

Maricopa County Board of Supervisors State of the County address Jan 2020-summary and video stating they only want to do what is mandated and 95% save rate might cost too much to be sustainable.

[Chairman Hlickman State of County](#)

State Mandate: ARS §11-1013(B) Any stray dog shall be impounded. All dogs and cats impounded shall be given proper care and maintenance.

<https://www.azleg.gov/ars/11/01013.htm>

Maricopa County Code of Conduct

[MCACC HR](#)

Maricopa County Prohibition Against Discrimination, Harassment, and Retaliation

 [HR2406.pdf](#)

Organizational Chart (Nov 2021 when behavior team was dismantled)

[OrgChart.docx](#)

Summary of payments made by Maricopa County Departments

[MCACC Payment by Dept](#)

MCACC Contracts (intergovernmental agreements with cities)

[MCACC Contracts](#)

Volunteer Chowdown (pubic was allowed to submit questions and attend virtually)

[Volunteer Chowdown Questions_12.09.21.pdf](#)

Shelter Stats: (intake, adoptions, euthanized, died in kennel, died in clinic, save rate, etc..)

2016 [2020.05.20 Lorena Bader \(2016 - Shelter Count\) \(2767\).pdf](#)

2017

[2020.05.20 lorena Bader \(2017 - Shelter Count\) \(2767\).pdf](#)

2018

[2020.05.20 Lorena Bader \(2018 - Shelter Count\) \(2767\).pdf](#)

2019

[2020.05.20 lorena Bader \(2019 - Shelter Count\) \(2767\).pdf](#)

2020

[2021.01.27 Lorena Bader \(Shelter Count for 2020\)\(3537\).xlsx](#)

2021

[2022.01.04 Lorena M Bader \(January 1, 2021 to December 31, 2021\)\(4454\).xlsx](#)

Jan 2022

[2022.02.27 Lorena Bader \(January 2022 Shelter Count\)\(4625\).xlsx](#)

Feb 2022

[2022.03.03 Lorena Bader \(February 2022 Shelter Count\)\(4649\).xlsx](#)

March 2022

[2022.04.01 Lorena M Bader \(March 2022 Shelter Count\)\(4762\).xlsx](#)

April 2022

[2022.05.03 Lorena Bader \(April 2022 Shelter Count\)\(4867\).xlsx](#)

May 2022

[2022.06.01 Lorena M Bader \(May 2022 Shelter Count\)\(4981\).xlsx](#)

Veterinarian/Clinic

Distemper data:

[2022.05.07 Lorena M Bader \(Distemper List May 01, 2021 to Present\)\(4891\).xlsx](#)

Died in Kennel, Clinic, Truck 1/1/21 - 4/30/22

[4827 Lorena Bader.xlsx](#)

MCACC Veterinarian Whistleblower detailing abuse, neglect of animals

 Veterinarian Testimony

HR/Personnel Related Issues

Mejorando Report 2019 (detailing toxic work environment)

[Mejorando Report 9-19-19.pdf](#)

Maricopa County Turnover by Department (significantly higher than other departments)

*animal shelter technician is the frontline worker who deals directly with the animals.

<https://www.maricopa.gov/DocumentCenter/View/64210/Turnover-by-Department-by-MRT-by-FY21?bidId=>

Exit Interviews (they do not conduct interviews for all employees)

 2021.12.06 Lorena M Bader (Exit Interviews_9.1.21_Present)(4382).pdf

 PRR 325 & 329.pdf

 PRR 325 & 329.pdf

Exit Interviews Summary

[Exit Interviews Summaries](#)

Staff Survey 3/2022

[2022.05.12 lorena bader \(Survey Documentation 2022\)\(4917\).pdf](#)

Anonymous Email from Staff 5/2021 Detailing Conditions

[5/2021 Anonymous Email from Staff Member](#)

Volunteer Resignation (former behavior team member)

[Volunteer Resignation \(former employee\)](#)

Shelter Manager Written Reprimand

Callie Best (forging documents, stealing puppies, unprofessional conduct)
[HR - HR General File - Employee ID; 811122157 - Employee Name; Best, Callie - Document Type: Disciplinary Documents - Effective Date: 7-7-2020.pdf](#)

Al Aguinaga (Performance Improvement Plan)
[2022.04.19 Lorena M Bader \(Written Reprimands since Jan 01, 2021 pdf 2 of 2\)\(4817\).pdf](#)

Applications for Director 3/22

[366.zip](#)

Finalist Applications

[PPR 360.zip](#)

Favoritism and Nepotism Drive Hiring

Job postings for senior leadership positions at MCACC

[Employee Job Listings](#)

Job applications for senior leadership positions at MCACC

[Employee Applications](#)

Ron Drake - hired for Outreach manager for double the salary of previous employee, no experience in animal welfare

 [RDrake PRR 337 Salary.pdf](#)

 [HR - HR General File - Employee ID; 811139123 - Employee Name; Drake, Ronald J - Do...](#)

Behavior and Training Manager Kim Schulze's posts following resignation

5/11

<https://www.facebook.com/kim.schulze.18/posts/pfbid02bxYV29uTjkwGPM68B1p63t68tBf7MmuHwJue62UDd7SB6qhzhgHuxUgCkSpRxna33l>

5/13

<https://www.facebook.com/kim.schulze.18/posts/pfbid028BhG63Cp8FKpZLvNcLxRTHWjbQXxU2vD43xLQaCem5prtAfPLfXcQatSeEgDKV4cl>

5/14

<https://www.facebook.com/kim.schulze.18/posts/pfbid0QF9bVpEmcucrYineK8NAJe9AdxrxLmJKg9anYhSEFvNxZGEQrtRHyGSQ1aP2aebPI>

5/15

<https://www.facebook.com/kim.schulze.18/posts/pfbid0JueVCDgNnDmUUDCpMgquv9wmwvN7syQgP8KZfvDx9Pj2vWsLH4Jyv8NsDMH6Acvkl>
<https://www.facebook.com/kim.schulze.18/posts/pfbid0KSLPmAm3ewyanWXw5sH3ZP6h8W1sxbL7L2pJa5DeKCnXdN1GtgGb7HLbpFjBWb2Yl>

5/16

<https://www.facebook.com/kim.schulze.18/posts/pfbid02dpSfEPanxyk8429ZKn39hEM83ZsNKpqqCGKWrb5eD82qzQtDb23RdajHXpibDus1l>

5/19

<https://www.facebook.com/kim.schulze.18/posts/pfbid02bEppnjbZ6fJcQiLADDKsovWXsWwWjwsEdBWVRbfWZKUuPvk7cQF3hdkswTcaU6sKI>

5/20

<https://www.facebook.com/kim.schulze.18/posts/pfbid0VwHqiUoU5c1xKVviSEBUXPAEyKJU8bXUUt9n8erJuE2fzu81jJYVNx2ex11TF2FZI>

5/21

<https://www.facebook.com/kim.schulze.18/posts/pfbid0JZSfNj452rxRXmYGXDEmEMujdkGJ2NvfRqb3dgQYVx9bY475VA4U7eoHvtmkBJgal>

5/22

<https://www.facebook.com/kim.schulze.18/posts/pfbid02Eiz4cYsoEL8ursJL6F62JBCyhnTT7rdYjM28jsgDFei3RNmox5impWRFtQmr9ZDfl>

5/26

<https://www.facebook.com/kim.schulze.18/posts/pfbid0UvRtRtUeZvSAGFwZDTLGAV9WV7G6QF2HUY2u3goZGKm4fFV3mNLsNknu2qGan1rgl>

6/1

<https://www.facebook.com/kim.schulze.18/posts/pfbid02DvaEQJEPPVZXmQ3vVQf2qVFoMPhvPBuJFX9sKjAj9PCwn7dSTi1ErbaTrRW7E3AgI>

MCACC's FB post about Kim Schulze resigning

<https://www.facebook.com/MaricopaCountyAnimalCareAndControl/posts/pfbid0MFitAk5ZXnwaehoWTJXpDezkjAxbasjZWbtKixyf4NcJbaDGNeUaedQEYponCA6wl>

Hannah Carl's posts (fired PIO)

https://www.tiktok.com/@hannah.humane/video/7089186747103350059?is_from_webapp=1&sender_device=pc

https://www.tiktok.com/@hannah.humane/video/7089188233652751659?is_from_webapp=1&sender_device=pc

Hannah Carl (Nathan Winograd)

<https://www.facebook.com/nathanwinograd/posts/pfbid02WGjGPLFBu8vkXqRKtLT4H3XRqMkpQuRZbiUYH6mQC89LGuudUEWczU86HsxMKhWel>

Director, Michael Mendel, and Deputy Director, Crystal Enojos, taking Zoltan away.

https://www.tiktok.com/@howtohelpdogs/video/7086971979294756142?is_from_webapp=1&sender_device=pc

Animal Notes/Information

Norman (A4688822) was another dog who was failed by MCACC. He came into the shelter as a happy, friendly senior and ended up suffering and dying alone in his kennel. Volunteers had alerted veterinary staff that he was struggling, yet no immediate actions were taken. When an employee found out that Norman died in his kennel and was understandably upset, he received a written reprimand for not acting in a professional manner. He had stated "they do not care" as he slammed a door.

Facebook post

<https://www.facebook.com/AZAdoptableDogs/videos/4937246419676196/>

<https://www.facebook.com/tinabarton.realestate/posts/pfbid0dGfsGQ69g6YJsU4hQkQmeDdovdNAAG2hzF9quchTfB32RYR6rykwT8ywaTnqZgyRI>

Employee Reprimand following Norman's death

[Employee Reprimand - Norman](#)

Necropsy Results

[2022.06.15 Lorena M Bader \(Necropsy Report A4688822\)\(5017\).PDF](#)

*requesting PRR for final report noted in last paragraph

Kronk (A4734294)

Kronk mauled the vet after deteriorating for over a month. He had been out a few times with volunteers and had no problems, but signs of deterioration were evident for over a month prior to the attack. Details are in the petition.

 PRR-A4734294-Kronk.pdf

*waiting for incident report

Juliette (A4662271) was a 5 year old dog who had hip problems. She spent a month in the shelter prior to behavior staff realizing that she was pregnant. Instead of sending out a plea for a rescue to take her, management removed her from the public portal, clinic spayed her, and then put her back on the portal as "Urgent Medical" for her hip issues with a set date for euthanasia. Thankfully, she was rescued.

 2022.05.16 Lorena M Bader (A4662271)(4925).pdf

Rookie (A4684697) was the poster boy for the Bissell Event, Empty the Shelter event is dead because of MCACC and the failure of those in charge to adequately care for the animals they house and to communicate with the networkers who volunteer their time to find homes for at-risk dogs at the shelter. He needed an outlet because he was reportedly stressed at the shelter, although video footage from the day before does not show a dog who was irremediably suffering. A potential adopter went to his kennel and he was gone. Rookie was walked to the euthanasia room in the middle of the day and killed. Against stated shelter policy to euthanize during business hours, he is now rotting in a black garbage bag at the local landfill. What is even more upsetting is that email requests to a shelter manager and Michael Mendel, the director, asking for a short extension were ignored until it was too late.

 2022.05.21 Lorena M Bader (A4684697)(4953).pdf

<https://www.facebook.com/nathanwinograd/posts/pfbid0kXgJLDBZ1br1JK8ePoS7QkuGB3aRcuRgFB3wpi2vJ9k4WgVn1UvX9Cd5XCC8F3FI>

MCACC FB post defending killing of Rookie and

<https://www.facebook.com/MaricopaCountyAnimalCareAndControl/posts/pfbid027CVUzYG Lzfzdx8fmHd3dMXgG8WmFhZdTQG8xy6jLKJnbfl9qZurduswsgGv4bmNDI>

Gram Gram (A4743210) was an older dog who was housed at the dilapidated East shelter. A broken guillotine fell on her foot and broke it. Veterinarian staff, upon realizing the guillotine broke her foot, placed her on the New Hope portal and gave her an euthanasia date. It took almost a week before she was rescued and during that time she was not given consistent pain medication. She was eventually rescued and received immediate medical attention which she should have received during her shelter stay.

 **22022.06.16 Lorena M Bader (A4743210)(5035).pdf**

Tow Mater (A4682693)

Showed signs of deterioration. Bit Michael Mendel in his first week in the position of director. Immediately euthanized.

 2022.04.14 Lorena M Bader (A4682693)(4795).pdf

Olive (A4735294) was a stray who, like many others, got sick when she was at the shelter. She was treated for kennel cough and symptoms appeared to resolve. She was to be monitored, however no notes were placed in her file until a week later when she was found recumbent on her bed with labored breathing. She was found dead in her kennel two days later. Distemper is no longer being tested for. The strategy is to monitor dogs who show symptoms of the disease, euthanize if they get extremely sick or let them die in their kennel. The number of dogs who have died in their kennels has increased over 400% compared to previous years.

 Olive ACC_A4735294_87.pdf

Miriana (A4748614) (distemper)

<https://www.facebook.com/diana.czarnecki/posts/pfbid0pjZjGwTWvaC8jfbLvbjgi5Ev7KDtDL6BKcbzTB8TRPVKjEhtoezTPoDV5x6mky8l>

Priscilla (A4753310) (distemper)

<https://www.facebook.com/azhuskyrescue/posts/pfbid0A3xCwLBaW351K8qwm5LHkMJyqHiVbGL5hZy338V1VW6VYK69VaN95meyhN1F8dBdl>

Gouda (A4699684)

An employee tried to save Gouda by offering to adopt him. She was reprimanded by Crystal Enojos and Gouda was killed. The next day, she was placed on administrative leave, escorted out of the building, and placed under a gag order until her 2 weeks of administrative leave was over. Then she will no longer have a position at MCACC.

<https://www.facebook.com/shelterdogstrong/videos/271249275222070>

Fozzie (A4742435) (waiting for animal record and incident report)

Mauled transporter in parking lot of the shelter

FB page detailing events surrounding the mauling

<https://www.facebook.com/Paws4ACauseArizona/posts/pfbid02vSTucWT4hZm8XKXWVd9JgNtMHPZ5viEhqQ1eQ7MqqPk6wFpsBczLwAMmoEMXe43FI>

Nellie (A4755489)

<https://www.facebook.com/FollowYourHeartAnimalRescue/posts/pfbid026eHGbHDLigZsZEF5RqMF8xGFdyozYAQVQRitZhjtGTqAmNxFYQFk2QbV4c47pZYI>

<https://www.facebook.com/FollowYourHeartAnimalRescue/posts/pfbid0yneUN8apgggVHu6Dk8LcNgkkuXvVf6299pK1MPbf2CGBpkGPC9mSEsUVFaHszY9Jl>

Mochi A4703301- level 4 face bite to potential adopter (waiting for records)

Smokey A3574492 level 4 bite to employee (waiting for record)

*Both dogs had been sick and sitting in isolation for an extended period of time prior to bites.

Manager bribing owners to request euthanasia (Callie Best)

 2021.07.16 Lorena Bader (A4607025)(4073).pdf

 2021.07.16 Lorena Bader (A4607024)(4073).pdf

Arizona Republic coverage

Limiting Community Involvement

<https://www.azcentral.com/story/news/local/phoenix/2020/08/01/maricopa-county-says-animal-lovers-laveen-must-limit-work/5521294002/#15fxy5e4zzyxqw244>

Transports

https://www.azcentral.com/story/news/local/phoenix/2019/12/16/maricopa-county-animal-shelter-ship-s-dogs-cats-out-arizona/2023613001/?fbclid=IwAR0yMcYMsViEKzI8KNoqAoXbAESudRqqI13Ly7-DJSBSIm6tFGr0_P8kHaQ

Financial Issues

https://www.azcentral.com/story/news/local/phoenix/2019/12/17/maricopa-county-animal-shelters-lost-taxpayers-millions-seven-years/2036256001/?fbclid=IwAR2qLSVlt4_QU4RKG9cheNbLglJ3omTa1CxbskVV2GOYIEla4JGrTVJi5Pk

Fired Volunteers/Workplace Environment

<https://www.azcentral.com/story/news/local/phoenix/2019/12/18/volunteers-lorena-bader-fired-maricopa-county-animal-shelter-after-raising-concerns/2023681001/?fbclid=IwAR1TleaKb3l6dHK-6fUgTg8NmdZUqOx7ZRUn-Qu4OvJqxwqnuq3HAHQwOo>

MCACC Firing of Volunteers

<https://www.nathanwinograd.com/maricopa-county-fires-volunteer-whistleblowers/?fbclid=IwAR1sMhueWDDy5dvKqpilRMb94CSh3zJOtOhKMzZIE6lxkLxHrC4ANIXn1cw>

Public Records Request

A.R.S. § 39-121.01(E)

Access to a public record is deemed denied if a custodian fails to promptly respond to a request for production of a public record or fails to provide to the requesting person an index of any record or categories of records that are withheld from production pursuant to subsection D, paragraph 2 of this section.

A.R.S. § 39-121.02. Action on denial of access; costs and attorney fees; damages

A. Any person who has requested to examine or copy public records pursuant to this article, and who has been denied access to or the right to copy such records, may appeal the denial through a special action in the superior court, pursuant to the rules of procedure for special actions against the officer or public body.

B. The court may award attorney fees and other legal costs that are reasonably incurred in any action under this article if the person seeking public records has substantially prevailed. Nothing in this subsection shall limit the rights of any party to recover attorney fees, expenses and double damages pursuant to section 12-349.

C. Any person who is wrongfully denied access to public records pursuant to this article has a cause of action against the officer or public body for any damages resulting from the denial.

The complete statute can be found at <https://www.azleg.gov/arsDetail/?title=39>

Waiting on these Public Record Requests:

6/16

5034 SOP chronic/acute pain management

379 Hannah Carl file

5036 A4727561

5038. Complication report

5045 Employee Emails

5048 Fozzie - animal record and incident report

6/22

5064 Dr. Bourque email to HR regarding safety concerns

#382 missing deputy director job desc

#383. App for CE, GM, KS

#384 Exit Interview SOP

6/25.

5072 All bites 2014 - present

5073 Distemper update

7/2

5106 Final report for Norman necropsy

5107 June reports of shelter statistics and euthanized dogs + DIK

7/4

5108 Spreadsheet for both East and West locations to track training completion/progress for all employees at MCACC

102 Risk Management - Payments made by departments for 2020, 2021, and YTD 2022

5109 Volunteer training/SOP to move volunteer from level 1 to 2, level 2 to 3

5110 MCACC employee Training materials for dog handling/safety measures.

5111. Animal public record for Benny A4423735

7/14 5134 Animal public records for

A4748614

A4753310

A4699684

A4755489

A4703301

A3574492

5135 Bite Incident report for

A4703301

A3574492

7/15

5142

Animal public records for the following:

A4748786

A4744108

A4725015

A4750390

A4754867

A4746620

A4754897

A4684695

A4748636

A4700046

A3592718

