

MINUTES of the work session of the Uintah County Commission held **July 15, 2026** in the large Commission conference room of the Uintah County Building at 152 East 100 North, Vernal, Utah. The meeting commenced at 10:01 a.m.

PARTICIPANTS: Commissioners John Laursen, Sonja Norton and Willis LeFevre.

ATTENDANCE: Royce Hammer, Doug Moore, David Hillier, Harley Johnson, Nathan Rawlings, Karina Valencia, Angela Hawkins, Wendi Long, Melissa Yergensen, Lana Fullbright, and Brenda McDonald.
Minutes by Tai Duncan

WELCOME: Commissioner Laursen, Chair, welcomed everyone to the meeting.

1. TSG - NOPEC Seismic Project Presentation - Royce Hammer presented, Doug Moore and David Hillier were also available to answer questions.

Discovery Acquisition Services is doing the actual survey, Dawson Geophysical is doing the recording, and Extreme Drilling will be doing the drilling if it is necessary. Cougar Land, Royce, is taking care of the permitting. Phase 1C connects to the east side of Phase 1A, which was completed last year, and encompasses 95.31 sq miles. 1B is west of 1A; the northwest corner being Altamont and the north east corner is north of Cedarview; encompassing 274 square miles. They are now surveying 1C and 1B starting on tribal lands. They hope to be done before winter 2027. There have not been any issues to date. Royce is here asking for permitting for the Gusher Landfill and County roads.

400 permits have been obtained thus far in 1C. The Tribe has a slightly different permitting process and they are actively working through it. Ballard City has been permitted as are Duchesne County Roads and several water Districts. UDOT has a term permit so they will need to wait until it gets closer to complete that process. They anticipate completing all permitting in the next two months. Royce offered the proposed permitting for the Gusher Landfill to Nathan Rawlings, County Attorney, for review. Matt Cazier, Community Development, should also review it. They plan to avoid the Gusher Cemetery completely. A hazard survey will be done to ensure they locate all homes, buildings, and infrastructure to avoid any damages. This includes the roads. Point surveys follow hazard surveys to locate the best positions for sources and sensor deployment.

The source lines run east and west spaced 825 feet apart at intervals of 165 feet. The receivers run north and south at 495 feet apart and intervals of 165 feet. The receivers are wireless so they do not interfere with the roads and other activities such as mowing. The Inova Vibrators are around 6500 pounds and articulate in the center. They will run the lines three in a row. They are designed to be used anywhere, parking lots, roads, pastures, etc. They use a frequency rather than an explosive impulse to minimize impact. They offer precise control and high data quality. They offer minimal disruption and will include their own traffic control. For comparison, a woman walking in stiletto heels will exert a ground pressure of around 471 PSI (pounds per square inch); the average one ton, unloaded, exerts 37 PSI and 50 PSI when loaded; Semi Trucks exert between 46 PSI and 100 PSI depending on weight and wheels; while a Vibrator exerts 26 PSI.

TGS does the monitoring for construction, demolition, and mining activities in addition to seismic surveys. They monitor the ground movement and help determine the vibration necessary regarding the infrastructure in the area. This way they don't cause any damage to structures or infrastructure. Many, many years ago, when they drilled holes and put charges in the ground, damage was inevitable. The new technology has been a vast improvement and damage is now very minimal. It does occasionally happen, such as squeezing through a gate, and is remedied swiftly.

TGS is committed to the stakeholders and the communities. They assess all concerns and repair any damages. They have bond guarantees and are wholly committed to the environment. They work with all levels of government. They are also committed to the health and safety of the communities, their workforce and economic growth. On-site supervision is provided as is a single point of contact to ensure clear and steady communication.

Commissioner Laursen noted he has not heard any complaints from either county, Uintah or Duchesne. He suggested working with the Attorney to ensure all needs are met with the permitting. Commissioner Norton noted we have had a permit for the roads before so it should be simple to modify. Nathan expressed appreciation for the new technology that mitigates damage but it is still a possibility. He asked about the response and documentation of any damages. Royce responded they have a process in place to address and fully document any damage immediately. They also have processes in place so the County will be fully aware of when and where work is being done so inspections can be done by the County as well. Safety meetings are done with the crew every morning. As the Gusher Landfill is abandoned there is little concern. Royce also noted Duchesne County requested additional language regarding responsibilities for damages and reporting. They also had more specifications regarding bonds and liability insurance during and for a time period after completion. He will provide that to Nathan so it can be reviewed for possible modification and inclusion. It is important to work together and address any questions and concerns.

2. COLLECTIONS MANAGEMENT POLICY - MUC-COL-002 - Karen England, Museum Lana Fullbright, Museum, presented in Karen's stead. The collection policy was distributed to the Commissioners for review. The Museum Board has already approved it and has reviewed it. It is scheduled for approval on the July 21st meeting agenda. The policy helps protect the Museum staff and volunteers by documenting how they handle sensitive and legal situations. Particularly with the NAGPRA, Native American Graves Protection and Repatriation Act. Any donation worth more than \$1,000 requires commission approval to deaccession. Commissioner laursen questioned reaching out to next of kin for such items. Lana responded that donated high dollar items are usually used as a tax write-off and the family would have to claim it back. This is not standard for most museum collections, most items deaccessioned are multiples of one particular item that is small, like horseshoes.

3. PROPOSED POLICY CHANGES TO POLICIES 203, 204, 205, 240 & 250 - Melissa Yergensen, Human Resources

There are some policies currently numbered in the 300's that are proposed to be renumbered in the 200's as they have to do with employment and work force life cycles.

Policy 203, currently 230 and 240, would combine resignation and reduction in force to become Separation of Employment. There are no other substantial changes, just cleaning up the language.

Policy 204 - Volunteers and Agents, currently policy 340, has no significant changes except to add fingerprinting background checks for those working with children, vulnerable adults and county funds. It also refers to data protection which should be clarified to GRAMA (Government Records Access Management Act).

Policy 205 would merge current policies 320 and 330 - position classification and review. The current policy lists two classifications for part-time, working at least 30 hours a week and eligible for benefits and working 20 hours or less, not eligible for benefits. Melissa recommends combining the two for clarity. Full-time is 40 hours but not less than an average of 30, eligible for benefits. Part time would be no more than 30 hours, typically 20 and not eligible for benefits. ACA (Affordable Care Act) guidelines are 30 hours for benefit eligibility. She would also like to expand the amount of work limitations for seasonal and temporary. Currently, temporary and seasonal are limited to 90 days of work. However, the IRS has guidelines that align with ACA allowing up to 6 months of work. It is best to expand our policy to meet these guidelines. This change will also better support Buckskin Hills and landscaping positions.

Policy 240 - Reduction in Force can be deleted as it is addressed in Policy 203. Policy 250 - Union Free Environment is a landmine of compliance issues and should be eliminated.

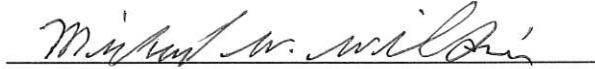
Nathan had a question for the reduction in force portion of Policy 203. Paragraph 3 under 203.6 refers to the calculation of retention scores. He would like to know how much flexibility there is. He highly

recommends more weight be given to merit; currently more weight is given to tenure when reducing the force. This can lead to retaining more tenured employees over higher performing employees; there should be a balance. Melissa will review the statute and determine how much flexibility the County can have.

ADJOURN: The meeting adjourned at approximately 10:33 am.



JOHN LAURSEN, CHAIR



MICHAEL W. WILKINS, CLERK – AUDITOR

