

PUBLIC NOTICE

The next regular meeting of the Board of Trustees of the Uintah Mosquito Abatement District (UMAD) will be held on **August 21, 2025**, at **6:00 p.m.** at the District Office, located at **1425 East 1000 South in Naples, Utah**. (Telephonic participation for board members is available as per district policy adopted April 9, 2020).

AGENDA

1. Call to order.
2. Prayer or Inspirational Thought
3. Pledge of Allegiance
4. Public input.
5. Report on the Fraud Risk Hotline email.
6. Approval of the June 2025 Board Meeting Minutes.
7. Approval of the bills, expenditures, and financial statements.
8. Update on the 2024 Annual Financial Report and setting a date for an additional Board Meeting in September to approve the report.
9. Discussion regarding the excess compensation of Board Members in 2024.
10. Discussion of proposed changes to the **UMAD Personnel Policy and Procedures Manual** (Section XIII: Salary Planning, 11. Hours Worked Bonus).
11. Approval to qualify the following employees for the 2025 Hours Worked Bonus.
 - a. Alan Peacock
 - b. Aden Ward
 - c. Logan Scow
12. Approval to purchase new equipment, sale used equipment and retain current equipment.
 - a. Purchase: (1) – Truck, (1)-fogger, (2)-ATV's, (1) – UTV with cab, (2) - Mesa 4 tablets.
 - b. Sale: (1) - fogger, (1) - ATV from the regular fleet, (1) ATV with tracks, (1) – UTV, (2) – Mesa 2 tablets.
 - c. Retain: (1) – Pickup truck.
13. Manager's Report
14. Items for next meeting's agenda.
15. Next regularly scheduled board meeting to be held October 9, 2025.
16. Vote to adjourn.

Proposed change to the Personnel Policy and Procedures Manual

Current Wording

10. HOURS WORKED BONUS. To better ensure the uninterrupted completion of a minimum of 8 hours field work per week throughout the full duration of the mosquito season, a bonus payment of \$1.50 (one dollar and fifty cents) per hour for all hours cumulatively worked for the entire season will be awarded to each seasonal employee, at season' end, on the condition that the minimum of 8 hours work per all weeks had, without exception, been satisfactorily accomplished by the employee. If for any reason the above condition were not met, the employee would be ineligible for, and thus not receive said payment.

Proposed Change

10. Hours Worked Bonus Period Policy

Objective

To encourage consistent fieldwork in the form of larviciding activities throughout the entire mosquito season.

Eligibility

Seasonal employees are eligible for a bonus of \$1.50 per hour for all hours worked during the bonus period. This bonus will be paid at the end of the season.

Conditions

- A. The District Director will determine the official starting and ending dates of the bonus period each year. Dates may vary year to year.
- B. To receive the bonus, an employee must have satisfactorily completed a minimum of 8 hours of larviciding related activities every week of the bonus period.
- C. If an employee fails to meet this weekly requirement for any reason, they will not be eligible to receive the bonus payment.

Exceptions

- A. An employee hired after the official start date of the bonus period can still qualify for the bonus, provided they work a minimum of 8 hours of larviciding activities every week for the remainder of the bonus period.
- B. If an employee knows at the time of hire that their termination date will be before the bonus period's end date, they may still qualify. This is contingent on the termination date being approved in writing, with an explanation signed by the District Director or a designee. The employee must also work a minimum of 8 hours of larviciding activities every week for the duration of their agreed-upon bonus period. Strict discretion should be used to maintain the purpose of the bonus.

Managers' Report

August

2025

Safety

- OSHA recordable injures year to date = 0
- OSHA reportable injures year to date = 4

Office

-

Training and Conferences

- Trevor
 - Traveled to Utah County Mosquito Abatement and received hands on training for our district's drone.
- Kathryn
 -
- Danny
 -

Facilities

- Rain gutters/downspouts/drainage will be installed on old parking garage during the fall months.
- Site visits/tours will be made throughout the year to other Mosquito Abatement Facilities for the purpose of planning our potential new facility.

Equipment

- 1 – London Fogger was sold.

Operational

- FieldSeeker Core updates
 - Gate, Parking locations, and access routes features are now useful layers in FieldSeeker.
 - Spreadsheets are being made to help organize date to date workloads for field technicians.