

**Weber-Morgan Board of Health
Minutes of Meeting
January 26, 2026**

The Weber-Morgan Board of Health held its regular meeting on January 26, 2026, in the Health Department Annex at 455 23rd Street. The meeting was called to order at 4:02 p.m. with Cheryl Allen presiding.

BOARD MEMBERS PRESENT:

Cheryle Allen	Lee Schussman	Shaun Myers
Ken Johnson	Ryan Barker	Gina Butters - Virtual
Sharon Bolos	Jed Burton	Tiffany Bears - Virtual
Ali Martinez	Vaughn Nickerson	Frank Brown - Virtual

BOARD MEMBERS ABSENT:

Bonnie Wahlen

STAFF MEMBERS PRESENT:

Brian Cowan	Michela Harris	Bryce Sherwood	Cami Sullenger
Scott Braeden	Ryan Klinge	Sean Hansen	Summer Day
Amy Carter	Lekelsi Talbot	Sherrie Waters	Andrea Hood
Kirk Spolar	Jarelyn Cox	Lori Butters	Kassie Guzman

OTHERS PRESENT:

Lauren Thomas
Kevin Eastman
Darin Carver

Welcome and Introductions – Cheryle Allen

Cheryle Allen calls the meeting to order at 4:02 p.m. and welcomes those in attendance.

New Board Member Introduction

Information Only

Brian Cowan introduced new Board of Health members following four appointments made at the most recent Weber County Commission meeting. Dr. Ken Johnson was reappointed as the Weber State University representative. New members include Jed Burton with Weber Human Services, Shaun Myers from the Ogden City Council, and Ryan Barker, Mayor of North Ogden, appointed to represent WACOG.

New Employee Introduction

Information Only

Brian Cowan introduced new and promoted staff members. Kirk Spolar was introduced as the department's new informaticist. He joins the department from Texas and holds a Master of Public Health degree from Texas A&M University. Andrea Hood was introduced as the department's new grant writer, bringing prior experience from the Department of Health and Human Services and other local health departments. Tory Duke is welcomed to the vehicle emissions testing program, bringing experience in automotive repair and technical college instruction. Brian Cowan also noted internal promotions resulting from recent staff transitions. Amanda Jones was promoted to manage the Tobacco and Injury

Prevention programs within Community Health, and Kassie Guzman was promoted to WIC Assistant Administrator.

Weber Human Services Seager Clinic Update

Information Only

Kevin Eastman thanked the Board for the opportunity to speak and referenced a prior discussion regarding the proposed substance abuse and mental health project and questions about aligning Weber Human Services' rates with those of Family Counseling Services of Northern Utah. Kevin explained that Weber Human Services' higher rates reflect Medicaid requirements, administrative and reporting obligations, an enhanced supervision model, and a strong focus on achieving positive client outcomes. Jed Burton provided additional details regarding Medicaid-related cost drivers. He explained that Weber Human Services receives funding from multiple state and federal sources, including Medicaid, each with extensive regulatory, documentation, reporting, quality improvement, and audit requirements. These requirements increase staffing and administrative costs that are not fully reimbursed. He noted that while the Medicaid fee-for-service rate is approximately \$155 per hour, actual costs—particularly for capitated populations—may exceed that amount. He also described the agency's enhanced clinical supervision and quality assurance model, which emphasizes evidence-based practices and improved outcomes without additional reimbursement. Darin Carver, Associate Clinical Director, presented outcome data demonstrating the effectiveness of Weber Human Services value based care approach. He noted that nationally, approximately half of behavioral health clients show improvement, while Weber Human Services achieves significantly higher outcomes through investments in evidence-based, transdiagnostic treatment models. These include the MATCH model for youth and the Common Elements Treatment Approach for adults and substance use disorders. Outcome data show approximately 65% improvement among adults and 75% improvement or recovery among nearly 1,000 youth, compared to a statewide average of 46%. Long-term data demonstrates a widening gap between Weber Human Services' outcomes and state averages. Appreciation was expressed for Seager Memorial Clinic's partnership in expanding access to care for uninsured and underinsured individuals. Brian Cowan recapped the proposed partnership with Seager Memorial Clinic, originally presented in October. The pilot program would provide mental health counseling services to uninsured youth and adults and would be supported by contributions of \$10,000 annually for three years from at least 10 community partners. Services would be provided by Weber Human Services and Family Counseling Services of Northern Utah. Brian Cowan reviewed the Board's prior motion, made by Mayor Berube and approved by the Board, requesting further discussion regarding service cost alignment. Brian reported that the discussions with Weber Human Services and Seager Memorial Clinic addressed the Board's concerns and that due diligence had been completed. He indicated intent to proceed with the agreement and funding unless otherwise directed by the Board. Ali Martinez thanked the staff for the presentation and asked whether the funding would include quality or outcome requirements. Brian Cowan responded that outcome measures would be incorporated into the agreement and that the program is expected to serve at least 75 individuals annually. Darin Carver added that outcomes would be tracked for all individuals served and reported to partners, with services billed at \$120

per hour for both providers. Dr. Lee Schussman asked for clarification regarding the Health Department's financial participation. Brian Cowan explained that the Health Department would be the only government entity participating and that funding would be supported in part through existing grants. He also noted that mental health counseling is a priority identified in the Community Health Assessment and Strategic Plan. Dr. Schussman commented that the information presented addressed prior concerns and expressed appreciation for the strong emphasis on outcome measurement.

Board Chair Election

Brian Cowan informed the board that, with Angela Choberka's departure and the completion of her term as Chair, the Board currently had no Chair. He explained that the Board needed to conduct an election to fill the position for the remainder of the term, which runs through the end of 2026. Brian Cowan reviewed the standard nomination and voting process. Brian Cowan opens the floor for the election. Ken Johnson nominated **Dr. Lee Schussman** to serve as Chair for the remainder of the term, noting that Dr. Schussman had previously served as Vice Chair and was willing. The Board votes and approves the nomination unanimously. Cheryle Allen nominated **Ken Johnson** to serve as Vice Chair. The Board votes and approves the nomination unanimously.

Approval of Board of Health Minutes of September 22, 2025. Motion Passes

A **MOTION** is made by Sharon Bolos and **SECONDED** by Vaugh Nickerson to approve the minutes as written. The **MOTION** passes unanimously.

Health Officer Employment Agreement

Motion Passes

Dr. Lee Schussman introduced the agenda item regarding the Health Officer Employment Agreement, noting that the Health Officer is the Board's sole direct employee and that the Board is responsible for the position's job description, evaluation, and employment agreement. He explained that the current agreement, developed several years ago, has reached the end of its five-year term and that the Board should consider the updates to the employment agreement, job description, and evaluation process. Brian Cowan reviewed proposed revisions to the employment agreement and presented them to the Board. He also referenced prior Board discussions held in November regarding potential improvements to the Health Officer evaluation process. Brian Cowan proposed changes that included updating the agreement start date to February 19, 2026; revising the timing of the annual performance evaluation from the end of the calendar year to no later than June 30 of each year to better align with completion of the minimum performance attestation, annual report, and prior-year budget, and removing the use of staff and Board. Evaluation materials would include the minimum performance attestation, annual report, completed prior-year budget, and any additional information requested by the Board. Additional revisions clarified the Board's authority to award performance-based compensation increases consistent with pay-for-performance increases received by Weber-Morgan Health Department employees and within applicable county parameters. Brian Cowan also reviewed proposed updates to the compensation exhibit, including replacing the original starting salary with the Health Officer's current salary at the time of adoption and removing the vehicle allowance provision, which was discontinued by Weber County in 2023 and incorporated into department head salaries. Brian Cowan noted that the Board could proceed in one of two ways, adopt the proposed agreement as presented through a motion and vote, or continue discussion, including entering a closed session if desired, to further refine the agreement and evaluation process. He emphasized that no immediate action was

required, as the current agreement includes a 90-day extension period, allowing sufficient time for additional discussion if needed. Shaun Myers asked whether the Health Officer's pay increases are automatically calculated under Weber County's slotted increases rather than requiring action by the Board. Brian explained Weber County's pay-for-performance system and noted ongoing ambiguity regarding how it applies to the Health Officer role. Brian Cowan emphasized that the Board of Health is the governing authority responsible for determining the Health Officer's compensation and performance-based rewards, and that the proposed agreement is intended to clarify that role. Shaun Myers acknowledged the sensitivity of the discussion and asked how performance would be evaluated if certain language were removed from the agreement. Brian Cowan stated that prior survey tools had limited effectiveness and suggested focusing on statutory and administrative performance measures, including required duties, budget management, and the annual report, while preserving the Board's ability to request additional evaluation tools. Ken Johnson expressed concern that eliminating surveys could remove valuable staff input and recommended clearer language distinguishing cost-of-living adjustments from pay-for-performance awards, explicitly reserving the Board's authority to grant additional performance-based compensation. Dr. Lee Schussman agreed that the Board has historically struggled to understand its role in compensation decisions and supported retaining staff input. He expressed discomfort with calling for a vote at this time and suggested forming an ad hoc committee to review the agreement and clarify compensation and evaluation processes. Ali Martinez asked whether the Board had received county market-comparison data for the Health Officer position. Dr. Lee Schussman stated he did not believe the data had been received, and Sharon clarified that the county compensation study did not include department directors, as they are compensated independently. Shaun Myers asked how projected pay-for-performance amounts are budgeted and applied. Brian Cowan explained that while the County Commission authorizes a pay-for-performance percentage, the Health Department must absorb those costs through a mix of funding sources, including grants and fee revenue, rather than receiving additional tax-based salary funding. He outlined a proposed path forward of applying the default 1.5 percent pay-for-performance increase, initiating the revised evaluation process, and revisiting any additional compensation following a mid-year performance review. Ali Martinez made a motion to approve revisions to the employment agreement with added language clarifying pay-for-performance authority and evaluation inputs. During the discussion, concerns were raised about approving language that had not yet been drafted. After procedural clarification, Ali Martinez rescinded the motion and made a motion to table the agreement pending revision. The motion to table was seconded and approved, with general agreement that revised language should reflect the Board's intent regarding compensation authority, evaluation criteria, and staff input. Board members expressed interest in participating in an ad hoc committee to work with staff and Lauren Thomas to revise the agreement and return it for consideration at a future meeting. Lauren Thomas confirmed that the current employment agreement includes an automatic 90-day extension if no action is taken. A **MOTION** is made by Ali Martinez and **SECONDED** by Ryan Barker to table the Health Officer employment agreement pending revision, including updates to Item 2.2(c) clarifying that pay-for-performance compensation shall be consistent with the process used for all Weber-Morgan Health Department employees, and to amend Exhibit B to include language stating that the Board of Health shall take action on pay-for-performance compensation as reflected in Section 2.2, and that Exhibit B may include any additional supporting information used in the evaluation process, including staff and Board surveys. The **MOTION** passes unanimously.

Director's Report

Information Only

Brian Cowan provided updates on two matters. First, he addressed the recent measles cases in Weber County. The Board had previously received an email with information regarding the first two cases, including the associated press release. Brian noted that the department had months to prepare and reported that the response process went smoothly overall, with minimal exposures due to effective coordination with the community, particularly the Weber School District. Exposures occurred in a public high school, a private school serving home-schooled students, and a church. Brian Cowan states that contact tracing and communication with potentially exposed individuals were completed, including follow-up with the parents of an infant potentially exposed at the church. The Health Department is continuing to monitor the exposure period, which may extend into the first week of February. Wastewater surveillance at Weber Central has detected measles genetic material for two consecutive weeks. Brian Cowan noted that, statewide, Utah has seen nearly 250 cases in the current outbreak, with unvaccinated or vaccination-unknown individuals comprising approximately 85–90 percent of cases. He emphasized ongoing monitoring and the potential for additional cases. Second, Brian Cowan discussed the 2026 legislative session. The Board would receive emails from the Utah Association of Local Boards of Health containing bill tracking lists and talking points. He highlighted two bills of particular concern. House Bill 22, sponsored by Representative Thurston, proposes changes to emissions testing requirements for vehicles older than 1995, which the department supports. House Bill 152, sponsored by Representative Trevor Lee, initially addressed vaccination variance requirements for public school attendance but has been revised to potentially remove all immunization requirements for school attendance. Brian Cowan expressed concern about the public health implications of this bill, noting that it currently lacks a Senate sponsor and remains in committee. He also mentioned other bills of lesser concern related to raw milk and daycare equipment requirements. Vaughn Nickerson inquired about the percentage of students requesting vaccination waivers for public school attendance. Brian Cowan introduces Nursing Director Lekelsi Talbot. Lekelsi Talbot responded that while exact statistics were not available, immunization rates in Weber County are generally high. Specifically, measles vaccination rates are approximately 80–85 percent, below the 90–95 percent threshold needed for herd immunity. During a recent exposure at Weber High School, approximately 78 of nearly 2,000 students had exemptions; after outreach, nearly half of these students were able to provide updated immunization records, aiding in the mitigation of disease spread. Vaughn Nickerson asked whether the proposed legislative changes were motivated by a high number of waivers. Lekelsi Talbot explained that the legislation appears intended to simplify the process for parents to obtain vaccination exemptions online, removing the previous requirement to visit the Health Department in person. While this reduces administrative burden, it limits the opportunity for in-person education and direct communication with parents about vaccine safety and outbreak risks. Dr. Lee Schussman commented that an 85 percent immunization rate is good, but herd immunity for measles generally requires 92–95 percent coverage.

The Meeting adjourns at 5:33 p.m.

The next meeting will be held on February 23, 2026.