

July 2016

The ACO Voice

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

Creating Effective Ordinances



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Creating Effective Ordinances

By Lauren Malmberg

After trained personnel, animal control ordinances and laws offer the most effective tools in promoting public safety and animal welfare in our communities. While many municipalities and counties rely on enforcing state animal control and welfare laws, more progressive entities enact local ordinances to facilitate and improve their response to animal control issues.

Why incorporate animal control and welfare issues in local ordinances?

- Ordinances can be tailored to address local needs – instead of trying to apply a one-size-fits-all state law.

- Ordinances allow for more immediate enforcement through citations or ordinance violation tickets.

- Ordinance violations have a lower burden of proof to obtain a conviction. Most must be proven by preponderance of the evidence rather than by clear and convincing evidence or proof beyond reasonable doubt. That means you only need to prove that the violation is more likely than not to have occurred.

- Because ordinances don't usually have penalties that include incarceration, a public defender needn't be provided.

- Ordinance hearings can be conducted by an administrative hearing officer in many states rather than proceeding through the judicial system.

- Effective ordinances generally include an escalating fine structure which provides a revenue source for the animal control program.

How do you get started? Consider the objectives. Animal control programs have traditionally been charged with public safety, rabies prevention, stray animal impoundment, and sick and injured animal rescue. In this 21st century, animal control officers also must deal with cruelty complaints, nuisance animals, repeat offenders, urban farms, and other quality of life issues. A well-crafted ordinance must balance the needs and rights of the pet owner against the non-pet owner as well as those of the rural resident versus the suburban resident versus the urban resident.

What's the next step? Identify the community's needs. This can be done with input from citizens, pet owners, local officials, law enforcement, and, of course, animal control.

Sometimes a small committee of interested parties can identify what would benefit the community most. You need the public's support—do they want animals restrained to their property or merely prevented from running at large? Do residents expect harsh penalties for animals that bite or injure people? Will the community support strict anticruelty laws? Understanding the politics and culture of your area will help you figure that out.

How do you write an ordinance? Start some research. Find out what other communities do. You can see hundreds

of ordinances pertaining to animal control at the Municipal Code Library at www.municode.com. Here you can review ordinances and see what others have done to address the same issues you face. Of course, talking to your colleagues is tremendously helpful in determining what works and what doesn't. When you find sections of code that address your needs, use

those as a model to draft something that fits your community. Not only does this help you get the language right, it also helps support your cause when you can show that other cities or counties have this ordinance already on the books.

What statistical information will you need? City or County Officials will ask about the financial impact of enacting a new ordinance. What will the impact be in the budget and personnel? Perhaps your new ordinance will provide additional revenue to offset any increase enforcement cost—be ready to speak to that. Lawmakers will also want to know how the ordinance will help the community. Have statistical information at hand to support your proposed amendment. Do you want to increase the penalties for animal bites? Know how many bite reports you handle, the cost to the victim and the community, and potential revenue. Interested in dealing with repeat offenders? Be able to cite how many pet owners show up over and over in your activities.

Who can help you? A champion or "sponsor" is a welcome ally. Sometimes recent events spur change such as when the parent of a bite victim demands an ordinance that protects children better. Or perhaps you've had a particularly gruesome cruelty to an animal; the local humane community can help you convince the authorities to improve the

Continued on Page 5

Reasonable animal control codes can dramatically improve the lives of people and animals within any community.

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community's cruelty ordinances. Or maybe an elected official has been fielding complaints regarding nuisance barking and is thrilled to support a change to appease their constituents. Find these people; they can be invaluable in helping you to convince leaders to amend the ordinance.

What if there's opposition? Determine who the opposition is and what the specific concerns are. You may be able to meet with that person or group and either win their support or negotiate a compromise. Sometimes, though, you have to fight it out using your weapons of research, statistical information, and sincerity.

Reasonable animal control codes can dramatically improve the lives of people and animals within any community. Every community is different; the process you need to follow to change your local laws may have specific requirements. However, working to strengthen animal control and protection laws is a worthwhile endeavor. They can be animal control's best friend when addressing pet-related issues that affect public safety and quality of life.



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Preparing for a Career as an ACO

By Jeffrey Clemens

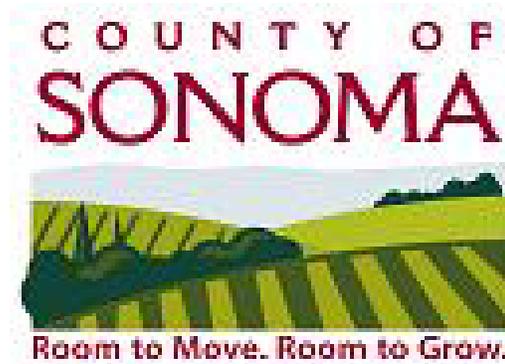
John Mays and I often receive calls and emails from individuals that would like to become Animal Control Officers. Their inquiries usually focus around what type of training and education they can acquire as it relates to the position of an ACO. Our best advice, at a minimum, is to obtain a two-year degree in the field of Law Enforcement, Administration of Justice or even a degree in General Education. Next would be to select a few departments that they would like to apply for and go on several ride-a-longs to become acquainted with the staff and the specifics of the agency. Many departments offer voluntary and entry-level positions that allow the individual an opportunity to get the specific education and training that is required as part of the minimum qualifications prior to hiring.

One of the greatest challenges is that prospective ACO's often find it difficult to obtain the minimum qualifications that are listed on most applications. In reality, the only way to

obtain the MQ's is to be hired as an ACO and acquire them as part of the "on the job training process." Once a person is hired by a department, it becomes a little easier to further one's education by attending courses and classes that are offered in-house or at other regional agencies. Most state animal control agencies will offer training and instruction courses as part of their membership programs. Again, these courses are restricted to in-house employees that have been hired by an agency, thus making it difficult for one to enter into the ACO profession. In an effort to help persons that are interested in this career, one recommendation is to see exactly what the job description states regarding MQ's and desired skills and abilities. Within this issue of the *ACO Voice*, we have included a couple of job announcements for review. We are committed to helping anyone in pursuing a career in the ACO profession. If you have any questions or need advice, please feel free to contact us!



**ANIMAL CONTROL OFFICER I
COUNTY OF SONOMA (CA)
Established Date: Jul 1, 1954
Revision Date: Jan 1, 2009**



SALARY RANGE:

\$18.09 - \$21.99 Hourly
\$1,452.15 - \$1,765.22 Biweekly
\$3,146.33 - \$3,824.65 Monthly
\$37,756.00 - \$45,895.77 Annually

DEFINITION:

Under close supervision, enforces State and County laws and ordinances, and applies procedures pertaining to the control, licensing, care and dispatch of animals and the control of rabies; and performs related duties as required.

DISTINGUISHING CHARACTERISTICS:

The Animal Control Officer I is an entry level class. Incumbents in this class work in the County Animal Shelter and in the field.

This class is distinguished from the class of Animal Control Officer II in that the latter is the fully skilled journey level requiring the use of independence and discretion in the performance of duties.

Persons newly hired into this job class shall serve a probationary period of one year. An employee in this class will be expected to acquire P.O.S.T. certification in use of firearms required by Penal Code Section 830.9 in order to pass probation and achieve permanent status.

TYPICAL DUTIES:

Learns and applies state and local laws and regulations pertaining to the control and licensing of animals, and rabies control.

Learns to, and performs the, capture and impound stray, injured, unlicensed or vicious animals; learns to, and Performs the duties to, load and transport livestock using cattle trailers.

Learns to quarantine and quarantines animals which have bitten humans or other animals.

Learns to investigate and investigates complaints concerning stray, noisy, or vicious animals; and violations of animal control laws and regulations, including allegations of animal abuse.

Learns to, and performs the duties to, issue citations for violations of laws, ordinances, or regulations; appears in court as a witness.

Learns to, and performs the duties to, report suspected cases of rabies to proper health officials; arranges for necessary tests and treatments of animals and suspected victims; follows up on the results.

Learns to, and performs the duties to, conduct rabies clinics for the vaccination of dogs and maintain files on dogs vaccinated.

Learns to, and performs the duties to, assist in the issuance of licenses for animals and collection of fees at the animal shelter.

Learns to, and completes the duties to, receive calls from the public or law enforcement regarding emergencies or violations of animal control laws; may dispatch officers in the field using radio control systems.

Receives, identifies, cares for, separates, and releases various wild and domestic animals in the animal shelter.

Learns to recognize illness, habits, behavior and common diseases of animals; learns techniques and equipment used in capturing, restraining, receiving, caring for, grooming, and releasing animals, learns to and administers euthanasia according to established procedures.

Clean kennels or who perform other routine tasks.

Maintains and prepares logs, records and reports.

KNOWLEDGE, SKILLS, AND ABILITIES:

Working knowledge of: grammar, spelling, and punctuation sufficient to write reports.

Knowledge of: the physical and behavior characteristics of common breeds of domestic animals and livestock.

Ability to: read, learn and understand laws, regulations and procedures pertaining to animal and rabies control, and the licensing of animals; understand and follow oral and written instructions; exercise tact and good judgment in dealing with the public; analyze situations and adopt effective courses of action in emergency and stressful situations; learn the techniques of capturing, corralling, herding and controlling animals and performing euthanasia; maintain records and prepare accurate and concise reports; speak and write effectively; learn to safely use and care for small firearms and other assigned equipment; drive a light truck with or without a trailer; demonstrate strength and agility to insure effective performance of prescribed duties; lift, carry, handle and transport animals weighing over 75 pounds.

MINIMUM QUALIFICATIONS:

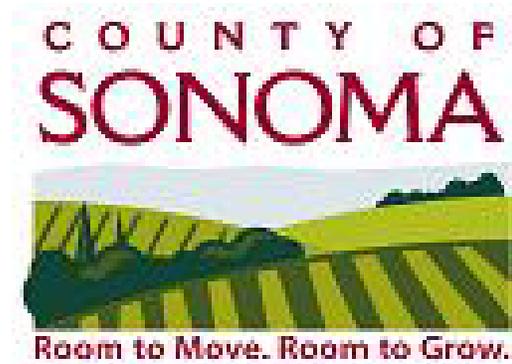
Education and experience: Any combination of education and experience which would provide for the opportunity to acquire the knowledge and abilities listed. Normally, experience of a responsible nature involving public contact in situations requiring the exercise of tact and good judgment coupled with experience in the care and control of animals or in law enforcement will provide the knowledge and abilities.

License: Possession of an Animal Health Technician Certificate is highly desirable. Possession of a valid driver's license at the appropriate level including special endorsements, as required by the State of California, may be required depending upon assignment to perform the essential job functions of the position.

Special Requirements: Completion of P.O.S.T. course work and certification in the use of firearms and exercising powers of arrest as specified in Penal Code 830.9 is required within one year of the date of employment.

*Special thanks to Kevin Davis, Supervising Animal Control Officer and Field Supervisor,
Sonoma County Animal Services, for submitting this job description.*

ANIMAL CONTROL OFFICER II
COUNTY OF SONOMA (CA)
Established Date: Jul 1, 1954
Revision Date: Jan 1, 2009



SALARY RANGE:

\$21.72 - \$26.41 Hourly
\$1,743.55 - \$2,120.03 Biweekly
\$3,777.69 - \$4,593.40 Monthly
\$45,332.25 - \$55,120.84 Annually

DEFINITION:

Under general supervision, enforces State and County laws, ordinances, and applies procedures pertaining to the control, licensing, care, and dispatch of animals and the control of rabies; participates in the training of new field officers; and performs related duties as required.

DISTINGUISHING CHARACTERISTICS:

The Animal Control Officer II is an experienced journey level class in the Animal Control Officer series. Incumbents perform assignments independently and are expected to use initiative and good judgment in carrying out duties in the County animal shelter and in the field.

This class is distinguished from the Animal Control Officer I in that the latter is the entry level class and as such performs work under close supervision. This class is distinguished from the Supervising Animal Control Officer in that the latter is the first line supervisory level.

Individuals newly hired or reinstated into this class shall serve a probationary period of one year. Individuals promoted into this class shall serve a probationary period of six months.

TYPICAL DUTIES:

Captures and impounds strays, unlicensed or vicious animals; loads and transports livestock using cattle trailers.

Quarantines animals which have bitten humans or other animals.

Investigates complaints concerning stray, noisy, or vicious animals, and violations of the animal control laws and regulations, including allegation of animal abuse.

Explains and enforces State and County laws, ordinances, and policies relating to animal control and licensing.

Issues citations for violations of laws, ordinances, and appears as a witness in court.

Reports suspected cases of rabies to proper health officials; arranges for necessary tests and treatment of animals and suspected victims; follows up on the results.

Captures or kills, as necessary, suspected rabid or unrestrained vicious animals.

Assists in the issuance of licenses for animals and collection of fees.

Conducts rabies clinics for the vaccination of dogs and maintains files on dogs vaccinated.

Maintains and prepares records and reports.

Acts as a senior officer to new field officers; provides technical direction to new officers; assists in the training of new officers.

Reviews, identifies, cares for, separates, and releases various wild and domestic animals in the animal shelter.

Recognizes illnesses, habits, and behaviors, and common diseases of animals; utilizes proper techniques and equipment in capturing, restraining, receiving, caring for, grooming and releasing animals; administers euthanasia according to established procedures.

May oversee the work of the trustees or workers assigned to clean kennels or who perform other routine tasks.

May receive calls from the public or law enforcement agencies regarding emergencies or violation of animal control laws; may dispatch officers in the field using radio control systems.

KNOWLEDGE, SKILLS, AND ABILITIES:

Working knowledge of: laws and regulations pertaining to animal control, impounding, quarantine and the licensing of animals in the field and animal shelter; laws and procedures for the control of rabies; the physical and behavioral characteristics of common domestic animals and livestock and characteristics of common diseases; the laws, procedures and techniques for the capture, control, and dispatch of animals and livestock; grammar, spelling, and punctuation sufficient to write reports.

Ability to: exercise discretion and good judgment in investigating complaints, handling animals, and enforcing violations of the animal control laws and regulations; read, understand and enforce the laws, regulations and procedures tactfully and impartially and deal courteously with staff of other agencies working with animals, and the general public; understand and follow written and oral instructions; analyze situations and adopt effective courses of action in emergency and stressful situations; identify and control animals, and load and transport livestock using cattle trailers; perform euthanasia in the field or in the animal shelter according to established procedures; safely use and carry small firearms and other assigned equipment; demonstrate strength and agility to insure effective performance of prescribed duties; lift, carry, handle and transport animals weighing over 75 pounds; establish and maintain harmonious work relationships with coworkers and staff of other agencies working with animals; train new field officers; maintain records and prepare accurate and concise reports.

MINIMUM QUALIFICATIONS:

Education and experience: Any combination of education and experience which would provide an opportunity to acquire the knowledge and abilities listed. Normally, one or more years of work experience enforcing state and local animal control and/or licensing/impounding laws, will provide this opportunity.

License: Possession of a valid driver's license at the appropriate level including special endorsements, as required by the State of California, may be required depending upon assignment to perform the essential job functions of the position. Possession of an Animal Health Technician Certificate is highly desirable.

Special Requirement: Completion of P.O.S.T. coursework and certification in use of firearms and exercising powers of arrest as specified in Penal Code 830.9.

*Special thanks to Kevin Davis, Supervising Animal Control Officer and Field Supervisor,
Sonoma County Animal Services, for submitting this job description.*

Standby: A Blessing or a Curse?

By Jeffrey Clemens

Back in 1990, I remember filling out the application for Sonoma County Animal Regulation. While completing the process, there were 2 supplemental questions that required a "yes" or "no" response. The questions were as follows:

1. The position of an ACO requires the wearing of a uniform. Are you willing to wear a department issued uniform?

2. The position requires the ability to work weekends, holidays, and provide standby coverage. Are you able to perform these assignments?

At first glance, the questions seemed simple enough and obviously a "no" checked box would have resulted in the rejection of one's application. One of the benefits of standby was that while you were on call, you received 30% of the top step salary for the Level I ACO position. When I left the department in 2012, that equated to \$7.46 an hour. The standby shift started at 5 p.m. and ended at 7 a.m. the

following morning (14 hours x \$7.46 = \$104.44 per night!). If you were required to respond to a call, you received time-and-a-half which could be taken in pay or added to your "comp leave" account and used for time off in the future. Many departments to this day require their ACO's to be on-call and they are only compensated for when they are called out. The standby shift was a great way to build up time off for vacations and put a few extra dollars in your pay check. In addition, the cost savings of not using your personal vehicle to commute to and from work each day.

Although there were some benefits to the standby shift, there were certainly some down sides to it. Being woken up in the middle of the night, having to deal with calls that were not emergencies, disrupting family and social events are just to name a few! In an effort to manage the standby shift, a guide line for standby was developed to assist officers in determining which calls required an actual response. Here were the guidelines.

The standby officer will respond to the following calls:

1. When a citizen requests immediate personal contact (personal means in person, or by phone) in regards to a bite animal if the calling party knows the whereabouts of the animal or its owner.

2. Emergency calls (public safety involved):

a) Livestock in the roadway

b) Injured dogs, cats, and wildlife

c) Vicious animals; danger of attacking humans

d) Dogs attacking livestock or domestic fowl. The attack is in progress and the animal owner is requesting assistance.

e) Transporting animals for a law enforcement agency.

f) Request by a law enforcement agency for assistance.

If a call is received from the Sheriff's Office or Police department and is not related to one of the above and the standby officer feels a need to respond, then respond. Officers should remember that it is impossible to cover all situations that may arise, so good judgment is necessary. Officers on standby must be able to respond in a reasonable period of time to emergency situations.

For the most part, the guideline was helpful, however, it did very little if anything to prevent non-emergency calls from the public. The best you could hope for was that the Sheriff or Police dispatch were able to defer the call until the following morning. As I look back on 22 years of service, yes, there were some frustrating calls while on standby, but in the long run, it was well worth it!



The Finish Line!

By John Mays

Hi John, my name is Dan Geschke. I'm with the City of Racine, Wisconsin Police Department CSO/Animal Control. I would like to thank you for all the training that was offered by you and your staff, it has helped out a lot. I would like to say that as of July 31, 2017, I will be retiring from city employment. The time has come to enjoy the rest of my life. The city won't be sending me to any future classes because of my pending retirement. So once again, thank you for all the excellent info I received during my employment.

Thank You, Dan Geschke
City of Racine Wisconsin Police Department

Dan, on behalf of ACTS and all of our fellow ACO's, congratulations on your pending retirement! You are definitely one of the lucky ones. Most folks don't reach the finish line in this profession. They simply give up and move on to other jobs. To closeout Dan's career, here is a recent news story involving him. Thanks again, Dan Geschke!



BREAKING NEWS!!!!

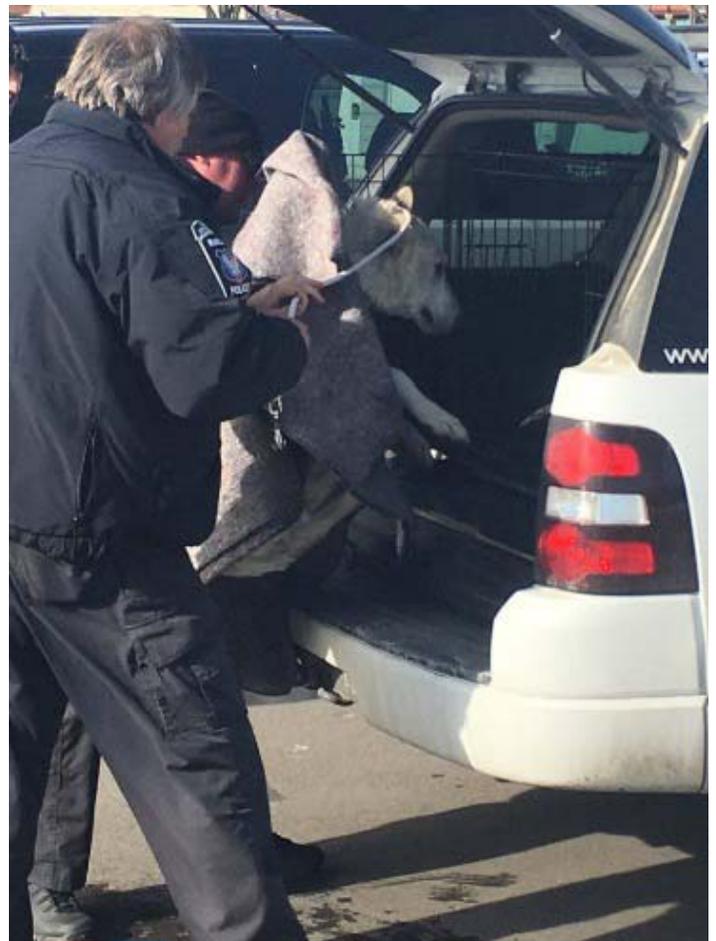
Dog rescued from Marina waters

January 29, 2016

11:42 a.m. - Racine Police and Community Service Officers are on scene at the Marina. Calls came in from witnesses stating that a dog was in the water and was in distress. Witnesses on scene stated they felt helpless watching the dog and the pup was in the water for about 15 minutes. Racine Police arrived and called in Community Service Officers which assisted in the rescue of the dog. The dog is being transported to Wisconsin Humane Society-Racine Campus. If this is your dog please contact 262-554-6699

Update - 4:40 p.m. We spoke to Angela Speed of the Wisconsin Humane Society who stated that "Owners have not come forward. He was really nervous upon arriving, but has settled in and is getting lots of TLC. He's warm and safe and eating well. We've named him Michigan for now. Thanks for sharing his story!"

Reprinted by permission from Racine Uncovered (racineuncovered.org)



ACTS Training Schedule

For a registration form, visit www.aco-acts.com or call 913-515-0080

Basic Animal Control Officer Certification - Hosted by Jefferson County Animal Control

June 27 - July 1, 2016 - Hillsboro, Missouri

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

Chemical Immobilization Certification - Hosted by the Elgin Police Department - Animal Control Division

July 7, 2016 - Elgin, Illinois

Schedule of Training: Chemical Immobilization Certification

Chemical Immobilization Certification - Hosted by the Westminster Police Department

July 11, 2016 - Westminster, California

Schedule of Training: Chemical Immobilization Certification

Field Training Officer Certification - Hosted by the North Kansas City Police Department

July 14-15, 2016 - North Kansas City, Missouri

Schedule of Training: Field Training Officer Certification

Basic Animal Control Officer Certification - Hosted by West Memphis Animal Services

July 18-22, 2016 - West Memphis, Arkansas

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 Certifications - Hosted by the Montgomery County Animal Resource Center

July 28-29, 2016 - Dayton, Ohio

Schedule of Training: Field Training Officer Certification

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

Training Course for Animal Control Professionals - Hosted by LaGrange Animal Control

August 8-10, 2016 - LaGrange, Georgia

Schedule of Training: Tactical/Interpersonal Communication; Officer Safety and Self-Defense; Multiculturalism in Animal Control

ACTS Training Schedule

For a registration form, visit www.aco-acts.com or call 913-515-0080

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

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

ACTS Training Schedule

For a registration form, visit www.aco-acts.com or call 913-515-0080

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

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