

# JUSTIN L. SCALLY

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## EXPERIENCE

**The Humane Society of the United States**  
*Manager, Puppy Mill Task Force*

**Washington, DC**  
June 2009-Present

- Oversaw, supervised, managed and directed programs and personnel as it relates to the Puppy Mill Task Force for The Humane Society of the United States
- Developed evidence against targeted puppy mill operations and presented cases to law enforcement, including animal control and other government agencies; wrote and established Standard Operating Procedures for Team; initiated first ever national Tip Line/Hotline and protocols as this was a new initiative for a Task Force with HSUS
- Coordinated with State Directors, Regional Directors and Emergency Services to implement and execute rescue operations/raids in conjunction with local law enforcement authorities
- Worked with Companion Animals staff to arrange for placement of dogs, puppies and other animals once rescued and custody gained for rehabilitation and adoption
- Worked with law enforcement and prosecutors for successful prosecution of puppy mill operators nationwide
- Acted as the primary HSUS spokesperson for puppy mill rescue missions while on-site of a puppy mill rescue operation when necessary
- Conducted budgetary and grant request preparations; cultivation of donors and supporters; performed community/public outreach
- Lobbying and campaign work as necessary as it relates to animal protection legislation
- Assisted other departments as needed; participated in non-puppy mill related raids as needed; other tasks as assigned/required

**Wayne County Department of Animal Control**  
*Director of Animal Control (Department Head)*

**Goldsboro, North Carolina**  
February 2007-June 2009

- Performed supervisory, administrative and semi-skilled work in conducting/directing animal control department duties; county department head position reporting to the county manager
- Responsible for preparing all department budget(s) for both the animal control and animal shelter divisions; responsible for approving department expenditures; supervised and managed all department employees- administrative, clerical, field/enforcement, rescue and shelter services personnel; served as the primary media contact/spokesperson for the department and wrote press releases/news advisories as needed
- Planned, organized, and directed all programs in relation to the animal control department; oversaw the enforcement of laws and ordinances governing animal control, rabies control and animal cruelty; oversaw investigations and raids on dog fighting, cock fighting; large puppy mill operations; and other highly publicized animal cruelty cases, some of which are now used in training nationwide; determined appropriate method of treatment or disposition of animals in the shelter; served as a liaison to the public as well as other public and private agencies in relation to animal control
- Administered routine personnel matters affecting subordinates including recruiting, interviewing, hiring, training, assigning, scheduling, granting leave, appraising, disciplining, etc

- Established and/or revised policies and created Standard Operating Procedures for the department; Implemented humane animal euthanasia by injection. Oversaw a complete transition to sole euthanasia by injection methods by obtaining state and federal licensing for department, establishing policies and procedures, and training staff
- Initiated community outreach programs/campaigns to promote responsible pet ownership practices, promoting spay/neuter, promoting shelter adoptions and overall community awareness of animal-related issues and services that the department provided; increased life-saving (adoptions/rescues) by agency over tenure with agency
- Served as a co-coordinator for the County's Animal Response Team; served as a co-manager for the construction of a new state-of-the-art \$2+ million animal adoption/education center; assisted other agencies/municipalities in training, advice and investigations into large scale incidents and operations; as of January 2009 became sworn Special Deputy Sheriff with full powers of arrest; other tasks as required

**Anne Arundel County Police Department**  
*Animal Control Officer*

**Millersville, Maryland**  
September 2004-February 2007

- Served as Director of the County's Animal Response Team; Coordinator for programs such as the Domestic Violence Pet Support Program, the Animal Control Volunteers Program, and implemented/oversaw various other Community Outreach/Special Programs; responsible for media/public relations by writing press releases and have been interviewed by television, print, and radio media
- Served on multiple occasions as Acting Animal Control Supervisor and as a Field Training Officer to new animal control staff; wrote the County's Emergency Operations Plan for Animals; secured a seat in the County's Emergency Operations Center and in the County's Domestic Violence Coordinating Council for Animal Control; started programs to assist local pet owners in need
- Served as a lead investigator to various highly publicized animal cruelty/bite cases; conducted one high profile investigation that resulted in a change in the state cruelty laws; trained to handle sick, injured, aggressive or rabid animals, as well as various other domestic, wild and/or exotic animals; certified in humane animal euthanasia as well as animal tranquilization by the Animal Control Section
- Responded to animal related complaints within Anne Arundel County and the City of Annapolis; conducted investigations of: animals running at large, animal cruelty complaints, nuisance animal complaints and responded to calls of sick, injured, or aggressive animals; served as a Public Safety Investigator where I conducted investigations of dangerous dogs and of other cases as assigned
- Assisted with the writing of various budget requests for Animal Control's \$2 million operating budget; wrote the section's S.W.O.T. Analysis; other tasks as required

**Animal Clinic of Southgate**  
*Veterinary Technician/Assistant*

**Glen Burnie, Maryland**  
March 2000-September 2004

- Physical examination; training new staff members; running staff meeting
- Surgical gowning and gloving; surgical assisting in soft tissue and orthopedic surgeries such as anterior cruciate repairs, femoral head osteotomy, bone biopsy, laparotomy and other surgeries as required
- Animal handling and restraint; administering medications; IV catheter placement; euthanasia; cardiopulmonary resuscitation (CPR); medical treatments; triage; radiology including the exposure and development of radiographs
- Laboratory work to include assisting in the interpretation of fecal analysis, urinalysis and cytology; monitoring anesthesia; grief counseling; injections; fluid therapy; venipuncture,

endotracheal intubation and extubation; history taking; surgical preparation and dental prophylaxis

- Filling prescriptions; inventory; intensive care nursing; client education including vaccine protocols; general wellness; strategic/prophylactic de-worming; parasite control; puppy training advice and other tasks as required

**Capital-Gazette Newspaper**  
*Freelance Photojournalist*

**Glen Burnie, Maryland**  
December 2003-September 2004

- Took photographs of breaking news/spot news (fires, accidents, police incidents). I was also put on assignment by the newspaper to take photographs of various community gatherings, dedications and other news stories as required

## **EDUCATION**

**North County High School**  
May 2003

High School Diploma

Glen Burnie, Maryland

**Anne Arundel Community College**  
September 2003-2005

Pre-Veterinary Studies  
(Degree not completed)

Arnold, Maryland

**Wayne Community College**  
January 2009-June 2009

Law Enforcement Academy Goldsboro, North Carolina  
(Went to HSUS in Maryland prior to graduation)

## **PROFESSIONAL DEVELOPMENT**

- Certified Forensic Consultant: American College of Forensic Examiners (2009)
- Johns Hopkins Bloomberg School of Public Health online course "Local Emergency Planning Issues for Animal Control" (2006)
- Crime Scene Certification: DC Metropolitan Police Department, Forensic Science Services Division (2010)
- Veterinary Forensics/Animal Crime Scene Investigations: North Carolina Veterinary Conference 2008 sponsored by NC State College of Veterinary Medicine (w/ Dr. Merck)
- Rescue 3 International Certifications: Swift-water Rescue Technician; Technical Rope Rescue Technician Level; Animal Rescue Technician; Large Animal Rescue Technician
- University of Maryland Fire Rescue Institute: "Basic Public Information Officer" course (2006); "ICS/EOC Interface" course (2006)
- Anne Arundel County Police Academy – In Service Training for ACO's (Evidence Collection, Officer Survival, Spanish for ACO's, Verbal Judo, etc.)
- Animal Services Training and Consultation – Basic/Advanced Investigations Course
- ASPCA – Investigating Animal Abuse for Law Enforcement Course
- American Red Cross – Pet CPR and First-Aid Certified; Adult CPR and First-Aid Certified
- National Center for Biomedical Research and Training/Louisiana State University: "Preparedness and Response to Agricultural Terrorism" course (2007)
- Federal Emergency Management Agency/Emergency Management Institute: Animals in Disasters- Awareness and Preparedness IS-10; ICS-100 course (2006); IS 200, IS 700 courses (2008); Animals in Disasters – Community Planning IS-11 (2009); Livestock in Disasters IS-111 (2010); Fundamentals of Emergency Management IS-230.a (2010); Leadership and Influence IS-240 (2010); IS-800.B NRF course (2010); IS-300 (2010); CERT certified (2010)

- Wayne Community College: Fire Behavior Level I and II (2007); Overhaul Level I and II (2007); Salvage Level I and II (2007); Ladders Level I and II (2007); Ventilation Level I and II (2007); Personal Protective Equipment Level I and II (2007); Forcible Entry Level I and II (2007); Haz-Mat Awareness and Operations (2008)
- "Principles of Supervision" Certification from Wayne Community College (2008)
- North Carolina State Fire Commission- NC State Haz-Mat Operations Certified (2008)
- Southern Regional Spay/Neuter Leadership Conference; Memphis, TN (2007)
- Days End Horse Farm Rescue (Lisbon, Maryland): "Hands On Seminar for Cruelty Investigators" (03/05); Large Animal Rescue Training (05/10)
- Certified in Humane Animal Euthanasia and Tranquillization (MD- 2004/NC- 2007)
- National Weather Service SKYWARN Spotter Course (2006)
- National Conference on Animals in Disasters; Arlington, Virginia (2006)
- Maryland State Animal Response Team (SART) Stakeholders Conference (2006)
- Humane Society University (HSUS): "First Strike, The Connection between Animal Cruelty and Interpersonal Violence" course (2006); "Standard Operating Procedures" course (2006); "Guide to Interviewing" course (2006); "Evaluating Your Shelter: Are you ready to implement a Behavior Program?" course (2006); "Building an Effective Campaign" course (2009); "Animal First Aid for Disaster Responders" (2010)
- Taking Action for Animals – The HSUS National Conference 2009 – Speaker/Presenter
- National Disaster Animal Response Team Training with HSUS (2009)
- Virbac Animal Health online program- Veterinary Dental Consultant course (5/04)
- Baltimore County Public School System- Credentialed Substitute Teacher (08/04)
- Cases/Investigations have been used nationally as well as internationally to train law enforcement officials, legislatures, prosecutors, animal welfare officials and others
- Speaker/Presenter at conferences and training sessions nationally (TAFA, TEHA, NCARCA, etc).

### **AWARDS/RECOGNITION**

- Executive Citation for being Anne Arundel County Government's "Employee of the Quarter." Awarded by the County Executive and the County's Chief of Police (2006)
- Multiple departmental commendable performance letters and recognitions from the Anne Arundel County Police Department
- Pinewood Volunteer Fire Department (2007)- Henry A. Rudisill Award
- Pinewood Volunteer Fire Department (2008)- Firefighter of the Year

### **PROFESSIONAL MEMBERSHIPS (Past and Present)**

- Maryland State Animal Response Team (SART) – Briefly on Board of Directors
- National Animal Control Association (NACA)
- Professional Animal Workers Society of Maryland (PAWS)
- Society of Animal Welfare Administrators (SAWA)
- Metropolitan Washington Council of Governments, Animal Services Committee
- Anne Arundel County Domestic Violence Coordinating Council
- Anne Arundel County and the City of Annapolis Local Emergency Planning Committee
- Anne Arundel County and the City of Annapolis Citizen Corps Council
- Anne Arundel County and the City of Annapolis Local Emergency Response Team
- Firefighter/Public Relations; Pinewood Volunteer Fire Department (Wayne County, NC)
- Wayne County Latino Council – Appointed Board Member by County Commissioners
- American College of Forensic Examiners
- Anne Arundel County Animal Welfare Council – Appointed Member by County Executive