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Virginia State Animal Response Team (VASART) Organizational Structure: Roles and Responsibilities

CART (Community Animal Response Team) Member Roles and Responsibilities

CART Officers

Team Leader-Organization and Administrative Responsibilities: Each CART must have a team leader who coordinates the communication with the locality's emergency management office. Coordination with local emergency management should begin when the team is first considered and continue on whatever basis the two parties feel is appropriate. If the locality does not already have an emergency plan for animals, the team leader should discuss with the local emergency manager initiating the formation of a written plan and engage other community stakeholders for input regarding the plan. This plan should detail emergency response needs as well as roles and responsibilities specific to animals in that locality including (i) the local agency or entity with regulatory authority associated with animals (ii) primary and back up locations that will be used for deployment activities and logistical needs such as equipment storage and (iii) the CART's current animal response capabilities. In addition, the team leader should inquire about and include, where appropriate and as directed by the local emergency management representatives, any local mutual aid agreements that would affect animal emergency response in the written plan. This animal specific response plan should become part of the locality's overall emergency response plan and, as guided by the local emergency manager, be maintained under the appropriate Emergency Support Function. The leader and emergency manager should discuss the formation of Memoranda of Understanding (MOU) with other localities where needed. These MOUs may address a number of issues such as sharing resources, personnel and equipment in the wake of a disaster.

The local emergency manager, in coordination with the leader, should also initiate communication with the Virginia Department of Agriculture and Consumer Services' Office of the State Veterinarian and the Virginia Department of Emergency Management (VDEM) about the formation of the team and its availability as an emergency response resource. Availability as a statewide, deployable asset through the Virginia Emergency Operations Center will require an MOA with the Commonwealth.

The team leader must submit a written summary regarding the CART to the Virginia State Animal Response Team Board of Directors (VASART BOD) for initial review.

(See below for annual recertification.) The document “Community Animal Response Team (CART) General Information and Response Capability Statement” is available at www.virginiasart.org to assist team leaders in fulfilling this requirement. This document will prompt the leader to provide information such as the number of and credentials associated with all team members; the name and contact information for the local emergency manager; the team’s specific response capabilities; and the local resources available to support the response. A CART will be considered operational capable only after this statement is reviewed and approved by the VASART BOD. The CART is then eligible to be activated by the local emergency manager.

CARTs may consist of as many members with as many skills (see “CART Members: Resource Typing and Requirements” below) as is thought necessary to assume the response capabilities detailed in its written statement as provided to the VASART BOD. It is important that a team not respond beyond the scope of its members’ credentials and as team members and/or team response capabilities change, the team leader must notify the VASART BOD and local emergency management. It is also important for team leaders to ask team members, particularly in regard to team members who may be asked to respond in a different capacity in an emergency,(e.g., animal control officers), about other duties team members may be required to perform during an emergency response as part of their fulltime positions or volunteer activities in order to have a thorough understanding of the team’s capabilities.

In addition to the required training for all CART members, CART leaders should also complete the training listed in Appendix A of this document. , All required training must be completed within the first year of assuming the role of team leader. If required training cannot be completed in this time, a one year extension must be requested from the VASART Board In addition, team leaders must adhere to the description section of the document entitled “Animal Emergency Response Team Leader,” also available in Appendix A, for operational duties during a deployment.

In addition to animal specific issues and basic incident command training, leaders should encourage team members to have basic knowledge in the areas of personal emergency preparedness. Resources in this area can be found at <https://www.vaemergency.gov/prepare/> and <https://www.ready.gov/virginia>.

Team leaders are also encouraged to complete ICS-300: Intermediate ICS for Expanding Incidents and IS 111.a – Livestock in Disasters. Information concerning ICS 300 classes is available via local emergency managers. IS-111.a is available through the Federal Emergency Management Agency’s (FEMA)’s Emergency Management Institute Independent Study Program at <https://training.fema.gov/is/>.

Team leaders are also strongly encouraged to identify a deputy team leader and additional back up personnel who could assume command of the team if the leader is unavailable. Provide contact information for these individuals to local emergency management.

The deputy team leader should complete the same training as the team leader and should, along with the team leader, provide recommendations and information to the local emergency manager about the emergency response needs specific to animals in that locality and assist in developing a written plan in that regard.

Team leaders should also assist team members interested in a particular response area, such as large animal technical rescue or animal sheltering in disasters, in seeking advanced training in these areas. Team leaders may then assign certain team members to leadership roles or work within the CART. Additional advanced professional development courses can be found at the links below.

- <http://www.vaemergency.gov/training/>
- <https://training.fema.gov/is/>

Team leaders should work with local emergency managers and planners to coordinate participation in functional and/or tabletop exercises specific to the CART's role in the emergency operations plan. In general and particularly during team trainings and exercises, team leaders should emphasize to team members that, when deployed, a team is operating under the auspices and/or direction of local emergency management who will be coordinating its activities with the Office of the State Veterinarian and VDEM as appropriate. A team leader should also ensure that team members have a very clear understanding about the process by which the team is activated.

At least once per year, team leaders should coordinate outreach activities to promote general public awareness about the team and/or emergency preparedness. Examples of outreach activities include team promotion as part of a community event, social media postings and field exercises where the public is invited to observe or participate. Additional guidance about outreach activities is available from the VA SART BOD.

Each CART shall be recertified annually by the VA SART BOD. As part of this process, team leaders shall review the team's status with the local emergency manager in regard to items such as member capability; equipment inventory; agreements the team has with other jurisdictions and/or local support agencies; and the animal response aspect of the locality's emergency response plan. In addition, team leaders shall complete and submit materials requested in the "CART Annual Recertification Requirements and Guidelines" document to the VASART BOD each year by a date determined by the BOD. The VA SART BOD will review changes in the membership and capabilities of the CARTs and reassess a team's status accordingly.

CART Members: Resource Typing and Requirements

Resource Typing is a way for VASART to identify the core capabilities of the local CARTs and their individual members. National NIMS resource types support a common language for the mobilization of resources (equipment, teams, units, and personnel) prior to, during, and after major incidents. Resource users at all levels use these definitions as

a consistent basis when identifying and inventorying their resources for capability estimation, planning, and for mobilization during mutual aid efforts.

National NIMS resource types represent the minimum criteria for the associated component and capability. See Appendix A for role descriptions and criteria related to resource typing based on the information available within the FEMA Resource Typing Library Tool available at <https://rtlt.preptoolkit.fema.gov/Public/Combined?q=animal> as well as a basic description of formal mutual aid agreements that may be associated with a response.

The VASART BOD recommends that CART leadership personnel be familiar with the information presented in Appendix A and use it to assess the credentials of those interested in CART membership.

Appendix to Virginia State Animal Response Team Organizational Structure: Roles and Responsibilities for FEMA Resource Typing

Last reviewed and updated: 1/7/2020

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APPENDIX A
VIRGINIA STATE ANIMAL RESPONSE TEAM

CHAPTER ONE
TEAM PERSONNEL



ANIMAL CONTROL/HUMANE OFFICER

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Animal Control/Humane Officer maintains public safety by enforcing animal-related laws and providing safe and humane capture and containment of animals in one or more of the following competency areas:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Animal Search and Rescue Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population the position will serve 5. Requestor specifies specialty skills or certifications necessary, such as euthanasia or chemical capture 6. Requestor specifies whether Animal Control/Humane Officer should bring animal control vehicle and specialized equipment

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	SINGLE TYPE	NOTES
DESCRIPTION	<p>The Animal Control/Humane Officer:</p> <ol style="list-style-type: none"> 1. Provides case management of animals involved in human bite cases 2. Provides safe and humane capture and containment of stray, abandoned, unattended, diseased, or injured animals 3. Assists with emergency euthanasia, as the Authority Having Jurisdiction (AHJ) authorizes 4. Ensures safety precautions for the public and animals when working in potentially dangerous situations with unfamiliar and unpredictable animals 	Not Specified
EDUCATION	Not Specified	Not Specified
TRAINING*	<p>Completion of the following:</p> <ol style="list-style-type: none"> 1. IS-100: Introduction to the Incident Command System 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction 5. National Animal Care & Control Association (NACA) certification training or equivalent formal training 	Not Specified
EXPERIENCE**	Two years of experience as an animal control officer, commensurate with the mission	Not Specified

*Courses 1-4 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>
NACA training information available at <https://www.nacenet.org/>. All training must be documented.

**Experience must be documented



COMPONENT	SINGLE TYPE	NOTES
PHYSICAL/MEDICAL FITNESS***	<ol style="list-style-type: none">1. Performs duties under arduous circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time2. Is able to work while wearing appropriate Personal Protective Equipment (PPE)3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Routinely provides animal control services commensurate with the mission	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	NACA certification or equivalent animal control certification	Not Specified

***Immunizations must be documented

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment

For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.



NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Animal Search and Rescue Team
2. FEMA, NIMS Guideline for the National Qualification System, November 2017
3. National Animal Care & Control Association (NACA) Guidelines

Virginia State Animal Response Team State Specific Requirements

Animal Control/Humane Officer

In addition to the requirements detailed in Chapter 1, section 1 of this appendix, those serving in an Animal Control or Humane Officer capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

EDUCATION	High School Diploma or GED	
TRAINING	Completion of the following: Virginia Animal Control Officer Academy Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	

Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

Virginia Animal Control Academy: Defined under, Virginia Code Section § 3.2-6556. Training of animal control officers

ANIMAL CARE AND HANDLING SPECIALIST

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	The Animal Care and Handling Specialist provides proper care and handling of animals in one or more of the following competency areas: <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (such as an Animal Evacuation, Transport, and Re-Entry Team or an Animal Sheltering Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population handled 5. For a Type 1 position, requestor specifies advanced specialty skill set(s) necessary

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	Same as Type 2, PLUS: The Animal Care and Handling Specialist is capable of safe and humane handling of fractious, dangerous, or difficult-to-handle animals. These animals typically exhibit body language and behaviors consistent with fear, extreme submission, aggression, or attack directed at people or other animals. These animals may attempt to escape or resist capture or handling. In addition, uncastrated male livestock (including stallions, bulls, rams, and boars) may present a much-elevated level of handling hazard. Certain species of animals, such as non-human primates, big cats, and bears, are inherently dangerous and require specialized handling skills.	The Animal Care and Handling Specialist: <ol style="list-style-type: none"> 1. Assesses basic animal behavior 2. Provides daily animal care and containment 3. Ensures appropriate animal sanitation and biosecurity protocols are upheld 4. Contributes to animal census 	Not Specified
EDUCATION	Not Specified	Not Specified	Not Specified

COMPONENT	TYPE 1	TYPE 2	NOTES
TRAINING*	Same as Type 2	Completion of the following: 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction	Not Specified
EXPERIENCE**	Same as Type 2, PLUS: Has a minimum of one year of regular, ongoing experience, with demonstrated ability to work with fractious, dangerous, or difficult-to-handle animals; required skills include: 1. Behavioral assessment 2. Capture and containment 3. Basic daily care 4. Restraint for procedures 5. Safe and humane handling	Routinely demonstrates the ability to work with non-fractious animals; required skills include: 1. Behavioral assessment 2. Capture and containment 3. Basic daily care 4. Restraint for procedures 5. Safe and humane handling	Specific relevant experience could include current and prior demonstrated competency as an Animal Control/Humane Officer, Veterinary Assistant, laboratory animal technician, zookeeper, or handler of dangerous animals at a livestock breeding facility.
PHYSICAL/MEDICAL FITNESS***	Same as Type 2	1. Performs duties under arduous circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by working environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks
CURRENCY	Routinely performs animal care and handling duties with fractious, dangerous, or difficult-to-handle animals in a congregate animal housing facility related to the species listed; or service commensurate with the mission	Routinely performs animal care and handling duties in a congregate animal housing facility related to the species listed; or service commensurate with the mission	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Not Specified	Not Specified	Not Specified

*Courses 1-4 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented.

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment

For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.



NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Animal Transport Team – Companion Animal
2. FEMA, NIMS 508: Animal Transport Team – Livestock
3. FEMA, NIMS 508: Animal Sheltering Team – Cohabitated Shelter
4. FEMA, NIMS 508: Animal Sheltering Team – Collocated Shelter
5. FEMA, NIMS 508: Animal Sheltering Team – Animal-Only Shelter
6. FEMA, NIMS 508: Animal Evacuation and Re-entry Team
7. FEMA, NIMS 508: Animal Search and Rescue Team
8. FEMA, NIMS 509: Animal Control/Humane Officer
9. FEMA, NIMS 509: Veterinary Assistant
10. FEMA, NIMS Guideline for the National Qualification System, November 2017

Virginia State Animal Response Team State Specific Requirements

Animal Care and Handling Specialist

In addition to the requirements detailed in Chapter 1, section 2 of this appendix, those serving in an Animal Care and Handling Specialist capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)



ANIMAL BEHAVIOR SPECIALIST

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Animal Behavior Specialist assesses behavioral status, identifies potentially dangerous behaviors, and makes behavioral recommendations for animals in one or more of the following competency areas during and after disasters:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource. 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. The position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population the position will serve

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	SINGLE TYPE	NOTES
DESCRIPTION	<p>The Animal Behavior Specialist:</p> <ol style="list-style-type: none"> 1. Triage animals to determine behavioral status 2. Classifies animals by behavioral status to determine the appropriate type of Animal Care and Handling Specialist or other staff to assign to handle them 3. Identifies potentially dangerous behaviors that could put the animal, the handler, or other people or animals at risk 4. Designs and coordinates animal enrichment and socialization programs 5. Develops and implements treatment plans to address animal behavioral issues for stray, abandoned, unattended, or relinquished animals 6. Consults on appropriate post-disaster animal disposition 	Not Specified
EDUCATION	Not Specified	Not Specified
TRAINING*	<p>Completion of the following:</p> <ol style="list-style-type: none"> 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction 5. Animal training, animal behavior training, or equivalent training 	Not Specified

*Courses 1-4 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented.

COMPONENT	SINGLE TYPE	NOTES
EXPERIENCE**	Knowledge, Skills, and Abilities: 1. Extensive knowledge of species-typical and captive behavior of the animal populations represented 2. General understanding of animal welfare principles and processes 3. Extensive knowledge of animal training, motivation, and behavior modification principles 4. Practical experience working with the animal populations represented Experience: Three years of experience in applied animal behavior or animal training	Not Specified
PHYSICAL/MEDICAL FITNESS***	1. Performs duties under moderate circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Routinely practices in a facility or field setting commensurate with the mission	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Possesses one of the following certifications, or an equivalent: 1. Academy of Veterinary Behavior Technicians (AVBT) certification 2. American College of Veterinary Behaviorists (ACVB)-recognized certification 3. Animal Behavior Society: Associate Certified Applied Animal Behaviorist (ACAAB) 4. Animal Behavior Society: Certified Applied Animal Behaviorist (CAAB) 5. Certification Council for Professional Dog Trainers (CCPDT) certification 6. International Association of Animal Behavior Consultants (IAABC) certification	Not Specified

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment

For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.

NOTES

Nationally typed resources represent the minimum criteria for the associated category.

REFERENCES

1. American College of Veterinary Behaviorists (ACVB), Board-Certified Veterinary Behaviorist
2. Animal Behavior Society, Certification Requirements and Application
3. Certification Council for Professional Dog Trainers (CCPDT), Dog Trainer Certification
4. CCPDT, Behavior Consultant Certification
5. FEMA, NIMS Guideline for the National Qualification System, November 2017
6. International Association of Animal Behavior Consultants (IAABC)

Virginia State Animal Response Team

Statewide Training Chart with FEMA Resource Typing

Animal Behavior Specialist

In addition to the requirements detailed in Chapter 1, section 3 of this appendix, those serving in an Animal Behavior Specialist capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

COMPONENT	SINGLE TYPE	NOTES
TRAINING	Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 LIVESTOCK IN DISASTERS* Emergency Companion Pet Sheltering Course	

Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

Animal Behavioral Training: Associate Certified Applied Animal Behaviorist (ACCAB) also acceptable

ANIMAL DECONTAMINATION SPECIALIST

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	The Animal Decontamination Specialist provides a range of decontamination operations for animals in one or more of the following competency areas: <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Companion Animal Decontamination Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor can order this resource to augment the human decontamination lines of hazardous materials teams 5. Requestor specifies competency areas necessary based on the animal population the position will serve

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	Same as Type 2, PLUS: <ol style="list-style-type: none"> 1. Handles and decontaminates animals for animal decontamination operations in nuclear or radiological incidents, including: 2. Removing radiological contaminants in a nuclear/radiological incident response 	The Animal Decontamination Specialist: <ol style="list-style-type: none"> 1. Is a certified NIMS typed Animal Care and Handling Specialist, Animal Control/Humane Officer, Veterinarian, or Veterinary Assistant 2. Handles and decontaminates animals for animal decontamination operations other than nuclear or radiological; tasks include: <ol style="list-style-type: none"> a. Removing blood, urine, and feces from working dogs, working horses, or service animals b. Removing riot control agents, such as pepper spray, from working dogs, working horses, or service animals c. Removing contaminants associated with floodwater—such as debris, industrial chemicals, petroleum products, and biological pathogens—from animals after a disaster d. Cleaning oiled birds, mammals, and other wildlife e. Cleaning search-and-rescue cadaver dogs working in a contaminated environment f. Removing chemical contaminants in a chemical incident response g. Removing biotoxins in a biotoxin incident response 	Not Specified
EDUCATION	Not Specified	Not Specified	Not Specified

COMPONENT	TYPE 1	TYPE 2	NOTES
TRAINING*	Same as Type 2, PLUS: 1. Training in accordance with the Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.1200: Hazard Communication Standard 2. Authority Having Jurisdiction (AHJ)-provided training in radiological responses and equipment use	Completion of the following: 1. Training for a NIMS typed Animal Care and Handling Specialist, Animal Control/Humane Officer, Veterinarian, or Veterinary Assistant 2. Training in accordance with the OSHA 29 CFR Part 1910.120: Hazardous Materials Awareness 3. AHJ-provided animal decontamination training	Not Specified
EXPERIENCE**	Same as Type 2, PLUS: Participation in an animal radiological decontamination exercise	Participation in an animal decontamination exercise	Not Specified
PHYSICAL/MEDICAL FITNESS***	Same as Type 2	1. Performs duties under arduous circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by working environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Same as Type 2	Participates in an animal decontamination exercise at least once every two years	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Not Specified	Not Specified	Not Specified

*NIMS courses available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented.

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations e of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment
 For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Companion Animal Decontamination Team
2. FEMA, NIMS 509: Animal Care and Handling Specialist
3. FEMA, NIMS 509: Animal Control/Humane Officer
4. FEMA, NIMS 509: Veterinarian
5. FEMA, NIMS 509: Veterinary Assistant
6. FEMA, NIMS Guideline for the National Qualification System, November 2017
7. Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.120: Hazardous Materials Awareness, latest edition adopted
8. OSHA 29 CFR Part 1910.1200: Hazard Communication Standard, latest edition adopted

Virginia State Animal Response Team State Specific Requirements

Animal Decontamination Specialist

In addition to the requirements detailed in Chapter 1, section 4 of this appendix, those serving in an Animal Decontamination Specialist capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

ANIMAL INTAKE AND REUNIFICATION SPECIALIST

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Animal Intake and Reunification Specialist provides animal intake, identification, tracking, and reunification (with owners or owner agents) during a disaster response. This is an administrative position that supports various animal emergency response teams in one or more of the following competency areas:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (such as an Animal Sheltering Team or an Animal Evacuation, Transport, and Re-entry Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population the position will serve

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	Same as Type 2, PLUS: <ol style="list-style-type: none"> 1. Coordinates, oversees, and manages large and complex animal intake, identification, tracking, and reunification operations 2. Designs and implements intake, identification, tracking, and reunification protocols 3. Develops and maintains animal lost and found registry 4. Develops and implements just-in-time training on animal intake, identification, tracking, and reunification protocols 	The Animal Intake and Reunification Specialist: <ol style="list-style-type: none"> 1. Identifies and documents animals 2. Tracks animal movements 3. Reunifies animals with owners or owner agents 4. Follows protocols for intake, identification, tracking, and reunification 5. Validates and reconciles animal inventory/census 6. Maintains animal lost and found registry 7. Reports validated animal counts and activities 8. Provides just-in-time training on animal intake, identification, tracking, and reunification protocols 	Not Specified
EDUCATION	Not Specified	Not Specified	Not Specified
TRAINING*	Same as Type 2	Completion of the following: <ol style="list-style-type: none"> 1. IS-100: Introduction to the Incident Command System 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction 	Not Specified

*Courses 1-4 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented.

COMPONENT	TYPE 1	TYPE 2	NOTES
EXPERIENCE**	Same as Type 2, PLUS: 1. Ability to design and implement animal tracking systems 2. Ability to design and implement animal intake, identification, and reunification protocols 3. Ability to develop just-in-time training	1. Working knowledge of animal species identification, animal breeds, and animal description (gender, color, size, and markings) 2. Ability to use animal management software 3. Ability to use social media to support animal lost and found registry	Not Specified
PHYSICAL/MEDICAL FITNESS***	Same as Type 2	1. Performs duties under moderate circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks
CURRENCY	Routinely performs Type 1-level duties for the species listed, in conjunction with an animal control facility, animal shelter, veterinary hospital, livestock market, zoological institution, research facility, animal response organization, or related organization	Routinely performs Type 2-level duties for the species listed, in conjunction with an animal control facility, animal shelter, veterinary hospital, livestock market, zoological institution, research facility, animal response organization, or related organization	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Not Specified	Not Specified	Not Specified

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations e of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment
 For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.



NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Animal Sheltering Team – Animal-Only Shelter
2. FEMA, NIMS 508: Animal Sheltering Team – Cohabitated Shelter
3. FEMA, NIMS 508: Animal Sheltering Team – Collocated Shelter
4. FEMA, NIMS 508: Animal Evacuation, Transport, and Re-entry Team
5. FEMA, NIMS Guideline for the National Qualification System, November 2017

Virginia State Animal Response Team State Specific Requirements

Animal Intake and Reunification Specialist

In addition to the requirements detailed in Chapter 1, section 5 of this appendix, those serving in an Animal Intake and Reunification Specialist capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

ANIMAL EMERGENCY RESPONSE SHELTER MANAGER

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Animal Emergency Response Shelter Manager provides leadership, supervision, and administrative support for the operation and demobilization of a temporary animal shelter in one or more of the following competency areas:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Animal Sheltering Team Animal Only Shelter, Animal Sheltering Team Cohabitated Shelter). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population the position will serve 5. Requestor orders a Type 1 or Type 2 Animal Emergency Response Shelter Manager based on numerous factors, including: <ol style="list-style-type: none"> a. Availability of established or identified buildings, utilities, ventilation, and supply lines b. Availability of animal exercise areas c. Environmental conditions d. Feasibility of species colocation e. Number of animals needing shelter

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	Same as Type 2, PLUS: <ol style="list-style-type: none"> 1. Oversees setup, operations, and demobilization of a complex temporary animal shelter on a site without existing facilities 2. Determines site suitability for a temporary animal shelter, based on animal populations and species needing shelter 3. Designs a temporary animal shelter, including ventilation, electricity, water, exercise areas, and other facilities 4. Establishes a supply line for a temporary animal shelter 5. Equips and organizes a temporary animal shelter 6. Plans security for a temporary animal shelter 7. Plans for and sets up isolation, quarantine, and decontamination facilities, as necessary 	<ol style="list-style-type: none"> 1. Oversees setup, operations, and demobilization of a temporary animal shelter 2. Organizes and supervises all onsite staff and volunteers; delegate tasks, communicates instructions, enforces policies, and sets priorities 3. Manages information and facilitates communications to, from, and within the team 4. Ensures compliance with animal sheltering and animal welfare standards 5. Ensures facility and equipment maintenance, safety and biosecurity protocols, sanitation procedures, and general upkeep 6. Helps identify and allocate resources to support the shelter 	Not Specified
EDUCATION	Not Specified	Not Specified	Not Specified

COMPONENT	TYPE 1	TYPE 2	NOTES
TRAINING*	Same as Type 2	1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-300: Intermediate Incident Command System for Expanding Incidents 4. IS-700: National Incident Management System, An Introduction 5. IS-800: National Response Framework, An Introduction	Not Specified
EXPERIENCE**	Same as Type 2, PLUS: Knowledge, Skills, and Abilities: 1. Knowledge of facility/site acquisition or identification 2. Knowledge of facility/site planning 3. Knowledge of facility renovation management Experience: Demonstrated experience in performing tasks required to set up a temporary animal shelter, including designing a shelter/facility layout and establishing organizational systems and workflow to ensure effective and efficient facility operations	Knowledge, Skills, and Abilities: Knowledge of facility management and maintenance Experience: Two years of experience managing an animal shelter or equivalent facility	Not Specified
PHYSICAL/MEDICAL FITNESS***	Same as Type 2	1. Performs duties under arduous circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Functions in this position during an operational incident, exercise, drill, or simulation at least once every three years	Functions in this position during an operational incident, exercise, drill, or simulation at least once every five years	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Not Specified	Not Specified	Not Specified

*Courses 1, 2, 4 and 5 are available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented. IS 300 information available via local emergency managers.

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations e of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment
 For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Animal Sheltering Team – Animal-Only Shelter
2. FEMA, NIMS 508: Animal Sheltering Team – Cohabitated Shelter
3. FEMA, NIMS 508: Animal Sheltering Team – Collocated Shelter
4. FEMA, NIMS Guideline for the National Qualification System, November 2017
5. National Alliance of State Animal and Agricultural Emergency Programs (NASAAEP) Emergency Animal Sheltering Best Practices, September 2014
6. Association of Shelter Veterinarians (ASV) Guidelines for Standards of Care in Animal Shelters, 2010

Virginia State Animal Response Team State Specific Requirements

Animal Emergency Response Shelter Manager

In addition to the requirements detailed in Chapter 1, section 6 of this appendix, those serving in an Animal Emergency Response Shelter Manager capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

ANIMAL EMERGENCY RESPONSE TEAM LEADER

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Animal Emergency Response Team Leader leads and coordinates an Animal Emergency Response Team within the incident command structure, working in one or more of the following competency areas:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (such as an Animal Evacuation, Transport, and Re-entry Team or an Animal Sheltering Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population the position will serve

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	SINGLE TYPE	NOTES
DESCRIPTION	<p>The Animal Emergency Response Team Leader:</p> <ol style="list-style-type: none"> 1. Serves as the team leader 2. Manages team members 3. Manages operational missions assigned to the team 4. Helps identify, procure, and allocate resources to support animal emergency response missions 5. Facilitates communications to, from, and within the team 6. Coordinates team activities within the incident command structure 7. Ensures team safety 8. Ensures compliance with animal welfare standards 	Not Specified
EDUCATION	Not specified	Not Specified
TRAINING*	<ol style="list-style-type: none"> 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. ICS-300: Intermediate Incident Command System for Expanding Incidents 4. IS-700: National Incident Management System, An Introduction 5. IS-800: National Response Framework, An Introduction 	Not Specified
EXPERIENCE**	<ol style="list-style-type: none"> 1. Three years of experience as a supervisor or team leader in an animal care setting 2. Leadership experience in an animal emergency response incident or an operations-based exercise 	Not Specified

COMPONENT	SINGLE TYPE	NOTES
PHYSICAL/MEDICAL FITNESS***	1. Performs duties under moderate circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Functions in this position during an operational incident, exercise, drill, or simulation at least once every five years	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Not Specified	Not Specified

*Courses 1, 2, 4 and 5 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented. IS 300 information available via local emergency managers.

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations e of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment
 For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Animal Evacuation, Transport, and Re-entry Team
2. FEMA, NIMS 508: Animal Sheltering Team – Animal-Only Shelter
3. FEMA, NIMS 508: Animal Sheltering Team – Cohabitated Shelter
4. FEMA, NIMS 508: Animal Sheltering Team – Collocated Shelter
5. FEMA, NIMS Guideline for the National Qualification System, November 2017

Virginia State Animal Response Team State Specific Requirements

Animal Emergency Response Team Leader

In addition to the requirements detailed in Chapter 1, section 7 of this appendix, those serving in an Animal Emergency Response Team Leader capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

VETERINARY ASSISTANT

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Veterinary Assistant performs veterinary support duties under the direct supervision of a Veterinarian and administers medical care to ill or injured animals in one or more of the following competency areas:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Veterinary Medical Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. Requestor specifies competency areas necessary based on the animal population the position will serve

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	<p>Same as Type 2, PLUS: The Type 1 Veterinary Assistant has a Veterinary Technician or equivalent degree, certificate, or formal training and:</p> <ol style="list-style-type: none"> 1.Helps administer anesthesia and diagnostic imaging under the supervision of a Veterinarian 2.Performs other duties commensurate with state board regulations for the position 	<p>The Type 2 Veterinary Assistant assists a Veterinarian; specifically, this position:</p> <ol style="list-style-type: none"> 1. Provides proper handling and restraint of animals 2. Provides basic medical care to animals 3. Maintains medical records 4. Performs laboratory tests 5. Assists with other veterinary support duties under the direct supervision of a Veterinarian 	Not Specified
EDUCATION*	Completion of a Veterinary Technician or equivalent degree, certificate, or formal training	Not Applicable	Students in accredited Veterinary, Veterinary Technology, Veterinary Assistant, or equivalent programs may deploy as Type 2 Veterinary Assistants if they meet the training requirements below.
TRAINING**	Same as Type 2	<p>Completion of the following:</p> <ol style="list-style-type: none"> 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction 	Not Specified
EXPERIENCE***	Same as Type 2	Two years of experience in a practice setting commensurate with the mission	Not Specified

COMPONENT	TYPE 1	TYPE 2	NOTES
PHYSICAL/MEDICAL FITNESS****	Same as Type 2	1. Performs duties under moderate circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Same as Type 2	Routinely provides direct patient care in the competency area specified	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	State, District of Columbia, or U.S. tribal- or territory-granted active status of legal authority to function as a Veterinary Technician or equivalent, if applicable	Not Specified	Not Specified

*National Association of Veterinary Technicians in America (NAVTA), Approved Veterinary Assistant (AVA) designation.

**Courses 1-4 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented.

***Experience must be documented.

****Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations e of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment
 For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.



NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Veterinary Medical Team
2. FEMA, NIMS 509: Veterinarian
3. FEMA, NIMS Guideline for the National Qualification System, November 2017

Virginia State Animal Response Team

State Specific Requirements

Veterinary Assistant

In addition to the requirements detailed in Chapter 1, section 8 of this appendix, those serving in a Veterinary Assistant capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Pet First Aid and CPR Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

If a licensed veterinary technician, the holder must be in good standing with the issuing authority.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

VETERINARIAN

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	<p>The Veterinarian administers medical care to ill or injured animals in a post-disaster environment. Veterinary services include triaging animals, identifying diseases and abnormal conditions, performing clinical examinations, and performing surgery when necessary. During animal disease events, the Veterinarian investigates cases of animal disease, diagnoses diseases, and maintains the health of animal populations or herds. The Veterinarian treats animals in one or more of the following competency areas:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (Veterinary Medical Team). 2. Discuss logistics for deploying this position, such as security, lodging, transportation, and meals, prior to deployment 3. This position typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 4. For Type 1 and Type 2, requestor specifies competency areas necessary based on the animal population the position will serve 5. For Type 1, requestor specifies specialty areas necessary based on incident requirements

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	Same as Type 2, PLUS: Is board certified in a specialty area of veterinary medicine, such as: <ol style="list-style-type: none"> 1. Anesthesia 2. Dentistry 3. Dermatology 4. Emergency and critical care 5. Internal medicine 6. Radiology 7. Surgery 8. Theriogenology 9. Toxicology 	The Type 2 Veterinarian is a general practitioner and: <ol style="list-style-type: none"> 1. Investigates cases of animal disease 2. Triage ill or injured animals 3. Performs clinical examinations 4. Diagnoses animal diseases 5. Identifies abnormal conditions in animals 6. Recommends risk mitigation procedures for animal-to-animal and animal-to-human (zoonotic) disease transmission 7. Supervises animal disease control field operations 8. Monitors for the emergence and reemergence of diseases 9. Provides healthcare to animals 10. Advises on animal depopulation 11. Performs euthanasia 12. Oversees vaccination of animals 13. Advises on disease control and prevention 14. Monitors and recommends humane animal care standards 15. Supervises the Veterinary Assistant 	Not Specified

COMPONENT	TYPE 1	TYPE 2	NOTES
EDUCATION	Same as Type 2, PLUS: Completion of post-graduate education in a specialty area	Doctor of Veterinary Medicine or equivalent degree	Not Specified
TRAINING*	Same as Type 2	Completion of the following: 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Incident Command System for Single Resources and Initial Action Incidents 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction	Not Specified
EXPERIENCE**	Same as Type 2, PLUS: Two years of experience in a specialty area	Two years of experience in a clinical setting commensurate with the mission	Not Specified
PHYSICAL/MEDICAL FITNESS***	Same as Type 2	1. Performs duties under moderate circumstances characterized by working consecutive 12-hour days under physical and emotional stress for sustained periods of time 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	PPE is mission specific and may vary by work environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks.
CURRENCY	Same as Type 2	Routinely provides direct patient care in the competency area specified	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Same as Type 2, PLUS: Board certification in a specialty area	State, District of Columbia, or U.S. tribal- or territory-granted active status of legal authority to function as a Veterinarian	For some responses, U.S. Department of Agriculture (USDA) accreditation may be necessary.

*Courses 1-4 available through FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>. All training must be documented.

**Experience must be documented.

***Immunizations must be documented.

PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations e of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment
 For more information, see document entitled "Community Animal Response Team (CART) Volunteer Information" form, 1/26/2017.



NOTES

Nationally typed resources represent the minimum criteria for the associated category.

REFERENCES

1. FEMA, NIMS 508: Veterinary Medical Team
2. FEMA, NIMS 509: Veterinary Assistant
3. FEMA, NIMS Guideline for the National Qualification System, November 2017

Virginia State Animal Response Team State Specific Requirements

Veterinarian

In addition to the requirements detailed in Chapter 1, section 9 of this appendix, those serving in a Veterinarian capacity and deployed as an animal response resource within Virginia are also subject to the following requirements.

TRAINING	Completion of the following: Human First Aid and CPR IS-10.a Animals in Disasters: Awareness and Preparedness* IS-11.A: Animals in Disasters: Community Planning* IS-111 Livestock in Disasters* Emergency Companion Pet Sheltering Course	
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Notes:

All training must be documented.

All veterinarians must be in good standing with their issuing licensing authority.

Resources for required training listed above include:

*FEMA's Emergency Management Institute at <https://training.fema.gov/is/crslist.aspx>

VASART Course, American Red Cross course, other courses submitted for approval (Pet First Aid and CPR)

VAOEMS Approved Training Courses (Human First Aid and CPR)

VASART Course, NGO Courses, ASPCA Online FIRT Training (Emergency Companion Pet Sheltering Course)

APPENDIX A
VIRGINIA STATE ANIMAL RESPONSE TEAM

CHAPTER TWO
SHELTERING

ANIMAL SHELTERING TEAM - ANIMAL-ONLY SHELTER

DESCRIPTION	The Animal Sheltering Team - Animal-Only Shelter manages the oversight, setup, operations, communication, and demobilization of a temporary animal shelter. The team provides a safe and protected environment for displaced animal populations and meets their basic needs.
RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Team
OVERALL FUNCTION	<p>This team:</p> <ol style="list-style-type: none"> 1. Establishes and manages a temporary shelter for the safe and humane handling, care/husbandry, and housing of one of the following animal populations: <ol style="list-style-type: none"> a. Companion animals, including pets, service animals, and assistance animals b. Livestock, including food or fiber animals and domesticated equine species 2. Meets animals' basic welfare needs 3. Ensures proper animal identification, tracking, reunification, and reporting 4. Coordinates with incident command; coordinates all facets of the animal response and intersecting components of the human response 5. Maintains safety, biosecurity, and sanitation of the facility and equipment 6. Provides appropriate security
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. Discuss logistics for deploying this team, such as security, lodging, transportation, and meals, prior to deployment 2. This team works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 3. Requestor may order any combination of Veterinarian, Veterinary Assistant, and Veterinary Medical Team to support this team's activities, if necessary 4. Requestor may order a Shelter Facilities Support Team Leader to support shelter operations, if necessary 5. In an animal-only shelter, shelter staff provide full care of animals, which may be either stray (owner unknown) or temporarily away from their owners 6. Though owners may visit, they do not provide daily animal care 7. Average ordering ratio for Animal Care and Handling Specialists is one person to 15 animals; this ratio varies by species and shelter conditions 8. Requestor considers sheltering requirements for animals that are not medically or behaviorally suited for congregate sheltering 9. Requestor considers species-specific management needs

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
CAPACITY PER TEAM SHELTERING	Up to 500 animals	Up to 300 animals	Same as Type 4	Up to 100 animals	Not Specified
EQUIPMENT PER TEAM MEMBER COMMUNICATIONS	Same as Type 2	Same as Type 3	Same as Type 4	<ol style="list-style-type: none"> 1. Two-way portable radio 2. Cell phone 	Not Specified
EQUIPMENT PER TEAM MEMBER PERSONAL PROTECTIVE EQUIPMENT	Same as Type 2	Same as Type 3	Same as Type 4	PPE is mission specific and may vary by work environment; it includes: <ol style="list-style-type: none"> 1. Protective footwear 2. Protective clothing for skin exposure 3. Eye and ear protection 4. Gloves 5. Masks 	The following regulation addresses PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment.

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
EQUIPMENT PER TEAM SHELTERING	Same as Type 2	Same as Type 3	Requestor provides or obtains shelter kit appropriate for animal population served; kit may include: 1. Cages, crates, and other containment equipment 2. Collars, leashes, halters, lead ropes, lariat ropes 3. Animal ID supplies, such as collar tags 4. Muzzles 5. Food 6. Potable water 7. Bowls 8. Litter boxes 9. Litter 10. Cleaning and disinfecting supplies 11. Microchips/scanners 12. Vaccines 13. Animal intake forms	Not Specified	1. Team procures consumable animal supplies (food, litter, etc.) continually while shelter remains in operation. 2. Requestor specifies additional necessary equipment, including laptops, digital cameras, universal microchip scanners, intake forms, identification collars, or others.
LOCATION PER TEAM SHELTERING	Same as Type 2	Same as Type 3	A self-contained temporary shelter	Supplemental staff to support an established shelter	Not Specified
PERSONNEL PER TEAM MANAGEMENT AND OVERSIGHT	Same as Type 2, PLUS: 1 - National Incident Management System (NIMS) Type 1 Animal Emergency Response Team Leader 1 - Administrative Support	Same as Type 3, PLUS: 1 - NIMS Type 1 Animal Emergency Response Team Leader	Same as Type 4, PLUS: 1 - NIMS Type 2 Animal Emergency Response Shelter Manager	1 - NIMS Type 1 Animal Emergency Response Team Leader	1. Order one or more NIMS Type 1 Animal Emergency Response Shelter Manager if shelter planning, site selection, design, and setup are necessary to establish shelter. 2. Animal Emergency Response Team Leaders provide technical expertise for operations, planning, logistics, safety, finance, and administration of shelter operations. 3. Order additional Animal Emergency Response Team Leaders as appropriate based on scope and scale of shelter operations. 4. The Administrative Support position is not a NIMS typed position.
PERSONNEL PER TEAM MINIMUM	43	26	11	9	Not Specified

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
PERSONNEL PER TEAM SUPPORT	Same as Type 2, PLUS: 13 - NIMS Type 2 Animal Care and Handling Specialist 2 - Animal Intake and Reunification Specialist	Same as Type 3, PLUS: 13 - NIMS Type 2 Animal Care and Handling Specialist 1 - NIMS Type 2 Animal Intake and Reunification Specialist	Same as Type 4, PLUS: 1 - NIMS Type 2 Animal Intake and Reunification Specialist	2 - NIMS Type 1 Animal Care and Handling Specialist 5 - NIMS Type 2 Animal Care and Handling Specialist 1 - NIMS Type 2 Animal Intake and Reunification Specialist	Order additional Animal Care and Handling Specialists and Animal Intake and Reunification Specialists as appropriate based on scope and scale of shelter operations; for example: 1. To help with animal intake as shelter opens 2. If operating hours exceed 12 hours per day 3. If number of animals in shelter exceeds 500

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 509: Animal Emergency Response Team Leader
2. FEMA, NIMS 509: Animal Emergency Response Shelter Manager
3. FEMA, NIMS 509: Animal Care and Handling Specialist
4. FEMA, NIMS 509: Animal Intake and Reunification Specialist
5. FEMA, NIMS 509: Veterinarian
6. FEMA, NIMS 509: Veterinary Assistant
7. FEMA, NIMS 508: Veterinary Medical Team
8. FEMA, NIMS 509: Shelter Facilities Support Team Leader
9. Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment, latest edition adopted
10. National Alliance of State Animal and Agricultural Emergency Programs (NASAAEP) Emergency Animal Sheltering Best Practices, September 2014

ANIMAL SHELTERING TEAM - COLLOCATED SHELTER

DESCRIPTION	The Animal Sheltering Team - Collocated Shelter manages the oversight, setup, operations, communication, and demobilization of a temporary animal shelter. The team provides a safe and protected environment for displaced animal populations and meets their basic needs.
RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Team
OVERALL FUNCTION	<p>This team:</p> <ol style="list-style-type: none"> 1. Establishes and manages a temporary shelter for the safe and humane handling, care/husbandry, and housing of one of the following animal populations: <ol style="list-style-type: none"> a. Companion animals, including pets, service animals, and assistance animals b. Livestock, including food or fiber animals and domesticated equine species 2. Meets animals' basic welfare needs 3. Ensures proper animal identification, tracking, reunification, and reporting 4. Coordinates with incident command; coordinates all facets of the animal response and intersecting components of the human response 5. Maintains safety, biosecurity, and sanitation of the facility and equipment 6. Provides appropriate security
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. Discuss logistics for deploying this team, such as security, lodging, transportation, and meals, prior to deployment 2. This team works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 3. Requestor may order any combination of Veterinarian, Veterinary Assistant, and Veterinary Medical Team to support this team's activities, if necessary 4. Requestor may order a Shelter Facilities Support Team Leader to support shelter operations, if necessary 5. Collocated shelters place animals within local commuting distance of their owners 6. Animal owners provide basic daily care for their animals in the collocated shelter 7. Requestor considers sheltering requirements for animals that are not medically or behaviorally suited for congregate sheltering 8. Requestor considers species-specific management needs

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
CAPACITY PER TEAM SHELTERING	Up to 500 animals	Up to 300 animals	Same as Type 4	Up to 100 animals	Not Specified
EQUIPMENT PER TEAM MEMBER COMMUNICATIONS	Same as Type 2	Same as Type 3	Same as Type 4	<ol style="list-style-type: none"> 1. Two-way portable radio 2. Cell phone 	Not Specified
EQUIPMENT PER TEAM MEMBER PERSONAL PROTECTIVE EQUIPMENT	Same as Type 2	Same as Type 3	Same as Type 4	PPE is mission specific and may vary by work environment; it includes: <ol style="list-style-type: none"> 1. Protective footwear 2. Protective clothing for skin exposure 3. Eye and ear protection 4. Gloves 5. Masks 	The following regulation addresses PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment.

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
EQUIPMENT PER TEAM SHELTERING	Same as Type 2	Same as Type 3	Requestor provides or obtains shelter kit appropriate for animal population served; kit may include: 1. Cages, crates, and other containment equipment 2. Collars, leashes, halters, lead ropes, lariat ropes 3. Animal ID supplies, such as collar tags 4. Muzzles 5. Food 6. Potable water 7. Bowls 8. Litter boxes 9. Litter 10. Cleaning and disinfecting supplies 11. Microchips/scanners 12. Vaccines 13. Animal intake forms	Not Specified	1. Team procures consumable animal supplies (food, litter, and so on) continually while shelter remains in operation. 2. Requestor specifies additional necessary equipment, including laptop computers, digital cameras, universal microchip scanners, intake forms, or identification collars.
LOCATION PER TEAM SHELTERING	Same as Type 2	Same as Type 3	A self-contained temporary shelter	Supplemental staff to support an established shelter	Not Specified
PERSONNEL PER TEAM MANAGEMENT AND OVERSIGHT	Same as Type 2, PLUS: 1 - National Incident Management System (NIMS) Type 1 Animal Emergency Response Team Leader 1 - Administrative Support	Same as Type 3, PLUS: 1 - NIMS Type 1 Animal Emergency Response Team Leader	Same as Type 4, PLUS: 1 - NIMS Type 2 Animal Emergency Response Shelter Manager	1 - NIMS Type 1 Animal Emergency Response Team Leader	1. Order one or more NIMS Type 1 Animal Emergency Response Shelter Manager if shelter planning, site selection, design, and setup are necessary to establish shelter. 2. Animal Emergency Response Team Leaders provide technical expertise for operations, planning, logistics, safety, finance, and administration of shelter operations. 3. Order additional Animal Emergency Response Team Leaders as appropriate based on scope and scale of shelter operations. 4. The Administrative Support position is not a NIMS typed position.
PERSONNEL PER TEAM MINIMUM	15	11	8	7	Not Specified

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
PERSONNEL PER TEAM SUPPORT	Same as Type 2, PLUS: 1 - NIMS Type 2 Animal Care and Handling Specialist 1 - Animal Intake and Reunification Specialist	Same as Type 3, PLUS: 1 - NIMS Type 2 Animal Care and Handling Specialist 1 - Animal Intake and Reunification Specialist	Same as Type 4	2 - NIMS Type 1 Animal Care and Handling Specialist 3 - NIMS Type 2 Animal Care and Handling Specialist 1 - Animal Intake and Reunification Specialist	Order additional Animal Care and Handling Specialists and Animal Intake and Reunification Specialists as appropriate based on scope and scale of shelter operations; for example: 1. To help with animal intake as shelter opens 2. If operating hours exceed 12 hours per day 3. If number of animals in shelter exceeds 500 4. If shelter includes both animals that owners care for and animals that are unattended

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Veterinary Medical Team
2. FEMA, NIMS 509: Animal Emergency Response Shelter Manager
3. FEMA, NIMS 509: Animal Emergency Response Team Leader
4. FEMA, NIMS 509: Animal Care and Handling Specialist
5. FEMA, NIMS 509: Animal Intake and Reunification Specialist
6. FEMA, NIMS 509: Shelter Facilities Support Team Leader
7. FEMA, NIMS 509: Veterinarian
8. FEMA, NIMS 509: Veterinary Assistant
9. Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment, latest edition adopted
10. National Alliance of State Animal and Agricultural Emergency Programs (NASAAEP) Emergency Animal Sheltering Best Practices, September 2014

VETERINARY MEDICAL TEAM

DESCRIPTION	The Veterinary Medical Team provides care to animals in a field setting or an existing veterinary medical facility, such as a veterinary hospital, animal shelter, mobile medical unit, or portable temporary hospital setting
RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Team
OVERALL FUNCTION	<p>This team provides medical care for animals in one or more of the following populations:</p> <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife, captive wildlife, or zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. Discuss logistics for deploying this team, such as security, lodging, transportation, and meals, prior to deployment 2. This team typically works 12 hours per shift, is self-sustainable for 72 hours, and is deployable for up to 14 days 3. Requestor specifies competency areas necessary based on the animal population this team will serve, including specific species 4. Requestor specifies approximate number of animals requiring treatment, so provider can estimate appropriate resources and staffing 5. Requestor specifies treatment location 6. Requestor supplements clinical staff by ordering a Healthcare Logistics Coordination and Support Team if logistics, equipment, supplies, and Information Technology/communications support are necessary 7. Individuals responding with this team possess the clinical knowledge and skills necessary to function in the clinical area the requestor specifies 8. Requestor agrees to accept all credentials of the provider's team members, allowing the supplied team to function in existing facilities 9. Requestor orders support specialists such as Pharmacists and Pharmacy Technicians separately 10. Requestor orders additional specialists as necessary—specialists in anesthesia, dentistry, dermatology, emergency and critical care, internal medicine, radiology, surgery, theriogenology, toxicology, and so on 11. Type 2, Type 3, and Type 4 teams provide acute and primary care to stabilize critical patients so the patients can evacuate to intact veterinary facilities outside the disaster area 12. The Type 1 team supports an affected area when animals cannot evacuate to fixed facilities outside the area because of distance or transportation issues

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
CAPABILITIES PER TEAM MEDICAL	Same as Type 2, PLUS: 1. Tertiary care 2. Hospitalization 3. Post-decontamination treatment and monitoring	Same as Type 3, PLUS: 1. Surgery 2. Radiography	Same as Type 4, PLUS: Minor surgery	This team provides: 1. Acute and primary care support 2. Health screening	1. Team members have medical and handling expertise specific to the competency area and animal population they will serve. 2. Depending on incident conditions and species served, Type 4 teams can examine and treat 10 to 50 working animals or 75 to 100 noncritical animal patients per day, on average. 3. Requestor provides equipment for surgery and radiography, unless the provider otherwise specifies.
CAPABILITIES PER TEAM TREATMENT LOCATION	Same as Type 2	Same as Type 3	This team provides care in portable/mobile temporary veterinary medical settings or as field response	This team provides care at an existing facility, such as a veterinary hospital or a shelter, or as field response	Equipment needs depend on competency area.
EQUIPMENT PER TEAM MEDICAL	Same as Type 2	Same as Type 3, PLUS: Major surgical packs	Same as Type 4, PLUS: 1. Minor surgical packs 2. Anesthetic drugs and delivery system	Basic primary and acute care veterinary medical supplies and equipment	1. Requestor provides equipment for surgery and radiography, unless the provider otherwise specifies. 2. Teams may also need species-specific handling equipment, such as halters, lead ropes, lariat ropes, cattle panels, squeeze chutes, leather gloves, muzzles, leashes, and traps.
EQUIPMENT PER TEAM MEMBER COMMUNICATIONS	Same as Type 2	Same as Type 3	Same as Type 4	1. Two-way portable radio 2. Cell phone	Not Specified
EQUIPMENT PER TEAM MEMBER PERSONAL PROTECTIVE EQUIPMENT	Same as Type 2	Same as Type 3	Same as Type 4	PPE is mission specific and may vary by work environment; it includes: 1. Protective footwear 2. Protective clothing for skin exposure 3. Eye and ear protection 4. Respirators 5. Gloves 6. Masks	The following regulation addresses PPE: Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment.

COMPONENT	TYPE 1	TYPE 2	TYPE 3	TYPE 4	NOTES
PERSONNEL PER TEAM MANAGEMENT AND OVERSIGHT	Same as Type 2	Same as Type 3	1 - National Incident Management System (NIMS) Type 1 Animal Emergency Response Team Leader	Not Specified	For Type 4 teams, any team member having completed ICS 300 may function as team leader, or the existing chain of command provides management and oversight at the requestor's discretion.
PERSONNEL PER TEAM MINIMUM	13	10	7	3	Not Specified
PERSONNEL PER TEAM SUPPORT	Same as Type 2, PLUS: 1 - NIMS Type 2 Veterinarian 2 -NIMS Type 2 Veterinary Assistant	Same as Type 3, PLUS: 1 - NIMS Type 2 Veterinarian 2 - NIMS Type 2 Veterinary Assistant	Same as Type 4, PLUS: 1 - NIMS Type 2 Veterinarian 2 - NIMS Type 2 Veterinary Assistant	1 - NIMS Type 2 Veterinarian 2 - Type 2 Veterinary Assistant	1. Requestor may substitute a Type 1 Veterinarian certified in a specific specialty area based on incident requirements. 2. Requestor may substitute Type 1 Veterinary Assistants for Type 2 Veterinary Assistants based on incident requirements.

NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Healthcare Logistics Coordination and Support Team
2. FEMA, NIMS 509: Animal Emergency Response Team Leader
3. FEMA, NIMS 509: Pharmacist
4. FEMA, NIMS 509: Pharmacy Technician
5. FEMA, NIMS 509: Veterinarian
6. FEMA, NIMS 509: Veterinary Assistant
7. Occupational Safety and Health Administration (OSHA) 29 Code of Federal Regulations (CFR) Part 1910.132: Personal Protective Equipment, latest edition adopted
8. National Association of State Public Health Veterinarians (NASPHV), Compendia pages containing Veterinary Standards and Infection Control Measures, latest edition adopted
9. National Wildfire Coordinating Group (NWCG), National Incident Management System Wildland Fire Qualification System Guide, PMS 310-1, Physical Fitness Levels, October 2016

APPENDIX A
VIRGINIA STATE ANIMAL RESPONSE TEAM

CHAPTER THREE
STATE SPECIFIC TRAINING AND
REQUIREMENTS

Virginia State Animal Response Team Community Animal Response Team Training Compliance Template

Training Requirement	Who must complete NIMS /Course Definitions	Available Resources	Who must complete VASART Training Definitions by Position	Team Status
Emergency Companion Pet Sheltering Course 16 Hour VASART Standard Operating Procedures	All CART personnel with a direct role in emergency preparedness, incident management or response including volunteers. Includes executive, managerial and responder levels within agencies and governments, ICS positions and EOC/MACS staff.	VASART	All	Local SMA (1) EMAC(2)
Pet First Aid and CPR	All CART personnel with a direct role in emergency response, shelter response.	Online Courses (3), Team Veterinarian, others (4)	All	Local SMA EMAC
Basic First Aid / CPR	All CART personnel with a direct role in emergency response, shelter response.	Many Community Resources	All	Local SMA EMAC
IS-700.a NIMS: An Introduction	All CART personnel with a direct role in emergency preparedness, incident management or response including volunteers. Includes executive, managerial and responder levels within agencies and governments, ICS positions and EOC/MACS staff.	Classroom and online Independent Study versions available.(3)	All	Local SMA EMAC
IS-100.b Introduction to ICS	All personnel at the entry, first line supervisor, middle management, command and general staff levels of emergency management operations including volunteers	Classroom and online Independent Study versions available.	All	Local SMA EMAC
IS-200.b	All personnel at the entry, first line	Classroom and online	All	Local SMA

ICS for single resources and Initial action incidents	supervisor, middle management, command and general staff levels of emergency management operations including volunteers	Independent Study versions available.		EMAC
IS 800.B National Response Framework: An Introduction	All CART officials with emergency management responsibilities as well as those who interact with the Emergency Support Functions	Online Independent Study only	Only those who also have emergency management responsibilities; *Useful for officers designated to work in an emergency operations center.	Local SMA EMAC
IS -10.a Animals in Disasters: Awareness and Preparedness	All CART personnel with a direct role in emergency response, shelter response.	Online Independent Study only	All	Local SMA EMAC
IS-11.A: Animals in Disasters: Community Planning	All CART personnel with a direct role in emergency response, shelter response.	Online Independent Study only	All	Local SMA EMAC
IS-706 NIMS Mutual Aid	This course is designed for CART personnel directly related to response and coordination of Mutual Aid Teams.	Online Independent Study Only.	Only SMA or EMAC Team Leaders	SMA EMAC
IS-806 Emergency Support Function (ESF) #6 – Mass Care, Emergency Assistance, Housing, and Human Services	This course is intended for government executives, private-sector and nongovernmental organization (NGO) leaders, and emergency management practitioners.	Online Independent Study Only.	Only SMA or EMAC Team Leaders	SMA EMAC
IS-811 Emergency Support Functions (ESF) #11 - Agriculture and Natural Resources Annex	This course is intended for government executives, private-sector and nongovernmental organization (NGO) leaders, and emergency	Online Independent Study Only	Only SMA or EMAC Team Leaders	SMA EMAC

	management practitioners.			
IS-2900 National Disaster Recovery Framework (NDRF) Overview	The target audience for this course is the whole community—individuals, local, State, tribal, territorial, insular area governments and non-governmental organizations—who have a role in providing recovery support	Online Independent Study Only	SMA OR EMAC TEAM MEMBERS	SMA EMAC
IS-111 LIVESTOCK IN DISASTERS	Emergency management officials and livestock owners.	Online Independent Study Only	CART Team members with a large animal element or CART members who may be called upon in a situation involving livestock due to demographics. SMA or EMAC Team Members	SMA EMAC
IS-244.b Developing and Managing Volunteers	This course is for emergency managers and related professionals working with all types of volunteers and coordinating with voluntary agencies.	Online Independent Study Only	TEAM LEADERS	LOCAL SMA EMAC
IS-660 Introduction to Public-Private Partnerships	State and local emergency management professionals and planners; personnel from response agencies; personnel from Federal, State, local, and Tribal government agencies that may participate in continuity planning efforts; members of public-private partnerships of collaborative relationships; and representatives from private-sector organizations involved in emergency management and/or continuity planning, and response actions.	Online Independent Study Only	TEAM LEADERS	LOCAL SMA EMAC

IS-909 Community Preparedness: Implementing Simple Activities for Everyone	Whole community including emergency management personnel and representatives of faith-based and nonprofit organizations	Online Independent Study Only	TEAM LEADERS	LOCAL SMA EMAC
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- (1) State Mutual Aid (SMA)
- (2) Emergency Management Assistance Compact (EMAC)
- (3) Online courses are optional, suitable for just in time training until classroom course can be completed.
- (4) Acceptable for fee courses: Pro Pet Hero (www.protraining.com), Pet Tech (www.pettech.net) (VASART developed options may be available. Team leaders should contact the VASART Board of Directors for more information.)
- (5) FEMA Independent Study Courses <https://training.fema.gov/is/>

GLOSSARY

EMAC – Emergency Management Assistance Compact:

The Emergency Management Assistance Compact (EMAC) is a type of interstate mutual aid agreement that facilitates the sharing of assistance among states during emergency events, including natural and man-made disasters. EMAC was ratified by the U.S. Congress in 1996. EMAC is the most widely adopted mutual aid arrangement in the United States; it has been adopted by all states, the District of Columbia, and some territories.

SMA- Statewide Mutual Aid:

In emergency services, mutual aid is an agreement among emergency responders to lend assistance across jurisdictional boundaries. This may occur due to an emergency response that exceeds local resources, such as a disaster or a multiple-alarm fire. Several states have statewide mutual aid systems.

EMAC REQUIREMENTS:

Are you a state asset?

If you are not a state asset, does your state have enabling legislation that makes you a temporary agent of the state so you can legally deploy under EMAC?

In short, an entity or agency must be a Governmental Organization or a well insured NGO to be eligible to submit a Mission Ready Package that list the organizations resources.

SMA REQUIREMENTS:

The same requirements for EMAC.

Non-Declared Emergency Response

CART volunteers are an emergency response resource which works under the oversight of the local Emergency Manager (EM). CARTs may be deployed by the EM under both formally or officially declared events and non-declared events.

Non-declared events may include:

- Puppy mills (breeding operations lacking adequate animal care)
- Animal hoarding (the keeping of a large number of pets without the ability to properly care for them),
- Fighting dog seizures, and
- Accidents involving the transportation of animals
- Other events requiring response

CARTs are reminded that they are not to self deploy. To do so could negate the protections provided under Section 44-146.23 of the *Code of Virginia*, Immunity from Liability. Remaining in compliance and maintaining the protections afforded by Code requires the authorization of the local EM for any CART deployment. Note that any hands-on training or exercises may be considered non-emergency deployment and must also be coordinated with the local EM.

When, at the request of the local EM in the jurisdiction in which a CART is located, the CART responds to an incident in another jurisdiction, your CART should be included in a Mutual Aid Agreement that exists between your jurisdiction and the one requesting the assistance. Mutual Aid Agreements provide specific response criteria and terms associated with the reimbursement or replacement for expended resources. This works the same as other responses across jurisdictional boundaries; i.e. fire, police, or public works. If no such Mutual Aid Agreement exists, CARTs are strongly advised to assist the EM in developing one that addresses the items mentioned.

Finally, CARTs are reminded that appropriate communication and coordination with the local EM is required. It may be appropriate in your circumstances to schedule regular meetings with the local EM to assist in training development; to assist in the development of local policies and procedures for the implementation of the standardized practices, and; to assist in the development of any Mutual Aid Agreements.