BAY COUNTY
PERSONNEL DEPARTMENT

Tim Quinn, Director
quinnt@baycounty.net
(989) 895-4098 (T)
(989) 895-2076 (F)

Thomas L. Hickner
County Executive

Tiffany Jerry, Payroll/Benefits Super.
jerryt@baycounty.net
(989) 895-4032 (T)
(989) 895-4039 (F)

Danean Wright, Retirement Adm./Acct.
wrightd@baycounty.net
(989) 895-4043 (T)
(989) 895-4113 (F)

Rebecca Smutek, Payroll Clerk
smutekr@baycounty.net
(989) 895-4044 (T)
(989) 895-4039 (F)

May 10, 2013

To: Jeannie Wolicki-Nichols, President BCAH

From: Tim Quinn, Director of Personnel and Employee Relations

Re: Position on Humane Society's Eleven Point Plan

As you are aware, Animal Control falls under the direct supervision of the County Executive. The Bay County Board of Commissioners sets policy for and allocates funding for Animal Control, but the administrative procedures are controlled by the County Executive.

As a result of our meeting on April 30, 2013, in which you requested clarification on the County's position on the Humane Society's 11 Point Plan, I am responding on behalf of the County Executive, as I have been his representative in these meetings.

As I stated in that meeting, Bay County is facing a significant shortfall in terms of revenues vs. expenditures. One projection shows a cumulative shortfall of over $3,000,000 over four years to perform essentially the same functions over that period of time. There are many factors involved in this, such as spiraling health care costs and "flat" tax revenues, and we would be happy to go over those in more detail with you, if you desire.

What this means, because we have to achieve a balanced budget, and because our revenues are fixed, is that we must continue to reduce expenditures. This is not new: In the past five years we have made cuts across the board, and Animal Control has had to reduce its budget, as have all of the other departments, including Sheriff's groups, Courts, Health Department, Prosecutors, seniors' programs, etc. Hard choices have to be made every year in allocation of resources.

Although I cannot say for certainty that such reductions will occur in the future, I can predict that we will have to continue to figure how to do more with less. I can also state that other interest groups also have felt the effects of these economics.

With that as backdrop, I would like to reiterate that Animal Control's core mission and statutory obligation remains to protect the public. To the extent that we can continue to

provide in-kind assistance to the Humane Society in striving to reduce the rate of euthanization, we will do so.

With that in mind, I would like to address what administration believes should be the County's involvement in the 11-Point Plan of the Bay County Humane Society:

Humane Society's 11-Point Plan

1. **Form more animal rescue groups.**
    - As stated by several people in the meeting of April 30, 2013, this should be function of the Humane Society.
2. **Adopt comprehensive adoption programs.**
    - The County is willing to investigate the feasibility of converting the education room at the Animal Control Facility to provide for a more efficient and effective adoption procedure. In addition, as you know, the County has provided in-kind assistance in transporting animals when special adoption events occur and will continue to provide such assistance, providing it does not present an undue financial burden. Additionally, we funded extra hours for partial Saturday operations. We believe, however, that the function of increasing adoption falls primarily within the purview of the Humane Society.
3. **Help financially struggling families with pet retention.**
    - To the extent that the County can apply for grants, if available, or to assist the Humane Society in grant application procedures, we will do so.
4. **Develop animal medical and behavior programs.**
    - This is a function of the Humane Society.
5. **Reach out to other organizations willing to help the cause.**
    - As you know, Animal Control management has visited other locations to learn best practices that might be applicable in Bay County and will continue to do so. In fact, recently the Michigan Humane Society presented adoptability criteria to the Animal Control staff. However, the recruitment of other organizations and interest groups outside of the governmental structure must necessarily remain with the Humane Society
6. **Form more animal foster homes.**
    - This is a function of the Humane Society.
7. **Recruit volunteers.**
    - This is a function of the Humane Society.
8. **Promote trap-neuter-release programs that sterilize feral cats and release them back into a feral colony.**

- This is a function of the Humane Society. However, an issue remains that animals must be licensed. In that regard, if they are captured, it is unclear who owns the animal and who licenses it.

9. Develop a high-volume, low-cost spay and neuter program.

- Bay County is willing to continue to investigate cost effective methods of spaying and neutering, recognizing that such programs must be viewed in light of budgetary restraints.

10. Promote lost and found programs.

- Except to the extent now provided, this is a function of the Humane Society.

11. Hire a full-time director to oversee the county's no-kill policy programs.

- Bay County has a manager/director for Animal Control currently. Hiring an additional Director to coordinate adoption facilities and other functions relating to the Humane Society's mission of no-kill must remain with the Humane Society.

I hope this clarifies administration's positions on the 11-Point Plan. To summarize, Bay County will continue to make efforts to reduce the euthanization rate of animals and, to the extent possible, within budgetary parameters and proper public administrative tenets, strive to assist the Humane Society in that regard.

I also believe that it is time to reflect on the successes that Bay County has already made in conditions at the facility and in the save rate. As you know, the save rate has increased dramatically during the current manager's assignment and is higher than any other manager's tenure in that job. Therefore, I am hopeful that through further cooperative efforts, together we can continue to improve the save rate of adoptable animals in Bay County.