

Pasco County Mosquito Control District
2308 Marathon Road, Odessa FL 33556
Minutes of Regular Board Meeting
March 17, 2026

Call to Order

Chairman Cox called the Pasco County Mosquito Control District Board meeting to order at 9:00 A.M.

Pledge of Allegiance

Chairman Cox led the Pledge of Allegiance to the Flag.

Roll Call

Chairman Cox called the roll. Chairman Cox, Secretary Evans, and Treasurer Abbott were present.

District Staff: Executive Director Rogers, Nick McFaul, Sherry Burroughs, Jose Freundt, Maria Johnson, Edwin Martinez, and Desiree Edwards.

Additional attendees: Cathy Julian (citizen), John Kubb (citizen), Lindsay O'Reilly (citizen, Teams), Representatives from Invision Advisors, and Representatives from Fleet Management, Laura Donaldson (District Counsel, Teams), and Pasco County Sheriff Deputy.

Approval of Agenda

Commissioner Evans motioned to approve the agenda; all approved.

Consent Agenda

Commissioner Evans motioned to approve the consent agenda; all approved.

Public Comment

Ms. Cathy Julian addressed the Board during public comment regarding concerns about staff turnover in a specific position, noting that three individuals have held the HR role within the past year and suggesting that such turnover may indicate organizational challenges; she also commented on a recent hiring decision, observing that an individual previously recognized by Director Rogers was hired into a staff role at a significantly reduced salary than what she claimed said employee was actually making, and expressed hope for the individual's success while emphasizing the importance of stability in personnel positions.

Mr. John Kubb addressed the Board regarding concerns about workplace rumors and organizational challenges. Kubb expressed frustration with ongoing public criticism and alleged misinformation, including statements he believes to be defamatory from another member of the public against him. He further commented on the impact of dealing with such issues on staff time and morale, citing the burden of responding to repeated records requests that take a lot of staff time to fulfill and response to unfounded public allegations. Mr. Kubb concluded by expressing support for staff and a desire for greater professionalism and accuracy in public discourse from other members of the public.

New Business

A. Owner's Advisor Contract

The Board, Executive Director Rogers, Laura Donaldson (Legal Counsel), and Lina Castro (Representative of Invision Advisors) discussed the Owner's Representative contract.

Commissioner Abbott motioned to approve the contract as presented with the amendment of allowing the Executive Director a 25% escalation discretion over the \$3,000/month amount allocated when phases of the project warrant additional focus; all approved.

B. Staff Performance Evaluation & Merit-based Raises

The Board and Executive Director Rogers discussed District employee evaluations and merit-based compensation adjustments. Then the Board discussed their individual evaluations of Executive Director.

Commissioner Abbott motioned, based on the outstanding performance evaluation of Executive Director Rogers, that the Board move forward with a 0.94% merit increase to the Executive Director's salary in addition to the COLA approved in October; all approved.

Unfinished Business

A. Cement Incident- Clean Up of District Property

Executive Director Rogers provided the Board with an update regarding the industrial fly ash release and subsequent incident response that impacted District property, beginning on February 9, 2026.

B. Enterprise Fleet Management Discussion

The Board, Executive Director Rogers, Finance Director Freundt, District Counsel Donaldson, and representatives from Enterprise Fleet Management continued discussions on related matters.

Commissioner Evans motioned to table the review of Enterprise Fleet Management agreement to allow additional time for contract review, verification of documentation, and evaluation of insurance considerations, including potential advantages and disadvantages, while also exploring options through the District's procured banking institution; all approved.

C. Marathon Road Discussion

The Board, Executive Director Rogers, and District Counsel Donaldson briefly discussed Marathon Road.

D. Surplus Property Update

District Counsel Donaldson updated the Board and Executive Director Rogers on the progress of the sale of the District's surplus property.

Commissioner Abbott motioned to approve the Declaration of Covenants, Conditions, and Restrictions and to authorize Chairman Cox to execute the document; all approved.

E. Board Meeting Participation at Board Meetings

District Counsel Donaldson, the Board, and Executive Director Rogers discussed Resolution No. 2026-01, Remote Participation policy.

Commissioner Abbott motioned to approve Resolution No. 2026-01 Remote Participation Policy; all approved.

F. Odessa Campus Deferred Maintenance

Executive Director Rogers informed the Board of recent facility improvements, including the installation of exterior window decals, interior signage, and displays of the District's mission and core values to enhance public identification and awareness of the Administration Building. She also reported that staff are assessing deferred maintenance needs outside the planned renovation scope and obtaining quotes for necessary exterior repairs and repainting to preserve District assets. Executive Director Rogers requested Board guidance on handling these items and recommended proceeding with repairs within her authorized spending authority in accordance with policies.

After further discussions, no motion was presented.

General Information

A. Director's Report and District Operations, A. Rogers

Executive Director Rogers reported that service requests, initially low over the last 2 winter months due to colder weather conditions, are increasing with recent warming trends, and mosquito activity is expected to continue to increase as we approach normal springtime weather patterns. The District has received 40 public records requests in 2026, some of which require significant non-billable staff time. Year-to-date, 647 discarded tires have been collected and properly disposed of, reducing mosquito breeding sites. A recent lightning strike at the District's Odessa campus caused damage to multiple systems; staff are actively completing repairs and evaluating opportunities to improve system redundancy with the hopes of minimizing work stoppage and outages during future similar events. Staff also participated in various professional trainings and conferences since the last meeting, with District personnel serving as presenters and instructors. Administrative restructuring was implemented to strengthen oversight, and Ms. Sherry Burroughs was introduced as a new Director-level leader joining the team. Employee recognition was noted based on outstanding service and community assistance, including recognition to Aquatic Herbicide Supervisor, Brett Hicks, who was featured on the cover of Wing Beats magazine and contributed an educational article on the District's work in the mosquito control industry's trade journal. Additional positive citizen feedback regarding staff professionalism and responsiveness was also shared. Work anniversaries for February and early March were acknowledged, and Mr. Cody Smith was welcomed back to working at the District. Additionally, the District was selected for participation in a recognition initiative spotlight of Florida's special districts by a member of the Florida Association of Special Districts, Capital City Bank, recognizing PCMCD's contributions in safeguarding the community through public health protection and dedicated impact and service in Pasco County.

B. Community Outreach and Education Report, M. Johnson

Community Engagement Director Johnson reported on recent outreach activities, highlighting the District's continued emphasis on public education, mosquito prevention, and community involvement, including a special site visit with Toby Cyr, legislative aide to Senator Massullo. Ms. Johnson informed that the District will be hosting a free-used tire drop off and Tire Amnesty Week March 16 – March 20, 2026 in coordination with the Florida Department of Environmental Protection, Florida Department of Health Pasco County, and Pasco County BOCC. Additionally, Ms. Johnson announced the PCMCD's 75th Anniversary in protecting public health in Pasco County was being celebrated this year and that the District will be hosting a commemorative celebration on May 13, 2026, at their Odessa campus!

C. Safety Report, N. McFaul

Operations Director McFaul reported one vehicle incident involving minor bumper damage, with no repairs required. He also provided updates on recent ULV safety training, upcoming spill response training scheduled for April 1, and noted that procedures are in place to keep materials below reportable spill thresholds. Additionally, he informed the Board of an upcoming annual equipment and label review and confirmed that safety protocols and MSDS information are accessible to staff in both physical and digital formats throughout the District's Odessa campus, in specific fleet vehicles, and available on IPADS issued to District staff.

D. Arbovirus Report, A. Prasauskas

<https://www.floridahealth.gov/diseases-and-conditions/mosquito-borne-diseases/surveillance.html>

Arbovirus	Florida - 2026	Pasco County - 2026
West Nile Virus	2 sentinel chickens	n/a
St Louis Encephalitis	n/a	n/a
Eastern Equine Encephalitis	1 sentinel chicken	n/a
Dengue	17 travel-associated dengue cases	n/a
Chikungunya	23 travel- associated	n/a
Oropouche	n/a	n/a

Malaria	8 travel-associated	n/a
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Executive Director Rogers reported on behalf of Research and Surveillance Director Prasauskas on current arboviral activity in Florida and provided detailed updates on the District's operational research and surveillance activities. She also informed the Board that Miami-Dade is the only county in Florida currently under mosquito-borne illness alert at this time.

Good of the Order

Commissioner Evans commended staff for their hard work and expressed appreciation for recent outreach efforts, including radio communication and the success of the used-tire collection program, noting the positive impact on the community.

Commissioner Abbott informed the Board that House Bill 4037 has been approved by the Florida House of Representatives and Senate and is pending the Governor's signature. He discussed anticipated impacts to District boundaries, particularly in the City of Zephyrhills, and expressed concern regarding the lack of public awareness, limited access to commissioner subdistrict maps, and absence of funding for voter notifications. Commissioner Abbott recommended that the District take initiative to inform residents and enhance website visibility and suggested bringing back recommendations at a future meeting on how best to communicate these changes to the public.

Upcoming Meetings and Events

Regular Board of Commissioners' Meetings (9:00 AM unless otherwise noted)

- April 21, 2026 – Monthly Meeting
- May 20, 2026 – Monthly Meeting
- June 16, 2026- Monthly Meeting

Events

- March 23-27 – AMCA Conference
- April 3- Office Closed (Good Friday)
- April 10- POHA Meeting

Meeting Adjournment

Commissioner Evans motioned to adjourn the meeting at 11:32 A.M; all approved.

Meeting Adjourned.

Date: 04/21/2026

Attested: _____

