



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF AGRICULTURE
AND RURAL DEVELOPMENT

GORDON WENK
DIRECTOR

August 21, 2018

Controller/Administrator Timothy J. Dolehanty
Ingham County Animal Control Shelter
341 S. Jefferson St.
P.O. Box 319
Mason, MI 48854

NOTICE OF VIOLATION AND INFORMAL HEARING

Dear Timothy J. Dolehanty:

You are hereby notified that the Michigan Department of Agriculture and Rural Development (MDARD) has sufficient information to believe that the Ingham County Animal Control Shelter has violated the Pet Shops, Dog Pounds, and Animal Shelters Act, MCL 287.331 et seq. In accordance with MCL 287.339b(1), MDARD may impose an administrative fine up to \$1,000.00 for each violation.

MDARD conducted an investigation on July 27, 2018 and has evidence that the Ingham County Animal Shelter did the following:

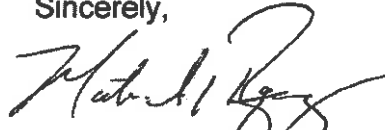
1. Operated an animal control shelter not properly registered with MDARD in violation of MCL 287.336(1). Specifically, the Co-Gen Building, a large service garage and storage building attached to the Ingham County Sheriff's Office, was used to impound and care for approximately 25 fighting dogs seized in July of 2017, without first being inspected to ensure that it complies with the Pet Shops, Dog Pounds, and Animal Shelters Act and Regulation 151.
2. Failed to sanitize primary enclosures for dogs often enough to prevent a disease hazard in violation of R 285.151.33(1). Specifically, Ingham County Animal Control Shelter Animal Care Specialist Michele Jelinek stated due to the Animal Care staff being overwhelmed (too many dogs and not enough staff) sanitizing kennels was not done with any regularity.
3. Failed to provide a sufficient number of employees to maintain the prescribed level of husbandry practices required by Regulation 151 in violation of R 285.151.35. Specifically, multiple Ingham County Animal Control Shelter staff

stated they all were overwhelmed and made decisions to spend more time on animal care than documenting their care.

This letter is to provide notice of the above violations and offer an opportunity for an informal hearing pursuant to MCL 287.339b(1). An informal hearing is an opportunity to dispute issues related to the violations and to provide additional evidence for MDARD to consider when determining what, if any, enforcement action MDARD may pursue for these violations. The informal hearing is scheduled for **Tuesday, August 28, 2018 @ 10:00 a.m.** at the MDARD/AID Lansing Office of 525 W. Allegan Street, Lansing, Michigan 48909.

Enclosed please find a map to the Lansing Office. If you require accommodations for disabilities or have any questions, please telephone me at (517) 284-5687.

Sincerely,



Martin Al Rodriguez
Regulation Manager
Animal Industry Division

cc: Pollyanne McKillop, Animal Shelter Program Manager
Greg Harris, Regulation Agent



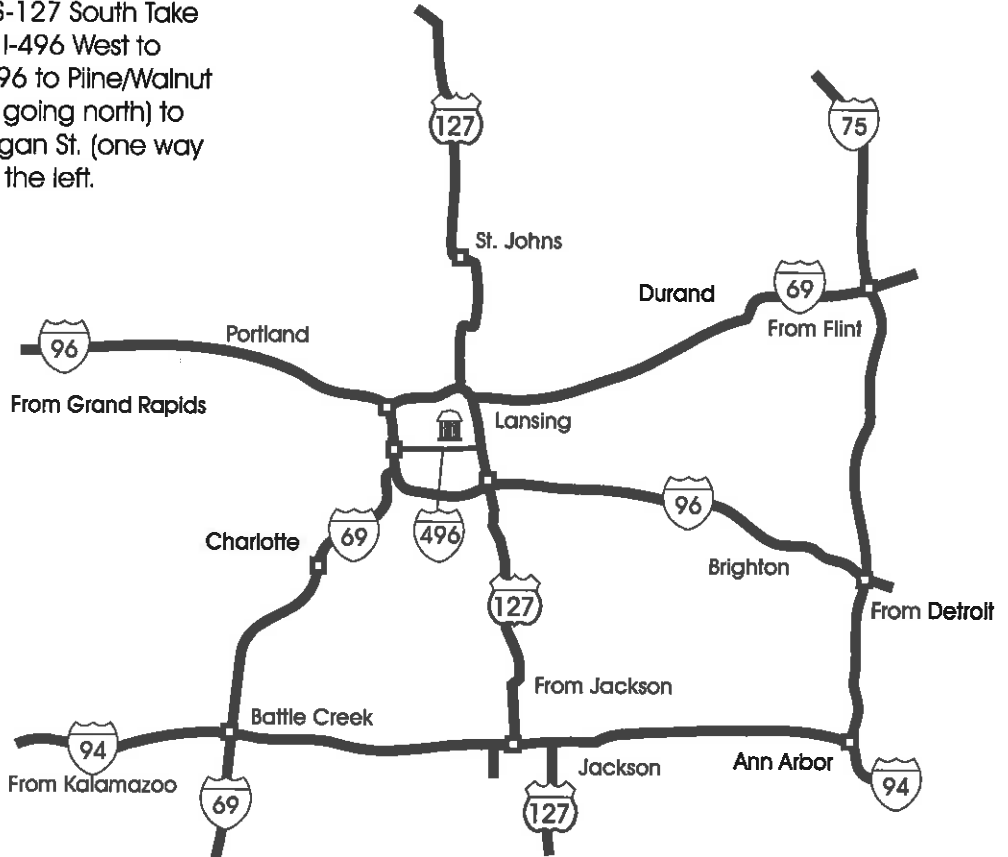
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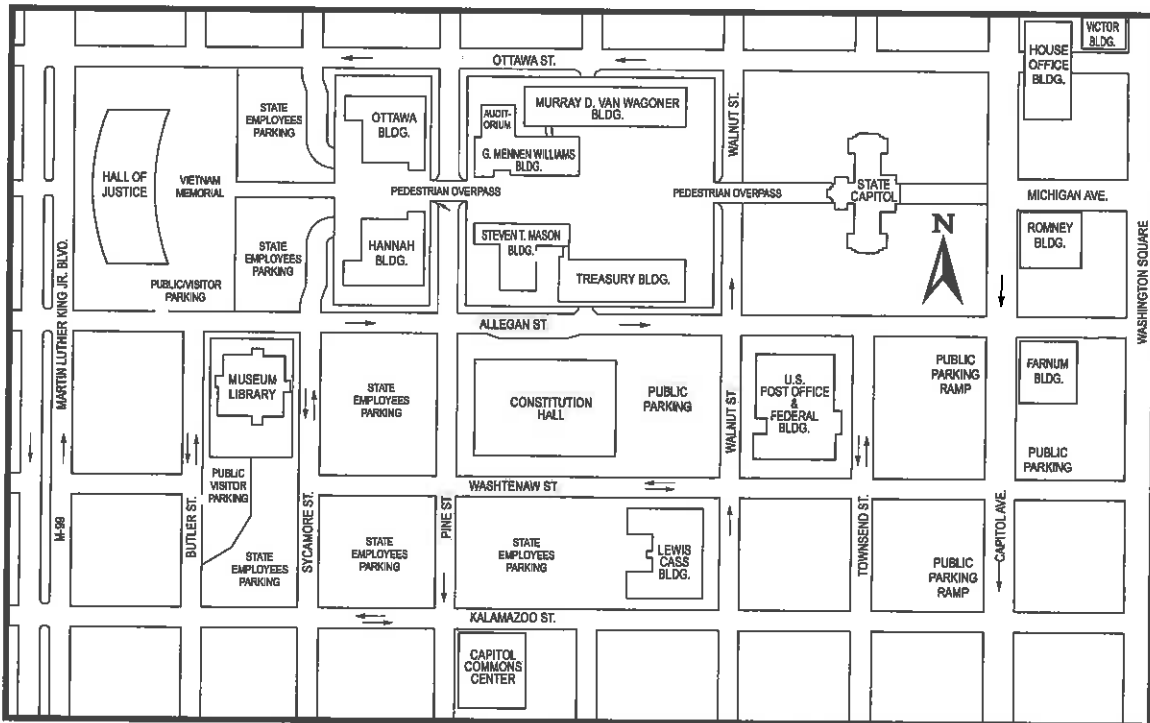
You can get here from there.

From Traverse City/Alpena/Mt. Pleasant

From Mt. Pleasant: Follow US-127 South Take US-127 to I-496 Lansing. Take I-496 West to downtown Lansing. Follow I-496 to Pine/Walnut St. Follow Walnut St. (one way going north) to Allegan St. Turn right onto Allegan St. (one way going east). The Capitol is on the left.



NOTE!!! When exiting from Westbound I-496, Walnut Street is an immediate right turn. You need to merge all the way to the right. If you miss the turn you can go to Martin Luther King Drive, turn right. Follow Martin Luther King to Allegan Street. Turn right onto Allegan continue past Pine Street and Walnut Street. The capitol will be on the left.



MICHIGAN DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT
 LANSING, MICHIGAN 48909
 Animal Industry Division

INVESTIGATOR REPORT

COMPLAINT NUMBER: **4921-CA-18**

DATE: **7/27/2018**

INCIDENT:	Fact Finding/Possible Animal Shelter Violations				
VENUE:	Street Address	City	Township	County	State
	600 Curtis St	Mason		Ingham	MI
Date/Time Occurred:	Between March 2017 and September 2017				
STATUTE:	MCL 287.338, MCL 287.339a & Regulation 151 (Various)				

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
A	Dinon, John	– Dir.,	Ingham County Animal Control & Shelter (ICACS)			M	W
Street Address	City	State	Zip Code	County			
600 Curtis St	Mason	MI	48854	Mason			
Mailing Address	Driver's License Number/State		Other ID				
Same as above							
Home Phone Number	Business Number			Cell Phone/Pager			
jdinon@ingham.org	517-676-8362			[REDACTED]			

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
A	Burns, Anne	– Deputy Director,	ICACS			F	W
Street Address	City	State	Zip Code	County			
600 Curtis St	Mason	MI	48854	Mason			
Mailing Address	Driver's License Number/State		Other ID				
Same as above							
Home Phone Number	Business Number			Cell Phone/Pager			
ac_burns@ingham.org	517-676-8370			[REDACTED]			

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
A	Beckley, Sami	– Lead Animal Care Specialist/Vet Tech,	ICACS			F	W
Street Address	City	State	Zip Code	County			
600 Curtis St	Mason	MI	48854	Mason			
Mailing Address	Driver's License Number/State		Other ID				
Same as above							
Home Phone Number	Business Number			Cell Phone/Pager			
sbeckley@ingham.org	517-676-8370			[REDACTED]			

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
W	LeBombard, Jodi	– Dir.,	Jackson Co. AC (Former ACO, ICACS)			F	W
Street Address	City	State	Zip Code	County			
3370 Spring Arbor Rd	Jackson	MI	49203	Jackson			
Mailing Address	Driver's License Number/State		Other ID				
Same as above							
Home Phone Number	Business Number			Cell Phone/Pager			
	517-788-4464			[REDACTED]			

CODES: C: Complainant W: Witness S: Suspect X: Citation Issued A: Actor O: Other

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CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
A	Worthington, Karen, DVM – Veterinarian, ICACS					F	W
Street Address			City	State	Zip Code	County	
600 Curtis St			Mason	MI	48854	Mason	
Mailing Address				Driver's License Number/State		Other ID	
Same as above							
Home Phone Number			Business Number		Cell Phone/Pager		
kworthington@ingham.org			517-676-8370				

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
W	Budzinski, Caitlin – Animal Control Officer, ICACS					F	W
Street Address			City	State	Zip Code	County	
600 Curtis St			Mason	MI	48854	Ingham	
Mailing Address				Driver's License Number/State		Other ID	
Same as above							
Home Phone Number			Business Number		Cell Phone/Pager		
			517-676-8370				

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
W	Jelinek, Michelle – Animal Care Specialist, ICACS					F	W
Street Address			City	State	Zip Code	County	
600 Curtis St			Mason	MI	48854	Ingham	
Mailing Address				Driver's License Number/State		Other ID	
Same as above							
Home Phone Number			Business Number		Cell Phone/Pager		
			517-676-8370		[REDACTED]		

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
W	Flynn, Jaclyn – Animal Care Specialist, ICACS					F	W
Street Address			City	State	Zip Code	County	
600 Curtis St			Mason	MI	48854	Ingham	
Mailing Address				Driver's License Number/State		Other ID	
Same as above							
Home Phone Number			Business Number		Cell Phone/Pager		
			517-676-8370		[REDACTED]		

CODE:	Name: Last	First	Middle	Suffix	DOB	Sex	Race
O	MacDonald, Deborah – Senior Inv., Michigan Humane Society					F	U
Street Address			City	State	Zip Code	County	
6175 Trumbull Ave			Detroit	MI	48208	Wayne	
Mailing Address				Driver's License Number/State		Other ID	
Same as above							
Home Phone Number			Business Number		Cell Phone/Pager		
			313-262-4022				

CODES:	C: Complainant	W: Witness	S: Suspect	X: Citation Issued	A: Actor	O: Other
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INVESTIGATOR REPORT

COMPLAINT NUMBER:

DATE:

CODE: O	Name: Last Dolehanty, Tim	First –	Middle Controller/Administrator,	Suffix Ingham County	DOB	Sex M	Race U
Street Address 315 S. Jefferson St		City Mason	State MI	Zip Code 48854	County Ingham		
Mailing Address P.O. Box 319, Mason, MI 48854				Driver's License Number/State	Other ID		
Home Phone Number		Business Number 517-676-7206			Cell Phone/Pager		
tdolehanty@ingham.org							

CODE: W	Name: Last Turner, Kate	First –	Middle Interim Director,	Suffix ICACS	DOB	Sex F	Race W
Street Address 600 Curtis St		City Mason	State MI	Zip Code 48854	County Ingham		
Mailing Address Same as above				Driver's License Number/State	Other ID		
Home Phone Number		Business Number 517-676-8370			Cell Phone/Pager [REDACTED]		

CODE: C	Name: Last McKillop, Pollyanne	First –	Middle Animal Shelter Program	Suffix Manager	DOB	Sex F	Race W
Street Address MDARD-AID		City	State	Zip Code	County		
Mailing Address				Driver's License Number/State	Other ID		
Home Phone Number		Business Number			Cell Phone/Pager		

CODES: **C:** Complainant **W:** Witness **S:** Suspect **X:** Citation Issued **A:** Actor **O:** Other

INFORMATION:

On 6/15/2018, Compliance Investigative Unit (CIU) received a request for investigation from Animal Shelter Program Manager Pollyanne McKillop regarding the Ingham County Animal Control Shelter (ICACS), 600 Curtis St, Mason, MI. ICACS holds a current MDARD animal shelter registration, and is routinely inspected by MDARD. Ms. McKillop received an investigative report dated 5/18/2018 from the Michigan Humane Society detailing several problems at the Ingham County Animal Control Shelter. The investigation and report were completed by Deborah MacDonald, Director of Statewide Response, Senior Investigator, Michigan Humane Society (MHS), 6175 Trumbull Ave, Detroit, MI.

The MHS investigation was requested by ICACS administrative staff for an independent evaluation of shelter operations due to the decline and/or subsequent euthanasia of five dogs seized in criminal investigations between March and September 2017. Ms. McKillop then received unsolicited information from ICACS Director John Dinon, who forwarded a copy of the MHS report completed by Ms. MacDonald, plus a response memo sent from Mr. Dinon to the Ingham County Controller and Deputy Controller, detailing changes that would be implemented as a result of the

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MHS findings. Because MHS is not a regulatory body with enforcement authority over ICACS, Ms. McKillop requested a CIU investigation to determine if any of the issues raised by the MHS investigation included any regulatory violations enforced by MDARD-AID.

MICHIGAN HUMANE SOCIETY INVESTIGATION/REPORT SUMMARY:

The MHS report focused on the following five dogs: Jay Jay (ID#35520), Dreamville (ID # 35516), Skully, (ID # - 34959), Jonah (ID # - 34960), Bebe (ID # - 36733). Of the five dogs, Bebe was siezed as part of a regular neglect case. The remaining four were seized as part of a dog-fighting investigation. All five were being held as evidence in criminal court cases beginning in March (Bebe) and July (Jay Jay, Dreamville, Skully and Jonah) 2017. During the course of her investigation, Ms. MacDonald interviewed staff and management, reviewed photographs, emails, necropsy reports, notes and medical records related to the shelter operation. Ms. MacDonald determined that several factors, including lack of written guidelines/procedures, incomplete medical records, lack of training, lack of oversight and other issues contributed to the "suffering and neglect" of the five dogs that were the focus of her investigation. Many of the concerns brought up in the MHS report are not explicitly regulatory in nature, but include adminstrative and communication concerns. See the official MHS report for complete information on Ms. MacDonald's findings.

Jonah, Skully, and Bebe were taken to outside veterinarians for cruelty/neglect evaluations. Dr. Joyce Heideman (listed as both Heideman and "Henderson" in the MHS report), Southside Animal Hospital, 5134 S. Martin Luther King Jr. Blvd; Lansing, MI, examined Jonah and Skully on 3/26/2018. Dr. Cathy Anderson, Medical Director, Jackson County Animal Control, 3370 Spring Arbor Rd, Jackson, MI, examined Bebe on 3/29/2018. The MHS report states that Dr. Heideman also examined Bebe on 10/27/2017, but there are no records to support that Dr. Heideman was ever consulted on Bebe. This appears to be a cut-and-paste error, as I was unable to find any record that correlates to an exam for Bebe on 10/27/2017. Dr. Anderson appears to have been the sole external veterinary consultant for Bebe. Dr. Anderson's report did not use the terms abuse or neglect, but classified Bebe as emaciated with possible causes such as lack of caloric intake, intestinal parasites, metabolic disease and neoplasia. Dr. Heideman's reports on Jonah and Skully included more incriminating language such as "neglected" and "lack of normal care." Emaciation was also a a term used for Jonah and Skully. Jay Jay did not appear to have lost weight or declined until he suffered a seizure, at which time it was determined he was unresponsive and would be euthanized. A necropsy on Jay Jay showed internal hemorrhaging,

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but there was no conclusive determination as to why. As such, most of the focus of my investigation relates to the other four dogs noted above and overall shelter operations.

PRELIMINARY INVESTIGATION:

Prior to any interviews, I reviewed the information and documentation supplied by Ms. McKillop, which included the MHS report, past MDARD-AID inspection reports and investigations and ICACS Director Dinon's response memo to the findings in the MHS report. Ms. McKillop provided inspection reports for several years. Of note, Ms. McKillop sent a warning letter to then-Director Andy Selz in April 2015 detailing some housing condition violations, and that the foster care program had inadequate protocols in place for approving and securing medical treatment of shelter animals temporarily placed in foster homes.

Upon receiving the MHS Report, Director Dinon sent a memorandum to the Ingham County Controller and Deputy Controller on 5/27/2018 detailing changes that would be implemented at ICACS in response to the MHS findings. The following items were listed as then-upcoming changes to ICACS procedure:

1. Director Dinon would meet with the Ingham County Prosecutor's Office to discuss receiving more rapid forfeiture of animals of animals seized in criminal cases.
2. Animals held as evidence would be weighed weekly and have monthly fecal exams, with results recorded in the animals' medical records. Animal Care (AC) staff would be responsible for this duty. A new Standard Operating Procedure (SOP) would be forthcoming.
3. Animals seized due to being underweight and/or for not having access to food would be weighed twice weekly and weights documented in medical records. AC staff would be responsible for this duty. A new SOP would be forthcoming.
4. ICACS would switch to using Purina Body Condition System (BCS). AC and Animal Control Officer (ACO) staff would be trained in this system.
5. All medical records would be recorded in the Multiple Options Shelter Management Software (a Microsoft Access based package commonly referred to as "Multi-Ops"). The medical records module would be modified to better facilitate entering data and narratives. Lab reports and other medical documents would be scanned into electronic records.
6. Dr. Karen Worthington would pursue additional training on cruelty/forensic exams.
7. ICACS would formalize training for new AC staff, with increased emphasis on animal observation and reporting procedures for thin, ill or injured animals. A new SOP would be forthcoming.

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8. Animal care staff would scoop feces from outside kennels between dogs to reduce parasite transmission. County facilities staff would seal the concrete in the outdoor kennels to improve sanitation. Tentatively scheduled for the week of 6/04/2018.
9. Dr. Karen Worthington and/or Sami Beckley, plus John Dinon and/or Anne Burns would do a weekly shelter walk-through to discuss ongoing medical cases, animal care challenges and to improve communication.
10. ACOs would monitor the status of animals held as evidence for their cases. ACOs would do a visual check of these animals at least weekly and would supplement this visual check by reviewing medical records and weight charts, if needed. Weekly exams would be documented and concerns about the condition of the animals noted during these exams would be communicated to the director, deputy director, and veterinarian immediately. A new SOP would be forthcoming.
11. ICACS would research shelter feeding programs offered by pet food companies and/or other options to provide a more uniform, higher-quality diet for some or all the animals housed at ICACS.
12. If the animal population in the shelter exceeds the staff and facility's capacity to care for them, ICACS management would pursue expedited disposition of animals and/or adding temporary staff to expand capacity for care.

At the time of my case assignment, no known criminal cruelty or neglect investigation into ICACS activities was being conducted by law enforcement. MDARD-AID's role in this investigation is strictly limited to a determination of regulatory compliance, and any subsequent enforcement of regulatory violations, if applicable. Over the course of this investigation, I made several visits to ICACS and spoke with numerous staff on multiple occasions. Some statements in this report are composites of multiple interviews and visits, while others were obtained in a single visit or phone interview.

ICACS ORGANIZATIONAL STRUCTURE:

During my initial interview with Director Dinon (see below), I requested a copy of the ICACS organizational chart (attached). Lead Animal Care Specialist/Vet Tech Sami Beckley later filled in the details of the staffing levels and positions. At the time of the seizure of the fighting dogs, ICACS consisted of the following staff: Director, Deputy Director, Lead Animal Control Officer, five Animal Control Officers, Customer Service & Community Outreach Manager, Office Lead, Volunteer Assistant, six Animal Shelter Clerks, Veterinarian, Lead Animal Care Specialist/Veterinary Technician and five animal care specialists. During the time span of the care of the seized dogs, Michelle Jelinek was serving both as a Clerk and Animal Care Specialist.

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ICACS was short one Animal Control Officer. Both Ms. Jelinek and Animal Care Specialist Jaclyn Flynn were also out on extended leaves at different times during the last year due to injury, and when the seized dogs were housed at ICACS. In addition, ICACS usually has a pool of around 20 volunteers who typically work whenever the shelter is open during business hours. There are usually at least 2 volunteers working at the shelter each day.

In various conversations with staff, it was related to me that the shelter operates in so-called "divisions." Administrative staff, front office staff, veterinary staff, animal care staff and animal control staff are all sort of separate "divisions" within the organization. The organizational chart somewhat indicates these different divisions based on various job descriptions/titles, but there is no formal classification of separate divisions or units.

INTERVIEW WITH ICACS DIRECTOR JOHN DINON:

On 6/26/2018, I met with ICACS Director Dinon at his office. Mr. Dinon offered full cooperation with my investigation and advised he would make any of his staff available to me for interviews. In addition, he offered to provide copies of any documents and records, should I request them. Mr. Dinon advised that after the issues with the five dogs outlined in the MHS report, he and Deputy Director Anne Burns discussed the issue and decided to invite MHS to investigate to determine if they needed to improve how they provide animal care at the shelter. Ms. Burns contacted MHS, and Deborah MacDonald was tasked to complete the investigation. Mr. Dinon did not believe that shelter staff did anything wrong with regard to the animals outlined in Ms. MacDonald's report.

Regarding Jay Jay, there were no apparent symptoms until he seized. He was euthanized right away once it was determined he was not going to recover. Dreamville was in decline for a while, but after numerous discussions with Dr. Worthington, it was determined he was not a candidate for surgery due to his aggressive nature. Rather than have him taken for an x-ray and put staff at risk of harm, he was treated conservatively with medications and monitoring until it became clear that he would not improve and continued to decline. In the weeks prior to his euthanasia, Dr. Worthington never indicated that Dreamville was suffering and needed to be euthanized due to suffering, despite Mr. Dinon asking her specifically if that was the case. Normally, when Dr. Worthington feels that a dog needs to be euthanized to alleviate suffering, she makes it unequivocally clear that euthanasia is the recommended course of action. However, no such recommendation was made, so he did not authorize euthanasia earlier. Mr. Dinon stated that Dr. Worthington approached him after the fact and told him that she had recommended euthanasia for Dreamville earlier than when it was performed. He stated he recalled no such conversation.

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Skully, Jonah, and Bebe were all in decline due to whipworm infections. Eventually they improved, gained back the weight they had lost, and were transferred or adopted out.

Mr. Dinon advised that the situation with the fighting dogs was difficult to deal with. The dogs were seized under a court order at a time when the shelter was already at capacity. Mr. Dinon advised that full capacity is approximately 100 dogs and 100 cats. When the fighting dogs were seized, it put them to nearly 50% over capacity. In order to house all the animals, they opened an auxiliary shelter at the Co-Gen Building, which is a large service garage and storage building attached to the Ingham County Sheriff's Office. This building is located across the parking lot from the main shelter building but is part of the county campus that includes several buildings and ICACS. Mr. Dinon advised that he borrowed several Magnum kennels from the American Society for the Prevention and Cruelty to Animals (ASPCA) to use in the Co-Gen building for the excess dogs. Staff would visit the auxiliary shelter location twice per day, and they used a log to record visits to the auxiliary location. However, Mr. Dinon advised that the log was not retained after the auxiliary location was closed. As they moved through routine adoptions and placements for shelter animals, the animals at the auxiliary location were rotated back to the main shelter until the auxiliary location was no longer needed. At my request, Mr. Dinon created a spreadsheet detailing the locations of the fighting dogs and their respective locations throughout their stay at ICACS.

Mr. Dinon and Dr. Worthington were not on duty when Ms. Burns authorized Skully and Jonah to be taken to Dr. Heideman for a cruelty evaluation. The information that the dogs were currently being treated for their weight loss issues was intentionally withheld from Dr. Heideman. This led to Dr. Heideman initially believing that these dogs were part of a typical recent neglect seizure, rather than dogs with persistent medical problems. The same situation happened with Bebe, who was taken to Dr. Anderson. Ultimately, Dr. Heideman and Dr. Anderson, through no fault of their own, made uninformed conclusions about the condition of these dogs. Mr. Dinon advised that the term "emaciated" was used by the outside veterinarians to describe the conditions of Skully, Jonah and Bebe. He was told by Dr. Worthington that "emaciation" has a specific clinical meaning, and that none of these dogs were clinically emaciated.

A further complication on decisions to treat, transfer, adopt out and/or euthanize had to do with the fact that there were significant delays in obtaining forfeiture ownership of the dogs from the Ingham County Prosecutor's Office (ICPO). Mr. Dinon advised that the shelter cannot transfer or adopt out dogs held in court cases without owner surrender paperwork and/or forfeiture of rights, all of which must be done via the prosecutor. Weeks and weeks went by with little progress on forfeiture and owner surrenders from the prosecutor. Mr. Dinon stated he had almost weekly

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communication with Assistant Prosecutor Chris Martin, but the process just moved very slowly. This led to the animals having to be held for far longer than would otherwise be normal.

Originally, the Ingham County attorneys advised that any pedigreed fighting dogs could not legally be re-homed and had to be euthanized. Five of the originally seized fighting dogs were euthanized soon after the seizure. However, Mr. Dinon provided some case law on fighting dogs to the attorneys, who changed their recommendation. Release could be authorized with conditions on temperament testing and other factors. Ultimately, Bark Nation, a non-profit organization based in Ferndale, MI that specializes in re-homing fighting dogs, was called in to consult and perform temperament testing. A formal, written agreement was drafted between ICACS and Bark Nation to assist in placement of many of the fighting dogs. All remaining pedigreed fighting dogs were placed out of state with the assistance of Bark Nation.

Regarding the MHS response memo sent to the county controllers, Mr. Dinon advised that several changes have already been put into place. A new forfeiture procedure has been finalized between ICACS and ICPO to streamline and speed up owner surrenders and forfeiture (MHS response memo item #1). The Purina Body Condition System has been officially adopted by ICACS (MHS response memo item #4). All medical records are now being entered into Multi-Ops, and it has been modified to make entering notes more user-friendly (MHS response memo item #5). At least one administrator and one veterinary staff member are performing weekly walk-throughs of the shelter to monitor animal health status and discuss any issues (MHS response memo item #9). ACOs are now directly monitoring the status of animals held as evidence in their cases (MHS response memo item #10).

Mr. Dinon stated that, overall, he did not believe they were beyond their capacity for care when the fighting dogs were seized. However, he said that Dr. Worthington may feel differently. He stated that the shelter is and was at the highest staffing levels it has ever been, despite having a few people out on extended absences at different times during the last year. Everyone was working very hard to maintain care for all the dogs and cats at the shelter and it was a very busy time. Mr. Dinon said he stands by the work his staff has done and wanted to provide full transparency for the MDARD investigation.

INTERVIEW WITH ICACS DEPUTY DIRECTOR ANNE BURNS:

On 6/30/2018, I met with ICACS Deputy Director Anne Burns at her office. She advised that the issues (primarily weight loss) with Skully and Jonah were brought to her attention by ACO Budzinski. ACO Budzinski advised that she had discussed the issue previously with Mr. Dinon.

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Upon seeing the condition of the animals, Ms. Burns directed ACO Budzinski to transport the dogs to Dr. Heideman for a cruelty/neglect evaluation. She specifically told Budzinski not to inform Dr. Heideman that the dogs were already under the care of Dr. Worthington and ICACS staff, because she wanted an unbiased evaluation from Dr. Heideman. Ms. Burns stated that Dr. Heideman was willing to testify in court for any cruelty/neglect case as a result of her evaluations.

Later, Bebe was brought in for similar issues (weight loss). She ordered ACO Budzinski to take Bebe to Dr. Anderson for a cruelty/neglect investigation. Although Budzinski did not present Bebe as a shelter dog, Dr. Anderson somehow determined that Bebe had been in previous care at ICACS. After the results of the evaluations by Dr. Heideman and Dr. Anderson, Ms. Burns ordered feeding and weight charts on all the dogs.

Ms. Burns advised that the shelter was overcrowded and understaffed with a limited amount of resources. She stated that they would normally prosecute someone for allowing dogs such as Skully, Dreamville, Jonah and Bebe to deteriorate so badly. The errors made by shelter staff just kept "piling up." Ms. Burns stated that she and Dr. Worthington continually told Mr. Dinon that he needed to get forfeiture completed on the fighting dogs. Mr. Dinon told her he was in contact with assistant prosecutors regarding the issues, but that nothing was moving forward. Ms. Burns said she offered to contact the Chief Assistant Prosecutor to force things to move more quickly, but Mr. Dinon told her he would handle it.

Regarding Dreamville, Ms. Burns concluded that he deteriorated due emaciation and with no bowel obstruction, as was indicated on the necropsy. According to Ms. Burns, that meant he was simply not receiving enough food. When I asked her how a dog in the shelter could be near-death due to starvation, she replied, "poor oversight." She stated that the daily routine is to feed and water the dogs, take them outside, clean the kennels, put them back in the kennels and then feed a second time before staff leaves for the evening. However, none of those activities are monitored by any sort of documentation. Only medications were recorded at the time. The auxiliary shelter had a sign-in sheet for when staff accessed the building.

Ms. Burns advised that the ACOs were of the opinion that the decline of the dogs noted in the MHS report was due to criminal neglect. Ms. Burns stated that she also believes this situation possibly rises to the level of criminal neglect. She stated that the responsibility for these dogs ultimately lies with Mr. Dinon. ACO Budzinski was not satisfied with how the dogs were being weighed and took it upon her herself to use a different method. Mr. Dinon refused to authorize an x-ray for Dreamville and told ACO Budzinski to stop weighing some of the dogs herself.

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Supposedly, he was getting "push back" from the AC staff, but there was disagreement on precisely how the dogs should have been weighed accurately.

INTERVIEW WITH ICACS ANIMAL CONTROL OFFICER CAITLIN BUDZINSKI:

On 6/30/2018, I met with ICACS ACO Caitlin Budzinski at her office. ACO Budzinski advised that at different times after the seizure of the dogs, she noticed that Jonah, Skully, Bebe and Dreamville had lost a significant amount of weight. Normally, ACOs do not perform routine care operations, but they do check on the status of dogs held as evidence from time to time. Regarding Dreamville, Dr. Worthington reported to ACO Budzinski that he was vomiting a lot. The situation was then reported to Mr. Dinon who followed up with her. Dr. Worthington e-mailed ACO Budzinski and advised that she was going to monitor and medicate Dreamville. When Dreamville was in very poor condition, staff members were able to hand-feed him. It was suspected that he had a bowel obstruction, but a necropsy later confirmed there was no sign of an actual blockage. She was later informed by AC Specialist Michelle Jelinek that Dreamville would often knock over and/or urinate on his food.

Regarding Jonah, it was supposedly determined he was eating paint chips due to starvation. However, ACO Budzinski advised that she thought the animals were not being fed enough. Dreamville clearly had problems keeping food down. The necropsy results and other veterinarian reports showed long term starvation, which mean there was chronic underfeeding and/or an inability for the dogs to keep their food down.

ACO Budzinski advised that there was a lack of reporting on these issues. Not all medications were being reported on the treatment sheets. Reasons for medications were not documented. Some records were kept electronically while others were hand-written. She was originally unable to locate any whipworm treatment documentation until she found it in Multi-Ops, which showed the positive tests and course of treatment for the infected dogs. Only one dog was recommended for a 2nd course of whipworm treatment while others received only a single course.

ACO Budzinski stated that issues in the shelter regarding poor communication and documentation above been brought up numerous times. She said that the veterinary staff does not get reports to administration in a timely fashion. The shelter lacks SOPs and guidelines, especially when it comes to what should be documented. After the incidents with the dogs outlined in the MHS report, there appeared to have been no immediate changes in the way the shelter operated. Mr. Dinon repeatedly told staff that they did not do anything wrong. He did not solicit information from

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staff on what changes needed to be made. It was not until later that MHS was brought in to complete an investigation and some changes started to be implemented.

ACO Budzinski stated that there are also issues with Dr. Worthington. Dr. Worthington disagreed that the dogs were emaciated and would say things like, "they're not that bad," when referring to Jonah and Skully. However, dogs that had been brought into the shelter in the same condition would have been evaluated by Dr. Worthington as having been neglected. Mr. Dinon, however, was not receptive to concerns made by staff regarding these issues and told staff to "mind their own business." Dr. Worthington gets very defensive when anyone asks her questions about an animal's condition. ACO Budzinski advised that Dr. Worthington is overwhelmed with the veterinary workload, however.

INTERVIEW WITH ICACS VETERINARIAN KAREN WORTHINGTON:

On 7/03/2018, I met with ICACS Veterinarian Karen Worthington in the surgery room at ICACS, which doubles as her office. Dr. Worthington advised that she is overwhelmed with work and has asked for additional manpower many times. However, Mr. Dinon's response is just for her to "deal with it." She performs 90% of her surgeries solo and will often get interrupted by Mr. Dinon to answer questions while she is in the middle of surgery. She stated that hoarding cases or large-scale seizures cause major difficulties due to the massive influx of animals all at once, particularly during summer when they are already very busy. Dr. Worthington advised there is a lack of communication across the divisions of the shelter. Mr. Dinon announced that Dr. Worthington would address communication issues in a staff meeting, but that announcement was a surprise to her and it was never discussed again. Additionally, things of substance are rarely discussed in meetings. She stated that whenever anything comes down to a decision that falls on Mr. Dinon's shoulders, he does not want to make a decision, and will deflect or delegate to other people, even when the decision should be his.

In the case of Dreamville, Dr. Worthington admitted that she does not take detailed notes as she should because she constantly has to perform surgeries. However, when she was informed about Dreamville possibly having a foreign body obstruction, she spoke with Mr. Dinon about Dreamville's symptoms and wanted to have an x-ray performed. She also said that they either needed to euthanize or treat, but if they were going to treat, an x-ray was needed. Because of the dog's level of aggression, Dr. Worthington was leaning toward euthanasia. However, Mr. Dinon did not authorize euthanasia at that point, so they continued to monitor and treat to see if he would improve. Dr. Worthington stated that she did not agree with Mr. Dinon's desire to continue to treat, and recommended euthanasia. She explained that Dreamville would not have been a surgical

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candidate anyway due to his aggression levels. Post-surgical care would have been difficult, if not impossible. Dreamville continued to lose weight but did not appear to be in immediate distress. He was still active and behaving otherwise normally. After a few more days, Dreamville collapsed and the authorization was given to euthanize him. During his care, Dreamville was put on several medications for digestive issues, appetite loss and anxiety. He was given various types of dry and wet food to get him to eat and had regular access to food.

Dr. Worthington stated that several of the fighting dogs would have been euthanized right away if they had not been part of court cases. Many of them could not even be temperament tested. That alone would have been enough for them to have been euthanized immediately. However, Mr. Dinon was reluctant to authorize euthanasia on the seized dogs. Many of the dogs were housed in very small kennels due to aggression levels. Because they were housed for so long, they became very neurotic. Dr. Worthington stated that she told Mr. Dinon that keeping the dogs for so long was cruel in and of itself.

Dr. Worthington advised that she has even raised concerns about issues with the shelter with county administration. Mr. Dinon had told her that she is the chief medical officer of the shelter, but when she gives direction on care they are often not followed. She explained that the outside veterinarians for Jonah, Skully and Bebe were consulted without her knowledge. At one point, the dogs were advised to be on Hill's Science Diet WD food, which is not a high-calorie diet meant for weight gain. WD is more appropriate for diabetic dogs and does not include enough nutrition for dogs continually losing weight. However, ICACS administration overruled her original prescription for high-calorie Purina Pro Plan EN. Eventually, she was allowed to put the dogs back on EN after much protest. At that point, the dogs improved and were adopted or transferred out (not counting Dreamville and Jay Jay).

Regarding Director Dinon's reluctance to euthanize, Dr. Worthington stated that she thought he "caved" to the political pressure and backlash from the community when the dogs were originally seized. Normally, Sami Beckley does all the temperament testing for the dogs. But then Mr. Dinon contracted with Bark Nation to do all the temperament testing on the dogs. She had never heard of Bark Nation before, and all the dogs had to be handled with bite sticks and other equipment due to their high levels of aggression. They normally would have euthanized these dogs because they were unable to handle or test them. This would be considered an "automatic fail" of the temperament testing. However, Bark Nation somehow was able to perform temperament testing and get the animals transferred or adopted out. She stated that it seemed as if there was no confidence in the staff's ability to deal with the dogs. Administration rarely visits the kennel areas

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and had very little idea of what was going on back there, even when concerns were raised. One of the dogs bit an Animal Care Specialist and left a huge bruise on her arm, but Mr. Dinon wanted to pass it on the temperament testing. Ordinarily, that would be an automatic fail.

Regarding the diagnosis of "emaciation" by outside veterinarians, Dr. Worthington advised that emaciation is defined as 50% weight loss. Emaciated animals do not have high energy and are not bouncing off the walls. Dr. Anderson showed me a video of a dog constantly bounding about inside its kennel, supposedly after it was diagnosed as being emaciated. The dogs arrived very lean because they are high-energy, athletic fighting dogs. Anyone with little experience with fighting dogs could easily mistake them as being way too thin, even upon arrival at the kennel. But they had not lost 50% of their weight, and their behavior suggested they were healthy. They were losing weight, but some were also being treated for whipworms and with special diets. She advised that she feels like administration just does not listen to her when it comes to certain diagnoses or professional opinions.

Dr. Worthington provided a copy of the 5-point Body Condition Scoring system they previously used. This system had a conversion chart showing the equivalent Purina Body Condition score. There were often disagreements on what scores she gave to certain dogs. ACOs would sometimes protest to administration if they disagreed with a body score or medical evaluation, yet they are not veterinarians.

Dr. Worthington said that she had so much overtime and surgical hours that there was no way she could put all her notes into the Multi-Ops system. Further, a limitation of the software prevented anyone from seeing the full notes that were entered unless a paper report was printed. She showed me that the original "notes" field in the database was a very small field that would not expand so that a person could review the whole note. Originally, you could only see what text was visible in the field and had to scroll sideways to see the rest of the notes (similar to how Microsoft Excel truncates data in a spreadsheet cell when information is contained in the adjacent cell). Because of that, it was extremely difficult to determine what was already there or how to add additional notes without overwriting anything. However, that problem has been fixed, and a pop-up window now allows for complete data entry and viewing of case notes. Dr. Worthington also advised that she received very little training on how to use Multi-Ops when she was hired and had to learn it largely herself.

Dr. Worthington brought up a written reprimand that she received from Mr. Dinon, dated 6/25/2018, for an incident that occurred on 9/30/2017. The reprimand was for her allowing the

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shelter to supposedly run out of critical medications, and for failing to re-order certain types of food prior to running out. She advised that the shelter had the medications that had supposedly run out, but they were stored in a back-up secondary location after the primary medications had run out. Nobody ever asked for the spare drug cabinet keys to obtain more medications. She suggested that all medications be moved to a single location so that there would be no question as to the quantities remaining but was overruled by Mr. Dinon.

Additionally, she showed me a record where she had entered a line on the food order form that had been crossed out by another employee. She suspects that because there were 2 entries for one type of food, the other employee thought it was an accidental duplicate item. However, both quantities needed to be ordered. Since the original line was mistakenly crossed out, not enough food was ordered, and they ran out. Yet, substitute foods were available, and no animals went without food. She did not understand how she was being held responsible for either issue, and signed the reprimand under protest.

Dr. Worthington further described an incident where she had a cat under anesthesia on the table and for surgery. Mr. Dinon came in and ordered her to go tend to an issue at the auxiliary shelter location. She protested because the cat was under anesthesia and she was about to start surgery. However, he ordered her to tend to the other issue anyway. When she returned, the cat had come out of anesthesia and she would have to wait until they were able to be anesthetized again. At the time, she felt pressured and bullied, and it was inappropriate for the director to pull her out of a surgery in progress.

INTERVIEW WITH FORMER ICACS ANIMAL CONTROL OFFICER JODI LEBOMBARD:

On 7/06/2018, I made telephone contact with Jodi LeBombard, former Lead ACO for ICACS. Ms. LeBombard left ICACS a few months ago to become the Director of Jackson County Animal Control. Regarding the underweight dogs identified in the MHS report, Ms. LeBombard stated that they all voluntarily ate, and that they "scarfed down food." Regarding Dreamville, she stated that she did not know all the facts that led up to his ultimate euthanasia. However, she commented that he became underweight. He was also being hand-fed at times. Normally, an x-ray would have been ordered and he would have been taken off site to have that done. She stated that Dreamville being "too aggressive" to take for an x-ray was a ridiculous excuse. All the ACOs deal with dangerous dogs on a daily basis and have every tool at their disposal to handle aggressive dogs. However, the x-ray was never ordered, so they were unable to take him to have it done. Even if Dreamville would not have been a candidate for surgery, at least obtaining the x-ray would have helped determine the next course of action, even if that meant immediate euthanasia. The issue

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of his weight loss was not tended to as it should have been. She felt that he simply was not getting the care he needed and was severely neglected.

Ms. LeBombard spoke with Dr. Kurt Williams, who performed the necropsy on Dreamville. She described Dr. Williams as "disgusted" by what happened. Dr. Williams told her there was no confirmed bowel obstruction. Although a piece of rope segment from a chew toy was found in his bowel, there were no other symptoms of a blockage that would cause emaciation or the inability to take in food. Ms. LeBombard advised there was no direct oversight of the shelter. She stated that administrative staff does not "stay on top of things." At staff meetings, she asked the director what they were supposed to do with all the dogs in the fighting case. There was no reaction or no response to suggestions. She advised that ICACS is extremely reactive but has no proactive plans in place for anything such as large hoarding cases. She advised that large-scale seizures of animals are very common in the animal control world, yet ICACS has no formal plans or procedures in place to deal with them.

When I asked her how Dreamville and the other dogs could have gotten so thin, despite being fed, she advised that they were very athletic, high-energy fighting dogs. They simply were not getting enough calories to sustain their weight. She said they "absolutely were getting fed," but likely not enough for their energy requirements. As such they slowly deteriorated until they became emaciated. Excuses were then made as to how the dogs could have gotten so thin.

Ms. LeBombard stated that Director Dinon was wary of euthanizing the animals due to political pressure. When the dogs were initially seized, he stated in a press release that several of them would likely have to be euthanized. This prompted an enormous backlash in the community with activists, and there was significant pressure to avoid euthanizing any of the dogs, thereby possibly leading to a delay in decisions on euthanasia for the dogs that were difficult to diagnose or treat.

INTERVIEW WITH ICACS LEAD ANIMAL CARE SPECIALIST/VET TECH SAMI BECKLEY:

On 7/10/2018, I made contact with Lead Animal Care Specialist/Veterinary Technician Sami Beckley at ICACS. Ms. Beckley works directly under Dr. Worthington and deals with many of the veterinary tasks and care not directly handled by Dr. Worthington. Ms. Beckley explained that while part of her title is "Veterinary Technician," it is only her job title. She is not a state-licensed veterinary technician. Regarding the issues outlined in the MHS report, Ms. Beckley stated that there was a breakdown in communication among the different divisions in the shelter. They do not have many SOPs or formalized training to guide them, and people do not access their e-mails

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regularly. Each so-called division operates separately with little interaction with other divisions. ACOs rarely interact with office and AC staff.

Ms. Beckley advised that ACO Budzinski started weighing Jonah, Skully and Bebe when their weights dropped. This is abnormal, as animal care is the responsibility of the veterinary and AC staff. Occasionally, ACOs would remove animals from the shelter with no explanation. It was learned they were being taken for cruelty/neglect evaluations, but the AC and veterinary staff were given no information until after the fact. Lots of different discussions and activities on weighing and feeding happened, but there was little to no documentation of what was going on.

Ms. Beckley advised that it is generally her responsibility to enter information onto treatment sheets and into Multi-Ops. She also was tasked with cleaning, administering medications and other duties. Nobody received much training on Multi-Ops, so everyone had to try to figure out how to put information into the system. They previously used Multi-Ops to record medications prescribed, but not full medical treatment histories or reasons for medications. Now, they annotate an animal's file with the full care history and reasons for medications.

Regarding Dreamville, Ms. Beckley advised that he was given all kinds of food. They tried various treats and all kinds of cat and dog food just to get him to eat something. Sometimes he would eat, sometimes he would not eat and sometimes he would get sick after eating. But he was being fed regularly. Regarding Jonah and Skully, they were being feed 3.5-4 cups of food once per day. Normally, there are two feedings per day with approximately 2 cups per feeding. But the aggressive dogs are put on single feedings to limit danger to the staff and the dogs' aggression. Jonah and Skully were very aggressive dogs that would "rush" the staff when they tried to feed them. The would constantly knock their food bowls over and scatter food about. Eventually, they gained weight and were able to be transferred to Bark Nation for adoption. Jay Jay was euthanized after seizing but was at a healthy weight and there were no external symptoms indicating he was in distress. Dreamville was euthanized due to starvation and possibly had an intermittent blockage. Ultimately, he deteriorated due to a lack of nutrition, despite their attempts to provide it to him.

Ms. Beckley advised that most of the fighting dogs could not be brought out of their kennels. Ordinarily, dogs exhibiting such behavior would be euthanized once their hold times were up, unless they were seized under a court order and held as evidence. Staff inquired often with Mr. Dinon for updates on forfeiture, but he rarely had any. Because a lot of the dogs were held for so long, they became neurotic and their behavior deteriorated. Many of the dogs would just bounce

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around their kennels all day long. Some developed sores and worn claws and other wounds from the constant pacing and jumping. Most of the dogs fared better when they were at the auxiliary shelter, but once they were transferred to the main shelter their behavior got worse. Some of the dogs would chew up their metal food bowls and somehow turn them inside out.

Ms. Beckley told me she overheard a discussion between Mr. Dinon and Dr. Worthington regarding Dreamville's deterioration. Mr. Dinon kept asking Dr. Worthington, "Is this dog suffering?" Dr. Worthington would only reply with a list of Dreamville's symptoms but would not answer the actual question. Then there was a "big 4-day debate" about whether to have Dreamville x-rayed for an obstruction. Ms. Beckley stated that she thought Dr. Worthington did not want to be the one to make the decision on whether to euthanize Dreamville, but Mr. Dinon would not commit to it without her stating the dog was suffering. She stated that the biggest issue is that there is no clear guidance for staff on how to handle dogs seized by court order. She stated there was "lots of chaos" and a lack of communication at the time. She said she does not know how to fix the communication problems, and people do not speak up at staff meetings for fear of retaliation or being chastised directly in the meetings.

Regarding shelter operations and directors, Ms. Beckley advised that every new director comes in and starts to make changes. However, they get "push back" from county administration. Necessary changes do not get made and directors come and go.

INTERVIEW WITH ICACS ANIMAL CARE SPECIALIST MICHELE JELINEK:

On 7/17/2018, I received an e-mail from Ms. McKillop stating that two animal care staff members of ICACS had contacted her. Michele Jelinek and Jacklyn Flynn wished to speak with me, as they had not been part of my on-site interviews. See Ms. Flynn's interview details below. On 7/18/2018, I made telephone contact with Ms. Jelinek. She stated that she is one of the Animal Care Specialists at ICACS. Ms. Jelinek stated that she is the primary person responsible for daily dog care. In a typical day, she will feed the dogs in the morning, take them out of the kennels for exercise, and then clean/sanitize the kennels. She reports medical issues such as worms or other concerns to the veterinary staff. AC Specialists and/or veterinary staff administer medications based on what is listed in the 3-ring binder for prescribed treatments for each animal. However, she said that the AC Specialists are not involved in any documentation of medical conditions, cleaning schedules or other activities, other than to initial and date when medications are administered.

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Ms. Jelinek stated that at one point she was the only person responsible for caring for the dogs. At another point in time, she and Jaclyn Flynn were each assigned to 35 dogs per day, which made for very long days. She advised that when they had all the fighting dogs, there were simply too many dogs to give them adequate attention, in terms of play time or enriching their lives. Everything boiled down to feeding, sanitation and medical duties. There was little time left for anything else. With regards to sanitation issues, she advised that she was told she was supposed to sanitize kennels in between dogs. However, she said they were too overwhelmed to accomplish that on a regular basis. There were too many dogs and not enough staff to be able to sanitize kennels between each dog, so this was not done with any regularity at the time. She told me she was surprised that dogs in other wards did not contract whipworms due to the inability to sanitize kennels properly.

Ms. Jelinek stated that there was a lack of response by veterinary staff to concerns of weight and behavior when brought up by animal care staff. She stated they were told they did not need to worry about the medical issues of the animals because those were the responsibility of the veterinary staff. AC Specialists received little to no training on animal behavior issues or how to evaluate medical or body conditions.

Ms. Jelinek had an extended absence due to a workplace injury during the time the fighting dogs were being held. Prior to her vacation, she stated that Jonah and Skully were the most lovable and approachable dogs. However, when she returned, they were very skinny. She told me her concerns were largely ignored or met with "they are on meds," implying the dogs were being treated appropriately. However, the dogs continued to decline. Regarding Dreamville, Ms. Jelinek advised that he was not aggressive (though this contrasts with other accounts of his behavior). She stated that she was able to hand-feed him at times. She thought he was simply "stressed out" from being housed in a 4' x 4' kennel most of the time. At one point, Ms. Jelinek showed Dr. Worthington that he was lying half out of his bed and could not walk. He was not aggressive at all. However, nothing was done in response.

According to Ms. Jelinek, all the animals received food and water and some basic attention, but Dreamville, Skully, Jonah, Bebe and Jay Jay lost weight anyway. Those concerns were not acted upon in a timely fashion or taken seriously until the situation became very severe. Ms. Jelinek cited a lack of communication and training as a part of the issue, along with concerns by AC staff largely being ignored, dismissed or allowed to continue too long before being addressed.

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INTERVIEW WITH ICACS ANIMAL CARE SPECIALIST JACLYN FLYNN:

On 7/19/2018, I made telephone contact with Ms. Flynn. Ms. Flynn is also one of the primary animal care staff members at ICACS. As with earlier interviews, I inquired as to what went wrong with the care of the five dogs outlined in the MHS report. Ms. Flynn advised that ICACS has very little documentation when it comes to the condition and veterinary care of animals on a routine basis. Health concerns that were raised by AC staff were not acted upon quickly and re-checks/monitoring were infrequent.

Ms. Flynn advised that medication treatment sheets are kept in 3-ring binders in a cabinet drawer and filing/organizing was not done routinely after courses of medications were completed. The sheets were just tossed in a file cabinet and not organized in any way, sometimes for up to a year. 1-2 people were tasked with administering medications and filling out the treatment sheets. She further advised that there is no documentation for routine kennel activities or duties. There are no logs for feeding, cleaning or sanitization. Specific animal care staff are scheduled to do certain things throughout the day, but there are no logs, checklists or reports to show those things have been done.

Regarding Dreamville, Ms. Flynn noticed on 9/13/2017 that he had been vomiting. This was the day before she left for vacation. When she came back to work 4-5 days later, Dreamville was still vomiting. A "vet check" slip was completed, and Dreamville was placed on Purina Prescription EN food. Dreamville did not eat much dry food and/or would vomit it up when he did eat some. However, he also had a history of tipping over his food bowl and scattering the food all over, to the point that he could not access it. Ms. Flynn mentioned Dreamville to Dr. Worthington again, as she suspected he had a bowel obstruction. However, Dreamville was never sent out for an x-ray or any other treatment/tests. She brought the issue to light in a staff meeting as well, with Dr. Worthington, Mr. Dinon and Ms. Beckley that Dreamville was suffering and not being dealt with. Many times, Dreamville was offered treats, cat food, wet food and different kinds of dry food. Sometimes he was hand-fed by animal care staff and would eat a little bit. Ms. Flynn even brought up the issue with ACO Budzinski directly, but nothing appeared to have been done about his condition for some time.

One of the other staff members reported to Dr. Worthington that Dreamville was falling over and could not stand up on his own. However, when Dr. Worthington would go look at him, he supposedly would be standing on his own and active. The decision was to keep observing him. Ms. Flynn stated that she feels like they failed Dreamville. She and Ms. Jelinek raised multiple concerns about his deteriorating condition. However, she felt like none of their concerns were

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taken seriously. She said it seemed like administrative staff simply did not believe what they were being told about some of the dogs' conditions.

Ms. Flynn advised that communication between different "divisions" in the organization is poor. She stated that AC staff is often not "kept in the loop" of the shelter's activities or the status of animals or veterinary concerns. She gave an example of a cat that was brought into the shelter over the weekend. The cat was supposed to have been on some kind of special diet, but that was never originally documented or communicated with AC staff. It was not until sometime after the cat's arrival that the AC staff was made aware of the special dietary requirements. She spoke about another of the fighting dogs named Cardiac. Cardiac was a very aggressive and violent dog. Ms. Flynn got hurt while handling him. They always had trouble getting him in or out of the kennel, and often had to tranquilize him and drag him out. It was brought up repeatedly that they needed some other method of removing him from the kennel to minimize the risk to staff and the dog. Eventually, a new kennel door was requested and installed so that Cardiac could be more safely handled but it took a long time to get the new door.

Ms. Flynn advised that the AC staff's concerns about Dreamville and other animals at the shelter are often "brushed aside." She stated that the administrative and veterinary staff feel that AC staff is not educated enough about animal care to be taken seriously. She advised it took months of requests/complaints to get walkie-talkies for use at the auxiliary shelter location. There is a lack of trust with employees, a lack of documentation a lack of training on making assessments/decisions about animal care. Ms. Flynn advised that she believes the shelter should be proactive and have contingencies in place for future issues such as overcrowding. She stated that it took a while to get the extra kennels needed to house the fighting dogs. No previous plan had been in place if they encountered such a situation. However, administration does not appear to listen to concerns of the need for contingency plans and being more proactive.

INVESTIGATON:

Many witness statements are purely speculative, and employees were not able to observe daily/routine activities of other employees. Pure lack of documentation by ICACS made it difficult to evaluate precisely what went wrong with the care of Dreamville, Jonah, Jay Jay, Skully, and Bebe. Numerous conflicting statements on levels of aggression, feeding, and other concerns offer little conclusive evidence as to how the dogs received so little nutrition. There are very few written policies and procures in place, inaccurate or poor recording of routine duties, little formal training for animal care staff, and a lack of communication across the different so-called divisions.

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Because of the lack of documentation, there is no mechanism in place for administration to perform any sort of in-house audit/evaluation on whether most routine work is being done.

The auxiliary shelter location was never authorized, registered or inspected by MDARD and would have been considered an unregistered shelter. Additional dogs were housed off-site with other shelters and fosters with little documentation noted in Multi-Ops, the primary record-keeping software for each animal. The cruelty/neglect evaluations ordered by Ms. Burns were done without providing the outside veterinarians with a history of care, thereby leading to potentially uninformed conclusions about how the dogs deteriorated. Additionally, there were conflicting recommendations for treatment between Dr. Worthington, Dr. Anderson, and Dr. Heideman. I confirmed with Mr. Dinon that Dr. Worthington's original feeding and treatment plans were overruled by administration in favor of the treatment recommended by outside vets. Additionally, e-mails between ACO Budzinski and Dr. Anderson suggest that Dr. Worthington's treatment plans were undermined and bypassed by line staff. However, Mr. Dinon stated that only lasted for a short time, and that Dr. Worthington is the veterinarian in charge of treatment at ICACS. They then reverted back to Dr. Worthington's recommendations, and Jonah, Skully, and Bebe improved over time.

Additionally, there were conflicting statements on whether euthanasia was specifically recommended by Dr. Worthington to alleviate suffering. She stated that she and Mr. Dinon discussed it several times, and that she told him in no uncertain terms that Dreamville was suffering. However, the only record available about this is in Multi-Ops, which shows that euthanasia was "discussed." There is no specific notation that euthanasia was recommended or that Dreamville was suffering. With regard to the lack of documentation, I was told by Mr. Dinon and Dr. Worthington variations of "we can spend more time on animal care or we can spend more time documenting animal care, but not both," or "sometimes we're better at caring for the animals than documenting their care." There are conflicting statements on whether there were staffing shortages that led to any neglect of the animals. The fact that the shelter was initially almost 50% over capacity on dogs at the time of the court-ordered seizures would support that there was not enough staff to cover all the duties. However, barring the overcrowding, ICACS appeared to be at nearly full staffing for most of the time.

As there was no clear procedure for dealing with court-ordered seizures, and based on statements from administration, it appears that there may have been delays in decisions for care and/or euthanasia due to a lack of expedient forfeiture processing. Mr. Dinon advised that the discussion with ICPO resulted in the guidance that all decisions for care and euthanasia would be up to shelter staff based on the circumstances. No permission would need to be obtained to euthanize a dog based on the shelter's normal evaluation process. Only forthwith notification, even if after the fact, to ICPO would be required due to the evidentiary nature of the dogs.

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Although ICACS has adopted the use of the 9-point Purina Body Condition System, it does not appear that the previous usage of the 5-point system is a material factor in the dogs' decline. The 5-point system has a fairly equivalent diagnostic approach to grade the body condition of animals, and this system was in use by veterinary staff at the time. However, animal care staff had little to no training on the usage of either system.

ADDITIONAL INFORMATION:

After my discussion with Ms. Flynn about medication logs not being completed and/or stored properly, I arranged to review records and follow-up with Mr. Dinon on 7/23/2018. I met with Mr. Dinon, who granted me access to the 3-ring binders ICACS uses to track medications administered to the shelter animals. Separate books are kept for dogs and cats. I examined the medication treatment sheets (attached) for the following six cats, which comprised all the cats currently receiving daily medications: Tofu (ID #39935), Patricia (ID #39277), Jasmine (#ID #35174), Amelia (ID #39931), Tony (ID#39770), and Unnamed Cat (ID#39943). Each animal has a tracking sheet with spaces for dates of administration of medication and the initials of the person who administers the medications. Each sheet has provisions for tracking up to three medications. All administrations are dated and initialed. Of the six cats, Tofu, Patricia, Jasmine, and Amelia had apparently been receiving one or more medications beyond the 7 or 10 days specified in the prescription.

For example, Tofu was prescribed a 7-day course of Marbofloxacin once per day. However, there were thirteen dates entered beginning on 7/11/2018. Patricia's medication chart showed four medications (the fourth being entered in an empty space on the log). 200 mg of Doxycycline was prescribed twice per day. However, there were eleven days' worth of entries, and only a single entry per day. There was no secondary set of initials for each day denoting the 2nd dose of medication. Similar extended courses of medications were recorded for Jasmine and Amelia, but no notes or indications that the treatments were supposed to be extended. I asked Roxie Racine, AC Specialist, who was present in the room with me and Mr. Dinon, why these animals appeared to be getting medications for longer than the prescribed treatment. She advised that they were likely extended at the discretion of the veterinarian due to the original length of treatment being ineffective. She then stated that the decision to extend treatment was "probably" communicated verbally to the staff by either Sami Beckley or Dr. Worthington.

I then requested that Mr. Dinon access Tofu's record in Multi-Ops to see if there was any documentation about the decision to extend treatment. The only entry in Tofu's health record was for the original seven-day treatment of Marbofloxacin. No documentation that we could find showed that there had been a decision to extend the treatment of Marbofloxacin. I then requested the same records for Dreamville (aka "Dreamy", ID #35516). Dreamville's treatment sheets showed various medications at different times. Other than only single entries being listed for medications administered twice per day, the treatment sheets had what appeared to be the correct number of administered doses for each medication. The medications indicated on the treatment

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sheets (multiple) were Alprazolam, Doxycycline, Trazodone and Pepcid (Famotidine), most of which were administered on a non-expiring treatment course. However, compared against the examination and treatment records in Multi-Ops, additional medications were given on a semi-regular basis, such as Pen G and metoclopramide injections (via poke stick due to aggression). The treatment sheets appear only to contain orally administered medications, and there is no treatment sheet information for medications being delivered daily via injection, aside from the entry in Multi-Ops.

As of 7/24/2018, the Ingham County Board of Commissioners voted to place Director Dinon and Deputy Director Anne Burns on paid suspensions, pending the outcome of various investigations into ICACS. Office Coordinator Kate Turner was named as the Interim Director in the meantime.

CIU HISTORY:

The CIU database shows no previous violations of this nature by the Ingham County Animal Control Shelter. Animal Shelter Program enforcement actions are separate from CIU enforcement actions.

STATUS:

Closed.

Received by: (Signature)	COMPLIANCE INVESTIGATIVE UNIT	Reviewed by:	AGENT Harris, Greg #332	Phone: [REDACTED]
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