

Minutes for Special Board Meeting #799
Board of Trustees
Northwest Mosquito and Vector Control District

Time: 3:00 PM, Thursday, September 17th, 2026

Place: Northwest Mosquito and Vector Control District

1966 Compton Avenue Corona, CA 92881

Zoom Teleconference Meeting ID: 389 155 8737

Trustees Present: Nancy Jiménez	Corona	Board President
Guillermo Silva	Jurupa Valley	Board Vice President
Steven Su, Ph.D.	Riverside County	Board Secretary
Clint Lorimore	Eastvale	Trustee
Brian Tisdale	Lake Elsinore	Trustee
Gregory Bowen	Norco	Trustee
Dale Welty	Canyon Lake	Trustee
Philip Falcone	Riverside	Trustee

Trustees Absent: None

Staff Present: Nikia Smith, Interim Assistant District Manager/ Director of Operations (DOO)

Chloe Wang, Ph.D. Director of Scientific Programs (DOSP), Eric Ballejos, Director of Administration (DOA), Alexa Christopher, Communications Specialist

Others Present: Erica Vega, District Counsel, City of Jurupa Valley, Public, Teamsters, Boardroom, Counsel, Counsell, TEAMSTERS

1. Call to order:

Board President Nancy Jiménez called the meeting to order at 3:03 PM.

2. Pledge of Allegiance:

The Pledge of Allegiance was led by Trustee Su.

3. Roll call and introductions:

At the time of roll call, Trustees Jiménez, Su, Tisdale, Lorimore, Bowen, Falcone, Bowen, staff members Nikia Smith, Chloe Wang, Eric Ballejos, and Alexa Christopher were present. Trustee Silva participated remotely from the City of Jurupa Valley City Hall.

4. Public comments:

Written public comment was given. The full text of the speaker's statements is appended to these minutes as Attachment A.

5. Consent Calendar:

Trustee Lorimore moved to approve all items on the Consent Calendar; Trustee Falcone seconded. The motion passed unanimously by roll call vote: yes, by Trustees Jiménez, Su, Tisdale, Welty, Lorimore, Falcone, Bowen, and Silva.

6. Presentation:

7. Items for action:

A. Closed Session: Public Employee Performance Evaluation

(Gov't Code §54957)

Position: District Manager

Conference with Labor Negotiators (Gov't Code §54957.6)

District Representative: Erica Vega, Legal Counsel

Unrepresented Employee: District Manager

The board entered closed session at 3:09 PM. The board reconvened open session at 3:37 PM. Reportable Action: No reportable action came from closed session.

8. Reports:

Trustees: Trustee Jiménez thanked staff for efforts on social media. Asked fellow Trustees to share the District's social media posts to increase views.

Trustee Silva mentioned he had been contacted about increased mosquito abundance around schools in Jurupa Valley. Staff will contact the school district to schedule inspections.

District Manager: None

Staff: Staff provided an update regarding current West Nile virus activity within the District's service area. The Board received and filed the report. No action was taken.

9. Informational:

None

10. Other Business

None

11. Adjournment:

The meeting was adjourned by Board President Nancy Jiménez at 3:56 PM. The next scheduled meeting will be on October 15th, 2026, at 3:00 PM, in the District Boardroom.

Good afternoon Board Members,

The public deserves accountability, not excuses. For years, there have been employee complaints alleging discriminatory conduct, harassment, and a hostile work environment. There are serious concerns that the internal investigations have not been impartial, but instead were used to minimize liability and protect the District from the consequences of management's inaction. That inaction has enabled this conduct and weakened public trust.

The Board's complacency is also concerning. Some members appear to benefit from excessive premium travel, conference spending, and other perks that do not seem to provide a meaningful return to District residents. It is worth asking whether these trips are truly necessary, especially when some reports back to the Board look more like vacation presentations than useful information. Surrounding District boards do not appear to travel this way, and their budgets are not remotely comparable to what this Board approves. I urge you to conduct an objective review of surrounding District travel policies and spending on travel, conferences, meetings, and out-of-country trips. You should also seriously consider remote attendance where appropriate to reduce waste and restore public confidence.

There is also a real conflict-of-interest concern when the District Manager Mark Breidenbaugh provides travel benefits that may affect impartiality in complaints, discipline, and enforcement of state and federal law. The District must not allow management to shield illegal conduct or noncompliance. The District Manager Mark Breidenbaugh has caused serious harm to the District, and that harm has damaged public trust beyond repair unless the Board acts decisively.

I also note that the District Manager Mark Breidenbaugh is currently out on leave. A fair and objective performance evaluation cannot be done while he is excessively absent and not meaningfully engaged. The Board should extend the evaluation period to reflect the time he has been on leave and assess actual performance or lack thereof, not a distorted snapshot.

Finally, while the District Manager Mark Breidenbaugh is out, the Director of Operations Nikia Smith has been placed in the Acting District Manager role. That transition raises concerns given prior issues regarding her poor leadership and her

involvement in conduct previously described by employees as contributing to a harassing and hostile work environment. That makes it even more important that the Board apply independent judgment, document performance carefully, and avoid allowing favoritism or retaliation to influence leadership decisions. The public expects integrity, independence, ethical leadership, and accountability. It is time the Board delivers that.

Thank you.

Public Comment #2: Action Item #7.A

Dear President and Members of the Board:

I am submitting this formal request that the Board conduct an independent investigation into the performance and conduct of District Manager Mark Breidenbaugh and consider appropriate disciplinary action, up to and including termination.

This request is based on continuing concerns regarding the District Manager's management, attendance, treatment of employees, exercise of authority, and compliance with District policies and applicable law. The concerns include, but are not limited to:

- Poor and inadequate job performance;
- Excessive absences and/or abuse of remote work;
- Failure to provide reliable management and operational oversight;
- Harassing, intimidating, abusive, or inappropriate conduct toward employees or members of the public;
- Creating or contributing to a toxic, hostile, intimidating, or retaliatory work environment;
- Retaliation, or apparent retaliation, against individuals who raised concerns, reported misconduct, participated in investigations, or exercised legally protected rights;
- Abuse or misuse of managerial authority;
- Inconsistent, unfair, or discriminatory treatment of employees;
- Failure to follow District policies, procedures, personnel rules, and established management protocols;

- Failure to comply with applicable state and federal laws and regulations;
- Conduct that has damaged employee morale, operational effectiveness, public confidence, and the District's ability to function properly.

These concerns are not based on a single incident. They reflect a pattern that warrants prompt Board review.

The employees had no reasonable alternative but to unionize with the Teamsters in order to obtain fair representation, protect themselves from retaliation, address ongoing workplace concerns, and establish a formal process for resolving disputes. The decision to unionize was not made lightly; it resulted from employees' continuing concerns about management practices, workplace conditions, inconsistent treatment, and the lack of an effective internal avenue for addressing those issues.

The public and District employees deserve better: competent, accountable, and respectful leadership that serves the District's best interests.

Thank you for your time.

Public Comment #3: Action Item #7. A Provided in Zoom Chat

Public comment 7.A. Please hold off on the District Manager's performance evaluation, and/or consider termination for serious and egregious violations. Please take into account and consider the current impartial investigation. The State of California Civil Rights Department is currently investigating the District regarding allegations of harassment, discrimination, retaliation, a hostile and toxic work environment, and illegal non-compliance with state and federal law by the District Manager Mark Breidenbaugh. Does every Board member know that the State of California Civil Rights Department is currently investigating the District and District Manager Mark Breidenbaugh? The public deserves responsible, accountable, and effective leadership, and District employees deserve a respectful, safe, and productive workplace. Thank you for your attention to this matter.