



CITY OF LOS ANGELES  
**L A ANIMAL SERVICES**



Date: August 13, 2007  
To: Board of Animal Services Commissioners  
From: Edward A. Boks, General Manager  
Subject: Humane LA Project Summary and Consultant Report

The concept of a Humane LA initiative has been mentioned at previous Board meetings and I am pleased to provide additional information and an update on the status of a report.

This concept was inspired by a directive from the Mayor for City Departments to work together and leverage programs and resources for efficiency and effectiveness. The resulting initiative was labeled Humane LA, and defined as a program aimed at improving the quality of life in neighborhoods by engaging kids, seniors, families, gang members, community leaders—everyone—in programs that foster empathy and increase our respect for one another.

The invitation to other General Managers to explained that the method behind Humane LA is to mix and leverage existing programs and resources, not create entirely new programs for which new resources are needed. At the same time, success may result in receiving new resources from grants and other sources to help us do more with programs that we have always wanted to expand. Specifically, City General Managers were asked to send staff to join a preliminary Humane LA planning Task Force, which met from February to July of this year. Attendees discussed existing programs and needs, such as staff training, for which we could combine activities to make better programs which serve more people. We also met with representatives of humane groups, to get input in how outside efforts could better merge with City programs to support humane activities and humane behaviors.

To provide assistance in getting this idea from a concept stage to a framework for planning and implementation, we engaged Dr. Pia Salk under a short term Letter of Agreement for less than \$20,000, in accordance with the City Charter and Administrative Code requirements. Dr. Salk was charged with providing leadership and expertise in developing a new City-wide Community Outreach Program (“Humane LA”), based on human-animal bonding strategies, which would support the City’s goal of “No-Kill.” Dr. Salk’s educational training in psychology, her professional work in social sciences, and her leadership experiences in animal welfare programs such as Animal

Rescue New Orleans (ARNO) made her uniquely qualified to guide the pre-planning work. Department administrative staff have done much of the organizing, research, and documentation for this planning phase, but under the direction of the General Manager or designee, Dr. Salk has been utilizing her training, technical expertise, and experience to help with the following tasks and deliverables.

- Establishing preliminary goals and objectives for a Humane LA Task Force.
- Chairing an initial Task Force to consider and discuss goals and objectives, local needs, and program concepts, and make recommendations for participants in a future standing committee.
- Based on empirical data and available statistics about the Department, about animal-welfare related trends, and about existing programs within the City of Los Angeles, guiding finalization of goals and objectives, and architecture of programs; establishing benchmarks; and identifying potential funding sources or partnerships outside the Department's funds.
- Outlining potential pilot community outreach programs and, as time is available, providing specific guidance to launch test programs.
- Recommending a permanent staffing plan that supports the proposed Humane LA Program, to include professional qualifications and proposed duties for recommended staffing.
- Producing a final report that describes and justifies recommendations for goals and objectives, program concepts, evaluation criteria or benchmarks, and staff.

The total number of hours for work on this project was capped at 200 hours, with a \$100.00 per hour fee and a maximum payment not to exceed \$20,000.00. All Standard City Contracting Provisions were incorporated into her Letter of Agreement. Her total billings so far are for 114 hours, \$11,400.

Dr. Salk has chaired four formal meetings, engaged in numerous small meetings and consultations, and produced a draft report that has been commented upon by participants in the planning Task Force. She is working on the final document, for transmittal to the Mayor, and expects to have it completed in September 2007.