

**Highlands Board of Directors Special Meeting Minutes
September 22, at 6:30 PM Zoom Conference Call**

1. Housekeeping – (Frank): 6:30 pm

- a. Board Members Present (quorum): Josiah, Melanie, Frank, Ariel
- b. Units present: 155, 125, 308, Wayne, Diane, Moriah, Cheryl
- c. Proof of Notice of Meeting or Waiver of Notice

2. Special meeting - Pest Control

- a. Bid 1: Ultimate Pest (already in contract with them for \$2,600) - new total of \$36,551/ year
- b. Bid 2: Orkin - \$13,330 for first year, \$10,800 annually after that
 - i. Cost is lower than the others because they don't include preventative actions like the other companies do
- c. Bid 3: Wrong Side of the Fence - \$19K, or 31K to include attics
 - i. One time annihilation cost, rather than ongoing
- d. Bid 4: All Natural - \$26,535 for rats and bug control
 - i. \$16,135 annually for rats
 - ii. \$10,400 annually for spraying with essential oils
- e. Goal is to find a solution with the minimum amount of pesticides and toxic chemicals, in accordance with our by-laws
 - i. The reason we currently use chemicals with Ultimate Pest is because of termites and carpenter ants, which essential oils may not be as effective in controlling, although orange oil is being used more commonly and could do a better job than other oils
 - ii. Ultimate Pest just sprayed last month, so it makes more sense to revisit bug control as a separate issue in 2026
- f. Josiah motioned to accept All Natural's bid for rats only, Melanie seconded. Motion approved.**
- g. Owners mentioned there needs to be fees for violations that encourage rats to stick around - putting out food, and incorrect storage of items on decks encourage nesting
 - i. Della and Frank are working on sending out letters

3. Next board meetings:

- a. Monthly meeting: Wednesday, October 8, 2025 at 6:30pm (Rec Center & Zoom)

4. Meeting adjourned: 6:43pm