

August 2016

# The ACO Voice

A Monthly Magazine from Animal Control Training Services  
The Only National Monthly Magazine Dedicated to Animal Control

## *Whose Job is it Anyway?*

**“This is not in my Job Description.  
I draw lines; I don’t remove trees”**



**– THE ORIGINAL ANIMAL TRANSPORT –**

# SWAB

## Wagon Company, Inc.

*Family Owned & Operated Since 1868*



*Model ARF-95  
Nash County, NC*

### **ARF Series**

*Solid Fiberglass Animal Transports*

- 🐾 Animal Compartment Safety Doors
- 🐾 Solid Fiberglass Construction
- 🐾 Fresh Air System
- 🐾 Auxiliary Four-way Flashers
- 🐾 Extra Large 6" Stainless Door Handles
- 🐾 Rear Step Bumper
- 🐾 2-year Warranty



**SWAB  
Conversion Vans**  
*Now Available!*

***“DESIGNED WITH THE HUMANE TREATMENT OF ANIMALS IN MIND”***

**1-800-834-SWAB (7922)**

P.O. Box 919 • 44 South Callowhill Street • Elizabethville, PA 17023 • [www.swabwagon.com](http://www.swabwagon.com) • Fax: 717-362-4579

# What Makes an Effective Ordinance?

By Lauren Malmberg

## Part One of a Two-Part Series

Strong local laws do not only benefit the public and animals in your community, they can make your job a lot easier! Your county or municipal animal control ordinance can be written to facilitate enforcement. In this first of a two-part series, we'll address the basic sections needed for an effective animal control ordinance with a few innovative or proactive elements that simplify enforcement.

First, there are two schools of thought on ordinance amendment: 1) Just draft or amend those sections that are immediately needed; or 2) Rewrite and amend the entire ordinance at one time. Both views have merits – sometimes you just need to fix one small issue; other times you need to bring the entire chapter into more modern times. Some of our ordinances were written 50 or more years ago and have never been amended.

Whatever approach you decide to take, these following sections are the essential foundations of a successful animal control ordinance.

### Rabies Inoculation

Local ordinances should require rabies inoculation for dogs at 4 months of age and older. Many communities include cats and even ferrets in rabies vaccination requirements. Cats should be included due to the incidence of cat bites and the possibility of rabies in free-roaming cats who encounter wildlife. An important part of any rabies inoculation ordinance is to include a provision that an unvaccinated animal may be impounded.

Language in the ordinance should allow for one year and three year vaccinations; and can also allow a veterinarian to exempt an animal for health reasons from inoculation. Any exemption must require annual exam and registration, and an exempt animal should be treated unvaccinated for purposes of confinement if it bites.

### Registration

To provide funding for animal control and ensure proper inoculation, local laws must require registration that coincides with the inoculation. To keep things simplest, require three year vaccinations get three year registrations.

Although some communities do, there is no need to discount fees for three year registrations.

Again, include cats and ferrets in registration requirements – particularly if you include these species in the inoculation section. Most animal control departments handle more than just dogs in their daily work; it's only consistent and equitable that the owners of these species support the animal control program as well.

A proactive ordinance will incorporate a significant differential in fee between intact animals and spayed or neutered pets to encourage sterilization. Also, ensure that owners must have the pet's tag displayed on their collar if the animal is off the owner's property.

*A strong nuisance section can allow for a significant penalty – which in addition to a penalty for a dangerous or vicious determination – can again provide incentive for a pet owner to address his dog's behavior.*

### Animal Bites to Humans

For those charged with rabies prevention and animal bite investigation, it's good to set forth the quarantine requirements for biting animals in local law. The law must include a provision that an animal may be impounded if not produced for quarantine. Many agencies require that biting animals be microchipped on the date of release from confinement. The law should set forth significant penalties for violations of home confinement or for failure to produce the biting animal for quarantine. Requiring the sterilization of an animal that bites multiple times has become more recognized as a good practice recently.

### Dangerous/Vicious Dogs

Although many state laws have some legislation regarding dangerous or vicious dogs, a good practice is to include that language into your local law. When you do, increase the financial penalty for dogs declared dangerous or vicious and incorporate strict requirements for people who keep dogs determined or adjudicated vicious such as fencing, insurance, annual registration (in addition to rabies registration), higher registration fees, and prohibition from dogs parks or other public places. Prohibit dogs that have been determined, declared or adjudicated as dangerous or vicious in another area from coming into your community.

*Continued on Page 5*

# Jackson Creek

MANUFACTURING INCORPORATED



## Animal Transportation Units with "CLASS"

Supplier Of Humane Animal Transportation  
Trapping & Handling Products



**WE CAN CUSTOM BUILD TO  
MEET YOUR INDIVIDUAL NEEDS**  
Aluminum & Stainless Units  
Shur-Trip Live Traps • Handling Equipment



336-859-4561      [www.jacksoncreekmfg.com](http://www.jacksoncreekmfg.com)      888-221-7823      Fax: 336-859-4562

A strong nuisance section (discussed in Part Two of this article) can allow for a significant penalty – which in addition to a penalty for a dangerous or vicious determination – can again provide incentive for a pet owner to address his dog’s behavior.

Before setting out to rewrite or amend your local code, take a look at what nearby municipalities and counties may already be doing. You can also find good examples of other animal control ordinances at the Municipal Code Library at [www.municode.com](http://www.municode.com). Talk to your colleagues – in your state and even beyond state borders – someone may have just the ordinance language you’re looking for so you don’t have to reinvent the wheel. Next month, we’ll review more sections that can improve any animal control ordinance.



<https://www.asp-usa.com/>



Black Chrome

Airweight  
Aluminum

Steel  
Chrome

**ACTS  
Recommends  
ASP Batons**

*Need a leg up?  
Contact ACTS for all of your  
training needs!  
[www.aco-acts.com](http://www.aco-acts.com)*

*(Please don't try this at home...)*





# **SUPER TALON** **ULTRA**

**The latest generation of the  
world's best-selling net launcher**

**The Ideal System For:**

- Capturing feral animals
- Bringing canines under control
- Capturing wildlife
- Providing long range capture of skittish animals
- Allowing long reach capture of moving prey
- Humane containment of one or more animals

**ULTRA light  
ULTRA compact  
ULTRA fast**

Only 12.5 inches long and a light 2.3 pounds

Perfect for field and urban trapping



**The World's Largest Selling  
Net Launching System  
In Over 850 Agencies Worldwide**



**EACH KIT INCLUDES:**

- 1 FIRING HANDLE
  - 4 NET LAUNCHERS
  - 20 AIR CARTRIDGES
  - 1 CARRYING STRAP
  - 2 REPLACEMENT O-RINGS
  - 4 SPARE END COVER CAPS
- All contained in a lockable, aluminum, foam lined carrying case

**Hard to Miss —  
40 Foot Range**

**16 Foot Diameter Net  
Traveling at 22 Ft. per Second**

**ADVANCED  
WEAPONS  
TECHNOLOGY, INC.**

**(760) 777-7229**

**SEE IN ACTION:  
[www.humanecapture.com](http://www.humanecapture.com)**

# Jeff's Corner

By Jeffrey Clemens

## Nice Catch!

Weighing in at 45 pounds, Louie Montano set the new record at Allison-Butte Lake in New Mexico. While recreating with friends and family, Louie spent one afternoon fishing. While making "just one more cast," Louie hooked into a whopper of a lifetime. After what he described as an epic battle, Louie landed this prize-winning striped bass.



Louie Montano is the latest and youngest of three animal control officers for the Pueblo of Isleta. He was hired last May at age 19.

The Pueblo of Isleta is nestled in the scenic Rio Grande Valley, 15 miles south of Albuquerque on Interstate 25. It is one of the larger 19 Pueblos within New Mexico and was established in the 1300's. Isleta Pueblo covers an area of more than 329 square miles, surrounded by the Manzano Mountains to the east and to the desert mesa lands of the Rio Puerco on the west. The name Isleta comes from the Spanish language which means "Little Island." The goal of their animal control program is to protect animals from neglect and abuse, protect Isleta Pueblo residents and visitors from injury and annoyance by animals, promote health, safety and welfare of the Isleta Pueblo residents and animals, assist in providing control of animals, establish fees for matters under the ordinance and set penalties for violations.

In his time away from work, Louie enjoys most all forms of outdoor recreation such as hunting, fishing and camping. He also loves to cook. When asked what was his favorite type of food to cook, he said, "anything!" Louie is very fortunate to get an early start in his career. He said he is thankful to work with his coworkers as they have helped train him along the way and that the Pueblo has given him the opportunity to be an ACO. Most importantly, he thanks God for blessing him with such a wonderful career! Keep up the good work Louie and keep breaking those records!

## Whatever Happened to the Irish Setter?

If you have been in animal control for any length of time, you soon will see the different trends that come and go regarding people and their pets. The Rottweiler, the Dalmatian, Chows and Chihuahuas, Pot Belly Pigs and even the Pet Rock! But what ever happened to the Irish Setter? At one time, this was a very popular dog! While doing a little research, I found that the earliest documentation of the setter breed dates back to the 16th and 17th centuries.

The Irish Setter was bred for hunting, specifically for setting or locating and pointing upland gamebirds such as quail, chucker, bobwhites and grouse. They are an energetic, wide-ranging hunter, and well-suited for a variety of terrain. Using their excellent sense of smell to locate the quarry, the Irish will then hold a pointing position, indicating the direction in which the bird lies hidden. The hunter then shouts out the name of the dog as a command, the bird was flushed, shot at, and if hit, retrieved by the dog! The Irish Setter quickly became a breed associated with the aristocrat and upper-

class and later was brought to the United States in the early 19th century. What made the breed so desirable? Appearance and temperament! The Irish Setter is a very attractive breed in size, shape and color. As an adult, they stand around 24-28 inches, weighing up to 60-70 lbs. With an average life span of 10-12 years. In addition, they sport a long, silky red or chestnut colored coat. As far as their temperament, they display a strong companionship nature. They do well around children, family members and even other household pets. Because they have a strong hunting nature about them, caution should be used around small animals, such as the family cat. Like most dogs, they don't do well unattended. They require lots of exercise and social interaction. At one point, the Irish Setter was among the most popular companion dogs in America. Although it is substantially less common now, it remains among the most recognizable breeds in America.



*Continued on Page 8*

## You Can Learn a Lot from a Paper Route!

When I was in fourth grade growing up in the seventies, my brother Steve and I shared a paper route. He was one year older and in the fifth grade. We would get out of school at around 3:30pm and ride his Schwinn Stingray Banana seat bicycle from school down to the local hardware store. It was there we would fold approximately 50 to 60 newspapers and rubber-band them for delivery. We delivered the *Press Democrat* newspaper to the small town of Guerneville, California. The paper route required us to deliver the paper Monday through Friday in the afternoon and early morning on Sunday. Saturday was a day of rest. At the end of each month we were responsible for the fee collection for the paper delivery. Back in 1975-76, the fee for one month's delivery was \$3.50 cents. We would go to each customer and advise them that it was collection time. They would pay their fee and sometimes tip us as much as a quarter!

There were 2 things we dreaded and 2 things we feared. We dreaded Wednesdays because they were set aside for inserts. We had to "insert" into the paper all of the printed advertisements. This was time consuming and made for a heavier load to carry in the saddle pouches. On one occasion,

instead of inserting the advertisements into the paper, we slid them under the hardware store building. However, our sin found us out! We also dreaded rainy days as it meant we had to put the newspapers into a plastic bag to protect them from the rain. Now onto the things we feared. One was the infamous German Shepherd and the other was the Doberman Pinscher. These two dog breeds were very popular during this time period. As kids, we were very careful when we walked or biked past houses where we knew these dogs resided. It was common to walk on the opposite side of a country lane to avoid provoking these dogs from behind a fenced yard. You may have heard the saying, "all I ever needed to know, I learned in kindergarten" (a truly great saying). But there is another saying for the ACO: "All I ever needed to know about dogs, I learned from my paper route!"

This September, I will turn 50. In hindsight, as I look back on the early days of my childhood, I can't help but realize how much I learned about dogs and their behavior by simply delivering the newspaper. We may have thrown a few newspapers in the bushes, crashed the bicycle a time or two, but fortunately, we were never bitten by a dog!

*Continued on Page 9*

USED THROUGHOUT  
THE WORLD BY

Animal Control  
Humane Societies  
Animal Rescue  
Veterinarians • Zoos  
Wildlife Rehabilitators

ALSO AVAILABLE

Live Animal Traps  
Snake Tongs • Snake Hooks  
Cat Graspers

**ketch-all  
company**



[www.ketch-all.com](http://www.ketch-all.com)

TOLL FREE

877-538-2425

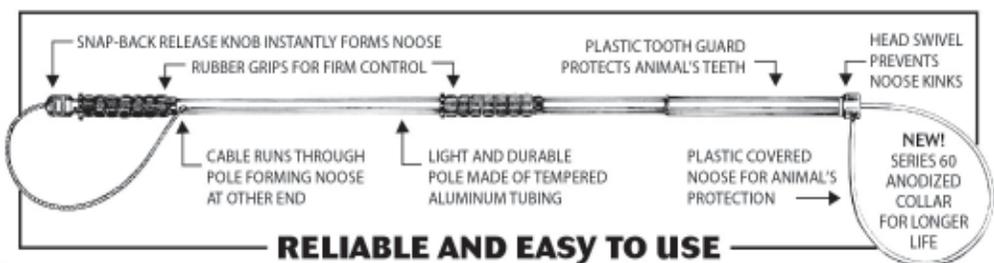
email: [ketch-all@ketch-all.com](mailto:ketch-all@ketch-all.com)

# The Ketch-All Pole

## The Original Animal Control Pole

The Ketch-All Pole is used to rescue and restrain both domestic and wild animals.

Most widely used on dogs of all sizes, our pole is used just as successfully on many other animals, from squirrels to cougars, as well as on reptiles and mammals, including snakes, seals and sea lions.



**RELIABLE AND EASY TO USE**

### STANDARD POLE

- **3 Foot Pole** (weight 1 3/4 lbs)  
Used mostly in kennels for handling cats and small dogs
- **4 Foot Pole** (weight 2 lbs)  
The most popular pole for general use
- **5 Foot Pole** (weight 2 1/4 lbs)  
Popular because of its additional length
- **28" Baton Type Pole** (weight 1 2/5 lbs)  
Most useful in confined areas for handling small animals

### TELESCOPIC EXTENSION POLE

- **4-6 Foot Pole** (weight 2 1/2 lbs)  
Extended, it is used when additional length is needed  
Retracted, it is used as a heavy-duty restraining pole
- **7-12 Foot Pole** (weight 4 lbs)  
Extended, it is used for rescuing animals from waterways, trees, storm drains, etc.  
Retracted, it is used as a longer heavy-duty restraining pole

### Whose Job is it Anyway?

For the most part, animal control agencies are responsible for the enforcement of state laws, county ordinances and city codes that relate to domestic animal issues involving public safety and animal welfare considerations. But what about wildlife issues? Most animal control agencies started out with only handling calls relating to domestic animals but soon "adopted" the responsibility of handling calls for wildlife and pest control issues. In many city jurisdictions, wildlife and pest control problems make up to 75% of the calls received by the A/C departments. ACO's find themselves responding to calls regarding raccoons in a basement, opossums in a garage, birds that fly into one's home, etc. In both rural and urban settings, sick and injured wildlife calls also fall into the lap of the local Animal Control department.

Who is actually responsible for providing service for these "animal-related issues?" Since the calls are dealing with wildlife resources one would think that the state department of fish and game or natural resources agency would be responsible. However, they primarily focus their efforts on the enforcement of hunting and fishing activities. In addition, they often do not have available staffing to respond and the calls trickle down to the local A/C department. If you are lucky enough, you may have a wildlife rescue organization or even a privately owned pest control company that provides

services to accommodate such calls. If it is a privately owned company, they charge a fee for their services as compared to a rescue organization that rely on donations to cover the costs associated with the nature of the call. In either case, they usually identify the cause and source of the problem and then provide education and exclusionary measures to minimize the reoccurrence of the offending animal. For most wildlife rescue organizations, they normally deal with orphaned or abandoned wildlife issues and focus their efforts on rehabilitation. Most do not get involved with sick or injured animals, and again the community expectation is that it is an animal control-related issue.

Another factor related to this topic is how are these calls for service going to be handled. What are the state laws that relate to these wildlife issues and how do they apply to A/C, rescue organizations and pest control agencies? Questions may arise as to what can be done lawfully with the animal resources. Do nonprofit and private organizations need permits to conduct their businesses? Are they allowed to relocate, rehabilitate or euthanize these animals? Is the animal able to be rehabilitated and what resources are available? Whatever the case, since ACO's will most likely be exposed to handling wildlife calls, it is important that they become familiar with the laws that govern their state's natural resources and handle them in a safe and professional manner.



**WANTED IN 5 NEIGHBORHOODS  
ON 17 COUNTS OF LARCENY. SUSPECT AT LARGE  
WITH A 3 POUND STASH OF BIRDSEED IN HIS CHEEKS.  
ESTIMATED STREET VALUE \$1.37.**

# ACTS Training Schedule

For a registration form, visit [www.aco-acts.com](http://www.aco-acts.com) or call 913-515-0080

## **Training Program for Animal Control Professionals - Hosted by the City of Abbeville**

**August 1-5, 2016 - Abbeville, Alabama**

Schedule of Training: Baton/Bitestick Certification; Pepper Spray Certification; ACO Firearms Training/Field Euthanasia; Evidence Law and Collection; Citations, Dangerous and Vicious Declarations; Investigative Techniques for Cruelty and Neglect Complaints; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

## **Basic Animal Control Officer Certification - Hosted by Greene County Animal Control**

**August 8-12, 2016 - Xenia, Ohio**

Schedule of Training: State Laws, County Ordinances and City Codes; Tactical/Interpersonal Communication; Officer Safety and Self Defense; Basic Animal Control Officer Investigations; Evidence Law and Collection; Courtroom Testimony and Report Writing; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

## **Animal Control Protective Equipment Training - Hosted by Denver Animal Protection**

**August 16-18, 2016 - Denver, Colorado**

Schedule of Training: Baton/Bitestick (certification) Pepper Spray (certification)

## **Basic Animal Control Officer Certification - Hosted by White County Public Safety**

**August 22-26, 2016 - Helen, Georgia**

Schedule of Training: State Laws, County Ordinances and City Codes; Tactical/Interpersonal Communication; Officer Safety and Self Defense; Basic Animal Control Officer Investigations; Evidence Law and Collection; Courtroom Testimony and Report Writing; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

## **Basic Animal Control Officer Certification - Hosted by the Tolleson Police Department**

**August 29 - September 2, 2016 - Tolleson, Arizona**

Schedule of Training: State Laws, County Ordinances and City Codes; Tactical/Interpersonal Communication; Officer Safety and Self Defense; Basic Animal Control Officer Investigations; Evidence Law and Collection; Courtroom Testimony and Report Writing; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

## **Field Training Officer Certification - Hosted by the Wisconsin Animal Control Association**

**September 8-9, 2016 - Appleton, Wisconsin**

Schedule of Training: Field Training Officer Certification

## **Animal Control Officer Safety Training Course - Hosted by the North Kansas City Police Department**

**September 12-15, 2016 - North Kansas City, Missouri**

Schedule of Training: Tactical/Interpersonal Communication; Officer Safety and Self Defense; Pepper Spray Certification; Safe Handling of Aggressive and Dangerous Dogs; Baton/Bitestick Certification

## **Training Program for Animal Control Professionals - Hosted by the City of Turlock Police Department**

**September 19-23, 2016 - Turlock, California**

Schedule of Training: State Laws, County Ordinances and City Codes; Interview and Investigation Techniques; Evidence Law and Collection; Illegal Animal Fighting; Understanding the "Link" in Animal Abuse; Officer Safety and Self Defense

# ACTS Training Schedule

For a registration form, visit [www.aco-acts.com](http://www.aco-acts.com) or call 913-515-0080

**Training Program for Animal Control Professionals - Hosted by the SPCA for Monterey County  
September 26-30, 2016 - Monterey, California**

Schedule of Training: Officer Safety and Self-Defense; Tactical/Interpersonal Communication; Pepper Spray Certification; Baton/Bitestick Certification; Basic Animal Control Officer Investigations; Safe Handling of Aggressive and Dangerous Dogs; Stress Management for Animal Control Professionals

**Training Program for Animal Control Professionals - Hosted by the Ozark Police Department  
October 6-7, 2016 - Ozark, Alabama**

Schedule of Training: Basic Animal Control Officer Investigations; Courtroom Testimony and Report Writing; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

**Animal Control Protective Equipment Certification - Hosted by the Montgomery County ARC  
October 17-20, 2016 - Dayton, Ohio**

Schedule of Training: Baton/Bitestick Certification; Pepper Spray Certification; Handcuffs - Arrest and Control Certification; Taser Certification; Chemical Immobilization Certification

**Training Program for Animal Control Professionals - Hosted by Maricopa County Animal Care and Control  
October 25-27, 2016 - Phoenix, Arizona**

Schedule of Training: Citations, Dangerous and Vicious Declarations; Evidence Law and Collection; Courtroom Testimony and Report Writing; Officer Safety and Self-Defense; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

**Animal Control Officer Training - Hosted by the County Animal Controls of Illinois  
November 2-3, 2016 - Effingham, Illinois**

Schedule of Training: Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment; Officer Safety and Self-Defense

**Animal Control Officer Specialized Training Course - Hosted by the North Kansas City Police Dept.  
November 7-9, 2016 - North Kansas City, Missouri**

Schedule of Training: Multiculturalism in Animal Control; Citations, Dangerous and Vicious Declarations; Interview and Investigation Techniques; Investigative Techniques for Cruelty and Neglect Complaints

**Training Program for Animal Control Professionals - Hosted by Bullhead City Animal Welfare  
November 14-18, 2016 - Bullhead City, Arizona**

Schedule of Training: Officer Safety and Self-Defense; Tactical/Interpersonal Communication; Pepper Spray Certification; Baton/Bitestick Certification; Investigative Techniques for Cruelty and Neglect Complaints; Safe Handling of Aggressive and Dangerous Dogs; Understanding the ADA and Service Animals for ACO's

**Training Program for Animal Control Professionals - Hosted by McCracken County Government  
November 16-17, 2016 - Paducah, Kentucky**

Schedule of Training: Chemical Immobilization Certification; Investigative Techniques for Cruelty and Neglect Complaints

# ACTS Training Schedule

For a registration form, visit [www.aco-acts.com](http://www.aco-acts.com) or call 913-515-0080

**Field Training Officer Certification for A/C Professionals - Hosted by Westminster Animal Management  
November 21-22, 2016 - Westminster, Colorado**

Schedule of Training: Field Training Officer Certification

**Basic Animal Control Officer Certification - Hosted by Hutchinson Animal Services  
December 5-9, 2016 - Hutchinson, Kansas**

Schedule of Training: State Laws, County Ordinances and City Codes; Tactical/Interpersonal Communication; Officer Safety and Self Defense; Basic Animal Control Officer Investigations; Evidence Law and Collection; Courtroom Testimony and Report Writing; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

**Training Program for Animal Control Professionals - Hosted by the Los Alamos Police Department  
December 12-14, 2016 - Los Alamos, New Mexico**

Schedule of Training: Officer Safety and Self-Defense; Tactical/Interpersonal Communication; Evidence Law and Collection; Investigative Techniques for Cruelty and Neglect Complaints

**Training Program for Animal Control Professionals - Hosted by Salem Animal Control  
December 15, 2016 - Salem, Illinois**

Schedule of Training: State Laws, County Ordinances and City Codes; Investigative Techniques for Cruelty and Neglect Complaints

**Basic Animal Control Officer Certification - Hosted by Hall County Animal Services  
March 20-24, 2017 - Gainesville, Georgia**

Schedule of Training: State Laws, County Ordinances and City Codes; Tactical/Interpersonal Communication; Officer Safety and Self-Defense; Basic Animal Control Officer Investigations; Evidence Law and Collection; Courtroom Testimony and Report Writing; Safe Handling of Aggressive and Dangerous Dogs; Safe Animal Handling/Capture and Restraint Equipment

## Hosting ACTS Training

Want to host an ACTS training program? ACTS would be honored to offer training for your agency and area agencies. We can tailor the training to your local needs. If you haven't already done so, review our training catalog for a list of training topics. Visit [www.aco-acts.com](http://www.aco-acts.com) and click on the "training" tab.

You can "build" a program based upon what you feel your group would most benefit from. Pick and choose the topics and the number of days for training. We are flexible in our offerings. As the hosting agency, your agency would receive 2 complimentary registrations for every 10 paid. ACTS can also promote the training to area agencies and provide registration forms. All we require from the hosting agency is a meeting room that has an LCD projector and a screen, along with speakers for sound. The meeting room should accommodate at least 20 students. There is no cost to the agency to host training, unless you choose to register your own employees for the training, outside of any comps that you might receive. ACTS welcomes the opportunity to assist with your training needs. Let us know how we can help.