

**MINUTES OF THE  
SALT LAKE CITY MOSQUITO ABATEMENT DISTRICT  
24 March 2022  
BOARD MEETING**

Presiding: Van Turner, Board Chair 2022

Time: 12:30 p.m.

Place: 2215 North 2200 West, Salt Lake City, UT 84116

Trustees Present: Van Turner, Chair  
Carlton Christensen, Vice-Chair (Attended virtually, left during Item 8)  
La Vone Liddle  
Neil Vickers, Ph.D.  
Dr. Dagmar Vitek

Others Present: Ary Faraji, Ph.D., Executive Director  
Gregory White, Ph.D., Assistant Director  
Aleta Fairbanks, CPA, CFO

**1. Roll Call:**

Trustee Turner called the meeting to order at 12:30 p.m. It was confirmed that the meeting was being recorded, no conflicts of interest were declared, and no members of the public were present.

**2. Approval of the 17 February 2022 Minutes of the Board of Trustees:**

A copy of the pending minutes had been distributed to the Trustees prior to the Board Meeting, and no modifications were necessary. Trustee Vickers made a motion to approve the 17 February 2022 Board Meeting Minutes. His motion was seconded by Trustee Liddle, and it carried with all in favor (Trustee Christensen joined the meeting right after this vote was taken.)

**3. Presentation of the February 2022 Financial Statements and Approval of Bills for Payment:**

The Trustees had been given copies of February's Financial Statements earlier in the week. CFO Fairbanks reviewed the Financial Statements with the Board and noted that

both bond payments had been made and \$31,000 had been transferred to DSLASA. All expenditures were presented, with special attention being paid to items over \$1,000. Documentation for all expenditures had been closely reviewed when the checks were signed, and a folder containing all of the supporting invoices was circulated among the Trustees. Trustee Liddle made a motion to approve the February 2022 Financial Statements and the bills for payment; her motion passed unanimously after being seconded by Trustee Vickers.

**4. Updates on New Hires and Discussion/Approval to Forego Salary Ranges:**

Utah has been experiencing a high inflation rate that has hit the housing market quite hard. Property values have experienced a nearly 30% increase in cost, which is daunting to anyone who may consider relocating to Utah from a state with lower housing costs. We have had primarily out-of-state applications for our job openings, and Executive Director Faraji asked the Board Members to consider formally removing the salary ranges established a few years ago. The removal of salary ranges was previously requested by the Board during 2017, but management was not sure if this was formally adopted by the Board. The removal of salary ranges would allow more flexibility in soliciting the necessary talent the District is seeking for our new hires. Trustee Christensen made a motion authorizing management to incorporate 85% of the past CPI rates to increase the salary ranges, and a salary survey should be conducted at the end of this year. Trustee Vitek seconded the motion, and it carried with all in favor. Trustee Vickers has a valuable perspective, and he agreed to assist in the hiring process of the Lab Director and Education Specialist. Trustee Christensen also volunteered to participate when selecting an Education Specialist.

**5. Update on Seasonal Hires and Discussion/Approval for Hourly Rates, Sick Buy-Backs, and Bonus Referrals:**

Over the past few years, it has been increasingly difficult to find and retain seasonal employees. It has become obvious that we need to raise our hourly wage in order to compete with other job markets. Even though boosting our base wage to \$15.00 an hour for beginning seasonal employees was included in the 2022 budget, this rate increase has not been officially approved by the Board. After talking to other districts, we learned that several others are offering additional incentives to lure workers to our industry. A few incentive suggestions were discussed with the Board Members, such as referral bonuses for returning employees and performance rewards for not taking time off. Some ideas involving peer pressure and healthy team competition were discussed. Trustee Vitek made a motion to approve the \$15.00 beginning hourly wage; the motion was seconded by Trustee Liddle, and it passed unanimously. The Board also authorized management to incorporate recruitment and retention incentives. Management will inform the Board of these incentive ideas next month.

**6. Update on DWQ and UPDES:**

As you know, the Utah Pollutant Discharge Elimination System (UPDES) is the Utah version of the National Pollutant Discharge Elimination System (NPDES), which is the permit system mandated by §402 of the Clean Water Act to control pollutants in waters of the United States. The Department of Water Quality (DWQ) oversees UPDES, and those permits expired at the end of 2021. The DWQ is in the process of issuing a new permit, and several comments objecting to the issuance of this permit or supporting mosquito control were received during the public comment period. As a result, the DWQ held a public hearing on 7 March 2022 and had persons in attendance representing both parties for and against issuing this permit. The moderator informed attendees that only comments on issuing the permit would be heard. Comments pertaining to the dangers of pesticides were also heard again on 15 March 2022. We have been strictly following pesticide labels and federal regulations as part of our integrated mosquito management practices, and it appears that the DWQ has a legal obligation to issue the permit.

**7. Update on UASD and Legislative Bills:**

The Utah Association of Special Districts has been following Utah's legislative activities closely this year. Ryan Lusty, Manager of the Magna Mosquito Abatement District, Executive Director of the Utah Mosquito Management Association, and representative on the Utah Association of Special Districts, has been attending the UASD meetings each Tuesday, and his final summary on the 2022 legislative bills was reviewed by the Board.

HB 22, Open and Public Meetings Act Modifications, requires a public body to establish how a quorum is calculated for electronic meetings. Our electronic meetings are currently defined in the Board Bylaws; the Trustees recommended creating a separate electronic meeting policy and simply referencing this policy in the Board Bylaws or the Policies and Procedures Manual.

HB 96, Government Records Fee Amendments, prohibits a governmental entity from charging a fee for the first quarter hour of staff time spent responding to a GRAMA request. However, charges for the first quarter hour may be made if two requests are submitted from the same "requestor" (who is not a member of the media) within ten days of each other. The Trustees recommended updating our Policies and Procedure Manual to reflect this modification.

HB 237, Local District Modifications, requires a local district to make a tentative budget available to the public at least seven days before adopting the budget by making it available at the local district's principal office during regular business hours and posting it on its website or the public notice website. The District will comply with this requirement.

HB 238, State Holiday Modifications, defines the Juneteenth holiday.

HB 245, Occupational Safety and Health Amendments, basically brings Utah OSHA fines (pertaining to negligence) on par with federal standards.

HB 317, Off-Highway Vehicle Amendments, clarifies that “motor vehicle” includes an off-highway vehicle in the context of prohibiting the operation of a motor vehicle on the bed of a navigable lake or river. We shouldn’t have trouble, for we treat water and vegetation areas rather than driving on the sandy banks.

HB 388, Local District Amendments, no longer requires a trustee to travel 50 miles before the district can pay for hotel accommodations, and the per diem is tied to the GSA. A new travel/meeting policy needs to be created. The restricted travel and per diem costs will need to be removed from the Board Bylaws, and the separate travel/meeting policy should be referenced.

None of the Senate Bills should directly affect the District.

## **8. Report on Attended and Reminder/Approval of Upcoming Training/Meetings:**

- **AMCA Annual Conference, 28 February – 4 March 2022, Jacksonville, FL**

Trustee Vickers, Executive Director Faraji, and Assistant Director White all presented symposium talks at the American Mosquito Control Association’s Annual Conference this year. Trustee Vitek was also able to attend the meetings. Each participant commented on a few things he/she learned at this informative conference. Finally being able to meet in person provided opportunities to exchange ideas; once our new Education Specialist is hired, he/she will be able to take advantage of the materials already prepared by districts in Florida, California, and other states.

- **DSLASA, 17 March 2022, SLCMAD**

Trustees Liddle and Vickers attended DSLASA’s board meeting on St. Patrick’s Day this year. The pesticide orders are completed. Purchasing a helicopter was mentioned, and the Davis, Tooele, and Magna Districts are interested in participating with helicopter expenses.

- **EPA Webinar Series, 23 March 2022, Virtual**

Executive Director Faraji provided a presentation on mosquito biology and control operations in Salt Lake City for the Environmental Protection Agency. He included general mosquito information as well as some unique innovations that our District has undertaken. The District received an email the following day from someone who desired more information on our 3-D printing. He asked what he could do to assist us, and he was informed that we need help with public outreach.

- **Arbovirus Surveillance & Control Workshop, 29-31 March 2022, St. Augustine, FL**

Anastasia Mosquito Control District will also be conducting an annual workshop at their facilities in March. This is a good opportunity to meet with CDC partners and ask for vector surveillance/control funding, which is similar to what they are accomplishing for the Centers of Excellence. Trustee Christensen will be attending this workshop and

enjoying Executive Director Faraji's, Assistant Director White's, and Trustee Vickers' presentations. Visiting the Anastasia Mosquito Control District's facility and seeing what they have accomplished is worth the trip, in itself.

- **Salt Lake City Office Meeting, 8 April 2022, SLC UT**

Trustees Christensen and Turner, along with Executive Director Faraji, will be meeting with Cindy Gust-Jenson, Sam Owen, and Salt Lake City Council Members Dan Dugan and Darin Mano.

- **UMAA Workshop, 13 May 2022, SLCMAD**

Assistant Director White is currently the President of UMAA, and he will be providing a presentation for this workshop. This year, UMAA will be saving some money by holding its Spring Workshop at the District and by moving the workshop from a Saturday to a Friday to avoid overtime hours. We will section off the meeting area and utilize the conference room for the breakout sessions. This will be the first time that SLCMAD will be hosting the UMAA Spring Workshop.

- **National Conference on Urban Entomology, 15-18 May 2022, SLC, Utah**

This conference will be held at the Salt Palace Convention Center in SLC, and it will be attended by persons dealing with pest control for termites, cockroaches, mites, ants, and other peridomestic pests. Although the District will have nothing to do with implementing this meeting, Executive Director Faraji was asked if the District could host a social event in the evening to inform the attendees about our integrated mosquito management operations and possibly conduct tours for attendees so that they become more familiar with mosquito surveillance and control programs.

Trustee Christensen left the meeting at 2:00 p.m.

- **AMCA Washington Days, 17-18 May 2022, Washington DC**

Executive Director Faraji invited all of the Trustees to attend American Mosquito Control Association's Washington Days in Washington DC in May. Executive Director Faraji is in charge of this year's program on behalf of the AMCA, and it should be innovative and informative.

- **International Congress of Entomology, Finland**

After being canceled for two years because of COVID-19, it is hopeful that the International Congress of Entomology meeting in Finland will finally be held this year. Executive Director Faraji's symposium proposal about "Natures Revenge: Enduring Challenges of Vector-Borne Diseases, Research, and Control Strategies in the United States" will be included with presentations from CDC, Armed Forces, USDA, universities, and public health operations. The last time the congress was held was during 2016 in Orlando, Florida. That meeting was attended by well over 7,000

participants, so we are hopeful that the 2022 meeting will also be well attended and informative.

**9. Executive Director's Report:**

The Board Members were given a few updates, which included the following: 1) We have begun recruiting seasonal employees. Please help us get the word out! 2) The past warm spells have caused the mosquito season to begin. We have found several sources with larvae present, and we have received a few service requests. 3) Jenna Crowder (UT Department of Agriculture Bee Inspector) is nearly finished fine tuning the details for her bee studies. The beehives are being set up, and the detailed bee project including pesticide toxicology will take place this summer. 4) Dr. Mendoza has completed his preliminary literature search; he will run it by Dr. Peterson and Jane Bonds for their input prior to presenting his final results at the 19 May 2022 Board Meeting. 5) We will be conducting a catch basin project on pyriproxyfen, an insect growth regulator (IGR), with Loyola University out of Chicago. The product's brand name is Sumilarv. We will be evaluating the use of this IGR in our catch basins, which may provide season-long control of peridomestic mosquitoes. Our current catch basin operations entail visiting each catch basin three times or more during the course of the active season; hence, a single application may provide valuable cost and time savings. This project will be conducted in partnership and duplicated in two other mosquito control programs in the upper Midwest as well. 6) We will finally be purchasing the golf cart. 7) Urban Supervisor Sorensen is currently quite busy working on helicopter statistics, and some of his duties will be taken over by Operations Supervisor Hardman. We also plan on hiring a seasonal employee to help Brad with drone applications. 8) We will be continuing our conversation with the CDC during the Anastasia Mosquito Control District's workshop about serving as a training hub. 9) It appears like the Northpointe Ranches Annexation will not be approved. We have heard that the Hamilton Partners want to purchase the property and build more warehouses. This may be a positive for the District, both in terms of revenues generated (if they are annexed into Salt Lake City), and also reduced service requests.

**10. Probable Agenda Items for 21 April 2022 Board Meeting:**

- Executive Director's Report
- Northpointe Ranches Annexation Update
- Research Projects Updates
- Base Salary Inflation Increase Update

**11. Public Comment:**

There were no public comments.

**12. Adjournment:**

Trustees Vickers and Liddle made and seconded a motion to adjourn the meeting at 2:21 p.m., which passed unanimously. A box lunch will be available before the 12:30 p.m. Monthly Board Meeting on 24 March 2002.

  
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Ary Faraji, Executive Director

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Date

  
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Van Turner, Chair 2022

4-21-2022  
Date