



# CACC/PAWS Negotiation City Council Update Tuesday, December 17, 2024



# 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
- Andrea McCorvey, Purchasing Manager
- Robert Sheridan, Metra Transit System
- Ethelyn Riley, Animal Control Advisory Chair

## PAWS Humane Society, Inc.

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

# 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

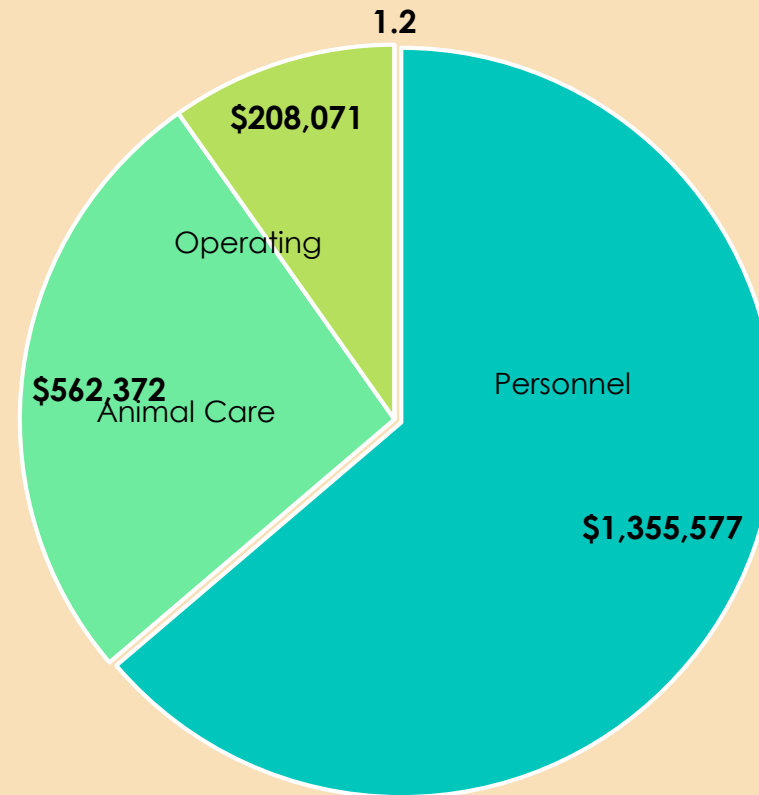
- Animal Intake
- Animal Care
- Adoptions
- Spay/Neuter Voucher Program
- Stray Holds
- Return to owner
- Investigate Cruelty Cases
- Rabies Permits
- Microchip
- Dead Animal Removal
- Enforcement of Violations of City Ordinances

## 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

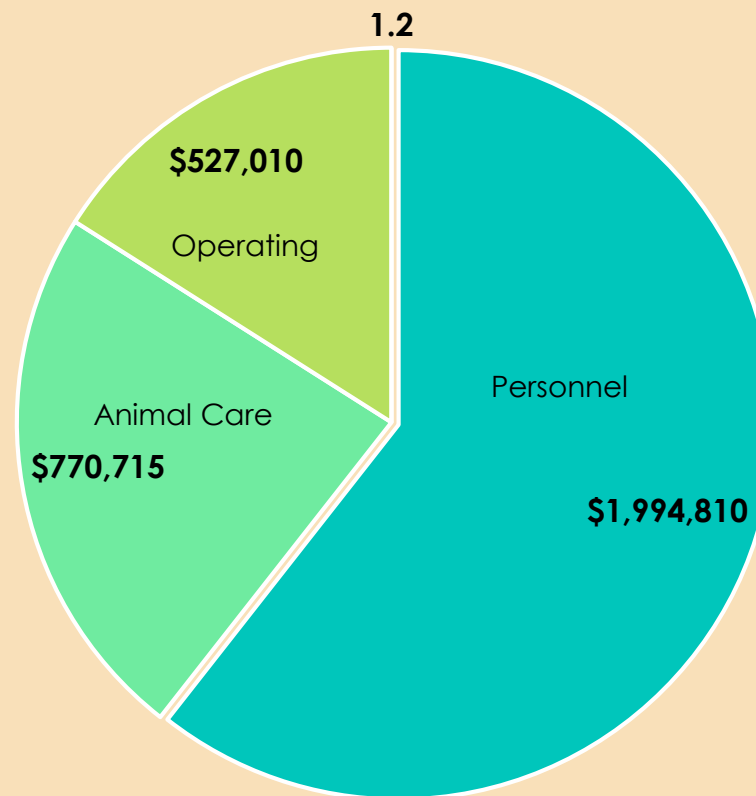
# Columbus Animal Care and Control

## Current FY'25 Budget



# PAWS Humane Society, Inc.

## Proposed Budget



# Proposed Recommended Budget/Funding for the Negotiated Agreement with PAWS

Annual Expenses	
<b>Personnel Expenses</b>	
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
<b>Total</b>	<b>\$1,994,810</b>
<b>Animal Care Expenses</b>	
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
<b>Total</b>	<b>\$770,715</b>
<b>Operating Expenses</b>	
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
<b>Total</b>	<b>\$527,010</b>
<b>Annual Total</b>	<b>\$3,292,536</b>

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



## 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?

- Review of PAWS Humane financials.
- Public meeting for community input.
- 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.



# What's Next Continued?

City Council will need to approve a CACC Contract Administrator, duties and responsibilities.

**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**

# Proposed Schedule for Public Input

**Monday, December 30, 2024**

**City Council Chambers**

**6:00PM to 7:30PM**

**QUESTIONS?**