

Friday 2018 Session Descriptions and Speaker Bio's

Keynote Speaker – 4 Hour Session

Animal Cruelty Investigations in Today's World - The course will discuss dealing with investigations that involve outside groups presenting cases for investigation (i.e. A.R.M, PETA), dealing with the press, conducting the investigation, documentation, evidence recovery, taking statements, criminal charges as related to current Florida State statutes, and courtroom readiness.

- **Presented by: Master Deputy / Detective Jay Scarborough** is the lead Detective for Polk County Sheriff's Office Agriculture Crimes Unit. Det. Scarborough has conducted an extensive number of animal cruelty, animal neglect, and animal fighting investigations. Det. Scarborough is a certified animal cruelty and equine cruelty investigator through Colorado State University and Code 3 and Associates. Det. Scarborough has been employed by the Polk County Sheriff's Office for 15 years and has been an animal investigator for almost 9 years.

Keynote Speaker – 4 Hour Session

Practical Management Tools: Performance, Budget, Ordinance – This session will provide practical training and lessons learned for supervisors and managers on three major topics: 1. Performance management and evaluation for all sections of animal services organizations; 2. Budgeting and the use of decision units to help you market/sell your ideas, needs and wants; and 3. The new era of public and politician driven ordinance initiatives and how to try to manage public policy as it affects your organization. Attendees will be given actual examples of real life situations and tools that they can adapt to their agency needs.

- **Presented by: Scott Trebatoski**, current department director of the Pet Resource Center over Hillsborough County's public shelter and animal control divisions. He has worked in the public animal control and sheltering field for most of two decades and has led three different Florida counties' operations. Scott has performed paid consultant work in public sheltering in dozens of communities across the nation. Prior to working in animal control, he worked primarily in the for profit sector with focuses on finance and human resources. Although Scott is well known for being a visionary that is willing to push the envelope to improve our profession, he also has very practical skills in agency management and politics. Expect him to be direct and speak his mind, but you should also have some fun during his presentation.

Keynote Speaker – 4 Hour Session

Euthanasia Technician "Re-Certification" – Whether you have been certified for 2 years or 20 years, this session is for you! As FACA certified euthanasia technicians, it is our responsibility to ensure we are knowledgeable of the current scientific, legal, and ethical guidelines for performing humane euthanasia. During this session we will review recent changes to Florida statutes and professional guidelines regarding euthanasia in the shelter setting. We will also discuss ideas for reducing stress during euthanasia (for the animals and the humans), strategies for minimizing errors, and techniques for unusual situations. Numerous case examples will allow attendees to share good practices and quash bad habits. All attendees will receive an official certificate of completion. *Please Note: FACA strongly supports continuing education for certified euthanasia technicians, therefore this session is being repeated from 2017, will likely be repeated again in 2019, and is being repeated twice during this conference, all to enable agencies to send different staff to each opportunity.*

- **Presented by: Dr. Rachel Barton**, City of Tallahassee Animal Services. Dr. Rachel Barton graduated from Michigan State University's College of Veterinary Medicine in 1999, and has been the Animal Services Veterinarian at Tallahassee Animal Services for over a decade. She

received a graduate certificate in Shelter Medicine from the University of Florida in 2014. Dr. Barton has been a FACA Euthanasia Certification instructor for 6 years, and oversaw the recent revision of the course. In addition to her work with Tallahassee Animal Services and FACA, she also serves as adjunct faculty at Florida A&M University's Veterinary Technician Program, and is a veterinary responder with the ASPCA's Field Investigations & Response Team.

1 Hour Session

Workplace Violence: Dealing with an active assailant – Unfortunately, as recent news reports have shown, workplace violence continues to be perpetrated throughout the country. Many of these incidents occur in a very short period of time and it is important that people have an understanding on not only what to look for, but how to react if they find themselves in such a traumatic situation. This course is designed as an overview to educate the participant in “red flags” to look for with their co-workers or citizens before a critical event, how to properly handle these situations, and how to properly react if they find themselves in an active assailant at their workplace.

- **Presented By: Master Deputy Stanley Murray** is currently a twenty year veteran of the Orange County Sheriff's Office where he is assigned as the Crime Prevention Practitioner, to the Patrol Command Staff of International Drive and Walt Disney areas. Deputy Murray serves as the overseer of Crime Prevention Techniques where he provides crime prevention tips, information, and trainings to home owner associations, religious places of worship, and local businesses. Master Deputy Murray is the coordinator and trainer of the Orange County Sheriff's Office Chaplains Unit which incorporates the volunteerism of various religious leaders being a support and sounding board to sworn and civilian employees, as well as the citizens of Orange County. Deputy Murray is also a certified Field Training Officer and Instructor Techniques Professional. Deputy Murray holds his degree studies in both Criminal Justice and Theological Studies. Deputy Murray is married to Tameka Murray with three children they share.

1 Hour Session

Rabies and Zoonotic Disease Update – This session covers updates in the Florida rabies guidance and briefly reviews a human rabies case identified in Florida in 2017, a surge in animal bites linked to Hurricane Irma, recent challenging animal rabies cases, and a brief synopsis of an antibiotic resistant campylobacter outbreak in puppies. Interested participants are encouraged to call or e-mail the speaker prior to the conference at: 850-245-4117 or danielle.stanek@flhealth.gov if they would like to share a challenging rabies investigation with the group or request more information about a particular zoonotic disease.

- **Presented by: Dr. Danielle Stanek** is the State Public Health Veterinarian for Florida. She earned a Bachelor of Science in Microbiology (1985), and her D.V.M. (1989) both from the University of Florida. She has experience with mixed and small animal veterinary practices, veterinary diagnostics (Washington State and Cornell universities) and avian wildlife disease investigations prior to leading the Zoonotic and Vectorborne Disease Program at Florida Department of Health. While she spends a good part of her day dealing with rabies related concerns, there is never a shortage of other unusual and emerging zoonotic and vectorborne disease issues to investigate.

1 Hour Session

Legislative Process 101 – In this session, we will discuss how the legislative process works, how grassroots fits into the process, and how to identify bad bills that may look good on the surface, as well as how to educate folks once you've identified such a bill. We will talk about the importance of working with partners and having a network in place to share information when the time comes.

- **Presented by: Diana Ferguson, Kate MacFall & Jen Hobgood**

- **Diana Ferguson** joined Rutledge Ecenia in 2011 as an attorney and registered lobbyist. Her practice is concentrated in the areas of environmental and administrative law, regulated industries and government relations. Prior to joining the firm, Diana provided legislative counsel to the Florida Association of Counties, where she advocated for numerous local government issues, including animal control. Diana received a political science degree from the University of Missouri – Kansas City and a Juris Doctorate from Oklahoma City University School of Law. She is a member in good standing of the Texas and Florida Bar Associations and is the Legislative Chair of the Florida Bar Animal Law Committee. Among other awards and achievements, Diana was recognized as a Florida Legal Elite “Up & Comer” in 2013. This recognition is for attorneys under the age of 40 who have exhibited leadership in the law and in their community.
- **Kate MacFall** is the Florida state director for The Humane Society of the United States. Kate’s primary focus is to work on animal protection legislation, policies, local ordinances and initiatives to protect animals. She also works with the Florida Fish & Wildlife Conservation Commission on wildlife policies, such as protections for black bears, manatees, and gopher tortoises. Kate serves on the board for the Florida Animal Friend license plate, which provides grants for spay/neuter statewide, and is also an advisory board member of FAAWO, the Florida Association of Animal Welfare Organizations. She travels extensively around the state developing a grassroots network of advocates on animal protection measures, and visiting animal shelters and sanctuaries. Kate lives in Tallahassee where she co-founded and serves on the board of the Animal Shelter Foundation Inc. and actively volunteers with Tallahassee Animal Services.
- **Jennifer Hobgood** is the state legislative director in the Southeast region for the ASPCA’s Government Relations department. In this role, she directs the ASPCA’s legislative and advocacy initiatives in Florida and Georgia. Prior to joining the ASPCA, Jennifer worked for twelve years with the Humane Society of the United States, serving as Campaign Manager and Florida state director. In these roles, she worked on a number of regulatory and legislative efforts, including policies that sought to end greyhound racing, promote shelter pet adoption, and ban fox and coyote pens. She also served on state governmental committees, provided technical expertise on wildlife issues, and served on the Board of Directors for the Florida Animal Friend Spay/Neuter license plate, including terms as President and Vice-President. Jennifer earned her PhD in English at Florida State University and previously worked as a college professor in Georgia, where her volunteer work at a rural animal shelter led her to a career in animal welfare. Jennifer is originally from Georgia and has lived in Tallahassee, Fla. for nearly 20 years.

1 Hour Session

Officer Safety: Effective Communication – Those in positions of authority often have to deal with persons that are resistant to their enforcement of certain laws and ordinances. There will always be people that challenge your authority, refuse to comply with lawful orders, and at times threaten your physical safety. This course is designed to help participants learn techniques to de-escalate a hostile situation. Furthermore, the participant will learn components of the communication process between individuals, the role of listen and speaking in effective communication, and how nonverbal communication can assist the officer’s ability to communicate effectively.

- **Presented by: Master Deputy Stanley Murray** is currently a twenty year veteran of the Orange County Sheriff’s Office where he is assigned as the Crime Prevention Practitioner, to the Patrol

Command Staff of International Drive and Walt Disney areas. Deputy Murray serves as the overseer of Crime Prevention Techniques where he provides crime prevention tips, information, and trainings to home owner associations, religious places of worship, and local businesses. Master Deputy Murray is the coordinator and trainer of the Orange County Sheriff's Office Chaplains Unit which incorporates the volunteerism of various religious leaders being a support and sounding board to sworn and civilian employees, as well as the citizens of Orange County. Deputy Murray is also a certified Field Training Officer and Instructor Techniques Professional. Deputy Murray holds his degree studies in both Criminal Justice and Theological Studies. Deputy Murray is married to Tameka Murray with three children they share.

1 Hour Session

Mitigating Wildlife Conflicts with Pets – Conflicts between humans and wildlife are common in Florida; the Florida Fish and Wildlife Conservation Commission's (FWC) Wildlife Assistance Program receives over 11,000 reports of human-wildlife conflict each year. While many of these reports involve concerns about pet and livestock safety, there are steps that can be taken to keep people and pets safe. This presentation will provide an overview of common Florida wildlife species that may be encountered, discuss ways to identify potential wildlife attractants, and teach participants about the various recommendations they can make to residents to help them avoid unwanted wildlife encounters.

- **Presented By: Catherine Kennedy** is North Florida's Senior Wildlife Assistance Biologist with the Florida Fish and Wildlife Conservation Commission's Wildlife Assistance Program. Her work seeks to promote coexistence with native wildlife by providing education, outreach, and technical assistance to the public to mitigate and prevent human-wildlife conflict.

1 Hour Session

Legislative Update: A Panel Discussion – Moderated by Doug Brightwell, President of the Florida Animal Control Association and Director of the Pinellas County Animal Services. This panel discussion will involve FACA's contracted lobbyist, as well as representatives from FACA, the ASPCA, and the HSUS. Attendees will be informed of the challenges faced in the State's Capital as each organization works to advance their own legislative agenda, as well as how they all support each other's efforts. All relevant 2018 bills will be discussed as well as the concerns that each organization has each of them. Attendees will be given an opportunity to participate in the dialogue.

- **Panel participants include:**
 - **Kim Staton**, FACA Legislative Committee Chair and Director of Osceola County Animal Services. Kim started working with animals as a veterinary technician when she was still in high school. Since then she has worked for several shelters around the country starting as an Animal Control Officer and working her way up to Director. Kim also worked four years as the Southeast Regional Coordinator for the Humane Society of the United States and another seven years as an independent national animal welfare consultant. Kim is a Certified Animal Welfare Administrator and is working as the Director of Osceola County Animal Services in St. Cloud, FL.
 - **Diana Ferguson** joined Rutledge Ecenia in 2011 as an attorney and registered lobbyist. Her practice is concentrated in the areas of environmental and administrative law, regulated industries and government relations. Prior to joining the firm, Diana provided legislative counsel to the Florida Association of Counties, where she advocated for numerous local government issues, including animal control. Diana received a political science degree from the University of Missouri – Kansas City and a Juris Doctorate from Oklahoma City University School of Law. She is a member in good standing of the Texas and Florida Bar Associations and is the Legislative Chair of the

Florida Bar Animal Law Committee. Among other awards and achievements, Diana was recognized as a Florida Legal Elite “Up & Comer” in 2013. This recognition is for attorneys under the age of 40 who have exhibited leadership in the law and in their community.

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1 Hour Session

Venomous Snake ID and Capture - The FWC allows animal control agencies to remove/relocate venomous reptiles but only under special authorization. In this block, participants will get an overview of the native venomous snakes in Florida and will get an understanding of the differences in hemotoxic and neurotoxic venoms and how their effects on people and animals. You will be exposed to various reptile handling equipment which will include demonstrations of handling snakes with the proper equipment. You will also have the opportunity to experience using the equipment in a controlled environment to capture/handle non-venomous snakes as if they were venomous. Venomous snakes will be on display and used for demonstrations.

- **Presented by: Investigator Steve McDaniel** Investigator Steve McDaniel received his Bachelors’ degree in Criminal Justice from Columbia College. He is currently considering his Masters in Wildlife Biology. Investigator McDaniel retired from the Winter Park Police Department in 2008. Steve became an FWC officer in 2009. Currently he is assigned to Lake, Marion & Sumter Counties as an Investigator in the Captive Wildlife section. Steve is court certified as an expert witness in captive wildlife & is a Subject Matter Expert on reptiles. He has worked on FWC rules regarding captive wildlife. Since 1981 Steve has conducted hundreds of wildlife programs. He teaches several fire/rescue departments, animal control & code enforcement people regarding wildlife, capture of venomous reptiles & snakebites. Also, he’s taught at several colleges. Steve

has taught state attorney's offices in FWC laws for court purposes. Steve is a former Assistant Director of the Florida Antivenin Bank. Steve has possessed and bred reptiles continuously since 1971. Currently, he keeps 45 snakes & turtles. "Normal" pets include 2 skunks and 2 dogs.

1 Hour Session

Cooperation is Not a Dirty Word: Teamwork Makes the Dream Work – Working together should be the common theme for everyone in the animal care & control and welfare world. Animals depend on us, pet owners depend on us. Whether you are an animal control officer, a shelter employee, or a volunteer for a rescue organization, we'll talk about how we can work together to increase adoptions, decrease intakes, and keep pets at home.

- **Presented By: Rob Leinberger** has an amazing girlfriend, two children, a dog, a cockatiel, a bearded dragon, and a red-footed tortoise. He's an Eagle Scout and worked as a veterinary assistant during high school. In December 1991, he became an Animal Control Officer for Chesterfield County. Rob joined Richmond Animal Care & Control in January 2016 as the Animal Control Supervisor. He teaches an animal control basic course for new animal control officers in the region. Rob has an Associate's Degree in Police Science and a Bachelor's Degree in Human Resource Management. In 2011, he completed a Master's Degree in Human Resource Management at the University of Richmond. In October 2009, he was elected to the board of directors for the Virginia Animal Control Association and is the past President. In September 2012, Rob joined the board of directors for the National Animal Care & Control Association and currently serves as Vice-President.

1 Hour Session

Hurricane Irma Lessons Learned: A Panel Discussion – Moderated by Laura Bevan of the Humane Society of the United States. This panel discussion will involve representatives from some of the most severely impacted areas of Florida. We will discuss preparations that were made pre-storm, to include: coordinating of assets and personnel, protecting shelter population, preparing pet friendly shelters, managing public concerns, etc. We will also discuss what each was doing during the storm and how they were involved in recovery operations.

- **Participants include:**
 - **Tara Vickrey, Florida Keys SPCA.** Tara Vickrey began her career in animal welfare in 2008 as a Sea Turtle Rehabilitator with the prestigious Turtle Hospital located in Marathon Florida. From there she studied at St. Petersburg School of Veterinary Technology and accepted a position as a Veterinary Assistant at the Marathon Veterinary Hospital. It was a fateful night in 2011 when an emaciated, parasitic ridden stray dog came in on Emergency after being struck by a car and left paralyzed on the side of the road. As she cared for the disabled dog night after night, her compassion for the young stray she later adopted lit a fire for protecting companion animals. She accepted a position at Safe Harbor Animal Rescue of the Keys, became a Certified ACO, and served as Executive Director until she facilitated the organizations merge with the FKSPCA in 2015. Tara currently serves as the Director of Operations of the Marathon Campus.
 - **Christina Sutherin** is the Director of Clay County Animal Services. Prior to joining to the team at Clay County Christina was the Director of Operations for Savannah-Chatham Metropolitan Police Department Special Operations Division/Animal Control. Her work history includes veterinary office management, Animal Control Officer, Trainer/Performer for SeaWorld Parks under Anheuser Busch and various position within the shelter. This diverse background has allowed her to work with everything from marine mammals, livestock, domestic and exotic animals in a variety of settings.

When away from the shelter Christina enjoys spending time with her own human and fur kids at the beach or just about any outdoor setting.

- **Paul Studivant**, *St. Johns County Animal Control*. Paul currently serves as the Director and has been with the division for 23 years. He is the former President of the Florida Animal Control Association (F.A.C.A.)(2010,2014 and 2015) and Florida Animal Friends. Mr. Studivant is a current member of the State Rabies Committee, active board member for the Florida Animal Control Association (F.A.C.A.), Florida Animal Friends, and the State Agriculture Response Team (SART). Mr. Studivant is the ESF-17 Coordinator for St. Johns County, large and Small Animal Rescue Certified, and a consultant for HSUS Shelter Services. He completed Livestock Education and Certification for Agriculture Law Enforcement (LECALE) through the University of Florida, he is a Cruelty Investigator through Code 3, and also a Certified Occupational Dog Bite Safety Trainer. Mr. Studivant's purpose and passion lies in the protection and safety of animals.
- **Laura Bevan**, *Humane Society of the United States*. Laura began her career with The Humane Society of the United States (HSUS) in 1987 and currently serves as director of the Southeast Region, which is comprised of 8 states and Puerto Rico. During her years with The HSUS, Laura has conducted investigations into animal dealers, animal collectors, horse and dog racing, animal fighting, and ritual animal sacrifice. Laura has lobbied the legislatures of several states and has been instrumental in passing numerous animal protection laws, including Florida's animal fighting law, humane euthanasia, felony animal cruelty, dangerous dogs, and the animal friend license plate, etc. She is most recognized for her work in promoting disaster planning and response for animals, which has been a passion since she led the HSUS response to Hurricane Andrew in 1992, the 2004 Florida Hurricanes, and the Mississippi response to Katrina.

1 Hour Session

Alligator Capture & Handling – Ever wanted to wrestle an alligator? Well this is the next best thing. The FWC administers the Statewide Nuisance Alligator Program (SNAP) which allows trappers to catch large nuisance alligators. Animal Control staff often get called to handle the smaller versions up to about 4 feet long. Participants will learn how to catch these small, nuisance alligators using different pieces of equipment and then relocate them safely. A brief overview of SNAP and bites from alligators will also be covered.

- **Presented by: Investigator Steve McDaniel** Investigator Steve McDaniel received his Bachelors' degree in Criminal Justice from Columbia College. He is currently considering his Masters in Wildlife Biology. Investigator McDaniel retired from the Winter Park Police Department in 2008. Steve became an FWC officer in 2009. Currently he is assigned to Lake, Marion & Sumter Counties as an Investigator in the Captive Wildlife section. Steve is court certified as an expert witness in captive wildlife & is a Subject Matter Expert on reptiles. He has worked on FWC rules regarding captive wildlife. Since 1981 Steve has conducted hundreds of wildlife programs. He teaches several fire/rescue departments, animal control & code enforcement people regarding wildlife, capture of venomous reptiles & snakebites. Also, he's taught at several colleges. Steve has taught state attorney's offices in FWC laws for court purposes. Steve is a former Assistant Director of the Florida Antivenin Bank. Steve has possessed and bred reptiles continuously since 1971. Currently, he keeps 45 snakes & turtles. "Normal" pets include 2 skunks and 2 dogs.

1 Hour Session

How Proactive Community Cat Programs Save Dogs Too – Animal control officers are vital to both public safety and animal safety, but when officers are inundated with calls about cats, there is less time to problem solve and prevent homelessness or to investigate cruelty & neglect in the community because officers are working feverishly to simply keep up with the call demand. When complaint calls and requests for services on cats decrease dramatically (through proactive problem solving), more time, money & resources can be focused on helping dogs in the community. And In shelters, when there are less cats absorbing limited resources, the staff has more time to devote to safety net, enrichment and activities that will speed up live outcome.

- **Presented By: Cameron Moore** joined the Maddie's® Shelter Medicine Program at UF as Million Cat Challenge Program Manager in August 2017. The Million Cat Challenge is a shelter based campaign to save the lives of one million cats in North America. It is a joint project of Maddie's Fund®, UF, the UC Davis Koret Shelter Medicine Program, and the ASPCA®. Cameron was formerly part of the team that created Target Zero and has many years of experience helping organizations identify opportunities to implement proven best practices and increase lifesaving. She also helped communities find ways to not only improve the live outcome of shelter animals, but prevent homelessness and keep pets out of the shelters and with families who love them. She launched the renowned Feral Freedom program in Jacksonville, Florida in 2008, which served as the cornerstone to helping the city achieve and maintain a live release rate of over 90 percent and has continued to mentor communities around the country to implement their own lifesaving programs.

1 Hour Session

Puppies, kittens and public records, oh my! – Based upon the premise that government openness and transparency are critical to citizen confidence and involvement in our democratic society, Florida's constitution favor openness. Providing access to public records is a duty of each agency, local animal control authority included. Further, even when a private entity provides animal control services to a city or county via contract, its records must be made open for inspection. Failure to comply with open government provisions can subject an agency and its employees to liability for attorney's fees and even criminal penalties. This session will talk about how to deal with public records requests without landing in hot water, and the exemptions to public records laws that might typically apply to the types of records maintained by animal control authorities.

- **Presented by: Marcy LaHart**, a solo practitioner in Micanopy, Florida has been an attorney for 25 years. Ms. LaHart handles a variety of animal related litigation for both pet owners and animal welfare organizations, including pet custody matters, veterinary malpractice, and dangerous dog cases. Her cases have involved not just dogs and cats, but parrots, pigs, sheep, a turtle, and most recently a llama and an elephant. She has been named Disability Advocate of the Year by the Broward County Board of Commissioners and the Broward County Advisory Board for Individuals with Disabilities for her legal work ensuring equal access to housing and places of public accommodation. Ms. LaHart also represents citizens and non-profit organizations in obtaining public records and ensuring compliance with other open government laws.

Saturday 2018 Session Descriptions and Speaker Bio's

Two Part 4 Hour Session

Part I - Getting Outside Our Investigative Box - This will be a session about common investigative pitfalls, while giving some insight to work arounds for case success. It will also incorporate utilizing social media as an investigative tool. We will show how social media is playing a stronger role in the investigative process when building probable cause.

- **Presented by: Leigh Anne Garrard, Regional Investigator – Bio Pending**

Part II - Applications of Forensic Sciences in Animal Cruelty Investigations - During this session we will be discussing Forensic Science and specific applications to animal cruelty investigations. It is well known that both animal and non-animal items can be considered as evidence. However, many times the full extent of information that can be gleaned from these items is overlooked. Dr. Baucom will discuss the evidentiary value of live animal examinations and the importance of the forensic vet on scene. These topics will be discussed as applied to cases of simple and gross neglect, intentional abuse, and organized abuse with case examples given. Ms. Fitch will then discuss various items of physical evidence and some of the forensic analyses that can be performed, but are often not considered. She will also discuss some options for laboratories that will perform these analyses on animal crime related evidence.

- **Presented by: Dr. Kristina Baucom & Amanda Fitch**
 - **Dr. Kristina Baucom** began working with the ASPCA Field Investigations and Response (FIR) team as a consulting veterinarian in February of 2015. In July of 2016, she joined the ASPCA as a full-time Forensic Veterinarian for the Forensic Sciences Division. Dr. Baucom deploys with the FIR team for large scale animal cruelty cases throughout the United States, co-teaches Veterinary Forensic Medicine at the University of Florida, College of Veterinary Medicine, presents to veterinarians on how to recognize and respond to animal abuse, and has been consulting on cruelty case work at Miami Dade Animal Services for the last year and a half. Dr. Baucom came to the ASPCA from Ventura County California Animal Shelter where she spearheaded the incorporation of veterinary forensics to document victims of animal cruelty while pursuing a master's degree in Veterinary Forensic Sciences through the University of Florida.
 - **Amanda Fitch** is a Certified Crime Scene Analyst with nearly 20 years of experience in various disciplines of Forensic Science including Forensic Archaeology, Forensic Anthropology, Medicolegal Death Investigations, Crime Scene Investigations, and Latent Print Analysis. She is currently the Forensic Analyst for the ASPCA Forensic Sciences Division. Ms. Fitch coordinates with the ASPCA Field Investigations team on various types of large and small-scale animal crime scenes where she performs crime scene and evidence documentation, and evidence processing. She also is an instructor for the Veterinary Forensic Sciences Program at the University of Florida and various hands-on workshops. Ms. Fitch holds a Bachelor's degree in Anthropology and a Master's degree in Forensic Science. She is currently pursuing a PhD in Anthropology, specializing in Forensics, and holds a Graduate Analyst position with the C.A. Pound Human Identification Laboratory at the University of Florida. With this training, she is able to apply the techniques of Forensic Osteology to victims of animal cruelty.

Two Part 4 Hour Session

Partners in Prevention - From preventing relinquishment to preventing disease, we can all contribute to improving the lives of animals in our communities. In the animal welfare world, an ounce of prevention truly is worth a pound of cure and is almost always a more efficient, more effective, and kinder pathway

to a positive outcome. In this series, we will explore the role of pet retention programs in preventing shelter surrenders and learn about model programs. For animals that enter the shelter, attendees will learn how to design preventive healthcare protocols and minimize the impact of disease outbreaks on our pets and communities.

- **Presented By: Dr. Brian DiGangi and Susan Cardoso**
 - **Dr. Brian DiGangi** is Senior Director of Shelter Medicine at the American Society for the Prevention of Cruelty to Animals. After earning his DVM at the University of Florida in 2006, Dr. DiGangi completed a rotating internship in small animal medicine, surgery, and critical care, a residency in Shelter Animal Medicine, and received his MS in Veterinary Medical Sciences in 2010. Dr. DiGangi has published research on canine heartworm disease, veterinary field clinics, feline adoption, pregnancy detection and immunology. He is board certified in both Canine and Feline Practice and Shelter Medicine Practice by the American Board of Veterinary Practitioners. Dr. DiGangi is a member of the Board of Directors of the American Heartworm Society and served two terms as President of the Association of Shelter Veterinarians from 2015-2016. Prior to joining the ASPCA, Dr. DiGangi was a Clinical Associate Professor at the University of Florida.
 - **Susan D. Cardoso**, Director, Community Engagement Program. Susan joined the ASPCA in 2016 in the role of Director for Miami and became part of the Community Engagement program. She joins a team of CE members in NYC and LA who work with their local communities to keep people and pets together. She is currently establishing a presence in Miami where additional resources can be provided to pet owners to keep them with their pets and keep animals out of the shelter system. She serves as a resource to Miami Dade Animal Services in the development of a comprehensive pet retention program within the shelter and out in the field. When the ASPCA's Miami Clinic opens in 2019, Cardoso will lead the development of community engagement work in Liberty City and the surrounding area.

Keynote Speaker – 4 Hour Session

Euthanasia Technician “Re-Certification” – Whether you have been certified for 2 years or 20 years, this session is for you! As FACA certified euthanasia technicians, it is our responsibility to ensure we are knowledgeable of the current scientific, legal, and ethical guidelines for performing humane euthanasia. During this session we will review recent changes to Florida statutes and professional guidelines regarding euthanasia in the shelter setting. We will also discuss ideas for reducing stress during euthanasia (for the animals and the humans), strategies for minimizing errors, and techniques for unusual situations. Numerous case examples will allow attendees to share good practices and quash bad habits. All attendees will receive an official certificate of completion. *Please Note: FACA strongly supports continuing education for certified euthanasia technicians, therefore this session is being repeated from 2017, will likely be repeated again in 2019, and is being repeated twice during this conference, all to enable agencies to send different staff to each opportunity.*

- **Presented by: Dr. Rachel Barton**, City of Tallahassee Animal Services. Dr. Rachel Barton graduated from Michigan State University's College of Veterinary Medicine in 1999, and has been the Animal Services Veterinarian at Tallahassee Animal Services for over a decade. She received a graduate certificate in Shelter Medicine from the University of Florida in 2014. Dr. Barton has been a FACA Euthanasia Certification instructor for 6 years, and oversaw the recent revision of the course. In addition to her work with Tallahassee Animal Services and FACA, she also serves as adjunct faculty at Florida A&M University's Veterinary Technician Program, and is a veterinary responder with the ASPCA's Field Investigations & Response Team.

2 Hour Session

From Crime Scene to Courtroom – Sponsored by the Animal Legal Defense Fund. In this session, Assistant District Attorney Nicoletta J. Caferri will discuss investigating an animal cruelty crime to support the successful prosecution of an animal abuser. The topics will include: the entry into the scene; managing and documenting the scene; seizing and removing animals; chain of custody for live and inanimate evidence; interviewing witnesses; communicating with the prosecutor and expert veterinarian; report-writing; preparing for direct testimony and cross examination; and courtroom testimony and demeanor. The session will address the importance of a search warrant to enter the scene. Suggestions will be given for drafting a solid warrant, including what constitutes probable cause, who should be the affiant, specifying the details of the search and seizure, and how and where the evidence will be maintained and accounted for. Exigencies and exceptions to the warrant requirement will be reviewed. Effectively managing and documenting the scene to establish a chain of custody and to preserve evidence for the prosecution will also be discussed. In addition, the need to interview witnesses and consult with the prosecutor and expert veterinarian promptly will be emphasized. Recommendations for effective report writing will be offered. Finally, ADA Caferri will give tips for preparing to testify and for courtroom demeanor and testifying during direct and cross-examination.

- **Presented by: Nicoletta Caferri**, a career prosecutor, serves as Chief of the Animal Cruelty Prosecutions Unit in the Queens County District Attorney's Office in New York City. Ms. Caferri works closely with N.Y.P.D.'s Animal Cruelty Investigation Squad and A.S.P.C.A. forensic veterinarians and law enforcement staff to investigate and prosecute animal cruelty crimes and to educate the public about how to prevent and detect animal abuse. Ms. Caferri is actively prosecuting multiple felony and misdemeanor cases of animal fighting, hoarding, intentional injuring or killing of animals, and neglect and abandonment of household pets. Her efforts have resulted in the rescue of nearly 200 animals in 2016. Ms. Caferri is also working to implement New York City's Animal Abuse Registry to insure that convicted animal abusers register as such. She is an active member of the New York City Bar Association Animal Law Committee. In 2016, Ms. Caferri was named by the Animal Legal Defense Fund as one of America's Top Ten Animal Defenders, and was awarded the A.S.P.C.A. Award of Excellence and the New York City Bar Association Thomas E. Dewey Medal for excellence in prosecution. Ms. Caferri is a 1978 graduate of New York State University College at Oneonta, and a 1985 graduate of Brooklyn Law School. She is admitted to practice law in New York, the U.S. District Courts for the Eastern and Southern Districts of New York, the U.S. Court of Appeals for the Second Circuit, and the U.S. Supreme Court.

1 Hour Session

The Future of Animal Welfare – We have come a long way in animal welfare since the early days of Henry Bergh in 1866. In this session will take a look back at the history of animal welfare, examine the key philosophical frameworks that have been the catalyst behind much of the work, establish some context around the metrics we have used to measure success and evaluate some of the important trends that are happening in and around the animal welfare industry. From this we will build a context for understanding the changes that are happening and how they are and will shape what the future will look like. This session seeks to engage your mind to think about the world of animal welfare in new and different ways.

- **Presented by: Roger Haston**, Ph.D., PetSmart Charities. Dr. Haston received a Ph.D. in geophysics from the University of California Santa Barbara and a MBA in finance from Rice University. After working for Amoco and Arco in Houston, Dr. Haston moved to Colorado in 1998 where he started and grew a successful business in geophysical data processing. He had a strong

desire to give back to the community and became involved with Humane Society of Boulder Valley as a volunteer, board member and board chair. He also worked with both for profit and non-profit organizations on strategy and leadership development with a strong focus on creating mission-driven organizations. His passion for helping animals continued to grow and in 2012 he committed himself full time to animal welfare and took over as Executive Director at the Animal Assistance Foundation where he has merged his passion for science, business, and people to help the animals of Colorado and beyond. He has recently joined PetSmart Charities as the CAO. He also serves on the boards of Emancipet, Animal Grant Makers, National Council on Pet Overpopulation and Shelter Animals Count.

1 Hour Session

Applying Fear Free Principles in the Built Animal Shelter Environment - In this workshop, animal shelter architect Nicole J. Mirabelli, AIA, will examine current philosophies in designing buildings around the health and wellness of building occupants as well as the environment. In animal shelters, there are a variety of human building users; however, it is the animal species they serve that require specialized attention when it comes to the built environment. In the veterinary field, Dr. Marty Becker has created “Fear Free” guidelines for use by vets and their staff, as well as pet parents, to utilize in helping to mitigate physical and mental duress that animals often experience with trips to their doctors. Here, we will focus on how Fear Free principles can be applied in the animal shelter setting to enhance the well-being of all animals that find themselves in this unfamiliar and scary place.

- **Presented By: Nicole J. Mirabelli** is a registered architect with a wide variety of design and project management experience. A keen interest in animal rights and welfare issues led her to join the Bacon Group team where she develops design solutions appropriate for the pet care industry. At Bacon, she is a Project Architect responsible for managing projects from inception through construction. Her credentials include a Bachelor of Architecture from New Jersey Institute of Technology and architectural registrations in Florida and Pennsylvania. She is a Level 2 Fear Free Certified Professional trained in recognizing and reducing stress in veterinary environments. In addition, she is an Accredited Professional in sustainable design and the WELL Building Standards and is certified in Evidence-based Design for healthcare facilities. These specialties connect how the built environment impacts the planet as well as the health and well-being of those living on it. In both human and veterinary healthcare facility applications, this means that patient outcomes, staff efficiency and safety, and economic consequences are all of the utmost importance. At the center of Nicole’s life are her rescue pets – the beloved, toothless Yorkie-mix, Petri; Maltese-mix Petunia; a special-needs Sphynx cat, UV; guinea pig, Cyrus; and betta fish, Kokomo.

1 Hour Session

Real Talk and Agency Brainstorming – Imagine a world where every agency and every animal control officer did everything exactly the same... ok, now let’s come back to the real world and have an interactive discussion on our differences. We will openly discuss topics such as: agency policies, well written ordinances, staff safety, capture equipment, vehicles, uniform styles and preferences, resolution of challenging situations, etc. Any and all enforcement related topics will be open for discussion and participants will be encouraged to share their own perspectives. We will also discuss the disconnect that sometimes happens with the upper management/decision makers and those actively working in the field, as well as how to improve communication and open dialogue through the formation of an Internal Improvement Committee.

- **Presented By: Sgt. Adam Moulton**, Special Investigator with Palm Beach County Animal Care and Control. Born in Maine but raised in Tallahassee, Florida; Palm Beach County ACC animal cruelty investigator Adam Moulton brings over 10 years of experience in animal welfare. Adam discovered his passion of animal welfare when he landed his first animal related job at a low cost animal hospital in Tallahassee, Florida called Animal Aid. There he took in much knowledge regarding the medical sides of animal care and got his first interactions with Animal Control officers. Eventually Adam became an Animal Control Officer with the City of Tallahassee and learned a great deal from his Lieutenant at the time Jeff Doyle. Life changed when Adam moved to south Florida and he became team lead in adoptions at Broward County Humane Society. From there he found his way back into the Enforcement side of animal welfare as an officer at Palm Beach County Animal Care and Control (ACC). Adam has been with Palm Beach County Animal Care and Control since 2015. He since that time was brought in to become part of the Special Investigation Unit within ACC as an animal cruelty Sergeant. Adam is also an active member of the Field Improvement Committee within ACC. When Adam is not out fighting for justice for animals, you can likely find him training in martial arts. He is currently studying Muay Thai but has a background in boxing and karate.

1 Hour Session

Reaching the Next Generation – Millennials are the fastest growing segment of pet adopters, they are also a generation that is heavily influenced by technology in their daily interactions. Information, organization, and their apt to select a service based on their online presence can be intimidating. Yet left unaddressed properly, can be disastrous for an organization. In this workshop, you will learn tips for how to connect your animal organization/shelter to the tech-driven generation.

- **Presented By: Lorien Clemens and Rebecca Breese**
 - **Lorien Clemens** serves as Director of Marketing at PetHub, Inc. Lorien joined PetHub, Inc., in June 2011 as the little start-up was just a wee pup. Since her joining PetHub, the lost pet recovery software service has become a respected industry leader. She has guided PetHub to its wins of multiple pet industry awards, including two Dog Fancy Magazine Editors' Choice Awards, the PetAGE Magazine Retailer Silver Select Award, and two Pet Business Magazine Product of the Year Awards for its unique digital ID tags and online services. Most recently, PetHub was named one of Business Insider Magazine's 50 Coolest New Businesses in America. Individually, Lorien was named the Pet Industry Network's 2014 Pet Industry Woman of the Year and was a keynote speaker at their national conference in 2015. In early 2016, Lorien was also honored by PetAGE Magazine as one the pet industry's Women of Influence.
 - **Rebecca Breese** is the Assistant Director of Municipality Programs for PetHub. She is also the proud mom to rescue dogs Pepper and Maple and cat Sylive. Rebecca has been in the active in the pet industry for last four years, including being a finalist in the Women in the Pet Industry "Rising Star" category in 2016 and the winner in 2017. Today she works with municipalities in improving their dog registration programs to help get pets home faster.

1 Hour Session

Dangerous Dog Investigations – Dangerous dog cases and investigations are a part of an animal control officer's duties throughout the nation. A good investigation and outcome leads to a better, safer community. This class will look at investigative techniques and tools, such as interviewing witnesses, taking pictures, and collecting evidence. A brief review of Florida law will be included as it pertains to

dangerous dogs. The National Animal Care & Control Association's guideline on "Dangerous/Vicious Animals" will be utilized. Case examples will be a part of this class.

- **Presented By: Rob Leinberger** has an amazing girlfriend, two children, a dog, a cockatiel, a bearded dragon, and a red-footed tortoise. He's an Eagle Scout and worked as a veterinary assistant during high school. In December 1991, he became an Animal Control Officer for Chesterfield County. Rob joined Richmond Animal Care & Control in January 2016 as the Animal Control Supervisor. He teaches an animal control basic course for new animal control officers in the region. Rob has an Associate's Degree in Police Science and a Bachelor's Degree in Human Resource Management. In 2011, he completed a Master's Degree in Human Resource Management at the University of Richmond. In October 2009, he was elected to the board of directors for the Virginia Animal Control Association and currently serves as its President. In September 2012, Rob joined the board of directors for the National Animal Care & Control Association and currently serves as Vice-President.

2 Hour Session

ACO Academy Training – Step by Step guide for Supervisor & Field Officer Trainer (FTO), to train new and veteran Officers to their department. An academy structured format that utilizes both classroom and practical field training.

- **Presented By: Kevin D. Hearst Sr.** was hired by DeKalb County Animal Control in August 1994, where he received several commendations for outstanding investigation work. Officer Hearst was promoted to Chief Cruelty Investigator in 2008, by DeKalb County Animal Services & Enforcements' Director K. J. Mooneyham. Director Mooneyham created DeKalb County's first Animal Cruelty Taskforce, including two sworn Police Officers. The Taskforce assembled key components to prosecute violators and fight for animal victims. The team included one assistant Solicitor, one assistant DA, one Shelter Veterinarian, one Forensic Veterinarian, Toxicologists, Pathologists, two Police Officers and four Cruelty investigators. Officer Hearst was now working alongside his mentor Dr. Melinda Merck, Forensic Veterinarian from Cobb County, Georgia. Late September of 2010, Officer Hearst completed his cruelty certification from the University of Missouri Extension/Law Enforcement Training Institute, National Animal Cruelty Investigation Schools, where he met Lisa Dority, Program Coordinator for the National Animal Cruelty Investigation Schools. Mrs. Dority afforded Officer Hearst the opportunity to teach for the National Animal Cruelty Investigation Schools in all three levels beginning in December of 2010.

1 Hour Session

The Florida Shelter Census: Intakes, Outcomes, and the Road Ahead – Collectively, Florida's animal shelters take in more than 400,000 dogs and cats a year. The second triennial Florida Shelter Census captured "the state of the State" with a snapshot of statewide animal intake and disposition. This session will share detailed information about the types of shelters operating in the state and the flow of animals through their systems. The census revealed dramatic gains in lifesaving in some sectors since the first census was performed in 2013, stubborn challenges in others, and vast regional differences. Particularly troublesome are a 20% gap in lifesaving between dogs and cats and the persistently high per capita intake in rural communities. Case examples will be shared from communities where transparency and collaboration have created dramatic improvements in shelter outcomes.

- **Presented By: Dr. Julie Levy** is professor of shelter medicine at the University of Florida. She is a specialist in small animal internal medicine and has published more than 100 scientific papers on the health and welfare of animals in shelters, feline infectious diseases, humane alternatives for cat population control, and contraceptive vaccines for cats. She founded Operation Catnip, a

university-based community cat trap-neuter-return program that has sterilized more than 50,000 cats since 1998. In 2014, she joined Dr. Kate Hurley to launch the Million Cat Challenge, a shelter-based campaign to save a million cats in five years. Dr. Levy's research team has studied the flow of animals through Florida shelters since 2013, revealing where innovation and collaboration have yielded the most progress and where persistent hurdles remain.

1 Hour Session

Mitigating Feline Nuisance In The Field – This workshop is designed to provide field officers with the tools they need to resolve conflicts caused by neighborhood cats without having to remove them from the environment.

- **Presented By: Scott Giacoppo** is responsible for overseeing and growing the capability and capacities of strategic shelter partner organizations across the country. Scott has been involved in animal protection since 1989, when he became an animal caregiver in Minneapolis. He soon returned to his native home in Boston, Massachusetts, where he began his career with the Massachusetts Society for the Prevention of Cruelty to Animals. For the next 17 years, Scott worked for the MSPCA in a variety of positions, including his work with shelter operations, the humane law enforcement department, the media relations department and the advocacy team. Prior to coming to Best Friends, he was the chief community animal welfare officer for the Washington Humane Society in Washington, D.C. overseeing the organization's community-based programs, including animal control field services, humane law enforcement and the community cats program, which conducts free trap/neuter/return (TNR) services for community cats in the District of Columbia.

1 Hour Session

Maximizing Volunteer Impact – Animal welfare organizations traditionally thrive with a strong volunteer base. Utilizing a variety of subsections of the population will increase the strength of the volunteer team. By tapping into populations of youth, seniors and community service individuals, an organization can fulfill many different duties. Partnerships with local law enforcement agencies, educational entities and community centers increases the pool of interested and qualified applicants. Volunteers can fill the roles of dog walkers, cat cuddlers, clerical assistants, greeters and more. Inclusion junior volunteers who can earn service hours for scholarships or may need to intern for veterinary technician certifications. Community service workers in traditional and pre-trial or pre-arrest diversion programs can assist in many areas of kennel sanitizing operations. Partnerships with local colleges and universities opens a wide array of different talents and interests from communications to veterinary technicians. We will discuss recruitment and retention, placement of volunteers, engagement, volunteer/staff relations, managing volunteer requirements and more.

- **Presented By: Season Groves** has been managing volunteers since 2004 and in the animal welfare industry since 2015. Ms. Groves earned her Master's degree in Mass Communications from the University of South Florida. She is currently enrolled in the Certified Public Manager (CPM) program. As a member of the Air Force, Ms. Groves specialized in fostering relationships between her organization and the surrounding community. She carried this experience into her current position as Volunteer Coordinator for Pinellas County Animal Services. Today she manages over 300 volunteers for various departments forecasting and meeting the fluctuating needs.

½ day Sunday 2017 Session Descriptions and Speaker Bio's

Keynote Speaker – 4 Hour Session

AACIS Bite Stick Certification Course – The AACIS Bite Stick Certification course is a 4-hour certification course specifically designed for animal control officers that encounter potentially aggressive dogs during their daily duties. The course teaches officers bite stick fundamentals in an operational setting that maximizes skill retention. The course is comprised of lectures, hands-on training activities, and student discussions, and a written examination. Topics discussed include: dog bites, legal environment and liability, principles of justification, use of force documentation, control theory, baton technical characteristics, body mechanics, baton skills and strikes. This course counts towards the AACIS 30-hour Tactical ACO course and the AACIS 270-hour Humane Investigator certification course. *Officers attending the bite stick certification class should bring their expandable batons with them to the course. To maximize skill retention, AACIS recommends that officers attend the course in full uniform including duty belts.*

- **Presented by: Doug Eddins**, B.S.B.A., Executive Director of the American Animal Cruelty Investigations School. Doug is a Florida native who received his Bachelor Degree in Business Administration from the University of Louisville, in Louisville, KY. As a deputy sheriff and court-appointed cruelty investigator, he has conducted thousands of criminal investigations involving animal cruelty, child abuse, homicide, and many other types of crimes. In 2014, Doug left law enforcement and founded the American Animal Cruelty Investigations School (AACIS). AACIS' mission is to bringing law enforcement-quality training to animal control agencies, including a 270-hour comprehensive humane investigator certification. Today, Doug and the AACIS instructional team train hundreds of agencies across the U.S. each year how to conduct thorough and professional cruelty investigations. Additionally, Doug supports the Florida Animal Control Association and their mission by teaching the state-mandated training classes at Gulf Coast State College in Panama City, FL. Doug's animal-related experience over the last 20 years includes serving as a transport pilot for sick or rescued animals, rehabilitating exotic birds, and working with law enforcement K-9s. His education, law enforcement background, and animal experience well-position him to help professionalize the field of animal control and how they conduct animal cruelty investigations.

2 Hour Session

Increasing Social Media Presence and Managing Media Relationships – Social media use is at its peak as all generations are turning to the multiple platforms for daily news, connections and expression. Facebook, Twitter and Instagram provide users with immediate, fresh material at every log-on. Animal shelters across the country have found value in jumping on board this trend. Orange County Animal Services first began its social media use in 2010 and now has a reach of more than 50,000 people across their networks. The shelter has found priceless benefit in utilizing these platforms and instructors will detail tips and tricks for maximizing results. For sheltering staff, a phone call from a member of the local media can either spur dread or excitement, depending on the topic of discussion. Orange County Animal Services is no stranger to media involvement, on both the positive and negative sides of the spectrum. Instructors will share industry specific knowledge on how to best respond to certain developing stories and how to best prepare all staff members for basic response to members of the media.

- **Presented By: Diane Summers & Alyssa Duross**, the Public Information Officer team of Orange County Animal Services (OCAS) in Orlando, Florida. OCAS serves Florida's fifth most populous county and receives approximately 18,000 pets annually. Both Diane and Alyssa graduated from the University of Central Florida with degrees in advertising and public relations. They began

their employment with Orange County Animal Services initially as interns and have risen through the team since then. Combined, the two have more than 10 years of experience in animal sheltering communications and public relations and look forward to sharing their experiences with others in an effort to help all shelters strive for success.

2 Hour Session

Shelter Photography Workshop – Shelter Me Photography’s (SMP) founder and executive director, Nanette Martin, will be teaching this two-hour shelter-photography class designed for attendees with no experience to seasoned professionals. Nanette uses a slide show and demonstrations during the first hour to teach her time-tested tips, tricks and techniques that have repeatedly boosted adoption rates, rehomed long-term, hard-to-place residents and removed dogs from death row. At a minimum, attendees will learn what makes a great picture great, how to recognize and control light and how to locate and build dog and cat studios. Nanette’s knowledge and mastery of shelter photography is unmatched, as is her entertaining and motivational style of teaching. Attendees will have an opportunity to practice under her direct supervision during the second hour and should bring a digital, single lens reflex camera (sorry, no point-and-shoots) or smart phone. NOTE: this will be an abbreviated version of SMP’s traditional full-day shelter-photography workshop.

- **Presented By: Nanette Martin** is an international, award-winning professional photographer and summa cum laude graduate of the Art Institute of Colorado. She has over a decade of experience shooting editorial assignments and photo-documenting the aftermaths of hate crimes and disasters, including the murders of Matthew Shepard and James Byrd, the Columbine High School massacre, 911/Ground Zero, the Cedar Fire and Hurricanes Katrina and Gustav. Her work has been published in LIFE, People, Sports Illustrated, Reader's Digest, Marie Claire and other magazines, textbooks, coffee table books and film. Nanette left her editorial/documentary career to become a full-time shelter photographer in 2005 after her shelter portraits were credited with saving the lives of 75 Katrina dogs. Since then, she has photographed more than 10,000 homeless pets, taught hundreds of shelter workers how to capture images that touch hearts, change minds and save lives and motivated countless trained photographers to get involved.