

CONSOLIDATED MOSQUITO ABATEMENT DISTRICT

13151 E. Industrial Dr., Parlier, CA 93648
559-896-1085 | www.consolidatedmadca.gov

Board of Trustees Meeting
Monday, June 15, 2026
1:00PM

AGENDA

1. Roll Call:

2. Introduction of Visitors:

The public may address the Board on each agenda item during the consideration of that item.

3. Public Comments:

This is an opportunity for public comment on non-agenda items. The President reserves the right to limit the duration of each speaker to five (5) minutes. It is customary for the Board not to answer any questions impromptu.

4. Items of General Consent:

The following items are routine in nature and may be approved by one blanket motion upon unanimous consent. The President or any member of the Board of Trustees may request an item be pulled from Items of General Consent for a separate discussion.

A. Approval of May Minutes

B. Approval of May Minutes of the Special Meeting

C. Approval of June Minutes of the Special Meeting

D. Approval of May Payroll and Bills

5. Closed Session:

A. Pursuant to Government Code Section 54957 (b):

Public Employee Evaluation: District Manager

B. Pursuant to Government Code Section 54957.6

Labor Negotiation: District Manager

6. Report From Closed Session:

7. Employee Salary, Wage, and Benefit Adjustment

The Board will consider recommendations from the Budget Committee on adjustments to the employee salary, wage, and benefits schedule and employee classification.

8. Budget for 2026 – 2027 Fiscal Year:

The Board will consider recommendations from the Budget Committee on the proposed budget and will take action to approve a budget for FY 2026 – 2027.

9. Employee Appreciation Lunch and Staff Recognition:

The Board will be asked to approve the expenditure of funds for staff recognition and an employee mid-season breakfast, and an end-of-season lunch for seasonal and full-time staff.

10. District Professional Development Calendar 2026/2027:

The Board will consider the approval of the 2026/2027 Professional Development calendar.

11. Consideration and Adoption of Amended Section of Employment and Compensation, Benefits, Work Periods, and Holidays Section:

Adopt Resolution No. 06-2026 approving the amendment of Section 2020 “Employment” and addition of Section 2040.12 “Report to Work Pay”

12. Consideration and Adoption of Revised Public Access to District Records Policy:

Adopt Resolution No. 07-2026 approving amendments to Public Access to District Records Policy.

13. Consideration and Adoption of District Board Bylaws:

Adopt Resolution No. 08-2026, adoption of District Board of Trustees Bylaws.

14. District Aerial Photography Services:

The Board will consider options for an aerial photographic survey of the District’s urban/suburban areas for the unmaintained swimming pool program.

15. Consideration of District Manager Jodi Holeman's Nomination for Vice President, Mosquito and Vector Control Association of California (MVCAC):

The Board will consider the nomination of Manager Holeman to the MVCAC Executive Board as Vice President.

16. Manager's Report:

This is an opportunity for the Manager to report on District activities.

17. Board General Discussion:

This is an opportunity for Board Members to ask questions for clarification, provide information to staff, request staff to report back on a matter, or direct staff to place a matter on a subsequent agenda.

18. Adjournment:

**Minutes of a Special Meeting of the Board of Trustees of the
Consolidated Mosquito Abatement District
May 18, 2026**

A special meeting of the Board of Trustees of the Consolidated Mosquito Abatement District was held at the District Office in Parlier, at 11:00 AM on May 18, 2026.

1. **Roll Call:** President Smith called the meeting to order at 10:34 AM:

Committee Members Present:

Tokuo Fukuda	Kingsburg (Committee Member)
Charles Lockhart	Orange Cove (Committee Member)
Craig Mellon	Fowler (Committee Member)
Ward Scheitrum	Fresno (Committee Member)
Charles Smith	Selma (Committee Member)
Karen Steinhauer	Sanger (Committee Member) Arrived at 10:57 AM
Bruce Taylor	County of Fresno (Committee Member)
John Varin	Clovis (Committee Member) Arrived at 10:41 AM

Committee Members Absent:

Others Present:

Jodi Holeman	District Manager
Karan Cox	Office Administrator

2. **Public Comments:** None.
3. **Policy Review:** The committee reviewed the proposed Public Access to District Records, Seasonal Staff - CDPH Vector Control Technician Certification Examination, and Report-to-Work Pay policies in addition to the proposed Board of Trustees Bylaws.
4. **Adjournment:** The meeting was adjourned at 12:27 PM.

Attested
Member, Board of Trustees

**Minutes of a Meeting of the Board of Trustees of the
Consolidated Mosquito Abatement District
May 18, 2026**

A meeting of the Board of Trustees of the Consolidated Mosquito Abatement District was held at the District Office, in Parlier at 1:00 PM on May 18, 2026.

1. **Roll Call:** President Smith called the meeting to order at 1:02 pm.

Trustees Present:

Tokuo Fukuda	Kingsburg
Mary Anne Hill	County of Fresno
Abe Isaak	Reedley
Charles Lockhart	Orange Cove
Michelle Lopez	Parlier
Craig Mellon	Fowler
Ward Scheitrum	Fresno
Charles Smith	Selma
Karen Steinhauer	Sanger
Bruce Taylor	County of Fresno
John Varin	Clovis

Trustees Absent:

Others Present:

Jodi Holeman	District Manager
Karan Cox	Office Administrator

2. **Public Comments:** None.
3. **Announcements, Presentations and Written Communications:** Board President Smith informed the Board of the passing of long-term Trustee, Pete Esraelian, and a moment of silence was observed.
4. **Items of General Consent:** The following items are routine in nature and may be approved by one blanket motion upon unanimous consent. The President or any member of the Board of Trustees may request an item be pulled from Items of General Consent for a separate discussion.
 - A. Approval of April Minutes
 - B. Approval of April Payroll and Bills
 - C. Quarterly Investment Report

A motion was made by Trustee Isaak, seconded by Trustee Hill, and passed by unanimous vote to approve the items of General Consent.

5. **Public Hearing: Status of Vacant Positions as Required by AB2561:**
The Board held a public hearing and received a report from the District Manager. No action was taken.
6. **Consideration and Possible Approval of Revised District Manager Performance Evaluation Form and Evaluation Process:** A motion was made by Trustee Mellon, seconded by Trustee Lopez and passed by unanimous vote to approve a new District Manager evaluation form and updated guidance for conducting the evaluation.
7. **Meeting Date for Budget Committee:** The President scheduled a Budget Committee meeting for June 4, 2026 at 1:00 PM, to review the proposed fiscal year 2026 – 2027 budget.
8. **Consideration and Approval of Transfer of Funds from General Reserve to Postage, Printing, and Stationery:** A motion was made by Trustee Lockhart, seconded by Trustee Taylor and passed by a roll call vote of 11 – 0 to adopt Resolution 04-2026, “A Resolution of the Board of Trustees of the Consolidated Mosquito Abatement District to Transfer Monies From the General Reserve to Postage, Printing, and Stationery (6106-02).”
9. **Consideration and Adoption of Revised Investment Policy:** A motion was made by Trustee Taylor, seconded by Trustee Lopez and passed by a roll call vote of 11 – 0 to adopt Resolution 05-2026, “A Resolution of the board of Trustees of the Consolidated Mosquito Abatement District Amending the “Investment Policy”.
10. **Meeting Reports:** Rural Program Coordinator Monis submitted a written report on his attendance at the AMCA Annual Conference on March 23 – 27, 2026 in Portland, OR.

Trustee Taylor gave an oral report on his attendance at the Vector Control Joint Powers Agency (VCJPA) Board of Directors meeting on April 23, 2026, in Sacramento, CA.
11. **Manager’s Report:** District Manager Holeman gave the Board an update on the District’s current activities.

The Manager informed the Board that the District had incurred a couple of vehicle incidents and the vehicle cameras had been instrumental in showing that the District driver had not been at fault in both incidents. The Manager also discussed the successful *Culicoides* ID workshop that was held at the District on April 1st, 2026.
12. **Board General Discussion:** None.

13. **Adjournment:** The meeting ended at 2:19 PM. The next Board meeting will be held on Monday, June 15, 2026.

Attested
Member, Board of Trustees

**MINUTES OF THE SPECIAL MEETING OF THE BUDGET COMMITTEE
BOARD OF TRUSTEES
CONSOLIDATED MOSQUITO ABATEMENT DISTRICT
JUNE 4, 2026**

A special meeting of the Budget Committee of the Board of Trustees of the Consolidated Mosquito Abatement District was held at the District Office, in Parlier at 1:00 PM on June 4, 2026.

- 1. Roll Call:** President Smith called the meeting to order at 1:00 PM.

Trustees Present at the Parlier Office:

Tokuo Fukuda	Kingsburg (Committee Member)
Mary Anne Hill	County of Fresno (Committee Member)
Abe Isaak	Reedley (Committee Member)
Michelle Lopez	Parlier (Committee Member)
Charles Lockhart	Orange Cove (Committee Member)
Charles Smith	Selma (Committee Member)
Bruce Taylor	County of Fresno (Committee Member)

Trustees Absent:

Karen Steinhauer	Sanger (Committee Member)
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Others Present at the Parlier Office:

Jodi Holeman	District Manager
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- 2. Public Comments:** None.
- 3. Request from CMAD Employees Association:** A letter from the CMAD Employees Association regarding wages and benefits was presented.
- 4. Salaries, Wages, and Benefits for District Employees:** The Committee considered the request from the Employees Association for a 4.2% cost of living adjustment (COLA) to regular employee salaries, a \$1.00 increase for seasonal employees, and the addition of Juneteenth as a recognized District Holiday for both regular and seasonal staff.

Manager Holeman presented the committee with a salary schedule comparison reflecting three adjustment scenarios: a 3.2% increase, a 4.2% increase, and a tiered structure

providing a minimum adjustment floor of \$250 per month (\$3,000 annually) for regular employees. The manager recommended a tiered salary adjustment, a \$ 1.50-per-hour increase to all hourly pay rates, and consideration of adding Juneteenth and Christmas Eve as paid holidays, based on a review of regional district holiday benefits.

A motion was made by Trustee Taylor, seconded by Trustee Lopez, and passed 6–1 (Trustee Lockhart opposed) to recommend to the full Board that New Year's Eve and Christmas Eve be added as paid District holidays.

A motion was made by Trustee Taylor, seconded by Trustee Lockhart, and passed by 7 – 0 to recommend to the full Board that monthly salaries for regular employee position classifications and steps be increased by 4.2%, and that wages for all seasonal, temporary and special project employee position classifications and steps be increased by \$1.50 per hour.

5. **Proposed Fiscal Year 2026 – 2027 Budget:** The Committee considered the funds available to finance the budget and the proposed budget presented by the District Manager. A motion was made by Trustee Hill, seconded by Trustee Isaak, and passed by 7 – 0 to recommend that the full Board approve the proposed FY 2026 – 2027 Budget as presented.
6. **Adjournment:** The Committee meeting was adjourned at 2:35 PM.

Attested
Member, Board of Trustees

Consolidated Mosquito Abatement District
Monthly Expenditures
May 2026

ACCOUNT NUMBER	ACCOUNT NAME	BUDGET FY 2025/2026	SPENT TO DATE	BALANCE MAY 31, 2026
<u>SALARIES, WAGES & EMPLOYEE BENEFITS</u>				
6101-01	Salaried Wages	\$1,340,000.00	\$1,167,214.26	\$172,785.74
6101-06	Hourly Wages & Extra Help	\$850,000.00	\$642,959.14	\$207,040.86
6101-02	FICA Employers Contribution	\$165,000.00	\$138,656.38	\$26,343.62
6101-03	Unemployment Insurance	\$25,000.00	\$17,224.23	\$7,775.77
6101-04	Retirement District's Payment	\$150,000.00	\$126,767.57	\$23,232.43
6101-08	CalPERS UAL Payment	\$54,000.00	\$30,754.00	\$23,246.00
6101-05	Group Health Insurance	\$315,000.00	\$277,708.53	\$37,291.47
	TOTALS	\$2,899,000.00	\$2,401,284.11	\$497,715.89
<u>OPERATING & MAINTENANCE SUPPLIES & EXPENSE</u>				
6102-01	Insecticides & Herbicides	\$550,000.00	\$512,134.63	\$37,865.37
6102-02	Power Spray & Field Equipment	\$35,000.00	\$23,801.03	\$11,198.97
6102-03	Misc Operating Supplies & Expense	\$10,000.00	\$3,473.09	\$6,526.91
6102-04	Fish Program	\$10,000.00	\$691.18	\$9,308.82
6102-05	Building & Ground Maintenance	\$45,000.00	\$27,829.83	\$17,170.17
6102-06	Airplane Expense	\$1,000.00	\$0.00	\$1,000.00
6102-07	Pre-Employment & Misc. Expenses	\$10,000.00	\$3,160.72	\$6,839.28
	TOTALS	\$661,000.00	\$571,090.48	\$89,909.52
<u>MOTOR VEHICLE SUPPLIES & EXPENSE</u>				
6103-01	Fuel & Lubricants	\$195,000.00	\$110,440.58	\$84,559.42
6103-02	Repairs & Shop Tools	\$45,000.00	\$34,385.07	\$10,614.93
6103-03	Tires & Batteries	\$20,000.00	\$7,494.43	\$12,505.57
	TOTALS	\$260,000.00	\$152,320.08	\$107,679.92
<u>UTILITIES & COMMUNICATIONS</u>				
6104-01	Heat, Light & Power	\$50,000.00	\$19,432.03	\$30,567.97
6104-04	Water Sewer & Disposal	\$26,000.00	\$20,142.70	\$5,857.30
6105-01	Telephone & Internet	\$30,000.00	\$14,834.45	\$15,165.55
6105-02	Cellular Phones & Tablets	\$35,000.00	\$21,899.87	\$13,100.13
	TOTALS	\$141,000.00	\$76,309.05	\$64,690.95
<u>OFFICE SUPPLIES & EXPENSE</u>				
6106-02	Postage, Printing & Stationery	\$10,500.00	\$9,279.18	\$1,220.82
6106-04	Repairs & Maintenance	\$8,000.00	\$2,674.28	\$5,325.72
6106-05	Misc Office Supplies	\$16,000.00	\$8,301.83	\$7,698.17
6106-06	Office Equipment & Furniture	\$15,000.00	\$3,629.68	\$11,370.32
	TOTALS	\$49,500.00	\$23,884.97	\$25,615.03
<u>INSURANCE</u>				
6107-01	Liability, Property & Auto	\$120,000.00	\$107,530.00	\$12,470.00
6107-02	Workers Compensation	\$78,000.00	\$73,213.00	\$4,787.00
	TOTALS	\$198,000.00	\$180,743.00	\$17,257.00

**Consolidated Mosquito Abatement District
Monthly Expenses
May 2026**

BMO Checks

Check #	Amount	Employee Amount	District Amount	Payee	Description
33538	\$2,401.32			Amy L Garcia	Payroll - Full-Time Employee
33539	\$1,594.03			Andrew Chavez	Payroll - Seasonal Employee
33540	\$1,912.64			Anita Munoz	Payroll - Seasonal Employee
33541	\$1,539.07			Anthony Marty Martinez	Payroll - Seasonal Employee
33542	\$1,490.94			Celestine Yang	Payroll - Seasonal Employee
33543	\$2,063.18			Cheng Vang	Payroll - Seasonal Employee
33544	\$3,151.18			Chris K Monis	Payroll - Full-Time Employee
33545	\$1,688.48			Chulong Vang	Payroll - Seasonal Employee
33546	\$1,875.62			Clarita Ramblas	Payroll - Seasonal Employee
33547	\$1,272.39			David Rodriguez	Payroll - Seasonal Employee
33548	\$1,978.11			Derek Hill	Payroll - Full-Time Employee
33549	\$2,560.93			Devon R Cornel	Payroll - Full-Time Employee
33550	\$2,378.54			Donald R McNiel	Payroll - Full-Time Employee
33551	\$1,278.41			Enrique Garcia-Chimal	Payroll - Seasonal Employee
33552	\$1,542.49			Eric Ferguson	Payroll - Seasonal Employee
33553	\$1,533.94			Frank Zuniga	Payroll - Seasonal Employee
33554	\$2,652.86			Gha Vang	Payroll - Full-Time Employee
33555	\$1,793.64			Heidi Hubbard	Payroll - Seasonal Employee
33556	\$2,173.23			Jacob Uribe	Payroll - Seasonal Employee
33557	\$1,517.17			Jay Cha	Payroll - Seasonal Employee
33558	\$2,258.62			Jesse Hernandez	Payroll - Seasonal Employee
33559	\$4,415.48			Jodi J Holeman	Payroll - Full-Time Employee
33560	\$2,010.02			Jorge Rivas Maya	Payroll - Seasonal Employee
33561	\$2,448.17			Jose L Moreno	Payroll - Full-Time Employee
33562	\$1,175.81			Joshua Cornelius	Payroll - Seasonal Employee
33563	\$2,532.50			Jovana Benavides	Payroll - Full-Time Employee

Consolidated Mosquito Abatement District
Monthly Expenses
May 2026

Check #	Amount	Employee Amount	District Amount	Payee	Description
33564	\$1,763.62			Justin Lor	Payroll - Seasonal Employee
33565	\$764.80			Kamaljit Bath	Payroll - Seasonal Employee
33566	\$2,034.83			Karan L Cox	Payroll - Full-Time Employee
33567	\$3,144.25			Katherine Ramirez	Payroll - Full-Time Employee
33568	\$1,375.05			Lewis Nunes	Payroll - Seasonal Employee
33569	\$1,490.94			Mathew Hepner	Payroll - Seasonal Employee
33570	\$1,683.33			Richard Gordon	Payroll - Seasonal Employee
33571	\$2,623.04			Robert Martinez	Payroll - Seasonal Employee
33572	\$1,897.28			Roger Vang	Payroll - Seasonal Employee
33573	\$2,745.43			Salman Sakib	Payroll - Full-Time Employee
33574	\$1,578.94			Stephanie Walton Woods	Payroll - Seasonal Employee
33575	\$1,595.62			Tracy Autrey	Payroll - Seasonal Employee
33576	\$782.63			Yicherpe Vang	Payroll - Seasonal Employee
33577	\$3,316.00			EDD	Employee Personal Income Tax
33578	\$24,159.42	\$16,114.21	\$8,045.21	CMAD	Employee & District - Federal, FICA, M/C
33579	\$10,805.29	\$4,815.24	\$5,990.05	CalPERS	Retirement - Employee & District portions
33580	\$2,775.00			MissionSquare-303789	Employee 457 (b) Deferred Compensation
33581	\$1,250.00			Valley First Credit Union	Employee credit union
33582	\$71.68			American Family Life Assurance	Disability insurance
33583	\$1,091.77			AT&T	Telephone / internet - Parlier facility
33584	\$29,986.42			Haven's Security, Inc.	Security cameras & installation
33585	\$21.50			Jovana Benavides	Travel expenses - AMCA Annual Mosquito
33586	\$8.11			PG&E	Gas charges - Clovis facility
33587	\$80.50			PG&E	Electric & gas charges - Selma facility
33588	\$14.62			PG&E	Electric charges - Selma facility
33589	\$1,032.10			PG&E	Electric charges - Parlier facility
33590	\$169.67			City of Sanger	Water, sewer & disposal - Sanger facility

Consolidated Mosquito Abatement District
Monthly Expenses
May 2026

Check #	Amount	Employee Amount	District Amount	Payee	Description
33591	\$21,224.09			SDRMA	Health, dental & vision premium
33592	\$172.56			SoCal Gas	Gas charges - Parlier facility
33593	\$2,501.56			Verizon	Vehicle GPS & Cameras
33594	\$67.87			Clarita Ramblas	Payroll - Seasonal Employee
33595	\$1,150.00			Castellanos Services, Inc.	Tree removal - Selma facility
33596	\$2,401.33			Amy L Garcia	Payroll - Full-Time Employee
33597	\$1,484.88			Andrew Chavez	Payroll - Seasonal Employee
33598	\$1,626.81			Anita Munoz	Payroll - Seasonal Employee
33599	\$1,466.40			Anthony Marty Martinez	Payroll - Seasonal Employee
33600	\$1,363.17			Celestine Yang	Payroll - Seasonal Employee
33601	\$1,677.58			Cheng Vang	Payroll - Seasonal Employee
33602	\$3,151.63			Chris K Monis	Payroll - Full-Time Employee
33603	\$1,452.11			Chulong Vang	Payroll - Seasonal Employee
33604	\$1,770.45			Clarita Ramblas	Payroll - Seasonal Employee
33605	\$1,254.71			David Rodriguez	Payroll - Seasonal Employee
33606	\$1,978.58			Derek DW Hill	Payroll - Full-Time Employee
33607	\$2,560.93			Devon Cornel	Payroll - Full-Time Employee
33608	\$2,378.53			Donald R McNiell	Payroll - Full-Time Employee
33609	\$1,262.95			Enrique Garcia-Chimal	Payroll - Seasonal Employee
33610	\$1,350.38			Eric Ferguson	Payroll - Seasonal Employee
33611	\$1,390.70			Frank Zuniga	Payroll - Seasonal Employee
33612	\$2,652.85			Gha Vang	Payroll - Full-Time Employee
33613	\$1,629.91			Heidi Hubbard	Payroll - Seasonal Employee
33614	\$1,951.51			Jacob Uribe	Payroll - Seasonal Employee
33615	\$1,332.47			Jay Cha	Payroll - Seasonal Employee
33616	\$1,764.43			Jesse Hernandez	Payroll - Seasonal Employee
33617	\$4,416.17			Jodi J Holeman	Payroll - Full-Time Employee

Consolidated Mosquito Abatement District
Monthly Expenses
May 2026

Check #	Amount	Employee Amount	District Amount	Payee	Description
33618	\$1,583.97			Jorge Rivas Maya	Payroll - Seasonal Employee
33619	\$2,281.42			Jose L Moreno	Payroll - Full-Time Employee
33620	\$1,146.72			Joshua Cornelius	Payroll - Seasonal Employee
33621	\$2,532.52			Jovana Benavides	Payroll - Full-Time Employee
33622	\$1,591.11			Justin Lor	Payroll - Seasonal Employee
33623	\$764.79			Kamaljit Bath	Payroll - Seasonal Employee
33624	\$2,034.83			Karan L Cox	Payroll - Full-Time Employee
33625	\$3,144.25			Katherine Ramirez	Payroll - Full-Time Employee
33626	\$1,324.48			Lewis Nunes	Payroll - Seasonal Employee
33627	\$1,406.17			Logan McIntyre	Payroll - Seasonal Employee
33628	\$1,339.46			Mathew Hepner	Payroll - Seasonal Employee
33629	\$1,519.52			Richard Gordon	Payroll - Seasonal Employee
33630	\$1,811.35			Robert Martinez	Payroll - Seasonal Employee
33631	\$1,671.29			Roger Vang	Payroll - Seasonal Employee
33632	\$2,745.43			Salman Sakib	Payroll - Full-Time Employee
33633	\$1,551.48			Sandra Ventura Sierra	Payroll - Seasonal Employee
33634	\$1,417.22			Stephanie Walton Woods	Payroll - Seasonal Employee
33635	\$662.82			Tracy Autrey	Payroll - Seasonal Employee
33636	\$1,442.52			Yicherpe Vang	Payroll - Seasonal Employee
33637	\$3,011.28			EDD	Employee Personal Income Tax
33638	\$11.26			CMAD	Employee & District - Federal, FICA, M/C
33639	\$23,114.26	\$15,341.63	\$7,772.63	CMAD	Employee & District - Federal, FICA, M/C
33640	\$10,296.86	\$4,584.10	\$5,712.76	CalPERS	Retirement - Employee & District portions
33641	\$2,975.00			MissionSquare-303789	Employee 457 (b) Deferred Compensation
33642	\$1,250.00			Valley First Credit Union	Employee credit union
33643	\$74.68			American Family Life Assurance	Disability Insurance
33644	\$41.28			AT&T	800 Number

Consolidated Mosquito Abatement District
Monthly Expenses
May 2026

Check #	Amount	Employee Amount	District Amount	Payee	Description
33645	\$53.20			California Water Service	Water - Selma facility
33646	\$49.95			DoorKing, Inc.	Monthly gate cellular service
33647	\$43.49			Mid-Valley Disposal	Disposal - Selma facility
33648	\$46.78			Mid-Valley Disposal	Disposal - Clovis facility
33649	\$180.93	\$46.10	\$134.83	Mutual of Omaha	Life insurance - Employee & District portions
33650	\$974.10			City of Parlier	Water, sewer & disposal - Parlier facility
33651	\$968.21			PG&E	Electric charges - Parlier facility
33652	\$24.64			PG&E	Electric charges - Clovis facility
33653	\$15.96			PG&E	Electric & gas charges - Sanger facility
33654	\$69.40			Matson Alarm	Alarm system
33655	\$186.52			City of Sanger	Water, sewer & disposal - Sanger facility
33656	\$15.39			SoCal Gas	Gas charges -
33657	\$2,194.14			Verizon Wireless	Cell phones & field tablet cellular service
33658	\$409.89			AutoZone	Repair parts
33659	\$609.83			Battery Systems, Inc.	Batteries
33660	\$1,486.42			Clarke Mosquito Control	Insecticides
33661	\$1,479.83			Fahrney Ford	Vehicle repairs
33662	\$178.93			FedEx	Mosquito sample shipping
33663	\$70.00			Fedor Plumbing	Backflow testing - Selma facility
33664	\$471.90			County of Fresno	Peoplesoft accounting fee
33665	\$299.73			Goodsuite	Copier maintenance & repair
33666	\$132.94			Kimball Midwest	Shop supplies
33667	\$1,215.00			Kings Industrial Occ Medical	Pre-employment physicals
33668	\$3,181.03			Linde Gas & Equipment, Inc.	Dry ice
33669	\$372.50			Lozano Smith	Legal fees
33670	\$1,144.81			Mission Uniform Service	Uniforms & safety
33671	\$333.16			Nelson's Ace Hardware	Operating expenses / Field equipment

**Consolidated Mosquito Abatement District
Monthly Expenses
May 2026**

Check #	Amount	Employee Amount	District Amount	Payee	Description
33672	\$80.52			O'Reilly Auto Parts	Repair parts
33673	\$689.87			Silvas Oil Company	Lubricants
33674	\$115.18			Tifco Industries	Shop supplies
33675	\$338.84			Tulare Polaris	Repair parts
33676	\$7,075.11			U.S. Bank Corporate Payment	Credit card statement - see transaction list
33677	\$2,501.56			Verizon	Vehicle GPS & Cameras
Total	\$318,690.90	\$206,712.41	\$111,978.49		

County of Fresno Checks

Check #	Amount	Payee	Description
313954	\$175,398.82	Consolidated Mosquito	Transfer funds to checking
313955	\$121,106.00	Consolidated Mosquito	Transfer funds to checking
313956	\$22,186.08	Consolidated Mosquito	Transfer funds to checking
	\$318,690.90		

Summary of May Expenses

May 2026 Salaries & Wages	\$206,712.41
May 2026 Maintenance & Operations	\$111,978.49
Total May 2026 Expenditures	\$318,690.90

Consolidated Mosquito Abatement District
Monthly Expenditures
May 2026

ACCOUNT NUMBER	ACCOUNT NAME	BUDGET FY 2025/2026	SPENT TO DATE	BALANCE MAY 31, 2026
<u>TRAVEL & SUBSISTENCE EXPENSE</u>				
6108-01	Meetings & Travel Allowance	\$105,000.00	\$48,587.12	\$56,412.88
6108-03	Meal Allowance	\$5,000.00	\$1,694.15	\$3,305.85
	TOTALS	\$110,000.00	\$50,281.27	\$59,718.73
<u>MISCELLANEOUS EXPENDITURES</u>				
6109-01	Rent: Land, Buildings and Equipment	\$2,000.00	\$0.00	\$2,000.00
6109-02	Dues, Subscriptions and Fees	\$42,000.00	\$33,441.05	\$8,558.95
6109-03	Education & Publicity	\$37,000.00	\$11,443.29	\$25,556.71
6109-04	Accounting	\$30,000.00	\$17,333.00	\$12,667.00
6109-05	Legal	\$12,000.00	\$9,159.50	\$2,840.50
6109-06	County Service Charge	\$85,000.00	\$0.00	\$85,000.00
6109-07	Uniforms, Safety Apparel & Equipment	\$30,000.00	\$19,027.26	\$10,972.74
6109-08	Surveillance & Research	\$100,000.00	\$39,339.78	\$60,660.22
6109-09	Other Miscellaneous Expenditures	\$25,000.00	\$7,938.11	\$17,061.89
6109-10	GIS & GPS	\$95,000.00	\$72,436.28	\$22,563.72
	TOTALS	\$458,000.00	\$210,118.27	\$247,881.73
TOTAL OPERATIONAL EXPENDITURES		\$4,776,500.00	\$3,666,031.23	\$1,110,468.77
<u>CAPITAL OUTLAY</u>				
6110-01	Office & Lab Furniture & Equipment	\$25,000.00	\$0.00	\$25,000.00
6110-02	Auto Equipment	\$300,000.00	\$0.00	\$300,000.00
6110-03	Shop Equipment	\$15,000.00	\$0.00	\$15,000.00
6110-04	Field Equipment	\$150,000.00	\$10,174.01	\$139,825.99
6110-05	Building & Ground Improvement	\$200,000.00	\$46,946.42	\$153,053.58
6110-06	Loan & Lease Purchase Payments	\$2,894,000.00	\$2,893,827.77	\$172.23
TOTAL CAPITAL OUTLAY EXPENDITURES		\$3,584,000.00	\$2,950,948.20	\$633,051.80
TOTAL EXPENDITURES		\$8,360,500.00	\$6,616,979.43	\$1,743,520.57
<u>Special Projects Reserve</u>		\$150,000.00	\$0.00	\$150,000.00
<u>MVCAC SSJVR Mutual Aid Reserve</u>		\$100,000.00	\$0.00	\$100,000.00
<u>Contingency Reserve</u>		\$500,000.00	\$0.00	\$500,000.00
<u>Building Reserve</u>		\$2,000,000.00	\$0.00	\$2,000,000.00
<u>Equipment Reserve</u>		\$500,000.00	\$0.00	\$500,000.00
<u>General Reserve</u>		\$3,001,000.00	\$0.00	\$3,001,000.00
TOTAL RESERVES		\$6,251,000.00	\$0.00	\$6,251,000.00
TOTAL EXPENDITURES AND RESERVES		\$14,611,500.00	\$6,616,979.43	\$7,994,520.57

**Consolidated Mosquito Abatement District
Monthly Expenditures
May 2026**

FRESNO COUNTY ACCOUNT- BMO	
CASH ON HAND, APRIL 30, 2026	\$9,741,268.94
PROPERTY TAXES WITHHELD BY FRS COUNTY	\$0.00
MAY REVENUE	\$0.00
MAY INTEREST	\$0.00
TAXES - FRESNO COUNTY / KINGS COUNTY	\$22,144.23
TOTAL REVENUE FOR MAY	<u>\$22,144.23</u>
SUB-TOTAL	\$9,763,413.17
COUNTY ADMIN COST FOR FY W/H BY COUNTY	\$0.00
MONEY TRANSFERRED TO CHECKING	(\$318,690.90)
CASH ON HAND, MAY 31, 2026	<u>\$9,444,722.27</u>

YEARLY REVENUE THROUGH 04-30-26	\$5,886,872.53
MAY REVENUE	\$22,144.23
YEARLY REVENUE THROUGH 05-31-26	<u>\$5,909,016.76</u>

CMAD CHECKING ACCOUNT - BMO	
CASH ON HAND, APRIL 30, 2026	\$135,000.00
MONEY TRANSFERRED FROM FRS CO ACCT	\$318,690.90
MAY EXPENDITURES	(\$318,690.90)
CASH ON HAND, MAY 31, 2026	<u>\$135,000.00</u>

Account Number :
 Unique ID: XXXX XXXX XXXX 6609
 CONSOLIDATED MOSQUITO
 Statement Date : 06-08-2026



Corporate Account Summary		Payment Information	
Previous Balance	\$9,161.99	Amount Due	\$7,075.11
Purchases and Other Charges	\$7,075.11	Payment due in accordance with your agreement with U.S. Bank.	
Cash Advances	\$0.00	QUESTIONS OR TO REPORT A LOST OR STOLEN CARD, CALL CUSTOMER SERVICE 1-800-344-5696	
Cash Advance Fees	\$0.00	To overnight or courier a payment, please send to:	
Late Payment Charges	\$0.00	Corporate Payment Systems	
Credits	\$0.00 CR	3180 Rider Trail S, Department 790428	
Payments	\$9,161.99 PY	Earth City, MO 63045-1518	
New Balance	\$7,075.11		
Disputed Amount	\$0.00		

Corporate Account Activity

CONSOLIDATED MOSQUITO Account Number: Unique ID: XXXX XXXX XXXX 6609
 Total Corporate Activity \$9,161.99 CR

Post Date	Tran Date	Reference Number	Transaction Description	Amount
06-02	06-02	74798266153615300011077	PAYMENT-THANK YOU Q	9,161.99 PY

New Activity

KATHERINE RAMIREZ	Purchases	\$281.10	Total Activity	\$281.10
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 1403	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
05-07	05-06	24692166126401067266305	4IMPRINT, INC 4IMPRINT.COM WI	207.02
05-08	05-07	24011346128100001453553	AMAZON MARK* BV31U7511 AMAZON.COM/MA WA	43.58
05-15	05-14	24011346134100116674921	AMAZON MARK* EK6CJ4VK3 AMAZON.COM/MA WA	30.50

(transactions continued on next page)

Payment may be made electronically or by check made payable to Corporate Payment Systems.

CORPORATE PAYMENT SYSTEMS
 P.O. BOX 6343
 FARGO, ND 58125-6343

Account Number:
 Unique ID: XXXX XXXX XXXX
 Amount Due: 6609 \$7,075.11

Amount Enclosed \$

If paying by check, include coupon with payment to address below.

CORPORATE PAYMENT SYSTEMS
 P.O. BOX 790428
 ST. LOUIS, MO 63179-0428

106481900326593 S 2

 CONSOLIDATED MOSQUITO
 ATTN KARAN COX
 13151 E. INDUSTRIAL DR.
 PARLIER CA 93648-9661

New Activity cont

CHRISTOPHER MONIS	Purchases	\$70.38	Total Activity	\$70.38
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 1468	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
05-11	05-10	24692166130404399612059	AMAZON.COM*BV3206TJ0 AMZN.COM/BILL WA	70.38

DEREK HILL	Purchases	\$54.48	Total Activity	\$54.48
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 0022	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
05-14	05-14	24692166134407872893332	AMAZON MKTPL*Z29HA7CP3 AMZN.COM/BILL WA	54.48

SALMAN SAKIB	Purchases	\$143.88	Total Activity	\$143.88
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 0840	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
06-01	05-29	24692166149409792910066	GODADDY*#4100463188 GODADDY.COM AZ	143.88

JOVANA BENAVIDES	Purchases	\$861.97	Total Activity	\$861.97
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 4103	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
06-08	06-05	24692166156406579544514	CPI*COLEPARMERINSTRUMT 800-323-4340 IL	861.97

(transactions continued on next page)



New Activity cont

KARAN COX	Purchases	\$2,611.40	Total Activity	\$2,611.40
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 5113	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
05-13	05-12	24137466133001669546282	USPS PO 0528990401 FRESNO CA	38.40
05-19	05-18	24692166138402319999434	SQ *BELLA BAKERY KINGSBURG CA	22.00
05-20	05-19	24137466140001711613420	USPS PO 0528990401 FRESNO CA	390.00
05-20	05-18	24551946139018013244150	MAINSTREET CAFE REEDLEY CA	322.38
05-25	05-25	24011346145100044575254	AMAZON MARK* 2Z9QG49Q3 AMAZON.COM/MA WA	14.11
05-27	05-27	24011346147100066438959	AMAZON RETA* SY9Y41VD3 WWW.AMAZON.CO WA	31.09
05-27	05-26	24204296146002400265210	WP*-SOVE- ONTARIO CA	750.00
05-27	05-26	24692166146406932421221	AMAZON MKTPL*2E5FS6UK3 AMZN.COM/BILL WA	561.18
05-28	05-27	24137466148001681877718	USPS PO 0558560648 PARLIER CA	24.40
05-28	05-27	24692166147407616927342	AMAZON MKTPL*CW7M81QQ3 AMZN.COM/BILL WA	23.74
06-01	05-30	24011346150100090163965	CHECKR, INC CHECKR.COM CHECKR.COM CA	274.95
06-05	06-04	24011346155100141991948	AMAZON MARK* 1T7K68XN3 AMAZON.COM/MA WA	7.46
06-05	06-04	24692166155405347950475	SQ *BELLA BAKERY KINGSBURG CA	21.00
06-08	06-06	24692166157407193713385	KELLY PAPER SANTA FE SPRI CA	130.69

JOSE MORENO	Purchases	\$1,211.20	Total Activity	\$1,211.20
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 5123	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
05-08	05-07	24692166127401887747939	AMAZON MKTPL*BV3I99M61 AMZN.COM/BILL WA	209.30
05-14	05-14	24011346134100046150885	AMAZON MARK* QO40H7BT3 AMAZON.COM/MA WA	10.31
05-15	05-14	24231686135750910882179	HARBOR FREIGHT TOOLS3551 SANGER CA	210.88
05-15	05-13	24692166134408255146793	THE HOME DEPOT 8529 SELMA CA	81.32
05-15	05-13	24692166134408255146827	THE HOME DEPOT 8529 SELMA CA	82.38
05-18	05-15	24755426136151365279134	BENNETT WEST LLC SELMA SELMA CA	61.71
05-19	05-18	24000776138100040209445	SP DOCS FULL BORE OUTD PARTS.DOCSFUL WI	496.59
06-02	06-02	24011346153100016343094	AMAZON MARK* E13VE4HH3 AMAZON.COM/MA WA	21.65
06-04	06-03	24692166154404751200932	AMAZON MKTPL*0A1NO06H3 AMZN.COM/BILL WA	37.06

JODI HOLEMAN	Purchases	\$1,840.70	Total Activity	\$1,840.70
Account Number:	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 5135	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
05-15	05-14	24906416134257686890334	LENOVO UNITED STATES 855-2536686 NC	1,190.74
05-18	05-15	24011346135100143633931	CLAUDE.AI SUBSCRIPTION ANTHROPIC.COM CA	200.00
05-25	05-24	24011346144100031462509	MICROSOFT#G160540600 MICROSOFT.COM WA	210.08
05-25	05-23	24036296143718853979125	ADOBE *ADOBE 408-536-6000 CA	239.88

Department: 00000	Total:	\$7,075.11
Division: 00000	Total:	\$7,075.11

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**Consolidated Mosquito Abatement District
Credit Card Transactions - May 2026**

Name	Date	Reference Number	Merchant Name	Amount	Item Description	CMAD Account #	Purchase Purpose
K. Ramirez	5/6/2026	24692166126401067266305	4IMPRINT, INC	\$207.02	Closed-Back Table Cover	6109-03	Outreach events
K. Ramirez	5/7/2026	24011346128100001453553	AMAZON MARK* BV31	\$43.58	Green screen backdrop kit	6109-03	Taking indoor photos & video
K. Ramirez	5/14/2026	24011346134100116674921	AMAZON MARK* EK	\$30.50	Light bulbs for spot lights	6109-03	Taking indoor photos & video
C.Monis	5/10/2026	24692166130404399612059	AMAZON.COM*BV3	\$70.38	Ziplock Storage Bags	6109-07	storing used PPE
D. Hill	5/14/2026	24692166134407872893332	AMAZON MKTPL*Z29	\$54.48	Aquarium Air Pump	6102-04	Clovis fish tanks
S. Sakib	5/29/2026	24692166149409792910066	GODADDY*#4100463	\$143.88	Email mailbox hosting fee	6109-03	Microsoft .gov emails
J. Benavides	6/5/2026	24692166156406579544514	Cole Parmer Instrument	\$861.97	Vials	6109-08	Lab supplies
K. Cox	5/12/2026	24137466133001669546282	USPS PO 0528990401	\$38.40	First-Class Lg Env	6106-02	Postage to mail Board packet
K. Cox	5/18/2026	24551946139018013244150	MAINSTREET CAFE	\$322.38	Sandwich boxed lunches	6108-03	Policy committee refreshments
K. Cox	5/18/2026	24692166138402319999434	SQ *BELLA BAKERY	\$22.00	1 dozen cookies	6108-03	Board meeting refreshments
K. Cox	5/19/2026	24137466140001711613420	USPS PO 0528990401	\$390.00	US Flag Coil/100 stamps	6106-02	Mail envelopes & packages
K. Cox	5/25/2026	24011346145100044575254	AMAZON MARK* Z29Q	\$14.11	Wireless computer mouse	6106-05	Replace broken equipment
K. Cox	5/26/2026	24204296146002400265210	WP*-SOVE-	\$750.00	Membership dues	6109-02	Annual SOVE membership
K. Cox	5/26/2026	24692166146406932421221	AMAZON MKTPL*2E	\$561.18	HP 206X High-Yield Toner	6106-05	Clovis printer supplies
K. Cox	5/27/2026	24011346147100066438959	AMAZON RETA*	\$31.09	liquid coffee creamer	6102-03	Breakroom supplies
K. Cox	5/27/2026	24137466148001681877718	USPS PO 0558560648	\$24.40	First-Class Lg Env	6106-02	Mail Board packet
K. Cox	5/27/2026	24692166147407616927342	AMAZON MKTPL*CW	\$23.74	Nestle Coffee mate Original	6102-03	Breakroom supplies
K. Cox	5/30/2026	24011346150100090163965	CHECKR.COM	\$274.95	Background checks	6102-07	New employee screening
K. Cox	6/4/2026	24692166155405347950475	BELLA BAKERY	\$21.00	1 dozen cookies	6108-03	Budget committee refreshments
K. Cox	6/4/2026	24011346155100141991948	AMAZON MARK* 1T7	\$7.46	Samsung Galaxy glass screen	6106-05	replace broken equipment
K. Cox	6/6/2026	24692166157407193713385	KELLY PAPER	\$130.69	Jumbo doorhanger paper	6106-05	Field crew notices
J. Moreno	5/7/2026	24692166127401887747939	AMAZON MKTPL*BV3	\$209.30	Caltric Bottom Seat Compat	6103-02	Replace broken seat # 296
J. Moreno	5/13/2026	24692166134408255146827	THE HOME DEPOT	\$82.38	Water hoses	6102-05	Replace wornout equipment
J. Moreno	5/13/2026	24692166134408255146793	THE HOME DEPOT	\$81.32	Ryobe cordless sprayer	6102-02	Field equipment
J. Moreno	5/14/2026	24231686135750910882179	Harbor Freight Tools	\$210.88	Electric water transfer pump	6102-04	Repair fish tanks
J. Moreno	5/14/2026	24011346134100046150885	AMAZON MARK* QO4	\$10.31	Aquarium air controller valve	6102-04	Repair fish tanks

**Consolidated Mosquito Abatement District
Credit Card Transactions - May 2026**

Name	Date	Reference Number	Merchant Name	Amount	Item Description	CMAD Account #	Purchase Purpose
J. Moreno	5/15/2026	24755426136151365279134	BENNETT WEST LLC	\$61.71	Check valve, liquid gauge, misc	6102-04	Repair fish tanks
J. Moreno	5/18/2026	24000776138100040209445	DOCS FULL BORE	\$496.59	Rubber track parts	6102-02	Argo track repairs
J. Moreno	6/2/2026	24011346153100016343094	AMAZON MARK* E13	\$21.65	Metric socket set	6103-02	Metric tools for drone
J. Moreno	6/3/2026	24692166154404751200932	AMAZON MKTPL*0A1	\$37.06	2 - 12 volt fans	6109-08	Gravid trap repairs
J. Holeman	5/14/2026	24906416134257686890334	Lenovo United States	\$1,190.74	New laptop	6106-06	Replace office equipment
J. Holeman	5/15/2026	24011346135100143633931	Claude.AI Subscription	\$200.00	Annual subscription fee	6109-02	AI Software / app
J. Holeman	5/23/2026	24036296143718853979125	ADOBE *ADOBE	\$239.88	Acrobat Pro	6109-02	Document software
J. Holeman	5/24/2026	24011346144100031462509	MICROSOFT#G16054	\$210.08	Microsoft subscription	6109-02	Mntly Microsoft subscription

Total \$7,075.11

6102-02 Field Equipment	\$577.91
6102-03 Misc Operating Supplies	\$54.83
6102-04 Fish Program	\$337.38
6102-05 Building & Ground	\$82.38
6102-07 Pre-employment Screen	\$274.95
6103-02 Repairs & Shop Supplies	\$230.95
6106-02 Postage & Printing	\$452.80
6106-05 Office Supplies	\$713.44
6106-06 Office Equipment	\$1,190.74
6108-03 Meals	\$365.38
6109-02 Dues & Subscriptions	\$1,399.96
6109-03 Education & Publicity	\$424.98
6109-07 Uniforms & Safety	\$70.38
6109-08 Surveillance	\$899.03
Total	\$7,075.11

CONSOLIDATED MOSQUITO ABATEMENT DISTRICT DISTRICT MANAGER PERFORMANCE EVALUATION

PURPOSE

This evaluation is designed to support effective governance by the Board of Trustees and to provide clear, constructive feedback to the District Manager. The evaluation focuses on performance relative to Board-adopted priorities, operational effectiveness, and leadership of the District.

This process emphasizes narrative assessment over numeric scoring and is intended to guide both accountability and professional development.

EVALUATION PERIOD

Evaluation Period: _____

Date of Evaluation: _____

Evaluator(s): _____

SECTION 1: PROGRESS ON BOARD GOALS AND PRIORITIES

Instructions: Evaluate the District Manager's performance in advancing Board-adopted goals, strategic priorities, and major initiatives during the evaluation period.

Key Accomplishments:

Progress on Strategic Priorities:

Challenges / Barriers Encountered:

Overall Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 2: GOVERNANCE AND BOARD SUPPORT

Focus: Effectiveness in supporting the Board of Trustees and maintaining appropriate governance practices.

Considerations may include:

- Provides clear, well-organized, and decision-ready Board materials
- Communicates effectively with Trustees
- Implements Board direction and policy
- Maintains appropriate distinction between governance and management
- Ensures compliance with applicable laws (e.g., Brown Act, conflict-of-interest requirements)

Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 3: FINANCIAL MANAGEMENT AND STEWARDSHIP

Focus: Oversight and strategic management of District financial resources.

Considerations may include:

- Prepares and administers an effective and transparent budget
- Aligns financial resources with Board priorities
- Demonstrates sound fiscal management and internal controls
- Provides clear and accurate financial reporting
- Engages in long-term financial and capital planning

Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 4: OPERATIONS AND PROGRAM EFFECTIVENESS

Focus: Leadership and execution of District programs and services.

Considerations may include:

- Ensures effective surveillance and data-driven decision-making
- Oversees implementation of integrated vector management strategies
- Maintains operational readiness for public health and emergency response
- Responds effectively to emerging issues and service demands
- Encourages innovation and continuous improvement in operations

Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 5: PERSONNEL AND ORGANIZATIONAL LEADERSHIP

Focus: Leadership of District staff and organizational effectiveness.

Considerations may include:

- Maintains a safe, compliant, and productive workplace
- Recruits, develops, and retains qualified staff
- Provides clear direction and accountability
- Supports training, certification, and professional growth
- Plans for succession and organizational continuity

Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 6: EXTERNAL RELATIONS AND PUBLIC TRUST

Focus: Engagement with the public, partner agencies, and stakeholders.

Considerations may include:

- Effectively communicates District programs and public health messaging
- Maintains productive relationships with partner agencies and organizations
- Represents the District in a professional and credible manner
- Responds appropriately during public health or operational incidents
- Supports public transparency and trust

Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 7: PROFESSIONAL DEVELOPMENT AND CONTINUOUS IMPROVEMENT

Focus: Ongoing development aligned with District needs.

Considerations may include:

- Pursues relevant professional development opportunities
- Applies new knowledge to improve District operations
- Demonstrates adaptability and forward-thinking leadership

Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Comments:

SECTION 8: OVERALL PERFORMANCE SUMMARY

Overall Assessment:

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

Summary of Performance:

SECTION 9: GOALS AND PRIORITIES FOR NEXT EVALUATION PERIOD

Board-Identified Goals:

District Manager Development Goals:

Support or Resources Requested by District Manager:

SECTION 10: ADDITIONAL COMMENTS

SIGNATURES

Board Representative: _____ Date: _____

District Manager: _____ Date: _____

(Manager signature indicates receipt and review, not necessarily agreement.)

OPTIONAL GUIDANCE FOR TRUSTEES

- Base evaluations on observable performance and outcomes
- Focus on alignment with Board priorities and District needs
- Use comments to provide clear, constructive feedback
- Avoid comparison to prior managers or personal preferences
- Maintain confidentiality as appropriate to the evaluation process

Agenda Item 7: Employee Salary, Wage, and Benefit Adjustment

Background: As part of the Fiscal Year 2026–2027 Budget development process, the Board of Trustees will consider a compensation recommendation from the Budget Committee, which reviewed both a request submitted by the employee association and a recommendation from the District Manager as presented in the Budget Committee packet.

The Budget Committee was provided with the following:

- The April 2026 Consumer Price Index (CPI) for All Urban Consumers, West Region – Size B/C, reflecting a 3.2% annual increase;
- Audited financial statements for FY 2023–2024 and FY 2024–2025, showing continued growth in fund balances; and
- The proposed FY 2026–2027 Budget, which includes approximately \$14.8 million in available funds, \$5.04 million in operational expenditures, and projected revenues exceeding estimated operational costs.

Following its review, the Budget Committee voted to recommend the following adjustments:

- A 4.2% salary adjustment for all salaried employees;
- An 8.5% salary increase for the Vector Biologist position, reflecting the proposed COLA, a reclassified salary schedule, and an updated job description;
- A \$1.50 per hour wage increase for all hourly employees; and
- The addition of two paid holidays: Christmas Eve and New Year's Eve.

Action Requested: The Board is asked to approve the proposed Salary, Wage, and Related Benefits* Plan and revised job description and reclassify the Vector Biologist position as recommended by the Budget Committee.

*The approval of additional holidays will not take effect until the Board adopts a resolution amending the Compensation, Benefits, Work Periods, and Holidays policy.

Propose Salaried Wages -Effective July 1, 2026
4.2%* Increase

1. Basic Salary, Wage and Benefits

a. Regular Employees will be paid by classification at the following monthly salary ranges:

Initial placement in classification is at the discretion of the Manager.

Steps are considered annual and/or at the discretion of the Manager.

Position Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Director of Science and Outreach	Monthly	\$8,265	\$8,679	\$9,114	\$9,570	\$10,048
		\$8,612	\$9,043	\$9,496	\$9,971	\$10,470
Urban Program Coordinator	Monthly	\$7,706	\$8,090	\$8,499	\$8,923	\$9,370
		\$8,030	\$8,430	\$8,856	\$9,298	\$9,763
Rural Program Coordinator	Monthly	\$7,706	\$8,090	\$8,499	\$8,923	\$9,370
		\$8,030	\$8,430	\$8,856	\$9,298	\$9,763
Office Administrator	Monthly	\$7,223	\$7,584	\$7,964	\$8,362	\$8,780
		\$7,527	\$7,903	\$8,298	\$8,713	\$9,148
Vector Biologist*	Monthly	\$6,633	\$6,962	\$7,310	\$7,675	\$8,060
		\$7,196	\$7,554	\$7,932	\$8,327	\$8,745
Mechanic	Monthly	\$6,871	\$7,182	\$7,479	\$7,787	\$8,132
		\$7,159	\$7,484	\$7,793	\$8,114	\$8,474
GIS/IT Specialist	Monthly	\$6,724	\$7,028	\$7,320	\$7,621	\$7,959
		\$7,007	\$7,323	\$7,627	\$7,941	\$8,293
Vector Management Specialist	Monthly	\$6,328	\$6,615	\$6,888	\$7,172	\$7,490
		\$6,594	\$6,893	\$7,177	\$7,473	\$7,805
Area Supervisor/UAS Pilot	Monthly	\$6,588	\$6,917	\$7,194	\$7,482	\$7,781
		\$6,865	\$7,208	\$7,496	\$7,796	\$8,108
Area Supervisor	Monthly	\$6,274	\$6,559	\$6,829	\$7,111	\$7,426
		\$6,538	\$6,834	\$7,115	\$7,409	\$7,738
Data Management Associate	Monthly	\$5,933	\$6,201	\$6,459	\$6,724	\$7,023
		\$6,183	\$6,462	\$6,730	\$7,007	\$7,317

*8.5%

Proposed Hourly Wages - Effective July 1, 2026

\$1.50/hour Increase

b. Seasonal, Temporary and Special Project Employees will be paid at the following hourly rates:

<u>Position Classification</u>	<u>Yearly Step Increments</u>					
<u>Level I</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>		
Mosquito Control Technician I						
Mosquito Trapping Assistant I						
Outreach Assistant I						
Office Aide I						
	\$21.00	\$21.50	\$22.00	\$22.50		
	\$22.50	\$23.00	\$23.50	\$24.00		
<u>Level II</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>		
Mosquito Control Technician II						
Mosquito Trapping Assistant II						
Outreach Assistant II						
current	\$23.00	\$23.50	\$24.00	\$24.50		
	\$24.50	\$25.00	\$25.50	\$26.00		
<u>Level III</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	
Mosquito Control Technician III						
Mosquito Trapping Assistant II	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	
	\$29.50	\$30.50	\$31.50	\$32.50	\$33.50	
Clerical Assistant						
	\$25.00	\$28.00	\$29.00	\$30.00	\$31.00	
	\$26.50	\$29.50	\$30.50	\$31.50	\$32.50	
		<u>Step Increments</u>				
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	
Special Project Assistant						
	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	
	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	

1. Basic Salary and Wage Plan

c. Qualifications for benefits and benefit coverage:

(1) Regular and Probationary Employees qualify for and receive the following benefits as part of their compensation package and as defined and implemented in the District's policies: paid sick leave, vacation and holidays; participation in a retirement plan through contract with CalPERS; and group health insurance, with coverage, as defined and provided in Section 2040.5.1.1 of the Employee Policy Handbook.

(2) Seasonal and Temporary Employees do not qualify for nor receive benefits other than an hourly wage, except for the following: limited paid sick leave and certain paid District holidays, as defined and implemented in the District policies, and for those employees who are required to participate in a retirement plan through contract with CalPERS

Effective July 1, 2025

Manager Monthly Salary
\$12,500

CONSOLIDATED MOSQUITO ABATEMENT DISTRICT**VECTOR BIOLOGIST****Position Definition and Characteristics:**

Under the supervision defined in the District's organizational chart, the Vector Biologist conducts professional biological work focused on the surveillance and control of mosquitoes, other vectors, and vector-borne diseases. They also contribute to public information, education, and outreach efforts. This role is responsible for executing various aspects of the District's scientific and technical programs, applying expertise in entomology, biology, ecology, microbiology, and biostatistics, as well as scientific methodology. The Vector Biologist designs and conducts research projects, assists in training and supervising program staff, and serves as a technical advisor to both District staff and the public. Additionally, they act as the District's Safety Officer. The position is largely self-directed and oversees the work of seasonal and temporary surveillance and laboratory assistants.

Example of Duties:

- Is a program lead in planning and implementing the various elements of the District's mosquito and mosquito-borne disease surveillance programs;
- Performs scientific investigative studies, evaluations and analyses, uses interpretive and statistical methods to evaluate data, and prepares reports and recommendations associated with components of District activities and programs;
- Collects, identifies and processes mosquito and vector specimens, conducts population surveys and vector distribution studies, performs vector-borne disease surveillance as required, evaluates the health significance of vector populations and recommends control measures;
- Compiles and maintains records associated with the District's surveillance program and disseminates them to appropriate personnel;
- Collaborates with the Vector Management Specialist to investigate the tolerance and resistance of mosquitoes and vectors to pesticides and recommends changes in control measures as indicated;
- Assists with planning and implementing the District's information and public education/awareness programs, including community and media events and school classroom presentations;
- Oversees the establishment and maintenance of mosquito colonies;
- Maintains and manages the District's mosquitofish program;
- Oversees the recruitment and training of mosquito trapping assistants and laboratory staff, in coordination with the Director of Science and Outreach to support efficient program operations;
- Support staff training in mosquito biology as well as the usage handling, transport, and management of mosquitofish, ensuring compliance with established protocols;
- Supervises the work performance of certain District personnel;

- Keeps informed and knowledgeable in scientific arenas and on current developments in mosquito and vector control, and participates and presents reports and research findings at conferences and meetings as required;
- Collaborates with University faculty and researchers in development and execution of relevant vector research projects and proposals;
- Collaborates with outside agencies to coordinate and facilitate the work of the District;
- Performs, occasionally, other tasks or functions not stated in this description, but within the scope of experience and capability; and
- Performs related work as required.

Minimum Qualifications:

Education: Graduation from an accredited college or university with a Bachelor of Arts or Science degree in biology or related scientific field, and with coursework in entomology.

Master's degree in Entomology or Biology strongly preferred.

Experience: Experience working in vector control and/or demonstrating a working knowledge of vector surveillance programs and strategies and vector identification.

Licenses, Certifications, Examinations: Applicant must have a valid California Drivers License and have and maintain a good driving record.

Applicant must possess the ability to obtain and maintain a Mosquito Control Technician Certificate from the California State Department of Public Health.

Applicants must successfully complete a pre-placement physical examination, background check, drug screen and agree to participate in the California DMV pull notice program.

Knowledge of:

- Fundamentals and techniques of employee supervision;
- Organization and operation of a mosquito control district, use and application of pesticides for mosquito control and details and elements of vector and vector-borne disease surveillance ;
- Biological, chemical, and physical science principles at a working professional level;
- Fundamentals of mathematics, including biostatistics, units of measure, quantification and computation;
- Research techniques and investigative methods;
- Basic use and operation of Geographic Information System programs and data management;
- Basic use and operations of a Microsoft Windows[®]-based PC and MS Office[®] software;
- Scientific data and record keeping; and

- Correct English usage, spelling, grammar and punctuation; and principles of composition and report writing.

Ability to:

- Communicate with groups and individuals in a direct, honest, effective, and courteous manner, including individuals who are discourteous or angry;
- Work cooperatively with co-workers to resolve problems, issues or disagreements;
- Possess a high level of organizational skills;
- Keep on task and on time while working on multiple projects, programs and appointments;
- Keep subordinate staff on task and appointment schedules;
- Speak and write clearly and effectively in English;
- Collect and keep accurate, detailed records; and
- Read, understand, interpret, evaluate and apply laws, policies, rules, regulations, contracts, guidelines, and literature of the profession;

Essential Functions:

Incumbent must be able to perform routine work while using required safety equipment, including the use of a respirator.

Incumbent must be sighted, with the ability to demonstrate close vision, distance vision, peripheral vision and depth perception and have a minimum of single-ear aided hearing. Incumbent must have complete and normal mobility of arms to reach and to carry objects, and dexterity of hands to grasp and manipulate small objects. Incumbent must be able to stand, stoop, reach, bend, and walk on uneven terrain, such as fields, dirt banks, natural and cement stream beds, and shallow ponds. Incumbent must be without physical limitations that would prevent climbing ladders and performing customary and usual activities associated with field operational mosquito surveillance and control activities. Incumbent must frequently lift and move up to 25 pounds, and occasionally lift and move up to 50 pounds.

Working Conditions:

While performing the duties of this position, the incumbent is frequently exposed to shallow and deep bodies of water of various sizes, wet and/or humid conditions; moving mechanical parts; high, precarious places; fumes or airborne particles; toxic or caustic chemicals; and outside weather conditions. The incumbent may occasionally be exposed to toxic, noxious or irritating plants and venomous or potentially dangerous animals. The noise level in the work environment is usually moderate, but may occasionally be loud. The incumbent may be called on for evening and weekend work, as assigned.

Agenda Item 8: Proposed Fiscal Year 2026-2027 Budget

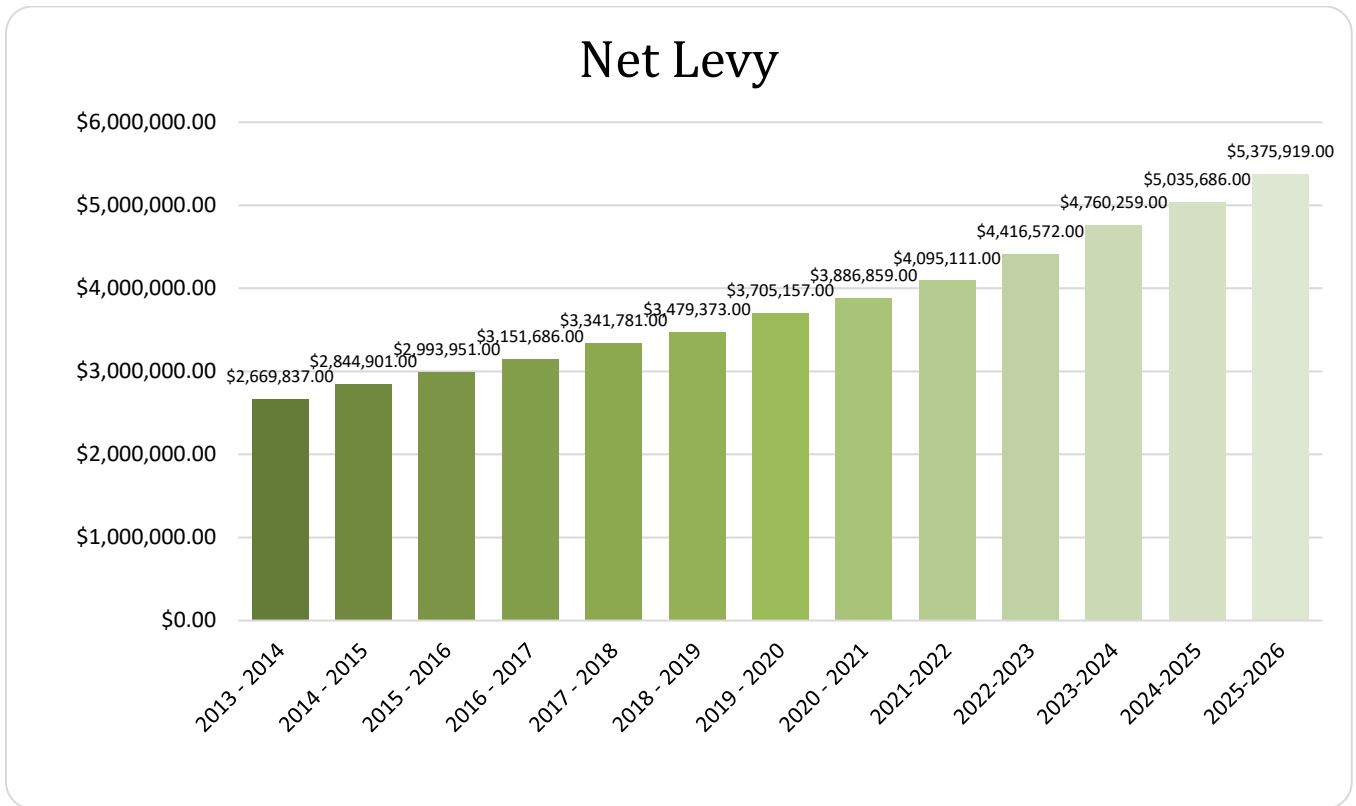
Background:

The Budget Committee will review the proposed Fiscal Year 2026–2027 budget. District revenues have continued to increase steadily, with FY 2025–2026 reflecting a net levy increase of 6.76%. While revenues have grown, the District has also experienced increased operational costs across several key areas, including insecticides, field equipment, dry ice, utilities, and contracted vendor services. Over the past five years, overall operational expenditures have increased between approximately 6% and 14% annually.

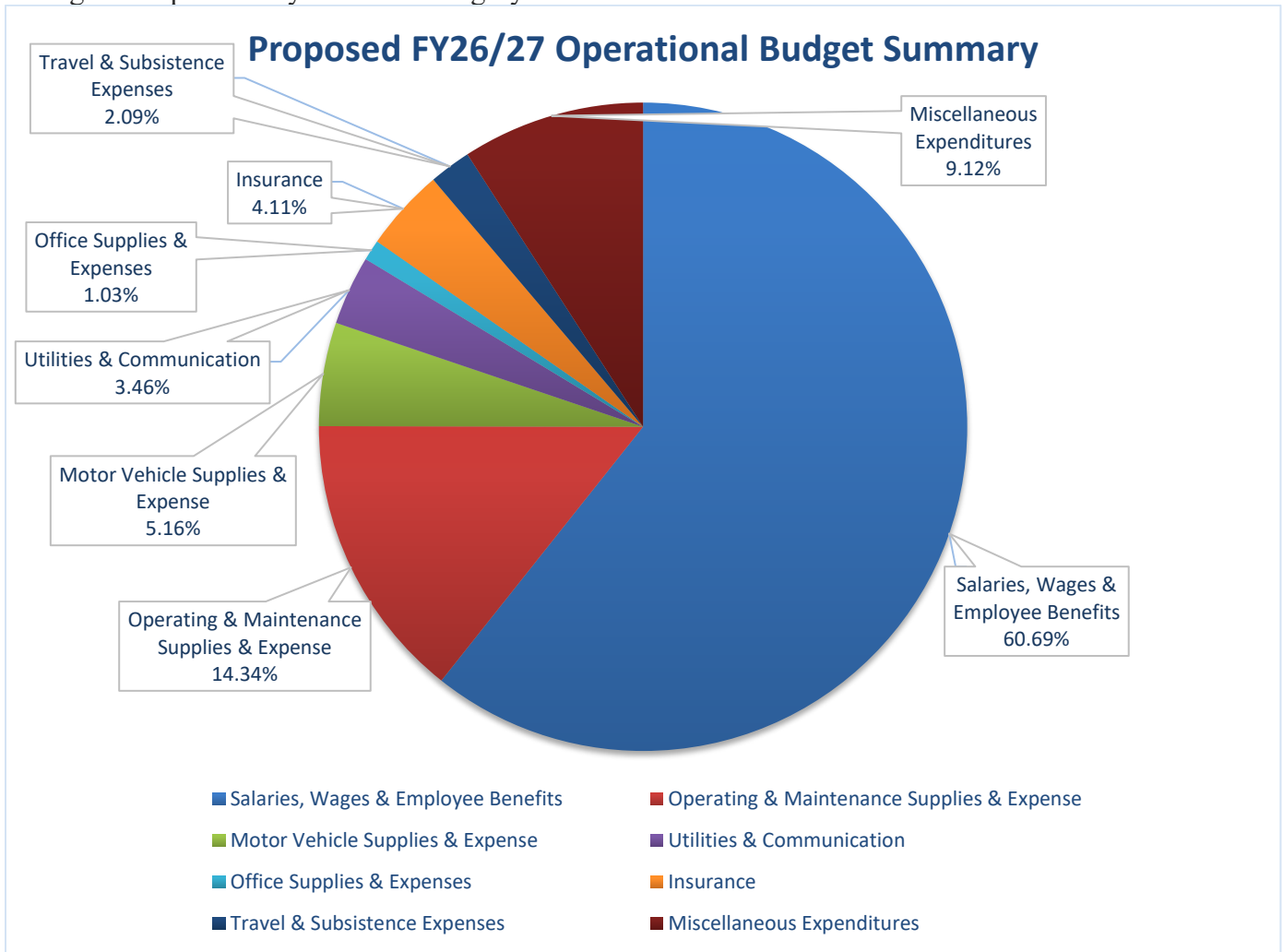
The proposed budget has been developed amid continued economic uncertainty, including fluctuating inflation rates, rising supply costs, and variable pricing for contracted services. Although portions of the broader economy have shown signs of stabilization, long-term financial conditions remain uncertain.

The District remains committed to a fiscally responsible approach by utilizing conservative budgeting practices that support operational and programmatic needs while preserving healthy reserve balances.

Net Levy 2014-2026



Budget Composition by Account Category



The following account adjustments have been incorporated into the proposed Fiscal Year 2026–2027 budget to improve clarity, consistency, and expense categorization. As part of the budget development process, staff reviewed existing account classifications and made efforts to reduce reliance on broad or miscellaneous categories, provide more specific account descriptions, and minimize situations where similar expenditures could reasonably be charged to multiple accounts. These revisions are intended to improve transparency, strengthen financial reporting, and enhance long-term budget tracking and analysis.

- **Account 6102-08 Janitorial & Facility Supplies**
- **Account 6102-09 Environmental Compliance & Disposal**
- **Account 6105-02** has been updated from Cellular Phones & Tablets to **Cellular Services**
- **Account 6106-02** has been updated from Postage, Printing & Stationery to **Postage, Shipping & Mailing Services**
- **Account 6106-03 Printing & Reproduction Services**
- **Account 6106-04** has been updated from Repairs and Maintenance to **Office Equipment Repairs and Maintenance**

- **Account 6106-05** has been updated from Misc. Office Supplies to **Office Supplies**
- **Account 6108-03** has been updated from Meal Allowance to **Meals & Refreshments**
- **Account 6109-02** has been updated from Dues, Subscriptions and Fees to **Dues, Memberships and Regulatory Fees**
- **Account 6109-03** has been updated from Education & Publicity to **Outreach, Education and Publicity**
- **Account 6109-10** has been updated from GIS & GPS to **GIS & GPS Equipment**
- **Account 6109-11** **Software, Technology and Subscription Services**

These changes are intended to improve transparency, support more accurate expense tracking, and reduce overlap between account categories to help ensure expenditures are consistently coded and reported.

Action requested:

The Board is asked to approve the FY 2026 – 2027 Budget as proposed by the District Manager and recommended by the Budget Committee.

Consolidated Mosquito Abatement District Estimated Income for Fiscal Year 2026 - 2027 (From Schedule of Levies 2025/2026)

	District Levies	District Levies minus County Admin Cost
Current secured	\$5,189,307.00	\$5,189,307.00
Unitary secured	\$201,756.00	\$201,756.00
Administration costs		-\$77,531.00
Redevelopment contribution	-\$355,061.00	-\$355,061.00
	<hr/> \$5,036,002.00	<hr/> \$4,958,471.00
 Current unsecured	 \$279,565.00	 \$279,565.00
	<hr/> \$5,315,567.00	<hr/> \$5,238,036.00
 Homeowners	 \$27,527.00	 \$27,527.00
Redevelopment return	\$110,257.00	\$110,257.00
	<hr/> \$5,453,351.00	<hr/> \$5,375,820.00
 Interest income	 \$100,000.00	 \$100,000.00
	<hr/> \$5,553,351.00	<hr/> \$5,475,820.00
Total Estimated 2026 - 2027 Income	\$5,553,351.00	\$5,475,820.00

Consolidated Mosquito Abatement District
Funds Available to Finance the 2026 – 2027 Budget

Cash on Hand, March 31, 2026	\$7,930,000
Estimated Income for April, May & June	\$2,500,000
Sub-Total	\$10,430,000
Estimated Expenses for April, May & June	<u>(\$1,100,000)</u>
Estimated Cash Carry-Over, June 30, 2026	\$9,330,000
Estimated Income for Fiscal Year 2026 – 2027	<u>\$5,475,000</u>
Estimated Funds Available for Fiscal Year 2026 – 2027	\$14,805,000

Consolidated Mosquito Abatement District Proposed Fiscal Year 2026-2027

Account Number	Account Name	Budget FY 2025 - 2026	Proposed Budget FY 2026 - 2027	Increase (Decrease)	>50% increase Percent Change	Percent of Budget
Salaries, Wages & Employee Benefits						
6101-01	Salaried Wages & Trustee Allowance	\$1,340,000.00	\$1,380,000.00	\$40,000.00	2.99%	27.21%
6101-06	Hourly Wages & Extra Help	\$850,000.00	\$930,000.00	\$80,000.00	9.41%	18.34%
6101-02	FICA Employers Contribution	\$165,000.00	\$180,000.00	\$15,000.00	9.09%	3.55%
6101-03	Unemployment Insurance	\$25,000.00	\$25,000.00	\$0.00	0.00%	0.49%
6101-04	Retirement Districts Payment	\$150,000.00	\$155,000.00	\$5,000.00	3.33%	3.06%
6101-08	CalPERS UAL Payment	\$54,000.00	\$50,000.00	-\$4,000.00	-7.41%	0.99%
6101-05	Group Health Insurance & Wellness Benefits	\$315,000.00	\$335,000.00	\$20,000.00	6.35%	6.61%
TOTALS		\$2,899,000.00	\$3,055,000.00	\$156,000.00	5.38%	60.24%
Operating & Maintenance Supplies & Expense						
6102-01	Insecticides & Herbicides	\$550,000.00	\$605,000.00	\$55,000.00	10.00%	11.93%
6102-02	Power Spray & Field Equipment	\$35,000.00	\$40,000.00	\$5,000.00	14.29%	0.79%
6102-03	Misc Operating Supplies & Expense	\$10,000.00	\$0.00	-\$10,000.00	-100.00%	0.00%
6102-04	Fish Program	\$10,000.00	\$10,000.00	\$0.00	0.00%	0.20%
6102-05	Building & Ground Maintenance	\$45,000.00	\$45,000.00	\$0.00	0.00%	0.89%
6102-06	Airplane Expense	\$1,000.00	\$1,000.00	\$0.00	0.00%	0.02%
6102-07	Pre-Employment & Misc. Expenses	\$10,000.00	\$10,000.00	\$0.00	0.00%	0.20%
6102-08	Janitorial & Facility Supplies	\$0.00	\$6,000.00	\$6,000.00	N/A	0.12%
6102-09	Environmental Compliance & Disposal	\$0.00	\$5,000.00	\$5,000.00	N/A	0.10%
TOTALS		\$661,000.00	\$722,000.00	\$61,000.00	9.23%	14.24%
Motor Vehicle Supplies & Expense						
6103-01	Fuel & Lubricants	\$195,000.00	\$195,000.00	\$0.00	0.00%	3.85%
6103-02	Repairs & Shop Tools	\$45,000.00	\$47,000.00	\$2,000.00	4.44%	0.93%
6103-03	Tires & Batteries	\$20,000.00	\$20,000.00	\$0.00	0.00%	0.39%
TOTALS		\$260,000.00	\$262,000.00	\$2,000.00	0.77%	5.17%
Utilities & Communication						
6104-01	Heat, Light & Power	\$50,000.00	\$50,000.00	\$0.00	0.00%	0.99%
6104-04	Water, Sewer & Disposal	\$26,000.00	\$27,000.00	\$1,000.00	3.85%	0.53%
6105-01	Telephone & Internet	\$30,000.00	\$32,000.00	\$2,000.00	6.67%	0.63%
6105-02	Cellular Services	\$35,000.00	\$65,000.00	\$30,000.00	85.71%	1.28%
TOTALS		\$141,000.00	\$174,000.00	\$33,000.00	23.40%	3.43%

Account Number	Account Name	Budget FY 2025 - 2026	Proposed Budget FY 2026 - 2027	Increase (Decrease)	>50% increase	Percent of Budget
					Percent Change	
Office Supplies & Expenses						
6106-02	Postage, Shipping & Mailing Services	\$8,000.00	\$5,000.00	-\$3,000.00	-37.50%	0.10%
6106-03	Printing & Reproduction Services	\$0.00	\$6,000.00	\$6,000.00	N/A	0.12%
6106-04	Office Equipment Repairs & Maintenance	\$8,000.00	\$10,000.00	\$2,000.00	25.00%	0.20%
6106-05	Office Supplies	\$16,000.00	\$16,000.00	\$0.00	0.00%	0.32%
6106-06	Office Equipment & Furniture	\$15,000.00	\$15,000.00	\$0.00	0.00%	0.30%
	TOTALS	\$47,000.00	\$52,000.00	\$5,000.00	10.64%	1.03%
Insurance						
6107-01	Liability, Property & Auto	\$120,000.00	\$124,000.00	\$4,000.00	3.33%	2.45%
6107-02	Workers Compensation	\$78,000.00	\$83,000.00	\$5,000.00	6.41%	1.64%
	TOTALS	\$198,000.00	\$207,000.00	\$9,000.00	4.55%	4.08%
Travel & Subsistence Expenses						
6108-01	Meetings & Travel Allowance	\$105,000.00	\$105,000.00	\$0.00	0.00%	2.07%
6108-03	Meals & Refreshments	\$5,000.00	\$6,000.00	\$1,000.00	20.00%	0.12%
	TOTALS	\$110,000.00	\$111,000.00	\$1,000.00	0.91%	2.19%
Miscellaneous Expenditures						
6109-01	Rent: Land, Buildings and Equipment	\$2,000.00	\$3,000.00	\$1,000.00	50.00%	0.06%
6109-02	Dues, Memberships & Regulatory Fees	\$42,000.00	\$45,000.00	\$3,000.00	7.14%	0.89%
6109-03	Outreach, Education & Publicity	\$37,000.00	\$37,000.00	\$0.00	0.00%	0.73%
6109-04	Accounting	\$30,000.00	\$20,000.00	-\$10,000.00	-33.33%	0.39%
6109-05	Legal	\$12,000.00	\$12,000.00	\$0.00	0.00%	0.24%
6109-06	County Service Charge	\$85,000.00	\$92,000.00	\$7,000.00	8.24%	1.81%
6109-07	Uniforms, Safety Apparel & Equipment	\$30,000.00	\$50,000.00	\$20,000.00	66.67%	0.99%
6109-08	Surveillance & Research	\$100,000.00	\$100,000.00	\$0.00	0.00%	1.97%
6109-09	Other Miscellaneous Expenditures	\$25,000.00	\$25,000.00	\$0.00	0.00%	0.49%
6109-10	GIS & GPS Equipment	\$95,000.00	\$15,000.00	-\$80,000.00	-84.21%	0.30%
6109-11	Software, Technology & Subscription Services	\$0.00	\$67,000.00	\$67,000.00	N/A	1.32%
	TOTALS	\$458,000.00	\$466,000.00	\$8,000.00	1.75%	9.19%
Total Operational Expenses		\$4,774,000.00	\$5,049,000.00	\$275,000.00	5.76%	

Account Number	Account Name	Budget FY 2025 - 2026	Proposed Budget FY 2026 - 2027	Increase (Decrease)	>50% increase	Percent of Budget
					Percent Change	
Capital Outlay						
6110-01	Office & Lab Furniture & Equipment	\$25,000.00	\$25,000.00	\$0.00	0.00%	0.49%
6110-02	Auto Equipment	\$300,000.00	\$330,000.00	\$30,000.00	10.00%	6.51%
6110-03	Shop Equipment	\$15,000.00	\$15,000.00	\$0.00	0.00%	0.30%
6110-04	Field Equipment	\$150,000.00	\$150,000.00	\$0.00	0.00%	2.96%
6110-05	Building & Ground Improvement	\$200,000.00	\$200,000.00	\$0.00	0.00%	3.94%
6110-06	Loan & Lease Purchase Payments	\$290,000.00	\$0.00	-\$290,000.00	-100.00%	0.00%
Total Capital Outlay Expenditures		\$980,000.00	\$720,000.00	-\$260,000.00	-26.53%	14.20%
Total Operational & Capital Outlay Expenditures		\$5,754,000.00	\$5,769,000.00	\$15,000.00	0.26%	
Account Number	Account Name	Budget FY 2025 - 2026	Proposed Budget FY 2026 - 2027	Increase (Decrease)	>50% increase	Percent of Budget
					Percent Change	
	Special Projects Reserve	\$150,000.00	\$150,000.00	\$0.00	0.00%	2.96%
	MVCAC SSJVR Mutual Aid Reserve	\$100,000.00	\$100,000.00	\$0.00	0.00%	1.97%
	Contingency Reserve	\$500,000.00	\$500,000.00	\$0.00	0.00%	9.86%
	Building Reserve	\$2,000,000.00	\$2,000,000.00	\$0.00	0.00%	39.44%
	Equipment Reserve	\$500,000.00	\$500,000.00	\$0.00	0.00%	9.86%
	General Reserve	\$5,605,000.00	\$5,786,000.00	\$181,000.00	3.23%	114.10%
	Total Reserves	\$8,855,000.00	\$9,036,000.00	\$181,000.00	2.04%	61.03%
Total Budget & Reserves		\$14,609,000.00	\$14,805,000.00	\$196,000.00	1.34%	100.00%
New account						
Renamed account						

Consolidated Mosquito Abatement District

Fiscal Year 2026 – 2027 Proposed Budget

Line Item Explanation and Justification

Salaries, Wages & Employee Benefits

6101-01 Salaried Wages & Trustee Allowance: This category funds salaries and compensation for regular District employees paid on a salaried basis, including monies budgeted for approved classification adjustments, step increases, merit increases, and other authorized compensation adjustments. This category also funds the trustee allowance in lieu of travel expenses to attend monthly meetings.

6101-06 Wages and Extra Help: This category funds wages for temporary, seasonal, part-time, extra-help, and special project employees paid on an hourly basis, including employees who are eligible for CalPERS participation. Sufficient monies are budgeted for anticipated staffing levels, authorized hourly assignments, step increases, and maximum allowable annual hours based on applicable job classifications and operational needs.

6101-02 FICA Employer's Contribution: This category funds the District's portion for federal Social Security and Medicare payments for employees and trustees. The employee pays one-half and the employer pays one-half, with the District's portion at a combined 0.0765 of payroll for SS and Medicare.

6101-03 Unemployment Insurance: This category funds the District's state unemployment insurance obligations for eligible employees in accordance with the California Unemployment Insurance Code. Contributions are paid to the State of California under the State Unemployment Tax Act (SUTA) at a rate of 0.062 of the first \$7,000 of annual earnings per employee.

6101-04 Retirement District's Payment: This category funds the District's required employer contributions to the California Public Employees' Retirement System (CalPERS) on behalf of eligible employees. The District's employer contribution rate for the current fiscal year is 0.1018 of earnings for classic CalPERS members and 0.0793 for employees subject to the Public Employees' Pension Reform Act (PEPRA). Participating employees contribute their own share at a rate of 0.07 of earnings for classic members and 0.0775 for PEPRA members. Monies are budgeted based on anticipated covered payroll and applicable contribution rates for the fiscal year.

6101-05 Group Health Insurance & Wellness Benefits: This category funds the District's employee health and wellness benefit programs for eligible regular employees, including medical, prescription, dental, and vision insurance coverage for employees and eligible dependents through District-approved health plans. Monies are budgeted for current employee coverage selections, anticipated premium adjustments, wellness-related benefits, and Employee Assistance Program (EAP) services.

6101-08 CalPERS UAL Payment: This category funds required and discretionary payments made toward the District's unfunded accrued liability associated with the CalPERS retirement system, including annual UAL obligations and any additional payments authorized to reduce long-term pension liabilities.

Operating & Maintenance Supplies & Expense

6102-01 Insecticides & Herbicides: This line item supports the procurement of chemical and biological mosquito control agents, herbicides utilized in mosquito control operations, and materials necessary for the formulation and application of insecticides in support of mosquito control activities.

6102-02 Power Spray & Field Equipment: This line item supports the purchase, maintenance, and repair of non-capital power spray and field equipment necessary to conduct mosquito inspections, treatments, and control operations. Eligible costs within this category include spray equipment, field application units, equipment parts, replacement components, and routine repair services needed to maintain operational readiness.

6102-04 Fish Program: This category funds supplies, non-capital equipment, fish food, tank maintenance, fish transportation, rearing, holding, and other operational expenses associated with the District's mosquitofish program and related biological mosquito control activities.

6102-05 Building & Ground Maintenance: This category funds non-capital repairs, maintenance, servicing, and minor improvements to District buildings, facilities, grounds, and related infrastructure. Eligible expenditures include landscaping and irrigation maintenance; HVAC, plumbing, solar panel cleaning, electrical, and security system maintenance; maintenance and repair of facility equipment and fixtures; contracted maintenance services; and other routine facility and property maintenance costs necessary to support District operations.

6102-06 Airplane Expense: This category funds costs associated with contracted aerial application of insecticides and other approved vector control agents over the District's service area. Eligible expenditures include contracted services with other mosquito abatement districts and licensed private aerial applicators for the aerial treatment of mosquito breeding and activity areas, as well as associated operational costs such as fuel, landing fees, and other expenses directly related to aerial application activities.

6102-07 Pre-employment & Miscellaneous Expenses: This line item supports costs associated with required pre-employment screenings and related placement expenses, including physical examinations, drug testing, background investigations, respirator clearance evaluations, and other miscellaneous screening-related costs necessary to determine an individual's suitability for employment.

6102-08 Janitorial & Facility Supplies: This category funds purchases of janitorial supplies, cleaning chemicals, restroom and breakroom consumable supplies, paper products, trash liners, soaps, disinfectants, and other routine facility consumables used in the operation and maintenance of District facilities.

6102-09 Environmental Compliance & Disposal: This category funds costs associated with environmental compliance activities and disposal or recycling of regulated or operational waste materials, including used oil, antifreeze, batteries, universal waste, hazardous materials, contaminated absorbents, and other environmentally regulated waste streams generated through District operations.

Motor Vehicle Supplies & Expense

6103-01 Fuel & Lubricants: This category funds the purchase of fuel, lubricants, motor oil, grease, transmission fluids, hydraulic fluids, and other petroleum or fluid products necessary for the operation and maintenance of District vehicles and equipment.

6103-02 Repairs & Shop Tools: This category funds vehicle and equipment repair and maintenance costs performed both in-house and by outside vendors, including replacement parts, diagnostic services, maintenance supplies, shop tools, non-capital shop equipment, and other operational costs necessary to maintain the District's vehicle fleet and mechanical equipment.

6103-03 Tires & Batteries: This category funds the purchase, replacement, repair, and servicing of tires, vehicle batteries, tire chains, wheel components, and other related vehicle wear items necessary for the operation and maintenance of District vehicles and equipment.

Utilities & Communications

6104-01 Heat, Light & Power: This category funds electricity and natural gas utility costs for all District facilities, including the District headquarters and satellite depot facilities. Eligible expenditures include monthly utility billings, demand and service charges, and other fees associated with electrical and gas service necessary to support District operations, lighting, climate control, and facility equipment.

6104-04 Water, Sewer & Disposal: This category funds water, sewer, and solid waste disposal utility costs for all District facilities, including the District headquarters and satellite depot

facilities. Eligible expenditures include monthly water and sewer service charges, consumption fees, garbage and recycling collection costs, and other associated utility fees necessary to support the operation and maintenance of District facilities.

6105-01 Telephone & Internet: This category funds wired telephone and internet connectivity service costs for all District facilities, including the District headquarters and satellite depot facilities. Eligible expenditures include monthly service charges, installation and activation fees, network equipment maintenance agreements, and other fees associated with landline and broadband services necessary to support District administrative and operational communications. Cellular and mobile data services for District-issued devices are budgeted separately under Cellular Services (6105-02).

6105-02 Cellular Services: This category funds costs associated with cellular service for District-issued devices, including voice and data plans used for communication between employees, supervisors, and office staff; mobile devices used for field data entry and operational activities; and vehicle fleet management, GPS tracking, and other District devices that rely on cellular connectivity.

Office Supplies & Expense

6106-02 Postage, Shipping & Mailing Services: Funds in this category are available for postage, shipping, bulk mailings, delivery charges, envelopes, mailing supplies, courier services, and other associated mailing and delivery costs necessary for District administrative and operational activities.

6106-03 Printing & Reproduction Services: Funds in this category are available for contracted or outsourced printing, copying, reproduction, graphic production, binding, business cards, forms, stationery, outreach materials, and other document production or professional printing services necessary for District administrative and operational activities. This category does not include in-house printing supplies or consumables, which are budgeted under Office Supplies (6106-05).

6106-04 Office Equipment Repairs & Maintenance: Monies in this line item are available for the repair, servicing, maintenance, support, and minor replacement parts for office equipment and technology systems, including copiers, printers, computers, scanners, fax machines, telephone systems, and other administrative equipment and related service agreements.

6106-05 Office Supplies: This category funds the purchase of consumable office supplies and general operational support materials necessary for the daily administrative functions of the District. Eligible expenditures include paper products; printing and copying supplies; toner and print cartridges; writing instruments; filing and organizational materials; binders; desk supplies; breakroom consumables; and other miscellaneous office and administrative support supplies.

6106-06 Office Equipment & Furniture: Non-capital outlay purchases of office equipment and furnishings are funded in this line item. Eligible expenditures include computers, monitors, printers, scanners, desks, chairs, cabinets, conference room furnishings, small office equipment, computer peripherals and accessories, and other non-consumable office furniture and equipment purchases.

Insurance

6107-01 Liability, Property & Auto: This category funds the District's share of premiums and program costs for liability, property, and automobile insurance coverage through the Vector Control Joint Powers Agency (VCJPA). Coverage provided through this program includes general and public liability, employment practices liability, property and contents coverage for District facilities and equipment, and automobile liability and physical damage coverage for the District's vehicle fleet. This category also funds any miscellaneous insurance programs and VCJPA administrative costs associated with the District's participation in the program.

6107-02 Workers' Compensation: This category funds the District's costs for workers' compensation insurance coverage through the Vector Control Joint Powers Agency (VCJPA), providing statutory benefits to eligible employees for work-related injuries and illnesses in accordance with California law. Expenditures include program premiums, the District's allocated share of claims costs, and any related administrative fees associated with the District's participation in the VCJPA workers' compensation program.

Travel & Subsistence Expense

6108-01 Meetings & Travel Allowance: This category funds travel expenses — including transportation, lodging, meals, and incidentals — incurred by the Manager, trustees, and authorized staff when attending meetings, conferences, trainings, and other events approved by the Board under the District's annual professional development calendar or by separate Board authorization. Eligible activities include attendance at California and national mosquito and vector control association meetings and conferences, regulatory and legislative meetings, and other professional events relevant to District operations and governance.

6108-03 Meals & Refreshments: This category funds food, beverages, refreshments, catering, and related hospitality expenses incurred during authorized meetings, training sessions, employee appreciation events, outreach activities, District-hosted events, and other official District business not otherwise funded through another budget line item.

Miscellaneous Expenditures

6109-02 Dues, Memberships & Regulatory Fees: This category funds Mosquito and Vector Control Association corporate membership dues, American Mosquito Control Association

sustaining membership dues, Society of Vector Ecologist sustaining membership dues, California Special Districts Association membership dues and other approved association membership dues; other association membership dues for the Manager; and other miscellaneous dues and regulatory related fees. The category includes funds for regulatory fees and other fees and charges, including fees charged by Fresno County Environmental Health permits and for Hazardous Materials Business Plan fees.

6109-03 Outreach, Education & Publicity: This category funds staff education and training programs; public outreach, awareness, and educational activities; and the purchase of outreach materials, apparel, promotional items, publications, advertising, printing, media production, website and social media content, and other communication and publicity efforts intended to support District programs, public information, and community engagement.

6109-04 Accounting: This category funds professional accounting, bookkeeping, and auditing services required for the District's financial operations and regulatory compliance. Eligible expenditures include the annual independent financial audit required under California law, preparation or review of financial statements, agreed-upon procedure engagements, and other professional accounting services engaged by the District as needed to support sound financial management and meet applicable reporting requirements.

6109-05 Legal: This category funds professional legal services provided by the District's legal counsel as directed by the Manager or the Board. Eligible expenditures include general counsel services, review and drafting of contracts, policies and agreements, legal advice on personnel matters, public agency compliance, Brown Act and Public Records Act guidance, environmental and regulatory matters, and other legal services necessary to support District operations and governance.

6109-07 Uniforms, Safety Apparel & Equipment: This category funds the purchase, rental, replacement, and maintenance of employee uniforms, work apparel, personal protective equipment (PPE), safety gear, and other clothing, equipment, and supplies necessary to support employee identification, safety, health, and regulatory compliance during District operations.

6109-08 Surveillance & Research: This category funds the District's mosquito, vector, and vector-borne disease surveillance programs, including the purchase, operation, maintenance, and support of surveillance equipment, laboratory supplies, trapping materials, testing services, diagnostic activities, and related operational expenses. This category also funds research projects, pilot programs, studies, grants, and other scientific or operational investigations conducted by District staff or approved external researchers and partner organizations.

6109-09 Other Miscellaneous Expenditures: This category funds authorized operational expenditures, programs, activities, or incidental costs not otherwise specifically provided for within other budget line items, including employee or trustee recognition, acknowledgments,

commemorative items, and other miscellaneous administrative or operational expenses approved by the District.

6109-10 GIS & GPS Equipment: This line item category funds equipment, hardware, and operational technology used to support the District's GIS and GPS needs, including vehicle tracking devices, field data collection devices, mapping and surveillance support equipment, and other related field and operational technology costs and expenses. This category does not include standard office computer equipment.

6109-11 Software, Technology & Subscription Services: This category funds software licensing, cloud-hosted systems, data hosting, mapping and imagery subscriptions or services, cybersecurity services, operational technology platforms, non-cellular communication platforms, and other recurring technology-related subscription services and associated fees used to support District operations.

Capital Outlay

6110-01 Office & Lab Furniture & Equipment: This category funds capital purchases of furniture, fixtures, and equipment used in District administrative offices and the laboratory. Eligible expenditures include desks, chairs, filing systems, computers, printers, laboratory instruments, analytical equipment, and other individual items with a unit cost of \$5,000 or greater meeting the District's capitalization threshold. Items in this category support the administrative and scientific functions of the District. Non-capital purchases of office and laboratory equipment below the \$5,000 threshold are budgeted under Office Equipment & Furniture (6106-06).

6110-02 Auto Equipment: This category funds the purchase and acquisition of all motorized vehicles used by the District, including trucks, spray vehicles, passenger cars, and other automotive equipment. Expenditures may include the base purchase price, required accessories, and any costs necessary to place the vehicle into service at a total acquisition cost of \$5,000 or greater. Vehicles acquired through this line item are tracked in the District's equipment inventory and depreciation schedule.

6110-03 Shop Equipment: This category funds capital purchases of tools, machinery, and equipment used in the District's maintenance shop for the repair, servicing, and upkeep of District vehicles, facilities, and property. Eligible expenditures include lifts, diagnostic equipment, welding equipment, compressors, power tools, and similar individual items with a unit cost of \$5,000 or greater meeting the District's capitalization threshold. Non-capital shop tool and equipment purchases below the \$5,000 threshold are budgeted under Repairs & Shop Tools (6103-02).

6110-04 Field Equipment: This category funds capital purchases of equipment used directly in the District's vector control and abatement field operations. Eligible expenditures include spray equipment, application machinery, trapping and surveillance equipment, GPS and mapping devices, and other durable equipment deployed by field staff with a unit cost of \$5,000 or greater meeting the District's capitalization threshold. Non-capital field equipment purchases below the \$5,000 threshold are budgeted under Power Spray & Field Equipment (6102-02), Surveillance & Research (6109-08), or GIS & GPS Equipment (6109-10), depending on the nature and operational purpose of the equipment.

6110-05 Building & Ground Improvements: This category funds capital expenditures for the acquisition of real property and for the purchase, design, development, construction, renovation, or improvement of District-owned buildings, grounds, and other facilities. Eligible expenditures include land acquisition costs, architectural and engineering fees, contractor and construction costs, permits, and all directly associated costs required to complete a capital improvement project, where the total project cost meets or exceeds the District's \$5,000 capitalization threshold. Projects funded through this line item are tracked in the District's Facilities Maintenance and Capital Improvement Plan. Non-capital building and grounds repairs and maintenance are budgeted under Building & Ground Maintenance (6102-05).

6110-06 Loan & Lease Purchase Payments: This category funds all scheduled payments on capital financing obligations entered into by the District, including installment purchase agreements, lease-purchase contracts, and mortgage or bond debt service. Eligible expenditures include principal repayment, interest charges, and any required fees associated with District debt instruments. All financing agreements funded through this line item must be authorized by the Board of Trustees in accordance with applicable California law.

Reserves

Special Projects Reserve: These funds are reserved for special projects, research initiatives, pilot programs, grant-matching requirements, and other authorized special operational or programmatic needs of the District.

MVCAC SSJVR Mutual Aid Reserve: These monies are reserved to provide financial assistance and operational support to participating agencies within the Mosquito and Vector Control Association of California South San Joaquin Valley Region in accordance with the MVCAC SSJVR Mutual Aid Agreement and related mutual aid activities.

Contingency Reserve: These monies are reserved for unforeseen or emergency expenditures, including costs associated with emergencies, natural disasters, litigation, unfunded liabilities, equipment failures, regulatory requirements, or other unexpected operational needs not funded within the adopted operating budget.

Building Reserve: These monies are reserved for the repair, renovation, expansion, acquisition, construction, improvement, and long-term maintenance of District facilities and properties, including costs associated with capital projects, infrastructure improvements, and loan or lease repayment obligations.

Equipment Reserve: These monies are reserved for the replacement, repair, acquisition, or unanticipated purchase of office, laboratory, vehicle, shop, field, technology, surveillance, and operational equipment not otherwise funded within the adopted operating budget.

General Reserve: These monies are reserved to support general District operations, maintain financial stability and cash flow, address unanticipated operational expenses, and provide sufficient carryover funds to sustain District operations until property tax revenues and other anticipated revenues are received and appropriated during the fiscal year.

New account

Renamed account

Agenda Item 9: Employee Appreciation Lunch and Staff Recognition

Background:

The Board will consider approving funds to honor staff for their ongoing dedication and service in protecting public health.

Recognizing employees is an investment in the organization's most valuable asset — its people. Meaningful acknowledgment of staff contributions strengthens morale, reinforces a sense of purpose, and supports a workplace culture where employees feel seen and appreciated. Engaged, motivated employees are better positioned to deliver the quality of service the District and the community depend on.

Shared recognition activities bring the team together to reflect on what has been accomplished and to build the connections that make day-to-day collaboration more effective. These gatherings foster a spirit of unity and mutual respect that extends well beyond the event itself.

Sustaining a culture of appreciation reflects the District's ongoing commitment to its workforce. Consistent recognition — whether for individual achievement or team effort — reinforces that contributions at every level matter, and helps cultivate a workplace where people are proud to do their best work.

Mid-season July Employees Breakfast cost estimate:

Food: \$600 (breakfast)

End-of-season (mid-September) lunch and awards/acknowledgment cost estimate:

Food: \$1700 (BBQ or other catered lunch)

Awards/Acknowledgment: up to \$600

Total=\$2,900 (.0005% of operating budget)

Action requested:

The Board is asked to approve the use of funds for an employee appreciation breakfast and lunch, and staff recognition/acknowledgment awards.

Agenda Item 10: District Professional Development Calendar 2026/2027

Background:

Enclosed is the proposed Professional Development Calendar for Fiscal Year 2026–2027. The events listed provide valuable opportunities for staff and trustees to participate in continuing education, professional development, and industry networking.

Attendance is limited to the events and associated employee(s) or number of staff specified in the calendar. Participation in any event not listed, or by any employee or trustee not identified, will require prior approval by the Board.

Estimated costs for each event are included in the calendar. Estimates are more accurate for events with confirmed dates and venues. For events where a venue or hotel rate has not yet been finalized, estimates are based on typical rates at the expected location or historical participation costs. Travel-related expenses, such as airfare, are projected using mid-to-high range estimates for budgeting purposes.

Approval of the Professional Development Calendar is contingent upon all related travel expenses remaining within the Meetings & Travel Allowance (Account 6108-01) as approved in the Fiscal Year 2026–2027 budget.

[Mosquito and Vector Control Association of California \(MVCAC\)](#)

- **Annual Meeting:** The MVCAC Annual Conference, a key event in our professional development calendar, offers a program with presentations, posters, and information on mosquito and vector surveillance, control strategies, and products. It is customary for the District to participate in the MVCAC Annual Conference, with select staff attending as outlined in the professional development calendar. Trustees are eligible to attend the State Conference.
- **Quarterly/Legislative Meeting:** This meeting may be combined with the spring quarterly meeting and has the specific purpose of meeting with California legislators to ensure that resources and regulations support mosquito control efforts in California.
- **Planning Meeting:** Members of the MVCAC Board of Directors (current and 2027 incoming directors) and MVCAC Committee chairs will meet to plan the business and direction for the MVCAC.

[American Mosquito Control Association \(AMCA\)](#)

- **Annual Meeting:** The AMCA annual meeting provides an expanded opportunity to interact with mosquito researchers, mosquito control professionals, and industry representatives and attend symposia and presentations. It also offers broad education and outreach components. District participation has included the District Manager, key staff, other selected staff, and up to four trustees per the Trustee Conference Attendance Policy.
- **Washington Conference:** This is an opportunity to meet with our respective congressional representatives, staff, and others to discuss critical issues facing mosquito control agencies. Attendees also typically hear from and interact with representatives of federal regulatory agencies, such as the Environmental Protection Agency and the Centers for Disease Control and

Prevention, on matters impacting districts, such as the Clean Water Act, pesticide regulations, and the Endangered Species Act.

[Society of Vector Ecologists \(SOVE\)](#)

- **Annual Conference:** The Society for Vector Ecology is a premier professional organization dedicated to advancing the science and practice of vector ecology, control, and public health. With an international membership spanning public agencies, academia, and government, SOVE serves as a leading forum for sharing research, field innovations, and best practices directly relevant to mosquito and vector control operations. The 53rd Annual Meeting of SOVE is scheduled for September 20–24, 2026, at Tenaya Lodge at Yosemite in Fish Camp, California. This annual meeting provides direct professional development in the core scientific disciplines that underpin the District's operational mission — vector surveillance, population biology, integrated pest management, and disease prevention. Participation connects our staff with researchers, regulators, and field practitioners from across the region and nation, supporting continuous improvement in CMAD's technical capabilities and keeping staff current with evolving methodologies and public health priorities in vector control.

[The Vector Control Joint Powers Agency \(VCJPA\)](#)

- **Annual Workshop:** The VCJPA is a California member-driven joint powers authority formed specifically to jointly fund and develop coverage programs for mosquito abatement and vector control districts. VCJPA provides its member districts with pooled coverage across liability, workers' compensation, property, auto physical damage, and employment practices, along with optional programs including an Employee Assistance Program and crime insurance. As CMAD's insurance and risk coverage provider, VCJPA is a direct operational partner to the District. The VCJPA Annual Workshop is scheduled for February 25, 2027, in Santa Cruz, California. Attendance at the Annual Workshop supports CMAD's risk management and operational compliance responsibilities by connecting staff with current guidance on coverage programs, claims processes, workplace safety standards, and risk mitigation best practices tailored specifically to vector control district operations. As a member district, CMAD's participation ensures staff are informed of program changes, loss prevention strategies, and training resources that directly affect the District's liability exposure and employee safety outcomes.
- **Board of Directors Meetings:** The VCJPA Board of Directors is the governing body responsible for overseeing the authority's pooled coverage programs, approving budgets and program changes, setting policy, and ensuring the financial integrity of the joint powers authority on behalf of its member districts. Board members represent their respective regions and member districts, providing direct input into decisions that affect coverage terms, loss prevention programs, and risk management resources available to all member agencies. Trustee Bruce Taylor serves as the VCJPA Board of Directors Trustee Representative for the San Joaquin Valley and Southern California Regions on behalf of the Consolidated Mosquito Abatement District as approved by the Board. Attendance at VCJPA Board of Directors meetings is a direct fulfillment of this representative role, ensuring CMAD has a voice in

governance decisions that directly affect the District's insurance coverage, workers' compensation program, liability protections, and risk management services.

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[Pacific Southwest Center of Excellence in Vector-Borne Diseases \(PacVec\)](#)

- **Annual Meeting:** PacVec is supported through a Cooperative Agreement between the Centers for Disease Control and Prevention (CDC) and the University of California, Davis. The center addresses urgent public health challenges presented by the ongoing spread of invasive vectors, exotic pathogens such as the Zika virus, and several endemic pathogens transmitted by mosquitoes and ticks. PacVec investigators, along with public health and vector control partners, aim to increase the capacity of the United States to respond to vector-borne disease threats. Applied research of the program is presented annually at the PacVec Annual Meeting.

[California Special Districts Association \(CSDA\)](#)

- **General Manager Leadership Summit:** The General Manager Summit allows the District Manager to network with staff in leadership roles working in special districts and keep current with best practices and management of a special district. The leadership summit is one of the few professional development events focusing on leadership and practical tools and strategies for managing staff.
- **Board Secretary/Clerk Conference:** This professional development opportunity is specifically designed for board secretaries and clerks serving in special districts throughout California. The conference provides both foundational and advanced training, making it valuable for those new to the role as well as experienced professionals seeking to refine their support skills. The training covers essential topics such as the Brown Act, agenda preparation, public records requirements, elections, and ethics. Advanced breakout sessions are available for returning attendees to deepen their knowledge of current developments and best practices in public agency administration. Participation in the conference supports the District's commitment to compliance with California's transparency and governance laws, while also promoting operational efficiency and professional growth. Attending this event strengthens institutional knowledge and builds internal capacity to support board operations, public communications, and records management.
- **Annual Conference & Exhibitor Showcase:** The CSDA Annual Conference is the premier event for special district leadership across California, offering a comprehensive program of educational sessions, professional development workshops, and networking opportunities. With over 30 breakout sessions, two keynote addresses, and an expansive exhibitor showcase, the conference addresses key governance, legal, financial, and operational topics relevant to special districts. Highlights include: Keynote Presentations from NFL legend Joe Theismann and motivational speaker Brad Montgomery. Special District Leadership Academy (SDLA) Governance Training. Breakout sessions on ethics, Brown Act compliance, AI and public agencies, CalPERS updates, public records, performance evaluations, community engagement, and more. Legislative and legal updates from CSDA and National Special Districts Association
- **Special District Leadership Academy:** This conference content is based on CSDA's Special District Leadership Academy (SDLA) groundbreaking, curriculum-based continuing education program, which recognizes the necessity for the board and general manager to work closely

toward a common goal and is designed for both new and experienced special district board members. First-time attendees are encouraged to complete all four modules of the Special District Leadership Academy: Governance Foundations, Setting Direction/Community Leadership, Board's Role in Human Resources, Board's Role in Finance and Fiscal Accountability

[Environmental Systems Research Institute \(ESRI\)](#)

- **Annual Users Conference:** The 2028 Esri User Conference, scheduled in July in San Diego, is the world's largest gathering of GIS professionals and geospatial experts. Attendance provides an opportunity to explore the latest advancements in ArcGIS and geospatial technology, with a focus on enhancing organizational efficiency, data analysis, and operational planning. The event offers five full days of user presentations, technical workshops, and direct engagement with Esri subject matter experts. Staff attendance supports current District GIS initiatives and promotes innovation in vector control operations through new tools and methodologies.
- **Developer and Technology Summit:** The Esri Developer & Technology Summit, is a premier event designed for GIS developers, system architects, and DevOps professionals. The summit focuses on leveraging ArcGIS as a robust enterprise platform to develop, extend, and automate geospatial solutions. Participation in the summit provides valuable hands-on learning through technical workshops and sessions that highlight best practices, APIs, and advanced developer tools essential for enhancing our GIS capabilities. Attendees will engage directly with Esri experts and peers to exchange ideas, explore solutions, and identify innovative applications for our District's operations. Key presentations from Esri leadership, including Jack Dangermond, will offer strategic insights into the future direction of ArcGIS development and its practical use in government and public health. Staff will gain the tools and knowledge to integrate advanced GIS technologies, automate current mapping and data processes, and develop scalable spatial solutions that support planning and resource management.

[American Association of Pesticide Safety Educators \(AAPSE\)](#)

- **Annual Conference:** The American Association of Pesticide Safety Educators is the national professional organization dedicated to protecting human health and the environment through pesticide safety education, training, and certification. AAPSE members represent public agencies, government entities, agriculture, and academia, and the organization collectively trains and certifies over 500,000 pesticide applicators annually across a broad range of application categories, including public health. The AAPSE annual conference provides direct professional development value by connecting our staff with national experts, current best practices, and emerging standards in applicator training and certification. This educational opportunity strengthens the quality and compliance of CMAD's in-house handler safety training program, ensuring our field staff receives instruction that reflects the most current regulatory and safety guidance — a core function of the District's public health mission.

Action requested:

The Board is asked to approve the Professional Development Calendar 2026/2027 and authorize staff and trustee attendance.

PROFESSIONAL DEVELOPMENT JULY 1, 2026 – JULY 31, 2027						
Conference or Meeting	Attendance Authorized For	Date	Place	Staff Cost per Person	Trustee Cost per Trustee	Total
CSDA Annual Conference or CSDA SDLA	Trustees:Board President plus 5 additional in total all events (max 6)	Various	Various, CA	\$0.00	\$2,500.00	\$15,000.00
Society of Vector Ecologist Annual Conference	District Manager, Director of Science and Outreach and Vector Biologist	September 20-24th	Fish Camp, CA	\$2,300.00	\$0.00	\$6,900.00
CSDA Board Secretary/Clerk Conferece	Office Administrator	November 3-5, 2026	Santa Barbara, CA	\$2,000.00	\$0.00	\$2,000.00
Vector Control Joint Powers Agency Board of Directors Meetings	Trustee Taylor*	Mutiple (3 Meetings)	Sacramento, CA	\$0.00	\$700.00	\$2,100.00
Mosquito & Vector Control Association of California Planning Session	District Manager	November 2-4, 2026	Bay Area (TBD)	\$1,500.00	\$0.00	\$1,500.00
Mosquito & Vector Control Association of California Annual Conference	Select Staff (max 6) and Trustees (max 6: Board President plus 5 additional)	January 24-27, 2027	Universal City, CA	\$1,900	\$2,800	\$31,000
Vector Control Joint Powers Agency Annual Workshop	District Manager, Office Administrator, Trustee Taylor	February 25-26, 2027	Santa Cruz, CA	\$200.00	\$350.00	\$750.00
American Mosquito Control Association	Select Staff (max 4) and Trustees (max 4: Board President plus 3 additional)	March 1-5, 2027	St. Louis MO	\$3,300.00	\$3,400.00	\$26,800.00
Environmental Systems Research Institute (ESRI) Developer & Technology Summit	GIS/IT Specialist	March 9-12, 2027	Palm Springs, CA	\$2,400.00	\$0.00	\$2,400.00
Mosquito & Vector Control Association of California Spring Quarterly Meeting and Legislative Day	District Manager	Spring 2027	Sacramento, CA	\$1,300.00	\$0.00	\$1,300.00
Pacific Southwest Center of Excellence in Vector-Borne Diseases (PacVec)	Vector Management Specialist and Vector Biologist	Spring 2027	TBD**	\$2,300.00	\$0.00	\$4,600.00
American Mosquito Control Association Washington Conference	District Manager	May 2027	Alexandria, VA	\$2,500.00	\$0.00	\$2,500.00
California Special District Association General Manager Leadership Summit	District Manager	Summer 2027	Unknown, CA	\$2,300.00	\$0.00	\$2,300.00
Environmental Systems Research Institute (ESRI) Annual Conference	GIS/IT Specialist	July 2027	San Diego, CA	\$2,500.00	\$0.00	\$2,500.00
American Association of Pesticide Safety Educators	Director of Science and Outreach	July 2027	Unknown***	\$2,300.00	\$0.00	\$2,300.00
Estimate						\$103,950.00

Unfilled trustee slots for MVCAC and AMCA conferences may be allocated to staff at the Manager's discretion

*Trustee Taylor is currently on the VCJPA Board of Directors (term expires 2028)

** Approval is for a meeting located in the continental US. If the meeting is held in Hawaii additional Board approval required.

** Previous 2026: July 27-30 (Green Bay, WI)

2025: July 28-31 (Gulfport, MS)

2024: July 22-25 (Laramie, WY)

2023: July 26-28 (Savannah, GA)

RESOLUTION NO. 06-2026

**A RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CONSOLIDATED MOSQUITO ABATEMENT DISTRICT**

**AMENDING EMPLOYEE POLICY HANDBOOK SECTIONS 2020 AND 2040
BY ADDING SECTION 2020.11 “STATE CERTIFICATION SEASONAL OR TEMPORARY
STAFF” AND BY ADDING SECTION 2040.12 “REPORT-TO-WORK PAY”.**

WHEREAS, the BOARD OF TRUSTEES (Board) of the CONSOLIDATED MOSQUITO ABATEMENT DISTRICT (District) is determined to regularly review the District’s Personnel System Rules and Regulations (Employee Policy Handbook) and to update and amend policies when deemed necessary; and

WHEREAS, the Board finds it necessary to add a new Section 2020.11 establishing State Certification provisions for Seasonal or Temporary Staff, including examination eligibility requirements, District-sponsored examination dates, examination fee coverage, study expectations, supervisor and employee responsibilities, conditions for withdrawal or revocation of eligibility, and documentation and recordkeeping requirements; and

WHEREAS, the Board finds it necessary to add a new Section 2040.12 establishing Report-to-Work Pay provisions for Seasonal Employees who report to their assigned work location and are released due to conditions that prevent the safe or practical continuation of mosquito control operations; and

NOW, THEREFORE, BE IT RESOLVED, that the BOARD OF TRUSTEES of the CONSOLIDATED MOSQUITO ABATEMENT DISTRICT does hereby approve and adopt the following amendments to the Personnel System Rules and Regulations (Employee Policy Handbook):

Section 2020.11 State Certification Seasonal or Temporary Staff, as adopted and as attached and incorporated herein as “Exhibit A”, as a policy of the District.

Section 2040.12 Report-to-Work Pay, as adopted and as attached and incorporated herein as “Exhibit B”, as a policy of the District.

PASSED AND ADOPTED by the Board of Trustees of the Consolidated Mosquito Abatement District on the 15th day of June 2026, by the following vote:

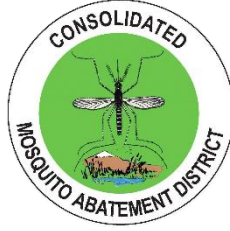
AYES:

NOES:

ABSENT:

Member, Board of Trustees

Member, Board of Trustees



**Consolidated Mosquito Abatement District
Employment**

Policy # 2020	Established: 8/21/2009	Dates Amended: 06/15/2026 7/18/2022 (Res No. 03-2022) 10/19/2020 (Res No. 04-2020) 1/16/2018 (Res No. 01-2018) 2/17/2015 (Res No. 01-2015)	Resolution # 06/2026
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2020.1 **CITIZENSHIP:** Employment is open to qualified men and women of legal age to work who are citizens of the United States, or who have valid permits to work in the United States.

2020.2 **AT WILL EMPLOYMENT:** Either the District or the employee may terminate any employee’s employment at will, subject to any due process requirements imposed by law or these rules.

2020.3 **RECRUITMENT:** Recruitment for qualified applicants will be carried on as necessary in order to ensure that the District will have available applications of interested, qualified persons for possible employment.

2020.4 **APPLICATION:** All candidates for employment shall file an application on an official District application form.

2020.5 **PRE-EMPLOYMENT PHYSICAL EXAMINATION, DRUG SCREEN AND BACKGROUND CHECK:** All job applicants who have received a conditional offer of employment, including seasonal and temporary employment, shall be required to submit to a physician’s examination, drug screen and background check at District expense.

2020.5.1 Employment with the District cannot begin until a negative drug screen result is obtained and a qualified physician has certified the applicant is physically qualified to do the type of work required by the position being applied for.

2020.5.1.1 The District’s pre-employment drug screen will not utilize common testing methods for non-psychoactive cannabis metabolites.

2020.5.1.2 If available, pre-employment drug screen for cannabis will be conducted through methods that do not screen for non-psychoactive metabolites such as oral saliva swab, blood or THC breathalyzer.

2020.5.2 A job applicant who receives a conditional offer of employment and who refuses to cooperate in the examination and testing shall not be considered further for employment.

2020.5.3 Job applicants seeking reemployment who have received a conditional offer of employment shall be subject to the same pre-employment testing as new job applicants.

2020.5.4 Appointments with the medical facility providing the examination and drug testing shall be made by the District at least one day prior to testing, if possible, with the applicant provided minimal advance notice.

2020.5.5 All test results shall be kept confidential.

2020.6 CATEGORIES OF APPOINTMENT: Employment in the District service is divided into the following categories:

2020.6.1 Regular. A Regular Employee is one who has been appointed to an authorized, regular, year-round position in the Employee Salary Schedule having a monthly salary, and who has successfully completed a probationary period.

2020.6.2 Probationary. A Probationary Employee is one who has been appointed to an authorized, regular, year-round position in the Employee Salary Schedule having a monthly salary, but who has not completed the probationary period provided in Section 2080 of these Rules and Regulations.

2020.6.3 Seasonal or Temporary. A Seasonal or Temporary Employee is one who is hired to work at a position within any job classification, and which position is interrupted or terminated on an annual basis. The duration of the work assignment of a Seasonal or Temporary Employee may range from one day to a maximum of 1600 hours of continuous service.

2020.6.4 Part-time Employee. A Part-time Employee is one who is hired to work within any job classification at an hourly wage or on a proportional monthly salary basis at a work schedule that is less than 40 hours per week.

2020.6.5 Special Project Employee. A Special Project Employee is one who is hired to work at a position within a non-career-track employment classification with no expectation of continued employment beyond the scope and duration of the Special Project. A Special Project is specific and directed work that is of short or limited duration and not ongoing. The position is excluded from the District's CalPERS contract.

2020.7 REAPPOINTMENT: Reappointment after termination will be considered as new employment and subject to the same conditions as new employment.

2020.8 CONTINUED EMPLOYMENT: Continued employment with the District shall be subject to good behavior, satisfactory work performance, necessity for the performance of work and the availability of funds.

2020.9 EMPLOYEE PERFORMANCE EVALUATION: A performance evaluation of each Regular Employee may be made at least annually by the proper authority and maintained in the employee's permanent file.

2020.9.1 The performance evaluation shall be in writing on forms prescribed by the Manager and provide for recognition of effective performance and identify areas that need improvement.

2020.9.2 The performance evaluation shall be signed by the evaluator and shall be discussed with the employee.

2020.9.3 Unscheduled performance evaluations may be made at the discretion of the Manager or designee.

2020.10 STATE CERTIFICATION AND CONTINUING EDUCATION REGULAR EMPLOYEE: Within one year of employment, each Regular and Probationary Employee, whose job description requires such certification, shall become certified as a Mosquito Control Technician by the State Department of Public Health (DPH) by passing a state-required examination. Within a reasonable time period as determined by the Manager, each Regular Employee, whose job description requires such certification, shall become certified as a Vertebrate Vector Control Technician and a Terrestrial Invertebrate Vector Control Technician by DPH.

2020.10.1 In the event the employee fails to pass the examinations, at the discretion of the Manager, either the probationary period may be extended until the employee passes the examination or the employee may be dismissed from employment.

2020.10.2 All regular certified personnel must maintain the minimum required continuing education units biannually and maintain their certifications, as a condition of continued employment.

~~2020.10.3 STATE CERTIFICATION - Seasonal or Temporary Employees who return for a second or subsequent season may also be allowed to take the examination to become certified at the discretion of the Manager.~~ SEASONAL OR TEMPORARY STAFF:

2020.11.1 Examination Eligibility

- Seasonal employees are eligible to take the CDPH Public Health Vector Control Certified Technician examination after completing a minimum of one (1) full season or one (1) year of service with the District, as determined by management.
- Eligibility requires a written recommendation from the employee's immediate supervisor, based on demonstrated job performance, reliability, and readiness for certification.

2020.11.2 District-Sponsored Examination Date

- The District will sponsor examination fees for the May examination cycle. This determination is based on historical attendance patterns and resource efficiency.
- Employees may elect to take the November examination; however, associated costs will not be covered by the District unless pre-approved by the District Manager for operational necessity.

2020.11.3 Examination Fees and Attempts

- The District will pay a seasonal employee's examination fee for no more than three (3) attempts .
 - Failure to attend a scheduled examination without prior supervisor notification or documented extenuating circumstances may count as a District-funded attempt and may require reimbursement of the examination fee subject to the discretion of the District Manager.
- Examination fees for any attempts beyond three (3) shall be the responsibility of the employee.

2020.11.4 Study Expectations

- Seasonal employees are expected to prepare for the examination on their own time.
- Based on operational needs, limited study assistance may be provided during District time, subject to the discretion of the Director of Science and Outreach.

2020.11.5 Responsibilities

- Supervisors: Evaluate seasonal employee readiness for examination and provide written recommendations documenting the basis for examination eligibility.
- Director of Science and Outreach: Provide study assistance as appropriate, track participation, and maintain records of examination attempts and outcomes.
- Seasonal Employees: Prepare for the examination, attend examination as scheduled, comply with District policies, and adhere to limitations on District-funded attempts.

2020.11.6 Withdrawal / Revocation of Eligibility

The District reserves the right to deny or revoke examination eligibility or District-funded attempts based on:

- Failure to attend scheduled examinations without notice.
- Unsatisfactory job performance.
- Disciplinary action.
- Reduction or Elimination of District funds designated for such purpose.
- Board action to amend or revoke this policy.

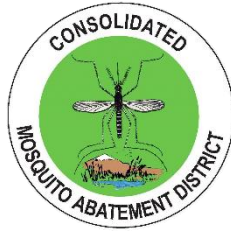
2020.11.7 Documentation and Recordkeeping

Consistent with the District Retention Policy, the District shall maintain records of:

- Supervisor recommendations.
- Examination registrations and attendance.
- Number of attempts funded.
- Examination results (if voluntarily provided).

2020.12~~4~~ VOLUNTEER SERVICE: An unpaid person authorized to perform volunteer service for the District shall be deemed to be an employee of the District for the purposes of Workers' Compensation

Insurance benefits provided for by law for any injury or illness sustained by them while engaged in the performance of services for the District under its direction and control.



**Consolidated Mosquito Abatement District
Compensation, Benefits, Work Periods, and Holidays**

Policy # 2040	Established: 8/21/2009	Dates Amended: 06/15/2026 12/18/2023 (Res No. 04-2023) 5/23/2022 (Res No 02-2022) 1/16/2018 (Res No. 01-2018)	Resolution # 06/2026
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2040.1 **EMPLOYEE SALARY SCHEDULE AND RELATED BENEFITS:** An Employee Salary Schedule and Related Benefits shall be established to provide salary schedules, salary rates, salary ranges and steps, and related benefits. Each class in the District classification plan shall be assigned a salary range or a rate established in the Salary Schedule. All persons employed by the District shall be compensated in accordance with the Salary Schedule then in effect.

2040.2 **ADMINISTRATION:** The Board shall administer the compensation and benefits of the Manager. The Manager shall administer the Employee Salary Schedule and Related Benefits for all other District employees.

2040.3 **APPLICATION:** All initial appointments to classes assigned a pay range in the Salary Schedule shall be at the first step of the salary range. An appointment to a position at an appropriate higher salary step may be made if, in the opinion of the Manager and with Board approval, it is difficult to obtain qualified personnel at the starting salary or when it appears that the education or experience of a proposed employee is substantially superior to that required of the class and justifies a beginning salary in excess of the first step.

2040.3.1 **Basic Salary and Wage Plan: Regular and Temporary Salaried Employees**

2040.3.1.1 Step 1 is the beginning rate in each classification. The Manager may employ new personnel or make promotions in accordance with this rate. Any salary adjustments that may be required in order to obtain qualified personnel must be approved by the Board.

2040.3.1.2 Steps 2 and above will be granted based on merit exhibited by continued improvement and efficient and effective service by the employee in the performance of his/her duties.

2040.3.1.3 Step raises are not to be interpreted as automatic raises.

2040.3.2 **Basic Salary and Wage Plan: Seasonal and Temporary Hourly Wage Employees**

2040.3.2.1 Yearly step raises are based on the years of service with the District.

2040.3.2.2 The Manager may, at his/her discretion, make an appointment to an appropriate higher step or approve step adjustments for Seasonal and Temporary Hourly Wage Employees without approval of the Board.

2040.4 ADVANCEMENT WITHIN SALARY RANGE: An employee shall be considered for salary advancement in accordance with the time intervals established in the Employee Salary Schedule and the following provisions:

2040.4.1 Steps 2 and above are merit raises. At the employee's ~~biennial~~-annual anniversary date, the Manager may advance the employee to the next higher step in the range for that position, provided that the employee has rendered satisfactory service in the present step and has met such standards as may be required for promotion to the next higher step in that classification.

2040.4.2 Whenever a position is available in a higher classification, the Manager may promote the person best qualified for the position without regard for seniority.

2040.4.3 Nothing herein prohibits the granting of a special merit salary advancement prior to the normal time intervals established in the Employee Salary Schedule.

2040.4.4 Advancement shall be effective on the first day of the pay period in which the time and merit requirements have been met.

2040.5 RELATED BENEFITS

2040.5.1 Regular and Probationary Employees qualify for and receive the following benefits as part of their compensation package and as defined and implemented in the District's policies: paid sick leave, vacation leave; holidays; group health insurance, covering employee, spouse and qualified dependents ; and participation in a retirement plan through contract with the California Public Employee Retirement System (CalPERS).

2040.5.1.1 Group health insurance includes accident, health, hospital, dental and vision insurance to cover non-occupational injuries and illness and shall be provided by the District.

The District may limit the extent of coverage or payment of costs or premiums. The scope of coverage and the payment of premiums are subject to periodic review by the Board.

2040.5.2 Seasonal and Temporary Employees qualify for and receive limited, defined benefits in addition to an hourly wage, including sick leave (as described in Section 2050) and holidays as specified in Section 2040.11.3, and certain employees are eligible and required to participate in a retirement plan through contract with CalPERS.

2040.6 STANDARD WORK PERIODS: The standard work period for District employees shall be as follows:

2040.6.1 The standard work day shall begin at a time designated by the Manager and continue for an eight (8) hour work day excluding meal periods. The regular hours of each day shall be consecutive except for breaks and meal periods.

2040.6.2 Employees are provided a ten (10) minute break (rest period) for each four (4) hours worked. Breaks are mandatory and should be taken as near as possible to the middle of the four hour work period. If an employee misses taking a required break, he/she must report it to his/her supervisor by the end of the workday. Failure to report a missed break shall be *prima facie* evidence that the break was, in fact, taken.

2040.6.3 Employees are provided a thirty (30) minute meal period to be taken at the time designated by the Manager. The meal period is not considered work time. The meal period is mandatory. If an employee misses taking a required meal period, he/she must report it to his/her supervisor by the end of the workday. Failure to report a missed meal period shall be *prima facie* evidence that the meal period was, in fact, taken.

2040.6.4 Missing a mandatory break or meal period without due cause may subject the employee to disciplinary action.

2040.6.5 The standard work week shall consist of forty (40) hours, with five (5) working days of eight (8) hours each. Monthly salaries are established on the basis of a forty-hour work week.

2040.6.6 For the purpose of determining overtime, the standard week shall consist of seven (7) consecutive days from 12:01 a.m. Sunday through midnight Saturday.

2040.7 EXCEPTIONS TO STANDARD WORK PERIODS: The Manager is hereby authorized to designate other work periods and working hours for employees when the best interest of the District may be served by such adjustments of the standard work periods and hours.

2040.8 PAY PERIOD: The month shall be divided into two equal pay periods. The payments of salary and wages shall be made on or before the seventh and the twenty-second of the month.

2040.8.1 The method of distributing payroll checks shall be established by the Manager.

2040.8.2 Employees leaving District service will be paid in a time and manner consistent with current laws and regulations and upon clearance from the Manager that said employee has returned all District owned tools, clothing, keys, and equipment.

2040.9 OVERTIME COMPENSATION:

2040.9.1 Overtime is defined as time worked in excess of forty (40) hours in a work week; and for time worked on a designated holiday.

2040.9.2 Overtime shall be paid at the rate of one and one-half times the employee's current rate of pay when attributed or, upon agreement with the Regular or Probationary Employee, as compensatory time-off (CTO) at the same rate.

2040.9.2.1 Participating employees may not accrue more than 180 hours in a calendar year.

2040.9.2.2 Accrued and unused CTO time shall be cashed out to an employee in a lump sum payment upon termination of employment or upon retirement.

2040.9.3 The time when an employee may use accrued compensatory time-off and the amount to be taken at any one time shall be determined by the Manager at the discretion and convenience of the District, but insofar as possible, considering the wishes of the employee. This overtime off with pay may be taken along with vacation or sick leave.

2040.9.3.1 Accrued compensation time must be used by April 1, of the following year.

2040.9.4 It is the policy of the District that overtime work is to be kept to a minimum consistent with protection of life, property, and the efficient operation and activities of the District. Overtime work shall be subject to approval by the Manager.

2040.9.5 When Regular or Probationary Employees are called to work overtime from their day off or other off-duty hours for necessary operations, such as ULV spraying, before or after standard working hours, overtime shall commence at the time the employee departs from his/her present location in a District vehicle and end when the employee returns to the former location of the District vehicle.

2040.9.6 Overtime compensation provisions shall not apply to FLSA exempt employees.

2040.10 PAYROLL DEDUCTIONS: Employee payroll deductions shall be made in accordance with prevailing laws, contract, and administrative rules and procedures established by the Manager.

2040.11 PAID HOLIDAYS:

2040.11.1 The following days are recognized and observed as paid holidays for all Regular and Probationary Employees on a monthly salary:

- 2040.11.1.1 New Year's Day
- 2040.11.1.2 President's Day
- 2040.11.1.3 Memorial Day
- 2040.11.1.4 Independence Day
- 2040.11.1.5 Labor Day
- 2040.11.1.6 Veteran's Day
- 2040.11.1.7 Thanksgiving Day
- 2040.11.1.8 Day after Thanksgiving Day
- 2040.11.1.9 Christmas Day

2040.11.1.10 Employee's Birthday or Other Day of Choice
2040.11.1.11 Martin Luther King, Jr. Day

2040.11.2 The day selected for Other Day of Choice must be approved by the Manager or their designee.

2040.11.3 The following days are recognized and observed as a paid holiday for Seasonal and Temporary Employees and Special Project Employees, when it falls during the period that the employee would be scheduled to work: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and Martin Luther King, Jr. Day.

2040.11.4 Whenever a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. When the holiday falls on a Sunday, the following Monday shall be observed as the holiday.

2040.11.5 When an employee is taking an authorized leave with pay when a holiday occurs, the holiday will not be charged against the leave with pay. No holiday credit will be allowed during a leave without pay.

2040.12 REPORT-TO-WORK PAY

2040.12.1 Eligibility:

Seasonal employees are eligible for Report-to-Work Pay only when they report on time to their assigned work location, are ready and able to perform assigned duties, and are released by the District due to conditions that prevent the safe or practical continuation of work.

2040.12.2 Conditions Triggering Report-to-Work Pay:

Report-to-Work Pay may be authorized when seasonal employees are dismissed due to unsafe or infeasible mosquito control operations arising from conditions such as lightning, heavy rain, unsafe access roads, flooding, hazardous air quality, equipment outages, or other conditions as determined by management that materially prevent the safe, lawful, or effective performance of mosquito control operations.

2040.12.3 Compensation:

Seasonal employees who report to work but are sent home early will receive the greater of:

- Four (4) hours of Report-to-Work Pay, or
- Actual hours worked prior to dismissal, if greater than four (4) hours.

Report-to-Work Pay is compensated at the employee's regular hourly rate. Such pay is provided in accordance with applicable California wage orders and is not considered hours worked for purposes of overtime calculation, except as otherwise required by law.

2040.12.4 Exceptions:

Report-to-Work Pay will not be provided under the following circumstances:

- The employee is notified prior to their scheduled start time not to report.
- The employee reports late, unprepared, or unfit for duty.

- The employee voluntarily leaves prior to dismissal.
- The employee is released for disciplinary or performance-related reasons.
- Work is available but declined by the employee.

2040.12.5 Manager Authority:

The District Manager or designee has authority to determine when early release is warranted, establish eligibility, and approve Report-to-Work Pay consistent with this policy.

2040.12.6 Documentation:

Supervisors shall document:

- Operational reason for early release.
- Date and time of release.
- Names of affected employees.
- Hours approved for Report-to-Work Pay.

Documentation shall be retained in accordance with District payroll and personnel record retention policies.

2040.12.7 Pre-Notification / Cancellation:

When operational conditions are known in advance, the District will make reasonable efforts to notify employees prior to their scheduled start time not to report. Employees who are notified in advance are not eligible for Report-to-Work Pay.

RESOLUTION NO. 07-2026

**A RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CONSOLIDATED MOSQUITO ABATEMENT DISTRICT**

**AMENDING DISTRICT POLICY 1000
“PUBLIC ACCESS TO DISTRICT RECORDS” TO REFLECT CURRENT
LEGAL REQUIREMENTS UNDER THE CALIFORNIA PUBLIC RECORDS ACT.**

WHEREAS, the BOARD OF TRUSTEES (Board) of the CONSOLIDATED MOSQUITO ABATEMENT DISTRICT (District) is determined to regularly review the District’s policies and to update and amend them when deemed necessary; and

WHEREAS, the California Public Records Act (CPRA) was recodified effective January 1, 2023, under Government Code § 7920.000 et seq., and the District’s existing Public Access to District Records policy requires updating to reflect current statutory references and legal requirements applicable to public agencies; and

WHEREAS, the Board finds it appropriate to amend Policy Section 1000 to align the District’s public records procedures with the current requirements of the CPRA, including response timelines, fee provisions, electronic records obligations, and exemption disclosure requirements; and

NOW, THEREFORE, BE IT RESOLVED, that the BOARD OF TRUSTEES of the CONSOLIDATED MOSQUITO ABATEMENT DISTRICT does hereby approve and adopt the following amendment to District policy:

Section 1000 Public Access to District Records, as amended and as attached and incorporated herein as “Exhibit C”, as a policy of the District.

PASSED AND ADOPTED by the Board of Trustees of the Consolidated Mosquito Abatement District on the 15th day of June 2026, by the following vote:

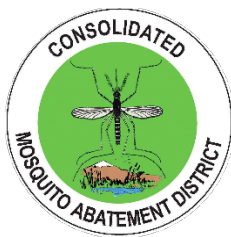
AYES:

NOES:

ABSENT:

Member, Board of Trustees

Member, Board of Trustees



Consolidated Mosquito District
Public Access To District Records

Policy # 1000	Established: 8/20/2007 Res No 03-2007	Dates Amended: 06/15/2026	Resolution # 07-2026
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PURPOSE

The Consolidated Mosquito Abatement District (“District”) is committed to providing public access to records in accordance with the California Public Records Act (Government Code § 7920.000 et seq.) (“CPRA”). Public records maintained by the District that are not exempt from disclosure will be made available for inspection or copying in accordance with applicable law and this policy.

SCOPE

This policy applies to all public records prepared, owned, used, or retained by the District, regardless of physical form or characteristics.

1000.1 Requests For Public Records

Requests to inspect or obtain copies of public records may be made orally or in writing. The District encourages written requests to facilitate accurate and timely responses; however, use of a District form is not required.

Requests should be directed to the District Manager and should reasonably describe identifiable records.

1000.2 Assistance To Requestors

The District will assist members of the public in making focused and effective requests that reasonably describe identifiable records. Assistance may include helping to identify records and information systems that may contain responsive documents.

1000.3 Response To Requests

Within ten (10) calendar days of receiving a request, the District will determine whether the request seeks disclosable public records in its possession and will promptly notify the requestor of its determination.

In unusual circumstances, as defined in Government Code § 7922.535, subdivision (b), the District may extend this time by up to fourteen (14) additional days by providing written notice to the requestor explaining the reason for the extension.

Disclosable records will be made available promptly following the determination, and payment of the appropriate fee as authorized by Government Code section 7922.530, subdivision (a).

1000.4 Electronic Records

When requested records are maintained in electronic format, the District will provide them in any electronic format in which they are held, or in a format used by the District, to the extent required by Government Code § 7922.570.

1000.5 Inspection Of Records

Public records will be available for inspection during regular business hours at the District office or other location where the records are maintained.

Inspection will occur in a manner that preserves the integrity of the records and does not interfere with District operations.

Persons inspecting public records shall not remove, alter, damage, or destroy records and must return all records in the same condition in which they were provided.

1000.6 Exempt Records

The District may withhold records that are exempt from disclosure under the CPRA or other applicable laws, including but not limited to statutory exemptions, privileges, and constitutional protections.

If records are withheld or redacted, the District will provide the legal basis for the withholding or redaction in its response, and the name and title of each person responsible for the denial (Gov. Code, § 7922.540.)

1000.7 Fees

The District may charge fees for copies of public records in accordance with the CPRA. Fees shall not exceed the direct cost of duplication, unless otherwise authorized by statute.

If copies are produced by an outside service, the requestor may be charged the actual cost incurred by the District.

No fee will be charged for the inspection of records.

1000.8 District Operations

The District will make reasonable efforts to provide access to records while ensuring that essential District operations are not unduly disrupted.

1000.9 Legal Review

The District may consult with legal counsel when necessary to determine whether records are subject to disclosure or exempt under applicable law.

1000.10 Administrative Procedures

The District Manager or designee may establish administrative procedures consistent with this policy to ensure efficient processing, tracking, and documentation of public records requests.

1000.11 Public Records Request Form (Optional)

The District may make available a Public Records Request Form to assist requestors. Use of the form is optional and is intended only to facilitate the request process.

PUBLIC RECORDS REQUEST FORM (OPTIONAL)

Date Requested: _____

Name: _____

Phone: _____

Address: _____

City/State: _____

Description of Records Requested (please be as specific as possible):

Type of Request:

Inspection

Copies

Preferred Format (if applicable): _____

For District Use Only

Date Received: _____

Date Responded: _____

Date Completed: _____

Notes:

This form is provided to assist in submitting a request under the California Public Records Act (Government Code § 7920.000 et seq.). Use of this form is optional. Requests may also be made orally or in writing without this form.

The District will respond to requests within the timeframes required by law. If additional clarification is needed to identify responsive records, the District will contact the requestor.

RESOLUTION NO. 08-2026

**A RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CONSOLIDATED MOSQUITO ABATEMENT DISTRICT**

**ADOPTING BYLAWS FOR THE BOARD OF TRUSTEES
OF THE CONSOLIDATED MOSQUITO ABATEMENT DISTRICT.**

WHEREAS, the BOARD OF TRUSTEES (Board) of the CONSOLIDATED MOSQUITO ABATEMENT DISTRICT (District) is established and operates under the authority granted by California Health and Safety Code §2000 et seq. and other applicable laws governing mosquito abatement and vector control districts; and

WHEREAS, the Board finds it necessary and appropriate to adopt formal Bylaws to govern the organization, membership, officers, meetings, and conduct of the Board of Trustees in order to ensure consistent, transparent, and lawful governance of the District; and

WHEREAS, the proposed Bylaws establish procedures for Board membership, officer elections and duties, meeting conduct, quorum requirements, rules of order, standards of conduct, and other matters necessary for the effective operation of the Board, consistent with the Brown Act and other applicable law; and

NOW, THEREFORE, BE IT RESOLVED, that the BOARD OF TRUSTEES of the CONSOLIDATED MOSQUITO ABATEMENT DISTRICT does hereby approve and adopt the Bylaws for the Board of Trustees of the Consolidated Mosquito Abatement District, as attached and incorporated herein as “Exhibit D”.

PASSED AND ADOPTED by the Board of Trustees of the Consolidated Mosquito Abatement District on the 15th day of June 2026, by the following vote:

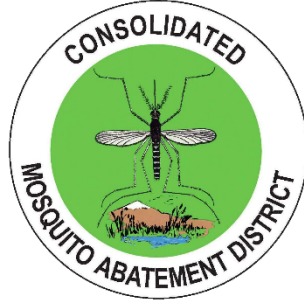
AYES:

NOES:

ABSENT:

Member, Board of Trustees

Member, Board of Trustees



Consolidated Mosquito Abatement District
Board of Trustees Bylaws
Adopted by Resolution 08-2026 on June 15, 2026

Article I: Name and Authority

Section 1. Name

The name of this governing body shall be the Board of Trustees of the Consolidated Mosquito Abatement District (“District”).

Section 2. Authority

The Board of Trustees is established and operates under the authority granted by California Health and Safety Code §2000 et seq. and other applicable laws governing mosquito abatement and vector control districts.

Article II: Purpose and Duties

Section 1. Purpose:

The purpose of the Board is to provide leadership, fiscal, and policy direction for the District in its mission to protect public health through effective mosquito and vector control.

Section 2. Duties:

The Board shall:

- Establish policies and procedures for the governance and operation of the District.
- Approve the annual budget, contracts, and major expenditures.
- Appoint and evaluate the District Manager.
- Adopt regulations consistent with state law.
- Represent the interests of the communities within the District.

Article III: Board of Trustees

- (a) Membership: The Board shall consist of a single representative of each incorporated city within the District’s boundaries and two representatives of the County of Fresno.
- (b) Eligibility: Trustees appointed to the Board must reside and be a registered voter in the jurisdiction of their appointing legislative body. Trustees should have “experience, training, and education in fields that will assist them in the governance” of the District.

- (c) Term of Office: Each Trustee shall be appointed for a term of two or four years, as decided by his or her appointing legislative body.
- (d) Oath of Office: Any person appointed to serve as a Trustee must take the oath of office prior to formally and officially assuming his or her position as a Trustee.
- (e) Commencement of Term: Terms shall commence at noon on the first Monday in January.
- (f) Vacancy: Once a position becomes vacant, as set forth in Government Code section 1770 et seq, the vacancy shall be filled by the appointing authority within 90 days immediately subsequent to its occurrence. If no action is taken for a period of 90 days immediately subsequent to a vacancy on such a board, the Fresno County Board of Supervisors shall have authority to fill the vacancy by appointment.
- (g) Replacement of Trustee: A person appointed to fill the unexpired term of a Trustee shall serve the remaining term of the replaced Trustee.
- (h) Duty of Loyalty and Commitment: All Trustees shall exercise their independent judgment on behalf of the interests of the residents, property owners, and the public as a whole in furthering the purposes and intent of the District and represent the interests of the public as a whole and not solely the interests of the Board of Supervisors or the city council that appointed them.

Article IV: Officers

Section 1. Designated Elected Officers:

The elected officers of the Board of Trustees (“Board”) shall consist of:

- President
- Vice President/Secretary

Section 2. Duties of Officers:

President:

- (a) The President shall serve as the presiding officer of all Board and all Committee meetings.
- (b) When necessary, the President shall be the official representative of the District. The President shall have the power to establish committees and subcommittees and appoint their members. The President shall also have any other powers as may be delegated by the Board from time to time.
- (c) The President shall serve on all committees and attend any committee meeting as an official participant.
- (d) The President shall preside over all matters relating to trustee conduct, accountability, and discipline.

Vice President/Secretary

- (e) In the temporary absence of the President, the Vice President shall assume the duties of the President.

Section 3. Terms of Office:

The term of each office shall be one year. The President shall serve no more than two consecutive terms in office.

Eligibility to Hold Office: Any Trustee may be elected to any office, provided that he or she has served as a Trustee for one calendar year.

Section 4. Election of Officers:

Officers shall be elected annually, with the election held at the last regular meeting in the year in December, and the commencement of officers' terms shall take effect upon the start of the new year.

Prior to the election of officers, each Trustee can recommend up to one candidate for each office. Nominees shall be submitted to the Board for consideration at the December Board meeting. Nominations may be made from the floor when the election of an officer is held. Each Board member shall have one vote.

Section 5. Officer Removal:

Officers serve at will and may be removed from serving as an officer by a majority vote of the Board at any time, with or without cause, in the context of a noticed public meeting.

Section 6. Succession:

There shall be no automatic succession of officers upon the vacation of a superior officer position prior to the expiration term of the superior officer's position. A vacated officer position shall be filled by a majority vote of the Board at the earliest time possible in the context of a noticed public meeting.

Article V: Board Meetings

Section 1. Applicable Laws and Regulations:

All Board meetings shall be conducted in accordance with Sections 2000 et seq. of the California Health and Safety Code and Government Code sections 54950, et seq. (the "Brown Act") and any and all laws governing public meetings.

Section 2. Types of Meetings:

- (f) Regular Meetings: Regular Meetings will be held on the third Monday of each month, commencing at 1:00 p.m. at the District's Headquarters located at 13151 E Industrial Drive, Parlier, California. Where there is just cause, Regular Meetings may be held remotely using appropriate electronic tools as authorized by the Brown Act.
- (g) Special Meetings, Committee Meetings, and Emergency Meetings: Special Meetings, Committee Meetings, and Emergency Meetings may be called and held from time to time pursuant to the procedures set forth in the Brown Act.
- (h) Adjourned Meetings: The Board may adjourn any Board Meeting to a time and place specified in the order of adjournment pursuant to the procedures set forth in the Brown Act.

Section 3. Cancellation of Meetings:

Any meeting of the Board may be canceled in advance by the Board president or a majority vote of the Board and shall be properly noticed.

Section 4. Location of Meetings:

All Board Meetings shall be held in the Board Room located at the District Headquarters at 13151 E Industrial Drive, Parlier, California, unless otherwise designated by the President or the Board.

However, the Board may, from time to time, elect to meet at other locations within the District or hold remote electronic meetings and, upon such, election shall give public notice of the change of location under the Brown Act.

Section 5. Quorum:

A majority of the Board constitutes a quorum for the transaction of business. A lesser number may adjourn the meeting.

Section 6. Presiding Officer:

The President shall preside over all Board meetings and shall have the authority to preserve order, enforce the rules of the Board, and determine the order of business, consistent with these Bylaws and Rosenberg's Rules of Order. The President may order the removal of any person who willfully disrupts a meeting to the extent that the orderly conduct of the meeting is unfeasible, consistent with applicable law.

In the absence of the President, the Vice President shall preside. In the absence of both the President and Vice President, the Board shall appoint a Trustee to preside over the meeting by majority vote of those present.

Section 7. Closed Sessions:

Trustees shall not reveal the nature of discussion or decision from a closed session unless required by law or unless a majority of the Board agrees in closed session to disclose confidential closed session information.

Section 8. Minutes:

The District Manager or Office Administrator will have exclusive responsibility for the preparation of the minutes, which shall be recorded and kept in accordance with records retention guidelines. In the absence of staff, the Vice President/Secretary shall record the meeting minutes.

Section 9. Order of Business:

The business of the Board at its meeting will generally be conducted in accordance with the order of business as listed on the agenda. The President may, with the concurrence of a majority of the Trustees present, reorder items on the agenda to accommodate the public or to address other concerns.

Section 10. Recording of Votes:

Any member may request a vote by roll call, and the vote of each individual Board member shall be recorded by the District Manager.

Section 11. Trustee Preparation and Participation:

Each Trustee is expected to fully prepare for Board meetings in order to effectively discharge their governance responsibilities.

(a) Trustees shall review all agenda materials, staff reports, and supporting documentation in advance of each meeting and be prepared to discuss, deliberate, and act on agenda items.

(b) Trustees are encouraged to seek clarification from the District Manager prior to the meeting

regarding agenda items to ensure informed and efficient deliberation during the meeting.

(c) Trustees shall actively participate in discussions, ask relevant questions, and base decisions on the information presented, applicable law, and the best interests of the District.

(d) Consistent failure to adequately prepare for meetings may impair the Board's ability to conduct its business and fulfill its public responsibilities. Consistent failure to prepare for meetings may be considered in actions under *Article VI: Standards of Conduct and Accountability*.

(e) Trustees shall not engage in serial communications, whether directly or through intermediaries, to discuss, deliberate, or take action on matters within the jurisdiction of the Board outside of a noticed public meeting, in accordance with the Brown Act.

Section 12. Rules of Order and Parliamentary Procedure:

(a) The Board shall generally follow Rosenberg's Rules of Order as a guide for conducting meetings, recognizing that such rules are intended to provide a fair and efficient framework for decision-making rather than a rigid or technical system.

(b) The basic principles governing Board deliberations shall include:

The rights of the majority to decide;

The rights of the minority to be heard;

The importance of orderly discussion of one item at a time; and

The requirement that all decisions be made by a vote of the Board.

(c) The general procedure for consideration of agenda items shall include:

Presentation of the item by staff or the Presiding Officer;

Questions from Trustees;

Public comment (as required by law);

Board discussion;

Motion and second;

Vote.

(d) The Board may discuss an item prior to a motion being made. A motion and second are required before any action is taken.

(e) The Presiding Officer shall rule on procedural questions, subject to appeal by a majority vote of the Board.

(f) The Board may use general consent or consensus to streamline routine matters; however, no action shall be taken except by formal vote in compliance with the Brown Act.

(g) These rules may be modified or waived by majority vote when necessary to facilitate the orderly conduct of business, provided such modification does not conflict with applicable law.

Section 13. Disqualification for Conflict of Interest:

Any Trustee who is disqualified from voting on a particular matter by reason of a conflict of interest will publicly state or have the presiding officer state the nature of the disqualification in an open meeting. Where the existence of a disqualifying conflict of interest is unclear, the Trustee is encouraged to seek advice from legal counsel or the Fair Political Practices Commission. The Board may rely on such guidance, but shall not make legal determinations regarding conflicts of interest. A Trustee disqualified from participation shall comply with all applicable requirements of the Political Reform Act and other applicable conflict laws, including recusal from discussion and voting where required. A Trustee stating disqualification will not be counted as a part of a quorum and will be considered absent to determine the outcome of a vote on the matter.

Section 14. Board Meeting Conduct and Decorum:

To ensure the orderly and professional conduct of District business, all Board meetings shall be conducted in a manner that promotes respect, transparency, and efficiency.

- (a) Trustees shall conduct themselves in a professional and respectful manner toward fellow Trustees, staff, and members of the public at all times.
- (b) The Presiding Officer is responsible for maintaining order and decorum and may take appropriate action to address disruptive behavior.
- (c) Trustees shall confine remarks to the subject matter under consideration and avoid repetition or unnecessary prolonging of discussion.
- (d) Personal attacks, disruptive conduct, or behavior that impedes the orderly conduct of the meeting shall not be permitted.
- (e) The Board shall strive to conduct its business efficiently while ensuring adequate opportunity for discussion and public input as required by law.
- (f) Regular attendance and adequate preparation for meetings are essential duties of each Trustee. Chronic lack of preparation may be communicated to the Trustee's appointing authority in the same manner as unexcused absences.

Section 15. Absences:

The Board reserves the right to determine whether a Trustee's absence under the circumstances at a particular Board Meeting is excused. More than two consecutive *unexcused* absences shall be reported to the absent Trustee's appointing body. Trustees shall notify the District Manager or Office Administrator no later than one hour prior to the meeting, or as soon as reasonably practicable thereafter, of their absence. A Trustee who is absent from six (6) or more consecutive regular meetings may be referred to the Trustee's appointing authority with a recommendation for review and possible replacement.

Article VI: Committees

Section 1. Standing Committees

- (a) **Policy Committee:** The Policy Committee shall review, develop, and recommend policies to ensure the District operates in compliance with applicable laws and maintains effective and transparent governance. The committee will assist the Board in establishing and updating policies related to operations, administration, ethics, governance, and public accountability. The Policy Committee shall consist of any number of Trustees as appointed by the Board President. Committee membership should reflect a diversity of perspectives and experience.

- (b) Budget Committee: The Budget Committee shall provide fiscal oversight and guidance to the District by reviewing the proposed annual budget and making recommendations to the Board of Trustees. The committee ensures that the budget reflects the District’s priorities, complies with applicable financial practices, and promotes transparency and accountability in the use of public funds. The Budget Committee shall consist of any number of Trustees as appointed by the Board President.
- (c) Ad hoc Committees: An “Ad Hoc Subcommittee” is one that consists solely of less than a quorum of the Board and is established for a limited purpose and duration.

Article VII: Waiver of Rules

Any of the foregoing rules may be waived by a majority vote of the Board present when it is deemed that there is good cause to do so based upon the particular facts and circumstances involved.

Article VIII: Standards of Conduct and Accountability

Section 1. Trustee Conduct, Accountability, and Discipline

(a) Standards of Conduct

Trustees shall comply with all applicable laws, District policies, and these Bylaws, including but not limited to laws governing open meetings, conflicts of interest, ethics, and respectful conduct.

(b) Impact Clause

Conduct that disrupts meetings, undermines public trust, or interferes with the Board’s ability to carry out its duties may constitute grounds for action under this Article.

(c) Purpose of Board Action

The Board’s authority to address Trustee conduct is limited to ensuring the orderly and lawful conduct of District business. The Board does not have authority to remove a Trustee except as provided by law, including Government Code section 1770.

Section 2. Progressive Discipline Framework

(c) Informal Resolution

Concerns regarding a Trustee’s conduct should first be addressed informally, when appropriate, through communication between the Trustee, the Board President, and the District Manager.

(d) Censure

The Board may formally express its disapproval of a Trustee’s conduct through a motion of censure.

- A censure shall be considered and acted upon in an open and noticed public meeting in compliance with the Brown Act.
- The Trustee who is the subject of the censure shall be provided an opportunity to respond prior to the Board’s action.
- A censure does not remove the Trustee from office but serves as a formal statement of the Board’s position.

(e) Loss of Privileges / Internal Restrictions

To the extent permitted by law, the Board may limit a Trustee’s participation in certain Board functions as a result of policy violations, including:

- Removal from Board-appointed committees or subcommittees
- Restrictions on representing the District in external meetings or events
- Limiting liaison or assignment roles designated by the Board President or Board

Nothing in this section shall be interpreted to limit a Trustee’s statutory authority, voting rights, or ability to participate in public Board meetings except as permitted by law.

(f) Referral to Appointing Authority

In cases of repeated, serious, or unresolved violations, the Board may, by majority vote, direct that concerns be formally communicated to the Trustee’s appointing authority for consideration.

(g) Legal Violations

Alleged violations of law, including but not limited to the Political Reform Act, the Brown Act, or other applicable statutes, may be referred to the appropriate enforcement agency.

(h) Due Process and Fairness

Any action taken under this section shall:

- Be conducted in a fair and impartial manner
- Provide the Trustee notice of the concern
- Provide an opportunity for the Trustee to respond
- Be consistent with applicable law, including open meeting requirements

Any action under this section may be agendized in accordance with the Brown Act, either by the Board President, a majority of the Board, or through the District's standard agenda-setting process.

Article IX: Ethics Training, Required State Training, and any Government-Required Forms

Each Trustee shall comply with Financial, Ethics, Sexual Harassment Prevention Training, the Fair Political Practices Commission’s requirement to timely complete the Statement of Economic Interests Form, and any other trainings or submissions to comply with applicable State and Federal Law.

Article X: Amendment of Bylaws

The Bylaws shall be reviewed at least every two (2) years by the Policy Committee. Any proposed changes to the Bylaws shall be presented to the full Board for approval. The Bylaws may also be amended from time to time as may be required by changes in applicable law or upon the recommendation of staff or legal counsel. The Bylaws may be amended by a simple majority vote of the entire Board.

Agenda Item 14: District Aerial Photography Services

Background:

In February, the Board approved funds for NearMap and Aerial Services as quoted.

NearMap supplies high-resolution, current, and historical imagery covering 52% of the District. Its image quality surpasses other providers, offering two updates per year—typically in February and June/July—along with access to years of archived imagery. This data has been instrumental in verifying unmaintained pools during both early and late seasons.

Aerial Services (TeamBuilders, Inc.) captures imagery at strategically timed intervals to enhance mosquito control efforts. Photos are taken in May after all known unmaintained pools have been inspected and seasonal pools have been cleaned, but before the peak mosquito-borne disease season.

Aerial Services is unable to capture imagery on the proposed schedule due to equipment issues, with no estimate for completion of the proposed work. As a result, Management identified West Coast Aerial Photography, Inc. (WCAP) as an alternative vendor capable of fulfilling the needed services.

West Coast Aerial Photography, Inc. (WCAP) is a California-based business specializing in manned-aircraft aerial imagery and geospatial data processing. WCAP has submitted a proposal to provide CMAD with 6-inch (15cm) resolution vertical aerial imagery covering the District's areas of interest, including all previously identified unmaintained swimming pool locations (per 2023–2025 shapefiles). Flights will be conducted in geographic sections using a manned single-engine aircraft equipped with a high-resolution digital camera system. Imagery will be processed using Structure-from-Motion (SFM) technology and delivered as pre-rendered map tiles formatted for direct import into CMAD's ArcGIS Pro environment, enabling staff to efficiently identify and map green pools for targeted mosquito mitigation. The all-inclusive fixed-price quote, including acquisition, processing, and data delivery, is **\$15,750** (inclusive of a 2026 fuel surcharge).

Action Requested: The Board is requested to authorize approval of funds for West Coast Aerial Photography aerial imagery survey services if the Manager determines the services are necessary as an alternative to Aerial Services.



WEST COAST AERIAL

P H O T O G R A P H Y

MARK HOLTZMAN

818.788.5056

mark@photopilot.com

13351-D Riverside Dr., #259

Los Angeles, CA 91423

www.photopilot.com

West Coast Aerial Photography, Inc. is a family-owned, California-based Small Business: MicroBusiness, founded in 2000 by Mark Holtzman. The company combines Mark's passion for aviation and photography, and its mission is to cater to each client's individual needs and concerns. Our commitment to delivering high-resolution oblique and vertical aerial imagery makes us an ideal partner to help the Consolidated Mosquito Abatement District locate unmaintained swimming pools and combat mosquito-borne illnesses.

Superior results are achieved through the combined utilization of manned-aircraft, very high-resolution digital camera systems, and cutting-edge computer processing. Our small operational footprint and extensive years of expertise allow for the rapid adaptation and integration of proven, emerging technologies. This inherent agility enables us to create precise project deliverables much more rapidly and cost-effectively than legacy methods, providing maximum value and actionable data.

Our comprehensive services feature advanced post-production data optimized for vector control operations. To seamlessly integrate into existing workflows, we will deliver the imagery as pre-rendered, easily digestible map tiles ready for direct import into local ArcGIS Pro environment. This high-resolution, GIS-ready dataset allows for experienced technicians to efficiently analyze the imagery locally, quickly identifying and mapping unmaintained swimming pools to streamline targeted mosquito mitigation efforts.

Mark Holtzman - President
West Coast Aerial Photography, Inc.
13956 Magnolia Blvd., Sherman Oaks, CA 91423

818.788.5056

mark@photopilot.com

Company/Firm Information:

West Coast Aerial Photography, Inc. is a father-son, California-based Small Business: MicroBusiness established in 2000 (incorporated in 2008). The firm specializes in providing vertical and oblique aerial photography and videography services, primarily utilizing manned aircraft. Operating within an evolving, technology-driven industry, West Coast Aerial Photography has consistently adapted its operations—from transitioning film to digital photography, and later adopting sophisticated, semi-automated post-production workflows—to remain competitive. This history of continuous refinement compels the firm to regularly reassess current methods and test new technologies, ensuring the delivery of a superior end-product at a reduced cost to the client.

DUNS # 963339887

CA SmallBusiness: MicroBusiness #1003225 - Valid through June 30, 2026

County of Los Angeles Local Small Business Enterprise (LSBE) - 14814301

California C-Corp – Incorporated July 11, 2008

Employer Identification Number: 26-3080734

California Seller’s Permit: SR AC 97-699010

City of Los Angeles Tax Registration: 970576-24

Corporate Office:

West Coast Aerial Photography, Inc.

13956 Magnolia Blvd.

Los Angeles, CA 91423

Full-time Employees: 2

Insurance Coverage: \$2 million-dollar liability coverage for both air and ground

Services Provided:

- Vertical high-resolution digital aerial photography
- Oblique high-resolution digital aerial photography
- High-definition aerial videography
- Post-production services
 - Orthophoto generation
 - Digital Elevation Model (DEM) generation
 - Image mosaicking
 - Georectification
 - Color-correction, design-assistance, and labeling services
 - Hardscape & change-detection, including 2D & 3D building footprints
 - Custom feature identification
 - Live, cloud-based data hosting for real-time collaboration
- Large & small format printing services

Certification Profile

State of California Certification



Certification ID: 1003225

Legal Business Name

WEST COAST AERIAL PHOTOGRAPHY, INC.

Doing Business As (DBA) Name1

WEST COAST AERIAL PHOTOGRAPHY, INC.

Doing Business As (DBA) Name2

Office Phone Number

818/788-5056

Business Fax Number

Business Web Address

<https://www.photopilot.com>

Service Areas

Alameda , Alpine , Amador , Butte , Calaveras , Colusa , Contra Costa , Del Norte , El Dorado , Fresno , Glenn , Humboldt , Imperial , Inyo , Kern , Kings , Lake , Lassen , Los Angeles , Madera , Marin , Mariposa , Mendocino , Merced , Modoc , Mono , Monterey , Napa , Nevada , Orange , Placer , Plumas , Riverside , Sacramento , San Benito , San Bernardino , San Diego , San Francisco , San Joaquin , San Luis Obispo , San Mateo , Santa Barbara , Santa Clara , Santa Cruz , Shasta , Sierra , Siskiyou , Solano , Sonoma , Stanislaus , Sutter , Tehama , Trinity , Tulare , Tuolumne , Ventura , Yolo , Yuba

Address

13351-D RIVERSIDE DR. #259

Los Angeles

CA 91423

Email:

mark@photopilot.com

Total Number of Employees

2

Business Types

Non-Manufacturer , Service

[View Keywords](#)

[View Classifications](#)

[View Supplier Diversity Information](#)

Active Certifications

[More Help](#)

Certification Type	Status	From	To
SB(Micro)	Approved	06/22/2023	06/30/2026

**Request for Taxpayer
Identification Number and Certification**

Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the
requester. Do not
send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) West Coast Aerial Photography, Inc.		
	2 Business name/disregarded entity name, if different from above.		
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor <input checked="" type="checkbox"/> C corporation <input type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions)	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____	
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions <input type="checkbox"/>		(Applies to accounts maintained outside the United States.)
	5 Address (number, street, and apt. or suite no.). See instructions. 13956 Magnolia Blvd.	Requester's name and address (optional)	
	6 City, state, and ZIP code Sherman Oaks, CA 91423		
	7 List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Social security number									
				-					
or									
Employer identification number									
2	6	-	3	0	8	0	7	3	4

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person 	Date 3/10/2025
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they



LOS ANGELES COUNTY
CONSUMER & BUSINESS AFFAIRS



Board of Supervisors

July 09, 2021

Hilda L. Solis
First District

MARK HOLTZMAN
WEST COAST AERIAL PHOTOGRAPHY INC
13956 MAGNOLIA BLVD
SHERMAN OAKS, CA 91423

Vendor #: 148143
Certification
Record #: 090822

Holly J. Mitchell
Second District

Sheila Kuehl
Third District

CERTIFICATION LETTER FOR FEDERALLY FUNDED COUNTY SOLICITATIONS

Janice Hahn
Fourth District

Dear MARK HOLTZMAN,

Kathryn Barger
Fifth District

Congratulations! As a certified Local Small Business Enterprise (LSBE) with the County of Los Angeles your business is also eligible to bid on federally funded County solicitations based on your System for Award Management (SAM) registration as a small business. Your SAM registration expires on September 27, 2023.

Director
Rafael Carbajal

Your business is eligible for LSBE preference consideration in those County of Los Angeles solicitations which are federally funded and subject to federal restrictions and which include the "Request for Preference Consideration" form. You must complete the form and provide your Vendor Number in your bid/proposal along with a copy of this approval letter for each response to receive the preference.

Chief of Staff
Joel Ayala

Additionally, the Board of Supervisors established a "Countywide Small Business Payment Liaison and Prompt Pay Program". As a certified LSBE, your company is now eligible for a 15-day prompt payment. Please call the Small Business Services office at 855-230-6430 or send an email to osb@dcba.lacounty.gov to request your free Prompt Payment Stamp and instructions.

The County of Los Angeles Department of Consumer and Business Affairs reserves the right to request additional information and/or conduct an on-site visit to verify your company's eligibility for the program. Please contact our office immediately if your business experiences any changes that could affect eligibility during the certification period.

Again, congratulations on your certification. If you have any questions about our LSBE Program, please call us at 323-881-3964, visit our website at <http://dcba.lacounty.gov> or email us at osb@dcba.lacounty.gov.

Sincerely,

Rafael Carbajal
Director

Christian Olmos
Program Chief, Small Business Services
RC:CO



dcba.lacounty.gov
info@dcba.lacounty.gov

500 W. Temple St., Suite B-96, Los Angeles CA, 90012-2706
(213) 974-1452 · (800) 593-8222 · Fax: (213) 687-1137





LOS ANGELES COUNTY
CONSUMER & BUSINESS AFFAIRS

Board of Supervisors

July 09, 2021

Hilda L. Solis
First District

MARK HOLTZMAN
WEST COAST AERIAL PHOTOGRAPHY INC
13956 MAGNOLIA BLVD
SHERMAN OAKS, CA 91423

Vendor #: 148143
Certification
Record #: 090822

Holly J. Mitchell
Second District

Sheila Kuehl
Third District

CERTIFICATION FOR NON-FEDERALLY FUNDED COUNTY SOLICITATIONS

Janice Hahn
Fourth District

Dear MARK HOLTZMAN,

Kathryn Barger
Fifth District

Congratulations! Your business is now certified as a Local Small Business Enterprise (LSBE) with the County of Los Angeles effective as of the date of this letter. Your LSBE certification expiration date is based on your [California Department of General Services \(DGS\)](#) small business certification. Your certification expires on **June 30, 2023**.

Director
Rafael Carbajal

Your business is eligible for LSBE preference consideration in those County of Los Angeles solicitations which include the "Request for Preference Consideration" form. You must complete the form and provide a copy of this approval letter in your bid/proposal to receive the preference. To view your L.A. County LSBE certification status, visit: camisvr.co.la.ca.us/webven

Chief of Staff
Joel Ayala

As a certified LSBE, your company is also eligible for a 15-day prompt payment through the "Countywide Small Business Payment Liaison and Prompt Pay Program." To request your free Prompt Payment Stamp please email the Office of Small Business at OSB@dcba.lacounty.gov or call (323) 881-3964.

The County of Los Angeles Department of Consumer and Business Affairs (DCBA) reserves the right to request additional information and/or conduct an on-site visit to verify your company's eligibility for this certification. Please contact our office immediately if your business experiences any changes that could affect eligibility during the certification period.

For questions about this certification or to learn more about resources available to small businesses you can visit us online at DCBA.lacounty.gov, email us at OSB@dcba.lacounty.gov, or call us at (323) 881-3964.

Sincerely,

Rafael Carbajal
Director

Christian Olmos
Program Chief, Office of Small Business
RC:CO



dcba.lacounty.gov
info@dcba.lacounty.gov

500 W. Temple St., Suite B-96, Los Angeles CA, 90012-2706
(213) 974-1452 • (800) 593-8222 • Fax: (213) 687-1137

Key Project Staff:

Mark Holtzman

President, West Coast Aerial Photography, Inc. (2000–Present)

Mark Holtzman is a seasoned aerial imaging expert whose dual proficiency in aviation and photography underpins the firm's operations. His qualifications and expertise include:

- **Licensed Commercial Pilot:** Over **40 years of experience** as a licensed commercial airplane pilot.
- **Master Aerial Photographer:** Internationally recognized professional aerial photographer with expertise in **oblique and vertical image acquisition**.
- **Airspace Management Expert:** Highly experienced in navigating **complex airspaces and aviation regulations**, possessing extensive FAA and Air Traffic Control (ATC) resources to coordinate challenging assignments.
- **Advanced Post-Production Skills:** Highly experienced in both **Adobe Photoshop Lightroom** and aerial video cinematography, ensuring high-quality final deliverables.

Steven Holtzman

Chief Technology Officer, West Coast Aerial Photography, Inc. (2008–Present)

Steven Holtzman directs the firm's technological strategy and specializes in advanced geospatial processing and post-production workflows. His core proficiencies include:

- **Expert Geospatial Processor:** Expert in **georectification, image stitching/mosaicking**, and highly proficient in the creation of **true orthomosaics** and **Digital Elevation Models (DEMs)**.
- **Imaging and Capture Specialist:** Highly experienced in both **oblique aerial photography & videography** acquisition and ground photography.
- **Certified Software Specialist: Photoshop Ironman Competition Winner** with additional **FLIR Basic Certification** in thermal imaging.
- **Aerial Videography:** Very proficient in acquiring high-quality **aerial video**.

Mark Holtzman will be the primary contact for most project needs. Technical support may be handled by Steven Holtzman to help facilitate direct resolutions to any issues that may arise.

Proposed Approach to Project:

1. Data Acquisition and Flight Planning

West Coast Aerial Photography, Inc. proposes the acquisition of **vertical, 15cm (6-inch) 3-band color (RGB) imagery** covering the Consolidated Mosquito Abatement District's areas of interest. Flight operations will be scheduled during periods of minimal shadow incidence and will only occur on days exhibiting optimal clear and sunny weather conditions. Imagery capture will be executed from a single-engine manned-aircraft utilizing a vertical camera port equipped with a high-resolution digital camera system. GPS data (including location and altitude) will be simultaneously logged to support orthophoto creation. Flight lines will incorporate a high overlap (90% forward, 50% side) to minimize artifacts which may obscure pools, such as building lean and reflections.

2. Processing and 3D Model Generation

The acquired 90/50 imagery will be processed utilizing an advanced Structure-From-Motion (SFM) imaging system. This system analyzes both the aerial imagery and associated GPS data to determine precise camera locations through Automatic Aerial Triangulation (AAT), culminating in the generation of a detailed 3D color point cloud. To ensure geometric accuracy, project ground control points will be introduced, allowing the system to cross-reference the generated 3D points with known ground values for correct orientation and scale. This refined 3D point cloud will then serve as the foundational dataset for the creation of the rough Digital Elevation Model (DEM), which is essential for the production of the true orthophoto.

3. Orthomosaic Tile Generation and Local GIS Integration

The processed true orthophotos will be formatted into easily digestible map tiles optimized for seamless import into the Consolidated Mosquito Abatement District's local ArcGIS Pro environment. To ensure the data is highly actionable, flights will be executed in smaller geographic sections, enabling rapid processing and turnaround times—ideally by the next business day.

Once imported into ArcGIS Pro, this high-resolution dataset will provide an efficient, localized workspace where an experienced District technician can systematically analyze the imagery to identify green swimming pools. This streamlined delivery method leverages the District's existing local GIS infrastructure, providing the precise visual data necessary to rapidly isolate unmaintained pools and deploy targeted mitigation resources.

Deliverables:

Project deliverables (and common formats):

3d_mesh.zip -- A simplified [3D polygon mesh](#) of the data set (PLY, OBJ, FBX, DXF)

3d_point_cloud.zip -- A [3D color point cloud](#) of the data set (LAS, LAZ, PLY, XYZ)

project_report.pdf -- A quality report of the project. Includes many details, such as AAT, camera calibration, number of images, ground sample distance (resolution), etc.

dsm.zip & dtm.zip -- A digital surface model (dsm) and digital terrain model (dtm) (a type of [digital elevation model](#)) of the data set that is calculated using a Structure-From-Motion (SFM) algorithm (GeoTIFF)

orthomosaic.zip -- An uncompressed GeoTIFF of the [orthomosaic/orthophoto](#) (GeoTIFF, JPEG2000, MrSID, ECW)

contours.zip -- A 2-foot [contour map](#) (SHP, DXF)

google_earth_tiles.zip – Google Earth map tiles will be created for the project, allowing for viewing in browser or Google Earth.

Delivery:

Delivery can be done electronically, via FTP, or physically, via external hard drive or DVDs, as desired.

Cost Proposal:

Project Pricing

The fixed cost for the **acquisition of 15 cm (6-inch)** for the Consolidated MAD areas of interest, including all processing and final data delivery, is **\$15,750**.

*Price includes 2026 fuel surcharge.

Data Usage: Consolidated Mosquito Abatement District will receive **unlimited usage rights** for the provided imagery and data, including use in internal systems and for public display. Resale of the data is the only restriction.

Areas of interest will be adjusted to include all previously identified unmaintained swimming pools (as per 2023, 2024, 2025 shape files provided my Consolidated MAD). Flights and acquisition of data will occur over multiple days, in order to keep data sizes manageable and allow for quick turnaround time of data sets.

References:

The City of Manteca

Pennie Arounsack – Director of IT & Innovation, CGCIO

206-456-8000

The City of Tracy

Jeff Davis – GIS Analyst – IT Department

209-831-6000

The City of Los Banos

Stacy Souza Elms – Community and Economic Development Director

209-827-7000

US Bureau of Reclamation

John Hannon – Fisheries Biologist

916-537-7000

The City of Big Bear Lake

Erik Sund – City Manager

909-866-5831

The City of Thousand Oaks

Nelson Guandique – GIS

909.866.5831

MAY

Summary Report

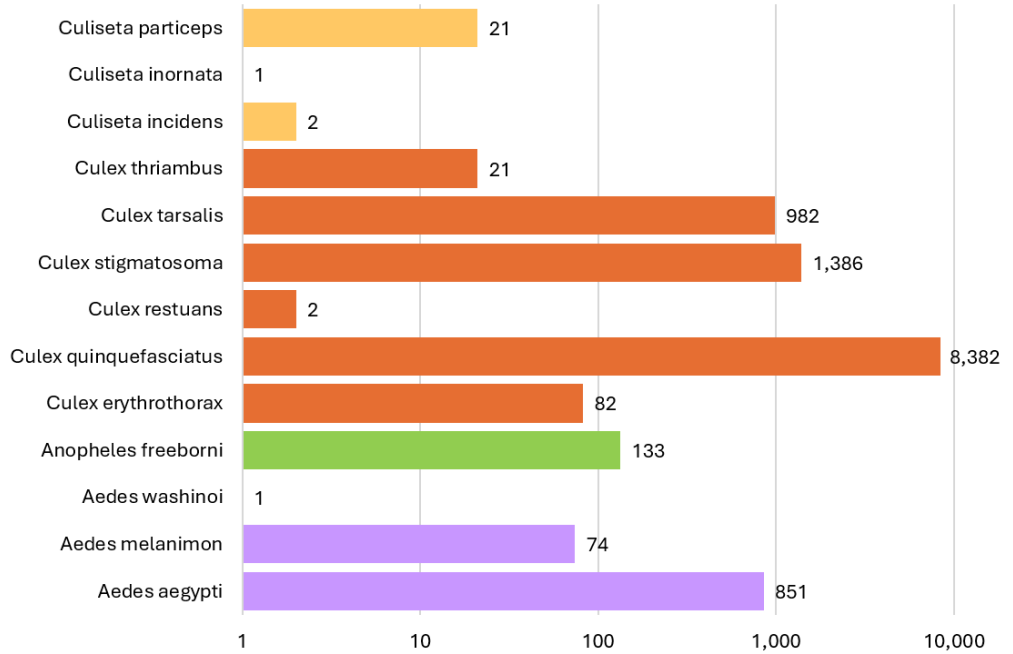


2026



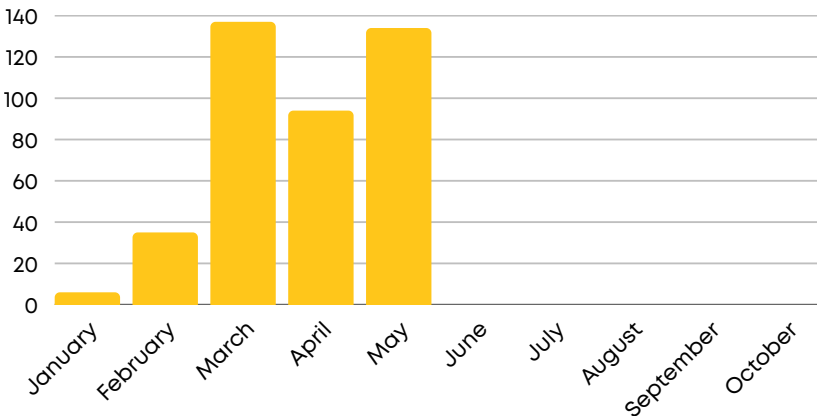
MCT Frank Zuniga treating a ditch.

Total Female Mosquitoes by Species — District, May

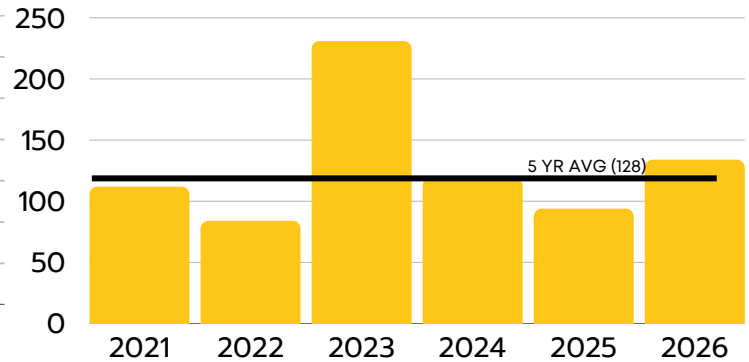


The District saw a steady increase in requests for service, as expected for this time of year as temperatures rise and mosquito populations grow. There were 134 requests for service received in May, close to the five-year average of 128. Surveillance efforts increased significantly, with nearly 12,000 mosquitoes collected and 64 samples submitted for disease testing. No samples collected in May tested positive for any mosquito-borne disease. Statewide, there have been a total of ten West Nile virus positive mosquito samples detected to date.

2026 Service Requests



May Service Requests 2021-2026



6,716

Inspections

2,950

Treatments

44%

Percent of inspections requiring treatment