



Delta Mosquito & Vector Control District

1737 West Houston Avenue | Visalia, California 93291
Phone (559) 732-8606 | (877) 732-8606 | Fax (559) 732-7441
www.DeltaMVCD.gov

District Manager, Conlin Reis.
Scientific Program Manager, Andrea Troupin.
Operations Program Manager, Benjamin Sperry.
Community Education and Outreach Coordinator, Erick Arriaga.
Administrative and Fiscal Coordinator, Valeria Ortega.

Delta Mosquito and Vector Control District Regular Board Meeting Agenda

Date: Wednesday April 8th, 2026, at 4:30 PM
Location: 1737 West Houston Ave, Visalia CA, 93291

[Remote Meeting Link](#)

1. Roll Call

2. Employee of the Quarter

The Manager shall introduce the Jan-Apr 2026, Employee of the Quarter

3. Public Forum

- a. Members of the public may comment on any item not on the agenda that is within the jurisdiction of the Board of Trustees (Board). Under state law, matters presented during public comment cannot be discussed or acted upon by the Board in this meeting.
 - b. For items on the agenda, the public is invited to make comments during the public comment period.
 - c. Any person addressing the Board will be limited to a maximum of three (3) minutes. Public comments will be limited to a total of 15 minutes during the public comment period.
 - d. If there are more than five (5) people wishing to comment, then time will be divided equally between all people wishing to speak, so that everyone has an opportunity to address the Board.
 - e. Public comments may be submitted via email to publiccomments@deltamvcd.gov
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4. Consent Calendar **ACTION**

- a. March Minutes
 - b. Checks for Ratification
 - c. Checks for Approval
 - d. Financial Reports
 - e. Treasurer's Report
 - f. Quarterly Investment Report
 - g. Manager's Report
-

5. **CLOSED SESSION** **CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION** **(Paragraph (1) of subdivision (d) of Government Code section 54956.9)** **Name of case: ADJ21798792**

Report out of Closed Session (If needed)

6. **Levy Administration Rate Direction for FY 2026–2027** **ACTION**

The Board will consider direction on the assessment rates to be used for the upcoming levy administration cycle and FY 2026–2027 budget development. The maximum allowable rates, reflecting a 3% CPI increase, are **\$14.49 for Zone A** and **\$7.25 for Zone B**. If applied, the assessment is estimated to generate approximately **\$1,239,732 including hand bills**. If the Board keeps the current rates of **\$14.07 for Zone A** and **\$7.03 for Zone B**, the assessment is estimated to generate approximately **\$1,203,773 including hand bills**. The Board may also choose to bank the CPI increase for future use.

7. **Policy Update/New Policy** **ACTION**

- a. **Single Meeting Action**
 - b. **Policy# 2102 Classification of Employment**
The Board will consider amendments to Policy 2102, Classification of Employment to ensure clarity and consistency with current practice.
 - c. **Policy #2103 Classification**
The Board will consider amendments to Policy 2103 Classification, to ensure conformity to practice and allow for a simplified process for adding new job descriptions.
-

8. **Staffing, Retirement Benefits, and District Health Benefits** **ACTION**

The Board will discuss potential plans for staffing changes for the 26-27 Fiscal Year. The Manager will present a few items for consideration related to this.

- A. **Sec. 125 Cafeteria Plan:** The Board will consider changes to the current year's elective/non-elective components in line with employment classifications.
- B. **Amendment to CalPERS Health Contract:** The Board may consider pursuing an amendment to its CalPERS Health Contract related to employee classifications.

- C. Consideration of Alternative Health Insurance Options, Withdrawal from CalPERS Health: The Board may consider alternative health insurance options and discuss the feasibility of withdrawal from CalPERS health.
-

9. Update to Classification Plan (Temporary/Seasonal Employees) ACTION

The Board will consider an update to the District's Classification Plan doing the following:

- A. Adding new temporary seasonal positions:
 - a. ULV Support Technician
 - b. Surveillance and Vector Control Technician
 - c. Facilities Technician
 - d. Extended VC Technician
- B. Establishing a new seasonal salary schedule effective April 1, (Retroactive)
 - a. Removal of Certified Lab/VCT I Salary Range
 - b. Revision of VC Tech/Surv Tech Salary Range
 - c. Addition of new positions to Salary schedule.

Resolution 26-06

10. Budget Discussion: Salaries and Income/Travel Calendar ACTION

The Board will discuss the projected income, income history, and proposed salary structure for the 26-27 Fiscal Year. They may take action to set the COLA at this time and will provide the Manager direction to prepare for a preliminary budget presentation in May. The Manager will also present a list of upcoming meetings for FY 26-27 to guide budgeting based on potential Trustee attendance.

11. Vehicle Lease ACTION

The Board will consider, in the absence of available grant funds, leasing a hybrid Toyota Rav4 vehicle with Enterprise until the grant money becomes available again.

12. Consideration of Temporary Stipend for Vector Specialist for Facilities and Shop Work during Foreman's Absence

The Board will consider a temporary stipend for an employee to take on additional maintenance duties during the medical leave of the Foreman.

13. City of Lindsay - Vector Control

The Board will discuss the status of a proposed agreement with the City of Lindsay.

14. Board of Trustees Member Comments

The Board of Trustees members will have a chance to make any additional comments regarding items within the jurisdiction of the District.

15. Future Agenda Items

The Board of Trustees members will have a chance to add to the future Agenda items if they choose to.

16. Adjournment ACTION

Adjourn Meeting of the Board of Trustees to reconvene on May 13th, 2026, at 4:30 p.m. in the Delta Mosquito and Vector Control District Boardroom, 1737 W. Houston Ave., Visalia, CA.

Note: Items designated for information are appropriate for Board action if the Board wishes to act.

ADA Compliance: *In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Delta Mosquito and Vector Control District at (559) 732-8606. Notification at least 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility. (Government Code §54954.2(a)).*

Remote Participation Disclaimer: *This meeting may be accessed remotely through the link provided. The District does not guarantee uninterrupted or error-free remote access, and technical difficulties may occur. In the event of such issues, the Board meeting will continue as scheduled at the noticed physical location.*



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Delta Mosquito and Vector Control District Regular Board Meeting Minutes

Date: Wednesday March 18th, 2026, at 4:30 PM
Location: 1737 West Houston Ave, Visalia CA, 93291

1. Roll Call

Present: Greg Gomez, President; Linda Guttierrez, Secretary; Larry Roberts; Kevin Caskey; Mike Burchett; Rosemary Hellwig; and Lori Berger. .

Absent: None.

Staff: Conlin Reis, General Manager; Andrea Troupin, Scientific Program Manager; Valeria Ortega, Administrative and Fiscal Coordinator; and Erick Arriaga, Community Education and Outreach Coordinator.

2. Election of Officer/Oath of Office ACTION

The Board of Trustees held its annual election of officers. Greg Gomez was nominated for President. Following discussion, it was moved, seconded, and passed unanimously by the members of the Board of Trustees to elect Trustee Gomez as President.

Motion: Trustee Hellwig
Second: Trustee Roberts

The Board of Trustees then considered the office of Secretary. Linda Guttierrez was nominated for Secretary. Following discussion, it was moved, seconded, and passed unanimously by the members of the Board of Trustees to elect Trustee Guttierrez as Secretary.

Motion: Trustee Roberts
Second: Trustee Burchett

3. Public Forum

No members of the public were present at the meeting.

4. Consent Calendar ACTION

- a. February Minutes
- b. Checks for Ratification
- c. Checks for Approval
- d. Financial Reports
- e. Treasurer's Report
- f. Manager's Report

Following discussion, it was moved, seconded, and passed unanimously by the members of the Board of Trustees to approve the consent calendar as presented.

Motion: Trustee Roberts
Second: Trustee Caskey

5. 2024/2025 Financial Audit ACTION

The Board reviewed the FY 2024/25 Financial Audit. Following discussion, it was moved, seconded, and passed unanimously by the members of the Board of Trustees to approve the FY 2024/25 Financial Audit as presented.

Motion: Trustee Hellwig
Second: Trustee Guttierrez

6. Update on Solar Project

The General Manager provided an update on the Solar Project. The Board was advised that the project was nearing completion, with the primary remaining issue involving backordered battery cases. Staff reported that non-substantive change orders had been approved to substitute equivalent batteries and cases that were no longer available. The Board also discussed the long-term benefit of using the District's solar generation capacity to support future conversion of HVAC systems to heat pumps.

7. Policy Update/New Policy ACTION

- a. **Policy# 1086: Fiscal Oversight (Second Read)**

The Board considered the second read of Policy #1086, Fiscal Oversight, updating the policy to align with the new CLASS Account and General Expense account and to replace the prior revolving account procedures. Following discussion, it was moved,

seconded, and passed unanimously by the members of the Board of Trustees to approve Policy #1086 as presented.

Motion: Trustee Roberts
Second: Trustee Berger

b. New Policy, Policy # 1053 Observational Data Privacy & Retention (Second Read)

The Board considered the second read of new Policy #1053, Observational Data Privacy & Retention, establishing standards for the collection, use, and retention of District photos, video, including drone imagery, and narrative field observations, including revisions from first presentation addressing third-party protection of data and record retention. Following discussion, it was moved, seconded, and passed unanimously by the members of the Board of Trustees to approve Policy #1053 as presented.

Motion: Trustee Burchett
Second: Trustee Berger

8. Injury and Illness Prevention Plan

ACTION

The Board considered the updated Injury and Illness Prevention Plan, including associated safety programs. Following discussion, it was moved, seconded, and passed unanimously by the members of the Board of Trustees to approve the updated Injury and Illness Prevention Plan as presented.

Motion: Trustee Hellwig
Second: Trustee Roberts

9. GPS Systems for Fleet Vehicles

The Board considered bids for GPS and camera systems for the fleet. Following discussion, the Board provided consensus direction authorizing the General Manager to further evaluate Linxup, particularly with respect to comparable features that could not be fully evaluated prior to the meeting, and to select Geotab as the responsible bidder if determined appropriate after that evaluation. The Board further directed that formal ratification of the selection be brought back at the next meeting.

10. Strategic Plan 2026

ACTION

The Board discussed next steps in development of the District's 2026 Strategic Plan. Discussion included the need to move forward with a staff survey, review of mission, vision, and values, and creation of broader strategic pillars rather than a narrow task-based framework. The Board also discussed the function of an ad hoc committee operating below quorum to allow more flexible communication in helping shape recurring strategic themes.

Following discussion, it was moved by Trustee Gomez, seconded by Trustee Guttierrez, and passed unanimously by the Board of Trustees to appoint Trustee Burchett, Trustee Gomez, and Trustee Berger to the Strategic Plan ad hoc committee.

Motion: Trustee Gomez
Second: Trustee Guttierrez

11. PR/Outreach 2026, Update

The Board received an update regarding outreach strategy for the 2026 season. Staff reported a shift away from broad general media spending toward more targeted outreach focused on behavior change in specific neighborhoods, HOAs, city departments, rural areas, and agricultural stakeholders. Staff also discussed development of a media kit and a more localized communications strategy using neighborhood-focused channels and local media partners.

12. Heater Replacement- Infrastructure Improvements ACTION

The Board discussed the proposed heater replacement and related infrastructure improvements, including whether the project should be undertaken in the current fiscal year or delayed to a future fiscal year. By Board consensus, direction was given to include the item for consideration in the next fiscal year budget. No formal motion was taken on this item.

13. City of Lindsay - Vector Control ACTION

The Board discussed renewed interest from the City of Lindsay in mosquito control services and the possible use of a short-term interim contract focused on surveillance and targeted response as a precursor to longer-term annexation. Discussion included the potential benefits of using a limited contract to establish baseline need, assess cost, and support future service expansion. The Board also discussed the annexation process and related assessment considerations.

Following discussion, it was moved by Trustee Roberts, seconded by Trustee Berger, and passed unanimously by the Board of Trustees to direct staff to pursue a limited interim service contract with the City of Lindsay and continue work toward annexation.

Motion: Trustee Roberts
Second: Trustee Berger

14. Custom Resident Notices through Unmaint. Pool Module

The General Manager informed the Board of the opportunity to utilize a third-party vendor through the District's new unmaintained swimming pool module to send customized resident notices. Staff explained that the new notices would include a photo of the subject pool and a unique response link or code, allowing better tracking and reducing staff time otherwise spent on follow-up and manual data entry. The Board was advised that, while the per-letter cost would be somewhat higher than internal printing, the increased cost would effectively function as a pass-through cost under the current pilot structure and provide operational savings and better response tracking. The service will be provided by PostGrid with passthrough costs billed by Gleipnir LLC.

15. Preliminary Budget Discussion

The Board discussed preliminary budgeting philosophy and key considerations for the upcoming fiscal year. Staff reported that operational expenditures were currently trending above budget but expected the final overage to be lower than the current estimate. Discussion focused on maintaining a budget as close to actual expected costs as possible, using contingency and reserves for flexibility rather than broadly inflating categories, and continuing to build long-term reserves for infrastructure, emergency response, and future growth. The Board also discussed

health insurance pressures, long-term staffing considerations, and the importance of orderly annual assessment adjustments to avoid larger increases later. By Board consensus, direction was given to continue preparing the proposed budget with categories kept as close to actual expected costs as reasonably possible.

16. Board of Trustees Member Comments

No comments to report.

17. Future Agenda Items

Trustee Berger requested a brief update on California legislative issues at the next meeting.

18. Adjournment

President Gomez adjourned the meeting at 6:32 pm.

10:41 AM

04/02/26

Cash Basis

Delta Mosquito & Vector Control District Checks and Payments for Ratification March 11 through April 8, 2026

Type	Date	Num	Name	Memo	Paid Amount
Mar 11 - Apr 8, 26					
Liability Check	03/12/2026		QuickBooks Payroll Service	Created by Payroll Service on 03/11/20...	-55,244.48
Liability Check	03/30/2026		QuickBooks Payroll Service	Created by Payroll Service on 03/27/20...	-61,716.82
Liability Check	03/30/2026		QuickBooks Payroll Service	Created by Payroll Service on 03/27/20...	-923.50
Liability Check	03/20/2026	E-pay	E.D.D.	698-1691-6 QB Tracking # 1268582642	-3,044.15
Liability Check	03/13/2026	E031526-024	VSP - Vision Service Plan	Coverage March 2026	-525.35
Liability Check	03/13/2026	E031526-025	Delta Dental	Coverage 04/01/2026 to 04/30/2026 P...	-1,567.66
Liability Check	03/11/2026	E031526-026	DVCD - Federal Payroll Tax	94-6000565 QB Tracking # -1768470554	-18,065.40
Liability Check	03/13/2026	E031526-028	Lincoln Financial Group	Life Insurance/ Disability Month of April	-1,233.35
Liability Check	03/13/2026	E031526-029	CA SDU-ExpertPay	VFL260136 Payroll 3.15.26	-150.00
Liability Check	03/13/2026	E031526-030	Pub Emp Ret System	Retirement Contribution, Payroll 03.15...	-12,408.22
Liability Check	03/13/2026	E031526-031	Cal PERS Supplemental Income 457 ...	Plan ID 452679	-1,253.20
Liability Check	03/19/2026	E031526-031	P E R S	Health Premium Billing for April	-51,949.54
Liability Check	03/27/2026	E033126-031	DVCD - Federal Payroll Tax	94-6000565 QB Tracking # 1581523642	-20,488.44
Bill Pmt -Check	03/13/2026	E031526-032	EMD Networking Services, Inc.	VOIP Phone system Monthly Billing for...	-280.75
Liability Check	03/27/2026	E033126-032	E.D.D.	698-1691-6 QB Tracking # 1581757642	-3,402.22
Bill Pmt -Check	03/13/2026	E031526-033	EMD Networking Services, Inc.	Monthly Billing for April TC174326	-3,659.89
Liability Check	03/27/2026	E033126-033	CA SDU-ExpertPay	VFL260136	-150.00
Liability Check	03/27/2026	E033126-034	Cal PERS Supplemental Income 457 ...	Plan ID 452679	-1,253.20
Liability Check	03/27/2026	E033126-035	Pub Emp Ret System	Payroll 3.31.26	-12,884.86
Check	03/31/2026	E033126-036	U S Bank	Acct # 4246 0445 5565 3983	-11,224.96
Bill Pmt -Check	03/31/2026	E033126-037	E.D.D.	Late Fees for State Payroll Tax (E-file ...	-461.16
Bill Pmt -Check	03/13/2026	1301	AutoZone Inc	February 2026 Statement	-249.71
Bill Pmt -Check	03/13/2026	1302	Clarke Mosq Control Prod	Granular Blanks for Calibration	-86.80
Bill Pmt -Check	03/13/2026	1303	Pacific West Controls, Inc.	Monthly Service Contract 260227-05	-250.00
Bill Pmt -Check	03/13/2026	1304	Technical Safety Services, Inc.	Biosafety cabinet and fume hood calibr...	-508.00
Bill Pmt -Check	03/13/2026	1305	Valley Pacific Petroleum Serv	CL 26-960822 Fuel 02/15-02/28 Billing	-554.08
Bill Pmt -Check	03/13/2026	1306	Uni First	Janitorial & Uniforms Invoices	-869.41
Bill Pmt -Check	03/31/2026	1307	Central Valley Business Forms	Traphost door hangers 1000ct.	-252.99
Bill Pmt -Check	03/31/2026	1308	Cline's Business Equip., Inc.	Invoice #279576 2/16/2026 to 3/15/202...	-104.93
Bill Pmt -Check	03/31/2026	1309	Lozano Smith, LLP	Professional Services Rendered throug...	-428.24
Bill Pmt -Check	03/31/2026	1310	Mesa Energy Systems inc	Repair insectary humidifier	-2,064.00
Bill Pmt -Check	03/31/2026	1311	Spraying Devices Services	Boom sprayer for ATV quad.	-152.20
Bill Pmt -Check	03/31/2026	1312	Valley Fire Extinguisher Co., Inc.	In#97306 Annual Fire Ext. Service	-1,088.23
Bill Pmt -Check	03/31/2026	1313	Valley Pacific Petroleum Serv	Billing for March 1-15	-1,097.11
Bill Pmt -Check	03/31/2026	1314	WestAmerica Bank	Loan for Fishery Building	-58,914.03
Paycheck	03/31/2026	1315	Kevin J Caskey	Payroll 1QRT 2026	-184.70
Paycheck	03/31/2026	1316	Lori Berger	Payroll 1QRT 2026	-184.70
Bill Pmt -Check	03/16/2026	1317	Fresno Oxygen	March Invoices Dry Ice for Trapping	-1,119.04
Bill Pmt -Check	03/31/2026	1318	Lampire Biological Laboratories	Blood for colony rearing (inv #011976)	-392.00
Bill Pmt -Check	03/31/2026	1319	VWR International	3014636	-148.89
Mar 11 - Apr 8, 26					-330,536.21

**Delta Mosquito & Vector Control District
Budget Comp by Categ. Payroll**

July 2025 through March 2026

	Jul '25 - Mar 26	Budget	% of Budget
Ordinary Income/Expense			
Expense			
5-ALL · Salaries and Benefits			
50000 · Payroll Expenses	1,569,782.59	2,310,010.00	68.0%
50001-2 · Social Sec and Medicare Emp			
50001 · Payroll Expenses MEDICARE DIST	22,768.81	33,684.00	67.6%
50002 · PR Liabilities - SOC SEC - DIST	95,777.23	141,803.00	67.5%
50001-2 · Social Sec and Medicare Emp - Other	1,054.59	0.00	100.0%
Total 50001-2 · Social Sec and Medicare Emp	119,600.63	175,487.00	68.2%
501 · PERS - OPEB	0.00	0.00	0.0%
502 · PERS - CEPPT (Pension Trust)	0.00	0.00	0.0%
511 · Retirement- District			
511.1 · Retirement- District UAL	257,506.00	266,167.00	96.7%
511.2 · Retirement Contributions	119,633.27	179,977.80	66.5%
511 · Retirement- District - Other	0.00	0.00	0.0%
Total 511 · Retirement- District	377,139.27	446,144.80	84.5%
513 · Workers Comp Insurance	83,349.00	84,625.00	98.5%
514 · Unemployment	10,103.35	17,200.00	58.7%
516-518 · Life, Dental, Vision			
516 · Life Insurance -Lincoln	11,336.39	16,180.00	70.1%
517 · Dental Insurance	12,972.56	20,050.00	64.7%
518 · Vision Insurance	4,370.85	6,979.00	62.6%
516-518 · Life, Dental, Vision - Other	0.00	0.00	0.0%
Total 516-518 · Life, Dental, Vision	28,679.80	43,209.00	66.4%
519 · Health Insurance			
519.1 · Employer FSA Contribution	3,508.29	7,000.00	50.1%
519.2 · Retiree Insurance and Admin	1,839.72	3,840.00	47.9%
519 · Health Insurance - Other	378,570.81	499,186.04	75.8%
Total 519 · Health Insurance	383,918.82	510,026.04	75.3%
Total 5-ALL · Salaries and Benefits	2,572,573.46	3,586,701.84	71.7%
Total Expense	2,572,573.46	3,586,701.84	71.7%
Net Ordinary Income	-2,572,573.46	-3,586,701.84	71.7%
Net Income	-2,572,573.46	-3,586,701.84	71.7%

Delta Mosquito & Vector Control District Budget Comp by Categ., Services

July 2025 through March 2026

	Jul '25 - Mar 26	Budget	% of Budget
Ordinary Income/Expense			
Expense			
6-All · Services and Supplies			
60100 · Spray Material	261,166.31	285,000.00	91.6%
60200 · Uniforms	7,667.88	8,483.00	90.4%
60300 · Lab Supplies			
60300.1 · Lab Surveillance	27,220.15	35,634.81	76.4%
60300.2 · Disease Testing	58,490.86	65,233.43	89.7%
60300.3 · Insectary	2,721.31	2,916.46	93.3%
60300.4 · Lab General	2,492.80	4,373.81	57.0%
60300 · Lab Supplies - Other	216.31	0.00	100.0%
Total 60300 · Lab Supplies	91,141.43	108,158.51	84.3%
60301 · Fish Supplies	5,951.67	8,749.10	68.0%
60400 · Sprayer Supplies & Repairs	16,305.86	17,749.00	91.9%
60401 · Operational	9,076.23	3,800.00	238.8%
60500 · Janitorial Supplies & Service	3,726.55	4,200.00	88.7%
60600 · Maintenance Contracts	42,592.00	73,000.00	58.3%
60700 · Building/Yard Supplies & Maint			
60700.1 · Building Maintenance	15,091.74	10,485.00	143.9%
60700.2 · Yard Maintenance	50.59	560.00	9.0%
60700 · Building/Yard Supplies & Maint - Other	0.00	11,045.00	0.0%
Total 60700 · Building/Yard Supplies & Maint	15,142.33	22,090.00	68.5%
60800 · Utilities	39,705.34	60,000.00	66.2%
60900 · Insurance - Liability	121,921.00	120,811.00	100.9%
61000 · Office Supplies	15,926.61	21,000.00	75.8%
61100 · Travel Expenses	5,818.43	35,170.00	16.5%
61200 · Vehicle Supplies & Maint	32,871.15	40,000.00	82.2%
61300 · Fuel & Oil	38,848.56	65,000.00	59.8%
61400 · Telephone & Cell Phone	13,712.56	23,100.00	59.4%
61500 · GPS	8,883.00	18,060.00	49.2%
61700 · Subscriptions	31,474.31	37,426.00	84.1%
61800 · Continuing Education	1,288.00	7,400.00	17.4%
61900 · Professional Services			
619.1 · Prof. Serv - Medical/Bckgrd Chk	1,000.18	3,850.00	26.0%
619.2 · Bank Service Charges	700.08		
619.5 · Prof Ser - Flex Benefit Plan	1,400.00		
619.6 · Legal Fees	2,038.24	3,000.00	67.9%
619.8 · Accounting/Auditor	20,650.00	12,700.00	162.6%
619.9 · Aerial Services	3,000.00	14,000.00	21.4%
61900 · Professional Services - Other	26,257.93	26,347.00	99.7%
Total 61900 · Professional Services	55,046.43	59,897.00	91.9%
62100 · Misc. Expense	4,036.72	4,650.00	86.8%
62200 · Name Logo & Celebration	0.00	0.00	0.0%
62300 · Safety Supplies	4,757.03	3,500.00	135.9%
62600 · Dues	26,645.00	25,000.00	106.6%
62800 · Public Relations	1,806.44	15,000.00	12.0%
6-All · Services and Supplies - Other	1,742.41		
Total 6-All · Services and Supplies	857,253.25	1,067,243.61	80.3%
Total Expense	857,253.25	1,067,243.61	80.3%
Net Ordinary Income	-857,253.25	-1,067,243.61	80.3%
Net Income	-857,253.25	-1,067,243.61	80.3%

4:55 PM

04/03/26

Cash Basis

Delta Mosquito & Vector Control District Budget Comp by Categ. Cap Outlay

July 2025 through March 2026

	Jul '25 - Mar 26	Budget	% of Budget
Ordinary Income/Expense			
Expense			
62900 · Tax Admin Fee	39,538.28	3,605.00	1,096.8%
7400ALL · Other Charges			
803 · Lease Expense	58,941.03	143,402.00	41.1%
Total 7400ALL · Other Charges	58,941.03	143,402.00	41.1%
8000ALL · Fixed Assets			
701 · Spray Equipment - Capital Exp	9,378.01		
702 · Vehicles - Capital Expense			
702.1 · Fleet Lease Payments	82,040.70		
702 · Vehicles - Capital Expense - Other	0.00	147,067.76	0.0%
Total 702 · Vehicles - Capital Expense	82,040.70	147,067.76	55.8%
703 · Shop Equip. - Capital Expense	0.00	30,000.00	0.0%
704 · Office Equip. - Capital Expense	20,000.00	25,000.00	80.0%
706 · Lab Equip. - Capital Expense	0.00	0.00	0.0%
Total 8000ALL · Fixed Assets	111,418.71	202,067.76	55.1%
Total Expense	209,898.02	349,074.76	60.1%
Net Ordinary Income	-209,898.02	-349,074.76	60.1%
Other Income/Expense			
Other Expense			
801 · Bldg & Yard Imp. - Capital Exp	228,390.90	238,551.00	95.7%
Total Other Expense	228,390.90	238,551.00	95.7%
Net Other Income	-228,390.90	-238,551.00	95.7%
Net Income	-438,288.92	-587,625.76	74.6%



Summary Statement

March 31, 2026

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Investor ID: CA-01-0260

0000243-0001008 PDF 928179

**Delta Mosquito and Vector Control
District
1737 West Houston Avenue
Visalia, CA 93291**

California CLASS

California CLASS

Average Monthly Yield: 3.6955%

		Beginning Balance	Contributions	Withdrawals	Income Earned	Income Earned YTD	Average Daily Balance	Month End Balance
CA-01-0260-0001	Operating Fund	6,872,506.96	0.00	450,000.00	20,910.42	54,812.28	6,663,504.07	6,443,417.38
TOTAL		6,872,506.96	0.00	450,000.00	20,910.42	54,812.28	6,663,504.07	6,443,417.38

Delta Mosquito & Vector Control District

Conlin Reis
District Manager

1737 West Houston Avenue | Visalia, California 93291
Phone (559) 732-8606 | (877) 732-8606 | Fax (559) 732-7441

Valeria Ortega
Admin. & Fiscal Coordinator

Benjamin Sperry
Operations Program Manager

www.DeltaMVCD.gov

Bryan Ferguson
Foreman

Andrea Troupin
Scientific Program Manager



Erick Arriaga
Community Education & Outreach Coordinator

INVESTMENT REPORT: QUARTER ENDING 03/31/2027

All cash and investments of the Delta Mosquito and Vector Control District are held in conformance with the Districts' standard practices and all other District Policies in effect as of this date. A review of our financial statements indicates that we will have sufficient funds to meet the next six month's expected expenditures. We anticipate expenditures of no more than **\$2,623,441.47** over the next six months. Our current cash balance of **\$6,718,172.85** will be sufficient to meet the District's requirements. District funds for this quarter are in our Tri Counties Bank checking account in transit to California CLASS. We also have a checking account in Tri Counties Bank from which we pay our monthly expenses. This account is funded as needed from the Tulare County Treasurer. Copies of the most recent financial statements for these institutions are attached.



Operating Fund

Account Summary

Average Monthly Yield: 3.6955%

	Beginning Balance	Contributions	Withdrawals	Income Earned	Income Earned YTD	Average Daily Balance	Month End Balance
California CLASS	6,872,506.96	0.00	450,000.00	20,910.42	54,812.28	6,663,504.07	6,443,417.38

Transaction Activity

Transaction Date	Transaction Description	Contributions	Withdrawals	Balance	Transaction Number
03/01/2026	Beginning Balance			6,872,506.96	
03/02/2026	Withdrawal		200,000.00		17940
03/30/2026	Withdrawal		250,000.00		18147
03/31/2026	Income Dividend Reinvestment	20,910.42			
03/31/2026	Ending Balance			6,443,417.38	



California CLASS

California CLASS

Date	Dividend Rate	Daily Yield
03/01/2026	0.00000000	3.7375%
03/02/2026	0.000102280	3.7316%
03/03/2026	0.000102317	3.7346%
03/04/2026	0.000102112	3.7271%
03/05/2026	0.000101428	3.7021%
03/06/2026	0.000303507	3.6927%
03/07/2026	0.00000000	3.6927%
03/08/2026	0.00000000	3.6927%
03/09/2026	0.000101129	3.6912%
03/10/2026	0.000100901	3.6829%
03/11/2026	0.000100607	3.6722%
03/12/2026	0.000100650	3.6737%
03/13/2026	0.000301674	3.6704%
03/14/2026	0.00000000	3.6704%
03/15/2026	0.00000000	3.6704%
03/16/2026	0.000101241	3.6953%
03/17/2026	0.000101490	3.7044%
03/18/2026	0.000101180	3.6931%
03/19/2026	0.000100945	3.6845%
03/20/2026	0.000302712	3.6830%
03/21/2026	0.00000000	3.6830%
03/22/2026	0.00000000	3.6830%
03/23/2026	0.000100903	3.6830%
03/24/2026	0.000101005	3.6867%
03/25/2026	0.000101336	3.6988%
03/26/2026	0.000101467	3.7036%
03/27/2026	0.000304509	3.7049%
03/28/2026	0.00000000	3.7049%
03/29/2026	0.00000000	3.7049%
03/30/2026	0.000101308	3.6978%
03/31/2026	0.000101563	3.7071%

Performance results are shown net of all fees and expenses and reflect the reinvestment of dividends and other earnings. Many factors affect performance including changes in market conditions and interest rates and in response to other economic, political, or financial developments. Investment involves risk including the possible loss of principal. No assurance can be given that the performance objectives of a given strategy will be achieved. **Past performance is no guarantee of future results. Any financial and/or investment decision may incur losses.**



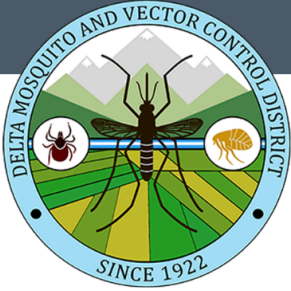
Account Information Report

DELTA MOSQUITO AND VECTOR
CONTROL DIST

March 01, 2026 - March 31, 2026

Account: *6408 (DMVCD GENERAL ACCOUNT)

Posted Date	Description	Check Number	Credit	Debit	Balance
03/31/2026	CHECK CHECK	1303		\$250.00	\$269,859.46
03/31/2026	DDA ACH WITHDRAWAL IRS USATAXPYMT DELTA MOSQUITO AND VEC			\$20,488.44	\$270,109.46
03/31/2026	DDA ACH WITHDRAWAL EMPLOYMENT DEVEL EDD EFTPMT DELTA VECTOR CONTROL D			\$3,402.22	\$290,597.90
03/31/2026	DDA ACH WITHDRAWAL CALPERS 1900 Delta Mosquito and Vec			\$1,253.20	\$294,000.12
03/31/2026	DDA ACH WITHDRAWAL VISION SERVICE P EDI/ACH TriCounties Revolving			\$477.69	\$295,253.32
03/31/2026	ONLINE BANKING CREDIT OLB XFER FR DDA 000731036391 RETURN OF REGIONAL CE ACC		\$90.00		\$295,731.01
03/30/2026	DDA ACH WITHDRAWAL INTUIT PAYROLL S QUICKBOOKS DELTA VECTOR CONTROL D			\$61,716.82	\$295,641.01
03/30/2026	DDA ACH WITHDRAWAL CALPERS 3100 Delta Mosquito and Vec			\$10,797.89	\$357,357.83
03/30/2026	DDA ACH WITHDRAWAL CALPERS 3100 Delta Mosquito and Vec			\$2,086.97	\$368,155.72
03/30/2026	DDA ACH WITHDRAWAL INTUIT PAYROLL S QUICKBOOKS DELTA VECTOR CONTROL D			\$923.50	\$370,242.69
03/30/2026	ACH CONVERTED CHECK EXPERTPAY EXPERTPAY DELTA MOSQUITO AND VEC			\$150.00	\$371,166.19
03/30/2026	INCOMING WIRE		\$250,000.00		\$371,316.19



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REPORT OF THE MANAGER MARCH 2026

I. Water and Weather

In March 2026, the Delta Mosquito and Vector Control District (DMVCD) Weather Station reported an average high temperature of 87°F with an average low of 53.7°F and 0.09 inches of rainfall as of March 31, 2026. The National Oceanic and Atmospheric Administration 1991-2020 seasonal averages for high and low temperatures in March were 66.9°F and 45.4°F respectively, with average rainfall of 1.82 inches. Water storage at Pine Flat Reservoir decreased to 780,742 acre-feet as of March 31, 2026. Pine Flat Reservoir's water inflow rate is 3,696 cubic feet per second (CFS) while its release is 1504.9 CFS. The Lake Kaweah Reservoir storage increased to 101,068 acre-feet. Lake Kaweah's water inflow rate is 953 CFS and its release is 8.5 CFS as of March 31, 2026.

II. Narrative

Manager's Summary (Conlin Reis, General Manager)

March has seen an early start to the season with early warm weather leading to a spike in mosquito populations throughout the District. This came as the District was working on implementation of the new unmaintained swimming pool program, resulting in some adjustments in our planned operations to ensure there was adequate support in the field. To support the operations, we have done periodic rotations of surveillance staff over to operations, which has been very successful. This lends more credence to the strategy of hiring a series of extended seasonals for the lab that can be rotated into ops during early and late season. With a true transition to a new model of mosquito control, we are likely to see some logistics challenges early on in the season. I expect that things will get a little less efficient for a short time in order to become much more efficient in the long run. We will continue to monitor the work distribution and timing as we implement our new changes and adjust resources as needed.

Staffing (Conlin Reis, General Manager)

Recruitment for the nine operations technicians initiated in March. We are considering addition of a couple of new seasonal positions including an evening support technician to aid in ULV operations and reduce the strain on full-time staff, and a facilities

technician, to focus on maintenance and related work at the District to both free time for other seasonal staff to do control operations and to provide support for the Foreman.

Operations (Benjamin Sperry, Operations Program Manager)

March marked the full transition into active mosquito control operations across the District. Seasonal conditions accelerated that transition, with average temperatures running approximately 10 degrees warmer than the five-year average. As a result, mosquito production began occurring broadly across the District earlier than normal, and Operations mobilized quickly into active surveillance, treatment, and source-reduction work.

The District fully engaged its green pool program during March, beginning with the highest-priority pools first. Catch basin operations also commenced and are now a major operational focus, with the goal of completing the annual catch basin program before the end of April. Agricultural field activity also increased significantly, with staff visiting and treating dairies throughout the District while continuing to expand early-season control efforts where mosquito production was identified.

In addition to these core programs, Operations identified cement culverts in multiple cities as early-season mosquito producers where standing water was being retained between irrigation runs. Staff have been treating these sources as needed while also developing a new drainage-based prevention approach intended to keep them from producing until the next water delivery. This work is expected to become part of a new recurring Rural program in which these culverts are drained several times each year based on irrigation district delivery schedules.

Public demand for service also increased sharply during March. The District received 28 service requests during the month, compared with no calls during March of last year and 9 calls in April 2025. Operations also launched Report Mosquitos Online as the primary intake channel for public mosquito reports and had already received 3 reports through that system as of this reporting period.

Operational readiness efforts completed during the offseason have translated well into field execution. Fleet preparations are complete, the first seasonal training run was successful, and the SOP framework developed during the offseason has already proven valuable in supporting consistent field operations. Recruitment also advanced substantially, with more than 80 candidates applying for seasonal positions. The District expects to bring on the remainder of its seasonal staff in April, which will provide needed additional capacity as the season continues to develop earlier and more aggressively than usual.

Outreach (Erick Arriaga, Community Education and Outreach Coordinator)

In March, DeltaMVCD gave a presentation and hosted a tour for Sequoia High School, with a focus on career paths in vector control and the different types of work involved in mosquito control.

The District also attended a resource fair in Cutler-Orosi, where staff spoke with about 50–60 community members and shared mosquito prevention information and district resources.

Mobile home park brochures have now been completed for each mobile home community in the district, and distribution has begun to help improve outreach in those communities.

The District's first advertisement of the year was also printed in the March/April edition of *The Good Life*, helping reach residents age 55 and older with seasonal mosquito prevention reminders.

Uniform jackets have been delivered to staff, and district phones and devices are prepared for incoming employees as seasonal onboarding continues. In addition, new door hangers were designed and ordered to better align with updated operational strategies and field communication needs.

Laboratory (Andrea Troupin, Scientific Program Manager)

Regular route trapping started in March and the traps were set throughout the District in Visalia, Woodlake, Farmersville, Orosi, Cutler, Seville, Ivanhoe, Sequoia Fields, Yettem, Lemon Cove, Peral, Sequoia Fields, South Kings River, Dinuba, Exeter, Traver, and Goshen.

A total of 20,694 mosquitoes were collected across 1,196 trap nights in March 2026. The District-wide average was 17.3 mosquitoes per trap night for March 2026. The top 4 mosquito species caught in March 2026 were *Culex quinquefasciatus* at 74.2%, *Culex stigmatosoma* at 10.9%, *Culex tarsalis* at 9.3%, and *Aedes aegypti* at 3.0%. For 2026, there were 0 WNV positive samples, 0 SLEV positive samples, and 0 samples that were both positive with WNV and SLEV out of 582 mosquito samples tested. There were 0 dead birds collected so far in 2026.

There were 69 technician and 13 homeowner requests for mosquitofish in March 2026 to distribute 1,690 fish. In 2025, there were 2 technician and 0 homeowner requests for mosquitofish to distribute 48 fish. Approximately 5,905 mosquitofish fry were produced in March 2026. In March 2025, there were 241 mosquitofish fry produced.

Vector and Disease Surveillance

Delta MVCD Summaries:

Humans: For 2026, there are 0 human WNV cases and 0 dengue travel cases in Tulare County.

Birds: 0 positive dead birds were reported to DMVCD in March 2026.

Mosquitoes: 582 samples were collected and tested in March 2026. There are 0 WNV positives, 0, SLEV positives, and 0 samples that are positive for both WNV and SLEV.

State Surveillance:

Humans: As of March 31, 2026, 0 human cases of WNV from 0 counties and 0 cases of SLEV from 0 counties have been reported from 2026.

Birds: As of March 31, 2026, 1 dead bird from 1 county tested positive from 2026.

Mosquitoes: As of March 31, 2026, 0 mosquito samples from 0 counties have tested positive for WNV. Also, 0 samples from 0 counties have tested positive for SLEV for 2025.

Delta Mosquito and Vector Control District

----- MANUAL of POLICIES -----

POLICY TITLE

Classification of Employment

POLICY NUMBER

2102

2102.1 Purpose

This policy establishes definitions standard terminology and a common understanding in reference to District employment classifications and the various conditions and/or benefits related to each employment category.

2102.2 Employee Status Definitions

2102.2.1 Hourly Employee

2102.2.1.1 A person who is appointed to an extra help non-allocated position. The hourly employee is paid on an hourly basis only for time actually worked. Hourly employees are not eligible for any District benefits except those mandated by the State and Federal government.

2102.2.1.2 **Excepting designated positions, h**Hourly employees may not work more than 999 hours in a fiscal year. The District Manager must authorize exceptions to this rule, and the need for an allocated position must be evaluated during the next budget cycle and approved by the Board of Trustees.

2102.2.1.3 The hourly employee or the District can at any time or for any reason terminate the employment relationship.

2102.2.2 Probationary Employee

2102.2.2.1 A person who is appointed to an allocated position and is completing the probationary period for that position.

2102.2.2.2 The probationary period for all regular allocated positions is twelve (12) months, commencing on the date of appointment. The length of the probationary period may be extended one (1) or more times if the Manager determines such an extension is appropriate.

2102.2.2.3 A probationary employee may be rejected, dismissed, demoted, reduced in pay, or suspended without the right to reviewer appeal, unless otherwise required by law. The corrective counseling policy does not apply to probationary employees. An employee who successfully completes the probationary period will be considered a regular employee of the District.

2102.2.3 Regular Employee

2102.2.3.1 A person who is appointed to an allocated position and has successfully completed the probationary period. Regular employees may be appointed to full-time allocated positions **or seasonal allocated positions.**

Delta Mosquito and Vector Control District

----- MANUAL of POLICIES -----

2102.2.3.2 A regular full-time employee is appointed to a full-time allocated position, which works a minimum of forty (40) hours per week and is eligible for all employee benefits.

POLICY TITLE

Classification of Employment

POLICY NUMBER

2102

2102.2.3.3 A ~~regular~~ ~~seasonal~~ ~~seasonal/temporary~~ employee is appointed to a ~~seasonal~~ ~~allocated/temporary~~ position, which normally works a ~~minimum of~~ forty (40) hours per week, thirty (30) weeks per calendar year (April through October) and is eligible for the following employee benefits while on the payroll:

2102.2.3.4 Health (Medical, Dental, Vision, Short/ Long Term Disability) benefits paid by the employer for the employee. Family members may be covered (Medical, Dental, Vision) at employee expense.

2102.2.3.5 CalPERS retirement ~~paid at 8% by the employee.~~

2102.2.3.6 ~~Regular seasonal employees~~ ~~seasonal~~ ~~Seasonal and temporary employees~~ are entitled to only paid holidays ~~during the period~~ ~~during period~~ of employment.

2102.2.4 Appointed Employees

Appointed Employees serve at the pleasure or direction of the Board of Trustees. An appointed employee may be demoted, reduced in pay, or suspended for cause. The employee or the District can terminate the employment relationship at any time without right to review or appeal.

2102.3 Fair Labor Standards Act Status (FLSA)

District positions are designated as exempt or non-exempt with regard to the provisions stated in the Fair Labor Standards Act (FLSA).

2102.3.1 Exempt Employees

Exempt employees are those employees in positions that are exempt from the overtime provisions of the FLSA, such as those defined under the FLSA as executive, administrative or professional. Exempt employees are therefore not paid overtime pursuant to the FLSA.

2102.3.2 Non-Exempt Employees

Non-exempt employees are those employees in positions that do not qualify for exemption from the overtime provisions of the FLSA. Non-exempt employees have a seven-day forty-hour work period and are paid overtime pursuant to the FLSA.

2102.4 Position Allocation

District positions are designated as allocated or non-allocated.

2102.4.1 Allocated Position

2102.4.1.1 An allocated position is a Board-authorized District position included within the District's classification plan and assigned a job title, duties, functions, minimum

Delta Mosquito and Vector Control District

----- MANUAL of POLICIES -----

~~qualifications, and salary range. The Board of Trustees authorizes an allocated position as a regular position. Regular allocated positions are assigned a specific job title, duties, functions, minimum qualifications, and salary range.~~

2102.4.1.2 Appointments to allocated positions shall be made through a competitive selection process governed by merit principle, unless otherwise provided by District policy or applicable law. ~~Appointments to allocated positions are made through a competitive selection process governed by merit principle and incumbents may achieve regular status and be eligible for all employee benefits.~~

POLICY TITLE

Classification of Employment

POLICY NUMBER

2102

2102.4.2 Non-Allocated Position

2102.4.2.1 A non-allocated position includes those jobs and working conditions normally associated with extra help, temporary and hourly employment.

2102.4.2.2 A non-allocated position is authorized and appointed by the District Manager. Appointment to non-allocated positions will be made through a competitive selection process, whenever possible. Individuals in a non-allocated position serve at the pleasure of the Manager, except as otherwise provided by law and are only eligible for state and federal mandated benefits.

2102.4.2.3 Non-allocated positions do not require cause for discipline, or for removal from position, or do not have access to appeal or grievance procedures, etc., except as otherwise provided by law.

Delta Mosquito and Vector Control District

----- MANUAL of POLICIES -----

POLICY TITLE
Classification

POLICY NUMBER
2103

2103.1 Purpose

This policy establishes a classification plan for all ~~District regular allocated~~ positions.

2103.2 Definitions

2103.2.1 Class Specification/Job Description

The Class Specification/Job Description is the District's official description of the representative duties, responsibilities, and employment qualifications of a job class.

2103.2.2 Classification Series

A Classification Series consists of a grouping of two (2) or more job classes performing similar work, but at different levels of responsibility, difficulty, and pay.

2103.3 Policy

2103.3.1 Responsibility

2103.3.1.1 All ~~District regular allocated~~ positions shall be a part of the District's classification plan established by the District Manager and maintained by Administrative staff.

2103.3.1.2 The classification plan or major revisions of it shall be effective upon action by Board resolution. The District Manager may make minor modifications of the class specifications, as necessary to maintain the plan by reflecting changes in duties of positions. ~~The Board may, by Board action, amend the classification plan to add or remove classifications and related position specifications and to revise class specifications / job descriptions. Any amendment to applicable salary structures or approved salary ranges shall require Board resolution. Notwithstanding interim amendments, the Board shall annually approve the complete classification plan, including applicable salary structures and approved salary ranges, by resolution~~

2103.3.2 Classification Plan

2103.3.2.1 The District's classification plan shall classify all regular ~~District allocated~~ positions according to the duties and responsibilities assigned to the position. Positions having similar duties and substantially equal levels of responsibilities shall be placed in the same job classification, given the same job title, and compensated within the same salary range.

2103.3.2.2 The Administrative staff shall maintain an official copy of the ~~current~~ classification plan and will make a copy available for public inspection.

2103.3.3 Class Specification

Delta Mosquito and Vector Control District

----- MANUAL of POLICIES -----

2103.3.3.1 All Class Specifications shall contain a title, the distinguishing characteristics of the work (for allocated positions), illustrative examples of duties and the minimum qualifications required to perform the work. Class specifications shall include only those educational, training, physical and experience requirements that are essential to adequate job performance. The content is illustrative and shall not be construed to be comprehensive or to limit the authority of management to direct and control the work of employees.

POLICY TITLE
Classification

POLICY NUMBER
2103

2103.3.3.2 Class specifications will be prepared so as to promote equal opportunity, to encourage upward and lateral mobility of employees, and to avoid the creation of dead-end jobs. The Class Specifications shall constitute a guide for establishing minimum employment standards, for examinations, and for evaluating the qualifications of applicants. The title of the class shall be the title of all positions in the job class and shall be used on all official records.

2103.3.3.3 Class Specifications shall be written by the District Manager and maintained by Administrative staff. Until a specification is written, the recruitment announcement shall serve as the written Class Specification.

2103.3.4 Maintenance of the Classification Plan

The District Manager is responsible for the updating and maintenance of the District's Classification Plan.

Agenda Item 8A – Clarification of Section 125 Cafeteria Plan Medical Contribution Allocation

The District provides health benefits through its contract with CalPERS and provides the statutory minimum employer health contribution for eligible employees and retirees. For the 2026 plan year, that non-elective employer contribution is \$171.00 per month. Under the District's Section 125 cafeteria plan, this amount functions as the District's non-elective contribution.

In addition to the non-elective contribution, the District provides employer-funded elective support through the Section 125 cafeteria plan for eligible employees. The current written structure identifies contribution amounts through multiple combinations of plan type and enrollment status, which has created unnecessary complexity and has not clearly separated the District's non-elective contribution, District-paid elective contribution, and employee-paid elective deductions.

Although the current plan year has already begun, the proposed update is intended to improve clarity, consistency, and compliance in the written plan language. The update is not intended to make a substantive change to current employee elections or currently provided benefits. Instead, it clarifies the contribution framework by describing the District's contribution structure in three parts:

- **District Non-Elective Contribution**
- **District-Paid Elective Contribution**
- **Employee-Paid Elective Deduction**

Under the proposed clarification, the District-paid elective contribution would be structured by employee classification and dependent-election.

This update is intended to make the written plan language easier to administer and interpret, while preserving the District's current contribution structure and avoiding unnecessary ambiguity in the application of benefit contributions by classification.

Proposed Section 125 Plan Update Language

Section 125 Medical Contribution Structure

For purposes of the District's Section 125 cafeteria plan, District medical benefit funding shall be structured as follows:

1. District Non-Elective Contribution

The District shall provide the statutory non-elective employer health contribution required under its CalPERS health participation for each employee or retiree eligible for District-provided health insurance. For the 2026 plan year, the District non-elective contribution shall be **\$171.00 per month**.

2. District-Paid Elective Contribution

In addition to the District non-elective contribution, the District shall provide an employer-paid elective contribution for eligible employees in accordance with the following schedule:

District-Paid Elective Contribution Schedule

Employee Classification	Enrollment Status	District-Paid Elective Contribution
Regular Allocated Position	Single	Up to \$1,255.24 per month
Regular Allocated Position	Two-Party	Up to \$2,681.48 per month
Regular Allocated Position	Family	Up to \$3,537.22 per month
Appointed Position – GM (Contract)	Family	Up to \$3,620.55 per month
Seasonal Allocated Position	Regardless of dependent status	\$1,255.24 per month
Any other position deemed eligible for District-provided health insurance under applicable law, contract, or District policy, but not specifically identified above	Any enrollment status	Non-elective contribution only, unless otherwise expressly authorized

The District-paid elective contribution may be applied toward District-offered medical benefit options and related benefit components made available through the District's Section 125 cafeteria plan.

3. Employee Elective Deduction

If an eligible employee elects coverage or enrollment options with a cost exceeding the District non-elective contribution and any applicable District-paid elective contribution, the excess cost shall be paid by the employee through elective payroll deduction in accordance with the District's Section 125 cafeteria plan.

4. Other Eligible Positions

Any other position deemed eligible for District-provided health insurance under applicable law, contract, or District policy, but not specifically identified above, shall receive only the District non-elective contribution unless otherwise expressly authorized. Any additional enrollment cost for such position shall be paid by the employee through authorized elective payroll deduction under the Section 125 cafeteria plan.

This provision is intended solely to define the contribution structure applicable to any such position and shall not, by itself, create, expand, or admit eligibility for District-provided health insurance for any position not otherwise eligible.

**DELTA MOSQUITO AND VECTOR CONTROL DISTRICT
RESOLUTION NO. 26-06**

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE DELTA MOSQUITO AND VECTOR
CONTROL DISTRICT AMENDING THE DISTRICT CLASSIFICATION PLAN AND SEASONAL SALARY
SCHEDULE**

WHEREAS, pursuant to District Policy 2103 (Classification Plan), all positions shall be part of the District's classification plan established by the District Manager and maintained by Administrative staff, and the classification plan or major revisions are effective upon action by Board resolution; and

WHEREAS, the Board of Trustees finds it necessary to provide increased flexibility in seasonal staffing to support the District's operational needs, including surveillance, vector control, equipment support, and facilities functions; and

WHEREAS, the Board desires to establish versatile classifications that can be utilized across functional areas to respond to changing seasonal demands; and

WHEREAS, the Board finds that the existing seasonal salary schedule includes a certification-based progression that is not clearly tied to a formally established classification, and clarification of this structure is necessary to ensure consistency between classifications and compensation; and

WHEREAS, the Board further finds it necessary to establish a logical and structured salary schedule that aligns with employee growth, responsibility, and District operational needs;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Delta Mosquito and Vector Control District as follows:

Amendment to Classification Plan

The Board hereby approves amendments to the District's Classification Plan to include the following seasonal classifications:

- ULV Operations Support Technician
 - Surveillance and Vector Control Technician
 - Facilities Technician
 - Extended Vector Control Technician
-

Adoption of Seasonal Salary Schedule

The Board hereby approves a revised seasonal salary schedule effective April 1, 2026 (retroactive), which aligns compensation with established classifications and replaces prior seasonal pay structures.

General Authorization

The Board authorizes the General Manager to utilize these classifications and administer the seasonal salary schedule consistent with District operational needs and the Board-adopted budget.

Administrative Update

Administrative staff are directed to update the official Classification Plan and associated salary schedule to reflect these changes.

PASSED AND ADOPTED by the Board of Trustees of the Delta Mosquito and Vector Control District this 8th day of April, 2026, by the following vote:

Trustee	Yes	No	Abstain	Absent
Greg Gomez	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Linda Guttierrez	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rosemary Hellwig	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Larry Roberts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kevin Caskey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lori Berger	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michael Burchett	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SIGNED:

Greg Gomez, President, Board of Trustees

Linda Guttierrez, Secretary, Board of Trustees



Delta Mosquito & Vector Control District

Job Description Facilities Technician

DEFINITION

Under direction, performs functional maintenance and technical support work for District facilities, vehicles, equipment, and operations. Duties include basic mechanical work and repairs, facility and grounds maintenance, janitorial work, equipment support, landscaping, assistance with pesticide inventory, and related operational support. This position is expected to work effectively across a variety of maintenance and support assignments and adapt to changing District needs.

POSITION STATUS

This is a temporary, hourly, at-will, as-needed position. This position is non-benefited except for benefits required by applicable state or federal law. This position should not exceed 1,000 hours in a fiscal year.

ESSENTIAL FUNCTIONS

Under the supervision of the Foreman, the Facilities Technician carries out maintenance and support assignments as trained. Work is performed in accordance with established methods, safety requirements, District procedures, and applicable operating instructions. Work assignments are accompanied by oral or written instructions and may vary depending on District priorities and operational needs.

Core duties include assisting in the maintenance, cleanliness, functionality, and organization of District buildings, grounds, vehicles, tools, shop areas, storage areas, and equipment. The technician helps ensure District facilities and operational support areas remain clean, orderly, safe, and ready for use.

The Facilities Technician performs janitorial and general upkeep duties including cleaning restrooms, break areas, offices, counters, floors, work surfaces, and common areas; taking out trash; restocking supplies; and assisting with general housekeeping and organization throughout District property.

Under direction, the technician performs basic mechanical work and repairs involving District facilities, vehicles, and equipment. Duties may include checking and changing fluids, lubrication, battery support, replacing minor parts, assisting with tire and accessory work, equipment setup, routine inspection, and helping identify maintenance issues requiring further attention.

The technician assists in the maintenance and readiness of District vehicles and equipment, including washing, cleaning, organizing, fueling, inspection support, calibration, and preparation for operational use. Mechanical issues, maintenance needs, and damage to facilities, vehicles, or equipment must be promptly reported to supervisory staff.

The Facilities Technician maintains District landscaping and grounds, including basic groundskeeping, weed and vegetation management, irrigation or watering support, cleanup, and related exterior maintenance duties as assigned.

The technician assists with pesticide inventory and related storage and organizational tasks in accordance with District procedures and safety requirements. This may include receiving, moving, stocking, organizing, and helping track pesticides, parts, supplies, and materials used by District staff. The technician will operate a forklift to assist in these duties.

The technician provides support to laboratory, administrative, and operations staff with facility and equipment-related needs. This may include moving materials, setting up workspaces, assisting with deliveries, organizing storage areas, helping maintain shared work areas, and supporting the general readiness of District property and equipment.

When needed, the technician will provide direct support in District operations, including surveillance, inspections, and treatments, under direction and within the limits of training, safety requirements, and assigned responsibilities. The technician will also assist with field support needs such as vehicle breakdowns, stuck vehicles, and delivery of tools, equipment, or supplies to field staff.

The Facilities Technician must safely drive motor vehicles on public and private roads and operate hand and power tools and other equipment as assigned. The individual is expected to maintain a clean and safe work vehicle and work area and to use District property responsibly and safely.

Technicians use mobile data collection devices, written logs, checklists, and other methods to record maintenance activities, inspections, service needs, inventory support work, and related duties as required. Employees in this classification are expected to manage time effectively and carry out assignments independently or cooperatively with others.

This classification requires the ability to shift between a variety of maintenance, janitorial, technical support, grounds, equipment, and operational support assignments as District needs change. Employees are expected to adapt to varying duties, work locations, and operational priorities and to perform assigned tasks in a safe, responsible, and professional manner.

When interacting with members of the public, vendors, or fellow employees, technicians must do so in a calm, courteous, and professional manner.

Technicians attend training sessions and read provided manuals to remain informed of regulations, policies, procedures, and safe work practices. Technicians notify supervisors of progress and problems and request consultation as required.

Other duties that support the District's goals may be assigned.

QUALIFICATIONS

Education: High School Diploma or G.E.D. equivalent.

Knowledge of:

- Standard vehicle operation including legal and defensive driving practices.
- Basic building and grounds maintenance practices.
- Janitorial methods, materials, and safe cleaning practices.
- Basic mechanical tools, equipment, and shop safety.
- Basic reading, writing, and oral communication.
- Time management and working independently as well as cooperatively with others.
- Mobile phone, tablet, and/or laptop operations.
- Basic mathematical operations.
- Accurate recordkeeping.

Skilled in:

- Use of hand tools and basic power tools.
- Use of mobile phone, tablet, and/or laptop.

- Addition, subtraction, multiplication, and division of whole numbers, common fractions, and decimals.

Ability to:

- Perform janitorial, maintenance, and general support duties in a safe and dependable manner.
- Perform basic mechanical work and minor repairs under direction.
- Maintain District landscaping and grounds.
- Assist with inspection, cleaning, setup, calibration, and routine care of District equipment, vehicles, and tools.
- Assist with pesticide inventory, organization, and related support duties in accordance with instructions and safety requirements.
- Provide direct support in District operations, including surveillance, inspections, and treatments, under direction.
- Understand and follow oral and written instructions including those in text, diagram, checklist, or schedule form.
- Establish and maintain good working relationships with the public and fellow employees.
- Make accurate observations and maintain basic service records, logs, and checklists.
- Accurately record data using a mobile device or written documentation.
- Safely operate District vehicles and use basic tools and equipment.
- Learn to safely operate a forklift for limited operations.
- Complete daily vehicle safety inspections, fuel vehicles, and maintain clean and organized work vehicles and workspaces.
- Recognize maintenance or safety issues and report them promptly.
- Perform moderate to heavy physical labor frequently in temperatures above 90 degrees Fahrenheit.
- Lift, move, load, and organize supplies, tools, and equipment.
- Work independently and responsibly to complete assigned activities in a timely manner without direct supervision.
- Switch effectively between janitorial, maintenance, grounds, equipment, operational support, and field support assignments as needed.

LICENSES, CERTIFICATES, AND OTHER SPECIAL REQUIREMENTS

- Possession of a valid California Class C driver's license with a good driving record during the entire time of employment. Employees are enrolled in the DMV Pull Notice Program.
- Must qualify for insurance coverage by the District's insurance carrier. No major violations and no more than 3 points in a 12-month period, 5 in a 24-month period, or 7 in a 36-month period on driving record. A DMV printout is required.
- Must be at least 18 years old.
- Successful completion of pre-employment physical examination, background check, and drug screening paid for by the District.

WORKING CONDITIONS & SUPPLEMENTAL INFORMATION

The majority of the work in this position is performed at District facilities and grounds, including shops, storage areas, workspaces, parking areas, and support areas, with some field support and operational support work as assigned. Work is performed in varying temperatures and conditions and may involve exposure to dust, cleaning chemicals, fuels, oils, pesticides, mechanical hazards, noise, moving equipment, rough terrain, inclement weather, and other conditions associated with maintenance and

operational support work. This position requires frequent driving of automatic transmission vehicles as well as getting in and out of vehicles frequently.

The following list of mental and physical demands are required to successfully perform the essential job duties of this class:

- Physically able to perform manual labor and lift weights up to 50 pounds.
- Work indoors and outdoors in hot, cold, dusty, wet, or otherwise unpleasant weather and environmental conditions.
- Perform repetitive motions such as those associated with cleaning, tool use, equipment handling, landscaping, and loading/unloading work vehicles.
- Walk, stand, bend, stoop, kneel, crouch, climb, and work around equipment, vehicles, and maintenance areas.
- Safely use cleaning products, hand tools, basic power equipment, and other assigned materials.
- Tolerate common maintenance and field support conditions including dirt, grease, noise, fumes, and outdoor exposure.

ESSENTIAL WORK FUNCTIONS

Physical Activities	Rarely	Sometimes	Often
Stand			X
Walk			X
Sit		X	
Use hands to manipulate, feel, hold, or handle			X
Reach with hands and arms			X
Climb or balance		X	
Stoop, kneel, crouch, bend, or crawl			X
Talk or hear			X
Taste or smell	X		
Lift up to 10 pounds			X
Lift up to 25 pounds			X
Lift up to 50 pounds		X	
Lift up to 100 pounds	X		
Lift over 100 pounds	X		

WORK ENVIRONMENT

Work Environment	Rarely	Sometimes	Often
Wet or humid		X	

Near moving mechanical parts		X	
Outdoor weather conditions		X	
Fumes or airborne particles		X	
Toxic or caustic chemicals		X	
Extreme heat		X	

VISION REQUIREMENTS

Close vision: Equipment handling, cleaning, basic mechanical work, recordkeeping, and mobile device use.

Distance vision: Safety, vehicle operation, movement around District property, and operational support activities.

Peripheral vision: Safety, vehicle operation, and awareness around equipment and active work areas.

Depth perception: Vehicle operation, equipment handling, movement around facilities, and safe performance of maintenance duties.

The position typically experiences noise levels ranging from moderate office and shop noise to louder maintenance, equipment, and vehicle-related noise depending on assignment.

The Delta Mosquito & Vector Control District is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, religion, age, veteran status, or disability.

The Delta Mosquito & Vector Control District reserves the right to modify, delete, augment, or supplement the duties, qualifications, and requirements stated at its sole and absolute discretion.

Employee Acknowledgment

I, _____, have read and understand the job description for the Facilities Technician position, including the essential work functions of this position. I am fully capable of performing all aspects of this position while employed by the Delta Mosquito and Vector Control District.

Signature

Date

Delta Mosquito & Vector Control District

Job Description Extended Vector Control Technician

DEFINITION

Under supervision, inspects properties for mosquito sources, monitors sources for the presence of mosquito life stages, uses a variety of control methods to prevent mosquitoes from hatching into biting adults, maintains assigned equipment and other workspace, and completes other related tasks that support the District mission as required. This position is expected to perform assignments with an increased level of independence and responsibility and may be assigned specific habitat types, operational areas, or special projects based on District need.

POSITION STATUS

This is a temporary, hourly, at-will position. This position is non-benefited except for benefits required by applicable state or federal law. This position may work an extended season depending on District need and may exceed 1,000 hours in a fiscal year. If the position exceeds applicable eligibility thresholds, enrollment in CalPERS may occur in accordance with law and District requirements.

ESSENTIAL FUNCTIONS

Under supervision, the Extended Vector Control Technician carries out assignments as trained, with an increased expectation of independent judgment, responsibility, and consistent field performance. Work is performed in accordance with established methods and safety protocols. Work assignments are accompanied by oral or written instructions, but the technician is expected to complete routine assignments with a higher degree of independence once trained and to manage assigned duties effectively in the field.

The Extended Vector Control Technician inspects public, residential, agricultural, and commercial properties for the presence of standing water; samples sources of standing water for the presence of mosquito developmental stages; and uses physical, chemical, and biological control methods to suppress mosquito population abundance. Technicians are responsible for cleaning, general maintenance, and simple repair of their assigned equipment and general workspaces. Extended Vector Control Technicians are expected to interact with members of the public in a calm, courteous, and professional manner.

Extended Vector Control Technicians use mobile data collection devices to accurately record daily activities relating to property and source inspections, control activities, safety inspections, and other activities.

Technicians use a combination of mobile mapping applications, such as Google or Apple Maps, and paper maps to safely navigate to locations throughout the District. The technician is expected to manage time effectively in the field, maintain accurate records, and carry out assigned activities responsibly with limited direct oversight during routine work.

The Extended Vector Control Technician must safely drive motor vehicles on public and private roads and operate hand and power spraying equipment. The individual is expected to maintain a clean and safe work vehicle and to maintain other equipment appropriately. Mechanical issues with assigned motor vehicles or other equipment are promptly reported to supervisors. The individual must follow all safety policies and wear appropriate protective equipment as required by Federal, State, Local, and District policies and regulations. Technicians assist in maintaining a clean and organized workplace, which includes disinfecting work counters, sweeping, mopping, taking out trash, organizing, and other necessary District activities. Appropriate protective equipment is supplied for all activities.

The Extended Vector Control Technician works throughout the District including on public, residential, agricultural, and commercial properties in a variety of conditions. Physical labor such as loading equipment, emptying water sources, lifting sewer or storm drain covers, removing debris, and other contaminants may be necessary. Walking over rough terrain to inspect and control sources is necessary. The individual may be asked to collect animal and bird carcasses affected by vector-borne pathogens.

This classification may be assigned responsibility for particular habitat types, operational areas, or special projects. Such assignments may include increased responsibility for monitoring, inspection, treatment follow-up, source tracking, data collection, habitat-focused work, or other operational priorities identified by supervisory staff. Employees in this classification are expected to carry out these assignments reliably, maintain good documentation, and communicate progress and problems appropriately.

The Extended Vector Control Technician is expected to perform routine duties with a higher level of accountability and adaptability than entry-level seasonal positions. This includes the ability to transition between daily operational needs, respond appropriately to changing priorities, and complete assigned work in a safe, timely, and professional manner.

Technicians attend training sessions and read provided manuals to keep informed of regulations, policies, and procedures. Technicians notify supervisors of progress and problems, requesting consultation as required. Employees are responsible for following all protocols and guidelines provided.

Other duties that support the District's goals may be assigned.

QUALIFICATIONS

Education: High School Diploma or G.E.D. equivalent

Knowledge of:

- Standard vehicle operation including observing legal and defensive driving practices.
- Reading, writing, and oral communication.
- Time management and working independently as well as cooperatively with others.
- Mobile phone, tablet, and/or laptop operations.
- Basic mathematical operations.
- General biology.
- Accurate recordkeeping.

Skilled in:

- Use of mobile phone, tablet, and/or laptop.
- Addition, subtraction, multiplication, and division of whole numbers, common fractions, and decimals.

Ability to:

- Understand Safety Data Sheets and pesticide label information.
- Learn basic mosquito life cycles and make field identifications of genera and life stages.
- Complete daily vehicle safety inspection, fuel vehicle, and maintain a clean, organized work vehicle.
- Learn how to safely operate a manual transmission vehicle and hand or power spraying equipment and pesticide equipment.
- Make accurate observations and maintain detailed records, field notes, and maps.
- Accurately record data using a mobile device.
- Navigate to various locations using a mobile device.
- Understand and follow oral and written instructions including those in text, diagram, or schedule form.

- Accurately calculate, measure, and apply pesticides according to instructions and EPA product labels.
- Relate concepts such as rate, ratio, percentages, area, and volume to practical situations.
- Establish and maintain good working relationships with the public and fellow employees.
- Interact with members of the public in a calm, courteous, and professional manner.
- Perform moderate to heavy physical labor frequently in temperatures above 90 degrees Fahrenheit.
- Work independently and responsibly to complete assigned activities in a timely manner without direct supervision.
- Correctly use personal protective equipment.
- Adapt to a variety of field assignments and assume increased responsibility for assigned duties, habitat types, or special projects.
- With training, utilize various field programs to collect, review, and apply a broad range of vector control-related data in support of District operations.

LICENSES, CERTIFICATES, AND OTHER SPECIAL REQUIREMENTS

- Possession of a valid California Class C driver’s license with a good driving record during the entire time of employment. Employees are enrolled in the DMV Pull Notice Program.
- Must qualify for insurance coverage by the District’s insurance carrier. No major violations and no more than 3 points in a 12-month period, 5 in a 24-month period, or 7 in a 36-month period on driving record. A DMV printout is required.
- Must be at least 18 years old.
- Successful completion of pre-employment physical examination and drug screening paid for by the District.

WORKING CONDITIONS & SUPPLEMENTAL INFORMATION

The majority of work in this position is performed outdoors in varying temperatures and within and around various types of aquatic habitats, including polluted water sources. Hazards may include insect bites, chemicals, fumes, dust, hazardous materials, venomous insects, vectors and vector-borne diseases, rough terrain, inclement weather conditions, vicious animals, and poisonous plants and animals. This position requires the use of hand and powered equipment as well as frequent driving of automatic and/or manual transmission vehicles as well as getting in and out of vehicles frequently.

The following list of mental and physical demands are required to successfully perform the essential job duties of this class:

- Physically able to perform manual labor, lift weights up to 50 pounds.
- Work under hot and unpleasant weather and environmental conditions outdoors.
- Perform repetitive motions such as those associated with mobile device usage and loading/unloading work vehicles.
- Walk long distances and traverse rough, sloping, and/or uneven ground such as yards, fields, dirt banks, stream beds, and shallow ponds.
- Ability to swim.
- Ability to tolerate insect bites and stings such as mosquito bites and bee stings, etc.
- Ability to be vaccinated for various diseases to which the employee may be exposed in the course of duties. Vaccinations may be required, at District expense, depending on changing exposure risk.

PHYSICAL DEMANDS

Physical Activities	Rarely	Sometimes	Often
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Stand			X
Walk			X
Sit		X	
Use hands to manipulate, feel, hold, or handle			X
Reach with hands and arms			X
Climb or balance			X
Stoop, kneel, crouch, bend, or crawl			X
Talk or hear			X
Taste or smell			X
Lift up to 10 pounds			X
Lift up to 25 pounds		X	
Lift up to 50 pounds		X	
Lift up to 100 pounds	X		
Lift over 100 pounds	X		

WORK ENVIRONMENT

Work Environment	Rarely	Sometimes	Often
Wet or humid		X	
Near moving mechanical parts		X	
Outdoor weather conditions			X
Fumes of airborne particles	X		
Toxic or caustic chemicals		X	
Extreme heat		X	

VISION REQUIREMENTS

Close vision: Identification of species and stage of larval development, and driving.

Distance vision: Environmental evaluation, control of mosquito vector sources, safety, and driving.

Peripheral vision: Environmental evaluation, control of mosquito vector sources, safety, and driving.

Depth perception: Environmental evaluation, control of vector sources, safety, and driving.

The position typically experiences a moderate noise level consistent with an office with computers and printers or light traffic. Occasionally, the noise level is consistent with an automotive repair shop.

The Delta Mosquito and Vector Control District is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, religion, age, veteran status, or disability.

The Delta Mosquito & Vector Control District reserves the right to modify, delete, augment, or supplement the duties, qualifications, and requirements stated at its sole and absolute discretion.

Employee Acknowledgment

I, _____, have read and understand the job description for the Extended Vector Control Technician position including the essential work functions of this position. I am fully capable of performing all aspects of the Extended Vector Control Technician position while employed by the Delta Mosquito and Vector Control District.

Signature

Date

Delta Mosquito & Vector Control District

Job Description ULV Operations Support Technician

DEFINITION

Under direction, performs support work related to ultra low volume adult mosquito control operations. Duties include operating a District vehicle to apply adulticide to targeted areas, assisting with preparation and support of ULV operations, utilizing electronic systems and maps to track and document activities, maintaining assigned vehicles and equipment, making minor field adjustments and repairs to ULV systems as trained, accurately documenting activities, and completing related operational duties in support of District mosquito control activities. This position is expected to work safely, follow instructions carefully, and perform effectively in nighttime field operations.

POSITION STATUS

This is a temporary, hourly, at-will, part-time position. This position is non-benefited except for benefits required by applicable state or federal law. This position may be scheduled on an as-needed or on-call basis and is expected to work approximately 16-20 hours per week during peak season.

ESSENTIAL FUNCTIONS

Under the direction of a certified technician and other assigned supervisory staff, the ULV Operations Support Technician carries out assigned mosquito control support activities as trained. Work is performed in accordance with established methods, safety requirements, pesticide label requirements, District procedures, and applicable laws and regulations. Work assignments are accompanied by oral or written instructions and may vary depending on District needs, mosquito activity, weather conditions, and operational priorities.

Core duties include operating a District truck to make ultra low volume applications of adulticide to targeted areas throughout the District. The technician is responsible for safely driving established routes and assisting in the proper performance of ULV applications in accordance with direction, training, label requirements, and District procedures.

The technician may assist with preparation of vehicles, spray equipment, pesticides, route materials, maps, and related supplies needed for adult mosquito control operations. This includes helping ensure assigned equipment, vehicles, and materials are functional, clean, organized, and ready for use.

Safe vehicle operation is an essential function of this classification. Technicians must be able to safely operate District vehicles on public and private roads, during evening or nighttime hours, and in varying traffic, weather, and environmental conditions. The technician must exercise sound judgment, maintain awareness of surroundings, and follow all traffic laws, operational instructions, and safety requirements.

The technician will utilize electronic systems for tracking operations, route progress, and related operational information and may also use paper maps and route materials as needed. The technician must be able to learn District electronic systems, use them in the field, and review entries for accurate data collection and documentation.

The technician may assist with basic inspection, cleaning, and routine care of ULV vehicles and associated equipment, including reporting mechanical issues, operational concerns, calibration concerns, damage, or other maintenance needs to supervisory staff promptly. With training, the technician must be comfortable

making minor adjustments and repairs to ULV systems in the field in accordance with District procedures and assigned responsibilities.

Technicians use mobile data collection devices, route logs, checklists, maps, and other methods to accurately record application activities, route completion, equipment use, safety checks, and related operational information as required.

The ULV Operations Support Technician works throughout the District, including residential, public, agricultural, and commercial areas, and may be required to work around traffic, pedestrians, low-light conditions, noise, dust, insects, chemicals, and changing outdoor conditions. Work may involve extended periods of driving, repeated entry and exit from vehicles, and occasional lifting and movement of supplies and equipment.

Technicians are expected to conduct themselves in a calm, courteous, and professional manner when interacting with members of the public. This may include responding appropriately to questions in the field, referring concerns to supervisory staff when necessary, and maintaining a professional presence while conducting operations in public areas.

The technician may support other vector control or operational activities as assigned, consistent with training, certification status, and District need.

Technicians attend training sessions and read provided manuals to remain informed of regulations, policies, procedures, label requirements, and safe work practices. Technicians notify supervisors of progress and problems and request consultation as required.

Other duties that support the District's goals may be assigned.

QUALIFICATIONS

Education: High School Diploma or G.E.D. equivalent.

Knowledge of:

- Standard vehicle operation including legal and defensive driving practices.
- Safe driving practices during evening and nighttime conditions.
- Basic reading, writing, and oral communication.
- Time management and working independently as well as cooperatively with others.
- Mobile phone, tablet, and/or laptop operations.
- Basic mathematical operations.
- Accurate recordkeeping.
- Basic public contact and customer service practices.

Skilled in:

- Safe and attentive vehicle operation.
- Use of mobile phone, tablet, and/or laptop.
- Addition, subtraction, multiplication, and division of whole numbers, common fractions, and decimals.

Ability to:

- Operate a District truck safely and responsibly in accordance with training and direction.
- Work evening, nighttime, or other irregular hours as assigned.
- Learn and follow ULV application procedures, safety requirements, route instructions, and pesticide label requirements.

- Learn and use electronic systems for route tracking, operational documentation, and related field activities.
- Review electronic operational data for accuracy and completeness.
- Read and follow maps, route sheets, checklists, and written instructions, including the use of paper maps when needed.
- Accurately record application activities and related data using written or electronic methods.
- Establish and maintain good working relationships with the public and fellow employees.
- Interact with members of the public in a calm, courteous, and professional manner.
- Work independently and responsibly to complete assigned activities in a timely manner without direct supervision.
- Recognize vehicle, equipment, or safety concerns and report them promptly.
- Perform routine cleaning and readiness tasks for vehicles and spray equipment.
- With training, make minor adjustments and repairs to ULV systems in the field.
- Tolerate nighttime driving, outdoor work, mosquitoes and other insects, chemical odors, and varying weather conditions.
- Perform moderate physical labor including lifting, moving, and loading equipment and supplies.
- Adapt to changing schedules, routes, and operational needs.

LICENSES, CERTIFICATES, AND OTHER SPECIAL REQUIREMENTS

- Possession of a valid California Class C driver's license with a good driving record during the entire time of employment. Employees are enrolled in the DMV Pull Notice Program.
- Must qualify for insurance coverage by the District's insurance carrier. No major violations and no more than 3 points in a 12-month period, 5 in a 24-month period, or 7 in a 36-month period on driving record. A DMV printout is required.
- Must be at least 18 years old.
- Successful completion of pre-employment physical examination, background check, and drug screening paid for by the District.
- Must be able to work evening and nighttime hours as assigned.

WORKING CONDITIONS & SUPPLEMENTAL INFORMATION

The majority of the work in this position is performed outdoors and in District vehicles during evening and nighttime operations. Work is performed in varying temperatures and conditions and may involve exposure to traffic, insects, chemicals, fumes, dust, noise, low-light conditions, inclement weather, and other conditions associated with field mosquito control operations. This position requires frequent driving of automatic transmission vehicles as well as getting in and out of vehicles repeatedly during a shift.

The following list of mental and physical demands are required to successfully perform the essential job duties of this class:

- Physically able to perform manual labor and lift weights up to 50 pounds.
- Work outdoors at night and in varying temperatures and environmental conditions.
- Perform repetitive motions associated with driving, equipment handling, and mobile device or paperwork use.
- Sit for extended periods while driving and remain alert throughout assigned routes.
- Get in and out of vehicles repeatedly during a work shift.
- Safely work around pesticides, moving vehicles, traffic, and other operational hazards.
- Tolerate mosquito bites, insect presence, chemical odors, and outdoor exposure.

ESSENTIAL WORK FUNCTIONS

Physical Activities	Rarely	Sometimes	Often
Stand		X	
Walk		X	
Sit			X
Use hands to manipulate, feel, hold, or handle			X
Reach with hands and arms		X	
Climb or balance	X		
Stoop, kneel, crouch, bend, or crawl		X	
Talk or hear			X
Taste or smell	X		
Lift up to 10 pounds			X
Lift up to 25 pounds		X	
Lift up to 50 pounds		X	
Lift up to 100 pounds	X		
Lift over 100 pounds	X		

WORK ENVIRONMENT

Work Environment	Rarely	Sometimes	Often
Wet or humid		X	
Near moving mechanical parts		X	
Outdoor weather conditions			X
Fumes or airborne particles		X	
Toxic or caustic chemicals		X	
Extreme heat		X	

VISION REQUIREMENTS

Close vision: Reading route materials, equipment monitoring, recordkeeping, and mobile device use.

Distance vision: Night driving, traffic awareness, route navigation, pedestrian and hazard detection, and operational safety.

Peripheral vision: Safe vehicle operation, traffic awareness, and surrounding hazard detection.

Depth perception: Vehicle operation, maneuvering, route driving, and safe operation in low-light conditions.

The position typically experiences noise levels ranging from moderate vehicle and outdoor noise to louder traffic and equipment-related noise depending on assignment.

The Delta Mosquito & Vector Control District is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, religion, age, veteran status, or disability.

The Delta Mosquito & Vector Control District reserves the right to modify, delete, augment, or supplement the duties, qualifications, and requirements stated at its sole and absolute discretion.

Employee Acknowledgment

I, _____, have read and understand the job description for the ULV Operations Support Technician position, including the essential work functions of this position. I am fully capable of performing all aspects of this position while employed by the Delta Mosquito and Vector Control District.

Signature

Date

Delta Mosquito & Vector Control District

Job Description Surveillance and Vector Control Technician

DEFINITION

Under supervision, performs surveillance and vector control work including setting and retrieving surveillance traps, conducting inspections and treatments with direction, assisting with mosquito identification and laboratory studies, maintaining assigned equipment and vehicles, and completing other related duties in support of District operations. This position is expected to work effectively across a variety of assignments and adapt to changing operational needs.

POSITION STATUS

This is a temporary, hourly, at-will position. This position is non-benefited except for benefits required by applicable state or federal law. This position may work an extended season depending on District need and may exceed 1,000 hours in a fiscal year. If the position exceeds applicable eligibility thresholds, enrollment in CalPERS may occur in accordance with law and District requirements.

ESSENTIAL FUNCTIONS

Under the primary supervision of the Scientific Program Manager, and at times under the temporary supervision of other supervisory staff as assigned, the Surveillance and Vector Control Technician carries out field and laboratory assignments as trained. Work is performed in accordance with established methods, safety requirements, District procedures, and applicable label requirements. Work assignments are accompanied by oral or written instructions and may vary depending on seasonal priorities and operational needs.

Core duties include preparing, setting, servicing, and collecting mosquito and other vector surveillance traps throughout the District. The technician is responsible for ensuring traps, associated equipment, and surveillance supplies are clean, functional, organized, and ready for use. This includes cleaning, maintenance, and simple repair of traps and related materials.

The technician uses mobile data collection devices to accurately record daily activities relating to surveillance, specimen collection, inspections, treatments, safety checks, and other field or laboratory activities. The technician uses mobile mapping applications, such as Google or Apple Maps, and paper maps to safely navigate to locations throughout the District. Employees in this classification are expected to manage time effectively and carry out assignments independently or cooperatively with others.

The Surveillance and Vector Control Technician works throughout the District on public, residential, agricultural, and commercial properties in a variety of conditions. Duties regularly require walking over rough terrain, loading and carrying traps, equipment, pesticides, and other supplies, and performing work in hot weather and around aquatic habitats.

In addition to trap placement and collection, the technician will be assigned to support vector control operations as needed. These assignments may include inspections, treatments, source reduction work, field observations, and other related operational tasks. Depending on assignment, the technician may perform mosquito and vector inspections and make treatments with direction from supervisory or designated staff and in accordance with training, certification status, label requirements, and District procedures.

The technician may assist in mosquito identification, larval specimen processing, laboratory studies, and other scientific or technical support activities. This may include sorting or processing specimens, observing and identifying mosquito life stages, maintaining accurate records, assisting with insectary, hatchery, or mosquitofish care activities, and supporting research, evaluation, or surveillance-related studies as assigned.

The technician may also collect animal and bird carcasses that are potentially infected with vector-borne pathogens and assist with related field or laboratory handling procedures as directed.

Technicians must safely drive motor vehicles on public and private roads and operate hand and power equipment, application equipment, and other tools as assigned. The individual is expected to maintain a clean and safe work vehicle and to care for District equipment appropriately. Mechanical issues with assigned vehicles or equipment must be promptly reported to supervisors.

Technicians assist in maintaining a clean and organized workplace, which may include disinfecting work counters, cleaning laboratory and work surfaces, sweeping, mopping, taking out trash, organizing equipment and supplies, cleaning restrooms, and other necessary housekeeping activities. Appropriate personal protective equipment is supplied for all activities, and employees are responsible for following all applicable safety requirements.

This classification requires the ability to shift between a variety of surveillance, laboratory, and vector control assignments as District needs change. Employees are expected to adapt to varying duties, work locations, and operational priorities and to perform assigned tasks in a safe, responsible, and professional manner.

When interacting with members of the public, technicians must do so in a calm, courteous, and professional manner.

Technicians attend training sessions and read provided manuals to remain informed of regulations, policies, procedures, and safe work practices. Technicians notify supervisors of progress and problems and request consultation as required.

Other duties that support the District's goals may be assigned.

QUALIFICATIONS

Education: High School Diploma or G.E.D. equivalent.

Knowledge of:

- Standard vehicle operation including legal and defensive driving practices.
- Basic reading, writing, and oral communication.
- Time management and working independently as well as cooperatively with others.
- Mobile phone, tablet, and/or laptop operations.
- Basic mathematical operations.
- General biology.
- Accurate recordkeeping.

Skilled in:

- Use of mobile phone, tablet, and/or laptop.
- Addition, subtraction, multiplication, and division of whole numbers, common fractions, and decimals.

Ability to:

- Learn specific tasks such as assembling mosquito traps, collecting surveillance samples, conducting inspections, making treatments with direction, and operating specialized equipment.
- Assist with mosquito identification, larval specimen processing, and assigned laboratory studies.
- Understand and follow oral and written instructions including those in text, diagram, or schedule form.
- Establish and maintain good working relationships with the public and fellow employees.
- Make accurate observations and maintain detailed records, field notes, and maps.
- Accurately record data using a mobile device.
- Navigate to various locations using a mobile device.
- Understand Safety Data Sheets and chemical or pesticide label information.
- Work independently and responsibly to complete assigned activities in a timely manner without direct supervision.
- Learn basic mosquito life cycles and make field identifications of life stages.
- Complete daily vehicle safety inspections, fuel vehicles, and maintain a clean and organized work vehicle.
- Perform moderate to heavy physical labor frequently in temperatures above 90 degrees Fahrenheit.
- Accurately calculate, measure, and adjust required supplies and equipment.
- Learn pesticide use and safety requirements applicable to assigned duties.
- Correctly use personal protective equipment.
- Switch effectively between surveillance, laboratory, inspection, and vector control assignments as needed.

LICENSES, CERTIFICATES, AND OTHER SPECIAL REQUIREMENTS

- Possession of a valid California Class C driver's license with a good driving record during the entire time of employment. Employees are enrolled in the DMV Pull Notice Program.
- Must qualify for insurance coverage by the District's insurance carrier. No major violations and no more than 3 points in a 12-month period, 5 in a 24-month period, or 7 in a 36-month period on driving record. A DMV printout is required.
- Must be at least 18 years old.
- Successful completion of pre-employment physical examination, background check, and drug screening paid for by the District.

WORKING CONDITIONS & SUPPLEMENTAL INFORMATION

The majority of the work in this position is performed outdoors in varying temperatures and within and around various types of aquatic habitats, including polluted water sources. Hazards may include insect bites, chemicals, fumes, dust, hazardous materials, venomous insects, vectors and vector-borne diseases, rough terrain, inclement weather conditions, vicious animals, poisonous plants, and venomous animals. This position requires frequent driving of automatic transmission vehicles as well as getting in and out of vehicles frequently. A portion of this work is performed indoors and may include working in high humidity or temperature environments such as the insectary, laboratory, or fish hatchery.

The following list of mental and physical demands are required to successfully perform the essential job duties of this class:

- Physically able to perform manual labor and lift weights up to 50 pounds.
- Work outdoors in hot and unpleasant weather and environmental conditions.
- Perform repetitive motions such as those associated with mobile device usage and loading/unloading work vehicles.

- Walk long distances and traverse rough, sloping, and/or uneven ground such as yards, fields, dirt banks, stream beds, and shallow ponds.
- Ability to swim.
- Ability to tolerate insect bites and stings such as mosquito bites and bee stings.
- Ability to be vaccinated for various diseases to which the employee may be exposed in the course of duties. Vaccinations may be required, at District expense, depending on changing exposure risk.

ESSENTIAL WORK FUNCTIONS

Physical Activities	Rarely	Sometimes	Often
Stand			X
Walk			X
Sit		X	
Use hands to manipulate, feel, hold, or handle			X
Reach with hands and arms			X
Climb or balance			X
Stoop, kneel, crouch, bend, or crawl			X
Talk or hear			X
Taste or smell			X
Lift up to 10 pounds			X
Lift up to 25 pounds		X	
Lift up to 50 pounds		X	
Lift up to 100 pounds	X		
Lift over 100 pounds	X		

WORK ENVIRONMENT

Work Environment	Rarely	Sometimes	Often
Wet or humid	X		
Near moving mechanical parts		X	
Outdoor weather conditions			X
Fumes or airborne particles	X		
Toxic or caustic chemicals		X	

Extreme heat		X	
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VISION REQUIREMENTS

Close vision: Identification of species and stage of larval development, driving, and use of mobile devices.

Distance vision: Environmental evaluation, surveillance, vector control activities, safety, and driving.

Peripheral vision: Environmental evaluation, surveillance, vector control activities, safety, and driving.

Depth perception: Environmental evaluation, surveillance, vector control activities, safety, and driving.

The position typically experiences a moderate noise level consistent with an office with computers and printers or light traffic. Occasionally, the noise level is consistent with an automotive repair shop.

The Delta Mosquito & Vector Control District is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, religion, age, veteran status, or disability.

The Delta Mosquito & Vector Control District reserves the right to modify, delete, augment, or supplement the duties, qualifications, and requirements stated at its sole and absolute discretion.

Employee Acknowledgment

I, _____, have read and understand the job description for the Surveillance and Vector Control Technician position, including the essential work functions of this position. I am fully capable of performing all aspects of this position while employed by the Delta Mosquito and Vector Control District.

Signature

Date

Agenda Item 9: Old Salary Schedule

Effective September, 2025							
General Manager	Annual Per Contract				204,459.12		
	Paysteps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Program Manager	Annual	98,859.32	105,038.06	111,216.72	117,395.44	123,574.15	133,645.44
Exempt	Per Month	8,238.28	8,753.17	9,268.06	9,782.95	10,297.85	11,137.12
					(BS)		(AT)
Biologist	Annual	92,022.47	97,773.88	103,525.27	109,276.72	115,028.07	
Exempt	Per Month	7,668.54	8,147.82	8,627.11	9,106.39	9,585.67	
				(PO)		(MN)	
Foreman	Annual	90,372.19	96,020.46	101,668.71	107,316.98	114,366.46	
Exempt	Per Month	7,531.02	8,001.71	8,472.39	8,943.08	9,530.54	
						(BF)	
Admin and Finance Coord	Annual	86,521.56	91,929.15	97,336.75	102,744.33	108,151.95	
	Per Month	7,210.13	7,660.76	8,111.40	8,562.03	9,012.66	
	Per Hour	\$41.60	\$44.20	\$46.80	\$49.40	\$52.00	
Comm. Ed. & Outreach Coc	Annual	80,077.66	85,082.47	90,087.32	95,092.18	100,097.03	
Exempt	Per Month	6,673.14	7,090.21	7,507.28	7,924.35	8,341.42	
						(EA)	
Vect. Control Ops Analyst	Annual	\$77,720.04	\$82,577.64	\$87,435.12	\$92,292.60	\$97,150.08	
	Per Month	\$6,476.67	\$6,881.47	\$7,286.26	\$7,691.05	\$8,095.84	
	Per Hour	\$37.37	\$39.70	\$42.04	\$44.37	\$46.71	
		(AD)					
VC Lead Tech	Annual	\$75,288.00	\$78,708.00	\$81,948.00	\$85,332.00	\$89,112.00	
	Per Month	\$6,274.00	\$6,559.00	\$6,829.00	\$7,111.00	\$7,426.00	
	Per Hour	\$36.20	\$37.84	\$39.40	\$41.03	\$42.84	
Lab Tech II/VC Specialist	Per Hour	\$32.80	\$34.84	\$36.89	\$38.94	\$40.99	
Certified Lab/VC Tech I	Per Hour	\$21.05	\$22.36	\$23.69	\$25.03	\$26.32	
VC & Lab Tech I	Per Hour	\$18.13	\$19.26	\$20.39	\$21.51	\$23.20	

Agenda Item 9: New Salary Schedule

Effective April 2026							
General Manager	Annual Per Contract					204,459.12	
	Paysteps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Regular Positions							
Program Manager	Annual	98,859.32	105,038.06	111,216.72	117,395.44	123,574.15	133,645.44
Exempt	Per Month	8,238.28	8,753.17	9,268.06	9,782.95	10,297.85	11,137.12
					(BS)		(AT)
Biologist	Annual	92,022.47	97,773.88	103,525.27	109,276.72	115,028.07	
Exempt	Per Month	7,668.54	8,147.82	8,627.11	9,106.39	9,585.67	
				(PO)		(MN)	
Foreman	Annual	90,372.19	96,020.46	101,668.71	107,316.98	114,366.46	
Exempt	Per Month	7,531.02	8,001.71	8,472.39	8,943.08	9,530.54	
						(BF)	
Admin and Finance Coord	Annual	86,521.56	91,929.15	97,336.75	102,744.33	108,151.95	
	Per Month	7,210.13	7,660.76	8,111.40	8,562.03	9,012.66	
	Per Hour	\$41.60	\$44.20	\$46.80	\$49.40	\$52.00	
			(VO)				
Comm. Ed. & Outreach Coord.	Annual	80,077.66	85,082.47	90,087.32	95,092.18	100,097.03	
Exempt	Per Month	6,673.14	7,090.21	7,507.28	7,924.35	8,341.42	
						(EA)	
Vect. Control Ops Analyst	Annual	\$77,720.04	\$82,577.64	\$87,435.12	\$92,292.60	\$97,150.08	
	Per Month	\$6,476.67	\$6,881.47	\$7,286.26	\$7,691.05	\$8,095.84	
	Per Hour	\$37.37	\$39.70	\$42.04	\$44.37	\$46.71	
			(AD)				
VC Lead Tech	Annual	\$75,288.00	\$78,708.00	\$81,948.00	\$85,332.00	\$89,112.00	
	Per Month	\$6,274.00	\$6,559.00	\$6,829.00	\$7,111.00	\$7,426.00	
	Per Hour	\$36.20	\$37.84	\$39.40	\$41.03	\$42.84	
Scientific Lead	Annual	68,211.36	72,474.57	76,737.77	81,000.99	85,264.19	
	Per Month	5,684.28	6,039.55	6,394.81	6,750.08	7,105.35	
	Per Hour	32.8	34.84	36.89	38.94	40.99	
Lab Specialist/VC Specialist	Per Hour	\$32.80	\$34.84	\$36.89	\$38.94	\$40.99	
Temporary Positions							
Extended VC Tech (A/B Cert Required)	Per Hour	\$21.00	\$22.00	\$23.00	\$24.00	\$26.00	\$28.00 (1488 hours)
Surveillance and Vector Control Technician	Per Hour	\$20.50	\$21.50	\$22.50	\$23.50	\$25.50	\$27.50 (1488 hours)
VC Tech I/Facilities/Clerical Assistant/Surv Tech*	Per Hour	\$19.00	\$20.00	\$21.50	\$23.00	\$25.00	\$27.00 (1000 hours)
<i>*No Temp Position may advance beyond Step 3 without A/B VCT Cert</i>							

Agenda Item 10: Budget Discussion

DMVCD BUDGET WORKSHEET					FISCAL YEAR 2026-27		SALARIES AND BENEFITS	
SALARIES	CURRENT							
	MONTHLY	F.Y.			MONTHLY	F.Y.	MONTHLY	F.Y.
	No Inc.	Current*	2% COLA		2.5% COLA	#3	3% COLA	
Manager	\$187,050	\$204,459	\$187,050	\$208,548	\$187,050	\$209,571	\$187,050	\$210,593
OPM		\$ 123,574.20		\$126,046		\$126,664		\$127,281
SPM		\$ 133,645.44		\$136,318		\$136,987		\$137,655
Foreman		\$ 114,366.48		\$116,654		\$117,226		\$117,797
Admin and Fiscal Coordinator		\$90,577.23		\$92,389		\$92,842		\$93,295
VCO Analyst		\$ 85,006.38		\$86,707		\$87,132		\$87,557
CEOC		\$ 100,097.04		\$102,099		\$102,599		\$103,100
Clerical Assistant		\$19,256.00		\$19,256		\$19,256		\$19,256
Facilities Assistant		\$19,256.00		\$19,256.00		\$19,256.00		\$19,256.00
VC Leads (x4)		\$313,572		\$319,843		\$321,411		\$322,979
VC Specialist (x4)		\$246,154		\$251,077		\$252,307		\$253,538
VC 1 (x7) *		\$136,456		\$136,456		\$136,456		\$136,456
Extended VC (x2) *		\$72,128		\$72,128		\$72,128		\$72,128
ULV Tech *		\$9,728		\$9,728		\$9,728		\$9,728
Biologist (x2)		\$224,305		\$228,791		\$229,912		\$231,034
Lab Coordinator (x1)		\$82,422		\$84,070		\$84,483		\$84,895
Lab Specialist (x1)		\$65,517		\$66,827		\$67,155		\$67,483
Surv Flex Tech * (x6)		\$ 187,248.00		\$ 187,248.00		\$ 187,248.00		\$ 187,248.00
SurvTech (x1)*		\$24,380		\$24,380		\$24,380		\$24,380
*Not COLA adjusted								
TOTAL SALARIES		\$2,252,147		\$2,287,821		\$2,296,740		\$2,305,658
BENEFITS	RATE	F.Y.			RATE	F.Y.		
Health FT (Prem)		\$600,000.00		\$ 600,000.00		\$ 600,000.00		\$ 600,000.00
FSA Contributions		\$2,000		\$2,000		\$2,000		\$2,000
Life Ins./Dental and Vision		\$45,000		\$45,000		\$45,000		\$45,000
Retiree Health		\$5,832		\$5,832		\$5,832		\$3,840
CalPERS Health Admin (.08% of Premiums)		\$485		\$485		\$485		\$483
Trustee In Lieu of Travel		\$8,400		\$8,400		\$8,400		\$8,400
P.E.R.S.	0.1652	\$33,776.65	0.1652	\$34,452.18	0.1656	\$34,621.06	0.1656	\$34,789.95
P.E.R.S. 2*	0.0793	\$145,801.95	0.0793	\$148,717.99	0.0796	\$149,447.00	0.0796	\$150,176.01
UAL		\$288,830		\$288,830		\$288,830		\$288,830
OASDI	0.062	\$138,554	0.062	\$140,512	0.062	\$141,002	0.062	\$141,491
Medicare	0.0145	\$32,656	0.0145	\$33,173	0.0145	\$33,303	0.0145	\$33,432
Unemployment	0.062	\$17,360	0.062	\$17,360	0.062	\$17,360	0.062	\$17,360
457 Contribution		\$16,356.73		\$16,683.86		\$16,765.65		\$16,847.43
TOTAL BENEFITS		\$1,318,695		\$1,324,762		\$1,326,279		\$1,325,802
SALARIES & BEN.		\$3,570,843		\$3,612,584		\$3,623,019		\$3,631,460

* Current Salary Schedule: with step increases for some employees

Agenda Item 10: Budget Discussion

3 BUDGET - FISCAL YEAR 2026-27

ACCT. NO.	CATEGORY	ACTUAL EXPENDED 2024-25	BUDGET 2025-26	EST. EXPENDED 2025-26	Est Exp vs Budget 2025-26	BUDGET 2026-27	% Change from Last FY
5000	Payroll Expenses	\$2,052,104	\$2,310,010.00	\$2,239,856.00	-3.04%	\$2,305,658.00	-0.19%
50001-2	Social Security/Medicare	156,739.90	\$175,487.00	\$ 170,000.00	-3.13%	\$178,407.00	1.66%
50001	Medicare District	28,877.29	\$ 33,684.00			\$ 34,130.00	
50002	Social Security	127,862.61	\$ 141,803.00			\$ 144,277.00	
502	CEPPT (Pension Trust)	0.00		\$ -			
501	OPEB (Employer Benefits)	0.00		\$ -			
511	Total Retirement	393,767.61	\$446,144.80	\$419,010.00	-6.08%	\$474,974.15	6.46%
511.1	UAL	216,953.00	\$266,167.00	\$ 257,506.00		\$288,830.00	8.51%
511.2	Retirement Employer Contributions	176,814.61	\$179,977.80	\$ 161,504.00		\$186,144.15	3.43%
512	457 Contribution		\$16,356.73	\$ 16,356.73	0.00%	\$16,874.43	3.17%
513	Workers Compensation	91,983.00	\$84,625.00	\$ 83,349.00	-1.51%	\$86,000.00	1.62%
514	Unemp.	48,112.78	\$17,200.00	\$ 17,882.97	3.97%	\$17,360.00	0.93%
516-518	Life, Dental, Vision	37,501.42	\$43,209.00	\$ 39,827.20	-7.83%	\$43,200.00	-0.02%
516	Life Insurance	\$14,513.33	\$ 16,180.00	16,004.29		\$ 16,200.00	
517	Dental Insurance	\$17,317.11	\$ 20,050.00	17,546.92		\$ 20,000.00	
518	Vision Insurance	\$5,670.98	\$ 6,979.00	6,275.99		\$ 7,000.00	
519	Health Insurance (Total)	\$353,214.86	\$510,026.04	\$ 506,885.00	-0.62%	\$605,840.00	18.79%
519.1	Emp FSA Contr	\$16,069.73	\$ 7,000.00	\$ 4,385.00		\$ 2,000.00	-71.43%
519.2	Retiree Insurance and Admin Fees		\$3,840.00	\$ 2,500.00		\$3,840.00	0.00%
519	Health Insurance-Other (Premiums)	\$337,145.13	\$499,186.04	\$ 500,000.00		\$600,000.00	20.20%
Sub-Totals	Wages and Benefits	\$ 3,133,423.34	\$ 3,603,058.57	\$3,493,166.90	-3.05%	\$ 3,728,313.58	3.48%

Agenda Item 10: Budget Discussion

Balance Sheet							
	Actual	Actual	Actual	Actual	Actual	Actual	Budget
	19/20	20/21	21/22	22/23	23/24	24/25	25/26
Revenue	4,017,788.16	3,273,792.40	4,585,098.83	4,727,124.83	5,218,502.37	5,420,376.59	5,682,950.60
Beginning Cash Balance	3,840,626.09	4,509,347.51	\$4,314,234.85	\$4,537,344.85	\$5,100,084.58	\$5,892,769.93	\$7,085,742.00
	7,858,414.25 [1]	7,783,139.91	8,899,333.68	9,264,469.68	10,318,586.95	11,313,146.52	12,768,692.60
Budget (Est Expend)	3,349,066.74	3,468,905.06	4,361,988.83	4,164,385.10	4,425,816.96	4,434,570.80	5,000,355.00
Ending Balance	4,509,347.51	4,314,234.85	4,537,344.85	5,100,084.58	5,892,769.99	6,878,575.72	7,768,337.60
Assessment Reserve	0	0	951,898.00	0	0	0	0
UAL Reserve							1,413,296.61
Contingencies	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	248,385	260,800
Capital Reserve	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	1,500,000.00	1,500,000.00
Unallocated Reserve [2]	4,384,347.51	4,189,234.85	4,412,344.85	4,975,084.58	5,767,769.99	5,130,190.72	4,172,802.00
Revenue	19/20	20/21	21/22	22/23	23/24	24/25	25/26 [3]
Current Secured	\$2,257,053.85	\$2,402,921.80	\$2,551,845.95	\$2,722,062.51	\$2,912,955.86	\$3,111,940.79	\$3,174,180.00
Current Unsecured	\$136,629.87	\$146,449.06	\$172,166.81	\$191,426.86	\$217,986.27	\$247,188.51	\$252,132.00
RDA Residuals	\$99,317.00	\$172,907.00	\$176,300.00	\$206,557.00	\$229,832.00	\$262,584.00	\$267,835.68
RD H&S 34188 SA	\$1,068.00	\$940.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Timber Yield	\$0.00	\$0.00	\$0.00	\$0.02	\$0.01	\$0.01	\$0.01
Prior Secured	\$41,143.56	\$48,722.45	\$46,616.88	\$44,777.33	\$66,717.71	\$69,390.98	\$70,780.00
Prior Unsecured	\$2,283.14	\$1,622.25	\$2,059.52	\$1,575.92	\$4,375.39	\$3,231.29	\$3,296.00
Supplemental Cur Sec	\$45,451.63	\$50,547.05	\$46,375.56	\$58,568.61	\$98,810.94	\$82,613.36	\$84,266.00
Supplemental Prior	\$8,739.77	\$11,678.58	\$12,424.71	\$12,276.13	\$12,825.29	\$17,062.88	\$17,404.00
Assessment	\$976,859.88	\$17,758.88	\$946,777.13	\$937,067.85	\$1,057,094.97	\$1,153,269.65	\$1,166,104.00
Prop Tax Relief	\$18,785.97	\$18,374.90	\$17,917.60	\$17,329.87	\$17,606.84	\$17,492.64	\$17,842.00
Interest	\$96,476.92	\$63,561.31	\$40,452.18	\$94,068.73	\$157,973.14	\$218,736.65	\$218,000.00
Other Revenue	\$0.00	\$755.00	\$139.52	\$0.00	\$0.00	\$0.00	[5]
ARPA (COVID Funds)	\$0.00	\$0.00	\$188,365.00	\$0.00	\$0.00	\$0.00	\$0.00
RDA Pass Thru	\$277,496.00	\$294,033.00	\$307,218.00	\$351,287.00	\$379,462.00	\$427,949.00	\$436,507.98
Current Services	\$6,952.91	\$8,750.25	\$0.00	\$0.00	\$0.00	\$1.00	\$0.00
Assessment Fee	-\$69,765.00	-\$96.07	-\$65,296.00	\$0.00	-\$68,120.00	-\$73,232.96	-\$74,697.62
Other Sev	\$0.00	\$0.00	-\$37.50	\$0.00	\$0.00	\$1.00	\$0.00
Misc	\$119,294.66	\$34,866.09	\$141,773.47	\$90,127.00	\$130,981.95	\$48,333.87	\$49,300.55
Total Revenue:	4,017,788.16	3,273,792.40	4,585,098.83	4,727,124.83	5,218,502.37	5,586,563	5,682,950.60
% Change Rev		-18.52%	40.05%	3.10%	10.39%	7.05%	1.73%
	18/19	19/20	20/21	21/22	22/23	23/24	24/25
Reserve	3,740,704.80	3,840,626.09	4,509,347.51	4,314,234.85	4,537,344.85	5,100,084.58	5,892,769.93
Revenue	3,002,488.58	4,017,788.16	3,273,792.40	4,585,098.83	4,727,124.83	5,218,502.37	5,586,563
Budget (Est Exp)	-2,902,567.29	-3,349,066.74	-3,468,905.06	-4,361,988.83	-4,164,385.10	-4,425,816.96	-4,434,570.80
Ending Balance [7]	\$3,840,626.09	\$4,509,347.51	\$4,314,234.85	\$4,537,344.85	\$5,100,084.58	\$5,892,769.99	\$7,044,761.80
					\$6,345,454.58	Est 25-26 Close	

Labor Cost Summary Overview

Fiscal Years 2018–19 through Projected 2025–26

Overall Trend

From FY 2018–19 through the FY 2025–26 projection, total labor-related costs show a clear upward trend. Combined labor costs, including payroll, payroll taxes, retirement contributions, unfunded accrued liability payments, and health costs, rise from approximately **\$1.99 million** in FY 2018–19 to a projected **\$3.08 million** in FY 2025–26. This represents an overall increase of about **54.6%** over the period reviewed.

Primary Takeaways

- Base payroll expense remains the largest cost component, increasing from approximately **\$1.44 million** in FY 2018–19 to a projected **\$2.12 million** in FY 2025–26.
- **Health costs** are one of the most significant long-term growth drivers, increasing from about **\$234,130** to a projected **\$518,290**, or roughly **121%** growth.
- **Retirement UAL** shows the steepest percentage increase, rising from about **\$87,594** to a projected **\$257,506**, or roughly **194%** growth.
- **SS/Medi** generally tracks payroll growth, increasing from about **\$89,461** to a projected **\$161,528**, an increase of about **80.6%**.
- **Retirement contributions** are more variable and are one of the few categories not contributing to projected year-over-year growth, declining from FY 2024–25 actual to projected FY 2025–26.

Projected Change: FY 2024–25 to FY 2025–26

From FY 2024–25 actual to projected FY 2025–26, total labor cost increases from approximately **\$2.91 million** to **\$3.08 million**, a projected increase of about **5.55%**. The primary upward drivers are:

- **Health Costs:** +\$70,747
- **Payroll Expenses:** +\$67,103
- **Retirement UAL:** +\$40,553
- **SS/Medi:** +\$6,073
- **Offsetting factor:** Retirement Contributions decrease by about \$15,310

Bottom Line

The District's labor cost structure is not being driven by salary growth alone. While payroll continues to rise steadily, the most significant upward pressure is coming from **benefit-related and retirement-related obligations**, especially **health insurance** and **Retirement UAL**. As a result, even moderate payroll growth can produce a much larger increase in total labor cost. Future budget planning should therefore continue to monitor not only wages, but also the increasing share of labor cost attributable to health and retirement obligations.