

Schedule of Training

Day 1

8:00 AM – 5:00 PM

Day 2

8:00 AM – 5:00 PM

Day 3

8:00 AM – 5:00 PM

Each Day:

12:00 PM – 1:00 PM

Lunch — on your own

Upon successful completion of the program, participants are awarded a certificate of Comprehensive Animal Management Certification. Successful completion shall include a minimum passing score of 80% on the written examination and mandatory attendance during all training.

The ACCA Comprehensive Animal Management Certification costs just \$450 per student for the complete course. You may pay for this training program either with an Agency Check, Personal Check, Purchase Order or Credit Card.

To obtain a registration form for this course, please visit:
www.accacademy.net

Questions? Contact ACCA via phone at 937-825-6709 or email:
mkumpf@accacademy.net

Upon registration, you will receive a confirmation letter via e-mail.

Class location: Montgomery County Animal Control, 437 Jordan Rd Clarksville, TN. Need directions? Please call Dave Kaske at 931-648-5750.



Animal Control & Care Academy
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Advanced Animal Management Certification

October 5-7, 2026

**Clarksville,
Tennessee**



Training Course Topics

The Three R's (Recruitment, Retention, Removal) – Current workforce environments have made attracting qualified staff difficult. Once hired, keeping those staff on payroll can be even more challenging. In some cases, removing problematic staff is the hardest challenge of all. This section covers hiring strategies, employee engagement practices and dealing with adverse employment outcomes.

Bargaining Units – Union & labor negotiations are common in many areas. Navigating the intricacies of contracts, grievance procedures, memorandums of understanding and disciplinary issues are covered in this section with examples and suggestions to familiarize the attendee with the union environment.

Great Expectations - This section focuses on pregnancy in the workplace. Duty assignments, uniforms, medical accommodations and restrictions are explained. The Pregnant Workers Fairness Act (PWFA) and other standards are covered and special emphasis on animal services specific situations are detailed.

On Call Employees - This segment covers the types of on-call and emergency duty situations that animal services employees may be assigned. The difference between "Waiting to Engage" and "Engaged to Wait" is explained with attention to the Fair Labor Standards Act (FSLA) as it applies to animal services

OSHA for Animal Services – This section covers workplace Occupational Safety and Health requirements for shelters and field staff. Areas in

cluding hearing mitigation programs, ergonomics and others are explained.

Enhanced Equipment & PPG: The animal control environment continues to become more hazardous with a variety of situations placing officers and shelter staff in danger. This section covers both defensive equipment recommendations and justifications including how to appropriately respond to both staff and administration regarding ballistic vests, OC spray, baton / Bitestick, Taser, Chemical Capture and Firearms.

Crisis Communications – Real world examples highlight this section on dealing with the media, the public and the agency in crisis situations. Information on response strategies, drafting press releases and managing emergencies for animal control field and shelter agencies are provided to enable management to understand and respond appropriately in animal related events.

Incident Command Systems - Training needs assessments and FEMA / Homeland Security issues are covered in this section. The requirements and options available for animal services staff can

Show Me the Money - This section covers basic grant funding and suggestions for seeking outside funds to support various aspects of animal services functions including disaster prep, education, spay / neuter programs, vaccine clinics and more