



EMPOWERING MARION FOR SUCCESS II

Animal Services

FY 23/24 – 4th Quarter Accomplishments (July - September):

Public Safety

1. Increase Animal Services' Ability to Provide Services
 - a. Ensure Adequate Staffing Levels
 - i. FY25 Budget approval in September included ten (10) new positions: Shelter Veterinarian (1), Veterinary Technicians (2), Program Manager (1), Program Coordinators (3), Department Dispatcher (1), and Part-Time Kennel Technicians (2).
 - ii. Shelter Veterinarian interview was conducted; offer was accepted and onboarding process has begun, with a tentative start date of October.
 - iii. Two (2) Humane Investigators promoted from within and are progressing well through their training.
 - iv. Program Coordinator interviews were conducted; three (3) internal candidates were selected and have accepted. One (1) vacancy was immediately filled; two (2) are new positions for FY25 and will be processed immediately for October.
 - v. One (1) Animal Control Officer onboarded at the end of September.
 - vi. Senior Animal Care Technician interviews were conducted; candidate has accepted their offer, we are awaiting a tentative start date.
 - vii. Animal Control Officer interviews were conducted to fill three (3) existing vacancies; three (3) candidates accepted their offers and have tentative start dates in October.
 - viii. Animal Care Technician interviews were conducted to fill four (4) existing vacancies; three (3) candidates have accepted their offer with tentative start dates in October, one (1) candidate was selected and sent for recommendation/offer.
 - ix. Continuing to use temporary employees for cleaning support and assistance.
2. Increase Animal Services' Ability to Provide Services
 - a. Ensure Adequate Staffing Levels
 - i. Interviews in progress for exiting vacant positions: Animal Control Supervisor (1), Animal Services Representative Supervisor (1), Senior Animal Control Officer (1), and Animal Services Representatives (2).
 - ii. Actively advertising and recruiting, existing and new positions approved in FY25 budget, for: Shelter Veterinarian (1), Veterinary Technicians (3), Program Coordinator (1), and Program Manager (1).
 - iii. Preparing to advertise additional new positions approved in FY25 budget: Department Dispatcher (1) and Part-Time Kennel Technicians (2).



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3. Increase Animal Services' Ability to Provide Services
 - a. Rehabilitate the animal shelter (*Updated to Plan a New Animal Shelter)
 - i. Design in final stages.
 - ii. Bi-Weekly meetings occurring with Animal Services, Facilities, IT, Engineering firm and Construction Manager at Risk.
 - iii. Groundbreaking Ceremony scheduled for October 30th

FY 24/25 – 1st Quarter Goals (October - December):

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 and newly approved FY25, positions: Shelter Veterinarian (1), Program Manager (1), Program Coordinator (1), Veterinary Technicians (3), Animal Services Representatives (2), Animal Services Representative Supervisor (1); Animal Control Supervisor (1); Senior Animal Control Officer (1), Department Dispatcher (2), and Part-time Kennel Technicians (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 Animal Center 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 Architect and Construction Manager to ensure new facility design plan stays on track and continues to progress forward.
 - ii. Bi-weekly meetings have been moved to Monthly, including Animal Services, Facilities, IT, Civil, Architect/Engineering Firm and Construction Manager at Risk.
 - iii. Groundbreaking Ceremony for new facility October 30th!