

FY22 Staff Request

Job Title			FTEs
Animal Care Worker			2
Animal Protection Officer			2
Animal Health Technician			2
Veterinarian			1
Animal Enrichment Specialist			3
Public Health Educator I			1
Total			11

It was determined that we needed 16 additional staff positions in 2019 and spread the ask over 4 years

FY21, 7

FY22, 6

FY23, 3

FY24, 3

FY 21 we did not receive any new FTE's

- (2) Animal Care Workers – This would ensure we have an adequate number of qualified candidates who would have a longer longevity as well. Also, this would reduce the cost of rehiring and training. This also would enhance the quality of life and care for animals in the Austin Animal Center’s care. By improving the quality of care we provide, we can keep the population healthier, both mentally and physically, to help us maintain the City-mandated requirement of a 95 percent live outcome rate.
- (2) Animal Protection Officers – ASO is still unable to correct the deficiency sighted by the Office of the City Auditor in 2015 AS Audit, as reflected by the National Animal Care & Control Association (NACA) guidelines for the necessary number of street officers for the service area and population size of Austin and Travis County. Calls for service have increased each year. In FY 2020, APOs responded to 39,734 activities with 60, 081 sequences. This is a 6 percent increase in sequences from FY 2019.
- (1) Veterinarian – ASO veterinarians take in approximately 100 animal emergencies a month, perform 300-400 spay/neuter surgeries and specialty surgeries per month, and are responsible for the health of more than 500 animals every day. The demand for emergency medical surgeries has increased in recent years, and an additional veterinarian position is needed to meet this increased demand and to comply with the Council approved 95 percent live-release rate (resolution 20190328-034). Additionally, by law, AAC is required to have vet coverage seven days a week, and this position is needed to fill open shifts. ASO utilizes relief vets that are paid a market rate of \$75/hour. Since the beginning of FY2020-21, ASO has booked relief vets for four shifts a week. These statistics are based during COVID, and, when the shelter opens post- COVID, ASO will need to book more relief vet shifts per day.
- (3) Animal Enrichment Specialist – This would ensure we have an adequate number of qualified candidates who would have a longer longevity as well, we are currently relying on temporary workers. Also, this would reduce the cost of rehiring and training. This also would enhance support of the growing number of behaviorally challenging dogs that need continued assessments to help determine positive pathways for outcomes, in alignment with maintaining the City-mandated requirement of a 95 percent live outcome rate. When you achieve the high live release rate that Austin has been able to reach, the top one to two percent of the animals that get stuck at the shelter are those with behavioral challenges. This team works with those pets to get them successfully placed into rescue or adoption.
- **** (1) Public Health Educator I – This is the Maddie’s funded Neighborhood Level Program position that works directly with people experiencing homelessness to connect them with resources that will enable them to keep their pets and help decrease shelter intake. FTE also was suggested by former ACM Shorter and the Director of Public Health. In addition to keeping these pets out of the shelter, this position directly prevented more than 100 owner surrendered animals from coming into the shelter. This position problem solved with the pet owners so that these animals could stay with their “family” and out of the shelter (this portion of animals kept out of the shelter more than pays for this positions salary in animal care savings alone).**

**Although all requested FTEs are important to ASO operations, the highlighted FTE is a priority position for ASO due to the benefits and cost savings provided.*