



ANIMAL SERVICES

Joint Animal Services Commission **Amended* Regular Meeting Agenda**

Refer to the bottom of the agenda for meeting information.

Monday, July 8, 2024

5:30 PM

Lacey City Hall and Online

1. Call to Order

2. Roll Call

- A. Lisa Parshley, City of Olympia, Chair
- B. Peter Agabi, City of Tumwater, Vice Chair
- C. Malcolm Miller, City of Lacey
- D. Emily Clouse, Thurston County
- E. Jo MacGugan, Feline Friends of Olympia
- F. Vicky Smith, DVM, Deschutes Animal Clinic
- G. Mike Murphy, DVM, Thurston County Humane Society

3. Approval of Amended* Agenda and Consent Agenda Items

- A. Approval of Agenda
- B. May 13, 2024, Meeting Minutes
- C. May 2024 Shelter Statistics

4. Public Comment

Refer to the bottom of the agenda for instructions on how to provide public comment.

5. Business Items

- A. **Space Needs Assessment Update and Appraisal Process**
*Amended Agenda: Item added to the agenda
Dave Schneider, City Attorney
Sarah Hock, Joint Animal Services Director

6. Director Report

- A. Director Sarah Hock

7. Adjourn

Attendance and Public Comment

Attend Remote or In-Person

The public may attend the meeting in-person, or you may view or listen to the meeting using one of the following platforms:

In-Person	Council Chambers at Lacey City Hall 420 College Street SE, Lacey, WA 98503
Zoom:	https://us02web.zoom.us/webinar/register/WN_0a8pMs2tQ3-ynrIBpmaROw
Website:	https://cityoflacey.org/government/public-meetings/
Facebook:	https://www.facebook.com/cityoflacey
YouTube:	https://www.youtube.com/watch?v=lycfm8w-jOA
Cable:	Channel 77 with your local cable provider
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 834 0517 7828)

Verbal Public Comment

Those wishing to provide verbal public comment may do so in-person or by Zoom.

In-Person:	Use the sign-up sheet located in the Council Chambers.
Zoom:	https://us02web.zoom.us/webinar/register/WN_0a8pMs2tQ3-ynrIBpmaROw

Written Public Comment

Public comments may also be submitted by email to Public.Comment@jointanimalservices.org. The commenting period will close two hours before the meeting time. Written comments will be provided to the Commission electronically prior to the meeting. Comments will not be addressed during the meeting; however, comments received will be added to the official record.





ANIMAL SERVICES

City of Lacey, Washington
Joint Animal Services Commission Regular Meeting Minutes
Monday, May 13, 2024 - Lacey City Hall and Online

1. Call to Order

Chair Parshley called the meeting to order at 5:30 p.m.

2. Roll Call

Joint Animal Services Commissioners Present

Lisa Parshley, City of Olympia, Chair (remote)

Peter Agabi, City of Tumwater, Vice Chair (remote)

Malcolm Miller, City of Lacey

Emily Clouse, Thurston County

Jo MacGugan, Feline Friends of Olympia

Vicky Smith, DVM, Deschutes Animal Clinic

Joint Animal Services Commissioners Excused:

Mike Murphy, DVM, Thurston County Humane Society

Staff Present

Shannon Kelley-Fong, Lacey Assistant City Manager

Sarah Hock, Joint Animal Services Executive Director

Sierra Teas, Joint Animal Services Field Services Supervisor

Paul J. White, Lacey Deputy City Clerk

3. Approval of Agenda and Consent Agenda Items

A. Approval of Agenda

B. April 8, 2024, Meeting Minutes

C. April 2024 Shelter Statistics

Commissioner Miller moved to approve the Agenda, Minutes of April 8, 2024, and April 2024 Shelter Statistics. Commissioner Clouse seconded. Motion carried.

4. Public Comment

No one signed up to speak at the meeting and no written public comment was received.

5. Business Items

A. Field Services Overview

Sierra Teas, Field Services Supervisor

Sierra Teas provided a presentation summarizing Joint Animal Services' (JAS's) field response services, community engagement, and shelter management. Teas described field officer training and elaborated on JAS's April field activities, including support of a Mason County law enforcement action involving the rescue of over 60 animals, a Thurston County law enforcement action involving the rescue of over 60 chickens, and a Thurston County animal hoarding action resulting in the impounding of over 140 cats. Teas outlined continuing activity by JAS to recruit volunteers, identify animal foster homes, and train field officers. Managing emotional and mental well-being for JAS staff was discussed.

B. Update: Space Needs Assessment

Sarah Hock, Joint Animal Services Executive Director

Sarah Hock presented an update on the Joint Animal Services space needs assessment. Opportunities and challenges in the option to redevelop the existing facility location were summarized. Hock reported that most of the existing property is not suitable for building and that there is a need to increase the facility size from the existing 8,000 square feet to approximately 25,000 square feet. Hock noted that redeveloping the existing site is not recommended.

6. Director Report

A. Executive Director Sarah Hock

Executive Director Hock reported on the launch of a cable and streaming channel on TV 77 for Joint Animal Services' new KittenCam. Hock described recent animal adoption events and a presentation by Joint Animal Services at the April 9, 2024, Lacey City Council worksession. Hock announced new extended Joint Animal Services' operating hours of 9:30 a.m. - 5:30 p.m. Tuesday through Saturday and



receipt of grant funding of \$15,000 for medical equipment from the Dolciani Halloran Foundation. Hock proposed canceling the June commission meeting, making July 8, 2024, the next regular Joint Animal Services Commission meeting, to which no objections were noted. Chair Parshley recounted how a grade-school class in Olympia was challenged to collect pennies to make a \$100 donation to the Joint Animal Services shelter and how their challenge was multiplied by the Olympia City Manager and City Council to become a \$300 donation.

7. Adjourn

Chair Parshley adjourned the meeting at 7:05 p.m.



Animal Services Shelter Statistics 2024

24-May 23-May

Intake

Total Animals Received (live and doa)

Dogs	104	92
Cats	122	196
Other	10	9
Wild	12	15
TOTAL	248	312

Custody-Misc Reasons

Dogs	2	6
Cats	0	5
Other	0	0
TOTAL	2	11

Strays Received

Dogs	76	66
Cats	99	106
Other	6	2
TOTAL	181	174

Owner Surrendered

Dogs	26	20
Cats	14	73
Other	4	4
TOTAL	44	97

Owner Status Refused

Dogs	0	0
Cats	0	0
Other	0	0
TOTAL	0	0

WILDLIFE HANDLED

Incoming

Live	4	7
Doa	8	8
TOTAL	12	15

Outgoing

Doa	8	8
Euthanized (sick/inj)	3	4
Died	1	0
Bat-Rabies check	0	0
Released/Transferred	0	3
TOTAL	12	15

Outgoing Animals

Total Animals Out, incl all categories below

Dogs	124	93
Cats	119	213
Other	7	7
Wild	11	15
Died, esc, stolen	4	3

TOTAL	265	331
Animals Adopted		
Dogs	50	34
Cats	64	96
Other	4	10
TOTAL	118	140

Animals Transferred		
Dogs	3	6
Cats	19	83
Other	0	0
Total	22	89

Animals Reclaimed		
Dogs	25	34
Cats	2	2
Other	0	0
TOTAL	27	36

Animals DOA		
Dogs	5	3
Cats	15	10
Other	11	8
TOTAL	31	21

All Euthanasia, Died, Escaped, Stolen (from pg 2)		
Dogs	21	15
Cats	11	15
Other	5	7
Died, esc, stolen	4	3
Total	41	40

24-May 23-May

EUTHANASIA, DIED, ESCAPED, STOLEN

Animals Euthanized Unhealthy/Untreatable

Dogs	15	7
Cats	10	5
Other	5	7

Treatable - Rehabilitatable

Dogs	4	1
Cats	1	6
Other	0	0

Treatable - Manageable

Dogs	2	7
Cats	0	4
Other	0	0

Healthy

Dogs	0	0
Cats	0	0

Other	0	0
SUB-TOTAL	37	37
Owner Request (E5)		
Dogs	10	8
Cats	2	5
Other	0	1
SUB-TOTAL	12	14
TOTAL EUTHANASIA	37	37
Died At Shelter	4	2
Escaped/Stolen	0	0
FIELD AND OTHER SERVICES		
Animals Currently		
Court Involved		
Dogs	0	0
Cats	0	0
Other	0	0
Field Response		
Olympia	83	60
Lacey	56	63
Tumwater	17	20
Thurston County	112	90
JBLM	3	4
Other	1	0
Yelm	9	5
SUB TOTAL	281	242
PDD/DD Appeals	0	0

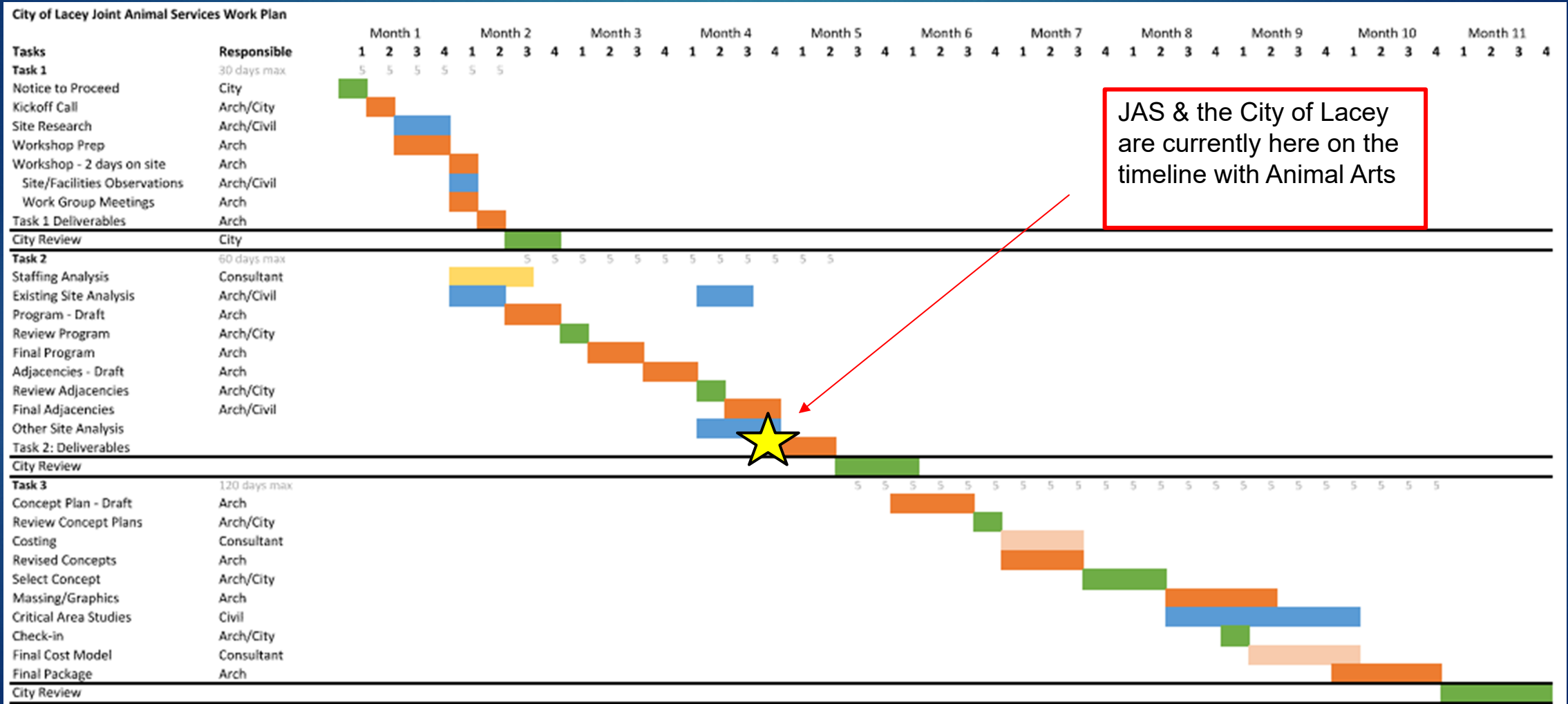
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD24
INCOMING ANIMALS													
Total Animals Received (live and doa)													
Dogs	78	102	108	107	104	0	0	0	0	0	0	0	499
Cats	74	58	138	91	122	0	0	0	0	0	0	0	483
Other	2	3	21	3	10	0	0	0	0	0	0	0	39
Wild	7	5	8	6	12	0	0	0	0	0	0	0	38
TOTAL	161	168	275	207	248	0	0	0	0	0	0	0	1,059
Custody-Misc Reasons													
Dogs	2	4	2	6	2	0	0	0	0	0	0	0	16
Cats	1	1	0	0	0	0	0	0	0	0	0	0	2
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	5	2	6	2	0	0	0	0	0	0	0	18
Strays Received													
Dogs	51	60	72	68	76	0	0	0	0	0	0	0	327
Cats	57	37	53	56	99	0	0	0	0	0	0	0	302
Other	2	3	1	2	6	0	0	0	0	0	0	0	14
TOTAL	110	100	126	126	181	0	0	0	0	0	0	0	643
Owner Surrendered													
Dogs	25	37	34	20	26	0	0	0	0	0	0	0	142
Cats	12	9	67	32	14	0	0	0	0	0	0	0	134
Other	0	0	2	1	4	0	0	0	0	0	0	0	7
TOTAL	37	46	103	53	44	0	0	0	0	0	0	0	283
Owner Status Refused													
Unsocialized pets that have lived on the person's property 14 days or more, but the person denies ownership.													
Dogs	0	0	0	0	0	0	0	0	0	0	0	0	0
Cats	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
WILDLIFE HANDLED													
Incoming													
Live	2	0	1	2	4	0	0	0	0	0	0	0	9
Doa	5	5	7	4	8	0	0	0	0	0	0	0	29
TOTAL	7	5	8	6	12	0	0	0	0	0	0	0	38
Outgoing													
Doa	5	5	7	4	8	0	0	0	0	0	0	0	29
Euthanized (sick/inj)	2	0	1	2	3	0	0	0	0	0	0	0	8
Died	0	0	0	0	1	0	0	0	0	0	0	0	1
Bat-Rabies check	0	0	0	0	0	0	0	0	0	0	0	0	0
Released/Transferred	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	7	5	8	6	12	0	0	0	0	0	0	0	38
OUTGOING ANIMALS													
Total Animals Out, incl all categories below													
Dogs	108	105	126	127	124	0	0	0	0	0	0	0	590
Cats	105	67	102	93	119	0	0	0	0	0	0	0	486
Other	2	5	14	10	7	0	0	0	0	0	0	0	38
Wild	7	5	8	6	11	0	0	0	0	0	0	0	37
Died, esc, stolen	6	3	4	3	4	0	0	0	0	0	0	0	20
TOTAL	228	185	250	236	261	0	0	0	0	0	0	0	1,171
Animals Adopted													
Dogs	29	31	44	44	50	0	0	0	0	0	0	0	198
Cats	60	20	31	55	64	0	0	0	0	0	0	0	230
Other	1	4	12	8	4	0	0	0	0	0	0	0	29
TOTAL	90	55	87	107	118	0	0	0	0	0	0	0	457
Animals Transferred													
Dogs	11	7	2	7	3	0	0	0	0	0	0	0	30
Cats	9	3	7	2	19	0	0	0	0	0	0	0	40
Other	0	0	0	1	0	0	0	0	0	0	0	0	1
Total	20	10	9	10	22	0	0	0	0	0	0	0	71
Animals Reclaimed													
Dogs	21	21	26	30	25	0	0	0	0	0	0	0	123
Cats	4	3	2	3	2	0	0	0	0	0	0	0	14
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	25	24	28	33	27	0	0	0	0	0	0	0	137
Animals DOA													
Dogs	6	3	4	5	5	0	0	0	0	0	0	0	23
Cats	13	7	23	13	15	0	0	0	0	0	0	0	71
Other	0	5	9	5	11	0	0	0	0	0	0	0	30
TOTAL	19	15	36	23	31	0	0	0	0	0	0	0	124
All Euthanasia, Died, Escaped, Stolen (from pg 2)													
Dogs	21	28	1	21	21	0	0	0	0	0	0	0	92
Cats	6	9	3	9	11	0	0	0	0	0	0	0	38
Other	3	0	0	5	5	0	0	0	0	0	0	0	13
Died, esc, stolen	6	3	0	3	4	0	0	0	0	0	0	0	16

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Space Needs Assessment Update

Timeline



Completed Tasks

TASK 1

Data Gathering

- ◆ Analyze data to understand the existing need, including:
 - ◆ Floor and site plans for current buildings and site.
 - ◆ Information on potential sites identified by the City.
 - ◆ Animal intakes and outcomes over the past five years.
 - ◆ Information about all current programs.
 - ◆ Strategic planning documents, goals, and wish lists.
 - ◆ Applicable regulations.



Completed Tasks

Workshop

- ◆ Tour of the existing facility with shelter operations.
- ◆ Tour of potential sites.
- ◆ Meetings with working groups/departments to identify needs.
- ◆ Meetings with shelter leadership to identify priorities.
- ◆ A summary of presentations and discussions onsite.
- ◆ One onsite visit from two members of the Animal Arts staff.



Overview

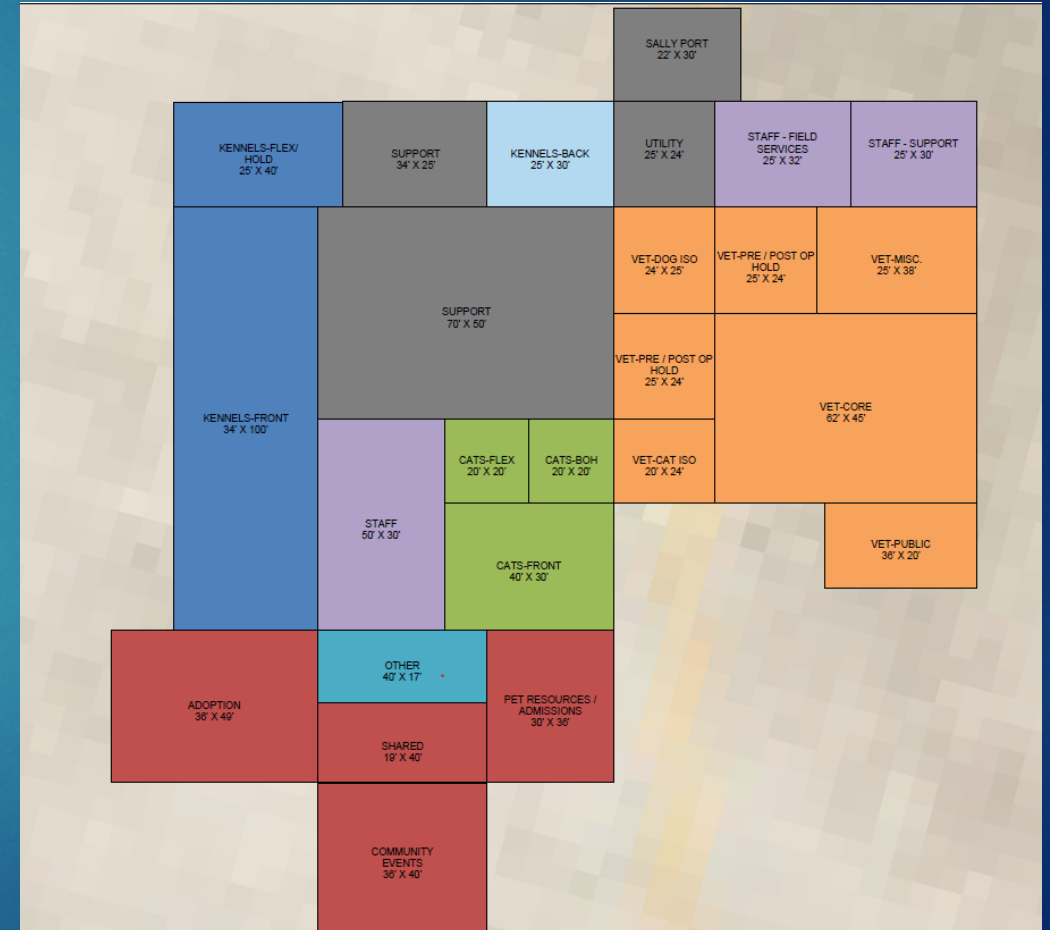
TASK 2

Program of Spaces

- ◆ After the workshop, Animal Arts to develop a prioritized list of space requirements for review and finalize program spaces.

Site Analysis

- ◆ Adjacency Diagrams
- ◆ Consider circulation, phasing, and site constraints.
- ◆ 1 adjacency diagram to be created for the existing site.
- ◆ 1 adjacency diagram to be created for an ideal facility on a new site.



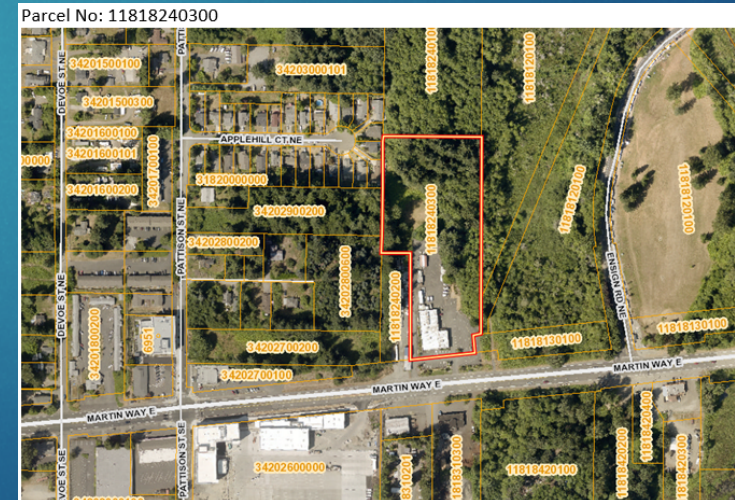
Existing Site Analysis

Disadvantages

- ◆ Site safety issues
- ◆ Limited room for development
- ◆ Wetland and buffer zone
- ◆ Portion is a flood zone
- ◆ Public transit hard to access (busy street)
- ◆ Redevelopment requires revision to water, overhead power, and sewer services

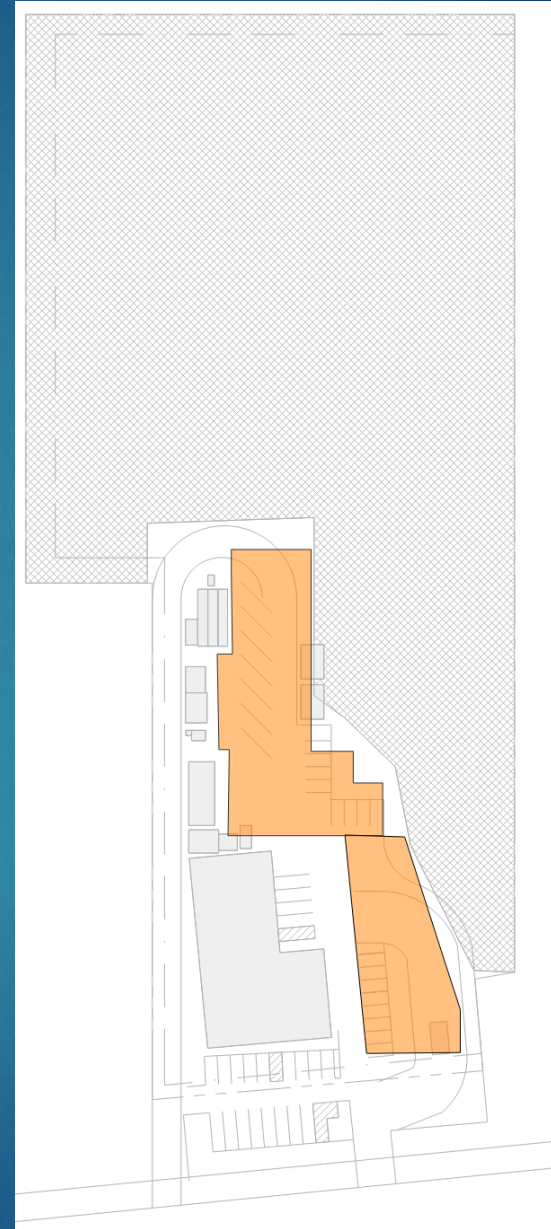
Advantages

- ◆ Currently zoned for use
- ◆ Public used to going to this location
- ◆ Utilities available



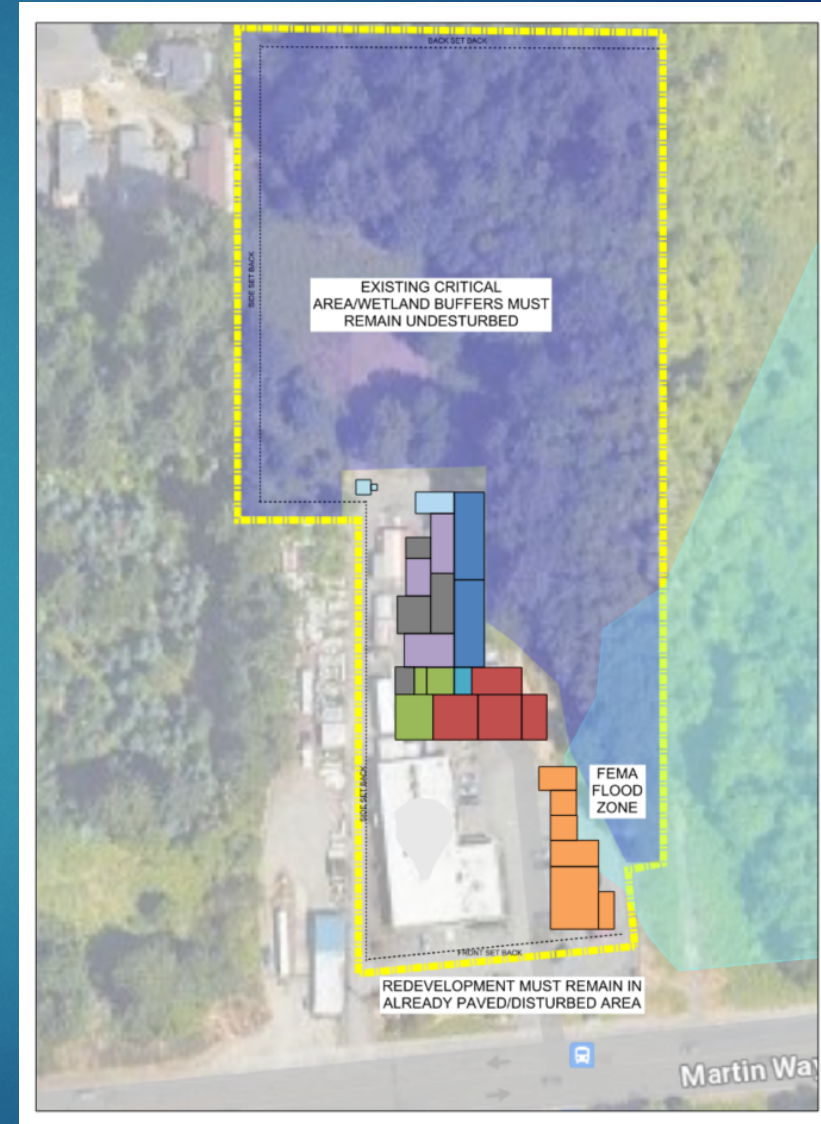
Existing Site Analysis- Constraints

- ◆ Wetland and flood zones prevent building in a large portion of the site. Only currently paved areas can be developed.
- ◆ The current facility needs to stay operational during construction (relocation is rarely feasible)
- ◆ There is a limited area on the site available for redevelopment



Existing Site Analysis – Adjacencies

- ◆ Back-of-house operations would be significantly impacted during the construction
- ◆ Alternate approaches to minimize impact would require phasing, which can be costly
- ◆ The adjacencies are inefficient and result in difficult site circulation for staff
- ◆ Limited fire department access or large vehicle access to the rear
- ◆ **Redeveloping the current site is not recommended.**



Current phase of SNA

FINISHING TASK 2 AND MOVING TO TASK 3



Current phase of SNA – Concept Plans

TASK 3

Concept Plans

- ◆ Create up to **3 concept floor plans** based on the adjacency diagrams and site constraints.
 - ◆ 1 = existing site
 - ◆ 2 = alternative sites
- ◆ **Recommendation:** Move forward with a concept floor plan for 1 alternative site only, at this time.
 - ◆ Do not do a concept floor plan for the existing site

Items to consider:

- ◆ Major requirements for planning/zoning.
- ◆ Critical Area Studies
- ◆ ROM Cost Models



Potential Alternative Site

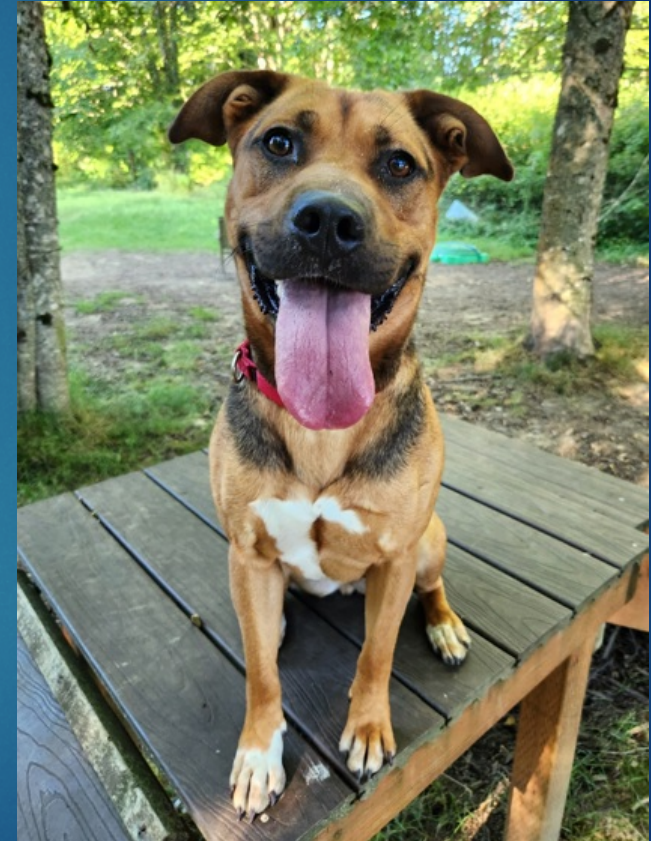
- ◆ In the City of Lacey
- ◆ Access to the I-5
- ◆ Multiple parcels with a combined site area of 7.21 acres
- ◆ Utility connections
- ◆ Safe for staff and visitors
- ◆ Permitted for use
- ◆ Minimal adjacency to residential
- ◆ Access to Public transit



Salted Carmel in foster

Potential Alternative Site

- ◆ 4.27± acres of the combined 7.21 acre lots are level and graded; the utilities have been extended to the sites.
- ◆ There do not appear to be any wetland areas on the site.
 - A critical area report would be needed for further information.
- ◆ Permitted for use
- ◆ Site appraised for \$3.9 million.



Current phase of SNA

Final Concept Plan

- ◆ Once a preferred concept is selected, develop a more detailed floor plan, massing, and concept graphics.
- ◆ The floor plan will be of presentation quality, while the massing will be developed for pricing.
 - ◆ **A final cost model will be included.**
- ◆ These are preliminary design drawings and not architectural drawings for permitting or construction.



Orange County Animal Services

Next Steps

Recommendation:

- ◆ **Concept Plan:** Move forward with a concept floor plan for 1 alternative site only (Potential Alternative Site), at this time.
 - ◆ Do not do a concept floor plan for the existing site
- ◆ Start meeting staff-to-staff to discuss possible funding strategies for property acquisition and construction.

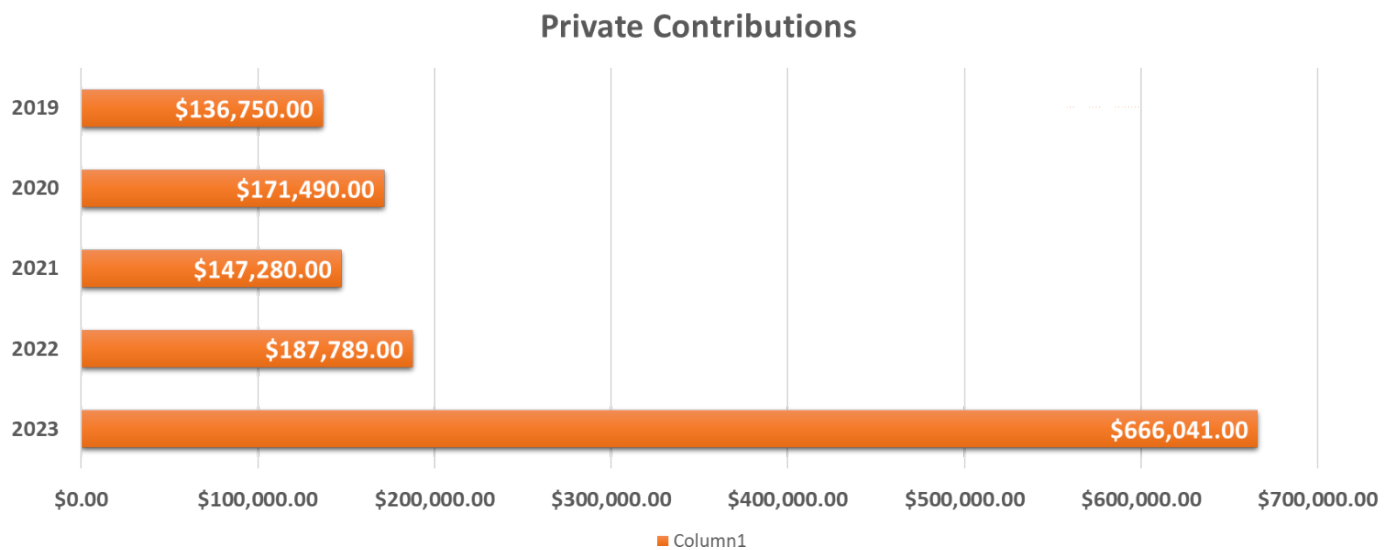




Joint Animal Services Commission Director's report

Private Contributions

Year to date, we have received \$93,129 in donations and grants. Total private contributions in my tenure as Executive Director is \$1,309,350. These totals include monetary donations and do not include in-kind donations received, such as food, toys, supplies, etc.





Joint Animal Services Commission Director's report

1,000 spay/neuter surgeries

June 25th performed our 1,000 s/n surgery just a little over a year ago on June 15th, 2023, when we performed our 1st surgery.



Staffing and training update

Our new FSOs, Ashlyne and Nichelle, have completed their field training and have been released to perform solo work as officers.

Ashlyne and Nichelle attended 3-day Animal Fighting Investigation class hosted by WACA. The course included:

- Federal Animal Fighting Laws
- Washington State Fighting Laws
- Levels of Animal Fighting
- Paraphernalia
- Registries
- Investigations
- Animals as Evidence



Joint Animal Services Commission Director's report

Sierra, Cait, and Katie completed the Code 3 EAST Training - Module A. Essential Animal Services Training (EAST) Academy is intended for a wide variety of professionals, including animal cruelty investigators, animal control officers, veterinary professionals, animal welfare workers, members of animal rescue groups, and others who are responsible for the care and control of animals and the investigation of animal cruelty cases.

MODULE A includes:

- The Professional & Ethical Officer
- Companion Animal Capture & Handling
- Rabies & Quarantine
- Canine & Feline Identification
- Laws & Ordinances, Policies & Procedures
- Concepts of Interviewing
- 4th Amendment for the Humane Officer / ACO
- Investigative Report Writing
- Biosecurity Risk Management
- Animal Assessments & Working w/ Veterinarians
- Canine & Feline Behavior
- Bite Case Investigation

All staff will undergo mandatory training in cruelty investigation, led by Field Services Supervisor Sierra Teas. This training will help to prepare staff for expectations in running a case, SOPs, the importance of case documentation including photographs, and care for the animals."

On 07/17 the field team is scheduled to have forensic exam training led by Dr. Vicky Smith.



Joint Animal Services Commission Director's report

Capacity and waived fees

Summer marks the busiest time of year for us as a shelter. Not only do our FSOs respond to more calls, but intake of animals goes up and are capacity for care is a consistent challenge. Currently we do not have provisions in the Municipal code to allow for the director to waive fees when it is in the best interest of the shelter, animal, and person. To help alleviate that issue for the summer, a generous local donor contributed \$2,000 to waive adoption fees when needed, and Best Friends Animal Society awarded us a grant of \$5,000 to waive shelter fees when needed.



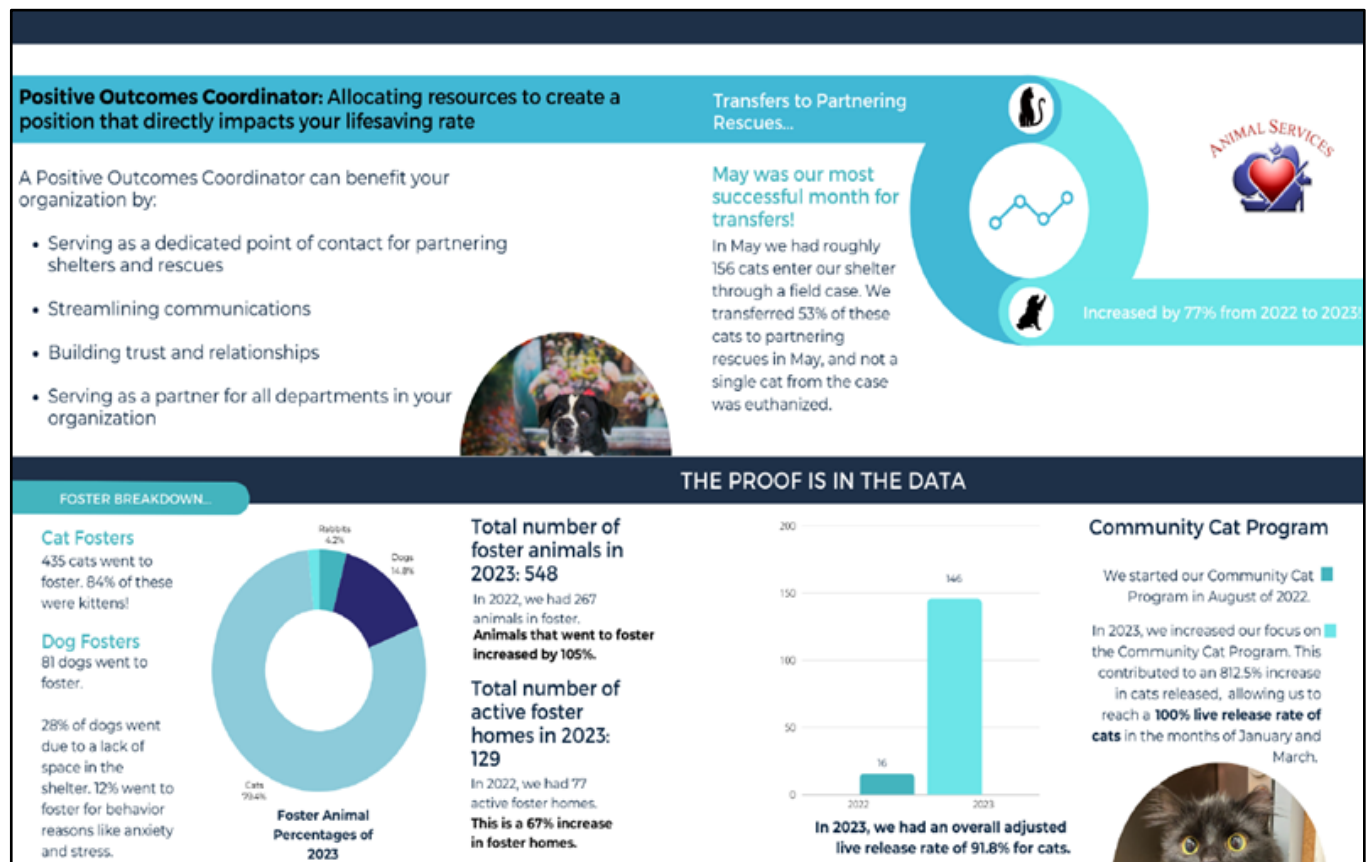


Joint Animal Services Commission Director's report

Best Friends National Conference

Best Friends Animal Society awarded two scholarships of \$2,000 each to send both our Executive Director and Positive Outcomes Coordinator to the Best Friends National Conference. Our Positive Outcomes Coordinator, Bekka Kraai, will be presenting data at the conference that supports why allocating resources to positive outcomes works benefits your organization.

Here is a sneak peek at the poster she will be presenting.





ANIMAL SERVICES

Events

- 5/02 JAS staff attended Yelm Dog Park Opening
- 6/01 Yelm Farm & Pet Adoption Event
- 6/8 City of Tumwater Dog Days and had information booth
- 6/15 City of Lacey Juneteenth Celebration



Upcoming Events

- 7/27 One of our Field Officers will be attending Cop, Cars, And Kids at Lacey
- 7/31-8/4 Thurston County Fair – Animal Services will have an information booth
- 8/03- Kitten Yoga scheduled with Lakewood Racquet Club
- 8/16- Attending Nisqually Health Fair



Joint Animal Services Commission Director's report

Happy Tails

Hi there! We have re-named Christina Wagulera (red huskey) to Sasha and she is healing and adapting very well! She has meshed with my other husky so well and loves people and kids! Her energy ever since bringing her home feels so natural and we are so happy! I have never rescued through animal services before, so naturally I'm so curious about where she came from!? But she's been such a joy and is easy to communicate with! We love her already ❤️🐾



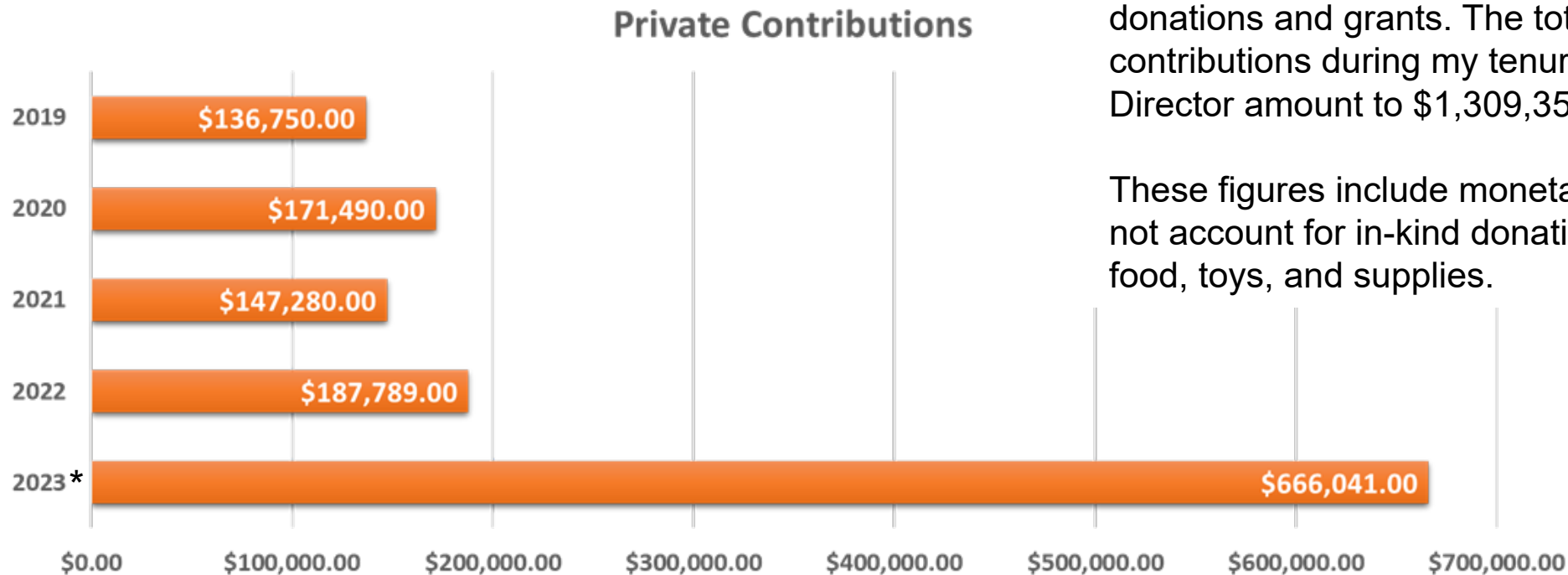
Unfortunately, Jar Jar Binks didn't fit in, so we renamed him Knox, and he seems to like it a little more. Knox has been a pleasure to adopt. He was a little skittish the first week, but after that, he was just a little ball of energy. He is very easy to train and gets along well. He is very energetic and loves to play, although he still likes to nibble a little. He adores long walks and loves when we go hiking.



Director's Report



Private Contributions



Year to date, we have received \$93,129 in donations and grants. The total private contributions during my tenure as Executive Director amount to \$1,309,350.

These figures include monetary donations and do not account for in-kind donations received, such as food, toys, and supplies.

* 2023 included a bequest in the total of \$394,820

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- ◆ Bite Case Investigation

Staffing and Training Update

- ◆ All staff will undergo mandatory training in cruelty investigation, led by Field Services Supervisor Sierra Teas. This training will help to prepare staff for expectations in running a case, SOPs, the importance of case documentation including photographs, and care for the animals."
- ◆ On 07/17 the field team is scheduled to have forensic exam training led by Dr. Vicky Smith.



Capacity and Waived Fees

Summer is the busiest time of year for JAS

- ◆ FSOs respond to more calls
- ◆ Intake of animals goes up
- ◆ capacity for care is a consistent challenge

Currently, we do not have provisions in the Municipal code allowing the director to waive fees when it is in the best interest of the shelter, animal, or person.

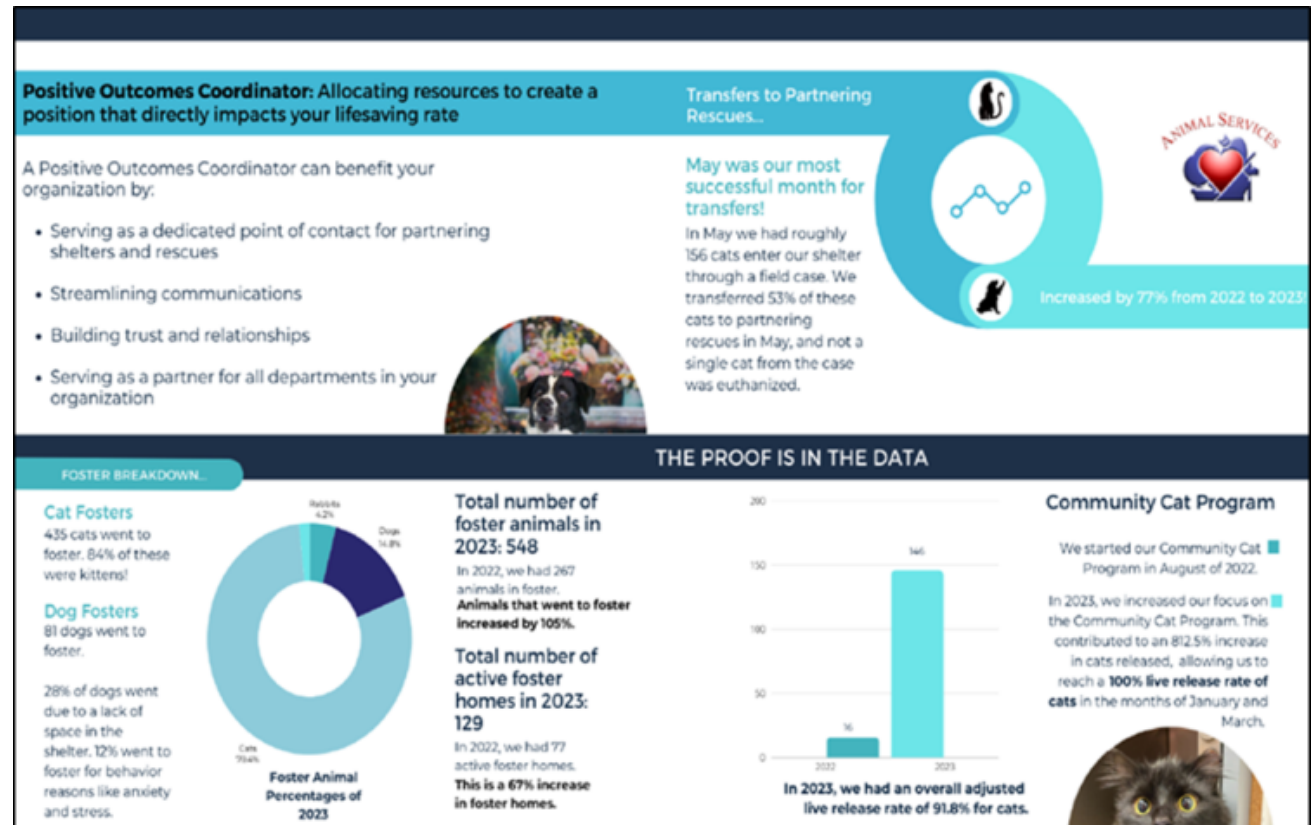
To help alleviate that issue for the summer, a generous local donor contributed **\$2,000** to waive adoption fees when needed.

Best Friends Animal Society awarded us a grant of **\$5,000** to waive shelter fees when needed.

Best Friends National Conference

Best Friends Animal Society awarded two scholarships of \$2,000 each to send both our Executive Director and Positive Outcomes Coordinator to the Best Friends National Conference.

Our Positive Outcomes Coordinator, Bekka Kraai, will be presenting data at the conference that supports why allocating resources to positive outcomes works benefits your organization.



Events

Past Events

- ◆ **5/02** JAS staff attended the Yelm Dog Park Opening
- ◆ **6/01** Yelm Farm & Pet Adoption Event
- ◆ **6/8** City of Tumwater Dog Days and had an information booth
- ◆ **6/15** City of Lacey Juneteenth Celebration

Upcoming Events

- ◆ **7/27** One of our Field Officers will be attending Cop, Cars, And Kids at Lacey
- ◆ **7/31-8/4** Thurston County Fair – Animal Services will have an information booth
- ◆ **8/03** Kitten Yoga scheduled with Lakewood Racquet Club
- ◆ **8/16** Attending Nisqually Health Fair



Happy Tails - Sasha

Hi there! We have renamed Christina Wagulera (red husky) to Sasha and she is healing and adapting very well! She has meshed with my other husky so well and loves people and kids! Her energy ever since bringing her home feels so natural, and we are so happy! I have never been rescued through animal services before, so naturally, I'm curious about where she came from!? But she's been such a joy and is easy to communicate with! We love her already.



Happy Tails - Knox



Unfortunately, Jar Jar Binks didn't fit in, so we renamed him Knox, and he seems to like it a little more. Knox has been a pleasure to adopt. He was a little skittish the first week, but after that, he was just a little ball of energy. He is very easy to train and gets along well. He is very energetic and loves to play, although he still likes to nibble a little. He adores long walks and loves when we go hiking.