

**Investigation Report:** Lucas County Canine Care & Control Department

**Investigator:** Birdena Martin, Employee Relations Specialist  
Nicole Carey, Personnel Officer

**Report Date:** February 15, 2024

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**INTRODUCTION:**

The Human Resources Department received two reports from the Syntrio line, regarding the employee [REDACTED] Veterinary Technician, who works at Lucas County Canine Care & Control. The first report was submitted on February 7, 2024, which stated the following:

- A.) “[REDACTED] has repeatedly said if she got the green light to euthanize any dogs she would euthanize all of Big adoption because she hates that room.”
- B.) “She has said multiple times how much she enjoys doing decaps. Was gloating around the building that she did 10 in one week.
- C.) “Told a story about her husband wanting a cat and said if he brought home a cat she would take blue juice (euth solution) and inject the kitten in the stomach.”

The second report was submitted on February 10, 2024, which state the following:

- A.) “[REDACTED] was doing a decap where she told others in the room that she likes breaking their necks and knowing she can snap a neck.”
- B.) “Then, she held up the decapitated head and asked a kennel worker to hold the head so she could take a picture of them holding the head. When the kennel worker said no she was shocked they wouldn’t want to have their picture taken with a decapitated head of a dog.

Human resources, along with [REDACTED] and her union representative Jay Barman, Steward, met on February 15, 2024, at 9:00 a.m. to discuss the reason for M [REDACTED] presence in the office that day. After explaining the purpose of the meeting and reviewing the complaints, I asked [REDACTED] to provide her perspective on the reported incidents. She maintained that she does not engage in the behavior described and emphasized her focus is on her work. [REDACTED] stated she has a very difficult job, and sometimes she and her coworkers cope with the day to day job by joking. [REDACTED] mentioned a specific coworker who might have taken offense, particularly [REDACTED], whom she described as having a negative impact on the team dynamics. [REDACTED] stated that [REDACTED] is the only one who more than not will try to get out of helping with euthenization. She will try to hold up the process by trying to see if there is a customer who has mentioned they wanted to adopt the dog, or she will try to find the employee who got close to a dog, and want to hold the dog during the euthanasian process. [REDACTED] states she has made sure that she have received the signatures needed to either euthanize or decapitate a dog, or making sure there is no employee who has left a note to hold a dog during euthenization.

Mr. Barman made the commit at the end of the investigation that “[REDACTED] is supportive of her worker and he can attest to that.”

**Recommendation:**

Human Resources have investigated and found no substantiated findings to support the information reported on Syntrio, regarding [REDACTED], Vet Tech, for Canine Care & Control.