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**From:** Ferrari, Jesse <JFERRARI@SpokaneCounty.org>  
**Sent:** Friday, January 20, 2023 1:46 PM  
**To:** Guelzim, Nawal  
**Subject:** SCRAPS Internal Issue/Vol Dog Team  
**Attachments:** Re: SCRAPS: Urgent Concerns!!

Nawal,

The attached email is from the Volunteer Dog Team.

A little more context to sum up what we talked about yesterday:

After at least 2 dog team meetings I've asked Kevin to stay behind so I could address his behavior and emotional responses. On the first occasion I asked him to unclench his fists when discussing euthanizing a dog and also to try and approach dog behavior issues from an objective standpoint with the understanding that it may be an uncomfortable conversation and as an animal behaviorist he has an emotion attachment to these dogs.

After at least 2 of the recent (4-5) meetings I've asked him to stop talking over Dr. Beth and again addressed his emotional responses (to include nonverbals) and asked that he approach the meeting from an objective standpoint. The dog team consists of Nick, Kevin, Dr. Beth, Rebekah (when she's not out on a call) and me. We meet twice a month and go through every dog currently in the behavior modification process to determine if a dog is progressing/regressing, adoptable, triggers, limitations, aggression, quality of life, and overall risk involved with adoption. Everyone has an equal say at the table and we attempt to make a determination about keeping a dog in the program or if euthanizing the dog based off of behavior issues is a more humane route.

With Respect to the Sarah Garner (3) reference; Sarah has come to me on at least two occasions with concerns about Kevin's aggressiveness towards her over his perceived dissatisfaction with her performance as the volunteer/outreach coordinator. To be fair, I addressed it with Kevin because of his actions toward Sarah at work but this aggressiveness and unprofessional behavior is also coming from the Volunteer Dog Team (which Kevin is a part of). I attached the email (Re: SCRAPS Urgent Concerns) I believe the original complaint came via the Commissioners office but specifically names Cat Nichols, Sarah Garner and me.

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- To date, I've attended 2 Volunteer Dog Team meetings (Kevin was at both of them) the first meeting started with the volunteer dog team demanding I fire Sarah (reasons noted in attached email). Both meetings I've attended have been during non-duty hours and I've witnessed first hand the confrontational and aggressive behavior from at least half of the volunteer dog team members. While speaking with Sarah about this, it's apparent that she has endured the same aggressiveness and confrontational behavior for some time. – and it really does need to stop.

I'm more than willing to provide any additional information in regard this is issue.

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