

Animal Care and Control Update

City Council - Work Session

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August 20, 2024

Fort Worth Animal Care and Control



Presentation Overview

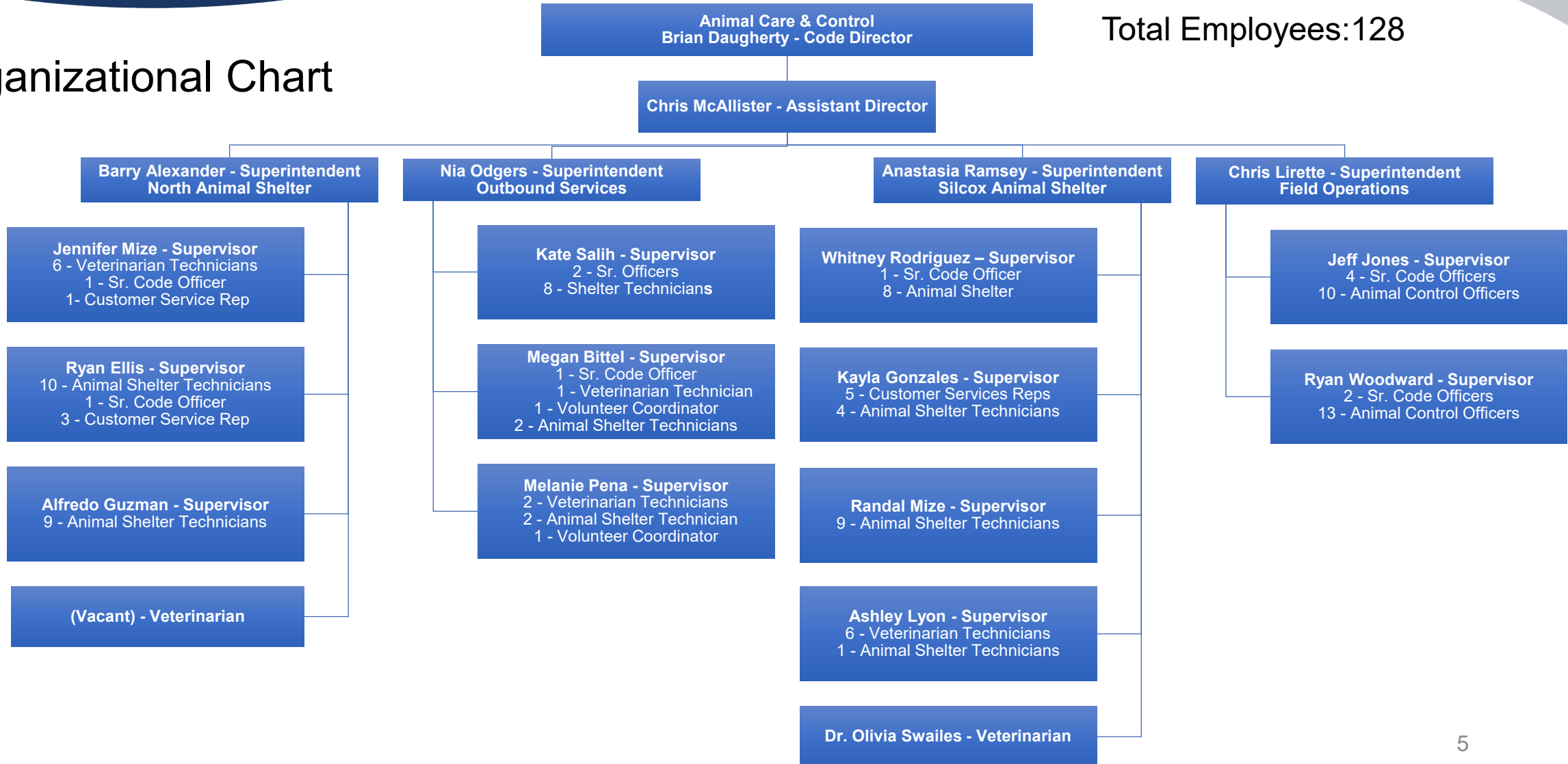
- Animal Services structure & core focus areas
- Staffing & morale
- Capacity and current live release rate
- Updates:
 - New managed intake program
 - Current spay/neuter ordinances
 - Animal Assessment process
 - Volunteer program revamp
- Animal Control Advisory Committee
- Next Steps for FY25

Animal Care and Control

- Fort Worth Animal Care and Control (FWACC) follows all state and federal guidelines for animal care and well being.
- FWACC exemplifies best practices in animal shelter management through a variety of life-saving programs:
 - Pause for Paws
 - Community Intake Program
 - Transport Program
 - Foster and Volunteer Programs
 - Doggy Day Camp
 - Out and About
- These initiatives are designed to enhance the welfare of animals, reduce shelter crowding, and engage the community in meaningful ways.
- FWACC's comprehensive and proactive strategy stands out in the region for its strong community partnerships and innovative solutions, contributing to the overall advancement of animal welfare across the state.

Organizational Chart

Total Employees: 128



Animal Shelter – Core Services

- Impoundment and care for stray animals
- Reuniting lost pets with their owners
- Facilitating pet adoptions
- Hosting Adoption events
- Educating the public on responsible pet ownership
- Community Engagement Programs
- Vaccinations
- Spay/Neuter
- Monitoring/preventing/reducing zoonotic outbreaks



Field Operations – Core Services

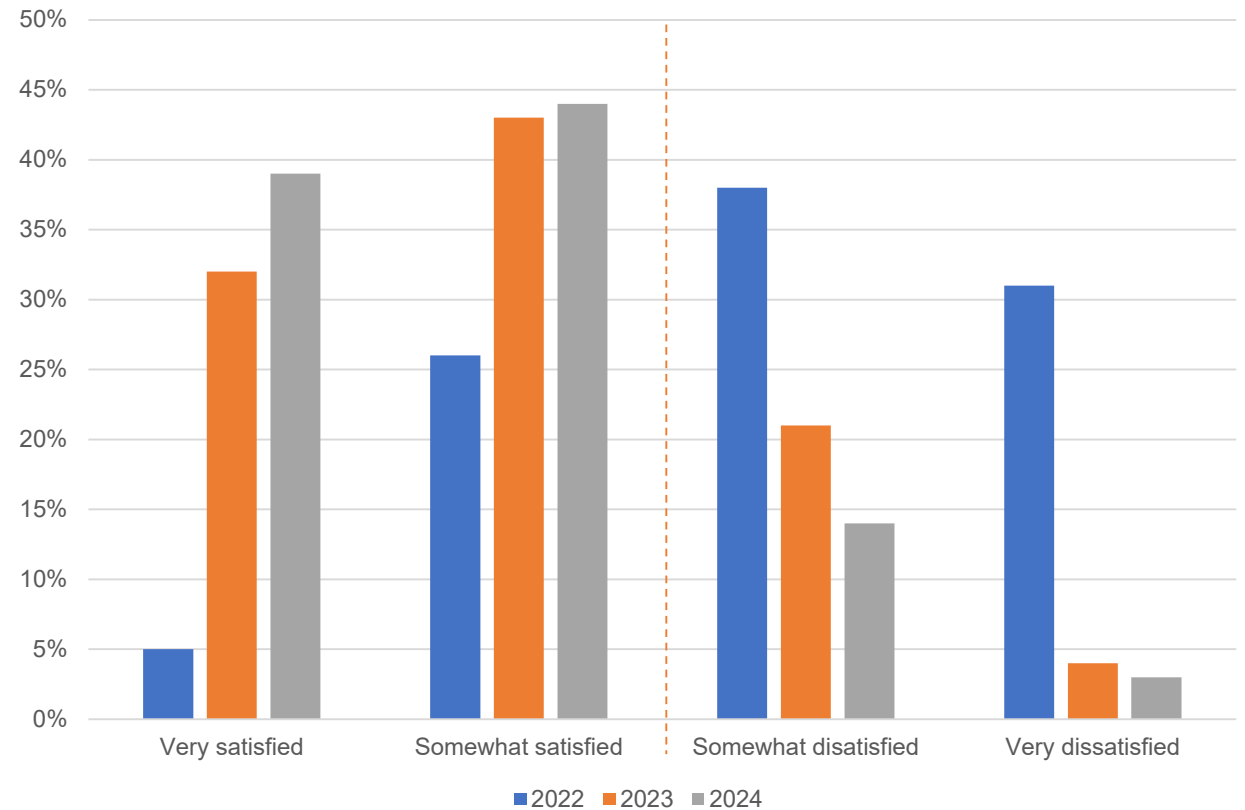
- Patrolling and Compliance
- Response to Citizen Complaints
- Animal Welfare
- Public Safety
- Community Outreach
- Emergency Response
- Stray Animal Management



Staffing and Morale

How satisfied are you with your work environment?

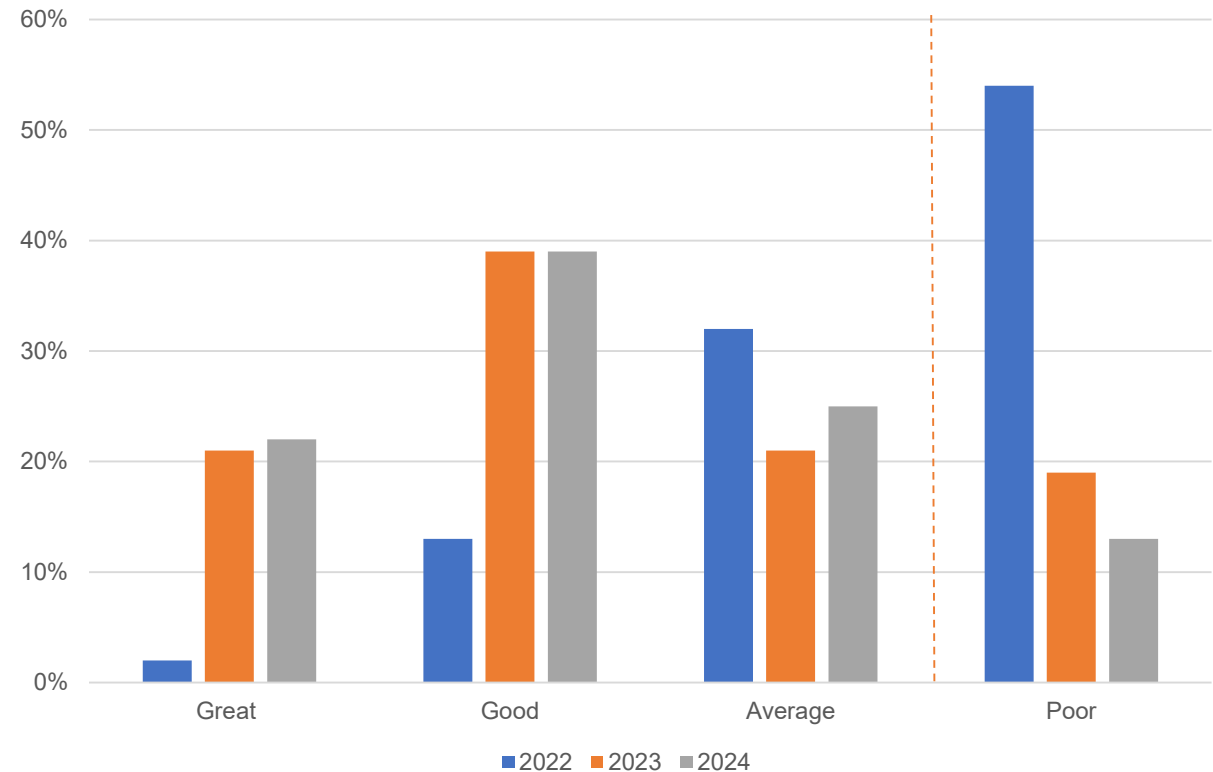
	2022	2023	2024
Very satisfied	5%	32%	39%
Somewhat satisfied	26%	43%	44%
Somewhat dissatisfied	38%	21%	14%
Very dissatisfied	31%	4%	3%



Staffing and Morale

How would you rate the morale in your workplace?

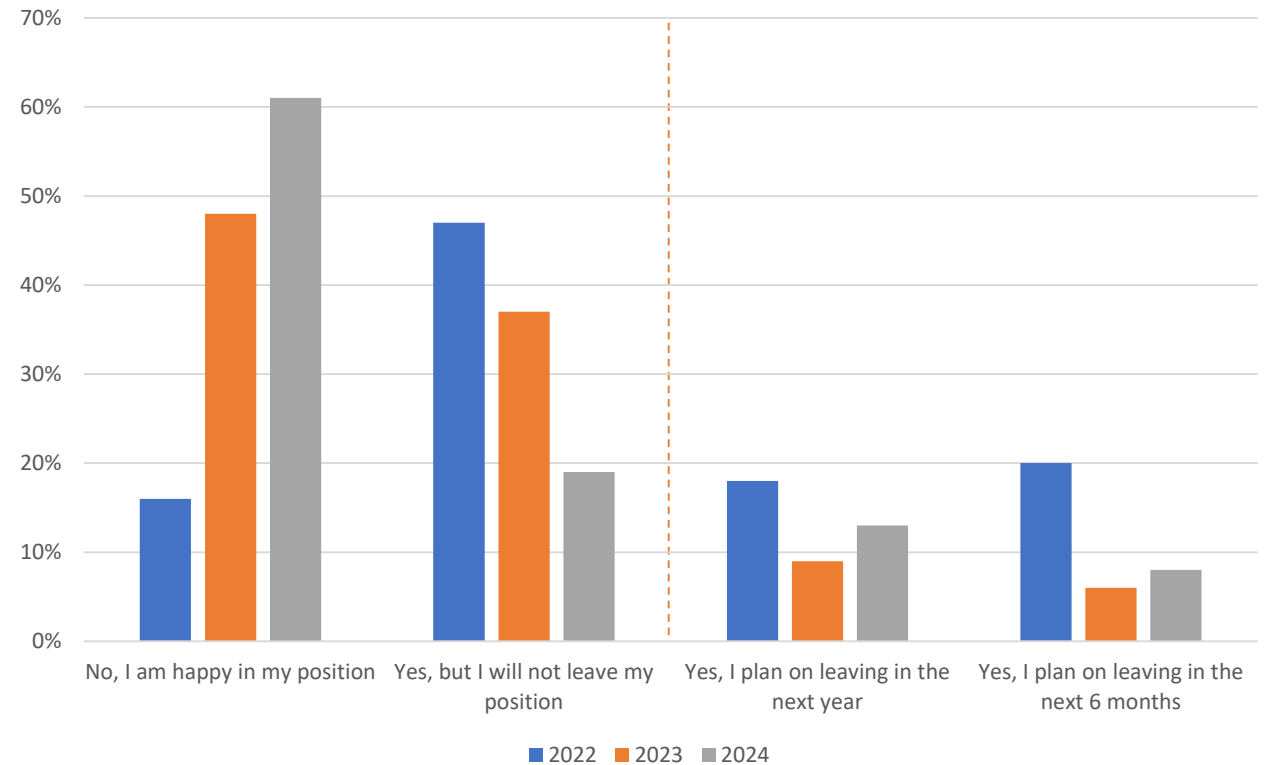
	2022	2023	2024
Great	2%	21%	22%
Good	13%	39%	39%
Average	32%	21%	25%
Poor	54%	19%	13%



Staffing and Morale

Have you considered leaving your current position within your department?

	2022	2023	2024
No, I am happy in my position	16%	48%	61%
Yes, but I will not leave my position	47%	37%	19%
Yes, I plan on leaving in the next year	18%	9%	13%
Yes, I plan on leaving in the next 6 months	20%	6%	8%



Animal Shelter Capacity

- North Animal Shelter capacity
 - 372 cages/kennels (includes both short and long-term capacity)
- Chuck and Brenda Silcox Shelter capacity
 - 638 cages/kennels (includes both short and long-term capacity)
- The Silcox facility has been valuable to operations for Animal Care and Control but due to expanding space needs, the building is reaching its end of useful life for shelter operations.
 - Staff has been researching and getting background on new shelters nationwide in the public and private sectors.
 - Staff is working to have a new shelter prioritized as part of the next bond election and plans to leverage private partnership support and funding.

North Animal Campus



North Animal Campus



Chuck and Brenda Silcox Shelter



Chuck and Brenda Silcox Shelter



Comparison of Live Release Rate

Fiscal Year	2021	2022	2023	2024
Fort Worth	97%	97%	77%	81%
Arlington	88%	86%	81%	79%
Dallas	88%	80%	76%	82%
El Paso	87%	76%	78%	77%
Austin	97%	97%	97%	97%
San Antonio	91%	88%	82%	85%
Houston	96%	92%	81%	84%

*Goal for shelter is +90% live release rate

Community Intake Program

- Started in March 2024
- Appointment-based system to optimize resource management and care for every animal.
- It involves a resource assessment to help residents keep their pets, rehoming options for unavoidable surrenders, and emergency support for urgent cases.
- Focus on proactive planning, supportive services, foster placements, and assistance, aimed at enhancing animal welfare and preserving the bond between pets and their families.

	April	May	June	Totals
Did Not Reach	63	29	91	183
Did Not Schedule	47	47	87	181
No Show	12	35	83	130
Canceled by Owner	14	8	37	59
Ineligible	30	19	20	69
Surrendered	71	106	206	383
Emergency Referral	0	0	6	6
Pets Kept	13	12	3	28
Pets Rehomed	6	19	9	34
Pets to Rescue	0	0	0	0
Total Outcomes	256	275	542	1073
Outcomes -DNR/Ineligible	116	180	344	640
Open Animal Profiles*	234	342	277	277
Pending Follow Up**	7	14	11	11
Total Animals	490	617	819	1350
Canceled Duplicates	35	15	77	127
Food Assistance Cases	83	63	51	197

Spay Neuter Ordinances

City of Fort Worth Code of Ordinances Chapter 6: Animals and Fowl

Sec. 6-22 INTACT PET PERMIT (a) Offenses:

1. It is an offense to own, keep, harbor, or have custody of any dog or cat over six months old that is intact unless the animal has a valid intact pet permit.
2. It is an offense to keep an intact dog or cat at a property where an intact pet permit has been revoked.
3. It is an offense to advertise for sale an unaltered dog or cat over six months old without including the city's intact pet permit identification number.

(Ord. 23295-06-2018, § 1, passed 6-26-2018, eff. 7-6-2018)

Sec. 6-46 REQUIREMENTS FOR ADOPTION AND RECLAMATION (a) Adoption:

1. Animals must be microchipped, sterilized, and vaccinated for rabies.
2. Exceptions include agreements for later sterilization/vaccination and paying a deposit.

(b) Reclamation:

1. Animals must be microchipped, sterilized, and vaccinated for rabies.
2. Exceptions include proof of current vaccinations, agreements for later procedures, and valid intact pet permits.

(Ord. 23295-06-2018, § 1, passed 6-26-2018, eff. 7-6-2018)

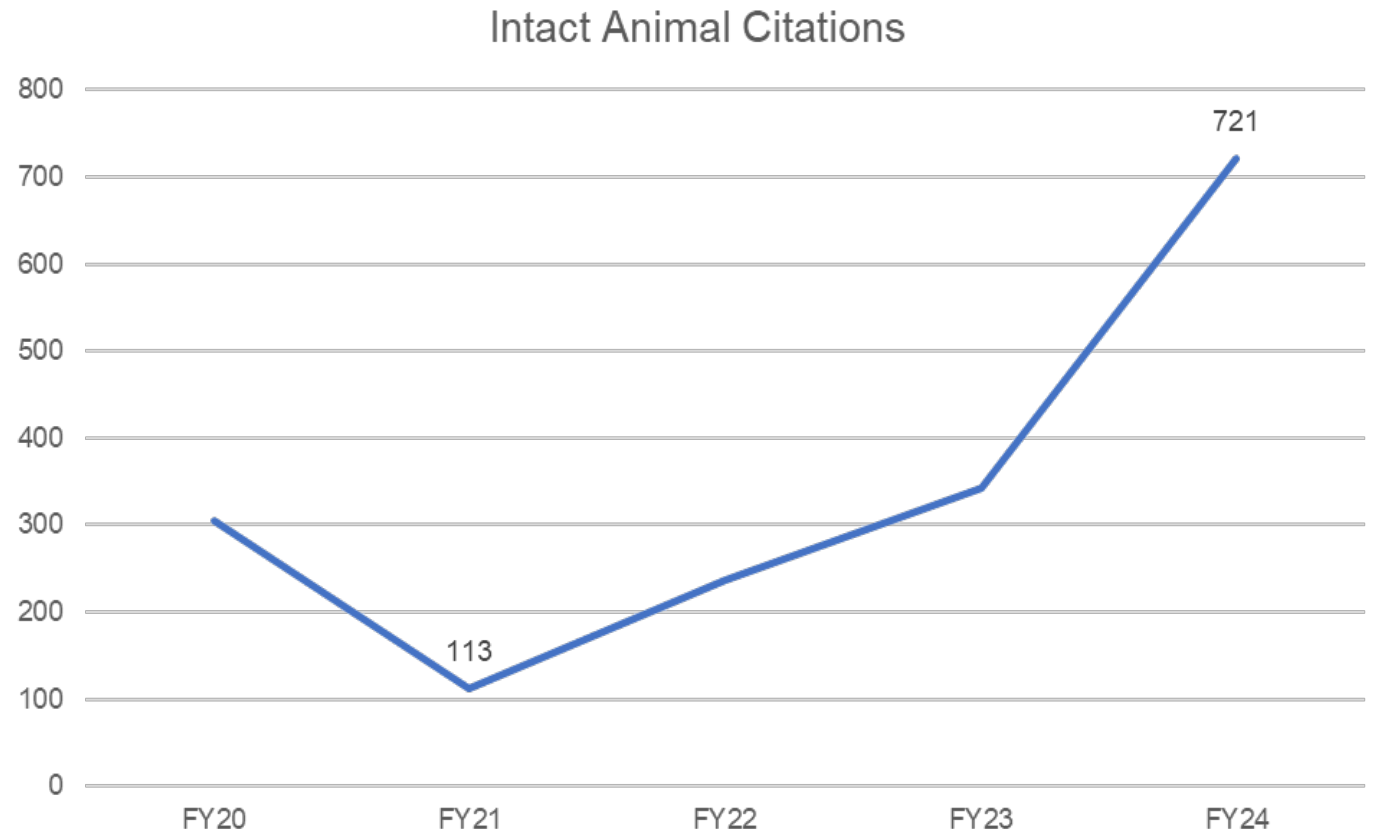
Intact Pet Permit Applications and Process

- Intact Pet Permit Applications will not be accepted unless accompanied by the required \$50 fee or proof of attendance at a City provided Responsible Pet Ownership Class and proof that all animals owned or on the premises of the applicant are in compliance with or exempt from the vaccination and licensing requirements as stated in the City Code.
- Photographs (printed or digital) of the animal's enclosure(s) or if kept in yard pictures of the perimeter fence must be attached.
- Fees are non-refundable.
- Permits cannot be transferred.



Intact Animal Citation Fees

- Intact Animal Citation fees range from \$164 to \$264 depending on type issued



Medical Record Maintenance

- Any time a medical exam is performed, medication or treatment is done or any care is provided to an animal in our care, staff immediately updates the records in Pet Point.
- Supervisors and seniors go through animal medical records daily to check if anything is missing or needs to be updated.
- Controlled Substances
 - Any controlled substance is stored according to DEA guidelines
 - Log books and Pet Point are checked daily to ensure that the substances are logged correctly and inventory is correct and in compliance with all DEA requirements
 - Once a log book is fully completed, the medical supervisor goes through the entire book a second time to ensure there are no mistakes or discrepancies and the book is placed in a secure location for retention.



Procedures – Animal Assessment and Evaluation

- Based on Asilomar Category Summary:
 - **Healthy (H):** Animals 8 weeks or older with no signs of disease, behavior, or temperament issues that pose health or safety risks.
 - **Treatable/Rehabilitatable (T/R):** Animals not currently healthy but likely to recover with proper care, as long as resources are available, with no behavior or temperament issues posing a health or safety risk.
 - **Treatable/Manageable (T/M):** Animals not likely to become fully healthy but can maintain a satisfactory quality of life with ongoing treatment and care, available through shelter or external resources.
 - **Unhealthy/Untreatable (U/U):** Animals with behavior or temperament issues posing a health or safety risk, unlikely to recover or become treatable, or in conditions making them unsuitable for adoption (e.g., medical emergencies, court orders, or wildlife).
 - **Prognosis:** Categories include **Good** (favorable outcome), **Fair** (manageable), **Guarded** (outcome unknown), **Poor** (non-favorable outcome), and **Grave** (imminent death).

Animal Control Advisory Committee

- Created pursuant to Tex. Health & Safety Code § 823.005 Purpose of the Committee
- The purpose of the committee shall be to:
 - Assist animal shelters located in the City with compliance with Tex. Health & Safety Code Ch. 823
 - The committee may provide recommendations to the City regarding its compliance with the Rabies Control Act of 1981, being Tex. Health & Safety Code Ch. 826
 - May recommend ways to improve the efficiency and cost effectiveness of the city's animal care and control program.
- Committee Members – Committee shall consist of seven (7) members appointed by a majority vote of the city council.
 - The composition of the committee shall include at least one licensed veterinarian, at least one municipal official, at least one person whose duties include the daily operation of an animal shelter, and at least one representative from an animal welfare organization. The same person shall not be appointed to fulfill more than one of these requirements.

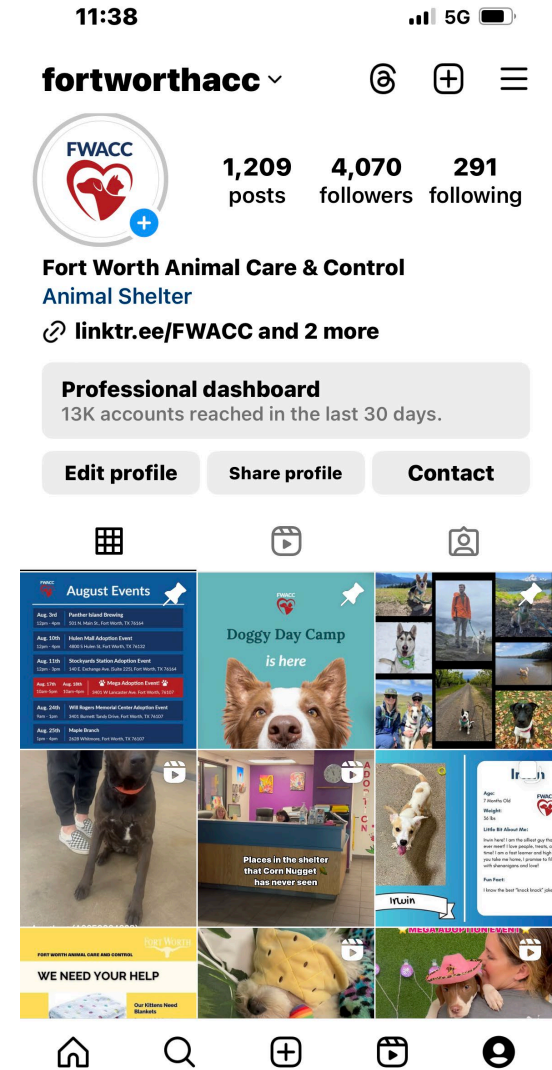
Volunteer Program Revamp

- More inclusive manual that includes expectations, conduct, policy, and community support/collaboration
- A streamline process for volunteer performance support, disciplinary and grievance procedure
- Training to increase volunteer productivity, knowledge, and safety
- Volunteer opportunities to reflect support needed by the shelter/operations based on day and times
- Enhanced engagement and retention strategies for new/existing volunteers



Communication Revamp

- Filling new Communication Coordinator position
- Team working closely with Mayor's communication team
- Ensuring all successes are tracked and celebrated
- Work on new and creative ways to get information to the public



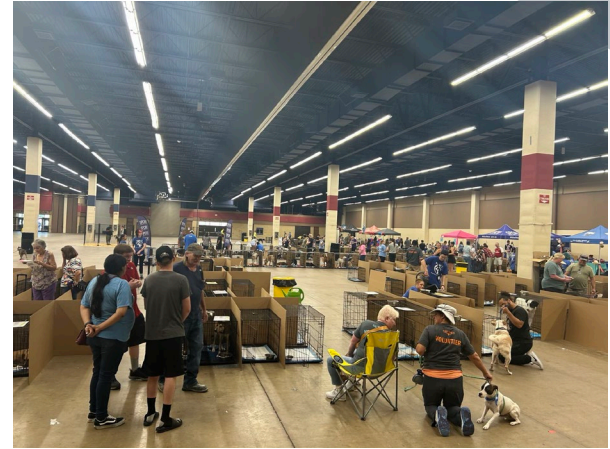
Working with the Community

- Animal Hope
- Cowtown Friends
- Dog is my Copilot
- Humane Society of North Texas
- Montana Pittie Project
- Operation Kindness
- Petco Love
- Petsmart Charities
- Saving Hope Animal Rescue
- Spay Neuter Network
- Texas Coalition for Animal Protection



Mega Adoption Event

- 82 Animals Adopted from City of Fort Worth
- Over 700 event adoptions
- 26 Organizations participated
- 13 Fosters
- 27 Volunteers



What's ahead in FY25

- Puppy Yoga
- Paws for Patriots
- Kitty Hall
- Fort Woof Runners Club
- Shelter mascot
- Petcademy
- Creating opportunities for sponsorships



Thank you

