



BOARD OF TRUSTEES

****MONDAY, JANUARY 10, 2022****

7:00 PM

THIS MEETING WILL BE HELD VIA TELECONFERENCE/ZOOM

To join the meeting please follow the instruction below:

Access via the following link:

<https://us06web.zoom.us/j/94095162206?pwd=amp0UXhCSEt3a0Qxc2ludWJnVmVmZz09>

Audio only: If you do not have internet access, you may join by phone by using the following information:

Dial by your location

- +1 346 248 7799 US (Houston)
- +1 720 707 2699 US (Denver)
- +1 253 215 8782 US (Tacoma)
- +1 312 626 6799 US (Chicago)
- +1 646 558 8656 US (New York)
- +1 301 715 8592 US (Washington DC)

Meeting ID: 940 9516 2206

Passcode: 866980

Find your local number: <https://us06web.zoom.us/u/kb9DRS36p>

All portions of this meeting will be conducted by teleconferencing pursuant to Agenda Item #2 (if approved), in accordance with Government Code Section 54953(e).

Members of the public may participate in the meeting via Zoom or may listen to the meeting telephonically. No physical location will be available from which members may observe the meeting and offer public comment. Public comments may be submitted in advance of the meeting by emailing Paula Macedo at pmacedo@contracostamosquito.com. Alternatively, members of the public may offer spoken comments when public comment is requested, either at the beginning of the meeting as to non-agenda items, or regarding and agenda item at the time the item is considered. Comments shall be limited to three minutes per person, unless different time limits are set by the Chairperson.

In compliance with the Americans with Disabilities Act, if you need a disability-related modification or accommodation to participate in this meeting, please contact Paula Macedo, General Manager, as early as possible, and at least 48 hours before the meeting at (925) 457-8464 or pmacedo@contracostamosquito.com.

Protecting Public Health Since 1927

BOARD OF TRUSTEES

President PEGGIE HOWELL Clayton • Vice President PETER PAY San Ramon • Secretary DANIEL PELLEGRINI Martinez
Antioch Vacant • Brentwood JON ELAM • Concord PERRY CARLSTON • Contra Costa County JIM PINCKNEY CHRIS COWEN & DARRYL YOUNG
Danville RANDALL DIAMOND • El Cerrito THOMAS MINTER • Hercules Vacant • Lafayette JAMES FITZSIMMONS • Moraga JAMES FRANKENFIELD • Oakley MICHAEL KRIEG
Orinda KEVIN MARKER • Pinole WARREN CLAYTON • Pittsburg RICHARD AINSLEY PhD • Pleasant Hill JENNIFER HOGAN • Richmond Vacant • San Pablo Vacant • Walnut Creek JAMES MURRAY

AGENDA

1. CALL TO ORDER

- Roll Call
- Pledge of Allegiance

2.* AUTHORIZATION TO MEET VIA TELECONFERENCE

- A. Authorization to Meet Via Teleconference Pursuant to Government Code Section 54953, Subdivision (e)(1)(C) – Consider finding by a majority of vote under Gov. Code 54953 (e)(3) that, as result of the COVID-19 emergency, meeting in person would present imminent risks to the health or safety of attendees, and the meeting should be held by teleconference as authorized by and pursuant to Subdivision (e) of Section 54953 of the Government Code.

3.* AGENDA MANAGEMENT

4. PUBLIC INPUT ON NON-AGENDA ITEMS

This time is reserved for members of the public to address the Board relative to matters of the District NOT on the agenda. No action may be taken on non-agenda items unless authorized by law. Public comments may be submitted as specified above and will be limited to three minutes per person.

5.* CONSENT CALENDAR

Any item may be pulled from the Consent Calendar and separately considered at the request of any Trustee. All items may be acted on by a single motion.

- A. Minutes of the December 6, 2021 Board of Trustees Special Meeting
- B. Expenditures for October 2021 and November 2021
- C. Payroll Expenditures for October 2021 and November 2021
- D. Investment Activity for October 2021 and November 2021
- E. Financial Report

6. BOARD AND STAFF REPORTS

- A. Board
- B. General Manager
- C. Staff
- D. Legal Counsel

7.* BOARD NOMINATION AND ELECTION OF 2022 OFFICERS FOR BOARD PRESIDENT, VICE PRESIDENT, AND SECRETARY

8.* APPROVAL OF DISTRICT TRUSTEE COMMITTEE MEMBERS FOR 2022

9.* BOARD CONSIDERATION AND APPROVAL OF TRUSTEE ATTENDANCE AT THE CSDA SPECIAL DISTRICT LEADERSHIP ACADEMY MODULES

CLOSED SESSION

10. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiators: Paula Macedo, General Manager, Michael Jarvis, LCW, and Randall Diamond, Chair of the Personnel Committee

Titles: All represented employees (SEIU Local 1021)

RETURN TO OPEN SESSION

REPORT FROM CLOSED SESSION

11.* MEMORANDUM OF UNDERSTANDING BETWEEN CCMVCD AND SEIU LOCAL 1021

12. CLOSING COMMENTS

This time is reserved for comments by Board members and/or staff and to identify matters for future Board business.

13. ADJOURNMENT

I hereby certify that the District Board of Trustee Agenda was posted 6 days before the noted meeting.



Natalie Martini, Administrative Analyst II

12/30/2021

Date

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT

JANUARY 10, 2022 BOARD MEETING STAFF REPORT

1. No comment
- 2.* **AUTHORIZATION TO MEET VIA TELECONFERENCE**

- A. Authorization to Meet Via Teleconference Pursuant to Government Code Section 54953, Subdivision (e)(1)(C) – Consider finding by a majority of vote under Gov. Code 54953 (e)(3) that, as result of the COVID-19 emergency, meeting in person would present imminent risks to the health or safety of attendees, and the meeting should be held by teleconference pursuant to Subdivision (e) of Section 54953 of the Government Code.

BACKGROUND AND STATUS:

In light of the Governor’s declaration that a state of emergency exists due to the incidence and spread of the novel coronavirus, and the pandemic caused by the resulting disease COVID-19, the Board should consider whether meeting in person would present imminent risks to the health or safety of meeting attendees.

The Centers for Disease Control indicates that COVID-19 is a highly transmissible virus that is spread when an infected person breathes out droplets and very small particles that contain the virus, and such droplets and particles are breathed in by other people. Since June of 2021, a more infectious variant of the virus, known as the Delta Variant, has emerged and now accounts for the vast majority of COVID-19 cases.

Although effective vaccines have been approved by the U.S. Food and Drug Administration for emergency use, vaccination rates are slow and have not yet reached a point to significantly control community transmission. As of December 23, 2021, 65.7% of Californians are fully vaccinated.

Those who become infected with COVID-19 are at risk of serious illness and death. As of December 23, 2021, approximately 815,000 Americans have died from the virus. Many more have been hospitalized with serious illness. Currently, in Contra Costa County, there are 2,938 active COVID-19 cases and 49 people are hospitalized with COVID-19.

On September 20, 2021, the Contra Costa County Health Officer issued recommendations for safely holding public meetings that include recommended measures to promote social distancing. Among the Health Officer’s recommendations, online (teleconferencing) meetings are strongly recommended as those meetings present the lowest risk of transmission of SARS-CoV-2, the virus that causes COVID-19. Conducting meetings by teleconference would directly reduce the risk of transmission among meeting attendees, including members of the public and agency staff, which has the ancillary effect of reducing risk of serious illness and death as well as reducing community spread of the virus.

If the authorization to meet by teleconference is not approved by a majority vote, then the meeting will adjourn after this item and the remaining agenda items will be rescheduled to a future in-person meeting.

Recommendation - Move that the Board finds that, as a result of the COVID-19 emergency, meeting in person would present imminent risks to the health or safety of attendees, and the meeting should be held by teleconference as authorized by Subdivision (e) of Section 54943 of the Government Code.

3.* **AGENDA MANAGEMENT** – Consider order of items.

4. **PUBLIC INPUT ON NON-AGENDA ITEMS**

5.* **CONSENT CALENDAR**

A. Minutes of the December 6, 2021 Board of Trustees Special Meeting (*Pages 8 - 12*). Approval of Minutes 21-8, Special Board Meeting, held on December 6, 2021.

B. Check Expenditures for payroll & accounts payable for October and November 2021 (*Pages 13-31*) – Approval of expenditures of October 1, 2021 through November 30, 2021 including:

Payroll October 15th check No. 029395
Accounts payable October 15th checks No. 029396 through No. 029403
Payroll October 29th check No. 029404
Accounts payable October 29th checks No. 029405 through No. 029417
Accounts payable November 15th checks No. 029418 through No. 029428
Payroll November 30th checks No. 029429 through No. 029435

Accounts payable Total: \$108,038.03 Payroll Total: \$693.80

C. Direct Deposit Expenditures for payroll & accounts payable – Approval of payroll expenditures of October 1, 2021 through November 30, 2021, including:

Payroll October 15th No. D17827 through No. D17855
Payroll October 29th No. D17856 through No. D17889
Payroll November 15th No. D17890 through No. D17923
Payroll November 30th No. D17924 through No. D17964
Accounts payable October 15th No. E02616 through No. E02625
Accounts payable October 29th No. E02626 through No. E02639
Accounts payable November 15th No. E02640 through No. E02646
Accounts payable November 30th No. E02647 through No. E02655

Accounts payable Total: \$244,217.11 Payroll Total: \$339,477.38

- D. Investment Activity for October 2021 and November 2021 (*Pages 32-34*)
- E. Financial Report (*Pages 35*)

Recommendation – Approval of the Consent Calendar

6. BOARD AND STAFF REPORTS

- A. Board
- B. General Manager
- C. Staff – staff will be available to provide oral reports and answer any questions
- D. Legal Counsel

7.* BOARD NOMINATION AND ELECTION OF 2022 OFFICERS FOR BOARD PRESIDENT, VICE PRESIDENT, AND SECRETARY (*Page 36*)

8.* APPROVAL OF DISTRICT TRUSTEE COMMITTEE MEMBERS FOR 2022 - District’s primary banking institution, Bank of the West, requests documentation (Board meeting minutes) that officially designates Board members who are on the Executive Committee and can thereby sign District checks, therefore committee composition needs to be approved by the full Board.

Recommendation – Approval of the 2022 Committees

9.* BOARD CONSIDERATION AND APPROVAL OF TRUSTEE ATTENDANCE AT THE CSDA SPECIAL DISTRICT LEADERSHIP ACADEMY MODULES - this year the CSDA Special Leadership Academy Modules are offered virtually: **SDLA Module #1: Governance Foundations**, February 16 & 17, 2022, 9:00 a.m. – 12:00 p.m. each day, **SDLA Module #2: Setting Direction / Community Outreach**, March 9 & 10, 2022, 9:00 a.m. – 12:00 p.m. each day, **SDLA Module #3: Board’s Role in Finance and Fiscal Accountability**, April 18 & 19, 2022, 9:00 a.m. – 12:00 p.m. each day, and **SDLA Module #4: Board’s Role in Human Resources**, May 4 & 5, 2022, 9:00 a.m. – 12:00 p.m. each day. Board authorization is needed for any Trustees that would like to attend the virtual meetings.

CLOSED SESSION

10. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiators: Paula Macedo, General Manager, Michael Jarvis, LCW, and Randall Diamond, Chair of the Personnel Committee

Titles: All represented employees (SEIU Local 1021)

RETURN TO OPEN SESSION

REPORT FROM CLOSED SESSION

11.* MEMORANDUM OF UNDERSTANDING BETWEEN CCMVCD AND SEIU LOCAL 1021 *(Enclosed)*

Recommendation – To approve the Memorandum of Understanding between CCMVCD and SEIU Local 1021.

11. CLOSING COMMENTS

This time is reserved for comments by Board members and/or staff and to identify matters for future Board business.

12. ADJOURNMENT

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT
BOARD MEETING
MINUTES NO. 21-9

A meeting of the Board of Trustees of the Contra Costa Mosquito and Vector Control District was held on Monday, December 6, 2021, via teleconference pursuant to Governor's Executive Orders N-25-20, N-29-20, and N-33-20 and the Contra Costa County Public Health Officer Order No. HO-COVID19-03, and guidance from the CDC to minimize the spread of the coronavirus.

TRUSTEES PRESENT Peggie Howell, President
Peter Pay, Vice President
Daniel Pellegrini, Secretary
Richard Ainsley
Perry Carlston
Warren Clayton
Chris Cowen
Randall Diamond
Jon Elam
James Frankenfield
Jim Fitzsimmons
Jennifer Hogan
Michael Krieg
Kevin Marker
Thomas Minter
James Murray
Darryl Young

TRUSTEES ABSENT Duylinh Nguyen
James Pinckney

VACANCIES Antioch, Richmond, San Pablo

OTHERS PRESENT Paula Macedo, General Manager
Maria Bagley, Administrative Services Manager
Jeremy Shannon, Program Supervisor
Natalie Martini, Administrative Analyst II
Douglas Coty, Bold Polisner Maddow Nelson & Judson, Legal Counsel
Michael Jarvis, Liebert Cassidy Whitmore

1. CALL TO ORDER

President Howell called the meeting to order at 7:00 p.m.

Roll Call: A roll call indicated that 15 Trustees were present at 7:00 p.m. Trustee Diamond joined the meeting at 7:20 p.m. and Trustee Young joined the meeting at 7:57 p.m. Two trustees were absent, and there are three vacancies.
Pledge of Allegiance

2.* AUTHORIZATION TO MEET VIA TELECONFERENCE

A. Authorization to Meet Via Teleconference Pursuant to Government Code Section 54953, Subdivision (e)(1)(C) – Consider finding that, as result of the COVID-19 emergency, meeting in person would present imminent risks to the health or safety of attendees, and the meeting should be held by teleconference as authorized by and pursuant to Subdivision (e) of Section 54953 of the Government Code.

** Motion was made by Trustee Clayton and seconded by Trustee Ainsley to approve the authorization to meet via teleconference. *Motion passed unanimously.*

3.* AGENDA MANAGEMENT

President Howell requested Item 9. Executive Committee Report be moved to after Item 12.

** Motion was made by Trustee Elam and seconded by Trustee Pellegrini to approve the amendments to the agenda. *Motion passed unanimously.*

4. PUBLIC INPUT ON NON-AGENDA ITEMS – None

5. PRESENTATION

James Frankenfield, newly appointed Trustee representing the Town of Moraga, introduced himself to the Board and mentioned he prefers to go by the name of Jamie. He is retired, with an education in chemistry, and worked almost all his career in the pharmaceutical quality management industry. Jamie is a beekeeper with the Mt. Diablo Beekeepers Association, he’s an avid gardener, and looks forward to extending his volunteer work on the District’s Board of Trustees.

6.* APPROVAL OF MINUTES FROM THE REGULAR BOARD MEETING HELD ON NOVEMBER 8, 2021

** Motion was made by Trustee Pellegrini and seconded by Trustee Carlston to approve the minutes from the regular Board meeting held on November 8, 2021. *Motion passed (Ayes: Ainsley, Carlston, Clayton, Cowen, Elam, Fitzsimmons, Hogan, Howell, Krieg, Marker, Minter, Murray, Pay, and Pellegrini; Abstained: Frankenfield).*

7. BOARD AND STAFF REPORTS

- A. Board – None
- B. General Manager – Upon request from President Howell, General Manager Macedo provided an update to the Board on the ongoing recruitment for the recently approved Human Resources position. She stated that after three rounds of interviews, the position was offered to one of the applicants and she is scheduled to start on December 16, 2021.
- C. Staff – Administrative Services Manager Bagley mentioned that the Administration department is in the process of updating the accounting software, with the new update set to be implemented on January 1, 2022.

Administrative Analyst II Martini asked the Board to notify her if they would like to make any specific changes to their cash in lieu of compensation for attendance at meetings or if any Trustee would need to update their W4 for the 2022 calendar year. Otherwise, no changes will be made to the Trustee’s current cash in lieu of compensation election for 2022.

Trustee Clayton asked about the increase in the number of pages on the check register and General Manager Macedo and Administrative Analyst II Martini explained that was due to the inclusion of the ACH transactions on the financial reports.

- D. Legal Counsel – None

8.* AUDIT COMMITTEE REPORT AND PROPOSED ACTIONS

David Alvey, from Maze and Associates, was not present at the meeting. Audit Committee Chair Fitzsimmons stated that the Audit Committee met in November and reviewed the District FY 20/21 Financial Audit and Memorandum on Internal Control. The committee recommended that the audit, as provided, be approved by the Board.

- ** A motion was made by Trustee Pellegrini and seconded by Trustee Elam to accept the Report on District FY 2020/2021 Financial Audit and Memorandum of Internal Control. *Motion passed unanimously.*

Item 9. Executive Committee Report was moved to after Item 12 per President Howell request and Board approval.

10.* BOARD CONSIDERATION AND APPROVAL OF TRUSTEE ATTENDANCE AT THE 2022 MVCAC ANNUAL MEETING

Per Board resolution, attendance to MVCAC Annual conference is approved for the Board President and Vice President. The 2022 MVCAC Annual conference will be held in Sacramento on February 8-9, 2022, and the registration deadline is January 7, 2022. Board authorization is needed for any other Trustees that would like to attend the

meeting. Trustees Cowen, Ainsley, and Frankenfield expressed interest in attending the conference.

- ** Motion was made by Trustee Carlston and seconded by Trustee Frankenfield to approve Trustees requesting travel and attendance at the 2022 MVCAC Annual conference, not to exceed a total of (7) Trustees, including the President and Vice President. *Motion passed unanimously.*

11.* BOARD CONSIDERATION AND APPROVAL OF 2022 COMMITTEE CHARGES

- 12.* BOARD CONSIDERATION AND APPROVAL OF 2022 BOARD MEETING SCHEDULE** – Trustee Fitzsimmons requested to change to the dates provided for the Audit Committee meetings in August and October to TBD (to be determined) and to add a meeting for the committee in June, also TBD.

- ** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve the 2022 Committee charges and to approve the amended 2022 Board and Committee meeting schedule, adding an Audit Committee meeting in June (TBD), and changing the August and October Audit Committee meetings to be determined. *Motion passed unanimously.*

9.* EXECUTIVE COMMITTEE REPORT AND PROPOSED ACTIONS

Chair Howell updated the Board on the Executive Committee meeting held in November, where there was discussion on Trustee attendance at meetings, with the committee suggesting that the Executive Committee reach out to the City directly to discuss any attendance issues. It was also discussed that the past President should collaborate with District staff and participate on any future Trustee orientations for new Board members. The past President will also serve as a resource for any newly appointed members to the Board. The status of the Trustee manual was also discussed at the November Executive Committee meeting and the committee asked staff to continue to work on the revisions, which will then be presented to the Executive Committee for review, at which time the committee will consider additional actions and recommendations.

The committee also discussed the District current voting delegates for Contra Costa LAFCO. At the March 2018 Board of Trustees meeting, Trustees Clayton and Young were nominated by the Board as voting delegate (Clayton) and alternate (Young) as part of the Independent Special Districts Selection Committee at Contra Costa LAFCO. The Executive Committee discussed the District voting delegates at Contra Costa LAFCO and recommended that the Board approves the Vice President and the President to be voting delegates and alternate, respectively.

- ** Motion was made by Trustee Pellegrini and seconded by Trustee Ainsley to approve the voting delegates of the Independent Special Districts Selection Committee at Contra Costa LAFCO as being the current year’s Board Vice President and the alternate be the current year’s Board President. *Motions passed unanimously.*

CLOSED SESSION – 7:43 p.m.

13. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiators: Paula Macedo, General Manager, Michael Jarvis, LCW, and Randall Diamond, Chair of the Personnel Committee

Titles: All represented employees (SEIU Local 1021)

14. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiators: Paula Macedo, General Manager, and Randall Diamond, Chair of the Personnel Committee

Employee Group: All unrepresented employees

RETURN TO OPEN SESSION – 8:28 p.m.

REPORT FROM CLOSED SESSION – No reportable action.

15. CLOSING COMMENTS – None

16. ADJOURNMENT – 8:29 p.m.

I certify the above minutes were approved as read or corrected at the meeting of the Board held on January 10, 2022.

Ayes: _____

Noes: _____

Abstain: _____

Absent: _____

Daniel Pellegrini
2021 Secretary, Board of Trustees

Check Register

Journal Posting Date: 10/15/2021

Register Number: CD-000068

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
XXXX96	10/15/2021	0000322	US Regents				Check Entry Number: 001
		0		10/8/2021	1,000.00	0.00	1,000.00
		G/L Account: 505008-00		Employee - Training:General			1,000.00
XXXX97	10/15/2021	0000328	PG&E				Check Entry Number: 001
			ELECTRIC STATEMENT 8	10/6/2021	803.03	0.00	803.03
		G/L Account: 505036-00		Utilities Electric:General			803.03
XXXX98	10/15/2021	0000373	FP MAILING SOLUTIONS				Check Entry Number: 001
			RI105039320	9/19/2021	148.06	0.00	148.06
		G/L Account: 505023-00		Postage:General			148.06
XXXX99	10/15/2021	0000814	Staples Business Advantage				Check Entry Number: 001
			3487736812	9/21/2021	405.15	0.00	405.15
		G/L Account: 505020-00		Office Supplies - General:General			30.93
		G/L Account: 505022-00		Office Supplies - Kitchen:General			49.89
		G/L Account: 505021-00		Office Supplies - Janitorial:General			260.37
		G/L Account: 505021-00		Office Supplies - Janitorial:General			63.96
XXXX00	10/15/2021	0001049	ALSCO				Check Entry Number: 001
			21-SEP	9/30/2021	1,483.13	0.00	1,483.13
		G/L Account: 502021-16		Uniform Rental:Operations			1,483.13
XXXX01	10/15/2021	0001061	KBA DOCUMENT SOLUTIONS, LLC				Check Entry Number: 001
			55Y1216345	10/7/2021	117.02	0.00	117.02
		G/L Account: 504008-00		Printing Supplies:General			117.02
XXXX02	10/15/2021	0001113	Comcast				Check Entry Number: 001
			131880254	10/1/2021	393.41	0.00	393.41
		G/L Account: 505039-00		Utilities Internet:General			393.41
			131880258	10/1/2021	361.64	0.00	361.64
		G/L Account: 505040-00		Utilities Landline:General			361.64
			Check 029402 Total:		755.05	0.00	755.05
XXXX03	10/15/2021	0001117	Concentra				Check Entry Number: 001
			72843897	9/23/2021	215.00	0.00	215.00
		G/L Account: 500113-00		Medical Services - General:General			215.00
E02616	10/15/2021	0000314	Oppenheimer Investigations Group LLP				Check Entry Number: 001
			1473	9/30/2021	9,018.00	0.00	9,018.00
		G/L Account: 500111-00		Legal - Counsel Labor:General			9,018.00
E02617	10/15/2021	0000317	VCJPA				Check Entry Number: 001
			VCJPA-30997	7/30/2021	727.02	0.00	727.02
		G/L Account: 600100-00		Payroll Wages-General:General			727.02
E02618	10/15/2021	0000335	Concur Technologies, Inc				Check Entry Number: 001
			1.01E+11	10/5/2021	733.82	0.00	733.82
		G/L Account: 504005-00		I.T Subscriptions:General			733.82
		G/L Account: 504005-00		I.T Subscriptions:General			733.82
E02619	10/15/2021	0000714	CDW Government, Inc.				Check Entry Number: 001
			L223942	9/24/2021	1,590.97	0.00	1,590.97
		G/L Account: 504002-05		Computer Equipment Supplies > \$500:Administration			1,590.97
E02620	10/15/2021	0000913	Guardian Security Agency				Check Entry Number: 001
			60188	9/30/2021	493.75	0.00	493.75
		G/L Account: 500116-00		Security Service:General			493.75
			60217	9/30/2021	1,394.49	0.00	1,394.49
		G/L Account: 500116-00		Security Service:General			1,128.00
		G/L Account: 500116-00		Security Service:General			266.49
			60270	10/7/2021	493.75	0.00	493.75

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
		G/L Account: 500116-00	500116-00	Security Service:General			493.75
			60298	10/7/2021	1,424.10	0.00	1,424.10
		G/L Account: 500116-00		Security Service:General			1,128.00
		G/L Account: 500116-00		Security Service:General			296.10
				Check E02620 Total:	3,806.09	0.00	3,806.09
				Printed Check Total:			0.00
				Electronic Payment Total:			3,806.09
E02621	10/15/2021	0000925	iSolved Benefit Services				Check Entry Number: 001
			1114164472	10/9/2021	80.00	0.00	80.00
		G/L Account: 600175-00		FSA Admin Fee:General			80.00
E02622	10/15/2021	0000951	Francisco & Associates				Check Entry Number: 001
			3491	9/30/2021	2,730.00	0.00	2,730.00
		G/L Account: 500106-00		Engineers Report:General			2,730.00
E02623	10/15/2021	0001077	Banksia Landscape, Inc.				Check Entry Number: 001
			11070	10/1/2021	475.00	0.00	475.00
		G/L Account: 500109-00		Landscaping Services:General			475.00
E02624	10/15/2021	0011125	CC Real Green Clean				Check Entry Number: 001
			CCM-202110	10/10/2021	1,500.00	0.00	1,500.00
		G/L Account: 500107-00		Janitorial Services:General			1,500.00
				Report Total:	25,587.34	0.00	25,587.34
				Printed Check Total:			4,926.44
				Electronic Payment Total:			20,660.90

Check Register
Journal Posting Date: 10/21/2021
Register Number: CD-000069

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E02625	10/21/2021	0001072	Mt. Diablo Resource Recovery-Concord					Check Entry Number: 001
			SEP-21	9/30/2021	602.60	0.00	602.60	
		G/L Account: 505037-00		Utilities Garbage:General				602.60
				Report Total:	602.60	0.00	602.60	
				Printed Check Total:			0.00	
				Electronic Payment Total:			602.60	

Check Register

Journal Posting Date: 10/29/2021

Register Number: CD-000070

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
XXXX05	10/29/2021	0000009	Nationwide Retirement Solutions - 457 Plan				Check Entry Number: 001
			INVOCT2021	10/26/2021	7,350.00	0.00	7,350.00
			G/L Account: 202140-00	457 Deferred Savings Plan			7,350.00
XXXX06	10/29/2021	0000011	Vision Service Plan				Check Entry Number: 001
			STMT 813508662	10/19/2021	604.75	0.00	604.75
			G/L Account: 600140-00	Vision Insurance - Active Employees			604.75
XXXX07	10/29/2021	0000328	PG&E				Check Entry Number: 001
			9/17-10/15/2021	10/17/2021	143.07	0.00	143.07
			G/L Account: 505038-00	Utilities Gas:General			143.07
XXXX08	10/29/2021	0000352	California Special Districts Association				Check Entry Number: 001
			2022	10/1/2021	8,195.00	0.00	8,195.00
			G/L Account: 505003-00	District Membership & Subscription Dues:General			8,195.00
XXXX09	10/29/2021	0000399	Contra Costa County - Fleet				Check Entry Number: 001
			704273	9/30/2021	8,068.26	0.00	8,068.26
			G/L Account: 502001-16	Automotive - Gasoline:Operations			5,593.06
			G/L Account: 502002-16	Automotive - Repairs:Operations			2,206.71
			G/L Account: 502004-16	Automotive - Supplies:Operations			268.49
XXXX10	10/29/2021	0000694	TD Ameritrade Institution				Check Entry Number: 001
			INVOCT2021	10/26/2021	9,146.66	0.00	9,146.66
			G/L Account: 202140-00	457 Deferred Savings Plan			9,146.66
XXXX11	10/29/2021	0000696	KBA DOCUMENT SOLUTIONS, LLC				Check Entry Number: 001
			8508254	10/21/2021	205.23	0.00	205.23
			G/L Account: 505027-00	Service & Leasing Contracts:General			205.23
XXXX12	10/29/2021	0000899	Sun Life Financial				Check Entry Number: 001
			NOV-21	10/20/2021	1,348.62	0.00	1,348.62
			G/L Account: 202085-00	Employee Voluntary Life Ins - General			501.55
			G/L Account: 600155-00	Life Insurance - General			847.07
XXXX13	10/29/2021	0000975	Reliance Standard Life In				Check Entry Number: 001
			LTD - NOVEMBER 2021	10/18/2021	450.16	0.00	450.16
			G/L Account: 600150-00	Disability Insurance - General			450.16
			STD - NOVEMBER 2021	10/18/2021	538.32	0.00	538.32
			G/L Account: 600150-00	Disability Insurance - General			538.32
			Check 029413 Total:		988.48	0.00	988.48
XXXX14	10/29/2021	0000981	Colonial Life				Check Entry Number: 001
			INV41350751013342	10/13/2021	602.66	0.00	602.66
			G/L Account: 202100-00	Other Disability Insurance - Employee			602.66
XXXX15	10/29/2021	0000991	BOLD, POLISNER, MADDOW, NELSON & JUDSON				Check Entry Number: 001
			17497	10/13/2021	1,552.50	0.00	1,552.50
			G/L Account: 500110-00	Legal - Counsel General:General			1,552.50
XXXX16	10/29/2021	0001057	Leading Edge Associates, Inc.				Check Entry Number: 001
			162004	10/22/2021	2,925.00	0.00	2,925.00
			G/L Account: 504009-16	Software:Operations			2,925.00
XXXX17	10/29/2021	0001088	Verizon Wireless				Check Entry Number: 001
			9890297924	10/20/2021	2,060.36	0.00	2,060.36
			G/L Account: 505035-00	Utilities Cell Phone:General			2,060.36
E02626	10/29/2021	0000007	SEIU UPE LOCAL 1021-Union Dues				Check Entry Number: 001
			SEIU UNION DUES INVO	10/26/2021	2,107.69	0.00	2,107.69
			G/L Account: 202150-00	SEIU Local 1021			2,107.69
E02627	10/29/2021	0000010	CalPERS				Check Entry Number: 001
			CALPERS NOV 2021	10/14/2021	62,361.86	0.00	62,361.86

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
		G/L Account: 600165-00			CalPers Medical Admin Fee - Active Employees Gener		121.57
		G/L Account: 600170-00			CalPers Medical Admin Fee - Retirees		33.95
		G/L Account: 202050-00			CalPers Medical - Employee Contribution		7,294.09
		G/L Account: 202040-00			CalPers Medical - Employer Contribution		41,333.19
		G/L Account: 600145-00			Medical Insurance - Retirees		9,746.92
		G/L Account: 202045-00			CalPers Medical - Retiree Contribution		3,832.14
E02628	10/29/2021	0000015	Health Care Dental Trust				Check Entry Number: 001
			INVNOV2021	10/26/2021	2,935.52	0.00	2,935.52
		G/L Account: 600136-00			Dental Insurance: Operations		2,935.52
			NOV-21	10/26/2021	1,766.70	0.00	1,766.70
		G/L Account: 600135-00			Dental Insurance - Active Employees General		1,766.70
				Check E02628 Total:	4,702.22	0.00	4,702.22
				Printed Check Total:			0.00
				Electronic Payment Total:			4,702.22
E02629	10/29/2021	0000325	Meltwater News US Inc.				Check Entry Number: 001
			IN-S151-528555	10/19/2021	5,000.00	0.00	5,000.00
		G/L Account: 500104-25			Consulting - General:Public Affairs		5,000.00
E02630	10/29/2021	0000334	MacLeod Watts Inc.				Check Entry Number: 001
			102521CCMVC	10/25/2021	5,750.00	0.00	5,750.00
		G/L Account: 500101-00			Auditing Services:General		5,750.00
E02631	10/29/2021	0000486	Bay Alarm Company				Check Entry Number: 001
			NOV-21	10/15/2021	270.22	0.00	270.22
		G/L Account: 500116-00			Security Service:General		270.22
E02632	10/29/2021	0000610	Liebert Cassidy Whitmore				Check Entry Number: 001
			203626 204404 204441	8/31/2021	13,402.98	0.00	13,402.98
		G/L Account: 500111-00			Legal - Counsel Labor:General		3,286.60
		G/L Account: 500111-00			Legal - Counsel Labor:General		5,915.00
		G/L Account: 500111-00			Legal - Counsel Labor:General		1,941.00
		G/L Account: 500111-00			Legal - Counsel Labor:General		2,260.38
			205409 TO 205413 206	9/30/2021	17,809.27	0.00	17,809.27
		G/L Account: 500111-00			Legal - Counsel Labor:General		17,809.27
				Check E02632 Total:	31,212.25	0.00	31,212.25
				Printed Check Total:			0.00
				Electronic Payment Total:			31,212.25
E02633	10/29/2021	0000714	CDW Government, Inc.				Check Entry Number: 001
			L792782	10/6/2021	233.18	0.00	233.18
		G/L Account: 504009-05			Software:Administration		233.18
E02634	10/29/2021	0000793	AFLAC				Check Entry Number: 001
			PM986_682003	10/12/2021	52.84	0.00	52.84
		G/L Account: 202100-00			Other Disability Insurance - Employee		52.84
E02635	10/29/2021	0000913	Guardian Security Agency				Check Entry Number: 001
			60318	10/14/2021	493.75	0.00	493.75
		G/L Account: 500116-00			Security Service:General		493.75
			60345	10/14/2021	1,424.10	0.00	1,424.10
		G/L Account: 500116-00			Security Service:General		1,128.00
		G/L Account: 500116-00			Security Service:General		296.10
				Check E02635 Total:	1,917.85	0.00	1,917.85
				Printed Check Total:			0.00
				Electronic Payment Total:			1,917.85
E02636	10/29/2021	0000956	Waterlogic Americas LLC				Check Entry Number: 001

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
			994726	10/24/2021	102.81	0.00	102.81	
		G/L Account: 505042-00		Water - Drinking:General				102.81
E02637	10/29/2021	0001077	Banksia Landscape, Inc.					Check Entry Number: 001
			11370	11/1/2021	475.00	0.00	475.00	
		G/L Account: 500109-00		Landscaping Services:General				475.00
				Report Total:	157,376.51	0.00	157,376.51	
				Printed Check Total:			43,190.59	
				Electronic Payment Total:			114,185.92	

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E02638	10/29/2021	0000314	Oppenheimer Investigations Group LLP					Check Entry Number: 001
			1180	7/8/2021	3,924.00	0.00	3,924.00	
		G/L Account: 500111-00		Legal - Counsel Labor:General				3,924.00
				Report Total:	3,924.00	0.00	3,924.00	
				Printed Check Total:			0.00	
				Electronic Payment Total:			3,924.00	

Check Register

Journal Posting Date: 11/4/2021

Register Number: CD-000072

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E02639	11/4/2021	0000452	U.S. BANK CORPORATE PAYMENT SYSTEMS					Check Entry Number: 001
			10/1/2021	10/1/2021	556.38	0.00	556.38	
		G/L Account: 503007-10						Sentinel Bird:Lab 43.98
		G/L Account: 504005-00						I.T Subscriptions:General 512.40
			10/11/2021	10/11/2021	488.23	0.00	488.23	
		G/L Account: 502002-16						Automotive - Repairs:Operations 106.37
		G/L Account: 505021-00						Office Supplies - Janitorial:General 87.73
		G/L Account: 502010-16						Control Materials - Vertebrate:Operations 294.13
			10/12/2021	10/12/2021	156.10-	0.00	156.10-	
		G/L Account: 502009-16						Control Materials - Other:Operations 156.10-
			10/13/2021	10/13/2021	1,623.40	0.00	1,623.40	
		G/L Account: 502005-00						Building & Grounds Materials / Supplies:General 135.00
		G/L Account: 502004-16						Automotive - Supplies:Operations 375.35
		G/L Account: 502005-05						Building & Grounds Materials / Supplies:Administra 328.32
		G/L Account: 503008-10						Surveillance:Lab 784.73
			10/14/2021	10/14/2021	274.83	0.00	274.83	
		G/L Account: 502010-16						Control Materials - Vertebrate:Operations 274.83
			10/15/2021	10/15/2021	1.35	0.00	1.35	
		G/L Account: 505023-00						Postage:General 1.35
			10/18/2021	10/18/2021	163.61	0.00	163.61	
		G/L Account: 504001-16						:Operations 163.61
			10/19/2021	10/19/2021	227.50	0.00	227.50	
		G/L Account: 502013-16						Equipment Repair:Operations 185.35
		G/L Account: 505023-10						Postage:Lab 9.24
		G/L Account: 505020-05						Office Supplies - General:Administration 32.91
			10/20/2021	10/20/2021	222.30	0.00	222.30	
		G/L Account: 502004-16						Automotive - Supplies:Operations 8.59
		G/L Account: 500103-00						B&G Maint Major <\$10K:General 193.75
		G/L Account: 500115-00						Permits & Fees:General 9.49
		G/L Account: 500115-00						Permits & Fees:General 10.47
			10/21/2021	10/21/2021	227.59	0.00	227.59	
		G/L Account: 502003-16						Automotive - Services:Operations 108.59
		G/L Account: 503003-10						Insectary:Lab 119.00
			10/3/2021	10/3/2021	279.87	0.00	279.87	
		G/L Account: 502004-16						Automotive - Supplies:Operations 251.93
		G/L Account: 504000-05						Computer Equipment Supplies < \$100:Administration 27.94
			10/4/2021	10/4/2021	83.63	0.00	83.63	
		G/L Account: 505023-10						Postage:Lab 39.63
		G/L Account: 504005-05						I.T Subscriptions:Administration 44.00
			10/6/2021	10/6/2021	1,003.10	0.00	1,003.10	
		G/L Account: 502002-16						Automotive - Repairs:Operations 729.75
		G/L Account: 504000-05						Computer Equipment Supplies < \$100:Administration 97.14
		G/L Account: 502016-16						Safety & PPE:Operations 176.21
			10/7/2021	10/7/2021	1,592.93	0.00	1,592.93	
		G/L Account: 502004-16						Automotive - Supplies:Operations 570.70
		G/L Account: 502004-16						Automotive - Supplies:Operations 210.60
		G/L Account: 502015-16						Equipment Small:Operations 186.94
		G/L Account: 502016-16						Safety & PPE:Operations 327.83
		G/L Account: 502004-16						Automotive - Supplies:Operations 296.86
			10/8/2021	10/8/2021	1,059.60	0.00	1,059.60	

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
		G/L Account:	502002-16		Automotive - Repairs:Operations		327.60
		G/L Account:	503002-10		General Lab Supplies & Materials:Lab		243.88
		G/L Account:	504000-00		Computer Equipment Supplies < \$100:General		26.06
		G/L Account:	502016-16		Safety & PPE:Operations		462.06
	9/22/2021			9/22/2021	13.38	0.00	13.38
		G/L Account:	504005-00		I.T Subscriptions:General		2.14
		G/L Account:	504005-00		I.T Subscriptions:General		11.24
	9/23/2021			9/23/2021	189.83	0.00	189.83
		G/L Account:	503002-10		General Lab Supplies & Materials:Lab		99.93
		G/L Account:	505039-00		Utilities Internet:General		89.90
	9/24/2021			9/24/2021	1,424.14	0.00	1,424.14
		G/L Account:	504005-16		I.T Subscriptions:Operations		139.95
		G/L Account:	502003-16		Automotive - Services:Operations		88.59
		G/L Account:	502004-16		Automotive - Supplies:Operations		50.97
		G/L Account:	503008-10		Surveillance:Lab		1,244.56
		G/L Account:	503002-10		General Lab Supplies & Materials:Lab		99.93
	9/25/2021			9/25/2021	14.99	0.00	14.99
		G/L Account:	504005-16		I.T Subscriptions:Operations		14.99
	9/27/2021			9/27/2021	229.75	0.00	229.75
		G/L Account:	503002-10		General Lab Supplies & Materials:Lab		11.79
		G/L Account:	502015-16		Equipment Small:Operations		217.96
	9/28/2021			9/28/2021	152.01	0.00	152.01
		G/L Account:	502016-16		Safety & PPE:Operations		114.95
		G/L Account:	501006-25		Marketing - Business Cards:Public Affairs		37.06
	9/29/2021			9/29/2021	1,658.53	0.00	1,658.53
		G/L Account:	503005-10		Lab Testing:Lab		1,628.00
		G/L Account:	502004-16		Automotive - Supplies:Operations		30.53
	9/30/2021			9/30/2021	860.03	0.00	860.03
		G/L Account:	502003-16		Automotive - Services:Operations		90.81
		G/L Account:	502005-16		Building & Grounds Materials / Supplies:Operations		8.24
		G/L Account:	503008-10		Surveillance:Lab		405.19
		G/L Account:	505007-10		Employee - Memberships:Lab		205.00
		G/L Account:	504009-05		Software:Administration		143.99
		G/L Account:	505023-00		Postage:General		6.80
Check E02639 Total:					12,190.88	0.00	12,190.88
Printed Check Total:							0.00
Electronic Payment Total:							12,190.88
Report Total:					12,190.88	0.00	12,190.88
Printed Check Total:							0.00
Electronic Payment Total:							12,190.88

Check Register

Journal Posting Date: 11/15/2021

Register Number: CD-000073

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
XXXX18	11/15/2021	0000313	Contra Costa Water District				Check Entry Number: 001
			D178161 - D178162	10/25/2021	986.78	0.00	986.78
		G/L Account: 505041-00		Utilities Water:General			30.48
		G/L Account: 505041-00		Utilities Water:General			956.30
XXXX19	11/15/2021	0000328	PG&E				Check Entry Number: 001
			PG&E ELECTRIC CHARGE	11/2/2021	794.19	0.00	794.19
		G/L Account: 505036-00		Utilities Electric:General			234.70
		G/L Account: 505036-00		Utilities Electric:General			794.19
XXXX20	11/15/2021	0000399	Contra Costa County - Fleet				Check Entry Number: 001
			704367	10/21/2021	12,204.43	0.00	12,204.43
		G/L Account: 502003-16		Automotive - Services:Operations			6,403.08
		G/L Account: 502004-16		Automotive - Supplies:Operations			1,130.67
		G/L Account: 502001-16		Automotive - Gasoline:Operations			4,670.68
XXXX21	11/15/2021	0000804	Maze & Associates				Check Entry Number: 001
			42991	10/31/2021	3,176.00	0.00	3,176.00
		G/L Account: 500101-00		Auditing Services:General			3,176.00
XXXX22	11/15/2021	0000906	Best Equipment Co.				Check Entry Number: 001
			215269	10/15/2021	250.95	0.00	250.95
		G/L Account: 502014-00		Equipment Service:General			250.95
XXXX23	11/15/2021	0001033	PAPE Material Handling				Check Entry Number: 001
			300758	11/8/2021	7,886.64	0.00	7,886.64
		G/L Account: 502013-16		Equipment Repair:Operations			7,886.64
XXXX24	11/15/2021	0001049	ALSCO				Check Entry Number: 001
			OCT-21	11/1/2021	1,255.48	0.00	1,255.48
		G/L Account: 502021-16		Uniform Rental:Operations			1,255.48
XXXX25	11/15/2021	0001061	KBA DOCUMENT SOLUTIONS, LLC				Check Entry Number: 001
			55Y1224029	11/2/2021	41.19	0.00	41.19
		G/L Account: 504008-00		Printing Supplies:General			41.19
XXXX26	11/15/2021	0001063	OSCA				Check Entry Number: 001
			CBT210N555	10/25/2021	180.00	0.00	180.00
		G/L Account: 502016-16		Safety & PPE:Operations			180.00
XXXX27	11/15/2021	0001113	Comcast				Check Entry Number: 001
			133859167	11/1/2021	393.41	0.00	393.41
		G/L Account: 505039-00		Utilities Internet:General			393.41
			133859172	11/1/2021	361.64	0.00	361.64
		G/L Account: 505040-00		Utilities Landline:General			361.64
				Check 029427 Total:	755.05	0.00	755.05
XXXX28	11/15/2021	0001117	Concentra				Check Entry Number: 001
			73157901	10/21/2021	270.00	0.00	270.00
		G/L Account: 500113-00		Medical Services - General:General			270.00
			73246893	11/3/2021	270.00	0.00	270.00
		G/L Account: 500113-00		Medical Services - General:General			270.00
				Check 029428 Total:	540.00	0.00	540.00
E02640	11/15/2021	0000015	Health Care Dental Trust				Check Entry Number: 001
			INVDEC2021 - ADMIN	11/3/2021	1,766.70	0.00	1,766.70
		G/L Account: 600135-00		Dental Insurance - Active Employees Gneral			1,766.70
			INVDEC2021 - OPS	11/3/2021	2,935.52	0.00	2,935.52
		G/L Account: 600136-00		Dental Insurance: Operations			2,935.52
				Check E02640 Total:	4,702.22	0.00	4,702.22

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

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Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
Printed Check Total:							0.00
Electronic Payment Total:							4,702.22
E02641	11/15/2021	0000335	Concur Technologies, Inc				Check Entry Number: 001
			1.011E+11	11/3/2021	733.82	0.00	733.82
		G/L Account: 504005-00		I.T Subscriptions:General			733.82
E02642	11/15/2021	0000714	CDW Government, Inc.				Check Entry Number: 001
			M996215	11/1/2021	3,138.24	0.00	3,138.24
		G/L Account: 504005-25		I.T Subscriptions:Public Affairs			1,844.84
		G/L Account: 504005-05		I.T Subscriptions:Administration			922.42
		G/L Account: 504005-05		I.T Subscriptions:Administration			370.98
E02643	11/15/2021	0000925	iSolved Benefit Services				Check Entry Number: 001
			1115167412	11/9/2021	80.50	0.00	80.50
		G/L Account: 600175-00		FSA Admin Fee:General			80.50
E02644	11/15/2021	0000956	Waterlogic Americas LLC				Check Entry Number: 001
			999732	10/27/2021	88.80	0.00	88.80
		G/L Account: 505042-00		Water - Drinking:General			88.80
E02645	11/15/2021	0011125	CC Real Green Clean				Check Entry Number: 001
			CCM-202111	11/7/2021	1,500.00	0.00	1,500.00
		G/L Account: 500107-00		Janitorial Services:General			1,500.00
Report Total:					38,314.29	0.00	38,314.29
Printed Check Total:							28,070.71
Electronic Payment Total:							10,243.58

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E02646	11/17/2021	0001072	Mt. Diablo Resource Recovery-Concord					Check Entry Number: 001
			21-OCT	10/29/2021	602.60	0.00	602.60	
		G/L Account: 505037-00		Utilities Garbage:General				602.60
				Report Total:	602.60	0.00	602.60	
				Printed Check Total:			0.00	
				Electronic Payment Total:			602.60	

Check Register

Journal Posting Date: 11/30/2021

Register Number: CD-000075

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
XXXX36	11/30/2021	0000009	Nationwide Retirement Solutions - 457 Plan				Check Entry Number: 001
			NOV-21	11/22/2021	4,450.00	0.00	4,450.00
		G/L Account: 202140-00	457 Deferred Savings Plan				4,450.00
XXXX37	11/30/2021	0000011	Vision Service Plan				Check Entry Number: 001
			813733503	11/19/2021	604.75	0.00	604.75
		G/L Account: 600135-00	Dental Insurance - Active Employees General				604.75
XXXX38	11/30/2021	0000033	FedEx				Check Entry Number: 001
			757084356	11/19/2021	141.37	0.00	141.37
		G/L Account: 505023-10	Postage:Lab				141.37
XXXX39	11/30/2021	0000328	PG&E				Check Entry Number: 001
			GAS CHARGES NOV 2021	11/16/2021	696.91	0.00	696.91
		G/L Account: 505038-00	Utilities Gas:General				696.91
XXXX40	11/30/2021	0000399	Contra Costa County - Fleet				Check Entry Number: 001
			704444	11/22/2021	10,127.29	0.00	10,127.29
		G/L Account: 502001-16	Automotive - Gasoline:Operations				4,547.35
		G/L Account: 502002-16	Automotive - Repairs:Operations				1,265.91
		G/L Account: 502002-16	Automotive - Repairs:Operations				4,189.03
		G/L Account: 502003-16	Automotive - Services:Operations				125.00
XXXX41	11/30/2021	0000694	TD Ameritrade Institution				Check Entry Number: 001
			TD AMERITRADE 457 DE	11/23/2021	9,221.66	0.00	9,221.66
		G/L Account: 202140-00	457 Deferred Savings Plan				9,686.66
		G/L Account: 202140-00	457 Deferred Savings Plan				9,221.66
XXXX42	11/30/2021	0000696	KBA DOCUMENT SOLUTIONS, LLC				Check Entry Number: 001
			8572131	11/21/2021	205.23	0.00	205.23
		G/L Account: 505027-00	Service & Leasing Contracts:General				205.23
XXXX43	11/30/2021	0000814	Staples Business Advantage				Check Entry Number: 001
			3491891784	11/3/2021	388.35	0.00	388.35
		G/L Account: 505020-00	Office Supplies - General:General				363.92
		G/L Account: 505022-00	Office Supplies - Kitchen:General				24.43
			3492186518	11/6/2021	14.26	0.00	14.26
		G/L Account: 505020-00	Office Supplies - General:General				14.26
			Check 029443 Total:		402.61	0.00	402.61
XXXX44	11/30/2021	0000899	Sun Life Financial				Check Entry Number: 001
			SUNLIFE ER CONTRIBUT	11/23/2021	1,388.98	0.00	1,388.98
		G/L Account: 600155-00	Life Insurance - General				882.93
		G/L Account: 202085-00	Employee Voluntary Life Ins - General				506.05
XXXX45	11/30/2021	0000975	Reliance Standard Life In				Check Entry Number: 001
			RELIANCE STANDARD LO	11/22/2021	450.16	0.00	450.16
		G/L Account: 600150-00	Disability Insurance - General				450.16
			RELIANCE STANDARD SH	11/22/2021	538.32	0.00	538.32
		G/L Account: 600150-00	Disability Insurance - General				538.32
			Check 029445 Total:		988.48	0.00	988.48
XXXX46	11/30/2021	0000981	Colonial Life				Check Entry Number: 001
			COLONIAL LIFE INV413	11/23/2021	509.16	0.00	509.16
		G/L Account: 202100-00	Other Disability Insurance - Employee				509.16
XXXX47	11/30/2021	0000991	BOLD, POLISNER, MADDOW, NELSON & JUDSON				Check Entry Number: 001
			17619	11/16/2021	990.00	0.00	990.00
		G/L Account: 500110-00	Legal - Counsel General:General				990.00
XXXX48	11/30/2021	0001088	Verizon Wireless				Check Entry Number: 001
			9892502778	11/10/2021	2,038.85	0.00	2,038.85

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
			G/L Account: 505035-00	Utilities Cell Phone:General			2,038.85
XXXX49	11/30/2021	0001117	Concentra				Check Entry Number: 001
			73317826	11/5/2021	85.00	0.00	85.00
			G/L Account: 500113-00	Medical Services - General:General			85.00
E02647	11/30/2021	0000007	SEIU UPE LOCAL	1021-Union Dues			Check Entry Number: 001
			SEIU LOCAL 1021 UNIO	11/23/2021	2,134.66	0.00	2,134.66
			G/L Account: 202150-00	SEIU Local 1021			2,134.66
E02648	11/30/2021	0000010	CalPERS				Check Entry Number: 001
			DEC-21	11/17/2021	58,120.36	0.00	58,120.36
			G/L Account: 600165-00	CalPers Medical Admin Fee - Active Employees Gener			110.99
			G/L Account: 600170-00	CalPers Medical Admin Fee - Retirees			33.95
			G/L Account: 202050-00	CalPers Medical - Employee Contribution			6,659.45
			G/L Account: 202040-00	CalPers Medical - Employer Contribution			37,736.91
			G/L Account: 600170-00	CalPers Medical Admin Fee - Retirees			9,746.92
			G/L Account: 202045-00	CalPers Medical - Retiree Contribution			3,832.14
E02649	11/30/2021	0000314	Oppenheimer Investigations Group LLP				Check Entry Number: 001
			1570	10/31/2021	3,348.00	0.00	3,348.00
			G/L Account: 500111-00	Legal - Counsel Labor:General			3,348.00
E02650	11/30/2021	0000486	Bay Alarm Company				Check Entry Number: 001
			ACCOUNT 5755224 12/1	11/15/2021	409.50	0.00	409.50
			G/L Account: 500116-00	Security Service:General			409.50
			ACCOUNT 5982524 - 12	11/15/2021	270.22	0.00	270.22
			G/L Account: 500116-00	Security Service:General			270.22
			Check E02650 Total:		679.72	0.00	679.72
			Printed Check Total:				0.00
			Electronic Payment Total:				679.72
E02651	11/30/2021	0000793	AFLAC				Check Entry Number: 001
			51735	11/12/2021	52.84	0.00	52.84
			G/L Account: 202100-00	Other Disability Insurance - Employee			52.84
E02652	11/30/2021	0000913	Guardian Security Agency				Check Entry Number: 001
			60647	11/11/2021	493.75	0.00	493.75
			G/L Account: 500116-00	Security Service:General			493.75
			60696	11/18/2021	395.00	0.00	395.00
			G/L Account: 500116-00	Security Service:General			395.00
			60745	11/25/2021	493.75	0.00	493.75
			G/L Account: 500116-00	Security Service:General			493.75
			Check E02652 Total:		1,382.50	0.00	1,382.50
			Printed Check Total:				0.00
			Electronic Payment Total:				1,382.50
E02653	11/30/2021	0000925	iSolved Benefit Services				Check Entry Number: 001
			1115267051	11/15/2021	656.25	0.00	656.25
			G/L Account: 600175-00	FSA Admin Fee:General			656.25
E02654	11/30/2021	0000956	Waterlogic Americas LLC				Check Entry Number: 001
			WATERLOGIC INV105873	11/29/2021	102.81	0.00	102.81
			G/L Account: 505042-00	Water - Drinking:General			102.81
			WATERLOGIC INV106214	11/29/2021	88.80	0.00	88.80
			G/L Account: 505042-00	Water - Drinking:General			88.80
			Check E02654 Total:		191.61	0.00	191.61
			Printed Check Total:				0.00
			Electronic Payment Total:				191.61

Check Register
Journal Posting Date: 11/30/2021
Register Number: CD-000075

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
				Report Total:	98,416.23	0.00	98,416.23
				Printed Check Total:			31,850.29
				Electronic Payment Total:			66,565.94

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount	
E02655	12/1/2021	0000452	U.S. BANK CORPORATE PAYMENT SYSTEMS					Check Entry Number: 001
			10/22/2021	10/22/2021	398.60	0.00	398.60	
		G/L Account: 502015-16						Equipment Small:Operations 103.34
		G/L Account: 502004-16						Automotive - Supplies:Operations 9.47
		G/L Account: 502019-16						Tools & Instruments:Operations 94.70
		G/L Account: 504005-00						I.T Subscriptions:General 2.07
		G/L Account: 502016-16						Safety & PPE:Operations 177.78
		G/L Account: 504005-05						I.T Subscriptions:Administration 11.24
			10/23/2021	10/23/2021	89.90	0.00	89.90	
		G/L Account: 505039-00						Utilities Internet:General 89.90
			10/25/2021	10/25/2021	722.10	0.00	722.10	
		G/L Account: 503001-10						Aquaculture:Lab 634.99
		G/L Account: 504005-25						I.T Subscriptions:Public Affairs 14.00
		G/L Account: 504005-16						I.T Subscriptions:Operations 14.99
		G/L Account: 502016-16						Safety & PPE:Operations 56.02
		G/L Account: 502016-16						Safety & PPE:Operations 2.10
			10/26/2021	10/26/2021	968.46	0.00	968.46	
		G/L Account: 505008-16						Employee - Training:Operations 125.25
		G/L Account: 503008-10						Surveillance:Lab 825.21
		G/L Account: 505009-25						Employee - Travel:Public Affairs 18.00
			10/27/2021	10/27/2021	164.09	0.00	164.09	
		G/L Account: 502005-05						Building & Grounds Materials / Supplies:Administra 71.70
		G/L Account: 505009-25						Employee - Travel:Public Affairs 18.00
		G/L Account: 505021-00						Office Supplies - Janitorial:General 21.84
		G/L Account: 502019-16						Tools & Instruments:Operations 52.55
			10/28/2021	10/28/2021	241.84	0.00	241.84	
		G/L Account: 502005-16						Building & Grounds Materials / Supplies:Operations 40.50
		G/L Account: 504005-05						I.T Subscriptions:Administration 130.00
		G/L Account: 505008-16						Employee - Training:Operations 71.34
			10/29/2021	10/29/2021	565.96	0.00	565.96	
		G/L Account: 502002-16						Automotive - Repairs:Operations 56.75
		G/L Account: 502004-16						Automotive - Supplies:Operations 460.62
		G/L Account: 500115-00						Permits & Fees:General 48.59
			11/1/2021	11/1/2021	624.03	0.00	624.03	
		G/L Account: 502002-16						Automotive - Repairs:Operations 56.75
		G/L Account: 504005-00						I.T Subscriptions:General 512.40
		G/L Account: 505022-00						Office Supplies - Kitchen:General 54.88
			11/10/2021	11/10/2021	187.66	0.00	187.66	
		G/L Account: 502017-16						Safety Boots:Operations 187.66
			11/12/2021	11/12/2021	1,124.41	0.00	1,124.41	
		G/L Account: 502002-16						Automotive - Repairs:Operations 498.31
		G/L Account: 502004-16						Automotive - Supplies:Operations 548.65
		G/L Account: 502005-16						Building & Grounds Materials / Supplies:Operations 77.45
			11/15/2021	11/15/2021	56.75	0.00	56.75	
		G/L Account: 502002-16						Automotive - Repairs:Operations 56.75
			11/16/2021	11/16/2021	47.53	0.00	47.53	
		G/L Account: 505021-00						Office Supplies - Janitorial:General 47.53
			11/17/2021	11/17/2021	145.34	0.00	145.34	
		G/L Account: 502002-16						Automotive - Repairs:Operations 106.75
		G/L Account: 504000-16						Computer Equipment Supplies < \$100:Operations 38.59

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
			11/18/2021	11/18/2021	147.15	0.00	147.15
		G/L Account: 502011-16			Control Materials - Yellowjacket & Bees:Operations		90.40
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
			11/19/2021	11/19/2021	447.35	0.00	447.35
		G/L Account: 502005-16			Building & Grounds Materials / Supplies:Operations		61.12
		G/L Account: 502005-16			Building & Grounds Materials / Supplies:Operations		37.23
		G/L Account: 504001-16			:Operations		349.00
			11/2/2021	11/2/2021	855.48	0.00	855.48
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
		G/L Account: 502004-16			Automotive - Supplies:Operations		665.23
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
		G/L Account: 505008-16			Employee - Training:Operations		20.00
			11/20/2021	11/20/2021	700.96	0.00	700.96
		G/L Account: 504005-25			I.T Subscriptions:Public Affairs		15.96
		G/L Account: 505008-00			Employee - Training:General		685.00
			11/3/2021	11/3/2021	242.60	0.00	242.60
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
		G/L Account: 502013-16			Equipment Repair:Operations		85.54
		G/L Account: 505023-00			Postage:General		9.24
		G/L Account: 504000-05			Computer Equipment Supplies < \$100:Administration		91.07
			11/4/2021	11/4/2021	569.92	0.00	569.92
		G/L Account: 502002-16			Automotive - Repairs:Operations		247.10
		G/L Account: 504005-05			I.T Subscriptions:Administration		44.00
		G/L Account: 502009-16			Control Materials - Other:Operations		278.82
			11/5/2021	11/5/2021	130.55	0.00	130.55
		G/L Account: 505022-00			Office Supplies - Kitchen:General		130.55
			11/6/2021	11/6/2021	12.00	0.00	12.00
		G/L Account: 505009-16			Employee - Travel:Operations		12.00
			11/7/2021	11/7/2021	381.36	0.00	381.36
		G/L Account: 502002-16			Automotive - Repairs:Operations		381.36
			11/8/2021	11/8/2021	4,861.14	0.00	4,861.14
		G/L Account: 502016-16			Safety & PPE:Operations		60.00
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
		G/L Account: 502002-16			Automotive - Repairs:Operations		56.75
		G/L Account: 502005-16			Building & Grounds Materials / Supplies:Operations		1,037.64
		G/L Account: 503005-10			Lab Testing:Lab		1,130.00
		G/L Account: 503005-10			Lab Testing:Lab		2,500.00
		G/L Account: 505008-10			Employee - Training:Lab		20.00
			11/9/2021	11/9/2021	1,555.51	0.00	1,555.51
		G/L Account: 504004-16			GPS Tracking:Operations		1,451.34
		G/L Account: 504004-16			GPS Tracking:Operations		66.00
		G/L Account: 504000-05			Computer Equipment Supplies < \$100:Administration		10.92
		G/L Account: 505023-00			Postage:General		14.76
		G/L Account: 504009-00			Software:General		12.49
				Check E02655 Total:	15,240.69	0.00	15,240.69
				Printed Check Total:			0.00
				Electronic Payment Total:			15,240.69
				Report Total:	15,240.69	0.00	15,240.69

Check Register

Journal Posting Date: 12/1/2021

Register Number: CD-000076

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT (CCV)

Bank Code: 1 - Bank of the West

Check Number	Check Date	Vendor	Invoice Number	Invoice Date	Invoice Amount	Discount Applied	Payment Amount
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Printed Check Total: 0.00

Electronic Payment Total: 15,240.69

CONTRA COSTA MOSQUITO & VECTOR CONTROL DISTRICT
UNUSUAL ITEMS LIST (*New Policy Effective May 2021*)

- *Any checks or ACH over the amount of \$10,000.00 (excludes Procurement Policy General Manager Authority items: payroll taxes, employee fringe benefit payments, and aggregate corporate credit card amount).*
- *Any vendor that has not been paid by the District in the past 15 months.*
- *All legal fees over \$5,000.00 in one month*

DATE	CHECK #	AMOUNT OF CHECK	VENDOR & DESCRIPTION
October 15, 2021	XXXX96	\$1,000.00	UC Regents - Employee - Training
“ “ “	XXXX16	\$9,018.00	Oppenheimer Investigations Group LLP Legal - Labor Counsel - Investigation
October 29, 2021	E02629	\$5,000.00	Meltwater News US Inc. - Consulting - General: Public Affairs
“ “ “	E02630	\$5,750.00	MacLeod Watts Inc. - Auditing Services - GASB
“ “ “	E02632	\$31,212.25	Liebert Cassidy Whitmore – Professional Legal Services – Labor Counsel
“ “ “	E02638	\$3,924.00	Oppenheimer Investigations Group LLP Legal - Labor Counsel - Investigation
November 15, 2021	XXXX20	\$12,204.43	Contra Costa County - Fleet – Automotive - Services
“ “ “	XXXX23	\$7,886.64	PAPE Material Handling - Equipment Repair
November 30, 2021	XXXX38	\$141.37	FedEx - Postage
“ “ “	XXXX40	\$10,127.29	Contra Costa County - Fleet – Automotive - Services

TRANSACTION ACTIVITY REPORT

Months of October and November 2021


Transaction Number	Date	Wells Fargo	LAIF	Bank of the West
Balance	10/1/2021	60,194.89	8,451,350.13	406,852.63
1	10/5/2021	435.69	5,938.04	
2	10/15/2021	3,121.33	(141,000.00)	141,000.00
3	10/21/2021	1,010.83		-
4	10/27/2021	142,029.02		
5	10/29/2021	0.64	(315,000.00)	(94,717.63)
Balance		206,792.40	8,001,288.17	453,135.00
6	11/2/2021	1,985.84		
7	11/15/2021		(190,000.00)	190,000.00
8	11/26/2021	1,443.08		
9	11/30/2021	5,455.42	(280,000.00)	(160,650.87)
Balance		215,676.74	7,531,288.17	482,484.13

Transaction Number & Brief Description

- 1 MISC Deposits Wells Fargo & Quarterly Interest LAIF
- 2 MISC Deposits Wells Fargo & Transfer from LAIF to Bank of the West for Payroll & Vendor Checks
- 3 MISC Deposits Wells Fargo
- 4 Property Tax Deposit Wells Fargo
- 5 Interest Earned Wells Fargo, Bank of the West clearing of checks from Bank of the West for Payroll & Vendor
- 6 MISC Deposits Wells Fargo
- 7 Transfer from LAIF to Bank of the West for Payroll & Vendor Checks & Deposit
- 8 MISC Deposits Wells Fargo
- 9 Interest Earned Wells Fargo, Bank of the West clearing of checks from Bank of the West for Payroll & Vendor

I certify that this report reflects all cash transactions and is in conformity with District Policy. The cash flow shown provides sufficient cash flow liquidity to meet the next six months expenditures.

Respectfully submitted,


Paula Macêdo
 General Manager



Local Agency Investment Fund
 PO Box 942809
 Sacramento, CA 94209-0001
 (916) 653 3001

November 02, 2021

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

CONTRA COSTA MOSQUITO AND VECTOR CONTROL
 DISTRICT
 MANAGER
 155 MASON CIRCLE
 CONCORD, CA 94520

[Tran Type Definitions](#)

Account Number:

October 2021 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
10/15/2021	10/14/2021	QRD	1686752	N/A	SYSTEM	5,938.04
10/15/2021	10/14/2021	RW	1686427	N/A	PAULA MACEDO	-141,000.00
10/29/2021	10/28/2021	RW	1689668	N/A	PAULA MACEDO	315,000 00

Account Summary

Total Deposit:	5,938.04	Beginning Balance:	8,451,350.13
Total Withdrawal	-456,000.00	Ending Balance	8,001,288 17



Local Agency Investment Fund
 PO Box 942809
 Sacramento, CA 94209-0001
 (916) 653 3001

December 03, 2021

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

CONTRA COSTA MOSQUITO AND VECTOR CONTROL
 DISTRICT
 MANAGER
 155 MASON CIRCLE
 CONCORD, CA 94520

[Tran Type Definitions](#)

Account Number:

November 2021 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
11/12/2021	11/10/2021	RW	1690293	N/A	PAULA MACEDO	-190,000.00
11/30/2021	11/29/2021	RW	1691148	N/A	PAULA MACEDO	-280,000.00

Account Summary

Total Deposit:	0.00	Beginning Balance:	8,001,288.17
Total Withdrawal:	470,000.00	Ending Balance:	7,531,288.17

Contra Costa Mosquito and Vector Control District

FY22 Budget Year

(July 1 2021 - June 30 2022)

Board Packet

42% of the Year
completed

	FY22 <i>As of 11/30/21</i>	FY22 Budget	YTD FY22 VS Adopted Budget	ADOPTED FY22 VS FY22 \$
Personnel Costs				
Payroll & OT	1,414,407	3,835,140	36.9%	2,420,733
Retirement	1,357,846	1,357,846	100.0%	0
OASDI	81,214	249,284	32.6%	168,070
Medicare	19,844	55,610	35.7%	35,765
Health Insurance (Dental / Vision Etc)	231,560	599,415	38.6%	367,855
Unemployment	1,277	21,168	6.0%	19,891
Disability Ins	4,991	12,482	40.0%	7,491
Other Post Employment Benefits	-	215,000	0.0%	215,000
District Paid Health Retiree Cost & Fees	47,756	94,741	50.4%	46,985
Subtotal Personnel Costs	3,111,139	6,440,686	48.3%	3,329,547
Operational Costs				
Professional Services - Legal includes Settlements	93,640	73,000	128.3%	(20,640)
Professional Services - Building & Grounds Maint	3,106	25,000	12.4%	364,068
Professional Services - All Other	79,165	270,850	29.2%	191,685
Public Affairs	1,126	88,000	1.3%	86,874
Lab Services	13,174	45,421	29.0%	32,247
Information & Technology	24,925	206,200	12.1%	181,275
Operations - Control Materials	25,669	122,500	21.0%	96,832
Operations - Aerial	3,532	20,000	17.7%	16,468
Operation and Facilities - All Other	75,429	634,617	11.9%	559,187
General Office Administration - Insurance	347,277	340,811	101.9%	(6,466)
General Office Administration - Trustee Expense	2,039	15,800	12.9%	13,761
General Office - Research	0	20,000	0.0%	20,000
General Office Administration - Employee Travel & Training	3,830	66,500	5.8%	62,670
General Office Administration - Utilities	23,127	111,400	20.8%	88,273
General Office Administration - All Other	36,449	445,800	8.2%	409,351
Subtotal Operational Cost	732,487	2,485,899	29.5%	1,753,411
Capital				
Land				-
Structures and Improvements	0	2,500,000	0.0%	2,500,000
Vehicles	35,754	186,000	19.2%	150,246
Heavy Equipment	0	74,000	0.0%	74,000
Subtotal Capital	35,754	2,760,000	1.3%	2,724,246
Total Expenditures	3,879,380	11,686,584		
Revenues				
Property Taxes	142,029	6,538,745	2.2%	6,396,716
Benefit Assessment	0	2,073,724	0.0%	2,073,724
Contract Billing	20,724	50,000	41.4%	29,276
Interest Income (LAIF)	15,090	51,265	29.4%	36,175
Medical Reimbursement	0	82,000	0.0%	82,000
Fixed Asset Disposal	5,650	30,600	18.5%	24,950
Miscellaneous	6,486	66,300	9.8%	59,814
Grant Funds:General	0	-	0.0%	-
Subtotal Revenue	189,979	8,892,634	2.1%	8,702,655
Estimate Ending Balance	-3,689,401	-2,793,950		
Designated Reserves POLICY FY 22 (July 21 - Jun 22)				
Bond Reserve	-			
Public Health Emergency	2,500,000			
Capital Improvement	2,314,407			
Emergency Reconstruction Response	500,000			
Operations	-			
Vehicle & Equipment Replacement	150,000			
IT Equipment Replacement	200,000			
	5,664,407			

Contra Costa Mosquito Vector Control District
2022 Board Officer Eligibility List

Eligible for President
Perry Carlston
Warren Clayton
Chris Cowen
Randall Diamond
Jim Fitzsimmons
Peggie Howell
Michael Krieg
James Murray
Peter Pay
Daniel Pellegrini
James Pinckney

Eligible for Vice President
Richard Ainsley
Perry Carlston
Warren Clayton
Chris Cowen
Randall Diamond
Jim Fitzsimmons
Peggie Howell
Michael Krieg
James Murray
Peter Pay
Daniel Pellegrini
James Pinckney
Darryl Young

Eligible for Secretary
Richard Ainsley
Perry Carlston
Warren Clayton
Chris Cowen
Randall Diamond
Jim Fitzsimmons
Peggie Howell
Michael Krieg
James Murray
Peter Pay
Daniel Pellegrini
James Pinckney
Darryl Young

MEMORANDUM OF UNDERSTANDING

Between

**CONTRA COSTA MOSQUITO
AND VECTOR CONTROL DISTRICT**



and

**LOCAL 1021
SERVICE EMPLOYEES' INTERNATIONAL UNION**



January 1, 2022 through December 31, 2024

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DRAFT

Memorandum of Understanding
between
Contra Costa Mosquito and Vector Control District
and
Service Employees' International Union Local 1021

Service Employees' International Union (SEIU), Local 1021, and representatives of the Contra Costa Mosquito and Vector Control District have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in the representation unit identified in Exhibit "A", have exchanged freely information, opinions and proposals and have reached agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500-3510) and has been jointly prepared by the parties.

Article 1 – Union Security

1.1 Dues Deductions

Upon certification from the Union that an employee has signed an authorization for the deduction of Union dues (Committee on Political Education (COPE) or other Union programs), the District shall make payroll deductions at an amount to be determined by the Union and communicated to the District annually. The District shall promptly remit deductions to the Union. Employee requests to cancel membership dues deductions must be directed to the Union. Upon notification from the Union that an employee has canceled membership, the District shall promptly cease Union dues deductions from the employee's paycheck. The Union shall hold the District harmless from any and all claims and will indemnify it against any unusual costs in implementing these provisions, and shall indemnify the District for any claims made by the employee for deductions made in reliance on that certification.

1.2 Employee List

The District shall provide the Union designee(s) with a list with each submission of dues payment in malleable electronic format of the full name, employee identification number, job classification, work, home and personal cellular telephone numbers, home address, and personal and work e-mail addresses, Pay Step and Longevity, Pay Status. This does not require the District to provide information that they do not possess.

1.3 New Employee Orientation

The District shall attempt to provide the Union at least ten (10) days' notice of a new employee orientation. The Union shall have one hour to present to the new employee without management present during the new employee orientation, the new employee and one Union representative shall attend the orientation on paid release time.

1.4 Release Time

- (a) The District shall grant to employees, upon request of the Union of that employee, reasonable leaves of absence without loss of compensation or other benefits for the purpose of enabling employees to serve as stewards or officers of the Union, or of any statewide or national employee organization with which the Union is affiliated. Leave may be granted on a full-time, part-time, periodic, or intermittent basis.
- (b) Procedures for requesting and granting leave shall be determined by mutual agreement between the District and Union. The Union shall reimburse the District for all compensation paid to the employee on leave. Reimbursement by the Union shall be made on or before 30 days after receipt of the District's certification of payment of compensation to the employee.
- (c) At the conclusion or termination of leave granted under this section, the Union representative shall have a right of reinstatement to the same position held prior to the leave.
- (d) The Union has no obligation to use leave under this section for an employee and may terminate that leave at any time, for any reason.
- (e) Compensation during leave granted under this section shall include retirement fund contributions required of the District. The employee shall earn full service credit during the leave of absence and shall pay their member retirement contribution.
- (f) The District shall not be liable for an act or omission of, or an injury suffered by, an employee of the District if that act, omission, or injury occurs during the course and scope of the employee's leave under this section to work for the Union. If the District is held liable for such an act, omission, or injury, the Union shall indemnify and hold harmless the District.

1.6 Use of District Facilities

- 1) The Union shall be allowed use of space on available bulletin boards for communications having to do with official Union business, such as times and places of meetings.
- 2) Union representatives shall notify the General Manager prior to doing a site visit of the facility, the site visit shall be deemed approved unless the General Manager objects in writing. The Union may use conference rooms and other meeting areas specified by the District for the purpose of holding Union meetings during off-duty hours with the approval of the General Manager. The Union shall generally request use of the facilities at least five (5) days in advance.
- 3) The District shall release employees for three (3) hours for an annual membership meeting beginning after 12:30 p.m.

1.7 Notice to Union of Public Information Requests

The District shall notify the Union and the employee when in the determination of the District the Public Information Request may violate the employee's rights or cause harm to the employee.

1.8 Attendance at Meetings by Employees

District employees who are official representatives or unit representatives of the Union shall be given reasonable time off with pay to attend meetings with District management representatives, or be present at District hearings where matters within the scope of representation or grievances are being considered. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of District services as determined by the District. Such employee representatives shall submit a request for excused absence to the General Manager at least two (2) working days prior to the scheduled meetings whenever possible. Except by mutual agreement, the number of employees excused for such purposes shall not exceed two (2).

1.9 Contract Negotiations Bargaining Team

For contract negotiations only, three (3) representatives shall be released to serve on the Union bargaining team. In all other instances, including Meet and Confer discussions, only one (1) representative (Union steward handling the issue) shall be released to attend the meeting with the Union Representative

1.10 Bargaining Unit Work

Unrepresented employees shall not regularly perform bargaining unit work.

Article 2 – Non Discrimination

The Contra Costa Mosquito and Vector Control District affords equal employment opportunity for all qualified employees and applicants as to all terms of employment, including compensation, hiring, training, promotion, transfer, discipline and termination. The District prohibits discrimination against employees or applicants for employment on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age (40 and over), sexual orientation, Union membership, or military and veteran status or any other basis protected by law. Employees, volunteers, or applicants who believe they have experienced any form of employment discrimination or abusive conduct are encouraged to report the conduct immediately by using the complaint procedures provided in these Policies, or by contacting the U.S. Equal Employment Opportunity Commission, or the California Department of Fair Employment and Housing.

Article 3. Days and Hours of Work

The standard workweek for employees occupying full-time positions in this unit consists of five (5) eight (8) hour days, or a total of forty (40) hours per week. Based on District operational needs, employees may be approved to work an alternate work week schedule including but not limited to a 9/80 or 4/10 schedule.

Employees may request to modify their schedule to begin their shifts one hour early between June 1 and November 1 pending operational needs of the District and approval of the General Manager.

If the District's operation requires a change in business hours that will impact employees' work schedules (other than temporarily), the District and the Union will meet to discuss such impact.

Article 4 – Meal Periods and Rest Periods

Employees shall receive a thirty (30) minute meal period each day. The meal period should start before the end of the fifth hour worked and shall be taken separately from rest periods.

Employees shall also receive a fifteen (15) minute paid rest period for every four (4) hours worked or "major fraction" thereof. Insofar as practicable, the rest period must be in the middle of each four (4) hour work period.

Employees who exceed the time limits prescribed above for lunch and/or rest periods may be subject to discipline.

Article 5 – Probationary Period

- 5.1 New employees shall serve an initial probationary period of twelve (12) months. New employees will receive evaluations at one (1), three (3), six (6), nine (9) and twelve (12) months of employment. Promotional appointments shall be tentative and subject to a probationary period of six (6) months. Probationary periods will be extended by the amount of any unpaid leaves taken by the employee.
- 5.2 During the probationary period an employee may be rejected at any time by the General Manager without the right of review of any kind. Any employee rejected during the probationary period following a promotional appointment, shall be reinstated to the position from which the employee was promoted.

Article 6 – Salaries

6.1 Salary Schedule

The salary schedule with five percent (5.0%) between steps, will be attached as Exhibit "A".

6.2 Wages

Effective January 1, 2022, all classifications shall receive a five percent (5.0%) salary increase.

Effective January 1, 2023, all classifications shall be adjusted to reflect a minimum of 1.0% and a maximum of 4.0% increase on the basis of the Consumer Price Index for Urban Wage Earners and Clerical Workers, revised, San Francisco - Bay Area, All Items. Such salary increase shall be based on the annual change in the Consumers Price Index (CPI) published for the year 2021. In the event, the applicable Consumer Price Index is 0% or less, the salary rates for all classifications will not be adjusted.

Effective December 1, 2023, all classifications shall be adjusted to reflect a minimum of 1.0% and a maximum of 4.0% increase on the basis of the Consumer Price Index for Urban Wage Earners and Clerical Workers, revised, San Francisco - Bay Area, All Items. Such salary increase shall be based on the annual change in the Consumers Price Index (CPI) published for the year 2022. In the event, the applicable Consumer Price Index is 0% or less, the salary rates for all classifications will not be adjusted.

6.3 Signing Bonus

Effective the first full pay period following adoption by the Board of Trustees all employees shall receive a one-time lump sum signing bonus of sixteen hundred dollars (\$1,600).

6.4 Entry Salary Rate

Except as herein otherwise provided, the entry salary for a new employee entering the classified service shall be the minimum salary for the class to which the employee is appointed. When circumstances warrant, the General Manager may approve an entry salary that is more than the minimum salary for the class to which that employee is appointed. Such a salary may not be more than the maximum salary for the class to which that employee is appointed.

6.5 Salary Rate Conversion

Any monthly, daily, or hourly rate of pay may be converted into any equivalent rate of pay or to any other time basis when such a conversion is advisable. In determining equivalent amounts on different time basis, the District shall provide tables or regulations for the calculation of payment for service of less than full time, and for use in converting monthly salaries to hourly rates as well as for calculating hourly rates.

6.6 Salary Advancement

Regular full-time and probationary employees serving in regular established positions shall be considered by the appointing authority on their salary anniversary dates for advancement to the next higher step in the salary range for their respective classes. The criteria for advancement from one step to the next and to maintain that step is a satisfactory performance appraisal at the present step.

Each employee shall be considered for salary step increases according to the date of that employee's appointment, or their revised salary anniversary date. If an employee begins their service later than the first business day of a month, or has changes that would cause their salary anniversary date to be on other than the first business day of a month, then their salary anniversary date shall be established as the first day of the following month.

Changes in an employee's salary because of promotion, demotion, postponement of a salary step increase will set a new salary anniversary date for that employee, which date shall be as stated in the preceding paragraph.

Salary range adjustments for a classification will not set a new salary anniversary date for employees serving in that classification.

An employee may be moved higher within the salary ranges in a shorter time period than outlined herein, provided that the employee possesses the necessary experience, skills and abilities, and that the employee meets the criteria outlined for the higher position, as determined by management.

6.7 Salary Following Military Leave

All employees who have been granted a military leave shall, upon their return to the District service, be entitled to the automatic salary advancements within the range scale of the established wage schedule of their classifications for the period they were in the military service.

6.8 Salary Step When Salary Range is Increased

Whenever the monthly schedule of compensation for a class is revised, each incumbent in a position to which the revised schedule applies shall be entitled to the step in the revised range that corresponds to the employee's step held in the previous range.

6.9 Salary Step after Promotion or Demotion

When an employee is promoted from a position in one class to a position in a higher class, and at the time of promotion is receiving salary equal to, or greater than, the minimum rate for the higher class, that employee shall be entitled to the next step in the salary scale of the higher class which is at least five percent (5.0%) above the rate the employee has been receiving, except that the next step shall not exceed the maximum salary of the higher class.

When an employee is demoted, whether such demotion is voluntary or otherwise, that employee's compensation shall be adjusted to the salary prescribed for the class to which the employee is demoted, and the specific rate of pay within the range shall be determined by the General Manager.

6.10 Salary on Transfer

An employee who is transferred to a position in a class with the same entry salary shall be paid at their present rate, or at the next higher rate in case there is not exact conformity between the two (2) corresponding rates in the salary ranges of the classes.

6.11 Salary on Reinstatement

If a former employee is reinstated in the same position previously held or to one (1) carrying a similar salary range, their salary shall not be higher than their salary at the time of their separation unless there has been an increase within the salary range.

6.12 Overtime

1) Overtime Definition

The following provisions pertaining to authorized overtime work shall apply to those employees whose normal work period is eight (8) hours per day and forty (40) hours per week.

- a) Time worked in excess of eight (8) hours in any workday or forty (40) hours in any workweek shall be paid for at time and one-half (1.5) of the employee's regular rate of pay.
- b) On a holiday observed by the District, a regular full-time employee shall be paid for a regular day plus time and one-half (1.5) for actual time worked.

2) Overtime Authorization

In advance of overtime being worked, the General Manager or designee must authorize all overtime. If prior authorization is not feasible because of emergency conditions, a confirming authorization must be made on the next regular working day following the date on which the overtime was worked.

3) Assignment of Overtime

When overtime work is necessary, the designated zone employee will have the first right of refusal for the overtime work within the assigned zone. If the designated zone employee is unable or does not wish to perform the work assignment or if additional help is needed to complete the work, it shall be offered on the basis of seniority in accordance with the District's policy and procedures on assignment of overtime. If all other qualified employees decline the assignment, the least senior employee qualified to perform the work shall be required to perform the assignment.

6.13 Longevity Pay

Employees with fifteen (15) years of service shall receive an additional two percent (2.0%) of their base rate pay.

Employees with twenty (20) years of service shall receive an additional one percent (1.0%) of their base rate pay.

Employees with twenty-five (25) years of service shall receive an additional one percent (1.0%) of their base rate pay.

Employees with thirty (30) years of service shall receive an additional one percent (1.0%) of their base rate pay.

Longevity pay shall be cumulative and not compounded.

Article 7 – Holidays

7.1 Holidays Observed by the District

Employees shall be entitled to take District observed holidays off with pay not to exceed eight (8) hours provided they are in a paid status. The following days shall be holidays for employees:

- (1) January 1
- (2) The third Monday in January, known as "Martin Luther King, Jr. Birthday"
- (3) Presidents' Day
- (4) March 31, known as "Cesar Chavez Day"
- (5) The last Monday in May, known as Memorial Day
- (6) July 4
- (7) First Monday in September, known as Labor Day
- (8) November 11, known as "Veteran's Day"
- (9) Thanksgiving Day
- (10) The day after Thanksgiving Day
- (11) December 25

If any said holiday falls on Sunday, the following Monday shall be observed as a holiday. If any said holiday falls on a Saturday, the preceding Friday shall be observed as a holiday.

7.2 Floating Holiday

Employees shall receive eight (8) hours of floating holiday pay on the following days February 12, September 9, and October 11. Floating holidays shall be scheduled upon the request of the employee with approval of the District. Floating holidays may not be carried over into the next calendar year and shall be forfeited.

Article 8 – Vacation

8.1 Vacation Accrual

- 1) Employees shall accrue vacation as follows:

Completed years of Regular service	Monthly Accrual rate
0	6.67 hours
1	10.0 hours
5	13.33 hours
10	16.67 hours

The District may require that no more than three (3) consecutive weeks of any vacation may be taken at any one time between March 1 and October 1 (the Vector season). The number of employees allowed to take vacation during the Vector season shall not exceed two (2). Exceptions to the foregoing may be allowed with the District's approval.

- 2) For the purpose of this Section, years of service shall mean years of unbroken seniority with the District, which shall in no event be calculated from a date prior to the time the employee actually commenced working for the District.

8.2 Vacation Schedule

Vacation dates shall be granted to employees according to their seniority rating on the basis of an annual rotating list and must be submitted by March 1 of each year for approval by the District. The District shall respond to such vacation requests within thirty (30) days after March 1 or thirty (30) days after submission, whichever is later. Vacations requested after March 1 shall be granted in the order requested, subject to the approval of the District.

8.3 Vacation Allowance for Separated Employees

When an employee is separated from employment the employees remaining vacation hours shall be cashed out at the employees then regular rate of pay. Vacation may not be used to extend an employee's employment.

8.4 Holiday During Vacation

If any such paid holiday falls within an employee's vacation leave such holiday shall not be charged against the employee's vacation time.

8.5 Vacation Schedules in an Emergency

Vacation schedules are subject to suspension in case of a serious threat of mosquito or other vector borne disease.

8.6 Accumulation of Vacation Time

An employee shall be allowed to accumulate one hundred and sixty (160) hours of vacation allowance more than the employee's vacation accrual for that year.

8.7 Vacation Buyback

Employees may elect once every twelve (12) months to cash-out accrued vacation at the employee's base rate of pay. A cash-out shall not be more than one hundred twenty (120) hours every twelve (12) month period. In order to elect a cash-out for future accrued vacation for the upcoming calendar year, an employee must file an irrevocable election with the District no later than December 31st of the prior year specifying the number of hours and designating the applicable pay period for the cash-out. At the time of the cash-out, the employee must have accrued the number of hours subject to the cash-out.

In addition, Employee must have taken one hundred twenty (120) hours of vacation in the previous twelve (12) months. The minimum amount for a cash-out is forty (40) hours and the employee must have a minimum remaining accrued vacation balance of one hundred sixty (160) hours.

Article 9 – Sick Leave

9.1 Accrual

All regular employees, except temporary employees, shall accrue sick leave at the rate of eight (8) hours for each full month or major portion of a month of service. Unused sick leave shall accumulate from year to year. An employee shall be allowed to accumulate up to one thousand and forty (1040) hours of sick leave.

9.2 Usage

An eligible employee upon recommendation of the appointing authority may use sick leave for one of the following reasons:

- The employee diagnosis, care, or treatment of an existing health condition or for preventative care;
- The diagnosis, care or treatment of an existing health condition of, or preventative care for an employee's family member as specified below; or
- An employee who is a victim of domestic violence, sexual assault or stalking.

For the purpose of this Section, immediate family means spouse, domestic partner, parent or child or a member of the employee's household for whom the employee has responsibility.

An employee on approved unpaid leave of absence shall not be entitled to use sick leave during the leave of absence regardless of whether the employee has a sick leave balance.

An employee wishing to use sick leave for family illness must make the request in writing, including an explanation and any available documentation.

9.3 Procedures for Requesting and Approving Sick Leave

When the requirement for sick leave is known to the employee in advance of his/her absence, the employee shall request authorization for sick leave at such time, in the manner hereinafter specified. In all other instances the employee shall notify their supervisor as promptly as possible by telephone or other means.

An employee may be paid for the use of accrued sick leave when the employee completes and submits to the District a signed statement, on a prescribed form, stating the dates and hours of absence. If an employee does not return to work prior to the preparation of the payroll, other arrangements may be made with the approval of the District. The District may require, at the District's expense, a physician's statement from an employee who applies for sick leave before taking action on the request. The District shall arrive at a decision regarding the request in a reasonable period of time.

9.4 Use of Sick Leave While on Vacation

An employee who is injured or who becomes ill while on vacation may be paid sick leave in lieu of vacation provided that the employee:

- 1) Was hospitalized during the period for which sick leave is claimed, or
- 2) Received medical treatment or diagnosis and presents a statement indicating illness or disability signed by a physician covering the period for which sick leave is claimed.

9.5 Doctor's Certificate or Other Proof

If an employee's illness or use of family sick leave results in an absence from work for more than three (3) consecutive days, then upon the employee's return to work a doctor's certificate or other reasonable proof of illness may be required by the District.

9.6 Sick Leave Upon Retirement

Employees who retire directly from active service are eligible to convert their unused sick leave balance to service credits on an hour for hour basis.

9.7 State Disability Insurance

The District shall contract with the State of California to provide for the State

Disability Insurance Plan for employees covered by this Memorandum of Understanding. State Disability Insurance is a plan solely funded by employee contributions and there shall be no contributions by the District toward State Disability Insurance.

In disability cases arising outside the course of the employee's employment, State Disability Insurance benefits and sick benefit allowances shall be paid separately, but in the event State Disability Insurance payments cover all or part of the period during which sick benefit allowances are paid, the sum of the two (2) shall not exceed the sick benefit payable for said period, and the unused portion of accumulated sick leave will continue to be credited to the employee. Integration of sick leave benefits with State Disability Insurance payments is to be automatic; the District may not waive integration, and any employee entitled to State Disability Insurance payments must apply therefore (in order that the principle of integration may be applied) before sick benefits are payable.

Article 10 – Leave of Absence

10.1 General Provisions

Employees shall not be entitled to leaves of absence as a matter of right, but only in accordance with the provisions of law and this Memorandum of Understanding. The granting of a leave of absence also grants to the employee the right to return to a position in the same classification as the employee held at the time the leave was granted. The granting of any leave of absence shall be based on the presumption that the employee intends to return to work upon the expiration of the leave.

All approval authority over leaves of absence exercised by the General Manager shall be final.

Employees on leaves of absence without pay shall not be entitled to payment by the District of the premiums for their health and dental and life insurance, except as provided under applicable law. The entitlement to District payment of premiums shall end on the last day of the month in which the employee last worked.

Authorized absence without pay, except military leave, shall not be included in determining salary adjustment rights based on length of employment. Periods of time during which an employee is required to be absent from their position by reason of an injury or illness for which the employee is entitled to and currently receiving Workers' Compensation benefits shall be included in computing length of service for the purpose of determining that employee's salary adjustments.

10.2 Disability Leave with Pay

- 1) Definition: Disability leave with pay is an employee's absence from duty with pay because of disability caused by illness or injury arising out of and in the course of their employment which has been declared to be compensable under the Workers' Compensation Law. Only regular or probationary employees occupying regular positions are eligible for disability leave with pay.
- 2) Salary Continuation: An employee who has worked for the District for three (3) or more continuous years and who is unable to work shall, at the employee's option, receive their full salary for the term of his/her disability but not to exceed a cumulative total of three (3) months. Such salary continuation shall be integrated with any additional applicable disability payments, including Workers' Compensation benefits.
- 3) Application for and Approval of Disability Leave with Pay: In order to receive pay for disability leave an employee must submit a request on the prescribed form to the District describing the illness or accident and all information required for the District to evaluate the request. The employee must attach to the request a statement from a physician certifying to the nature, extent, and probable period of illness or disability.

No disability leave with pay may be granted until the illness or injury has been declared to be compensable under the California Workers' Compensation Law and has been accepted on behalf of the District.

No disability leave with pay may be granted until after the Vector Control Joint Powers Agency has declared the illness or injury to be compensable under the California Workers' Compensation Law and has accepted on behalf of the District.

- 4) The District shall pay the premiums specified in the Health and Welfare Section of this Memorandum of Understanding for employees granted a Disability Leave with pay. Such payments shall cease two (2) months after the expiration of said leave.

10.3 Disability Leave without Pay

- 1) Definition: Only regular full-time or probationary employees occupying regular full-time positions are eligible for disability leave without pay. Such leave is taken after the disabled employee has used up allowable disability leave with pay, as well as accrued credits for sick leave. At the employee's option, vacation accruals may also be used. Disability leave without pay is an employee's absence from duty without District pay because of disability caused by illness or injury arising out of and in the course of his employment

which has been declared to be compensable under the Workers' Compensation Law.

- 2) Application for and Approval of Disability Leave without Pay: In order to receive disability leave without pay, an eligible employee must submit a request on the prescribed form to the District describing the illness or accident and all information required for the District to evaluate the request. The employee must attach to the request a statement from physician certifying to the nature, extent, and probable period of illness or disability.
- 3) Length and Amount of Disability Leave without Pay: Disability leave without pay may not exceed twelve (12) months.

10.4 Leave of Absence

- 1) Purpose and Length: Only regular full-time or probationary employees occupying regular full-time positions are eligible for leaves of absence without pay under the provisions of this section.

The District may grant leave of absence without pay for personal reasons up to a maximum of six (6) months and such leave may be extended for an additional six (6) months.

Leaves of Absence without pay on account of illness or injury that is not job incurred may be granted for a maximum period of twelve (12) months.

Such disability leave will be granted only after all accrued sick leave credits have been used and shall be substantiated by a physician's statement.

- 2) Application for and Approval of Leaves of Absence without Pay: In order to receive leave without pay an employee must submit a request on the prescribed form to the District describing the reasons for the request and all other information required to evaluate the request. A request for a leave of absence without pay shall not be unreasonably denied.

10.5 Military Leave

The District and the Union respect and support our military, military benefits can be found in the employee handbook.

10.6 Absence Due to Required Attendance in Court

Upon approval by the District, an employee, other than a temporary employee, shall be permitted authorized absence from duty for appearance in Court because

of jury service, in obedience to subpoena or by direction of proper authority, in accordance with the following provisions:

- 1) Said absence from duty will be with full pay for each day the employee serves on the jury or testifies as a witness in a court case, other than as a defendant, including necessary travel time. As a condition of receiving such full pay the employee must remit to the District, within fifteen (15) calendar days after receipt, all fees received except those specifically allowed for mileage and expenses.
- 2) Jury duty or appearances shall be considered in terms of "whole days" (8 hours) or "half days" (4 hours) of service. If an employee is not due to appear for jury duty or as a witness until an afternoon court session the employee will be expected to work their usual morning schedule. If an employee is required to appear for morning court session and is sent home before noon and not required to return in the afternoon the employee will be expected to work their usual afternoon schedule.
- 3) Any fees allowed, except for reimbursement of expenses incurred, shall be remitted to the District.

A temporary employee who has been employed seasonally during the course of at least two (2) consecutive calendar years shall be entitled to an annual maximum of five (5) days of paid absence from duty under this section.

Attendance in court in connection with an employee's usual official duties or in connection with a case in which the District is a party, together with travel time necessarily involved, shall not be considered absence from duty within the meaning of this Section.

10.7 Bereavement Leave

In the event of a death in the immediate family of an employee, the employee shall, upon request, be granted up to twenty-four (24) hours bereavement leave with pay to make arrangements for the funeral/memorial service and attend same. Upon the employee's request, the District shall allow the employee to use five (5) days of their accumulated sick leave. In addition, an employee may request to use vacation and shall receive consideration for the request even if it is made during a period of time off restrictions. For the purpose of this paragraph the immediate family shall be restricted to parent, legal guardian, grandparent, spouse, domestic partner, child, stepchild, grandchild, sister, brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law or member of employee's extended family living in the employee's household. An employee shall also receive vacation consideration for a person who does not meet the definition of

“immediate family.”

Verification of death and/or proof of relationship may be required by the District as a condition for granting bereavement leave benefits when said documentation becomes available to the employee.

10.8 Absence without Leave

- 1) Disapproved Leave or Failure to Return after Leave: Failure to report for duty or failure to report for duty after a leave of absence request has been disapproved, revoked, or canceled by the District or at the expiration of a leave, shall be considered an absence without authorized approval. An employee whose leave of absence is revoked or canceled shall be notified by registered mail at their last known address of such action.
- 2) Absence without Authorized Approval: Absence from duty without authorized approval for any length of time without an explanation is cause for dismissal.

Article 11 – Health and Welfare

11.1 PERS Health Benefit Program

1) Medical Insurance:

The District contracts with the California Public Employees’ Retirement System (CalPERS) Health Benefits Program to provide medical insurance for all active employees and retirees. Eligibility of retirees to participate in this program shall be in accordance with the regulations promulgated by CalPERS. The District shall pay the required minimum premium cost to CalPERS on behalf of each active employee and retiree.

2) Alternate Benefit Account:

In addition to the PERS minimum premium contribution, the District shall contribute up to eighty-three percent (83%) of the applicable CalPERS Region 1 Kaiser premium, less the CalPERS minimum contribution.

3) Employees hired before March 1, 2009:

Retirees shall receive monthly contributions from the District into their benefits account. Payment shall be sufficient to cover the retiree only premium of the CalPERS Region 1 Kaiser HMO medical plan, less the

CalPERS minimum contribution. The retiree must enroll in the CalPERS medical plan at the time of separation and thereafter.

4) For employees hired on or after March 1, 2009, and before January 1, 2022:

Retirees shall receive the following percentage of the retiree only CalPERS Region 1 Kaiser HMO premium less the CalPERS minimum contribution according to the following vesting schedule:

<u>Years of District Service</u>	<u>Percentage of Premium</u>
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

5) Employees hired after December 31, 2021:

Retirees shall receive the following percentage of the contribution rate according to the below vesting schedule. Contribution Rate: The contribution rate is defined as the employer's contribution towards the active employee only premium less the CalPERS minimum contribution.

<u>Years of District Service</u>	<u>Percentage of Contribution Rate</u>
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

6) Eligible Dependents:

Employees shall have the right to inform the District of any change in either the number or status of their eligible dependents when a life changing event occurs and have the amount contributed be adjusted accordingly, in accordance with CalPERS or the insurance carrier's rules.

11.2 Dental and Vision

The District will provide dental and vision care benefits for the individual employee and eligible dependents.

11.3 Medical Waiver (In Lieu Coverage)

In lieu of coverage under a health plan provided by the District, an employee who provides proof of coverage comparable to that offered by the District through a spouse or other source, will be paid by the District the equivalent of eighty-three percent (83%) of single party coverage under the lowest cost HMO plan.

11.4 Life Insurance

The District will provide life insurance coverage of one year's annual salary up to a cap of \$150,000 for employees.

11.5 Continuation of Benefits

Upon severance from District service, an employee shall have the option, for up to one (1) year following severance, to continue their health, dental and vision benefits by paying an amount equal to the monthly premium costs directly to the District.

11.6 Flexible Benefit (125 Plan)

The District shall provide a Flexible Benefit Plan ("125 Plan") to afford employees the opportunity to pay medical, dental, dependent care and other permitted expenses on a pre-tax basis. The District shall pay the annual administrative costs.

Article 12 – Retirement Benefits

12.1 Retirement Benefit

Employees are covered by the Contra Costa County Employees Retirement Association.

12.2 Retirement Plan Participation

- 1) "New Members" - For purposes of this section "New Member" is defined by PEPRA to be any of the following:
 - a) An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and who was not a member of any other public retirement system prior to that date.
 - b) An individual who becomes a member of a public retirement system for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity with the previous system.
 - c) An individual who was an active member in a retirement system and who, after a break in service of more than six (6) months, returned to active membership in that system with a new employer. For purposes of this subdivision, a change in employment between state entities or from one school employer to another shall not be considered as service with a new employer.
 - d) Employees who are "New Members", as defined above, are eligible to participate in the Contra Costa County Employee Retirement Association. The retirement benefit is based on the highest average annual compensation over a three-year period and the 2% @ 62 formula.
- 2) "Classic Members": For purposes of this section "Classic Member" is defined as a member who does not meet the definition of a "New Member". Employees who are "Classic Members", shall receive the enhanced benefit plan (2% @ 55) in either Tier I or Tier III depending on eligibility.

Article 13 – Evaluations

Employees off probation will receive performance evaluations annually. The performance evaluation will be discussed with the employee, and the employee will sign the performance evaluation to indicate the employee has received the evaluation and it has been discussed with them. Such signature by the employee will not be construed as agreement by the employee with the evaluation and the employee will have seven (7) days to make written comments to be attached to the evaluation. Such comments will become a permanent part of the evaluation. The employee will be given a copy of the annual performance evaluation.

The intent of the performance evaluation is to apprise the employee of the past year's performance. The intent of the evaluation is not to surprise the employee with negative issues that were not raised at the time of the occurrence.

Article 14 – Personnel Files

An employee or their representative, on presentation of written authorization from the employee, shall have access on request for inspection and review of the employee's personnel file at reasonable intervals during regular business hours. The District shall furnish the employee copies of all performance evaluation reports and letters of reprimand or warning prior to placement of such documents into the employee's personnel file, and copies of all letters of reprimand or warning shall be sent to the Union. The employee may be required to acknowledge the receipt of any document entered into their personnel file without prejudice to subsequent arguments concerning the contents of such documents. Warnings related to attendance or performance shall not be used for subsequent discipline, providing there has been no reoccurrence of discipline within two (2) years after issuance. All discipline shall remain in the personnel file.

Article 15 – Layoff and Reemployment

15.1 Layoff

Any employee may be laid off by the General Manager in the event a shortage of work or funds requires a reduction in personnel. The General Manager shall in a reduction of forces lay off the last employee hired and in rehiring, the last employee laid off shall be the first employee rehired. The District shall meet and confer with the Union prior to layoff to consider Union alternatives to layoff. Unit members shall be given at least thirty (30) days' notice of layoff or furlough.

15.2 Reemployment

- 1) The name of each employee who is laid off in accordance with this section shall be placed at the head of the eligible list for the class of positions, which that employee held, and shall be given preference in filling vacancies in that class.
- 2) This right of an employee to reemployment shall remain effective for one (1) year from the date of their latest separation from the service. The employee's place on said list or lists shall be at the head of the eligibility list for the class of positions for which the employee is deemed qualified as hereinabove set forth and the employee shall be given preference in filling vacancies except for those persons placed on said list or lists of reemployment in the same position they previously held.

15.3 Severance upon Layoff

A regular full-time employee shall receive one (1) month's severance pay upon being laid off.

Article 16 – Discipline Procedure

Violation of District policies and rules may warrant disciplinary action. The District has established a system of progressive discipline that includes verbal warnings, written warnings, suspensions, demotions and termination. The District may, in its sole discretion, utilize whatever form of discipline is deemed appropriate under the circumstances, up to and including termination of employment.

If an incident occurs which requires investigation before the facts can be ascertained, the supervisor may suspend the employee with pay pending the investigation.

If the supervisor deems it appropriate, another member of management may be present to witness the imposition of the disciplinary procedure.

For the purpose of this Article an employee shall be defined as the employee and/or their representative.

16.1 Levels of Discipline

The District may impose the following types of discipline:

- 1) Counseling memo
- 2) Verbal warning
- 3) Written reprimand
- 4) Suspension without pay
- 5) Demotion
- 6) Reduction in pay
- 7) Termination

16.2 Pre-Disciplinary Process for Suspension without Pay, Demotion, Reduction in Pay or Termination

Only regular, for-cause employees have the right to the pre-disciplinary and appeal processes outlined in this section. Seasonal and probationary employees, may be disciplined or separated at will, with or without cause, and without the pre-disciplinary and appeal procedures listed below.

- 1) Notice of Intent to Discipline

The employee and the Union (via email) will be provided a written Notice of Intent to Discipline that contains the following information:

- The level of discipline intended to be imposed;
- The specific charges upon which the intended discipline is based;
- A summary of the facts upon which the charges are based;
- A copy of all written materials, reports, or documents upon which the intended discipline is based;
- Notice of the employee's right to respond either in person at a pre-disciplinary *Skelly* conference, or in writing, and the date that response (or the request for a conference) is due;
- Notice of the employee's right to have a representative of the employee's choice at the pre-disciplinary conference, should they decide to respond orally; and
- Notice that the failure to respond at the time specified shall constitute a waiver of the right to respond prior to the imposition of discipline.

2) Response by Employee and *Skelly* Conference

If the employee requests a *Skelly* conference, the General Manager or designee will conduct an informal meeting with the employee. During the informal meeting, the employee shall have the opportunity to rebut the charges against them and present any mitigating circumstances. The General Manager or designee will consider the employee's presentation before issuing the disciplinary action. The employee's failure to attend the conference, or to deliver a written response by the date specified in the *Skelly* notice, is a waiver of the right to respond, and the intended disciplinary action may be imposed on the date specified in the *Skelly* letter.

3) Final Notice of Discipline

After the *Skelly* conference and/or timely receipt of the employee's written response, the General Manager or designee will:

- a) Take no disciplinary action; or
- b) Modify the intended discipline; or

c) Impose the intended disciplinary action. If any discipline will be imposed, the General Manager or designee will provide the employee and the Union (via email) with a notice that contains the following:

- The level of discipline to be imposed and the effective date of the discipline;
- The specific charges upon which the discipline is based;
- A summary of the facts that show that the elements of each charge at issue in the intended discipline;
- A copy of all materials upon which the discipline is based; and
- A reference to the employee's appeal right and deadline to appeal.

4) Delivery of the Final Notice of Discipline

The final notice of discipline will be delivered to the employee in person or to the last known address of the employee. If the notice is not deliverable because the employee has moved without notifying the District or the employee refuses to accept delivery, the effective date of discipline will be the date the post office or delivery service attempted delivery. The Union shall receive a copy of the notice electronically.

5) Request for Appeal

An employee may appeal a suspension, reduction in pay, demotion or discharge by submitting a written request to appeal to the General Manager or designee within fourteen (14) days from:

- a) Receipt of the final notice of discipline; or
- b) The date of attempted delivery by the post office or delivery service of the notice to the last known address of the employee. Failure to file a timely written request for an appeal waives the right to an appeal hearing and any appeal of the discipline.

6) Arbitration

The District shall request a list of seven (7) arbitrators from the State Mediation and Conciliation Service (SMCS). The District and the employee shall strike alternatively from the list, who strikes first shall be determined by lot. The arbitrator shall establish the conduct for the hearing.

The arbitrator should make a written finding and decision within 60 days of the hearing. The arbitrator may affirm, revoke, or modify the disciplinary action taken. The Arbitrator's decision is final and binding.

7) Costs

The fees and expenses of the Arbitrator and Court Reporter shall be shared equally by the Union and the District. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.

Article 17 – Grievance Procedure

17.1 A grievance is any dispute between the District and an employee or the Union (grievant) involving the interpretation or application of any provision of this Memorandum of Understanding, excluding, however, those provisions of this Memorandum of Understanding, which specifically provide that the decision of any District Official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.

17.2 Grievances shall be processed in the following manner:

An employee within thirty (30) days from the event giving rise to the grievance or from the date the employee could reasonably have expected to have had knowledge of such event, the employee shall have the option to discuss the grievance with their supervisor under Step 1 or submit to the Union to advance directly to Step 2. Grievances involving the payment of compensation shall be initially filed in writing with the General Manager.

Step 1 – The employee shall discuss the grievance with the immediate supervisor. If the employee is not satisfied with the decision at Step 1, the employee may appeal to Step 2 within seven (7) days of the supervisors' decision.

Step 2 – The grievant may notify the General Manager in writing of a grievance, stating the particulars of the grievance, and the nature of the resolution desired. The General Manager shall have seven (7) days in which to investigate the issues and meet with the grievant in an attempt to reach a satisfactory resolution. If the grievant is not satisfied with the General Manager's Decision they may within seven (7) days of the response to appeal to the Board of Trustees. Appeals shall be delivered to the General Manager.

Step 3 – The appeal shall be in writing, detailing the specific issues involved with a statement of the resolution desired. The Board of Trustees at their next regularly scheduled Board Meeting shall designate a personal representative who shall not be the General Manager to investigate the merits of the grievance, to meet with the grievant and, if the grievant is not the Union, to meet also with the Union, and to settle the grievance or to make recommendations to the Board of Trustees. If the Board of Trustees are unable to resolve the grievance the grievant may appeal to Step 4 within seven (7) days of the Board of Trustees written response.

Step 4 – The Union may appeal the grievance to arbitration. The District shall request a list of seven (7) arbitrators from the State Mediation and Conciliation Service (SMCS). The District and the grievant will strike alternatively from the list, who strikes first will be determined by lot. The fees and expenses of the arbitrator and Court Reporter shall be shared equally by the Union and the District. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.

Decisions of the arbitrator on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the laws of the State. No adjustment shall be retroactive for more than thirty (3) days from the date upon which the grievance was filed. The Arbitrator will not have the power to amend or modify this Memorandum of Understanding, written agreements, side-letters, or to establish any new terms of employment.

Article 18 – Health and Safety

18.1 General Principle

As a statement of general principle, the District agrees to provide a safe and healthy work environment for all employees. This Section is not subject to the Grievance Procedure, and any complaints regarding health and safety should be made to the General Manager.

18.2 Safety Shoes

Employees assigned to positions designated by the District to require safety shoes shall be reimbursed upon purchase of such shoes to a maximum amount of Two Hundred and Seventy Five Dollars (\$275.00). Safety shoes shall be replaced as required, subject to the established criteria and with the approval of the employee's supervisor.

Article 19 – Miscellaneous

19.1 Uniforms

The District provides uniforms and safety apparel for all employees.

19.2 Educational Reimbursement

An employee will be reimbursed for the cost of books, tuition and entrance fees upon completion of any course of study approved by the General Manager; provided that the employee shall:

- 1) Obtain the approval of the General Manager prior to enrollment in any course of study; and
- 2) Present evidence of satisfactory completion of the course with a passing grade; and
- 3) Present a verified statement or receipts of the employee's books, tuition and entrance fees following completion of the approved course of study.

19.3 Public Complaints

In the event the District initiates an investigation based in whole or in part on a public complaint regarding an employee, the District will notify the employee involved of the complaint, conduct an objective and informal investigation that is not accusatory in nature and inform the employee of the results of the investigation. Unless the complaining member of the public requests anonymity, the District will also identify the complaining party to the employee(s) involved.

19.4 Employee Driver's Records

- 1) Employees are required to maintain a driving record sufficient to be insurable under the District's insurance policy.
- 2) The District will make every effort to ensure that an employee covered by this Memorandum of Understanding will not be disciplined or become uninsurable the District's insurance policy as a result of driver's record points achieved due to compliance with a supervisor's directive or solely as a result of faulty District owned equipment/vehicles, it being understood that the employees are responsible for being generally aware of equipment/vehicle condition and for reporting faulty equipment/vehicles.
- 3) In the event an employee covered by this Memorandum of Understanding does become uninsurable under the District's insurance policy, as a result of excessive drivers record points, the employee will be placed on leave of absence without pay for up to six (6) months while the employee attempts to secure their own insurance coverage at liability levels acceptable to the District, or until the employee again becomes insurable, whichever is less. Such leave of absence may be extended by the District Board of Trustees for an additional six (6) months.

- 4) In the event there is alternative work available for which an uninsurable employee covered by this Memorandum of Understanding is qualified to perform which does not entail driving a vehicle, the District will assign the employee to such work, provided the District does not have to lay off any other employee, it being understood that the District has no obligation to create alternative work and that when such alternative work is completed, if the employee continues to be uninsurable, the employee will be placed on leave of absence without pay as provided in paragraph (3) hereinabove.

19.5 Drug Policies

Inasmuch as employees covered by this Memorandum of Understanding must visit the premises of organizations which may have specific policies with respect to drug use by employees and visitors, employees covered by this Memorandum of Understanding may be required to submit to reasonable searches while on the premises of such organizations. A reasonable search shall be defined as including, but not necessarily limited to, the contents of the employee's pockets, parcels, equipment, containers and the District vehicle. Reasonable search may not include any physical contact, disrobing or drug testing. Failure of such an employee to fully cooperate with requests for reasonable searches, as defined above, in accordance with such policies shall be subject to discipline by the District, up to and including discharge. However, no disciplinary action shall be taken based solely on the report from an outside organization, which has not been independently investigated and verified by the District.

Article 20 – No Strike / No Lockout

The Union, its members and representatives, agree that it and they will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, curtailment of production, refusal to operate designated equipment (provided such equipment is safe and sound) or to perform customary duties; and neither the Union nor any representatives thereof shall engage in job action for the purpose of effecting changes in the directives or decisions of management of the District, nor to effect a change of personnel or operations or management or of employees not covered by this Memorandum of Understanding.

The District agrees not to engage in any lockout during the term of this Memorandum of Understanding.

Article 21 – Severability of Provisions

In the event that any provision of this Memorandum of Understanding is declared by a court of competent jurisdiction to be illegal or unenforceable, that provision of the Memorandum of Understanding shall be null and void but such nullifications shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

Article 22 – Past Practices and Existing Memoranda of Understanding

22.1 Established Practices

Continuance of working conditions and practices not specifically authorized by resolution of the Board of Trustees is not guaranteed by this Memorandum of Understanding. The District shall meet and confer with the Union prior to changing or eliminating established practices within the scope of representation.

22.2 Superseding Provision

This Memorandum of Understanding shall supersede all existing Memoranda of Understanding between the District and the Union.

Article 23 – Scope of Agreement

Except as otherwise specifically provided herein, this Memorandum of Understanding fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire agreement between the parties on any and all matters subject to negotiations. Neither party shall, during the term of this Memorandum of Understanding, make demands to the other with respect to any matter; provided that nothing herein shall prohibit the parties from changing the terms of this Memorandum of Understanding by mutual agreement.

Article 24 – Duration

This Memorandum of Understanding shall be effective January 1, 2022, except for those provisions of the Memorandum of Understanding which have been assigned other effective dates as hereinabove set forth, and shall remain in full force and effect to and including December 31, 2024, and shall continue thereafter from year to year unless at least sixty (60) days prior to the last day of December, 2024, or the last day of December of any subsequent year either party shall file written notice with the other of its desire to amend, modify or terminate this Memorandum of Understanding.

Made and entered into this 10th day of January, 2022.

Seiu, Local1021

**Contra Costa Mosquito and
Vector Control District**

By _____
Heidi Budge, Bargaining Team

By _____
Paula Macedo,
General Manager

By _____
Joe Cleope, Bargaining Team

By _____
Michael W. Jarvis,
Liebert Cassidy Whitmore.

By _____
Peter Masiak, SEIU Field Director

DRAFT

Appendix “A” – Vector Control Aide (VCA)

Vector Control Aides normally are employed on a temporary basis for a specific period of time, generally six (6) months. VCAs are to supplement and assist Vector Control Technicians and Inspectors. In the event a VCA is subsequently employed as a Vector Control Technician, a VCA with six (6) or more months' service with the District will be granted three (3) months' credit towards completion of the probationary period as a Vector Control Technician and three (3) months' seniority credit as it applies to layoffs, provided there is not more than a one (1) year gap between employment as a VCA and as a Vector Control Technician.

The starting rate for Vector Control Aides is \$18.00 per hour with a top rate of \$28.00 per hour. VCA's will receive a one dollar (\$1.00) an hour increase at the beginning of each subsequent employment.

All terms and conditions contained in the Memorandum of Understanding between the Union and the District shall apply to VCA's, except provisions related to the following:

Article 5 – Probationary Period

Article 6 – Salaries

Article 8 – Vacation

Article 9 – Sick Leave

Article 10 – Leaves of Absence

Article 11 – Health and Welfare - VCAs are eligible participate in the health plans offered by the District, at the full expense of the employee.

Article 12 – Retirement Benefits

Article 13 – Performance Evaluations

Article 15 – Layoff and Reemployment

Article 16 – Dismissal, Suspension, or Demotion for Cause

Article 17 – Grievance Procedure - only inapplicable to disciplinary matters.

Article 18.2 – Safety Shoes - After three (3) months' employment, VCAs shall be reimbursed for receipted purchase of safety shoes up to a maximum of one hundred dollars (\$100.00).

Article 19.2 – Educational Reimbursement

Exhibit "A" – Salary Schedule

Represented classifications include Vector Control Technician (VCT), Vector Control Inspector (VCI), Vector Control Aide (VCA), and Mechanic Technician.

Effective July 13, 2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Vector Control Technician I	\$5,955.55	\$6,253.32	\$6,565.99				
Vector Control Technician II				\$6,894.29	\$7,239.00	\$7,600.95	
Vector Control Inspector							\$7,981.00
Mechanic Technician	\$6,372.68	\$6,691.31	\$7,025.88	\$7,377.17	\$7,746.03	\$8,133.33	\$8,540.00
Effective January 1, 2022	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Vector Control Technician I	\$6,253.32	\$6,565.99	\$6,894.29				
Vector Control Technician II				\$7,239.00	\$7,600.95	\$7,981.00	
Vector Control Inspector							\$8,380.05
Mechanic Technician	\$6,691.31	\$7,025.88	\$7,377.17	\$7,746.03	\$8,133.33	\$8,540.00	\$8,967.00