



Utah Mosquito Abatement Association

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Minutes of the BOARD OF DIRECTORS February 1, 2018

The Utah Mosquito Abatement Association's Board of Directors met for the monthly meeting February 1, 2018, at 10:30 a.m. at the MAD-Davis offices 85 North 600 West Kaysville, Utah 84037. The meeting was conducted by President Scott Bradshaw. Those present were Sean Amodt, Ryan Arkoudas, Scott Bradshaw, Rich Chapoose, Jr., Eric Gardner, Gary Hatch, Brian Hougaard, Drew Hunter, Gale Jirik, Ryan Lusty, Dan Miller, Bruce Murray, Elizabeth Nance, Louis Nickas, Blaine Oakeson, Kirk Robbins, Chris Rowley, Eldon Rowley, Michele Schafer, Randy Sessions, and Stephanie Whitman. Those attending by conference call: Ari Faraji, Tyson Packer, Greg White, and Cory Worwood.

1. President Bradshaw welcomed everyone to the meeting and Eldon Rowley passed around the roll.
2. Doug Folsom and Steven Hansen from the Utah Local Governments Trust gave a presentation on the E-mod Program and Workers' Compensation.
 - Steven Hanson complimented MAD-Davis on how they had run a safety incentive program for their employees. Steven invited the organizations to participate in the Trust's TAP (Trust Accountability Program). He said that the success MAD-Davis has affected their E-mod rating greatly and that their Workers' Compensation premium will be about as low as it can be.
 - Doug Folsom talked about the TAP program. He said that there are many areas where managers can minimize losses including: liabilities, safety committees, driving, and return-to-work programs. MAD-Davis has burgers and brats once a week if their group has had an accident-free week. Sometimes a food-based incentive is better than a monetary reward, and the reward needs to be frequent. Doug recognized that mosquito abatement has a challenge because every year they are bringing new seasonal employees into the program and they are more of a safety risk.
 - Doug Folsom talked about the E-mod for Workers' Compensation. The actual losses are divided by the expected losses. If the number is less than one, a discount is given. If the number is greater than one, the premium paid is greater. Doug said that incentive programs are good, but there is also a need for discipline when a person is violating the safety rules. Supervisors, managers, and employees should be held accountable and people need to know that they are going to be held accountable. Doug would like to talk with and help any who need help with the TAP program, Workers' Compensation, or any safety programs.

- The Board discussed drug testing and how it applies to accidents. Elizabeth Nance asked what to do if an employee had an accident in the parking lot. Steven Hanson said that the district should have a policy that any time an employee has an accident it must be reported. Doug Folsom said that Workers' Compensation is designed to be in favor of the employee. If an accident happens on the job, even if the accident should have been avoided or it was pure stupidity on the part of the employee, the accident will be covered by Workers' Compensation.

The Board also discussed the problem with legalized marijuana in Colorado and what that means to us. Random drug testing for mosquito abatement cannot be done. Government agencies must have reasonable suspicion unless the job is inherently dangerous like a CDL driver. Drug testing can be done pre-employment.

- Gary Hatch said that the burgers and brats had cost his district about \$4,000 - \$5,000 last year. It has saved them about \$15,000 - \$20,000 in repairs, and about \$8,000 in insurance premiums. Sean Amoldt asked about the legality of giving the incentives to the employees. Doug Folsom said a hamburger is not the same as a monetary reward.
3. **MINUTES:** The minutes of January 4, 2018, were reviewed and amended. A motion to accept the minutes was made by Dan Miller. The motion was seconded by Brian Hougaard. The motion passed.
 4. **FINANCIAL REPORT:** The financial report dated January 30, 2018, showed a balance of \$54,062.65 in the money market account and \$4,314.17 in the checking account for a combined total of \$58,376.82 in all accounts. The money was distributed in the following funds: (1) General Fund: \$43,584.04, (2) Encephalitis Surveillance Fund: \$6,534.69, (3) Droplet Calibration Fund: \$8,258.09. A motion was made by Gary Hatch to accept the financial report. It was seconded by Dan Miller. The motion passed.
 5. **SPRING WORKSHOP:** Ryan Arkoudas reported that the Spring Workshop is only a couple of months away and will be held on April 14 from 8:30 a.m. to 3:30 p.m. at the Utah Local Governments Trust building. Ryan asked the Board to give input on what they wanted covered at the training. He also asked if CEU's are still viable. Ryan asked Doug Folsom to go the harassment training.

Some of the suggestions for classes are as follows:

- Defensive driving (Ryan reported he had noticed that one driver out of every six or seven drivers, was using a cell phone while driving.
- Poison control

- Calibrating granule bags (This calibration has been done in the past. Sometimes it is hard to do much outside because of the weather. This could be a topic for one of the classes.)
- Bees (Ryan will contact Kirk Tubbs to see if he can do a presentation.)
- Advanced mosquito training instead of or in addition to Mosquitoes 101.
- Changes in pesticide applicator's licensing procedures.

Gary Hatch mentioned that managers need to instruct their employees on which classes would be beneficial for them to attend. Randy Sessions has contacted Joe Morley's to see if they will provide lunch. Eldon Rowley will prepare the registration and send to Ryan to be put on the website.

6. **LEGISLATIVE UPDATE:** President Bradshaw said that Ryan Lusty and Ari Faraji had both attended the Tuesday meeting on the Hill. Ari said he was interested in a drone bill.

Gary Hatch talked about the minimum wage bill. The legislature is considering making the minimum wage \$12 an hour by 2022.

- Gary said \$1 an hour would cost his district \$35,000 a year. Gary said MAD-Davis pays \$11 an hour after the employee passes the applicator's test. Gary said he has some high school kids come in to count mosquitos and if the minimum wage increased, he would have to eliminate one of his counters.
- Eldon Rowley said his district pays \$11.50 an hour after the applicator's test is passed.
- Bruce Murray commented that mosquito abatement has always paid more than minimum wage to attract good workers. If the minimum wage is \$1 an hour, they will have to pay more than that to get the people they need.
- Dan Miller said that the reason his district pays more than minimum wage is because of the economy. Utah County has to pay more than other places are paying for doing minimal jobs. Dan said if they pass a law like this, it just inflates it.
- Gary asked the Board to respond to Ryan Lusty about the minimum wage law.
- Randy Sessions said if he had raised wages last year and if he had to do it again, Box Elder would have had to raise taxes to cover it.
- Ryan Lusty had sent out a handout by email for the Board to consider.

Ryan Arkoudas talked about SB 28 about the registry of special districts. They want all special districts to register and they will charge the districts to do it. The comment was made that many districts that don't receive property taxes may not be known to the State Auditor. Gary Hatch said the auditor wants to find ways to sunset districts.

Ryan talked about SB 70 requiring every entity to have a trained Human Resource Officer.

Gary Hatch said that the UASD is doing a clean-up bill to help explain the emergency fund mosquito abatement districts have. UASD is trying to get the requirement for the quarter page newspaper ad for Truth in Taxation to be dropped because everyone is already being notified by mail and the ad is just redundant.

7. **OTHER BUSINESS:** Ryan Arkoudas asked about the interaction the vendors have had with Thinh Doan, the new contact at the State Purchasing Department. Drew hunter said he had accepted his proposals. Ryan said we may have to educate him how it works. Michele Schafer said everything is black or white with him. He wanted to have only one vendor. Gale Jirik said his documentation has been submitted, but he has not heard back from the state. Stephanie Whitman said she still has those products that cannot get on the bids. Drew hunter suggested that five years was too long for the length of the bid. Brian Hougaard asked Ryan Arkoudas to let us know when the bids are posted.

8. **VENDOR NOTES:**

- Blaine Oakeson said that he had received an email from Tom Janousek and presentations are still needed for the West Central meeting.
- Stephanie Whitman reminded the Board about the Valent products that will not be on the state bid like VectoPrine and MetaLav. Valent has some early order incentive pricing..
- Gale Jirik said that he had emailed everyone a new sales sheet on the products that Adapco sells. He asked us to notice the upgrades in products and technology and equipment that he will be sending out. He said he will have hard copies at the West Central meeting.
- Drew Hunter said that Clarke's new ULV backpack sprayers are now registered for use all across the country. He said that he will be sending information out to the group. Clarke will be manufacturing Natular G30 in a WSP formulation. Please talk with him if you have any interest. Natular in the WSP will not be on the state bid. Drew has documentation to help those who purchase Natular WSP.
- Michele Shaffer said the Univar has some new products. Please stop by Univar's both at AMCA and let TJ show you the new products. She said "Thanks for the business."

9. Dan Miller made a motion to adjourn. It was seconded by Sean Amodt. The meeting was adjourned at 12:05 p.m. Gary Hatch cooked burgers and brats for everyone.

NEXT MEETING: March 8, 2018, at Emery County MAD, 1190 DesBee Dove Rd., Castle Dale, Utah. (DesBee Dove Rd. is 500 West).

ATTESTED _____

DATE _____

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DATE _____