



AMERICAN ZOO AND AQUARIUM ASSOCIATION

**Final Report Of The Visiting Committee
To The Accreditation Commission**

ABILENE ZOOLOGICAL GARDENS
Abilene, Texas

UNDER REVIEW FOR ACCREDITATION

Date(s) Visited: December 10 & 11, 2002

NAMES OF VISITING COMMITTEE INSPECTORS

TEAM CHAIR

usbandry/Animal Mgt. Inspector: Johnny Binder, General Curator, Cameron Park Zoo, TX

perations Inspector: Leslie Whitt, Director, Alexandria Zoo, LA

eterinarian: Karl Hill, DVM, Santa Barbara Zoo, CA

This Visiting Committee recommends that the next team allow at least 2 day(s) to inspect this institution.

NOTE: This is an official document of the American Zoo and Aquarium Association and becomes an intrinsic part of the institution's accreditation processing. The accreditation program is conducted in confidence; only the Accreditation Commission, designated AZA staff, Director/CEO of the applicant institution, and Chair of the institution's governing authority shall be provided copies by AZA.

VISITING COMMITTEE REPORT 2002 EDITION

1. STRUCTURED QUESTIONNAIRE SECTION:

A/Q/U NOTATIONS: All questions are answered with "Yes", "No", or "N/A". Except for questions answered "N/A", all questions will also indicate either "A", "Q", or "U" (Acceptable, Questionable, or Unacceptable), in the far right-hand column. If "Q" or "U", a brief explanation of why this is so should be included in the "Comments" area at the end of that section, and again in greater detail in the Narrative section of this report.

KEY TO NOTATIONS APPEARING WITH QUESTIONS:

< A >: When the notation "< A >" appears following a question it indicates that the answer to the question can be found by reviewing the materials submitted by the facility.

< A + >: When the notation "< A + >" appears following a question it indicates that the answer to the question may be found by reviewing the materials submitted by the facility in conjunction with additional investigation during the actual inspection.

No Notation: Questions without an < A > or < A + > can *only* be answered by questioning appropriate personnel, obtaining additional documentation, and/or by observances made during the actual inspection.

Appearing On Facility Questionnaire Only: The Visiting Committee Report Form is numbered to sequentially correspond with the facility's questionnaire/application. Often consecutive questions appearing in the questionnaire/application relate to the same basic issue. When this happens redundant or similar questions are deliberately left out of the Visiting Committee Report Form. The "Appearing On Facility Questionnaire Only" notation is provided to avoid the impression that questions in a sequence are erroneously missing from this report form.

2. VISITING COMMITTEE'S LIST OF CONCERNS & POINTS OF ACHIEVEMENT: The list of concerns and points of particular achievement noted by the team during the inspection are included at the end of this document. *This list was presented to the Facility's Director during the exit interview.*

3. NARRATIVE SECTION: The narrative section of this report follows the list of concerns. It contains details regarding items appearing on the list of concerns, and points of achievement.

Please answer each question yes or no and either A, Q, or U. If the question is not applicable, mark it "N/A". If "Q" or "U", you must provide a brief explanation of why this is so in the "Comments" area at the end of that section, and *again* in greater detail in the narrative report.

A - Acceptable (Normal within the profession and requires no immediate action.)

Q - Questionable (Should be improved or corrected as soon as possible, but is not a critical matter.)

U - Unacceptable (Must be corrected immediately, does not meet professional standards, may be unsafe or detrimental to the institution, its staff, its collection, or its visitors.)

GENERAL INFORMATION (GI)

YES NO N/A A/Q/U

- GI-1. Does the historical record of the institution reflect an accurate record of continued progressive growth? < A > YES NO N/A A
- GI-2. Does the institution appear to meet its stated purposes? < A + > YES NO N/A A

COMMENTS: The Zoological Society is extremely supportive and committed to the zoo and it's future development.

GOVERNING AUTHORITY (GA)

YES NO N/A A/Q/U

- GA-1. Are the lines of communication between the director and governing authority clearly defined? < A + > YES NO N/A A
- GA-2. *Appearing on institution Questionnaire only.*
- GA-3. Does the governing authority recognize the chief executive officer as the sole official liaison between itself and the staff? YES NO N/A A
- GA-4. Does the governing authority recognize the right of the chief executive officer to originate all staff appointments, promotions, and terminations? YES NO N/A A
- GA-5. Does the governing authority recognize that the chief executive officer's responsibilities are to the entire governing authority, not to its individual members? YES NO N/A A
- GA-6. Is the chief executive officer a member of all committees appointed by the governing authority for the operation of the institution? YES NO N/A A

GA-7. Do the terms of service for those on the governing authority overlap to provide continuity? A
< A + >

COMMENTS: The Zoological Society, the City, and the Zoo staff work extremely well together and all seemed to be very supportive of Jeff Bullock.

STAFF (S)	YES	NO	N/A	A/Q/U
S-1. Do the salaries of the staff appear to be within acceptable limits? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-2. Are current job descriptions on file? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
a. Have job descriptions been distributed to staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
S-3. Do staff members have a clear understanding of their jobs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-4. Do the chief executive officer and staff members have training and/or experience which makes them capable of decisions consonant with the experience of their peers? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-5. Does the organization of staff authority lines appear to cause any problems? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-6. Are staff members provided an opportunity to discuss work-related problems and possible solutions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-7. Is there a good working relationship between management and staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-8. Is there a good working relationship between the zoo/aquarium staff and the governing authority?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-9. Is staff provided an opportunity and encouraged to seek continuing education? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-10. Is the training provided for the staff and docents/volunteers adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
a. Are staff members offered training to qualify them for management positions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-11. Do the chief executive officer and staff members have access to and knowledge of the literature in the zoological or aquarium field?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-12. Is the level of staff involvement in AZA activities and other professional organizations in line with that of similar-sized institutions? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
S-13. Is there sufficient staff to properly care for the collection and to conduct the institution's programs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
S-14. Do staff members appear to have adequate knowledge of the AZA Accreditation Standards and the accreditation process? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A

COMMENTS: S-2a. Some job descriptions have been distributed, but need to develop a training manual with job descriptions, safety issues, and a list of animal care protocols. S-10. Need a training manual. S-13 Need more maintenance staff for a facility this size. One maintenance employee does not seem to be enough. The current Maintenance Supervisor is exceptional and has a well equipped maintenance shop, but needs more help.

SUPPORT ORGANIZATION (SO) (If not applicable, please mark N/A and move to next section.) N/A

	YES	NO	N/A	A/Q/U
SO-1. Are the bylaws of the support organization adequate? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-2. Do the stated purposes of the support organization meet the needs of the institution? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-3. Are the purposes being furthered?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-4. Is the relationship of the support organization to the institution mutually agreed upon and observed? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-5. Does the support organization exercise unwarranted influence on the institution, its officers, or staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-6. <i>Appearing on institution Questionnaire only.</i>				
SO-7. Does the support organization raise funds for the institution? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-8. Does the support organization participate in the decision-making process on how the funds are utilized?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SO-9. Are activities sponsored by the support organization appropriate and meeting the goals of both it and the institution? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A

COMMENTS: SO-2. Organization is extremely committed to the zoo in daily operations as well as it's long term goals in the development of it's Master Plan. Amber Cree, a past President and Board Member, has supported the zoo since 1967 and is a driving force in the zoo as well as the entire community.

FINANCE (F)

	YES	NO	N/A	A/Q/U
F-1. Does the institution have continuing financial support? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-2. Is the total financial support adequate to meet the needs of the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-3. Is financial support the recognized responsibility of the governing authority? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-4. In the event of financial difficulties, has a plan of action been prepared? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-5. Does the insurance protection appear to be adequate for visitors, governing authority, staff, society, docents/volunteers, collection, and physical facilities? < A+ >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-6. Are sufficient amounts allocated for capital improvements? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-7. Is there a separate budget for capital improvements? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
F-8. <i>Appearing on institution Questionnaire only.</i>				
F-9. Are sufficient amounts allocated for conferences, continuing education, maintenance, supplies, training/seminars, etc.? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A

COMMENTS: -7 the City, Zoo, and Society are already working on the first phase of the Master Plan and have money available to start within 6 months.

PHYSICAL FACILITIES (PF)		YES	NO	N/A	A/Q/U
PF-1.	Are there adequate parking spaces for visitors, staff, and volunteers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-2.	Does the institution have amusement rides/playground areas near or on the institution grounds?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-3.	Does the institution have animal rides?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____
PF-4.	Are public food service facilities adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-5.	Are veterinary facilities adequate to meet the needs of the collections, including quarantine, isolation, surgery, and holding facilities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
PF-6.	Is there a regular program of both building and mechanical maintenance? < A >	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-7.	If off-premises facilities are operated, did the team visit the site?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____
a.	Are the conditions at the off-site facility acceptable?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
b.	Does the institution appear to be meeting the same criteria at the off-site facility as at the institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
PF-8.	Is the institution readily accessible to visitors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-9.	Are the rest rooms adequate and maintained in a sanitary condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-10.	Is heating adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-11.	Is lighting adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-12.	Is plumbing adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-13.	Is the method for disposal of sewage adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-14.	Is the method for disposal of toxic/hazardous materials adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-15.	Are there adequate provisions for the proper storage and disposal of garbage and animal waste?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-16.	Are the grounds clean and neat?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-17.	Are the sidewalks and roadways in good repair?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-18.	Are the buildings in good repair?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-19.	Is the general impression given by the exhibits acceptable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-20.	Are the exhibits arranged to demonstrate an educational theme?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-21.	Are the exhibits presented in a scientific and aesthetic manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-22.	Are plantings well-maintained and used to the best advantage in animal exhibits and throughout the facilities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-23.	Do the animal enclosures provide for the physical and psychological well-being of the specimens displayed throughout the year?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
PF-24.	Do aquatic exhibits provide sufficient space or sufficient volume of water for the physical				

- and psychological well-being of the inhabitants? A
- a. Are the aquatic water circulation and life support systems adequate? A

COMMENTS: PF-5 Minimal quarantine facilities.

	YES	NO	N/A	A/Q/U
SAFETY/SECURITY (SS)				
SS-1. Is first-aid readily available to the staff and the public? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-2. Is the staff adequately trained in first-aid? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-3. Is the staff adequately trained in CPR? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-4/SS-5. <i>Appearing on institution Questionnaire only.</i>				
SS-6. Is the Risk Management or Safety Audit Plan adequate? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-7. <i>Appearing on institution Questionnaire only.</i>				
SS-8. Do employees have access to and knowledge of Material Safety Data Sheets? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-9. Are the alarm systems and emergency procedures adequate in the event of an attack or injury by a large or venomous animal? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-10. Is the written procedure adequate in the event of an animal escape? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-11. Is the written procedure adequate in the event of an emergency, including natural disasters? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-12. Are staff members trained for emergency situations? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-13. Are emergency drills conducted regularly? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-14. Are fire extinguishers and alarms readily available? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-15. Is the staff sufficiently trained in the use of fire extinguishers? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-16. Are employees adequately trained to deal with HazMat and bio-toxic disposal? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-17. Is the communication system quickly accessed in the event of an emergency?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-18. If employees are working within the vicinity of ozone generation or hypochlorite (chlorine) systems, are they properly trained to handle emergency conditions involving release of these chemicals? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-19. Are there enough alarms or indicators in the event of environmental and life-support system failures? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-20. Are staff members/volunteers who handle animals adequately trained regarding common zoonosis? < A + >	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	U
SS-21/22. Do OSHA-mandated confined space entry and lock out/lock in procedures appear to be followed? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-23. Is ground fault interrupt electrical service supplied to wet environments and				

aquatic exhibits? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
SS-24. Is the dive safety program adequate for this institution? < A + >	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
a. Does the institution comply with commercial diving safety standards established By the Occupational Safety and Health Administration?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
b. Does the institution claim the exemption from commercial diving standards for "scientific diving" and have an appropriate diving control board and diving safety manual?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
SS-25. Is service from fire and police departments, as well as ambulance services readily available?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-26. Are there adequate procedures for exhibit servicing without causing danger to the staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-27. Are service areas sufficiently protected from visitor access?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-28. Are there adequate facilities for crating and transporting animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-29. Are all exits clearly marked?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-30. Do all exits open outward?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-31. Are all exits equipped with panic hardware?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-32. Is the animal collection protected from natural and human hazard, including cover and escape areas?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-33. Is the public protected from the animal collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-34. Is protection for the collection and grounds provided 24 hours a day? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-35. If 24-hour security personnel are not provided, does the institution have adequate protection during the hours when security personnel are not present? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-36. Is the security program providing sufficient protection? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-37. Do the institution's security personnel utilize firearms? < A >	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A
SS-38. Are firearms kept in a secured area? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
a/b. <i>Appearing on institution Questionnaire only.</i>				
c. Is the staff adequately trained in the use of firearms?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
SS-39/SS-40. <i>Appearing on institution Questionnaire only.</i>				
SS-41. Is the perimeter fence independent of all animal enclosures? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q

COMMENTS: SS-20 Need to place foot baths at appropriate locations for disease and zoonosis control. Materials were available concerning zoonosis training, but staff had not utilized this material. SS-23 Work order was generated to correct this problem during the inspection. SS-34 Night keepers should have pepper spray and large flashlights for protection. SS-41 One area has animal enclosure as the perimeter fence, but has a buffer zone of a lake, beyond that which is questionable. The new Master plan will resolve this issue.

ANIMAL COLLECTION (AC)		YES	NO	N/A	A/Q/L
AC-1.	Does the institution's Institutional Collection Plan (ICP) conform to the institution's mission and vision? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-2.	Does the institution's ICP incorporate the suggested elements outlined in AZA's Accreditation Standards? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-3.	<i>Appearing on Institution Questionnaire only.</i>				
AC-4.	Is the ratio of males to females in the animal collection appropriate for the individuals being maintained? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-5.	Does the animal collection fulfill the stated objectives of the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-6.	Are all endangered, CITES I, SSP®, and studbook species maintained by the facility registered with ISIS? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-7.	Is the animal cataloging system adequate? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-8.	Does the animal marking system meet the needs of the collection? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
AC-9.	Are animal records duplicated? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-10.	Are the collection's records protected from fire, flooding, and other natural hazards? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-11.	Are duplicate records stored in an appropriate separate location? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-12.	Is an individual designated as being responsible for the institution's animal record-keeping system?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-13.	Are records kept current with up-to-date information?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-14.	Is the institution's animal acquisition/disposition policy in accordance with relevant Legislation, AZA's A&D Policy, and AZA's conservation policies? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-15.	Does the management of the collection appear to conform with the stated acquisition/disposition policy?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-16.	Is there an adequate system for the preservation of important data on acquisitions/dispositions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-17.	If the institution maintains elephants, are current AZA policies being followed (see pages 47-56 of the "Visiting Committee Handbook")? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
a.	Does the institution's written policy meet AZA requirements? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
b.	Does the institution have an elephant restraining device?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-18.	Has the institution adequately addressed the concerns/deficiencies noted on the USDA Inspection of Animal Facilities, Sites or Premises (VS form 18-8) report forms (or the equivalent for those not inspected by USDA)? Please provide details in the comment section on this form and, if necessary, in your narrative report. < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
AC-19.	Are "touch pools" integrated into displays adequately managed for the protection of the animals involved? < A + >	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
AC-20.	Do formal animal training programs provide for the overall health and psychological well-being of those participating? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A

AC-21.	Does the water quality methods and controls program appear to be adequate for the aquatic exhibits? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Q</u>
AC-22.	Is the animal collection protected from weather detrimental to their health?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-23.	Does it appear that the animals' sociobiological needs are being met?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-24.	Are the animal enclosures clean and well maintained?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-25.	Does the institution's pest control program appear adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-26.	Are enclosure substrates, design features, and "furniture" sufficient to provide shelter for, and meet the behavioral needs of, all specimens displayed, especially those kept in multi-species exhibits?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-27.	Does the institution allow the public to feed the animal collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-28.	Is the animal collection identified and interpreted for the public?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	a. Are exhibit labels and other graphics legible?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	b. Are exhibit labels/signs durable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	c. If interactive exhibits are used, are they in working order?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	d. If docents/volunteers are utilized in interpretive programs, do they appear to be well-trained?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-29.	Are endangered species appropriately identified as such?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Q</u>
AC-30.	Does the institution utilize AZA SSP®, vanishing animal, endangered species, and other appropriate logos on all exhibits containing animals with special designations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Q</u>
AC-31.	Does the institution have a written animal enrichment program that incorporates the elements outlined in AZA's Accreditation Standards? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	a. If yes, has a specific staff member or committee been assigned program oversight? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-32.	Are there sufficient resources and staff available to implement the animal enrichment program? < A+ >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	a. Is there adequate involvement by all departments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
	b. Is enrichment being provided on a regular basis?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-33.	Does management carefully scrutinize the origins of collected aquatic animals to minimize environmental damage caused by unacceptable collection techniques (e.g., cyanide collection, etc.)? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-34.	Does the institution have current and complete copies of all applicable local, state, federal and/or international permits to collect the animals purchased (including aquatic animals) from all commercial animal collectors utilized? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>A</u>
AC-35.	Does the institution permit hunting of captive wildlife? < A + >	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
AC-36.	Does the institution utilize auctions, the pet industry, or hunting ranches for the disposal of captive wildlife? < A + >	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____

COMMENTS: AC-8 Need to continue using transponder chips banding and improving marking system other than visual. AC-21 Freshwater fish tank water quality should also be tested weekly and recorded. AC-29 Make sure all endangered species are identified on signs. AC-30 Make sure all animals are appropriately identified.

VETERINARY CARE (VC)

	YES	NO	N/A	A/Q/U
VC-1. Is there a full-time veterinarian? < A >	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A
a. If not, indicate the frequency of visits made by the part-time or consulting veterinarian: <u>Once per week and as needed.</u>				
VC-2. In the event of an emergency, when the veterinarian is not on the premises, is the response time adequate? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-3. Does the institution utilize Carfentanil, M99, M50-50, or other controlled animal drugs? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
a. If yes, are there appropriate protocols established for the use of such animal drugs (i.e., procedures established in the event the veterinarian is not present to administer the drugs)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
b. Are the animal drugs stored in a Class 5 or other DEA-approved safe?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Q
VC-4. Are protocols for the use of capture equipment being followed? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
a. Is the staff properly trained in the use of capture equipment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-5. If chemical capture equipment is used, are established protocols being followed, staff adequately trained, and equipment stored properly? < A + >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
a. Are there a sufficient number of staff members trained in the use of chemical capture equipment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-6. Is there a program for regular disposal (or removal and separate storage) of outdated animal drugs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-7. Is the institution's preventative medicine program adequate and implemented; i.e., TB tests and appropriate vaccinations annually, etc.? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-8. Does the veterinary care provided the animal collection appear sufficient?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-9. Does the animal collection appear to be in good health?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-10. <i>Appearing on institution Questionnaire only.</i>				
VC-11. Does the institution normally perform necropsies? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-12. Are deceased animals disposed of properly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-13. Are deceased animals stored away from food?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	U
VC-14. Are necropsy results reviewed periodically and subjected to analysis to determine health trends and long-term problems with the aquatic collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
VC-15. Does the institution maintain up-to-date records on the health of the collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A

- VC-16. Does the institution comply with the FDA requirements for the use of drugs with fishes and in public aquariums? < A + > A
- VC-17. Is the institution's animal food nutrition, acquisition, and preparation program adequate? < A > A
- VC-18. Are the animal diets of adequate quality and quantity and suitable for the collection? A
- VC-19. Are the animal diets prepared and stored hygienically? A
- VC-20. Overall, are food items provided in a way that promotes the physical and psychological well-being of the animals? A
- a. Is the timing and location of food provisioning biologically appropriate and stimulating? A

COMMENTS: VC-2 Dr. Dale Hembree's office and home are within 3-5 minutes of the zoo. VC-36b Acceptable safe, but DEA has not approved it for Class II drugs. VC-8 Dr. Hembree is very capable and enthusiastic about the veterinary care for the zoo. VC-13 Necropsy freezer is located at front entry door to diet preparation kitchen. Cross contamination possible. Lid is also broken on the freezer.

- | CONSERVATION (C) | | <u>YES</u> | <u>NO</u> | <u>N/A</u> | <u>A/Q/U</u> |
|------------------|--|-------------------------------------|--------------------------|--------------------------|--------------|
| C-1. | Is the institution's level of participation in SSPs, TAGs, and other such programs in line with similar-sized institutions? < A > | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| a. | Is the institution supporting a "fair share" number of conservation program leaders? (i.e., PMP managers, species coordinators, TAG chairpersons, etc.) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| b. | Does the institution participate in a "fair share" number of conservation programs? (i.e., TAGs, IGs, etc.) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| C-2. | Is the institution participating in every SSP@ that pertains to an animal held in its collection? < A > | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| a. | If "no", please list those in which it should, but is not participating: _____ | | | | |
| C-3. | Is the institution involved in energy and natural resource conservation in an appropriate manner? < A > | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| C-4. | Do the institution, governing authority, and staff members actively participate in local, regional, state/province, academic, national, and international conservation endeavors? < A > | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| C-5. | Does the institution participate in appropriate conservation initiatives (e.g., educational programs/materials that increase public awareness on the importance of preserving ecosystems, training programs that provide field experiences, programs that aid the transfer of relevant technology for use in the field, programs that purchase land or contribute funds to establish reserves, field research programs, and development of economic incentives to preserve the ecosystem)? < A > | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |
| C-6. | Is conservation the foundation of the institution's overall message to the general public? < A > | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | A |

COMMENTS: C-1 Involvement in conservation programs is exceptional for the size of the facility.

EDUCATION (E)		YES	NO	N/A	A/Q/U
<i>E-1/E-2. Appearing on institution Questionnaire only.</i>					
E-3.	Does the institution have a written education plan for the education program? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-4.	Do the institution's educational programs meet the needs of its visitors? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-5.	Is the education program under the direction of a paid professional trained in educational programming? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-6.	If the facility has cooperative programs with colleges or universities, are the arrangements/agreements appropriate? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-7.	Are the education programs evaluated regularly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-8.	Do the institution's education programs address the role of zoos/aquariums in conservation? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-9.	Do the institution's educational programs address local and global conservation/ environmental issues? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-10.	Does the institution utilize wildlife in off-premises situations (i.e., shopping malls, sporting/events, school programs, theatrical productions, etc.)? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-11.	If the institution utilizes wildlife in off-premises situations, please respond to the following: < A + >				
a.	Are the species utilized appropriate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
b.	Are both the animals and public provided adequate protection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
c.	Does the institution make certain that the off-premises programs cause no undue stress for the animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
d.	Is sufficient transportation and care provided when animals are off the premises?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
e.	Are isolation/quarantine facilities adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
f.	Are animals kept separate from the collection, especially following an appearance off the institution's grounds?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
g.	Are life support systems, designed for aquatic animals shown off-site, adequate?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
E-12.	Does the institution provide appropriate outreach programs? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-13.	Are the programs provided for the disabled responsive to the spirit of the Americans with Disabilities Act of 1990? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
E-14.	Is the volunteer/docent program adequate for the needs of the institution? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A
<i>E-15 & E-16. Appearing on institution Questionnaire only.</i>					
E-17.	Do staff members have an adequate and accessible library available? < A >	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A

a. Is the library available to the general public? A

E-18. Do educational facilities meet the needs of the institution? A

COMMENTS: E-3 Education Coordinator is exceptional and very enthusiastic. He has initiated several new programs and accomplished a great deal with minimal docent participation. E-14 Although there are few docents, the Education Coordinator is very dynamic and the docent program has potential for growth.

RESEARCH (R) YES NO N/A A/Q/U

R-1. Is the institution's participation in research programs in line with similar-sized institutions? A
< A >

R-2. Are research philosophies and activities consistent with the overall goals and objectives of the institution? A

R-3/R-4/R-5. *Appearing on institution Questionnaire only.*

R-6. Does the institution have a means of screening, evaluating, and monitoring research projects? A
< A >

COMMENTS: R-1 Need to collate a list of programs, projects, and research in which they are participating.

OTHER PROGRAMS/ACTIVITIES (OP) YES NO N/A A/Q/U

OP-1. Are the brochures, reports, newsletters, and other publications produced by the facility appropriate and adequate? A
< A + >

OP-2. Is the facility reasonably following the goals included in the master plan? A
< A + >

OP-3. If the facility has a strategic plan, are the goals being evaluated and met? A
< A + >

COMMENTS: OP-2 All entities are supportive and committed to funding the construction of the Master Plan. The Master Plan is exceptional and will carry the zoo into the future.

MISCELLANEOUS (M) YES NO N/A A/Q/U

M-1/M-2/M-3/M-4. *Appearing on institution Questionnaire only*

M-5. Has any member of the institution's staff ever been found guilty of violating wildlife regulations enacted by any of the various states of any agency of the U.S. Government or those of a foreign country? _____
< A + >

M-6. Is any member of the institution's staff currently under investigation for alleged violation of any wildlife regulations enacted by any of the various states or any agency of the U.S. Government or those of any foreign country? _____
< A + >

COMMENTS: _____

List of Concerns/Achievements

PART I:

Items of Concern Noted by Visiting Committee

INSTITUTION DIRECTOR: •**IMPORTANT**• The items listed below were of noted concern during the inspection. Please address as many of these concerns as possible prior to the Commission's meeting, and bring documentation with you on how they were/are being addressed, with photographs when possible. Status reports and completion schedules are expected for items that cannot be finished by the hearing. Be prepared to discuss each item, provide documentation, and answer questions the Commission may have. Be aware that, after reviewing all supporting materials (including the Visiting Committee's written report), the Commission may have issues and concerns to be addressed during the meeting *that are not included below*. [NOTE: all items must be addressed, regardless of whether they are designated as "Major" or "Minor".]

If you wish to submit a written report to the Commission on how you are responding to these concerns, please submit 20 copies, bound or stapled upper left, to the Manager, Accreditation Programs no later than 25 days before the date of your hearing. The Commission cannot accept written reports during the hearing as they do not have time to read them.

MAJOR CONCERNS

1. Although the zoo appears in good standing one maintenance employee does not seem to be adequate.
2. Employees and volunteers need to be trained on zoonotic diseases.
3. Area by the Ruffed Lemur/Duiker exhibit has the animal enclosure as the perimeter fence.
4. Need to place footbaths for disinfection at appropriate locations for disease and zoonosis control.
5. Necropsy freezer stored next to the entry to diet preparation kitchen. Must be moved to an isolated location.

MINOR CONCERNS

1. Need to develop a Training Manual with job descriptions, animal care protocols, and safety issues to be distributed to all employees.
2. Minimal quarantine facilities available.
3. Some areas did not have ground fault interrupt electrical service, but a work order was issued to fix this problem during the inspection.
4. Night keepers should have pepper spray and large flashlights for protection.
5. Continue to use transponder chips, banding, and improving animal marking system other than visual identification.
6. All fish tanks should have weekly water quality checks.
7. Identify all endangered SSP, and vanishing animals on graphics.
8. Vet clinic has an acceptable safe, but not approved by DEA yet for ClassII drugs.

PART II:

Points of Particular Achievement Noted by Visiting Committee

INSTITUTION DIRECTOR: During the inspection the Visiting Committee was particularly impressed with the items listed below.

1. Zoo Society is extremely supportive and committed to the zoo and it's future development.
2. The city, the zoo, and the zoological society work extremely well together.
3. The entire staff is very dedicated to their jobs and motivated. They have a very strong team work ethic.

4. The keepers have mutual admiration for Mike Higgins due to his knowledge and experience.
5. There is tremendous community-support and interest in the zoo.
6. The staff has placed a large commitment to the grounds and landscaping.
7. Impressive history of breeding endangered and sensitive species.
8. Involvement in conservation programs is exceptional for the size of the facility.
9. Education coordinator exceptional, highly motivated, and very enthusiastic.
10. Jeff Bullock has made a tremendous impact on the zoo and the community by promoting the zoo and increasing public awareness through all local media. He has also made large strides in improving zoo grounds, zoo exhibits, and staff development and morale. Jeff's coordination of the master plan will ensure it's completion with phase 1 starting next year.

Abilene Zoo Reaccreditation Inspection Narrative Report

On 10, 11 December 2002 Dr. Howard Karl Hill, Robert L. Whitt, and I inspected the Abilene Zoo for AZA reaccreditation. This is my second inspection for the facility, having participated as an inspection team member for the zoo's last inspection in 1996. I am pleased at the progress the zoo has made. The grounds and exhibits were attractive, the new Master Plan is underway, and the staff was very courteous and eager to help us in any way during our visit.

Prior to the inspection, we discussed the inspection process with Zoo Director, Jeff Bullock, and determined when and where the various interviews would be conducted. We also discussed the concerns of the previous inspection to determine how those concerns had been addressed.

Governing Authority - City of Abilene/ Abilene Zoological Society

The committee met with Mr. Mike Hall, Director of Community Services for the City of Abilene and a long term supporter of the Abilene Zoo, Mrs. Amber Cree, who is also a Past-President and Board Member of the Abilene Zoological Society. The team felt that the relationship between the city and the society is one of the best that we have encountered. The Abilene Zoological Society is extremely committed to the zoo, and it is evident that the dual city/society supervision of the zoo director and the facility works well. Both the Board of Directors and the city are extremely supportive of Jeff Bullock and the Master Plan that he has developed.

Staff

Les Whitt and I were invited to sit in on a keeper meeting, and it was obvious by the involvement and participation of the staff that they all felt comfortable and uninhibited in the presence of their supervisors and the zoo director. After the staff meeting, we randomly selected members of the keeper staff to interview confidentially. The keepers all felt very comfortable with the zoo's safety procedures and management. They were very open and each of them expressed how pleased they were with the zoo's new Master Plan and the fact that they had input in it's design. The keepers greatly admire the General Curator, Mike Higgins, and were very complimentary of his expertise in animal care and husbandry. The staff is very dedicated to the zoo and their professions. All the keepers we spoke with felt that a training manual that includes all job descriptions, safety issues, and animal care protocols would be beneficial to further staff development.

The only major concern in this area is the fact that the maintenance staff is too small for a facility of this size. The maintenance staff consists of one maintenance supervisor and three night keepers. The night keepers are responsible as security as well as maintaining the restrooms, trash containers, etc. and preparing all diets for the next day. The three keepers have staggered shifts so someone is always at the zoo. After interviewing the night keepers, it was evident that about 90% of their time was spent prepping diets and only 10% was used making rounds, taking care of

maintenance, and performing related jobs. The maintenance shop is neat and well organized, and the supervisor has a great rapport with the staff and with other city departments. The keeper staff exhibits tremendous team spirit, working closely with the maintenance supervisor to help her whenever possible. The only flaw with the operation is the fact that the maintenance supervisor has too great a workload for one person to maintain and, more help is needed.

Support Organization

As mentioned earlier, the cooperation between the city and society is phenomenal, and it is a great benefit to the zoo. The Abilene Zoological Society has been proactive in the development of the zoo and maintaining a first rate facility.

Finance

Financially the zoo seems to be in good shape. Like many zoos the Abilene Zoo operates on a tight budget, but the equipment is in good repair and the staff did not indicate any problems. In fact, one keeper noted, "If we need anything, we tell Mike Higgins, and he gets it for us."

The city, zoo, and society are already at work on phase one of the Master Plan and have money available to start within six months.

Physical Facilities

The staff has made a tremendous effort to improve the exhibits, grounds, and landscaping of the zoo, and the results are beautiful. Although they have nice, isolated facilities for wild birds of prey and prairie chickens, the quarantine facilities for general use are very minimal. Some quarantine facilities exist, but are currently being used to hold non-quarantine specimens. The zoo was overall in good repair and is very neat and clean.

Safety/Security

The zoo has safety protocols in place and also has written material regarding zoonotic diseases. However, the staff and volunteers have not been trained in zoonotic diseases and prevention. This needs to be addressed. Information is available and was posted in the veterinary hospital, but the staff did not indicate that the issue had been specifically addressed. More formal training is recommended.

Another health care issue was the lack of footbaths. Footbaths are recommended for use in primate areas, veterinary areas, necropsy areas, and any other animal exhibit where disease prevention would be advised. It is important to train the staff on the value and purpose of starting a footbath disinfection protocol throughout the zoo for disease prevention and control.

The animal clinic, commissary, flamingo barns, giraffe barn, elephant barn, and hoofstock barns all lacked ground fault breakers. Newer buildings had ground fault breakers installed in some places, but more were needed. This is an issue that was addressed when the team was present. A work order was generated during the inspection, so we feel this problem is being corrected and should not affect the accreditation process.

Fire extinguishers were all in working order, and a snake bite alarm has been installed in the reptile building. The fire extinguisher in the reptile building should be moved closer to the door, and the alarm needs to be labeled for added safety.

The night keepers perform security duties and should be equipped with pepper spray and a large flashlight for protection.

Due to the USDA regulation that went into effect 17 May 2000, the current perimeter fence at Abilene Zoo is non-compliant. Despite the aesthetic value of the lake, the lack of a perimeter fence in this area of the zoo is non-compliant with USDA standards. During the exit interview, we discussed the fence issue with Jeff Bullock. His desire is to fence in the entire lake, which would not compromise the beauty of this part of the zoo. The team feels that we should support his decision on this issue and it should not prevent the zoo from becoming accredited.

In discussing all concerns with Jeff Bullock, it was evident that the safety of his staff and the security of the zoo were top priorities and any issues that were not addressed immediately, while the inspection was in progress, will be dealt with in the near future.

Animal Collection

The animal collection is well balanced with exhibits and husbandry protocols that give excellent consideration to the needs of the animals. The zoo has an impressive history of breeding endangered and sensitive species. All endangered SSP and vanishing animals should be identified on graphics. The zoo has started using transponder chips and bands for animal identification, and this should continue throughout the collection so that all animals have a more permanent identification. Of minor concern was the water testing in the fresh water aquarium. All fish tanks should have weekly water quality checks. All animal protocols and record keeping systems are to AZA standards.

Veterinary Care

Dr. Dale Hembree, DVM is the consulting veterinarian for the zoo and works with Becky Irby as his zoo liaison. She is Lead Supervisor for Herps and Fish and is a Veterinary Technician. Both are very capable and enthusiastic about caring for the animals at the zoo. They and the mammal keepers are doing a terrific job of caring for the male white tiger. Dr. Hembree stops by twice a day to check on the tiger and it is apparent that he is doing a great job for the zoo. His private practice and personal residence are within five minutes of the zoo, which makes it very easy for him to care for the animals and respond to emergencies. However, there may need to be a more formalized protocol for the keepers to notify Becky about all medical issues before they call Dr. Hembree. She should be informed of all medical problems if she is to perform her duties as vet tech and liaison.

The hospital has a safe that is accessible for drug storage, but the DEA has not approved its use for Class II drugs. This needs to be addressed, approved by the DEA, or replaced. Also, noted as a major concern, is the necropsy freezer which is currently housed under an awning at the entrance to the diet kitchen. The door to the freezer is broken and does not close or seal properly. This could be a serious contamination.

problem. The freezer needs to be repaired, moved away from the diet kitchen, and placed in an isolated area away from foot traffic or animals.

Overall the veterinary program is very good, and the animal care is obviously in excellent hands.

Conservation

Conservation is obviously a high priority with Jeff Bullock, the Abilene Zoological Society, and the entire staff of Abilene Zoo. Their involvement in conservation programs is exceptional for this size facility. The exhibits and education programs reflect the zoo's commitment to conservation.

Education

The Education Coordinator, William Burch, is incredibly enthusiastic and creative. He has initiated several new programs and accomplished a great deal with minimal docent participation. With the new ideas and approaches he is developing in the Education Department, the numbers of active volunteers should increase. The zoo is fortunate to have such an energetic force in this vital area.

Research

The zoo actively participates in a number of research projects, but needs to collate a list of programs, projects, and research in which they are currently participating and have participated in the past.

In conclusion, the Abilene Zoo is a very progressive facility that has an extremely committed Zoological Society, City, Director, and staff. There is a great team work ethic and all entities are supportive and committed to funding the construction of the Master Plan, which is exceptional and should carry the zoo far into future.