

**SALT LAKE VALLEY EMERGENCY COMMUNICATIONS CENTER**

**BOARD OF TRUSTEES MEETING**  
***January 16, 2019 Meeting Minutes***  
***VECC Board Room***  
***5360 Ridge Village Drive, West Valley City***

**MEMBERS PRESENT:**

Mr. Gary Whatcott; South Jordan; Chairman  
Mr. Scott Harrington; Taylorsville  
Mr. Bruce Kartchner; Bluffdale  
Mr. Brent Wood; Herriman  
Mr. Dan Petersen; UFA  
Mr. Doug Hill; Murray  
Mr. Kyle Kershaw; South Salt Lake  
Mr. Konrad Hildebrandt; Riverton  
Mr. Wayne Pyle; West Valley  
Sheriff Rosie Rivera; UPD  
Mr. Rick Graham; SLCO  
Mr. Mike Morley; Alta  
Mr. David Dobbins; Draper

**MEMBERS ABSENT:**

Mr. David Brickey; West Jordan  
Mr. Mike Shelton; Cottonwood Heights  
Mr. Kane Loader; Midvale  
Ms. Gina Chamness; Holladay

**OTHERS PRESENT:**

Chief Colleen Jacobs; West Valley  
Chief John Evans; West Valley  
Chief Jeff Carr; South Jordan  
Mr. Bruce Kartchner; Bluffdale  
Mr. Mark Cryder; SLC911  
Mr. Patrick Leary; Salt Lake City  
Mr. Bruce Kartchner; Herriman  
Mr. Warren James; Bluffdale  
Lt. Justin Hoyal; UPD  
Mr. David Church; VECC Attorney  
Mr. John Inch Morgan, VECC Executive Director  
Mr. David Sanderson; VECC Accounting  
Mr. Mark Whetsel; VECC TS Manager  
Mr. Jeff Monson; VECC HR Manager  
Ms. Gigi Smith; VECC Operations Manager  
Ms. Beth Todd; VECC Operations Manager  
Ms. Shelly DeJong; VECC Operations Manager  
Ms. Leslie Devey; VECC Operations Supervisor  
Ms. Andrea Partridge; VECC Admin. Services Manager

**APPROVAL OF MINUTES OF JANUARY 16, 2019 BOARD OF TRUSTEE MEETING**

**Motion –**

**. . . By Sheriff Rosie Rivera, to approve the minutes of the January 16, 2019 Board of Trustee Minutes as written; seconded by Mr. Doug Hill; the motion carried unanimously.**

**ELECTION OF OFFICERS**

Gary Whatcott asked for an election of a new Chairman and Vice Chairman for the upcoming year. John Inch Morgan mentioned that he sent a memorandum to everyone outlining the By-Laws and rules for the election; there is nothing in there that precludes anyone serving a second term. With the issues in front of us, Gary has been very involved in handling these issues and since Brad Christopherson stepped down from the Vice Chair position, electing a new one, it might be good to have that experience. Gary commented that he would be willing to Chair the Board another year.

**Motion –**

**. . . By Sheriff Rosie Rivera, to nominate Gary Whatcott to the position of the Chairman of the Board of Trustees; the motion was seconded by Mr. David Dobbins; the motion carried unanimously.**

**Motion –**

**. . . By Mr. Dan Petersen, to close the nominations for Chairman of the Board of Trustees; the motion was seconded by Mr. Konrad Hildebrandt; the motion carried unanimously.**

**Motion –**

**. . . By Mr. Brett Wood, to nominate Doug Hill and close the nominations for Vice-Chairman of the Board of Trustees; the motion was seconded by Mr. Scott Harrington, the motion carried unanimously.**

**OPERATIONS BOARD REPORT**

Chief Jeff Carr commented that Mr. Dave Spatafore talked about some of the bills in the legislature this year. John Inch Morgan mentioned that the State Health Department, the ENS Bureau, had adopted a rule, which was adopted outside of the parameters of the legislation. Having done that, it would have forced dispatch centers that receive an interfacility transport call from any medical center to immediately transfer that call to an ambulance that has that license; Gold Cross in our area. The issue that came up is if it comes from a medical center, it could still be an emergency, and would be a 911 ambulance that would transport. To have a hard and fast rule that would say if it comes from any medical facility it would automatically go to a secondary provider is inappropriate. This was reversed, and it went back to the rule that was in effect in January of 2017, but the issue isn't necessarily over because there are several bills at the legislature that are trying to address the same thing. We need to look at those bills and determine our support or lack of coming forward. From our Medical provider, any call that comes in on a 911 line, you process it as a 911 call, going through the protocol and identifying the severity of the injury or seriousness of the illness. Chief Carr also commented that they discussed gathering information for those officers that have second language skills. They discussed code-4 checks on motorist assist calls and providing officer safety details and make sure those are still given over the air. From TS there was discussions on the UPD merger and the big issue was the lifespan of the Spillman server here at VECC and the need to upgrade this. This had been delayed due to the Hexagon project. Hexagon was also discussed, which will be covered later in this meeting. Mark Whetsel mentioned that VECC has a migration plan but until Hexagon is resolved to the point where he can negotiate with Spillman and figure out what needs to happen. He'll then come back to both Boards with costs and how to migrate and what needs to be completed.

**MOTION TO CLOSE THE TRUSTEE MEETING TO DISCUSS PENDING LITIGATION****Motion –**

**. . . by Mr. Layne Morris; to go into a closed Trustee session; seconded by Mr. Rick Graham; the motion carried unanimously by roll call vote.**

The Board meeting went into closed session at 1408.

The meeting reconvened to regular session at 1554.

**CONSIDERATION OF PERSONNEL ISSUES/DIFFERENCES IN UPD & SLVECC BENEFITS**

Jeff Monson commented that we are always looking at ways we can improve and help with retention. Some of the things we are presenting will assist with retention. Back in 2014, our turnover rate was 39%. We were approved to give some increases and make some other adjustments, which seemed to help. The next year our turnover rate was 25%. In 2016, SLC started taking some of our people and turnover went back up to 36%. This last year, in 2018, our turnover was 22%; we are moving in a great direction. With the merger, it has brought up questions and challenges. Currently, UPD has several different benefits they are offering their employees and with this merger, some of them feel they are losing some of these things coming over to VECC. Many of these benefits have a fiscal note attached that need to be brought to this Board meeting for approval. In going through some of these again, the first one is parental pay. This is a new benefit that UPD had just started; it's giving 6-weeks of paid leave for either spouse. This doesn't include any backfill, but just an estimate of the average wage. It will cost approximately \$5400 per individual for that 6-week leave. Lt. Hoyal commented that this program was started with SL County over a year ago and UPD adopted it this past July. Another benefit to discuss is paying for a college degree. We do have a tuition reimbursement program that was approved, adopted from a UPD model. They also pay those individuals who have a college degree an extra dollar amount per month. A master's degree is \$75 per month, a bachelor is \$50, and an associate is \$25 per month. Currently, VECC has 18 individuals that have college degrees. This would cost around \$8100 for those 18 people. UPD has 8 employees with college degrees, which would cost about \$4500. Total for this program would cost approximately \$12,600. Layne Morris asked if the degrees were necessary for the employee to get as part of their job description. Jeff said it was not currently necessary. Sheriff Rivera commented that she felt organizations benefit having educated people working for them. It was asked if there were any job descriptions that require a bachelor or master's degree to hold the position and wouldn't this be factored in as part of the minimum requirements of the job. Jeff said that there are a few in TS and others. The next benefit to discuss was vacation accrual. Jeff broke the years of service and the vacation benefits down on a spreadsheet, included in the DropBox. UPD gave from years 1 to 8, 1 day per month, years 8 to 16 was 1 ½ days per month and 16 and forward was 2 days per month. The proposed schedule is 0 – 5 years would stay the same at 1 day per month. From years 6 -10, it would change to years 6 – 8 and the employee would get 112 hours per year, years 9 and 10, they would get 2 days a month or 144 hours per year. Years 11 – 15 would receive 144 hours per year and then years 16 and up would be the 2 days per month. Over a 30-year spread, the employee would receive 104 hours more with the new proposal. Right now, UPD has 2 employees at the 10-year mark, and those members would lose 32 hours. Those members would also move up to years 13 and 14 and would lose 1 day a month. There are 4 total members that would lose hours and everyone else would gain hours. VECC employees have 8 – 9 employees that would lose hours as well. Layne Morris didn't feel that people should be penalized currently on the system. The final benefit is the fact that both UPD and VECC do not participate in Social Security. UPD pays the member 6.2% to go to the member; it's up to them to decide what they do with it. They can put it into a 401(k) to save it or pocket it; it is their option. The other 6.2% is contributed to their 401(k). At VECC, VECC will match up to 6.2%; they contribute to a 457 account and the VECC will match up to 6.2% into a 401(k) through ICMA. Currently, 54% of employees are not contributing anything into their ICMA retirement. If the Board approved this benefit, it would run about \$165,000 to contribute to the 54% that is not currently contributing. Kyle Kershaw asked that there be some sort of funding sources identified in the approval of any of these benefits. Gary Whatcott asked if we could bring all these benefit packages forward during the budget process. John Inch commented that if the Board was fundamentally opposed to these types of changes, he would not include them in the budget. If they gave him the approval to include them, then they would be included with the budget. Gary wanted him to just bring it forward at the regular budget meeting and how it impacts the contributions and then they can discuss it further. The budget will take effect July 1<sup>st</sup>, which will give about 6 months to go over these types of upgrades to the budget. Gary would like to see how it impacts the entire budget; he asked John to include everything as a recommendation and then the Board can make modifications to the recommendations. Sheriff Rivera asked what the impact was with dispatchers and asked if they were doing okay with retention right now and if they were short. John indicated there are currently 12 UPD openings and 5 VECC openings. Based on predictive hiring, we do try to over-hire knowing that we have some people leaving on an ongoing basis. We have gone from 36% turnover down to 22% and in the new organization it will be interesting to see where we are. We have made some strides, but we are still, in some areas through the state, not competitive. Sheriff Rivera doesn't want to lose more people due to a loss in benefits.

**Motion –**

**. . . By Mr. Doug Hill, to approve and send a positive recommendation on the parental leave benefit; the motion was seconded by Mr. David Dobbins; the motion carried with 7 yay and 2 nay votes.**

**Motion –**

**. . . By Mr. Doug Hill, to approve and send a positive recommendation on the Vacation hour accrual change benefit; the motion was seconded by Sheriff Rosie Rivera; the motion carried with 5 yay and 4 nay roll call votes.**

**Motion –**

**. . . By Mr. Doug Hill, to approve and send a positive recommendation to the proposed change to the Social Security contribution; no one seconded the motion; the motion failed.**

**Motion –**

**. . . By Mr. Kyle Kershaw; to place the change to the Social Security contribution as a discussion item in the upcoming FY2020 budget and compare it against other personnel asks for the July 1<sup>st</sup> budget; seconded by Mr. Layne Morris; the motion carried unanimously.**

There was nothing else to discuss at this meeting.

The meeting adjourned at 4:41 p.m.