

**MINUTES OF THE 756th BOARD MEETING
BOARD OF TRUSTEES
NORTHWEST MOSQUITO AND VECTOR CONTROL DISTRICT**

TIME: 3:00pm, Thursday, July 21, 2022

PLACE: Northwest Mosquito and Vector Control District
1966 Compton Avenue
Corona, CA 92881

Zoom Teleconference: Meeting ID: 389 155 8737

TRUSTEES PRESENT:

Gary Bradley, Ph.D.	Riverside	President
Brian Tisdale	Lake Elsinore	Vice President
Clint Lorimore	Eastvale	Secretary
Katherine Aleman	Norco	Trustee
Nancy Jimenez-Hernandez	Corona	Trustee
Guillermo Silva	Jurupa Valley	Trustee
Steven Su, Ph.D.	Riverside County	Trustee
Dale Welty	Canyon Lake	Trustee

TRUSTEES ABSENT: None

STAFF PRESENT:

Mark Breidenbaugh, Ph.D.	District Manager
Angela Caranci, Ph.D.	Assistant Manager/Vector Ecologist
Nikia Smith	Field Supervisor
Eric Ballejos	Public Information & Tech. Officer
Jeff Hopkins	HR Generalist

OTHERS PRESENT: Matthew Neufeld, Varner & Brandt

Tina Mckenney and Irena Sekas, Regional Government Services (RGS)

I. CALL TO ORDER:

President Bradley called the meeting to order at 3:02pm.

II. PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Trustee Bradley.

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III. ROLL CALL AND INTRODUCTIONS:

At the time of the roll call Trustees Aleman, Bradley, Su, and Tisdale, as well as Assistant Manager, Field Supervisor, Public Information and Technology Officer, HR Generalist, and General Counsel were present in the board room. Trustee's Jimenez-Hernandez, Lorimore, Silva, and Welty were present via Zoom Teleconference along with District Manager and representatives from Regional Government Services (RGS).

IV. AUTHORIZATION TO MEET VIA TELECONFERENCE

Trustee Bradley stated that Board members have been provided with updated statistics regarding the COVID-19 pandemic and would like to entertain a motion to authorize meeting via teleconference. Motion by Tisdale to authorize meeting via teleconference because as a result of the COVID-19 emergency, meeting in person would present imminent risks to the health and safety of attendees, and the meeting should be held by teleconference as authorized by subdivision (e)(1)(C) of section 54943 of the government code; seconded by Aleman. Passed with 7 votes in favor by Trustees Aleman, Bradley, Lorimore, Silva, Su, Tisdale, and Welty. Trustee Jimenez-Hernandez was unable to vote as she had temporarily lost connection to the meeting but rejoined at 3:09pm.

V. PUBLIC COMMENTS OR QUESTIONS:

A written public comment was received via email and read at the board meeting, it is attached for the record.

VI. CONSENT CALENDAR:

Assistant Manager highlighted updates to the agenda since it had been published, namely the list of checks signed at the meeting, which was visually shared with the Trustees. Trustee Tisdale acknowledged the presence of Tina Mckenney and Irena Sekas from RGS and motioned to approve the Consent Calendar with exception of the financial reports to be held for discussion. Seconded by Aleman and passed unanimously by a roll call vote as follows: yes by Trustees Aleman, Bradley, Jimenez-Hernandez, Lorimore, Silva, Su, Tisdale, and Welty.

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Tina Mckenney and Irena Sekas introduced themselves on behalf of the Regional Government Services whose team has been performing bookkeeping and reconciliation functions for the District on a limited term contract. Irena walked through the financial reports provided. District Manager expressed interest in having the Board confirm which checks should be reserved for Trustees to sign at meetings. Trustee Welty suggested seeing an agenda item for the August meeting and Aleman supported the need to have a written policy.

Trustee Tisdale motioned to approve the Financial items presented and Trustee Aleman seconded. Motion passed unanimously by a roll call vote as follows: yes by Trustees Aleman, Bradley, Jimenez-Hernandez, Lorimore, Silva, Su, Tisdale, and Welty.

VII. PRESENTATION:

None.

VIII. ITEMS FOR ACTION:

A. Discussion on quotes received for compensation and classification study.

At the request of the Board, this item was carried over from the July 2022 meeting. The District Manager reminded the Trustees of the quotes that had been received and presented. Trustee Welty opened the conversation, sharing that he now felt confident that the information collected from similar journeyman classifications was comparative. Trustee Welty suggested that a more formal survey could be performed internally by the recently appointed HR Generalist. Trustee Su clarified the nature of the professional service quotes received and pointed out that the current quotes have likely expired. Trustee Welty suggested giving HR Generalist a 90 day window to conduct an initial survey and prepare a report. Trustee Aleman made a motion to provide a 90 day window for the HR Generalist to perform a classification assessment and to return with a report and associated recommendation to continue the study in house or to contract professional services for completion.

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Motion was seconded by Trustee Jimenez-Hernandez and passed unanimously by a roll call vote as follows: yes by Trustees Aleman, Bradley, Jimenez-Hernandez, Lorimore, Silva, Su, Tisdale, and Welty.

B. Closed Session.

- 1. Closed Session pursuant to Government Code Section 54957
Public Employee Performance Evaluation
Title: District Manager**
- 2. Closed Session pursuant to Government Code Section 54957.6
Conference with Labor Negotiator
Agency Designated Representative: Matthew Neufeld
Unrepresented Employee: District Manager**

Closed Session started at 3:37pm; adjourned 4:27pm. No reportable actions taken.

IX. REPORTS:

- A. Trustees:** Trustees Tisdale and Aleman expressed interest in meeting with the RGS team to develop financial reports. Trustee Bradley welcomed HR Generalist.
- B. District Manager:** None.
- C. Staff:** Assistant DM/Vector Ecologist welcomed new HR Generalist Jeff Hopkins on behalf of District staff.

X. INFORMATIONAL:

- A.** Science. Zika, dengue viruses make victims smell better to mosquitoes. 30 June 2022.

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XI. OTHER BUSINESS:

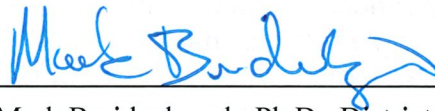
Request for future agenda items. Noted request for item regarding policy summarizing Trustee checks to be signed at meetings.

XII. ADJOURNMENT:

Meeting adjourned at 4:30pm.

Next regular meeting: 3:00pm, Thursday, August 18, 2022, at 1966 Compton Avenue, Corona, CA 92881.

I certify that the above minutes substantially reflect the action taken by the Board of Trustees at its meeting held on July 21, 2022.




Mark Breidenbaugh, Ph.D., District Manager

Approved as written and/or corrected by the Board of Trustees at its meeting held on August 18, 2022.

ATTEST:



Gary Bradley, President


Clint Lorimore, Secretary

Public comment received by email:

Consent Item #A

NWMVCD Board Meeting, July 21, 2022.

Public Comment regarding Action Item B

Eventual lawsuit against the agency

Good afternoon Northwest Board,

I would like to address Action Item B on the July 21, 2022, agenda.

My name is Valerie Montigny, I have worked at the district for almost 15 years as the District Secretary. I first would like to state that I love my job at Northwest; my job is not the problem, upper management has been, and continues to be the problem.

I do not intend any disrespect to the Board members, but a full evaluation of the District Manager's performance can't be achieved without a full understanding of the manager's performance. My position at the District, along with others, allows me to have a first-hand view of the District Manager and his interactions with staff. These are things the Board members will never see or know because of the limited amount of time they are at the district, and the DM will not tell Board members. Why would he? DM position operates in the grey area and is assisting in hiding what has been going on at the district for years. The Board should ask the DM directly how many days he is actually away from the office.

I am deeply concerned with the things I see. This DM shows extreme favoritism to some employees, while blatantly harassing and bullying others. The favorites are allowed things such as remote work while out of state visiting family, remote work "flexible schedule" to babysit several days per week, while other staff are not accommodated for medical requirements. The favorite employees are all those who interact with the board on a regular basis. This Board needs to ask, why is there no employee representative allowed at the meetings? Why is management working so hard to keep the issues at the District a secret, swept under the rug? Policies must be changed, but why would DM ask the Board for a policy change? This would hinder the way things are operating now, which is perfectly fine for those that benefit from it, and hostile and toxic to other staff members, especially those who are fed up and speak up. I was verbally warned in March 2022 by Mark Breidenbaugh not to speak to board members as I had reached out to Dr. Steven Su and Gary Bradley in March 2022 begging for help, now more than ever, I have been and continue to be scared for my job.

I request the Board hold off on the managers performance review and first conduct an anonymous 360 evaluation of the District Manager and this board reach out to employees who recently "resigned", as they may be willing to share their knowledge without no longer fearing retaliation by District management.

Thank you,

Valerie Montigny

Northwest MVCD Secretary since October 2007!

From: Val Montigny

Sent: Thursday, July 21, 2022 10:42 AM

To: Acaranci@northwestmvcd.org; mbreidenbaugh@northwestmvcd.org;
eballejos@northwestmvcd.org

Subject: Public Comment for Board Meeting July 21, 2022

Good morning,

Please see attached my public comment to be read at today's Board meeting.

Thank you,

Valerie Montigny