



## EMPOWERING MARION FOR SUCCESS II

### Animal Services

#### FY 24/25 – 1<sup>st</sup> Quarter Accomplishments (October-December):

##### Public Safety

1. Increase Animal Services' Ability to Provide Services
  - a. Ensure Adequate Staffing Levels
    - i. One Shelter Veterinarian came on board in October; One Shelter Veterinarian came on board December 30<sup>th</sup>. This fills all three Shelter Veterinarian positions.
    - ii. Two (2) Veterinary Technician positions were filled; interviews conducted in December for one (1) remaining vacant position.
    - iii. Three (3) Program Coordinator, new positions in the FY25 Budget, positions filled.
    - iv. Three (3) Animal Control Officers came onboard in October.
    - v. Two (2) Senior Animal Care Technicians came onboard October/November.
    - vi. Two (2) internal candidates promoted to Animal Control Supervisor and Senior Animal Control Officer; interviews conducted in December to fill their two (2) vacated Animal Control Officer positions.
    - vii. One (1) Animal Services Representative came onboard in November; Interviews conducted in December to fill one (1) remaining vacant ASR position.
    - viii. One (1) Animal Services Representative Supervisor came onboard in December.
    - ix. Three (3) Animal Care Technicians came onboard in October; interviews conducted in December to fill two (2) additional vacancies.
    - x. Internal candidate promoted to new Program Manager position in December.
    - xi. Interviews conducted in December to fill Department Dispatcher (1) approved in FY25 budget.
    - xii. Continuing to use temporary employees for cleaning support and assistance.
2. Increase Animal Services' Ability to Provide Services
  - a. Ensure Adequate Staffing Levels
    - i. Actively advertising and recruiting new Part-time Kennel Technicians (2) positions approved in FY25 budget.
3. Increase Animal Services' Ability to Provide Services
  - a. Rehabilitate the animal shelter (\*Updated to Plan a New Animal Shelter)
    - i. Groundbreaking Ceremony held October 30<sup>th</sup>
    - ii. Design has reached 100%; CRM sent project out to bid.
    - iii. Monthly meetings occurring with Animal Services, Facilities, IT, Engineering firm and Construction Manager at Risk.



## EMPOWERING MARION FOR SUCCESS II

### FY 24/25 – 2<sup>nd</sup> Quarter Goals (January - March):

#### Public Safety

1. Increase Animal Services' Ability to Provide Services
  - a. Ensure Adequate Staffing Levels
    - i. Continue Recruiting, Interviewing, and Onboarding, for both currently existing vacancies - Volunteer Coordinator (1) - and newly approved FY25 positions - Part-time Kennel Technician (2).
    - ii. Balance temporary employee onboarding to offset staff shortages and the negative impact it has on animal care.
2. Increase Animal Services' Ability to Provide Services
  - a. Ensure Adequate Staffing Levels
    - i. Continue to develop and evaluate staffing plan to ensure the Marion County Animal Services remains in compliance with national animal welfare industry standards of care and can balance efficient and proper response in regards to the health and safety of Marion County's residents – both human and animal – with proactive community education and service.
3. Increase Animal Services' Ability to Provide Services
  - a. Rehabilitate the animal shelter (\*Updated to Plan a New Animal Shelter)
    - i. Continue working with Facilities, Architect/Engineer, Construction Manager, IT, Civil, and other key members to ensure new facility design plan stays on track and continues to progress forward.