

Weber-Morgan Board of Health
Minutes of Meeting
February 23, 2026

The Weber-Morgan Board of Health held its regular meeting on February 23, 2026, in the Health Department Annex at 455 23rd Street. The meeting was called to order at 4:00 p.m. with Ken Johnson presiding.

BOARD MEMBERS PRESENT:

Cheryle Allen	Jed Burton
Ken Johnson	Lee Schussman - Virtual
Sharon Bolos	Tiffany Bears - Virtual
Ali Martinez	Bonnie Wahlen- Virtual

BOARD MEMBERS ABSENT:

Shaun Myers
Frank Brown
Ryan Barker
Vaughn Nickerson

STAFF MEMBERS PRESENT:

Brian Cowan	Cami Sullenger	Bryce Sherwood	Korina Beltran
Scott Braeden	Ryan Klinge	Sean Hansen	Brad Child
Amy Carter	Lekelsi Talbot	Sherrie Waters	Zach Heuscher
Kirk Spolar	Jarelyn Cox	Lori Buttas	

OTHERS PRESENT:

Lauren Thomas

Welcome and Introductions – Ken Johnson

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

New Employee Introduction

Information Only

Brian Cowan introduced new staff member, Korina Beltran, to the Board. Korina has joined the Nursing Division and serves at the front desk. Brian Cowan expressed enthusiasm about having her on board. The Board welcomes Korina.

Position and Compensation Study

Information Only

Emily Wilde reported that in 2025, Weber County completed a comprehensive, year-long compensation study after selecting Baker Tilly through a formal RFP process in late 2024. The national firm evaluated all county positions, classifications, grading structures, and pay practices through a five-phase process: project initiation, position review, market assessment, pay plan development, and completion. During the study, extensive documentation was reviewed, and each position was analyzed independently of the individual employee—using the SAFE method, which assessed nine compensable factors and produced a standardized score for every role. A market analysis compared approximately 70% of county positions against 20 peer organizations, with additional

private-sector surveys where applicable, and the data were adjusted for labor costs. Results showed the County is slightly above market overall, averaging 3.8% above at the minimum, 5.6% at the midpoint, and 8% at the maximum. Positions were regarded based on SAFE scores and market alignment rather than tenure or current salary, and structural improvements were made to address previously ungraded leadership roles, wide range spreads, and compression concerns. The County adopted an implementation option providing employees the greater of movement to the new minimum or a 2% salary adjustment, followed by a 1.5% pay-for-performance increase, with no employee receiving a pay decrease. Emily stated that although the Health Officer reports to the Board, the position remains subject to county HR policies and salary range comparisons. The total implementation cost was approximately \$5 million and was funded through budget adjustments without a tax increase. Board members expressed appreciation for the extensive work completed by HR and staff throughout the year-long process.

Healthy Homes

Information Only

Brad Child, program manager, introduces the grant-funded project named Healthy Homes. Brad shared examples of several completed Healthy Homes projects to illustrate the program's impact. Multiple projects involved lead abatement in homes where children had elevated blood lead levels; in addition to removing lead-based paint hazards, the team replaced deteriorating windows, repaired interior damage caused by unsafe remodeling, and completed exterior improvements to eliminate exposure risks. Other projects addressed significant health and safety concerns, including mold remediation and kitchen restoration in a home where a collapsed sink had caused long-term damage, as well as several accessibility modifications for elderly or disabled residents. These modifications included installing walk-in showers to prevent falls, widening hallways for wheelchair access, adjusting bathroom layouts for safer mobility, and improving overall ADA compliance. The program also corrected fire safety hazards by installing proper egress windows in basement sleeping areas, upgrading electrical panels, and adding cooling systems in homes with extreme heat conditions, and installing radon mitigation systems in properties that tested above the EPA action level, successfully reducing radon levels from 6.05 to 1.0 in one case. Additional work included major plumbing and sewer line replacements in collaboration with Ogden City Community Development. As of February 2026, the grant program (2024–2027) has completed 29 projects, has 27 ongoing, and is working toward a target of 90 homes, with approximately 32% of the goal achieved and steady progress anticipated over the next year and a half. Ken asked what percentage of the program budget had been expended. Brad responded that approximately \$400,000 of the \$1.3 million grant has been used to date, leaving a substantial balance remaining, with current project costs averaging between \$15,000 and \$16,000 per home. In response to questions about project selection, Brad explained that homes are prioritized based on applicant need, with emphasis on vulnerable populations, including seniors age 62 and older, children under six, and individuals with disabilities, as well as homes built before 1978. A standardized assessment tool is used to evaluate hazards and guide funding decisions. Brad noted that very few applicants have been deemed ineligible due to minimal issues. Regarding outreach, Brad shared that word of mouth has been the most effective method, supplemented by yard signs at project sites, social media, website information, and community awareness. Brian Cowan added that internal referrals have increased through enhanced blood lead testing in the WIC program and through Environmental Health complaint data, along with partnerships in the community. When asked about the program's future, Brad stated that the current grant runs through the end of 2027, and the department hopes to reapply, depending on future federal funding availability.

Targeted Violence & Terrorism Prevention Introduction Information Only

Kelly McElwain, Program Manager for the Targeted Violence and Terrorism Prevention (TVTP) Grant, introduced herself and Health Educator Emma Blanch, explaining that the department was awarded a two-year, \$325,000 grant in September 2024, funded through the Department of Homeland Security/FEMA’s Center for Prevention Programs and Partnerships (CP3). The grant period runs from October 1, 2024, through September 30, 2026, and focuses on preventing targeted violence through a public health, primary-prevention lens using a socio-ecological framework. The team outlined a two-pronged strategy: (1) community education and bystander awareness, and (2) youth resiliency and connection. A community assessment conducted in summer 2025 (154 responses) indicated opportunities to strengthen emotional regulation, social connection, and awareness of “engaged bystander” concepts, with 51% reporting they had not previously heard the term and nearly half expressing interest in learning more. Findings are guiding a public awareness campaign emphasizing community connection, emotional regulation, and bystander engagement, including billboards, social media outreach, and a planned Mass Violence Prevention Day in June in partnership with local organizations such as the Ogden Police Department, the Ogden School District, Intermountain Health, and community coalitions. The team emphasized that engaged bystanders recognize warning behaviors, understand reporting options beyond law enforcement if preferred, and that characteristics such as race, religion, gender, or ethnicity are not indicators of violent intent. Emma outlined the youth resiliency component, including implementation of the evidence-based “Mind Matters” curriculum developed by the Dibble Institute, which teaches coping skills, emotional regulation, trauma awareness, goal setting, and healthy support-building. Current partnerships include the Marshall White Center and Youth Impact, with anticipated collaboration with Boys & Girls Clubs of Weber-Davis and expanded efforts within the Ogden School District. Through a subcontract with the district, the program also supports teacher training in classroom management and relationship-building and expansion of Hope Squads, peer-led programs aimed at reducing suicide risk, bullying, and social isolation. Board members expressed appreciation for the program and its prevention-focused partnerships.

Approval of Board of Health Minutes of January 26, 2025. Motion Passes

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

Health Officer Employment Agreement Motion Passes

The Board discussed the Health Officer employment agreement, which had been tabled at the previous meeting. Ken Johnson noted that an ad hoc subcommittee reviewed the contract and submitted recommendations for consideration. Board members confirmed they had reviewed the recommended changes, which included updates to Section 2.2 and Appendix B to align the Health Officer’s compensation with the county’s pay-for-performance structure and ensure the position remains competitive. The contract also includes language allowing the Health Officer to provide the Board with requested information, including surveys, and clarifies that pay-for-performance decisions remain under the Board’s discretion without impacting other employees. Ken and Brian clarified that the county operates on a calendar-year fiscal schedule and that a 1.5% pay-for-performance increase would automatically be applied at the beginning of the year, with any additional compensation to be determined after the contract review by June 30. The Board agreed that no closed session was needed for this discussion, and the current process and increase will remain in effect. A **MOTION** is made by Bonnie Wahlen and

SECONDED by Ali Martinez to approve the Health Officer Employment Agreement. The **MOTION** passes unanimously.

Director’s Report

Information Only

Brian Cowan provided updates on the department’s public health accreditation and current health issues. He reported that the accreditation application process is progressing well, with 97% of materials compiled and on track for submission by the end of the first quarter. Regarding measles, Weber and Morgan Counties have not yet reported any confirmed or suspected cases linked to recent state wrestling tournaments, though cases have emerged in neighboring counties, including Tooele, Salt Lake, and Utah County. He noted that other health districts are implementing quarantine and co-horting strategies for unvaccinated students to allow continued instruction during the 21-day isolation period. Wastewater monitoring at Central Weber Sewer District detected measles on February 12, but the February 17 sample was negative. Brian emphasized that additional cases are anticipated statewide due to the tournament. Brian also addressed legislative updates, noting progress on the emissions testing bill and monitoring smaller bills affecting raw milk sales, daycare kitchen requirements, and other operational changes. He reported that department funding and minimum performance allocations remain secure.

The Meeting adjourns at 5:17 p.m.

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