

Weber Area Dispatch 911 and Emergency Services District Governing Authority Board Meeting Minutes October 8, 2025

Governing Board Members in Attendance: Sharon Bolos, Gage Froerer, James Harvey

Additional Attendees: Executive Director Kevin Rose, Deputy Director Scott Freitag, District's Attorney Bryan Baron, Weber County Clerk/Auditor Ricky Hatch, Chief Deputy Clerk/Auditor Steffani Ebert, Weber County Internal Auditor Kimberly Beck, and Office Manager Kathy Stokes

AGENDA

1. Welcome –Chair Sharon Bolos. Chair Sharon Bolos was temporarily out of the room so Vice Chair Gage Froerer began the meeting with the welcome.
2. Public Comment: None
3. Consent Agenda:
 - a. Approval of minutes from Weber Area Dispatch 911 and Emergency Services District Governing Board meetings on October 2, 2024.

A motion to approve the minutes from Weber Area Dispatch 911 and Emergency Services District Governing Board meetings on October 2, 2024 was made by James Harvey. Gage Froerer made the second motion. Motion carried by unanimous vote.

4. 2026 Budget Preview – Kevin Rose, Executive Director:

The budget preview clarifies that there will be no request for additional funds next year. The current operational budgets are sufficient. Cost-saving measures implemented this year included eliminating payments for unnecessary station alerting circuits to UCA due to technology upgrades, and cutting costs on GIS licensing now covered under our CAD and RMS vendor subscription. Overall, these cuts resulted in a budget that is approximately \$63,000 under what was requested last year.

Personnel costs remain the major unknown in the budget as we are still analyzing data from the county's compensation study. Discussions with HR and Baker Tilly revealed significant issues related to salary compression at the lower and upper ends of pay ranges. Addressing these issues will likely require a

substantial budget increase for personnel expenses next year. Further sessions with Baker Tilly are planned. The fix for this will take a substantial amount, which is why we are asking for the tax increase.

No additional funding is being requested for other expenses such as software, electronics, rent, utilities, or any other operational costs beyond slight contractual increases already absorbed or managed internally. Last year's adjustments have streamlined operations to run smoothly without new initiatives planned for next year.

Some budget lines were reorganized after consultation with Stephanie. Annual software subscription charges previously classified under the capital budget for software licensing have been moved to the software maintenance account for better accounting accuracy. This reallocation caused a \$300 increase in the software maintenance budget but no new funding requests. Corresponding decreases appear in the software equipment and debt sections, reflecting a clean budget realignment.

Control of the meeting is turned over to Chair Sharon Bolos.

5. Notice of Proposed Tax Increase – Weber Area Dispatch 911 & Emergency Services District intends to increase property taxes by a dollar amount of \$275,000 which is an estimated 4.87% increase. The purpose of the increase is to bring employee compensation in line with market value and address wage compression, as identified in an independent compensation study

This is a work in progress. We expect to have recommendations and options for the Board at that meeting later this month.

The Public Hearing for this Notice of Proposed Tax Increase is scheduled for November 24, 2025 at 6:00 pm here at the Weber Center in the breakout room. All proper notices completed to meet the Tax Commission requirements to date.

Steffani Ebert: In addition to the compensation, Dispatch has State Funds that they will not receive in 2026 in the approximate amount of \$400,000. It was scheduled to be cut this year, but Dispatch will receive it in 2025. This will be the last year.

Kevin called UCA to request this year's funds as it was budgeted. The funds are "carrot money" received by PSAPs that meet certain standards. The funds are being reallocated to purchase needed services that will benefit all PSAPs in the State. Kevin is concerned that there will be no monetary incentive for PSAPs to meet the standards in future years.

Sharon Bolos: Questions the Travel and Training budget. For 2026 over \$40,000 is budgeted, yet the 2025 budget shows \$45,000 remaining. A

suggestion to alternate National Organization conferences to every other year to facilitate savings.

Kevin Rose: Our largest conference is the Motorola Conference, which is extremely beneficial to attend. This year Kevin was a presenter which enabled our employees to attend free of charge. None of our employees attended the National Organization conference this year. That is where you see the savings in 2025. He will review the 2026 conferences and determine if adjustments can be made.

6. Next Meeting, to be determined. A motion to adjourn was made by James Harvey. Gage Froerer made the second motion. Meeting adjourned.

Respectfully submitted by Kathy Stokes

Director: _____ Date: _____