



## FACA Policy Statement

### Recommended Staffing

The Florida Animal Control Association (FACA) recommends that agencies evaluate various models developed by professional resources such as The National Animal Control Association and Koret Shelter Medicine Program when determining minimum staffing levels to support their agencies operations.

Staffing demands vary from agency to agency based on several factors to include, but not limited to programs, services, population density (urban, suburban, and rural), demographics, and implementation of best practices in animal welfare. FACA recommends that management consider their respective agencies capacity for care, length of stay, services and programs for field personnel and shelter personnel when reviewing the different models for determining staffing needs.

The various models focus on minimum staffing recommendations and may not take into consideration vital programs such as proactive enforcement, public education, hours of operation and coverage (after hours, holidays, on-call, position vacancies, vacations/sick leave, etc.), animal enrichment, training and development, animal health screening and ongoing lifesaving care.

FACA recommends that managers understand the various recommendations and use them as a basic guide. Managers need to realistically evaluate and factor their individual agencies when determining appropriate staffing needs.

#### Resources:

<https://www.nacanet.org/determining-field-staffing-needs/>

<https://www.nacanet.org/determining-kennel-staffing-needs/>

<https://www.uwsheltermedicine.com/library/resources/staffing-levels-and-capacity-for-care>

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