

**Animal Advisory Commission  
Special Meeting**

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**FINAL MINUTES**

2018 JAN 29 PM 5:14

**Meeting Date:** November 9, 2017

**Convened:** 1:31 pm

**Adjourned:** 4:15 pm

CITY SECRETARY  
DALLAS, TEXAS

**Members Present:**

Peter Brodsky, Chair  
Maeleska Fletes, Vice Chair  
Christopher Watts  
Molly DeVoss  
Karen Kennedy  
Sandra Luhring  
Pat Rodriguez  
Stephanie Timko  
Stephen Edison  
Judith Burnett  
Charlotte New

**Members Absent:**

Ryan McComber

**Briefing Presenters:**

Ed Jamison, Director  
Ryan Rogers, Asst. Director  
Ernie Lampkin, DAS Manager  
Kellie Snider, DAS Manager  
Ann Barnes, DAS Manager

**Staff Present:**

Bianca Johnson, Ann Barnes, Ed Jamison, Ryan Rogers, Kellie Snider, and Ernie Lampkin

**Guests:**

Deborah Rodriguez

**AGENDA:**

**1. Call to Order**

Presenter(s): Peter Brodsky

Information Only:

- Welcome new commissioners Stephen Edison and Charlotte New, Thanks for service of Patti Cody and Hasani Burton, and the return of Stephanie Timko.
- Welcome of Dallas Animal Services Director and Asst. Director, Ed Jamison and Ryan Rogers.

**2. Holiday Lunch**

Presenter(s): Peter Brodsky

Information Only:

- The commission takes up a fund to buy the DAS Staff lunch for the Holidays for the hard work they do all year long.

**Action Taken Committee Recommendation(s): N/A**

**3. Approval of September 14, 2017 Minutes**

**Action Taken Committee Recommendation(s):** A motion was made by Maeleska Fletes and second to approve the minutes was Pat Rodriguez.

#### 4. Management Reports

Presenter(s): Ed Jamison

Information Only:

- Staff Introduction of Management Team
  - Ed Jamison, Director
  - Ryan Rogers, Asst. Director
  - Ann Barnes, Field Manager
  - Kellie Snider, Shelter Manager
  - Ernie Lampkin, Administration Manager
  - Michael Burks, Medical Manager
- Background
  - Increased field impoundment by 40%
  - Citation increase by 60%
  - Improvement on outcomes of Live Release Rate - 2016: 61.1% and 2017: 73.3%
- Quarterly Statistics
  - All Citations has increased by 60%
  - Bite Investigations for All Types and Bite Investigations for Owned Loose and Loose decreased.
  - Impoundments from Field Only for dogs has increased.
  - Impoundments for Shelter Only for dogs decreased.
  - Live Release Rate on dogs are up 5076 years previous that put us at 75% live release rate and for cats are up 698 and 600 from the year before.
  - DAS Spay and Neuter are up to 719 surgeries.
  - Transferred 248 animals to Operation Kindness
- Care Team Statistics
  - Visited over 150 houses a day in a four-day week
- Early Assessment
  - Strength
    - We are keeping the momentum of support from advocates, City Hall and the community.
    - Open opportunities, while still achieving all-time highs.
  - Areas of Focus
    - Continued development of shelter and administration.
    - Efficiency opportunities such as equipment and utilization of existing staff.
- Next Steps
  - Continue with BCG recommendations
  - Develop new goals

The following were questions from the Commissioners with response:

- Mr. Brodsky: Why were citations down in Quarter 4?
  - Ms. Barnes: The Care Team is working Southwest as well as SPCA & SNN and its help people comply a lot faster than in the past.
- Mr. Brodsky: Is it good that we all are in the same region?
  - Ms. Barnes: That area is where we get the most amount of calls for loose dogs. I think it's a good thing because it helps us get people in compliance quick so we can move to the next place.
- Mr. Edison: Have we been able to look for the earlier quarters on how it played out in the courts system such as response rates, different outcomes these responses had, if they are successful?
  - Mr. Rogers: That information can be pulled but a lot is compliance dismissals.
- Ms. Timko: Can all organizations working in the Southeast coordinate efforts with everyone by reviewing the data?
  - Mr. Jamison: Yes, so that we are not creating duplicates and it would be good to have everyone on the same page.
- Mr. Brodsky: What is the metric as a community can look to determine our efforts are successful?
  - Mr. Jamison: Assuming that we are maximizing all of our efforts and using all of our resources and being sufficient as possible, once we see these going down then we can look at the intake numbers.
- Ms. Timko: Follow ups in the field for those to come in compliance when stray animals are returned to owner, does the owner get a citation or not and what is the plan for a follow up?
  - Ms. Barnes: The only time a dog is returned to owner is if it doesn't have a history of being loose and if the dog has a history it will come to the shelter for the owner to redeem and comply. Currently, there is no follow up but when a citation is given either they pay or comply.
- Ms. Timko: Are we following up with data from the municipal courts on if they paid the tickets or got in compliance and the ticket was dropped?
  - Mr. Rogers: A goo 50% would do nothing in response.
- Mr. Brodsky: Are you issuing criminal or civil citations?
  - Mr. Rogers: Majority of our citations are criminal but we have the ability to issue civil.
- Ms. DeVoss: What are the fines and how much are they?
  - Mr. Rogers: It depends on the violation, there are a set fines in the municipal court. It's also depends on the judge and/or if its civil or a criminal citation.
- Ms. DeVoss: So the outcome could be they do nothing, contest or come into compliance, right?
  - Mr. Rogers: Everything would have an outcome with a citation. If its criminal, a warranty is being placed; for civil, you have an increase in fees and a third-party agency that contacts.
- Ms. Rodriguez: Are we seeing more microchipped animals in the field?
  - Mr. Jamison: Now that people are more aware of what a microchip is they getting their pets microchipped.

- Ms. Rodriguez: When they target certain zip codes; do they reestablish every year?
  - Mr. Jamison: DAS works off of a heat map which is checked every year.
- Ms. Timko: Is 29,000 surgeries are what we are on track for?
  - Mr. Brodsky: Yes
- Mr. Edison: House visited, is that talking to someone or going to a house and no one is there?
  - Ms. Barnes: It is both, as long as information was left behind.
- Ms. Timko: What are the terms of the MOUs for the SPCA and Operation Kindness?
  - Mr. Jamison: 2 years.
- Mr. Brodsky: What was your happiest surprise and your unhappiest surprise when you came to DAS?
  - Mr. Jamison: Happiest, we have a lot to work with. Unhappiest, our workforce has a lot of hardworking people and they have been in tough situations, so some can be difficult.
  - Mr. Rogers: Happiest, the amount of potential is huge. Unhappiest, I'm stay positive.
- Mr. Brodsky: Being your own department, how did the transition go?
  - Mr. Lampkin: Most of the transition is tasked for the Administration Office; as we build we will increase the sufficient for the department.
- Ms. DeVoss: What are your assessment on the new rescue coordinator, the rescue group efforts, and how are you going to address that division within DAS?
  - Mr. Jamison: Right now, there are no additional to rescue. We do need to add to our Volunteers and we are in the process of trying to fill the Volunteer Coordinator position.
- Ms. DeVoss: Will you be willing to use some volunteers to view rescue group applications?
  - Ms. Snider: I am in the process of looking into firming our foundation, so yes, I am looking into increased our rescue community as well as volunteers and our shelter to make things as efficient as they can be.

**Action Taken Committee Recommendation(s): Request for an Active Org Chart for DAS.**

#### 5. Statues of Rescue Groups and Adoption Policy & Practice

Presenter(s): Ann Barnes

Information Only:

- Purpose and Background
  - Concerns regarding adoption policies and how animals are triaged to different adoption outlets.
- Various Avenues
  - Return to owner
  - Adoption kennels at 1818 N. Westmoreland Rd.
  - Everyday Adoption Center and remote adoption locations
  - Rescue/Foster Groups
  - Not place able

- Concerns
  - Extending length of stay
  - Over extending capacity
  - Citizens & Rescues having difficulty tagging
  - Increased euthanasia
  - Added Concerns
    - Ms. New: There is no process of knowing where an animal is going to once it gets adopted.
    - Ms. Timko: There is not an ordinance for Do Not Adopt or Do Not Foster list.
- Mr. Brodsky summarized the policy is that they walk out of the shelter responsibly, but the practice will not always yield there are some cases that EAC is prioritized but it is not your official policy.
- Ms. Fletes: Is it an option to allow the “Fluffy” go to a foster to allow room for other animals to come to the shelter before EAC.
- Mr. Edison: Would it be helpful to hear from the Commission on what the expectations are for success should be in the next 12 months.
  - Mr. Edison: 80+% Live Release Rate with sustain intake barring proof that there are not more dogs to pick up.
  - Mr. Brodsky: I would like to see clearer policies and the staff trained up.
  - Ms. Fletes: I would like to see our top 2 pullers get an MOUs or recognition.
  - Ms. DeVoss: encourages to look at our resources of rescues internally.

The following were questions from the Commissioners with response:

- Mr. Brodsky: Why is the tagging system insane?
  - Mr. Jamison: We posted a picture of a “Fluffy” and within 15 seconds of posting it was tagged by a rescue. What is the definition of rescue? This was an adoptable animal.
- Mr. Brodsky: is it your plan to come up with a set of rules that can be tracked so that the rescue groups can have a mix of animals along with hard to adopt and easy to adopt?
  - Mr. Jamison: That would be my hope, Yes.
- Ms. Fletes: Can you tell us what the agreement is with PetSmart?
  - Mr. Jamison: I will have to get back with you on that.
- Ms. Timko: Can a person at the desk release a tag?
  - Ms. Snider: We ask that they get it approved through Supervisor or Manager.

**Action Taken Committee Recommendation(s):** N/A

**6. Review of “Let’s Fix This” Campaign**

Presenter(s): Peter Brodsky

Information Only:

- We have started a media campaign using some images that are generally dogs that are menacing people and majority of those that are picture in the images are people of color.
- The three-main topic of these images are:
  - Negative about dogs, portray dogs as viscous and will decrease the passion.
  - Some felt it was racist
  - It will not work because it is fear based.
- The process and the role is:
  - Spay/Neuter Surge
    - Have people going into the community
    - Partnering with Animal Service Offices
- We hired a media firm called Illum Communications owned by James Evans. He has done a lot of animal related particularly spay/neuter campaigns in minority and underserved communities.
- The key to the campaign is to help understand the link that spaying and neutering your pet has a direct impact on the number of dogs running around.
- We came up with drawings, secured emails from SPCA and some Council Members and surveyed the community of the images, which we received positive feedback. We then met with Southern Dallas Council Members, the feedback received were some of the images attacking African Americans were reminisced of civil rights but only if they were German Shepherds, others suggested that we do not use Pit Bulls either.

The following were questions from the Commissioners with response:

- Ms. DeVoss: How do we make an aggressive dog tie to wanting to get your dog fixed?
  - Mr. Brodsky: The title of the campaign is “Let’s Fix It” and then information on spay/neuter.
- Ms. Timko: Is this campaign a recipient of any City funding?
  - Mr. Brodsky: No.
- Ms. Timko: Will the City be promoting this campaign?
  - Mr. Brodsky: The City has nothing to do with this campaign, the reason we involve the City is because we respected the City Leaders that represent these communities and we wanted to make sure we weren’t missing something.
- Ms. Timko: Does this campaign require the vote or approval of the AAC Commission?
  - Mr. Brodsky: No.

**Action Taken Committee Recommendation(s):** N/A

**7. Public Comments**

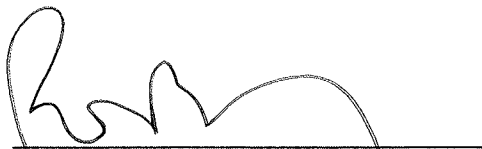
The following citizens stated their full name, address, and raised their concerns:

- No Comments

**Action Taken/Committee Recommendation(s): N/A**

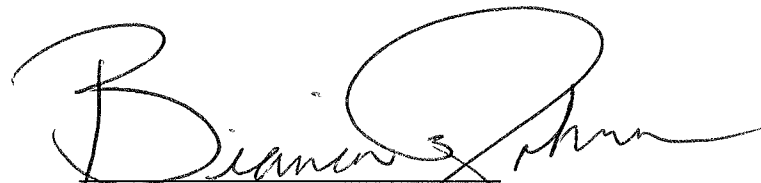
**8. Next Meeting**

- TBD



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**Peter Brodsky**  
Animal Advisory Commission Chair



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**Bianca Johnson**  
Board Coordinator