



**CACC/PAWS Negotiation
City Council Update
Tuesday, January 7, 2025**



PURPOSE

To negotiate an agreement with PAWS Humane Society, Inc./PAWS to operate and manage the Columbus Animal Care & Control Center/CACC facility, programs and services for Columbus, Georgia/Muscogee County.

Negotiation Team Members:

Animal Care & Control Center

- Michelle Mang, Deputy Director, Public Works
- Debra Kennedy, Assistant Chief, Columbus Police Department
- Becky Summerlin, Deputy Director, Parks and Recreation
- Lucy Sheftall, Assistant City Attorney
- Robert Sheridan, Metra Transit System
- Ethelyn Riley, Animal Control Advisory Chair
- Andrea McCorvey, Purchasing Manager

PAWS Humane Society, Inc.

- Courtney Pierce: Executive Director (primary contact)
- Michele Maestreaan: Board President
- Jenifer Amos: Vice President
- Ashley Schley: Treasurer
- Carson Tate: Secretary
- Becky Carter: PAWS Board Member

Negotiation Topics

All these components will be transferred to PAWS in the proposed agreement with understanding:

CACC Current Programs/Services

CACC Buildings & Equipment

CACC Personnel*

CACC Budget

* City employees interested in employment with PAWS Humane must apply with PAWS for employment. PW will try to place employees interested in staying with the city. If not placed in PW employees can apply for other city jobs.



Current Programs/Services

Columbus Animal Care & Control

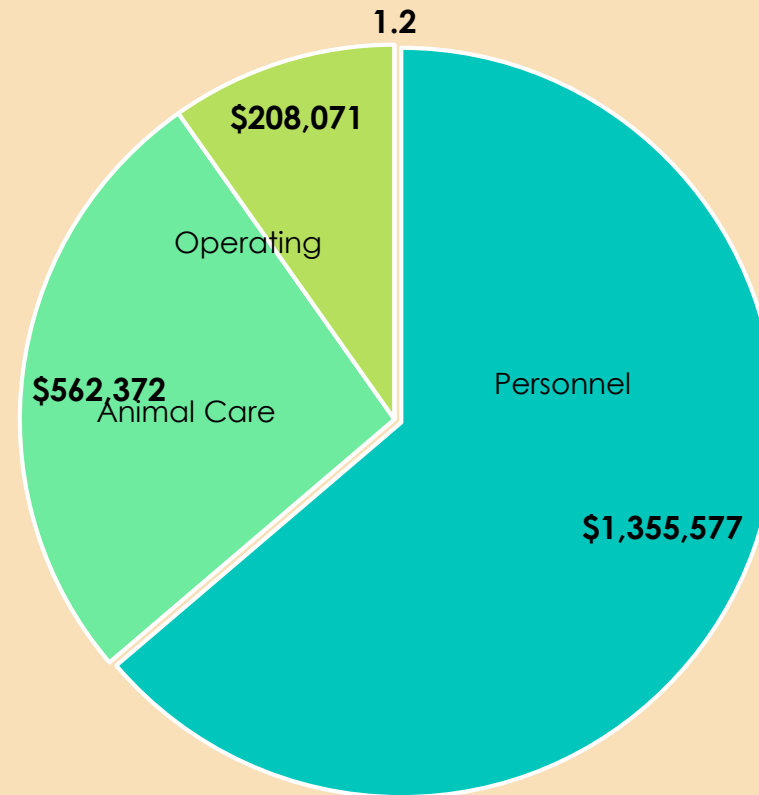
- Animal Intake
- Animal Care
- Adoptions
- Spay/Neuter Voucher Program
- Stray Holds
- Return to owner
- Investigate Cruelty Cases
- Rabies Permits
- Microchip
- Dead Animal Removal
- Enforcement of Violations of City Ordinances

PAWS Humane

- Animal Intake
- Animal Care
- Adoptions
- Spay/Neuter/Wellness
- In house Veterinary Services
- Behavioralist Services
- Community Outreach
- Foster Program
- Transport
- 90% live release rate of impounded animals
- *Services not provided by CACC

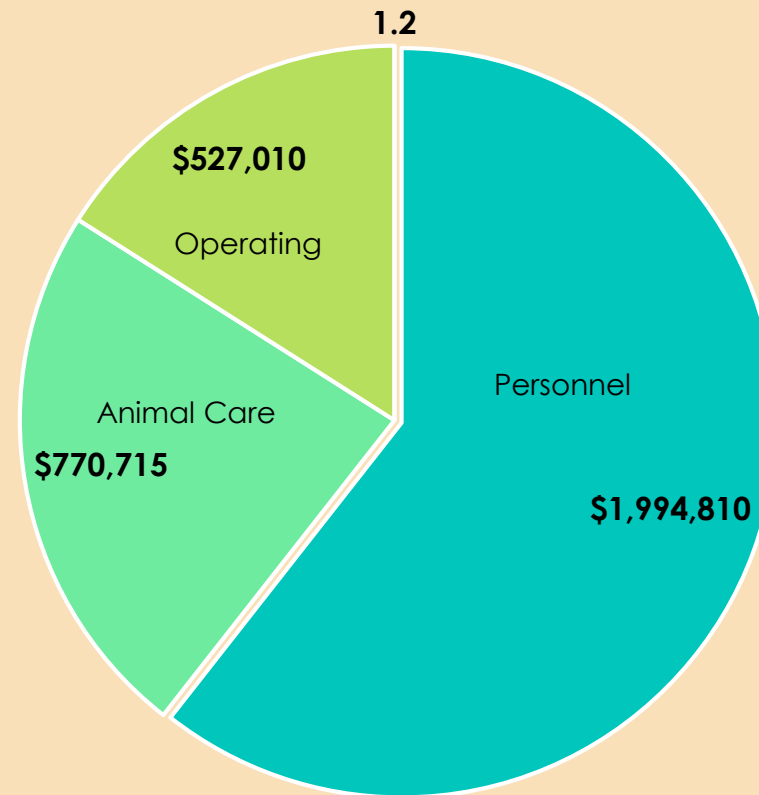
Columbus Animal Care and Control

Current FY'25 Budget



PAWS Humane Society, Inc.

Proposed Budget



Proposed Recommended Budget/Funding for the Negotiated Agreement with PAWS

Annual Expenses	
Personnel Expenses	
Employee Wages	\$1,592,900
Overtime	\$20,000
PTO	\$43,144
Health Insurance	\$167,829
Life Insurance	\$18,840
Workers Compensation insurance	\$25,200
Employer taxes	\$126,897
Total	\$1,994,810
Animal Care Expenses	
Medical Supplies	\$3,335
Pet Food	\$13,000
Spay/Neuter	\$541,176
Microchip Services	\$25,928
Testing Services	\$34,000
Outside Vet Services	\$100,000
Transport Services	\$4,000
Vaccines	\$22,733
Treatment Services	\$18,030
Prevention	\$8,513
Total	\$770,715
Operating Expenses	
Professional Services	\$40,000
Insurance	\$76,000
Fleet	\$123,215
General Supplies	\$67,416
Web and Software Services	\$18,196
Licenses and Permits	\$3,000
Education/C.E./Conferences	\$8,000
Uniforms	\$23,840
Community Assistance	\$85,000
Field Equipment	\$67,343
Marketing	\$15,000
Total	\$527,010
Annual Total	\$3,292,536

One-Time Capital Improvements		
Capital Item:	Cost:	Description:
Improvements to CACC Building	\$100,000	<ul style="list-style-type: none"> - Facility Soundproofing - New Kennel Doors - Extended Fencing Area - Outdoor Shade Structures - Room Dividers - Additional Improvements as Needed.
Total	\$100,000	

PAWS Expense Elements

Personnel Expenses: \$1,994,810

Includes: Field Services; Shelter Operations &
Other Compensation

Animal Care Expenses: \$770,715

Includes: Medical Supplies, Food, Testing,
Vaccines, Treatment, Prevention, Outside Vet
Services, Transport, Spay/Neuter &
Microchipping Services

PAWS Expense Elements, Cont'd

Operating Expenses: \$527,010

Includes: Professional Services,
Insurance, Fleet, General Supplies,
Web & Software Services, Licenses &
Permits, Education & Conferences,
Uniforms, Community Assistance,
Field Equipment, Marketing

Total Proposed Budget: \$3,292,536

CACC/PAWS Budget Comparison

	Personnel Wages	Operations Cost	Animal Care	Total Staff
ACC	\$1,355,577	\$208,071	\$562,372	26
PAWS	\$1,994,810	\$527,010	\$770,715	31

CACC Total BUDGET: \$2,127,952

PAWS Total BUDGET: \$3,292,536

Positions Comparisons

CACC Positions

Total Positions.....26

Animals Control Officers (ACO): 17

(ACO I 13, AOC II 2, Supervisor 1,
Cruelty Investigator 1)

Communications Tech. 3

Volunteer Coordinator 1

Administrative Assistant 1

Manager 1

PT Veterinarian 1

Maintenance Worker I, 1

Supervisor 1

PAWS Positions

Total Positions.....31

Additional Positions 5:

Animal Services Officer: 16

(Officers 13, Sgt. 2, Lt. 1)

Communications Tech. 3

Shelter Techs. 10

Administrative 2

Operations Expense Comparisons

CACC Expenses

Total Operations Expenses: \$208,071

PAWS Expenses

Total Operational Expenses: \$527,010

Additional Expenses/Services:
Professional Services
Insurance
Web and Software Services
Community Assistance
Marketing

Animal Care Expense Comparisons

CACC Expenses

Total Animal Care Expenses: \$562,372

PAWS Expenses

Total Animal Care Expenses: \$770,715

Additional Services:
Spay/Neuter
Testing Services
Outside Vet Services
Transport Services
Prevention

Term, Termination and Payment of Fees

Initial term will be for three years, with a two-year extension agreement. Fees for services shall be paid at the beginning of each calendar quarter for services rendered for that quarter.

What's Next?

- Presentation to City Council on January 7, 2025 for adoption of the agreement to transfer all CACC operations to PAWS Humane Society, Inc.
- Transfer all CACC operations to PAWS Humane Inc. effective no later than February 1, 2025.
- Negotiation teams will become Transition Team after Council approval of Management Agreement.
- Council must designate a current staff or authorize hiring a new staff person as CACC Contract Administrator.

What's Next Continued?

CACC Contract Administrator Duties (Example):

- **Serve as city liaison between PAWS Humane and City**
- **Serve as liaison between PAWS and Animal Care Advisory Board**
- **Ensure all city ordinances and State Department of Agriculture polices, rules, laws are enforced and adhered to**
- **Serve as point of contact for all Local, State and/or Federal matters related to regulations and monitoring**

QUESTIONS?