

Nov 10, 2025



Location: Virtual Meeting

Board of Health Attendees: Lee Perry, Kevin Hall, Bill Cox, Randy Williams, Cheryl Atwood, Rebecca Echols, Sandi Goodlander, and Cade Palmer

Bear River Health Department Attendees: Jordan Mathis, Josh Greer, Linda Brown, Estee Hunt, Spencer George, Alicia Toscano, and Holly Budge

Attachments: Bear River Board of Health (Virtual) BRHD BOH packet 11.10.25

Meeting records: Recording Recording 2

Summary

Lee Perry led the meeting, where the October 15th minutes were approved, and Josh Greer presented a finance report detailing the ability to save on insurance premiums and address inflation, with a request for board direction to incorporate figures into the current and next year's budgets. The board approved scheduling the public hearing on the budget for 2:30 PM on December 8th, and due to a scheduling conflict for Lee Perry and the exclusion of the vice chair election from the agenda, Lee Perry appointed Randy Williams as Chair Pro Tem for the December 8th meeting. Jordan Mathis also provided updates on the federal shutdown, the new food service fees for school districts, Cache County's use of APC fees, and the decision for the Health Department to step back from on-scene Hazmat response to focus on technical expertise with a new fee structure.

Details

Call to Order & Adopt Agenda:

- Lee Perry initiated the meeting by asking for the adoption of the agenda:
 - Motion to adopt: Cheryl Atwood
 - 2nd: Sandi Goodlander

Meeting Minutes Approval

- Lee Perry initiated the approval of the minutes from the October 15th meeting:
 - Motion for approval: Kevin Hall
 - 2nd: Randy Williams

Finance Committee Report and Budget Direction

- Josh Greer discussed the finance report, highlighting the ability to save employees on insurance premiums and address inflation without increasing the insurance budget. He explained that the 1% annual salary increase for employees would be prorated based on FTD status and length of service in 2025. Lee Perry sought direction regarding allowing Josh to incorporate the figures into the current and next year's budgets, and Jordan Mathis clarified that board direction was needed to finalize things before the approval of budgets in December.

Scheduling-Budget Public Hearing

- Lee Perry brought up scheduling the budget and public hearing, noting that the proposed date of December 8th during the normal health department meeting time was problematic for him because of conflicting meetings in Salt Lake. Jordan Mathis proposed holding the public hearing on the budget at 2:30 PM, following the regular meeting scheduled from 1:00 PM to 3:00 PM. The board accepted the proposed schedule of the public hearing for 2:30 PM on December 8th, following a motion and vote.

Vice Chair Election and Chair Pro Tem Appointment

- Jordan Mathis raised an issue with the agenda, noting that the vice chair election was mistakenly erased from the official agenda. Since the vice chair election could not legally be held without being on the adopted agenda, Lee Perry suggested that they would appoint Randy Williams as the Chair Pro Tem for the December 8th meeting, as Lee Perry would be unable to attend the meeting but could call in for the budget hearing. They agreed to hold the vice chair election at the subsequent meeting, with Jordan Mathis reminding attendees to bring their nominations for the two-year term.

Health Officer Report

- Jordan Mathis provided an update on the federal government shutdown, noting that the WIC program had resources to continue operations, with an expectation to be back to business soon. Jordan Mathis also shared a positive update regarding the decision to charge school districts and charter schools regular food service rates, mentioning that all school districts understood the new fee

structure and were happy to support it, with only one request to avoid large fee increments in the future.

APC Fees and Hazmat Program Updates

- Jordan Mathis reported that Cache County had approved up to \$125,000 in the budget to use APC fees as a pass-through for the vehicle replacement and repair program. Discussions around the Health Department's role in Hazmat led to a decision to step back from being on the scene, focusing instead on providing technical expertise. A more robust on-call schedule was developed to fulfill the commitment to fire departments, and a new fee structure aims to collect fees from insurance or responsible parties for spills to support hazmat equipment for the fire departments.

Recognition for Championing Women and Upcoming Meetings

- Jordan Mathis informed the board that the organization is being recognized by the Governor's Office of Economic Opportunity for championing women, with Spencer filling out the application. Estee Hunt confirmed that they would be promoting this on social media during the current week.
 - Jordan Mathis also reminded the board of the December 8th board of health meeting in Brigham City and the annual meeting on December 11th from 12 PM to 1 PM at USU's Brigham City campus, which includes service awards and recognitions.

Motion to Close Session

- Lee Perry asked for a motion to close the meeting
 - Motion to close session: Cheryl Atwood
 - 2nd: Randy Williams

Presentation on Leadership, Public Health, and Employee Well-being

- Jordan Mathis presented on leadership, public health, and employee well-being, using the historical example of Jon Snow and the Broad Street Pump to illustrate the importance of addressing underlying problems in the "broad street pumps" of organizations. The presentation covered issues such as burnout in the public health workforce, noting that 71% of employees experience some level of burnout. Jordan Mathis emphasized that workload is not the biggest cause of burnout but rather the lack of feedback on the impact of work, which serves as a buffer against stress.

Organizational Theories and Servant Leadership

- Jordan Mathis discussed organizational theories, comparing Theory X (people are motivated by punishment and need constant supervision) to Theory Y (treating people like human beings allows them to rise to a higher level). They introduced Robert Greenleaf's essay "The Servant as Leader," which focuses on a human-first approach and the growth of people. They highlighted Greenleaf's core question: "Do those served grow as persons?".

Employee Well-being Data and Organizational Performance

- Jordan Mathis presented data from an Indeed study linking company well-being to firm performance, showing that organizations that scored highest on well-being metrics outperformed the stock market. Jordan Mathis thanked the board for allowing the organization to prioritize well-being as a strategic focus. Data from the Bear River Health Department's internal survey showed an increase in positive perception that leaders demonstrate that people are important to organizational success.

Insights into Work Motivation and Organizational Tone

- The data indicated that people are increasingly understanding how their work contributes to the organization's goals, and there was a "huge swing up" in employees being motivated by the vision communicated by leaders. Jordan Mathis concluded by stressing that the tone at the top matters significantly for employee engagement, as a poor leader can cause a large drop in engagement, regardless of how good a direct manager is. Lee Perry found the information highly informative and requested a copy of the slides.

Cultural Diligence and Leadership

- Randy Williams expressed their impression of the due diligence demonstrated in understanding the work culture and offered kudos, particularly to Spencer, who they hoped was still on the call. They highlighted the value of having an HR person who understands the vision and treats people kindly and fairly, asserting that a great work culture starts with a caring leader at the top who hires people who also care. Randy Williams acknowledged many individuals, including Josh, Holly, Estie, and Alysia, for their hard work.

Meeting Adjournment:

The meeting concluded with a motion to adjourn. Lee Perry made the motion to adjourn, and Randy Williams provided a second to the motion. The motion carried.