

Greater Birmingham Humane Society (GBHS)

Responses to Sylacauga City Council Questions

Questions related to the Highway 280 Corridor Free-Roaming Dog Initiative

(Proposal & Proposed Resolution were prepared by the Greater Birmingham Humane Society and sent to the Mayor of Sylacauga).

Introduction

The Greater Birmingham Humane Society appreciates the thoughtful questions submitted by Council Members Laura Barlow Heath and Tim Vincent. These questions demonstrate the Council's commitment to conducting appropriate due diligence before undertaking a significant public safety and animal welfare initiative.

Many of the questions address similar operational, legal, insurance, staffing, and budget topics. Rather than consolidate the questions into broad summaries, GBHS has chosen to respond to each question individually so that every question submitted by each Council Member is acknowledged.

Each response is identified according to the party best positioned to answer:

- **GBHS** — Questions GBHS can answer from its role, methods, and commitments.
- **GBHS + City (shared)** — Questions where GBHS clarifies the operational intent and the City confirms its side (staffing, capacity, budget, or legal structure).
- **City of Sylacauga** — Questions within the City's authority — ordinances, personnel, departments, budget, City Attorney, or Human Resources.
- **Katherine Lenn, Chief Financial Officer** — Insurance coverage, contractual risk allocation, and related matters, answered following review by GBHS's insurance carrier and legal counsel.

Ordinances & Legal Authority

Q: Do we currently have ordinances prohibiting the feeding of stray dogs and the dumping or abandonment of animals?

City of Sylacauga — This question concerns the City's existing municipal code and is most appropriately answered by the City Attorney. GBHS strongly recommends the City have (or adopt) both an anti-feeding provision for the city and an anti-abandonment/dumping ordinance, because uncontrolled feeding sustains the population and undermines capture of stray animals.

Q: If not, are those ordinances prepared and ready for Council review and adoption before implementation begins?

City of Sylacauga — This question falls within the City's authority and is most appropriately answered by the City Attorney and Council. GBHS is glad to provide model language from other municipalities to assist.

Q: I submitted a written request regarding these ordinances before our last meeting but have not yet received a response. Can we clarify whether draft ordinances are available for review?

City of Sylacauga — This question concerns the City's internal administrative process and is most appropriately answered by the City Attorney's office.

Q: Since the proposal identifies these ordinances as prerequisites to deployment, how would the absence of these ordinances affect the implementation timeline?

GBHS + City (shared) — GBHS can explain the operational impact: without feeding control, dogs remain dispersed and conditioned to human food sources, which lowers capture rates and lengthens the project. The ordinance drafting and adoption timeline itself falls within the City's authority.

Enforcement Responsibilities

The following questions concern the legal authority, APOST status, coordination, and internal review of City Animal Control and the Sylacauga Police Department — municipal personnel and legal matters within the City's authority.

Q: If Animal Control personnel are expected to participate in enforcement, what legal authority will they exercise under Alabama law?

City of Sylacauga — This question concerns the legal authority of municipal Animal Control under Alabama law and is most appropriately answered by the City Attorney.

Q: Since Animal Control Officers are not APOST-certified law enforcement officers, what enforcement authority will they have, and what legal protections are in place while performing these duties?

City of Sylacauga — This question concerns officer authority and legal protections and is most appropriately answered by the City Attorney. However, in GBHS's experience, an ACO (with or without an APOST certification) may trap a dog or cat on private property with the property owner's permission to set the trap on the property.

Q: How will enforcement responsibilities be coordinated between Animal Control and the Sylacauga Police Department?

City of Sylacauga — This question concerns coordination between municipal departments and is best addressed by the Police Chief and Animal Control.

Q: Has the Police Chief reviewed the proposal and the responsibilities assigned to SPD?

City of Sylacauga — This is best confirmed by the City. GBHS welcomes the opportunity to brief the Police Chief directly on exactly what the operation does and does not ask of SPD.

Q: Has Animal Control reviewed the proposal and its assigned responsibilities?

City of Sylacauga — This is best confirmed by the City. GBHS is available to brief Animal Control directly.

Q: Have the Police Department and Animal Control jointly developed a written operational plan that can be presented to the Council before implementation?

GBHS + City (shared) — The City develops its internal operational plan. GBHS will provide its own written operational plan for the capture work so the City's plan can be built around it. This information will be provided to Council before the agreement is considered.

Staffing & Operations (Police Department)

These questions ask whether SPD has staffing capacity, whether officers are reassigned, overtime, and how competing priorities are managed. Staffing capacity and budget are within the City's authority. GBHS can, however, clarify how little the operation is designed to require of patrol officers.

Q: Does the Police Department currently have sufficient staffing to support this operation while maintaining normal patrol coverage and response times throughout the City?

City of Sylacauga — This question concerns municipal staffing and is best addressed by the Mayor and Police Chief. It is GBHS's position that police will be required to ensure cameras and traps stay secure and that feeding of stray dogs stops.

Q: Will officers be reassigned from their regular duties?

City of Sylacauga — This question concerns municipal staffing and is best addressed by the Mayor, Police Chief, and Human Resources Department.

Q: Will this operation require additional staffing, overtime, or special assignments?

GBHS + City (shared) — GBHS can clarify the intended model: GBHS personnel and volunteers run the trapping, monitor cameras, and respond to activations. The operation is designed so that SPD's role is limited to general awareness, feeding control, and patrol presence near equipment, not dedicated staffing. Whether even that creates overtime is a determination for the Mayor and Police Chief.

Q: Will officers be assigned to trapping operations or equipment security? If so, what level of staffing is anticipated, and for what duration?

GBHS + City (shared) — GBHS does not require officers to be assigned to trapping. GBHS staffs and monitors its own traps and equipment; however, GBHS cannot secure its equipment. GBHS will provide the anticipated project duration; any officer assignment is a City decision.

Q: Will officers be expected to monitor cameras, patrol trap locations, or respond when traps are activated?

GBHS — No. Camera monitoring, trap-location checks, and response to activations are GBHS's responsibility, handled by GBHS staff and volunteers. GBHS's request of the police is limited to general awareness and responding to criminal activity such as theft or vandalism, as they would anywhere.

Q: If emergency calls or other public safety needs arise during trapping operations, how will those competing priorities be managed?

City of Sylacauga — Because the operation is not designed to occupy officers, competing priorities remain the City's to manage as normal, and any allocation decision is best addressed by the Police Chief. GBHS operations do not depend on officer availability.

Q: If staffing needs cannot be met, what is the contingency plan?

GBHS + City (shared) — GBHS's model is designed to proceed without dedicated City staffing for trapping, so a City staffing shortfall should not stop the capture work. The City addresses its own contingency for any role it chooses to assign.

Animal Shelter & Animal Control Responsibilities

Q: Has the Animal Shelter reviewed the proposal and its assigned responsibilities?

City of Sylacauga — This is best confirmed by the City. GBHS has briefed shelter staff on request.

Q: Has a written operational plan been developed for Animal Control's role in this project?

GBHS + City (shared) — GBHS will provide its operational plan describing what it asks of Sylacauga Animal Control — primarily intake and housing during the statutory hold. The City writes the internal plan for its staff.

Q: Does the Animal Shelter currently have sufficient staffing and resources to support this operation while maintaining normal daily operations?

City of Sylacauga — This question concerns City Animal Control staffing and facility capacity and is best addressed by Animal Control and the City administration. GBHS's phased capture pace and rescue-transfer pipeline are designed to limit the load placed on the City shelter.

Q: Will Animal Control personnel be reassigned from their regular duties?

City of Sylacauga — This question concerns municipal staffing and is best addressed by the Mayor, Animal Control, and Human Resources Department.

Q: Will this operation require additional staffing, overtime, or temporary personnel?

City of Sylacauga — This question concerns municipal staffing and is best addressed by Animal Control, the City administration, and Human Resources, informed by GBHS's projected intake pace.

Q: What additional responsibilities will Animal Control assume throughout the operation?

GBHS + City (shared) — GBHS can specify what it is asking of Animal Control: receiving captured dogs and housing them during the required statutory hold. Any duties beyond that are for the City to define.

Q: If additional staffing or overtime is required, what is the estimated cost and funding source?

City of Sylacauga — This question concerns the City budget and is most appropriately answered by the City administration.

Q: Will these additional responsibilities fall within employees' existing job descriptions, or will additional duties be documented?

City of Sylacauga — This question concerns City personnel policy and is best addressed by the Human Resources Department.

Q: Have Human Resources and the City Attorney reviewed these assignments to ensure they are consistent with the City's personnel policies?

City of Sylacauga — This question concerns City personnel policy and is most appropriately answered by the Human Resources Department and the City Attorney.

Q: If the project extends for several months, how will the Animal Shelter continue providing routine services while supporting this operation?

City of Sylacauga — The City manages its routine services.

Q: Has the administration estimated the total financial impact of the Animal Shelter's participation, including staffing, veterinary care, equipment, shelter operations, and other operational expenses?

GBHS + City (shared) — The City's internal cost estimate is most appropriately provided by the City administration. GBHS can supply its projected intake numbers and hold durations to help the City model shelter cost, and will identify which veterinary costs GBHS covers versus the City. This information will be finalized before execution of the agreement.

Equipment Security

Q: What specifically will “equipment security” require of the Police Department?

GBHS + City (shared) — GBHS monitors its own equipment (cameras and corral/box traps). The only ask of the City and SPD is ordinary responsiveness to reported theft, tampering, or vandalism — the same response any property owner would receive — not dedicated guarding.

Q: Will officers be expected to conduct periodic patrols, or provide dedicated security during certain phases of the operation?

GBHS + City (shared) — GBHS does not require dedicated security or special patrols for the trapping itself; however, the city will need to monitor public feeding to ensure it does not interfere with GBHS's conditioning and provide a presence to deter any tampering with equipment.

Q: If cameras, corral traps, or other GBHS equipment are stolen, damaged, or vandalized, who is financially responsible?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. In general, GBHS's equipment is GBHS's property and risk, and the City is not expected to reimburse GBHS for third-party theft or vandalism; the specific allocation will be confirmed by GBHS's insurance carrier and legal counsel. If this is different Katherine please let me know.

Response:

Q: Has the City's insurance carrier reviewed these potential liability issues?

City of Sylacauga — Review by the City's own insurance carrier falls within the City's authority. Katherine Lenn can provide GBHS's proof of insurance and certificates to support that review.

Police Personnel & Special Project Assignments

This full section (special-assignment status, additional or special-duty pay, funding source, job descriptions, HR and City Attorney review, grievance exposure, and managing regular plus project duties) concerns City employees and City personnel policy.

Q: Will participation be a special assignment? Will employees receive additional compensation, overtime, or special-duty pay? Is there interest, and what happens if no one signs up? Do duties fall within existing job descriptions or will they be documented? Have HR and the City Attorney reviewed? Could unmodified compensation create grievances? Over several months, how will employees manage both regular and project duties?

City of Sylacauga — This entire cluster concerns City personnel policy, compensation, and employment practices and is most appropriately answered by the Mayor, Human Resources Department, and City Attorney. GBHS notes again that the operation is designed to minimize demands on City personnel, which should limit these concerns.

Funding (Police Department)

Q: Has the administration estimated the total financial impact of the Police Department including personnel, overtime, equipment, fuel, administrative time, and other operational expenses?

City of Sylacauga — This question concerns the City budget and is most appropriately answered by the City administration. GBHS can confirm the limited role it asks of SPD to help the City scope this.

Q: What funding source has been identified for these expenses?

City of Sylacauga — This question concerns the City budget and is most appropriately answered by the City administration.

Legal Review & Landowner Permissions

Q: Has the City Attorney reviewed access agreements, landowner permissions, liability waivers, insurance issues, and any other legal documents associated with this project?

City of Sylacauga — This question falls within the City's authority and is most appropriately answered by the City Attorney. Insurance-document specifics are reserved for Katherine Lenn.

Q: Have written landowner permissions already been obtained for every proposed trap location?

City of Sylacauga — GBHS's standard practice is to obtain written permission for site access from each property or business owner before placing equipment on their lot. However, Sylacauga is not within GBHS's jurisdiction, nor is GBHS charging a set fee for this service. The city should obtain written permission for trapping prior to implementation.

Q: What is the contingency plan if one or more property owners decline permission?

GBHS + City (shared) — Trap sites are flexible and portable. If an owner declines, GBHS relocates equipment to an adjacent or alternative site along the corridor; declining a single lot does not stop the operation. Too many lot owners declining permission to GBHS or the city to monitor feeders will hamper operations.

Q: What is the anticipated timeline for obtaining all necessary approvals? Has the process already begun?

City of Sylacauga — This question falls within the City's authority and is most appropriately answered by the City Administration.

Q: Will the City obtain permission directly, or will permission be granted specifically to GBHS?

GBHS + City (shared) — GBHS's practice is to obtain access granted to GBHS as the operator placing and owning the equipment. If the City Attorney prefers a different structure, GBHS can accommodate; the legal structure is the City Attorney's determination.

Q: Can landowners revoke permission after the project begins?

GBHS + City (shared) — Operationally, yes — a landowner can ask GBHS to remove equipment, and GBHS will relocate promptly. The binding terms of any access agreement are for the City Attorney to review.

Q: If permission is withdrawn after City personnel, equipment, and funding have been committed, what safeguards are in place to prevent delays, disruption, or additional taxpayer expense?

City of Sylacauga — This question concerns the City budget and is most appropriately answered by the City Attorney and City administration.

Q: Is there a written operational plan addressing these contingencies before the City commits to this project?

City of Sylacauga — This question concerns the City budget and is most appropriately answered by the City Attorney and City administration.

Legal Services & City Attorney

This full section (added attorney workload, estimated attorney time, whether legal costs exceed budget, extra billable hours, cost, and impact on other City legal work) concerns the City Attorney's engagement and the City budget.

Q: What additional legal work is anticipated? Has attorney time been estimated for agreements, permissions, liability, and implementation? If legal costs exceed budget, what funding is used? Will this require billable hours beyond normal duties, at what cost, and will it affect other City legal matters?

City of Sylacauga — This entire section concerns the City Attorney's engagement and the City budget and is most appropriately answered by the City Attorney and City administration. GBHS can reduce this workload by supplying ready-made templates for the City Attorney to review rather than draft from scratch.

Signage & Public Notification

Q: Has a cost proposal been obtained, and what is the estimated total cost? Is signage in the current budget; if not, what funding source, and will a budget amendment be placed on the agenda? Which department's budget funds signage, and which installs and maintains it? Has that department agreed?

City of Sylacauga — This question concerns City procurement, budget, and departmental assignment and is most appropriately answered by the City administration.

Q: How many signs will be required, where will they be placed, and what information will the signs contain?

GBHS + City (shared) — GBHS can recommend sign content (for example, “Do not feed or abandon animals — city ordinance,” with a contact or reporting number) and suggested placement along the corridor and at known feeding points. Final count, placement, and manufacture are the City's to set.

Q: How long will it take to manufacture and install the signs, and will they be in place before trapping begins, or delay the operation?

GBHS + City (shared) — GBHS can begin trapping in parallel with signage; signage supports long-term feeding control but is not a hard gate on starting capture. The manufacture and install timeline is the City's. A significant delay to the operation has already occurred as GBHS provided a proposal June 16, 2026. Since that time, we have been assisting two other cities with large-scale trapping operations, and Sylacauga will have to wait until those operations are complete before we can assign traps and cameras to the City of Sylacauga.

Q: Will the signs remain after the operation as part of the City's long-term strategy, or are they temporary?

GBHS + City (shared) — GBHS recommends the anti-feeding and anti-abandonment signage remain permanently as part of long-term prevention. The decision is the City's.

Q: Beyond signage, what public notification plan will inform residents, and what are the added costs (printing, advertising, etc.)?

GBHS + City (shared) — GBHS can assist with public messaging and provide content for social media and press. Official public notification and its costs are the City's to run.

Q: When will the Council receive the final signage proposal, public notification plan, timeline, and cost estimate?

City of Sylacauga — This is a City deliverable, most appropriately provided by the City administration.

Outreach to Individuals Living in the Area

The proposal references individuals living in the woods and encampments along the corridor. GBHS is an animal-welfare organization, not a homeless-services provider, so human outreach is primarily a City and social-services responsibility. GBHS can speak only to the animal-related coordination.

Q: Who will be responsible for conducting this outreach?

GBHS + City (shared) — Human outreach should be led by the City with appropriate social-service partners. GBHS coordinates on the animal side (for example, dogs being fed or kept by residents) but should not be the lead for engaging people experiencing homelessness.

Q: What is the anticipated timeline, and will outreach occur before trapping begins?

GBHS + City (shared) — GBHS recommends human outreach begin before or alongside trapping so residents understand the effort. The lead and timeline are the City's to set.

Q: What is the operational plan for engaging individuals living in the area?

City of Sylacauga — A human-engagement protocol is most appropriately developed by the City and its social-service partners.

Q: What liability considerations have been evaluated for City employees, volunteers, and the public?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. GBHS's coverage for its own staff and volunteers is addressed here; liability for City employees and the City's public exposure is most appropriately answered by the City Attorney and the City's carrier.

Response:

Q: Has AltaPointe or another mental health provider been contacted to assist?

City of Sylacauga — This question concerns City and social-services coordination and is best addressed by the City administration.

Q: Will social service agencies or other community partners participate?

City of Sylacauga — This question concerns City coordination and is best addressed by the City administration.

Q: Does the Sylacauga Police Department have a written protocol for these encounters?

City of Sylacauga — This question concerns SPD procedure and is best addressed by the Police Chief.

Q: Has a comprehensive outreach and coordination plan been developed for Council review, and will its absence delay implementation?

GBHS + City (shared) — Human-outreach planning is the City's. It need not delay animal capture, which can proceed on the corridor while the City stands up its outreach; GBHS will coordinate on any animals connected to encampments.

Single Point of Contact / Liaison

Q: Will Council be presented with the proposed individuals to vote on at the next meeting?

City of Sylacauga — Appointing and confirming the City's liaison is a City and Council decision.

Q: What qualifications will be considered for this role? Does this individual already have other responsibilities? Can the liaison's responsibilities be defined within the resolution?

GBHS + City (shared) — GBHS can describe what makes the interface work well — someone empowered to make day-to-day decisions and reach GBHS quickly. The selection, existing workload, and resolution language are the City's.

Q: What decisions will the liaison make?

GBHS + City (shared) — GBHS can outline the coordination decisions it needs a single contact for (site-access issues, City scheduling, public-messaging sign-off). The scope of that person's authority is defined by the City.

Q: How will funding, contracts, or other Council actions be handled if they arise?

City of Sylacauga — This question concerns City process and is best addressed by the City administration and Council.

Q: How will communication be coordinated between the liaison, GBHS, City staff, and Council?

GBHS + City (shared) — GBHS commits to a single GBHS point of contact who communicates with the City liaison on a set cadence and provides written updates the liaison can pass to Council.

Q: Will the Council receive scheduled written progress reports? How often?

GBHS — Yes. GBHS proposes a cadence of every two to four weeks during active trapping and monthly thereafter; the final interval will be confirmed with the City before execution of the agreement.

Q: Will updates include number of dogs captured, veterinary costs, shelter occupancy, rescue transfers, project expenditures, and remaining work?

GBHS + City (shared) — For the items GBHS handles: dogs captured, disposition and shelter turnover of GBHS-moved animals, and GBHS's veterinary and project expenditures. City-side line items would come from the City.

Liaison Compensation & Job Responsibilities

Q: Will serving as liaison be voluntary? Is temporary compensation anticipated, and from what funding? Does it fall within the employee's job description; if not, will duties be documented or amended? Have HR and the City Attorney reviewed? Could added duties without changed compensation create grievances? Over several months, how will the employee manage both roles? If more staffing or compensation is needed, what sustainable funding exists?

City of Sylacauga — This entire cluster concerns City personnel policy, compensation, and budget and is most appropriately answered by the Mayor, Human Resources Department, City Attorney, and City administration.

Humane Capture

Q: Who developed the veterinary chemical immobilization protocol?

GBHS — The protocol is developed and overseen by a licensed veterinarian. The specific veterinarian and authoring practice will be identified for Council before consideration of the agreement. Dogs are not chemically captured outside of a trap unless absolutely necessary.

Q: When will the Council receive a copy?

GBHS — The written proposal was sent to the Mayor on June 16, 2026.

Q: What medications will be used?

GBHS — Medications are veterinary-controlled agents administered by or under the direction of the licensed veterinarian per the approved protocol. The specific agents can be provided to the Council before consideration of the agreement.

Q: If complications occur, who assumes liability? Is the City responsible or GBHS if something goes wrong?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. In general, GBHS conducts the veterinary work under its own protocol and carries its own coverage; the contract will specify allocation.

Response:

Q: Has the City's insurance carrier reviewed this?

City of Sylacauga — Review by the City's carrier falls within the City's authority; **Katherine Lenn** can supply GBHS certificates to support it.

Q: If multiple dogs are captured simultaneously (Missy traps), how quickly can a veterinarian realistically respond, will animals remain confined while waiting, and what happens if it takes an hour or longer?

GBHS + City (shared) — Not every trapped dog would require a veterinarian. If a dog is trapped and triggers the alert, Sylacauga shelter personnel can check the trap and let GBHS know if a veterinarian is needed. If a veterinarian is needed, one will be dispatched. When GBHS uses a large corral trap, we commit veterinarians to be on call to respond if a large group is caught. This is core GBHS methodology. Corral (“Missy”) traps are designed to hold dogs safely and humanely — sheltered, contained, and low-stress — while the team responds. A veterinarian, if needed on scene, would not be at the site until h/she can drive from Hoover to the site. GBHS would not use a Missy trap until larger groups have been trapped. GBHS schedules veterinary coverage during active large-trapping windows to ensure a prompt response and to keep the animals safely confined and monitored until they are captured for transport. GBHS will provide the specific response-time standard it commits to prior to implementation.

Shelter Capacity & Animal Disposition

Q: How many dogs can the Sylacauga Animal Control facility safely accommodate while maintaining proper care and standards?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration. GBHS can pace capture and move animals to stay within that capacity and can align to whatever number the City confirms.

Q: What is the contingency plan if the shelter reaches capacity during the operation?

GBHS + City (shared) — GBHS's can throttle capture pace so intake does not exceed available space. The City manages its facility ceiling; GBHS manages flow to respect it.

Q: Have rescue organizations formally committed to accepting dogs? Which, how many each, and on what timeline?

City of Sylacauga — It would be GBHS's opinion that a rescue organization could not commit to accepting these dogs until a behavior and health assessment has been done by the veterinarians. This question concerns the City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: If rescue placement is unavailable or delayed, what is the plan for additional dogs captured?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: Who will be responsible for daily care, feeding, cleaning, behavioral management, and medical treatment while dogs remain at the shelter?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: Has the City estimated the additional staffing, operational, and veterinary costs of housing a large number of dogs for an extended period?

City of Sylacauga — This question concerns the City budget and is most appropriately answered by the City administration.

Q: Once the statutory hold period expires, what criteria will Animal Control use in determining each animal's final disposition?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: If euthanasia becomes necessary, does the City have adequate storage and disposal capacity, added equipment (freezers or contracted services), medication and administration cost, and funding within budget?

City of Sylacauga — This question concerns City Animal Control facility capacity and the City budget and is best addressed by Animal Control and the City administration.

Q: If additional shelter staffing, equipment, or funding becomes necessary during the project, has a funding source been identified, and can those requests be presented to Council with documentation with this contract vote?

City of Sylacauga — This question concerns City funding and process and is most appropriately answered by the City administration and Council.

Long-Term Plan

Q: Has the administration developed a comprehensive long-term animal control plan for Council review?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: What measures will prevent another free-roaming population from developing after this operation?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: How will the City sustain enforcement of feeding and abandonment ordinances once the initial operation ends?

City of Sylacauga — Ongoing enforcement is a City function, most appropriately addressed by the City Attorney and Police Chief. GBHS can support with signage content and public messaging.

Q: What role will spay/neuter initiatives, public education, and responsible pet ownership play in the long-term strategy?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: What long-term partnerships will be maintained with rescue organizations, veterinarians, and other community organizations?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: Does the Animal Control facility have the staffing, capacity, and resources for these long-term efforts?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: Has the administration identified ongoing funding sources for enforcement, shelter operations, veterinary care, public education, and future initiatives?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: How will the success of the long-term strategy be measured, and how often will Council receive updates?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Note on Council Member Heath's "Synopsis" pages: those pages are a categorized index of the questions above (Ordinances/Legal Authority; Legal Review, Liability & Landowner Permissions; Signage; Outreach; Single Point of Contact; Humane Capture & Equipment; Veterinary Care; Shelter Capacity & Disposition; Financial Impact; Project Implementation; and Long-Term Plan). They are answered by the corresponding sections above and are not repeated here.

How Is the City Protected? (Insurance)

This opening section concerns insurance and coverage and is reserved for Katherine Lenn, Chief Financial Officer, with the City Attorney addressing the City's own contract protections.

Q: Has GBHS provided proof of insurance?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. GBHS will provide its certificate of insurance.

Response:

Q: Is the City covered as an additional insured?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. GBHS will confirm and, if appropriate, arrange the City as an additional insured.

Response:

Q: Will the insurance policy the City currently has cover should something go wrong?

City of Sylacauga — The scope of the City's own policy falls within the City's authority and is most appropriately answered by the City Attorney and the City's insurance carrier; Katherine Lenn can supply GBHS coverage details to support that review.

Q: Does the contract protect the City if something goes wrong?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. The indemnification and insurance provisions of the contract will be coordinated with the City Attorney's contract review.

Response:

Q: Who is responsible if someone is injured, a dog bites someone during the operation, property is damaged, or equipment is damaged or stolen?

Response Reserved for Katherine Lenn, Chief Financial Officer

This question relates to insurance coverage, contractual risk allocation, or other insurance matters. The response will be provided following review by GBHS's insurance carrier and legal counsel. GBHS carries coverage for its operations; specific allocation flows from the contract and the certificates.

Response:

Q: Has the City reviewed liability exposure associated with traps, corrals, cameras, or other equipment placed on private property?

City of Sylacauga — The City's exposure review falls within the City's authority and is most appropriately answered by the City Attorney; Katherine Lenn provides GBHS's coverage documentation to inform it.

Communications & Accountability

Q: Who is the City's single point of contact, and what is the scope of that person's decision-making authority?

City of Sylacauga — The City designates its contact and defines that authority; this is most appropriately answered by the City administration.

Q: Will serving in this capacity generate work outside of normal hours? Any overtime anticipated? Has HR reviewed for any potential FLSA violations?

City of Sylacauga — This question concerns City personnel policy and is most appropriately answered by the Human Resources Department.

Q: Who will be responsible for public updates — GBHS or a City-designated person?

GBHS + City (shared) — GBHS suggests GBHS provides the operational data and updates and the City handles official public communications through its designee; the split is worth confirming together.

Q: Will camera footage and operational records become City records or property of GBHS?

GBHS + City (shared) — GBHS's position: footage and records generated by GBHS equipment are GBHS operational property, and GBHS will share relevant footage and records with the City liaison and Council on request. Whether that makes them City records is a legal and records-law question for the City Attorney.

Q: Will project data be subject to the Freedom of Information Act?

City of Sylacauga — Public-records applicability is most appropriately determined by the City Attorney. GBHS commits to transparency and will share its data regardless.

Q: Who will own and maintain project documentation?

GBHS + City (shared) — GBHS maintains its operational documentation and will provide copies to the City; formal record ownership can be set in the contract with the City Attorney.

Q: Will the City Council be allowed to review the camera footage?

GBHS — Yes. GBHS will make relevant footage available to the Council and liaison on request.

Q: Will Council receive data regarding reclaimed, adopted, transferred, and euthanized animals?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: There is no end date; can a timeline for review be established, with an option for Council to vote to extend, continue, or change direction?

GBHS — GBHS agrees a firm completion date cannot be fixed given the nature of the work, and supports a defined review milestone (for example, a 90- or 180-day review) at which Council assesses effectiveness and votes to continue, adjust, or conclude. GBHS will provide a proposed review interval before consideration of the agreement.

Financial Questions

Q: What is the total anticipated cost of the project?

GBHS + City (shared) — GBHS can state its own cost and what it contributes and the ask, if any, of the City; the City's internal costs (personnel, shelter, legal) are the City's to total. GBHS will provide its cost figures.

Q: What funding source will be used to pay for the project?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: What happens if the project exceeds the anticipated budget?

City of Sylacauga — This question concerns City Animal Control facility capacity and is best addressed by Animal Control and the City administration.

Q: What is the potential donation Sylacauga will be expected to make?

GBHS — GBHS will clearly state what costs we incurred. It is the city's decision as to what amount to contribute.

Veterinarian Services

Q: Will services be provided by a licensed veterinarian, a veterinary technician, or a veterinary assistant?

GBHS — Veterinary decisions and chemical immobilization are provided by or under the direction of a licensed veterinarian, with licensed veterinary technicians and assistants supporting within their scope.

Q: Who will make decisions about sedation, treatment, or emergency care?

GBHS — The licensed veterinarian.

Q: Will veterinary personnel be present during every capture event?

GBHS — GBHS schedules veterinary coverage around active trapping so a veterinarian is available for immobilization and any care needed if it is needed.

Q: Who is responsible for veterinary expenses?

This question is not clear – veterinary expenses of animals captured after capture?

Q: What emergency veterinary procedures are in place if an animal is injured?

GBHS — GBHS operates under a veterinary protocol that includes emergency care and transport to a veterinary facility as needed. The written emergency procedure will be provided to Council before consideration of the agreement.

City Responsibilities

Q: Which departments will be responsible for enforcement, police support, landowner permissions, and equipment security?

City of Sylacauga

Q: Will this require overtime or additional staffing?

City of Sylacauga — This question concerns municipal staffing and is best addressed by the Mayor, Police Chief, Animal Control, and Human Resources Department; GBHS's design minimizes the demand.

Q: How will it impact normal City operations?

City of Sylacauga — This question is most appropriately addressed by the City administration; GBHS's model is built to limit disruption to City operations.

Feeding Enforcement

Q: What legal authority currently exists to prohibit or enforce feeding restrictions along the Highway 280 corridor?

City of Sylacauga — Existing legal authority and ordinance status fall within the City's authority and are most appropriately answered by the City Attorney. GBHS can explain why feeding control is essential to success.

Q: Does a temporary ordinance need to be passed? Will citations be issued? What are the penalties? Which department is responsible for enforcement?

City of Sylacauga — Ordinance need, citations, penalties, and the enforcing department are most appropriately answered by the City Attorney and City administration.

Q: How will the City address food sources associated with homeless encampments while ensuring appropriate outreach and services? Who will reach out to the encampments?

City of Sylacauga — Human outreach at encampments should be City-led with social services; GBHS coordinates on the animals involved. GBHS is not the appropriate lead for engaging people.

Q: If feeding continues despite enforcement efforts, what impact does GBHS anticipate on the project?

GBHS — Continued feeding keeps dogs dispersed and food-secure from human sources, which lowers trap success and lengthens the project.

Q: Will withholding food make the dogs aggressive due to hunger?

GBHS — The goal is not to starve the dogs. It is to remove the competing human food source so the dogs are drawn to the baited, monitored traps, where they are captured quickly and then fed and cared for. Capture is paced so dogs are not left hungry for extended periods; the humane methodology is designed specifically to avoid that outcome.

Animal Disposition

Q: How will behavioral evaluations and recommendations from GBHS be incorporated into final disposition decisions?

GBHS + City (shared) — GBHS provides behavioral evaluations and placement recommendations for each animal; the City and Animal Services make the final disposition decision after the statutory hold, informed by GBHS's input.

Success Metrics & Long-Term Planning

Q: What percentage of those animals does GBHS reasonably expect to capture?

GBHS — GBHS will attempt to provide a realistic, experience-based range offered as a candid estimate rather than a guarantee, since free-roaming capture rates depend heavily on feeding control and site access.

Q: Under what circumstances would GBHS consider the project complete?

GBHS — When the corridor population is reduced to less than 10 roaming dogs and the remaining dogs are no longer reproducing or sustaining a colony.

Q: Will GBHS provide any training or operational recommendations for Animal Control personnel?

GBHS — Yes. GBHS can provide training and written operational recommendations to Animal Control so the City can sustain results after the project.

Q: Will a final written report be presented to the Council documenting results, lessons learned, and recommendations?

GBHS — Yes. GBHS will deliver a final written report with results, lessons learned, and go-forward recommendations.

Proposed Resolution — Wording Issues

Q: The resolution authorizes the mayor to sign “any and all related contracts,” but Council has not seen a contract. Should all potential contracts be presented to and voted on by Council?

City of Sylacauga — This concerns the resolution's delegation language and is most appropriately answered by the City Attorney and Council. GBHS has no objection to any contract being presented to and voted on by Council and will provide drafts for that review.

Q: The proposal focuses on the Highway 280 corridor, but the resolution refers to “any and all affected properties.” Is this project only for the Highway 280 area? Could it expand to other private property without another Council vote? Should the resolution define the project area clearly?

GBHS + City (shared) — GBHS can confirm the intended scope is the Highway 280 corridor and supports the resolution defining the project area clearly; the precise wording and any expansion mechanism are for the City Attorney and Council. GBHS would not extend assistance beyond the 280 project at this time.

Q: The resolution states this will be a “governmental operation,” but doesn't explain what that means. What legal effect does that designation have? Does it affect liability or immunity? When does the governmental operation officially end?

City of Sylacauga — The meaning and legal effect of a “governmental operation” designation, including immunity and liability implications, is most appropriately answered by the City Attorney. GBHS can help define the operational end point and timeline that the resolution ties the designation to.

Closing

GBHS appreciates the Council's careful review of this proposal. We welcome additional questions and remain committed to working collaboratively with the Mayor, Council, City staff, Animal Control, the Police Department, and the City Attorney to develop a humane, effective, and transparent response to the free-roaming dog population along the Highway 280 corridor.