

Oakland Police Department

Bureau of Services

Animal Services

Annual Report 2007



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I. Division Functions / Responsibilities /State of the Unit

Oakland Animal Services (OAS) is responsible for responding to animal related calls for service in Oakland and enforcing animal related laws. OAS houses stray, surrendered, neglected and abused animals from Oakland for the period mandated by the State of California and then determines placement for them through adoption, redemption to the original owner, transfer to a rescue organizations, or euthanasia. Oakland Animal Services also investigates animal bites, quarantines biting animals, and administers the dog licensing program for Oakland. 2007 saw OAS bring in a new Director and many new partnerships for the agency. OAS made good progress in reaching full staffing level and has continued to increase adoptions and reduce euthanasia of animals. More detailed information on this progress is contained within this report.

II. Staffing

Classification	Authorized (FTE)	Filled (FTE)	Need to Fill (FTE)	Percentage Filled
Director	1	1	0	100%
Animal Control Officer Supervisor	1	1	0	100%
Volunteer Specialist	1	1	0	100%
Veterinarian**	1	0	0	0%
Veterinary Technician	1	1	0	100%
Animal Care Coordinator****	1	0	1	0%
Animal Control Officer*****	13	9	4	75%
Animal Care Attendant	6	6	0	100%
Police Record Specialist*****	4	4	0	100%

As of the date of this report:

- * Director: The Director was hired and began work in July of 2007.
- ** Veterinarian: OAS works with a few different contract veterinarians and currently has a vet at the shelter five days a week all coordinated by one lead contract veterinarian.
- *** Animal Care Coordinator: It is unclear what the status of this position is but there was a behaviorist contracting under this position throughout the year.
- **** Candidates were selected for four full time positions during 2007 and names were in background check by end of year. In addition two part time ACO's were hired for dead animal pickup which constitutes the 13th position.
- *****One PRS was absent on long term illness for most of the year leaving only three functioning PRS.

Title - Classification	Years of Service	Type of Separation
Animal Control Officer (ACO)	15	Separated
Public Records Specialist	19	Transferred
Veterinarian	1	Separated

There were no temporary reassignments, promotions, hiring freezes or retirements.

III. Fiscal Management Report for 07/06 through 06/07

Appropriation Category	Budget Appropriation	Actual Expenditures	Difference
O&M	186,294.40	176,251.92	10042.48
Grants	0	0	0
Personnel Costs	1,840,419.86	1,792,368.88	48,050.98
Overtime	30,000	144,713.97	114,713.97

Overages

Overtime. OAS overspent in this category for two main reasons:

1. OAS was not budgeted for civilian holiday overtime; however, Animal Control Officers work on holidays to answer field calls and care for Shelter animals.
2. A Sergeant of Police was the OAS Interim Director during 2007 and used overtime. OAS had not been budgeted for this sworn overtime.

Significant Savings

Personnel Costs. OAS had savings in this category because multiple OAS positions were vacant for several months. This includes the veterinary job and three ACO positions.

IV. Training Received and/or Provided by Unit Personnel

NSA Mandated Training:

At the time of this report, OAS is fully compliant with the Department’s mandated NSA training as reported by Training Division. Animal Control staff members are non-sworn and are therefore mandated to complete fewer tasks than sworn staff. OAS is 100% complaint in the following trainings:

Task 18	Task 27	Task 38	DGO D17	NIMS Training
Task 19	Task 33	Task 42	DGO B6	LERT Training
Task 20	Task 34	Task 43	DGO M3	
Task 22	Task 37	Task 47		

Additional Training:

- Five Animal Control Officers attended a 40 hour course, “National Animal Control Association Training”;
- One Animal Control Officer attended the new California State Animal Control Academy in Santa Rosa. This was an 80hr. course and constitutes one of three levels.
- Two Animal Control Officers attended a three day course on Animal Handling at the Sacramento SPCA.
- OAS staff participated in City Wide Training various topics;
- The Director and the Volunteer Specialist attended a course on Animal Sheltering during Disasters;
- The Volunteer Specialist has been asked by the Humane Society of the United States to create and teach a curriculum on volunteer management for animal Shelters across the country. She also taught a workshop on volunteer management at the Animal Care Expo in 2007 – the largest conference for animal shelters in the country.

- The Director participated in developing a telecourse for POST on Law Enforcement's Response to Animal Abuse.

V. Significant Accomplishments

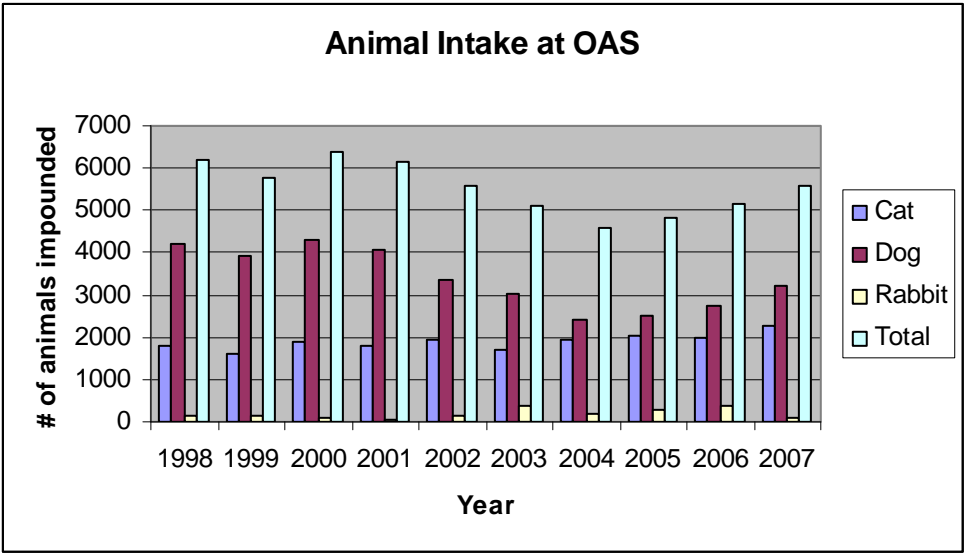
- The shelter established a relationship with UC Davis that led to free S/N of shelter animals and additional services and surgeries on shelter animals in need at no cost to the shelter. This has saved the lives of several animals that would otherwise have been euthanized.
- Euthanasia rates for rabbits in the shelter have decreased drastically from 2006. They have dropped from 32% euthanasia rate in 2006 to 02% euthanasia in 2007. Dogs and cats have dropped as well by a few percentage points.
- A new eligibility list for Animal Control Officers was created in 2007 after the management team worked with O.P.R.M. to create a revised ACO eligibility exam and opened the position again. The management team worked closely with HR to hire four new Animal Control Officers.
- Almost 100% of dogs are now temperament tested prior to adoption or euthanasia. Exceptions would include animals euthanized for medical reasons or prior bite history.
- After switching to Pet Data for licensing, the number of licensed dogs in Oakland increased by 27%.
- OAS volunteer program has grown so that volunteer hours at the shelter average 650 hours a month. In addition a computer system was implemented to track volunteer assignments and allow volunteers to schedule appointments online.
- Volunteer Specialist Megan Webb won the 2007 Bureau of Services Bureau Professional Award for outstanding work.

VI. Productivity Performance Data

OAS transferred to a new database during 2007 and converted all of the data from the previous DOS database to Excel. This is the first time the Shelter has had multiple years of data to analyze and compare. The table and graph below shows the number of animals impounded by OAS each year from 1998 to 2007. Impoundment of both dogs and cats increased in 2007. The intake of cats has increased overall since 1998 while the intake of dogs has begun creeping up but is still well below 1998 levels. Much of this increased intake may be due to more effective field enforcement leading to higher number of impounds. OAS staff attended 7 community meetings in 2007. In addition Animal Control Officers issues 309 citations in 2007 for violations of the OMC, penal Code 597, and H&S codes.

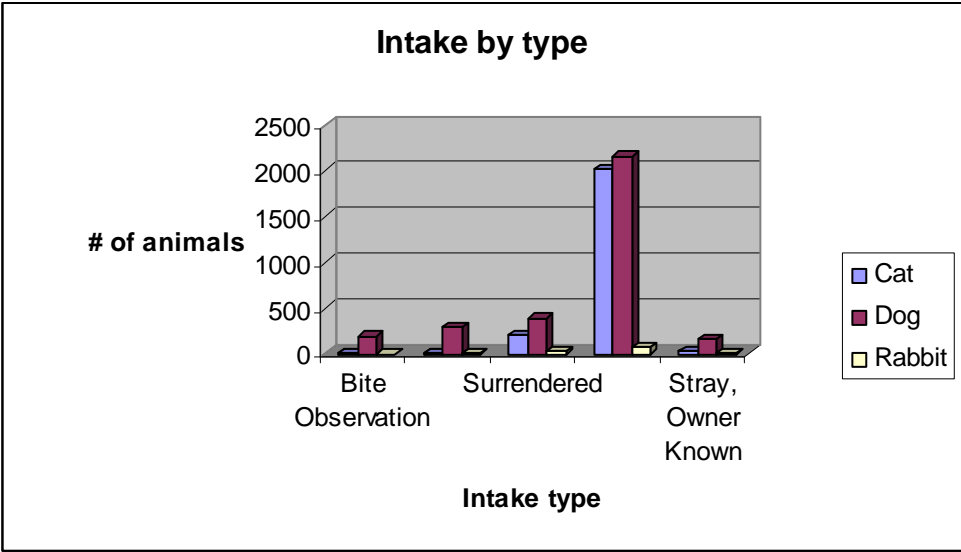
Total Number of Animals OAS Impounded

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Cat	1774	1612	1885	1818	1945	1714	1944	2019	1969	2269
Dog	4220	3944	4283	4082	3343	3013	2429	2493	2765	3197
Rabbit	131	164	85	67	164	361	201	286	400	116
Total	6187	5771	6383	6134	5563	5096	4578	4802	5138	5582



Animal Intake by Type in 2007

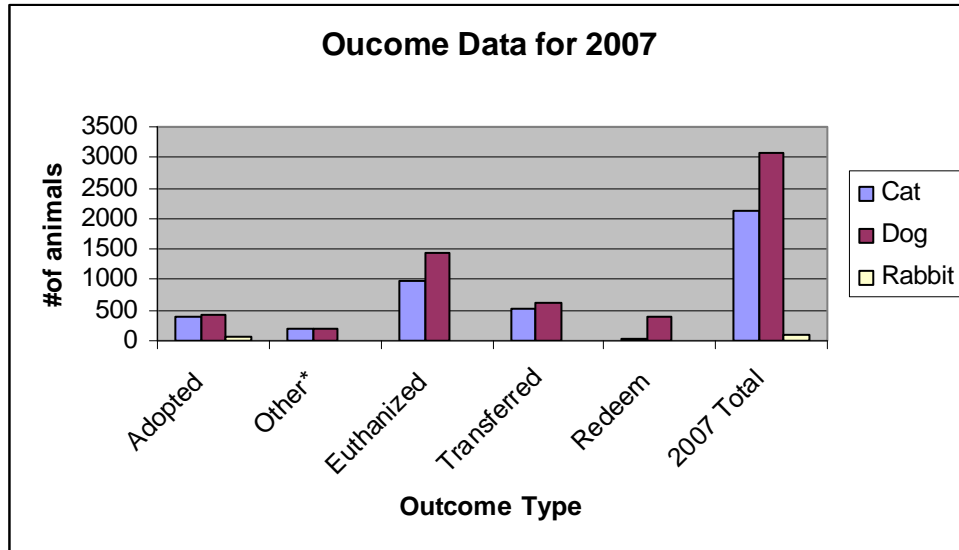
	Bite Observation	Protective Custody	Surrendered	Stray	Stray, Owner Known
Cat	4	15	203	2016	31
Dog	190	298	395	2153	161
Rabbit	0	13	28	70	5



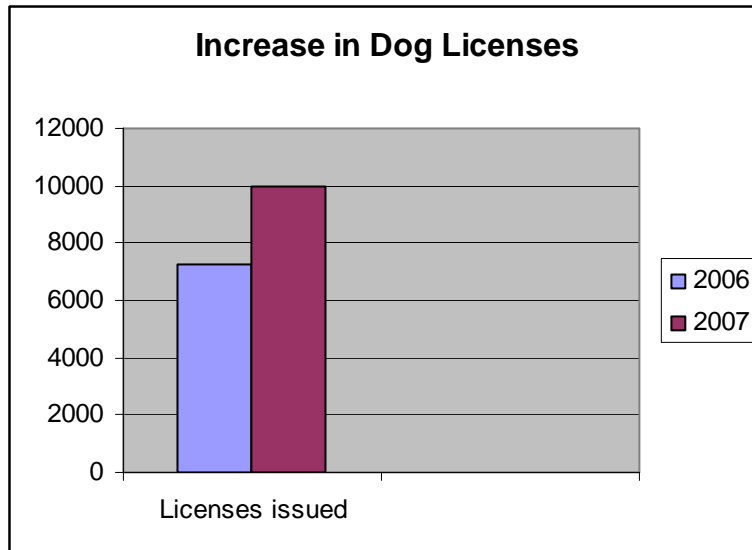
Animal Outcome by type for 2007 OAS animals

	Adopted	Other*	Euthanized	Transferred	Redeem	2007 Total
Cat	379	196	996	523	39	2133
Dog	429	206	1449	613	378	3075
Rabbit	68	16	2	0	1	87

* Other includes animals not dispo'd out properly, fostered, released to wild (tnr), died, etc...



Dog Licenses Issued in 2007: 9981



VII. Other Performance Data

Category	2007
Personnel Complaints	6
Vehicular Collisions	1
Letters of Appreciation	2
Uses of Force	0
IPAS Issues	1

VIII. Plans, Expectations and Goals

Oakland Animal Services has the following goals for 2007:

- Coordinate medical staff to increase spay/neuter and medical services for shelter animals by 25%.
- Increase adoptions by at least 10% and continue to decrease euthanasia;
- Train all ACO staff in 597 investigation and create a relationship to allow ACO's to bring cases to the DA for consideration of prosecution;
- Develop effective education strategies for educating the public about responsible animal ownership and the laws regarding the care and treatment of animals.
- Increase volunteer hours at the shelter by 38% to reach a total of 900 volunteer hours a month.
- Comply with and implement the provisions of the NSA relative to the operation of Oakland Animal Services.

IX. Other Information – Photos

UC Davis, Noble, and FOAS Helped Injured Animals



The partnership that OAS has built with UC Davis goes beyond simply spaying and neutering of shelter animals. The state of the art veterinary clinic (one of the best in the country) at UC Davis has taken on several cases for OAS at no charge. These cases have included several complicated surgeries. In addition, FOAS has provided funds to have animals treated at Noble veterinary clinic, which gives OAS a substantial discount for services.



The Non-Profit “Friends of the Oakland Animal Shelter” (FOAS) and Oakland Raiders’ Jarrod Cooper Helped Shelter Animals



FOAS raised money for multiple projects to improve the quality of life for animals at the Shelter. With a generous contribution from Jarrod Cooper, new outdoor kennels and a large exercise area was built for the dogs.

The Volunteer Program at OAS ensures that the animals are given attention and exercise and important socialization to improve their chances at adoption. In addition, OAS works with local groups to transfer animals with special needs to other agencies.



Some of OAS' volunteers and rescue group folks who help make sure every animal has the best chance to find a new and loving home.

Animal Control Officers Impound Abused and Neglected Animals



On a daily basis, Oakland Animal Control Officers rescue animals that are neglected/abused. OAS is committed to improving the enforcement of these laws and ensuring that those who break them are brought to justice. On the left is a photo of a dog whose ears were cut off by an unknown person. Thanks to the ACO who responded to the call of a chained dog she was finally given the medical care she needed.