



# Animal Advisory Commission Minutes

January 27, 2022

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CITY SECRETARY  
DALLAS, TEXAS

## Minutes - FINAL

### 1. Call to Order – 9:06 AM

### 2. Public Comments

Commissioner Bobosky explained the Rules regarding the speaker's decorum during the public speaking portion of the meeting. There was a total of 14 speakers who spoke on the Dallas Humane Pet Sale Ordinance. There were 10 speakers in support of the ordinance and 4 against.

### 3. Approval of Minutes – October 28, 2021

Commissioner Bobosky allowed five minutes to review minutes from the October 28, 2021 meeting. A motion was made by Commissioner Lauren Berman to approve the October 28, 2021, AAC Minutes, second by Sandra Luhning. There were 6 in favor of approving minutes, 4 abstained and 1 Opposed. The motion passed to approve October 28, 2021, AAC Minutes.

### 4. Animal Advisory Commission Handbook Overview

#### Roles

- On January 10, 2022, the Commissioners were emailed a copy of the Animal Advisory Commission Handbook. Chair Bobosky explained that the commissioners may find all the necessary information pertaining to their appointed district positions within the handbook. It was explained that the commissioners are advisors to Dallas City Council members and the Mayor and are ambassadors to the larger Dallas communities. The Commissioners do not have quasi-judicial authority and do not set policies and are required to meet 4 times a year.

#### Annual Report

- In accordance with City Code 8.1-1, the Commission is required to submit an annual report to the City Manager to be approved by the board. A draft report was submitted to the Commissioners on Tuesday. The report was drafted by Commissioner Bobosky and DAS leadership. It contains a summary of the 2021 numbers while reporting goals to the City Council and Mayor. Chair Bobosky asked the Commissioners if there were any changes. Commissioner Hanson opposed the submission of the report. Chair Bobosky explained that there were 3 days to review the 5-page report and if there were any concerns, that was the time to express them.

**Commissioner Hanson's recommended to add a Behavior Support person added to the report. Director Webber explained that we don't have the pets in the shelter long enough to have this implemented and focused on the animal care and enrichment.**

Per the goals of FY22, Commissioner Hanson moved to include it in the report and Commissioner Kennedy seconded it. There were 4-against, 4-In favor, 1-abstain, so the motion to add a Behavior Support person to the FY22 goals failed.

**Approval of the Annual Report** – Commissioner Taylor motioned to approve the report, Commissioner Kennedy second the motion, 1-against, 5-in favor, 1-abstained and the motion passes.

### 5. Friends of Dallas Animal Services Overview – Presentation by Wendy Reiner, President

- Ms. Reiner thanked the Commissioners for sharing their time and talents to benefit the Pets in Dallas. She explained that the Friends Of was founded by a **small group of volunteers in 2019. It took months of preparation and conversations with** the Dallas Animal Services Leadership to establish structure. It applied for and received Non-Profit Corporation and 5019(c)(3) status and created a a Memorandum of



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90% to 92%. We were hitting that goal of 90%, but because of staffing challenges, for example, our field team is down officers by 50%. That's affecting a lot of what we do.

- **Increase in dogs and cats fostered:** Where we have met our goals is through our fosters. We wanted to increase our goal by 5%, but we've actually increased by 60%.
- **Decrease in loose and loose owned dog bites** – Our goal was 0%, but we've reached 82%. There was an 81.2% increase over FYTD21.

## Staffing Challenges: DAS Status

**DAS is dealing with prolonged staff shortages:**

- **14% of Full-time city positions vacant**
  - 13% of Day Labor positions vacant
  - 42% of Day Labor staff hired in the last 60 days
- **Primarily frontline staff positions**
  - ASO's: 34% vacant or onboarding
  - Animal Keeper I & II: 12% vacant
  - Veterinary Assistants: 17% vacant
- **Omicron leading to record high employee absences**
- **Staff have limited time for animal care**
  - Approximately 16 mins per animal for the full day
- **Amending hours**
  - Opening at 1 PM on Fridays
  - Closing adoptions & owner surrenders on Thursdays

## Local shelters impacted severely:

- **Lewisville and Denton closed temporarily**
- **Irving and Operation Kindness have closed part of the week**

## National Staffing Shortage (Data provided by Best Friends Animal Society):

- **87% of shelters nationwide, are below normal staffing levels**
- **71% of shelters nationwide, have been unable to recruit, hire, and maintain staffing levels**
- **74% of organizations cited multiple impact of the staff shortage**

## Increasing Emotional Stress for shelter workers (Information received from HASS Blog):

- **75% report online work-related bullying and harassment**
- **70% report in-person threats or harassment**

## Lifesaving Decreasing Nationally (Information provided by PetPoint)

- **Drop in Transfers**
- **Increase in Days in Care**
- **Decreased Adoptions**
- **Increased Euthanasia**

**COVID Operations Update:** You've received an email from me (Melissa Webber, Director) about DAS' closure on



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## Euthanasia Process

### Reasons for Euthanasia:

- **Bite dogs**
  - Incident investigated; management considers a rescue-only pathway on case-by-case basis
- **Court-ordered** – Court ordered by a judge due to a vicious dog bite.
- **Humane euthanasia**
  - **Fatally injured**
  - **Critically injured**
- **Behavior**
  - Pet has a known history or displays behavior in the shelter that make it difficult to handle, place or adopt
- **Medical**
  - Pet with a contagious illness that is detrimental to the entire shelter population
  - Pet with medical concerns that team is unable to find placement
- **Space**
  - Population of incoming animals has little or no place go due to kennel capacity
- **Euthanasia Decisions:**
  - Humane euthanasia decisions only require one signature by manager or veterinarian
  - All non-humane euthanasia decisions must be signed off on by two managers
- **Euthanasia Process:**
  - Performed onsite by staff that have Texas Euthanasia Certification from various units

### Dallas Humane Pet Store Ordinance

- **HB1818**
- **Bans the sale of dogs and cats in pet stores**
- **Supports pet stores that partner with shelters and rescues to adopt dogs and cats**
- **Presented to Quality of Life Committee December 6, 2021**
- **Supported by DAS**

### Violation Return – FYTD22 is at 6,155

- **Adoption Returns by Zip Code**
  - Return < 30 Days from Adoption
  - Owner Surrender > 30 Days from Adoption
- **Violations Issued**
- **Dangerous Dog Audit**
  - City Auditors are still working
  - Results expected later this year

### Animal Welfare Fund – Total Revenue collected \$49,230.71 – Funds Expended \$15,000.00

- **Fund revenue increased in 2021 with addition of civil citations**
- **DAS is exploring community support program options to fund with revenue**
- **DAS plans to increase budget appropriations at mid-year**



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Commissioner Hawthorne encouraged all commissioners to go to the Petland store because this is a very difficult issue that our council members will need advice. She explained it's principle versus personal and she encouraged all commissioners to visit and understand that our decisions are going to be very impactful.

Commissioner Sanders explained that she was lucky enough to be included on a conference call with her council member and the SPCA, and they reported some very specific numbers. One of the questions that Council Member Ridley brought up was about shutting down a business and is this appropriate. The Human Association said they were not asking them to stop selling dogs; they can partner with other rescue organizations to be providers just like Petco and PetSmart. She explained that they are not trying to close their business down, just asking them to change their business model.

Commissioner Hanson explained that she's done research and discovered a lot of things. Because of rescue, puppy mills have doubled, and we need to be careful and look at the big picture. Commissioner Hanson explained that if we really and truly want to shut down puppy mills, we need to look at everything. Commissioner Hanson recommended going to the breeders from where the Petland stores buy from, getting their actual data, and going to those breeders and see what it looks like to see if it's a puppy mill. Commissioner Trimble asked if she is willing to go to Missouri and other states and Commissioner Hanson explained she would go wherever the breeders are located.

## Commission Members Present

Valerie Hawthorne, PhD	Donna Magro
Cassandra Laster	Karen Kennedy
Sandra Luhning	Stephanie Hanson
Karen Sanders	Lauren Berman
Taylor Adams	Ryan McComber
Skip Trimble	Shelby Bobosky, Chair

## 7. Adjourn

- The meeting adjourned at 12:04 PM.

Animal Advisory  
Commission Thursday,  
January 27, 2022



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**Shelby Bobosky**  
Animal Advisory Commission Chair



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**Jillian Appelbaum**  
Board Coordinator