



CLASS TITLE | ANIMAL SERVICES SUPERVISOR

PAY GRADE: EX-32 | www.cityoftulsa.org/pay

Effective Date: 05/13/2026

CLASS CODE: 2132

PURPOSE OF THE CLASSIFICATION: Under general supervision, supervises, assigns, reviews and participates in the enforcement of City ordinances, as well as ensuring compliance with applicable state and federal laws and regulations relating to the care and control of animals, ensuring the safety of citizens and Tulsa Animal Services (TAS) staff, and provides high level professional customer service; and performs other related duties as assigned.

ESSENTIAL TASKS:

- Assists in projects to develop or improve services over the network
- Plans, prioritizes, assigns, supervises and reviews the work and schedule of subordinate personnel responsible for providing animal care and customer service within the animal control of TAS
- Supervises routine animal control investigations, decides disposition in routine cases and ensures compliance with policy and procedures
- Interprets City ordinances for subordinates and the public
- Responds to complaints from citizens and assists citizens with completing the necessary forms and documentation
- Ensures staff and the public have a clear understanding of ordinances, TAS processes, and procedures by composing and reviewing memorandums, correspondence and public notices as needed
- Authorizes the disposition of animals and oversees euthanasia record keeping and selection process to ensure that proper animals are euthanized
- Issues and maintains inventory control of City-owned equipment and controlled substances to ensure compliance with policies and procedures and Drug Enforcement Agency regulations
- Conducts training sessions for subordinates on animal safety when dealing with difficult animals, customer service, and other areas as determined by management
- Oversees mandatory yearly training records and requirements for subordinate personnel, setting long term and short-term goals for staff
- Evaluates effectiveness of present operations related to animal control processes and procedures and makes improvement recommendations to management
- Issues and maintains inventory control of City-owned equipment and controlled
- Maintains accurate records regarding intake, euthanasia, disposition, as well as employee and equipment records
- Oversees and assists in providing animal care, facility cleanliness and hygiene to ensure health and cleanliness of the shelter, TAS staff while in the shelter and City equipment
- Reports to work on a regular and timely basis

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks.

QUALIFICATIONS:

Training and Experience: Must meet one of the following criteria:



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1. (a) Completion of sixty (60) hours from an accredited college or university in a field of study relevant to the essential tasks; **and,**
(b) Four (4) years of experience relevant to the essential tasks; **including,**
(c) One (1) year of supervisory or lead experience

2. (a) Graduation from high school or possession of a General Educational Development Certificate (GED); **and,**
(b) Six (6) years of experience in the care and handling of animals or related to the essential tasks; **including,**
(c) Minimum of two (2) years as an Animal Control Officer II and/or Lead Animal Control Officer

PAY INCREASE OPPORTUNITY

Employee will be eligible for the following one (1) step increases upon completion of the criteria described below:

- Upon completion of level I and II Animal Cruelty Investigations training through the University of Missouri Law Enforcement Training Institute, National Animal Cruelty Investigations School; or similar training approved by management and (1) year in the position.
- Upon completion of Best Friends Management Leadership Certification course or similar leadership course approved by management and (18) months in the position.

Knowledge, Abilities and Skills:

Knowledge of:

- Considerable knowledge of City ordinances relating to animal control
- Considerable knowledge of the methods of handling and maintaining custody of dogs, cats, and other animals
- Substantial knowledge of the administration of controlled substances to animals and the laws of ordinances governing the control of animals, including the methods and techniques of animal collection, impoundment and registration
- Good knowledge of the geography of the City
- Safety requirements of the work being performed and of the working environment
- City policies and procedures and any applicable collective bargaining agreements
- Principles of animal behavior and care, various breeds of dogs, cats and other domestic animals, various breeds of feral animals, predators, and other wildlife common to the area



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- Principals of supervision training and performance evaluation
- Procedures and techniques for dealing with the public in a tactful but firm manner
- Principals of report writing, case load management and documentation and of accounting and record keeping
- Euthanasia techniques and procedures

Ability to:

- Assign, coordinate, supervise, and direct the work of subordinate personnel
- Instruct and provide training to employees on applicable policies, laws, and best practices related to animal control and to develop work procedures and methods
- Make effective and quick decisions in computer or emergency situations
- Professionally, compassionately, and effectively communicate both verbally and in writing
- Understand and carry out verbal and written instructions in an often stressful and emotional work environment
- Operate and care for animal control equipment and animal control vehicles, including operating a two-way radio
- Interpret and apply Federal Codes, State Codes, and City of Tulsa Municipal Code as they pertain to animal services
- Perform a variety of animal control activities, including utilizing proper handling and muzzling techniques, and administering animal first aid and lethal injections
- Maintain accurate and complete records, reports, and simple accounting statements to maintain financial records and prepare and administer budgets
- Establish and maintain effective working relationships with public officials, other employees and the general public
- Utilize the highest level of interpersonal skill in order to understand, select, develop, and motivate people at any level within or outside the organization, serving as an example to staff in adhering the standards of professional conduct and utilizing emotional intelligence
- Work flexible and changing schedule including evenings and weekends, as required

Skill in:

- Operating office equipment and related software
- Evaluating staff, training needs, and areas of development

Physical Requirements: Physical requirements include arm and hand dexterity enough to use a keyboard and telephone; occasional lifting, carrying, pushing and pulling up to 60 pounds; may be subject to walking, running, standing, sitting, reaching, bending, handling, smelling, twisting, reaching with hands and arms, crouching or crawling, lifting a repetitive motions; and vision, speech and hearing sufficient to perform the essential tasks. Work regularly requires exposure to fumes and airborne particles, exposure to toxic or caustic chemicals, including urine, blood, feces, and exposure to outdoor weather conditions, and exposure to bloodborne pathogens; work is generally in a loud noise location.



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Licenses and Certificates:

- a) Possession of a valid Oklahoma Class "D" Driver license; **and,**
- b) Obtain the following within one (1) year of hire:
 - Certified Animal Euthanasia Technician license; **and,**
 - Oklahoma Bureau of Narcotics and Dangerous Drugs license; **and,**
 - Drug Enforcement Agency (DEA) License; **and,**
 - National Animal Control Association or Oklahoma Animal Control Association Animal Control Officer certification

WORKING ENVIRONMENT: Working environment is primarily indoors in an office setting, and occasionally outdoors and in inclement weather. May be exposed to the following: animal waste/dead animals, traffic, cramped work areas, weather/temperature extremes, rough terrains, damp/wet surfaces, snow/ice covered surfaces, animal bites, insect bites, poisonous plants, toxic fumes/vapors/odors, and high noises.

EEO Code: E-02

Group: Public Safety

Series: Public Safety Technical