

## MINUTES

### 1143<sup>rd</sup> MEETING OF THE BOARD OF TRUSTEES OF THE ALAMEDA COUNTY MOSQUITO ABATEMENT DISTRICT

January 14<sup>th</sup>, 2026

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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/83082719382>  
TRUSTEES: Kashef Qaadri, Vice-President, City of Dublin  
John Bauters, Secretary, City of Emeryville *from 4260 Halleck St, Emeryville*  
Cathy Roache, County-at-Large  
Nick Ksiazek, City of Alameda  
Preston Jordan, City of Albany  
P. Robert Beatty, City of Berkeley  
John Zlatnik, City of Fremont  
George Syrop, City of Hayward  
Maya Manoharan, City of Livermore  
Eric Hentschke, City of Newark  
City of Oakland, vacant  
Hope Salzer, City of Piedmont *from 76 Camrian Ave, Piedmont*  
Jeff Nibert, City of Pleasanton *from 52 Hopetoun Rd, Drouin, Victoria 3818 Australia*  
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 5:02 pm.
2. Trustees Qaadri, Ksiazek, Jordan, Zlatnik, Syrop, Hentschke, Aguilar and Bhat were present at the District. Trustees Roache, Beatty, and Manoharan were absent. Trustees Bauters, Salzer, and Nibert were present remotely from the publicly posted locations above.
3. New Trustee, Nick Ksiazek, introduced himself and shared that he has lived in Alameda for five years and is a Marine Reservist working in the technology sector.
4. Vice-President Qaadri invites any member of the public to speak on any issue relevant to the District. Financial & HR Specialist, Michelle Robles, was present for item 5. Vector Scientist, Miguel Barretto, was present for items 14 & 19. Information & Technology Director, Robert Ferdan, was present for technical support. Vector Biologist, Sarah Lawton, was present to record the minutes.
5. Oath of Office of Alameda County Mosquito Abatement District Board for reappointed Trustees Bhat, Aguilar, and Zlatnik.

**Discussion:** Trustee Beatty will swear his Oath when he returns in February. Trustees Bhat, Aguilar, and Zlatnik swore their Oath of Office, following prompts from Michelle Robles.

6. Approval of the minutes of the 1142<sup>nd</sup> meeting held December 10<sup>th</sup>, 2025.

**Discussion:** None.

**Motion:** Trustee Aguilar moved to approve the minutes

**Second:** Trustee Syrop

**Roll Call Vote:** Motion carried, unanimous

7. Election of Board Officers

a. Nominated candidates

i. President: Vice-President Qaadri

ii. Vice-President: Secretary Bauters

iii. Secretary: Trustee Zlatnik

**Discussion:** None

**Motion:** Trustee Bhat moved to approve the slate of Officers

**Second:** Trustee Syrop

**Roll Call Vote:** Motion carried, unanimous

8. Dissolution of the Ad-hoc Nominating Committee

**Discussion:** The General Manager gave background information.

**Motion:** Trustee Jordan moved to approve dissolution

**Second:** Trustee Aguilar

**Roll Call Vote:** Motion carried, unanimous

9. Review of 2026 Board Meeting dates, district holidays, and work conferences.

**Discussion:** The General Manager discussed highlights in the schedule. Veteran's Day, a District Holiday, falls on the day of the November meeting, so it can be considered for cancellation. Trustee Bhat asked if the meeting could be moved to November 18<sup>th</sup> (it could be, but it would be considered a special meeting). Trustee Syrop suggested that the meeting could be held only if needed for a pressing issue. Trustee Bauters pointed out that it would not be considered a special meeting since it would be set and decided upon during the approval of the calendar. Trustee Syrop asked if we can set a tentative meeting date. Trustee Bauters responded that it is better practice to set a meeting date, then cancel if needed. Trustee Nibert mentioned he has a scheduling conflict on November 18<sup>th</sup>.

**Motion:** Trustee Aguilar moved to approve the meeting calendar, with November's meeting moved to the **3<sup>rd</sup> Wednesday** on November 18<sup>th</sup>, 2026

**Second:** Trustee Bauters

**Roll Call Vote:** Motion carried, unanimous

10. Confirm Finance Committee membership, set upcoming meeting dates, and appoint a Chair

**Discussion:** The General Manager gave background information. All committee members will remain; Trustees Qaadri, Hentschke, Jordan, and Roache (she was absent but assumed wanting to return.) Trustee Jordan volunteered to be Chair.

**Motion:** Trustee Bhat moved to approve the Committee members

**Second:** Trustee Aguilar

**Roll Call Vote:** Motion carried, unanimous

11. Approve updates to the CalPERS Publicly Available Pay Scale for FY 2025-2026

**Discussion:** The General Manager gave background information. Trustee Jordan mentioned that for his City's City Council, they use a revision track changes to indicate any changes to a document (we will do that in the future.)

**Motion:** Trustee Jordan moved to approve the Salary Schedule

**Second:** Trustee Zlatnik

**Roll Call Vote:** Motion carried, unanimous

12. Authorization for Fixed Asset Disposition: Lab -80C° Freezer

**Discussion:** The General Manager gave background information, and Miguel Barretto answered questions from the Board. Trustee Zlatnik asked how long 'long term' is (the lab keeps samples of mosquito pools and dead birds for retroactive testing for up to ten years). Trustee Bhat mentioned this is standard from his experience. Trustee Jordan asked if all samples are kept or only the positives (all are kept).

**Motion:** Trustee Ksiazek moved to authorize the disposition

**Second:** Trustee Aguilar

**Roll Call Vote:** Motion carried, unanimous

13. Report from the ad-hoc policy review committee on the first reading of revisions to district policy

**Discussion:** The General Manager gave background information and Trustee Hentschke summarized policy changes. Trustee Jordan was thankful for §105.6, now he is more aware of the duties of Board Officers. He wanted to confirm that both the Secretary and President review and sign documents; in his city, only one signature is required (yes, ACMAD requires both signatures, but it is up to the discretion of the Board). Trustee Bhat asked if it has ever been a challenge to obtain both signatures (no, only an occasional reminder is given). Trustee Jordan asked about §301.6, where the language says, "nighttime hours, or after 10:30 pm" (the intent is for district work not disrupting an employee's sleep schedule creating an unsafe working condition, more details will be followed). Trustee Jordan pointed out that the phrasing seems ambiguous (a more detailed report with scenarios will follow). He followed up asking if the whole shift would qualify or only the half hour (we will clarify that at the meeting next month). Trustee Hentschke clarified that he asked Michelle Robles, and she said only the time after 10:30 pm would count. He also pointed out that this was designed for early morning operations as well. Trustee Jordan asked what is the cut off time for the morning hours (when the operation ends, but that will be clarified at the next meeting). He also asked about the meaning of §601.2, where it says, 'opposition to discrimination, harassment, or retaliation' (this is part of the new required language, will get clarification for the next meeting).

14. Presentation by Miguel Barretto, Vector Scientist: *DNA Barcoding When Morphological Classification Fails*

**Discussion:** Miguel Barretto gave his presentation and fielded questions from the Board. Trustee Jordan asked if there were eggs deposited in the In2Care trap (there was no substrate to collect them intentionally, we tried to find some but could not). He followed up asking why the larvae did not get killed with the pesticide in the trap (the pesticide was an insect growth regulator, so they do not die until their pupal stage). Trustee Bhat asked where the In2Care trap was placed (the Alameda County Fairgrounds). Trustee Syrop asked how many times a test is run to avoid a false positive result (three times for every test). Trustee Zlatnik asked if the test would work on other species (it is designed to work very well for these two species, it is not meant to work for others). Trustee Bhat asked if there is a paper written (yes, it is now published). Trustee Qaadri congratulated him on the publication and for being the first author. Trustee Jordan asked how many citations the paper has (so far, 35 citations). He followed up saying that in his field, there are usually much fewer citations. Trustee Salzer asked how rare it is for a District to have a PCR machine and if there is an opportunity to provide the service for other Districts with less funding (many Districts send their samples to UC Davis for testing for various reasons.) Trustee Bhat said we have a well-qualified lab here and that attending conferences shows how well our lab does. Trustee Qaadri asked if there is any thought of

testing for low versus high abundance (there can be degradation even with many larvae, so it is not a reliable way to determine quantity of larvae with the many factors).

15. Strategic plan annual review

**Discussion:** Trustee Syrop asked if there will be a report on the progress of goals in the plan, such as during our year-end gathering, as it would be good to know the progress made (we can do that in future December open house meetings).

16. Fair Political Practices Commission 2025-26 Statement of Economic Interests: Form 700

**Discussion:** The General Manager gave background information and reminded Trustees that if they work for a city, they can file electronically, all others can send a copy.

17. Financial Reports as of December 31<sup>st</sup>, 2025

**Discussion:** The General Manager presented highlights in the report.

18. Presentation of the Manager's Report

**Discussion:** The General Manager presented highlights in the report.

19. Presentation of the Monthly Staff Report

**Discussion:** Miguel Barretto presented highlights in the report; he and the General Manager fielded questions from the Board. Trustee Jordan pointed out that it appears the lab trapped earlier in the year and later in the year, and there appears to be fewer high peaks (will confirm that). He also asked about there being only 5 pools but more mosquitoes than that (there is a low threshold of 5 mosquitoes per pool for viral testing). He also asked if the mosquito abatement district was contacted regarding the horizontal levee in Palo Alto (yes, they were consulted as was with Erika Castillo who toured as she represents all Bay Area mosquito districts). Trustee Syrop pointed out that by using paid ads, we could reach roughly one million people, rather than 500 people, which he finds exciting. He asked if funds could be pooled with other Districts (possibly, we already coordinate messages statewide). He also asked if we are considering ads in other languages (yes, to other-than-english language outlets but will follow-up for general advertisements).

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

**Discussion:** None

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

**Discussion:** Trustee Nibert, who is currently in Australia, explained that he is experiencing aggressive biting from *Aedes notoscriptus* there (there have been some detections of that species in Los Angeles).

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

**Discussion:** none

23. Adjournment at 6:42 pm.

**Respectfully submitted,**

Approved as written and/or corrected  
at the 1144<sup>th</sup> meeting of the Board of  
Trustees held February 11<sup>th</sup>, 2026

Kashef Qaadi  
Kashef Qaadi, President  
BOARD OF TRUSTEES

John A Zlatnik  
John Zlatnik, Secretary  
BOARD OF TRUSTEES