Weber Area Dispatch 911 and Emergency Services District
Administrative Control Board
Meeting Minutes of June 16, 2026

Board Members in Attendance: Russell Porter, James Harvey, Gage Froerer, Leonard Call, Benjamin Nadolski, Richard Sorensen and Ann Jackson

Additional Attendees: Executive Director Kevin Rose, Deputy Director Scott Freitag, District Attorney Bryan Baron, Captain Armando Perez, and Office Manager Kathy Stokes

1. Welcome – Russ Porter, Chair

2. Public Comment: None

3. Consent Agenda:

   a. Approval of minutes from Weber Area Dispatch 911 and Emergency Services District Administrative Control Board meeting on April 28, 2026

      A motion to approve the minutes from Weber Area Dispatch 911 and Emergency Services District Administrative Control Board meeting on April 28, 2026 was made by James Harvey. Ann Jackson made the second motion. Motion carried by unanimous vote.

4. Action Items:

   a. Resolution No. 2026-002 – A Resolution of the Administrative Control Board of the Weber Area Dispatch 911 and Emergency Services District approving the certified property tax rate for the calendar year ending December 31, 2026

      A motion to approve Resolution No. 2026-002 – A Resolution of the Administrative Control Board of the Weber Area Dispatch 911 and Emergency Services District approving the certified property tax rate for the calendar year ending December 31, 2026 was made by Leonard Call. James Harvey made the second motion. Motion carried by roll call vote:

      Board Member Nadolski – Yea
      Board Member Porter – Yea
      Board Member Harvey – Yea
      Board Member Call – Yea
      Board Member Jackson – Yea
      Board Member Sorensen – Yea
      Board Member Froerer – Yea

5. Continued Discussion on District Retirement Policy – Scott Freitag, Deputy Director

The discussion focused on analyzing and revising the current retirement incentive policy including reviewing its history, identifying strengths and weaknesses, and summarizing recommended changes based on recent studies and board feedback. The policy, initiated in

2000 and modified around 2014, excluded employees hired after July 1, 2014, and began phasing out benefits; it was subject to inadequate cost control measures. Three main alternative plans were presented to the board: A complete sunset with maximum cost savings (about 75% savings); A balanced cohort-based reduction using the existing insurance model (60-65% savings, more administratively complex); and A transition to a fixed employer-funded HRA (Health Reimbursement Arrangement), cost containment and flexibility, with 50-56% savings. The presentation included information from scenario modeling projecting the cost of each option, with projected savings ranging from $500,000 (strict sunset) to over $1 million (balanced or modernized approach). Also, the results of an informal survey conducted with employees nearing retirement to assess impact, revealing varying levels of awareness and concern, but general receptivity to a thoughtfully balanced solution. The proposed plans introduce firm cost controls, which include excluding family coverage, setting a hard Medicare eligibility limit (benefits end at age 65), and removing employees over 65 and eligible cohorts. The plans were evaluated for both worst-case and likely scenarios. Also noting that administration of the new plans will require strengthened contracts, particularly concerning penalties for non-disclosure of new employment and insurance coverage, to mitigate risk and liability. There was emphasis on the importance of fairness to both employees and taxpayers, noting that cost controls and phased adjustments make the new policy significantly more equitable than the status quo.

The Board expressed a preference for the HRA Transition plan, a transition from insurance coverage to a fixed HRA-style benefit, with a $750/month minimum HRA for eligible HRA-transition employees. Finding it the best balance of cost savings with fairness to employees.

Board members acknowledged and appreciated the thorough research and analysis behind the recommendations. The next step will be to complete the drafting of the policy revisions; the recommended new policy will be submitted for legal and HR for review, with a finalized version scheduled for the next meeting's agenda. Then upon approval by the Board, aiming for adoption and employee notification by the next budgeting cycle.

6. Chairman's Report –Russ Porter, Chair

7. Director's Report – Kevin Rose, Executive Director

May Incident of the Month: Before recognizing this month's Incident of the Month, he acknowledged just how busy May was for everyone on the floor. Choosing a single incident was not easy. Throughout the month, dispatch handled cardiac arrests, suicide-related calls, serious injury accidents, drowning assists, grass and structure fires, and countless other emergencies. Through it all, dispatchers continued to show professionalism, compassion, and teamwork while keeping up with the constant flow of calls. While the incident highlighted below was selected for recognition, it represents the dedication shown by dispatch throughout the entire month. In May, dispatchers handled a serious rollover crash near Western Zirconium involving four patients, including children. Initial reports indicated multiple victims, with two patients trapped inside the vehicle. The incident quickly escalated into a working incident, requiring multiple ambulances, a helicopter, the Crash Team, CSI, and the use of an event channel. In total, there were two critically injured patients and one with minor injuries, with one patient transported by helicopter. While responders managed patient care and extrication, dispatch coordinated resources, notified contract agencies, managed radio traffic, and relayed updated information as the situation evolved. Calls involving injured children can be some of the most emotionally difficult incidents we handle. Despite the challenges, everyone involved remained calm, focused, and professional, ensuring responders had the information and resources they needed. This incident is a testament to the professionalism, composure, and teamwork that Weber Dispatch demonstrates every day.

A little over a year ago the District purchased the Comms Coach AI program to automate and enhance the Quality Assurance processes. We review call types, including medical, fire, police, dispatch radio traffic, and no-call entry interactions, providing a preliminary QA grading before supervisor review. This has greatly streamlined the QA process, enabling the reallocation of supervisor resources and deeper engagement between supervisors and their teams. We are likely the only 911 Center in the state to have an entire 360 view in our QA process. The program is considered a major success and continues to expand for additional types of QA. The Comms Coach program also enables realistic simulation training, allowing new hires to practice handling over 100 different real-call scenarios in a simulated environment. This practical exposure before working on the floor increases their confidence and competence, proving to be a significant benefit in the onboarding process.

The incorporation of Box Elder agencies has gone smoothly. We've been working very closely with DPS and the Box Elder agencies and initial challenges have been addressed effectively. The feedback we received has been highly positive, marking the transition as a success. The CAD to CAD we have has been working. It was a brand-new software that was rolled out statewide. We were one of the first to really use it extensively. There were some initial challenges, and some stability issues. Updates were made about three weeks ago, and it's been very stable since. We plan on rolling it out now with Davis County and Summit County, which will streamline these inter-jurisdictional calls.

There have been two recent staff separations: one supervisor and one dispatcher, prompting the opening of a new hiring and promotion processes. We are also looking at a 12-year veteran as a lateral candidate. A supervisor promotion process is also underway, with many strong internal candidates making selection difficult. We have hired two new IT department employees, System Administrator and IT Specialist, both of whom bring relevant experience and are quickly integrating into their roles. This reduces the risk associated with IT knowledge being isolated with a single individual.

8. 2026 Budget Report – Kevin Rose, Executive Director

   We are 45% through the year. We are not currently and do not anticipate going over in any category for 2026.

9. Next Meeting July 28, 2026. The Board agreed to cancel the July 28th meeting. The next scheduled meeting will be August 25, 2026. Motion to adjourn was made by James Harvey. Richard Sorensen made the second motion. Meeting adjourned.

Respectfully submitted by Kathy Stokes

Director: ______________________ Date: 8/25/26