodriguez St. Santa Cruz, CA 95062](http://1001RodriguezSt.SantaCruz.CA.95062)

From: Athena Del Rosario

Sent: Wednesday, December 6, 2023 12:29 PM

To: Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; swalpole@scottsvally.gov; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; lschmidt@santacruzca.gov; jrbush@santacruzca.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us

Cc: Nicole Harding <Nicole.Harding@santacruzcountyca.gov>; Cynthia Meidinger <Cynthia.Meidinger@santacruzcountyca.gov>; April Balke <April.Balke@santacruzcountyca.gov>; Todd Stosuy <Todd.Stosuy@santacruzcountyca.gov>; Amber Rowland <Amber.Rowland@santacruzcountyca.gov>; Rodolfo Manriquez <Rodolfo.Manriquez@santacruzcountyca.gov>; Joe Phares <Joe.Phares@santacruzcountyca.gov>

Subject: Regarding the 11/30/2023 union event at the Santa Cruz County Animal Shelter.

Dear Members of the Board

This letter is for the official record and should be publicly recognized. Regarding the "Union" event on November 30th that occurred at the Santa Cruz County Animal Shelter: On that day, I got back to the office from my day in the field. I was told there was a union event going on. I did not know what was going on, but staff members had asked Animal Control to support the event with positive intentions. I decided to follow the group with my newly adopted dog Banjo to see what was going on as I believed that the event was only to support staff members receiving fair wage adjustments. I signed a form that was provided to me believing that I was supporting fair wages and noting my attendance. After everyone got to the front of the Annex, people began to chant.

At some point, I heard a non-shelter union representative mention Joe's name telling him not to take photos of the workers. I heard several chants stating "Hey Hey Ho Ho, Joe Phares has got to go" as well as other remarks. At this point I decided to walk away from what I saw was going on.

After I witnessed the incident. I confronted the union representative who began the targeted harassment with the intention of letting her know that her actions in leading the harassment were unacceptable. During the conversation she admitted to me that she had a long history with Joe Phares spanning many years and dating back to his time with Santa Cruz County Health Services. I followed that contact with an email to SEIU demanding the removal of my name from the petition that I didn't even know had been modified to include the names of our management staff. I am not sure of the intentions behind that action, but I nor do my fellow Animal Control Officers support the

context of the petition or the "Group Bullying" incident that occurred on November 30.

Animal Control Officers have discussed both the incident and the petition. We completely disavow the bullying of our management staff. I have communicated this directly to our union as well because I want them to know that the type of behavior that occurred, and any future group bullying of any members of our staff is completely unacceptable. Joe, Amber, and Rudy have our full support regarding the incident and the corresponding petition, and we recognize and appreciate our management team's efforts to improve the lives of staff at the shelter. That said, we really do need to be able to sustain working and living in Santa Cruz County. If not for the sake of the employees, for the sake of the animals first and foremost.

The SEIU should know that many did not appreciate being misled in to being involved with something in which one of my fellow co-workers will have an entire group of people gathering to chant negativities about them and say that "They gotta go" or demanding their presence in what appeared and felt like a hostile manner. That does not represent my personal views; and my fellow officers have made it clear that those actions do not represent the Animal Control staff of Santa Cruz County.

Joe has been nothing but kind and respectful to our officers and I haven't known Amber for a very long time, but from what I can see, Amber is also fighting for the staff at the shelter every chance she gets. Also, Rudy is one of the hardest workers in the county and his devotion to the animals in the county is admirable and should be recognized. We are not trying to "get on the good side" with management either as some might possibly believe. As an Animal Control Officer, we must remain unbiased, maintain ethical integrity, and be able to recognize when we see something that needs to be addressed.

This shelter is a team, and we should all support EACHOTHER...management included. They are people too and nobody is perfect. This is also why we can forgive our union representatives for misrepresenting us. Everyone makes mistakes including our union representatives. **To those who were targeted:** please forgive our representatives as they only wish to do what they honestly think will improve the conditions for shelter workers.

We hope that the actions taken by non-staff union members on that day do not reflect poorly upon the employees at the shelter who give their blood, sweat, and mostly tears for the animals of Santa Cruz county. The type of people who work at the shelter are not the type of people who gather in a crowd to bully our management staff. That is not how we are. Each day a staff member or manager comes into the shelter for a day of work, it is an act of love. We are clearly not in the field of animal welfare for the pay. That said, in order for the animals in our county that we service to get the love and care they deserve, the staff at the shelter need to be able to focus on their job and not as much on if we can afford to pay for our own personal self-care that is much needed as every day we are working in situations that in many cases will affect our mental health for the rest of our lives. Again, we are not in this field for the money, but choosing this line of essential and selfless work should be sustainable for the workers. Currently, it is not for many employees. Yet still, many of us will and do gladly sacrifice

our own wellbeing for the wellbeing of the animals of Santa Cruz County.

Thank you,

Officer Athena Del Rosario (Writer)

Officer Cynthia Meidinger (Signed)

Officer April Balke (Signed)

Officer Nicole Harding (Signed)



From

Sent: Wednesday, December 6, 2023 12:35 PM

To: Nicole Coburn <Nicole.Coburn@santacruzcountyca.gov>; Emily Chung <Emily.Chung@santacruzcountyca.gov>; Chris Clark <Chris.Clark@santacruzcountyca.gov>; Ischmidt@santacruzca.gov; jbush@santacruzca.gov; swalpole@scottsvally.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us; Joe Phares <Joe.Phares@santacruzcountyca.gov>;

Subject:

*****CAUTION: This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.*****

December 6, 2023

Ladies and Gentlemen of the Board,

We, as Coordinators of Santa Cruz County Animal Services and authors of this letter have more than 50 years of combined experience working in a shelter environment.

We are reaching out to you on behalf of our fellow shelter employees invested upholding the integrity and success of a once productive and reputable agency to convey urgent needs that are now at crisis level. Our superiors in charge of operations have heard the following concerns in a number of meetings over the last several months, yet there has been no change.

Our Watsonville and Santa Cruz shelters that stand by an "Open Door" policy have experienced an influx of animals in the last year - 23% more than the year before, and it is not relenting. There are multiple factors affecting these numbers: The local population of cats and dogs has exploded since COVID, members of long distance communities asking for assistance when their local shelter has stopped accepting animals, and our low cost spay neuter program, Planned Pethood is not currently available. We have an entirely separate population of animals in foster care waiting to be spayed or neutered, then adopted that shelter staff also must care for. Our outreach programs are intermittent at best, based on available staff or resources, causing more animals to be brought to the shelter. Yet the staffing model has not been adjusted to account for the thousands more cats and dogs needing our help. Our staff is working to levels of exhaustion, leaving little room for absences of any nature. New

employees are not being trained properly due to time constraints, resources in and out of the shelter are in short supply. Our capacity for care is suffering. Animals are staying longer in a crowded building, as we search feverishly for placement and try to keep our euthanasia numbers low. It is overwhelming.

We believe the strong consideration and deliberation of the following requests will help bring resolution to this community's shelter system, which at this time, to many of us who have seen it at its best, is failing.

We are asking that a salary study be completed and taken into consideration. There is a need for an increase in wages to retain employees and recruit new prospects for our agency which serves this very expensive community.

Both the Watsonville and Live Oak shelter locations are teetering on being physically dysfunctional. There are two people operating the Watsonville Shelter doing the work of four people, which already has abbreviated hours due to lack of staffing. Animal Care Technicians are having to work alone in often dangerous situations in an antiquated building. There is one other person to answer phones, and tend to any and all clients in the lobby at any given time. The Watsonville location receives the majority of the animals in our system.

The Live Oak location is struggling to complete daily tasks and cover absences from holidays, to much needed vacations or injury. We are eternally grateful to the many volunteers who have donated their time and energy in a myriad of ways to compensate for lack of staffing, for they also know the animals pay the ultimate price.

We are asking for a 25% pay increase and the addition of 4 new staff positions in Animal Care, 3 in Client Services, 1 in Animal Control to alleviate these shortages.

We are asking that some form of low cost spay and neuter be made immediately available to the community. Something as simple as teaming up with local Veterinarians through a voucher program would help those in our community that cannot afford these services. This program has proven to be successful in the past, not only to help the public, but takes little effort for our already exhausted staff.

We are asking for experienced leadership that is present and proactive, that has up to date knowledge on shelter operations and develops rapport with local agencies and placement partners, that will not fall asleep in meetings, use inappropriate humor or remarks when referring to safety or humane euthanasia, or tell us they aren't a 'fix it' person.

We ask that the financial endorsement of third party groups that lack public transparency, specifically Project Purr be prevented. We should advocate that cats that are trapped,

neutered and released must be given medical care by a legal owner and such owner made aware of the responsibility. Support should be redirected in educating the public on species that have a direct impact on local wildlife.

We are asking for budget augmentation to reinstate public outreach and resources. The reinstatement of a Program Coordinator can help the shelter rekindle public relations through means of fundraising and interactive strategies.

In the last 9 months our mission statement of “Helping Santa Cruz County’s Neediest Animals” has become clouded by inconsistencies and blurred lines with little accountability for our superiors. We have strayed far from the goal, and are now struggling regularly to have the needs of our shelter animals met on a daily basis. Offering opportunities for low cost spay and neuter, public outreach, and building a strong body of employees will enrich the human and animal bond and keep animals out of the shelter. We need your support.

Thank you for your consideration.

Sincerely,

Sarah Goldberg

Megan Carroll

Jill Ganley

Karen Coullahan

From:
To: [Nicole Coburn](mailto:Nicole.Coburn@ci.capitola.ca.us); [Emily Chung](mailto:Emily.Chung@ci.capitola.ca.us); [Chris Clark](mailto:Chris.Clark@ci.capitola.ca.us); lschmidt@santacruzca.gov; jbush@santacruzca.gov; walpole@scottsvally.gov; antonio.figueroa@watsonville.gov; tamara.vides@watsonville.gov; adally@ci.capitola.ca.us; [Joe Phares](mailto:Joe.Phares@ci.capitola.ca.us)
Cc:
Subject: SC Animal Shelter - Please Increase Funding for Positions and Compensate Staff
Date: Wednesday, December 6, 2023 11:16:36 PM

CAUTION:This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.

Hi,

My name is Nancy Concepcion and I have volunteered at the Animal Shelter since 2019. As I work fulltime at the City of Santa Cruz as a Planner/Code Compliance Specialist I come to the Shelter mainly on Saturdays and holidays to walk dogs.

I started volunteering somewhat due a selfish basis for I had lost my 16 year old golden retriever Bison to cancer, and missed having a dog. Having the ability to be with dogs, and be helpful until I was ready for another dog - the Animal Shelter provided that. What I also found was the people here - such an amazing caring staff and my fellow volunteers --- we all have the same mindset - we all want the best for the furbabies be it dogs, cats, bunnies, birds, horses, chickens, pigs, ducks, hamsters and even lizards!

The Shelter staff truly care for these fur angels and silent loves and work hard to help find their forever homes. But since 2019 - such a change. After reading the last report - the big change is the increase in numbers of intake of animals. And despite this...there has not been a sufficient increase in staffing to address this. I see staff working non-stop - they are not slackers.

I am proud to be a volunteer to assist the Staff in anyway I can. Please look at the numbers, and add more staff to the shelter to assist the current staff. Also, please compensate them and provide them a living wage...they are worth their weight in gold!

Thank you for your time and consideration on this matter in increasing the funding and staffing at our wonderful Animal Shelter.

Nancy Concepcion