

MINUTES

1140th MEETING OF THE BOARD OF TRUSTEES OF THE ALAMEDA COUNTY MOSQUITO ABATEMENT DISTRICT

September 10th, 2025

TIME: 5:00 P.M.
PLACE: Hybrid Meeting of the Board of Trustees
Physically held at the Office of the District
23187 Connecticut Street, Hayward, CA 94545 and
Teleconferencing at: <https://us02web.zoom.us/j/89084652174>
TRUSTEES: Tyler Savage, President, City of Alameda
Kashef Qaadri, Vice-President, City of Dublin
John Bauters, Secretary, City of Emeryville *from: 4260 Halleck St, Emeryville*
Cathy Roache, County-at-Large *from: 835 Great Northern Blvd, Helena, MT*
Preston Jordan, City of Albany
P. Robert Beatty, City of Berkeley *from: 2052 McGee Ave, Berkeley*
John Zlatnik, City of Fremont
George Syrop, City of Hayward
Maya Manoharan, City of Livermore *from: 1845 Marini Ln, Livermore*
Eric Hentschke, City of Newark
Lisa Rasler, City of Oakland
Hope Salzer, City of Piedmont
Jeff Nibert, City of Pleasanton *from: 659 14th St, Oakland*
Victor Aguilar, City of San Leandro
Subru Bhat, City of Union City

1. Board Vice-President Qaadri called the regularly scheduled board meeting to order at 5:05 pm.
2. Trustees Qaadri, Jordan, Zlatnik, Syrop, Hentschke, Rasler and Bhat were present at the District. President Savage arrived at 5:07 pm. Trustees Bauters, Roache, Beatty, Manoharan and Nibert were present remotely from the publicly posted locations above. Trustees Salzer and Aguilar were absent.
3. President Savage invited members of the public to speak on any issue relevant to the district. Information & Technology Director, Robert Ferdan, was present for technical support and for item 10. Vector Biologist, Sarah Lawton, was present to record the minutes.
4. Approval of the minutes of the 1139th meeting held August 13th, 2025.
Discussion: None
Motion: Trustee Jordan moved to approve the minutes
Second: Trustee Zlatnik
Roll Call Vote: Motion carried: Trustees Savage, Beatty, Manoharan and Bhat abstained due to absence

5. Increasing the salary of the Financial & HR Specialist position based on a regional salary survey and increased training goals

Discussion: The General Manager gave background information. Trustee Jordan asked if the raise is dependent on completed training (yes, steps achieved over time as training completed). Trustee Qaadri asked if this is independent of COLA (yes, COLA is included in the 3-year contract with the ACMAD Employment Association). Trustee Hentschke asked about additional duties (increase knowledge and recommendations in public investments, HR skills, and backup for record retention, brown act, other governing duties.). Trustee Beatty mentioned that there are only two comparisons, neither are HR and they do not state how many years employed or their responsibilities and feels these are important to know. He asked what her pay would be per month, around 14,000 (agreed that there are few comparable positions and the salary surveys are not all equal comparisons, the goal is to make the position competitive with its multiple roles. Trustee Qaadri asked if HR & Finance is a natural combination (it is found in small government agencies, but not common to the Bay Area with larger districts and that is why there are not a lot of comparable positions. Trustee Jordan calculated her new monthly income would be \$13,672 per month. President Savage asked what the difference is of the two pages (different dates for the surveys: January 2025 and August 2025). President Savage recommends moving forward, to have any adjustments made during the contract negotiations rather than taken separately (out of line salaries are considered every contract negotiation cycle but historically, individual salary adjustments are considered later, but we will take that recommendation into consideration for the next salary negotiation cycle in 2027.)

Motion: Trustee Jordan moved to approve the salary increase with training as written

Second: Trustee Syrop

Roll Call Vote: motion carried: unanimous

6. Review of CalPERS June 30th, 2024, valuation report

Discussion: The General Manager gave background information. President Savage asked what a safety employee is (police and fire). Trustee Syrop asked for clarification on the two plans (pre vs post 2012 employees' will now be combined into one report.) Trustee Bhat mentioned these figures are already determined and non-negotiable (yes, but ACMAD can save money by paying in full at the beginning of the year). Trustee Jordan asked how there a non-investment loss for "Plan share of pools non-investment loss" on page 10, #10; and how does the payment schedule from the previous year have better than assumed returns, but the payment still went up (will ask about these items and get back to everyone). Trustee Qaadri guessed that maybe that is due to healthcare costs going up (not likely, because this is just for the pension). Trustee Nibert asked what the actuarial estimate would be if the PARS Trust was added with the side account (about 82-83% funded, will get back to you about that as well).

7. Verbal update from the ad-hoc energy committee and possible dissolution

Discussion: The General Manager gave background information and highlighted that if the need arises, the ad-hoc committee can reinstate; RFPs and requests can still be discussed with the Board. Trustee Nibert agrees with the assessment. Trustee Syrop supports the dissolution if something is not needed and asked if this needs to be voted on at the next meeting (will check on that).

8. Financial Reports as of August 31st, 2025

Discussion: The General Manager presented highlights from the report. Trustee Syrop asked about the following charges: Cintas (uniforms), East Bay Regional Park District (HASPA), PC Professionals (Microsoft 365 license), BG Adventure (new Argo ATV purchase), Vesperis (pesticides), Addisalem Tekle (repair of trap nets). President Savage asked if payments for the AI tool are paid monthly (yearly). Trustee Qaadri asked about the following charges: Lemon

Light (advertisement), Friday Pride (San Leandro Pride Festival, later to be refunded). President Savage asked if there were “year in review” figures given at that last meeting (unaudited net income yes, but the audit will be presented December.)

9. Presentation of the Manager’s Report

Discussion: The General Manager presented highlights from the report. President Savage mentioned that he reported a dead bird online and the response was that since it was in a public location, it could not be picked up. (CDPH is the clearing house for dead bird reports who then forwards them to us.) Trustee Jordan tried to report a dead squirrel but was told that squirrels do not get picked up, unless there is 5 or more (while dead squirrels are a useful WNV indicator, there are other diseases of interest for CDPH to investigate which are triggered by epidemic detections).

10. Presentation of the Monthly Staff Report

Discussion: Robert Ferdan presented highlights from the report and gave a presentation on the year-end statistics of the swimming pool process. Trustee Syrop asked if there is data for how many QR codes were scanned for translated pages (yes). Trustee Qaadri asked if the pool pictures in translated pages were just examples (yes). Trustee Jordan asked if the number used for texting is only for swimming pools (yes but would like to explore using it for other needs). President Savage asked to clarify that the color of the pool does not necessarily mean it has mosquitoes, it could contain fish (correct, or it could be something else causing green color such as PebbleTec or intentional moss). He also asked if there are a known number of “repeat offenders” (not in this presentation but can follow up with that). Trustee Qaadri asked if the “final notice” stamp was placed on the outside of the envelope (yes). President Savage asked what the process is to determine if a pool already has fish (checking previous SRs and treatments to the pool, or pictures of the fish could be sent). He also asked if the online requests are automatically translated to English (yes, and if they are on the phone and transferred to staff, it will tell us what language they are speaking so we can prepare a translator). Trustee Jordan asked how we will determine which pools get the “spring notice letter” (those with at least two plantings of fish or other treatments). Trustee Qaadri asked if the County gives us phone numbers so we could perhaps text them ahead of time (no, we need to register to use texting and state how long it will be used). Trustee Syrop asked if drones could help fill the gap of aerial surveillance (no, as current District policy prohibits the use of drones in urban areas). President Savage asked how long the pool process took and if ads could be target potential pool owners (pictures were taken around Memorial Day and the process took about one month; we are not currently targeting ads). Trustee Zlatnik asked what the flight time is for the area and what kind of training is required (3-4 days for the different areas of the county, dependent on clearance from airport control towers; this pilot was the first to do this specialized work so there is no specific training). President Savage asked about having a column for SRs taken by Ally in the report (all “Office” calls are first taken by Ally, we could perhaps break down how many are then escalated/transferred to staff, this could also break down how many came from the web chat box (about 90% of calls are transferred to staff after Ally’s triage). Trustee Syrop thanked us for adding the statistics for the paid advertisements. President Savage feels it is a good idea to coordinate ads during certain times of the year. Trustee Syrop asked if press releases are sent to *East Bay Times* and *San Jose Mercury News* because he did not see them share our recent press release (will check with outreach).

11. Board President asks for reports on conferences and seminars attended by Trustees.

Discussion: Trustee Qaadri shared that he and Trustee Bhat attended the CSDA Conference in Monterey and will share details at a later time.

12. Board President asks for announcements from members of the Board.

Discussion: None.

13. Board President asks trustees for items to be added to the agenda for the next Board meeting.

Discussion: Trustee Syrop mentioned possibly adding the vote on dissolution of the ad-hoc energy committee. President Savage asked if everyone is following ACMAD on Instagram as he just started.

14. Adjournment at 6:56 pm.

Respectfully submitted,

Approved as written and/or corrected
at the 1141st meeting of the Board of
Trustees held November 12th, 2025

DocuSigned by:


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Tyler Savage, President
BOARD OF TRUSTEES

DocuSigned by:



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John Bauters, Secretary
BOARD OF TRUSTEES