

APPROVED

1. Call to Order

Ms. Barrick called the meeting to order at 4:04 pm.

A. Roll Call

Present:

Kristin Almquist

Tamara Barrick (Chair)

Jodi Cavanaugh

Jean Davis (late 16:06)

Cindy Bezaury

Laura O'Brien (Vice - Chair)

Kristen Pogreba-Brown

Gail Smith

Andrew Squire

Monica Dangler (non-voting)

Absent:

Erin O'Donnell

B. Pledge of Allegiance

Ms. Barrick led the Pledge of Allegiance

2. Adoption of October 8, 2020 Committee Meeting Minutes (All Members)

Minutes for October 8, 2020 approved unanimously.

3. Call to the Audience – 3 minutes or less. Please refrain from repeating comments of another speaker.

No speakers for call to audience.

4. Standing Items:

a) Friends of PACC – Tammi Barrick

- Friends of PACC has partnered with GoodPup and PACC for video training sessions for new adopters. It is the nation's leading dog training chat service for adopters and fosters to do training sessions at home via video. Related subscriptions received through the service result in a donation coming back to Friends. More information is available on Friends of PACC's website or the website for GoodPup.
- Buffalo Exchange clothing sale for Saturday, November 14, 2020 has been canceled and will be rescheduled.
- Friends of PACC, PACC, and Central Pet are partnering with Boss Dog for multiple Thanksgiving related events for adoptions.
- Giving Tuesday is on 12/1/2020 and will focus on celebrating PACC's 92% save rate. There will be details on Friends of PACC website, social media an email blast sent to FoP donors.

- Will provide funding for two additional vet techs in the Clinic to continue and maintain the community clinic services that have been provided.
- The Outreach Coordinator has been hired and will start working on Sunday, November 14, 2020.

b) Volunteer Report – Cindy Bezuary

- PACC has added more volunteers and supporting hours and are up to about 1.8 FTE through October.
- Thirty-five new volunteers have completed orientation and tours. Sixteen have completed dog and cat training and are ready to start volunteering.
- Nine UA students have completed orientation and jump-start in the shelter. They will begin transitioning to departments. Three will go to Clinic, four to behavior and two to lost and found.
- Staff innovations include targeted recruitment for one day giving for different areas of PACC. New teams in clinic outreach, planning teams for rehoming, admissions, APS research and for PACC Amazon account.
- Pima Fashion Club donated 100 fabulous masks.
- 100 more volunteers are using Give Pulse.
- Monica Dangler will review FAQ's for volunteer needs. Information will then be available in a handout and from Cindy Bezuary. The greatest need is always working with dogs and cats, greeters, outreach volunteers, dog adoption councilors, doggie playgroup assistance, and enrichment.

5. Dr. Francisco Garcia – County Administration Update

- The transition with Kristen Hassen leaving and Monica Dangler acting as Interim Director is complete as of November 1, 2020. A strong leadership team is in place for now.
- A competitive search will begin for a permanent replacement in January 2021. The Pima Animal Care Advisory Committee will have a representative involved with the search. It still needs to be decided whether it will be a regional/national search vs. a local one, who should be involved with the process, and what is it we are looking for in the next leader for PACC. It is expected some candidates from within PACC will apply. Because this is such a big role and responsibility in the organization, an open and competitive search is in the best interest of the County.
- Dr. Garcia is looking for impressions, advice, and feedback for what we are looking for. Ms. Bezuary has a background as the former Director of Human Resources with the City of Tucson and concurred starting a search after the first of the year is better. She has experience with executive recruitments. We need an incredibly strong leader, whose focus is on the community and maintaining Pima County as a national presence. She also offered assistance on any sort of focus group that might be formed for establishing characteristics and questions for potential candidates.
- Kristin Almquist liked the idea of a focus group and including different members of the community for input as to what is needed for a new director.

- Andrew Squire wants to set up a meeting with Joyce Garland with the City of Tucson and Dr. Garcia for this topic. Dr. Garcia concurred, and went on to say input from City of Tucson and PACC's other jurisdictional partners would be needed and is crucial since we are in service to our jurisdictions. They pay the bills.
- Mr. Squire also offered assistance for the use of a facilitated panel with specific questions for finalist candidates. This process has worked well for the City of Tucson.
- Dr. Garcia provided an ordinance update. There is likely turnover of three seats on the Board of Supervisors due to the recent County elections. This means there will be a completely different group of players. After a lot of work, the new ordinances were brought before the Board twice, and voted down twice. There was surprising feedback in terms of the contents and specifics of the ordinances in spite of the fact we endeavored to bring a whole lot of voices into the conversation. There were many voices against it and none in support of it. As a result, Dr. Garcia is inclined not to move it forward. There needs to be a better sense of the new Board, and how they would likely to respond to the ordinance change.
- There is a chicken and egg component to these new ordinances that is relevant to all the jurisdictions. PACC is enforcing code on their behalf and what would be passed only applies to unincorporated Pima County.
- Conversations with jurisdictional partners would revolve around does the new ordinance still make sense for them and would they be willing to go first in make changes to their respective codes. Since we are enforcing their codes according to IGA agreement with each jurisdiction this would help to move the new County ordinances forward. They have be supportive of the County code changes both times it was taken to the Board of Supervisors.
- Dr. Garcia asked for input. Tamara Barrack opined it makes more sense for APS to enforce a more global issue instead of just unincorporated Pima County. It makes since for APS who is managing this issue to have to just one set of regulations.
- Currently there are substantial differences between the codes of City of Tucson, City of South Tucson and Oro Valley and Pima County.
- The County was operating in the past that we would go first and then the jurisdictions would follow suit and incorporate the changes into their own code.
- Kristin Almquist opined input should also be obtained from former jurisdictional partners to understand their policies and expectations.
- Dr. Garcia agreed it would be nice to get input from Marana and Sahuarita get them back as partners.
- Tamara Barrack requested City and Town Codes for all the jurisdictions for comparison and the current draft of the new ordinances.
- Kristin Progreba-Brown requested the minutes from the Board of Supervisors meetings where the new ordinances were voted down to get a better idea of the arguments against the ordinances. She is willing to go to the next meeting where the ordinances would be on the agenda.
- Jodi Cavanaugh watched one meeting where the ordinances were denied. Rhonda Pina did speak in support for the ordinance change. The Board expressed there was lack of public attendance at public meetings. This coincided with the onset of COVID19.
- Monica Dangler has feedback spreadsheets, with comments, for changes to the ordinances throughout the process. She offered to share with the committee.

- Andrew Squire did acknowledge a chicken and egg component. Traditionally the City of Tucson will parrot or make minor modification to what the County has already passed based on City specific issues. Usually the City waits for the County to pass the ordinances. Due to City election cycles and other things, happening there was not a dedicated member from the City Attorney staff to review the proposed changes. There were public meetings that were not well attended; most people did not understand the significance of the changes in the ordinances.
- He will push to get City Attorney staff involved and stronger advocacy to help promote the changes. With the current changes in the Board, it makes sense to get better collaboration between the City and County, and support of the Mayor and City Council to move the ordinances forward. He mentioned maybe Spring 2021 once the new Board of Supervisors are on board.
- Tamara Barrick summarized and with the committee's permission, they will get back to Dr. Garcia. Mr. Squire will work to get the City Attorney working with the County Attorney. She and Ms. Dangler will get the documentation together and out to the committee. They will work to set up a subcommittee in January 2021 to discuss the new ordinances. Ms. Cavanaugh requested she be included on the new subcommittee. Members approved unanimously.

6. Animal Services Report – Monica Dangler

- 1,031 animals came in, 572 were adopted, 146 returned to owners. The live release rate for October increased to 92.13 %
- PACC started measuring the number of people coming in to the shelter. For October over 3,221 people came in to PACC for various services. Adoption, admissions, clinic appointments, fosters, and redemptions.
- Appointments have be modified to allow for appointments for people to come in and look around. We had be serving about 40 families a day and we are now up to about 70 families a day for adoptions.
- 366 animals are currently onsite. The Adoption Team, Volunteer adoption councilors and support have help increase the conversion rate for adoptions to about 83%. This reflects the number of people who meet with an adoption councilor and then actually adopt an animal. The volunteers have be extremely helpful for this.
- Kristen Hassen was recognized by Maddie's Fund and received the Maddie's Hero Award that resulted in a \$10,000 grant being awarded to PACC. It is a great honor for Kristin.
- Our first event since COVID was very successful. The Spooktacular Microchip Clinic event resulted in 233 pets being microchipped. Over 500 pounds of dog food; over 500 pounds of cat litter, and 2,500 pounds of personal care items were distributed to people in need. Prepackage candy was distributed to children trick or treating. Pets were taken out of the car, microchipped, and returned. Everyone was wearing PPE.
- Covid update, the adoption process has been adjust slightly resulting in more adoptions. PACC will open its gates to the public during regular business hours starting Monday November 16, 2020.
- Services will still be by appointment only and we will still control the number of people coming in to keep everyone safe.

- PACC received two grants to support Human and Animal Support Services. One from the Pedigree Foundation for \$50,000 and the second is from Maddie's Fund.
- PACC Pet Support Center has helped 556 families in the last month through the Keeping Families Together program, and medical support. Over 3,000 pounds of food was distribution to 559 pet owners. The need for food continues to grow with COVID. The Pup and Boots program has resumed at Z-Mansion.
- PACC has hired seven new employees in various different departments. Three were promotions and there are currently 15 open positions.
- PACC is looking to hire temporary help for the Temperature station. Volunteers can also help at the station with the backup of people coming in
- Forty-five traps are out for community cats. We have traps available. Some are set aside for TNR staff to use. There is a short waiting list at this time.
- 742 pets are in foster care. 130 need medical care. 6 are in hospice. There are about 300 that are for pre-adopt and in need of some sort of treatment prior to adoption.

7. Agenda Requests and Announcements

- Review of current PACCAC member term limits are on hold until the new members of the Board of Supervisors are in place.
- Ordinance update after review of documents.
- Thanksgiving dinner donations for dogs and cats are needed for feeding the pets a special meal on Thanksgiving.

8. Adjournment

Meeting adjourned at 5:00 p.m.