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2017 Educational Conference

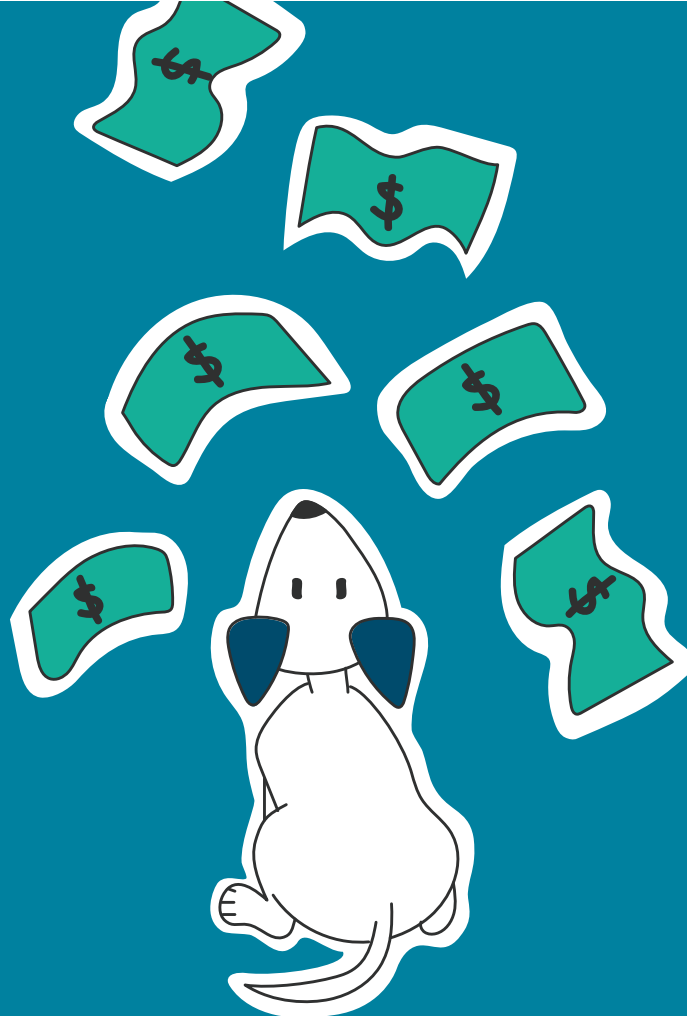
February 10-12, 2017
*Park Inn by Radisson Resort &
Conference Center - Orlando*

“Managing Change”



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**Saturday
February 11th
8:30pm
Main Ballroom**

IMMEDIATELY FOLLOWING
THE AWARDS BANQUET

2017 Florida Animal Control Association Educational Conference At-A-Glance “Managing Change”



Friday, February 10th

7 am	Conference Registration and Breakfast		
7:30 am	Annual FACA Meeting & Opening Remarks Main Ballroom		
	Track 1 Main Ballroom	Track 2 Salon A	Track 3 Sawgrass
8 am	Latest Perspectives on Animal Hoarding: New Understanding and Approaches Dr. Randall Lockwood	Humane Euthanasia Technician Refresher CEU Dr. Rachel Barton, DVM	Florida Black Bear Aversion Training Mike Orlando
10 am	Break to Visit Vendors & Silent Auction		
10:20 am	All Morning Classes Continue		
Noon	Lunch Sponsored by Custom Coaches – Salon B		
1 pm	Workplace Violence: Dealing With an Active Assailant Stanley Murray	Rabies Update and Challenging Cases Dr. Carina Blackmore	Legislative Process 101 Diana Ferguson and Kate MacFall
2:05 pm	Officer Safety: Effective Communication Stanley Murray	Increasing Return To Owner Rates Bryan Lloyd	Legislative Panel Discussion FACA, ASPCA, HSUS, FAAWO
3:05 pm	Break to Visit Vendors & Silent Auction		
3:25 pm	The Do's and Don'ts of Investigating Animal Crime Adam Leath	Making Shelter Animals Count Dr. Julie Levy	Preventing Violations: Creating and Ordinance Education Program Jennifer Diaz
4:30 pm	What Would You Do? A Case Study Into Crimes Against Animals Adam Leath	Beyond Labels: Understanding the True Impact of Live Release Rates and Intake Policies Roger Haston	Hurricane Matthew: Pets Sheltering Lessons Learned Kelly Wilson, Paul Studivant
5:30 pm	Vehicle & Large Equipment Show <i>Private Parking Lot</i>		
6:30 pm	Dinner (Casual Attire) <i>Salon B</i>		

Saturday, February 11th

7 am	Registration and Breakfast <i>Salon A</i>		
	Track 1 Main Ballroom	Track 2 Salon A	Track 3 Sawgrass
8 am	Investigative Techniques to Take Down Animal Fighting Chris Schindler	Humane Euthanasia Technician Refresher CEU - Repeat from Friday Dr. Rachel Barton, DVM	Dogs Playing for Life: An Enrichment Program for Shelter Dogs Featuring Play Groups Aimee Sadler
10 am	Break to Visit Vendors & Silent Auction		
10:20 am	All Morning Classes Continue		
Noon	Lunch <i>Salon B</i>		
1 pm	Working Together to Get It Done Kathryn Destreza	Field Training Evaluation Program for an ACO Roger Mills	Saving Lives From the Inside: Building a Successful Prison Program Jen Deane, Lisa Irre and James Crosby
2:05 pm	From Crime Scene to Courtroom Nicoletta Caferri	Conflict Wildlife in Florida Angeline Scotten	How to Kennel Whisper Julie Hughes
3:05 pm	Break to Visit Vendors & Silent Auction		



2017 Florida Animal Control Association Educational Conference At-A-Glance “Managing Change”

Saturday, February 11th

3:25 pm	<i>Dangerous Dog Investigations</i> James Crosby	<i>Equine Cruelty Investigations</i> Det. Jay Scarborough	<i>Leading Through Change: A Field Guide to Optimizing Transitions</i> Jocelyn Kessler
4:30 pm	<i>Fatal and Serious Dog Attack Investigations</i> James Crosby	<i>Putting Things in Pawspective: Mapping Data for Enriched Field Services</i> Jason Smith	<i>Screwworm in Florida: The Threat is Real</i> Stephen Barineau
7 pm	FACA Awards Banquet (Semi-formal/Business Casual) <i>Main Ballroom</i>		
8:30 pm	Casino Night Sponsored by Michelson Found Animals Registry <i>Main Ballroom</i>		

Sunday, February 12th (Reduced Space - No Lunch Provided/No Exhibitors)

7 am	Registration and Breakfast <i>Salon A</i>		
8 am	<i>The Emotional Impact of the Animal Care and Control Profession: Compassion Fatigue to Satisfaction</i> Robert C. Leinberger	<i>Return to Field: Putting Theory Into Action Saving Cats</i> Cameron Moore	<i>Dogs Playing for Life: An Enrichment Program for Shelter Dogs Featuring Play Groups (Repeat from Saturday)</i> Aimee Sadler
10 am	<i>Conflict Resolution</i> Daniel Grossi	<i>Best Practices for Transport of Companion Animals</i> Kristin Limbert	<i>Dogs Playing for Life, Cont'd</i> Aimee Sadler
Noon	Conference Adjourned		

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“Managing Change” Sessions & Speakers

Friday, February 10

Keynote: Latest Perspectives on Animal Hoarding: New Understanding and Approaches

Dr. Randall Lockwood
8 am to Noon
(Break at 10 am)
Friday, Feb. 10

Track 1

Animal Hoarding has received renewed attention from animal care and control and mental health professionals, including the recent classification of ‘hoarding disorder’ as a distinct mental illness by the American Psychiatric Association. It is a problem that impacts thousands of people and hundreds of thousands of animals each year and can place an enormous burden on the resources of responding agencies. Animal hoarding is more than an animal control or mental health problem - it is a community problem requiring coordinated community response. Authorities have been employing new and innovative ways to approach the problem. Communities must be proactive instead of reactive. . . The time to think about how hoarding will impact your community isn’t when the case is reported to the media. This workshop will describe the underlying dynamics of animal hoarding and the special challenges of responding to and documenting hoarding cases. We will review the pro’s and con’s of prosecuting hoarding as animal cruelty. Finally we 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 and interventions.

Presented by: Randall Lockwood, Ph.D., Senior Vice President, Forensic Sciences and Anti-Cruelty Projects ASPCA. Dr. Lockwood joined the ASPCA in 2005 and is currently Senior Vice President for Forensic Sciences and Anti-Cruelty Projects. He has a doctorate in psychology from Washington University in St. Louis, and was Assistant Professor in the psychology departments of the State University of New York at Stony Brook and Washington University in St. Louis and is currently Affiliate Assistant Professor at the College of Veterinary Medicine, University of Florida, Gainesville. For more than 30 years, Dr. Lockwood has worked with humane societies, animal control and law-enforcement agencies, serving as an expert on the interactions between people and animals. He has testified in numerous trials involving cruelty to animals or the treatment of animals in the context of other crimes, including dogfighting, animal hoarding, child abuse, domestic violence and homicide. He serves on the advisory boards of The National Center on Violence Against Animals and the Association of Prosecuting Attorneys Animal Cruelty Advisory Council. He holds a City Council appointment on the Baltimore, Maryland Anti-Animal Abuse Commission – the first such permanent city commission in the US addressing all forms of animal cruelty in that city. Dr. Lockwood co-authored Cruelty to Animals and Interpersonal Violence; Forensic Investigation of Animal Cruelty: A Guide for Veterinary and Law Enforcement Professionals and Investigating & Prosecuting Animal Abuse. Most recently he co-authored Animal Cruelty and Freedom of Speech: When Worlds Collide. U.S. v. Stevens and other Challenges on Public Policy and Animal Protection.

Keynote: Euthanasia Technician “Re-Certification”

Dr. Rachel Barton, DVM
8 am to Noon
(Break at 10 am)
Friday, Feb. 10

Track 2

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.

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.



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“Managing Change” Sessions & Speakers

Keynote: Florida Black Bear Aversion Training

Mike Orlando
8 am to Noon
(Break at 10 am)
Friday, Feb. 10

Track 3

Florida Fish and Wildlife’s bear response workshop will train participants to understand and identify bear behavior and biology, causes of conflicts, conflict situations, and the history of bear management. It will also provide less-lethal options for officers who may arrive to a bear issue prior to FWC. The training is a 4-hour course that includes a classroom presentation and field exercises with less-lethal ammunition.

Presented by: Mike Orlando, Assistant Black Bear Program Coordinator for Florida Fish and Wildlife Conservation Commission. His responsibilities include implementing an overall approach to reducing human-bear conflicts and managing black bear populations statewide. He also provides support to FWC staff and outside partners with the resources and training needed when dealing with bears. Mike has a Masters Degree on black bears and has worked for FWC for 14 years.

Workplace Violence: Dealing With an Active Assailant

Deputy Stanley Murray
1 pm to 2 pm
Friday, Feb. 10

Track 1

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.

Rabies Update and Challenging Cases

Dr. Carina Blackmore
1 pm to 2 pm
Friday, Feb. 10

Track 2

Learn about updates in the Florida 2016 Rabies Guide, which include a significant revision of our animal quarantine recommendations and briefly review some challenging cases that came up. A brief overview of screwworm will also be provided, as well as any other hot-off the-press disease related of relevance to animal control. Interested participants are encouraged to call or e-mail the speaker prior to the conference at: 850-245-4732 or Carina.Blackmore@flhealth.gov if they would like to share a challenging rabies investigation with the group or request more information on a particular zoonotic disease.

Presented by: Dr. Carina Blackmore. Dr. Blackmore holds a DVM from the Swedish University of Agricultural Sciences. After a few years in mixed practice she returned to school and received a PhD in arbovirus epidemiology from University of Notre Dame. In 2006 she became a Diplomate of American College of Veterinary Preventive Medicine. She joined the Florida Department of Health in 1998 and became the State Public Health Veterinarian in 2003. In this role she serves as a liaison with national veterinary public health professionals and oversees the development of state rabies prevention and control guidance.

Legislative Process 101

**Diana Ferguson and
Kate MacFall**
1 pm to 2 pm
Friday, Feb. 10

Track 3

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 and Kate MacFall. 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,

“Managing Change” Sessions & Speakers

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 McFall 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 10 years ago, is a Hurricane Katrina survivor.

Officer Safety: Effective Communication

Dr. Rachel Barton, DVM
2:05 pm to 3:05 pm
Friday, Feb. 10

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.

Track 1

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. He 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.

Increasing Return to Owner Rates

Brian Lloyd
2:05 pm to 3:05 pm
Friday, Feb. 10

Understanding the importance of returning lost pets to their owners and the impact it has on euthanasia rates, public perception and budgets. – This session will provide ideas on strategies, policies and programs that can assist Animal Control agencies increase their success in returning lost pets to owners. From simple changes in on-scene protocols to revision of ordinances, agencies can choose to adopt the ideas that will work best for them. This session was created based on the recommendation of Dr. Julie Levy after her visit to the Port St. Lucie Animal Control Division with Target Zero Program Director, Dr. Sara Pizano.

Track 2

Presented by: Bryan Lloyd is a lifelong resident of Florida and has been a member of the City of Port St. Lucie Animal Control Division since 2001. He was promoted in 2007 to the position of Crew Leader and then reached the rank of Supervisor in 2012. He is a member of the St. Lucie County Shelter Standards Committee and is currently enrolled at Indian River State College where he is taking classes to earn a degree in Business Administration. He uses his time off of work to volunteer as a youth football coach and is on the Board of Directors for the Port St. Lucie Police Athletic League.

Legislative Update: A Panel Discussion

FACA, ASPCA & HSUS
2:05 pm to 3:05 pm
Friday, Feb. 10

Moderated by Joan Carlson-Radabaugh of the ASPCA. 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.

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

Track 3

“Managing Change” Sessions & Speakers

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, FACA Contracted Lobbyist with Rutledge Ecenia. Diana 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.

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Jennifer Hobgood currently serves as 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.

Sherry L. Silk, Chief Executive Officer of the Humane Society of Tampa Bay. Sherry has worked in animal welfare for over 35 years. Prior to becoming the CEO of the Humane Society of Tampa Bay, she was the Operations Manager for the Michigan Humane Society in Detroit for most of her career. She oversaw the urban shelter which housed over 22,000 animals and the cruelty investigation division. In this capacity she appeared on Animal Planet’s Animal Cops for several years. She has also worked for the ASPCA as an Outreach Manager covering six southern states providing assistance, guidance and grants to animal welfare organizations. She currently serves on the board of the Florida Association of Animal Welfare Organizations (FAAWO), a state wide coalition of animal welfare and protection agencies. She also serves on the HSUS Companion Animal Advisory Council representing the State of Florida. She is married and has 2 adult children. She shares her home with two terrier mixes and two cats which were all adopted from a shelter.

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“Managing Change” Sessions & Speakers

The Do's and Don'ts of Investigating Animal Crime

Adam Leath
3:25 to 4:25 pm
Friday, Feb. 10

Track 1

Animal cruelty affects communities across the globe. The investigation and response to such crimes have evolved in recent decades to parallel the response given to crimes committed against people. This means that there is an increased expectation of local jurisdictions to plan, respond, and have positive outcomes in these cases. The time to start thinking about how to respond to animal cruelty, neglect, or fighting cases isn't when the case is reported to your department or your local media. . Convictions in animal abuse cases are obtained through thorough investigative work, which culminates in an effective execution of a warrant. Cases can be won and lost in the very early stages of an investigation, and those responding to criminal cases should be aware of potential pit falls that often occur in these cases. This session will outline the key steps in ensuring a successful response to animal abuse investigations. Attendees will walk away with a list of best practices and lessons learned from animal abuse investigations across the country.

Presented by: Adam Leath, Regional Director, Southeast Region Investigations Division Field Investigations and Response, ASPCA. Based out of Fort Myers, Florida, Adam Leath investigates and responds to situations involving animal victims of natural disasters and animal cruelty cases in the Southeast Region. Since starting in this position, Leath led one of the largest operations in ASPCA history with the seizure of nearly 700 cats in February 2012. Leath also successfully investigated one of the largest cockfighting cases in Florida history, resulting in the seizure of more than 650 birds and numerous arrests. Leath has responded to multiple dog fighting operations throughout his time at the ASPCA, including the second largest dog fighting bust in U.S. history in 2013, resulting in the seizure of more than 400 dogs. Leath holds a bachelor's degree in animal science from the University of Tennessee and a Graduate Certificate in Veterinary Forensic Science from the University of Florida. He is a board member and Treasurer of the International Veterinary Forensic Sciences Association and is a Certified National Animal Cruelty Investigator through the University of Missouri. He has also been certified in Equine Cruelty Investigation through the University of Colorado. Leath has been certified as an expert witness in animal fighting and animal cruelty. He currently consults with law enforcement at the local, state, and federal levels on cases of animal abuse.

Making Shelter Animals Count

Dr. Julie Levy
3:25 to 4:25 pm
Friday, Feb. 10

Track 2

Making Shelter Animals Count – More than 100 animal shelters across Florida collectively take in a quarter million dogs and cats every year. Beginning in 2013, a new state statute required that every shelter make their intake and outcome statistics publicly available. Some shelters responded by posting statistics online, some provide reports on request, and some still struggle to comply with the state law. Each shelter's data holds the keys for understanding its own operations and for engaging its community to help. And now, shelters can join the national database Shelter Animals Count to view data from similar organizations with similar community demographics, climate, geography, and other variables that impact the work shelters do. Shelter Animals Count provides a wealth of information on national trends that may affect your organization, grant applications, fundraising, and coalition-building efforts, and opens the door to a world where we're all working better – and smarter – together. In this session we'll review how to join the national database, how to use the basic data matrix for standardized data collection, and review the new tools available to the shelter community from Shelter Animals Count, including our newly launched Coalition tool.

Presented by: Dr. Julie Levy, who is a 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.



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Preventing Violations: Creating an Ordinance Education Program

Jennifer Diaz
3:25 to 4:25 pm
Friday, Feb. 10

Track 3

Preventing Violations: Creating an Ordinance Education Program – This session will cover Orange County Animal Services’ educational course used to teach citizens about the ordinance and statutes relevant to pet ownership. Topic will be: how the course was formed, information Orange County provides to attendees, integration of the program into the civil citation process, and how you may begin to implement a similar concept at your own agency. Join presenter Jennifer Diaz to learn how you can help educate the public to help prevent violations from occurring.

Presented by: Jennifer Diaz is the Program Coordinator overseeing the “Responsible Pet Ownership” course with Orange County Animal Services. Her other duties include coordinating court activity, cruelty investigations, and acting as a liaison with the local law enforcement. Beginning her career with Orange County Animal Services in 2004, she has worked in multiple roles throughout the facility giving her a well rounded understanding of the many facets to the animals control field.

What Would You Do?

Adam Leath
4:30 pm to 5:30 pm
Friday, Feb. 10

Track 1

Cases involving animal victims are unique in many ways. The victims of the crime are silent and unable to describe the pain and suffering they have endured. The victims are also considered legal property. These cases are very resource intensive and often require subject matter expertise in every case. In responding to these crimes, officers often ask themselves, “What should I do.” Depending on who you ask, it is common to get different answers. In this session, attendees will be presented with several case studies involving crimes against animals. Attendees will be asked to determine what course of action should be taken to achieve the best results in each case. Attendees will also collaborate with one another and discuss various approaches in each case study.

Presented by: Adam Leath, Regional Director, Southeast Region Investigations Division Field Investigations and Response, ASPCA. Based out of Fort Myers, Florida, Adam Leath investigates and responds to situations involving animal victims of natural disasters and animal cruelty cases in the Southeast Region. Since starting in this position, Leath led one of the largest operations in ASPCA history with the seizure of nearly 700 cats in February 2012. Leath also successfully investigated one of the largest cockfighting cases in Florida history, resulting in the seizure of more than 650 birds and numerous arrests. Leath has responded to multiple dog fighting operations throughout his time at the ASPCA, including the second largest dog fighting bust in U.S. history in 2013, resulting in the seizure of more than 400 dogs. Leath holds a bachelor’s degree in animal science from the University of Tennessee and a Graduate Certificate in Veterinary Forensic Science from the University of Florida. He is a board member and Treasurer of the International Veterinary Forensic Sciences Association and is a Certified National Animal Cruelty Investigator through the University of Missouri. He has also been certified in Equine Cruelty Investigation through the University of Colorado. Leath has been certified as an expert witness in animal fighting and animal cruelty. He currently consults with law enforcement at the local, state, and federal levels on cases of animal abuse.

Beyond Labels: Understanding the True Impact of Live Release Rates and Intake Policies

Roger Haston
4:30 pm to 5:30 pm
Friday, Feb. 10

Track 2

In this session we will explore some of the trends in animal welfare and sheltering through the use of stochastic modeling and simulation. This will be a critical look at key topics around metrics for success with a focus on live release rate and intake policies. In this talk we will delve into both the strengths and weaknesses of live release rate and how taken to the extreme it can really work against the overall good of animal welfare. The key learning’s from this session will be a broader understanding of the systemic impacts of intake and euthanasia decisions as well as a more critical look at metrics. Further we will examine the need to view animal welfare in the context of the community and not on a singular organization.

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

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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.

Hurricane Matthew: Pets Sheltering Lessons Learned

**Kelly Wilson and
Paul Studivant**
4:30 pm to 5:30 pm
Friday, Feb. 10

Track 3

Hurricane Matthew's track along the Atlantic Coast of Florida in early October necessitated the evacuation of approximately 150,000 residents in St. Johns County, Florida. St. Johns County Animal Control, in partnership with the St. Johns County School District and Emergency Management, opened and operated two Pet Friendly Shelters, sheltering over 300 pets and their owners. In this session we will discuss how we prepared, executed and operated the pet friendly shelters. We will examine what worked and the areas we can improve upon. We will also discuss the pet “drop-off” that occurred at our Pet Center during the evacuation and post-storm sheltering for people and their pets that were displaced from their homes.

Presented by: Kelly Wilson has served as the Emergency Management Planner for St. Johns County, Florida since February 2006. Ms. Wilson specializes in Comprehensive Emergency Management Planning including hazard mitigation planning and continuity of operations planning. Prior to coming to St. Johns County, she served as the Planner for the City of Key West specializing in land use planning. Her educational background includes a Master's of Science degree from the University of South Florida with a focus in environmental science. Her Master's Thesis was a study of topography in a karst landscape examining and comparing sinkholes and storm water retention ponds through aerial photography and GIS analysis.

Paul Studivant is the Division Manager for St. Johns County Animal Control, and has been with the division for 21 years. He is the former President of the Florida Animal Control Association (FACA)(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 (FACA), 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.

Saturday, February 11

Keynote: Investigative Techniques to Take Down Animal Fighting

Chris Schindler
8 am to Noon
(Break at 10 am)
Saturday, Feb. 11

Track 1

This session will cover proven investigative techniques used by the nation's leading animal fighting experts to take down significant operations throughout the country. Learn to recognize, investigate and identify evidence related to dogfighting and cockfighting and how to interpret state and federal laws. An overview of evidence collection and documentation techniques utilized in the field when serving search warrants will also be provided.

Presented by: Chris Schindler - Director, Animal Crimes at the Humane Society of the United States. Chris has spent more than 20 years in the field and currently oversees national animal fighting and cruelty investigations for the HSUS Animal Rescue Team. He has investigated hundreds of illegal animal fighting operations and is one of the nation's leading experts on the inner workings of animal fighting networks. Schindler works with state, local, and federal law enforcement agencies to build cases against many of the country's major animal fighting targets and dismantle animal fighting operations. He compiles intelligence and maintains a comprehensive database on known or suspected dogfighters, which has been instrumental in helping law enforcement and prosecutors make their cases in court. Schindler consults with and educates law enforcement agencies on the signs and substance of animal fighting operations throughout the United States and abroad.

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Keynote: Euthanasia Technician “Re-Certification”

Dr. Rachel Barton, DVM
8 am to Noon
(Break at 10 am)
Saturday, Feb. 11

Track 2

(Repeat of Friday Session) 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.

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.

Keynote: Dogs Playing for Life: An Enrichment Program for Shelter Dogs Featuring Play Groups

Aimee Sadler
8 am to Noon
(Break at 10 am)
Saturday, Feb. 11

Track 3

Dogs live to play...now let them play to live! Learn how play groups can enhance quality of life (for shelter dogs and their care-takers) and adoption matching while helping you to learn so much more about your dogs than how they play with other dogs. From working with over 170 shelters internationally and asking them about the impact of play groups, we’ve heard from shelters far and wide how the benefits far outweigh the perceived risks. This presentation is packed with video demonstrating how play groups are an enrichment tool, a training tool, an assessment tool and behavior modification tool that provide an efficient and effective way to best care for even large populations of sheltered dogs. Aimee Sadler is the Founder and CEO of DPFL with thirty years of professional animal training experience working with multiple species, from marine mammals to equine, with life-saving and improved quality of life for shelter dogs being her passion.

Presented by: Aimee Sadler who is the Founder and CEO of Dogs Playing for Life. With thirty years of experience with multiple species in varying venues, Aimee has become an internationally recognized trainer and speaker specializing in shelter programs that enhance the quality of life for sheltered dogs (and their care-takers!) while creating safer shelter environments for canine handlers and ultimately reducing canine euthanasia across the country. Dogs Playing for Life Programming (featuring daily play groups for shelter dogs) is in increasing demand and has been introduced to over 170 shelters internationally. Aimee is a proud recipient of the 2011 Henry Bergh Leadership Award and has been inducted into the International Association of Canine Professional’s Hall of Fame. DPFL has been featured in The Bark Magazine, the PBS series Shelter Me and is endorsed by HSUS.

Working Together to Get It Done: Multi- Agency Response to Animal Cruelty

Kat Destreza
1 pm to 2 pm
Saturday, Feb. 11

Track 1

Animal cruelty and neglect cases are highly publicized criminal cases. Society has begun to recognize not only how these cases affect their communities but also the connection between animal cruelty and other serious crimes. This presentation will introduce attendees to why a multi-agency response to animal cruelty cases is necessary and provide basic framework to plan and manage these multi-faceted responses.

Presented by: Kat Destreza, who currently serves as director of Investigations for the ASPCA’s Field Investigations and Response team; overseeing and coordinating animal cruelty investigations across the country for the ASPCA. She routinely works with state and federal law enforcement agencies and local animal welfare groups on criminal cases and will often serve as a subject matter expert on crime scenes to guide law enforcement in identifying evidence and paraphernalia associated with cruelty and animal fighting. Recently, Destreza led the rescue of more than 600 animals suffering from substandard conditions at a rescue in NC and assisted with two major, federal dog fighting rings spanning multiple states and involving hundreds of dogs. Prior to joining the ASPCA, Destreza served over 17 years as the animal services director and chief humane officer for the Louisiana Society for the Prevention of Cruelty to Animals (LA/SPCA), where she earned national recognition for handling high-profile animal

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cruelty and animal fighting cases, improving the quality of life for shelter animals, and her leadership in the aftermath of Hurricane Katrina-leading the largest animal rescue operation in history. Destreza teaches various courses on animal cruelty, blood sports and disaster preparedness and has presented for law enforcement, animal control and veterinary entities across the country. Prior to her work in animal welfare, Destreza was a member of the United States Armed Services, serving as an engineer with the U.S. Navy on the USS Cimarron AO in the Echo fighter group during Desert Shield.

Field Training Evaluation Program for an ACO

Roger Mills
1 pm to 2 pm
Saturday, Feb. 11

Track 2

This session will focus on the fundamental aspects of developing an effective training program for new animal control officers. We will start by discussing what kind of training program you need to build; who you need to build the program; and then get into exactly how to build the program, while also considering what benefits you hope to achieve.

Presented by: Roger Mills, Director of Field Investigations for Hillsborough County Animal Control. He received his Bachelor of Arts in Criminology with a minor in Public Administration, Master of Science in Criminal Justice with a Specialty in Critical Incident Management. His 35 years of Law Enforcement Experience has included special assignments with the Federal Marshals Task Force, and Dignitary Protection Details for Presidents and Governors. He has over 4000 hours of specialized training and taught in numerous fields to include Firearms, Large Animal Cruelty Investigations, Mounted Patrols, Chemical Munitions, Defensive Tactics, Baton/Asp, and supervised Field Training programs for two Law Enforcement agencies.

Saving Lives From the Inside: Building a Successful Prison Program

**Jen Dean, Lisa Irre and
James Crosby**
1 pm to 2 pm
Saturday, Feb. 11

Track 3

Building a successful prison program doesn't have to be difficult. In this session you will learn how to sell, establish and maintain a successful prison program. Walk away with a winning strategy of choosing the right dogs, marketing dogs, maintaining strong relationships with correctional facilities and getting dogs adopted. Also included are navigating challenges and ways to think outside of the box to successfully place dogs.

Jen Deane, Pit Sisters, CPDT-KA, is the President and Founder of Pit Sisters, an animal welfare organization based in Jacksonville, Florida. Pit Sisters has rescued over 350 dogs with the vast majority of them labeled as pit bulls. Jen is also a certified dog trainer and APDT CLASS Evaluator. Jen currently directs the TAILS (Teaching Animals and Inmates Life Skills) Prison Program which currently includes 4 correctional facilities. She is a Regional Director for the Miami Coalition Against Breed Specific Legislation. She has 5 dogs and 3 cats and she works closely with several other animal shelters and animal welfare organizations to help homeless animals.

Lisa Irre, Jacksonville Police Department. Lisa is the canine coordinator for the TAILS Program at Montgomery Correctional Center. Lisa is an avid dog lover and adopted her dog from the TAILS Program.

James Crosby M.S., 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. He is Division Management Consultant (Chief) of Jacksonville (FL, USA) Animal Care and Protective Services, the municipal animal services agency for Florida's largest city. As one of less than 45 persons who have earned a Master of Science degree in Veterinary Forensic Medicine, Jim is recognized in and out of Court as an expert on Dangerous Dogs, canine aggression, fatal dog attacks, and related issues. He has personally investigated over 20 fatal dog attacks on humans and, has post-attack, evaluated 40 dogs that have attacked and killed humans. In addition to his American work, Jim has consulted upon and investigated fatalities in the UK and India. Jim teaches safe handling and rehabilitation of Dangerous Dogs and Investigation of Fatal and Serious Dog Attacks to police, animal control agencies, and others across the US and Canada. He has been instrumental in a number of successful prosecutions focused on dog related fatalities. Jim continues to present training seminars internationally in Italy, Canada, the UK, and most recently in Warsaw, Poland. Jim is a contributor to the book "Dog Aggression" being released in 2017 by the University of Lincoln, Lincolnshire, England. He also writes the popular dog aggression blog "Canine Aggression Issues with Jim Crosby".

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From Crime Scene to Courtroom

Nicoletta Caferri
2:05 pm to 3:05 pm
Saturday, Feb. 11

Track 1

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 ASPCA 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 ASPCA 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.

Conflict Wildlife in Florida

Angeline Scotten
2:05 pm to 3:05 pm
Saturday, Feb. 11

Track 2

In this presentation, we'll cover common conflict wildlife species in Florida and how to resolve issues with them. We'll discuss regulations, trapping and removal methods, and nonnative species in Florida. There should be time for questions at the end.

Presented by: Angeline Scotten, Florida Fish and Wildlife Conservation Commission. Angeline Scotten is a fifth generation Floridian and was born and raised in Jupiter. She graduated from the University of Tennessee with her Bachelors of Science degree in wildlife & fisheries science (concentrating in wildlife management) and her minor in forestry. After spending several years doing field work in various states in the southeast, she settled back in Florida with her current position. She has been with the Florida Fish and Wildlife Conservation Commission (FWC) since 2012 as a wildlife biologist concentrating on nuisance wildlife issues in south Florida.

How to Kennel Whisper

Julie Hughes
2:05 pm to 3:05 pm
Saturday, Feb. 11

Track 3

This session on Kennel Whispering will take you step by step on the psychology of the shelter animal and how to lower stress levels and reactivity in and out of the kennels. Come join us for an hour of information and learn the hands on techniques you can take home and practice at your shelter.

Presented by: Julie Hughes CPDT-KA is the behavior specialist for dogs and cats at the Peggy Adams Animal Rescue League. She is a member of a very successful behavior team at Peggy Adams rescue league located in West Palm Beach. Her education also includes a degree in Canine Ethology at the University of Cambridge. She also trains dogs with behavior problems, reactivity, shyness, and anxiety issues. Julie is also a certified instructor through AKC and Class through the professional dog trainers Association. She currently owns eight rescues (all former behavior problems), and has

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trained her shelter dog mixed breeds to Master's level in agility. She is an innovative handler who specializes in large breed shelter dogs. Her philosophy is balanced training produces positive results.

Dangerous Dog Investigations

James Crosby
3:25 pm to 4:25 pm
Saturday, Feb. 11

Track 1

In Florida, Dangerous is more than just an attitude. The legal designation Dangerous Dog has a profound effect on dog, owner, and the safety of the public. There is a process, statutory requirements, and standards of reasonability that evolve from year to year and case to case. We will look at the Florida Statutes, applicability of local ordinances, and the process from the viewpoint of both investigating Officer and Hearing Official. Let's up our games to take the truly Dangerous animals off the street while safeguarding the rights of owners and animals that stand accused due to neighborhood disputes and unreasonable complainants.

Presented by: James Crosby M.S., 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. He is Division Management Consultant (Chief) of Jacksonville (FL, USA) Animal Care and Protective Services, the municipal animal services agency for Florida's largest city. As one of less than 45 persons who have earned a Master of Science degree in Veterinary Forensic Medicine, Jim is recognized in and out of Court as an expert on Dangerous Dogs, canine aggression, fatal dog attacks, and related issues. He has personally investigated over 20 fatal dog attacks on humans and, has post-attack, evaluated 40 dogs that have attacked and killed humans. In addition to his American work, Jim has consulted upon and investigated fatalities in the UK and India. Jim teaches safe handling and rehabilitation of Dangerous Dogs and Investigation of Fatal and Serious Dog Attacks to police, animal control agencies, and others across the US and Canada. He has been instrumental in a number of successful prosecutions focused on dog related fatalities. Jim continues to present training seminars internationally in Italy, Canada, the UK, and most recently in Warsaw, Poland. Jim is a contributor to the book "Dog Aggression" being released in 2017 by the University of Lincoln, Lincolnshire, England. He also writes the popular dog aggression blog "Canine Aggression Issues with Jim Crosby".

Equine Cruelty Investigations

Jay Scarborough
3:25 pm to 4:25 pm
Saturday, Feb. 11

Track 2

This session will show attendees how to recognize signs of common neglect involving horses and will outline the essential investigative steps to ensure a conviction. We will discuss proper body condition scoring for horses and how to recognize signs of illegal horse slaughter.

Presented by: Jay Scarborough, who is a Detective with Polk County Sheriff's Office, with a passion for prosecuting animal cruelty and neglect involving horses. Det. Scarborough is a Certified animal cruelty and equine cruelty investigator through Colorado State University and Code 3 and Associates. Det. Scarborough has been sworn as an expert witness in animal cruelty and equine cruelty. The Polk County Sheriff's Office is a full service law enforcement agency serving Polk County Florida. Polk County is the fourth largest county in the state with 2,010.2 total square miles, 1,874.9 square miles of which is land area. The Sheriff's Office employs 1,578 full-time (623 sworn, 382 certified, 573 civilians), 256 part-time, and 1,000 members. The Polk County Sheriff's Office primary service response area consists of the unincorporated areas of Polk County (those area with Polk County that are outside city limits). The unincorporated area of Polk County totals approximately 1,909 of the county's total 2,010.2 square miles.

Leading Through Change: A Field Guide to Optimizing Transitions

Jocelyn Kessler
3:25 pm to 4:25 pm
Saturday, Feb. 11

Track 3

Have you ever taken the lead on a new initiative, only to look back and discover no one was standing behind you? Every organization must undergo change to remain relevant and continue to thrive. Utilizing part scientific theory and part real-world case study, this workshop will outline the fundamentals of change leadership and provide tools to help you bring your staff and stakeholders along with you.

Presented by: Jocelyn Kessler, Sr. Director of Operations, Community Medicine at the ASPCA, supporting nonmedical functions such as transport, fleet maintenance, and outreach for eight mobile clinics and three stationary clinics in New York and Los Angeles. In 2016, Community Medicine provided subsidized spay/neuter and Primary Pet Care to over 60,000 animals. Jocelyn specializes in employee engagement

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and professional development, as well as customer service and outreach targeting underserved communities. Jocelyn earned a Master of Business Administration from the University of Colorado at Denver. Prior to joining the ASPCA in 2011, she acquired over 20 years of experience leading teams in the for-profit sector. Jocelyn served as the director of operations for a 64-store retail chain based in Denver, CO, led a team of 150+ employees at a Target store in Burlington, NC and managed strategic business development at Cox Communications in San Diego, CA.

Fatal and Serious Dog Attack Investigations

James Crosby
4:30 pm to 5:30 pm
Saturday, Feb. 11

Track 1

Each year about 30 humans across the US are killed by dog attack. More are seriously injured, but one still has a better chance of death or disability from falling in the bathtub. Yet dog attacks are high profile events, and our Agencies are placed under the spotlight when one of these happens in our back yard. Is your agency ready to be under the lights? Are your officers ready to take on a homicide investigation, even if local Law Enforcement says “The dog did it -we are done here.”? Jim has worked more of these cases, hands-on, beginning to end, than any other investigator and is here to share advice, warnings, and try to keep you on the straight and steady, If there are going to be mistakes: make sure they are someone else’s. Here is where you can get a safe and effective roadmap.

Presented by: James Crosby M.S., 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. He is Division Management Consultant (Chief) of Jacksonville (FL, USA) Animal Care and Protective Services, the municipal animal services agency for Florida’s largest city. As one of less than 45 persons who have earned a Master of Science degree in Veterinary Forensic Medicine, Jim is recognized in and out of Court as an expert on Dangerous Dogs, canine aggression, fatal dog attacks, and related issues. He has personally investigated over 20 fatal dog attacks on humans and, has post-attack, evaluated 40 dogs that have attacked and killed humans. In addition to his American work, Jim has consulted upon and investigated fatalities in the UK and India. Jim teaches safe handling and rehabilitation of Dangerous Dogs and Investigation of Fatal and Serious Dog Attacks to police, animal control agencies, and others across the US and Canada. He has been instrumental in a number of successful prosecutions focused on dog related fatalities. Jim continues to present training seminars internationally in Italy, Canada, the UK, and most recently in Warsaw, Poland. Jim is a contributor to the book “Dog Aggression” being released in 2017 by the University of Lincoln, Lincolnshire, England. He also writes the popular dog aggression blog “Canine Aggression Issues with Jim Crosby”.

Putting Things in Pawspective: Mapping Data for Enriched Field Services

Jason Smith
4:30 pm to 5:30 pm
Saturday, Feb. 11

Track 2

Inefficiency in field services can be extremely costly. The expense of staff, fleet services and negative public interactions can severely impact organizational effectiveness and hamper mission accomplishment. Over the years, animal service oriented agencies have collected more and more data to meet the ever growing demand for advanced and creative field services solutions. Utilizing geospatial data (maps) is the next wave in data analysis, giving a richness and utility to data where conventional statistical analysis has traditionally fallen short. Learning to collect, map and analyze geospatial data gives richer information and insight, helping decision makers to better allocate resources, identify patterns and proactively target troubled areas.

Presented by: Jason Smith MBA, CAWA, has served as the Director of Operations for one of the largest shelters in the United States, handling more than 50,000 animals annually, an Executive Director for a regional humane society and various other capacities in animal welfare. With over 14 years of industry experience, Jason currently consults with up to 200 shelters each year through his position with HLP Inc. Most of his work is in the area of operational efficiency and improvement as well as data collection and analysis.



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Screwworm in Florida: The Threat is Real

Stephen Barineau
4:30 pm to 5:30 pm
Saturday, Feb. 11

Track 3

This session will overview the State Agricultural Response Team (SART) and the State ESF-17 response structure. Topics will include the current organization of SART, the capabilities and equipment made available through SART, and how SART has operated in recent activations. The presentation will also heavily cover how this state level response is being leveraged to combat the New World Screwworm outbreak in Florida and lessons learned as the response has continued to evolve.

Presented by: Stephen Barineau, Florida Department of Agriculture and Consumer Services, graduated from Florida State University with a degree in criminology and worked for several years with the Florida Department of Corrections before transitioning into Emergency Management in support of the State ESF-17 response function over four years ago. As a member and acting lead of the State Agricultural Response Team (SART), he has been involved with coordinating the day to day activities as SART continues to function as not only as a specialty response team but also as a resource to strengthen agricultural and animal response capabilities state-wide. Along with SART oversight, Stephen has served as the Plans Section Chief for the FDACS Division of Animal Industry incident management team and served on multiple animal disease responses to include the 2013 EHV-1 outbreak in Ocala and the current New World Screwworm infestation in the lower keys.

Sunday, February 12

Keynote: Dogs Playing for Life: An Enrichment Program for Shelter Dogs Featuring Play Groups

Aimee Sadler
8 am to Noon
Sunday, Feb. 12

Track 3

(Repeat from Saturday) Dogs live to play...now let them play to live! Learn how play groups can enhance quality of life (for shelter dogs and their care-takers) and adoption matching while helping you to learn so much more about your dogs than how they play with other dogs. From working with over 170 shelters internationally and asking them about the impact of play groups, we've heard from shelters far and wide how the benefits far outweigh the perceived risks. This presentation is packed with video demonstrating how play groups are an enrichment tool, a training tool, an assessment tool and behavior modification tool that provide an efficient and effective way to best care for even large populations of sheltered dogs. Aimee Sadler is the Founder and CEO of DPFL with thirty years of professional animal training experience working with multiple species, from marine mammals to equine, with life-saving and improved quality of life for shelter dogs being her passion.

Presented by: Aimee Sadler who is the Founder and CEO of Dogs Playing for Life. With thirty years of experience with multiple species in varying venues, Aimee has become an internationally recognized trainer and speaker specializing in shelter programs that enhance the quality of life for sheltered dogs (and their care-takers!) while creating safer shelter environments for canine handlers and ultimately reducing canine euthanasia across the country. Dogs Playing for Life Programming (featuring daily play groups for shelter dogs) is in increasing demand and has been introduced to over 170 shelters internationally. Aimee is a proud recipient of the 2011 Henry Bergh Leadership Award and has been inducted into the International Association of Canine Professional's Hall of Fame. DPFL has been featured in The Bark Magazine, the PBS series Shelter Me and is endorsed by HSUS.

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

Rob Leinberger
8 am to 10 am
Sunday, Feb. 12

Track 1

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!

Presented by: Rob Leinberger, who 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

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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 President.

Return to Field: Putting Theory Into Action Saving Cats

Cameron Moore
8 am to 10 am
Sunday, Feb. 12

Track 2

Is your shelter looking to start or expand a community cat diversion/TNR program? Cameron Moore of Target Zero has taken over 25,000 cats through such a program in Jacksonville, FL, and will be sharing the data behind her recommended program design with those who want to implement shelter diversion and TNR programs for cats in their communities. Learn about policies that make sense for community cats, shelter cats and shelter dogs (yes - this program benefits shelter dogs too)!

Presented by: Cameron Moore, Target Zero. Before joining Target Zero, Cameron Moore spent six years working as the Program Director for First Coast No More Homeless Pets (FCNMHP), the largest high volume spay/neuter clinic in the country performing over 25,000 surgeries annually. FCNMHP's mission is to end the euthanasia of dogs and cats in the city shelter and surrounding areas. While in this role, Cameron implemented many lifesaving programs that directly impacted intake and live release at the shelter, helping the City of Jacksonville achieve and maintain a live release rate of over 90%. She oversaw programs involving targeted spay/neuter initiatives, community cat diversion, surrender prevention, adoption programs and kitten nurseries which have evolved into the Target Zero pyramid. In 2008, Cameron launched the Feral Freedom program in Jacksonville Florida which has successfully sterilized over 26,000 community cats that have entered the shelter system and returned them to their outdoor home. As an animal welfare consultant with Target Zero, Cameron enjoys helping communities find ways to not only improve the live outcomes of shelter animals but to help prevent homelessness and keep pets out of the shelters and with families who love them. Cameron holds a Bachelor of Science degree from Kennesaw State College in Public and Social Services. She founded a nonprofit cat rescue organization called Lucky Cat Adoptions in 2005 and has successfully found homes for over 7,700 cats. Her experience running a nonprofit rescue organization and at FCNMHP focusing on ending shelter euthanasia give her a unique perspective achieving the Target Zero mission.

Conflict Resolution

Daniel Grossi
10 am to Noon
Sunday, Feb. 12

Track 1

Conflict occurs between people who are seeking different goals or outcomes to a situation. It is inevitable, and as relationships become closer and more personal, more conflicts occur, trivial complaints become more significant, and feelings become more intense. The workplace is often the perfect setting for conflict to occur, and this is intensified given the nature of our work. Communication between individuals can either escalate or resolve conflict between parties, therefore successful resolution of conflict requires proper training and effective communication skills. Once engaged in conversation, an effective conflict manager can employ general and specific techniques to resolve the conflict and create a win-win situation for all parties involved. This block will provide a basic knowledge of the different types of conflict animal care and control employees may encounter in the field, shelter, or between employees. Participants will be given tools and techniques to effectively identify and resolve conflict. Effective conflict resolution skills are important in every aspect of the organization can increase officer safety, compliance with laws and regulations, decrease citizen complaints, and increase employee satisfaction and retention.

Presented by: Daniel Grossi, Collier County Domestic Animal Services. Dan is a retired police sergeant who served as a hostage negotiator and was a member of the agencies crisis intervention team. In these roles, he successfully negotiated many critical incidents throughout his career. Over the years, he realized that the same skills and techniques used to negotiate with a hostage taker or barricaded subject can be used to resolve other conflicts such as a customer or employee complaint. He has identified some key aspects of the negotiation process that can be applied to any conflict in order to facilitate a resolution. As a Doctoral student at Northcentral University, Dan has focused his studies on integrating key components of crisis intervention into private businesses to aid in conflict resolution and customer service. He is currently

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the Animal Control Supervisor at Collier County Domestic Animal Services, overseeing 10 Animal Control Officers, 1 Licensing and Compliance Officer, and 1 Dispatcher.

Best Practices for Transport of Companion Animals –

Kristen Limbert
10 am to Noon
Sunday, Feb. 12

Track 2

The transport of animals from places where demand is low to regions where demand is much higher continues to expand as a life-saving tool. In late 2015 The Society of Animal Welfare Administrators (SAWA) brought together a group of experts to determine the very best way to accomplish such transports so that the best interests of the individual animals as well as the “source” and “destination” communities were served. The Best Practice document that resulted will provide solid guidance to those organizations already engaged in transport or those considering jumping on board. Hear from an expert in the transport world how to best use this powerful tool.

Presented by: Kristen Limbert, Senior Director of the ASPCA’s Animal Relocation Initiative. Kristen joined the ASPCA in 2007 as the Coordinator for the Humane Education Department. In 2009, after volunteering with the Disaster Response Team for a year, she transitioned into the role of Operations Manager for the newly formed Field Investigations and Response (FIR) Team. As a member of FIR, Kristen was involved in several large-scale animal rescue operations, including natural disasters, dog- and cockfighting raids, puppy mill investigations, large scale hoarding operations and cases of horse abuse and neglect. Part of her role with the FIR team was to facilitate the export and placement of the hundreds of animals rescued to the partner groups that helped to find them permanent homes. It was that experience and interest that led her to her role on the Animal Relocation Team, starting in April of 2011. Kristen is now able to focus on facilitating the rescue of animals who, while not necessarily the victims of animal cruelty, are still a population at incredible risk in shelters nationwide. She oversees ASPCA relocation efforts in Los Angeles and along the East Coast, and routinely works with groups across the country to increase the quality and quantity of their animal transports. Kristen resides in Asheville, NC with her partner Kathryn, their 2-legged toddler triplets, Hayden, Hudson and Hazel, their dog Lila, and cat, Indy.

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