



Closer Look

The Exclusive Online Newsletter for the Members of the Arizona Pest Professional Organization

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Hello AZPPO Members

We asked, you answered, we listened.

Thanks to those of you who participated in our recent survey about how we provide education to you. Our November 9th meeting will be the final in the monthly meeting series and in January we will kick off our new format - stay tuned as details will be out very soon. For now, save the date for January 30th, 11:00 am - 5:00 pm in Phoenix.

Your board is always looking at ways to add value to our members. To that end we will be conducting a few more short surveys, so please be sure to respond when they come across your email inbox.

Our legislative committee continues to move forward in working with the Pest Management Division at the Department of Ag as well as legislators to make improvements to rules for the betterment of the industry. They are busy planning a Day at the Capitol and hope you will attend - mark your calendar for February 15th and watch for more details.

Finally, our conference committee is hard at work on our annual Great Western Conference. The line up of speakers is second to none, and we've got some exciting things planned. Registration is open for vendors and attendees - be sure to visit our [website](#) for more information.

STAY INVOLVED - THE INDUSTRY DEPENDS ON IT!

GPS Fleet Management and You

GPS fleet management systems and pest control companies are a perfect fit. Lots of field service employees using company vehicles and a need for management to know where they are at any given time. For companies reading this you either; have a current system in place, had a system but got rid of it or you think it is not necessary.

First let's start with the thinking it is not necessary. The top two reasons most people give for not implementing a GPS system is A) cost and B) employee resistance. Did you know that costs have fallen dramatically over the years and are now well below \$1 per day per truck? Now add in the increased efficiency and lower insurance rates from modifying driver behavior and the system is extremely cost effective. The next reason, employee resistance, is a valid concern. The idea of big brother watching or the system being used as a hammer against them can cause angst among any staff. You need lots of communications with your employees for them to understand why you are implementing the system and the goals you hope to accomplish.

For those of you that "had" a GPS system, the reasons for removing it varies greatly but generally can be summed up as: Units didn't work as promised or costs skyrocketed, employee resistance to change was greater than expected, insufficient program management, and thinking in terms that this is a short term project.

Implementing a GPS fleet management system is not like going out and buying a new brand of sprayer for all your trucks. These systems, overtime, change how a company operates. It starts with your field employees but quickly rolls into dispatch, maintenance, customer service, HR, accounting and on and on. You need a solid plan including short and long term project goals and expectations. You need a primary person to carry out the vision and monitor how you are doing against those goals. You need to communicate to your field employees that the system can lead to better dispatching, instant verification of treatment times, less paperwork, etc.

At the end of the day, implementing a fleet tracking system for your business is a smart decision that will provide a beneficial return on your investment, both in dollars as well as the extra time you'll gain from having your fleet completely under control.

Affordable GPS Tracking is a local Phoenix business which has been providing fleet tracking solutions for many Valley businesses for over 10 years. We are experts in implementing GPS fleet management

systems over a wide spectrum of industries, all at an affordable price. Call us today for a no-obligation system quote, at 623-328-8906 and let us help you!

Chuck Tholen VP of Business Development Affordable GPS Tracking, AZPPO Allied Member

New NPMA Benefits

NPMA has launched two new programs – a comprehensive online Resource Center and a Health Insurance Exchange Program.

The Resource Center is a one-stop-shop with a vast array of up-to-the-minute technical and business management resources to help NPMA members' employees succeed. The NPMA staff has curated online resources and created an easy-to-navigate section within the web site to help PMPs easily find the information they need. A key component of the Resource Center is the brand new online learning module, where employees of NPMA member companies can earn state-required recertification credits and their managers can manage training records.

NPMA's new Health Insurance Exchange Program is partnering with reputable insurance providers to offer members cost-effective benefit options that make sense in an increasingly unpredictable marketplace. With a focus on flexibility, our Exchange does away with "all-or-nothing" packages and empowers members to select specific benefit offerings that best fit the size and requirements of their business.

The NPMA Health Insurance Exchange offers multiple options for NPMA members, including a self-funded medical plan for companies with 2 or more employees, a health reimbursement arrangement that allows members to use tax-advantaged account dollars to pay for individual healthcare premiums, consumer directed spending accounts, such as health savings accounts and flexible spending accounts, and guaranteed issue programs.

The Exchange will activate during the 2018 open enrollment period and will be available to all NPMA members and their employees.

All AZPPO Joint members can take advantage of these benefits. Login to your NPMA membership account to learn more.

Not an AZPPO member?





AZPPO Presents

The Great Western Conference

March 27-29, 2018



Upcoming Events

Click on an event below for more information

November 8

[AZPPO Board Meeting](#)

November 9

[AZPPO Membership Meeting](#)

November 16

[Certification Training: CORE and Industrial & Institutional](#)

November 17

[Certification Training: Wood Destroying Organisms and Ornamental & Turf](#)

SAVE THE DATE - January 30, 2018 Mini-Conference in Phoenix

SAVE THE DATE - February 15, 2018 Legislative Day at the Capitol

[More Info](#)

Allied Member Directory

The following companies provide support to the industry and are members of AZPPO.

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