



MINUTES

1. Call to Order

Meeting called to order at 7:01 pm

2. Roll Call

Trustees Present: Apland, Carr, Caulton, Hackler, Hooker, Hunewill, Souza

Trustees Absent: Peterson

Others Present: David Heft, General Manager; Deborah Battista, Administrative Asst./Clerk of the Board.

3. Closed Session

The Board will report on any action taken during Closed Session and may take additional action in Open Session, as appropriate.

A. Closed Session pursuant to Government Code Section: 54956.9(c) [Conference with Labor Negotiator]

Agency Negotiator:	President Rodman Hooker
Unrepresented Employees:	David Heft, General Manager

The Board discussed findings and recommendations of the Personnel Committee in regards to labor negotiations concerning salary and benefits for the confidential employees and the general manager.

Return to Open Session

The board instructed General Manager Heft to propose the following to the confidential employee unit:

Administrative Assistant / Clerk of the Board

1. Annual salary adjustment to \$51,720 to match salary of District operators.
2. Elimination of the "Benefit of Choice" formula language from the Personnel Rules & Regulations. Instead:
3. The District picks up 100% of cost for benefits of employee and 75% of the cost for spouse and family, based on the lowest HMO plan offered by CALPERS (which is currently Blue Shield Net Value).
4. Change of Overtime Policy to reflect State law. Clarifying that holidays in which employees are paid for will not count towards overtime hours; hours contributing to "overtime" must be at work or fulfilling a work function. Deletion of the statement in

the Personnel Rules & Regulations: For the purpose of computing overtime, all hours for which pay is received shall be considered hours worked.

5. A flat 4% increase in 2015 making this proposal a 2-year offer.
6. If this proposal is accepted by the Administrative Assistant / Clerk of the Board, then the salary adjustment shall be applied retroactively back to January 1, 2014.

Mosquito Control Supervisor

1. A 1% Cost-of-Living-Adjustment
2. A 4.25% salary scale increase
3. Elimination of the "Benefit of Choice" formula language from the Personnel Rules & Regulations. Instead:
 - i. The District picks up 100% of cost for benefits of employee and 75% of the cost for spouse and family, based on the lowest HMO plan offered by CALPERS (which is currently Blue Shield Net Value).
4. Change of Overtime Policy to reflect State law. Clarifying that holidays in which employees are paid for will not count towards overtime hours; hours contributing to "overtime" must be at work or fulfilling a work function. Deletion of the statement in the Personnel Rules & Regulations: For the purpose of computing overtime, all hours for which pay is received shall be considered hours worked.
5. A flat 2% increase in 2015 making this proposal a 2-year offer.
6. If this proposal is accepted by the Mosquito Control Supervisor, then the salary adjustment shall be applied retroactively back to January 1, 2014.

Vector Biologist

1. A 1% Cost-of-Living-Adjustment
2. A 4.25% salary scale increase
3. Elimination of the "Benefit of Choice" formula language from the Personnel Rules & Regulations. Instead:
 - ii. The District picks up 100% of cost for benefits of employee and 75% of the cost for spouse and family, based on the lowest HMO plan offered by CALPERS (which is currently Blue Shield Net Value).
4. Change of Overtime Policy to reflect State law. Clarifying that holidays in which employees are paid for will not count towards overtime hours; hours contributing to "overtime" must be at work or fulfilling a work function. Deletion of the statement in the Personnel Rules & Regulations: For the purpose of computing overtime, all hours for which pay is received shall be considered hours worked.
5. A flat 2% increase in 2015 making this proposal a 2-year offer.
6. If this proposal is accepted by the Vector Biologist, then the salary adjustment shall be applied retroactively back to January 1, 2014.

General Manager

1. Annual salary adjustment to \$95,000.00
2. Elimination of the "Benefit of Choice" formula language from the Personnel Rules & Regulations. Instead:
 - iii. The District picks up 100% of cost for benefits of employee and 100% of the cost for spouse and family, based on the lowest HMO plan offered by CALPERS (which is currently Blue Shield Net Value).

3. If this proposal is accepted by the General Manager, then the salary adjustment shall be applied retroactively back to January 1, 2014.

4. Public Comment

Non-agenda item(s) for discussion only, no action to be taken. The public may address any agenda item at the time it is open for Board discussion.

No Public Comment

5. Public Hearing

No Public Hearing

6. Action Items

- A. Consideration and approval of the Turlock MAD Board of Trustees meeting minutes for February 18, 2014.

Trustee Carr motion: Approve the Turlock MAD Board of Trustees meeting minutes for February 18, 2014. 2nd: Trustee Hunewill. Unanimous

- B. Consideration of the Balance Sheet and Income Statement for January 2014.

GM Heft informed the Board that the District will begin ordering new chemicals and formulations as part of the District's chemical rotation plans.

Trustee Souza asked if the new trucks had been paid for and GM Heft responded that we have only received 3 of the 4 ordered and once the last one has been delivered, the District will cut a check to McCauley Ford.

Trustee Souza motion: Approve Balance Sheet and Income Statement for January 2014. 2nd: Trustee Hackler. Unanimous

- C. Consideration and approval of the payment of bills and wages for February 2014.

GM Heft reported to the Board that the check for \$16,000.00 to MVCAC is a prepayment for the estimated amount of mosquito pools we will be testing this season.

Vice President Hackler asked what purchases had been made at Grainger and GM Heft explained that we are getting better prices on our field supplies than from our previous vendor.

President Hooker wanted to know who "Stanislaus County Dept. of Strategic Bus" is and GM Heft explained it is the county department that hosts the District's website and their name is actually "Strategic Business Technologies".

Trustee Apland motion: Approve the Turlock MAD Bills and Wages for February 18, 2014.
2nd: Trustee Carr. Unanimous

- D. Consideration and approval of Resolution 2014-1 “A Resolution of the Board of Trustees of the Turlock Mosquito Abatement District Amending the District’s Personnel Rules and Regulations”.

Resolution 2014-1 makes changes to the District’s overtime policy and eliminates the Benefit of Choice formula language from the Personnel Rules & Regulations. Instead, the District will pick up 100% of the cost for benefits for employees and 75% of the cost for spouse and family, based on the lowest HMO plan offered by CALPERS (which is currently Blue Shield Net Value).

Trustee Souza motion: Amend Resolution 2014-1 to include wording that “General Manager is covered under a separate agreement” in Section V, A.1. 2nd: Trustee Hunewill.
Unanimous

Trustee Hunewill motion: Approve Resolution 2014-1 “A Resolution of the Board of Trustees of the Turlock Mosquito Abatement District Amending the District’s Personnel Rules and Regulations” as amended by Board action. 2nd: Trustee Apland.

President Hooker called for a roll call vote: All Ayes, except Trustee Peterson who was absent.

- E. Authorize the General Manager to increase seasonal workforce by (2) positions.

GM Heft recommended increasing seasonal workforce by (2) positions. The District will have entirely new seasonal workforce so GM Heft was concerned about efficiency of seasonal staff in addition to concerns regarding new seasonal staff lasting the entire season. Hiring and training additional seasonal staff decreases the likelihood that the District will become shorthanded in the late summer months and increases the likelihood of trained seasonal staff returning the following year. Increased trapping and surveillance demands for *Aedes aegypti* will also mean a significant increase in work load necessitating the need for extra seasonal staff.

The Board reviewed GM Heft’s recommendations and authorized the increase of (2) additional seasonal positions.

7. Information Items

- A. Consideration of West Side Index newspaper article “City Explores Purchase of Property”.

GM Heft informed the Board that the City of Newman is considering purchasing property which could be transformed into a wetland that would cleanse storm drain runoff before it reaches the San Joaquin River. GM Heft stated that he plans to contact the City Manager and discuss Best Management Practices. Trustee Hunewill commented that the wetland is already there, it is just expanding.

- B. Consideration of Sacramento Bee newspaper article “California Local Government Retirements Spike”.

GM Heft reviewed with the Board the article from CalPERS regarding the spike in early retirements because of pension uncertainty.

- C. Consideration of memo from California Special District Association entitled “DOF Reports on RDA Dissolution; Offers Budget Trailer Bill”.
- D. Consideration of final draft copy of “Statewide General National Pollutant Discharge Elimination System (NPDES) Permit for the Discharge of Storm Water Associated with Industrial Activities (Industrial General Permit)”.

GM Heft relayed to the Board that the State Water Resources Control Board has amended its NPDES permit for vector control. The new permit eliminates physical and chemical monitoring but adds much more to the reporting requirements.

- E. Consideration of draft copy of Turlock Mosquito Abatement District’s “insecticide Resistance Management Guidelines”.

GM Heft reviewed the proposed guidelines for measuring and managing insecticide resistance within the District.

- F. Consideration of addition of “Non-Native Mosquito Guidelines Evaluation” to “Mosquito and Mosquito-Borne Disease Guidelines”

GM Heft reviewed addition of response guidelines to invasive species within the District’s Mosquito and Mosquito-Borne Disease Guidelines.

8. Reports

- A. Review of the General Manager’s Report: February 2014.

GM Heft reviewed data that indicated Colusa County was reporting 100% resistance to sumethrin in *Culex pipiens* populations providing an example of the importance of chemical rotation and resistance monitoring.

GM Heft informed the Board that all of the District evaluations are finished and all of the new maps are done.

GM Heft reported to the Board that we are ready to start transferring and storing District records to the new Digital Records Storage System.

The District has filed its NPDES report for 2013 but is gearing up for more intense reporting requirements for next year

9. Adjournment

Trustee Hackler motion: Adjournment of the Turlock Mosquito Abatement District Board of Trustees Meeting, date March 17, 2014. 2nd: Trustee Caulton. Unanimous

There being no further business, President Hooker adjourned the meeting at 8:35 pm.

Rodman Hooker, President

George Carr, Secretary