

From: [Ferrari, Jesse](#)
To: [Guelzim, Nawal](#); [Nichols, Cathrene](#)
Subject: FW: Policies and procedures for Dog team
Date: Friday, February 24, 2023 10:19:45 AM
Attachments: [image001.png](#)

Ladies,

FYSA, I think it's a good idea to keep you both looped in on emails that could be seen as more sensitive in nature.

Thanks,

Jess

Jesse Ferrari
Director, SCRAPS
Spokane County, Washington | www.spokanecounty.org
509.477.1967 Office | jferrari@spokanecounty.org



From: Vanhook, Kevin <KVANHOOK@SpokaneCounty.org>
Sent: Friday, February 24, 2023 9:39 AM
To: Hobbs Doyle, Nick <NHOBBSDOYLE@SpokaneCounty.org>; Hayden, Stephanie <SHAYDEN@SpokaneCounty.org>; County SCRAPS Dog Team <SCRAPSDogTeam@SpokaneCounty.org>
Cc: Ferrari, Jesse <JFERRARI@SpokaneCounty.org>
Subject: Re: Policies and procedures for Dog team

Good Morning,

Based on previous meetings with management, we as the Dog Team are suspicious of your inquiry. However, in the spirit of cooperation, we will try and answer your questions with the caveat that all dogs are unique and should be assessed as such. Any perceived negative result should not be used in and by itself for any euthanasia decision. If it is based on behavior, it should be based on multiple opinions, interactions, and no one person's decision. I don't feel we as a team have that right now.

1. Progress is measured on whether a dog is able to be examined, become available for adoption, spay or neuter surgery if necessary, being able to be handled by multiple people, and finally going to playgroup if allowable. If you would like to make a flow chart from this process, please do so. Obviously, dogs come to us as strays, and we do

not have very much information about them. Some are fearful, some are very selective, and some have been abused. It is not always clear why a dog may be exhibiting any one clear behavior trait. Dogs should be able to make it through this process in 6 months or less given that there were adequate interactions with appropriate staff and volunteers. If a dog takes longer, it is probably due to failure on SCRAPS part, not the dogs. Similarly, a dog might come through on intake and then based on observations, may regress for no clear reason. As far as sharing information, dogs' profiles are updated as that information is provided to the Dog Team. We have a by-weekly meeting just for this specific point. To see where dogs are at in the process of making them available for adoption. Staff is allowed to put notes in Shelter Buddy regarding a dog's specific interaction with staff and potential adopters. If you are not having specific progress with Oatly and Hugo, we are more than happy to spend time with you and them. They both can be selective with who they trust. If you look closely at Oatly's hind feet, they are both scared, which would indicate long periods of being tied up and coming into contact with an abrasive material such as a rope. Given this, he does not trust strangers. In addition, not all dogs are going to like us.

2. I believe we spoke about this in our Dog Meeting on 2/23/23.
3. Given the scenario you propose, it would be my hope as I mentioned previously, that it would always be a joint decision, after all alternatives have been exhausted. This would be adherent to the no kill ideology, that we at SCRAPS are married to. Again, to my knowledge making the decision for euthanasia based on behavior alone, has always been a joint decision and should remain so. This is only done after multiple discussions and interactions. Each dog is evaluated as an individual and not assessed as a unit whose fate needs to be decided and paperwork filled out. As for me (Kevin), individually I have gone with the group decision to euthanize multiple times and it may or may not have been the right decision. I will always feel that we failed them as an organization. I can only think of once where I believed it was warranted.

In conclusion, we as the Dog Team, are not opposed in having any extra information shared with the group, as long as the ultimate decisions made about the dog's life at SCRAPS is decided by the group.

Kevin Vanhook
SCRAPS Dog Team
615 E Trent Ave
Spokane Valley, WA 99212
509-477-6875
scrapsdogteam@spokanecounty.org

From: Hobbs Doyle, Nick <NHOBBSDOYLE@SpokaneCounty.org>

Sent: Thursday, February 16, 2023 4:57 PM

To: Vanhook, Kevin <KVANHOOK@SpokaneCounty.org>; Hayden, Stephanie

<SHAYDEN@SpokaneCounty.org>

Cc: Ferrari, Jesse <JFERRARI@SpokaneCounty.org>

Subject: Policies and procedures for Dog team

Good afternoon,

First I would like thank you for the hard work you guys put in every day you are here. I definitely have seen some positive effect come from working with you two. You two have been critical to the success with many animals, so thank you.

In trying to understand more about what you do and working on our Standard operating procedures, could you pull together some information about your practices and what makes you successful? Some specifics that come to mind would fall into a couple different areas like:

1. Behavior metrics. How do we show and grade progress?
 - a. Could we develop a flow chart of behaviors for dogs? (I'm partly a visual person and I think it would be cool to put it on the wall and show progress for the team.)
 - b. The time frames you expect the dog to make the next step and process for not making the next step?
 - i. If we have the expectation that in 2 weeks we will see one specific behavior accomplished and we don't but not for lack of trying. How do you change course or refocus on that task?
 - c. We have a documented tracker during dog team but do you use any additional documentation for specific behaviors, specifics of what you are working on so another staff member (to include myself) on specific behaviors you are working on and how long.
 - i. I don't see anything particularly specific in shelter buddy but the expectation is that the ASR's were oversharing at on point and that information they were sharing was out of date. Is there a day to day tracker or interaction to interaction tracker that you use or maintain?
 - ii. i.e. Kevin and I have specifically talked about Hugo and Oatly in C pod. I have been making an effort to present new faces and work on basic commands with a food reward. With Oatly, He does occasionally calm down and will listen to commands. If we are making progress, how do I help re-enforce what is the decided next step if you are not in the building and/or not taking up your time with meetings about next steps.
2. Your expectations for dogs that go to C pod v. the floor.
 - a. A question that was asked to me was could we move Mystery to AG and open that spot for a dog that you said would be ready for C pod. I was hoping to get your thoughts and feelings behind that.
3. Unsafe to place
 - a. My understanding of the flow for behavior dogs (and if this dog would be safe for the public) would go to you two and you would make recommendations based off your previous experience of other animals and current experience with that animal. How do you make that determination?
 - i. To reframe or be more specific: If you had a super aggressive dog right

now, how you vocalize and document whether this dog can be reformed/rehomed, or had a hard life and the best decision for us (you, staff, vet and director) is for the dog to be Euthanized?

ii. Do you have specific behaviors documented from previous cases so I could review?

Let me know your thoughts on this and would be happy to give additional examples of what I am looking for.

Thank you

J. Nick Hobbs Doyle
Shelter Operations Manager, SCRAPS
Spokane County, Washington | www.spokanecounty.org
509.477.2762 Office | nhobbsdoyle@spokanecounty.org

