



Travis County Commissioners Court Agenda Request

Meeting Date: December 5, 2017

Prepared By/Phone Number: Sherri E. Fleming/854-4101

Elected/Appointed Official/Dept. Head: Sherri E. Fleming,
County Executive for Health and Human Services and Agri Life Extension Service

Commissioners Court Sponsor:

AGENDA LANGUAGE: Consider and take appropriate action on proposals regarding the provision of Wildlife Management Services in the unincorporated areas of Travis County

BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:

STAFF RECOMMENDATIONS:

Option 1: Texas Wildlife Services (WS) – continue contract at \$45,000

- WS receives calls from residents and follows up with them within 24 hours (when feasible) to assess the situation.
- The WS biologist will perform outreach focusing on prevention of wildlife conflicts.
 - Neighborhood workshops, one-on-one informational transfers and media opportunities will be utilized to increase the awareness of potential problems and educate people to prevent habituation of wildlife and the problems that creates.
 - WS will conduct Direct Management of nuisance wildlife when determined necessary through the WS Decision Model.
 - For coyote damage management to protect human or pet safety, WS will consider the behavioral score of the coyotes and use all legal methods including but not limited to: leg hold traps, snares, shooting, calling, chemical control and hand removal.

Option 2: City of Austin Animal Services Office (ASO) – add program to Interlocal Agreement, increasing amount by ~\$41,500

- The City of Austin receives calls from residents via 311. Calls that do not demonstrate a possible public safety threat are returned within three days. Potential public safety risks rise to a higher call priority category requiring response within 2 hours or same day response depending on the time of day received. (Imminent public safety threats are forwarded to 911).
- ASO will pilot extension of wildlife services provided by ASO to the unincorporated areas of Travis County by funding a 40 hour/week temporary Animal Protection Officer dedicated to respond to coyote and other wildlife concerns.
- Responsibilities would include call analysis and response, field response including data collection (through environmental observation, game camera placement and community canvassing), yard audits and outreach.
- The Animal Protection officer will place telephone calls to individuals with complaints/concerns, and make presentations to neighborhood groups.
- When warranted, matters are escalated and ASO would follow a sequence of steps to address the issue, including: use of game cameras to identify specific coyotes, hazing the coyote with a paint ball gun, use chemical immobilization to relocate or euthanize the animal when established danger to public safety.

OPTION 3: Continue contracting with the Texas Wildlife Service for the remainder of Fiscal Year 2018. Direct staff to work with both Animal Services and the Texas Wildlife Service to negotiate an integrated service approach with policy direction and values identified by the Commissioners Court.

Staff is concerned that the current Austin Animal Services program does not address services for feral hogs and other wildlife beyond education. Should residents require additional assistance, these calls will likely go to the Travis County Sheriff's Office for assistance.

Staff hopes to negotiate with both entities an integrated approach that would use the best of both programs while focusing on the safety of people, pets, wildlife and property. Staff further proposes a work session discussion during 2018 to identify values and policy regarding this work.

ISSUES AND OPPORTUNITIES:

Staff recommends Option 3.

Both organizations have indicated a willingness to come to the table and discuss an integrated approach. Staff will require time to work with both entities to address each parties' interests.

FISCAL IMPACT AND SOURCE OF FUNDING:

Funding for Wildlife Management Services and the Animal Services Interlocal are in the HHS FY 18 budget and-or FY 2018 reserves. Final budget numbers will be available once service delivery is finalized.

REQUIRED AUTHORIZATIONS:

Commissioner Brigid Shea, Precinct 2
Commissioner Margaret Gomez, Precinct 4
Prema Gregerson, County Attorney, VII
Jessica Rio, County Executive – PBO
Bonnie Floyd, Travis County Purchasing Agent
Aerin Toussaint, Budget Analyst I, PBO
Nicki Riley, CPA, Travis County Auditor
Deborah Britton, Chief Deputy – HHS
Sherri Fleming, County Executive - HHS

**Wildlife Management Program
Proposal to Travis County**

Questions in Request for Proposal	City of Austin Animal Services Office (ASO)	Texas Wildlife Services (WS)
Proposal	Pilot extension of wildlife services provided by ASO to the unincorporated areas of Travis County by funding a 40 hour/week temporary Animal Protection Officer dedicated to respond to coyote and other wildlife concerns. Responsibilities would include call analysis and response, field response including data collection (through environmental observation, game camera placement and community canvassing), yard audits and outreach.	WS will provide a Wildlife Biologist to perform outreach focusing on prevention of wildlife conflicts. Neighborhood workshops, one-on-one informational transfers and media opportunities will be utilized to increase the awareness of potential problems and educate people to prevent habituation of wildlife and the problems that creates. Number of events and the people contacted will be documented and included in Quarterly Reports. WS will conduct Direct Management of nuisance wildlife when determined necessary through the WS Decision Model. For coyote damage management to protect human or pet safety, WS will consider the behavioral score of the coyotes based on Timm et al. (2004).
Process for documenting all complaints received and their disposition	ASO's Field Services Unit triages all coyote related calls coming through 311	WS will utilize a dedicated phone line to receive requests for assistance from Travis County residents. The phone number will be published, circulated at rural locations (i.e. feed stores) and available through the Sheriff's Office and the Extension Service. Calls will be logged as to species of wildlife and type of complaint, area (usually zip code) and resolution (Technical Assistance, Direct Management, referral to another agency).
Ability to provide the location of services by zip code	All calls will be documented via 311 and the ASO's internal database: includes caller information, call classification, description of event, ASO response and outcome.	Calls will be logged as to species of wildlife and type of complaint, area (usually zip code) and resolution (Technical Assistance, Direct Management, referral to another agency). Quarterly reports of requests will be provided to Commissioners through a designated staff person.
Interventions that will be used:		
- Reference to Best Practice Model	Coyote Management Policy developed through community stakeholder process. The guide itself is based, in part, on peer-reviewed research on factors in coyote attacks on people and input from urban wildlife biologists with the Humane Society of the United States.	Wildlife Services Decision Model (WS Directive 2.201, Slate et. al. 1992). And, Integrated Wildlife Damage Management (IWDM) approach which integrates cultural, mechanical, chemical and biological methods, as appropriate, and recognizes the positive ecosystem roles native wildlife play. Bodenchuk (2007) notes that, in part, IWDM seeks to minimize disturbance of ecosystem processes as they relate to native wildlife animals. IWDM encompasses the integration and application of all approved methods of prevention and management (both lethal and nonlethal) to reduce wildlife damage. Also, consistent with procedures established by the Wildlife Society.
- Methods	Telephone calls to individual complaints/concerns, Presentations to Neighborhood Groups, Use of Game Camera to identify specific coyotes, Hazing with Paint Ball Gun, Chemical Immobilization to relocate or euthanize	Telephone calls to individual complaints/concerns, Presentations to Neighborhood Groups, and use of all legal methods including but not limited to: leg hold traps, snares, shooting, calling, chemical control and hand removal.
- Outcomes	Proactive management of potential coyote-human conflicts and protection of public safety through use of progressive escalation beginning with education of residents.	Reduce the threat to human health and safety and the threat of injury and loss of pets caused by coyotes and other damage causing wildlife in Travis County; also, to reduce damage to property and other resources caused by coyotes and other wildlife--through use of progressive escalation beginning with the education of residents.
Process used to determine level of intervention	See separate document "Coyote Behavior, Behavior Classification and Recommended Response Guide"	See separate document "Decision Model" and "Behavioral Score Codes"
Response Time	Calls that do not demonstrate a possible public safety threat are returned within three days. Potential public safety risks rise to a higher call priority category requiring response within 2 hours or same day response depending on the time of day received. (Imminent public safety threats are forwarded to 911).	Biologist will respond within 24 hours of receiving call if not away from the office and in the field. Otherwise, will respond as soon as is feasible.
Other agencies involved, if any	Collaborators include staff with Project Coyote ; Denver, Colorado; Best Friends Animal Society (formerly with Washington Rescue Alliance); Texas A&M AgriLife Extension Service; Texas Parks and Wildlife Department; and the Humane Society of the United States. This allows access to expertise and resources related to urban wildlife management and conflict resolution and well as resources for mitigating risks to livestock.	Texas Wildlife Services Program (WS) is a cooperative program between USDA-APHIS-Wildlife Services, Texas A&M AgriLife Extension Service, Wildlife Services Unit and the Texas Wildlife Damage Management Association
Frequency of reporting (Travis County Requesting Monthly)	Reports can be categorized by zip codes and can be provided monthly	Quarterly reports of requests will be provided to Commissioners through a designated staff person (including information by zip code).
Quality Assessment/Quality Improvement Processes	Quarterly follow up with callers to evaluate resident satisfaction with response	WS Monitors and Evaluates Results of Management Actions: When direct management is provided, it is necessary to monitor the results. Monitoring is important for determining whether further assistance is required or whether the problem has been resolved. Evaluation is used to determine whether additional techniques are necessary.
Management of Feral Hogs	The Animal Services Office will provide education, yard/property audits and help connect residents with resources to mitigate conflict with feral hogs. It is important to know that the proposal is not to remove animals of any kind that are not public safety threats.	We can assist residents in the county with setting up traps and showing them how to catch the hogs. It is up to the resident to provide the trap materials and bait for the trap. It is also up to them to dispatch the hogs when caught and dispose of the carcasses. We could provide more assistance through increased funding from the County to purchase traps or trap material.
Cost	\$41,500.00	\$45,000.00



City of Austin

Wildlife Proposal

Overview of Current Animal Service Office Wildlife Activities:

The City of Austin Animal Services Office (ASO) already provides a number of wildlife-related services to the unincorporated areas of Travis County related to basic Animal Protection functions including the functions of a rabies control authority, response to reports of injured wildlife and conflict mitigation assistance if requested. Animal Protection Officers respond to high risk rabies species in living spaces (raccoons, foxes, bats, skunks and coyotes), review all reports of contact with wildlife for potential rabies exposure risk and conduct rabies investigations if a potential exposure is identified. ASO also enforces Texas State Health and Safety Code Chapter 822 related to the keeping of dangerous animals and provides support to public safety agencies for animal-related public safety risks.

Within the City's jurisdictional limits, the ASO also implements the City's Council-Approved Coyote Management Plan. The plan emphasizes proactive management of potential coyote-human conflicts through outreach and education that empowers the community, assigns responsibility for evaluating, investigating reports of coyote activity and determining appropriate courses of action to City staff. This plan includes a Coyote Behavior, Behavior Classification and Recommended Response Guide to help ensure consistency of response and predict and define when a true risk to public safety is present. The policy was developed through a community stakeholder process and the guide itself is based, in part, on peer-reviewed research on factors in coyote attacks on people and input from urban wildlife biologists with the Humane Society of the United States.

The guide is based in scientific evidence of coyote ecology and behavior. For example, a proven coyote attack on a pet or a coyote seen in the daytime are not indicators of an imminent public safety risk and are not necessarily indicative of an aggressive animal.

Similar programs are used across the country including Marin County, California; Broomfield, Colorado; Calabasas, California; and Portland, Oregon. Coyotes are present in all states except Hawaii and major metropolitan areas across the country. Many cities are moving away from the mindset that trapping and removing coyotes is the best way to deal with real or perceived coyote human conflicts.

It is important to note the policy and response guide do not rule out lethal means of control for public safety threats. What it does require is that a public safety risk be identified through a preponderance of evidence and that the individual offending coyote be identified. Without this identification, there is no way of knowing that the right coyote is removed. Additionally, without community education as to behaviors that discourage coyotes coming into close proximity of humans, the likelihood of continued conflict is high.

To implement the City's policy, the ASO's Field Services Unit triages all coyote related calls coming through 311. Calls demonstrating a possible public safety risk are escalated to supervisor attention for review and all calls are followed up on by a designated wildlife officer. The City has developed a call review process and a process for investigating and documenting possible public safety risks, which includes field work. The processes and procedures were reviewed by an urban wildlife biologist with the Humane Society of the United States, the then Chief Animal Welfare Officer with the Humane Rescue Alliance (now with Best Friends Animal Society) and Town of Belmont, Massachusetts Animal Control.

The City has not seen an upward trend in coyote calls in general or in documented bolder coyote behaviors. In fall of 2016, ASO conducted a survey following up with residents who had received over

City of Austin Wildlife Proposal

the phone assistance related to wildlife conflict mitigation. Of the 43 respondents, 76% felt the wildlife educator had adequately addressed their concerns and 95% felt the wildlife educator was knowledgeable about coyote behavior and ecology. The majority of the respondents who did not feel their concerns were addressed largely disagreed with the City’s policy against trapping and killing nuisance animals.

In FY17, ASO responded to 459 reports of coyote activity. Calls are categorized and tracked to determine patterns of behavior. The average length of time assisting a caller is 21 minutes. The current wildlife officer has been employed since April 2017. Additional outreach efforts in that time period have reached over 110,000 NextDoor accounts, 118 newsletters, 663 presentation attendees and over 125,000 through Facebook posts. Messaging focuses on general conflict avoidance and coyote behavior, seasonal coyote awareness and activity specific to geographic areas.

ASO also fields calls general wildlife calls including those related to foxes and mountain lions.

Proposal:

- Pilot an extension of wildlife services provided by ASO to the unincorporated areas of Travis County by funding a 40 hour/week temporary Animal Protection Officer dedicated to respond to coyote and other wildlife concerns. The position’s responsibilities would include call analysis and response, field response including data collection (through environmental observation, game camera placement and community canvassing), yard audits and outreach. Funding a temporary position, rather than full time position would allow for faster onboarding to minimize a disruption in service and allow for treating the program as a pilot giving both parties the opportunity to evaluate the program.

Request		Hourly Rate	Salary	FICA/MED	TOTAL
FTE	1.0	\$16.98	\$35,318.40	\$2701.86	\$38,020.26
Uniform		Each			
Blauer shirt	4.0	\$61.69			\$246.76
Blauer tactical pant	4.0	\$65.99			\$263.96
Blauer Hi-Vis jacket	1.0	\$380.00			\$380.00
Badge	1.0	\$13.30			\$13.30
					\$38,924.28

- Calls that do not demonstrate a possible public safety threat are returned within three days. Potential public safety risks rise to a higher call priority category requiring response within 2 hours or same day response depending on the time of day received. (Imminent public safety threats are forwarded to 911.)
- Implement call handling procedures identical to the City’s current processes. Coyote calls would follow the Service Request process currently in place with 311 for handling in-City coyote calls. ASO dispatcher would review calls for potential public safety threats using the City’s Coyote Behavior, Behavior Classification and Recommended Response Guide and escalate to Animal Protection Supervisors as needed.
- Support for the temporary position would be provided by existing Animal Protection Supervisors and the Field Services Program Manager as in existing ASO processes and procedures.

City of Austin Wildlife Proposal

Collaborators include staff with Project Coyote (formerly with Town of Belmont, Massachusetts); Denver, Colorado; Best Friends Animal Society (formerly with Washington Rescue Alliance); Texas A&M AgriLife Extension Service; Texas Parks and Wildlife Department; and the Humane Society of the United States. This allows access to expertise and resources related to urban wildlife management and conflict resolution and well as resources for mitigating risks to livestock.

- A coyote entering a yard or field with livestock with or without person present and with or without predation will be considered as an Encounter. Responses would include gathering information on specific animals involved and environmental circumstances, educating on coyote attractants and deterrents, animal management practices to discourage predation and hazing.
- ASO will only consider using lethal means in the event of a confirmed public safety risk as defined in the Coyote Behavior, Behavior Classification and Recommended Response Guide. Public safety is defined as a threat to human health and safety. ASO recognizes that residents in unincorporated areas have other means to attempt conflict resolution at their disposal, including the use of traps.
- ASO will conduct quarterly follow up with callers to evaluate resident satisfaction with response.

Reporting:

- All calls will be documented via 311 and the ASO's internal database. This will include caller information, call classification, description of event, ASO response and outcome.
- Reports can be categorized by zip codes and can be provided monthly as requested.

Additional Attachments:

- Current processes and procedures have already been provided to Travis County, but are included here. In the event, Travis County chooses to partner with the City, items agreed upon in the proposal will be added to these documents.
- Program staff is subject to change. Résumés for the current Field Services Program Manager, Animal Protection Supervisors and Wildlife Educator (Animal Protection Officer) are attached.

COYOTE RESPONSE PROCESS

Related Policy: *Field Services Policies 213, 302, 303, and 408*

Scope

This process is specific to coyote conflict calls that occur within the jurisdictional limits of Austin. Although, it should be noted that all coyote conflict calls, regardless of jurisdiction, will be reviewed for potential rabies exposure.

The Wildlife Education Specialist will be responsible for response and information sharing for those calls occurring within the jurisdictional limits of Austin. The conflict calls occurring within the jurisdictional limits of Travis County will not follow the *Coyote Response Guide* classification process and will not receive follow-up by the Wildlife Education Specialist.

Triage

City of Austin and Travis County coyote conflict calls are currently submitted through the 311 system, then interface with the Chameleon database. The TYPE and SUBTYPE are generically assigned through this process. It is the primary responsibility of the dispatcher to triage the call and assign the appropriate TYPE and SUBTYPE, in accordance with the *Coyote Response Guide*.

For non-exposure events the TYPE and SUBTYPE shall be selected from the following:

TYPE	SUBTYPE	DESCRIPTION
COYOTE	OBSV	OBSERVATION
	SIGHT	REPORTED SIGHTING
	ENCTR	ENCOUNTER
	INCDT	INCIDENT
	ATTCK	ATTACK
	PRSNT	COMMUNITY PRESENTATION

Initial SUBTYPE is subject to change during the triage phase if the Wildlife Specialist, upon follow-up, deems that the caller provides additional information that affects the call's classification level.

All coyote conflict calls, regardless of jurisdiction shall be reviewed for potential exposure incidents. For those calls that result in an exposure incident, the dispatcher shall assign TYPE = INV and SUBTYPE = EXPOSURE to the first sequence. Notification of the exposure shall be emailed to all relevant parties, to include: Animal Protection Supervisor(s), Animal Protection Senior Officer(s), and Wildlife Education Specialist(s). An additional sequence, with the TYPE = COYOTE and SUBTYPE = (Classification), shall be created by the dispatch office and assigned to the Wildlife Education Specialist for follow-up on calls within the jurisdictional limits of Austin, once the exposure report has been collected.

Events classified as an INCDT or ATTCK shall be assigned to the Wildlife Specialist for additional triage. Additionally, notification of any call classified as INCDT or ATTCK shall be emailed to all relevant parties, to include: Animal Protection Supervisor(s), Animal Protection Senior Officer(s), and Wildlife Education Specialist(s). The email shall contain the assigned activity number, classification, and synopsis of the reported concern. In the event that a Wildlife Specialist is unavailable, the Animal Protection Supervisor, or their designee, will be responsible for follow-up.

It is the responsibility of the individual updating the SUBTYPE to INCDT or ATTCK to send the email notification to relevant parties.

COYOTE RESPONSE PROCESS

Additional Triage and Information Sharing

Regardless of classification, additional triage shall be performed by the Wildlife Education Specialist. In the event that a Wildlife Specialist is unavailable, the Animal Protection Supervisor, or their designee, will be responsible for follow-up.

During each customer contact an attempt to determine the root cause of the coyote conflict shall be made. The information provided in the *Keep Austin Wild: Peacefully Coexisting with Coyotes* shall be relayed to the customer; the customer shall be offered an electronic or paper copy of the pamphlet referenced.

In most cases, sharing information will be a sufficient means in which to address a customer's coyote conflict. In other instances, such as customers or neighborhoods that are experiencing coyotes with bold behaviors, it may be appropriate to schedule a presentation or refer to an Animal Protection Supervisor for follow-up.

Animal Protection Officers are expected to provide the *Keep Austin Wild: Peacefully Coexisting with Coyotes* pamphlet and provide guidance on effective hazing techniques when they encounter a customer with a coyote conflict. The Animal Protection Officer will be required to provide documentation of the information they share.

Field Assessment

For any coyote conflict call that involves an animal that is exhibiting bold behaviors, an Animal Protection Supervisor, or their designee, shall perform a site visit. The activity shall be assigned TYPE = INV and SUBTYPE = COMPLAINT. With the permission of the property owner, the Animal Protection Supervisor will inspect the property for signs of coyote activity and possible attractants. The Animal Protection Supervisor will share information related to effective hazing techniques and offer suggestions to reduce the attractiveness of the property as a habitat or food/water source. The Deputy Chief Animal Services Officer or Chief Animal Services Officer shall be notified of any call requiring a field response. Notification shall occur through email and include the following information: date and time of incident, current classification, synopsis of incident, and actions taken to date.

For purposes of collecting data on coyote or other wildlife activity, a trail camera may be placed on the property, for a minimum of seven days, once permission from the property owner is received. In the event that the camera is placed facing another property, the Animal Protection Supervisor must receive permission from that individual as well. The location of the trail camera shall be documented in a memo, attached to the Activity Window.

The camera will be checked daily; the information gathered relating to coyote, or other wildlife activity, shall be uploaded to the following folder and the file name shall be formatted in the following manner: [L:\AC - Bites & Affidavits\AC - Dangerous & Vicious\Supervisor\Wildlife Conflicts, AXX-XXXXXX_Street Name](#).

All relevant activity shall be noted in the following spreadsheet: [L:\AC - Bites & Affidavits\AC - Dangerous & Vicious\Supervisor\Wildlife Conflicts\Game Camera.xls](#). The activity will be analyzed for trends and patterns.

COYOTE RESPONSE PROCESS

Documented Bold Coyote Behavior

If bold coyote behavior is not captured, or documented, during the initial seven day time frame, it may be determined that no further action by Animal Protection is required and the trail camera will be removed from the property. In certain situations, it may become necessary to extend the time period and leave a trail camera out to continue collecting data.

For coyotes exhibiting bold behaviors, Animal Protection Supervisors may use paintball guns to attempt to mark individual coyotes. This will act as a supplement to hazing practices already being employed. Animal Protection Supervisors will submit daily reports for the duration of the hazing efforts to the Deputy Chief Animal Services Officer or the Chief Animal Services Officer detailing the hazing method used, duration of time spent in the field on the activity, observed or reported coyote activity while in the field, and number of coyotes hazed.

If at any time coyote activity is thought to constitute a threat to public safety and an attack on a person could be imminent, Animal Protection Supervisors will consider options for removing the coyote from the area. Options which may be used include supervised trapping (either by Animal Protection or an approved third-party) or chemical immobilization.

Chemical Immobilization will be performed in accordance with *Field Services Policy 408: Chemical Immobilization*. It will be determined if relocation is possible as permitted under *Texas Administrative Code, Rule 169.34 Statewide Quarantine* and if so, whether the individual animal will potentially be relocated to an area where it will become a nuisance. In the event that relocation is not appropriate, the animal will be transport to the Austin Animal Center to be humanely euthanized.

Presentations and Community Engagement

The Wildlife Education Specialist will work to share information with neighborhood associations and other public arenas through presentations. Creating and strengthening partnerships with City departments and other outside agencies will be a focus of the Wildlife Education Specialist.

Results and Documentation

All staff involved in coyote conflict response will be responsible for properly documenting their participation at the time of call completion. The following RESULTS are intended to be used when closing a coyote conflict call:

RESULT	DESCRIPTION
COMP	PRESENTATION COMPLETE
EMS	EDUCATIONAL MATERIAL SENT
GCC	GAME CAMERA CHECKED
GCS	GAME CAMERA SET
PAINT	PAINTBALL USED
TRNQ	TRANQUILIZER USED

RESULT types EMS can also be used to document hazing education in the field, performed by Animal Protection Officers.

COYOTE RESPONSE PROCESS

For coyote conflict calls that result in an exposure investigation, the following RESULTS are intended to be used:

RESULT	DESCRIPTION
I	IMPOUND
INJ	INJURED ANIMAL
NCRS	NO CONTACT RABIES SUSPECT
NO	NOTICE LEFT
QIN	QUARANTINE IN
RPT	REPORT TAKEN
UC	UNABLE TO CATCH

In this case, the RESULT type QIN is only to be used when establishing a home observation for a domestic pet exposed to a high-risk rabies species.

Except as specifically stated, documentation regarding action taken while responding to a coyote conflict call shall be stored in a memo, attached to the Activity Window.

Attachment B

**Coyote Behavior, Behavior Classification and Recommended Response Guide
(Coyote Response Guide)
Coyote Working Group**

Coyote Action	Classification	Response
Coyote heard	Observation	Distribute educational materials and information on normal coyote behavior
Coyote seen moving in area	Sighting	Distribute educational materials and information on normal coyote behavior
Coyote seen resting in area	Sighting	In areas seen, educate people on normal behavior, how to haze to encourage animal to leave
Coyote entering a yard without pets	Sighting	Educate on coyote attractants, hazing information. Offer to perform a yard audit.
Coyotes seen in and around children's play areas, school grounds and parks	Sighting	Identify and gather information on specific animal involved, report circumstances, educate on coyote attractants, hazing, pet management. Offer yard/neighborhood audit.
Coyote following or approaching a person and pet	Sighting Encounter	Educate on hazing techniques, what to do tips and pet management
Coyote entering a yard with pets	Encounter	Educate on coyote attractants, hazing information, pet management. Offer to perform a yard audit.
Coyote following or approaching a person without a pet	Encounter	Educate on hazing techniques, what-to-do tips and pet management
Coyote entering yard with people and pets, no injury occurring	Encounter	Gather information on specific animals involved, report circumstances, educate on coyote attractants, hazing, pet management. Offer yard or neighborhood audit.
Coyote aggressive, lunging, nipping without contact	Incident	Identify and gather information on specific animals involved, report circumstances, educate on coyote attractants, hazing, pet management. Offer yard/neighborhood audit. Evaluate whether a threat to public safety might exist. Take action only as provided by City Coyote Policy
Coyote entering yard and injuring or killing pet	Incident	Identify and gather information on specific animal involved, report circumstances, educate on coyote attractants, hazing, pet management and offer to perform a yard or neighborhood audit. Evaluate whether a threat to public safety might exist. Take action only as provided by City Coyote Policy
Coyote biting or injuring pet on leash	Incident	Identify and gather information on specific animal involved, report circumstances, educate on coyote attractants, hazing, pet management and offer to perform a yard or neighborhood audit. Evaluate whether a threat to public safety might exist. Take action only as provided by City Coyote Policy

Coyote biting or injuring person without provocation	Attack	Identify and gather information on specific animal involved, report circumstances, educate on coyote attractants, hazing, pet management and offer to perform a yard or neighborhood audit. Evaluate whether a threat to public safety might exist. Take action only as provided by City Coyote Policy
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Mark Sloat

EDUCATION

Brookings High School
SD Graduate

Brookings,
1982

Hennepin Technical College
Certificate in Horse Care and Stable Management

Brooklyn Park, MN
1985

WORK EXPERIENCE

Austin Animal Services
Program Manager

Austin, TX
2015-Present

- Directs daily operations and long-term strategic planning of Field Services Office which ran over 15,000 calls last year.
- Developed tailored programs to meet specific community needs with a special focus on safety and prevention.
- Implemented strategic initiatives to reduce intake with an emphasis on return to owner including microchipping in the field and expanding the preventative fencing program.
- Manages wildlife conflicts and enforces City wildlife policy through surveying, tactical response efforts, and preventative education.

Austin Animal Services
Supervisor

Austin, TX
2013-2015

- Oversaw and managed Animal Protection Officers and dispatch.
- Designed and implemented an engagement-based outreach model emphasizing preventative methods for protection and control.
- Improved agency efficiency and outcomes through targeted enforcement efforts.

Austin Animal Services
Animal Protection Officer

Austin, TX
2012-2013

- Responded to calls and conducted field work to meet community needs.
- Worked to educate community members providing expertise and assistance.

Salt and Light Farmstead
Farm Manager and Owner

Austin, TX
1985-Present

- Raises, breeds, and sells livestock as well as poultry and fowl.
- Manages herd husbandry to ensure the animals' health and safety.
- Employs best practices to mitigate wildlife conflicts and other hazards.
- Maintains facility, fencing, tools and equipment.

Far West Construction **Laguna Vista, TX**
Construction Worker *2009-2012*

- Worked alongside a team to plan and carry out disaster restoration projects.

Sherburne County Sheriff's Office **Elk River, MN**
Captain of Corrections *1998-2009*

- Supervised a team of 15 sergeants and 112 staff as well as an explosive ordnance detector dog and a drug-sniffing dog.
- Oversaw day-to-day operations and management of the Sherburne County Jail.
- Served as the Assistant Leader of the Jail Emergency Response Team which worked to ensure the safety of inmates, officers, and staff.

Mille Lacs County Animal Control **Milaca, MN**
Animal Control Officer *1998-2009*

- Served as the only animal control officer for the County.
- Conducted field work, impounded unowned strays, and carried out rabies quarantines.

Mille Lacs Kathio State Park **Onamia, MN**
Evening Ranger *1998*

- Oversaw park facilities and interfaced with visitors.
- Managed wildlife and served as a resource for visitors with questions about wildlife or those experiencing wildlife-related problems.

Ultra Pac, Inc. **Rogers, MN**
Mechanic *1997-1998*

- Worked as part of a team focusing on set up and production.

Reed Spectrum **Plymouth, MN**
Maintenance Mechanic and Production Lead *1987-1997*

- Performed a wide variety of services related to production and maintenance.

Plastic Products Co. **Princeton, MN**
Maintenance Mechanic and Production Lead *1985-1986*

- Served as warehouse manager in addition to working in injection molding and operations.

PERSONAL AND COMMUNITY INVOLVEMENT

Future Farmers of America **Austin, TX**
Parent Volunteer and Sponsor *2015-Present*

- Provides education to local members about interactions between wildlife and livestock as well as strategies to mitigate predation and crop damage.

Homeless Hounds Rescue

Founder, Director

Milaca, MN

1985-2009

- Managed and oversaw all intake and adoption efforts.
- Worked with Mille Lacs County coordinate transfer and placement of homeless animals.
- Undertook community education and outreach efforts to encourage adoption and retention.

ADRIENNE CLARK

PROFESSIONAL EXPERIENCE

Culture and Arts Instructor, Sheffield Education Center, Austin Department of Parks and Recreation – Austin, TX

December 2013 – April 2017

- Developed and implemented instructional programming, public events, exhibits, and site promotion executed in conjunction with City of Austin agencies and outside organizations;
- Interpreted complex scientific concepts and statistical research for dissemination to the public
- Oversaw site operations, served as the education liaison, interfaced with city scientists as well as members of the public at large
- Developed, constructed, and updated exhibit content in-house, in addition to facilitating the installation of external exhibits
- Promoted the site through outreach, promotional materials, newsletters, and online campaigning
- Assisted to draft program reports
- Compiled and analyzed statistical records and reports of participants
- Hired, trained, and managed interns and volunteers; supervised and trained instructors
- Planned and executed meetings; generated notes and tracked follow-up Researched and evaluated facility's budget and purchasing decisions
- Provided care for resident animals, including endangered species
-

Environmental Educator, Austin Nature and Science Center – Austin, TX

May 2012 – December 2013

- Led diverse environmental programs for school groups and the public, with an emphasis on special events and new exhibits coming to the ANSC; facilitated interaction with local wildlife; provided support for students, teachers, and parents
- Developed a children's program that met month, communicated regularly with participants
- Maintained internal statistics, documents, and records

Assistant to the Designer, Atria Studio – Chicago, IL

Summers 2006 – 2008

- Oversaw daily operations of studio; maintained a clean and welcoming environment
- Prepared mailings and client communications, including visual boards for presentations
- Managed filing system, archived documents, and maintained a client list
- Conducted product research and developed web content

Assistant Office Manager, Cordogan, Clark & Associates – Chicago, IL

May 2005 – August 2005

- Drafted content development for corporate website
- Archived architectural documents
- Managed office communication and other tasks

COMMUNITY SERVICE

- Volunteer, Naturalist Workshop, Austin Nature and Science Center – Austin, TX
- Volunteer, Olympia Film Society, Capitol Theater – Olympia, WA
- Volunteer, Natural History Collections Room, The Evergreen State College – Olympia, WA
- Volunteer, Public and Interpretive Program, Peggy Notebaert Nature Museum – Chicago, IL

EDUCATION

The Evergreen State College-Olympia, WA,

Bachelor of Science, Emphasis in Animal Behavior and Zoology

May 2010

Esteban Rodriguez

215 Michaelis Unit B, Kyle, Texas 78640 | 512-446-9584 | esteban.rod@yahoo.com

Objective

Create a sustainable relationship with our citizens which gives our organization a chance to build bridges regarding responsible pet ownership, microchipping, and returned pets in the field. Provide great customer service, give quality care to animals in our community, as well as enforce, protect and educate the public on city and state laws.

Education

| FALL 2017 | AUSTIN COMMUNITY COLLEGE

- Major: Business Management

| FALL 2015 | DALLAS COMMUNITY COLLEGE

- Major: Business Management

Experience

ANIMAL PROTECTION SUPERVISOR | AUTIN ANIMAL CENTER | MARCH 2017-PRESENT

- Provide field staff with a consistent and regular direction on how to build relationships in the field. This instruction enables Austin Animal Services to maintain our status of the Largest No-Kill open admission facility in the Nation.
- Planed, prioritized, assigned, supervised and reviewed the work of staff responsible, for providing animal control services within the community. I also provided timely, accurate and thorough performance reviews, for supervised employees.
- Conducted education programs including making presentations on public access television, visiting schools and advertising animal care programs in the newspaper.
- Monitored and maintained records on the number of calls received, code of the calls and type of animal picked up. I also prepared statistical reports of data pertinent to our organization.
- Participated in the selection of Animal Control staff; provided or coordinated staff training; work with employees to correct deficiencies; implement discipline procedures.
- Prepared various reports on operations and activities including injury reports, court reports. And bite records.
- Recommended and assisted in the implementation of goals, objectives, established schedules and methods for providing Animal Control services. I also helped write and implement policies and procedures.
- Provided conflict resolution to citizen on their complaints and inquires.

FIELD SUPERVISOR | CITY OF SAN ANTONIO ANIMAL SERVICES | SEPTEMBER 2016-MARCH 2017

- Planed, prioritized, assigned, supervised and reviewed the work of staff responsible, for providing animal control services within the community. I also provided timely, accurate and thorough performance reviews, for supervised employees.

- Conducted education programs including making presentations on public access television, visiting schools and advertising animal care programs in the newspaper.
- Monitored and maintained records on the number of calls received, code of the calls and type of animal picked up. I also prepared statistical reports of data pertinent to our organization.
- Participated in the selection of Animal Control staff; provided or coordinated staff training; work with employees to correct deficiencies; implement discipline procedures.
- Prepared various reports on operations and activities including injury reports, court reports. And bite records.
- Recommended and assisted in the implementation of goals, objectives, established schedules and methods for providing Animal Control services. I also helped write and implement policies and procedures.
- Provided conflict resolution to citizen on their complaints and inquires.

MANAGER | CITY OF DALLAS ANIMAL SERVICES | MARCH 2014-JULY 2016

- Maintained a professional relationship with City Council Members, and our advisory board.
- Nurtured our programs relationship with multiple Media agencies, so that we could tell our story first.
- Organize, scheduled, assigned, reviewed and participated in the performance of work done by our staff.
- Evaluated, trained, coached, and disciplined assigned staff.
- Provided technical training in laws, rules, regulations. Processes, and procedures related to the administration of the City's animal services program.
- Reviewed operations, field developments, and productivity records.
- Monitored work for adherence to professionalism and mandated standards, completeness, accuracy and timeliness.
- Investigated state and municipal code violations in animal services and would take enforcement action when needed.
- Provide input in the budget process.
- Prepare complex writing reports.
- Coordinated the activities of volunteers assisting with animal shelter operations.
- Participated in the recruitment, examination and hiring process.

OWNER/MANAGER | ROD'S CAFE | NOVEMBER 2011-JUNE 2013

- Maricopa County Food Handlers Card, exceptional customer service, cook, cashier, training individuals. Interview new crew members, and balance daily book keeping reports. Accounts receivable and accounts payable. Monitoring and ordering inventory of Café supplies. File monthly Transaction Privilege Tax to the City of Mesa, and Arizona Department of Revenue. Strong communication skills, successfully handle multiple tasks, able to grasp new concepts quickly and accurately and work well both independently and in team environment. Create weekly spreadsheets of weekly expenses with Excel 2010.

OWNER/MANAGER | MARY'QUALITY JANITORIAL | NOVEMBER 2011-JUNE 2013

- Book keeping, payroll, general office procedures and supervision of several locations and employees. Inventory and order supply. Train new employees. Create work schedules for all

employees. Go out in the field to sell new service to new prospects. I specialize in selling Janitor services to corporate companies and small businesses in the South West Region, which includes monthly service, biweekly services, one-time cleanings, or construction clean ups. Had security clearance of several financial institutions as well as maintaining a crew with security clearance to maintain confidentiality. Record Keeping of all new hires and ensure all legal documents were filed: applications, I9's, W2 forms, employee identifications and social security cards. Create spreadsheets of work schedules, supply replenishment forms, and expenses. Work with Microsoft Word 2010, and Excel 2010. Do internet research for potential new bids.

FIELD OFFICER | CITY OF EL PASO ANIMAL SERVICES | FEBRUARY 2010-NOVEMBER 2010

- Patrolled and answered dispatched calls in my assigned area.
- Provide quality service to all external and internal customers.
- Assist citizens in recovery or adoption of animals in our shelter and provide proactive solutions to responsible pet ownership in the field.
- Preparation of reports and other pertinent documentation.
- Performed procedures such as drawing blood and administering animal's injections which includes: humane euthanasia, rabies, Bordetella, distemper, parvo, and microchips.
- Assist Veterinarian with animal evaluations treatment and preparation.
- Assist in the daily care of impounded animals, including feeding, cleaning, and providing hygienic conditions.
- Enforce animal related city ordinances and state laws regarding rabies control, animal registration, animal cruelty and animal care inclusive of inspection of various facilities.
- Investigation and inspection of animal nuisances including bites and animal cruelty. Issued citations and notices to owners, for violations of city ordinances, and mistreatment of animals.
- Returned lost pets in the field, apprehended stray animals and provided care, for lost/injured pets.

KENNELS | EL PASO HUMANE SOCIETY | DECEMBER 2007-FEBRUARY 2008

- Temporary opening. Assisted in public adoptions daily, and handled dogs and cats every day. Clean Kennels, Feed and water dogs, assist with intake, disinfected all dog runs, rotated canine's and felines into different cages. While working I was always attentive to detect a sick canine or feline. Administered rabies, distemper, microchips, and parvo shots. Also assisted in euthanasia and cremated pets at customer request.

FIELD OFFICER | CITY OF EL PASO ANIMAL SERVICES | JULY 1999-SEPTEMBER 2003

- Patrolled and answered dispatched calls in my assigned area.
- Provide quality service to all external and internal customers.
- Assist citizens in recovery or adoption of animals in our shelter and provide proactive solutions to responsible pet ownership in the field.
- Preparation of reports and other pertinent documentation.
- Performed procedures such as drawing blood and administering animal's injections which includes: humane euthanasia, rabies, Bordetella, distemper, parvo, and microchips.
- Assist Veterinarian with animal evaluations treatment and preparation.
- Assist in the daily care of impounded animals, including feeding, cleaning, and providing hygienic conditions.

- Enforce animal related city ordinances and state laws regarding rabies control, animal registration, animal cruelty and animal care inclusive of inspection of various facilities.
- Investigation and inspection of animal nuisances including bites and animal cruelty. Issued citations and notices to owners, for violations of city ordinances, and mistreatment of animals.
- Returned lost pets in the field, apprehended stray animals and provided care, for lost/injured pets.

ZOO KEEPER | EL PASO ZOO | JANUARY 1999-JUNE 1999

- Temporary Position 6 months. Animal handling, maintenance and upkeep with proper disinfecting solutions according to work instruction, diet preparation, observation of behaviors, remained vigilant to detect sick or distressed birds. Daily maintenance of exhibits. Zoo opened at 8:00am interaction with the public all day long. I assisted the public with any questions they would have pertaining to the aviary.

David Ackerman

5710 Steven Creek Way
Austin, TX 78721
David.ackerman@austintexas.gov
(512)516-4800

PROFILE

Hard-working, dependable, and energetic employee with great people skills.
Customer service and management experience.
Works well independently and in team situations.
Self-motivated.

EMPLOYMENT

Animal Protection Supervisor

February 2017 - Present, Austin Animal Center, Austin, TX

Assist in implementing and writing policy for the Animal Protection unit.
Assist in the training of Senior Officers and provide guidance with severe bite cases as well Dangerous Dog cases.
Purchase supplies with a City of Austin credit card.

Animal Protection Senior Officer

May 2012 – February 2017, Austin Animal Center, Austin, TX

Assist field officers in the field and in the office with questions regarding policy as well as capture assistance.
Train incoming field officers and dispatchers in office software use, shelter policies, Local and State ordinances, and officer safety.
Supervise a team of sixteen field officers and three dispatchers.
Handle Dangerous Dog and Vicious Dog cases from first contact to compliance. This includes in person contact, taking sworn statements, appearing in court, and managing spreadsheets.
Answer questions that come into our department from citizens regarding policies, complaints, and appearing at events to discuss laws, bite prevention, and general animal safety.

Animal Protection

January 2011- May 2012, Town Lake Animal Center, Austin, TX

Assisted citizens and Police with animal issues including animal bites, exposure to potentially rabid wildlife, stray animals, and injured animals.
Educating the public about local and state laws as well as responsible pet ownership tips and bite prevention.
Triaging calls by scale of importance and self-managing call schedule and time.

Customer Service

June 2010-December 2010, Town Lake Animal Center, Austin, TX

Assisted customers in all stages of adoption and intake at the animal shelter.
Answering the telephone, emails, and City Service Requests daily.
Assisting the animal care staff with animal interactions (meet and greets)

Veterinary Technician

January 2010-June 2010, Windsor Park Veterinary Hospital, Austin, TX

Assisted doctors with exams, surgery, and with drop off appointments.
Opening and closing the clinic, preparing the clinic by cleaning, organizing, and making ready the areas which will be used that day.

Veterinary Technician

January 2009-January 2010, Riverbrook Animal Hospital, Tulsa, OK

Assisted doctors with exams, including recording patient history, animal restraint, and creating and explaining invoices.

Assisted doctors with surgical procedures, including sedation, anesthesia monitoring, sterilizing instruments, and post-surgery care.

Filling prescriptions and educated clients about their proper administration.

Promoted sales of additional products and services.

Scheduled appointments in person and over the phone.

Registered Veterinary Assistant/Certified Pet Care Technician

January 2008-December 2008, Oakhurst Veterinary Hospital, Oakhurst, NJ

Worked directly with doctors and senior technicians to provide medical care for various animals.

Reported on status of pets to their owners over the phone.

Trained new employees of all skill levels.

Conducted tours of the hospital.

Created invoices.

Floor Manager and Master Printer

January 2000-December 2007, TDT Screen Design and Printing, South River, NJ

Entrusted with the running and upkeep of all automatic and manual presses.

Generated business for the company by seeking out new clientele.

Supervised employees and oversaw daily operations on the printing floor.

Planned and implemented weekly printing schedules and delegated tasks to employees.

Trained new employees.

Provided excellent customer service in person and over the phone.

EDUCATION

County College of Morris, Randolph, NJ

Associates in Arts Degree – Broadcasting Arts and Technology

CERTIFICATION AND TRAINING HISTORY

Animal Control Basic

Chemical Immobilization

Crucial Conversation

5S Workplace Organization Training

References available upon request.



Texas Wildlife Services Proposal

Travis County Wildlife Damage Management Program

Texas Wildlife Services Proposal
Travis County Wildlife Damage Management Program
Fiscal Year 2018

The Texas Wildlife Services Program (WS) is a cooperative program between USDA-APHIS-Wildlife Services, Texas A&M AgriLife Extension Service, Wildlife Services Unit and the Texas Wildlife Damage Management Association. WS is authorized under federal law to deal with wildlife causing damage to agriculture, wildlife or other natural resources, or those species which cause a nuisance or are vectors of zoonotic diseases (7 USC 8351-8353). Under State law, the program is authorized to conduct programs for the management of predatory animals and animal pests under the Health and Safety Code (TCA, Chapter 825).

While the program has broad authority under Federal and State statutes to conduct the programs, legislative direction and the availability of cooperative funding help prioritize areas where direct management is conducted. Prior to 2003, the program had a mandate through State funding riders to conduct “urban wildlife damage management.” That funding, and the mandate, disappeared in a reorganization of the program in 2003. WS enters into cooperative funding agreements with counties, cities, rancher associations and others to conduct wildlife damage management. WS does not seek problems and does not bid on projects.

The fundamental role of the government in wildlife damage management is to provide accountable wildlife damage management within the laws of the State. Wildlife is a public trust and certain methods may not be suitable for untrained individuals to implement on their own. WS distinguishes between “Technical Assistance” and “Direct Management” in an integrated approach. WS professional wildlife damage managers can offer “Technical Assistance” to land/homeowners when the appropriate methods are legally available to the public and within the expertise of members of the public to implement. For example, birds roosting above a porch may be excluded by the installation of barriers, hazing or complete exclusion of the roosting area. All of these actions are within the ability and responsibility of a homeowner to implement. In this case, WS would receive a complaint and offer advice on possible methods to resolve the conflict. Ultimate responsibility remains with the homeowner.

Direct management is implemented when resolution is outside of the area of expertise, is restricted in methods or when special permits must be obtained which are not generally available to the public. A bird in a store may be hazed outside by the store or a contract pest control operator, but if the bird needs to be captured or humanely removed to prevent additional damage, a permit is generally necessary. The time necessary to obtain a Migratory Bird Depredation Permit usually exceeds 90 days and WS may act to prevent future damage and an inhumane consequence while store employees wait on a permit.

The historic WS program in Travis County was implemented to address escalating coyote conflicts in both urban and rural areas. Utilizing a formula based on the cost of the program during the pre-2003 urban program days, a full-time employee was available to residents for a cost-share of \$55,000 annually. The County has supplied this through an interagency agreement with Texas A&M AgriLife Extension Service and recovered \$10,000 from the City of Austin. Beginning in 2017, the City decided to withhold their portion of the funding and WS provided services in the portion of Travis County outside of the City of Austin limits. The cost-share represents slightly more than 50% of the total cost of a wildlife damage management biologist (salary, benefits plus operational expenses).

The main objective of the Travis County program is to reduce the threat to human health and safety and the threat of injury and loss of pets caused by coyotes and other damage causing wildlife in Travis County. The secondary goal will be to reduce damage to property and other resources caused by coyotes and other wildlife. WS personnel may provide services via technical assistance, direct-control assistance, or both.

Using the WS Decision Model (Slate et al see below) direct control assistance may be implemented when it has been determined that a problem cannot reasonably be resolved by technical assistance or that the professional skills of WS employees are required for effective and efficient problem resolution. Direct control operations will be conducted upon request and only with the written authorization of the landowner, cooperators, other authorized officials, or in accordance with another appropriate instrument such as a memorandum of understanding.

The WS program uses an Integrated Wildlife Damage Management (IWDM) approach to reduce negative interactions between humans and wildlife. IWDM is similar to Integrated Pest Management (IPM) in that it integrates cultural, mechanical, chemical and biological methods, as appropriate, but IWDM goes further in recognizing the positive ecosystem roles native wildlife play. Bodenchuk (2007) differentiated between IPM and IWDM, noting that, in part, IWDM seeks to minimize disturbance of ecosystem processes as they relate to native wildlife animals. IWDM encompasses the integration and application of all approved methods of prevention and management (both lethal and nonlethal) to reduce wildlife damage. Management methods for controlling coyotes and other damage causing wildlife will include all legal methods including but not limited to: leg hold traps, snares, shooting, calling, chemical control and hand removal. The WS Damage Management program is consistent with policy established by The Wildlife Society, the professional organization for wildlife managers (see attached).

All WS management methods are addressed in the required state Environmental Assessments which were open for public comment and were accepted with Findings of No Significant Impact.

Decision Model

The WS Decision Model (WS Directive 2.201, Slate et al, 1992) provides WS personnel with a step-by-step approach to help address requests for assistance with wildlife damage. It is intended to conceptualize and describe the thought process involved in addressing wildlife damage problems.

1. **Receive Request For Assistance:** Wildlife damage management services are provided only in response to requests for assistance.
2. **Assess Problem:** First, a determination should be made as to whether the problem is within the authority of WS. If it is, damage information should be gathered and analyzed to determine factors such as what species was responsible for the damage; the type, extent, and magnitude of damage; the current economic loss and potential losses; the local history of damage; and what management methods, if any, were used to reduce past damage and the results of those actions.
3. **Evaluate Management Methods:** Once a problem assessment is completed, an evaluation of management methods must be conducted. Methods should be evaluated in the context of their legal and administrative availability and their acceptability based on biological, environmental, social, and cultural factors.
4. **Formulate Management Strategy:** Methods determined to be practical for use are formulated into a management strategy. The concept of IWDM should be applied when formulating each management strategy. This approach encourages the use of several management techniques rather than relying on a single method. Consideration of factors such

as available expertise, legal constraints on methods used, costs, and effectiveness is essential in formulating each management strategy.

5. **Provide Assistance:** Program service can be provided by two means, technical assistance and direct management.
6. **Monitor and Evaluate Results of Management Actions:** When direct management is provided, it is necessary to monitor the results. Monitoring is important for determining whether further assistance is required or whether the problem has been resolved. Evaluation is used to determine whether additional techniques are necessary.
7. **End of Project:** With technical assistance, the projects normally end after recommendations or advice are provided to the requestor. An operational project normally ends when WS personnel have stopped or reduced the damage to an acceptable level. Problems such as chronic predation on livestock or at aquaculture facilities may require continuing intermittent attention.

WS IWDM Project for Travis County

In response to a request for a written proposal, WS submits the design of an IWDM program for the areas of Travis County outside of the City of Austin.

WS will utilize a dedicated phone line to receive requests for assistance from Travis County residents. The phone number will be published, circulated at rural locations (i.e. feed stores) and available through the Sheriff's Office and the Extension Service. Calls will be logged as to species of wildlife and type of complaint, area (usually zip code) and resolution (Technical Assistance, Direct Management, referral to another agency). Quarterly reports of requests will be provided to Commissioners through a designated staff person.

WS will provide outreach to focus on prevention of wildlife conflicts. Neighborhood workshops, one-on-one informational transfers and media opportunities will be utilized to increase the awareness of potential problems and educate people to prevent habituation of wildlife and the problems that creates. Number of events and the people contacted will be documented and included in Quarterly Reports.

WS will conduct Direct Management of nuisance wildlife when determined necessary through the WS Decision Model. For coyote damage management to protect human or pet safety, WS will consider the behavioral score of the coyotes based on Timm et al. (2004). Individual complaints will be evaluated spatially to determine if one coyote (or one family group) may be responsible for multiple complaints. WS will evaluate observed and reported behavior score codes:

Behavioral Score Codes

- 0) Normal or typical coyote behaviors that indicates coyotes may be avoiding humans.
- 1) An increase in observing coyotes on streets and in yards at night
- 2) An increase in observing coyotes approaching adults and/or taking pets at night in yards or in the presence of humans.
- 3) Early morning and late afternoon daylight observance of coyotes on streets and in parks and yards

- 4) Daylight observance of coyotes chasing or taking pets from residential streets or yards.
- 5) Coyotes attacking and taking pets on leash or in close proximity to their owners; coyotes chasing joggers, bicyclists, and other adults
- 6) Coyotes seen in and around children's play areas, school grounds, and parks in mid-day
- 7) Coyotes acting aggressively toward adults during mid-day.

For scores that are 0-3, we provide technical assistance for residents to resolve the issues themselves. WS may also implement hazing activities to attempt to reduce the escalation of habituation behavior. At score 4 and above, WS will consider all factors and may implement lethal removal of the problem animal(s).

WS removal methods will be the minimal necessary but may include traps, snares, calling and shooting or a combination of methods. Foothold traps used by WS have been tested according to internationally established standards (ISO 10995-5) and meet the criteria established for animal welfare. The specific traps used by WS in Travis County are of the type used by wildlife researchers to capture and hold animals for radio telemetry studies. These traps have been approved through the Association of Fish and Wildlife Agencies Best Management Practices process (AFWA, 2016).

While the main focus of debate seems to be regarding coyote damage management, it is important to note that the WS program will also address a wide variety of wildlife conflicts and assist county residents to avoid the creation of additional conflicts. WS has nationally recognized expertise in wildlife rabies suppression (through oral rabies vaccination as well as education of the public), migratory bird damage mitigation and feral swine damage management. Where commercial services are available (i.e. raccoon damage management) WS will inform requesters of the services available and leave the selection of which service to utilize up to the requester.

WS Personnel

Stefan Hunt

Stefan Hunt serves as the WS Wildlife Biologist for Travis County. He graduated from Texas Tech University with a Bachelor of Science degree in Wildlife and Fisheries Management in 2009 and began working for Texas Wildlife Services in January 2010. His first assignment was on a research project studying home range sizes for coyotes, bobcats, and gray fox. He has also worked with the Department of defense in protecting naval aviators and equipment from bird strike risks and has worked extensively on predation management for the protection of wildlife and livestock. He has worked in Austin since 2012 as the Urban Biologist for Travis County.

Linda Tschirhart-Hejl

Linda is the Acting District Supervisor for the College Station District, which includes Travis County. She graduated with a Bachelor's of Science degree from Sul Ross State University in 1996. Linda began her career with Texas Wildlife Services as a Wildlife Damage Manage Biologist in Tyler, TX. In 1997 she transferred to the College Station District where she was responsible for assisting property owners over an eight county area through technical assistance, informative programs and direct control. Linda has also been involved with the Oral Rabies Vaccination Program (ORVP), avian influenza surveillance, feral swine research, NWRC skunk vaccine research project and numerous other projects. Linda also has worked with various chemical and petroleum companies, electrical producing/transmitting companies, aquaculture industry, railroad companies, commercial chicken production industry and the commercial, private and general aviation industry providing technical assistance and guidance regarding wildlife damage management.

Michael Bodenchuk

Michael Bodenchuk is the State Director for the Texas Wildlife Services program. He has worked in a number of positions for USDA-APHIS-WS including beaver management, predation management, and feral swine control. He is an internationally recognized expert in predation and feral swine management with over 40 peer-reviewed scientific publications and book chapters to his credit. Mike served as an invited expert on the Western Coyote Best Management Practice development at the invitation of AFWA. He has assisted with predator management and research projects in the US, Canada, Australia, Mexico, Spain and South Africa. He has worked for Wildlife Services since 1990 and has been the State Director for Texas Wildlife Services since 2006.

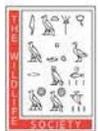
Literature Cited

Association of Fish and Wildlife Agencies (AFWA) 2016. Trapping coyotes in the Western United States.

Bodenchuk, M.J. 2007. IPM and IWDM: Is there a difference? Human-Wildlife Conflicts, Vol. 1, No. 2, 145-146.

International Organization for Standardization (ISO) Document 10990-5. ISO Geneva, Switzerland

1 Timm, R.M., R.O. Baker, J.R. Bennett, and C.C. Coolahan. 2004. Coyote attacks: An increasing suburban problem. Transactions North American Wildlife and Natural Resources Conference 69:67-88.



THE WILDLIFE SOCIETY

Leaders in Wildlife Science, Management and Conservation

Standing Position

Wildlife Damage Management

Wildlife sometimes causes significant damage to private and public property, other wildlife, habitats, agricultural crops, livestock, forests, pastures, and urban and rural structures. Some species may threaten human health and safety or be a nuisance. Prevention or control of wildlife damage, which often includes removal of the animals responsible for the damage, is an essential and responsible part of wildlife management. Before wildlife damage management programs are undertaken, careful assessment should be made of the problem, including the impact to individuals, the community, and other wildlife species. Selected techniques should be incorporated that will be efficacious, biologically selective, and socially appropriate.

The policy of The Wildlife Society in regard to wildlife damage management and the alleviation of wildlife problems is to:

1. Recognize that wildlife damage management is an important part of modern wildlife management.
2. Recognize that nuisance wild animals are common in many human-occupied situations and may need special management attention as well as an astute understanding of cultural carrying capacity, to alleviate problems they create.
3. Support those wildlife damage prevention and/or management programs and techniques that are biologically, socially, environmentally, and economically valid, effective, and practical.
4. Encourage research to improve methods of: (a) assessing damage caused by wildlife; (b) assessing effectiveness and environmental impacts of damage management programs; (c) preventing and managing wildlife damage, including health hazards and nuisance problems; (d) assessing alternatives available to landowners/managers for wildlife damage prevention and/or management; and (e) understanding people's level of tolerance for a variety of human/wildlife conflicts and the social/biological factors that influence their decision-making (Wildlife Stakeholder Acceptance Capacity).
5. Recommend wildlife damage management programs that are cost-effective and whose benefits outweigh risks.

6. Support use of efficient, safe, and economical methods of preventing and/or controlling depredating animals that cause human/wildlife conflicts, and which pose jeopardy to other wildlife populations, including threatened or endangered species.
7. Encourage and support educational programs in wildlife damage prevention and management to ensure that those in need of wildlife damage management information have access to currently approved techniques and methodologies.

425 Barlow Place, Suite 200, Bethesda, Maryland 20814 • 301-897-9770 • www.wildlife.org

8. Support biologically sound laws and regulations governing wildlife damage prevention and management.
9. Recommend that eliminating wildlife habitat in order to reduce serious threats to human and domestic health and safety should only be considered in unique circumstances (e.g. wildlife habitat on or near airports). The impacts on all wildlife resources should be evaluated before landowners/managers chose this option.

Sherri Fleming

From: Sherri Fleming
Sent: Monday, November 13, 2017 3:00 PM
To: Sherri Fleming
Subject: FW: {EXTERNAL} RE: Wildlife Proposal - Feral hogs

From: Sherri Fleming
Sent: Tuesday, November 7, 2017 12:33 PM
To: 'Bodenchuk, Michael J - WS, San Antonio, TX' <Michael.J.Bodenchuk@aphis.usda.gov>; Hunt, Stefan J - APHIS <Stefan.J.Hunt@aphis.usda.gov>; Tschirhart-Hejl, Linda - APHIS <Linda.Tschirhart@aphis.usda.gov>
Cc: Madelena Johnson (mmjohnson@ag.tamu.edu) <mmjohnson@ag.tamu.edu>
Subject: RE: {EXTERNAL} RE: Wildlife Proposal - Feral hogs

Michael:

Many thanks. SF

From: Bodenchuk, Michael J - WS, San Antonio, TX [<mailto:Michael.J.Bodenchuk@aphis.usda.gov>]
Sent: Tuesday, November 7, 2017 11:50 AM
To: Sherri Fleming <Sherri.Fleming@traviscountytexas.gov>; Hunt, Stefan J - APHIS <Stefan.J.Hunt@aphis.usda.gov>; Tschirhart-Hejl, Linda - APHIS <Linda.Tschirhart@aphis.usda.gov>
Cc: Madelena Johnson (mmjohnson@ag.tamu.edu) <mmjohnson@ag.tamu.edu>
Subject: {EXTERNAL} RE: Wildlife Proposal - Feral hogs

Our proposal does include the management of feral swine, and we receive funding for that from both the Texas Legislature and USDA. Our feral swine management program is detailed in a Statewide Environmental Assessment (completed May 14, 2014). Because feral swine are an invasive species, we recommend homeowners protect their resources as appropriate (i.e. electric fencing may be necessary for a homeowner on the edge of wild lands) as well as removing feral swine whenever it can be safely accomplished. We may use corral traps, cage traps, snares or firearms to remove feral swine, as situations dictate.

The decision model we use for all wildlife damage management still applies. We would receive a request and evaluate the need for action. If, for example, someone were to call and just report observing feral swine, we would likely provide a telephone consultation advising them about the general behavior, the types of damage which might occur and the invasive nature of established populations. If a homeowner is concerned about damage, we would provide information about how they could avoid or minimize damage. If they are experiencing damage or have an especially vulnerable commodity (i.e. freshly planted corn) we could provide direct management for a period of time to get the crop out of its window of vulnerability. We also maintain that the government cannot do everything themselves and the feral hog problem is too large for the resources available to us. Therefore, we spend a lot of time coordinating with TAMU Extension and others to instruct landowners on how they can help themselves. Having the landowners coordinate control will also keep from moving ever-increasing populations across the landscape.

Captured pigs are humanely euthanized and disposed of according to WS policies.

Mike Bodenchuk

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Travis County WDMB Expenses for FY18

| OCC# | Description                     | Travis Actual      |
|------|---------------------------------|--------------------|
| 1220 | Sal-Extension - Professional    | \$27,899.76        |
| 1610 | Longevity Pay                   | \$558.00           |
| **** | <b>Total Salaries Budget</b>    | <b>\$28,457.76</b> |
| 1900 | Benefits                        | \$13,114.04        |
| **** | <b>Total Benefits Pool</b>      | <b>\$13,114.04</b> |
| 4030 | Fuels and Lubricants - Other    | \$1,756.23         |
| 4066 | Parts - Machinery and Equipment | \$934.97           |
| **** | <b>Total Operating Budget</b>   | <b>\$2,691.20</b>  |
| 5751 | Misc. Equipment                 | \$737.00           |
| **** | <b>Total Other Expense Pool</b> | <b>\$737.00</b>    |
| **** | Total Expenses                  | \$45,000.00        |