BOARD OF SUPERVISORS



Health & Human Services Agency COUNTY OF TULARE AGENDA ITEM

KUYLER CROCKER District One

PETE VANDER POEL District Two

> AMY SHUKLIAN District Three

EDDIE VALERO District Four

DENNIS TOWNSEND District Five

	AGENDA	DATE:	March	17,	2020	_	RE'	VISE
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SUBJECT:

Accept a donation of outfitted modular Veterinary Clinic for use by Animal Services and approve a Personnel Resolution

REQUEST(S):

That the Board of Supervisors:

- Accept the donation of a fully outfitted and modified modular Veterinary Clinic with surgical equipment from Friends of Tulare County for the purpose of operating a spay and neuter clinic and providing vaccination services.
- 2. Approve placement of the facility at the County's Animal Services location.
- 3. Approve the attached Personnel Resolution to add the following allocations, effective March 29, 2020:
 - a. Add (1) FTE Veterinarian
 - b. Add (1) Veterinary Technician
 - c. Add (3) Animal Care Technicians

SUMMARY:

Tulare County Animal Services (TCAS) opened in 2001. Since opening, TCAS has worked diligently to increase its live release rates and assist the community with their personal pets. Animal Services used grant funds in 2017 to provide vaccination and microchip clinics throughout the County and offered reduced-cost spay and neuter for owned pets in Tulare County in 2019. TCAS established an application process for these grant-subsidized services and to date has received applications for over 903 animals from County residents since April 2019. A total

SUBJECT: Accept a donation of outfitted modular Veterinary Clinic for use by Animal

Services and approve a Personnel Resolution

DATE: March 17, 2020

of 391 surgeries have been performed over that 9-month period, leaving a wait list of 512 animals needing sterilization services. This lack of access also affects shelter operations, causing the shelter to send all dog adoptions out to homes on "spay/neuter contracts", something that is highly frowned upon in the industry, resulting in a total of 32 additional adopted animals awaiting services. TCAS has also returned to owners a total of 145 animals in 2019 without being sterilized in an effort to prevent unnecessary euthanasia. The lack of low cost spay/neuter services has been identified through assessments of Tulare County by outside entities such as Best Friends Animal Society, UC Davis Koret Shelter Medicine Program, California Humane Animal Transition Team, No Kill Valley Coalition and PetSmart Charities. Several organizations have expressed interest in funding the subsidization of low- or no-cost spay and neuter services to the residents of Tulare County, but there is a lack of appointment availability through current clinics.

Donors from the San Francisco area have committed to a one-time donation of \$200,000 to cover the initial capital asset cost of purchasing and delivering to the shelter site a 24' x 60' refurbished modular building and surgical and veterinary equipment. The projected cost of the refurbished modular building is \$160,705, custom tailored to function as an on-site veterinary clinic which will include a public waiting area, office, exam room, surgical preparation and recovery area, and a surgical suite. The estimated cost of outfitting the building with appropriate surgical and veterinary equipment is \$34,570, leaving a buffer of \$4,725 for additional costs. The purchase of the building and equipment would be made through Friends of Tulare County and then placed on County property already built to specification.

To receive these funds, the donor's expectation is that the County provide funding to staff the clinic operations and purchase initial medical, surgical, and medication supplies. Staffing costs include the addition of a full-time Veterinarian, one Veterinary Technician, and three Animal Care Technicians. Additional costs related to placing the building on-site, such as installing and connecting utilities, would be covered by the approved Animal Services Fiscal Year 2019/2020 budget.

The ability to operate an on-site veterinary clinic would provide multiple benefits:

- Increase efficiency of current shelter operations, allowing for humane veterinary care, spay/neuter surgeries, and other veterinary needs to be performed on site.
- 2. Provide low-cost services to Tulare County residents who may not otherwise have access to services.
- Provide walk-in low-cost vaccination services to the public, thereby improving rabies vaccination compliance and reducing the risk of endemic disease in the community.

SUBJECT: Accept a donation of outfitted modular Veterinary Clinic for use by Animal

Services and approve a Personnel Resolution

DATE: March 17, 2020

In 2019, Animal Services responded to a total of 8,473 calls for service ranging from animals running at large, public safety hazards, aggressive dog incidents, and nuisance issues. It has been shown in other similarly populated areas that giving the community access to low- or no-cost, easily accessible spay and neuter services has long-range benefits in combating these issues and stabilizing the pet overpopulation faced by our County.

The next step in addressing these challenges is to begin to meet the existing demand of community members seeking spay and neuter services for their pets, increase education on responsible pet ownership, and address the issue at the root cause while also providing humane care to the animals under the care and custody of TCAS. With an on-site clinic TCAS will continue its forward movement toward becoming an industry leader in animal welfare.

If approved, the veterinary clinic would begin offering additional services not currently provided by TCAS. These new services and the associated fee schedule will be brought to the Board for consideration and approval in April 2020 as part of the annual fee review and public hearing process.

FISCAL IMPACT/FINANCING:

Donors have committed a \$200,000 modular building and surgical and veterinary equipment to Tulare County Animal Services through Friends of Tulare County. Extraneous costs associated with the initial placement of the donated building and equipment will be covered within the adopted Fiscal Year (FY) 2019/2020 budget for Animal Services (001-142-6053 budget unit). It is anticipated that the clinic will not be fully operational until July 2020, at which time additional funding will be necessary to support the clinic staff and operations as it increases capacity and begins to generate revenues. It is projected that Net County Cost or alternative revenues in the amount of \$139,752 will be needed in FY 2020/2021 while the clinic is being established and staffed. In FY 2021/2022, the requested Net County Cost or alternative revenues is anticipated to be \$60,193. HHSA will discuss this with the County Administrative Office through the budget development process for those fiscal years. In FY 2022/2023 and subsequent years, it is anticipated that sufficient revenues will be generated through clinic operations and no additional Net County Cost will be necessary.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The County's five-year plan includes the Organizational Performance initiative to continuously improve organizational effectiveness. By accepting this modular unit and providing the necessary resources to staff and run a clinic, Animal Services will be able to assist our most underserved constituents in spaying and neutering their animals, which will cause an overall decrease in calls for service, aggressive dog incidents, and animals roaming the streets thereby increasing the effectiveness of Animal Service's enforcement efforts and enhancing the County's relationship with the community.

SUBJECT: Accept a donation of outfitted modular Veterinary Clinic for use by Animal

Services and approve a Personnel Resolution

DATE: March 17, 2020

ADMINISTRATIVE SIGN-OFF:

Robert C. Stewart

Director of Fiscal Operations

cc: County Administrative Office

Attachment(s) Personnel Resolution

Job Specification-Veterinarian

Power Point presentation

Letters of Support

BEFORE THE BOARD OF SUPERVISORS COUNTY OF TULARE, STATE OF CALIFORNIA

OF OUTFITTED MODULAR VETERISCLINIC FOR USE BY ANIMAL SERVICAND APPROVE A PERSORESOLUTION	NARY)
UPON MOTION OF SUPERVISO	OR, SECONDED BY
SUPERVISOR	, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OF	FICIAL MEETING HELD
, BY THE FOLLOWING VOTE:	
AYES: NOES: ABSTAIN: ABSENT:	
ATTEST:	JASON T. BRITT COUNTY ADMINISTRATIVE OFFICER/ CLERK, BOARD OF SUPERVISORS
BY:	Deputy Clerk
	* * * * * * * * *
1 Accorded the denotion of a fully o	utfitted and modified modular Votorinan, Clinia

- Accepted the donation of a fully outfitted and modified modular Veterinary Clinic with surgical equipment from Friends of Tulare County for the purpose of operating a spay and neuter clinic and providing vaccination services.
- 2. Aproved placement of the facility at the County's Animal Services location.
- 3. Approved the attached Personnel Resolution to add the following allocations, effective March 29, 2020:
 - a. Add (1) FTE Veterinarian
 - b. Add (1) Veterinary Technician
 - c. Add (3) Animal Care Technicians

BEFORE THE BOARD OF SUPERVISORS COUNTY OF TULARE, STATE OF CALIFORNIA

)

POSITION ALLOCATION LISTING)	Resolution No. 2020-
Upon Motion of <u>Supervisor (Name)</u> , Seconded by		
adopted by the Board of Supervisors, at an office	cial meet	ing held March 17, 2020 by the
following vote:		
Ayes:		
Noes:		
Abstain:		
Absent:		

Attest:

IN THE MATTER OF AMENDING THE

County Administrative Officer/ Clerk, Board of Supervisors

Jason T. Britt

By: Deputy Clerk

Add, Delete, Reclassify or Amend	Effective Date	Previous Job Code	Previous Class Title	New Job Code	New Class Title	No. Of Pos	-\$	Grade	Position Number(s)		Job Cost Dist. No.
Add	3/29/2020			038202	Veterinarian	1	1	B04	****	142-340	142-6053
Add	3/29/2020	095400	Veterinary Technician	<u> </u>		1	1	293	****	142-340	142-6053
Add	3/29/2020	021740	Animal Care Technicians			3	3	932	****	142-340	142-6053
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						ļ	<u> </u>				

Explanation: Add Veterinarian, Veterinary Technician, and Animal Care Technician positions to HHSA allocation. The Veterinarian job class is in salary Band 04. Incumbent salary will be placed within the Band upon appointment. Additionally, the Veterinarian job class will include a continuing education allowance of \$4,500.00 and a maximum of \$1,000.00 license reimbursement allowance per fiscal year.

Prepared By: B. Elszy-Perez

BEFORE THE BOARD OF SUPERVISORS COUNTY OF TULARE, STATE OF CALIFORNIA

Resolution No. 2020-

IN THE MATTER OF NEW OR AMENDED

DESIGNATIONS AND COMPENSATION) Agreement No.					
Upon Motion of Supervisor (Name), seconded	by Supervisor (Name), the following was					
adopted by the Board of Supervisors, at an officia	meeting held March 17,2020 by the					
following vote:						
Ayes:						
Noes:						
Abstain:						
Absent:						
Attest:	Jason T. Britt County Administrative Officer/ Clerk, Board of Supervisors					
Ву:	Deputy Clerk					
* * * * * *						

Adopt the following new or amended class specifications, class designations, and compensation effective: March 29, 2020

Veterinarian, Item No. 038202, Salary Band: 04 (\$94,082 - \$141,120 Annual Range), Bargaining Unit 20, Non-Competitive Service/At-Will, Probation Period: N/A pay periods.

Prepared By: B. Elszy-Perez

VETERINARIAN [Non-Competitive (At-Will)] County of Tulare

DEFINITION

Performs high volume, high-quality spay/neuter surgeries, oversees perioperative care, diagnoses and treats medical conditions of shelter animals, vaccinates, and gives emergency treatment to impounded animals; reviews animal bite reports for rabies control, assists with animal cruelty investigations; holds the Veterinary Premise Permit and DEA License for the shelter; utilizes custom animal software.

DISTINGUISHING CHARACTERISTICS

This classification is in the non-competitive service of the County and, as such, is appointed by and serves at the will of the Health and Human Services Agency Director.

This is a professional working level class responsible for overseeing, evaluating, and ensuring the quality of animal medical services along with performing high volume spay/neuter surgeries and other medical procedures as needed. The incumbent works within general instructions and quidelines, exercising discretion and independent judgment in the performance of duties

SUPERVISION RECEIVED AND EXERCISED

General direction is provided by the Animal Services Manager or higher level management.

Responsibilities include the direct and indirect supervision of Animal Services Shelter staff.

DUTIES

Performs high volume, high-quality spay/neuter surgeries of shelter animals, including dogs and cats in a fast-paced environment.

Diagnoses and treats diseases, illness, and injuries of shelter animals including dogs, cats, pocket pets, and occasionally farm animals.

Oversees all aspects of veterinary surgical care including physical examination, surgery, preand post-operative care, anesthetic administration and monitoring, emergency care, restraint and treatment following all SOPs as put forth by Tulare County.

Perform pre-surgery physical examination on all surgical candidates.

Diagnose and treatment of post-surgical medical complications of animals.

Attend staff, management, and other requested meetings. Obtain continuing education as required by Tulare County and licensing requirements.

Examines animals to determine nature of disease or injury and recommends course of treatment or euthanasia with the support of a team decision.

Test animals for disease and inoculates animals against rabies.

Reviews animal bites and exposure reports concerned with rabies and other diseases and directs follow-up procedures. Evaluate condition and coordinate maintenance of surgical equipment and supplies.

Hold and maintain the Veterinary Premise Permit for Tulare County Animal Services shelter and clinic.

Oversee controlled substance procurement, storage, record keeping and administration as it relates to shelter animals.

Develop and confer with Management on sanitary measures, feeding, preventative medicine, and general care to promote health of shelter animals.

Research and prepare medical reports for guidance on request.

Provide veterinary expertise and document/testify as needed on animal abuse and neglect cases.

Participates in humane investigations, prepares written veterinary statements, and testifies in court as appropriate for animal welfare/cruelty cases.

Vaccinates and gives emergency treatment to impounded animals; regularly reviews medical condition of animals quarantined at the shelter; gives follow-up treatment to injured animals as necessary; directs care and feeding of exotic or unusual animals.

Assists with public health duties as needed to prevent the spread of communicable diseases in the shelter and in the community.

Supervises assistants and oversees the clinical care provided by Veterinary Technicians, Animal Care Specialists and Animal Care Technicians as needed.

Provides input on veterinary protocols.

Provides consultation and education to members of the public on regulations and medical aspects of animal care.

Assist with natural disasters and the care of animals

Provide information to the public regarding laws, regulations and department policies when necessary.

Prepare various forms, routine correspondence and run reports.

Compose Health Certificates

Utilize custom animal software.

Attend and assist in animal shelter related events such as vaccine clinics.

Perform related duties as assigned. (Essential duties may vary from position to position within this classification. Reasonable accommodation will be made when requested and determined by the County to be appropriate under applicable law.)

MINIMUM QUALIFICATIONS

Minimum qualifications are used as a guide for establishing the education, training, experience, special skills and/or license which are required and equivalent to the following.

Knowledge of:

- Current veterinary principles, practices, and techniques relating to sick or injured animals
- Rabies control laws
- Veterinary forensics and animal cruelty laws
- Shelter practices and population medicine
- United States Department of Agriculture (USDA) regulations regarding health certificates and transport of animals
- High volume, high-quality spay and neuter techniques
- Bacteriology, pathology, serology, and other veterinary laboratory procedures
- Principles of public health related to animal carried diseases
- Supervisory principles and practices

Skill/Ability to:

- Perform high volume, high-quality spay and neuter surgeries in a fast-paced environment.
- Work a flexible schedule, including evening and weekend hours
- Demonstrate genuine concerns, compassion and caring for animals
- Diagnose and treat diseases among animals
- Apply animal care knowledge in a shelter setting
- Establish and enforce quarantine of animals
- Gather evidence in case of violation of rules and regulations
- Establish and maintain cooperative working relationships
- Communicate in a manner that is both compassionate and informative when interacting with staff, clients and with the public
- Ability to address emotional situations with pet owners
- Maintain records and prepare reports
- Effectively supervise shelter staff as it relates to veterinary care or surgery
- Perform humane euthanasia
- Travel within and outside Tulare County for work related activities using County vehicle
- Work and communicate effectively with people of various educational and socioeconomic backgrounds by respecting beliefs, interpersonal styles, and behaviors of both customers and co-workers.
- Organize work, determine priorities, exercise good judgment, and complete multiple tasks with deadlines under stressful conditions.
- Follow safe work practices.
- Understand and follow oral and written instructions.
- Communicate clearly and concisely in person and over the telephone.
- Write clearly to convey ideas in memos, emails, and correspondence using correct grammar, spelling, and punctuation.
- Effectively utilize specialized animal software.
- File and maintain accurate records.
- Plan and complete assignments independently.
- Exhibit humane and sympathetic treatment of animals.
- Work in a loud environment while exposed to animals, animal fluids, waste and smells, and pharmaceuticals.
- Remain standing for long periods of time.
- Demonstrate hand and finger dexterity.

- Ability to demonstrate team approach to the job by cooperating with others, offering to help others when needed, and consider larger organization or team goals.
- Demonstrate willingness to adapt and remain calm in a constantly changing and stressful work environment.
- Exhibit comfort in performing a high volume of spay/neuter surgeries on a daily basis
- Ability to handle, position and restrain live animals of both small and large animal species.
- Ability to handle, position, lift, and move materials, equipment and supplies.
- Retain and recall information.

Education:

 Graduation from an accredited school of veterinary medicine with a degree of Doctor of Veterinary Medicine.

Experience:

• Two (2) years of veterinary medical experience, one (1) year of which includes surgical experience in spaying and neutering.

LICENSE OR CERTIFICATE

- Possession of a current California State License to practice Veterinary Medicine.
 The required licenses MUST be current and unrestricted; a conditional, provisional, probationary or restricted license will NOT be accepted.
- Possession of, or eligibility to obtain, a National Accreditation Number from the USDA.
- Possession of, and maintain DEA license for the procurement and use of controlled substances and clinic use.
- Possession of, or ability to obtain, an appropriate, valid California driver's license.

SPECIAL REQUIREMENT: Must be immunized against rabies and maintain immunity for the duration of employment.

DESIRABLE EMPLOYMENT STANDARDS

Knowledge of:

General geography of the unincorporated areas of Tulare County.

[Veterinarian] Job Code: XXXXXX; Res: XX_XXXX; Approved: XX/XX/XX

PROPOSED Supplemental Information Overtime Status: Exempt Probation: At-Will

BU:

Grade: Salary: \$94,082 - \$141,120





Cynthia Karsten, DVM, DABVP (Shelter Medicine Practice)
UC Davis Koret Shelter Medicine Program
One Shields Avenue
Davis, CA 95616

February 5, 2020

Tulare Co Board of Supervisors
County of Tulare Administration Offices
2800 W. Burrel Avenue
Visalia, CA. 93291

Dear Tulare Co Board of Supervisors:

I had the opportunity to work with the leadership and staff at the Tulare County Animal Services (TCAS) during our Capacity for Care Bootcamp in the fall of 2019. The goal of this program is to work on best practice implementation at animal shelters to provide the most appropriate service to all animals and people of Tulare Co.

While outcomes and animal care at TCAS continue to improve under the leadership of Cassie Heffington, a barrier that is preventing further and sustainable progress is the limited access to veterinary services both to animals in the shelter and in the community.

Currently, most animals that come into TCAS are transferred to shelters outside of Tulare Co in order for the shelter to provide good welfare and a live outcome. While these are two important goals of animal shelters, an additional, and just as important goal, is keeping altered, vaccinated animals in the community by returning animals to the home they came from or adopting them into a new home. Both of these outcomes are challenging, if not impossible, without access to veterinary services.

When animals are transferred to other communities, this leaves an empty place for an animal in Tulare Co. Likely this place will be filled by an unaltered, unvaccinated animal. Having veterinary services at TCAS would allow for altered, vaccinated animals to return to the place in the community where they came from and helping to slow down the continued cycle of animals entering the shelter from one community and leaving to another. There is no way to do this without access to veterinary care.

The investment in a clinic at TCAS is one that will in time save Tulare Co money, as well as animal lives. This is how animal welfare issues will be addressed holistically, sustainably and fiscally responsibly.

Please contact me with questions or if you would like to discuss this further (clkarsten@ucdavis.edu). Sincerely,

Cynthia Karsten, DVM, DABVP (Shelter Medicine Practice)

February 5, 2020

Mission: to promote and enhance the viability of Tulare County agriculture.

Tulare County Animal Services Attn: Cassie Rico Heffington 14131 Avenue 256 Visalia, CA 93292

To whom it may concern:

Tulare County Farm Bureau recognizes that our rural county faces significant hurdles in providing services in some of our unincorporated areas and animal control, and pet overpopulation are both significant issues in our County. We support Tulare County with any effort to improve access to veterinary care for small and large animals in this County, and particularly provide additional low-cost, low-barrier access to spay and neuter services, vaccinations, microchipping, and basic veterinary care.

Being poor should not be a limitation in owning a pet, and we know that counties like Tulare face an abundance of pet over-population issues. This issue manifests other challenges for law enforcement, animal control officers, and neighboring agricultural operations when stray dogs run loose, they can chase, harass, injure and kill livestock. Animals that are not vaccinated also run the risk of vectoring diseases that can be transmitted to livestock and threaten the livelihood of our animal agricultural operations. Even just the magnitude of animal "dumping" near farms and ranches increase health and safety costs for our farm operations and the County.

Tulare County residents have very limited access to low cost spay and neuter services, especially in outlying underserved areas where limited transportation, distance, and income make it nearly impossible to access even basic veterinary care. TCAS responds to 7,000-8,000 calls for service per year and impounds 7,500 animals annually. The next logical step in addressing the animal over-population issue in the County is to promote wide-spread public spay/neuter and education.

TCAS cannot meet the already existing demand for services due to lack of surgical appointment availability through local clinics and has a waitlist of interested parties numbering in the hundreds. Adding a clinic to the current Animal Services operation is the next logical step in improving treatment of animals both in the shelter and in the community and is crucial to addressing the root of the animal welfare issues prevalent throughout the Central Valley.

For the many reasons listed here, we support TCAS in their efforts to obtain funding to expand their services. This helps make our county's budget resources stretch farther, improves care for animals in our unincorporated areas, and allows our communities to thrive with the expansion of more veterinary services in our particularly disadvantaged communities where backyard breeding and over-population are major issues in public safety and public health.

Sincerely,

Tricia Stever Blattler Executive Director

Stum Blattler

Central Valley Rescue Railroad

PO Box 44 Lindsay, CA 93247

www.cvrr.us 559-799-1775 cvrr@cvrr.us

February 11, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

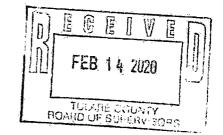
Dear Board of Supervisors,

Tam a resident of Tulare County who also operates a licensed non-profit rescue kennel. For over 10 years I have worked directly with TCAS and currently serve as a member of the TCAS Advisory Committee. Eknow firsthand how great the need is in our county for affordable spay/neuter services. The only solution to homeless pet overpopulation is through spay/neuter. Unfortunately, not only are there no low-cost options, there is a serious shortage of veterinary practitioners to provide even full price services to the public.

Tulare County has been provided with an extremely rare and generous opportunity to accept the donation of a modular building that is already outfitted to begin to meet the massive demand for spay/neuter in the community. I would urge the Board of Supervisors to approve the funding to staff and run this much needed project as the first step in ensuring a brighter future for the pets in our communities.

Tulare County could join the ranks of progressive communities around the country who are making significant progress in reducing the number of homeless pets. We will never rescue, adopt or transfer our way out of the homeless pet crisis.

Director





January 29, 2020

Tulare County Animal Services Cassie Rico Heffington, Shelter Manager 14131 Avenue 256, Visalia, CA 93292

Dear Cassie:

We appreciate the work that Tulare County Animal Services is doing on behalf of companion animals, strays, lost, and unwanted animals in Tulare County. We recently were asked about the potential to be part of a new collaboration to support Tulare County Animal Services with their Spay/Neuter program and expanding their current facilities to assist in sterilizing more companion animals in Tulare County.

Labrador Retriever Rescue of Fresno, a 501c3 non-profit, based entirely of volunteers, rescues approximately 200 dogs every year and many come from the unincorporated areas of Tulare, Kings, Fresno, Madera, and Merced Counties. We recognize the significant over-population of this breed throughout the Central Valley. Upon intake of each of our rescued dogs we perform an intake exam, provide vaccinations, microchipping, and spay/neuter to each dog in our care. This can cost \$100 to \$150 per animal, and of course more if we address any medical issues, injuries, or surgery beyond sterilization.

We strongly support Tulare County Animal Services in expanding their services and are pleased that PetSmart Charities has already invested in the TCAS spay/neuter program vision. We would give our full support to Cassie and her team in implementing this grant, and raising additional funds necessary to help spay and neuter more animals before release. This will allow our rescue to focus more of our limited funding on more significant medical needs of animals that come into rescue injured, and give us more resources to perform our mission. This may also allow us to take more dogs from TCAS because our financial resources will stretch further with dogs already sterilized coming from TCAS. We strongly support this effort and will work to help TCAS maximize their reach, and achieve their goals.

Pet over-population leads to some of the highest euthanasia rates here in Central California of anywhere in the United States, we are committed to helping reduce euthanasia rates and support helping our region become part of a No-Kill vision across California. With the release of the Governor's Budget this year we see our state moving towards this No-Kill effort and Labrador Retriever Rescue of Fresno wants to be a part of this positive change in the Valley.

Thank vou.

Petra House, Founder

Labrador Retriever Rescue of Fresno, Inc.



Setton Pistachio of Terra Bella, Inc.

CALIFORNIA PISTACHIOS

February 20, 2020

To Whom It May Concern.

As a company doing business in a somewhat rural area of Tulare County, we are very familiar with stray animals that are lost, hurt and/or abandoned. We believe strongly that more needs to be done to educate and provide opportunities to the public to reduce the amount of animals left homeless on the streets and in our shelters.

Tulare County Animal Shelter's proposal to open an on-site veterinary clinic next to the existing shelter would drastically reduce the amount of animals that are in need of immediate veterinary care but forced to wait until a private vet can see them. This clinic will not only serve the shelter but also offer potentially lower cost services to the public. This could be effective in reducing the number of unwanted pets that end up on the streets through no fault of their own. Many residents in rural areas do not have the financial means to obtain private veterinary care for vaccines, spay and neuter or general care necessary to keep their pets healthy.

The ultimate goal would be to decrease the number of animals enthanized by local shelters, and for Tulare County Animal Shelter to provide a No-Kill shelter to serve our county. Through education and offering lower cost services, we hope this is a step in that direction.

Thank you for your time.

Best regards.

Kellie Shepard

Human Resources Coordinator

Killie Shapard



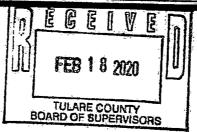


Inc.

PO Box 71

Porterville, CA 93258

Ph: 559-781-0099 Fax: 559-781-5099



State License No. 891913

Tulare County Board of Supervisors 2800 W. Burrell Avenue Visalia, CA 93291

February 13, 2020

Dear Board of Supervisors,

As a resident of Tulare County I have seen firsthand the plight of the dogs and cats in our County. Our rural residents have no access to veterinary care as they are restricted by distance, cost or both. The result of the resident's inability to obtain care in our County where dogs run the streets, breed and create both a public safety hazard is that it creates an inhumane situation for the animals.

Animals that aren't spayed or neutered are the cause of the vast majority of aggressive and sad incidents; dog bites, dogs traveling miles to find a female in heat, aggression increases during that time, animals are injured in the streets while searching for potential partners. Owners lack the ability to provide care for them which results in death and suffering. Animal Control Enforcement alone cannot help this monumental problem.

Kings County has shown the ability to provide low cost, easily accessible spay and neuter services which reduce overpopulation, decreases calls for Animal Control, reduces roaming, reduces bite incidents, increases good pet ownership practices in the County and strengthens the relationship between the County and its most underserved residents.

Tulare County has been provided with an extremely rare and generous opportunity to accept the donation of a modular building that is already outfitted to begin to meet the massive demand for spay/neuter in the County. I urge the Board to approve funding for a staff to run this much needed project. It would be the first step in ensuring a brighter future for the pets in our County.

Respectfully

Debbie Wendt

ebbu Wendt

CFO

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

Dear Board of Supervisors,

As a resident of Tulare County, I have seen first-hand the plight of the dogs and cats in our communities. Our rural residents have no access to veterinary care as they are restricted by distance, cost, or both. The result of resident's inability to obtain care in communities where dogs run the streets, breeding and creating both a public safety hazard and an inhumane situation for the animals.

Unaltered animals are the cause of the vast majority of aggressive incidents and dog bites, with dogs traveling miles to find a female in heat and aggression increasing during that time. Animals are injured in the streets while searching for potential partners and their owners do not have the ability to provide care for them, which results in suffering. No amount of Animal Control enforcement is going to improve this situation for any length of time. As has been proven in other areas with similar demographics such as our neighboring Kings County, the ability to provide low cost, easily accessible spay and neuter services would reduce overpopulation, decrease calls for service to Animal Services, reduce roaming, reduce bite incidents, increase good pet ownership practices in the community, and strengthen the relationship between the County and its most underserved residents.

Tulare County has been provided with an extremely rare and generous opportunity to accept the donation of a modular building that is already outfitted to begin to meet the massive demand for spay/neuter in the community. I would urge the Board of Supervisors to approve the funding to staff and run this much needed project as the first step in ensuring a brighter future for the pets in our communities.

John & Munary Shike 15018 Ocek Rangh Shike Visalia OA 93292

Sincerely,

Barbara D'Murray 15018 Oak Runch DR Visalia CA 93292

Tulare County Board of Supervisors
County of Tulare Administrative Offices
2800 W. Burrel Ave.
Visalia, Ca:93291

Dear Board of Supervisors,

As a resident of Tulare County, I have seen first-hand the plight of the dogs and cats in our communities. Our rural residents have no access to veterinary care as they are restricted by distance, cost, or both. The result of resident's inability to obtain care in communities where dogs run the streets, breeding and creating both a public safety hazard and an inhumane situation for the animals.

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Sincerely

3725. S. Linda Vista-Visalia CA 93277

onlyst

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

Dear Board of Supervisors.

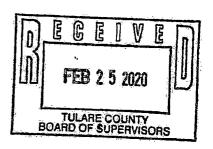
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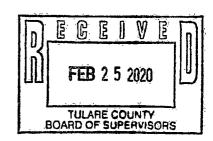
Sincerely, Rebown Kandleton

1610 S. Rio Linda St., Visalia, CA 93292

djkaiser716@gmail.com

February 20, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291



Dear Board of Supervisors,

As a resident of Tulare County, and a volunteer at Tulare County Animal Services since 2013, I have seen first-hand the plight of the dogs and cats in our communities. Our rural residents have no access to veterinary care as they are restricted by distance, cost, or both. This results in unaltered animals roaming the streets and breeding. Tulare County Animal Services' shelter and staff does an amazing job attempting to deal with the flood of dogs and cats that enters its doors every day, but the sheer numbers of homeless pets in our community is staggering.

I personally have transported 22 German Shepherds from Tulare Animal Services in a single trip to a rescue partner in Los Angeles, but the shelter can receive that many animals IN A SINGLE DAY. The valiant efforts of Tulare County staff & volunteers are the functional equivalent of beating back the ocean tides with a broom, unless something is done to stop the wanton breeding of dogs in our county.

It has been proven in other areas with similar demographics, such as our neighboring Kings County, the ability to provide low cost, easily accessible spay and neuter services would reduce overpopulation, decrease calls for service to Animal Services, reduce roaming, reduce bite incidents, increase good pet ownership practices in the community, and strengthen the relationship between the County and its most underserved residents.

Tulare County has been provided with an extremely rare and generous opportunity to accept the donation of a modular building that is already outfitted to begin to meet the massive demand in the community. I join with all the animal lovers and owners in Tulare County and urge the Board of Supervisors to approve the funding to staff and run this much needed project as the first step in ensuring a brighter future for the pets in our communities.

Very Truly Yours,

Darla J. Kaiser

Cassie

February 11, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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Doma Sino 26582 Rd. 192, Exeter

Sherie Holman 871 W Visiter Rd. Exeter

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Sherie Redesen 2500 E. Myer Arr. Exeter

Amanda Balar Amelica 2500 E Myer Arr. Exeter, CA 93221

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Kayle Beals 3500 E Myer are Exeter OA 93221

Meyan Barlogio 2500 E Myer Are. Exeter CA 93221

Courtney Mulvernil 2147 S. Oak Park St. Visalia Ca.

Bridge He Daws 1471 Porderosa St. Tulare, Ca. 93274

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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Sincerely,

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Sincerely,

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Patroille CH 93257

'myo and letice Buez 774 N. Third St. Porterville CA 93287

Barbara anderson 187 North Third St.

Porter ville Ca. 93.257

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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Sincerely,

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Russell J. Benrose 2/13/20 Russell Penrose 447 N. Kanai Er.

Porterville, Ca 93257

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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Sincerely.

Mona e. Lelberin desuruille

his 1987 W. Orange AVE Porterville

To the Tulare County Board of Supervisors

I've been volunteering at a local dog rescue for 7 years. This past year I've served on the TCASAC. This experience convinced me that we can not adopt our way out of the county's pet over population problem. An affordable spay/neuter option would enable our low income pet owners to be proactive and prevent indiscriminate breeding.

The generous grant to cover the capital expense of a clinic in our county is a tremendous offer. Tulare can be a leader in demonstrating how to curb over population to other areas. Animal Services has already done an outstanding job reducing the 'kill rate'. What an awful term! Further progress requires the number of unwanted pupples and kittens to diminish.

I believe the a clinic of the kind proposed could be self sustaining over time. Thereby saving our tax dollars through the County Supervisors' proactive steps.

Sincerely,

Oma Mansfield

Ms. Aimee King 960 N Newcomb St, Porterville CA 93257 Phone: (559) 782-7150

January 31, 2020

ATTN: Amy Shuklian 2800 W Burrel Ave, Visalia CA-93291

Dear Amy Shuklian,

Hello, I hope you're doing well. I am writing to you about my concern with the population of stray animals in Tulare County. I live here in Tulare County and have been noticing the numbers of stray animals in the area more and more. From what I have researched, I found two major causes for the increase in the stray animal population.

FEB 1 3 2020

TULARE COUNTY BOARD OF SUPERVISORS

One of the major causes for the rise in population is that people choose to purchase animals from breeders instead of adopting from their local animal shelters. This becomes a problem because there are already so many animals without homes, and then people are choosing to bring more animals into the world, disregarding the animals that are already here just because they may be "muts" and not "purebred" as some may prefer.

One of the other major reasons for the increase in stray population is the irresponsible breeding of dogs and cats. When People do adopt animals a lot of the time they don't get them "fixed". When this happens, you may end up with a mixed breed, and sadly that's not something some people are okay with. When these animals are born, their owners may decide they don't want them and that's when they end up on the side of the road or a local animal shelter. The shelter may be a better place to surrender your animal, but there are so many strays that end up in the shelter every day that there isn't enough room for all of them. Which is why I think we should work towards solving the overpopulation issue by including on site spay and neuter clinics at local shelters.

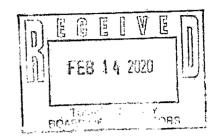
The spay and neuter clinic would make it easier and more convenient for people to get their pets "fixed" and whatever animals were brought into the shelter could get "fixed" as well, and that would lower the population of strays drastically. It would solve the problem of irresponsible breeding, and make Tulare County a better place for everyone. The people and the animals.

Respectfully,

Anna King

Aimce King

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291



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Sincerely

,410 N. Det Exeter Ca 93221

1404 S Cotta St Visalia, CA 93292

amber Kenner auf 620 Bird Song Crt Exeter 93221 Betty San Raykair 24145 Rd 216 Tindsay Ca 93247

Tulare County Board of Supervisors
County of Tulare Administrative Offices.
2800 W. Burrel Ave.
Visalia, Ca 93291

FEB 1 8 2020
TULARE COUNTY
BOARD OF SUPERVISORS

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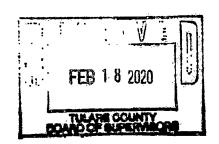
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Sincerely,

Kinda also



Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

Dear Board of Supervisors:

As a resident of Tulare County, I have seen first-hand the plight of the dogs and cats in my rural Lindsay community. We adopted a trap-neuter-release policy at our home due to being overrun with cats every year. Residents in our area tend to be low-income and so either cannot or do not access services due to cost. The result is that every spring dogs and half-grown pupples run in the streets and orchards, breeding and creating a public safety hazard and an inhumane situation for the animals. I can attest to the public safety issue as our neighbor's dog was torn apart by a stray female in heat and the male dog she had joined with.

Unaltered animals are the cause of the vast majority of aggressive incidents and dog bites, with dogs traveling miles to find a female in heat and aggression increasing during that time (as occurred in the incident above). Animals are also injured in the streets while searching for potential partners; their owners may not have the financial ability to provide veterinary care for them, which results in needless suffering. No amount of Animal Control enforcement is going to improve this situation for any length of time; as it is, it takes quite a while for a response in some of the animal situations in our area due to short staffing.

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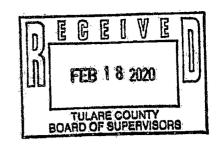
Sincerely,

Sharon H. Barnett

Rural Lindsay Resident

Shown H Barrett

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291



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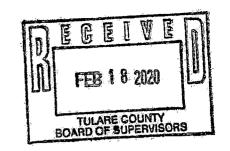
Sincerely,

Direction Williams

1401 M. Worn

Tradade Co. 73074

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291



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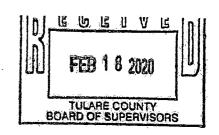
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Sincerely, Carolina Russes

Lindsay, CA 93247



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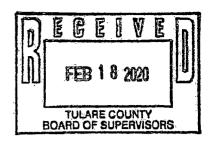
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Sincerely,

Gary Fox

145 North Mount Vernon

Lindsay, Ca. 93247



Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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Visalia, CA 93292

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Tulare Co Board of Supervisors
Co of Tulare Administrative Offices
2800 W Burrel Ave
Visalia CA 93291

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Karen Ruhe, 3 Rivers CA

Kyle McIntyre, 3Rivers CA

Greg Ruhe, 3Rivers CA

FEB 2 1 2020

TULARE COUNTY
BOARD OF SUPERVISORS

Tulare County Board of Supervisors, County of Tulare Administrative Offices 2800 W. Burrel Ave., Visalia, CA 93291

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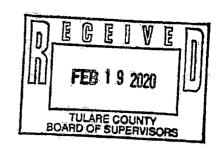
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FEB 2 1 2020

TULARE COUNTY
BOARD OF SUPERVISORS

Feb. 13, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrell Aye. Visalia, Ca 93291



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Sincerely,

Joan Cuadra

1150 West Princeton Ave

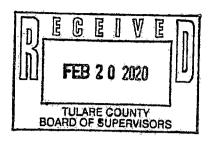
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Visalia Ca 93277

February 11, 2020

Tulare County Board of Supervisors

County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291



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Sincerely.

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Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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351 S. Cornacopia

Sincerely,

Bob MARtinez Brian Thompson Dould Hardcostle mova Lov Ruce Amel Taylor Porter Myssa Diaz Rosa Velozquez

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Freter Ca 93221

February 14, 2020

Tulare County Board of Supervisors: County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca.93291

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See attached letter for more information and more space to sign!

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See attached letter for more information and more space to sign!

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Jolene Evans Huckaboy 238	166 Ave 112 - Parteries	dor Permission	2/23/2020
Virginia Goodale 720 Eu	350-0457 73257	to signer.	2/23/2020
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February 14, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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Sincerely,

NAME	ADDRESS	SIGNATURE	DATE
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Sincerely,

NAME	ADDRESS	SIGNATURE	DATE
Tevi Rogers	1851 E. Kohn	Males	2-19-20
Enoch Durant	1851 E. Kohn		2-19-20
MAUREEN ROGERS	1851 E. Kohn		2-19-20
Jurdan Frank	4620 W. Caldwell AVE		2-19-20

See attached letter for more information and more space to sign!

NAME

ADDRESS

Beverley Keith

2331 So. Valley St. Beverly Rill

2-19-20

MARKE ADDRESS SIGNATURE DATE

Print	Address	Sigignture		DATE
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Mabesh	Cempo 50	Windmilly Tul	~c, CA, 9827	2-19/20
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NAME	ADDRESS	SIGNATURE	DATE
Abigail Hamilton Denise Cors Dee Pelyjohn	2502 W. LARK AVE VISALIO CF 1200 N. Park St Visalio 4626 W. Addityn CA	193291 Abyenelfund 193291 Marchan 193391 Da 160	2-21-2020 2-21-2020 -2-21-2020



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Terri Denzoir			2-26-208
Kimberly Roc	ha 395 Jackson A Tulange	102. a 93274 Kinberg	2-20-2020 ex
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I am in Support of the Gulere County, Donation

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I am a resident of Tulare County and I support the addition of a Spay/Neuter Facility at Tulare County Animal Services.

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Marcos Reveles	Mulh
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The Plan:

TCAS plans to place a 1440 sq. ft. modular unit on TCAS property adjacent to the shelter that would serve as an on-site veterinary clinic. TCAS has been offered a one-time donation of \$200,000 to fund the initial capital assets acquisition of the building itself which will be customized to accommodate a waiting area, office, exam room, surgery prep space, recovery space, and a surgical suite. The donation will also provide for cost of equipping the building with veterinary equipment. TCAS is requesting additional funding from the County for initial start-up costs for medication and supplies, and to staff the clinic with a full-time Veterinarian and support staff. Initial cost recovery projections indicate that the clinic will be selfsustaining within three years of beginning operation. The clinic will be utilized for both shelter and public services, providing treatment and surgical services for shelter animals, as well as functioning as a low-cost spay/neuter clinic for the public and housing a walk-in vaccine clinic during business hours. This would allow TCAS to provide better medical care for shelter animals, increase adoptions, decrease length of stay, decrease euthanasia, and provide extremely valuable services to the public who cannot afford to have their pet spayed/neutered at a full-service veterinary clinic. The initial goal would be to perform between 15-30 spay/neuter surgeries per day, five days per week, with a three-year goal of at least 50% of those surgeries being low-cost or subsidized surgeries for public animals. This is a desperately needed service in Tulare County, with a large amount of residents living in areas with no veterinary services. TCAS has plans to apply for grant funding that would allow the shelter to provide transport for animals from underserved areas and subsidize surgery cost.

Accessible and affordable spay and neuter services is vital to our mission to begin changing the outlook for the animals of Tulare County, and we have seen an immense need for services as we receive applications for spay/neuter assistance daily, even with no proactive marketing and currently have a waitlist of several hundred animals waiting for services.

TCAS plans to go before the Board of Supervisors with this proposal in early March and is requesting letters of support from the public and animal welfare groups.

Letters of Support:

Some potential points of interest for letters of support:

- Tulare County residents have very limited access to low cost spay and neuter services, especially in outlying underserved areas where limited transportation, distance, and income make it nearly impossible to access even basic veterinary care.
- TCAS responds to 7,000-8,000 calls for service per year and impounds 7,500 animals annually.
- The next step in addressing the animal welfare issue in the County is to promote wide-spread public spay/neuter and education.
- TCAS cannot meet the already existing demand for services due to lack of surgical appointment availability through local clinics, and has a waitlist of interested parties numbering in the hundreds.
- Adding a clinic to the current Animal Services operation is the next logical step in improving treatment of animals both in the shelter and in the community, and is crucial to addressing the root of the animal welfare issues prevalent throughout the Central Valley.

February 14, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

Dear Board of Supervisors,

As a resident of Tulare County, I have seen first-hand the plight of the dogs and cats in our communities. Our rural residents have no access to veterinary care as they are restricted by distance, cost, or both. The result of resident's inability to obtain care in communities where dogs run the streets, breeding and creating both a public safety hazard and an inhumane situation for the animals.

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Tulare County has been provided with an extremely rare and generous opportunity to accept the donation of a modular building that is already outfitted to begin to meet the massive demand for spay/neuter in the community. I would urge the Board of Supervisors to approve the funding to staff and run this much needed project as the first step in ensuring a brighter future for the pets in our communities.

Sincerely,

NAME:	ADDRESS	SIGNATURE	DATE
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I am a resident of Tulare County and I support the addition of a Spay/Neuter Facility at Tulare County Animal Services.

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I am a resident of Tulare County and I support the addition of a Spay/Neuter Facility at Tulare County Animal County **Facility at Tulare County Animal Services**

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I am a resident of Tulare County and I support the addition of a Spay/Neuter Facility at Tulare County Animal Services

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Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalla, Ca 93291

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Sincerely,

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See attached letter for more information and more space to sign!

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Sincerely,

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See attached letter for more information and more space to sign!

Due back 2-24-2020

February 14, 2020

Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ga 93291

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Sincerely.

Make Dure 2020 NAME **ADDRESS SIGNATURE** DATE Petra Zawisla 3121 W. Calduell Ave, Visalia Vol CINDY HII 1945 W. Perez VisaLia CA Certy Nell MARYLOUTSIEL 2937 W Perez Ave Visalia CA Objanyloutsleh 2020 2945 (8). Pero Ave VISILIACA 2/15/2000 3121 W. Caldwell Visalia CA 932

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Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

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NAME	ADDRESS	SIGNATURE	DATE
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See attached letter for more information and more space to sign!

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Tulare County Board of Supervisors County of Tulare Administrative Offices 2800 W. Burrel Ave. Visalia, Ca 93291

Dear Board of Supervisors,

As a resident of Tulare County, I have seen first-hand the plight of the dogs and cats in our communities. Our rural residents have no access to veterinary care as they are restricted by distance, cost, or both. The result of resident's inability to obtain care in communities where dogs run the streets, breeding and creating both a public safety hazard and an inhumane situation for the animals.

Unaltered animals are the cause of the vast majority of aggressive incidents and dog bites, with dogs traveling miles to find a female in heat and aggression increasing during that time. Animals are injured in the streets while searching for potential partners and their owners do not have the ability to provide care for them, which results in suffering. No amount of Animal Control enforcement is going to improve this situation for any length of time. As has been proven in other areas with similar demographics such as our neighboring Kings County, the ability to provide low cost, easily accessible spay and neuter services would reduce overpopulation, decrease calls for service to Animal Services, reduce roaming, reduce bite incidents, increase good pet ownership practices in the community, and strengthen the relationship between the County and its most under served residents.

Tulare County has been provided with an extremely rare and generous opportunity to accept the donation of a modular building that is already outfitted to begin to meet the massive demand for spay/neuter in the community. I would urge the Board of Supervisors to approve the funding to staff and run this much needed project as the first step in ensuring a brighter future for the pets in our communities.

Sincerely,

NAME	ADDRESS	SIGNATURE	DATE
EDWARD DICKEY Daniel Perez Bridget Chil Cish and Estingen Gabriel Vasque 2 Marise La 1020	4336 W Monte 4317 W. WWYTE	Vista Visalia Birdula Vista Visalia Birdula Vista Visalia Birdula e Vista Visalia Ca M WHO Usalia CA M	2-21-20

See attached letter for more information