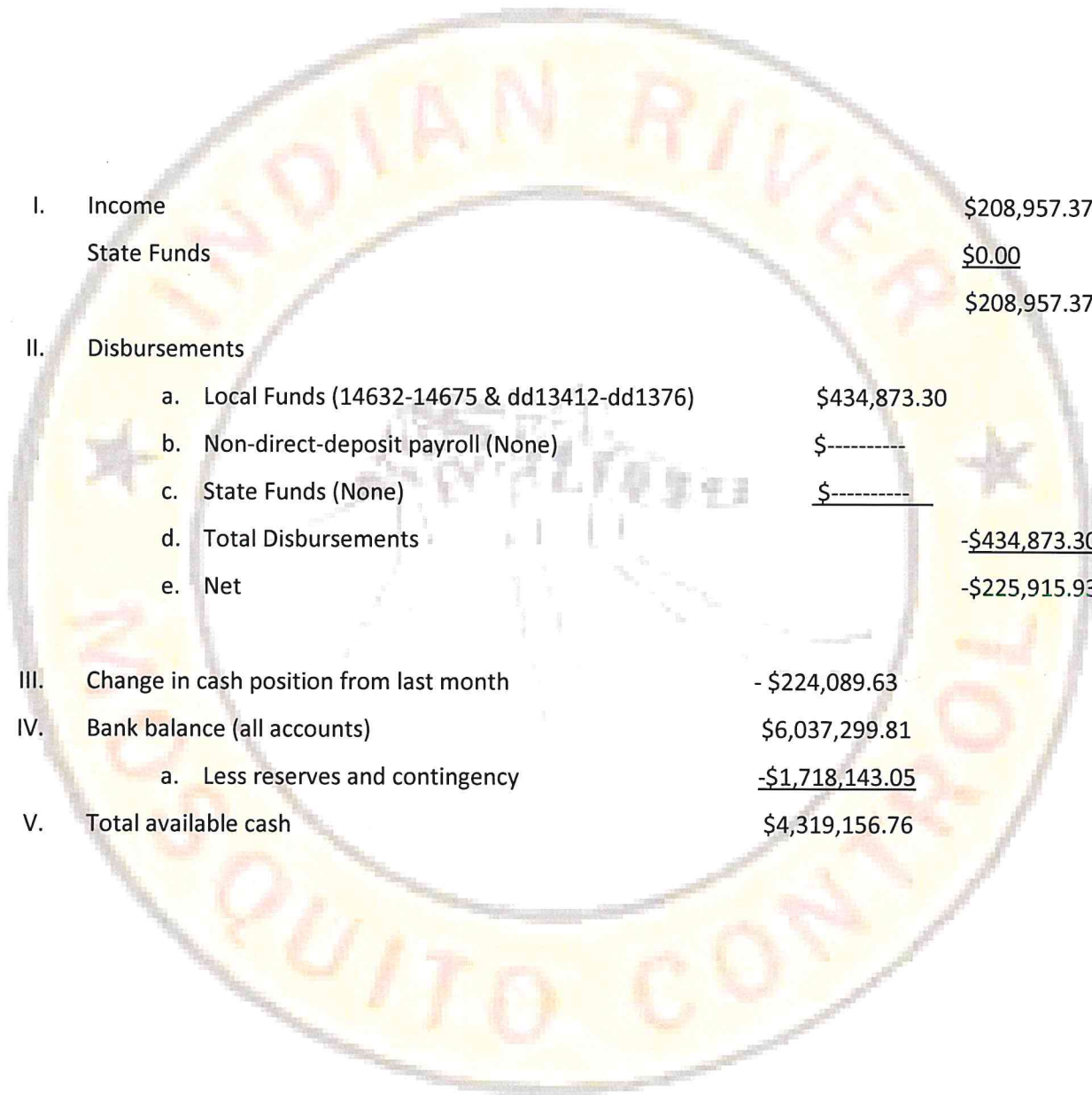


INDIAN RIVER MOSQUITO CONTROL DISTRICT
 Financial Report
 for
 April 1 – April 30, 2023

I.	Income	\$208,957.37
	State Funds	<u>\$0.00</u>
		\$208,957.37
II.	Disbursements	
	a. Local Funds (14632-14675 & dd13412-dd1376)	\$434,873.30
	b. Non-direct-deposit payroll (None)	\$-----
	c. State Funds (None)	<u>\$-----</u>
	d. Total Disbursements	<u>-\$434,873.30</u>
	e. Net	-\$225,915.93
III.	Change in cash position from last month	- \$224,089.63
IV.	Bank balance (all accounts)	\$6,037,299.81
	a. Less reserves and contingency	<u>-\$1,718,143.05</u>
V.	Total available cash	\$4,319,156.76



IRMCD

Monthly Board Disbursement Report

As of April 30, 2023

Type	Date	Num	Name	Memo	Amount
1050 Seacoast Oper-4941 & 9831					
Liability Check	04/06/2023		QuickBooks Payroll Service	Created by Payroll Service on 03/30/2023	-75.00
Liability Check	04/06/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/04/2023	-182.14
Liability Check	04/11/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/10/2023	-53,082.51
Liability Check	04/26/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/24/2023	-53,152.85
Liability Check	04/27/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/25/2023	-140.85
Liability Check	04/05/2023	EFT	Florida Retirement System	420000041009- March 2023 Retirement ...	-36,566.94
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	-18,345.40
Liability Check	04/13/2023	EFT	Child Support		-507.39
Liability Check	04/14/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	-1,646.72
Liability Check	04/14/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	-770.00
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	-18,531.34
Liability Check	04/27/2023	EFT	Child Support		-507.39
Liability Check	04/28/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	-1,646.72
Liability Check	04/28/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	-770.00
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Pr...	-2,884.04
Liability Check	04/28/2023	EFT	American Fidelity Assurance Company	MCP#64213 Inv#2150482B April 2023 ...	-862.07
Liability Check	04/28/2023	EFT	Texas Life Insurance Company	SS0A9H-April 2023 Premiums	-456.32
Check	04/28/2023	EFT	Principal Financial Group	Acct#1037999-10001 May 2023 Premiums	-849.12
Check	04/05/2023	14632	Cintas Corporation No. 2	Payer # 14087358 Inv # 4150870266 03/...	-419.58
Check	04/05/2023	14633	Forklift Safety Training Inc	Inv # 03292023C	-770.00
Check	04/05/2023	14634	Tommy's Trailer Service & Auto	Inv # 13696	-700.00
Check	04/05/2023	14635	FedEx	Inv # 8-045-43888,Inv # 8-052-45317,Inv...	-42.85
Check	04/05/2023	14636	Indian River Contracting, LLC	Inv # 19867	-19,616.29
Check	04/05/2023	14637	Board of County Commissioners	Inv # 3/31/2023	-5,329.74
Check	04/12/2023	14640	Cintas Corporation No. 2	Payer # 14087358 Inv # 4151597622	-419.58
Check	04/12/2023	14641	Cole Auto Supply	Acct # 1642 Closing Date 3/31/2023	-763.48
Check	04/12/2023	14642	Fisher Scientific Co. LLC	Acct # 212441-001 Inv # 0958731,Inv # ...	-166.10
Check	04/12/2023	14643	Clarke Mosquito Control Products	Inv # 5103888	-39,780.00
Check	04/12/2023	14644	Grove Welders, Inc	Inv # 63487	-196.22
Check	04/12/2023	14645	Home Depot Credit Services	Acct # 6035322501565166 Inv # 207129...	-13.92
Check	04/12/2023	14646	Price Fire Protection, Inc.	Inv # 006999	-1,128.55
Check	04/12/2023	14647	Shoe Carnival, Inc.	Inv # 307443	-94.98
Check	04/12/2023	14648	AT&T	Acct # 77256223930870454	-263.27
Check	04/12/2023	14649	McMaster-Carr Supply Co	Inv # 95752923, Inv # 95754689	-175.62
Check	04/12/2023	14650	Vero Marine Center, Inc.	Inv # 52408	-22.65
Check	04/19/2023	14651	Cintas Corporation No. 2	Payer # 14087358 Inv # 4152279340	-419.58
Check	04/19/2023	14652	Indian River Contracting, LLC	Inv # 19883, Inv # 19899	-13,311.12
Check	04/19/2023	14653	Lewis, Longman, & Walker P.A.	Inv # JDR-151743	-2,675.00
Check	04/19/2023	14654	Sniffen & Spellman, P.A.	Acct # 9014-002 Statement # 36676	-2,000.00
Check	04/19/2023	14655	Treasure Coast Newspapers #1028	Acct # SN1139987-IRMCD	-203.02
Check	04/19/2023	14656	Treasure Coast Newspapers	Acct # 333036 Inv # 0005487676	-128.25
Check	04/19/2023	14657	Indian River County Utilities	Cust # 0012218-062300 Bill # 11430954	-44.18
Check	04/19/2023	14658	Zip's AW Direct	Acct # 5345635 Inv # 1123467	-193.97
Check	04/19/2023	14659	Indian River County Landfill	Acct # 178301 Ticket # 03-01627593	-3.18
Check	04/19/2023	14660	Thomas R. Summersill, Inc	Inv # 03985-M23-APL, Inv # 03984-M23-...	-33,605.70
Check	04/19/2023	14661	AT&T Mobility	Acct # 823540712 Invoice # 823540712...	-831.68
Check	04/19/2023	14662	Rehmann LLC	Inv # RR798371	-14,500.00
Check	04/19/2023	14663	nexAir, LLC	Acct # P5529 Inv # 0010874658	-147.50

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Accrual Basis

IRMCD
Monthly Board Disbursement Report
 As of April 30, 2023

Type	Date	Num	Name	Memo	Amount
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2...	-46,336.10
Check	04/26/2023	14665	Adapco, Inc	Inv # 133895	-45,504.00
Check	04/26/2023	14666	Cintas Corporation No. 2	Payer # 14087358 Inv # 4152845517	-419.58
Check	04/26/2023	14667	Thomas R. Summersill, Inc	Inv # 04014-M23-APL	-8,537.93
Check	04/26/2023	14668	Lowe's	Acct # 2096 Inv # 942869, Inv # 942273,...	-301.16
Check	04/26/2023	14669	FedEx	Inv # 8-088-73422, Inv # 8-096-88671, In...	-34.28
Check	04/26/2023	14670	Fisher Scientific Co. LLC	Acct # 212441-001 Inv # 2138878	-634.39
Check	04/26/2023	14671	Mullinax Ford of Vero Beach	Inv # 142094	-185.57
Check	04/26/2023	14672	FPL	Acct # 90168-13504	-1,923.49
Check	04/26/2023	14673	Staples Advantage	Acct # ATL1067547 Inv # 8069956042	-47.89
Check	04/26/2023	14674	Unified Technology Solutions, Inc.	Inv # 4397	-1,003.00
Check	04/26/2023	14675	Cleaning By Mina, LLC	Inv # 59	-1,003.10
Total 1050 Seacoast Oper-4941 & 9831					-434,873.30
1060 Seacoast State Funds-5161					
Total 1060 Seacoast State Funds-5161					
TOTAL					-434,873.30

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Accrual Basis

IRMCD
Monthly Board Disbursement Report
As of April 30, 2023

Type	Date	Num	Memo	Credit
Paycheck	04/27/2023	dd13454	Direct Deposit	
Paycheck	04/27/2023	dd13455	Direct Deposit	
Paycheck	04/27/2023	dd13456	Direct Deposit	
Paycheck	04/27/2023	dd13457	Direct Deposit	
Paycheck	04/27/2023	dd13458	Direct Deposit	
Paycheck	04/27/2023	dd13459	Direct Deposit	
Paycheck	04/27/2023	dd13460	Direct Deposit	
Paycheck	04/27/2023	dd13461	Direct Deposit	
Paycheck	04/27/2023	dd13462	Direct Deposit	
Paycheck	04/27/2023	dd13463	Direct Deposit	
Paycheck	04/27/2023	dd13464	Direct Deposit	
Paycheck	04/27/2023	dd13465	Direct Deposit	
Paycheck	04/27/2023	dd13466	Direct Deposit	
Paycheck	04/27/2023	dd13467	Direct Deposit	
Paycheck	04/27/2023	dd13468	Direct Deposit	
Paycheck	04/27/2023	dd13469	Direct Deposit	
Paycheck	04/27/2023	dd13470	Direct Deposit	
Paycheck	04/27/2023	dd13471	Direct Deposit	
Paycheck	04/27/2023	dd13472	Direct Deposit	
Paycheck	04/27/2023	dd13473	Direct Deposit	
Paycheck	04/27/2023	dd13474	Direct Deposit	
Paycheck	04/27/2023	dd13475	Annual Sick Check	
Paycheck	04/28/2023	dd13476	Direct Deposit	
Total 1050 Seacoast Oper-4941 & 9831				0.00
1070 RBC Operating Acct				
Total 1070 RBC Operating Acct				
TOTAL				0.00

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Accrual Basis

IRMCD
Monthly Board Disbursement Report
As of April 30, 2023

Type	Date	Num	Memo	Credit
1050 Seacoast Oper-4941 & 9831				
Paycheck	04/12/2023	Apr 23	Direct Deposit	
Paycheck	04/07/2023	dd13412	Safety Boot Reimbursement	
Paycheck	04/07/2023	dd13413	Direct Deposit	
Paycheck	04/07/2023	dd13414	Direct Deposit	
Paycheck	04/12/2023	dd13415	Direct Deposit	
Paycheck	04/12/2023	dd13416	Direct Deposit	
Paycheck	04/12/2023	dd13417	Direct Deposit	
Paycheck	04/12/2023	dd13418	Direct Deposit	
Paycheck	04/12/2023	dd13419	Direct Deposit	
Paycheck	04/12/2023	dd13420	Direct Deposit	
Paycheck	04/12/2023	dd13421	Direct Deposit	
Paycheck	04/12/2023	dd13422	Direct Deposit	
Paycheck	04/12/2023	dd13423	Direct Deposit	
Paycheck	04/12/2023	dd13424	Direct Deposit	
Paycheck	04/12/2023	dd13425	Direct Deposit	
Paycheck	04/12/2023	dd13426	Direct Deposit	
Paycheck	04/12/2023	dd13427	Direct Deposit	
Paycheck	04/12/2023	dd13428	Direct Deposit	
Paycheck	04/12/2023	dd13429	Direct Deposit	
Paycheck	04/12/2023	dd13430	Direct Deposit	
Paycheck	04/12/2023	dd13431	Direct Deposit	
Paycheck	04/12/2023	dd13432	Direct Deposit	
Paycheck	04/12/2023	dd13433	Direct Deposit	
Paycheck	04/12/2023	dd13434	Direct Deposit	
Paycheck	04/12/2023	dd13435	Direct Deposit	
Paycheck	04/12/2023	dd13436	Direct Deposit	
Paycheck	04/12/2023	dd13437	Direct Deposit	
Paycheck	04/12/2023	dd13438	Direct Deposit	
Paycheck	04/12/2023	dd13439	Direct Deposit	
Paycheck	04/12/2023	dd13440	Direct Deposit	
Paycheck	04/12/2023	dd13441	Direct Deposit	
Paycheck	04/12/2023	dd13442	Direct Deposit	
Paycheck	04/12/2023	dd13443	Direct Deposit	
Paycheck	04/12/2023	dd13444	Direct Deposit	
Paycheck	04/12/2023	dd13445	Direct Deposit	
Paycheck	04/27/2023	dd13446	Direct Deposit	
Paycheck	04/27/2023	dd13447	Direct Deposit	
Paycheck	04/27/2023	dd13448	Direct Deposit	
Paycheck	04/27/2023	dd13449	Direct Deposit	
Paycheck	04/27/2023	dd13450	Direct Deposit	
Paycheck	04/27/2023	dd13451	Direct Deposit	
Paycheck	04/27/2023	dd13452	Direct Deposit	
Paycheck	04/27/2023	dd13453	Direct Deposit	

IRMCD
Custom Transaction Detail Report
April 2023

Column1	Column3	Column5	Column7	Column9	Column11	Column13
Type	Date	Num	Name	Memo	Account	Amount
Check	04/05/2023	14632	Cintas Corporation No. 2	Payer # 14087358 Inv # 4150870266 03/29/2023 Uniform Services	1050 Seacoast Oper-4941 & 9831	\$419.58
Check	04/05/2023	14632	Cintas Corporation No. 2	Payer # 14087358 Inv # 4150870266 03/29/2023 Uniform Services	30.4.2 Other Prof Svc/Uniforms	\$419.58
Check	04/05/2023	14634	Tommy's Trailer Service & Auto	Inv # 13696	1050 Seacoast Oper-4941 & 9831	\$700.00
Check	04/05/2023	14634	Tommy's Trailer Service & Auto	Inv # 13696 Axle with hubs for SeaArk # 3 trailer	46.6.4 Mowers/Other Rprsr-IRMCD	\$700.00
Check	04/05/2023	14635	FedEx	Inv # 8-045-43888,Inv # 8-052-45317,Inv # 8-059-65090,Inv # 8-074-72217,Inv # 8-081-51869	1050 Seacoast Oper-4941 & 9831	\$42.85
Check	04/05/2023	14635	FedEx	Inv # 8-045-43888 shipping ARBO samples	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/05/2023	14635	FedEx	Inv # 8-052-45317 shipping ARBO samples	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/05/2023	14635	FedEx	Inv # 8-059-65090 shipping ARBO samples	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/05/2023	14635	FedEx	Inv # 8-074-72217 shipping ARBO samples	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/05/2023	14635	FedEx	Inv # 8-081-51869 shipping ARBO samples	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/05/2023	14636	Indian River Contracting, LLC	Inv # 19867	1050 Seacoast Oper-4941 & 9831	\$19,616.29
Check	04/05/2023	14636	Indian River Contracting, LLC	Inv # 19867 993.23 tons of Coquina rock for Schlitt Property	46.5.3 Dikes-IRMCD	\$19,616.29
Check	04/05/2023	14637	Board of County Commissioners	Inv # 3/31/2023	1050 Seacoast Oper-4941 & 9831	\$5,329.74
Check	04/05/2023	14637	Board of County Commissioners	Inv # 3/31/2023 Fuel charges for Mar 2023 Unleaded \$2.91/gal Diesel \$3.54/gal	52.1.2 Gas & Diesel	\$5,329.74
Liability Check	04/05/2023	EFT	Florida Retirement System	420000041009- March 2023 Retirement Contributions	1050 Seacoast Oper-4941 & 9831	\$36,566.94
Liability Check	04/05/2023	EFT	Florida Retirement System	420000041009- March 2023 Retirement Contributions	2006 Payroll Liabilities	\$6,609.95
Liability Check	04/05/2023	EFT	Florida Retirement System	420000041009- March 2023 Retirement Contributions	20.2 FL Retirement Contrib	\$29,956.99
Liability Check	04/06/2023		QuickBooks Payroll Service	Created by Payroll Service on 03/30/2023	1050 Seacoast Oper-4941 & 9831	\$75.00
Liability Check	04/06/2023		QuickBooks Payroll Service	Created by Payroll Service on 03/30/2023	2111 Direct Deposit Liabilities	\$75.00
Liability Check	04/06/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/04/2023	1050 Seacoast Oper-4941 & 9831	\$182.14
Liability Check	04/06/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/04/2023	2111 Direct Deposit Liabilities	\$182.14
Liability Check	04/11/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/10/2023	1050 Seacoast Oper-4941 & 9831	\$53,082.51
Liability Check	04/11/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/10/2023	2111 Direct Deposit Liabilities	\$53,082.51
Check	04/12/2023	14640	Cintas Corporation No. 2	Payer # 14087358 Inv # 4151597622	1050 Seacoast Oper-4941 & 9831	\$419.58
Check	04/12/2023	14640	Cintas Corporation No. 2	Payer # 14087358 Inv # 4151597622 04/05/2023 Uniform Services	30.4.2 Other Prof Svc/Uniforms	\$419.58
Check	04/12/2023	14641	Cole Auto Supply	Acct # 1642 Closing Date 3/31/2023	1050 Seacoast Oper-4941 & 9831	\$763.48
Check	04/12/2023	14641	Cole Auto Supply	Acct # 1642 Closing Date 3/31/2023, Heet, Plastic Bond, JB Weld, Mini induction heater, coil kit...	46.0.20 Maint by IRMCD	\$650.56
Check	04/12/2023	14641	Cole Auto Supply	Canister purge valve-tk 451, 2 license plate light covers, 1 air filter, 12 oil filters	46.6.1 Truck/Auto/ATV-IRMCD	\$112.92
Check	04/12/2023	14642	Fisher Scientific Co. LLC	Acct # 212441-001 Inv # 0958731,Inv # 1119692, Inv # 1799341,Inv # 1595150	1050 Seacoast Oper-4941 & 9831	\$166.10
Check	04/12/2023	14642	Fisher Scientific Co. LLC	Acct # 212441-001 Inv # 0958731 Conduct/total dissolve solid pen	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$81.52
Check	04/12/2023	14642	Fisher Scientific Co. LLC	Inv # 1119692 100 pack of vaccutainers	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$99.36
Check	04/12/2023	14642	Fisher Scientific Co. LLC	Inv # 1799341 2 packs of vaccutainers	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$198.72
Check	04/12/2023	14642	Fisher Scientific Co. LLC	Inv # 1595150 credit for returned vaccutainers	52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$213.50
Check	04/12/2023	14643	Clarke Mosquito Control Products	Inv # 5103888	1050 Seacoast Oper-4941 & 9831	\$39,780.00
Check	04/12/2023	14643	Clarke Mosquito Control Products	Inv # 5103888 50 Natular G30 40lb bags (larvicide)	52.2.27 Natular G30	\$39,780.00
Check	04/12/2023	14644	Grove Welders, Inc	Inv # 63487	1050 Seacoast Oper-4941 & 9831	\$196.22
Check	04/12/2023	14644	Grove Welders, Inc	Inv # 63487 Fittings, hoses, & o rings for spray systems on ULV trucks	46.6.3 Heavy Eqp/Boats-IRMCD	\$196.22
Check	04/12/2023	14645	Home Depot Credit Services	Acct # 6035322501565166 Inv # 2071293, Inv # 2371485	1050 Seacoast Oper-4941 & 9831	\$13.92
Check	04/12/2023	14645	Home Depot Credit Services	Acct # 6035322501565166 Inv # 2071293 2 gallon buckets and lids	52.4.3 Supl Research-General	\$14.89
Check	04/12/2023	14645	Home Depot Credit Services	Inv # 2371485 refund for tax charged erroneously	52.4.3 Supl Research-General	\$0.97
Check	04/12/2023	14646	Price Fire Protection, Inc.	Inv # 006999	1050 Seacoast Oper-4941 & 9831	\$1,128.55
Check	04/12/2023	14646	Price Fire Protection, Inc.	Inv # 006999 Annual Fire Extinguisher Service	46.1.1 Buildings-Other	\$1,128.55
Check	04/12/2023	14647	Shoe Carnival, Inc.	Inv # 307443	1050 Seacoast Oper-4941 & 9831	\$94.98
Check	04/12/2023	14647	Shoe Carnival, Inc.	Inv # 307443 Safety boots - MJ	52.3 Protective Clothing (Every form of PPD i.e. safety glasses, boots, raincoats, gloves)	\$94.98
Check	04/12/2023	14648	AT&T	Acct # 77256223930870454	1050 Seacoast Oper-4941 & 9831	\$263.27
Check	04/12/2023	14648	AT&T	Acct # 77256223930870454 - Local/Long Distance Apr 2023	41.1 Communication Services	\$263.27
Check	04/12/2023	14649	McMaster-Carr Supply Co	Inv # 95752923, Inv # 95754689	1050 Seacoast Oper-4941 & 9831	\$175.62
Check	04/12/2023	14649	McMaster-Carr Supply Co	Inv # 95752923 tubes and fittings for spray systems on ULV trucks	52.4.4 Supl ULV (Includes mosquito magnet supplies)	\$146.07
Check	04/12/2023	14649	McMaster-Carr Supply Co	Inv # 95754689 tubes and fittings for spray systems on ULV trucks	52.4.4 Supl ULV (Includes mosquito magnet supplies)	\$29.55
Liability Check	04/13/2023	EFT	Child Support		1050 Seacoast Oper-4941 & 9831	\$507.39
Liability Check	04/13/2023	EFT	Child Support		2006 Payroll Liabilities	\$507.39
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	1050 Seacoast Oper-4941 & 9831	\$18,345.40
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$7,282.50
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$1,048.45
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$1,048.45
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$4,483.00
Liability Check	04/14/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$4,483.00
Liability Check	04/14/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	1050 Seacoast Oper-4941 & 9831	\$1,646.72
Liability Check	04/14/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	2006 Payroll Liabilities	\$1,646.72
Liability Check	04/14/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	1050 Seacoast Oper-4941 & 9831	\$770.00

IRMCD
Custom Transaction Detail Report
April 2023

Liability Check	04/14/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001		2006 Payroll Liabilities	\$770.00
Check	04/19/2023	14651	Cintas Corporation No. 2	Payer # 14087358 Inv # 4152279340		1050 Seacoast Oper-4941 & 9831	\$419.58
Check	04/19/2023	14651	Cintas Corporation No. 2	Payer # 14087358 Inv # 4152279340 04/12/2023 Uniform Services		30.4.2 Other Prof Svc/Uniforms	\$419.58
Check	04/19/2023	14652	Indian River Contracting, LLC	Inv # 19883, Inv # 19899		1050 Seacoast Oper-4941 & 9831	\$13,311.12
Check	04/19/2023	14652	Indian River Contracting, LLC	Inv # 19883 650.02 tons of Coquina rock - Vista Gardens		46.5.3 Dikes-IRMCD	\$12,837.90
Check	04/19/2023	14653	Lewis, Longman, & Walker P.A.	Inv # JDR-151743		1050 Seacoast Oper-4941 & 9831	\$2,675.00
Check	04/19/2023	14653	Lewis, Longman, & Walker P.A.	Inv # JDR-151743 Email correspondence w/JMA & SB, review and draft several agreements, review an...		30.1.3 Legal Services	\$2,675.00
Check	04/19/2023	14654	Sniffen & Spellman, P.A.	Acct # 9014-002 Statement# 36676		1050 Seacoast Oper-4941 & 9831	\$2,000.00
Check	04/19/2023	14654	Sniffen & Spellman, P.A.	Acct # 9014-002 Statement # 36676 Review internal policies & procedures		30.1.3 Legal Services	\$2,000.00
Check	04/19/2023	14655	Treasure Coast Newspapers #1028	Acct # SN1139987-IRMCD		1050 Seacoast Oper-4941 & 9831	\$203.02
Check	04/19/2023	14655	Treasure Coast Newspapers #1028	Acct # SN1139987-IRMCD 12month newspaper renewal 5/1/2023 - 4/30/2024 and Thanksgiving Edition		54.1 Publications & Dues (Subscriptions, memberships, related educational and/or professional da...	\$203.02
Check	04/19/2023	14656	Treasure Coast Newspapers	Acct # 333036 Inv # 0005487676		1050 Seacoast Oper-4941 & 9831	\$128.25
Check	04/19/2023	14656	Treasure Coast Newspapers	Acct # 333036 Inv # 0005487676 Aerial Adulticide Bid Ad		49.2 Advertising (Req'd by Law)	\$86.92
Check	04/19/2023	14656	Treasure Coast Newspapers	Board meeting time notice for April, May, June 2023 to 6:00pm		49.2 Advertising (Req'd by Law)	\$39.33
Check	04/19/2023	14657	Indian River County Utilities	Cust # 0012218-062300 Bill # 11430954		1050 Seacoast Oper-4941 & 9831	\$44.18
Check	04/19/2023	14657	Indian River County Utilities	Cust # 0012218-062300 Bill # 11430954 Water service 3/06/2023-4/05/2023		43.1 Utility Services	\$44.18
Check	04/19/2023	14658	Zp's AW Direct	Acct # 5345635 Inv # 1123467		1050 Seacoast Oper-4941 & 9831	\$193.97
Check	04/19/2023	14658	Zp's AW Direct	Acct # 5345635 Inv # 1123467 2 STAR mini strobe lights for ATVs		46.6.1 Truck/Auto/ATV-IRMCD	\$193.97
Check	04/19/2023	14659	Indian River County Landfill	Acct # 178301 Ticket # 03-01627593		1050 Seacoast Oper-4941 & 9831	\$3.18
Check	04/19/2023	14659	Indian River County Landfill	Acct # 178301 Ticket # 03-01627593 Disposal of cabinet that used to be attached to wall in Boar...		46.5.1 Buildings-IRMCD	\$3.18
Check	04/19/2023	14660	Thomas R. Summersill, Inc	Inv # 03985-M23-APL, Inv # 03984-M23-APL		1050 Seacoast Oper-4941 & 9831	\$33,605.70
Check	04/19/2023	14660	Thomas R. Summersill, Inc	Inv # 03985-M23-APL Aerial larviciding completed 4/14/2023 633 acres		30.4.5/Contract Serv-Aircraft	\$7,222.53
Check	04/19/2023	14660	Thomas R. Summersill, Inc	Inv # 03984-M23-APL Aerial larviciding completed 4/13/2023 2137 acres		30.4.5/Contract Serv-Aircraft	\$26,383.17
Check	04/19/2023	14661	AT&T Mobility	Acct # 823540712 Invoice # 823540712X04122023		1050 Seacoast Oper-4941 & 9831	\$831.68
Check	04/19/2023	14661	AT&T Mobility	Acct # 823540712 Invoice # 823540712X04122023 Cellular Service		41.1 Communication Services	\$831.68
Check	04/19/2023	14652	Indian River Contracting, LLC	Inv # 19899 21.51 tons of mason sand for chicken house		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$473.22
Check	04/19/2023	14663	nexAir, LLC	Acct # P5529 Inv # 0010874658		1050 Seacoast Oper-4941 & 9831	\$147.50
Check	04/19/2023	14663	nexAir, LLC	Acct # P5529 Inv # 0010874658 4 4035 aluminum wire, 25 fastip for .035 wire welding supplies		46.0.20 Maint by IRMCD	\$147.50
Check	04/26/2023	14665	Adapco, Inc	Inv # 133895		1050 Seacoast Oper-4941 & 9831	\$45,504.00
Check	04/26/2023	14665	Adapco, Inc	Inv # 133895 24 Vectobac GS Supersack 1200lb bags		52.2.16 Vectobac CG-GS/Bti (Granular larvicide on ground up corncobs typically applied by air bu...	\$45,504.00
Check	04/26/2023	14666	Cintas Corporation No. 2	Payer # 14087358 Inv # 4152845517		1050 Seacoast Oper-4941 & 9831	\$419.58
Check	04/26/2023	14666	Cintas Corporation No. 2	Payer # 14087358 Inv # 4152845517 04/18/2023 Uniform Services		30.4.2 Other Prof Svc/Uniforms	\$419.58
Check	04/26/2023	14667	Thomas R. Summersill, Inc	Inv # 04014-M23-APL		1050 Seacoast Oper-4941 & 9831	\$8,537.93
Check	04/26/2023	14667	Thomas R. Summersill, Inc	Inv # 04014-M23-APL Aerial larviciding completed 4/19/2023 573 acres		30.4.5/Contract Serv-Aircraft	\$8,537.93
Check	04/26/2023	14668	Lowe's	Acct # 2096 Inv # 942869, Inv # 942273, Inv # 942218, Inv # 942227		1050 Seacoast Oper-4941 & 9831	\$301.16
Check	04/26/2023	14668	Lowe's	Acct # 2096 Inv # 942869 4 linkable shop lights, 1 indoor timer		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$151.79
Check	04/26/2023	14668	Lowe's	15"x75' roll clear wrap		52.4.6 Supl Larviciding (Includes tide gauge materials)	\$25.64
Check	04/26/2023	14668	Lowe's	2 flat electric covers		46.5.2 Grounds-IRMCD	\$15.54
Check	04/26/2023	14669	FedEx	Inv # 8-088-73422, Inv # 8-096-88671, Inv # 8-103-17982, Inv # 8-110-40677		1050 Seacoast Oper-4941 & 9831	\$34.28
Check	04/26/2023	14669	FedEx	Inv # 8-088-73422 shipping ARBO samples		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/26/2023	14669	FedEx	Inv # 8-096-88671 shipping ARBO samples		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/26/2023	14669	FedEx	Inv # 8-103-17982 shipping ARBO samples		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Check	04/26/2023	14670	Fisher Scientific Co. LLC	Acct # 212441-001 Inv # 2138878		1050 Seacoast Oper-4941 & 9831	\$634.39
Check	04/26/2023	14670	Fisher Scientific Co. LLC	Acct # 212441-001 Inv # 2138878 5 100 pk serum tubes, case of syringes, 2 rolls of labeling tape		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$539.43
Check	04/26/2023	14670	Fisher Scientific Co. LLC	500 pack of collections bags - for Gambusia at Outreach events		48.1 Promo/Educational Activ	\$94.96
Check	04/26/2023	14668	Lowe's	Inv # 942273 1 Delta faucet for north lab sink		46.5.1 Buildings-IRMCD	\$56.05
Check	04/26/2023	14668	Lowe's	Inv # 942218 2 shut-off valves & 2 hoses for north lab sink		46.5.1 Buildings-IRMCD	\$33.18
Check	04/26/2023	14668	Lowe's	Inv # 942227 2 shut-off valves for north lab sink		46.5.1 Buildings-IRMCD	\$18.96
Check	04/26/2023	14671	Mullinax Ford of Vero Beach	Inv # 142094		1050 Seacoast Oper-4941 & 9831	\$185.57
Check	04/26/2023	14671	Mullinax Ford of Vero Beach	Inv # 142094 transmission cooler lines and assy for truck 260		46.6.1 Truck/Auto/ATV-IRMCD	\$185.57
Check	04/26/2023	14672	FPL	Acct # 90168-13504		1050 Seacoast Oper-4941 & 9831	\$1,923.49
Check	04/26/2023	14672	FPL	Acct # 90168-13504 4/19/2023 Shop/Office		43.1 Utility Services	\$1,176.27
Check	04/26/2023	14672	FPL	Acct # 90168-13504 4/19/2023 Electric Pumps		52.1.3 Electric Pumps (Electric bills for pumps)	\$747.22
Check	04/26/2023	14673	Staples Advantage	Acct # ATL1067547 Inv # 8069956042		1050 Seacoast Oper-4941 & 9831	\$47.89
Check	04/26/2023	14673	Staples Advantage	Acct # ATL1067547 Inv # 8069956042 Copy paper, 25 page stapler - SM		51.1 Office Supplies (include AT&T advertising)	\$47.89
Liability Check	04/26/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/24/2023		1050 Seacoast Oper-4941 & 9831	\$53,152.85
Liability Check	04/26/2023		QuickBooks Payroll Service	Created by Payroll Service on 04/24/2023		2111 Direct Deposit Liabilities	\$53,152.85
Check	04/26/2023	14675	Cleaning By Mina, LLC	Inv # 59		1050 Seacoast Oper-4941 & 9831	\$1,003.10
Check	04/26/2023	14675	Cleaning By Mina, LLC	Inv # 59 Apr 2023 Maintenance cleaning		30.4.1 Other Prof Svc/Jantor	\$1,003.10
Check	04/26/2023	14669	FedEx	Inv # 8-110-40677 shipping ARBO samples		52.4.5 Supl Arbovirus (CDC light traps, cloths for collection cups)	\$8.57
Liability Check	04/27/2023	EFT	Child Support			1050 Seacoast Oper-4941 & 9831	\$507.39
Liability Check	04/27/2023	EFT	Child Support			2006 Payroll Liabilities	\$507.39

IRMCD
Custom Transaction Detail Report
April 2023

Liability Check	04/27/2023	QuickBooks Payroll Service	Created by Payroll Service on 04/25/2023	1050 Seacoast Oper-4941 & 9831	\$140.85	
Liability Check	04/27/2023	QuickBooks Payroll Service	Created by Payroll Service on 04/25/2023	2111 Direct Deposit Liabilities	\$140.85	
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	1050 Seacoast Oper-4941 & 9831	\$18,531.34
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$7,439.50
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$1,051.17
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$1,051.17
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$4,494.75
Liability Check	04/28/2023	EFT	IRMCD-FICA,SS,Med	59-6001309	2006 Payroll Liabilities	\$4,494.75
Liability Check	04/28/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	1050 Seacoast Oper-4941 & 9831	\$1,646.72
Liability Check	04/28/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	2006 Payroll Liabilities	\$1,646.72
Liability Check	04/28/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	1050 Seacoast Oper-4941 & 9831	\$770.00
Liability Check	04/28/2023	EFT	Nationwide Retirement Solutions, Inc.	0025223001	2006 Payroll Liabilities	\$770.00
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	1050 Seacoast Oper-4941 & 9831	\$2,884.04
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.21 AFA/Accident (post-tax)	\$119.26
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.2 AFA/Accident	\$582.80
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.3 AFA/Cancer (pre-tax)	\$372.70
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.4 AFA/Cancer (post tax)	\$141.70
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.83 AFA/Critical Care(post)	\$81.94
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.5 AFA/Disability	\$1,279.60
Liability Check	04/28/2023	EFT	American Fidelity-Products	MCP#64213 Inv#D578890 April 2023 Premiums	2006.6 AFA/Life Insurance	\$306.04
Liability Check	04/28/2023	EFT	American Fidelity Assurance Company	MCP#64213 Inv#2150482B April 2023 Premiums	1050 Seacoast Oper-4941 & 9831	\$862.07
Liability Check	04/28/2023	EFT	American Fidelity Assurance Company	MCP#64213 Inv#2150482B April 2023 Premiums	2006.1 AFA/Medical Care FSA	\$862.07
Liability Check	04/28/2023	EFT	Texas Life Insurance Company	SS0A9H-April 2023 Premiums	1050 Seacoast Oper-4941 & 9831	\$456.32
Liability Check	04/28/2023	EFT	Texas Life Insurance Company	SS0A9H-April 2023 Premiums	2006.7 Texas Life	\$456.32
Check	04/28/2023	EFT	Principal Financial Group	Acct#1037999-10001 May 2023 Premiums	1050 Seacoast Oper-4941 & 9831	\$849.12
Check	04/28/2023	EFT	Principal Financial Group	Acct#1037999-10001 May 2023 Premiums	20.3 Life/Health Insurance	\$849.12
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	1050 Seacoast Oper-4941 & 9831	\$46,336.10
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.81 Emp. Dental Prem Cont (Employee Dental Coverage Contribution)	\$280.00
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.81 Emp. Dental Prem Cont (Employee Dental Coverage Contribution)	\$371.50
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.81 Emp. Dental Prem Cont (Employee Dental Coverage Contribution)	\$114.48
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.81 Emp. Dental Prem Cont (Employee Dental Coverage Contribution)	\$279.60
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$142.26
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$349.09
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$216.58
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$554.12
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$553.30
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$698.20
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$334.73
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$995.82
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$384.96
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.8 Emp. Health Prem Contrib (Employee Health Care Premium Contribution)	\$156.54
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.82 Emp Vision Prem Contr (Employee Vision Coverage Contribution)	\$22.03
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.82 Emp Vision Prem Contr (Employee Vision Coverage Contribution)	\$65.60
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.82 Emp Vision Prem Contr (Employee Vision Coverage Contribution)	\$36.90
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.82 Emp Vision Prem Contr (Employee Vision Coverage Contribution)	\$44.08
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	2006.82 Emp Vision Prem Contr (Employee Vision Coverage Contribution)	\$12.10
Liability Check	04/28/2023	14664	FMIT	FH0273 April 2023 Contributions/ May 2023 Premiums	20.3 Life/Health Insurance	\$40,722.21

MASTERCARD 03/23 STATEMENT			
30.2.2 Direct Deposit Fees			48.1 Promo/Educational
\$155.00	Intuit QB Payroll Monthly Per Usage Fee		\$36.98 sign holders
			\$36.98
\$155.00			51.1 Office Supplies
30.4.2 Uniforms			\$174.52 p/towels, batteries, trash bags,t paper, tissues
\$530.00	30 IRMCD trucker hats, 15 classic ball caps	\$27.88	30 retractable belt clips
\$530.00		\$79.99	iPad case 5th Gen - VR
40.1 Travel/ Per Diem			\$282.39
\$519.61	AMCA 89th Conf travel,bags, lodging, parking-PJ		51.2 Computer Software
\$464.57	AMCA 89th Conf travel, lodging, parking- SB	\$252.00	QB Time Premium per usage fee
\$757.00	FASD Legislative Forum lodging, parking - SB		
\$518.00	FASD Legislative Forum lodging, parking - ME		
\$378.00	FMCA Tallahassee Days - 2 nights lodging - SB		
\$70.00	American Airlines baggage fee - SMC		
\$363.95	AMCA 89th Annual Conf loding - SMC	\$252.00	
\$11.20	Pick up skid steer tracks		51.3 Computer Hardware
\$90.87	Sunpass Dodd travel	\$1,467.99	Dell Laptop w/4 yr Protection Plan - Board Rm
\$3.85	CFX Ves E-pass - SB	\$3,415.88	2 Samsung 86" tvs & 4yr Protect plans- Brd Rm
		\$4,883.87	
			52.1.2 Gas
		\$88.50	Gas FASD Legislative Forum - SB
\$3,177.05		\$91.20	Gas FMCA Tallahassee Days - SB
40.2.1 Registrations			
\$75.00	Legal Conference registration TCHRA 4/18 - JMA		
			\$179.70
\$75.00			52.3 Protective Clothing
41.1 Communications			\$69.08 Deck boots - FC
\$9.90	Earthlink monthly	\$123.88	Safety boots - SMC
\$89.40	GoDaddy5 yr renewal irmosquito2.com website		
\$63.51	GoDaddy .org 3 yr domain renewal		
\$162.81		\$192.96	
42.1 Postage			52.4.3 Supply Research General
\$21.36	Certified mail x 2 - audited financials	\$59.97	Humidifier for insectary
		\$96.01	brewer's yeast
\$21.36		\$13.99	plastic cups w/dome lids
46.0.2 Maintenance by IRMCD		\$17.88	petri dishes w/4 sections
\$5.68	vinegar 2 pack		
		\$187.85	
\$5.68			52.4.4 ULV
46.5.1 Buildings-IRMCD			
\$107.36	air filters for a/c units		
\$107.36		\$0.00	
46.5.2 Maintenance/Grounds - IRMCD			52.4.5 Arbo
		-\$32.20	Refund for tax charged - McMurray Hatchery
		\$26.94	safety glasses & safety goggles
\$0.00		\$11.88	24 pack poultry drinking cups
46.5.3 Dikes-IRMCD			
\$2,348.12	5 rolls of fabric - Hurricane Nicole		
-\$2,348.12	5 rolls of fabric - Hurricane Nicole	\$6.62	
\$0.00			54.1 Memberships
46.6.1 Trucks/Auto/ATV-IRMCD		\$179.00	Amazon Prime Membership yearly fee
\$627.92	Bearclaw tires for ATVs	\$179.00	
\$627.92			1315 Sunpass
46.6.3 Heavy Equipment		\$25.00	Prepaid replenishment
\$0.00			
46.6.4 Mowers/Other Repairs			
\$16.46	male & female connectors for mixer		
\$587.05	guard door switch for mixer	\$25.00	
\$603.51			
			Total for MasterCard
			\$11,692.06



FIFTH THIRD BANK

Account Number: XXXX XXXX XXXX 1603

INDIAN RIVR MOSQUITO CTR

Statement Closing Date: 03/27/23

Corporate Account Summary

Previous Balance		\$15,872.31
Payments	-	\$15,872.31
Credits	-	\$2,380.32
Purchases and Other Charges	+	\$14,072.38
Cash Advances	+	\$0.00
Late Payment Charge	+	\$0.00
Cash Advance Fees	+	\$0.00
Finance Charges	+	\$0.00
New Balance		\$11,692.06
Disputed Amount		\$0.00
Past Due Amount		\$0.00
Credit Limit		\$25,000.00
Available Credit Limit		\$13,307.94
Cash Advance Credit Limit		\$0.00
Available Cash Advance Credit Limit		\$0.00
Statement Closing Date		03/27/23
Days in Billing Cycle		28

Payment Information

New Balance	\$11,692.06
Minimum Payment Due	\$11,692.06
Payment Due Date	04/21/23

QUESTIONS OR TO REPORT LOST/STOLEN CARDS?

Call Customer Service 1-800-375-1747

Please send billing inquiries and correspondence to:

FIFTH THIRD BANK
PO BOX 740523
CINCINNATI, OH 45274-0523

Or email inquires to CommercialSupport@53.com

Corporate Account Activity

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03/14	03/14	75569263073230314000047	PAYMENT RECEIVED - THANK YOU	-\$15,872.31

Finance Charge Summary

Your Annual Percentage Rate (APR) is the annual rate on your account.

Type of Balance	Annual Percentage Rate (APR)	Balance Subject to Finance Charge	Finance Charge
PURCHASES	19.80%	\$0.00	\$0.00
CASH ADVANCES	19.80%	\$0.00	\$0.00



Florida Department of Agriculture and Consumer Services
Division of Agricultural Environmental Services

MOSQUITO CONTROL MONTHLY REPORT - LOCAL FUNDS

Submit to:
Mosquito Control Program
3125 Conner Blvd, Suite E
Tallahassee, FL 32399-1650

WILTON SIMPSON
COMMISSIONER

Rule 5E-13.027, F.A.C.
Telephone: (850) 617-7911; Fax (850) 617-7939

COUNTY/ DISTRICT Indian River Mosquito Control

FISCAL YEAR: 2022-2023

MONTH: April

LOCAL FUNDS RECEIPTS AND BALANCES

ACCT NO	DESCRIPTION	Budgeted Receipts	Monthly Receipts	Receipts Year to Date	Balance to Be Collected
311	Ad Valorem (Current/Delinquent)	\$ 5,543,598.00	\$ 200,694.85	\$ 5,486,775.49	\$ 56,822.51
334.1	State Grant	\$ -	\$ -	\$ -	\$ -
362	Equipment Rentals	\$ -	\$ -	\$ -	\$ -
337	Grants and Donations	\$ 3,000.00	\$ -	\$ 5,000.00	\$ (2,000.00)
361	Interest Earnings	\$ 6,000.00	\$ 267.52	\$ 27,307.39	\$ (21,307.39)
364	Equipment and/or Other Sales	\$ -	\$ -	\$ -	\$ -
369	Misc./Refunds (prior yr expenditures)	\$ -	\$ 7,995.00	\$ 43,657.39	\$ (43,657.39)
380	Other Sources	\$ -	\$ -	\$ 6,795.92	\$ (6,795.92)
389	Loans	\$ -	\$ -	\$ -	\$ -
TOTAL RECEIPTS		\$ 5,552,598.00	\$ 208,957.37	\$ 5,569,536.19	\$ (16,938.19)
BEGINNING FUND BALANCE		\$ 3,274,973.55	\$ -	\$ 3,274,973.55	\$ -
Total Receipts & Balance		\$ 8,827,571.55	\$ 208,957.37	\$ 8,844,509.74	\$ (16,938.19)

LOCAL FUNDS EXPENDITURES AND BALANCES

ACCT NO	Uniform Accounting System Transaction Code	Budgeted Expenditures	Monthly Expenditures	Expenditures Year to Date	Balance to Be Expended
10	Personal Services	\$ 2,246,110.08	\$ 152,234.38	\$ 1,059,889.71	\$ 1,186,220.37
20	Personal Services Benefits	\$ 1,130,825.31	\$ 72,236.83	\$ 535,378.20	\$ 595,447.11
30	Operating Expense	\$ 1,257,715.00	\$ 68,013.93	\$ 429,261.03	\$ 828,453.97
40	Travel & Per Diem	\$ 39,330.00	\$ 182.14	\$ 25,062.23	\$ 14,267.77
41	Communication Services	\$ 28,000.00	\$ 1,094.95	\$ 16,251.78	\$ 11,748.22
42	Freight Services	\$ 2,000.00	\$ -	\$ 234.35	\$ 1,765.65
43	Utility Service	\$ 25,000.00	\$ 1,220.45	\$ 7,904.47	\$ 17,095.53
44	Rentals & Leases	\$ 15,669.00	\$ -	\$ 2,481.05	\$ 13,187.95
45	Insurance	\$ 83,000.00	\$ 10,296.00	\$ 64,216.95	\$ 18,783.05
46	Repairs & Maintenance	\$ 380,785.50	\$ 35,919.04	\$ 154,711.46	\$ 226,074.04
47	Printing and Binding	\$ 400.00	\$ -	\$ 303.84	\$ 96.16
48	Promotional Activities	\$ 2,500.00	\$ 94.96	\$ 892.86	\$ 1,607.14
49	Other Charges	\$ 4,000.00	\$ 128.25	\$ 1,047.00	\$ 2,953.00
51	Office Supplies	\$ 73,340.00	\$ 1,050.89	\$ 37,790.08	\$ 35,549.92
52.1	Gasoline/Oil/Lube	\$ 128,250.00	\$ 6,076.96	\$ 28,538.57	\$ 99,711.43
52.2	Chemicals	\$ 1,101,208.61	\$ 85,284.00	\$ 260,018.30	\$ 841,190.31
52.3	Protective Clothing	\$ 5,500.00	\$ 169.98	\$ 2,095.25	\$ 3,404.75
52.4	Misc. Supplies	\$ 58,685.00	\$ 1,763.70	\$ 21,497.88	\$ 37,187.12
52.5	Tools & Implements	\$ 4,200.00	\$ -	\$ 3,962.27	\$ 237.73
54	Publications & Dues	\$ 22,500.00	\$ 203.02	\$ 12,111.02	\$ 10,388.98
55	Training	\$ 23,900.00	\$ 770.00	\$ 9,001.80	\$ 14,898.20
60	Capital Outlay	\$ 476,510.00	\$ -	\$ 59,174.36	\$ 417,335.64
71	Principal	\$ -	\$ -	\$ -	\$ -
72	Interest	\$ -	\$ -	\$ -	\$ -
81	Aids to Government Agencies	\$ -	\$ -	\$ -	\$ -
83	Other Grants and Aids	\$ -	\$ -	\$ -	\$ -
89	Contingency (Current Year)	\$ 689,143.05	\$ -	\$ -	\$ 689,143.05
99	Payment of Prior Year Accounts	\$ -	\$ -	\$ -	\$ -
TOTAL BUDGET AND CHARGES		\$ 7,798,571.55	\$ 436,739.48	\$ 2,731,824.46	\$ 5,066,747.09
0.001	Reserves - Future Capital Outlay	\$ 600,000.00	\$ -	\$ -	\$ 600,000.00
0.002	Reserves - Self-Insurance	\$ -	\$ -	\$ -	\$ -
0.003	Reserves -Cash Balance to be Carried Forward	\$ 360,000.00	\$ -	\$ -	\$ 360,000.00
0.004	Reserves - Sick and Annual Leave	\$ 69,000.00	\$ -	\$ -	\$ 69,000.00
TOTAL RESERVES ENDING BALANCE		\$ 1,029,000.00	\$ -	\$ -	\$ 1,029,000.00
TOTAL BUDGETARY EXPENDITURES and BALANCES		\$ 8,827,571.55	\$ 436,739.48	\$ 2,731,824.46	\$ 6,095,747.09
ENDING FUND BALANCE		\$ -	\$ (227,782.11)	\$ 6,112,685.28	\$ (6,112,685.28)

By submission of this monthly report of receipts, expenditures, and balances, I attest it is true and correct.

SBurningham

5/2/2023

Director Signature

Date



Florida Department of Agriculture and Consumer Services
 Division of Agricultural Environmental Services
MOSQUITO CONTROL MONTHLY REPORT - STATE FUNDS

Submit to:
 Mosquito Control Program
 3125 Conner Blvd, Suite E
 Tallahassee, FL 32399-1650

WILTON SIMPSON
 COMMISSIONER

Rule 5E-13.027, F.A.C.
 Telephone: (850) 617-7911; Fax (850) 617-7939

COUNTY/ DISTRICT Indian River Mosquito Control

FISCAL YEAR: 2022-2023

MONTH: April

STATE FUNDS RECEIPTS AND BALANCES

ACCT NO	DESCRIPTION	Budgeted Receipts	Monthly Receipts	Receipts Year to Date	Balance to Be Collected
311	Ad Valorem (Current/Delinquent)	\$ -	\$ -	\$ -	\$ -
334.1	State Grant	\$ -	\$ -	\$ -	\$ -
362	Equipment Rentals	\$ -	\$ -	\$ -	\$ -
337	Grants and Donations	\$ -	\$ -	\$ -	\$ -
361	Interest Earnings	\$ 25.00	\$ 0.09	\$ 0.95	\$ 24.05
364	Equipment and/or Other Sales	\$ 3,000.00	\$ -	\$ 262.86	\$ 2,737.14
369	Misc./Refunds (prior yr expenditures)	\$ -	\$ -	\$ -	\$ -
380	Other Sources	\$ -	\$ -	\$ -	\$ -
389	Loans	\$ -	\$ -	\$ -	\$ -
TOTAL RECEIPTS		\$ 3,025.00	\$ 0.09	\$ 263.81	\$ 2,761.19
BEGINNING FUND BALANCE		\$ 762.79	\$ -	\$ 762.79	\$ -
Total Receipts & Balance		\$ 3,787.79	\$ 0.09	\$ 1,026.60	\$ 2,761.19

STATE FUNDS EXPENDITURES AND BALANCES

ACCT NO	Uniform Accounting System Transaction Code	Budgeted Expenditures	Monthly Expenditures	Expenditures Year to Date	Balance to Be Expended
10	Personal Services	\$ -	\$ -	\$ -	\$ -
20	Personal Services Benefits	\$ -	\$ -	\$ -	\$ -
30	Operating Expense	\$ -	\$ -	\$ -	\$ -
40	Travel & Per Diem	\$ -	\$ -	\$ -	\$ -
41	Communication Services	\$ -	\$ -	\$ -	\$ -
42	Freight Services	\$ -	\$ -	\$ -	\$ -
43	Utility Service	\$ -	\$ -	\$ -	\$ -
44	Rentals & Leases	\$ -	\$ -	\$ -	\$ -
45	Insurance	\$ -	\$ -	\$ -	\$ -
46	Repairs & Maintenance	\$ -	\$ -	\$ -	\$ -
47	Printing and Binding	\$ -	\$ -	\$ -	\$ -
48	Promotional Activities	\$ -	\$ -	\$ -	\$ -
49	Other Charges	\$ -	\$ -	\$ -	\$ -
51	Office Supplies	\$ -	\$ -	\$ -	\$ -
52.1	Gasoline/Oil/Lube	\$ -	\$ -	\$ -	\$ -
52.2	Chemicals	\$ 3,787.79	\$ -	\$ -	\$ 3,787.79
52.3	Protective Clothing	\$ -	\$ -	\$ -	\$ -
52.4	Misc. Supplies	\$ -	\$ -	\$ -	\$ -
52.5	Tools & Implements	\$ -	\$ -	\$ -	\$ -
54	Publications & Dues	\$ -	\$ -	\$ -	\$ -
55	Training	\$ -	\$ -	\$ -	\$ -
60	Capital Outlay	\$ -	\$ -	\$ -	\$ -
71	Principal	\$ -	\$ -	\$ -	\$ -
72	Interest	\$ -	\$ -	\$ -	\$ -
81	Aids to Government Agencies	\$ -	\$ -	\$ -	\$ -
83	Other Grants and Aids	\$ -	\$ -	\$ -	\$ -
89	Contingency (Current Year)	\$ -	\$ -	\$ -	\$ -
99	Payment of Prior Year Accounts	\$ -	\$ -	\$ -	\$ -
TOTAL BUDGET AND CHARGES		\$ 3,787.79	\$ -	\$ -	\$ 3,787.79
0.001	Reserves - Future Capital Outlay	\$ -	\$ -	\$ -	\$ -
0.002	Reserves - Self-Insurance	\$ -	\$ -	\$ -	\$ -
0.003	Reserves - Cash Balance to be Carried Forward	\$ -	\$ -	\$ -	\$ -
0.004	Reserves - Sick and Annual Leave	\$ -	\$ -	\$ -	\$ -
TOTAL RESERVES ENDING BALANCE		\$ -	\$ -	\$ -	\$ -
TOTAL BUDGETARY EXPENDITURES and BALANCES		\$ 3,787.79	\$ -	\$ -	\$ 3,787.79
ENDING FUND BALANCE		\$ -	\$ 0.09	\$ 1,026.60	\$ (1,026.60)

By submission of this monthly report of receipts, expenditures, and balances, I attest it is true and correct.

}
5/2/2023
 Director Signature Date



Florida Department of Agriculture and Consumer Services
Division of Agricultural Environmental Services

MOSQUITO CONTROL MONTHLY ACTIVITY REPORT

Submit to: Mosquito Control Program
3125 Conner Blvd, Suite E

NICOLE "NIKKI" FRIED
COMMISSIONER

Rule 5E-13.022, F.A.C.
Telephone: (850) 617-7911; FAX (850) 617-7939

COUNTY OR DISTRICT: Indian River Mosquito Control District

MONTH: April

FISCAL: 2022 - 2023

Table with 10 columns: Chemical Name, THLRAMD, Mix Ratio/Formula, Acres Treated Monthly, Total Output Monthly Gallons, Acres Treated Yearly, Total Output Yearly Gallons. Includes sections for CHEMICAL ADULTICIDE and CHEMICAL LARVICIDE.

Director Signature: [Handwritten Signature]
Date: 5/2/2023

Attachment C

May 3, 2023



**EMPOWER
YOUR
PURPOSE**

Compensation Benchmark, Grading and Step System
and Benefit Review for:

Indian River Mosquito Control District

Submitted by:

Kerreen Conley, Sr. Manager, Consulting

Kerreen.Conley@rehmann.com

Rehmann

Scope

Overview of Project

Indian River Mosquito Control District (“IRMCD”) continues to expand its ability to serve its constituents, and that requires attraction and retention of key talent. Therefore, an independent assessment was completed to determine whether the current compensation and benefits offered are competitive with market rates and to assist with internal equity, as applicable.

The benchmark study focused on base compensation and analysis was completed by reference to multiple benchmark sources within the local market along with other Mosquito Control agencies in Florida. Not all agencies responded to requests for information. The sources included in this study are listed below:

Martin County MC	Collier County MCD	East Flagler County MCD	St. Lucie County MCD	Amelia Island MCD
Hernando County MC	Orange County MC	Pinellas County MC	Hillsborough County MC	Manatee County MCD
Broward County MC	Lee County MCD	City of Vero Beach	Volusia County MC	Indian River County
Citrus County MCD	Jacksonville MC	Florida Keys MCD	Lake County Mosquito Management Division	

The final source, CompAnalyst, is a unique tool that allows the filtering of a scope to specific markets and further narrowing additional factors such as industry, revenue, or employee size. This tool was used to find comparable data for office and administrative type roles within IRMCD. The CompAnalyst source data was pulled with a specific scope customized to IRMCD. This scope included:

- Location: Orlando, FL
- Industry: Public Administration
- Size: 25-50 employees

In addition to compensation, an analysis of benefits was also conducted. Benefits information was collected from the below counties and city municipalities in Florida, and the benefits were then reviewed against IRMCD benefits.

Indian River County	City of Sebastian	Amelia Island MCD	Lee County MCD
Hillsborough County MCD	Hernando County MC	East Flagler County MCD	Martin County MC
St. Lucie County MCD	Volusia County MC	Orange County MC	

Philosophy

Compensation

Total Compensation consists of base compensation, which is typically annual salary, bonus, either discretionary or tied to metrics if applicable and benefits, which includes medical, dental, vision, insurance, retirement contributions, and other ancillary perks provided to employees specific to the organization.

When providing recommendations for total compensation, there are additional factors that are taken into consideration. These factors include:

- An Organizations Pay Philosophy
- Budget and Strategic Plan of the Organization
- Job Market and Retention
- Incentives and Perks
- Succession Plans

Organizational Pay Philosophy

What position does the Organization take when determining where in the compensation market are they comfortable and targeting for their compensation structure? There is no right pay philosophy, each Organization is unique in their approach to compensation. A few commonly seen examples of pay philosophies when determining a compensation structure are:

- Pay at the 50th quartile of market data.
- Pay at 75th quartile of market data.
- Pay at 50th quartile but critical positions or hard to fill positions at 75th quartile.
- Pay 10% above market data.

Along with market data, a few additional considerations such as longevity and the experience of the current individual in the position. This provides employees a greater range to continue to grow within their role in the Organization.

Budget

In conjunction with determining the competitiveness of wages when compared to others is to ensure that the organizations budget can sustain any recommendation. The Organizations method to identify and recommend annual increases should be well defined and communicated. Are annual increases given in tandem with annual performance reviews, or does the organization rely on the cost of living to provide guidance?

Having a defined and known process will help the organization plan and budget for such increases and communicate expectations to staff. Annual compensation changes should not be a surprise to individuals when the process and communication is consistent and clear. This also applies if the increase is in tandem with an annual review. Any documentation of performance, goals and increases should have clear expectations, metrics and determinations. Goal setting should include SMART goals: Specific, Measurable, Attainable, Realistic and Timely.

Job Market and Retention

With the changes in the job market over the last few years, employers are in a tougher spot than ever before. Many employees left the workforce, and therefore, the number of candidates to job openings is significant. Employers have to evaluate all aspects of their organization to attract and retain talent. This goes beyond compensation and includes benefits and organizational culture. A few key questions, organizations need to ask is:

- Are positions recognized and rewarded at a level that will keep the current individual in each role?
- Is Total Compensation competitive with the market to attract talent?

Recent studies show it costs an average of 6 to 9 months of an employee's salary to replace them if they leave. Some of these costs include recruiting, organizational knowledge, employee morale, orientation/training for the replacement, among other things.

Incentives and Perks

As aforementioned, total compensation does include factors beyond just base compensation. Many employers are having to evaluate these other tangible and non-tangible benefits such as the standard medical, dental and vision but also things like retirement employer match contributions, time off, flexibility and work schedules.

It is important that organizations develop a standardized and communicated compensation plan to retain employees and minimize turnover costs and remain competitive with attracting new talent.

Methodology - Compensation

Comparable Organizations: The compensation study performed by Rehmann was done consistent with the expectations outlined in the RFP. Rehmann used multiple benchmarks from local city and county municipality and districts when establishing relevant benchmark information.

Job Descriptions: The information provided in the Indian River Mosquito Control Districts job descriptions was used to determine and select the appropriate benchmark position and corresponding compensation data to use for comparison from each source. These factors include job responsibility, education and experience requirements, supervisory responsibilities and any additional certifications or licenses.

Market Range: Once data was identified for each position from each source, similar jobs were then compared to find the market range for each position based on the 25th, 50th, and 75th quartiles respectively. Suggested pay rates were then found by incorporating IRMCD's pay philosophy of paying 10% over market (see appendix A). Next, incumbent information was added and compared to the market and suggested pay data once market ranges were established. This identifies where each employee is compensated in relation to the market as well as to the

suggested pay data. This comparison highlighted any remaining outliers for undercompensated or overcompensated employees in regard to the suggested pay rate per position.

Factor Analysis: The next phase of the engagement involved compensable factor analysis of each job to identify like positions within the organization based on following factors: education, experience, additional certifications and licenses, knowledge, skills and abilities, interaction and communication, complexity of the job, use of independent judgement, managerial responsibility, work environment and FLSA status.

Salary Grades: Once the factor analysis was completed, positions were then grouped together based similar jobs with similar factors found it the jobs. The groupings from the analysis were then placed into salary grades. The grades were established by job likeness and compensation for each grouping, and as a result, left fourteen (14) salary grades for IRMCD (see Appendix B). Based on current employee tenure, grade spread was broadened to offer further advancement opportunity for employees with higher tenure. (Salary grade spread is maximum compensation of the grade minus minimum compensation divided by grade minimum compensation to get the range percentage.)

Steps System: Rehmann also created pay steps for each grade. Step pay structures allow for clearly defined and consistent pay practices but allow the organization flexibility when COLA adjustments are made across the board. This type of system allows for more consistent pay practices, which can be easily planned and budgeted. The tool provided as a part of this project allows the flexibility to update and maintain the system to ensure there is internal equity when placing new hires in the organization.

The pay steps were then created using an average 3% escalator between steps with a 20 step system which will allow room for continued advancement.

Escalator: IRMCD's grade spread is 75% for all grades. The 3% increase used for the steps was identified by analyzing IRMCD's last five years increases. These increases average 2.8% for merit and 2.04% for COLA. The steps only incorporated an annual increase as COLA changes year to year and can be applied to the steps each year if applicable. The starting wage for each grade was based on the 10% above market rates based on the IRMCD pay philosophy.

The final step of the compensation engagement involved incorporating the current IRMCD new suggested pay rates within the newly established appropriate salary grades and steps. The incumbent information for IRMCD was incorporated once grade and steps were identified to show where each incumbent is in relation to the step system, and the annualized impact was calculated to account for specific adjustments.

Conclusion – Compensation

Based on the completed compensation benchmark, the Coastal Inspector I, Coastal Inspector II, Marine Inspector I and Marine Inspector II are compensated below market data at 25th percentile based on their experience and other position factors. All other positions are paid close to or over market data at the 50th percentile and are closer to 75th percentile for similar positions and experience.

STEPS FOR CONSIDERATION - COMPENSATION

With this tool in hand there are several options to consider as you move forward to consider its adoption.

1. The first option would be to do nothing but to understand where the organization is positioned today based on comparative data.
2. A second option would be to adjust only those who are below the minimum rate of their pay grade and place them on the minimum step of the pay grade. This would ensure that the lowest paid employees have been brought up to market, but it would not address the inconsistent hiring practices or future internal equity concerns that occur. (The financial impact would be \$20,363.20.)
3. The third option would be to utilize the Grade and Step System to establish a more standardized and consistent approach to new hire placement. In this case IRMCD would at a minimum place each employee on their corresponding step within their identified grade. This would acknowledge the job duties, responsibilities and requirements of the position and the wages appropriate for those positions, (The financial impact would be \$44,363.19.)
4. A fourth scenario would be to place employees within their corresponding grade and on the step that most closely reflects their current rate of pay, including those who fell below market, and then move each employee up one step. This option would set everyone in the system and then advance them providing an annual increase which would be considered by the board before year end. In this case employees would not advance on the step scale until the following year. (The financial impact would be \$101,107.10.)

Methodology - Benefits

Rehmann used the collected benefit information from eleven (11) other counties and districts as described in the scope to compare against the IRMCD’s benefit offerings. Breaking down the current benefit offerings into smaller buckets such as medical, dental, vision, basic life, accidental death, and dismemberment (AD&D), voluntary life for employees as well as dependents, retirement options, and longevity. Below is the comparison for how IRMCD’s benefits compare to the other nine districts.

In the table below a comparison was done that will provide guidance on where the IRMCD may wish to look in the future to align in other benefit areas. The **GREEN** areas indicate that those benefits are above market. In fact, the health benefits when compared to others stand above the competition. The **BLUE** areas indicate benefit areas that are in line with the competition. Finally, the **RED** areas indicate areas in which the organization falls below or does not offer a benefit.

Benefits	Above Market	Consistent with Market	Below Market
Medical			
Copay			
Deductible			
EE Cost			
Dental			
Vision			
Basic Life			
Basic AD&D			
Voluntary life			
Voluntary ADD			
Voluntary Dependent Life			
Voluntary Dependent AD&D			
Pension			
Retirement			
Top-Out Pay			
Vacation Time			
Medical Leave			
Personal Days			
Bereavement			
Voting Time			
Holidays			

Other			

Conclusion – Benefits

The completed benefit benchmark indicates that Indian River Mosquito Control Districts benefits, when compared to similar organizations are in line and slightly better than the market. IRMCD’s medical is above market in employee cost, deductible, and co-pays. Dental and vision plans are similar when compared to other agencies. One trend that was identified, is other agencies have more than one dental and vision plan. IRMCD’s plans are consistent with the base plans offered by other agencies.

Insurance: Employer paid Life, and AD&D coverages are above market. Of the eleven other agencies evaluated, five paid basic life at 1x an employee’s base earnings, the other six were below that threshold. Voluntary employee life and AD&D were in line with market, allowing an employee to buy up and over the employer provided. Voluntary dependent life and AD&D were below market. IRMCD does not offer this as an added benefit, whereas three agencies offer voluntary spouse life and AD&D between \$150k-250k but not to exceed 50% of the employee election or up to the employee elected amount. Seven others offered volumes less than \$150k or were combined with child life. Only one other agency did not offer dependent life or AD&D.

457 B Plan: Indian River Mosquito Control District is also right in line with market with participation in the Florida Pension System with a contribution of 3% of annual earnings as well as participation in a 457(b) deferred comp plan that is fully employee funded. Only one agency was contributing an employer contribution to both the FRS and 457(b).

Paid Time Off: Vacation time is in line with market, however, there were three agencies that were above market and above what IRMCD offers. Two of those three started the vacation time buckets at 18 days and the third at 28 days. Another benefit that was in line with market was the medical leave or sick leave at 96 hours per year. The sick time offered was consistent with all agencies who offered this benefit. Above market, personal time of 1 day is more than most other agencies. Only two other agencies offered personal time in addition to sick time and vacation time. Bereavement leave is consistent with market, but other agencies have started offering more time for immediate family, up to 5 days. Voting time is also above market, only one other agency offered any time off to vote. Employer paid holidays is consistent with the market at 11 paid employer holidays. Other agencies have added 1-2 days of floating holidays for a total of 11 or 12 employer paid holidays as well as Juneteenth.

Additional Benefits: Other ancillary benefits that IRMCD offers is accident, hospitalization, cancer, critical illness, and flexible spending accounts. These are all in line with ancillary benefits offered by similar agencies.

Based on the findings of this review, overall IRMCD benefits are either consistent with or above market, there was only a few benefits that are slightly behind market.

STEPS FOR CONSIDERATION - BENEFITS

The benefit levels offered by IRMCD are competitive and in some key areas exceed the market comparable. The benefits that were not offered by IRMCD or that could be adjusted slightly would include: voluntary dependent life and AD&D coverages. In addition, there are a number of organizations that observe holidays that IRMCD does not.

Keeping a close eye on benefit enhancements with other agencies will be important. There are a couple of benefits that the organization may wish to consider as some of the benchmark organizations have already started to blaze the trail. These include paid parental leave benefits and Tricare supplemental plans. These plans are great for veterans who are covered under Tricare but adds an additional level of coverage for them and any covered dependents.

If the organization made no changes to their existing plans they would remain above market in the key benefit categories. It will be important to continue to maintain high quality benefits to provide your continued competitive advantage.

Closing

This report provides our methodology and findings for the compensation benchmark analysis, wage matrix, job factor analysis, salary grading, pay steps and benefits benchmark analysis for Indian River Mosquito Control District. Please carefully review each of the salary tools provided as part of the scope of this engagement, Rehman would be happy to review these for any clarification or questions.

We want to thank IRMCD for giving us the opportunity to assist in creating an equitable and market driven compensation program. Implementing the identified compensation program will assist IRMCD not only in recruiting and retaining employees but providing pay equity across the board for each role.

It has been a pleasure to work with your team. We at Rehmann wish you prosperity and success at Indian River Mosquito Control District!

Appendix A

<i>Job Title</i>	<i>25th</i>	<i>50th</i>	<i>75th</i>	<i>Grade Range</i>
<i>Grade One</i>	\$ 17.16		\$ 30.09	75%
Maintenance Assistant I				
Impoundment Operator I				
Fiscal Coordinator				
<i>Grade Two</i>	\$ 19.88		\$ 34.86	75%
Maintenance Assistant II				
Lab Tech 1				
Surveillance Coordinator				
Coastal Inspector I				
<i>Grade Three</i>	\$ 20.90		\$ 36.65	75%
Payroll Coordinator				
Marine Inspector I				
Fiscal Specialist				
Aerial Coordinator				
Impoundment Operator II				
<i>Grade Four</i>	\$ 23.83		\$ 41.79	75%
Coastal Inspector II				
Payroll Specialist				
ULV Coordinator				
<i>Grade Five</i>	\$ 24.67		\$ 43.23	75%
Lab Tech II				
Surveillance Specialist				
ULV Specialist				
<i>Grade Six</i>	\$ 25.11		\$ 44.03	75%
Marine Inspector II				
<i>Grade seven</i>	\$ 25.63		\$ 44.94	75%
Larvicide Foreman				
Entomologist I				
Aerial Specialist				
Project Manager				
<i>Grade Eight</i>	\$ 26.29		\$ 46.10	75%
Human Resource Generalist				
Entomologist II				
<i>Grade Nine</i>	\$ 27.23		\$ 47.75	75%
Senior Entomologist				
<i>Grade Ten</i>	\$ 29.63		\$ 51.96	75%

<i>IT Specialist</i>			
Larvicide Supervisor			
Maintenance Supervisor			
<i>Grade Eleven</i>	<i>\$ 30.92</i>	<i>\$ 54.22</i>	<i>75%</i>
Research Entomologist			
<i>Grade Twelve</i>	<i>\$ 44.21</i>	<i>\$ 77.52</i>	<i>75%</i>
IT Supervisor			
<i>Grade Thirteen</i>	<i>\$ 39.39</i>	<i>\$ 69.07</i>	<i>75%</i>
Director of Finance and Support Services			
Director of Operations			
Director of Scientific Programs			
<i>Grade Fourteen</i>	<i>\$ 52.67</i>	<i>\$ 92.36</i>	<i>75%</i>
Executive Director			

Appendix B

Indian River Mosquito Control District's stated pay philosophy is pay 10% above Market

2023 Salary Benchmark Survey	Benchmark Market Data Based on Current Wages			Benchmark Market Data Based on Pay Philosophy & Base Wages (*Suggested)		
	25th	50th	75th	25th	50th	75th
Job Titles						
Fiscal Coordinator						
Impoundment Operator I	\$15.60	\$21.48	\$27.35	\$17.16	\$23.63	\$30.09
Maintenance Assistant I						
Coastal Inspector I						
Lab Tech I	\$18.07	\$24.88	\$31.69	\$19.88	\$27.37	\$34.86
Maintenance Assistant II						
Surveillance Coordinator						
Aerial Coordinator						
Marine Inspector I						
Fiscal Specialist	\$19.00	\$26.16	\$33.32	\$20.90	\$28.78	\$36.65
Impoundment Operator II						
Payroll Coordinator						
Coastal Inspector II						
Payroll Specialist	\$21.66	\$29.83	\$37.99	\$23.83	\$32.81	\$41.79
ULV Coordinator						
Lab Tech II						
Surveillance Specialist	\$22.43	\$30.88	\$39.33	\$24.67	\$33.97	\$43.26
ULV Specialist						
Marine Inspector II	\$22.83	\$31.43	\$40.03	\$25.11	\$34.57	\$44.03
Aerial Specialist						
Entomologist I						
Larvicide Foreman	\$23.30	\$32.08	\$40.85	\$25.63	\$35.29	\$44.94
Project Manager						
Entomologist II	\$23.90	\$32.90	\$41.91	\$26.29	\$36.20	\$46.10
HR Generalist						
Senior Entomologist	\$24.75	\$34.08	\$43.41	\$27.23	\$37.49	\$47.75
IT Specialist						
Lavicide Supervisor	\$26.94	\$37.09	\$47.24	\$29.63	\$40.80	\$51.96
Maintenance Supervisor						
Research Entomologist	\$28.11	\$38.43	\$49.29	\$30.92	\$42.27	\$54.22
IT Supervisor	\$40.19	\$50.08	\$70.47	\$44.21	\$55.09	\$77.52
Director of Scientific Programs						
Director of Finance and Support	\$35.81	\$49.30	\$62.79	\$39.39	\$54.23	\$69.07
Director of Operations						
Executive Director	\$47.88	\$60.13	\$83.96	\$52.67	\$66.14	\$92.36
Commissioner	\$0.00	\$4,800.00	\$0.00	-	\$4,800.00	-

Note this table is reflective of comparative data of the benchmark communities. This has not been adjusted to reflect any organization's minimum rates which may be set above the benchmark. When a current minimum is above the benchmark an organization can choose to alter the minimum or apply a policy to adjust hiring at a higher step. In this case no employees are impacted.

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**INDIAN RIVER MOSQUITO CONTROL DISTRICT
2022-2023 PAY GRADES**

Title	Pay Grade	Hourly Minimum	Annual Minimum	Midpoint	Midpoint	Hourly Maximum	Annual Maximum	Advanced Certificate					
								Hourly Minimum	Annual Minimum	Midpoint	Midpoint	Hourly Maximum	Annual Maximum
Marine/Coastal Inspector I	101	\$17.34	\$36,067	\$18.04	\$37,513	\$18.73	\$38,958	\$18.10	\$37,648	\$18.80	\$39,104	\$19.50	\$40,560
Fiscal Coordinator Payroll Coordinator	102	\$18.21	\$37,877	\$22.76	\$47,341	\$27.31	\$56,805	\$18.98	\$39,478	\$23.53	\$48,942	\$28.08	\$58,406
Marine/Coastal Inspector II	103	\$19.11	\$39,749	\$23.90	\$49,702	\$28.68	\$59,654	\$19.88	\$41,350	\$24.67	\$51,303	\$29.45	\$61,256
Impoundment Operator I	104	\$20.07	\$41,746	\$25.09	\$52,187	\$30.11	\$62,629	\$20.84	\$43,347	\$25.86	\$53,789	\$30.88	\$64,230
	105	\$21.08	\$43,846	\$26.35	\$54,798	\$31.61	\$65,749	\$21.85	\$45,448	\$27.12	\$56,399	\$32.38	\$67,350
ULV Coordinator Maintenance Assistant I Fiscal Specialist Payroll Specialist Lab Tech I Impoundment Operator II Larvicide Forman I Aerial Coordinator Surveillance Coordinator	106	\$22.13	\$46,030	\$27.67	\$57,543	\$33.20	\$69,056	\$22.90	\$47,632	\$28.43	\$59,134	\$33.96	\$70,637
	107	\$23.24	\$48,339	\$28.47	\$59,207	\$33.69	\$70,075	\$24.10	\$50,128	\$29.28	\$60,902	\$34.46	\$71,677
HR Generalist	108	\$24.39	\$50,731	\$29.89	\$62,161	\$35.38	\$73,590	\$25.16	\$52,333	\$30.66	\$63,762	\$36.15	\$75,192
Maintenance Assistant II ULV Specialist Lab Tech II Aerial Specialist IT Specialist Surveillance Specialist	109	\$25.62	\$53,290	\$31.38	\$65,270	\$37.14	\$77,251	\$26.39	\$54,891	\$32.16	\$66,882	\$37.92	\$78,874
Biologist/Entomologist I	110	\$26.90	\$55,952	\$32.96	\$68,546	\$39.01	\$81,141	\$27.67	\$57,554	\$33.73	\$70,148	\$39.78	\$82,742
Maintenance Superviosr Larvicide Supervisor Project Manager	111	\$28.24	\$58,739	\$34.61	\$71,978	\$40.97	\$85,218	\$29.01	\$60,341	\$35.37	\$73,559	\$41.72	\$86,778
	112	\$29.66	\$61,693	\$36.33	\$75,566	\$43.00	\$89,440	\$30.43	\$63,294	\$37.10	\$77,168	\$43.77	\$91,042

Title	Pay Grade	Hourly Minimum	Annual Minimum	Midpoint	Midpoint	Hourly Maximum	Annual Maximum	Advanced Certificate					
								Hourly Minimum	Annual Minimum	Midpoint	Midpoint	Hourly Maximum	Annual Maximum
IT Supervisor	113	\$31.14	\$64,771	\$38.15	\$79,352	\$45.16	\$93,933	\$31.91	\$66,373	\$38.92	\$80,943	\$45.92	\$95,514
Director of Finance and Support Services	114	\$32.69	\$67,995	\$40.05	\$83,304	\$47.41	\$98,613	\$33.46	\$69,597	\$40.82	\$84,906	\$48.18	\$100,214
Senior Entomologist	115	\$34.34	\$71,427	\$42.06	\$87,485	\$49.78	\$103,542	\$35.11	\$73,029	\$42.83	\$89,086	\$50.55	\$105,144
	116	\$36.05	\$74,984	\$44.17	\$91,863	\$52.28	\$108,742	\$36.82	\$76,586	\$44.94	\$93,465	\$53.05	\$110,344
Research Entomologist	117	\$37.85	\$78,728	\$46.37	\$96,450	\$54.89	\$114,171	\$38.62	\$80,330	\$46.95	\$97,656	\$55.28	\$114,982
Director of Operations	118	\$39.74	\$82,659	\$48.69	\$101,265	\$57.63	\$119,870	\$40.51	\$84,261	\$49.46	\$102,866	\$58.40	\$121,472
Director of Scientific Program	119	\$43.72	\$90,938	\$53.56	\$111,394	\$63.39	\$131,851	\$44.49	\$92,539	\$54.33	\$112,996	\$64.16	\$133,453
	120	\$47.38	\$98,550	\$58.56	\$121,805	\$69.74	\$145,059	\$48.86	\$101,629	\$59.69	\$124,145	\$70.51	\$146,661
	121	\$52.07	\$108,306	\$63.78	\$132,662	\$75.49	\$157,019	\$53.69	\$111,675	\$65.72	\$136,698	\$77.75	\$161,720
Executive Director	122	\$52.19	\$108,555	\$65.96	\$137,197	\$79.73	\$165,838	\$54.00	\$112,320	\$67.25	\$139,880	\$80.50	\$167,440

Exempt Positions

Attachment D

JANICE BRODA, COMMISSIONER
MATT ERPENBECK, COMMISSIONER
ANNA KIRKLAND, COMMISSIONER



SHERRY BURROUGHS, EXECUTIVE DIRECTOR

MEMORANDUM

Date: May 9, 2023

To: Commissioners

From: Sherry Burroughs & Lisa Ridley

Subject: Auditor Selection Process

The following actions items are presented for consideration:

- Formation of the Audit Committee (Board of Commissioners)
- Adoption of Evaluation Procedures
- Approval of Draft Request for Proposal
- Staff Direction for Advertisement

218.391 Auditor selection procedures.

The auditor selection committee for a municipality, special district, district school board, charter school, or charter technical career center must consist of at least three members. One member of the auditor selection committee must be a member of the governing body of an entity specified in this paragraph, who shall serve as the chair of the committee.

An employee, a chief executive officer, or a chief financial officer of the county, municipality, special district, district school board, charter school, or charter technical career center may not serve as a member of an auditor selection committee established under this subsection; however, an employee, a chief executive officer, or a chief financial officer of the county, municipality, special district, district school board, charter school, or charter technical career center may serve in an advisory capacity.

The auditor selection committee shall:

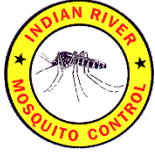
- (a) Establish factors to use for the evaluation of audit services to be provided by a certified public accounting firm duly licensed under chapter 473 and qualified to conduct audits in accordance with government auditing standards as adopted by the Florida Board of Accountancy. Such factors shall include, but are not limited to, ability of personnel, experience, ability to furnish the required services, and such other factors as may be determined by the committee to be applicable to its particular requirements.
- (b) Publicly announce requests for proposals. Public announcements must include, at a minimum, a brief description of the audit and indicate how interested firms can apply for consideration.
- (c) Provide interested firms with a request for proposal. The request for proposal shall include information on how proposals are to be evaluated and such other information the committee determines is necessary for the firm to prepare a proposal.
- (d) Evaluate proposals provided by qualified firms. If compensation is one of the factors established pursuant to paragraph (a), it shall not be the sole or predominant factor used to evaluate proposals.
- (e) Rank and recommend in order of preference no fewer than three firms deemed to be the most highly qualified to perform the required services after considering the factors established pursuant to paragraph (a). If fewer than three firms respond to the request for proposal, the committee shall recommend such firms as it deems to be the most highly qualified.

Evaluation Procedures

All proposals will be reviewed by the District using the criteria below. Firms that meet the mandatory criteria will have their proposals evaluated for technical qualifications, location, and previous governmental experience. The following represent the principal selection criteria that will be considered during the evaluation process.

1. Mandatory Elements
 - a) The audit firm is independent and licensed to practice in the State of Florida.
 - b) The firm has no conflict of interest regarding any other work performed by the firm for the District.
 - c) The firm submits a copy of its most recent external quality control review report (peer review), and the firm has a record of the quality of audit work.
 - d) The firm adheres to the RFP instructions in preparation and submittal of proposal.
 - e) Cost for Services and Fees clearly described.

2. Technical Qualifications (*Scored on basis of 1-5; 1=Acceptable 5=Excellent*)
 - a) Governmental audit experience.
 - b) Special District audit experience.
 - c) Qualifications of individuals assigned to audit.
 - d) Size and organizational structure of firm.
 - e) Audit approach.
 - f) Sampling methodology.



INDIAN RIVER MOSQUITO CONTROL DISTRICT
5655 41st Street
VERO BEACH, FLORIDA 32967
PH: 772-562-2393

**REQUEST FOR PROPOSALS FOR
ANNUAL FINANCIAL AUDIT SERVICES**

The Indian River Mosquito Control District is requesting proposals from certified public accounting firms duly licensed under Chapter 473, Florida Statutes, and qualified to conduct audits in accordance with government auditing standards as adopted by the Florida Board of Accountancy to perform the annual audit of the District's financial statements.

Sealed proposals must be received by Indian River Mosquito Control District at the District office located at 5655 41st Street (South Gifford Road), Vero Beach, FL 32967 by **Time, Date**. Proposals received after the cut-off date and time will not be considered. The District time stamp shall be conclusive as to the timeliness of filing. The District is not responsible for the U.S. Mail or private couriers regarding parcels being delivered by a specified time. Sealed proposals will be opened publicly on **Date, Time** at the District's office located at 5655 41st Street (South Gifford Road), Vero Beach, FL 32967.

Detailed information required for the proposal, and all necessary information and instructions for submitting proposals may be obtained in person from the District Office, between the hours of 7:00 AM and 3:30 PM, Monday through Friday, or phone, or email request to:

Indian River Mosquito Control District
5655 41st Street
Vero Beach, FL 32967
Phone: 772-562-2393
e-mail: L.Ridley@irmosquito2.org

Proposers and individuals acting on behalf of any proposer should not lobby the District's personnel or Board members; such activity will result in the rejection and disqualification of said proposer for the District Auditor position. For purposes of this Request for Proposals, the term "lobbying" is defined as an action taken by an individual, firm, association, joint venture partnership, syndicate, corporation, or others seeking to influence the selection process by or through the District's Board Members or personnel after the initial publication of this Notice and through the time that an award recommendation is issued by the District's Board of Commissioners.

ISSUED at Vero Beach, Florida this **DATE**.

INDIAN RIVER MOSQUITO CONTROL DISTRICT

BY: Sherry Burroughs, Executive Director

REQUEST FOR AUDITING SERVICES IRMCD RFP 2023-01

The Indian River Mosquito Control District is seeking accountants and accounting firms interested in performing the District's yearly audit and the District's Other Post Employment Benefits Trust yearly audit with a 3-year contract containing an option to renew for an additional 3 years. Typically, the audits are performed in November with a draft report presented to the Board of Commissioners in February or March of each year.

These audits must be conducted in accordance with auditing standards applicable to financial audits for local governmental entities in the United States of America as contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. The audit must also follow all applicable Governmental Accounting Standard Board (GASB) Statements. This local government audit must meet the requirements of the State of Florida's Auditor General's Office.

Proposals will be opened publicly on **DATE**, at the District Office 5655 41st Street, Vero Beach, FL 32967. Information provided in the Proposal shall include the following:

- 1) Title page showing the RFP subject, the name of the firm, address, telephone number, the name of the contact person, and the date.
- 2) A statement should be included indicating that the firm and all assigned key professional staff are properly licensed to practice in Florida.
- 3) A statement setting forth the proposer's understanding of the work to be done, a positive commitment to perform the work within the specified period, and that the firm has no conflict of interest regarding any other work performed by the firm for the District.
- 4) The location of the office from which the work is to be done and the number of personnel in that office who would be working on the audit.
- 5) Identification of the partners, managers and supervisors who will work on the audit. Résumés for each managerial and supervisory person to be assigned to the audit should be submitted.
- 6) A description of the proposer's experience in preparing governmental financial statements.
- 7) A listing of Florida counties, municipalities, and special districts for which the proposer is currently providing or within the last five years has provided audit services.
- 8) A copy of the firm's most recent external quality control review report (peer review)
- 9) A Fee schedule including all direct and indirect costs, for each year of services. The proposal should include a fee schedule for the possible (3) year contract renewal period.

Proposals will be evaluated based on the requirements of this request. An overview of IRMCD district operations can be found on the District's website www.irmosquito.com, a summary of the District's financial structure is included. Questions regarding this request for proposals may be directed to Lisa Ridley, Finance Director at 772-562-2393.

CONDITIONS APPLICABLE TO AUDITING SERVICES PROPOSALS

1. Proposals shall be submitted in sealed envelopes and must be received no later than the time and date specified on the advertisement enclosed as Page 1. Proposals received after the cut-off date and time will not be considered. The District time stamp shall be conclusive as to the timeliness of filing. The District is not responsible for the U.S. Mail or private couriers regarding parcels being delivered by a specified time. Proposals are to be delivered or sent to:

Indian River Mosquito Control District
5655 41st Street
Vero Beach, FL 32967

2. Envelopes shall be clearly marked as "**PROPOSAL to PROVIDE AUDITING SERVICES**" and the bidder's name shall be clearly marked on the envelope.
3. IRMCD's Board of Commissioners, and IRMCD reserve the right to reject any and all proposals.
4. IRMCD's Board of Commissioners, and IRMCD retain the right to request additional information from proposers and failure to provide the information could result in rejection of a proposal.
5. All submitted proposals shall become the property of IRMCD. IRMCD shall have the right to copy, publicly review, discuss, retain, and dispose of each proposal in accordance with public records law. All responses received by IRMCD will be considered public records subject to disclosure under the Florida Public Records Act.
6. Public Records - Florida law provides that the District records shall, at all times, be open for personal inspection by any person. Information and materials received by the District in connection with an RFP response shall be deemed to be public records subject to public inspection upon award, recommendation for award, or 10 days after proposals opening, whichever occurs first. However, certain exceptions to the public records law are statutorily provided in Section 119.07, Florida Statutes. If the Proposer believes any of the information contained in its response is exempt from disclosure, then the Proposer must in its response specifically identify the material which is deemed to be exempt and cite the legal authority for the exemption. Otherwise, the District will treat all materials received as public records.
7. Response Preparation – IRMCD is not liable for any cost, fee, or expense incurred by any of the respondents in replying to this RFP, whether selected or not. Each responding consultant shall protect, defend, indemnify, and hold harmless IRMCD from all liability, claims, and expenses whatsoever incurred by or on behalf of the

entity participating in the preparation of its response to this RFP. Such non-reimbursable fees and expenses include, but are not limited to, each of the following:

- Preparing the proposal and related information in response to this RFP.
- Negotiations with IRMCD on any matter related to this procurement.
- Costs associated with interviews, meetings, travel, or presentations.
- All other expenses incurred by the responding consultant prior to the date of award and a formal notice to proceed.

8. Insurance Requirements – Respondent, at the respondent’s sole cost and expense and for the full term of the resultant contract or any extension, shall obtain and maintain at least all the insurance requirements of IRMCD. Proof of insurance coverage shall be provided as part of the proposal and shall include the insurance types and required coverages specified below.

- Comprehensive General Liability with limits of liability no less than \$1,000,000 each occurrence
- Workers’ Compensation as required by Florida Statute
- Professional Liability with a limit of liability no less than \$1,000,000 per wrongful or negligent act.

9. Payment and Invoicing – The consultant shall submit all invoices to Indian River Mosquito Control District. Failure to submit accurate and complete invoices may cause invoices to be rejected. All invoices shall list a single unique invoice number for processing, it may contain letters and/or numbers. Partial payments may be made upon satisfactory delivery of items/services and receipt of invoices. Invoices are normally paid within twenty calendar days of receipt, except in the case where items being billed are called into question. IRMCD will notify the consultant within five days of receipt of an invoice for any items questioned. The consultant shall prepare verification data for the amount claimed and provide complete cooperation during such investigation.

10. Evaluation Procedures – All proposals will be reviewed by the District using the criteria below. Firms that meet the mandatory criteria will have their proposals evaluated for technical qualifications, location, and previous governmental experience. The following represent the principal selection criteria that will be considered during the evaluation process.

1. Mandatory Elements

- a) The audit firm is independent and licensed to practice in the State of Florida.
- b) The firm has no conflict of interest regarding any other work performed by the firm for the District.

- c) The firm submits a copy of its most recent external quality control review report (peer review), and the firm has a record of the quality of audit work.
- d) The firm adheres to RFP instructions for preparation and proposal submittal.
- e) Cost for Services and Fees clearly described.

2. Technical Qualifications (*Scored on basis of 1-5; 1=Acceptable 5=Excellent*)

- a. Governmental audit experience.
- b. Special District audit experience.
- c. Qualifications of individuals assigned to audit.
- d. Size and organizational structure of firm.
- e. Audit approach.
- f. Sampling methodology.

Summary of District Financial Structure

1. FY 2022-2023 Budget - \$8 million
2. Payroll - \$2 million
3. State-certified mosquito control program
4. Fund structure - Local and OPEB funds
5. Participation in FEMA grants may reach the single audit threshold
6. Member of Florida Retirement System pension plan
7. Accounting software – QuickBooks Desktop Pro 2022

Attachment E

IRMCD Strategic Plan

Project Start: Wed, 3/1/2023
 Display Week: 8

TASK	DESCRIPTION	ASSIGNED TO	PROGRESS	START	END
Goal 1 Achieve Sustainable Funding Sources					
Objective 1a	Post draft line-item budget on website	Director of Finance & Admin		6/1/23	7/15/23
Objective 1b	Post final adopted budget on website	Director of Finance & Admin		9/1/23	9/30/23
Objective 2	Develop reserve fund balance policy	Director of Finance & Admin	25%	4/1/23	9/30/23
Objective 3	Develop a 5-year CIP & present to Board	Director of Finance & Admin	10%	4/1/23	3/30/24
Objective 4	Create review process for alternative funding sources	Director of Finance & Admin	50%	6/1/23	12/30/23
Goal 2 Outreach & Community Engagement					
Objective 1a	Schedule two outreach events	Human Resources Generalist	100%	3/1/23	9/30/23
Objective 1b	Schedule three outreach events	Director of Scientific Programs		10/1/23	9/30/24
Objective 2	Develop job description for public relations position & cost, present with budget	Human Resources Generalist	100%	3/1/23	4/30/23
Objective 3	Develop Communications Plan	Public Relations Position		12/30/23	12/30/24
Objective 4a	Assess effectiveness of outreach events on a quarterly basis	Human Resources Generalist		10/1/23	12/31/23
Objective 4b	Assess effectiveness of outreach events on a quarterly basis	Public Relations Position		1/1/24	3/31/24
Objective 4c	Assess effectiveness of outreach events on a quarterly basis	Public Relations Position		4/1/24	6/30/24
Objective 4d	Assess effectiveness of outreach events on a quarterly basis	Public Relations Position		7/1/24	9/30/24
Goal 3 Effective Mosquito Control Using Innovation and Scientific Techniques					

IRMCD Strategic Plan

Display Week:

8

TASK	DESCRIPTION	ASSIGNED TO	PROGRESS	START	END
Objective 1	Respond to service requests within two business days	Director of Scientific Programs		10/1/23	9/30/24
Objective 2	Assess efficacy & efficiency of treatments	Director of Scientific Programs & Director of Operations		10/1/23	9/30/24
Objective 3a	Testing & evaluation of products on semi-annual basis	Director of Scientific Programs & Director of Operations		4/1/23	9/30/23
Objective 3b	Testing & evaluation of products on semi-annual basis	Director of Scientific Programs & Director of Operations		9/30/23	3/30/24
Objective 4	Develop plan to expand larviciding to western portions of District	Director of Operations		3/1/23	6/30/24
Goal 4 Safe & Ecologically Minded Best Management Practices & Techniques					
Objective 1	Review product labels and safety data sheets on monthly basis and report findings to Executive Director	Aerial Coordinator/Specialist		3/1/23	9/30/23
Objective 2a	Conduct quarterly safety committee meetings	Operations & Safety Committee Chair	100%	3/1/23	3/31/23
Objective 2b	Conduct quarterly safety committee meetings	Operations & Safety Committee Chair		4/1/23	6/30/23
Objective 2c	Conduct quarterly safety committee meetings	Operations & Safety Committee Chair		7/1/23	9/30/23
Objective 2d	Conduct quarterly safety committee meetings	Operations & Safety Committee Chair		10/1/23	12/31/23
Objective 3	Ensure all staff are licensed	Human Resources Generalist	75%	3/1/23	9/30/23
Objective 4	Conduct annual calibration of equipment	Director of Operations		1/1/24	3/30/24
Objective 5	Annually report chemical usage to USFWS NWRs	Director of Operations		11/1/23	12/30/23
Goal 5 Invest in Professional Development of Employees					
Objective 1	Conduct compensation and benefits study and submit to Board for approval	Human Resources Generalist	80%	2/1/23	6/30/23

IRMCD Strategic Plan

Display Week:

8

TASK	DESCRIPTION	ASSIGNED TO	PROGRESS	START	END
Objective 2a	Conduct quarterly market analysis of compensation and report findings to the Executive Director	Human Resources Generalist		7/1/23	9/30/23
Objective 2b	Conduct quarterly market analysis of compensation and report findings to the Executive Director	Human Resources Generalist		10/1/23	12/31/23
Objective 2c	Conduct quarterly market analysis of compensation and report findings to the Executive Director	Human Resources Generalist		1/1/24	3/31/24
Objective 2d	Conduct quarterly market analysis of compensation and report findings to the Executive Director	Human Resources Generalist		4/1/24	6/30/24
Objective 3	Spill response team to attend annual training to maintain certification	Human Resources Generalist	10%	3/1/23	9/30/23
Objective 4	Professional staff to continue involvement in professional associations & provide presentations at	Director of Scientific Programs		3/1/23	9/30/23
Objective 5	Recommend training opportunities for staff's career development for budget considerations	Directors		3/1/23	4/30/23
Objective 6	Review positions and advise of list of eligible retirees & critical positions for succession planning	Human Resources Generalist	20%	4/1/23	6/30/23
Goal 6 Embracing Environmental Challenges using Sound Science & Strong Partnerships					
Objective 1	Two members Permanent Control staff will be trained and licensed in Natural Areas	Director of Operations		10/1/23	9/30/24
Objective 2	Collaborate with IRLT in evaluating drawdowns and effects of juvenile fish populations	Director of Operations		3/1/23	6/30/23
Objective 3a	Establish contract for water quality monitoring of impoundments	Director of Finance & Admin		3/1/23	9/30/23
Objective 3b	Develop & implement a water quality monitoring plan for impoundments	Director of Scientific Programs		10/1/23	12/31/23
Objective 4	Establish a list of current & potential environmental/ecological partners to develop working relationships with the District	Executive Director		3/1/23	12/31/23