

#1

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 5:56:01 AM  
**Last Modified:** Wednesday, August 09, 2017 5:59:28 AM  
**Time Spent:** 00:03:26  
**IP Address:** 174.227.6.191

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Okeechobee county animal control services

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**Q2** What County is your agency located within?

Okeechobee

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

3

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

Non all make about the same 15.86 an hr

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

Jarredshane1990@gmail.com or 863 447 1383

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#2

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 5:53:30 AM  
**Last Modified:** Wednesday, August 09, 2017 6:04:54 AM  
**Time Spent:** 00:11:24  
**IP Address:** 50.244.176.141

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Davie Police Dept

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**Q2** What County is your agency located within?

Broward

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

1

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

No, but salary compensation for certifications such as, Professional Animal Cruelty Investigator, certified through LETI, or N.A.C.H.O, is available.

I used to work for Broward Co. Animal Care and all ACOs were required to be certified in basic animal control and euthanasia, chemical capture certification was available by seniority and budget availability; no additional compensation. That may have changed in the 2.5yrs I've been gone from there. There are other counties/agencies that have specialized officers, but the basic requirements hold up.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

karen\_borsoni@davie-fl.gov 954-693-8291

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#3

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 7:01:38 AM  
**Last Modified:** Wednesday, August 09, 2017 7:10:55 AM  
**Time Spent:** 00:09:16  
**IP Address:** 216.239.172.2

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Seminole County Animal Services

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**Q2** What County is your agency located within?

Seminole County

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

8

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

We have 6 ACO positions and 2 Cruelty Investigator positions. ACO position must have 1 year animal experience and become certified ACO within 6 months of hire date. Cruelty Investigator must have 2 years animal experience, be a certified ACO and take/pass the Code 3 Cruelty Investigator classes within 1 year of hire date. Starting pay for Officer is \$13.79 hour and Cruelty Investigator is \$15.04 hour

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

Shari Covell scovell@seminolecountyfl.gov 407-665-5215

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#4

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 7:10:30 AM  
**Last Modified:** Wednesday, August 09, 2017 7:19:59 AM  
**Time Spent:** 00:09:29  
**IP Address:** 136.174.187.5

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Pinellas County Animal Services

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**Q2** What County is your agency located within?

Pinellas

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

Three

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

ACO I Pay Grade 12: \$16.84 to \$26.25

3 years training and/or experience with animals or regulatory compliance and enforcement, law enforcement, military, or a related field; or An equivalent combination of education, training, and/or experience.

ACO II Pay Grade 13: \$17.68 to \$27.76

Certification from the 40-hour minimum standards training course approved by the Florida Animal Control Association, successful completion of a minimum of 80 hours of training as an animal cruelty investigator, and 4 years training and/or experience with animals or regulatory compliance and enforcement, law enforcement, military or a related field; or Associate's degree in law enforcement or related field and 2 years experience as described above; or An equivalent combination of education, training, and/or experience.

Senior Animal Control Officer Pay Grade 15: \$19.49 to \$30.92

• 5 years training and/or experience with animals or regulatory compliance and enforcement, law enforcement, military, or a related field that includes team leader, supervision or supervisory training; or Associate's degree in law enforcement, or related field and 3 years experience as described above; or An equivalent combination of education, training, and/or experience.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

jmcgill@pinellascounty.org

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#5

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 8:17:15 AM  
**Last Modified:** Wednesday, August 09, 2017 8:29:23 AM  
**Time Spent:** 00:12:07  
**IP Address:** 198.202.253.144

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Leon County Animal Control

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**Q2** What County is your agency located within?

Leon County

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

We have five ACOs and because we are a county agency they are all required to be FACA certified.

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

Yes. We have an ACO position and a Senior ACO position. The Senior ACO position requires a minimum of 3 years of experience. We also have a Lead Officer position. The person in this position receives a \$0.25 hourly pay differential. The Lead Officer does not supervise but does assist the Director by taking on additional tasks and answering ACO questions when the Director is unavailable.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

Aldridgec@leoncountyfl.gov

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#6

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 8:44:41 AM  
**Last Modified:** Wednesday, August 09, 2017 8:45:36 AM  
**Time Spent:** 00:00:55  
**IP Address:** 108.189.117.163

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Flagler Humane Society and Animal Services

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**Q2** What County is your agency located within?

Flagler

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

Two

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

No

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

sure acarotenuto@flaglerhumanesociety.org

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#7

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 9:28:33 AM  
**Last Modified:** Wednesday, August 09, 2017 9:34:48 AM  
**Time Spent:** 00:06:15  
**IP Address:** 151.132.106.25

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Palm Beach County Animal Care and Control

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**Q2** What County is your agency located within?

Palm Beach

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

20 ACO I's & 8 ACO II's

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

We have 20 ACO's, but one handles Nuisance Investigations and is not a higher paygrade, one handles our Animal Bite Program and is also not a higher paygrade. Then we have 8 ACO II's which are higher paygrades. 5 of which handle special investigations such as our animal cruelty investigations and dangerous dog investigations. The other 3 handle commercial licensing such as pet shop and breeder regulations, as well as all of the other commercial animal related issues here in our county.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

dwalesky@pbcgov.org (561) 233-1212

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#8

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 10:33:14 AM  
**Last Modified:** Wednesday, August 09, 2017 10:35:00 AM  
**Time Spent:** 00:01:46  
**IP Address:** 165.225.32.64

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Colleir Coutny DAS

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**Q2** What County is your agency located within?

Collier County

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

12

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

No, but we are interested in moving completely away from the ACO title. Would you be willing to share your results with us so we can see what titles other agencies are using?

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

danielgrossi@colliergov.net

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#9

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 09, 2017 7:39:57 PM  
**Last Modified:** Wednesday, August 09, 2017 7:50:10 PM  
**Time Spent:** 00:10:12  
**IP Address:** 66.165.177.8

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Miami-Dade Animal Services

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**Q2** What County is your agency located within?

Miami-Dade

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

15, responding to stray complaints, animal bites to a person, injured animals, tethered dog complaints and police requests for assistance. Pay range is from 17.07 per hour to 41.93

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

Yes, 6 Investigators responsible for all animal cruelty complaints, dangerous dog investigations, pit bull and breeder/pet store complaints.  
Pay range is from 19.65 per hour to 47.85.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

Kathleen.Labrada@miamidade.gov

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# #10

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, August 15, 2017 6:05:51 AM  
**Last Modified:** Tuesday, August 15, 2017 6:07:11 AM  
**Time Spent:** 00:01:20  
**IP Address:** 204.145.118.4

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

The City of Palm Coast

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**Q2** What County is your agency located within?

Flagler

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

3

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

No we are classified as Code Enforcement/Animal Control Officers but there are no levels.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

hpriestap@palmcoastgov.com

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# #11

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, August 15, 2017 7:24:56 AM  
**Last Modified:** Tuesday, August 15, 2017 7:27:33 AM  
**Time Spent:** 00:02:37  
**IP Address:** 74.175.92.215

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

Nassau County Animal Services

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**Q2** What County is your agency located within?

Nassau

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

4

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

No. All our ACO's are hired at the same pay grade. We do send them to additional training as we can. We are a smaller county.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

rkillmeyer@nassaucountyfl.com

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# #12

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, August 23, 2017 12:59:30 PM  
**Last Modified:** Wednesday, August 23, 2017 1:01:55 PM  
**Time Spent:** 00:02:24  
**IP Address:** 71.3.188.47

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Page 1: ACO Paygrade Level Survey

**Q1** What agency do you represent?

City of Bowling Green Florida Animal Control

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**Q2** What County is your agency located within?

Hardee County

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**Q3** How many certified Animal Control Officer positions do you have in your agency?

1

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**Q4** Do you have specialized ACO positions that might be connected to higher paygrades, such as ACO 2's, ACO 3's or Investigator positions? If so, please explain.

No, but we are interested in the results you receive through this survey to update our policy, position and pay scale.

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**Q5** Can we contact you directly if we have more questions, if so what is your email address and/or phone number?

863-832-9461

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