

STANISLAUS ANIMAL SERVICES AGENCY
"SERVING YOUR COMMUNITY TOGETHER"

3647 Cornucopia Way
Modesto CA 95358

Phone: 209.558.7387 Fax: 209.558.2138
www.stanislausanimalservices.com

Stanislaus Animal Services Agency Board Meeting Agenda



March 19, 2026 – 9:00am

Ceres Community Center
2701 4th Street
Ceres, CA 95307



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Joint Powers Agency Meeting Notice

Thursday March 19, 2026, Ceres Community Center, 2701 4th Street, Ceres, CA

The Joint Powers Agency welcomes you to its meetings, which are held by announcement, and your interest is encouraged and appreciated.

The agenda is divided into two sections:

CONSENT CALENDAR: These matters include routine financial and administrative actions. All items on the consent calendar will be voted on at the beginning of the meeting under the section titled “Consent Calendar.” If you wish to have an item removed from the Consent Calendar, please make your request at the time the Agency Chairperson asks if any member of the public wishes to remove an item from consent.

REGULAR CALENDAR: These items will be individually discussed and include all items not on the consent calendar, all public hearing and correspondence.

ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE AGENCY ON A MATTER ON THE AGENDA: Please raise your hand or step to the podium at the time the item is announced by the Agency Chairperson. In order that interested parties have an opportunity to speak, any person addressing the Agency will be limited to a maximum of 5 minutes unless the Chairperson of the Agency grants a longer period of time.

PUBLIC COMMENT PERIODS: Matters under the jurisdiction of the Agency, and not on the posted agenda, may be addressed by the general public at the beginning of the regular agenda and any off-agenda matters before the Agency for consideration. However, California law prohibits the Agency from taking action on any matter which is not on the posted agenda unless it is determined to be an emergency by the Joint Powers Agency for Stanislaus Animal Services. Any member of the public wishing to address the Agency during the “Public Comment” period shall be permitted to be heard once for up to 5 minutes.

Materials related to an item on this Agenda submitted to the Agency after distribution of the agenda packet are available for public inspection in the Clerk’s office at 3647 Cornucopia Way, Modesto, CA during normal business hours.

NOTICE REGARDING NON-ENGLISH SPEAKERS: Joint Powers Agency meetings are conducted in English and translation to other languages is not provided. Please make arrangements for an interpreter if necessary.

REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Executive Director of Animal Services at (209) 342-1740. Notification 72 hours prior to the meeting will enable the Agency to make reasonable arrangements to ensure accessibility to this meeting.

MATERIALS: Materials related to an item on this Agenda submitted to the Joint Powers Agency after distribution of the agenda packet are available for public inspection in the Animal Services Office at 3647 Cornucopia Way in Modesto, during normal business hours.



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March 19, 2026

1. **Welcome:**
2. **Roll Call (Silent):**
3. **Presentations:**
4. **Public Comment Period: (Limit of 5 minutes per person):**
5. **Minutes of Previous Meeting:**
 - A. Approve the Agency Board Meeting Minutes from 02/19/26.
6. **Correspondence:** None
7. **New Business:**
 - A. Reopen and Reconsider Decision from 02/19/26 to Appoint Strategic Plan Ad Hoc Advisory Committee, upon counsel's advice (SASA Attorney)
 - B. Approve Utilization of Stanislaus County CEO Human Relations Department Support Unit (DSU) Services
 - C. Approval of the Acceptance of Stanislaus Animal Services Agency 2023-2024 Audit Report
 - D. Approval to Negotiate and Execute an Agreement with Humane World for Pets for Life Programming
 - E. Authorization to Transfer Veterinary Positions Between Agency Legal Budget Units
8. **Informational Reports:**
 - A. Executive Director Report – Lily Yap
 - B. Board Comments and Reports
9. **Adjournment:**



**THE GOVERNING BOARD
OF THE JOINT POWERS AGENCY OF THE
STANISLAUS ANIMAL SERVICES AGENCY (SASA)**
Meeting Minutes

Regular Meeting

Thursday

February 19, 2026

Members Present:

Scotty Douglass, Alternate for City of Modesto-Chair
Mike Pitcock, City of Waterford
Dominique Romo, City of Hughson
Johanna Ferreira, Alternate for City of Patterson
Doug Dunford, City of Ceres
Jewel Warr, Alternate for Stanislaus County

Staff Present:

Jesus Mendoza, Deputy County Counsel
Lily Yap, Executive Director
Megan Morriss, Confidential Assistant IV
Stephanie Loomis, Business Manager

Guests and Dignitaries: None

The meeting was called to order at 9:01 am by Chair, Scotty Douglass.

1. **Welcome:** Scotty Douglass-Chair.
2. **Roll Call:** All members present.
3. **Presentations:**
4. **Public Comment Period (Limit of 5 minutes per person):**

Samantha Lopez:

- Lives in San Francisco.
- Expressed concerns about certain shelter areas being closed to the public.
- Noted long lines at the front counter.
- Worried about unused kennels and limited time extensions for at-risk dogs.

Kelly Giglio:

- Lives in Pleasanton.
- Believes the Stanislaus community values transparency and compassion regarding animal care.
- Is a foster, adopter, and advocate for Stanislaus animals.

- Reported that partners helped move about 100 dogs out of the shelter recently.
- Mentioned sending an email but not receiving a reply.
- Feels the public expects more flexibility in processes, including additional time for animals.
- Asked why volunteer participation is not higher.

Tina von Stade:

- Noted confusion about the recent change in SASA Board meeting locations and went to the wrong site.
- After listening to the strategic planning report, was surprised some Board members were unsure about SASA's strengths and encouraged clearer understanding.
- Highlighted ongoing efforts to support foster programs.
- Shared concerns that some employees feel dissatisfied about their future at SASA.
- Mentioned the recent loss of a valued foster-program employee and feels the reasons for departure may pose risk to the organization.
- Had a 1:30 p.m. appointment and waited about 40 minutes in cold, rainy weather.
- Suggested that providing pop-up cover would improve customer service during inclement weather.

Nancy Klein:

- Thanked the Board for holding meetings at this location.
- Reiterated prior requests to post full meeting packets online before meetings.
- Requested that meetings be recorded or offered via Zoom and noted no changes yet.
- Raised concerns about errors in the 2024–2025 annual data and discrepancies in year-to-year numbers, including animals unaccounted for.
- Shared concerns about organizational culture after a well-regarded employee left and others expressing uncertainty about their future.
- Noted that over half the kennels are closed to the public despite no illness concerns and would like improved visibility into animals housed there.
- Expressed that immediate support is needed rather than waiting for long-term strategic planning outcomes.

Chris Ricci-city council member from Modesto.

- Stated that SASA's purpose is to address community needs and feels the agency is currently limited in its ability to do so.
- Believes intake limitations tied to external guidance affect the reality/transparency of organization stats.
- Emphasized the need for spay/neuter access and low-cost options to better manage animal population.
- Stated that the agency is underfunded and that current fee structures may not fully support operations.
- Asked for clarification on why certain kennels are locked.

- Noted that the primary challenge appears to be inadequate revenue.

5. Minutes of Previous Meeting:

- A. Approved the Agency Board Meeting Minutes from 12/18/25. (City of Waterford/City of Ceres; 6-0)
- B. Approved the Agency Special Board Meeting Minutes from 01/15/26. (County of Stanislaus/City of Hughson; 6-0)

6. Correspondence: None

7. New Business:

- A. Motion to accept \$35,000 Petco Love AWO grant. (City of Patterson/County of Stanislaus; 6-0)

Public Comment:

Nancy Klein-

- Asked about diverting funds and sought clarification on how funding for transport initiatives would be used, noting that SASA's transport team already provides services at no cost.
- Questioned the need to "reduce barriers" for adopters, stating the shelter already offers free adoption events.
- Recommended allocating the full \$35,000 to community spay/neuter efforts, such as the SNIP bus or Animal Balance.
- Asked about the current status and use of the LOVE Clinic, which previously generated rental income.

Tina von Stade-

- Raised concerns about reducing barriers for adopters, sharing an example of an elderly couple returning a dog due to mismatched expectations.
- Suggested that adoption counseling should better assess factors such as yard size, desired energy level, and lifestyle fit to ensure appropriate placements.

Board comments:

- City of Patterson requested clarification on the proposal to expand access to spay/neuter services. Lily explained the intention to keep options flexible, including using funds to assist families unable to pay even low-cost fees.
- City of Waterford asked whether spay/neuter could be classified as a life-saving measure. Lily confirmed that it qualifies as part of life-saving efforts.
- City of Patterson asked whether SASA currently pays for animal transport. Lily explained that staff and volunteers provide transport. Stephanie Loomis added that volunteers are reimbursed for fuel, meals, and occasionally hotel stays, though funding is limited.

- B.** Motion to approve the 2026/2027 Budget Ad Hoc Committee with members: Jewel Warr-County of Stanislaus, Scotty Douglass-City of Modesto and Doug Dunford-City of Ceres. (City of Modesto/County of Stanislaus; 6-0)

Public Comment:

Nancy Klein:

- Asked how communication will occur between the Budget Ad Hoc Committee and the Strategic Planning Ad Hoc Committee since their work is closely connected.

Board comments: Ad Hoc committees are not covered by the Brown Act.

Tina von Stade:

- Appreciated the Brown Act reference and suggested holding some committee meetings in the evening to increase public accessibility, noting many community members are unavailable during daytime hours.

Chris Ricci:

- Agreed with offering evening meetings to improve public access and asked whether this requirement begins in July under new legislation.
 - Emphasized that the Budget and Strategic Planning Ad Hoc Committees must work together to address funding challenges.
 - Stated that appropriate fee structures, a clear budget process, and strategic planning are all necessary to ensure adequate funding.

County Counsel: Advised that Chris Ricci can discuss with counsel during a break or after the meeting.

- C.** Motion denied to make amendments to the existing Agency fees. (City of Modesto/City of Waterford; 6-0 denied)

Board Comments:

- City of Waterford asked how fee changes would be implemented. Lily explained that licensing fees would be phased in, while all other fees would take effect immediately.
- City of Waterford expressed interest in hearing community feedback about fee changes.
- City of Patterson asked about the cost of providing services and whether comparable counties/cities were used when setting the proposed fees. Lily noted that services are significantly

subsidized and that animal care is often considered a public service.

- City of Ceres asked for the approximate cost of spaying a large dog. Lily shared that costs vary based on breed and could not give a single estimate. Stephanie added that the shelter's veterinarian is highly skilled in high-volume surgery, larger dogs require more medication, and pricing aligns with local low-cost providers. The current fee of \$50 was intended to be subsidized by a funding source that is no longer specifically allocated for this purpose.
- City of Ceres asked how the new fees were determined without exact cost data. Stephanie explained the fees were based on comparisons to low-cost providers such as Valley Pet and Turlock low-cost clinics. Lily added the fee structure reflects community needs and comparative pricing, not exact per-animal costs.
- City of Waterford asked how many entities were surveyed to develop the fee schedule. Stephanie said comparisons included eight counties and two local low-cost providers.
- City of Waterford stated that all costs associated with spay/neuter should be reviewed before approving new fees, emphasizing the need to cover costs without generating profit.
- City of Modesto asked about the methodology for setting fees and whether private-practice pricing was considered. They noted that private clinics charge more for large dogs and asked for clearer cost justification. Lily explained comparables and community needs were taken into account and that revenue discussions would continue in strategic planning and Ad Hoc committees.
- City of Modesto requested the list of comparable counties/cities and private practices used in the fee analysis.

Public Comment:

Chris Ricci-

- Expressed concern about the current approach to fee changes.
- Felt that comparing fees to other counties is not an effective strategy.
- Encouraged exploring innovative revenue solutions instead of relying solely on comparables.
- Suggested developing a low-income assistance model for spay/neuter, possibly aligned with PG&E or MID assistance programs.
- Believes the proposal does not fully analyze program costs.
- Emphasized the need to focus on long-term revenue generation to sustain the agency.
- Recommended restarting canvassing efforts as a revenue tool.
- Noted that partner organizations are also experiencing financial challenges.

- Stressed the importance of balancing affordability for low-income residents with the agency's financial sustainability.
- Encouraged maintaining flexibility and taking a comprehensive approach to decision-making.

Samantha Lopez-

- Expressed concern about limited access to veterinary care at the shelter, particularly for post-surgery complications.
- Asked how the new fee schedule would impact rescues that rely heavily on transfers, noting challenges when animals are not already spayed or neutered.

Kelly Giglio-

- Shared recent personal costs for spay/neuter services, noting higher private-clinic fees and wait times at nearby humane societies.
- Disappointed that the LOVE Clinic is not currently operating and feels it could be modeled after successful clinics in other communities.
- Stated that fee increases can have unintended impacts and suggested public messaging campaigns promoting spay/neuter.
- Shared that a recent private-sector spay/neuter and vaccination visit cost \$450.

Tina von Stade-

- Requested cost data behind the proposed fees, noting the importance of transparency in government decisions.
- Expressed concern about the magnitude of the proposed increases for dogs and cats.
- Shared that many community members struggle to find affordable spay/neuter and that even \$200 can be a significant financial burden for families.
- Stated that high fees may discourage spay/neuter, potentially worsening community issues, and emphasized the need for incentives.
- Requested that detailed data be brought back to the Board for review before fee increases are considered.

Nancy Klein-

- Noted that minor fee adjustments appear largely symbolic.
- Pointed to language suggesting higher licensing fees could increase owner surrenders and encouraged reconsidering underlying assumptions.
- Asked which counties were used in comparisons and whether their socioeconomic profiles align with Stanislaus County.
- Expressed concerns about raising adoption fees when fees are already waived or reduced through existing specials.

- Felt that raising owner surrender fees could lead to more unsafe abandonments.
- Suggested that discussing spay/neuter capacity is premature given that the shelter has an unfilled veterinarian position.
- Requested information on return-on-investment considerations for shelter programs.

Board comments:

- City of Patterson asked whether fee data from comparison counties was available. Lily said it was not on hand. Stephanie explained that comparing to peer counties follows standard county practice and the JPA's prior directive.
- City of Hughson recommended working with the shelter veterinarian to determine minimum and maximum costs for spay/neuter by animal size. Lily agreed this could be done.
- County of Stanislaus noted that some government services are subsidized while others follow a cost-recovery model. The eight comparison counties were selected based on similarity in population and cost of living. They emphasized balancing community benefit, operational sustainability, and the role spay/neuter plays in smooth shelter operations.

Break-10:36am

Reconvened-10:46am

- D.** Amended motion to approve the Strategic Planning Ad Hoc committee with members: Jewel Warr-County of Stanislaus, Mike Pitcock-City of Waterford, Dominique Romo-City of Hughson and 2 members of the public that will be appointed by the chair after a one-week application period in the future. (City of Waterford/City of Ceres; 6-0)

Board comments:

- Stanislaus County volunteered to serve on this committee.
- City of Ceres nominated City of Waterford to serve on this committee.
- City of Hughson volunteered to serve on this committee.

Public Comment:

Kelly Giglio-

- Reach out to get volunteers for this committee. Especially in the rescue world. It would help move this committee along. They have real, hands-on knowledge.

Nancy Klein-

- Need to consider a volunteer from the community for this committee. I was a part of the 2018 Strategic planning committee. We need regular updates and milestones from this committee.

Tina von Stade-

- Agrees that having community members on this committee is important.
- Samantha Lopez-
- Nominates Nancy Klein.

- E.** Motion to approve Piper McKnight to the Animal Advisory Committee for Stanislaus County. (County of Stanislaus/City of Hughson; 6-0)
No public comment.

8. Informational reports:

- A.** Received a presentation on mid-year budget review by Stephanie Loomis.

- a. Primary revenue
- b. Revenue: Budget to Actual
- c. Revenue to date
- d. Primary expenditures
- e. Expenditures: Budget to actual
- f. Remaining Balance to date
- g. Year end projections

- B.** Received an Executive Director report by Lily Yap.

- a. Monthly statistics
- b. Ad Hoc Budget committee items
 1. Cost of services fee study
 2. Fund balance and true-up analysis
 3. Capital improvement plan development
- c. Re-openings and population management
- d. Spay/Neuter support

- C.** Board comments and reports:

9. Adjournment: 11:36am

ATTESTED: Megan Morriss, Clerk
of the Governing Board
of the Joint Powers Agency
of the Stanislaus Animal Services Agency
State of California



**STANISLAUS ANIMAL SERVICES AGENCY
ACTION AGENDA SUMMARY**

AGENDA DATE: March 19, 2026

AGENDA #: 7-A

SUBJECT:

Reopen and reconsider Agenda Item #7-D from 02/19/2026 that Created an ad hoc advisory committee of the JPA Board to oversee the evaluation and implementation of strategies identified as part of SASA’s strategic planning session held in January 2026, upon counsel’s advice.

DISCUSSION:

On February 19, 2026, the Stanislaus Animal Services Joint Powers Agency Board (“JPA Board”) conducted its public meeting. Prior to the meeting an agenda was posted that listed item #7-D under “New Business.” Agenda item #7-D was titled “Appoint Strategic Plan Ad Hoc committee.” Agenda item #7-D was accompanied by an “Action Agenda Summary” the subject of which read, “Approval to create an Ad Hoc Committee of the JPA Board to Oversee the Evaluation and Implementation of Strategies Identified as Part of SASA’s Strategic Planning Session held in January of 2026.” In that Action Agenda Summary, SASA Staff recommended to the SASA Board that it “appoint an ad hoc committee of the JPA Board to evaluate and implement strategies identified as part of the Strategic Planning Session held on January 15, 2026.”

At the meeting on February 19, 2026, during the discussion on the agenda item # 7-D counsel, Jesus Mendoza, was asked whether appointing two members of the public would subject the ad hoc committee to the Brown Act requirements for public meetings and notice (Government Code sections 54950 et seq.). He erroneously stated that it would not. Upon further research, it was determined that it would.

California Government Code Section 54952(b) defines "legislative body" to include any "commission, committee, board, or other body of a local agency, whether permanent or temporary, decisionmaking or advisory, created by charter, ordinance, resolution, or formal action of a legislative body." However, the statute contains a critical exception: "advisory committees, composed **solely of the members of the legislative body that are less than a quorum** of the legislative body are not legislative bodies." The California Court of Appeal in *Henderson v. Board of Education* definitively established that this exception requires committees to be "comprised solely of members of the governing body of the local agency and which are less than a quorum of the governing body" (*Henderson v. Board of Education*, 78 Cal.App.3d 875 at 880-881 (1978)). The court emphasized that this "composed solely of the members of the legislative body" requirement is strict and cannot be circumvented by including non-agency participants.

Once a subcommittee includes public members and becomes a "legislative body" under the Brown Act, it must comply with all applicable requirements. These requirements include open and public meetings (Government Code Section 54953), advance notice requirements (Government Code Section 54954.2), and posted agendas describing the business to be discussed, and opportunities for public comment (Government Code Section 54954.3).

Due to the erroneous advice given by counsel on February 19, 2026, and the JPA Board’s reliance on that advice, counsel recommends that the JPA Board reopen and reconsider Agenda item #7-D from February 19, 2026.



COUNSEL RECOMMENDATIONS:

1. Find that the JPA board relied on erroneous advice provided by counsel at the meeting held on February 19, 2026, and cast its vote based on that advice.
2. Make a motion to:
 - a. Vacate vote taken on February 19, 2026, by the JPA board on agenda item #7-D.
 - b. Rescind the approval granted on February 19, 2026, that created an ad hoc committee of the JPA Board to oversee the evaluation and implementation of strategies identified as part of SASA’s Strategic Planning Session.
 - c. Reopen a public hearing on agenda item #7-D (now renumbered #7-A) that seeks approval to create an ad hoc advisory committee the JPA Board to oversee the evaluation and implementation of strategies identified as part of SASA’s Strategic Planning Session held in January 2026.
 - d. Create an advisory ad hoc committee for the limited purpose to oversee and participate in the evaluation and implementation of strategies identified as part of the Strategic Planning Session held in January 2026.
 - e. Appoint three JPA Board members to the ad hoc committee.

FISCAL IMPACT:

There is no current fiscal impact associated with this item.

AGENCY BOARD ACTION:

On motion of _____; Seconded by _____

and approved by the following vote:

Ayes: _____

Noes: _____

Excused or Absent: _____

Abstaining: _____

- 1) _____ Approved as recommended.
- 2) _____ Denied.
- 3) _____ Approved as amended.

Motion:



**STANISLAUS ANIMAL SERVICES AGENCY
ACTION AGENDA SUMMARY**

AGENDA DATE: February 19, 2026

AGENDA #: 7-D

SUBJECT:

Approval to create an Ad Hoc Committee of the JPA Board to Oversee the Evaluation and Implementation of Strategies Identified as Part of SASA’s Strategic Planning Session held in January 2026

DISCUSSION:

On January 15, 2026, in collaboration with Stevenson Wallace, LLC, an outside consultant, Stanislaus Animal Services Agency (SASA) held a public Strategic Planning Session, to:

- Increase understanding of stakeholder feedback (research results)
- Define success for animal welfare in Stanislaus County
- Increase understanding of resident sentiment around animal welfare (public comment)
- Identify next steps for addressing community requests and SASA resourcing

It is recommended that the JPA Board appoint an ad hoc committee consisting of three Board members for the limited purpose to oversee and participate in the evaluation and implementation of strategies identified as part of the Strategic Planning Session.

STAFF RECOMMENDATION:

Appoint an ad hoc committee of the JPA Board to evaluate and implement strategies identified as part of the Strategic Planning Session held on January 15, 2026.

FISCAL IMPACT:

There is no current fiscal impact associated with this item.

AGENCY BOARD ACTION:

On motion of City of Waterford, Seconded by City of Ceres and approved by the following vote:

Ayes: 6

Noes: 0

Excused or Absent: None

Abstaining: None

- 1) Approved as recommended.
- 2) Denied.
- 3) X Approved as amended.

Motion: Passes with amendment. Board elects Stanislaus County, City of Waterford, and City of Hughson plus two community members to serve on the Strategic Planning Committee.



**STANISLAUS ANIMAL SERVICES AGENCY
ACTION AGENDA SUMMARY**

AGENDA DATE: March 19, 2026

AGENDA #: 7-B

SUBJECT:

Approval for Stanislaus Animal Services Agency to Utilize Stanislaus County CEO Human Relations Department Support Services

DISCUSSION:

The Department Support Unit (DSU) within Stanislaus County CEO Human Relations provides a comprehensive suite of services to assist departments in navigating Equal Employment Opportunity (EEO) matters, labor relations, progressive discipline, recruitment, disability management, performance management, and general HR functions. These services are available at no additional cost under the existing cost allocation plan used for Stanislaus Animal Services Agency (SASA) and other County departments.

The level and type of HR support provided may vary by department based on operational needs and is determined by the CEO/DSU Management Team on a case-by-case basis. If approved, SASA will be the first JPA served under the DSU umbrella, representing an exciting step in the DSU’s expanded capacity.

Typical DSU services include the following:

- EEO Support: Development of investigative plans, interview question review, report review, guidance on findings, conducting investigations when conflicts or capacity limitations exist, and coordination with County Labor Relations on grievance matters.
- Labor Relations and Progressive Discipline: consultation on policy violations, disciplinary review, documentation support, collaboration with CEO-HR Labor Relations and County Counsel, and guidance on Skelly hearing and appeals processes.
- Recruitment: Review of job postings, application screening audits, participation in interview panels, coordination of high-level recruitments, and review of salary step placement justification memos.
- Disability Management: Assistance with the interactive process (IAP), ADA and leave law training, and guidance on long-term leave management.
- Performance Management: Training and coaching for supervisors, evaluation review, and feedback on performance improvement plans and progressive discipline documents.
- General HR Support: Participation in organizational strategy discussions, policy review, review of HR correspondence, support with classification and organizational studies, and delivery of HR-related training.

If Stanislaus Animal Services elects to utilize DSU services, routine daily HR operations will continue to be managed by Agency staff. DSU will supplement and strengthen Agency capacity, particularly during periods of increased workload, staffing shortages, or emerging organizational priorities.

In addition to operational support, the use of DSU services offers several strategic benefits to the Agency:

- Reduced workload for Agency HR and management staff, allowing greater focus on higher-level strategic responsibilities.



- Increased ability to implement process improvements, operational efficiencies, and long-term organizational enhancements.
- Enhanced perception of impartiality and objectivity when addressing sensitive or high-profile HR issues, particularly those involving leadership.
- Access to standardized, consistent HR practices aligned with County policies and best practice methodologies.
- Expanded technical expertise for complex or resource intensive HR matters without the need for additional staffing or external consultants.

Staff recommends that the JPA Board approve the Agency transitioning to receive CEO Human Relations DSU support under the existing cost allocation plan and authorize Agency HR staff to utilize these services as needed without requiring additional funding or budget adjustments.

STAFF RECOMMENDATION:

Authorize the Executive Director or designee to work with Stanislaus County CEO Human Relations to transition Stanislaus Animal Services Agency to Department Support Services.

STAFF RECOMMENDATION:

There is no fiscal impact associated with this item. All Department Support Unit (DSU) Human Relations services are provided under the existing cost allocation structure at no additional cost to the Agency, and no new appropriations are required.

AGENCY BOARD ACTION:

On motion of _____; Seconded by _____

and approved by the following vote:

Ayes: _____

Noes: _____

Excused or Absent: _____

Abstaining: _____

- 1) _____ Approved as recommended.
- 2) _____ Denied.
- 3) _____ Approved as amended.

Motion:



**STANISLAUS ANIMAL SERVICES AGENCY
ACTION AGENDA SUMMARY**

AGENDA DATE: March 19, 2026

AGENDA #: 7-C

SUBJECT:

Consider the Acceptance of Stanislaus Animal Services Agency FY 2023 and FY 2024 Audit Report

DISCUSSION:

California State law (Gov. Code, §6505) requires Joint Powers Agencies (JPAs) to submit regular audits performed by a county auditor or a certified public accountant.

The Brown Armstrong Accountancy Corporation (BA) was engaged by the Stanislaus Animal Services Agency (SASA) to conduct its Fiscal Years (FYs) 2023 and 2024 audits to ensure financial accuracy, compliance, and stakeholder trust. The audit was initiated in response to recent Business Manager turnover, changes to the County’s accounting system, and Civil Grand Jury recommendations. BA’s expertise will help strengthen SASA’s financial management practices.

The costs associated with the FY 2023 and FY 2024 audits have already been accounted for and were incorporated into the annual budget as part of SASA’s standard budget process.

The internal control structure is designed to provide reasonable, but not absolute, assurance that financial statements are free of material misstatements. SASA staff undertake fiscal accountability and monitoring actions throughout the year to help monitor compliance with all appropriate laws and regulations. The objective of these controls is to ensure compliance with legal provisions as established in State law and code.

An outside audit is a major undertaking that requires a significant amount of time on the part of both staff and the outside auditor. This audit also allows staff to learn and identify potential opportunities for improvement. If findings or recommendations were to occur as part of the annual audit process, staff would take appropriate action to strengthen fiscal practices for the benefit of taxpayers and public accountability.

The purpose of the audit report is to form an opinion on SASA’s financial statements as to whether they present fairly, in all material respects, the respective financial position of the governmental activities and major fund of the Agency as of June 30, 2023, and June 30, 2024, the respective changes in financial position and the respective budgetary comparison statement for the governmental fund for the years then ended, in accordance with generally accepted accounting principles. The audit is conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States.

The audit report includes items such as the Independent Auditor’s Report, Financial Statements, and other materials. The audit, which has been included with the Board’s agenda packet, identified several internal control issues across FY 2024 and FY 2023. For FY 2023, the Agency received a Material Weakness for failing to record significant revenues, including DocuPet receipts and member contributions, resulting in approximately \$924,000 of understated revenue. Management agrees with the finding and has implemented procedures for reviewing subsequent receipts and implemented a structured year-end closing schedule.



For FY 2024, the Agency received a Deficiency for missing required approvals on certain disbursement and travel transactions, a Significant Deficiency for not preparing or retaining monthly cash reconciliations, and an additional control weakness related to the debt service payment process that resulted in a material misstatement of the note payable due to late payment and an incorrect amortization schedule. Management has reinforced approval processes, implemented formal reconciliation procedures, as well as assigned responsibility for pooled cash reallocations and independently validating amortization schedules.

SASA staff remain committed to responsible stewardship of public funds and to maintaining strong accounting and fiscal management practices. The fiscal team continues to review existing processes and develop new procedures to improve efficiency and strengthen internal controls, helping to prevent similar issues in the future.

STAFF RECOMMENDATION:

Accept the Stanislaus Animal Services Agency FY 2023 and FY 2024 Audit Report prepared by Brown Armstrong Accountancy Corporation.

FISCAL IMPACT:

Brown Armstrong Accountancy Corporation was compensated \$40,000 for the services provided and funding for the audit was included in SASA’s Fiscal Year 2025 Budget.

AGENCY BOARD ACTION:

On motion of _____; Seconded by _____

and approved by the following vote:

Ayes: _____

Noes: _____

Excused or Absent: _____

Abstaining: _____

- 1) _____ Approved as recommended.
- 2) _____ Denied.
- 3) _____ Approved as amended.

Motion:



**STANISLAUS ANIMAL SERVICES AGENCY
ACTION AGENDA SUMMARY**

AGENDA DATE: March 19, 2026

AGENDA #: 7-D

SUBJECT:

Approval to Negotiate and Execute an Agreement with Humane World for Pets for Life Programming

DISCUSSION:

Pets for Life is a nationally recognized, community-focused program developed by Humane World that expands access to pet care in underserved areas. The program provides free spay/neuter, vaccinations, supplies, microchips, transportation, and direct outreach to communities that face systemic barriers to veterinary services. By prioritizing equity and cultural competency, Pets for Life aims to reduce shelter intake, increase owner retention, and promote humane care within the community.

Stanislaus Animal Services Agency (SASA) continues to face increasing animal intake pressures. Over the past five years, intake has steadily risen, with total annual intake recently exceeding 9,000 animals. This mirrors statewide patterns, as California public shelters processed over 2.8 million dog and cat intakes in the first half of 2025 alone. Implementing the Pets for Life model locally will strategically address the challenges that result in higher shelter intake by supporting pet owners in the neighborhoods where those challenges originate.

All services implemented through this program will be provided at no cost to residents. Target neighborhoods will be identified using data on high-intake zip codes, low reclaim rates, and limited access to veterinary care. Removing financial barriers is essential to addressing the root causes of shelter overrepresentation.

Critically, Pets for Life focuses on rebuilding trust in communities that have historically experienced negative or enforcement-oriented interactions with animal control. Trust-building is foundational to effective outreach—pet owners are more likely to seek services, engage with staff, and participate in long-term solutions when supported through respectful, relationship-focused contact rather than penalty-based approaches.

Humane World has secured \$165,000 in funding for the first year of Pets for Life implementation. The organization also maintains multi-year donor commitments, allowing the grant to be renewed annually upon agreement from both parties. Grant funding will support a new part-time position dedicated to Pets for Life community outreach. In addition, the program agreement itself includes comprehensive mentorship and guidance from Humane World on how to implement the model and utilize the awarded funds effectively. This mentorship includes program setup support, community mapping and data analysis, field-based coaching, ongoing professional development, and access to national best practices in community-centered outreach.

The agreement supporting this program is currently in redlined form and requires additional negotiation. Staff request broad authorization for the Executive Director to negotiate, finalize, and execute the agreement, including non-substantive amendments necessary to complete the contract.

STAFF RECOMMENDATIONS:

1. Authorize the Executive Director to negotiate and execute an agreement with Human World for Pets for Life programming, including any non-substantive amendments necessary to complete the agreement, for a projected amount of \$165,000 for Fiscal Year 2025-2026.
2. Authorize staff to make the necessary technical and budget adjustments associated with this agreement once the final funding amount is determined.

FISCAL IMPACT:

The Pets for Life program will be funded in its entirety through the Humane World grant agreement, with no impact on JPA partner contributions. Staff will process a budget adjustment to increase appropriations and revenue once the final funding allocation is confirmed and the agreement is executed.

AGENCY BOARD ACTION:

On motion of _____; Seconded by _____
and approved by the following vote:

Ayes: _____

Noes: _____

Excused or Absent: _____

Abstaining: _____

1) _____ Approved as recommended.

2) _____ Denied.

3) _____ Approved as amended.

Motion:

Pets for Life Mentorship Program Grant Agreement

THIS GRANT AGREEMENT (the “Agreement”) is made by and between Humane World for Animals (“Humane World”) a Delaware not-for-profit corporation with headquarters located at 1255 23rd Street, NW, Suite 450, Washington, D.C. 20037 and ORGANIZATION (“XX”) of CITY/TOWN, STATE, headquartered at ADDRESS.

RECITALS

WHEREAS, Humane World is a nonprofit corporation organized and operated for charitable purposes within the meaning of section 501(c)(3) of the Internal Revenue Code (“Code”);

WHEREAS, Humane World’s Pets for Life (“PFL”) program addresses the inequity in and the lack of access to pet resources people in underserved communities experience.

WHEREAS, Humane World’s Pets for Life program is designed to expand animal welfare resources and information to people and pets who have not before received such services or may have received services without any long-lasting impact.

WHEREAS, Humane World’s Pets for Life Mentorship Program (the “Program”) will offer training, mentorship, and funding to select organizations throughout the United States in order to effectively extend the reach of those select organizations to people and pets in underserved areas of their communities through PFL style community outreach and the offering of pet wellness services, veterinary care, spay/neuter and pet supplies at no cost to people. (“Pets for Life Mentorship Program”).

WHEREAS, ORGANIZATION desires to participate in the Pets for Life Mentorship Program;

NOW, THEREFORE, in consideration of the mutual covenants and promises of the parties, the parties agree as follows:

Pets for Life Mentorship Program Grant Agreement

1 GRANT PURPOSE. This grant is for the exclusive purpose of enabling ORGANIZATION, to participate in the PFL Mentorship Program and through the Program provide community outreach, no cost pet wellness services, veterinary care, spay/neuter and pet supplies within their local community of NAME OF COMMUNITY during the Grant Period. **ORGANIZATION understands and agrees that its full participation in the Program during the Grant Period as described in Section 5(B), below, is a material condition of this Grant and that if Humane World, in its sole discretion, determines that ORGANIZATION is not fully participating in the Program, Humane World may terminate this Agreement and revoke the Grant as set forth in Section 10, below.**

2 AMOUNT. The total amount of the grant is \$XX to be disbursed to ORGANIZATION within 30 business days of the Effective Date of this Agreement as defined in Section 13(K), below.

3 GRANT PERIOD. The Grant Period shall be for one year, beginning on the Effective Date of this Agreement. The Grant Period may be extended additional one-year periods upon application approval and agreement by Humane World, in its sole discretion, that ORGANIZATION has met the outreach and service goals outlined in Section 5(B)(iv), below. The Grant Amount may vary in the additional grant periods.

4 EXPENDITURE OF GRANT FUNDS. Grant Funds may be spent by ORGANIZATION solely for the purpose of: (i) wages for community outreach staff and program supervisor; (ii) wellness services, veterinary care, spay/neuter and pet supplies consistent with the outreach and service goals set by Humane World for the Grant Period as set forth in Section 5(B)(iv), below; (iii) supplies and equipment needed to deliver and provide wellness services, veterinary care, spay/neuter, and pet supplies; and (iv) reasonable travel and lodging for PFL training as described in Section 5(B)(i), below. ORGANIZATION will work with PFL staff to determine the program budget and expenses. Specific allocation of Grant Funds as used for the various purposes and subject to change at the discretion of PFL staff, in collaboration with ORGANIZATION, at the outset of the grant term and throughout its duration. Use of Grant Funds must be approved by PFL staff.

HSUS PFL CONTACT: ORGANIZATION's principal contact at Humane World shall be Amanda Arrington.

Pets for Life Mentorship Program Grant Agreement

5 THE PETS FOR LIFE MENTORSHIP PROGRAM.

(A) HUMANE WORLD's Obligations:

(i) PFL staff will train ORGANIZATION's staff and volunteers on the PFL community outreach method, how to implement the PFL program, how to achieve the desired Grant results, how to utilize and use the PFL database and other specific items discussed in this Agreement.

(ii) PFL staff will work with ORGANIZATION staff to create a program budget, develop a strategic plan, and identify the Program's geographic area of focus.

(iii) PFL staff will be available for ongoing training/mentoring and requests for assistance as needed.

(iv) PFL will provide free access to the PFL database and maintain the database platform to be used for data collection and reporting.

(B) ORGANIZATION'S Obligations:

(i) ORGANIZATION agrees to designate at least one individual who will be responsible for overseeing and conducting community outreach ("Designated Representative"). The Designated Representative will travel, when possible, to one of Humane World's PFL-designated cities (Los Angeles and Philadelphia) – as determined by Humane World in its sole discretion for Program training. When travel is not possible due to unforeseen circumstances, virtual training will be provided. The Designated Representative shall also be available for, and participate in, training when the PFL staff travel to ORGANIZATION's location to provide training. ORGANIZATION further agrees that any additional staff and/or volunteers playing an integral role in the community outreach program will be available when the PFL travels to ORGANIZATION'S location for training.

ORGANIZATION understands and agrees that attendance and participation in the afore-mentioned training session is mandatory and that ORGANIZATION shall not be deemed to be fully participating in the Program if ORGANIZATION staff and/or volunteers fail to attend or complete the training. In the event that the Designated Representative leaves ORGANIZATION during the Grant Period or otherwise needs to be replaced, ORGANIZATION will notify Humane World in writing immediately and, upon appointment of a new Designated Representative, PFL staff will provide the new Designated Representative with the PFL training described in Section 5(A), above.

Pets for Life Mentorship Program Grant Agreement

(ii) ORGANIZATION agrees to identify a staff member who shall be responsible for overseeing the outreach program and meeting grant requirements and who shall commit sufficient time, as determined in consultation with PFL staff, to PFL program work including but not limited to community outreach, spay/neuter scheduling, follow up phone calls/visits to clients, data entry, etc. In the event such staff member leaves ORGANIZATION during the Grant Period or otherwise needs to be replaced, ORGANIZATION will notify Humane World in writing immediately.

(iii) ORGANIZATION agrees to work only in the area of geographic focus agreed upon with PFL staff pursuant to Section 5(A), above.

(iv) ORGANIZATION agrees to collaborate with PFL staff on defining Service Goals during the initial Grant Period, which include: number of spay/neuter surgeries, wellness/veterinary services (including but not limited to flea/tick control, de-worming, crisis care, etc.), and pet supplies (including but not limited to crates, leashes, collars, food, etc.). PFL staff will confirm the aforementioned goals and submit them to ORGANIZATION upon execution of this Grant Agreement and completion of a thorough assessment of the focus area.

(v) ORGANIZATION agrees to follow the PFL community outreach model including but not limited to door to door outreach, the follow-up client contact process, the offering of no cost wellness care, veterinary services, spay/neuter and pet supplies, data entry and the utilization of the PFL database in the day to day work, and other items for which the PFL staff will provide training and instruction as set forth in Section 5(A), above.

(vi) ORGANIZATION agrees to follow the PFL core philosophies and methodologies, including but not limited to respectful interactions with clients, non-judgmental relationship building, positive communication, not removing pets from their homes unnecessarily, and other PFL principles provided during the training described in Section 5(A), above.

(vii) In the event Humane World deems it necessary, ORGANIZATION agrees to develop or utilize an existing volunteer program to assist with outreach, follow up calls and visits, transportation, delivery of wellness and spay/neuter services, data entry, and other PFL program tasks.

Pets for Life Mentorship Program Grant Agreement

(viii) ORGANIZATION agrees to attempt to work to build coalitions with other local animal welfare groups and other community-based organizations.

(ix) ORGANIZATION agrees to utilize and keep current the PFL database for the work being conducted under this Grant, including community outreach, spay/neuter follow up, completed spay/neuter surgeries and all other client touches under the Grant and during the Grant Period as instructed and requested by PFL staff. ORGANIZATION agrees to keep the PFL database current with the work being conducted so that PFL staff can run monthly reports to evaluate program progress and monitor Grant objectives. ORGANIZATION has full access to the ORGANIZATION'S data entered into the PFL database.

(x) ORGANIZATION agrees that PFL work under the Grant will be kept separate from Animal Control duties – if any – and enforcement and clear distinctions between the two will be maintained.

(xi) Except as set forth in Section 7(B), below, ORGANIZATION agrees to use data collection forms, methods and marketing material provided by Humane World during the Grant Period.

(xii) ORGANIZATION agrees that it shall not engage in any activity that jeopardizes Humane World's status as a nonprofit charity qualified to receive tax-deductible contributions under section 501(c)(3) of the Code. **No part of this grant may be used, directly or indirectly to influence legislation at any level of government, either through efforts to influence legislators themselves or through efforts to influence the views of your members or the general public on legislative matters. No part of this grant may be used, directly or indirectly, to intervene in any election or support or oppose any political party or candidate for public office.**

(xiii) ORGANIZATION agrees that no Grant Funds will be spent for any purpose except as set forth in Section 4, above without the prior express written consent of Humane World. ORGANIZATION further agrees that no Grant Funds will be spent on any one piece of equipment or asset costing greater than \$500 without Humane World's prior written consent. If any Grant Funds are used, in whole or in part, for the acquisition of any such equipment or asset and, if at any time ORGANIZATION ceases to use any such equipment or asset for the Grant Purpose or is otherwise in breach of this Agreement, then, in addition to such other remedies as may be available to Humane World under this Agreement, at

Pets for Life Mentorship Program Grant Agreement

law or in equity, Humane World may ORGANIZATION to immediately transfer ownership of such equipment or asset to Humane World or to an organization designated by Humane World (in either case, the “Transferee”) at no cost to Humane World or the Transferee. After transfer, ORGANIZATION will cooperate with Humane World and any other Transferee with respect to transfer of such equipment or asset to the Transferee by executing such documents as may be necessary to legally transfer or obtain title to such equipment or asset. ORGANIZATION shall be responsible for any costs and expenses associated with or arising from ORGANIZATION failure to cooperate with Humane World or any other Transferee.

(xiv) In the event that ORGANIZATION cannot use the Grant Funds for the Grant Purpose or within the Grant Period, ORGANIZATION must notify Humane World immediately in writing. In no event will ORGANIZATION use the Grant Funds for any purpose not described in this Agreement. The use of Grant Funds is subject to modification only with Humane World’ prior written approval.

6 **REPORTING.** In addition to entering all Program data in the PFL database as set forth in Section 5(B)(ix), above, ORGANIZATION agrees to provide the following written reports and documents to Humane World on or before the deadlines set forth below. These reports and documentation are intended to supply sufficient information for Humane World to determine that the Grant is being used for the purposes intended and for Humane World to fulfill its own public reporting responsibilities. Humane World reserves the right to request additional information as necessary to fulfill these needs.

(A) Biannual financial reports shall be submitted by July 10th and by January 10th that provide an itemized statement of Grant Fund expenditures. Biannual reports shall also include:

(i) A description of work conducted by ORGANIZATION during the period in pursuit of the general objectives set forth in the Agreement;

(ii) An evaluation of the impact and results of work undertaken and an assessment of progress that has been made in meeting stated goals. ORGANIZATION is encouraged to report not only the positive results of its activities, but also any challenges that have arisen along with a description of measures that have or will be put into practice to resolve them; and

Pets for Life Mentorship Program Grant Agreement

(iii) A brief narrative and photo/video of one PFL service recipient and their pet(s) that illustrates the program philosophy.

(iv) An attestation that no part of the grant funds has been used to influence legislation or to intervene in any election or support or oppose any political party or candidate for public office in substantially the same form and substance as set forth in Attachment "A" hereto.

(B) Statistical reports as may be requested including but not limited to total shelter intake of cats, kittens, dogs, and puppies from the area of geographic focus identified in the community assessment and from the entire area covered by ORGANIZATION for three calendar years.

(C) ORGANIZATION may also be required, if requested by Humane World to participate in periodic telephone or in person conferences with Humane World or its designee (which shall also be considered a "report" under this Agreement). Any report provided for in this Agreement shall be provided by ORGANIZATION in a form and format specified by Humane World.

7 PROGRAM BRANDING AND PROMOTION.

(A) Except as set forth in Section 7(B) , below, ORGANIZATION agrees:

(i) to use pre-approved language provided by Humane World when referring to the PFL program with members of the public and the media; and

(ii) to use only those materials, forms, or documents provided by Humane World for use in the Program.

(B) In those geographic areas where the parties mutually agree in writing that disclosure of Humane World's funding of the program and the use of Humane World branded materials, forms, and documents would jeopardize the success of the program, such references to Humane World may be deleted when discussing/publicizing the program and Humane World logo may be removed from any materials, forms, and documents provided by Humane World. ORGANIZATION must still collect all the program data and enter all data into the PFL database; however, Humane World will not specify where the data was collected when reporting national program information and promoting the Program.

8 CONFIDENTIALITY.

Pets for Life Mentorship Program Grant Agreement

(A) By virtue of this Agreement, both Humane World and ORGANIZATION may have access to information that is confidential to the other Party. “Confidential Information” is information that, by its nature, ought to be treated as proprietary and confidential or that a reasonable person ought to conclude is confidential, which is disclosed by one Party to the other Party orally or in tangible form that is related to this Agreement or the Parties’ relationship, business, technical, financial data, forecasts, marketing information, employee and volunteer information, strategies, and general non-public business information, third-party confidential information that the supplying Party has a duty to maintain as confidential and has so informed the receiving Party of that duty, and other valuable information designated by the supplying Party as confidential information expressly or by the circumstances in which it is provided. Confidential Information of a Party shall not include any information that: (a) is or becomes part of the public domain or which is publicly available through no act or omission of the receiving Party and through no breach of this Agreement; (b) that the receiving Party can demonstrate is known to the receiving Party at the time of disclosure without an obligation to keep it confidential; (c) becomes rightfully known to the receiving Party from another source without restriction on disclosure or use; or (d) the receiving Party can show is independently developed by the receiving Party without the use of or any reference to Confidential Information. At the end of the Grant Period, or upon request, the receiving Party agrees to return or destroy, at the disclosing Party’s election, any and all Confidential Information.

(B) The Parties agree, that unless otherwise set forth in this Agreement, required by law, or pursuant to the written consent of the other, the Parties shall not make each other’s Confidential Information available in any form to any third party for any purpose, except to its own employees, legal and financial advisors, accountants and other agents, having a “need to know.” Each Party agrees to take all reasonable steps required to ensure that Confidential Information is secure and is not disclosed or distributed by its directors, officers, employees, agents, volunteers, or subcontractors in violation of the terms of this Agreement.

(C) The parties agree that ORGANIZATION grant application, this Agreement and any attachments thereto, and related correspondence are the property of Humane World. Humane World agrees that it will not disclose such material or the data contained therein to third parties or the media without ORGANIZATION express written consent.

9 **VERIFICATION AND AUDIT.** ORGANIZATION shall keep satisfactory records related to performance of this Agreement. Upon ten (10) business days’ notice to ORGANIZATION,

Pets for Life Mentorship Program Grant Agreement

Humane World, at its expense, shall have the right at any time during regular business hours to have one or more employees or agents examine ORGANIZATION financial and other records and materials related to any of ORGANIZATION activities that were financed — in whole or in part — by Grant Funds. Such records shall be made available to Humane World at ORGANIZATION headquarters.

10 GRANT REVOCATION. If at any time, as determined by Humane World in its sole and absolute discretion: (a) ORGANIZATION has not complied with the requirements of a previous grant from Humane World; (b) any of the Grant Funds have been used for any purpose other than for the Grant Purpose; (c) any of the Grant Funds remain inappropriately unused by ORGANIZATION after the end of the Grant Period; (d) ORGANIZATION has not complied with the terms and conditions of this Agreement or has taken any action or inaction that does not uphold the spirit of the this Agreement; (e) ORGANIZATION is involved in any investigation or engaged in any action that appears to be unprofessional, uncharitable or inappropriate; (f) ORGANIZATION ceases to operate on a full-time basis, becomes or is adjudicated insolvent or bankrupt, or if a receiver or a trustee is appointed for ORGANIZATION or its property, or if ORGANIZATION petitions for reorganization or arrangement under any bankruptcy or insolvency law, or if any assignment is made for the benefit of ORGANIZATION creditors; (g) there is any change to the representations made by ORGANIZATION in this Agreement or any grant application; (h) If ORGANIZATION loses its exemption from federal income tax as provided for under section 501(c)(3) of the Code (if applicable); or (i) the results of any audit or information contained in any reports are deemed to be unacceptable by Humane World, then, in addition to such other remedies as may be available to Humane World under this Agreement, at law or in equity, Humane World may, in its sole and absolute discretion: (i) immediately terminate this Agreement; (j) unilaterally modify the terms of this Agreement; (k) withhold any pending or future payments of Grant Funds; or (l) revoke immediately any Grants and require ORGANIZATION to provide a full refund of all Grant Funds to Humane World.

11 REVERSION OF GRANT FUNDS. ORGANIZATION agrees to return to Humane World any unexpended Grant Funds within ten (10) days of the end of the Grant Period.

12 DISPUTE RESOLUTION & CHOICE OF LAW. This Agreement shall be governed by, and interpreted under, the laws of the California without regard to said State's conflicts of laws doctrines. Humane World and ORGANIZATION each agree to waive their respective rights to a jury trial on any claim arising out of this Agreement. Any action brought to enforce the terms or provisions of this Agreement shall have venue in the County of Stanislaus, State of California.

13 MISCELLANEOUS.

Pets for Life Mentorship Program Grant Agreement

(A) Severability. If any portion or portions of this Agreement shall be deemed invalid or unenforceable for any reason, the remaining portion(s) shall be valid and enforceable and carried into effect, unless to do so would clearly violate the present legal and valid intention of the parties hereto. The parties agree to replace any invalid provision with a valid provision that most closely approximates the intent and economic effect of the invalid provision.

(B) Survival. Any provisions of this Agreement creating obligations extending beyond the term of this Agreement shall survive the expiration or termination of this Agreement.

(C) Counterparts. This Agreement may be executed via facsimile or original document image via email transmission, each of which shall be deemed an original, and in several counterparts all of which shall constitute one and the same instrument.

(D) No Third-Party Beneficiary. Neither party intends to create, nor shall this Agreement create, in any manner whatsoever, an interest or beneficiary in a third party.

(E) Notices. All notices and other communications required to be given pursuant to this Agreement must be in writing and delivered by hand; mailed by United States registered or certified first class mail, postage prepaid; or delivered by regulated commercial carrier having provisions for proof of receipt (such as Federal Express) as follows:

Humane World for Animals
Attn: Amanda Arrington
PO Box 3259
Durham, NC 27715

With copy to:

Humane World for Animals
Attn: General Counsel and Chief Legal Officer
1255 23rd Street, NW Suite 450
Washington, DC 20037

If to ORGANIZATION:

ORGANIZATION NAME
Attn: XX
ADDRESS

Pets for Life Mentorship Program Grant Agreement

(F) Assignment. The Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns. ORGANIZATION agrees that it will not assign or sublicense, in whole or in part, any of its rights or obligations under this Agreement without the prior written consent of Humane World. Notwithstanding anything herein to the contrary, Humane World may freely assign this Agreement in connection with a transfer to a related party or due to a merger, consolidation, or sale of substantially all of its assets.

(G) Equal Opportunity. ORGANIZATION agrees that it will not discriminate by reason of race, color, creed, religion, national origin, age, sexual orientation, disability, veteran status, or gender.

(H) Waiver. Except as otherwise provided for herein, failure of either party to insist upon strict performance of this Agreement, or to exercise any option herein, shall not be construed as a modification or waiver of any provision, right, or obligation under this Agreement.

(I) Headings; Construction. Headings and/or fonts used in this Agreement are for reference purposes only and in no way define, limit, construe, or describe the scope, extent or intent of this Agreement.

(J) Entire Agreement. This Agreement, ORGANIZATION Grant Application and any Exhibit(s) attached hereto set forth the entire agreement between the parties with respect to the subject matter hereof and supersedes all previous negotiations, agreements, and understandings, whether written or oral. This Agreement may not be modified or amended except by written agreement executed by the parties hereto and expressly identified as an amendment to this Agreement.

(K) Effective Date. This Agreement shall become effective on the date the second party to consent executes the Agreement.

IN WITNESS WHEREOF, Humane World and ORGANIZATION, by their duly authorized representatives, have caused this Agreement to be executed on the date(s) and year written below. By signing this Agreement, ORGANIZATION represents and warrants that all information provided in the Grant Application is true and correct.

Pets for Life Mentorship Program Grant Agreement

Humane World for Animals

ORGANIZATION

By: _____

By: _____

Print Name: _____

Print Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

Pets for Life Mentorship Program Grant Agreement

Attachment "A"

I hereby certify and attest that no part of the funds received pursuant to this grant were used, directly or indirectly to influence legislation at any level of government, either through efforts to influence legislators themselves or through efforts to influence the views of your members or the general public on legislative matters, nor were any part of the grant funds received used, directly or indirectly, to intervene in any election or support or oppose any political party or candidate for public office.

Signature

Date

Print Name

+



**STANISLAUS ANIMAL SERVICES AGENCY
ACTION AGENDA SUMMARY**

AGENDA DATE: March 19, 2026

AGENDA #: 7-E

SUBJECT:

Authorization to Transfer Allocated Veterinary Positions Between Agency Legal Budget Units

DISCUSSION:

On August 17, 2023, the Agency Board approved Action Item 7-B, which proposed transforming the former Valley Pet leased space into SASA's in-house public low-cost spay/neuter clinic. The supporting five-year projections presented at that time estimated the program would generate substantial revenue, approaching or exceeding \$200,000 in net revenue annually, largely due to the anticipated volume of public surgeries and associated co-pay revenue.

Two major developments have significantly altered the operability and financial trajectory of the LOVE Clinic:

1. A key funding source originally expected to be dedicated solely for the LOVE Clinic was later determined to be unavailable for exclusive use for this purpose, resulting in reduced fiscal capacity to support the full clinic model.
2. The national veterinary workforce shortage has continued to worsen, making it increasingly difficult to recruit for and sustain the specialized veterinary staffing required for a stand-alone high-volume public clinic model.

As a result, the revenue originally projected in the August 2023 model has not materialized. Rather, operational fragmentation has resulted in partners contributing an estimated \$400,000 towards operations of the LOVE Clinic, even after the unfunding of two allocated Animal Care Specialist positions. Additionally, increasing intake volumes have resulted in spay/neuter appointments for shelter animals extending months out, adversely impacting our customer service and community partnerships.

To address these operational barriers, staff recommend consolidating veterinary resources by transferring the County Veterinarian and Animal Care Specialist III positions currently assigned to the LOVE Clinic Legal Budget Unit (LBU) (ASA0004) into the primary SASA Operations LBU (ASA0002) under the Hospital Cost Center (0063588). This realignment will fully integrate public spay/neuter into our core hospital operations, enabling all veterinary personnel to support the full spectrum of services without the limitations of LBU-specific assignments. This shift further offers an opportunity to re-brand the LOVE Clinic/Hospital, a project that merits critical input from the Advisory Committee, from two siloed operations to one. It dissolves long-standing barriers and promotes true fluidity across core operations, ensuring staff can collectively support the community wherever the need arises—without restricting public-facing work to a designated clinic.

SASA will continue to work with granting agencies and program partners to expand access to community spay/neuter services, particularly focused on the volume of community cats, while also exploring shared-use or contracted-use models for the clinic space. During this period, surgery capacity will be supported through contracted veterinarians as recruitment for a full-time veterinarian is finalized.

STAFF RECOMMENDATIONS:

1. Authorize the transfer of one County Veterinarian and one Animal Care Specialist III from the LOVE Clinic Legal Budget Unit (LBU) (ASA0004) to the Operations LBU (ASA0002) under the Hospital Cost Center (0063588).
2. Authorize the County Auditor-Controller to transfer appropriations of \$369,883 from the LOVE Clinic LBU to the Operations LBU under the Hospital Cost Center.
3. Authorize and direct the Executive Director to take the necessary steps to amend the Stanislaus County Position Allocation Resolution by transferring one County Veterinarian (Position # 17209) and one Animal Care Specialist III (Positions # 17210) from the LOVE Clinic LBU to the Operations LBU under the Hospital Cost Center.

FISCAL IMPACT:

The recommended position transfers will occur within existing appropriations and will not result in an increase to the Agency's net budget. Staff will prepare and submit a budget journal to the Auditor-Controller's Office to facilitate the reallocation of salary and benefit appropriations along with the corresponding funding between LBUs in support of these transfers.

AGENCY BOARD ACTION:

On motion of _____; Seconded by _____

and approved by the following vote:

Ayes: _____

Noes: _____

Excused or Absent: _____

Abstaining: _____

- 1) _____ Approved as recommended.
- 2) _____ Denied.
- 3) _____ Approved as amended.

Motion: