

Weber Area Dispatch 911 and Emergency Services District
Administrative Control Board
Meeting Minutes of April 28, 2026

Board Members in Attendance: Russell Porter, James Harvey, Gage Froerer, and Ann Jackson

Excused Board Member: Leonard Call, Benjamin Nadolski, and Richard Sorensen

Additional Attendees: Executive Director Kevin Rose, Deputy Director Scott Freitag, District Attorney Bryan Baron, Captain Armando Perez, and 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 March 24, 2026

A motion to approve the minutes from Weber Area Dispatch 911 and Emergency Services District Administrative Control Board meeting on March 24, 2026 was made by James Harvey. Ann Jackson made the second motion. Motion carried by unanimous vote.

4. Action Items:

- a. Operations Policies:

- i. Police Dispatching: Changed to be in line with current procedures. Addresses will be given a second time phonetically in the main dispatch of a call.

A motion to approve the changes to operations policy Police Dispatching was made by James Harvey. Gage Froerer made the second motion. Motion carried by unanimous vote.

5. Discussion on District Retirement Policy

Retirement Policy Details and Eligible Employees: The retirement incentive policy was last updated in 2015. The policy covers individuals hired before July 1, 2014, with at least 20 years of service. Eligible group consists of 24 employees, with 4 aging out before reaching retirement eligibility. The policy bridges the gap for those retiring before 65, providing up to 5 years of health and dental coverage. URS Public Safety retirement allows retirement at 25 years with reduced benefits; full 60% achieved at 30 years. Employees can retire before hitting the full benefit threshold, with diminishing returns. Tier 1 employees hired before 2014 receive higher benefits (60%), Tier 2 after receive lower (35%). Eligible employees age ranges are in their 50s/60s, most aiming for the 30-year mark. Seven employees will have 25 years in 2027; four will have 30 years next year.

Financial Liability Projections: Our health and dental benefits budget for 2027 is \$1,373,000. If there are no policy changes the total cost for the 24 eligible employees at 25 years could be \$2.9 million, at 30 years \$3 million. Calculations for a five-year phase out starting in 2027 would cost approximately \$1,000,000. If all retire at 30 years the cost is \$684,000 over 7 years. A nine-year phase out covers almost half of eligible employees at a cost of approximately \$1 million.

Points of the Discussion:

- \$3 million in liability over 22 years is seen as excessive for taxpayers.
- A potential tax increases may be required to sustain current policy.
- Retirement health benefit expenses do not yield offsetting financial savings quickly with new hires.
- Private organizations have phased out pensions; retirement/health benefits are less generous.
- Desires to reward long-serving employees fairly without incentivizing mass early retirements.
- Preventing double-dipping (receiving benefit here and elsewhere).
- Acknowledges value of long-term employee knowledge; sudden departures present operational challenges.
- Employee HSA program currently allows employees to save tax-free for future health care.
- 401(k) contributions are also offered, enhancing overall retirement value.
- Any changes should ensure fair transition for impacted employees with clear communication.

Three alternative proposals were mentioned:

- Consider lump-sum payouts as alternatives, possibly 10% of max health benefit value (approximately \$17,000 per employee).
- Lump-sum payout overall cost estimate: \$808,000, slightly more than five-year phase-out.
- Potential for phased incentive: employees could choose cash or continued insurance for a set period. Scaling incentives by retirement year, Year 1 = 100%, Year 2 = 90%, etc.

Requests from the Board:

- Prepare options for board decision: five-year, seven-year phase-out, incentive alternatives, cost projections.
- Budget planning to incorporate changes by Fall; transition period of 5-7 years for adjustment.

6. Chairman's Report –Russ Porter, Chair: Nothing to report.

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

Two weeks ago, was the National Public Safety Telecommunicator's week (Dispatch Week). At this time, we show appreciation to our dispatchers, and had substantial support from our agencies. This is greatly appreciated.

As discussed last year we have been piloting AI technology with Motorola for non-emergency calls. This project has since been funded by the State for all 911 centers in Utah. We had some issues with this project that we have been working with Motorola. Motorola just bought a company call Hyper, and Kevin was able to view this product at the recent Motorola conference. He is impressed with the capabilities of this new product and looks forward to piloting this project and will be at the top of the list for the pilot. He is hoping this project will offset our personnel issues to utilize our current personnel in different areas that our present funding doesn't allow. We are hoping to begin the project in the next few months.

Personnel: We just completed a hiring process. We had 76 applications, 36 of those tested, 13 interviewed, and we were able to hire 3 who started last week. We have had two separations since our last meeting. We will plan to do another hiring process in the summer. We also just completed the hiring process for our IT System Administrator position. Our IT Manager has been on his own for a while now, and he has done an outstanding job, but he will be happy to get some help.

8. 2026 Budget Report – Kevin Rose, Executive Director

We are 32% through the year. We are at 25.8% with our wages and benefits account. The rest are looking well. There are some expenses come up this year that may require a budget amendment that were budgeted last year, but paid this year. However, at this time we are within our budget. Last year's budget is almost completed on the County side and we should have results from that soon. It appears that we will be under budget there.

Incident of the Month for March: There are certain calls that remind us exactly how critical teamwork is, and this was one of them. Listening back to the traffic is a powerful reminder of how much we rely on each other and how strong this team is when it matters most. On March 27th at 7:46 p.m., a suspicious vehicle quickly escalated into a 10-80 after the suspect rammed an unmarked unit and fled. The incident intensified when the suspect vehicle struck a second vehicle carrying a family, resulting in multiple critical injuries, including juveniles. Later resulting in two of the juveniles dying. This was a fast moving, high stress, and emotionally difficult call that required a full room response.

From radios to phones to fire and service, every position in the room stepped up, supporting one another, adapting in real time, and working together to manage an overwhelming amount of information and activity. Even during the peak of the incident, the team remained composed, coordinated, and focused on what needed to be done.

This call is a strong example of the professionalism, teamwork, and dedication that defines this center. It's something to be proud of. This was very tragic and difficult from an operational perspective and emotional for our dispatchers, and all involved.

9. Next Meeting May 26, 2026. A motion to adjourn was made by James Harvey. Gage Froerer made the second motion. Meeting adjourned.

Respectfully submitted by Kathy Stokes

Director: 

Date: 6/16/26