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Association

Welcome to the 2015 Educational Conference!

Florida Animal Control Association

*February 27 - March 1, 2015
Wyndham Lake Buena Vista Resort - Orlando*

“Uncovering the Tools for Success!”





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2015 Florida Animal Control Association Educational Conference At-A-Glance

“Uncovering the Tools for Success”

*Special Crime Scene and Forensics Sessions
Sponsored by the
Animal Legal Defense Fund and HSUS*

 indicates sessions available on Conference Flash Drive


Friday, February 27

7 am - 8 am **Conference Registration & Breakfast in Exhibit Area - Silent Auction opens**

8 am - 8:30 am - FACA Member Meeting & Legislative Update
8:30 am - 10 am

Track 1: Workplace Violence & Active Shooter Training
Salon 1

Track 2: Rabies Update & Challenging Cases **Salon 2**

 **Track 3:** Building Community Disaster Resiliency: A Brief History of Animals in Disasters & How the Local Shelter Can Help **Salon 3**

10 am - 10:20 am - **Break with Vendors & Silent Auction**

10:20 am - Noon

Track 1: Dog Fighting Investigations **Salon 1**

Track 2: Officer Safety - Effective Communication **Salon 2**

Track 3: Turbo Charge Your Pitbull Adoptions **Salon 3**

Noon - 1:30 pm - **Lunch**

1:30 pm - 3:10 pm

Special Session: The Use of Forensics in Animal Cruelty Cases Presented by Melinda Merck, DVM
Salon 1

 **Track 2:** Mitigating Human-Wildlife Conflict: Updates from the Florida Fish and Wildlife Conservation Commission **Salon 2**


Track 3: **Panel Discussions** - Public/Private Partnerships to Save Lives & Legislative Update Panel **Salon 3**

3:10 - 3:30 pm - **Break with Vendors & Silent Auction**

3:30 pm - 5 pm

Special Session: Crime Scene to Courtroom, Part 1
Presented by Gillian Deegan **Salon 1**

Track 2: Dangerous Dog Investigations **Salon 2**

 **Track 3:** Shelter Safety Net Programs - Keeping pets with their people **Salon 3**

5:30 pm - 6:30 pm - **Welcome Dinner**

Saturday, February 28

7 am - 8 am **Conference Registration and Breakfast in Exhibit Area. Silent Auction continues.**

8 am - 10 am

Special Session: Applying Forensics: A Case Study
Presented by Melinda Merck, DVM **Salon 1**

 **Track 2:** Proactive Community Animal Control **Salon 2**

Track 3: Beyond Kennel Cough: Emerging Threats for Florida Shelter Dogs **Salon 3**



No audio or video recording of sessions allowed without prior approval of the Florida Animal Control Association.

The Florida Animal Control Association provides these workshops for informational purposes only, and the views expressed in these workshops are not necessarily the views of FACA. FACA does not endorse nor recommend specific protocols or procedures provided during this seminar.



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FACA Conference At-A-Glance - February 28 to March 1

Saturday, February 28, con't

10 am - 10:20 am - Break with Vendors & Silent Auction

10:20 am - Noon

Special Session: Crime Scene to Courtroom, Part 2

Presented by Gillian Deegan **Salon 1**

 **Track 2:** Understanding and Preventing Dog Bites **Salon 3**

Track 3: The Million Cat Challenge - Every Cat Counts
Salon 2


Noon - 1:30 pm - Lunch

1:30 pm - 3:10 pm

Special Session: Animal Sleuths/Mock Scene

Crime Investigation Part 1

Presented by Gillian Deegan **Salon 1**

 **Track 2:** The Emotional Impact of the Animal Care & Control Profession: Compassion Fatigue to Satisfaction **Salon 3**

Track 3: Let Them Eat! **Salon 2**

3:10 - 3:30 pm - Break with Vendors & Silent Auction

3:30 pm - 5 pm

Special Session: Animal Sleuths/Mock Scene

Crime Investigation Part 2 **Salon 1**

 **Track 2:** Call-Taker Training: Trouble-Shooting

Wildlife Problems Over the Phone **Salon 3**

Track 3: Busting Myths and Breaking Barriers **Salon 2**

7 pm - FACA Awards Banquet

Sunday, March 1

7 am - 8 am Continental Breakfast

8 am - Noon

Python Patrol - Responder Certification

Class limited to 25 attendees. **Salon 2**

8 am - 9 am

Create, Share, Engage! How YOU Can Use


Social Media to Increase Adoptions and

Promote Your Organization **Salon 1**

9 am - 10 am

 The Link between Animal Abuse and Human Interpersonal Violence **Salon 1**

10 am - 11 am

 Animal Hoarding: What's Wrong With These People and What Can Your Department Do to Curb the Problem? **Salon 1**

11 am - Noon

Enforcement Roundtable **Salon 1**

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“Uncovering the Tools for Success” Sessions & Speakers

Special Friday and Saturday Sessions

sponsored by the Animal Legal Defense Fund & HSUS

The Use of Forensics in Animal Cruelty Cases

presented by Melinda Merck, DVM

This session will discuss how the use of forensics can be applied to animal cruelty cases. Animal and veterinary forensic science and medicine can make a tremendous difference in any case. It can be a valuable aid in identifying a suspect, obtaining a guilty plea, and enhancing sentencing. It can also help corroborate alleged events and identify important additional evidence. Awareness of the types of forensic science, testing, and crime scene evaluation is important for any animal investigator. The application of veterinary forensic medicine is also critical for these cases. The investigator should have a working knowledge of this aspect of medicine and the potential benefits it can provide. Discussion will include insight on working with veterinarians on animal cruelty cases.

Crime Scene to Courtroom: Part 1

presented by Gillian Deegan

Crime Scene to Courtroom I will focus on all areas of an animal cruelty crime scene, to include the initial steps to arrive lawfully on the scene. Search warrants and federal constitutional law will be covered. Additionally, emphasis will be placed on how to and how not to search and document the scene. We will cover common issues and

mistakes with veterinary exams and documentation. Finally we will discuss the prosecution of the case and how to prepare your case for the prosecutor.

Applying Forensics: A Case Study

presented by Melinda Merck, DVM

This session will cover several complex cases. Sometimes things are not always as they seem or have been stated at the beginning of an investigation. It is important to consider initial crime scene findings and then re-evaluation after the animal examination is complete. There is tremendous benefit involving a veterinarian when evaluating crime scene findings which can result in identification of significant evidence that may have been missed; or potential different interpretation of initial impressions from the scene. The cases will demonstrate the importance of the investigators and veterinarian working closely together, establishing dialogue at the beginning of the investigation.

Crime Scene to Courtroom: Part 2

presented by Gillian Deegan

Crime Scene to Courtroom II will build on the concepts of the first session, with a greater emphasis on courtroom testimony and qualifying as an expert witness

Animal Sleuths: Mock Crime Scene Investigation

presented by Gillian Deegan

Mock crime scenes will be set up based on actual cases. Teams will be “dispatched” to the crime scene and given an opportunity to investigate and call in experts. Upon

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completing the investigation, each team member will document their findings in a report that will be used for prosecution. This exercise will culminate with the team members testifying and subject to cross examination in a mock trial.

Gillian Deegan is an Assistant Commonwealth's Attorney in Botetourt County VA. In addition to handling her other cases, she is responsible for prosecuting all of the animal cruelty and neglect cases in her county. She regularly serves as a resource to law enforcement and prosecutors across the Commonwealth and nationally in matters pertaining to animal welfare. She regularly speaks and provides training in the investigation and prosecution of animal cruelty cases. In addition to serving as an Assistant Commonwealth's Attorney, she works as a Contract Attorney for the Animal Legal Defense Fund and is on the faculty of the North American Veterinary Community's Animal CSI Certificate Program. She sits on the Board of Directors for the International Veterinary Forensic Sciences Association and is Vice President of the Virginia Animal Fighting Task Force. She is on the faculty of the Association of Prosecuting Attorneys, and is a member of their Animal Cruelty Advisory Committee. She is the legal advisor for the American Bloodhound Club and the Virginia Bloodhound Search and Rescue Association.

Prior to coming to Botetourt, Deegan had her own law practice in Salem, VA where she concentrated on criminal defense and family law. She served as a Probation and Parole Officer in the 23rd Judicial Circuit before attending law school at Campbell University. She also worked as a Police Officer for the Roanoke County Police Department and a Deputy Sheriff for the Roanoke County Sheriff's Office. In addition, she served in the United States Army Reserve.

Deegan has been recognized for her work in animal welfare by the National Animal Control Association, the Animal Legal Defense Fund, the Virginia Animal Control Association and the Virginia Federation of Humane Societies. In addition, she was honored by the United States Marshall Service for exemplary dedication to Community Service and unyielding commitment to animal welfare and abuse prevention.

Dr. Melinda Merck is a forensic veterinarian consulting on cases involving animals. She assists investigators of animal cruelty with crime scene investigation, examination of live and deceased victims, frequently testifying as a veterinary forensics expert. She helps with large scale operations including exhumations of burial sites and examination of skeletal animal remains. Dr. Merck provides training for veterinary, attorney and law enforcement professionals internationally on the use of veterinary forensic science and medicine in the investigation and prosecution of animal cruelty cases. Dr. Merck is Vice President of the Board of Directors for

North American Veterinary Conference and Program Chair for their Animal CSI track. She is the founding chair of the Board of Directors for the International Veterinary Forensic Sciences Association. She serves on the WSAVA Animal Wellness and Welfare Committee and the Association of Prosecuting Attorney's Animal Cruelty Advisory Council. Dr. Merck is the author of the textbook, "Veterinary Forensics: Animal Cruelty Investigation, 2nd edition" by Wiley publishing, co-author "Veterinary Forensic Investigation of Animal Cruelty: A Guide for Veterinarians and Law Enforcement" and a contributing author on forensics in Shelter Medicine for Veterinarians and Staff, Reptile Medicine and Surgery, and Consultations in Feline Internal Medicine Vol. 7. She is series editor of Forensic Cases for Clinician's Brief and a contributing author for the NAVC VetFolio Forensics and Animal Welfare. Dr. Merck is the course coordinator and instructor for the VetFolio online Veterinary Forensic Science and Medicine and Animal CSI Certificate Courses.

She developed the first Veterinary Forensics course for University of Georgia and Florida veterinary schools and frequently lectures at other veterinary and technician colleges. She teaches workshops on animal crime scenes and the processing of burial and surface remains. She is a Fellow of the American Academy of Forensic Science and member of the International Association of Blood Stain Analysts.

Regular Friday Sessions

"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.

Sergeant Yuri Melich currently works in the Crime Prevention Unit of the Orange County Sheriff's Office, which is responsible for providing crime prevention tips and training to the public. In addition, the unit provides residential and commercial surveys along with CPTED (Crime Prevention through Environmental Design) surveys; all designed to help reduce the opportunity for criminal activity. Sergeant Melich has been in law enforcement for over seventeen years, starting with the City of Port Orange then moving on to the Orange County Sheriff's Office for the past thirteen years. During his career, in addition to the years spent in patrol, he has worked in several specialty and investigative units to include Homicide, Missing Persons/Child Abuse, Property, and Professional Standards.

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“Uncovering the Tools for Success” Sessions & Speakers

“Rabies Update and Challenging Cases” will cover updates in the Florida 2015 Rabies Guide and briefly review some challenging cases that came up during 2014 including a rabid skunk at a reptile show, a sloth bite and other cases. A brief overview of national and state Ebola surveillance will also be provided, as well as a brief discussion of some other human-to-pet health concerns. 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 on a particular zoonotic disease.

Dr. Danielle Stanek earned a Bachelor of Science in Microbiology from University of Florida (UF) in 1985, and her D.V.M. from UF College of Veterinary Medicine in 1989. She has experience with mixed and small animal veterinary practices, veterinary diagnostics (Washington State and Cornell universities) and avian wildlife disease investigations prior to working as a medical epidemiologist with 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 unusual and fascinating emerging zoonotic and vectorborne disease issues in Florida to fill in the gaps between rabies investigations.

“Building Community Disaster Resiliency: A Brief History of Animals in Disasters & How the Local Shelter Can Help” Resilience is defined as the capacity to recover quickly from difficulties; toughness. How’s your community’s resilience to animals impacted by disaster? Is your shelter and local emergency management office using all the tools available to you? In this session, a brief history of animals in disasters will be reviewed. Emergency Support Function (ESF) 17, the State of Florida’s classification for animal planning in emergency management, will be described along with resources that are available from the lead agency, the FDACS Division of Animal Industry. Beyond the state, there are additional governmental and nongovernmental resources available – many times free of cost. These resources will be overviewed to show how they can be leveraged in your community for both disaster preparedness and response activities.

Elizabeth Serca-Dominguez started her emergency management career over a decade ago writing training materials for Florida SART while attending the University of Florida; she holds degrees in Environmental Management in Agriculture and Agricultural Engineering. Post-graduation, she spent time in Tallahassee as the Florida SART Coordinator before moving to Texas to establish their SART program. Her disaster career has also included time with the American Red Cross, Texas Department of Agriculture, and consulting with Hagerty Consulting. Serca-Dominguez joined the ASPCA Field Investigations and Response Team in May 2014 to oversee a disaster resiliency

grant program for ten Midwestern states. She’s responded to a multitude of disasters including tornadoes, flooding, hurricanes, wildfires, and more recently, cruelty cases. Serca-Dominguez resides in Jacksonville, Florida with her husband and two dogs, Danny and Delilah.

“Dogfighting Investigations” This training will cover:

- What is dogfighting, who participates, and how do they profit.
- Understanding the lingo commonly used in the dogfighting world, how a dog’s pedigree can support your case, paraphernalia and other conditioning techniques.
- How the fights are conducted and the winner is determined.
- Investigating animal fighting complaints and how to gather supporting evidence for probable cause.
- What do you do with the animals?

Janette Reeve is the Deputy Manager of Animal Fighting Response with the Humane Society of the United States and is an expert in dogfighting and investigations. She has 18 years of experience in the field and five additional years with the Humane Society. She is a court recognized expert on animal fighting. She has trained over 1,000 law enforcement officers in animal fighting investigations in the United States, Costa Rica, and Guam for HSUS and HSI, and has appeared in numerous media both national and local. With over 18 years of experience in the field, she is extremely knowledgeable about dogfighting, cockfighting, and other forms of animal fighting.

“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 Sergeant Yuri Melich.

“Turbo-Charge Your Pit Bull Adoptions” This session will present information that will help animal control agencies evaluate policies and practices and identify opportunities for changes that will result in getting more pets home, faster. Learn how to recognize and overcome barriers that will allow you to make better adoption matches, reduce length-of-stay, and change the way decision makers, potential adopters and community members think about “pit bull” dogs. Quinn’s information and ideas are easy to replicate and affordable for municipal shelters. Although this presentation focuses on “pit bull” dogs, the ideas can be applied to all the dogs in your care.

“Uncovering the Tools for Success” Sessions & Speakers

Caitlin Quinn is the Director of Operations for Animal Farm Foundation. She received her BA in Communications and is currently pursuing a Masters in Public Administration. Caitlin acts as program manager for many of Animal Farm Foundation’s initiatives, including the grants and awards program and professional development programs, which include internships, workshops and webinars for animal welfare professionals. She also directs the organization’s marketing and communications, including managing promotional and educational content creation. Caitlin’s main focus is supporting shelter workers, veterinarians, animal control officers and community advocates in the work that they do to increase adoptions and save lives.

“Mitigating Human-Wildlife Conflict: Updates from the Florida Fish and Wildlife Conservation Commission”

Staff from the Florida Fish and Wildlife Conservation Commission will provide an overview of the agency, its role and responsibilities, and identify specific programs and activities that may support, inform or interact with Florida’s animal control agencies and service providers. Specifically, this session will share information on three agency programs with high-impact potential:

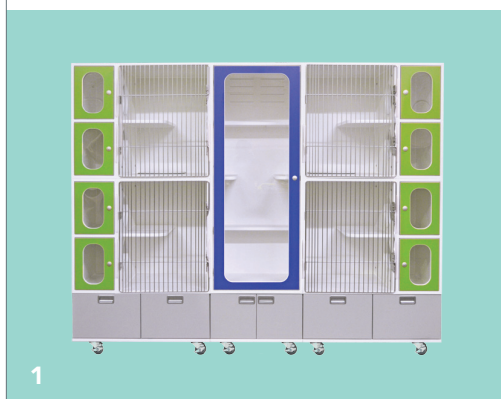
- The Wildlife Assistance Program, which aims to mitigate human-wildlife conflict through education, outreach and technical assistance, including collaborative efforts with local government agencies.

- The Nonnative Fish and Wildlife Program with its active management efforts on Tegus, Nile Monitors, Pythons and other nonnative species, and its Pet Amnesty activities and events.
- The Captive Wildlife Unit of the FWC’s Division of Law Enforcement will present information on rule and regulation changes that may affect animal control service providers.

Alexander Gulde serves as the FWC’s Wildlife Assistance Program Administrator. In this role, he leads a team of biologists who provide education, conduct outreach activities, and deliver technical assistance to resolve and mitigate human-wildlife conflict. Alexander and his team are committed to providing the best possible customer service, delivering lasting solutions to human-wildlife conflict situations, while protecting the state’s fish and wildlife resources for current and future generations. Alex joined FWC in 2006, serving as the Division of Law Enforcement’s Policy Development Coordinator. Prior to joining FWC, Alexander worked as a Legislative Policy Analyst for the Florida Legislature, as a Management Analyst for Broward County, and as a Performance Auditor for the Montana Legislature. Alexander holds a bachelor’s degree in Political Science and graduate degrees in Political Science and Environmental Engineering Sciences. Alexander is a Fellow of the University of Florida’s Natural Resources Leadership Institute.

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Kelly Irick is the Nonnative Fish and Wildlife Program Administrator for the Florida Fish and Wildlife Conservation Commission. She has worked for FWC for 5 years and moved to the Nonnative Fish and Wildlife Program in 2014 where her emphasis is invasive species issues throughout Florida. She holds a bachelor's degree in biology from Florida State University and master's degree in biology from University of Central Florida. She has a strong background in regulatory permitting with respect to fish and wildlife resources. During her career, she has focused on conservation of natural resources by engaging the public and encouraging the use of best management practices.

Lt. Loren Lowers has worked with Florida Fish and Wildlife Conservation Commission (FWC) for the past ten years when he started his career in Indian River County as an Officer in 2004. He then transferred as an Officer to Sarasota County before promoting to Lieutenant at the FWC training Academy in 2010. Lieutenant Lowers served from September 2012 to December 2013 as the FWC Field Supervisor in Osceola County. He has since moved back to Tallahassee and serves as the Lieutenant in the Captive Wildlife Investigations Section. Prior to joining FWC, Loren served two years with the Florida Department of Corrections in north Florida and four years with the United States Marine Corps.

Jenny Novak is the Python Patrol Coordinator for the Florida Fish and Wildlife Conservation Commission. She has worked as a biologist for FWC for almost 16 years, nine of which have been spent working with exotic species. She holds a bachelor's degree in Biology and a master's degree in Wildlife Science. During her career with FWC, she has worked as a conservation education specialist in southwest Florida, a field biologist in north Florida, and a special projects leader at FWC headquarters in Tallahassee. She moved to south Florida in 2013 to lead the Python Patrol Program. Jenny has an extensive teaching background; she taught as an adjunct professor at Tallahassee Community College for 8 years. Before joining FWC, she spent several years as a faculty member at Auburn University in Alabama and at Columbus State University in Georgia.

Jake Edwards is a Non-Native Wildlife Technician for the Florida Fish and Wildlife Conservation Commission. His work focuses on introduced wildlife, primarily in South Florida. Species that he helps manage include pythons, monitors, tegus, and Gambian pouched rats. He also investigates novel species reports and conducts community response activities. He also co-leads the Florida Invasive Species Strike Team (FISST), which focuses on early detection and rapid response of new potential invasive wildlife threats. His career with FWC has him partnering with many agencies and stakeholders to accomplish common goals. Besides work with introduced wildlife, Jake has worked internationally on reptile research and cataloging in Belize and Colombia.

“Panel Discussions – This session includes 2 separate panel discussions: Panel 1 “Public/Private Partnerships to Save Lives” This 7 member panel will have both private and public representatives from Palm Beach County, Alachua County and Pinellas County. They will discuss how to build successful partnerships with the common goal of saving more lives by effectively working together. **Panel 2 “Legislative Update”** – This panel discussion will involve FACA's contracted lobbyist, as well as representatives from FACA, the ASPCA, the HSUS and FAAWO. 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.

Panel #1 “Public/Private Partnerships to Save Lives”

Rich Anderson, Peggy Adams Animal Rescue League
Dianne Sauve, Palm Beach County Animal Control
Martha Boden, SPCA Tampa Bay
Sarah Brown, Humane Society of Pinellas
William Brightwell, Pinellas County Animal Services
Vernon Sawyer, Alachua County Animal Services
Heather Thomas, Gainesville Pet Rescue

Panel #2 “Legislative Update”

Diana Ferguson, Rutledge Ecenia, P.A.
Kim Staton, FACA Legislative Committee Chair
Kate MacFall, HSUS
Chloe Waterman, ASPCA
Janet Winikoff, Humane Society of Vero Beach & Indian River County

Dianne Sauve, Director, Palm Beach County Animal Care and Control. Ms. Sauve served as an advisor to Palm Beach County Animal Care and Control beginning in 1994 before accepting the position as Director in 2002. Dianne's involvement in Palm Beach County government spans nearly 30 years including advisory appointments for environmental ordinance review, artificial reef building, wildlife conservation, and animal services. During her tenure as director, Ms. Sauve worked to pass some of Florida's most comprehensive animal welfare ordinances including, anti-tethering laws, pet sterilization and Hobby Breeding ordinances, guard dog protection laws, stringent standards of housing for any dog maintained outdoors, and legal classification of dogs that injure or kill other domestic animals as Aggressive. Director Sauve is publicly opposed to Breed Specific Legislation and endeavors to educate that dogs are individuals and should not be categorized as aggressive or dangerous based on looks, coat, or muscle type. Dianne is a proponent of transparency in statistics for government, non-profits and humane organizations and rescue groups.

Rich Anderson joined Peggy Adams Animal Rescue League in June of 2011 as Executive Director/CEO. Serving in the nonprofit sector for nearly 25 years, he started his career at The American Red Cross National Headquarters in Washington DC in 1990. Since then he has devoted

“Uncovering the Tools for Success” Sessions & Speakers

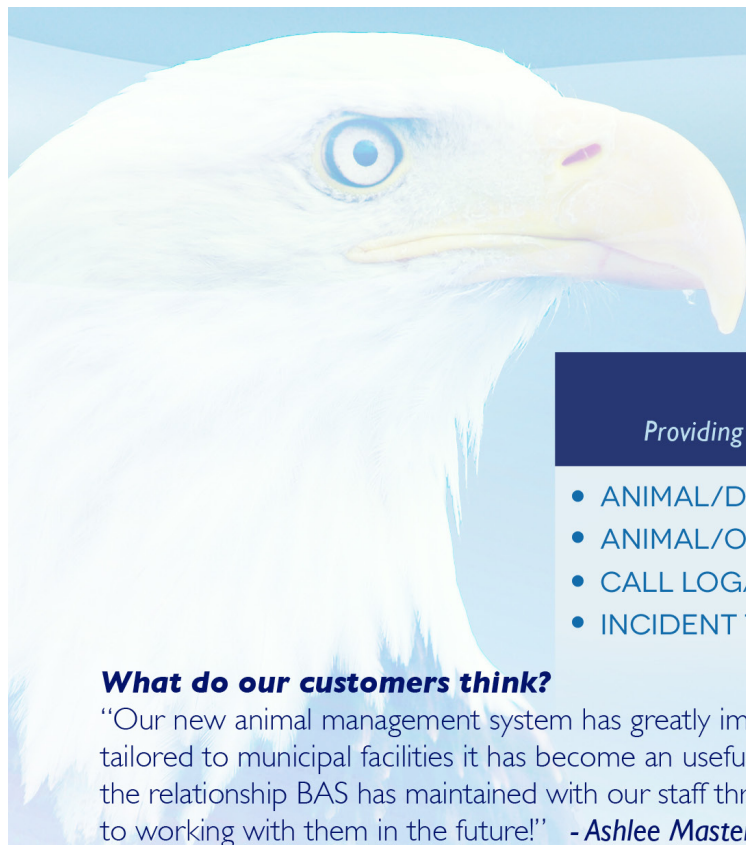
much of his life working with animal welfare and rescue organizations, including the Humane Society of Broward County as its Development Director, and as a consultant serving the ASPCA; North Shore Animal League; and World Society for the Protection of Animals. Prior to joining Peggy Adams Animal Rescue League, Rich most recently served as vice president of resource development for World Neighbors in Oklahoma City, which has benefited more than 25 million people in 45 countries around the globe by helping rural villages address their own food, water, health and education needs. A native of Rhode Island, Rich received his bachelor's degree in print journalism with a minor in international studies from American University in Washington, D.C. Rich lives in West Palm Beach with his wife Lisa, two daughters, and two dogs – Rex and Roxie – six year old Yorkie/Chihuahua siblings.

Doug Brightwell is a native of Alabama and has 3 children ages, 18, 12, & 11. He attended Auburn University, Montgomery graduating with a BS in Business Administration and an MBA in Human Resources. He served two enlistments in the military, leaving the United States Navy in 1993. Doug worked as a Human Resources Manager for Black & Decker Corp. and Randstad Corp. He served as the Hospital Manager for Murphy Road Animal Hospital in Nashville, TN from 2000 to 2011. Doug became Director of Williamson County Animal Control and Adoption Center in 2011. He joined Pinellas County Animal

Services as Field Services Manager in 2013 and became a member of the FACA board in 2014.

Sarah Brown - Growing up in the Midwest in a house full of rescued animals, it was inevitable that Sarah would find a career in animal welfare. After she earned a Bachelor of Arts in public relations from The Ohio State University, Sarah moved to New York City and started a career in Public Relations. After realizing a lack of fulfillment in the corporate world, she went back to her love for animals and applied her business skills to the world of animal welfare. She also went back to school to obtain her Master of Public Administration. She spent almost 7 years at Animal Care & Control of NYC, the city municipal animal shelter, rescuing over 40,000 animals each year. After a hard hitting winter in NYC, Sarah and her husband decided it was time for warmth, palm trees and headed to Florida where Sarah has been the Executive Director of the Humane Society of Pinellas since April, 2011.

Martha Boden is the CEO of SPCA Tampa Bay. Located in Largo, FL, SPCA Tampa Bay is an open admission shelter that has served the Tampa-St. Petersburg community for 75 years. Martha grew up in Minnesota and earned a degree in classical languages at Macalester College. She worked as an IT project manager in Minneapolis before making the transition to animal welfare as a professional in 2002. She previously worked as the CEO of the Humane Society of



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Indianapolis and is a past board member of the Society of Animal Welfare Administrators. She is currently on the board of the Florida Association of Animal Welfare Organizations and is a board advisor to Shelter Animals Count. Martha shares her home with three dogs, three cats and two hedgehogs, all adopted from animal shelters. After more than 40 years up north, Martha is very happy to now live in the warm, sunny climate of St Petersburg, FL.

Vernon Sawyer began working in the field of Animal Services in the late 80s in Key West Florida as an Animal Control Officer. Later he became a Deputy Sheriff for Monroe County. In 2005 Vernon went back to the field of Animal Services as the Field Services Supervisor for Alachua County. In 2011 he was promoted to Director of Animal Services and for the last four years has made significant changes at Animal Services. By embracing change and thinking out of the box tactics and challenging and empowering the staff to do the same, he has successfully reduced euthanasia in Alachua County. Under Vernon's direction, ACAS participated in the ASPCA Rachael Ray \$100K Challenge. Alachua County Animal Services came in at second place in its division, and 15th in the nation. Vernon continues to work with local rescue groups and community partners in the everyday struggle to save animals lives and promote responsible pet ownership.

Heather Thomas is the Executive Director of Gainesville Pet Rescue, one of six partner organizations in Alachua County. The Alachua County coalition has decreased euthanasia over 90% since 2000 thank to partnership, planning and patience among our community collaboration. Ms. Thomas has worked towards creating a sustainable organization that relies on a foster network to rescue over 500 animals each year. In 2015, Ms. Thomas began serving as Interim Executive Director of both No More Homeless Pets, Operation Petsnip and Alachua County Humane Society. Ms. Thomas has a Masters in Agri-Business and shares her home with two dogs, seven cats and four horses.

Kim Staton 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 a member 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. She lives in Tallahassee and has been a volunteer with Tallahassee Animal Services since 1999. Kate is a cofounder of the Animal Shelter Foundation, the non- profit that works hand in hand with Tallahassee Animal Services and currently serves on the board. In her job as state director Kate works on wildlife issues and animal protection legislation in the Florida legislature. She also focuses on grassroots advocacy and travels extensively around the state. Kate has 2 dogs and 3 cats adopted from animal services and a rotating foster dog as well. One of her dogs, Abbey, who she adopted from the shelter over 9 years ago, is a Hurricane Katrina survivor.

Chloe Waterman tracks legislative activities, conducts policy initiative research, develops materials and facilitates communications with state legislators, agencies and constituents nationwide for the ASPCA's State Affairs team. Based in Washington, D.C., she directs the ASPCA's legislative and advocacy initiatives in Maryland, Virginia, North Carolina, Florida, and various other states, where she has worked on issues ranging from fox penning to cost of animal care laws to breed-neutral dog bite legislation. Chloe joined the ASPCA after graduating from Lewis & Clark College, where she co-founded and presided over a student animal advocacy group effecting change for animals through public awareness campaigns and grassroots lobbying.

Janet Winikoff came to the Humane Society of Vero Beach and Indian River County in 2006 however her career in animal protection spans over two decades. She played a key role in national dog bite prevention education and also developed programs to help survivors of domestic violence and their pets. In her role with the HSVB & IRC she directs educational programs and advocates for legislation that promotes kindness and compassion toward animals. Janet holds a B.A. in Sociology from The American University in Washington, D.C.

“What is a Dangerous Dog in Florida? What is the legal definition of a Dangerous dog, and how do we apply that in practical terms?” We will discuss quantifiably evaluating bite severity, the behavioral reasons for bites, and the need to evaluate cases based on evidence, not emotion. Evidence collection in severe cases and that worst-of-the-worst, a fatal attack, is critical and we will

“Uncovering the Tools for Success” Sessions & Speakers

talk about the special needs of the dog bite case.. We will also discuss behavior evaluations after an attack and whether they are predictive or diagnostic. Due process is a critical component of your case, and the “reasonable man” doctrine must be considered. This unit will be valuable for field personnel handling scenes, and management teams, in protecting your citizens and your agency.

James Crosby, CBCC-KA, is a retired Police Lieutenant (Jacksonville Sheriff’s Office, Jacksonville, FL) and has professionally trained dogs and addressed canine behavior problems since 1999. Jim served as Division Manager for Bay County (FL) Animal Control from 2008-2010 and is a Florida Certified ACO. Jim is a Certified Behavior Consultant-Canine-Knowledge Assessed. He is a court recognized expert in multiple jurisdictions on Dangerous Dogs, canine aggression, fatal dog attacks, and related issues. He has personally investigated 20 fatal dog attacks on humans and has, post-attack, evaluated 40 dogs that have killed humans. With this experience Jim trains Animal Control Officers, Police, and others across the US, Canada, and England. He aids in investigations as an expert resource, and assists on Dangerous Dog legislation and policy development. Jim performs behavioral evaluation and retraining for difficult and aggressive dogs on an individual basis. Jim is a member of the National Coalition Against Violence Against Animals and is working with the NCOVAA and the National Sheriffs’ Association to develop a national

curriculum addressing the use of force by police towards companion animals. Jim is working towards his Masters’ Degree in Veterinary Forensics at the University of Florida and is a member of the International Veterinary Forensic Science Association.

“Safety Net Programs – Keeping Pets With Their People”

Discover how to strengthen your agency's safety net activities with innovative programs and resources that help keep animals in their homes—and out of your shelter. Learn about impactful approaches for intake intervention; expanding the scope of foster care; identifying and developing needed services to your community’s most at risk people and pets; and engaging your community’s animal welfare and human service agencies in safety net.

Joan Carlson-Radabaugh, Community Initiatives Director FL/GA. Joan Carlson-Radabaugh joined the ASPCA in 2010 and serves as the ASPCA Community Initiatives Director for Florida and Georgia. She provides outreach, consults and training to Florida shelters, community groups and animal service agencies. Joan also serves as the grant office for FL/GA. Joan has over 25 years experience in animal welfare and shelter operations. Over her career, she has successfully raised community awareness increasing standards of care for animals through collaboration with government agencies, non-profit community agencies, and grass root advocates. She has a special passion for safety net programs that focus

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on services for pet owners in crisis. Joan has served on the boards of the Florida Animal Control Association - as Treasurer and President, the HSUS Companion Animal Advisory Council, and the Florida Federation of Humane Societies. She is the past president and currently serves on the Florida Animal Friends SN board and the Florida of Animal Welfare Associations' Advisory board.

Regular Saturday Sessions

“Proactive Community Animal Control” On a daily basis, animal care and control officers respond to a range of calls for service in low income areas of their communities. These calls allow the officer to provide education and resources to pet owners firsthand. Far too often, however, animal care and control agencies are punitive in nature and spend a majority of time enforcing laws, issuing citations and delivering notices to comply. What would happen if instead of taking a law enforcement approach, officers spent their time providing information and resources to underprivileged owners? This session will focus on one agency's day to day operation working within low income areas of their community. Officers provide information and resources in an attempt to resolve issues without enforcement action while engaging community members and understanding their specific needs.

Officer Todd Stosuy is the Field Services Manager for the Santa Cruz County Animal Shelter in California and has been the NACA President since 2011. Todd has two undergraduate degrees from Rutgers University in Administration of Justice and Sociology. The combination of these two degrees, along with a myriad of jobs working with underprivileged people, has brought Todd to a unique position of enforcing animal related laws while also understanding and serving disadvantaged residents and the pets they love. Todd believes in working within the community and understanding and respecting the community's culture, while at the same time trying to transform the challenges of that culture into positives for the sake of the animals.

“Beyond Kennel Cough: Emerging Threats for Florida Shelter Dogs” It's no surprise that animal shelters can be incubators for the spread of respiratory infections in dogs. In many cases, the diseases are familiar. But assuming a cough is just kennel cough might cause you to miss an important diagnosis with more serious consequences for both the dogs and the shelter. This session will highlight the emerging respiratory pathogens that threaten Florida shelter dogs, how to recognize them, and what to do to prevent loss of life, disruption of shelter operations, and a negative image in the community.

Dr. Cynda Crawford is a Clinical Assistant Professor in the Maddie's Shelter Medicine Program at the University of Florida College of Veterinary Medicine. Dr. Crawford earned a Ph.D. in Immunology/Infectious Diseases from the

University of Florida in 1984 and the D.V.M. degree from the same institution in 1989. Her areas of expertise include the epidemiology, diagnosis, and management of canine respiratory pathogens in animal shelters.

“Understanding and Preventing Dog Bites” People have fear thresholds too. The topic of dog bites excites human emotions, especially in response to terrifying media coverage of a truly serious event. Bradley will help officers better understand and communicate about dog bites in their communities, including how to approach dog bites with a neutral, non-biased, common sense approach that calms fears rather than escalates worry. Participants will learn about incidence and risk factors for the full range of events from the mundane “tooth related incidents,” as common as dogs themselves, to the truly terrible, dog bite related fatalities, and why it is crucial to distinguish between injurious and non-injurious bites. Bradley will discuss how learning to recognize situations that are likely to provoke self-defensive behaviors in dogs, along with the ways they communicate their fear, can allow officers to de-escalate potentially confrontational situations and prevent bites.

Janis Bradley is the author of *Dog Bites: Problems and Solutions* (Animals and Society Institute), a survey of the current scientific literature on the topic, *The Relevance of Breed in Selecting a Companion Dog* (National Canine Research Council Vision Series), and *Dogs Bite, But Balloons and Slippers are More Dangerous*, used as the complete guide to research on dog bites. She trained and certified more than 450 dog trainers at the San Francisco Society for the Prevention of Cruelty to Animals between 2000 and 2009 where she worked directly with more than 1,500 dogs of all breeds and appearances. She continues this work as the owner of the Dog Training Internship Academy. For 15 years she has helped owners with pets that had evidenced behavior problems, specializing in aggression issues. She is currently the Director of Communications and Publications for the National Canine Research Council, a canine policy think tank that conducts, reviews, and disseminates academically rigorous research which studies dogs in the context of human society. She has lectured widely on behavior at meetings of various animal control, training, and humane organizations.

“The Million Cat Challenge: Every Cat Counts” That's the premise of the Million Cat Challenge, a joint campaign of the UC Davis Koret Shelter Medicine Program and the Maddie's Shelter Medicine Program at the University of Florida. The Million Cat Challenge is a shelter-based campaign to save the lives of 1 million cats in North America over the next five years. The core strategy of the campaign will be five key initiatives that will offer every shelter, in every community, practical choices to reduce euthanasia and increase live outcomes for shelter cats. These programs will reduce intake, improve the conditions cats experience in shelters, remove barriers to adoption and revolutionize the way community/ feral cats are handled.

“Uncovering the Tools for Success” Sessions & Speakers

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 44,000 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.

“The Emotional Impact of the Animal Care & Control Profession: Compassion Fatigue to Satisfaction”

Compassion fatigue is a polar vortex for animal care and control professionals, whether you're in the field or in the shelter. This class takes a direct look at the emotional and complex aspect of compassion fatigue for animal care and control professionals. It explores how compassion fatigue directly affects us as well as how we can turn it into job satisfaction, thereby improving the lives of animals as well as ourselves. Learn how the joys and pains of the job often parallel each other. Class interaction and group discussion are an integral part of this class. Light hearted video in the presentation help set a positive mood and handouts are available to all. We'll laugh, we'll cry, we'll learn!

Robert C. Leinberger, Jr. was born in Kailua, Oahu, Hawaii. He has two children, a dog, a cockatiel, a bearded dragon,

and a red-footed tortoise. He is an Eagle Scout and worked as a veterinary assistant during high school. He became an Animal Control Officer for Chesterfield County Animal Services (Virginia) in December 1991. He's been the Assistant Supervisor of the department since 2008 and has been a field training officer. He helps provide the animal control training course for the Chesterfield police and sheriff academies. He has an Associate's Degree in Police Science and a Bachelor's Degree in Human Resource Management. In addition, he completed a Master's Degree in Human Resource Management at the University of Richmond in 2011. In October 2009 he was elected as a board member of the Virginia Animal Control Association and currently serves as its President. Rob is also on the board of directors for the National Animal Control Association currently serving as Vice-President.

“Let Them Eat!” Research on food guarding from the ASPCA's Research and Development department has uncovered a simple protocol to modify food guarding. The findings from this research can significantly improve the live outcomes for dogs. Attendees to this workshop will explore the research around food guarding and will leave the workshop with the tools to implement the food guarding protocol in their facilities.

Dr. Emily Weiss, Certified Applied Animal Behaviorist, joined the ASPCA in July of 2005 and is the Vice President of Shelter Research and Development. A native of Long

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Would you want to be the officer called to the scene when a big cat escapes?

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- Voice your opinion to ensure your safety.
- FFWCC is reviewing their rules for Captive Wildlife and taking public comments until March 30.
- Ask FFWCC to close the loophole that allows Florida citizens to obtain a USDA license in order to circumvent the current state ban on Class 1 animals as pets.
- Visit the Big Cat Rescue booth to find out how to take action.



Island, N. Y., Dr. Weiss has focused her professional and personal life on improving welfare for animals. Dr. Weiss' M. S. and Ph. D. work focused on the selection of service dogs from shelters. Her work then branched off in two directions – welfare of animals in zoos, and shelter programs. Dr. Weiss has developed assessment tools for shelter animals, first developing the SAFER assessment, a behavior assessment used by shelters throughout the country, and then developing Meet Your Match™ Canine-ality™ and Puppy-ality™, now an ASPCA program. As an ASPCA member she has since developed Feline-ality™, the first research based adoption program for cats in shelters. She is the Co-Editor of the Journal of Applied Animal Welfare Science, and has published extensively in the field of applied behavior. She has traveled across North America lecturing on various areas of applied animal behavior, and has been featured nationally on radio, TV, and print. She directed the development and use of the ASPCA Animal Stats Dashboard, the tool used by the ASPCA to measure progress in shelters and S/N clinics. Recently, Dr. Weiss' work has focused on developing program and process to increase the Live Release Rate in shelters around the country. She designs and develops a variety of research in sheltering and S/N environments, including projects on adoption programs, behavior modification, targeted spay/neuter, and behavior evaluation.

“Busting Myths and Breaking Barriers!” Are black dogs less likely to be adopted than other colors? Are volunteers/fosters better adoption counselors than staff? Should we allow gift adoptions? This workshop will outline research and program focused on these topics and more. At the end of the workshop attendees will leave with the practical tools to implement programs right away! **Presented by Dr. Emily Weiss.**

“Call-Taker Training: Trouble-Shooting Wildlife Problems Over the Phone” It can be hard to properly diagnose calls from the panicked public about orphaned, injured or "nuisance" wildlife, and harder yet to gain their cooperation in resolving the issue. This interactive training will teach you how to handle the public's wildlife dilemmas in a matter of minutes, get "orphans" back with their parent(s), help you interpret wild animal behavior, and give effective solutions to common wildlife problems.

Laura Simon serves as the Wildlife Ecologist for the Humane Society of the United States (HSUS). She ran a wildlife hotline for 18 years to help individuals, businesses and communities resolve wildlife problems. Laura is also the president of the Connecticut Wildlife Rehabilitators Association. She graduated from the Yale School of Forestry and Environmental Studies with a Master's degree in Environmental Management.

Sunday Sessions

“Python Patrol Training” *The Florida Fish and Wildlife Conservation Commission* will provide training that teaches individuals to identify Burmese pythons, safely and humanely capture these invasive snakes, and properly report the data to FWC. The goal of the program is to create a network of trained individuals throughout Florida who know how to identify Burmese pythons and how to report sightings, which will help FWC respond quickly when these snakes are encountered. This Python Patrol training will include information on Burmese pythons in Florida, rules and regulations, permits, python detection, species identification, data reporting and safe capture techniques. Participants will receive hands-on experience catching wild caught Burmese pythons, and need to wear long pants and closed-toe shoes in order to work with the live snakes. This training is limited to 25 people, you may inquire at the FWC exhibit to see if there is still space available for the hands on portion.

“Create, Share, Engage! How YOU Can Use Social Media to Increase Adoptions and Promote Your Organization - Yes! You can do it!” From this seminar, you can fill your tool box with ideas that work, increase adoptions and promote a positive image for your organization. What is social media and is it right for you? This session will define social media, why engagement is important, and how to start with a plan. Learn how to share your message in a positive way to increase adoptions, promote your organization, and become an invaluable resource. The session will give specific examples of the power of words, taking the right photos, sharing videos, and also success stories from Cat Depot, a rescue, adoption, education and resource center. Don't talk to people, talk with them!

Lynn Rasys has over 15 years' experience in the public relations and communications field, and for the last five years, 4 devoted to animal welfare at Cat Depot. Formerly in Sales and Communications at Tropicana Products, Inc., a PepsiCo Company, and executive director for Susan G. Komen for the Cure Suncoast, Lynn's years of corporate and nonprofit experience now help to change the destiny of homeless, abandoned and injured cats and kittens. Lynn is Vice President of the Central West Coast-Florida Public Relations Association (CWC-FPRA), and a member of the Association for Fundraising Professionals (AFP).

“Animal Hoarding: What's Wrong With These People and What Can Your Department Do to Curb the Problem?”

Animal Hoarding affects communities across the globe. Although it is not a new phenomenon, authorities have been employing new and innovative ways to approach the problem. With the recent attention given to the topic by national media outlets, communities have marveled at the unbelievable conditions hoarders create for themselves and animals. However, in order to effect positive change

“Uncovering the Tools for Success” Sessions & Speakers

for all parties involved, communities must be proactive instead of reactive. Hoarders have a 100% recidivism rate without appropriate intervention. The time to think about how hoarding will impact your community isn't when the case is reported to the media. This session will outline some of the proactive measures your community can employ to handle some of its best kept secrets (hoarders) and will review recent trends in establishing community-based responses.

Adam Leath, Regional Director of the Investigations Division at the ASPCA, investigates and responds to cases of animal abuse throughout the Southeastern United States. He has led one of the largest operations in ASPCA history with the seizure of nearly 700 cats in February 2012 in Madison County, Florida. He also successfully investigated one of the largest cockfighting cases in Florida history, resulting in the seizure of more than 650 birds and numerous arrests. Adam Leath was formerly the Chief of Animal Control for Lee County Domestic Animal Services in Fort Myers, Florida. There, he oversaw the prosecution of all criminal and civil violations of state and local ordinances relating to animals. In addition, he was instrumental in establishing a working relationship with Florida's 20th Judicial Circuit to help increase penalties for felony animal cruelty crimes, spearheading training for animal control officers, and creating Lee County's Hoarding Task Force.

“The Link between Animal Abuse and Human Interpersonal Violence” The last decade has seen growing recognition of the connection between the commission of acts of cruelty to animal and other serious crimes against people and property. There is an undeniable link between animal abuse and violence perpetrated against people. When pets are abused, people are at risk. When people are abused, animals are at risk. It is important to recognize the LINK when responding to cases in the field. This session will concentrate on the recent trends with the LINK and how this information can be beneficial when making a case for the silent victims. **Presented by Adam Leath.**

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National Animal Control and Humane Officer Academy (NACHO) Certified Animal Control & Cruelty Investigations Training

Code 3 Associates and National Animal Care & Control Association (NACA) have formed a partnership to deliver a new higher standard in animal care and cruelty investigation training. This partnership will streamline and continue to set the standard for the way animal control, law enforcement and humane officers receive training by combining Code 3's Cruelty Investigators Academy and NACA's National Animal Control Officer Training Academy.

Module A Topics Include

- The Professional & Ethical Officer
- Basic Companion Animal Identification
- Search & Seizure + Juveniles & Liability
- Biosecurity & Zoonoses
- Rabies & Quarantine
- Veterinary Evaluations, Injury & 1st Aid
- Investigative Report Writing
- Safety and Survival in the Field
- Interview & Behavior Analysis
- Stress Management
- Animal Capture Techniques
- Companion Animal Behavior

Module B Topics Include

- Photography
- Animal Fighting
- Animals As Evidence
- Physical Evidence Documentation
- Argument & Confrontation Tactics
- Commercial Animal Sales
- Ritualistic Animal Crimes
- Basic Nutrition
- Livestock ID, Behavior & Investigations
- Case and Trial Preparation
- Sworn Testimony (Practical)
- Body Condition Scoring
- Demographic Attitudes

Module C Topics Include

- Large Scale Impounds
- Disaster Planning
- Animal Hoarders (w/tabletop exercise)
- Illegal Drug Labs
- High Volume Breeders
- The Cycle of Violence
- Handling Exotics & Wildlife (w/practical)
- Exotic Animal Investigations
- Hispanic Diversity
- Spanish for the Professional
- Case Studies

Certification

Upon completion of Modules A, B, and C participants will be dual certified as a NACA Certified Animal Control Officer and a Code 3 Associates Certified Cruelty Investigator. The NACA certification requires successful completion of only Modules A and B. This academy is taught in partnership with Colorado State University and CSU Veterinary Teaching Hospital for certification.

Please visit www.Code3associates.org, www.nacanet.org, or contact us at info@code3associates.org for more information and to learn more about getting help with training expenses through our Sponsor an Officer program.



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