



UTAH ATTORNEY GENERAL'S OFFICE

GENERAL OFFENSE HARDCOPY

GO# AG 2017-13 EXCEPTIONALLY
CLEARED

2699-0 FRAUD-FREE TXT

General Offense Information

Operational status: **EXCEPTIONALLY CLEARED**

Reported on: **Jan-04-2017 (Wed.) 1200**

Occurred between: **Mar-01-2013 (Fri.) 1200** and **Jul-01-2016 (Fri.) 1200**

Report submitted by: **183987 - Downey, Tyson**

Org unit: **Special Investigations**

Address: **3380 S 900 W**

Municipality: **SALT LAKE COUNTY**

Bias: **None (no bias)**

Family violence: **NO**

Offenses (Completed/Attempted)

Offense: # **1 2699-0 FRAUD-FREE TXT - COMPLETED**

Location: **Government/Public Bldg**

Offender suspected of using: **Not Applicable**



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Related Attachment(s) - Copy of item booked into Evidence

Attachment Description:

Reference Number:



OFFICE OF THE STATE AUDITOR

The Office of the State Auditor transfers the possession of the following items to the Utah Office of the Attorney General.

18 ID CARD, 2 keyboard, 2 mouse, charger cards TT ID

Description	Serial	UFA User	Checked out to:
1 MacBook Pro ✓		Michael Jensen	OSA
2 MacBook Pro ✓		Ryan Perry	OSA
3 MacBook Air ✓		Ryan Perry	OSA
4 iMac Desktop ✓ Co2P60VDFJ11		Gaylord Scott	OSA
5 iMac Desktop ✓		Ryan Perry	OSA
6 iMac Desktop ✓			OSA
7 iPad Mini ✓		Michael Jensen	OSA
8 iPad Mini ✓		Ryan Perry	OSA
9 iPad Mini ✓		Gaylord Scott	OSA
10 iPad ✓			OSA
11 iPad2 ✓			OSA
12 iPad Pro #1 ✓			OSA
13 iPad Pro #2 ✓			OSA
14 iPhone 6s ✓			OSA
15 Garmin Nuvi 1450 ✓			OSA
16 Garmin Montana 650t ✓			OSA
17 Olympus SZ-12 ✓			OSA

OSA Representative:

Print:

Tyson Plastow

AG Representative:

Print:

Tyson Downey

Sign:

[Signature]

Date:

02/10/17

Sign:

[Signature]

Date:

02/10/17

The following items have been provided to the Attorney General's Office and were transferred to Special Agent Brennan Call, 801-381-5117 bcall@utah.gov.

Description	Serial	UFA Owner	Checked out to:
3 - SanDisk 32GB Micro SD Cards from GoPro Camera Bag			AG
2 - Delkin Devices 32GB SD Cards from Canon Video Camera Bag			AG
1 - SanDisk 32GB SD Card from Nikon D7100			AG
2 - SanDisk 32GB SD Cards loose in box			AG
Apple Time Capsule 3TB			AG
iMac Backup HDD - GscottiMacTimeMachine			AG
iMac Backup HDD - GscottiFileBackup			AG
MacBook Pro		Gaylord Scott	AG
Airport Extreme		Gaylord Scott	AG

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Related Person(s)

1. Off/Suspect # 1 - JENSEN, MICHAEL

(Case Specific Information)

Sex: MALE

Race: Unknown

Date of birth: [REDACTED]

Address [REDACTED]

[REDACTED]

Master Name Index Reference

Name: JENSEN, MICHAEL H

Sex: MALE

Race: Caucasian/White

Date of birth: [REDACTED]

Ethnicity: Not of Hispanic Origin

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Cellular: [REDACTED]

Linkage factors

Resident status : Resident

Age range : 30-49 Years

2. Off/Suspect # 2 - SCOTT, GAYLORD ANDREW

(Case Specific Information)

Sex: MALE

Race: Unknown

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Master Name Index Reference

Name: SCOTT, GAYLORD ANDREW

Sex: MALE

Race: Unknown

Date of birth: [REDACTED]

Ethnicity: Not of Hispanic Origin

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]



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Home: [REDACTED]

Business: [REDACTED]

Home: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **50-64 Years**

3. Witness # 1 - SMITH, KIN

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **SMITH, KIN**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] [REDACTED]

Phone numbers

Home: [REDACTED]

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

4. Witness # 2 - JAMES, WARREN LEE

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **JAMES, WARREN LEE**

Sex: **MALE**



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Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] -

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

5. Witness # 3 - WATSON, MICHAEL PATRICK

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] -

Phone Numbers

Business: [REDACTED]

Cellular: [REDACTED]

Master Name Index Reference

Name: **WATSON, MICHAEL PATRICK**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Ethnicity: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] -

Phone numbers

Home: ([REDACTED])

Business: [REDACTED]

Business: [REDACTED]

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **50-64 Years**

6. Witness # 4 - WOOLF, ARRIANN

(Case Specific Information)

Sex: **FEMALE**

Race: **Caucasian/White**

Date of birth: [REDACTED]



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Address: [REDACTED]
Municipality: [REDACTED] -

Phone Numbers

Business: (801) 743-7124
Cellular: [REDACTED]

Master Name Index Reference

Name: WOOLF, ARRIANN O
Sex: FEMALE
Race: Caucasian/White
Date of birth: [REDACTED]
Ethnicity: Unknown
Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]
Cellular: [REDACTED]
Business: (801) 743-7124

Linkage factors

Resident status : Resident
Age range : 30-49 Years

7. Witness # 5 - PENGRA, CHRISTOPHER

(Case Specific Information)

Sex: MALE
Race: Unknown
Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Business: (801) 789-6603
Cellular: [REDACTED]

Master Name Index Reference

Name: PENGRA, CHRISTOPHER
Sex: MALE
Race: Unknown
Address: [REDACTED]
Municipality: [REDACTED]

Phone numbers

Business: (801) 789-6603
Cellular: [REDACTED]

Linkage factors

Resident status : Resident
Age range : Unknown



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8. Witness # 6 - DAHLE, ROB

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Business: (801) 527-4160

Master Name Index Reference

Name: **DAHLE, ROB**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Business: (801) 527-4160

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

9. Witness # 7 - WESSMAN-MOSER, CORALEE

(Case Specific Information)

Sex: **FEMALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **WESSMAN-MOSER, CORALEE**

Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Ethnicity: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Business: (801) 963-2300

Home: [REDACTED]

Business: (801) 302-0630



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Cellular: [REDACTED]

Alias(es)/AKA

Name: **MOSER, CORALEE**

Address: [REDACTED]

Sex: **F** DOB: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

10. Witness # 8 - JOHNSON, LARRY

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Business: **(801) 963-5400**

Master Name Index Reference

Name: **JOHNSON, LARRY**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]
Municipality: [REDACTED]

Phone numbers

Business: **(801) 963-5400**

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

11. Witness # 9 - ROBERTSON, JEREMY

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **ROBERTSON, JEREMY**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]



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Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

12. Witness # 10 - CULLIMORE, KELVYN

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Business: **(801) 944-7089**

Cellular: [REDACTED]

Master Name Index Reference

Name: **CULLIMORE, KELVYN**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Business: **(801) 944-7089**

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

13. Witness # 11 - SLACK, MARTY

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **SLACK, MARTIN D**

Sex: **MALE**



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Race: **Caucasian/White**

Date of birth: [REDACTED]

Ethnicity: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Business: **(801) 743-7200**

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **50-64 Years**

14. Witness # 12 - ANDRUS, RAND

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Business: **(801) 420-2240**

Master Name Index Reference

Name: **ANDRUS, RAND BENJAMIN**

Sex: **MALE**

Race: **Caucasian/White**

Date of birth: [REDACTED]

Ethnicity: **Not of Hispanic Origin**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Business: **(801) 420-2240**

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **50-64 Years**

15. Witness # 13 - HIGGS, STEPHEN

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]



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Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Business: (385) 468-9008

Master Name Index Reference

Name: HIGGS, STEPHEN HAIGHT

Sex: MALE

Race: Caucasian/White

Date of birth: [REDACTED]

Ethnicity: Not of Hispanic Origin

Address: [REDACTED]
Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]
Business: (385) 468-9008

Linkage factors

Resident status : Resident

Age range : 50-64 Years

16. Witness # 14 - DINKEL, MICAYLA

(Case Specific Information)

Sex: FEMALE

Race: Unknown

Date of birth: [REDACTED]

Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Business: (801) 743-5651

Master Name Index Reference

Name: DINKEL, MICAYLA JEAN

Sex: FEMALE

Race: Unknown

Date of birth: [REDACTED]

Ethnicity: Unknown

Address: [REDACTED]
Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]
Business: [REDACTED]
Business: (801) 743-5651
Business: [REDACTED]
Business: (801) 743-7220

Linkage factors



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Resident status : **Resident**

Age range : **30-49 Years**

17. Witness # 15 - HILTON, LAYNE

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **HILTON, LAYNE B**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Ethnicity: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Business: **(801) 824-8216**

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

18. Witness # 16 - SANDSTROM, ERIK

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **SANDSTROM, ERIK TED**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]



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Ethnicity: **Not of Hispanic Origin**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Home: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

19. Witness # 17 - POLLARD, TOM

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **POLLARD, TOM**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

20. Witness # 18 - SEGHINI, JOANN

(Case Specific Information)

Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] -

Phone Numbers

Home: [REDACTED]

Cellular: [REDACTED]

Master Name Index Reference

Name: **SEGHINI, JOANN BAGLEY**



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Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Ethnicity: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: (801) 567-7205

Business: (801) 567-7205

Cellular: [REDACTED]

Home: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **65-98 Years**

21. Witness # 19 - LOADER, KANE

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] -

Phone Numbers

Business: (801) 567-7206

Master Name Index Reference

Name: **LOADER, KANE**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] -

Phone numbers

Business: (801) 567-7206

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

22. Witness # 20 - CUNNINGHAM, JEFF

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]



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Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: CUNNINGHAM, JEFF

Sex: MALE

Race: Unknown

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] -

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : Resident

Age range : 30-49 Years

23. Witness # 21 - HILL, RYAN

(Case Specific Information)

Sex: MALE

Race: Unknown

Address: [REDACTED]

Municipality: [REDACTED] -

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: HILL, RYAN

Sex: MALE

Race: Unknown

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : Resident

Age range : Unknown

24. Witness # 22 - POWERS, KENNETH

(Case Specific Information)

Sex: MALE

Race: Unknown

Address: [REDACTED]

Municipality: [REDACTED] -

Phone Numbers



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Business: (480) 951-5900

Master Name Index Reference

Name: **POWERS, KENNETH**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] -

Phone numbers

Business: [REDACTED]

Linkage factors

Resident status : **Non-Resident**

Age range : **Unknown**

25. Witness # 23 - FOWLKS, ROSS

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **FOWLKS, ROSS**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED] -

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

26. Witness # 24 - ALLRED, STEVEN

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: S [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]



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Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: ALLRED, STEVEN WESLEY

Sex: MALE

Race: Unknown

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Business: (801) 535-7788

Cellular: [REDACTED]

Linkage factors

Resident status : Resident

Age range : 65-98 Years

27. Witness # 25 - PERKINS, SHIRLEY

(Case Specific Information)

Sex: FEMALE

Race: Unknown

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Email: [REDACTED]

Master Name Index Reference

Name: PERKINS, SHIRLEY

Sex: FEMALE

Race: Unknown

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : Resident

Age range : 50-64 Years

28. Witness # 26 - BERRY, DONALD

(Case Specific Information)

Sex: MALE



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Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED] -

Phone Numbers

Cellular: [REDACTED]

Email: [REDACTED]

Master Name Index Reference

Name: **BERRY, DONALD**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

29. Witness # 27 - ROBINSON, MATTHEW

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **ROBINSON, MATTHEW**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

30. Witness # 28 - SMITH, CLINT

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**



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Date of birth: [REDACTED]
Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: SMITH, CLINT H

Sex: MALE

Race: Unknown

Date of birth: [REDACTED]

Ethnicity: Unknown

Address: [REDACTED]
Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Business: (801) 971-9733

Cellular: [REDACTED]

Linkage factors

Resident status : Resident

Age range : 30-49 Years

31. Witness # 29 - CORROON, PETER

(Case Specific Information)

Sex: MALE

Race: Unknown

Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: CORROON, PETER M

Sex: MALE

Race: Caucasian/White

Date of birth: [REDACTED]

Ethnicity: Unknown

Address: [REDACTED]
Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Business: (801) 381-2814

Home: [REDACTED]

Cellular: [REDACTED]

Linkage factors



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Resident status : **Resident**

Age range : **Unknown**

32. Witness # 30 - CRANE, JAMES LYNN

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Home: [REDACTED]

Master Name Index Reference

Name: **CRANE, JAMES LYNN**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

33. Witness # 31 - WILSON, JENNIFER

(Case Specific Information)

Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **WILSON, JENNIFER**

Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors



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Resident status : **Resident**

Age range : **30-49 Years**

34. Witness # 32 - STEWART, SHELDON

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: D [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **STEWART, SHELDON BRUCE**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Ethnicity: **Not of Hispanic Origin**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Home: [REDACTED]

Cellular: [REDACTED]

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

35. Witness # 33 - WALKER, TROY

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **WALKER, TROY**

Sex: **MALE**

Race: **Unknown**



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Date of birth: [REDACTED]
Address: [REDACTED]
Municipality: [REDACTED] -
Phone numbers
Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**
Age range : **30-49 Years**

36. Witness # 34 - HENDRICKSON, KARL

(Case Specific Information)

Sex: **MALE**
Race: **Unknown**
Date of birth: [REDACTED]
Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **HENDRICKSON, KARL LEO**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Home: [REDACTED]

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**
Age range : **50-64 Years**

37. Witness # 35 - GREENSIDES, MICHAEL

(Case Specific Information)

Sex: **MALE**
Race: **Unknown**
Date of birth: [REDACTED]
Address: [REDACTED]
Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference



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Name: **GREENSIDES, MICHAEL**

Sex: **MALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

38. Witness # 36 - JACKSON, HEATHER

(Case Specific Information)

Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]

Master Name Index Reference

Name: **JACKSON, HEATHER**

Sex: **FEMALE**

Race: **Unknown**

Date of birth: [REDACTED]

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **30-49 Years**

39. Witness # 37 - GRANATO, SAM

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone Numbers

Cellular: [REDACTED]



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Master Name Index Reference

Name: **GRANATO, SAM**

Sex: **MALE**

Race: **Unknown**

Address: [REDACTED]

Municipality: [REDACTED]

Phone numbers

Cellular: [REDACTED]

Linkage factors

Resident status : **Resident**

Age range : **Unknown**

40. Witness # 38 - CAWTHON, JASON

(Case Specific Information)

Sex: **MALE**

Race: **Unknown**

Municipality: **MURRAY , Utah**

Phone Numbers

Business: **(301) 447-1513**

Cellular: [REDACTED]

Email: [REDACTED]

Master Name Index Reference

Name: **CAWTHON, JASON**

Sex: **MALE**

Race: **Unknown**

Municipality: [REDACTED]

Phone numbers

Business: **(301) 447-1513**

Cellular: [REDACTED]

Linkage factors

Resident status : **Non-Resident**

Age range : **Unknown**



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Related Text Page(s)

Document: **INITIAL R/O**

Author: **183987 - Downey, Tyson**

Subject: **INITIAL COMPLAINT**

Related date/time: **Feb-02-2017 (Thu.) 845**

On January 4, 2017, I was assigned a case that was referred to our office by the Utah State Auditor's Office. Their office had been conducting an audit into various practices of the Former Chief of the Unified Fire Authority (UFA), Michael Jensen, Deputy Chief Gaylord Scott, and other administrators for UFA. They presented me with a copy of their audit report.

I met with Utah State Auditor, John Dougall, and Audit Director, Van Christensen and they outlined the allegations they believed to be criminal. See supplemental reports for further information.

This case is ACTIVE.



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Related Text Page(s)

Document: **OTHER F/U**

Author: **122870 - Hensley, Luther**

Subject: **ENTRY NEW EVIDENCE**

Related date/time: **Feb-10-2017 (Fri.) 1258**

On February 10, 2017 SA Tyson Downey contacted me for the purpose of booking in (18) items of evidence collected by The Office of the State Auditor. The evidence had been seized form the Unified Fire Authority. SA Downey assisted me in the booking process by packaging the evidence in sealed plastic bags with the exception of (3) Apple Desktop computer. I entered the (18) items into the Versadex Evidence Management System and at the completion of the entries AG ID tags printed out AG 3777-1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, and AG 3777-18. AG 3777-4, 5, 6 were placed at storage location 19-D. AG 3777-1, 2, 7,, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, and 18 were placed at storage location 19-C. Report concluded. LH



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2699-0 FRAUD-FREE TXT

Related Text Page(s)

Document: **OTHER F/U**

Author: **122870 - Hensley, Luther**

Subject: **NEW EVIDENCE ENTERED**

Related date/time: **Nov-01-2017 (Wed.) 1442**

On November 1, 2017 I checked the secure temporary storage area and found locker #3 had been locked. I open the locker and retrieved (1) item of evidence sealed in a brown paper evidence bag. I enter the (1) item into the Versadex Evidence Management System and at the completion of the entry (1) AG ID tag printed out AG 3777-19. I attached the ID tag AG 3777-19 to the outside of the sealed brown paper evidence bag and placed the item at storage location 13-B. Report concluded. LH



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Follow Up Report # AG 1

Follow Up Report # AG 1

Assignment Information

Assigned to: **183987 - Downey, Tyson** Rank: **AG Investigator**
Capacity: **Investigate/Case Manager** Org unit: **Special Investigations**
Assigned on: **Jan-06-2017 (Fri.) 730** by: **183987 - Downey, Tyson**
Report due on: **May-06-2017 (Sat.)**

Submission Information

Submitted on: **Jul-18-2018 (Wed.) 1304**
Checked by: **183987 - Downey, Tyson**
Approved on: **Jul-18-2018 (Wed.)** by: **183987 - Downey, Tyson**
Follow Up Conclusion
Follow Up concluded: **YES**

Narrative Text Report # 1

Document: **INVSTGTR F/U**
Author: **183987 - Downey, Tyson**
Subject: **INVOLVED ENTITIES**
Related date/time: **Feb-02-2017 (Thu.) 850**

INVOLVED ENTITIES

- Unified Fire Service Area (UFSA) is a "local district" formed under Utah State Code. UFSA is comprised of five cities (Eagle Mountain, Herriman, Midvale, Riverton, Taylorsville) and is governed by an eight-member board. Its primary purpose is financing the construction of fire stations within its district, with funding primarily generated through property taxes.
- Unified Fire Authority (UFA) is an "interlocal entity" formed under the Utah Interlocal Cooperation Act. It is comprised of the five UFSA member cities, as well as Alta, Cottonwood Heights, Draper, and Holladay. It is governed by a 12-member board, which includes the UFSA board members. Its primary purpose is to provide fire and emergency services to each of its member cities.

The following is a list of individuals who are potentially involved in criminal activity, as identified by the State Auditor's Office:

- Michael H. Jensen (DOB: [REDACTED]) is the former Chief of Unified Fire Authority and a current Salt Lake County Councilman. Mr. Jensen is a resident of Utah, last known to reside at [REDACTED], [REDACTED]. Jensen resigned from his position with UFA in July 2016.



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- Gaylord Andrew Scott (DOB: [REDACTED]) is the former Deputy Chief of Unified Fire Authority. Mr. Scott is a resident of Utah, last known to reside at [REDACTED]. Scott resigned from his position with UFA in June of 2016.

- Karl Leo Hendrickson (DOB: [REDACTED]) is the current Chief Legal Officer of Unified Fire Authority. Mr. Hendrickson is a resident of Utah, last known to reside at [REDACTED]. Hendrickson resigned from his position with UFA at the end of 2016 or beginning of 2017.

- Shirley Chen Perkins (DOB: [REDACTED]) is the former Chief Financial Officer of Unified Fire Authority. Ms. Perkins is a resident of Utah, last known to reside at [REDACTED].

- Ryan Eric Perry (DOB: [REDACTED]) is the former Clerk of the Unified Fire Service Area. Mr. Perry is a Utah resident, last known to reside at [REDACTED]. Perry resigned from his position with UFSA in July 2016.

Case ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 2

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **AUDIT SUMMARY**

Related date/time: **Feb-02-2017 (Thu.) 1142**

I reviewed the audit report provided to me by the Utah State Auditor's Office. Tyson Plastow with the Auditor's Office conducted the audit. A summary of the Audit Report is below and the complete report is contained in the case file. The audit report outlines a number of issues that could be considered criminal. Some of those issues are:

INCENTIVE PAY

The audit found that, between 2011 and 2015, four individuals within UFA administration had received over \$400,000 total in "incentive" pay. These individuals were former UFA Chief Michael Jensen (JENSEN), former Deputy Chief Gaylord Scott (SCOTT), former UFA CFO Shirley Perkins (PERKINS), and former UFA CLO Karl Hendrickson (HENDRICKSON).

During the noted time period, 47% of the incentive award money within UFA went to these four administrators. In 2015 alone, 62% of the incentive award money went to the four administrators.

The bonuses initially started in the amounts of around \$8,000, but increased each year until reaching over \$30,000 per year for each individual. From 2011 to 2015, incentive awards to the administrators increased by 467%, while incentive awards to all others within UFA increased by only 4.6%.

The employment agreements for both JENSEN and SCOTT, who held appointed positions, stated that "The Board may, at its sole discretion, increase the Base Salary, compensation and other benefits as it deems appropriate". There were no provisions authorizing anyone other than the full Board to increase their compensation.

The audit found that, generally, SCOTT would approach a single Board Chairperson, often Mayor Seghini of Midvale, who was the Board Chairperson for UFSA, not UFA, and request an incentive award to be paid to JENSEN. Once Mayor Seghini would sign the award, SCOTT would sign it and give it to JENSEN.

Both JENSEN and SCOTT would then sign similar awards for SCOTT, PERKINS, and HENDRICKSON. The awards would then be taken to HENDRICKSON and entered into payroll to be paid from UFA funds.

The audit findings documented that Mayor Seghini would generally, without question, just sign what she was asked to sign. Seghini did not have authority to unilaterally approve the incentive awards without full Board approval.

Interviews conducted with UFA Board members revealed that the Board members were unaware of the incentive payouts at the time they were being paid out.



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When interviews of the four administrators were conducted, they stated that the incentive payouts were for "additional work" they had been doing for UFSA.

However, the audit found that, "given the rapid increase, amount, method of approval, and lack of quantifiable inputs or outcomes justifying the payments, any justification of pay for performance is unsubstantiated". UFA could not provide time sheets or other "tracking of effort on behalf of UFSA.

QUESTIONABLE REIMBURSEMENTS FOR TRIPS

According to the audit, in March 2013, JENSEN, SCOTT, Assistant Chief Michael Kelsey (KELSEY), Assistant Chief Marlon Jones (JONES), and UFSA Clerk Ryan Perry (PERRY) took a trip to Phoenix, Arizona, at the invitation of a Phoenix-based architectural firm. The firm was both a former and future contractor for UFSA.

The itinerary provided by the contractor showed the trip consisted of only one day's worth of business activities. The remainder of the days consisted of "personal day" and "spring training". UFA could not provide any further information documenting the business purpose of the trip.

However, JENSEN and SCOTT both signed "Travel Request Forms" seeking reimbursement for travel to Phoenix for the dates of March 4th, 2013 through March 10th, 2013, resulting in an estimated \$2,955 of unnecessary costs.

The two assistant chiefs, KELSEY and JONES, signed reimbursement forms requesting reimbursement for travel from March 3rd, 2013 through March 8th, 2013. However, the itinerary documented only one day of business activities, with the rest of the days either "personal day", "spring training baseball", or "personal day - golf". This resulted in an estimated \$1,514 in additional costs.

The contractor confirmed with the auditor that they provided free tickets to spring training baseball games and free golf passes to the UFA employees who attended the trip.

The audit also reviewed a trip JENSEN and SCOTT took to Anaheim, California in November 29th through December 7th, 2014.

Both individuals used their UFA issued vehicles and were accompanied by their families. They stated that they attended a conference from December 2nd through December 4th. They claimed that the remainder of the days were spent "visiting other fire stations" but could provide no documentation of the visits.

Five Anaheim-area fire stations were contacted by the auditor. None had any documentation or recollection of visits from JENSEN or SCOTT.



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Follow Up Report # AG 1

Both JENSEN and SCOTT signed travel request forms for the expense. The total estimated inappropriate costs incurred for the trip were around \$1,300 for JENSEN and almost \$400 for SCOTT.

TECHNOLOGY PURCHASES/PERSONAL USE

According to the audit report, from late 2011 through mid-2016, SCOTT spent over \$23,000 of UFA money on technology purchases, with nearly \$15,000 spent at Apple using his UFA purchase card (p-card). JENSEN spent over \$1,600 in technology purchases using his p-card.

Upon separation, JENSEN returned many UFA technology items he had in his possession, including two 27-inch iMac computers, a MacBook Pro laptop, an iPad Pro, two other iPads, and iPad 2, a Nikon camera, a Stainless Steel Apple Watch, and two iPhones.

Upon separation, SCOTT returned UFA technology items, including, two 27-inch iMac computers, a MacBook Pro laptop, an iPad Pro, an iPad mini, an iPad 2, a GoPro camera, a Nikon camera with seven lenses, a Canon video camera, and a Stainless Steel Apple Watch.

According to the UFA Information Technology Division, there was no business justification for the amount of technology equipment held by these individuals.

They both had one of the iMac computers at their places of residence. A forensic examination of those computers indicated there was significant personal and family use of the computers.

UFA employees can access network drives through UFA's virtual private network (VPN). VPN log-in records show that neither JENSEN nor SCOTT ever accessed UFA servers through the use of the VPN, suggesting the computers were primarily of personal use.

PERRY, the former UFSA clerk, was assigned a desktop at work and another at home, two laptop computers, one of which cost \$2,200, an iPad Mini, and an Apple Watch worth \$750. Payroll records showed that PERRY was a part-time employee, averaging less than 14 hours per week. A forensic examination on the home computer determined that it was used almost entirely for personal purposes.

PROCUREMENT

According to the audit, PERRY is a "Procurement professional" for UFSA, as defined in Utah Code. As noted earlier, he attended the Phoenix trip held by the architectural and construction company who had done business with UFSA in the past.

Following the trip, this company was the eventual winning bidder for the construction of the Taylorsville fire station.



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The winning bidder stated they provided baseball tickets and purchased meals for PERRY during the Phoenix trip. PERRY participated in the selection process for the construction of the fire station after receiving the gratuities.

NEPOTISM AND SPECIAL PRIVILEGES TO FAMILY MEMBERS

According to the audit report, in June 2011, JENSEN's son and brother-in-law were hired by UFA. It appeared that UFA departed from the standard hiring practices in these hires.

UFA required its firefighters to complete an EMT course before their hire date. According to UFA staff, JENSEN requested to have this requirement changed. When told that it would delay the hiring process, JENSEN ordered a condensed EMT course, which was completed in 17 days, as opposed to the usual 53 day course. The only students of the condensed course were JENSEN's son and brother-in-law.

In addition, UFA typically hired employees at the beginning of the bi-monthly pay period. However, UFA hired its June 2011 recruits, which included the son and brother-in-law on June 27th, four days before the beginning of a new pay period. This allowed for the recruits to qualify for the Utah Retirement System's Tier I retirement plan. This benefited the son and brother-in-law.

The audit also found indications of preferential treatment given to the son and brother-in-law during the interview process as compared to other candidates, given the family members' limited experience.

Also, the audit found that JENSEN had two sons and two brothers-in-law working in his chain of command and SCOTT had three nephews working under his direct supervision, possibly violating Utah State Code 52-3-1.

This case is ACTIVE for further investigation.



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Follow Up Report # AG 1

Narrative Text Report # 3

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **SUPPORTING DOCUMENTS**

Related date/time: **Feb-02-2017 (Thu.) 1436**

On February 1, 2017 I met with Tyson Plastow with the State Auditor's Office. He provided me with a dvd containing the supporting documents he gathered during the audit process related to the issues referred to in the previous supplemental report. Tyson stated that the UFA documents were all given to him by consent by the current UFA CFO, Tony Hill.

He also provided me with an external hard drive containing the computer images collected from the forensics examination conducted on the computers.

See additional supplemental reports for further information.

This case is ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 4

Document: **INVTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **INCENTIVE PAY**

Related date/time: **Feb-02-2017 (Thu.) 1439**

I reviewed the following documentation related to the Incentive Awards complaint. All documentation cited was provided by Tyson Plastow with the Utah State Auditor's Office, who received it from UFA CLO Tony Hill, unless otherwise noted.

INCENTIVE POLICY

MEMO TO UFA BOARD FROM FIRE CHIEF DON R. BERRY REGARDING CHANGES TO INCENTIVE PAY

A memo, dated January 9, 2006, was submitted to the UFA Board by Fire Chief Don R. Berry. The letter notes that Michael Jensen was Deputy Chief at the time.

The memo contains a recommendation for a change to the Employee Incentive Procedure, modifying the amounts and number of awards allowable in a given year. It recommends the "Fire Chief or designee may also offer cash awards in any amount, as long as it does not exceed \$1000". This raises the amount from \$300 **(2.1.4)**.

It also recommends that, when cash awards are given, a copy of the letter specifying the amount will be provided to the Payroll Coordinator for processing **(2.1.4.1)**.

UFA BOARD MEETING MINUTES FOR JANUARY 17, 2006

A review of the minutes for the UFA Board meeting on January 17, 2006, show Chief Berry, as well as Jensen present. It also shows Shirley Perkins present as CFO.

The minutes outline a discussion regarding the recommended changes to the Employee Incentive Program noted above **(8.2-1)**. During that discussion, Mayor Peter Corroon asked if the \$1,000 would be per incident with no annual cap. He was told that it would be, but "all of them totaled would have a dollar amount on the budget line item that would be approved by the Board each year". The auditor noted that the UFA budget line item that could represent this is "awards and banquets", but that particular line item appeared to have been used for an awards banquet.

Mayor Darrell Smith of Draper stated that his city had a lot of complaints about a similar program and that it was discontinued. He stated that they needed to "look at it very conservatively" and was ensure by Chief Berry that it will be. Mayor Kelvyn Cullimore of Cottonwood Heights made a motion to approve the policy "since the budget amount can be controlled by the UFA Board". All voted in favor.



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UFA EMPLOYEE INCENTIVE POLICY

The 2016 "UFA Rules, Policies and Procedures", Volume I, Chapter 3, Section 6120, Paragraph 2.1.4, which references the UFA Employee Incentive Award Form, contains the same wording as the recommendation notes above. The section shows a revision date of January 17, 2006.

EMPLOYMENT AGREEMENTS

FIRE CHIEF MICHAEL JENSEN

Two Employment Agreements for Jensen were provided. One was dated October 1, 2009 and the second was dated January 1, 2013. Both are signed by Jensen and the UFA Board Chairman. The following is noted in the Agreement:

- "Cause" is defined, in part, as (1.c) "willful fraud or defalcation, either of which involved funds or other assets of the UFA" or (1.d) "breach of any material term of this Agreement".
- After December 31, 2015, the (2) "Employment Period shall automatically be renewed for successive one-year terms"
- The Fire Chief will (3.c) "devote substantially his full business time to the business affairs of UFA" and that the Fire Chief (3.d) "will not, without the prior consent of the Board, agree to serve in any such position" (elected, civic, educational, or charitable). The Fire Chief will provide (3.f) "the Board, through its Chair, with a written summary of non-UFA activities...an estimate of the amount of time dedicated to each such activity, compensation derived from such activity, and, if applicable, a statement how such non-UFA activity is beneficial to UFA".
- The Fire Chief base salary will be \$143,998, and the (4.a) "Board may, at its sole discretion, increase the Base Salary, compensation, and other benefits as it deems appropriate". It also states that the (4.b) "standard working week of UFA is 40 hours, based on 8 hours per day, Monday through Friday" and that the "Fire Chief's salary represents payment for all hours worked".

DEPUTY CHIEF GAYLORD SCOTT

Two Employment Agreements for Scott were provided, one dated October 1, 2009 and the other dated January 1, 2013. Both were signed by Scott and the Board Chair. The following is noted in Scott's Employment Agreements:

- "Cause" is defined, in part, as (1.c) "willful fraud or defalcation, either of which involved funds or other assets of the UFA" or (1.d) "breach of any material term of this Agreement".



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- After December 31, 2015, the (2) "Employment Period shall automatically be renewed for successive one-year terms"
- The Deputy Fire Chief (3.d) will "prior to accepting any further non-UFA related assignments...provide at least 30 days notice of his intent to accept such assignments". The summary (3.e) "shall include, in detail sufficient to the UFA Board or its designee, an estimate of the amount of time dedicated to each such activity, compensation derived from such activity and, if applicable, a statement how such non-UFA activity is beneficial to UFA".
- The Deputy Chief salary will be \$129,734.00 and (4.a) "The Board may, at its sole discretion, increase the Base Salary and other benefits by amounts that it deems appropriate". It also states that the (4.b) "standard working week of UFA is 40 hours, based on 8 hours per day, Monday through Friday" and that the "Deputy Fire Chief's salary represents payment for all hours worked".

CHIEF LEGAL OFFICER KARL HENDRICKSON

- An Employee Agreement, dated July 1, 2013, was provided by UFA for CLO Karl Hendrickson. It is signed by Hendrickson and the Fire Chief, Michael Jensen. The following is noted in Hendrickson's Agreement:

- "Cause" is defined, in part, as (1.c) "willful fraud or defalcation, either of which involved funds or other assets of the UFA" or (1.d) "breach of any material term of this Agreement".
- The Base Salary will be (4.a) "in an amount established by the Fire Chief" and (4.a) "The Fire Chief may, at his sole discretion, increase the Base Salary, compensation and other benefits as he deems appropriate". It also states that the (4.b) "standard working week of UFA is 40 hours, based on 8 hours per day, Monday through Friday" and that the "CLO's salary represents payment for all hours worked". It also states, in reference to UFSA, that (4.k.) "the CLO has been and may continue to be assigned duties relating to financial management of the Unified Fire Service Area. Such work shall be considered as separate from the work for the UFA required under this agreement...Work performed by the CLO for the Service Area shall be subject to such compensation as may be agreed upon by the Fire Chief and the CLO".

CHIEF FINANCIAL OFFICER SHIRLEY PERKINS

- An Employee Agreement, dated July 1, 2013, was provided by UFA for CFO Shirley Perkins. It is signed by Perkins and the Fire Chief, Michael Jensen. The following is noted in Perkins' Agreement:

- "Cause" is defined, in part, as (1.c) "willful fraud or defalcation, either of which involved funds or other assets of the UFA" or (1.d) "breach of any material term of this Agreement".
- The Base Salary will be (4.a) "in an amount established by the Fire Chief" and (4.a) "The Fire Chief may, at his sole discretion, increase the Base Salary, compensation and other benefits as he deems appropriate". It also states that the (4.b) "standard working week of UFA is 40 hours, based on 8 hours per day, Monday through Friday" and that the "CFO's salary represents payment for all hours worked". It also states, in reference to UFSA, that (4.k.) "the CFO has been and may continue to be assigned duties relating to financial management of the Unified



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Fire Service Area. Such work shall be considered as separate from the work for the UFA required under this agreement...Work performed by the CFO for the Service Area shall be subject to such compensation as may be agreed upon by the Fire Chief and the CFO".

EMPLOYEE COMPENSATION REPORTS / INCENTIVE PAY RECORDS

FIRE CHIEF MICHAEL JENSEN

- Employee Compensation Reports and incentive pay records show the following total compensation and incentive pay to Jensen for the noted years:

- 2011: Incentive Pay (\$6,000)
- 2012: Incentive Pay (\$16,000), Total Compensation (\$202,097)
- 2013: Incentive Pay (\$19,000), Total Compensation (\$218,143)
- 2014: Incentive Pay (\$28,000), Total Compensation (\$239,139)
- 2015: Incentive Pay (\$34,000), Total Compensation (\$255,323)

Total Incentive Pay to Jensen was **\$103,000.**

DEPUTY CHIEF GAYLORD SCOTT

- Employee Compensation Reports and incentive pay records show the following total compensation and incentive pay to Scott for the noted years:

- 2011: Incentive Pay (\$6,000)
- 2012: Incentive Pay (\$17,000), Total Compensation: (\$186,101)
- 2013: Incentive Pay (\$20,000), Total Compensation (\$202,128)
- 2014: Incentive Pay (\$28,000), Total Compensation (\$221,873)
- 2015: Incentive Pay (\$34,000), Total Compensation (\$237,740)

Total Incentive Pay to Scott was **\$105,000.**

CLO KARL HENDRICKSON

- Employee Compensation Reports and incentive pay records show the following total compensation and incentive pay to Hendrickson for the noted years:

- 2011: Incentive Pay (\$6,000)
- 2012: Incentive Pay (\$21,000), Total Compensation (\$187,344)
- 2013: Incentive Pay (\$19,000), Total Compensation (\$189,656)
- 2014: Incentive Pay (\$28,000), Total Compensation (\$200,385)
- 2015: Incentive Pay (\$34,000), Total Compensation (\$214,384)



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Total Incentive Pay to Hendrickson was **\$108,000.**

CFO SHIRLEY PERKINS

Employee Compensation Reports and incentive pay records show the following total compensation and incentive pay to Perkins for the noted years:

- 2011: Incentive Pay (\$6,000)
- 2012: Incentive Pay (\$17,000), Total Compensation (\$183,854)
- 2013: Incentive Pay (\$19,000), Total Compensation (\$191,003)
- 2014: Incentive Pay (\$28,000), Total Compensation (\$206,225)
- 2015: Incentive Pay (\$34,000), Total Compensation (\$220,135)

Total Incentive Pay to Perkins was **\$104,000.**

According to the audit report, "From January 2011 to December 2015, 47% of incentive award money went to the four above listed individuals. During 2015, these four individuals received 62% of the incentives awarded. From 2011 to 2015, incentive awards to the above listed individuals increased 467%, while incentive awards to all others within UFA increased by 4.6%".

INCENTIVE AWARD FORMS

See spreadsheet in case file for details of incentive award forms. Note slight discrepancies between amount noted on forms and amounts actually paid out.

SUMMARY

There are small discrepancies between Incentive Award Forms and total amounts paid out according to payroll records in the following amounts:

Jensen: \$2,000
Scott: \$2,500
Hendricksen: \$2,500
Perkins: \$1,500

INCENTIVE POLICY



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On June 30, 2017, Arriann Woolf, UFA HR Director, provided me with additional information related to the incentive awards. She provided me with the original UFA Incentive Awards policy (Section 6120), which they adopted from SL County. In that policy, there is no specific mention of using the policy to pay for services provided to UFSA. There was also no specific mention of anything that made incentive awards to administration any different than any other employees.

She noted the small change in 2006 in the award amounts cited in other supplemental reports. Following the audit, in March of 2017, a new incentive award policy was established, replacing the 2006 policy.

OTHER EMPLOYEES INCENTIVE PAY FOR UFSA WORK

Arriann Woolf provided me with a document showing the Overhead Allocation charged to UFSA from UFA. In her email, she stated that there were other UFA employees who provided work for UFSA other than Jensen, Scott, Hendrickson, and Perkins. However, she stated that those employees were compensated solely through salary and the UFA payroll process. She said that there was an agreed upon dollar amount charged to UFSA by UFA, which they would then pay the salary through based on the amount of time that employee spent on UFSA work.

From 2008-2010, incentive pay for UFSA work was noted on the allocation document and the incentives were billed back to UFSA. These amounted to \$12,000 (2008), \$10,000 (2009), and \$15,000 (2010). They then grew exponentially after that and were not billed back to UFSA, but were paid by UFA.

I was provided an accounting for Overhead Allocation for UFA Management for 2012, 2013, and 2014. This included an estimated number of hours spent on UFSA work by Jensen, Scott, Hendrickson, Perkins, all Assistant Chiefs together, Greg Fisher (who functioned as accountant for UFSA), and Cynthia Mathews (Building Coordinator for UFSA).

The document shows that from 2012 through 2014, neither Jensen nor Scott's estimated hours working for UFSA increased over those years. In addition, Hendrickson and Perkins' hours stayed, for the most part, fairly consistent. There is also an accounting for Fisher spending 60% of his time for UFSA work and Mathews spending 95% of her time. According to Woolf, both were paid for the work through their salary, not through incentives.

I received the incentive awards for Fisher and Mathews. Fisher received three awards, all for UFA-related work. Mathews received one in 2011 in the amount of \$1,000 for work with SLVSA and one in 2013 in the amount of \$1,000 for work on UFSA fire stations.

Woolf also sent me copies of the check stubs for the incentive pay for Jensen and Scott, showing that their incentive awards were paid through separate checks.

This case is ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 5

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **COMPUTER EVIDENCE BOOKING**

Related date/time: **Feb-10-2017 (Fri.) 1338**

On February 10, 2017 at 1100 hours, Tyson Plastow delivered the computers, iPads, and other technological equipment belonging to UFA that they had in their possession. The items were booked into evidence. A copy of the list of products booked into evidence is contained in the case file.

Case ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 6

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **ATTORNEY CONTACTS**

Related date/time: **Feb-16-2017 (Thu.) 1614**

I had been notified previously that Michael Jensen was represented by Wally Bugden, Gaylord Scott was represented by Rick Van Wagoner, and Ryan Perry was represented by Greg Skordas.

On February 16, 2017, I made telephone contact with Bugden to advise him that I was assigned the case and at some point would reach back out to him. He expressed displeasure in my being assigned the case and I ended the conversation. I also spoke with Van Wagoner and discussed the same. I left a voice mail message with Skordas advising the same.

On August 15, 2017, I left a voice mail message on Bugden's cell phone advising him that I was interested in speaking with him and his client if they were willing.

Case ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 7

Document: **INVTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **PHOENIX TRIP INFORMATION**

Related date/time: **Mar-22-2017 (Wed.) 1135**

I reviewed audit documents related to the travel payments for the Phoenix and Anaheim trips, as well as other trips taken by UFA administration.

As was documented previously and outlined in the audit, administration, including Chief Michael Jensen and Assistant Chief Gaylord Scott took at least two trips related to their positions with UFA where they submitted reimbursements for expenses on days they extended the trips beyond those required for their work responsibilities.

UFA employees Jensen, Scott, Michael Kelsey, and Marlon Jones went on the trip, along with UFSA employee Ryan Perry. This trip took place from March 4, 2013 through March 10, 2014. According to the information provided, the trip was taken at the invitation of a company named Zwick Construction and was related to fire station design reviews. Zwick had performed work for UFA and/or UFSA previously but was not under contract at the time of the trip.

On November 7, 2016, Kylan Brown with the Utah State Auditor's Office spoke with Ryan Hill, Project Manager with Zwick [REDACTED]. The purpose of the conversation was to understand the reason for the Phoenix trip and learn what the itinerary was. A Record of Discussion was provided to me by the auditor's office summarizing the following information:

Hill stated Zwick was interested in an architectural firm out of Phoenix and felt that UFA would also be interested in using the firm. Zwick invited the UFA employees to Phoenix and offered to pay for hotel and flight fees but Jensen declined. Zwick paid for some spring training baseball games, golf, and some meal expenses for the UFA employees but Hill did not feel this was inappropriate. He said Jensen, Scott, Kelsey, Jones, and Perry arrived in Phoenix on March 4th.

Hill stated that on March 6th they visited several fire stations and buildings. He said that this was the only day they did UFA work-related activities. Hill stated that on March 7th, Zwick took Kelsey and Jones golfing. Jensen and Scott did not go golfing because they were there with their wives. On March 8th Jones, Kelsey, and Perry left Phoenix. Jensen and Scott stayed in Phoenix with their wives.

Hill explained that they did not have any RFP's and were not under contract with UFA at the time of the trip. They had just completed construction of the Riverton fire station. He stated that they put bi-fold doors on the Taylorsville fire station they built after the trip and that the doors were the result of the Phoenix trip.

Hill provided the auditor with an Expense Reimbursement Form, dated March 20, 2013 for expenses incurred by the company for the UFA trip. The form noted the following expenses:

March 5th - Angels baseball, \$174.00, Baseball with Fire Authority



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March 5th - Monti's La Casa Vieja, \$251.50, Dinner with Fire Authority
March 5th - Village Inn, \$88.14, Breakfast with Fire Authority
March 7th - Superstition Springs Golf, \$408.94, Golf with Fire Authority
March 8th - SLC Airport, \$27.00, Parking at airport

Total expenses incurred = \$3,314.81

Michael Jensen

On February 26, 2013, Jensen submitted a UFA Travel Request Form for the Phoenix trip. The form was approved on March 4, 2013. On the form he listed the departure date as "4 March 2013" and return date of "10 March 2013". The "10" is then crossed out and replaced with an "8". He estimated the travel cost as the following:

- Transportation: \$418.90 (p-card)
- Lodging: \$1,250.00 (p-card)
- Per Diem: \$319.50 (advance)

The per diem rate was listed as \$71.00 for a full day, with \$53.25 as partial/travel days. He requested payment for 1 departure day, 3 full days, and 1 return day. Again, there was originally a "5" listed for full days, but the "5" was crossed out and had a "3" replacing it.

Per diem was paid for the following:

March 4th - \$53.25
March 5th - \$71.00
March 6th - \$71.00
March 7th - \$71.00
March 8th - \$53.25

Another form was also submitted upon returning from the trip. The form is signed by stamp by Jensen and Scott on May 15, 2013. Micayla stated that she would have done this with their approval. The form stated that Jensen's p-card was used to pay for the travel costs (flight) and noted that there were no changes made to the travel after booking. It noted that there were no lodging costs, as they were paid by Zwick. Note, Zwick had no record of payment for lodging for this trip. Micayla stated that she would have written this because she was told this by Jensen.

The form also noted the per diem was paid, for a total of \$738.30 in cost.

An airline confirmation document shows airfare for Michael Jensen booked for roundtrip tickets to Phoenix on Southwest Airlines, departing March 4, 2013 at 5:35 p.m. and returning March 10, 2013 at 11:55 p.m.



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A number of text messages were included in the documents. The texts state that they were retrieved by Kylan Brown from UFA computer devices assigned to Jensen. The texts came from cell phones that backed up to these devices. The text messages, dated early March 2013, indicate the user identified as "Me" would be attending multiple spring training baseball games in Arizona. The incoming text messages indicate the individual identified as "Me" wouldn't be paying for a room or car.

Another string of text messages dated February 26, 2013 indicate the individual identified as "Me" would be going to Arizona, stating "Michael is going for work, I'm meeting him 7-10th".

A text message dated early March 7th UTC (so likely sent on March 6th) asks about a game time. The response was regarding a Giants vs. Indians game the following afternoon (March 7th).

Text messages dated March 8, 2013 indicate the individual identifying as "Me" was "right in front of third" when asked about the "games". They also reference that the individual was at "world baseball classic" on the "front row".

An email sent by Kelsey contains an invoice for the two rooms for Jensen and Scott at Dobson Ranch Inn and Suites. The invoice lists a check-in date of March 4th and a check-out date of March 10th. Taking the total paid for the two rooms (\$1,446.16) and dividing it by 6 nights paid (\$241.03 per night) divided by the two rooms brings the total per night, per room to be \$120.51.

I created a calendar, which is contained in the case file, showing the costs per day for Michael Jensen. The total cost above and beyond legitimate UFA purposes for Michael Jensen on this trip is **\$432.53**.

Gaylord Scott

On February 26, 2013 Gaylor Scott submitted a UFA Travel Request Form, requesting travel to Phoenix. The departure date was "4 March 2013" and return date was "10 March 2013". The "10" was crossed out and replaced with an "8".

He estimated the travel cost to be:

- Transportation: \$418.90 (p-card)
- Lodging: \$1,250.00 (p-card)
- Per Diem: \$319.50 (advance)

The per diem rate was listed as \$71.00 for a full day, with \$53.25 as partial/travel days. He requested payment for 1 departure day, 3 full days, and 1 return day. Again, there was originally a "5" listed for full days, but the "5" was crossed out and had a "3" replacing it. The Request Form was signed by both Jensen and Scott.

Per diem was paid for the following:



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March 4th - \$53.25
March 5th - \$71.00
March 6th - \$71.00
March 7th - \$71.00
March 8th - \$53.25

Allowing for a travel day prior to and following the one day UFA work was conducted, leaving \$142 paid for per diem above that which was work related.

On March 13, 2013 Scott signed a Travel Return Form as both employee and supervisor upon returning from the trip. The form stated that Scott's p-card was used to pay for the travel costs (flight) and rental vehicle and noted that there were no changes made to the travel after booking. It noted that there were no lodging costs, as they were paid by Zwick. Note, Zwick had no record of payment for lodging for this trip. Micayla said she would have written this on the form because she was told this.

An airline confirmation document shows airfare for Gaylord Scott booked for roundtrip tickets to Phoenix on Southwest Airlines, departing March 4, 2013 at 5:35 p.m. and returning March 10, 2013 at 11:55 p.m.

Scott also submitted receipts for reimbursement on a Hertz rental vehicle. The receipt shows rental from March 4th through the evening of March 10th. The receipt shows the total cost for the rental vehicle after use of a voucher was \$129.84.

Michael Kelsey submitted a UFA Purchasing Card Transaction Log detailing p-card purchases he made related to this trip. The log shows two rooms purchased on March 2, 2013 from Kayak.com for rooms for Jensen and Scott, totaling \$1,446.16. The p-card transaction log is signed by stamp by Micayle for Kelsey and contains an actual signature for Scott. A credit card statement confirms this purchase.

I created a calendar, which is contained in the case file, which shows the costs incurred by Scott which were above and beyond those for UFA purposes. This totals **\$524.39**.

Nothing further.

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Follow Up Report # AG 1

Narrative Text Report # 8

Document: **INVTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **ANAHEIM TRIP INFORMATION**

Related date/time: **Mar-23-2017 (Thu.) 1326**

According to the audit report, Chief Michael Jensen and Deputy Chief Gaylord Scott attended a "FEMA National Urban Search and Rescue Sponsoring Agency Chief's Meeting, Strategic Group Meeting and Advisory Group Meeting" in Anaheim, California. This conference took place in December of 2014. The audit uncovered days prior to and following the conference where the two individuals stayed in California and charged many of their expenses, including lodging, per diem, etc., to UFA.

The flyer for the conference shows the conference took place from December 2 through December 4, 2014. The flyer provides information for room rates at the Anaheim Marriott for \$129.33 plus tax per night for attendees. A document showing FY 2015 per diem rates for Los Angeles, California as \$138 per night for lodging and \$71 per day for food.

When auditor's spoke with Jensen, he stated they left on Saturday to avoid heavy Vegas to LA traffic. He confirmed that he took his wife on the trip but only went to Disneyland at night. He claimed that on December 1st they visited fire stations in Placentia and Yerba Linda. He also stated that the Marriott room was moldy so he moved to the Hilton.

Jensen could not provide documentation, names or contact information for any of the fire stations they supposedly visited. The auditor's located four fire stations in those areas. They contacted each station and did not locate anyone who could recall or had record of a visit from Jensen. Some thought it ridiculous that someone from Utah would just stop by to visit without arranging it with administration.

Michael Jensen

Jensen submitted a UFA Travel Return Form documenting that he used his UFA-issued vehicle to drive to and home from Anaheim. The form was signed by Jensen and Scott on July 15, 2015. Dates of the conference are in **bold**. He reported lodging for the following dates and amounts:

November 29th - \$179.22 (Anaheim Marriott)

November 30th - \$179.22 (Anaheim Marriott)

December 1st - \$217.55 (Hilton Hotel & Resorts)

December 2nd - \$217.55 (Hilton Hotel & Resorts)

December 3rd - \$217.55 (Hilton Hotel & Resorts)

December 4th - \$217.55 (Hilton Hotel & Resorts)

December 5th - \$217.55 (Hilton Hotel & Resorts)

December 6th - \$217.55 (Hilton Hotel & Resorts)

December 7th - \$256.52 (Anaheim Marriott)



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Jensen reported the lodging was paid for using his p-card. Total amount for lodging reported by Jensen was \$1,920.26. Statements for the p-card confirm these charges.

Jensen also received reimbursement for food per diem on the following dates and amounts:

November 30th - \$53.25

December 1st - \$71.00

December 2nd - \$71.00

December 3rd - \$71.00

December 4th - \$71.00

December 5th - \$71.00

December 6th - \$71.00

December 7th - \$53.25

Total per diem received was \$532.50.

Jensen's travel request form shows a request for 6 full days and two travel days. The form is signed by both Jensen and Scott, dated November 17, 2014. The flyer that was provided shows dates written in by Scott, requesting that Jensen be booked from November 29, 2014 through December 7, 2014. It shows a request for Scott to be booked from November 30, 2014 through December 7, 2014.

Jensen's Travel Return Form shows the same, showing November 29 through December 7. The form is signed by stamp by Jensen, signed by Micayla. Micayla said this would have been done at Jensen's approval. The form is also signed by Scott.

During his interview with me, Jensen stated he drove a day early to avoid heavy traffic into L.A. on Sunday afternoon. He said that he drove in Saturday then spent Sunday at the beach. He told auditor's that on Monday they visited with Orange County Fire District stations, but Orange County has no record of this. He also stated that Scott had arranged a visit to Orange County Fire District stations on the Friday after the conference. However, Scott stated this had been arranged for Wednesday afternoon but was canceled.

I created a calendar, which is contained in the case file, outlining the additional costs to UFA based on extra days spent by Jensen. Those costs for Jensen total **\$1,412.96**.

Gaylord Scott

Scott originally submitted a Travel Request Form requesting travel from November 30, 2014 through December 7, 2014. The Request Form was signed by both Scott and Jensen on November 17, 2014. The form shows a request for 6 full days and two travel days. A flyer provided contains date requests in Scott's handwriting, as stated above.



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Scott submitted a UFA Travel Return Form documenting that he used his own UFA-issued vehicle to drive to and home from Anaheim. The form shows a total of 7 nights, November 30 through December 7. It also has a notation on it that Scott owed UFA \$142 for per diem for two days, as he came home two days early. Records show this was never paid back by Scott. The form was signed by Scott on February 24, 2015 and Jensen on July 16, 2015.

Scott reported the lodging at the Marriott was paid for using his p-card. Total amount for lodging reported by Scott was \$896.07. Statements for the p-card confirm these charges.

The dates listed on the Return form for the lodging were from November 30th through December 7th at \$128.01 per night.

Jensen also received reimbursement for food per diem on the following dates and amounts:

November 30th - \$53.25

December 1st - \$71.00

December 2nd - \$71.00

December 3rd - \$71.00

December 4th - \$71.00

December 5th - \$71.00

December 6th - \$71.00

December 7th - \$53.25

Total per diem received was \$532.50. However, a note on the documents states he returned two days early and that two days worth of per diem would be deducted from his paycheck. This was not done.

During his interview, Scott told me that he had actually arrived in California the week prior, having spent all week there with his family. He charged his expenses for the Sunday before the conference to UFA but was not in need of a travel day, as he was already in California. The total value charged to UFA above work-related duties is **\$392.22**.

This case is ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 9

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **ADDITIONAL TRAVEL CONCERNS**

Related date/time: **Mar-23-2017 (Thu.) 1604**

Denver 2012

Scott attended a Fire-Rescue International 2012 Conference in Denver. The conference dates were August 1, 2012 through August 4, 2012. He charged lodging and per diem for July 29, 2012 through August 5, 2012, accounting for two additional days prior to the conference. Scott's Travel Request Form for this trip shows him requesting 6 full days with 2 travel days. The Request Form is signed by Scott, dated April 4, 2012, and Jensen, signed July 10, 2012.

The Travel Return Form shows 5 full nights with two travel days. It shows lodging was charged to Scott's p-card. The p-card records confirm this. It also shows per diem paid to Scott for July 29th through August 5th. The Return Form is signed by Scott and Jensen on August 28, 2012.

I created a calendar outlining the dates and charges on this trip. The total for Scott's additional days on this trip total's **\$571.28**.

Washington D.C. 2012

- Gaylord Scott attended a conference in Washington D.C., held in October of 2012. The conference flyer provided shows the conference to be a US&R Conference, scheduled October 22, 2012 through October 25, 2012. Records show Scott arrived on October 20, 2012 and flew home on October 28, 2012.

Scott signed a Travel Request Form on October 10, 2012, requesting 7 full days with two travel days. He used his P-card to purchase the lodging, which is reflected in his p-card records.

The Travel Return Form, signed by both Scott and Jensen on November 28, 2012, shows Scott also purchased a rental car using his p-card and received per diem for October 20th through October 28th.

An email provided to the auditor's office from Michelle Peterson with Finance to Scott, dated December 6, 2012, shows her questioning the purpose for the extended days on this trip. Scott responded that the extra days on the end of the trip were business days, as he "needed to go to the fire academy and do research for my last EFO paper".

When I met with Scott, he stated that he couldn't recall whether or not he did this. He said it sounded like something he would have done.



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On November 7, 2017, I received an email from Jason Cawthon, Security Director for the National Fire Academy. Jason was responding to my request for information related to the possibility of Scott visiting the NFA to conduct research, as he had indicated on this trip. The email was added to the case file. In the email, Jason said that they do not have records going back that far, but said that, based on the procedures followed at the time, "Mr. Scott would not have been allowed on campus unless he was sponsored" and that it was "extremely unlikely" Scott would have visited. We spoke on the phone further and Jason told me that the campus is a closed campus "like a nuclear missile silo" and few individuals are allowed on campus who are not staying on campus for training. He said that a FEMA representative needs to sponsor an individual allowing them access and there is a fairly extensive process in approving someone for visit. He said that to visit simply to "conduct research" would generally not have been a reason to gain access and, even so, would have been something approved well in advance.

Additionally, the records provided by UFA show that Scott checked out of the Marriott Hotel he was staying in for the conference on October 26th and checked into an area Hilton that same day for the final two nights of his trip. This Hilton shows to be a two hour drive from the National Fire Academy.

I created a calendar, which was added to the case file, detailing the additional costs incurred by UFA for the extra days Scott was on this trip. The total is **\$719.58**.

Chicago 2013

Scott attended an IAFC Conference in Chicago in August of 2013. The Travel Request Form signed by stamp for Scott and Jensen shows 6 full days with 2 travel days. The original request was for August 12th through the 18th. The form is modified for travel to begin August 11th. An accompanying email from Micayla references this change.

The conference flyer provided shows the conference to be held August 13th through August 17th. The flyer also states that check-in and registration for the conference would begin August 13th. The lodging for Scott on this trip was charged to his purchase card. This is reflected in the p-card records. Scott was paid per diem for August 11th through August 18th.

Scott placed over 1,000 miles on the rental car for the week, while the conference was only 1/2 mile away from his hotel.

In my interview with Rand Andrus (see interview), Andrus stated that he arrived on this trip on the 12th, the night before the conference began. He said that Scott picked him up at the airport and that Scott had one of his children with him. Scott told Andrus that they had been "sightseeing".

In his interview with me, Scott was unsure about what he had been doing, but said that he had spoken with some firefighters and had learned about the great Chicago fire. He also said that he attended a Milwaukee Brewers



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baseball game and drove up and around the great lakes. He couldn't recall what days he did this on. Michael Jensen arrived later in the week, in the middle of the conference, and left on the 18th.

I created a calendar detailing the expenses incurred by UFA for the extra days Scott was on this trip, which totaled to be **\$372.58**.

Dallas 2014

Scott and Jensen attended the same conference in 2014, held in Dallas. The conference dates were August 13, 2014 through August 16, 2014. Flight, lodging, and per diem information show Scott to have arrived in Dallas August 10th and returning home August 17th. No information is provided as to the purpose for his being there on the 10th or 11th and they appear to have possibly been personal days. Jensen arrived later in the week, during the conference.

Scott's Travel Request Form shows the travel dates requested to be August 10, 2014 through August 17, 2014. It shows a request of 6 full days and 2 travel days. The form was signed by stamp for Scott on August 11, 2014 and signed by Jensen on that same date. He received per diem for August 10, 2014 through August 17, 2014.

The Travel Return Form shows rental car and lodging charged to Scott's purchase card. The p-card log reflects this. The Return Form was signed by Scott as employee and again as Assistant Chief on September 29, 2014.

On October 20, 2017, I made telephone contact with Sara Stehle (703-537-4801). Sara works for the IAFC and assists on putting together the Fire-Rescue International conferences. She said that she would check and see then registration opened up for the attendees for the Denver (2012), Chicago (2013), and Dallas (2014) conferences.

On October 25, 2017, I received an email from Sara Stehle, stating that Scott checked in at the Chicago conference (above) on August 13th at 4:33 pm and that he checked in at the Dallas conference on August 12th at 4:51 pm. The email was added to the case file.

I created a calendar detailing the expenses incurred by UFA for the extra days Scott was on this trip, which totaled to be **\$721.42**.

Additional Information

In total, the audit flagged that from July 2011 through May 2016, Scott took at least 16 days that appeared to be extra, personal days while traveling for work which were charged to UFA. The total amount paid for expenses incurred by Scott on these days for rental vehicle, lodging, or per diem was around **\$4,000**.

In total, the audit flagged that from August 2011 through May 2016, Jensen took at least 8 days that appeared to be extra, personal days while traveling for work which were charged to UFA. The total amount paid for expenses incurred by Jensen on these days for lodging and per diem was around **\$1,900**.



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See reports "SSVF17SP-15C and 15D" Scott and Jensen travel analysis documents provided by the auditor for further detail.

This case is ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 10

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **TECHNOLOGY USE**

Related date/time: **Mar-28-2017 (Tue.) 1535**

I reviewed the records and reports from the audit outlining the purchase and use of UFA technology, computers, and other electronic items by Michael Jensen, Gaylord Scott, and Ryan Perry. Many of the items recovered by UFA upon Jensen and Scott's resignations had been deleted and had to be forensically retrieved. Typically items owned by UFA would be returned in natural condition to protect the deletion of government documents. The information is summarized below:

Michael Jensen

Records showed that between January 2012 and July 2016, Jensen used his UFA purchase card (p-card) to purchase around \$1,600 worth of technology items. The auditor categorized these purchases as "unsupported" purchases, meaning they did not go through proper channels with IT staff to log and monitor the equipment.

When Jensen resigned his post at UFA, he brought UFA multiple electronic items. Included in the items were a Macbook Pro laptop computer, an iMac desktop from his work desk and another iMac desktop from his residence. He also had an iPad mini, iPad 2, two iPad with retina display, an Apple watch, a Nikon D80 camera with three lenses, and two iPhones.

The auditor hired a company called Decipher Forensics to conduct a forensic data recovery from the items. The forensics report showed that most, if not all of the items located on Jensen's Macbook Pro computer were of personal nature and were not in any way work related. The information located suggested that Jensen's wife had her personal cell phone backed up to the computer. It also had pictures that did not appear to be UFA related. Most of the items on the computer did not appear to be work-related.

The iMac computer recovered from Michael Jensen's home was found to be logged in to Jensen's personal email account, where there were multiple email communications that appeared to be related to Jensen's political campaign, including campaign flyers and a video commercial.

The iMac computer used by Michael Jensen at work appeared to be used appropriately for work.

I reviewed the forensic reports for the two iMac computers and confirmed the information provided by the auditor was correct.

Gaylord Scott



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Records showed that between January 2012 and July 2016, Scott used his UFA purchase card (p-card) to purchase around \$23,000 worth of technology items. The auditor categorized these purchases as "unsupported" purchases, meaning they did not go through proper channels with IT staff to log and monitor the equipment.

Many purchases made by Scott were small technology purchases for items such as iPhone and Mac accessories that had no way of being tracked or purpose tracked.

When Scott resigned his post at UFA, he brought UFA multiple electronic items. Included in the items were an iMac from his house, MacBook Pro, iPad Pro, iPad Mini, iPad 2, GoPro camera, Nikon digital camera with lenses, Canon video camera, and a stainless steel Apple Watch.

According to the audit, the forensics report from Digital Forensics found multiple items on the home iMac computer, including children's homework, personal photographs, and pornography. The report also stated that much of the web history was not work-related. Approximately 10 documents appeared to be drafted by Gaylord Scott and appeared to be work-related. They appeared to be the only work-related items on the computer. I was not able to review the forensics report on this computer at this time.

No other items of note were found on any of the items used by Scott.

Ryan Perry

- Ryan Perry was found to have UFA or UFSA items in his possession upon resigning, including an iMac computer at work, one iMac computer at home, a MacBook Pro, a MacBook Air, an Apple Watch, two HP Pro printers, and a stainless steel Apple Watch.

Decipher Forensics conducted an examination on the UFA-purchased MacBook Air and MacBook Pro. The forensic report, which both the auditor and myself reviewed.

The MacBook Air showed to have Apple Mail logged in to Perry's work email. The computer showed to have explicit web chats, video feeds, and pornographic images. There were also a few documents that appeared to be used for campaign purposes.

The MacBook Pro web browser history showed it to be used primarily for work-related purposes. There were a number of documents and email communications that were campaign-related documents and communications related to Jensen's campaign.

Virtual Private Network

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Kin Smith, IT Manager for UFA provided a document detailing the records UFA located at the request of the Auditor's Office related to Virtual Private Network (VPN) queries for both Michael Jensen's and Gaylord Scott's UFA iMac computers kept at their homes.

UFA employees can use this network to access UFA networks drives while working remotely. This document states that when a query for VPN records for both Jensen and Scott was run, no records were found for either, indicating that neither had ever connected to the UFA network via VPN since the date the records were kept, which was June of 2013. This indicates that neither used their UFA purchased home iMac computers to access the UFA network drives.



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Follow Up Report # AG 1

Narrative Text Report # 11

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **SPECIAL PRIVILEGES**

Related date/time: **Mar-30-2017 (Thu.) 1130**

I reviewed the documentation provided by the Utah State Auditor's Office related to possible nepotism and special privileges provided to family members by both Michael Jensen and Gaylord Scott.

UFA Interlocal Agreement, Exhibit K "Fire Merit System" states that "The Fire Chief shall be responsible to develop job descriptions, *make final selections for appointments and promotion from registers* as established herein, conduct performance evaluations and to carry out the responsibilities vested in the Fire Chief by Policies and Procedures and may make recommendations to the Board and the Director regarding merit system issues". The audit provided information that suggested a number of family members of both Jensen and Scott are or have been employed by UFA. Those family members include:

Michael Jensen

- Ryan Jensen (Son), Full-time employee. Hire date of 06/27/2011
- Michael H. Jensen II (Son), Part-time employee. Hire date of 11/28/2011
- Jayce Jensen (Cousin), Part-time employee. Hire date of 06/23/2015
- Mike Sutton (Brother in Law), Full-time employee. Hire date of 06/27/2011

Gaylord Scott

- Christopher Scott (Nephew), Full-time employee. Hire date of 06/27/2011
- Nathan Scott (Nephew), Part-time employee. Hire date of 09/10/2013
- Gabe Hetherington (Nephew), Full-time employee. Hire date of 03/16/2009

In a document provided to the auditor's office by Ariann Woolf, UFA Human Resources Director, she stated that a "special EMT class" was provided for Ryan Jensen and Mike Sutton. Furthermore, she stated that typical hiring date was at the start of a pay period, which were bi-weekly on the 1st and 15th of each month. Ryan Jensen, Mike Sutton, and Christopher Scott were all hired on June 27th, 2011, which was not the beginning of a pay period. It should be noted that the Utah Public Safety and Firefighter Retirement Plans changed dramatically for all those hired on or after July 1, 2011.

The initial rank for the testing for employment for for June 26, 2011 camp were Ryan Jensen (ranked 7), Chris Scott (ranked 14), and Mike Sutton (ranked 34).

UFA also provided a spreadsheet documenting the start and end dates for EMT and EMT-Basic courses held by UFA between 2010 and 2016. The courses typically lasted between 53 and 60 days, with only one during that time period lasting less than 53 days.



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The class numbered B2011119 was held beginning May 31, 2011 and ending June 17, 2011, lasting only 17 days. This course coordinator was Jeffrey Cunningham. Both Ryan Jensen and Mike Sutton are listed on this course roster, which was provided to the auditor's office by Layne Hilton with UFA.

On June 30, 2017, Arriann Woolf, UFA HR Director, sent me an email with the following information:

- Of the 12 individuals who participated in the May-June 2011 EMT Class, only Ryan Jensen, Mike Sutton, and Sean Callesto were on the 2011 hire list. The remainder of the individuals in the class were gathered to fill the class. Of those who took place in this class, only Ryan Jensen and Mike Sutton were hired in the 2011 group. I later confirmed this in an email from Woolf, sent to me on October 23, 2017. Callesto wasn't hired until January 16, 2013, which was the recruit class after the June 27, 2011 class.

- Arriann provided me with the original Applicant Information booklet for the Entry Level Firefighter job for March 2011. The booklet states, under "Minimum Qualifications", that "EMT Certification - In order to be hired as a Firefighter, applicants must be certified as at least EMT-bsic in the state of Utah". It further states that those not certified needed to be certified "before they will be considered for hire" and that they will be placed in "inactive status on the hiring list" and will not "be considered for any position" until they are certified (pg. 3). Under "Hiring Process", the booklet further reiterates this requirement and states "We expect that we will conduct hiring interviews the firefighters the week of May 9th or the week of May 16th" (pg. 12).

- Arriann provided the following timetable regarding the hiring process for this class:

- * March 2011 - Recruitment process opens and test registration forms accepted through April 6, 2011
 - * April 9, 2011 - Written exam held
 - * May 9 and 10, 2011 - Oral Board exams held
 - * May 19, 2011 - Hiring list established based on weighted scores of written and oral board exams.
- She states that at this time, or close to it, she told Chief Scott that Ryan Jensen would not be eligible to advance in the testing because he was not EMT certified. The hiring interviews were pushed back to June 17th and June 18th, which was later than they had planned. She also had to send out a letter to the applicants explaining that there was going to be a delay in the process. She said that part of the excuse given for this delay was that they were merging with Midvale City.
- * May 31, through June 16, 2011 - EMT Class held
 - * June 16, 2011 - EMT candidates referred to State Bureau of EMS for certification
 - * June 17 and 18, 2011 - Hiring interviews and physical exams for finalists
 - * June 20, 2011 - Hiring offers extended
 - * June 27, 2011 - Recruit camp starts for new hires.

Arriann noted that the schedule was much more compressed than usual, as they typically make offers three to four weeks prior to recruit camp so new hires can give two weeks notice and so UFA can conduct new hire



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orientation, obtain criminal background checks, purchase uniforms, hand out textbooks, and fit new hires for turnout gear.

In the initial employment announcement sent out by Arriann, which she provided, the dates provided for conducting of hiring interviews was the week of May 9th or May 16th, with an anticipated hire date of June 27th.

Arriann also provided me with a copy of the letter she sent out to applicants notifying them of the scheduling changes. This shows the hiring interviews to be held between June 13th and June 20th, with the hire date still anticipated to be June 27th. The letter states that they had "several pending situations which will have an effect on the number of individuals we will be hiring" and that the situations "won't be resolved until mid June". It also reiterates the EMT requirement for hiring. The letter makes no mention to the applicants that they would be holding an EMT class for those not certified.

Additional Information

On August 3, 2017, I spoke with Layne Hilton, who told me that UFA needed at least 27 participants in an EMT class for it to "break even". He said that, as far as he could recall, the June 2011 class was the only one he knew of that ran less than that and actually cost UFA money. He said that normally they would not run a class unless they were able to fill it. Hilton said that when Ross Fowlks told them that the Chief wanted to hold the June 2011 EMT class, they brought up the fact that it would end up costing UFA money. Fowlks said that this didn't matter and that the Chief wanted it held so they were to hold it.

Hilton also said that this class was just added, and did not take the place of an already scheduled class. According to the schedule provided to me, the next regularly scheduled EMT class began on September 20, 2011 and completed November 19, 2011.

According to the roster provided to me by Hilton when we first spoke, the 2011 class had 13 participants.

On August 8, 2017, I spoke with the UFA Chief Legal Officer, Brian Roberts. I requested payroll records for Ryan Jensen and Mike Sutton showing compensation received and benefits paid on their behalf between their hire date and November 19, 2011. He said he would gather those numbers and email them to me.

On August 9, 2017, I received an email from Roberts with payroll registers for both Ryan Jensen and Mike Sutton from their hire date through November 20, 2011. According to Roberts, Jensen received \$14,194.15 in salary and \$2,995.98 in benefits, totaling \$17,190.13. Sutton received \$14,194.15 in salary and \$7,026.77 in benefits, totaling \$21,220.92.

On August 8, 2017, I spoke with Kurt Berge, UFA Captain currently overseeing EMT and Paramedic training. Berge said that he had been running EMT training classes privately for a number of years prior to running the class for UFA, which he does now. He said that, generally speaking, he would put together a class of 32, planning on some dropping the class. He said that he believed they needed at least 17 students to break even financially but



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said he could put together documentation showing the cost to UFA to run the EMT Class and send the figures to me.

On August 22, 2017, Berge sent me an email with attachments detailing the financial costs for the May 2011 EMT class. The documents were added to the case file. In summary, the May 2011 EMT class cost UFA \$7,098.00 to run. Their revenue for the class was \$10,625.00, totaling a gross income to UFA of \$3,527.00. Because the class was shorter, they needed 8 students to "break even".

One of the documents provided the class schedule, showing the class beginning May 30th and ending June 16th. Another shows that \$475 was paid for the class for Ryan Jensen, compared to \$700 for Mike Sutton and Cameron Ascarte, who is the son and brother of UFA employees, and \$950 or \$1,000 for the rest of the applicants. Ryan's payment was not made until June 12, 2011 and Cameron's was not made until June 16, 2011. The rest show to have been made prior to the class beginning.

On October 3, 2017, I spoke with Tony Hill, current CFO of UFA. I had requested information regarding the payment of Ryan Jensen's EMT class. He sent me a GL documenting the payment, which shows Jensen paid \$475.00 on June 23, 2011. The description has "Mich" at the end, making Hill suspect that Michael Jensen made the payment. However, Hill said that the original receipt had been destroyed. The GL was added to the case file.

Nothing further.

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Follow Up Report # AG 1

Narrative Text Report # 12

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **P-CARD USE**

Related date/time: **Apr-14-2017 (Fri.) 918**

On April 14, 2017, I reviewed the documentation related to the purchase card (p-card) use for Jensen and Scott as it specifically relates to food and misc. purchases. Technology purchases are briefly noted in the prior supplemental report.

The audit report and documents noted that there were a number of p-card purchases made for food and restaurant purchases that were not supported. Some appeared to be suspicious. Specifically, the following suspicious charges were noted and I reviewed the supporting documentation (receipts and transaction logs):

- 07/30/12: August transaction log lists a 07/31/12 purchase from Denver Firefighters in the amount of \$48.31 for "Admittance to the Firefighters Museum". However, the receipt lists the purchase for three "C Coins" at \$14.95 each. The auditor's noted that on 11/14/16 they made contact with the Denver Firefighter Museum at their main number (303-892-1436) and verified that entrance for firefighters was \$6.00 and challenge coins currently sell for \$19.95.
- 11/05/12: A Hilton transaction in the amount of \$430.80 was conducted by Scott in the amount of \$430.80 for dinner at Spencer's restaurant. It was noted that this was election night and the location Jensen had for his election headquarters. The transaction log shows the purchase as 11/08/12. The receipt lists Jensen, Scott, and Tingey "x2" and lists an agenda.
- 04/21/13: Four Salt Lake City Hilton Hotel purchases totaling \$496.78 for Jensen, Scott, Tingey, and Heather Jackson following UFA banquet. The log shows the purchase dates as 04/22/13 and 04/23/13 and has a handwritten note dated 05/31/13 stating "it was discussed that any board member could stay over and UFA would cover the cost".
- 12/31/13: A Joe's Crab Shack purchase was made by Scott in the amount of \$156.01. It was noted that the purchase was for a "district budget meeting" including Scott, Jensen, Perry, and Roy Tingey. The auditor questioned the legitimacy of the purchase and the likelihood that a meeting would be held on New Year's Eve. I checked the calendar for 2013 and confirmed that date fell on a Tuesday. The receipt is difficult to read but it appears that the purchase was made in the early afternoon, making it more likely that business could have been conducted at the meeting.
- 01/30/15: Two UFA Banquet Hotel Stays at the Hilton in Salt Lake City. One for Scott in the amount of \$117.10 and one for Matt Robinson in the amount of \$132.10.

2011 New York City Trip

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While interviewing Captain Mike Greensides on August 9, 2017, he stated that he had traveled to New York City in 2011 with Scott and Scott's family. The group was to get taxi's to transport them from the airport to the hotel. With only Greensides and Scott, they would have only needed to purchase one taxi ride. However, Scott told Greensides to purchase a taxi using Greenside's UFA p-card and Scott purchased a separate one using his UFA p-card. This allowed them to get both of them and Scott's family to the hotel.

I reviewed Scott's travel records for this trip and it does show a p-card transaction and a receipt for a taxi in the amount of \$63.80. The receipt shows the travel to be from JFK to Manhattan and has the date of August 13, 2011, which was the date they flew in.

Greensides sent me his records, which also show a taxi purchase from JFK to Manhattan on August 13, 2011 in the amount of \$63.80.

Market Street Grill

Greensides said that he had attended a meal after a meeting where Roy Tingey and Tingey's wife also attended. He said the meal was at the Market Street Grill in South Jordan and he believed Scott used the UFA p-card to pay for everyone, including Tingey's wife.

Greensides sent me Scott's p-card transaction log and receipts for June 2011. The credit card records show a purchase on June 10, 2011 at Market Street Grill in the amount of \$291.84. The receipt shows a purchase of 8 prime rib meals and 2 shrimp platters. Each prime rib meal costs \$20.99. The back of the receipt lists only 7 individuals. Included are Mike Greensides and Roy Tingey. Tingey's wife is not listed.

Other questionable charges exist. See auditor's spreadsheet for further information.

Hilton Hotel for Executives and Board Members

The auditor's office flagged purchases made by Scott using his UFA p-card in April of 2013. The charges were for Hilton Hotel rooms in downtown Salt Lake City for the night of April 20, 2013. The records show that he paid for four rooms for Him, Jensen, Roy Tingey, and former Eagle Mountain Mayor, Heather Jackson. The invoices show these names on each room. The room for Jackson cost \$111.47. Notes on the p-card transaction log from Shirley Perkins state that it was discussed that "any board member could stay over and UFA would cover the cost". This was apparently following one of the UFA awards banquets.

The auditor noted that they were told by someone (unknown) that Scott or Jensen's family members used the room reserved for Jackson.



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On August 9, 2017, I made telephone contact with Heather Jackson. She told me that she recalled this. She said that Scott had told her that he had reserved a room at the hotel for her to use. Jackson said that she told Scott that she didn't want the room and she did not end up using it. She did not know what Scott did with the room.

It should be noted that Scott's transaction log, filled out after the fact, states that the room was used by Heather Jackson.

This case is ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 13

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **IT INTERVIEW**

Related date/time: **Apr-27-2017 (Thu.) 1604**

On April 27, 2017, I met with Kin Smith (IT Supervisor) and Warren James (Communications/IT Battalion Chief) with Unified Fire Authority (UFA) at UFA headquarters. Assistant Chief Mike Watson over administration and IT also sat in. My purpose in meeting with them was to discuss the issues raised in the state audit related to Michael Jensen, Gaylord Scott, and Ryan Perry's technology possession, purchasing, and use.

Technology Purchases

Warren stated that during Jensen's tenure, each bureau had their own technology budget which they could spend on what they needed. However, prior to making a purchase for items, the individual were supposed to verify with IT that the item would work on their network. The person would then make the purchase, typically through state contract. Individuals would rarely make large technology purchases on their purchase card. Most of the bureaus worked through IT.

Once an item was purchased, the individual would bring the items to IT, where it was given a sticker with a barcode and logged with UFA prior to being distributed.

We talked about the Nikon camera turned in by Jensen and the two Nikon camera's and one Canon video camera turned in by Scott. Warren said that they were unaware these camera's existed until they were turned in.

Watson said that Scott went out and purchased the camera's, along with other camera's for the Assistant Chief's. Watson said he didn't need a camera and turned his into IT. Watson said that the justification given by Scott for the purchasing of the camera's was so the Chief's could take photographs of the firefighters working at fire and emergency scene's.

Watson said this didn't make sense, as UFA has a photographer who responds to major scenes to take photographs. He also said that it was not a Chief's job to take photographs at scene's, as they needed to be involved in making sure everyone is safe. Watson said he had never seen any of the Chief's or Jensen or Scott take photographs at a fire scene. He said that the talk around the office was that Jensen and Watson would use their camera's for personal use, including the photography of their kids at ball games. He also said the common assumption around the office was that Scott would make purchases of unneeded items such as this for all of the Assistant Chief's so he could "camouflage" purchases for his own use.

Another example of this was the purchase of the iPads and iPhones. Warren stated that whenever a new iPad or iPhone would come out, Scott would come to IT and tell them his broke and he needed a new one. He would then go out and purchase a new one for both he and Jensen. Policy stated that the old item was supposed to be turned back in to IT. They would ask Scott to bring his old items in but he never would. They suspected he would give his old iPhones to his family members.



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Watson said that new iPads would always find their way onto his desk and he always felt he didn't need a new iPad so he would turn it in to IT. He said that he felt that Scott would do this to "camouflage" his purchases.

All three stated that Jensen and Scott had created a culture of fear at UFA and no one would dare question anything they did, as they had seen both of them publicly berate employees for small issues. They also felt that they couldn't go to the UFA Board because Jensen had them "in his pocket". Because of this feeling, after asking once, Warren and Kin wouldn't push the issue to turn in their old items.

Warren also stated that on a number of occasions, Scott would call him and ask questions about whether Warren felt that an item would be a benefit. If Warren suggested "yes" and Scott went and purchased the item, Scott would tell others who questioned the purchase that IT had approved the purchase. Warren said that this would be a twisting of the truth and felt that Scott would do this to justify purchases.

An example of this was the purchases of the Apple Watches. Warren said that Scott called him and asked if he felt it would be a benefit if, rather than having notifications come in to a phone in his pocket, if it would be "beneficial" to be able to check it on his watch. Warren unquestionably had to answer that, of course, it's easier to check messages on a watch instead of a phone in a pocket. The next thing he knew, Scott had gone out and purchased Apple Watches, saying IT had approved it.

Watson said that Jensen and Scott would often purchase nice items like these or upgraded vehicles, saying they were going to "try them out" to see if they would work for everyone, only to later say that they won't. But Jensen and Scott would keep the nice items for themselves.

Apple Computer for Home Use

Kin said that a few years back, Jensen and Scott came to him and told him that they wanted to purchase desktop computers for their "home offices" so they could do work at home. Kin said he was told that he was to find the absolute "best Macs", which he did. Kin said the Mac computers Jensen and Scott wanted for their homes were "top of the line", computers typically used by individuals who were heavy into video editing. The computers were definitely much nicer than would have been expected to have been needed for their work.

Kin said that when it took too long for the computers to come in through contract, Scott told him to go out and purchase them using his p-card. Kin told Scott that his (Kin's) p-card limit was not high enough to purchase the computers they wanted. A short time later, Kin's maximum spending limit on his p-card went up.

Kin went and purchased both Macs and they sent an IT employee to each house to set them up with access to the UFA VPN, or network. This would allow Jensen and Scott to be able to access UFA files and other documents and programs from the computers.



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Kin said that when the auditor met with him, Kin ran an audit to see if and when Jensen and Scott accesses the VPN from their home computer to conduct UFA business. This showed that neither ever did. This is outlined in a memo he sent to the auditor and which was provided to our office.

Warren said that a small number of UFA business could be conducted remotely without accessing the VPN. Specifically, accessing email and Spillman call logs. He also said that it was understood that a small amount of personal business was allowed on UFA equipment, but that he would expect that a "majority" of traffic found on UFA devices should be UFA-related. He also said that policy at the time stated that specific activity, such as pornography and political business was expressly restricted.

All three stated that no one else had a UFA-issued home computer or a computer as nice as those purchased by Scott and Jensen. They said that if someone needs remote access, they typically had a desk computer at work and then were issued a basic laptop, which they could use remotely and at home. They didn't see the need or reasoning behind Jensen and Scott having an office desktop, a number of laptop computers, and home computers. While some of this was already known prior to the audit, no one would report it for fear of retribution.

Smith said that Gaylord Scott had told them that he had a computer virus on the computer in his home office and that he had paid for an expensive service to clean the computer. They wondered about this, as they were there to provide IT services for UFA computers. When the audit came out and mentioned pornographic items found on Scott's computer, this made them think that he didn't bring it to them because he didn't want them to see the items on his computer.

Attitude Towards Policy

- Kin and Warren said that, for many years, their policy governing IT use and other related items was extremely outdated, still referencing dial-up. They would update the IT use policy and submit it to Scott, only for it to "stall out" and Scott to tell them it didn't need to be updated. Watson, Warren, and Kin felt that this was done because Scott didn't want to be restricted in his IT use further, which the policy would have done.

Watson also related a time during a command staff meeting, where something was said and the HR Director, Arrienne Woolf, told Jensen that the action would be against policy. Jensen snapped at her, yelling "I don't give a fuck about policy, just do it". This shocked Watson, hearing the Chief of an organization dismissing policy like Jensen did.

Ryan Perry Technology Use

- Warren said that they typically didn't oversee Ryan Perry's technology use and weren't aware of the amount of technology he had. Scott was understood as the individual Perry answered to and they assumed Scott purchased the items for Perry. They didn't see a reason for Perry to have a UFA-owned computer at his house.

I thanked them for their time and we ended the interview.



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Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 14

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **HUMAN RESOURCES INTERVIEW**

Related date/time: **May-04-2017 (Thu.) 929**

On May 3, 2017, I met with Unified Fire Authority (UFA) Human Resources Director, Arriann Woolf, at her office in the UFA administration building. The purpose of our discussion was related to issues addressed in the State Auditor's audit report referenced in previous supplemental reports. The interview was audio-recorded and the recording is contained in the case file. Below is a summary of the information that was provided to me by Ms. Woolf.

Woolf has been UFA HR Director since 2005. Prior to that, she was working for Salt Lake County in HR, overseeing Salt Lake County Fire Department. She answered to Scott in her position. She said that "in theory" she should have been able to have a lot of say regarding policy but she didn't have this.

Culture

Woolf said that the work environment under Jensen and Scott was "intimidating". She said that Jensen had originally worked under Scott, but then quickly promoted past Scott to Deputy Chief. She said this occurred after he ran for office and that Jensen's promotional process wasn't the "typical" predictable track. When Jensen got the Chief job he promoted Scott to Deputy Chief. She said they were "tied to the hip" for a long time. Woolf said it was difficult to get to Jensen without going through Scott and Scott worked as a "conduit" to Jensen. Woolf's primary role was policy and she would usually work through Scott. As they got more "power", they began to do things that Woolf had to "caution" and "advise" them on.

Woolf said Jensen and Scott were "vindictive" and "intimidating" towards others. She said that it was difficult for anyone to confront or disagree with them, as they would publicly berate people. She also said that there were times she wanted to take issues related to Jensen or Scott to the Board but couldn't because they were friends with the Board members.

Woolf said that the CFO, Shirley Perkins, would try to hold Jensen and Scott accountable but was very intimidated by Scott in particular and ultimately couldn't tell them what to do and would back down. Jensen and Scott would be able to do whatever they wanted to do with her. Perkins would often disagree with many of the purchases being made but did not want to confront Jensen and Scott so as long as they documented what they were required to document she wouldn't raise any issues.

Woolf described incidents where Scott would explode into "tirades" towards employees in front of everyone. She said this would often happen and Jensen would "just sit back with a smirk".

Woolf said there was a staff meeting when issues with UFA began to be reported in the media and there were rumors people were talking to the media. Scott yelled at everyone saying that they were in a "brotherhood" and



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that they shouldn't be taking issues outside and anyone talking to the media could go "fuck yourself". Jensen just sat back and nodded.

Policy

Woolf said that there were many policies that had to or should be Board approved and implemented and some that were "operational" policies, policies where the Chief could implement and then get Board approval later. She said that the prior Chief would err on the side of caution, making most policy changes Board decisions. As Jensen came in, he wanted to eliminate most Board policies and make most policies operational, which were policies he could change and manipulate.

Wolf said that many of the policies that they would change would say "Fire Chief or designee" and Scott wanted the policy changed to "Fire Chief, Deputy Chief or designee". They also wanted to add "The Fire Chief or Deputy Chief can make any exception to this policy in the best interest of the Fire Authority". Woolf would tell Scott that she would look at UPD, State of Utah, and Salt Lake County policies and she would tell Scott that they (UFA) was "way outside" what other agencies allow in their policy and she would be told "we're different".

Woolf told Jensen and Scott that when she looked at both travel and meal practices, they were very much "outliers" in what they did in comparison to similar organizations.

Woolf said that during one morning command staff meeting, they were discussing an issue and she told Jensen that policy didn't allow what he wanted to do. Jensen got angry and "came over the table", yelling at her "I don't give a fuck what your policies say".

Travel

Travel policy was a policy the Chief could make changes to. Woolf said that the travel policy was a main policy Jensen would change and there were around 10 changes to the policy during the time frame we were looking at.

She said that an example was that Scott wanted to go to a training in Chicago and wanted to take the train because he hadn't taken a train before. The policy didn't allow this because it was extra days so Jensen changed the policy to allow this. She also said that they wanted to take their golf clubs when traveling so they made a change to policy allowing Division Commander's and above to rent whatever size vehicle they wanted, even a large SUV, when they traveled so they could fit their clubs. They explained the need for this as needing to have a larger vehicle to transport other fire chief's around the area as they were traveling. Another example was that they couldn't drive their work vehicles out of the service area but Jensen or Scott wanted to be able to drive their families with them on training trips so they made it possible for them to take their work vehicles.



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Woolf said that most travel policy changes would occur right before they traveled and wanted to make sure something they wanted to do was allowed, or right after they traveled and someone like the CFO would "call them on something" they had done. They would then changed the policy to make whatever they did allowed.

Woolf said that everyone knew that Jensen and Scott would extend their trips for personal use, specifically to go to baseball games. However, she said that policy stated that any extra days had to be paid for personally. On times where they would stay extra and would be asked about it, they would say they were doing other UFA business on the extra days.

Woolf said that on one occasion, they were going on a trip, she thought to St. Louis, on a four day conference. They would send out calendar invitations showing they were going to be gone and it showed for more days. They had put in the notes, inadvertently, baseball game schedules for multiple games on multiple days.

They would also submit requests for a training for two days, but would request Saturday to Saturday or something like that and would be questioned.

Meals

Woolf said that UFA didn't have a specific meal policy beyond basic p-card use policy. Woolf said that both she and CLO Karl Hendrickson had cautioned Jensen and Scott multiple times about their meal purchases, telling them that what they did was beyond what should be done. She would tell them that they couldn't just charge meals to UFA if two or three UFA employees went to lunch and "talked about work". Scott would tell her that it was different because their lunches involved "high level" discussion and meetings. She was told that they "go to lunch with legislators" and "they do it all the time".

The media did a data request to UFA around November 2015 and this made Jensen and Scott nervous about their meal purchases. They kept asking Woolf if she thought they would get in trouble for their meal purchases and she told them it was a public perception issue. She also said that there may be IRS issues and that they had paid for more meals than were minimal. Jensen and Scott then began to put together policy related to meal purchases. As Woolf would bring them examples from other agencies they realized that those policies wouldn't work for what they wanted to do so they basically implemented that command level and above could still make purchases as they deemed necessary. Woolf said that at that time they also began to "reign in" their meal purchases a little bit.

Woolf said that one meal policy they had an issue with was UFA paying for meals of family members of staff, particularly Jensen and Scott. She had this conversation with Scott saying they shouldn't be paying for family members and Scott asked her what they were supposed to do if they were at dinner with their wife and a legislator and his or her spouse. He asked if they were just supposed to pay for their wives separately with another card. She said that they just could not be paying for their wife's meal with the UFA card. She said that Jensen and Scott often acted as though they were in "corporate America" using the cards like a business expense account.



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Woolf said that Mikayla Dinkel would have to process Jensen and Scott's p-card's and she would often express concerns about having to approve such meal purchases and she (Dinkel) felt they were over the top.

Woolf explained an example of an inappropriate meal purchase was the night of Jensen's re-election. She said that he, Scott, Perry, and their wives went to dinner at the Hilton hotel at a nice restaurant and charged it to UFA. The receipt did say they "talked about plans for the year" but Dinkel and Woolf felt that it should have been at the least a campaign expense, not UFA expense.

Incentives

Woolf said that the UFA Board Chair was selected "strategically". Woolf said that she felt that Jensen, Scott, Perkins, and Hendrickson were receiving the incentives secretly.

Around 2013, when Woolf noticed the incentives begin to escalate, she said that she began to caution them that the incentive policy allowed an incentive "up to" \$1,000, which had been implemented in January 2006. The original allowable amount was \$300. She felt that they then began to put multiple items for \$1,000 award on one incentive award to get around this policy. She warned them this was not the intent of the policy. She also pointed out to Scott that the policy allowed Jensen to give incentives, but not to receive incentives.

Woolf said that she could see the incentives on the payroll system. She said that most of the time Perkins would issue the incentives secretly and they would get filed away in the personnel files. Woolf said that the incentives initially started for the work they were doing for USFA, but began to become broader. The process for giving incentives to any other employee was a more public process but these were all done without that process.

Woolf said that she presented to Scott compensation plans to build in compensation to receive payment for their USFA work. She also stated that they only had one Board member signature and she knew that the Board should be involved in the incentives. She pointed this out to them. Scott told her that they way they were doing it was "the way the Board wanted it". Scott did tell Woolf that Mayor Seghini did give Scott some "push back" on how they were doing things and Jensen wanted Scott to go talk to her.

Woolf said that she couldn't just bring an issue like this up to Scott directly so she came up with a story that she had been hearing "chatter" from her friends with SL County that Jensen and Scott were receiving the large incentives. Scott would always ask her "do you think we could get in trouble"?

She said policy allowed Jensen to give Scott incentives. I asked about the employee agreements they both signed, stating that compensation increases had to be approved by the board. Woolf said that Jensen and Scott took this literally, and they didn't view the incentive payments as "compensation".

Woolf also questions why Perry was receiving incentives under the UFA policy using the UFA form, even though he was not a UFA employee. She said she was not aware Perry was receiving the incentives until the audit report came out.



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Woolf said that during a staff meeting, one of the Battalion Chief's stood up during a "Q and A" and asked "is it true the command staff gets bonuses"? Jensen got visibly upset and said "no, we do not" and asked why the question would be asked. After the meeting Woolf told Jensen that it was not an appropriate answer for the question because they did in fact receive incentives. Jensen said "he didn't ask incentives, did he. I answered his question and answered it truthfully".

Woolf said that Scott told her that Jensen would send him to Seghini or another Board chair to sign Jensen's incentive form.

Special Privileges

Jensen had sole final decision-making authority in the final hiring decision. We talked about Jensen possibly giving special privileges in the hiring process of his son, Ryan Jensen, in 2011. Woolf said that during 2011, the retirement was going to change at the end of June to Tier II. They would have typically held a hiring class in the fall, around September, but they moved it up to get one more class in before the retirement changed.

When applications began coming in, she noticed one from Ryan Jensen, who was still in high school. She said that he tested well enough to make the hiring list but the way they had sent the announcement out stated that anyone hired needed to be EMT trained. Ryan was not so, although he could make the list, he would be listed as "inactive" and not eligible for hire until he became an EMT.

She pointed out to Scott that Ryan was not eligible. Initially Jensen told Woolf to change the hiring handbook they had sent out so it wasn't required and resend it out. Woolf explained that there were probably individuals who didn't apply for the job initially because EMT was required so if they changed it for this class she would need to send the announcement back out.

Woolf said that Ross Fowlks ran the EMT academy UFA ran, which was typically around 60 days long or more. Jensen decided to run a condensed EMT class, running it every evening after school. Ryan was part of this class and was able to become EMT certified quickly, within a few weeks. She said this was the only class she knew that ran so quickly and believed this was done to get Ryan certified so he would be eligible for hiring. He was hired with the class just prior to the retirement change.

Woolf said that she had heard rumors and talk about answers to test questions being given to family members. She said that they held a written test during the 2009 process. She had the test secured, which was part of the security agreement with the test company. Scott came to her and asked to view the test. She let him do this in her office. He then asked if he could take it home over night and Woolf told him she was not allowed to let him do this. He insisted and she said that he possibly could if he signed out for it. Scott then asked "don't you trust me"? Eventually she let Scott take the test home overnight.



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During the 2011 process, there was talk about a "study guide" for the test going around. She said that technically, the test could be purchased on eBay or other places on-line. Woolf insisted that they change to a different test but was told by Scott that Jensen had said there were no problems with the existing test. Woolf said that the test wasn't a difficult test and Ryan was a good employee.

Woolf said that they basically "followed the processes" during this hiring class, aside from running a shorter EMT class, which she thought was "weird".

Additional Information Regarding UFSA Compensation to UFA

On May 11, 2017, I made telephone contact with Arianne to gather further information. She told me that, in addition to Jensen, Scott, Perkins, and Hendrickson, there were a number of UFA employees who did work on behalf of UFSA. Two of those individuals were Cynthia Matthews and Guy Fisher. I asked how those other employees were compensated for the work they did for UFSA. She said that UFSA would pay an amount of money back to UFA each year for this purpose. Then a percentage of that employees UFA salary would be paid using those funds. They were not compensated for UFSA work through UFA incentives.

Other Information Regarding Incentives

-
Arianne said that she received one incentive award that was related to work she supposedly would have done on the Rosecrest fire. She said that she received the award but did not do work on this fire. She returned the check to Shirley Perkins, stating that she did not feel good about taking the award. She was told that Scott wanted her to take it because if she didn't it would mess things up and that he would make it up some other way.

NOTHING FURTHER.

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Follow Up Report # AG 1

Narrative Text Report # 15

Document: INVSTGTR F/U

Author: 183987 - Downey, Tyson

Subject: 2006 UFA BOARD MEETING MINUTES

Related date/time: May-04-2017 (Thu.) 1410

On May 4, 2017 I reviewed the 2006 UFA Board meeting minutes, as were provided to me at my request by Mikayla Dinkel. I found the following references to the incentive policy:

January 17, 2006

There was discussion regarding changes to the incentive policy. Included in the discussion was Arriann Woolf, Jensen, Mayor Corroon, and others. The discussion noted that the incentive would be up to \$1,000 "per incident with no annual cap" but that "all of them totaled would have a dollar amount on the budget line item that would be approved by the Board each year". Also, Jensen stated that "Command Staff will review all of these requests and then they will be awarded from there" and that this "review by Command Staff makes it fair for all".

Mayor Darrell Smith cautioned that they needed to be "conservative" and Chief Berry ensured that it would be.

The minutes include attached memo's from the prior Chief requesting the following changes to policies:

The maximum cash award amount was increased to \$1,000. Also, a "restriction on the number of awards (or value of awards) that can be received by an employee in a given year" was eliminated. It also outlines that "Senior Staff will review the recommendations and determine how the awards will be distributed". The policy also outlines that the "Fire Chief or designee" could make the recommendation for an award.

2.1.4 of the policy states "The Fire Chief or designee may also offer cash awards in any amount, as long as it does not exceed \$1,000".

2.1.4.1 of the policy states "Cash awards in the context of this policy **represent compensation**".

No other references were made to incentives during 2006 Board meeting minutes.

Case ACTIVE.



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Follow Up Report # AG 1

Narrative Text Report # 16

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **ASST CHIEF WATSON INTERVIEW**

Related date/time: **May-09-2017 (Tue.) 1027**

On May 5, 2017, I met with Unified Fire Authority (UFA) Assistant Chief Mike Watson at his office, located at UFA headquarters. The interview was audio-recorded and the recording is contained in the case file. The interview is summarized below.

Watson has worked for UFA since 1991 and has been an Assistant Chief since 2005. He was assigned as Interim Chief when Chief Jensen resigned and served there until the hiring of the new Chief.

Assistant Chief Letter to Board

Watson said that UFA had previously received a GRAMA request from the media for purchase and travel records for Jensen and Scott. Watson said once the records were released, he obtained a copy as well and began reviewing the logs. He began to flag numerous areas of concern and felt that a more thorough audit needed to be done. He drafted a letter to the UFA Board documenting his concerns, requesting the audit, and suggesting Jensen should be placed on administrative leave pending the results of the audit. Watson took the letter to each of the Assistant Chiefs and told them that if they agreed with what was written they could sign the letter. Each Assistant Chief did sign the letter and Watson emailed it to the Board members. Watson provided me with a copy of the letter, which was dated August 3, 2016. The letter is contained in the case file.

UFA Culture Under Jensen and Scott

Watson said that he had worked closely with Jensen and Scott for many years. He said that, for a long time, there were concerns with ways Jensen and Scott were doing things. He said that, until the audit, there wasn't any specific "proof" of what they were doing, but many of the concerns outlined in the audit were believed to be going on.

Watson said that no one dared to confront or call Jensen or Scott on what they were doing because people were afraid of them and afraid of getting fired. Watson gave a personal example of this occurring and said it happened all the time. Watson said that no one in the Command Staff felt like they could approach Jensen or Scott on what they were doing or to report it to the Board because they were in Jensen's "pocket". Jensen sat on the County Council and oversaw ZAP funding that would affect the cities. They felt that Jensen either controlled the Board or had them "in the dark". Watson said that if a Board member would ask questions about things, Jensen and Scott would do what they could to discredit that Board member.



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Watson said that there was a high level of intimidation and no one felt they had a voice because of Jensen's political ties. Watson said that Jensen and Scott's relationships with Seghini and Matt Robinson appeared to be like they had been taken advantage of and that they trusted Jensen and Scott.

Watson said that it seemed that Jensen and Scott were good about working to get the right people as chair as being those whom they could manipulate.

Incentive Awards

Watson said he knew that incentive awards were being paid to Jensen, Watson, Hendrickson, and Perkins for work they did for UFSA. He said that he knew the awards were increasing over the years but didn't want to question them because they were signed by a member of the Board and they didn't feel they could question the Board.

Watson said that many of the Assistant Chiefs were check signers and would be asked to sign the checks for the incentive awards. Watson said that incentive awards paid to all other employees were paid through payroll but that the incentive awards paid to the four above individuals were paid by check, which he felt was strange. He said that at least one other AC, Erik Sandstrom, came to him and said he "couldn't believe" what they were being paid through the incentive awards. Sandstrom had just signed one of the checks. Watson said he didn't know how much they had increased, but knew that they had been increasing over time.

He remembered Scott discussing the payments once. Watson was in Scott's office one day and Scott said that he (Scott) had heard people had been talking about the payments they were receiving but "the Board feels like we deserve more but we just want to do the right thing and be conservative". Watson felt that it was a spin on the issue.

Watson said that Jensen and Scott were doing work for the UFSA. Watson said that there was more work being done in recent years by way of construction but many of the other things they did, including the TANS and other issues, would be the same from year to year. Watson said he talked to the past Fire Chief, Don Berry, about the incentive awards. Berry told him that the original purpose was that they were supposed to be for a "one time thing" and not something to carry over from year to year.

Watson said that he witnessed Mayor Seghini sign the incentive awards on one occasion. He felt that this was the first time she had become aware of them based on her statements. Watson said that they were sitting at a Board meeting, waiting for it to start. About five minutes prior to it starting, Scott walked up to Seghini with a folder holding what he believed were the incentive awards. Scott told Seghini "we do this every year for the work that we do for the district". Scott represented that "this is always how we do it" and said he just needed her signature. Seghini asked "so this always happens?" and Scott said yes so she signed. Watson said this wasn't a sit down and explain things time, but it was done very quickly.



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Watson said that he is certain most, if not all of the Board members, did not know about the incentive awards. Watson never recalled the incentive awards being discussed in Board meetings until recent years when they didn't receive COLA. One of the employees stated that they didn't see why they weren't receiving COLA but Jensen and Scott were still receiving their "bonuses". Mayor Dahle on the Board and others expressed their lack of awareness that these were being paid.

Travel

Watson said he went to three out of town conferences that he can remember with Jensen and Scott. One was to Washington D.C., one was to St. George, and one was to Boston. Watson said that nothing on these particular trips jumped out at him as being inappropriate. Watson said that at the St. George conference, which he believes was more than five years ago, they were asked by Jensen and Scott to bring their golf clubs, which he did. He said that on one of the days of the actual conference they were told to go golfing. He expressed a little bit of concern, saying that they still needed to attend the conference, but was told that he was going with them. Watson said that these practices were not common when Berry was Chief.

I asked Watson to tell me about station visits to other agencies when they would travel. He said that he had never done this while traveling but had heard that this was the explanation given by Jensen and Scott for the Anaheim and Phoenix trips cited in the audit. Watson said that he did remember them coming back from Phoenix and saying they had visited fire stations. However, he doesn't know when and where they visited stations in correlation with how long they were gone. He doesn't remember them returning from the Anaheim trip saying they had visited any fire stations.

Watson said that if someone is traveling, they may stop in and introduce themselves at a fire station and it may not be scheduled or planned. He did say that this was not something that would justify an extension of a trip for many days, but would be something they may do during some downtime on a day they were there for another reason. He said he didn't see it as "business".

Watson said that one of the concerns people had with Jensen and Scott's travel was regarding them taking their work vehicles to places like Anaheim. He said the way they explained it was that they needed their vehicles if they needed to get back quick to Utah. He said this didn't make sense because they were taking their families and would need to take them home before coming in anyways. He also said that Anaheim would have been an approved area to fly to and it would make more logical sense that, if they were worried about being able to get back to Utah quickly, they could fly.

Watson said that he was aware of a time where Scott took the train to a conference back east somewhere. Scott told him that he (Scott) thought it was just a "neat" way to travel and he enjoyed it. He isn't aware of how this was paid for.

Watson said he spoke with Marty Slack, a former Assistant Chief. Slack told Watson about a trip he (Slack) and Erik Sandstrom took with Jensen and Scott. He said that they went to Atlanta and neither Jensen or Scott attended



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any of the conference they were at. He said that on one day, Jensen and Scott told Watson and Sandstrom to skip the conference and go golfing with them. Slack objected but was told he had to go. They went golfing and then to a movie.

Meals

Watson said that he did attend meals with Jensen and Scott. He said that on one occasion they had left a meeting and Jensen said they should go to lunch. They went somewhere like Lonestar Steakhouse and ate. Jensen ordered appetizers for the table and at the end of the meal they all expected to pay their own but Jensen said "it's ok, we talked about work", and paid for the meal. Watson said he felt this wasn't appropriate but didn't feel that he could object.

Watson said that he found one receipt in the GRAMA documents that showed his name written on the receipt as attending the meal. Watson said that he didn't attend that particular meal. He said it was at an Italian restaurant. He said that he would try to find and identify this receipt for me.

Watson also mentioned the meal at Spencer's at the Hilton on the night of Jensen's re-election to the County Council. Watson said that he and Sandstrom went to the hotel to congratulate Jensen. He said that Jensen, Scott, Roy Tingey, and possibly Ryan Perry and their wives were there. After visiting with them and congratulating him, Jensen said they were all going to go down and eat and invited Watson and Sandstrom but they declined. Watson found out later that this meal was paid for using a UFA p-card, which he felt was inappropriate.

Watson said that the general practice among others at the UFA when using the p-card to purchase meals was that if they had no other way to meet with someone other than lunchtime he would pay for it. He said this would only occur if the only time the person had open to meet was during lunch, which was not common.

P-Card Use

Many of the misuse of the p-card issue Watson had were related to those he had previously mentioned.

Special Privileges

I asked Watson about the "special EMT class" held for the 2011 hiring class. He was aware of this and said that in Command Staff, Jensen stated that medical was supposed to get a class put together quickly so they could get them hired. Watson said that they were aware of Jensen's son being in the class, he had never seen this done before or since. Watson said that the original plan was not to hold a "special EMT class", and that this decision was made only after the hiring list rolled out. He felt this was done to accommodate Jensen's son.

Watson said that he had heard rumors about scores being manipulated and didn't have proof, but there had been a few family members who tested very high on the test in hiring who "didn't pan out" to be very good employees.



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Watson said he heard discussions about the oral boards but didn't have any direct knowledge. He believed that Captain Greensides, Captain Dominic Burchette, and Rob Marriott were all raters on that oral board.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 17

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **MAYOR PENGRA INTERVIEW**

Related date/time: **May-11-2017 (Thu.) 724**

On May 10, 2017, I met with Chris Pengra, Mayor of Eagle Mountain City and current UFA and UFSA Board member. The interview was audio-recorded and the recording is contained in the case file. The interview is summarized below.

Mayor Pengra has been a UFA and UFSA Board member since around January of 2014. He was the vice-chair of UFSA for a short time but was made vice-chair of UFA and relinquished his role with UFSA at that time. He is still currently vice-chair of UFA.

Culture

Pengra couldn't say off the top of his head who was serving as chair in 2014. I asked if Matt Robinson was and he said he was. Pengra said that when he was assigned to the UFA Board he was a new mayor and was very busy with issues related to Eagle Mountain. He said it took about one year for him to understand how UFA and UFSA worked. He said that overall, Jensen and Scott had the trust and respect of most of the Board members. He said that around the one year mark, he noticed a tension between Jensen and two board members, Mayor Cullimore and Mayor Dahle.

Pengra said that the relationship, as he observed it, between Jensen and Mayor Seghini and Matt Robinson was very trusting of Jensen and a "comfortable" relationship. Pengra said that Jensen "managed" his relationships. He said that Jensen has the "voice" in Board meetings as a whole. Pengra said that he feels that the Board members could "hold Jensen's feet to the fire" with the dynamics that existed on the Board. He said that, as a whole, the Board members were not nearly as engaged in what was going on with UFA than they should have been. He said that Jensen and Scott had a lot of autonomy and the Board had "little information" they were receiving about "critical components" of UFA. He said that Board members were typically very willing to accept what Jensen said. He said he believed this was a culture that had carried over from years past.

Pengra said that Jensen was asked by Councilwoman Moser to produce a budget report but received resistance from Jensen and Scott. Moser had to be more assertive to received this information. He said this took place as things were beginning to come to light.

Pengra said that he isn't sure if other Board members didn't feel like they could hold Jensen's "feet to the fire" because of his position on the County Council. Pengra said that Jensen sits on the Board of the Central Utah Water Conservancy District, which Eagle Mountain has significant contracts with. He said that it did cross his mind a time or two as to whether his actions with Jensen would affect decisions Jensen would make as a member of that Board.



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Pengra said that it seemed that Jensen felt that the UFA organization belonged to him (Jensen).

Incentives

Pengra said that he learned of the incentive awards around the summer of 2015. He said that when he noticed contention between Jensen and Cullimore. He approached Jensen to learn of the reason for this and Jensen shared the reasons, from his perspective, as to why Cullimore "had it out for him" and Cullimore was "holding him down". Pengra said that it was a lot of "spilled milk" and Pengra took Jensen's word for it. Later on, Pengra met with Cullimore and Cullimore outlined a number of concerns he had with Jensen, which included the incentive payments. Pengra said that a number of issues Cullimore outlined were significant and he then realized Jensen was trying to "paint Cullimore and Dahle into a corner so their affect on the rest of the board would be minimized".

Pengra said that he never recalled discussions with the Board as a whole regarding the incentive payments or how UFA employees should be reimbursed for work they were doing for UFSA. He said that, the Board as a whole didn't know about this. Pengra understands now that UFSA work should have been paid for, but feels that the incentives and the way they were being used were an inappropriate way to do it. He said there should have been a policy to address how this compensation should be made but there wasn't. He said that the Board as a whole did not know of the issue until it came out later.

Pengra said the Board ratified the incentive payments that had been made because they had to address them when they came to light. He said that, at the time, there were no other issues that had been raised about Jensen and Scott. He said that the Board either needed to fire Jensen or ratify the incentives. At the beginning, it appeared a mistake had been made and no one was going to stand up on their own and push to fire Jensen for a mistake. It wasn't until later, when other things about Jensen and Scott came out, where the rest of the Board members realized that Jensen and Scott were exercising "intentional concealment" in the things they were doing, including receiving the incentives. This changed their opinion on Jensen and Scott's intent. Pengra said that the Board has since committed to investigate the possibility of pursuing those funds back.

I asked Pengra if he observed any evidence that the incentives were being concealed or if there was misrepresentation or omissions by Jensen or Scott taking place. Pengra said that Mayor Pollard of Alta told him a story regarding his interactions with Jensen. Pollard told Pengra that Jensen approached Pollard one time and said basically "hey, I have some checks for you to sign real quick". He said that it was very "casual" and they would meet somewhere like a coffee shop. They would meet and Pollard would ask Jensen if they needed to go before the board and Jensen minimized it and said "no, it doesn't need to go before the Board" and that the "Board already knew about it".

Pengra said he believed incentives were separate from compensation and that policy should have been put in place to specifically deal with it. He said it was a "completely inappropriate tool" to be used for the purpose it was being use for.

Nothing further.



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Narrative Text Report # 18

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW WITH MAYOR DAHLE**

Related date/time: **May-12-2017 (Fri.) 759**

On May 11, 2017, I met with Mayor Rob Dahle, Mayor of Holladay City and member of the UFA Board. We met at his office in the Holladay City Hall. The interview was audio-recorded and the recording is contained in the case file. The interview is summarized below.

Board Dynamics and Relationships

Dahle said he has been a member of the UFA Board since January 2014. Dahle said that it was "politically uncomfortable" that Jensen served on the County Board and as Chief, as the County Council had three seats on the UFSA Board. As those members also sat on the UFA Board, he felt that the relationship between Jensen and those individuals made it a conflict. Those three members were Mayor McAdams, Councilman Snelgrove, and Councilman Granado. Mayor Cullimore had raised this issue previously but it was ultimately found to be ok. He still felt that it made it difficult for the Board to function properly. Dahle said if felt that the relationship between the Board and Jensen was "too cozy". Dahle said that Jensen would also employ children of UFA Board members for part-time work. Dahle said that it seemed that if Jensen needed you, he would "pay" you or do things for you to keep that relationship working. He felt this was done with Gaylord Scott, Shirley Perkins, Karl Hendrickson, Roy Tingey, and Ryan Perry.

Incentives

When these issues first came up to him around August or September 2015, Dahle was on the benefits and compensation committee and was finishing up going over the benefits packages for the year. He was meeting with Jeremy Robertson and Mack Lund of UFA in his office. There had been a longevity bonus in the amount of \$150,000 they were negotiating. They weren't able to honor that because they didn't have the money.

Robertson and Mack asked in the incentives and bonuses were going forward for "command staff" meaning Jensen, Scott, Perkins and Hendrickson. Dahle said he didn't know what they were talking about. Robertson explained the incentive and bonuses that had been taking place. Dahle said that the way they explained it to him was that their understanding was during the early years of UFA, Mayor Corroon had just told the Chief's to reimburse themselves for the work they did for UFSA through the incentives. It sounded innocuous at that time but they felt the incentives had grown to inappropriate levels. Dahle said this was the first time he had learned of this.

Dahle went and pulled up the incentives and noticed Jensen had received one for \$20,000. Dahle said that they had a Council meeting up at Alta in September of 2015. Dahle approached Mayor Cullimore, who was the finance chair. He told Cullimore that the incentives were looking to be \$34,000 for each of them for the coming year. Cullimore said "what are you talking about"? Cullimore didn't know about them. Dahle then went to Mayor



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Seghini, who had signed some of the incentives. He asked her the same thing and she said "I'm not sure I know what you're talking about". Dahle said it didn't appear that Seghini knew what the incentives were. Dahle then went to Mayor Robinson, who also seemed to not know about them. To Dahle, it seemed that they didn't know what they had been signing and that they certainly didn't know about the incentives to the others beyond Jensen.

Dahle said that as long as he has been on the Board he had never heard discussions in Board meetings regarding the incentives or bonus arrangement for them or how the UFA employees would be reimbursed for work they did with UFSA. He did say that there was a discussion about how much UFSA was going to pay UFA for having their staff members do work for UFSA and that was typically an amount around \$350,000 each year the Board would approve as part of the budgeting process. He was unsure about a specific MOU outlining this but it was a typical part of their budget process.

Dahle said that after the September discussions with the other Board members, Dahle called Shirley Perkins and asked her for all of the information on the incentives. He said she sounded nervous but said she would get it to him. Dahle said that two days later her resignation letter came to them and he never spoke with her again. He had heard that Jensen had told her not to speak with Dahle and that he (Jensen) would speak with him.

Dahle said that there was no line item on the budget for the incentives and they were hidden, buried in the wages and benefits number. He said that if there had been paid from an incentives and bonuses part of the budget they would have been seen and stopped.

Dahle said that as things began to come out, Jeremy Robertson attended a Board meeting in Midvale, sometime December 2015 or January 2016. Robertson was a source of information to Dahle and had told Dahle that all of UFA had known about these things but wouldn't approach the Board because Jensen "had them under his thumb". Jensen started to "build a defense" around himself and justified everything that had been done. He began meeting with the Board members individually. After the Board meeting, Jensen and Scott confronted Robertson in the parking lot and "verbally assaulted" him with vulgarities and threats.

Dahle said that he was angry about this so he called Jensen and asked for Scott to come into the room. He spoke with Jensen and Scott on the phone on speakerphone. He told them that if they continued to threaten people in UFA the "gloves were coming off". Dahle said this was an example and the beginning of his understanding of the environment of fear and intimidation at UFA and that the Board had become disengaged. He told them he knew exactly what was going on. He asked them about the incentive awards and asked them "so if you show up on a fire you deserve a bonus" and they said "yes".

Dahle said that their outside council noted that the incentives were in violation of Jensen and Scott's employment contracts. He said that the Board voted to ratify them anyways. Only he and Cullimore voted against this. He said that, at the time, the Board felt that there had maybe been an overlooking of what had happened. He said the Board members "didn't want to believe" Jensen would have intentionally done anything wrong. It wasn't until later when other things came out about Jensen and Scott where the Board members felt that there had been purposeful deceit with regards to the incentives.



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Dahle also pointed out the issues with Ryan Perry. He said that Perry was Jensen's full-time assistant on the County Council, receiving full-time wages there. He had also been hired as the part-time clerk for UFSA and then was being paid UFA incentives, even while not being a UFA employee.

Dahle said that many of the firefighters had told him that Jensen and Scott rarely even worked 40 hours per week at UFA and were rarely there.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 19

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/WESSMAN-MOSER**

Related date/time: **May-17-2017 (Wed.) 1341**

On May 16, 2017, I met with Coralee Wessman-Moser, Herriman Councilwoman and current member of UFA and UFSA Boards. The interview was audio-recorded and the recording is contained in the case file. The interview is summarized below.

Moser said that she has been a councilwoman since January 2012. She replaced Matt Robinson on the Boards in January of 2016. Prior to that, she anticipated becoming a member of the Board so she attended Board meetings a few months prior to that.

Culture and Relationships

Moser said that upon joining the Board, she noticed that there was a lot of mutual trust and respect between the Board and Jensen and that they didn't give him much pushback on any issues. When she joined the Board, Robinson told her that she could go along with what Jensen and Scott said and that there were a couple of "dissenters" on the Board who created a "disruption". He identified those members as Cullimore and Dahle.

Moser said she was aware that many of the Board members had been meeting with Jensen and Scott on their own. She attended a lunch meeting with Robinson that was only going to be them, but Jensen and Scott arrived and they had lunch with them.

Moser said the Board was not as engaged as they should have been. She said that there were multiple examples where the meeting packet containing the agenda's for the meetings got to them late, without adequate time to review it. She asked Scott to get the agenda to them sooner but this never happened. She raised the concern but no one else seemed to express concern.

When the budget season came, the Board received a three page spreadsheet, which she deemed extremely inadequate. She said that one of the Board's main duties was to review and approve the budget. She requested a more detailed budget from Scott, which he didn't disclose her for months. She finally received it only four days before the vote. Only then did they produce a 17 page budget report, which was still lacking in detail. She felt that this was unacceptable that the Board had not been requesting a more detailed budget report. She felt that Jensen and Scott had engaged in a "deliberate attempt" to hide information from the Board by doing these things.

Moser said that she felt that Jensen's position on the County Council made it difficult for many Board members to "rock the boat".

Incentive Awards



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- Before Moser joined the Board, Robinson told her the incentive issue had come up. He said Cullimore had brought it up but they were "clearing it up" before she joined the Board. Robinson assured her that they had been "approved before but morphed into something bigger". Moser didn't doubt him and felt that they had been "sanctioned". Since then, she has realized concerns. She noted the issues with the meals and that Board members had family members who were working for Jensen at UFA and that there seemed to be a "quid pro quo" type relationship. She said that Matt Robinson and Sheldon Stewart had family members employed by Jensen.

Moser said that if the Board had the same understanding in December 2015 as they had now they likely would not have voted to ratify the incentives. Moser said she realized that a majority of the Board supported Jensen. She said that the discussion was that there had been a history of incentive awards, that they had grown over the years, and that the justification was that more cities had joined the district and the work had increased, increasing the amount of the incentives. She said Matt Robinson was friends with Jensen and was "very much a supporter" of Jensen.

Moser said that UFSA is the taxing authority that collects the taxes and builds the stations for UFA. She said that prior to all of the incentive issues coming out, she's not sure the MOU between UFA and UFSA was in place that detailed the separation between the two entities and how UFA employees should be reimbursed for the work they do for UFSA. She said that she believes UFSA has reimbursed UFA for the incentives that were paid out for the work.

Moser said that Mayor Seghini did not appear to be completely aware of what was going on and was not providing proper oversight into what was going on. Moser said that Seghini only remembered signing one incentive. Seghini asked if it had been approved and was told "everything's approved, everything's fine". Moser felt that Seghini had been manipulated and that Robinson's friendship with Jensen made it difficult for him to question Jensen.

Meals and Travel

- Moser felt that there was intent to deceive the Board with regards to meals and travel. She said that the Board would approve specific policies but then Jensen and Scott would modify the policy without bringing it back to the Board. She said that if the Board approved the original policy, she wondered why it would be justified to change the policy without notifying the Board.

Special Privileges

- Moser said that former Battalion Chief and current Draper Fire Chief Clint Smith had told her that he was part of the hiring board at UFA. He said that he had submitted evaluation scores and the scores he had submitted had been changed to get certain people hired.

Nothing Further.



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Narrative Text Report # 20

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/MAYOR JOHNSON**

Related date/time: **May-17-2017 (Wed.) 1557**

On May 16, 2017, I met with Mayor Larry Johnson of Taylorsville City at the the AG's Murray Office. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Johnson has been a member of the UFA and UFSA Board since January of 2014. He is currently the UFSA vice-chair.

Johnson said that Scott went everywhere Jensen went. Johnson said that he learned about the incentive awards from Mayor Dahle. Johnson said that he had not known about this and that the incentives and how UFSA was to pay for UFA employees work had never come up in Board meetings.

Johnson said that, not long after the incentive award issue came up, Jensen invited him to lunch at Texas Roadhouse in Taylorsville. He said Scott also attended and Scott spent lunch acting as Jensen's "cheerleader". Scott was trying to convince Johnson that Jensen was doing so much work and was too valuable to UFSA. Johnson said he felt they were trying to "sell him" on the incentives and talk him into voting in favor for them. Jensen and Scott argued they had done a lot of extra work because they had been doing a lot of building. Scott hadn't mentioned the incentives he, Perkins, and Hendrickson had been receiving. Johnson learned about that later. Johnson said Karl Hendrickson made statements that made it seem that he knew he should have fixed things but he didn't.

Johnson said that he and most of the Board members had always trusted Jensen but he never would have agreed to the incentives had he known about them. He said that Jensen seemed to be able to hide it from the Board. Johnson said there was never a budget line item for incentives.

Johnson said that, other that the lunch meeting mentioned above, he never spoke privately with Jensen or Scott about the incentives.

Johnson said he felt the Board was "on top of things" but that everything was hidden. Johnson feels that the work Jensen and the others were doing for UFSA was part of their jobs with UFA and shouldn't have been compensated extra.

Nothing further.



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Narrative Text Report # 21

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **OCFA CONTACT**

Related date/time: **May-24-2017 (Wed.) 1727**

On May 24, 2017, I made telephone contact with Katherine Upstill with the Orange County Fire Authority (OCFA), Clerk of the Authority's office. I inquired about confirming whether Jensen had visited OCFA stations while in Anaheim between November 29th and December 7th, 2014. She asked me to send my request in writing and she would follow up with it. I emailed a written request to her outlining the information I was seeking. Sherry Wentz, Clerk of the Authority for OCFA reached out to me and said she would send the information out to their management level personnel, which includes Executive Chiefs, Division Chiefs, Battalion Chiefs, and Fire Captains. She stated that if there were visits to stations, one of these individuals would have likely been present.

On June 19, 2017, I received a response via email back from Sherry. She stated that only one individual within OCFA who recalled meeting Jensen during that time period. That OCFA employee was Fire Captain Richard Ventura. However, Ventura reported meeting Jensen at the Sponsoring Chiefs Meeting held December 2nd and that he didn't meet with him any other time.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 22

Document: **INVTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **UFA POLICY**

Related date/time: **May-25-2017 (Thu.) 1643**

I reviewed policy on meals and travel that had been provided to me by Arriann Woolf.

Meal Policy

The UFA "Purchasing of Meals" policy (Vol. II, Ch. 2, Sec. 13) was approved by Jensen on November 23, 2015 and distributed on January 19, 2016. It was also signed by Gaylord Scott and Karl Hendrickson. Prior to this, UFA had no policy specific to meal purchases but were subject to policy related to purchase card use. The new policy made clear that the use of purchase cards to purchase meals was to be held to a minimum and for very specific purposes.

Arriann did provide me with a number of emails that outlined issues for meal purchases that had been brought up years prior. Included in those emails was one sent by Shirley Perkins to "Command Staff", dated March 22, 2011. In that email, Perkins outlines a number of concerns regarding the "numerous restaurant meal charges" they had seen on p-cards and her concerns with them not being compliant with IRS code. She specifically notes that they would "be hard pressed to make a case that meals charged at restaurants meet any of the exclusions" for taxing purposes

Travel Policy

Travel policy provided was approved by Command Staff on August 11, 2008. The end of the "Policy" paragraph states that the "Fire Chief reserves the right to grant exceptions or override any or all parts of the travel policy as he feels necessary in order to benefit UFA".

The policy was approved with no changes by Jensen on April 4, 2011. The policy addresses personal days for travel, stating that "if an employee elects to travel a day/days early, or return a day/days late, for personal reasons, then any extra travel days are not considered time worked and the employee will not be compensated or receive per diem for those days" (Vol. II, Ch. 2, Sec. 10, 9.2).

The policy was approved by Jensen with changes on April 20, 2015. Changes included were changes to the section noted above. The sentence noted above was removed from the section. In addition, an example of what constitutes a "hold-over day" was removed.

A section was also added for "Reimbursed Travel" and an "Exceptions" section. The "Exceptions" reads that the "Fire Chief or Deputy Chief reserve the right to grant exceptions or override any or all parts of the travel policy as they feel necessary in order to benefit UFA" (Vol. II, Ch. 2, Sec. 10, 21.1).



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Changes were made to state that travel "must be approved in advance by the Fire Chief or Deputy Chief" and that travel request forms must be signed by the Chief and Deputy Chief (1.1). Other changes were made to make the policy more vague and broad. Examples included much of what Jensen and Scott had been doing, including allowing air upgrade fees, early boarding option fees, upgraded rental vehicles for the Chief or Deputy Chief, and the purchase of "reasonable" airfare instead of the least expensive airfare.

The policy was again approved by Jensen with changes on June 15, 2015. Included changes were:

- The "Fire Chief or Deputy Fire Chief may authorize travel that is appropriate, reasonable and necessary...for individuals who are not employees of Unified Fire Authority" (1.4).
- "In some cases, employees may receive reimbursements from a third party that exceeds the amount initially paid by UFA. The employee is responsible to reimburse UFA for the amount paid by UFA" (11.1.1).

The policy was approved by Jensen with changes on June 15, 2016. Included changes were:

- "Allowable expenses not reimbursed by a third party may be submitted for reimbursement from UFA, with appropriate documentation, upon return of the traveler" (10.4.1).

Nothing further.



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Narrative Text Report # 23

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/ JEREMY ROBERTSON**

Related date/time: **May-30-2017 (Tue.) 826**

On May 26, 2017 I met with Jeremy Robertson at the Unified Fire Authority EOC. Jeremy is a firefighter with UFA and is currently serving as the President of the Firefighters Association, Union Chapter 1696. The interview was audio-recorded and is summarized below. The recording is contained in the case file.

Jeremy represents about 390 firefighters and has been president since November of 2012. Prior to that he served as a trustee on the union board. He has been a UFA employee since 2006.

Incentives

Jeremy said there had been a lot of discussion about incentive awards among the line firefighters. Jeremy said that around 2010 there was a large Herriman fire that occurred because of machine gun fire. He said that after the fire, there was "talk on the street" about the chief officers receiving incentive award pay for responding to that fire. He said that there was a lot of frustration among the rank and file about this. Jeremy said that there was no real public push back by the union regarding the incentives.

Jeremy said that around 2012, Chief Mike Uliberry raised the issue with administration in a meeting where he asked why they weren't getting raises and the Chief was still getting "bonuses". Jensen and Scott "took exception" with this and that there was an "emotional response" from Scott. The message conveyed was that it was not anyone's business and that they weren't going to talk about it. It was then clarified that there was "no such thing as bonuses in UFA". Jeremy then realized that incentives was a "hot button issue".

Around 2014, Mayor Dahle became chair of the pay and benefits committee. Jeremy began working with Dahle on the pay issues. Dahle came to Jeremy and said that employees had come to him about the incentive issues. Dahle didn't know about them and asked Jeremy. Jeremy basically told Dahle that he needed to talk to Jensen and Scott about that. Jeremy was told that Dahle asked Scott on two occasions whether they received bonuses and was told that they didn't receive bonuses.

The following fiscal year in August of 2015, they were looking at raises again. Jensen didn't support that Jeremy was asking for as much from the pay and benefits committee as he was. Jeremy got the pay raises he was asking for. A few months later, Dahle sent Jeremy an email stating that he had heard there was another round of bonuses to the administration.

Jeremy took the email to the executive board and they decided to tell Dahle about the incentives. He knew that it would be the "nuclear bomb". Jeremy went to meet with Dahle and told him about the incentive payments that had been made to Jensen and Scott. Jeremy told Dahle that he had been told that they weren't receiving bonuses because of semantics, that he had called them bonuses and not incentives. He said Dahle was upset. Jeremy told



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Jensen that Dahle had asked about the incentives and Jeremy had told Dahle they were. Jensen was fine with it initially until about 2 weeks later, when Board members were meeting at the EOC about the incentives.

Jeremy said that it was apparent that the Board Chair's had been groomed by Scott and Jensen. Jeremy said that he recalled specific friendships with Roy Tingey, with travel and other social things Tingey, Scott, and Jensen did together.

Jeremy said that, although the incentives were known to people with UFA for many years, no one ever brought it up with the Board because they felt Jensen had the Board on his side. He felt that between that and the intimidation that Jensen and Scott practiced towards employees made it difficult for anyone to bring the issue up.

Jeremy said that he attended a Board meeting in the fall of 2015. Jensen became upset at the meeting because he had been confronted about the incentives. Jeremy had a scheduled meeting with Jensen after the meeting and he went to Jensen in the parking lot and asked about the meeting. Jensen began "screaming" at him, saying that it wasn't Jeremy's right to know about the incentives and the budget. Jensen told Jeremy "you're done with this department" and asked him "who do you think you are".

Jeremy said that the incentives were hidden and that no one could actually see them unless they knew where to look. Jensen told Jeremy that the people who needed to know knew, those being the Board Chair's. Jeremy said he noticed the main problem that made this happen was that Jensen and Scott were able to compartmentalize the UFSA Board members from those who were only UFA Board members.

Travel

Jeremy said that he attended two trips with Scott that he could recall. One was a trip to Los Angeles around 2009. He attended an IAFF Health and Safety Redmond Symposium. Scott went, along with Marty Slack, Clint Mecham, and Ryan Perry. Jeremy said that there were two days where he would see Slack or Mecham and Jeremy asked each one where Scott was. They told Jeremy that Scott was at Disneyland with his family.

Jeremy said that he attended the same Redmond Symposium in New York City in 2011. He said that Scott was there, along with Mike Greensides. Jeremy said that he never saw Scott at any of the events, including the 9/11 Memorial Service. Greensides told Jeremy that he (Greensides) was glad Jeremy was there because when he found out Scott was going to be there he was worried he would have to be the "babysitter" while Scott and his wife ran around. Jeremy said that the conference was a small enough geographical area that he would have run into Scott now and then if he was actually at the conference, but that the conference didn't take role and it was not certain if he attended the whole conference or not.

Conflict of Interest

After turning off the recorder, while walking out of the building, Jeremy expressed some of his concerns regarding the possible conflict of interest that was created allowing the fire chief to serve on the County Council.



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He said that he recalled one occasion where he was speaking with Jensen. The issue came up regarding Draper City wanting to leave UFA and Jensen said that Draper wanted a rec center so they weren't going anywhere, alluding to the idea that his role on the council held some sway over whether they got what they needed for the rec center.

Nothing further.



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Narrative Text Report # 24

Document: **MEMORANDUM OF INTERVIEW**
Author: **183987 - Downey, Tyson**
Subject: **INTERVIEW W/MAYOR CULLIMORE**
Related date/time: **May-31-2017 (Wed.) 732**

On May 26, 2017 I met with Kelvyn Cullimore, mayor of Cottonwood Heights. Cullimore is member of the UFA Board and chairman of the UFA Finance Committee. We met at his business office in Cottonwood Heights. The interview was audio-recorded and is summarized below.

Cullimore has been mayor of Cottonwood Heights since 2005 and has been a member of the UFA Board since then.

Conflict of Interest

Cullimore felt that appointing Jensen as UFA Chief was a conflict of interest and opposed it very early on. He said that having Jensen on the County Council, overseeing funding to the cities the Board Members ran, then having the Board Members oversee him as Chief made it difficult for Board Members to question him as Chief.

Jensen had also arranged for UFA jobs for some of the Board Members children, including Matt Robinson's son.

Incentives

Cullimore showed me an email he received by Mayor Dahle on September 23, 2015. Dahle sent the email to Cullimore asking if he (Cullimore) was aware of the incentive award payments going to Jensen, Scott, Perkins, and Hendrickson. Cullimore told Dahle he didn't know anything about them. They began to investigate. Cullimore and Dahle went to Robinson, who wanted to speak with Jensen. Cullimore and Dahle wanted to get all of the facts prior to speaking with Jensen.

Cullimore said that the incentive award payments had been hidden from the UFA Board members. Cullimore said the incentive awards had never been brought up in meetings. They gathered the incentive award documents and noticed that Cullimore said that he got Mayor Seghini and Matt Robinson on board and they pulled in Jensen to talk to him. Jensen told them that Steve Allred, the former UFA CLO, told him that they didn't need to disclose the incentive awards to the Board because it didn't concern them. Steve Allred left as UFA CLO around 2012-2013.

Cullimore said that UFSA paid money to UFA for administrative services, including building maintenance, accounting, and bonds. That money would go into the UFA general fund to take care of some of the costs UFA spent on UFSA work. That amount increased \$100,000 and Jensen argued to Cullimore that he felt the increase was for the work done by the four individuals. Cullimore said that UFA paid the incentive awards and that Jensen



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acted like he thought UFSA had reimbursed UFA for the awards. Cullimore eventually got UFSA to reimburse UFA for the awards.

Cullimore spoke with Shirley Perkins and she told Cullimore it had been going on for years. Perkins and Hendrickson both told Jensen and Scott that they should go to the Board for approval and were told they didn't have to.

Cullimore recalled discussion about incentives as a Board in January of 2006. We reviewed the UFA Board meeting minutes for that meeting. They note that the incentives "would be an increase to the budget" and the examples used for purposes of the incentives were for employees and line employees going above and beyond their assigned duties. The \$1,000 incentive "would be per incident with no annual cap" and that "all of them totaled would have a dollar amount on the budget line item that would be approved by the Board each year". Mayor Cullimore made a motion to approve the policy "since the budget amount can be controlled by the UFA Board".

Cullimore said that a line item for incentives on the budget never happened. Cullimore said that he never saw a line item on the budget over the years and assumed this meant they weren't being paid. He said that he found the incentive awards were being paid from the general personnel fund, thus hiding the payments. He felt that there was an intentional effort to keep the payments from the Board.

We discussed the Board ratification of the incentives to Jensen and Scott, after finding they were in violation of their employment contracts. Cullimore and Dahle both voted against this. He said that as they discussed it, Mayor Walker with Draper, as an attorney, argued that the Board had constructive knowledge of the payments because the Board Chair's signed the incentives. They felt that, although the Board Chair's felt that it was misrepresented to them, they voted to ratify. Cullimore said that some of the Board members wanted the issue to go away, as they served with Jensen on the County Council and others were worried about the publicity. Jensen cited the conflicts of interest with Jensen as an issue with the ratification. Cullimore said that members of the Board also trusted Jensen and Scott and, after finding out about the other issues with meals and travel, realized that he may have been dishonest about the incentives. He said that they may have voted differently if they knew of the other issues.

Cullimore said that he felt that Jensen intentionally omitted information regarding the incentives. An example of this was around 2014, when they were all meeting to discuss continuing to fund an longevity bonus for employees. They couldn't find the funds in the budget to fund this. That particular year Jensen, Scott, Perkins, and Hendrickson received large incentives and Jensen had never mentioned those funds as being available to help fund the longevity bonus.

Cullimore felt that Jensen and Scott had committed a crime taking the incentive awards, as they abused policy and misrepresented what they were doing. He said that he was upset that the Board bailed them out by ratifying the incentives and tried to sweep things under the rug to move forward.

Cullimore sent me documents he had collected as he investigated the incentive awards issue.



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Narrative Text Report # 25

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/MARTY SLACK**

Related date/time: **May-31-2017 (Wed.) 1635**

On May 30, 2017 I met with Marty Slack at the AG's Office College Drive address. Slack is a former UFA Assistant Chief. The interview was audio-recorded and is summarized below.

Slack was employed with UFA for 27 years. He was promoted to Assistant Chief around 9 1/2 years ago, promoted when Jensen was promoted to Chief. Slack retired April 16, 2017.

Slack said that his relationship with Jensen and Scott was strained. He said it started ok but became strained over the years. He said there was a culture of berating others at UFA. He said he could not speak freely to Jensen and Scott and would be criticized or disciplined if he brought any issues up and did not go along with things. He said that Jensen and Scott definitely did not want to be questioned and that they would both always say "you're either with us or against us". He said the culture was "loyalty over ethics".

Slack said he felt that Roy Tingey would approve anything Jensen and Scott wanted because "he was their guy". Slack felt Tingey was unethical. He said Matt Robinson was very honest but was gullible and would believe anything Jensen and Scott would say. He said Robinson was very trusting. Slack said that Mayor Seghini would not questions Jensen or Scott. Slack said that most of the Board members would just "show up and blindly go along" with Jensen and Scott.

Incentive Awards

Slack said that around 2012 or 2013, he learned about the incentive awards. He said that Chief Berry had received small incentive awards for work conducted for UFSA. He said that the incentives started out very small, but grew substantially over the years. Slack became concerned with the incentive awards Jensen and Scott were receiving because they began creating reasons for the incentives that Slack felt was a normal part of their jobs. He said that when Jensen and Scott would nominate someone else, like Slack, for an award, they would also include themselves in the award, even if they didn't participate in that work.

Slack said he went to Dennis Webb in confidence 5 or 6 years ago. Webb was the mayor of Holladay city and was serving as the UFA Board Chairman. Slack told Webb about the incentive awards being paid to Jensen and Scott. He said Webb was upset because he didn't know about the incentive awards. Slack said that Webb immediately went to Jensen about it. It was later that day Slack was called in and yelled at by Jensen and Scott. Slack realized that he couldn't go to the Board with any issues because it would come back on him.

Slack said he knew Jensen and Scott went to meetings related to the TANS and bond meetings. Beyond that, he didn't see Jensen and Scott doing a lot of work for UFSA that Slack considered above and beyond Jensen's duties as Chief.



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Slack said that UFA had budget issues over the years and had to cut staff or shorten shifts because of funding, but they kept taking the large incentive awards. He said that he felt the funds could have been used for reasons that would go more towards supporting the mission of UFA.

Slack said that he felt that Jensen's position on the County Council created a conflict when dealing with the UFA Board as Chief. He said that in Command Staff meetings, Jensen would make comments about board members. Slack said Jensen would make comments about Mayor Cullimore, who would give him some push back on the UFA Board, that Jensen would give Cullimore political problems as a Councilman if Cullimore didn't go along with something related to UFA.

Travel

Slack said that he traveled on business with Jensen and Scott occasionally, but he began to find reason's not to go with them because they would do things that made him uncomfortable.

An example of this was an I-Chief's Conference in Atlanta. Slack was excited to go to some classes and was there with Jensen and Scott. They paid the full price to go to the entire conference, but Jensen and Scott kept grabbing Slack and Erik Sandstrom, another assistant chief, out of class and pressuring him to go golfing, or go to movies. He would tell them that he wanted to go to a specific class and they would pressure him to skip out on the class and go with them. Slack wasn't sure Slack said this would happen a lot. He said that he was "all but ordered to go" and that the environment of "you're either with us or against us" made it difficult to go against them.

I asked Slack about the 2009 IAFF Conference in Los Angeles. Slack said he attended the training with Scott and some union members. Slack said that Scott usually traveled with family and during this particular conference Scott was in his room sick the whole time, reading books the whole time. Scott would go to dinner with them at night but Slack doesn't know what Scott did during the day.

Meals

Slack said that there were many meals they went to, just as a group, and Scott would pull out his UFA p-card and pay for the meal. He said that these meals were not like they would have had a meeting, but were just co-workers who went to lunch together. He said that they were long lunches too, lasting 2-2 1/2 hours, which he didn't want to do. Slack began to find reasons not to go.

Nothing further.



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Narrative Text Report # 26

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/RAND ANDRUS**

Related date/time: **May-31-2017 (Wed.) 1758**

On May 31, 2017, I met with Rand Andrus, UFA Assistant Chief. We met at his office, located at the UFA EOC. The interview was audio-recorded and is summarized below. The recording is contained in the case file.

Andrus has been employed with Unified Fire Authority since 1977. Around 2005, Andrus left UFA to become Fire Chief for Eagle Mountain City. Around three years ago, Eagle Mountain City contracted back with UFA for fire services and Andrus returned to UFA as Assistant Chief.

Andrus said that Jensen and Scott were "two peas in a pod".

Incentive Awards

Andrus said that he vaguely remembered that, prior to Jensen being Chief, Chief Don Berry had received small incentive awards for work he had been doing. Andrus said that the incentives were very small in comparison to how large the incentive awards for Jensen and Scott had become over the last couple of years. He said that at that time, Steve Allred was the CLO.

In the last few years, when the incentives had become known to general staff and issues were arising, Chief Jensen gave an explanation for the incentive awards to command staff. Jensen said that years ago, Steve Allred had taken care of the TANS. Allred said that he had been hired by UFA and had been doing work for UFSA but was upset he wasn't getting reimbursed or paid for it. So, according to Jensen, they took it to the Board, which Mayor Corroon was chairman of at the time. Corroon said they didn't want to give him a raise but Randy Horiuchi suggested they pay through the incentive awards. Andrus said, however, the amounts at that time were very small compared to what they became. Andrus wondered how they justified the large amounts, working as both Fire Chief and County Commissioner. He wondered how they had time to do additional work for the UFSA on their extra time. He said Jensen insisted that they were doing the extra work justifying the pay.

Andrus said that the way the incentive awards were being given to Jensen and Scott were different than other staff. Andrus said that incentive awards for all other staff would be discussed in an open manner in command staff and would be added to their pay checks. Andrus said that the incentives for Jensen, Scott, Hendrickson, and Perkins would never come to command staff, but were handled differently.

Andrus said that Jensen or Scott didn't talk about much of what they were doing for UFSA beyond the TANS. Andrus considered building fire stations and any Chief duties related to that should be considered part of his job as Chief, not as an additional duty. Andrus said that, as Chief of Eagle Mountain City Fire Department, he oversaw the building of fire stations and didn't consider that above and beyond what was expected of his as Chief. Andrus said he wasn't certain what was discussed in board meetings regarding the incentive awards.



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Travel

Andrus said that he traveled to an I-Chief's Conference in Chicago with Scott and Jensen in the past three years. Andrus said that he flew separately. He said that Scott was already in Chicago with his daughters. Scott picked Andrus up at the airport and they went to a Chicago baseball game that night. The conference started the following day. He doesn't know if Scott had flown in that day or the day prior. Andrus said Scott had mentioned that they had been doing some "sightseeing" but Andrus doesn't know how long Scott had been there. He said employees were allowed to extend their trips as long as they paid their own hotel and other required costs. (A search of records show both the Chicago Cubs and Chicago White Sox were playing in Chicago on August 12, 2013, the day prior to the conference. Also, Scott flew into Chicago on August 11th and charged hotel and per diem to UFA).

Andrus said that he had heard that others may visit fire stations while in other jurisdictions, however, he said that those visit would usually need to be planned and coordinated with that agency. He said that he was aware of UFA officials visiting Orange County Fire in California at some point, but that they would have been formal visits that most likely would have been scheduled and organized, as they were trying to learn about how they did things.

Meals

Andrus said that he had been present at only a few meals paid for with the UFA card by Scott where he didn't feel UFA should have paid. He said that one meal was at Longhorn Steakhouse and that Scott was very generous as to what they could order. Andrus said that there was never a concern about buy appetizers or anything else.

Andrus said that becoming aware of the meal paid for by UFA after Jensen's winning his election made him have a hard time understanding how that meal applied to UFA. Andrus said that the p-card use in UFA across the board, from Captain up, was very "loose".

Andrus said that he had a station turn in that they wanted a new bbq grill and they asked for \$3,500 for the grill. Kelsey asked what Andrus thought about it and Andrus didn't approve it and wondered why they felt that would have been justified. Andrus said that, although the use of p-cards seemed to be loose among all of UFA, Jensen and Scott were extreme.

Other Purchases

Andrus said UFSA had their own funds to purchase items for Perry, and he didn't understand how UFA should have been purchasing meals, technology, and other items for Perry. He said that Perry is close with Jensen, working with him on the County Council. He also said that he didn't see a legitimate reason why any of them should have had a UFA-issued home computer. Andrus said that he wasn't aware of this until the results of the audit came out.

Nothing Further.



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Narrative Text Report # 27

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/STEPHEN HIGGS**

Related date/time: **Jun-06-2017 (Tue.) 1558**

On June 6, 2017, I met with Unified Fire Authority (UFA) Assistant Chief (AC) Stephen Higgs in his office at UFA headquarters. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Higgs has been with UFA for 6 years. He served 23 years with the Salt Lake City Fire Department, then 11 years as Fire Chief for Midvale City prior to UFA taking over Midvale services. He has been an Assistant Chief for the duration of his service with UFA.

UFA Culture

Higgs said that he "wasn't really allowed to play in the game". Jensen and Scott had a "small circle" of people they trusted, which didn't include him. He said that Ryan Perry, Mike Kelsey, and Erik Sandstrom were part of Jensen and Scott's trusted circle.

Higgs said that the environment was "closed" and the "power" really existed between Jensen and Scott. Not much decision-making was allowed outside of them. He said that he didn't feel that he could really approach either one of them with any major issues that came up and it was obvious that if you had something to say outside of what they agreed with they would get "abusive", using vulgarity and yelling. He said this was to "shut down" communication to let everybody know they weren't going that particular direction.

Higgs said that this typically didn't happen to him but that he observed it occur often in Command Staff.

Incentive Awards

Higgs said that he wasn't aware of the extent of the incentive awards being paid to Jensen, Scott, Perkins, and Hendricksen until the audit report came out. He didn't recall any discussions about incentive awards in Board Meetings until things started coming out in 2015. He said that the typical process for someone to receive an incentive award was that it would be discussed in command staff. They discussed who had been recommended for one, why they had been, and the amount of the award was discussed. He said that he never recalled any discussion or recognition of the awards for the four individuals. He said that the process of awarding these incentives was outside of the "norm" that usually took place, although occasionally the AC's would get an incentive award and it was just recognized in Command Staff, but not come to Command Staff for discussion.

Higgs said he didn't have any discussions with any of them regarding the incentives but that some "off hand" comments had been made. He said that Jensen and Scott expressed "frustrations" that the Board was pushing the issue about the incentives and Jensen would say they were for district work and that the "Board" has known about them all along. Higgs said Perkins was doing financial reporting for UFSA and Hendricksen was doing



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legal work for UFSA. Higgs said that, as Fire Chief of Midvale, is was part of his job as Chief to oversee or be involved in the building of fire stations and not as an additional duty.

Higgs said Jensen and Scott were "absentee leaders". He said that it would often take him weeks to get a face to face meeting with Scott. He said that they were rarely in the office at all. He said if Jensen and Scott were in the office for one or two hours per day that would be good. He said that they rarely, if ever, would start Command Staff meeting on time at 9 am on Mondays because one or both of them wouldn't be in. He said Command Staff would end around 11 am and they would leave and he wouldn't see them again.

Higgs said that when he came to UFA it became obvious the Board had been "co-opted" by Jensen and that the Board would just "rubber stamp" things Jensen needed. He said the only person on the Board who would ever ask questions was Mayor Cullimore. Higgs said that it was obvious Jensen had personal relationships with various members of the Board. Higgs said that it was clear he (Higgs) wouldn't be able to go to the Board if he would have ever felt he needed to.

Travel

Higgs said that he only went to two conferences with Jensen and Scott and both were at the St. George winter fire school around 2014 or 2015. He said that he rarely saw Jensen and Scott at the conference but didn't know where they would go. He said that the venue was small enough that, if they had been there, he would have seen them.

Higgs said that he didn't feel that it was a common practice to make a lot of visits to fire stations outside of the area while traveling. He said that it may happen, but that it wasn't something you would be there to do or to extend a trip to do. He also didn't recall any discussions within Command Staff about Jensen and Scott doing many of these types of visits.

Meals

Higgs said he was only at three to four meals with Jensen and Scott throughout the duration of his time there. He said that those meals, he felt, had a legitimate work purpose. However, he said that it was "very obvious" Jensen and Scott used they p-cards for meals generously and that they were liberal with their use of the cards.

Higgs said that all of Command Staff attended a lunch somewhere at Trolley Square and that they probably could have had the meeting without having a lunch paid for by UFA.

Special Privileges

Higgs said the 2011 hiring class took place prior to his coming to UFA. He said that there were allegations of mistreatment of the class by the staff and he and AC Watson were asked to investigate. He said that those concerns were unsubstantiated but that, after interviewing all of the members of the class, it was clear that some of the hire's were not the "cream of the crop" and he was surprised and their low level of aptitude.



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Nothing further.



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Narrative Text Report # 28

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/MICAYLA DINKEL**

Related date/time: **Jun-07-2017 (Wed.) 808**

On June 6, 2017, I met with Micayla Dinkel, Executive Assistant with UFA, in a conference room at the UFA EOC. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Micayla has been employed with UFA since 2007 and has served in her current role since 2008. She worked closely, day to day, with Jensen and Scott. She attended meetings to take minutes, agenda's, handled Jensen's schedule, overseeing the administration's budget, "gatekeeper" to the Chief, reconciling expenses, and other administrative duties.

Culture

Micayla said that Jensen and Scott set a high expectation of loyalty. Jensen said that they were to "keep issues inside the family" and that any issues needed to come to the Chief to be handled internally. She said this was difficult to do because of the way they led. Micayla said that she noticed things going on that weren't appropriate but didn't feel that she had a voice. If Jensen found out someone had gone around him to a Board member Jensen and Scott would get very mad. Micayla said that when things began getting to the Board, Scott confronted her after a meeting to ask her if she was "the leak". Micayla said that different groups of employees often spoke about going to the Board with the issues they noticed but they felt that, because of Jensen's political connections, they wouldn't have been successful and knew there would be consequences. She said that Scott led with a "tyrant style". She said that she was afraid of making Scott angry. Micayla said that Jensen and Scott instilled a "culture of fear".

Micayla said that neither Jensen and Scott were in the office much and they had to cancel many meetings. She said that they often had a hard time getting things done because they were never there. She said that Jensen would attend many off site meetings throughout the work days. She said that many of the meetings Jensen would attend throughout the day were more connected to his role as a county councilman and not as fire chief. Micayla said that she didn't know where Scott was throughout most of the days, but that he was rarely there. Micayla said that one of the issues most of the firefighters had was that no one ever saw Jensen and Scott. Micayla said that Scott was hit and miss at command staff meeting, but would then leave and no one would see him. She said that oftentimes she wouldn't see him for days at a time.

Travel

I went through many of the travel documents for questionable travel expenses for Jensen and Scott. Micayla would often set up the travel for both of them. Micayla said that it was common for Jensen and Scott to arrange work trips around baseball games and they would often talk about going early or staying late to see baseball



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games. Micayla said that it was common for her to hear Jensen and Scott talk about going early or staying late to go to ball games or do some sightseeing with their families. She doesn't know if those extra days were charged to UFA or to Jensen and Scott, but that policy stated that the extra days expenses would need to be reimbursed to UFA. Micayla said that any of the travel documents where the signature of Scott or Jensen had her initials next to it was her stamping the document with their signature stamp, always with their approval and under their direction.

Phoenix Trip

We discussed the 2013 Phoenix trip referenced earlier. Micayla said that she remembered that trip but didn't have much to do with the trip because it was a Zwick trip, not a UFA trip. She said that she doesn't specifically know what Jensen and Scott did during the possible extra days they stayed in Phoenix. Micayla didn't recall specific discussions or details coming out of this trip.

Anaheim Trip

We discussed the 2014 Anaheim trip. Micayla said that this trip was to attend to USAR sponsoring meeting. She said that the Chief only has to been there for one of the days. She said this particular trip "just happened to fall" on a week Jensen was going to be in Anaheim at Disneyland with his wife and children so he booked himself at the meeting. Micayla said that the number of days booked were much longer than what the meeting was held. Micayla said that he drove his UFA vehicle there and stayed at the Marriott booked through the conference rates. A day or two later, he moved to the more expensive Hilton. Upon returning, Jensen told Micayla that his wife found the Marriott to be "disgusting" and wanted to change hotels.

Micayla said that once the audit began, Jensen told Micayla they had stayed longer because they had been visiting fire stations. Jensen told her that he had driven down on Saturday and visited fire stations. Then prior to the USAR meeting, he had meetings with other fire chiefs, attended the USAR meetings, then visited more fire stations after the USAR meetings. She said this had never come up prior to the audit taking place. I asked if she believed this explanation and she immediately said "no". Micayla said that she believes Jensen went a day earlier than Scott and was charged for an extra day of hotel because he had canceled the booking and moved hotels without proper notice.

Micayla said that Jensen had told the Board that Micayla had made a mistake in booking the trip for eight days, so he felt that because it had been booked for eight days he needed to go for eight days. However, Micayla said that Scott had provided her with the flyer for the conference, asking her to book the travel for them. She said that Scott had actually written the dates on the flyer that they wanted to attend for and that was what she booked. She thought the explanation Jensen gave was bad because if she had not booked it as asked then they could have just modified it. (I have since confirmed that the flyer provided to me does contain Scott's handwriting with the dates, November 29th through December 7th). Micayla said that she would book the travel for Jensen or Scott based on what they told her. She said she was uncomfortable with the booking of this trip, knowing the meeting was only one day and she was booking a weeks worth of travel.



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Micayla said that she didn't recall a report back to command staff on any meetings with Orange County Fire after the Anaheim trip. She said that often in command staff, Jensen would report on meetings he had been to and visits that had been made. She didn't recall them ever mentioning touring fire stations on this trip until the audit started.

Dallas Trip

- We discussed the Dallas FRI Conference trip, which showed Scott to have booked travel for a few days prior to the conference. Micayla said that she didn't recall any explanation for extra days Scott had given her regarding this trip. Micayla said that she recalled Jensen taking his son to Dallas while traveling for work and attending a Dallas Cowboys game (The Dallas Cowboys played a home, preseason game the evening of August 16th). She did say that she always heard Scott or Jensen make comments about going early to see baseball games. She said that he would also make general comments that he would go early to "network" with area chiefs. Micayla said that Scott almost always traveled with a family member, often one of his sons or daughters.

Washington D.C.

- Micayla told me about a USAR Conference, Washington D.C. trip in 2012 where Scott had taken his family and had talked about doing some sightseeing with his family while there. Micayla said she didn't recall Scott ever saying anything to her about going to the Fire Academy for a few days after the conference. She doubted that this took place.

Policy

- Micayla said the travel policy was modified a number of times over the past few years. She said it was thought that the policy was being modified to allow or justify what they were doing. When Arriann or Shirley pointed out that the policy was getting too loose, Jensen would tell them that he was the Chief and needed the ability to modify policy to address needs. She said when the audit began, Jensen and Scott became worried and changed the policy to back to being a little more restrictive.

Ryan Perry

- Micayla said that Ryan Perry traveled with Jensen. She said that UFA would often pay for this and Perry was not an UFA employee. She said that sometimes Perry would travel for things that appeared to be UFSA related, such as the Phoenix trip, but others he just went because Jensen wanted him there. Micayla said Perry didn't travel often, maybe four or five times with Jensen.

Incentive Awards

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Micayla said that when they pulled the incentive award information, she found that Chief Berry, the Chief prior to Jensen, had received what she remembered to be two incentive awards for work he had done for the district. She believed these were for \$1,000 each, for a total of \$2,000.

Jensen had always stated that the incentive awards was a process "the Board" had established to pay them for their work for the district. Micayla said she had noticed them grow exponentially over the years. She said that the first few years, the awards were recognized in command staff but then in stopped for those four employees. She said that she noticed Scott writing up the awards and that she would see him bring them in to Jensen to sign. Micayla said that the awards for others would be put in their personnel file. She said the process was different than what was used for others.

When the issue came up with the Board and auditor, Jensen asked Micayla to gather all of the awards. Micayla said she couldn't find them in any of their personnel files. She eventually tracked them down in Shirley Perkins' locked filing cabinet. She said that Jensen was upset and surprised they weren't in their personnel files and asked for them to be put there. Shirley just stated that she was just going to keep them with her.

Micayla said that the district work, particularly Jensen and Scott, put in was "minimal". She estimated Perkins and Hendricksen putting in around 5 hours per week. She said the others were there "mostly for signatures". They also attended a meeting related to building. She estimated their work to be 10 hours per month, "if that". She said that most, if not all, of the district work was during the regular working hours they were at work as Chief and Deputy Chief.

Micayla said that the incentives were never signed in a board meeting, but that Scott and Perry would go to lunch with the board chair or, in Seghini's case, go to her office to get the incentive awards signed. She never saw discussions in board meetings regarding incentive awards or paying UFA employees for district work.

Micayla said that, over the years, she didn't see Jensen and Scott's work on the district increase much at all.

Micayla said that Jensen would give different versions of who had given approval for the incentive awards. She said that they would say Mayor Corroon approved them, then said Randy Horiuchi had approved them.

Special Privileges

- She recalled Jensen wanting the special EMT class for the 2011 class. She said that Jensen never mentioned his son specifically, but stated that there were some on the list that needed their certification. He initially wanted them to drop the requirement altogether but was told they couldn't so he ordered the special EMT class. Jensen wanted the testing process done quickly so they could be hired prior to the retirement changing. He felt this would help with keeping employees.

P-Card Use

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Micayla said that she would reconcile Jensen and Scott's p-card logs and noticed that, particularly Scott, used his p-card freely. She said that he became very worried when the audit began and stopped using it.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 29

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/LAYNE HILTON**

Related date/time: **Jun-07-2017 (Wed.) 1629**

On June 6, 2017, I met with Layne Hilton, UFA Captain, at the UFA EOC. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Hilton has been employed with UFA for 22 years. He has been a Captain since 2006 and has been working as the Medical Training Officer for UFA since 2010. He is over training, certification, new hire training for the department.

Special Privileges

We discussed the 2011 hiring class referred to as the "Legacy Hire". This class included Ryan Jensen (Chief Jensen's son) and Mike Sutton (Chief Jensen's brother-in-law).

Hilton said that around May 25, 2011, Ross Fowlks, who was his supervisor, told him that they would be holding a 3 week EMT class. Hilton said this was "unheard of" and the department had never done this before nor have they since. He outlined a number of logistical reasons why this type of class was not ideal. He said that they didn't have enough time to put it out to others who may want to attend.

Hilton was told that this would be their main focus over the following weeks, which he protested but was ordered, so they put the class on. Fowlks told them Chief Jensen wanted them to hold the class. Everyone knew that they were doing this to get Ryan Jensen and Mike Sutton hired prior to the retirement changing. He said no one ever said this was the reason but that it was obvious to everyone. He said this was not a scheduled or planned school and they had the schools planned out a year in advance.

Hilton ran the day to day instruction of the class, along with Jeff Cunningham and Steve Ball. He said that guys had to use overtime pay to run the class because it wasn't planned, which was an added expense to the department.

Hilton said the class costs money of the participants, but family members of UFA employees receive a 25% discount. The spreadsheet showed Mike Sutton paying \$700, which was the cost with the 25% discount. Ryan Jensen paid \$475 for the class, which was a lower rate than what they charges anyone else.

Hilton said that it was unusual for someone to get hired right out of high school. He also said that, running a class this short, participants can't miss class time. Hilton said that, on two occasions, Chief Jensen had approved Ryan to miss class to attend his high school graduation and attend a baseball banquet.



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Hilton said that the typical final testing written and practical would be administered by the state. Hilton said that usually the class administrators, Jeff Cunningham, would make that arrangement. He said that Fowlks made those arrangements and a special testing was done to get it done in time. He said that they all recognized they were doing it for Ryan Jensen. They expressed these concerns with Fowlks and were told "if Badge 1 wants to do it we're doing it". This was referring to Chief Jensen.

Hilton was not aware of whether scores were changed during the hiring process for this particular class.

Other Privileges

- Hilton outlined a couple of instances where scores were changed for applicants. This involved Ross Fowlks and Greg Reynolds. Fowlks was running the paramedic testing and Reynolds was running the EMT testing. Ben Andrus, Fowlks' son-in-law was going through the EMT class and Reynolds had a friend going through the paramedic class. Andrus was struggling so according to what Fowlks told Hilton, Fowlks went to Reynolds and established a "quid pro quo", where he would change scores for Reynolds' friend if Reynolds would change scores for Andrus. Reynolds friend had done very poorly. Fowlks told Hilton to change the score so Andrus' score would be changed. Hilton said he was ordered to do this and he told Fowlks he wouldn't. Fowlks then went to Steve Ball and ordered him to and Ball wouldn't. Later, Fowlks came back to them and said he had changed the score.

Hilton said he was also sitting in an oral board which included Marlon Jones and Mike Kelsey, interviewing Marty Slack's child, David Slack. Hilton said that Slack was doing very poorly in the interview and they scored him low. Both Jones and Kelsey disregarded it and said ultimately "Badge 1" would make the final decision and alluded to the fact the scores would be ignored. Slack was hired.

Other

- Hilton said that Jensen and Scott would often golf on duty because "that's where they did business". He said that Fowlks would golf with them and sometimes order Hilton or Ball to go. Hilton never did but Ball went once, coming back and saying that he wasn't going again. Hilton said that many firefighters within the agency would go golfing with Jensen and Scott while on-duty.

Hilton provided me with some documentation related to the "special EMT class". These were added to the case file.

Nothing further.



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Narrative Text Report # 30

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/ERIK SANDSTROM**

Related date/time: **Jun-08-2017 (Thu.) 1523**

On June 8, 2017, I met with Erik Sandstrom, former assistant chief with UFA. We met at the AG's Office College Drive location. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Sandstrom was employed as a firefighter with Salt Lake County/UFA form 25 years. He served as an assistant chief for about nine years. He retired on May 1st of this year.

Culture

- Sandstrom said he has known Jensen and Scott for many years. He interacted with both of them on a close level socially and professionally. As time went on, he said his interaction with them began to be less often. Sandstrom said Scott could sometimes be a "bully" to get things he wanted. He said Scott would raise his voice, "cuss", and "intimidate" others.

Sandstrom said Jensen and Scott "shmoozed" Roy Tingey, as chairman of the Board, to get things from him. He said that before Tingey passed away, Tingey got to the point where he would call Jensen and Scott and ask them to take him (Tingey) to lunch. Sandstrom said Jensen and Scott used influence to get what they wanted. He said Jensen was a "politician" and used those skills to get things he needed.

Sandstrom said that there "wasn't a chance in hell" that he could have gone to Board members with problems if he saw Jensen and Scott doing something wrong. He said that they both had relationships with the Board members and if you went to a Board member around Jensen and Scott he "wouldn't have a job Monday morning". He said that if you "crossed" them you were "screwed". He said they "ruled" with an "iron fist" and he had seen them publicly yell at others, using vulgarity, and transfer them if they did something to make them angry. On numerous occasions, Sandstrom heard Jensen said that if someone did something wrong he (Jensen) would "crucify" them.

Sandstrom said that as things were coming out and Jensen was possibly going to lose his job, Jensen told Sandstrom that people better be careful and "I built this place brick by brick and I can tear it down", speaking of UFA.

Sandstrom said that early on, beginning with Chief Berry, they would leave work early a couple of times per month and go golfing. He said that he didn't recall this being a regular thing.

Incentive Awards

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Sandstrom first heard about the incentive awards being paid to Jensen and Scott a few years ago. He believes the first time he heard about them were related to awards around \$20,000. He said that he was surprised and thought it was "unreal". It made him upset but he said he knew he couldn't approach them about it. He didn't know about Perkins and Hendrickson receiving the incentive awards until the following year.

Sandstrom related being present at the meeting where Mike Uliberry asked Jensen and Scott if they received "bonuses". Sandstrom said Jensen and Scott went "beet red" and got angry, saying they don't get bonuses. Sandstrom said it was all "semantics".

Sandstrom related the general process, where incentive awards were discussed in Command Staff. He said that occasionally, if someone on his level received an incentive award, Scott would just tell him "you received an incentive award". Sandstrom said that the award was added to his paycheck and not be given as a separate check.

(While walking out after turning off the recording device, Sandstrom told me about a conversation he and Scott had regarding extra pay to individuals for work done for UFSA. Sandstrom said that he and Scott worked together many years ago before Scott became a Deputy Chief. He said that Steve Allred, the CFO at the time, was asking for additional pay for work he did for UFSA. Scott expressed his opinion that he was disgusted with Allred for wanting this and that the UFSA work was just part of his job. When Sandstrom learned about Scott later receiving large incentives for the same thing, Sandstrom became upset).

Travel

Sandstrom said that he may have traveled to similar conferences as Jensen and Scott around ten times. He said that he rarely flew with them but would meet them there. He said that he couldn't recall many circumstances where they did things he thought weren't right.

Sandstrom attended the 2013 Anaheim trip to the USAR Conference cited in the audit. Sandstrom recalled flying down to the area with his wife one day prior to the conference. He said that they attended the first day of the conference, which was the required sponsoring agency meeting. He thought he saw them at the meetings the second day of the conference. Sandstrom said he didn't see or talk to them after the conference. Sandstrom said that neither had mentioned holding any meetings with chiefs or visiting other department before or after the conference. Sandstrom said that if that had taken place, he believes they would have likely mentioned this to him. He said when the auditor's began looking into things, Jensen and Scott said they had visited stations to look at the architecture. Sandstrom said that he could have believed that but suspects these would have been organized visits, not something they would have extended a trip a number of days for.

Jensen and Scott said they visited these stations "incognito", not as fire chief's. Sandstrom said that this was not something they would have done, but would visit as Chief of UFA or County Councilman.

Sandstrom didn't recall a trip to Atlanta where he was forced to go golfing or go to a movie with Jensen or Scott.



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Sandstrom recalled a trip to Denver both he and Scott attended. They both took their families. Sandstrom drove his personal vehicle and Scott drove his UFA vehicle. Sandstrom said that both of their families spent time together while they were at the conference, but Scott took a day or two longer to get home. He doesn't know what they did.

Related to the Phoenix trip, Sandstrom said Zwick called him to arrange the trip. Sandstrom said he passed that information on to someone else and he didn't attend the trip. Sandstrom said he doesn't know what happened on the trip. He said that there was some talk about neat stations that had been visited.

Meals

Sandstrom said that on the night of Jensen's reelection, he and his wife went to Jensen's hotel room to congratulate him on his win. He said that he recalled them telling him that they were going to dinner at the restaurant or that they already had. Sandstrom didn't go and didn't know that the meal had been purchased using a UFA p-card. Sandstrom said "that was not a UFA meal, it was a celebratory meal". He was bothered that UFA had paid for it and said "it was wrong".

Special Privileges

Sandstrom said that he recalled the EMT class being held for the 2011 hiring class. He said that the way the class was put together was out of the norm and everyone recognized that it was being done differently to get Ryan Jensen and other family members certified. He didn't have any further knowledge because he wasn't part of the hiring process.

Sandstrom denied having any knowledge related to allegations of anyone changing or hiring scores for any family members of UFA employees throughout the years.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 31

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/TOM POLLARD**

Related date/time: **Jun-09-2017 (Fri.) 757**

On June 8, 2017, I met with Alta Mayor Tom Pollard at the AG's Office, College Drive location. Most of the interview was audio-recorded. Towards the end of the interview my audio-recorder ran out of space. The rest of the interview is documented from my notes. The audio-recording was added to the case file.

Pollard has been mayor of Alta for 12 years and has been a member of the UFA Board for that entire time. He said that he served as vice-chair for two years and chairman of the Board for two years. Pollard had signed a number of the incentive awards for Jensen.

Culture and Relationships

Pollard said that he felt that there had been a good relationship between Board members and Jensen. He said that Jensen would make himself available if needed. They didn't have as much of a relationship with Scott. Pollard said that, until the audit came out, he felt that UFA had been a well-run organization. His opinion has changed since reviewing the audit and realizing that there were problems within UFA. Pollard said he had occasionally engaged with members of command staff on a social level. He said that Board members didn't really challenge Jensen much and that they trusted him. He said there were unanimous consensus votes on most everything they discussed.

Pollard said that he felt that Jensen's position on the County Council and as chief were a benefit and didn't create a conflict. He said that this never effected him or his opinions, but recognized that others on the Board had expressed that this was a concern for them.

Incentive Awards

Pollard said that he never recalled discussing incentive awards in a Board meeting. Pollard said that he first signed incentive awards when contacted by Jensen. Jensen contacted him, as chair of the Board, and asked to meet to have him sign something. They met at the Starbuck's near Old Mill Golf Course. Jensen presented Pollard with incentive awards for himself. He explained that they were to pay the Chief for work he was doing on behalf of the district or for UFA. Jensen said that they had been approved and brought over as an ongoing policy from Salt Lake County. Pollard's impression was that there was actual policy not just to address incentive awards broadly, but a policy that specifically addressed them related to the chief and his compensation for extra work. Pollard said that, as a part-time mayor, he just trusted Jensen's word and signed the awards. Most of the awards Pollard signed were for extra work as UFA, not for UFSA work.



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We looked at the awards signed by Pollard, which were primarily in 2013-2014. He said that the date on the award would have been the date he signed them. The awards Pollard signed were a number of \$1,000 awards. In hindsight, he views the incentive awards as compensation for the employees but says that, as he was signing them, he wasn't thinking of the wording of the employee agreements for Jensen and Scott as any compensation changes being approved by the Board.

Pollard said that as time went on and things began to come out, his opinion changed and he felt that many of the awards he signed were for things that Pollard feels should have just been part of Jensen's job as fire chief. Pollard said that he met with Jensen in private as things were coming out and Jensen argued that they were getting a discount, that if he didn't do the work for UFSA at the amount he was getting paid for it, then UFSA would have to hire someone else to do it and it would cost them more.

Pollard said that he doesn't feel that there was deceit, so long as it was true that there was a policy that governed this excess compensation. He doesn't recall ever seeing a copy of the text of the reference policy. Pollard said that when he was signing the awards and they were around \$7,000. He said that if they had brought to him the larger incentive awards that they were receiving in later years, he would have questioned their legitimacy. He only found out about the larger incentive awards when things started coming out. He said that he had a problem with this.

****The recording ended at this time****

Pollard said that there was never a line item on the budget for incentive awards and the budget report the Board received each year with Jensen was only a 2-3 page summary. He said that now the budget report they receive is 128 pages. He felt that things were not transparent with Jensen and that if the incentive awards that were being paid out to Jensen and Scott would have come out to the Board in open session they would have been "severely questioned" and something would have changed. He feels that Jensen probably knew this was the case. Pollard reiterated that he didn't bring it up with the Board or question what he was signing much because he trusted in what Jensen was telling him about the awards.

Nothing further.

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Narrative Text Report # 32

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **ADDITIONAL INFO/BERRY/REIMBURS**

Related date/time: **Jun-09-2017 (Fri.) 900**

On June 9, 2017, I received two emails from Micayla Dinkel containing further information.

Chief Berry Incentive Awards

UFA has record that Chief Don Berry received the following incentive awards:

- 08/15/08, \$1,000 award for "work as a liaison to all the UFA members" and "all the extra efforts and long hours that is necessary for the UFA's success with its member cities". Signed by UFA Chair Wall. (paid on 09/05/08 payroll).
- 12/02/08, \$1,000 award for "work on the Bonding for acquisition and building of additional fire stations". Also, "for all of the extra efforts and long hours associated with the rating agencies and bond preparation". Signed by UFA Chair of Vice-Chair Roy Tingey.
- 12/02/08, \$1,000 award for "work on the construction, acquisition and building of additional fire stations" and "for all the extra efforts and long hours associated with the construction process". Signed by Chair or Vice-Chair Roy Tingey.
- 12/02/08, \$1,000 award for "work on the transition of the day-to-day administration of the Salt Lake Valley Fire Service Area from Salt Lake County to the Unified Fire Authority". Signed by District Chair of Vice-Chair Tingey.
- 12/02/08, \$1,000 award for "work on the 2008 Tax Revenue Anticipation Notes of \$15.3 million for the Salt Lake Valley Fire Service Area and the extra efforts and long hours associated with that project". Signed by District Chair or Vice-Chair Tingey.
- They also sent me and email citing \$2,000 more in incentives dated 10/05/08, which they don't have any additional details on.

Reimbursement of Expenses

Records indicate Scott reimbursed UFA, either by check or payroll deduction, for the following expenses:

- 02/20/16, reimbursement for \$35.54 for "Denver CO Nov 2014 travel". (This is noted on his travel records for a 2015 Denver trip).



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- 05/05/15, \$277.65 reimbursement to UFA for "personal pcard purchase". (This corresponds with Scott April 2015 p-card transaction log showing a p-card purchase for a St. George Fairfield Inn Hotel stay in the amount of \$277.65).
- 12/22/10, \$17.39 reimbursement to UFA for travel & transportation
- 03/01/11, \$94.00 reimbursement to UFA for travel & transportation
- 10/13/11, \$30.00 reimbursement to UFA for travel & transportation, "New York NY Aug 2011"
- 10/13/11, \$30.00 reimbursement to UFA for travel & transportation, "New York NY Aug 2011" (These are noted on the travel records).

Records indicate Jensen reimbursed UFA, either by check or payroll deduction, for the following expenses:

- 09/20/12, reimbursement of \$60.14 for "Denver CO Aug 2012 travel". (This corresponds with a notation on the hotel receipt for Jensen citing "food" in the amount of \$60.14).

Nothing further.

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Follow Up Report # AG 1

Narrative Text Report # 33

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/JOANN SEGhini**

Related date/time: **Jun-09-2017 (Fri.) 1358**

On June 9, 2017, I met with Midvale City Mayor, JoAnn Seghini, at her office at the Midvale City Hall. Midvale City Manager Kane Loader and City Attorney Lisa Garner also met with us. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Seghini has been mayor of Midvale City for 20 years. They became part of UFA and UFSA in 2011 and she has sat on the Board since that time. Seghini served as Vice-Chair and Chair of UFSA.

Seghini said that when she was vice-chair, she was approached by Jensen, who presented her with one of the incentive awards, and explained that the document was for work that had been done for UFSA. Seghini said that, not reading them thoroughly, she believed them to be for expenditures UFA was making on behalf of UFSA. She said that she never knew that she was signing a document awarding anyone personal bonuses or incentives. Seghini said that she was unaware awards were being given to others for the same work.

Seghini said that she never recalled discussions in board meetings or committee meetings related to reimbursing UFA for UFSA work or incentive awards.

Loader told me that he had received a phone call from Mayor Cullimore, who asked him about the incentive awards. Loader told him he didn't know about them and Cullimore pointed out that Seghini had signed some of the awards. Loader went into Seghini's office and asked her about the incentive awards. She explained that she didn't know what he was talking about.

Loader said that he immediately called Jensen and questioned him. Jensen and Scott immediately came and met with Loader and Seghini. Seghini said that Jensen and Scott explained that at the beginning of UFA, UFSA used other individuals to do work for UFSA but those people were raising the rates so they (Jensen) offered UFA employees to do the work to save UFSA money and that they used the incentive pay to pay those who did the work.

Loader said that Jensen and Scott told them they had kept separate hours and had documentation showing the overtime they had done to justify the awards. Scott told Loader they had explained, in detail, the purposes of the awards to Seghini. Seghini denies this, saying they didn't explain it and she wasn't aware she was signing incentive awards.

I showed Seghini the incentive awards she had signed. Seghini stated that she signed them but didn't recognize them as being incentive awards. She said that she believed she was asked to sign them right after meetings, that it was done very quickly, and was likely added to other documents, shielding what she was actually signing. She said she didn't recognize the front page of the incentive awards with the large breakdown and believes they may



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have only shown her the second page and had her sign it. Seghini also said she didn't notice the increase in the incentives, as she would only sign them one time per year Seghini said that she trusted Jensen.

I asked Seghini about the wording on the form calling them "incentives" on the first two she signed. The third she signed, the wording was changed to "compensation". Seghini said she didn't ask for that change and doesn't know why it was changed.

Seghini said that she never thought to report any of it to the board because it was done with very little explanation. She said that, in hindsight, the board would have definitely wanted to know about the incentive awards as the amounts grew and would not have approved of the way it was going.

Seghini and Loader said that neither Jensen nor Scott explained that the demands of the UFSA had increased enough to justify the raise in the awards.

I asked Seghini about the board ratifying the incentives. She couldn't recall the exact reasoning for her voting in favor of the ratification. She said that she believes the vote was taken before everyone understood what was going on and said, knowing what she knows not, she wouldn't vote to ratify them.

Loader said there was very little oversight by the board and that things got out of hand because of this. He believed that Jensen and Scott took advantage of Seghini because of the trust she gave them.

Nothing further.



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Narrative Text Report # 34

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/J. CUNNINGHAM**

Related date/time: **Jun-13-2017 (Tue.) 1027**

On June 13, 2017, I met with UFA Captain Jeff Cunningham at the AG's Office College Drive location. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Cunningham has been employed by UFA for 20 years. He has been a Captain since 2010 and from 2010 through 2013, he was the training captain over the EMT school.

Cunningham was the course coordinator for the May 2011 EMT course, which included Ryan Jensen and Mike Sutton. Cunningham said that they usually held EMT courses in the spring, fall, and winter. Usually one in January, one in March, and one in November. He said that they wouldn't typically hold an EMT course in the summer because it was difficult to get instructors, as many of them were vacationing during the summer.

Cunningham said the 2011 EMT was unusual, as it was held in the early summer. He said that the request was also made to hold the course full-time to get it completed under the deadline they were given. He said that they had never ran a full-time course before or after this particular course. He said that they usually held the course two nights per week and on Saturday's. He said that they were also asked to do it on fairly short notice and it was difficult to organize and coordinate. Cunningham said that there was some pushback from the individuals asked to run the class, including him. His concern was that there was a lot of information to be presented and gained and he felt that it would be too short a time to make the class effective. He also said that the workload on the instructors would be large and he said that it was difficult to run.

Cunningham said that Chief Fowlks told them they were going to run a full-time course to get them eligible to test for hiring, as EMT was required for testing and hiring at the time. He didn't recall there ever being a mention of Jensen's family members, but all who ran the course felt that this was the reason, as this was out of the normal process they were used to.

Cunningham said that he wasn't a part of setting up the practical test ran by the State for this class, but remembered that there were some difficulties with the test and said Captain Hilton would know more about it.

Nothing further.



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Narrative Text Report # 35

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/ZWICK**

Related date/time: **Jun-20-2017 (Tue.) 1325**

On June 20, 2017, I made telephone contact with Ryan Hill from Zwick Construction. Ryan arranged and attended the trip to Phoenix with Jensen, Scott, Perry, Kelsey, and Jones in 2013. The discussion was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Hill said that an architecture company out of Phoenix, Perlman Architects, wanted to work with UFA. Kenneth Powers was the contact with Perlman who met with UFA. Perlman wanted to show them some of their stations in Arizona. Hill said he arranged a meeting between UFA and Perlman, arranging the March 2013 trip. Hill said that he offered Zwick to pay for flights and lodging for UFA but Jensen and Scott refused. Hill said that he had not done much work with government and realizes paying for them was "a big no-no".

Hill flew to Phoenix Tuesday morning and met the UFA employees, including Jensen and Scott, at their hotel. They went to breakfast, which Zwick paid for. They then went to a baseball game, which Zwick also paid for.

The meeting with Perlman was set for Wednesday. They met around 8-830 am. Hill said that they toured about 7 stations, which took all day. They went to a Mexican restaurant, which Zwick paid for, and ended the day around 10 pm.

Hill said that on Thursday he was scheduled to fly out around 1 pm. Hill offered to take them all golfing Thursday morning but Jensen and Scott turned it down, saying their wives were coming into town and that they were going to go see more baseball games. Hill and the architect took Kelsey and Jones golfing, which Zwick paid for. Hill said that Kelsey had told him that they met with the architect again Thursday afternoon, after golfing.

Hill said that Kelsey and Jones drove down to Kelsey's condo in Mesquite, where they stayed the night. They then drove to the hotel to meet with the rest on Tuesday morning. Hill believes Kelsey and Jones drove home later Thursday night. Hill said that a couple of months ago, both Kelsey and Scott brought Zwick checks to reimburse them for the expenses Zwick incurred on their behalf.

Hill said that he was not aware of any other work Jensen and Scott were going to do for the remainder of the week. He said that the Tuesday game was a "business meeting", Wednesday was all business, and Thursday golf was a "business meeting", as they talked about business while on the golf course. He doesn't know what Jensen and Scott did after Wednesday.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 36

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/PERLMAN ARCHITECTS**

Related date/time: **Jun-21-2017 (Wed.) 1537**

On June 20, 2017, I called Kenneth Powers with Perlman Architects of Arizona, out of Phoenix, Arizona. He was not in but I left a voice mail message requesting a phone call back. A short time later he called me back. The discussion was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Powers is a Principal with Perlman Architects. Ryan Hill with Zwick had stated that Powers represented Perlman during the UFA visit to Phoenix in March of 2013.

I explained the reason for my call. Powers confirmed that he did meet with Jensen and Scott in March of 2013. He said that his company had done work with Zwick in the past. Zwick contacted Perlman and stated they were interested in touring stations to try to build a relationship as a "design-build team".

Powers said that Zwick introduced him to UFA and arranged a trip to Phoenix to tour some of the stations Perlman had designed in the past. Powers said that he put together an all day tour and toured about a half a dozen stations, introducing them to chiefs. Powers said that his interaction with UFA was only one day. He said that his commercial director, Gerald Adams, also spent the day with them. Both Powers and Adams denied golfing with UFA or Zwick or meeting with them the following day. He said that his companies interaction with UFA only involved the one day they toured the different stations. Powers said that only he and Adams had contact with UFA, and that it was primarily him.

Powers provided me with an itinerary he had put together for the tour. The itinerary is dated Wednesday, March 6, 2013 and shows the participants to be "United (sic) Fire Authority, Zwick Construction & Perlman Architects".

The itinerary shows them meeting at the hotel at 8:30 AM and shows them visiting 6 stations, finishing up at 5:45 PM. The itinerary shows dinner but Powers believes he did not eat dinner with them.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 37

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/ROSS FOWLKS**

Related date/time: **Jun-22-2017 (Thu.) 1454**

On June 22, 2017, I met with UFA Battalion Chief Ross Fowlks at the AG's Office College Drive location. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Fowlks has been employed by UFA for 27 years. He was promoted to Battalion Chief in 2009.

Culture

Fowlks had originally been friends with Jensen and Scott. He said that the culture was that Jensen and Scott could "ruin" what you had been doing if they didn't like you. He said that he and Scott were golfing on one occasion and Scott mentioned that UFA wouldn't exist without Jensen. Fowlks told him that they were all dispensable and things would go on. He said after that, Jensen and Scott treated him differently and he felt that he had become a threat to them.

Fowlks was transferred from his position, without notice, because Jensen and Scott were upset with him. When Scott transferred him he was told that he was lucky to have a job. He said that they would often shuffle people around, sending them to "outer darkness" if they didn't like you.

Special Privileges

Fowlks was the Battalion Chief over EMS, overseeing the EMT class held in 2011. He said that Jensen approached him in early May. Fowlks said that the retirement system was going to change and it was apparent that a "certain few" needed their certification prior to the retirement change. Jensen told him that they wanted to hire people before July and needed the class passed by then. Fowlks said that they couldn't hold the class for specific people, but needed to put the class out to the public to fill the class, which they did. Jensen just wanted the class done by July. Fowlks knew that Jensen had family members on the hiring list.

Fowlks said that he didn't have a problem holding the class, so long as the curriculum could be followed and things could be done appropriately. He confirmed with the state that they could hold the class. Fowlks said that so long as the hours are covered and the test are passed, it didn't matter how many days they took.

Fowlks said that Salt Lake County had held a three week class in the past but UFA had not held this type of class before or since this one class. The class was not a regularly scheduled class and he only had a couple of weeks to get the class put together. He said the class was not typical and they all felt that the class was ordered to get Jensen's family members eligible for hire prior to the retirement change. Fowlks said the class was "rushed" because he was "pressured into it" and "forced to rush it".



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Fowlks said that he was on the oral boards for Ryan Jensen. He said that Mike Kelsey had said, prior to the interviewing, that Ryan was Jensen's son and "insinuated" that he was going to be hired regardless of how they scored him. Fowlks said Ryan interviewed well and earned good scores.

Fowlks said that on one occasion, he adjusted oral board scores for a friend of another firefighter for that firefighter to adjust scores for Fowlks' son-in-law.

Fowlks also said that he had, on occasion, golfed with Jensen and Scott during work hours. He said that occasionally vendors would call him (Fowlks) and say they wanted to take Jensen golfing so Fowlks would arrange it. He said that the vendor would usually pay and that he recognized this was not right. Fowlks also said that there were times where Jensen and Scott would go golfing with other UFA employees during work hours and call them "meetings" to justify it.

Nothing further.



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Narrative Text Report # 38

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/KARL HENDRICKSON**

Related date/time: **Jul-05-2017 (Wed.) 1414**

On July 5, 2017, I made telephone contact with Karl Hendrickson to set up a possible interview with him. He advised me that he has retained legal counsel related to this issue and provided me with his attorney's name and phone number. His attorney is Thomas Peters (801-322-2002). I made telephone contact with Peters, who was out of the office. He requested that I send him my contact information via email and stated he would contact me next week. I sent him my information.

On July 11, 2017, I spoke with Thomas Peters by telephone. He asked for me to send him a document outlining the items I am interested in speaking with Hendrickson about and they would discuss whether they would have him come speak with me.

On July 27, 2017, Peters confirmed that he and Hendrickson would meet with me on August 8, 2017.

On August 8, 2017, SA S. Sperry and I met with Hendrickson and Peters at Peters' office, located at 7430 Creek Road in Sandy, Utah. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Hendrickson worked as the Chief Civil Deputy in the Salt Lake County District Attorney's Office until 2005. In 2006, he was brought on as legal council for the Salt Lake County Council. In January of 2010, Hendrickson was appointed as CLO for both UFA and UFSA. He said that this appointment by the Board came at the recommendation of Jensen.

Hendrickson said that, prior to his appointment, he met with Jensen and Ryan Perry in Sugarhouse. They discussed the position and compensation. Jensen showed Hendrickson what the prior CLO had made, including salary, car allowance, and about two-thirds of the way through, Jensen said that Hendrickson would also have to do work for the District. He told Hendrickson that he would be compensated for the work, that they were using incentives, and they were low but they were "trying to get them up". Hendrickson said that he trusted Jensen that he was getting a good faith representation of the incentives and how things were going to work. Hendrickson said Jensen did not explain how these incentives were going to be paid and from which entity they would be paid.

Hendrickson said that his obligations were to UFA and that he was approved by both the UFA and UFSA Boards, but that his understanding was that he was appointed by the Chief through advice and consent. This was why he had his employment agreement with the Chief, not the Board. He said that, operationally, he answered to Scott on a daily basis but didn't see either Jensen or Scott much because they were generally not in the office. He said that he had a "dotted line" to the UFA Board, where he was obligated to report anything of legal concern.

Hendrickson said the he was going both UFA and UFSA work throughout the day. He said that the work was intermingled and that he just did what needed to be done throughout the day to get things done. He said that there



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were times that he would work on the weekend or at night to get the work done. Hendrickson said that he started keeping track of time in 2010 but that it didn't seem productive because the time he was spending was bearing no relationship to the compensation he was being paid. He said that he was being paid less than what he would have billed for.

Hendrickson said that they would account for the work. He said that, beginning in 2012, at the beginning of each year, Scott would come to him and ask what major projects Hendrickson had done for UFSA for the prior year. He would give those to Scott. He believes Scott would use these in his analysis for what compensation they were going to ask for. His understanding was that Scott would take this to the Board Chair to discuss adequate compensation. Hendrickson said he learned in 2013 or 2014 that the Chief viewed the management team as a team and that they should be compensated equally for the work they did. So whatever was approved by the Board Chair was the template for the rest of the compensation.

Hendrickson said that he had a series of conversations with Scott and, later, Joel Richards. Scott told Hendrickson that when work came to the UFSA, Allred and Perkins wanted an additional \$40,000 per year to do the UFSA work, as they had not originally been hired by UFSA. Hendrickson was told that Mayor Corroon was not comfortable with that arrangement and wanted to pay them for specific projects they had done each year.

Hendrickson said his understanding was that the decision to use the incentives to compensate for the work was largely made by the Chair of the UFSA Board. Hendrickson said he was unaware of how involved the Board was in making this decision. The feeling was that the decision was "punted" and was never really addressed by the Board in the early years.

Hendrickson said that he didn't remember discussions with Jensen about the history until later on but that Jensen's explanation was consistent with Scott's.

I asked Hendrickson about his employment agreement. We went off the record while Peters made a copy of the agreement. When we came back on the record we continued to discuss the employment agreement.

Hendrickson said that when he first went to work for UFA there were no employee agreements with the Board for the CFO and CLO. He said when Jensen renegotiated his contract in 2013, they wanted to memorialize some items that were coming to the exempt employees that had not been addressed by policy. He felt that the employment agreement with the Chief, rather than the board, was appropriate.

We looked at the paragraph in his employment agreement that addresses UFSA work. He said that he didn't discuss this much with Jensen, other than pointing it out. He said that he put it there because he viewed it as separate work with a separate entity and wanted to make it clear.

I asked Hendrickson if he ever had concerns with how he was being compensated for the district work. Hendrickson said that it wasn't being done in the most "transparent" way. He said that as the incentives became an issue, in 2013 or 2014, he looked at it further. He said that his understanding, after talking to Joel Richards, was that the Board Chair had always been approving the incentive awards. After reviewing Utah State Code



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17b-1-301, he determined that an officer of the board was able to have it delegated to them to set compensation. He concluded that the way they were doing it was legal. He felt that, even if it were bad policy, it wasn't his charge to report bad policy, but legal issues.

Hendrickson said that he relied somewhat on Allred, the previous CLO, that the process was legal, as it had been instituted prior to Hendrickson's time and because Allred was a very experienced attorney. Hendrickson said that none of the Board Chair's came to him with any concerns. Because of these issues, Hendrickson felt that the process was "legally sound".

Hendrickson said that his concerns were related to public policy and political risks, because it was not transparent, even though he felt it was legal. He discussed these concerns with Jensen and Scott. Hendrickson said they expressed concern with the process as well but basically concluded that they were "trapped in a system" by the process that had been set in place previously. They felt that "it was not a good system but it was the system that was set up".

Hendrickson said that Scott told him that Mayor Seghini didn't like the way they were being done, \$1,000 at a time, and felt that if they were compensation they should do it as compensation. Hendrickson said that he felt that this was why they were written differently after that.

Hendrickson said that no one ever spoke about keeping hours. He said that he works for other similar entities and that he was paid through billable hours, but doesn't recall discussing this with Jensen.

Hendrickson did not have a detailed knowledge of what Scott was doing for the District. He knew what Perkins was doing and mostly what Jensen was doing and felt that their payment for the work they were doing was justified.

Travel Policy

We spoke about some of the changes to the UFA policies, specifically the travel policy. He said that he recalls some of the changes, but not all specifically. He said that the parts of the policy that cites the Chief or Deputy Chief being able to override policy didn't have to do with them trying to cover anything they were doing, but that they involved issues that may come up with employees that were outside of policy. An example was that a group of employees rented a condo to stay in St. George for a conference instead of staying in a hotel. This was cheaper but against policy so they wanted to have flexibility to adjust as needed and wanted it to be done on the chief level.

2011 EMT Class

Hendrickson recalled the "Special" EMT class. He said that there were a "number" of high testing people on the list that needed the EMT certification and so they decided to hold the class. He said that he made sure they opened the class up to the public and they filled the class. When I pointed out that only two or three people in the



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class had been on the hire list, family members of Jensen. He expressed surprise and felt that there were more who were on the hire list that were in the class.

Hendrickson said he felt that the class "had a higher sense of sensitivity" because of the family members involved, but that it wasn't illegal to accelerate the EMT class.

Hendrickson said that he didn't feel that there were any times that Jensen or Scott misrepresented anything. Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 39

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/STEVEN ALLRED**

Related date/time: **Jul-11-2017 (Tue.) 840**

On July 7, 2017, I met with former UFA CLO, Steven Allred, at the AG's Office Murray office. The interview was audio-recorded and is summarized below. The audio recording is contained in the case file.

Prior to UFA's creation, Allred was approached and asked to provide legal services for UFA. In January of 2004, Allred submitted a proposal for his services. As part of that proposal, he stated he would work on a contract basis or under direct employment of UFA. Karl Hendrickson was on the selection committee, and Allred was hired as in-house counsel for UFA, working seven (7) days every two weeks. He was offered a salary of around \$75,000, which increased over the years to around \$100,000. Allred believes that the increased accounted for some of the extra work he was doing for the district. He provided me with a copy of his proposal for employment.

Prior to UFA's creation in July 2004, Allred provided some legal services by contract. He submitted a bill for his services to UFA from May 3, 2004 through June 30, 2004. This amounted to around \$16,500, which was paid to him by Salt Lake County. Allred provided me with a copy of this bill. Allred said he and Shirley Perkins were the main individuals who worked to get thing going and put together for UFA.

Allred said he retired around March of 2010. He said that he had initially decided to retire when Chief Don Berry retired. He said that Berry's retirement announcement came out of nowhere, which made Allred think that Berry had been forced out. Allred then announced his retirement, but rescinded it shortly after. He said that he believed he needed to stay for about 6 months through the transition of the new chief, Michael Jensen, because Allred felt "there needed to be an adult in the room".

Allred said that Jensen was promoted up very quickly, skipping many steps in the process. Allred said he had concerns with Jensen and believes there was a plan in place for Jensen's assumption of the Chief position. Allred said that about 6 months ago, he asked Berry if he had been forced out. Berry sighed and said "no, I had just had enough".

Allred said that, prior to Berry's retirement, Scott had come to Allred and was talked to him. During that conversation, Scott said "Anytime Michael wants to be chief, he'll be chief. The board will do whatever we want them to do". This comment concerned Allred and he reported it to Berry, who said he would take care of it.

Allred said most of what he saw in the audit report was not surprising. Allred said he didn't feel Jensen was prepared to be deputy chief, having only been a firefighter months before. Allred also said that whenever there were problems, Jensen and Scott seemed to always be in the middle of it. Prior to Jensen taking over as chief, Allred warned Mayor Cullimore that they would need to keep an eye on Jensen and Scott because they would cause problems. He said they were always pushing the limits, trying to see what they could get away with.



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Allred said that Shirley Perkins was a "picked on employee" and came to him with many of her problems. Allred said Perkins was a "stickler" on finances, which meant Jensen and Scott did not like her. Allred said Perkins called him before she left UFA and asked if he had any advice because she was being "forced out". He told her to go enjoy her retirement. Allred referred to Scott as Jensen's "hitman". Allred said that if you messed with Scott there would be problems. He said that Perkins would hold them to financial issues and got on Scott's bad side. Perkins always had a rule she wanted them to follow and Jensen and Scott didn't want to follow anyone else's rules.

He said that he knew Karl Hendrickson to be a responsible legal officer and was stunned that Perkins and Hendrickson were named as part of the problem in the audit report. He believes Hendrickson "sold out" and that Jensen "bought him".

Allred said that he was surprised to find out that the CLO and CFO were directly under the chief, not the Board. He said that when he worked there he answered directly to the Board, which was the appropriate arrangement for a CLO. He said that it was highly suspicious that towards the end, in the organizational chart, they answered to the chief. He felt this would insulate them from the Board.

Allred said that when the City Weekly articles broke on this topic, Hendrickson sent him a copy of the article. Allred noted the City Weekly article that ran July 6, 2016, which quotes Jensen as saying he had sought legal advice in 2007 from the UFA attorney (which was Allred) about whether the incentive payments needed to be disclosed to the UFA board. Jensen said the answer was no and is quoted as saying "I'll just say I followed the advice of my attorney, UFA's attorney at the time". Allred said this is a lie and this never happened. Allred said that if he were asked to render a legal opinion, which he wasn't, he would err on the side of "over reporting".

Incentive Awards

I asked Allred about the incentive awards and what discussions or arrangements were made for UFSA to pay UFA for services rendered. Allred said that he didn't recall any discussions for UFA resources to be used to pay for UFSA services.

Allred said that he had initially been hired to provide UFA legal services. He said UFSA was formed before UFA to give Salt Lake County the ability to use property tax to pay for the services. He said other cities later joined UFSA.

Allred said that he didn't recall doing any work for the district for the first several years. As they began building fire stations and purchasing apparatus, Allred became more involved. He said that, outside of UFA, he was providing private services for other cities, which had been approved by UFA administration.

Allred said that as he began doing more work for the district, he was spending more of his private time working on UFSA projects. He approached Mayor Peter Corroon and Chief Berry, saying he wasn't hired to do district work, but to do work for UFA. He said he wanted to be paid for district work. They asked him to submit a proposal, which he did. He submitted this proposal in August of 2008. He provided me with a copy.



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That proposal says that he was willing to cut back on some of his private practice hours to provide up to 20 hours per month of work for the district, so long as he was compensated his usual billing amount for those services, which was \$125 per hour. The proposal also notes that it was Allred's "understanding that there are likely to be UFA incentive awards provided regarding work already done for SLVSA under the auspices of UFA employment". It also states that the proposal "assumes that such awards will still be made and will be in addition to billings for prospective work" and that the awards did "not represent the billable value of that time spent or lost opportunity" to his private practice, but "represents a good faith effort by UFA to acknowledge the extra work done by a number of people". He also requested that he be a private practitioner for the district, not an employee. I later asked him about the paragraph referencing the incentives and he said he didn't have a specific recollection about it but that if he ever spoke with someone about receiving incentive awards it would have been Berry, Jensen, or Perkins.

Allred said that he didn't hear anything back from Corroon or Berry and, in June of 2009, he submitted a bill to them for the services he provided for the district. This bill requested a total amount paid to him in the amount of \$24,200. The bill was provided to me.

Allred said that Corroon and Berry came back to him and said that the district will pay the invoice for these services, which they did. He provided me with a 1099-MISC for showing this payment was made to him by Salt Lake Valley Fire Service Area. He was then told that, from that time moving forward, whatever work he did for the district was part of his employment package, covered in his salary, and that he could "basically take it or leave it". He was told that the reason he was paid for the billing he had provided up to that point was because he did the work under the assumption that it was extra work and that they hadn't denied it. But going forward they weren't going to pay him extra for the work.

Allred said that the district work eventually leveled off but that nothing else changed with regards to him being paid more for district work. He said that there may have been discussions for reimbursing the "top level" for all of the additional work they did for the district in 2008. He said that he didn't recall receiving any incentives but may have received incentives for the extra work in the amount of a couple of thousand dollars. Allred said that there were no changes to how he would be paid for district work and that there were no further conversations about it.

Nothing further.



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Narrative Text Report # 40

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/SHIRLEY PERKINS**

Related date/time: **Jul-11-2017 (Tue.) 840**

On July 11, 2017, SA M. Thompson and I went to the home of Shirley Perkins. I knocked on the door and a male who identified himself as "Roger", Shirley's husband, answered. He stated that Shirley was not at the residence. I gave him my business card and asked him to forward it to her. He said he would and that she would call me back.

She called me a short time later and arranged to come meet with me. Later that afternoon, Shirley and her husband, Roger, came to the AG's Murray Office. SA M. Thompson and I conducted an interview with Perkins. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Shirley said she was hired April 1, 2004 by Chief Don Berry. She was the first Chief Financial Officer for UFA. She said that the District was originally managed by Salt Lake County but was charging the District \$450,000 per year to provide administrative services for the District. In 2008, it was decided to move the District underneath the UFA umbrella because it was believed money could be saved by having UFA manage it.

Over time, the District work increased and there was discussion about how she and Steven Allred would be paid for the extra work they did for the District. She said that it was put off and they would "figure it out later".

As time went on, the work continued to increase so Jensen and Scott decided to pay them through incentives. However, Perkins said that "there was no methodology as to how they (Jensen and Scott) would give incentives to themselves". She said Jensen and Scott would go to a Board member and get an incentive award signed for Jensen, then they would give the same incentive to Perkins and Hendrickson.

Perkins said that, as the CFO, she did the majority of the work for the District, which included accounting, taxes, etc. Perkins said that Jensen and Scott would basically decide what they wanted as an incentive, then give the same to Perkins and Hendrickson. Perkins said that both she and Hendrickson didn't like how this was being done because there was no accounting for the actual time spent. They suggested to Jensen to have all of them either keep a time card or a billing system as outside employees.

Perkins said that she would typically spend 8-10 hours per week extra conducting District work, on top of the time she spent as a salaried employee of UFA conducting UFA work. She said that she was certain Jensen and Scott were not spending much, if any at all, extra time on top of their regular UFA work hours conducting District work. She said they were rarely in the office as it was. She said they would sometimes come in on Monday morning for command staff meetings, then be gone the rest of the week.

She said that every year when they would meet on the tax anticipation notes, close on it, and pay it off, Jensen and Scott "were never there". She said they would give themselves these incentives and got the Board chair to sign off on them. Jensen and Scott told Perkins that, with Jensen and Scott receiving the incentives, it was the "only way" Perkins and Hendrickson would get their incentives.



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Perkins said that she told Hendrickson that if Jensen and Scott didn't get paid, Perkins and Hendrickson wouldn't get paid because they (Perkins and Hendrickson) would be making more money. Hendrickson agreed with her.

Perkins said that Jensen and Scott specifically did not want them to keep a time card or billing for the District work. She felt that this was because it would reflect that Jensen and Scott were not putting in most of the time for District work that they were claiming they were doing. She said that Scott would tell her that he and Jensen were "working behind the scenes" and "doing work on Sundays" but Perkins "never saw it".

Perkins recalled Steven Allred submitting a proposal for them to be paid for the District work. She said that she recalled Chief Berry telling Allred that they would just pay him an incentive of around \$1,000 for the extra work.

She said that when Hendrickson came on and continued to do District work, they wanted to be paid for it. In 2013, Hendrickson drafted employment contracts for both he and Perkins. The contract said that both he and Perkins could receive extra pay for the District work, at the discretion of the Chief. These contracts were signed by Chief Jensen.

We reviewed her employment contract, dated July 1, 2013. Paragraph 4.k. states that the District work is separate from work for UFA. It also states that "Work performed by the CFO for the Service Area shall be subject to such compensation as may be agreed upon by the Fire Chief and the CFO".

Leading up to 2013, they had been receiving incentive payments for the District work. She said that she and Hendrickson were concerned that the incentives were becoming public and that, because there was no accounting for their hours because Jensen and Scott didn't want them to, they needed to have something to help it become more clear.

Perkins said that she and Hendrickson didn't feel comfortable with the way they were being paid for District work. They would raise these concerns to Scott and he would tell them "don't worry" because the District Chair had approved it and that the Chair actually said they should be paid more for the work.

Perkins said that Jensen would get his incentive signed at the beginning of the year and would give them to her in June to process. She didn't know why this was done but said that the Board Chair rotated at the beginning of the year. She said they gave it to her in June because Jensen wanted the pay for the next fiscal year.

Perkins said when she was brought the incentive awards to process there was no discussion about how they came up with the dollar amounts they came up with. She said that there was no discussion on how many hours were worked to justify the pay. She said that "there was no way" Jensen and Scott put in the hours she did for the District work. She said that they didn't even put in that many hours doing work for UFA.

Perkins billed the District each year for the District work, which was paid back to UFA. We looked at the Overhead Allocation for UFA Management documents for 2012, 2013, and 2014, that were provided to me by UFA. Perkins confirmed that she created those documents to justify their billing, based on her and Hendrickson



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estimated hours spent. She said that she would estimate the hours spent by Jensen and Scott, which were listed as 240 per year, but that theirs were very high estimates and she knew who was doing work and who wasn't. Shirley said that this was a document for her internally and that Jensen and Scott didn't see this document or use it as a guide to justify the amounts of the incentives each year.

Perkins said that when all four incentives were brought to her to process, she would take it to payroll and it would be processed. The awards would then be put in their personnel folders. She said that Jensen and Scott always wanted theirs paid through a separate check, which was unusual. She said they always joked that Jensen and Scott wanted to keep the money secret from their wives.

Perkins said that she believed she received "a couple thousand dollar" incentive awards for the District work while Berry was chief.

Perkins said that she didn't report anything concerning to the Board because many of the Board members were friends with Jensen and Scott. She explained the close relationship between Roy Tingey and Jensen and Scott. Perkins said that Scott would always say "you don't know how powerful Michael is". Perkins said that in the later years, she went to Mayor Cullimore because he didn't golf or do anything social with Jensen or Scott. As things began to unfold, and she was giving information to Cullimore. Jensen had found out and came into her office, sitting close to her and just stared at her, trying to intimidate her. This concerned her and she told Cullimore. Cullimore eventually told her that he wouldn't be able to "protect" her from Jensen. This is when she decided she needed to retire, because she was afraid that Jensen would fire her.

Perkins said that UFA had originally received a GRAMA request from KSL. She pulled out the p-card and other requested financial records for the GRAMA request. Micayla called Perkins and another financial employee, Michelle, and said that Jensen wanted to look at the records that had been requested under GRAMA. They told Micayla that Jensen had to sign for them because they had records that would go missing. Jensen then called Perkins and Michelle and yelled at them, saying "I'm gonna kick your ass" and told them to give the records to Micayla. Perkins felt threatened by this and they gave the records to Micayla. Perkins said that after things began coming out, Jensen came to her and asked her how she "billed the District" and she told them.

Perkins said UFA gave the records to KSL. Perkins said that someone took Debbie Dujanovic to lunch and "squashed" the story KSL was going to run. Perkins said that Board members and Jensen would "do each other favors". She said that they went out to lunch and golfing a lot with Board members. She didn't give any specific examples of favors but would often hear Jensen say something like "I know somebody on the county council" when referring to Board members issues.

Whenever Perkins would question employees about financial expenditures she would be told that it was none of her business. She said that she often noticed suspicious travel and p-card lunch expenses. When Perkins would questions them Jensen and Scott would just decide to change the policies.



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Perkins said that Greg fisher and Cynthia Mathews weren't paid incentives for District work because they were hired specifically for District work and it was covered in their salaries. Perkins explained that the District work was different than UFA and that it was a separate entity.

Perkins said the Board didn't want a detailed budget, just the line item. She said that on her budget there was a line item for incentives under payroll, but the Board's budget just had one large item as payroll.

Perkins said that Jensen and Scott would often plan trips around baseball games and Disneyland. She didn't have any specific details about travel, but said that travel was often extended beyond what the schedule for the conference said. When she would ask them, she was told that it wasn't their business. She said that this would happen on the chief level.

Perkins said that Marlon Jones and Mike Kelsey would often "push the envelope" with their travel. When Perkins would question them they would complain to Scott about Perkins "treating them like criminals".

Perkins said that Jensen and Scott ran things based on "fear". She said that "a lot of the assistant chiefs" knew what was going on. Perkins said that Jensen and Scott used the budget as "their own personal expense account".

Additional Information

-
On October 20, 2017, I made telephone contact with Perkins to confirm her new address, as she had recently moved out of the state of Utah. While speaking with Perkins, I asked her what the process was when she would sign off on the travel forms submitted by employees, including Jensen and Scott. Perkins said that she would only sign the form to approve the funds to pay for the trip were available in the budget. She did not approve the travel.

There were a few times where Perkins or other finance department staff would notice that Jensen or Scott had gone earlier or stayed later than what the conference agenda or flyer provided. When she asked them if these were business or personal days, she would be told that it wasn't her concern.

Nothing further.



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Narrative Text Report # 41

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **MARLON JONES**

Related date/time: **Jul-11-2017 (Tue.) 907**

On June 22, 2017, I attempted to make contact with Marlon Jones at his home. No one answered the door so I left my business card, requesting a phone call back. I have not been able to locate a valid phone number for Jones.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 42

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **MICHAEL KELSEY**

Related date/time: **Jul-11-2017 (Tue.) 909**

On June 22, 2017, I attempted to make contact with Mike Kelsey at his last known address in [REDACTED]. Upon arriving, it appeared to no longer be his residence. I called the Draper Fire Department, who sent me to his voicemail. I left him a message requesting a call back.

On July 11, 2017, I left a message requesting a phone call back. I have not yet heard back from him.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 43

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/DON BERRY**

Related date/time: **Jul-14-2017 (Fri.) 723**

On July 12, 2017, I met with Don Berry, former Chief of UFA, at the AG's Office Murray location. The interview was audio-recorded and is summarized below. The recording is contained in the case file.

Berry was Chief of the Salt Lake County Fire Department and continued as Chief of UFA after the transition. He retired from UFA in 2009 Berry said that the idea of UFA started around 1999 or 2000. Berry explained the reasoning behind the formation of UFA. He said that most of the fire stations, apparatus, and staffing belonged to Salt Lake County. They had to work out how that would transition over to UFA.

Berry said that, prior to UFA being formed, a taxing district was formed by the County Council. When UFA was formed in 2004, the District, a separate governmental entity, was still managed by Salt Lake County. In 2007 or 2008, it was transitioned underneath the umbrella of UFA. Under the statute, the District had to have an executive body, like a Clerk, CLO, and CFO. UFA administration was left to do this.

The District Board decided for the UFA legal officer, Allred, to become the District legal officer, and the financial officer, Perkins, to become the District financial officer. The chief was decided to be the CEO and deputy chief was decided to be another executive officer. So at that time, it was he and Jensen, with Ryan Perry as Clerk. He said that there had to be an accounting for the District to be able to reimburse UFA for the services provided.

Berry said that in 2008, the District needed to buy fire equipment and building buildings for UFA that would be owned by the District. He said that, as a new entity, they had no bond rating and needed to meet with the rating agencies to get this. He said that Allred did the legal work and he, Jensen, and Perkins traveled to San Francisco over the July 24th weekend to secure this rating. He said that a lot of work went into this by all four individuals. He said that UFA needed to be compensated for the time they had spent doing this District work. Berry also said that there were day to day operations UFA was providing for the District, such as financial and so forth.

Incentive Awards

- Berry said UFA had an incentive program for all UFA employees, for going over and above their job duties.

- Berry said that when these started, they were getting paid small amounts, which were approved by the District Board, for extra work they were doing for the District. He said the amounts showing now certainly were in question. He said that he received one \$4,000 payment for the extra work he did in 2008, when they had done all of the work to get UFA in the position to be able to gain a bond rating and build stations. He said the money was paid through the incentive line in the budget, but didn't feel that "incentive" was the right word for what they were doing with it.



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Berry said that he recalled the discussions about paying them for the extra District work in 2008 were had in District board meetings and suspected there would be minutes showing this. He said that he wanted the Board to know everything they were doing. Berry said that he understood the 2008 incentives were for the extra work they put in to get things up and running for UFA and the District. He said that Jensen and Perkins may have understood it differently.

Berry also said that his understanding was that, at the end of each year, they would go back to the District board, year by year, present them with the work they had done for the District, and have them approve an incentive payment to them for the work as the Board saw appropriate. Berry never did this because he retired in 2009 and never worked to the end of the year.

Berry recalled Steven Allred presenting the District Board, chaired by Mayor Corroon at the time, a bill in 2008 for the extra work he had doing. He said that the District Board agreed that they were billable hours and paid him from the District for the work. I related to him what Allred had told me about his discussions of being paid and Berry said that he recalled it the same way.

I explained to Berry that the incentives for this work grew substantially over the years and gave him the amounts. Berry said "wow". I explained that Jensen had been quoted as saying that this program had been approved by the prior chief (Berry) and Board and was told by Allred that it didn't need to be reported to the Board. Berry said that this was not how they would have done it and that, for UFA's survival, they needed to be extremely transparent and that's how he would have done it.

Berry said that he didn't keep a log of hours spent and that he believed only Allred kept his own hours for time spent working on District work. Berry explained that he believed the District work was more than what is required for a typical chief because of the setup of UFA.

Berry said that he "can't imagine" them deciding only the Board chair signing off on the incentives without Board approval and he "can't imagine" Corroon having been comfortable setting it up that way. He said "it had to be a full Board discussion".

Berry said that he would have felt "very uncomfortable" taking the \$36,000 incentives without it being in front of the Board. He said that if Jensen had operated the way Berry operated, the justification and amounts paid would have been full Board discussions.

Berry said that he promoted Jensen through the ranks and recommended him as chief because Jensen was smart and was passionate about the department. He said that Jensen was also very politically connected, which was helpful for UFA's existence at the time. Berry didn't feel that it was a conflict of interest for Jensen to be on the County Council and sit as Chief. He said that much of Jensen's political connections allowed for UFA to be created.

He said he believed a lot of the problems that have come up were because the Boards were "asleep at the wheel" and should have had the proper oversight of what their employee, Jensen, was doing. He said Jensen was also a



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County Councilman that probably could have "rewarded or punished" someone, but that wasn't a good reason for them not to watch him.

Berry said that when UFA was arranged, both the CLO and CFO had a direct line, answering to the Board. He was comfortable with this arrangement because it kept the Chief in line knowing they could "rat him out".

Berry said that upon leaving, he was concerned about Scott becoming Deputy Chief because he was a "loose cannon". Berry said that Scott got in trouble with small things throughout his career. He warned Jensen to keep his eye on Scott. Berry said Scott had been volunteering with Jensen's campaign's throughout his career and they were friends and he believes Jensen brought him up because of this.

On August 1, 2017, Berry contacted me by telephone with further information. I was driving back to the office at the time and was not able to record the conversation, which lasted approximately five minutes.

Berry said that, as he continued to think about our conversation, he recalled that discussion about executive bonuses began as early as 2005, although they were not connected to additional work done for the District. He said that he recalled the discussions coming up as part of the early employment contract discussions.

Berry said that a couple of board members who work in private business "floated the idea" of giving the chief bonuses that were primarily related to budgetary issues. Their suggestion was that if the chief came in under budget each year that they reward him with additional compensation, which is common in the private sector. Berry said that he argued against this, stating that he didn't feel that he should be compensated for not using money that was allocated to him, possibly creating a negative thing. Berry said that he could not recall which board members suggested this. He guessed that it may have been Cullimore and Webb because they worked in business but again said that he couldn't recall and was only guessing.

Ultimately, it was decided that they wouldn't institute this practice of executive bonuses, which was different than the basic employee incentive policy brought over from Salt Lake County. He again said that this discussion of executive bonuses was not connected to extra work done for the District.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 44

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/MATT ROBINSON**

Related date/time: **Jul-14-2017 (Fri.) 1512**

On July 13, 2017, I met with former Herriman City Councilman Matt Robinson at the City Creek eatery. The interview was audio-recorded and is summarized below. The recording is contained in the case file. Robinson served as Chairman of both the District and UFA while on the board. He was assigned to represent Herriman City on the Board around 2010 and left at the end of 2015. He was appointed as vice-chair about one year later, then chair a year after that. Robinson signed a number of the incentive awards early on and one later on for \$9,000.

Robinson said that he felt that there should have been more training when an individual were assigned to a Board and assigned as Chairman because members didn't always know what they were expected to do. He said that having a chair sign without the Board, in hindsight, could have been avoided through more training.

Robinson said that Chief Scott first brought him an incentive to sign when Robinson was first made chairman. Scott told him that they had a process within UFA to pay for "above and beyond" work activity associated with the job. Based on what Scott told him, Robinson understood that it was how the previous attorney had told them to handle additional compensation outside of their salaried pay and that previous Boards and attorney's had approved the process. Scott represented that he would bring the incentives to Robinson. Robinson's "assumption" was that the current Board had "some understanding" of what had been decided. Robinson had a trusting professional relationship with Scott and Jensen.

Robinson said that each document presented to him had a list of items they said they had done for the District. If he had questions, he would ask about them. He felt that he had a pretty good understanding of what was being told to him. He said that he would have had questions if he saw amounts rise significantly.

Robinson said that during the early incentives, there wasn't a huge expansion effort so the amounts were low. He said that later on, there were more entities coming to them and Robinson felt that the executive staff was going much more to prepare and present to those entities. The amount increased while he was signing because of this time spent and he felt it was justified. Robinson said that, in hindsight, the amounts increasing would have caused a discussion within the Board and they probably would have looked at a salary increase versus an incentive pay increase. Robinson said that the increases Seghini signed in later years, having come to the Board, would have generated "tough questions".

Robinson said that he knew the incentive he was signing was going to be duplicated to the others involved. Robinson said he never had a thought to take the issue to the Board because he never felt uncomfortable with it because he understood it as an existing process.



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Robinson said that, in his career, he has seen many different compensation tools used to compensate staff. He said that he views the incentives as "for sure compensation". Robinson said that he didn't feel that Jensen and Scott have ill intention and felt that he would give them the benefit of the doubt.

Robinson didn't have concerns about the CFO and CLO being moved from under the Board to under Jensen. He said that the CFO and CLO should have still been able to come to the Board with any concerns they had.

Robinson was unaware that Jensen had signed employment agreements with Perkins and Hendrickson and that if the agreements addressed the CLO and CFO compensation, he would have been concerned about this as a Board member. He said those were things that should have been taken care of on a Board level.

Robinson didn't have an opinion as to whether or not he would still ratify the incentives, knowing what he knew now. He said that he would want to have more information before making a decision.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 45

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/CLINT SMITH**

Related date/time: **Jul-18-2017 (Tue.) 1758**

On July 18, 2017, I met with Draper Fire Chief and former UFA Battalion Chief Clint Smith. We met at his office at the Draper Fire Department administrative offices. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

Smith was hired as a firefighter in January of 1996 and resigned from UFA to take the Draper Fire Chief job in September of 2016. Smith served as UFA Public Information Officer when Jensen was appointed Chief of UFA. He was promoted to Battalion Chief about one year after.

During his employment with UFA, Smith participated in the hiring process a number of times. He served on the Chief's interview board for the 2011 hiring class, which was a panel interview board consisting of him, Chief Hawkinson, and Mike Kelsey. Smith said all three knew Ryan Jensen was Michael Jensen's son but denied ever giving any extra credit to him because of who he was. He stated that no one ever brought up the fact that Ryan was Jensen's son because they all knew. He denied that there was ever any wrongdoing during the testing process. Smith said he understood that during that testing process the EMT certification was required for hire, but didn't recall if he would have ever known who was certified and who wasn't. He said that it wasn't common for someone with no experience, straight out of high school, to be hired but that it wasn't impossible and had happened before.

Smith said that over the years, he had heard rumors of individuals changing test scores for applicants or new hires in the academy but said he never knew of this happening through first hand knowledge. I pointed out the fact that others had brought up his name, saying that he might know something about this. Smith said that sometimes people at UFA would think others would know something because of their position, but he adamantly denied any firsthand knowledge of this. Smith said that he had no involvement in the EMT class held for the 2011 hiring class.

Smith said he couldn't recall ever traveling with Jensen or Scott and had no information about their travel.

Smith said that, as he read the audit report, he realized some of the rumors he had been hearing about over the years were true. He said that he was surprised at the large amounts of the incentive pay. Smith said that the amounts growing from a couple thousand dollars to ten and twenty thousand dollars was surprising. He said that when the GRAMA requests came in he could tell upper management was getting uncomfortable and felt that this was because "their secret was going to get out".

Smith said that they always knew that incentives were being paid to upper administration, but didn't know how large they had grown. He said that when the GRAMA requests began coming in to UFA, Jensen held a general staff meeting with Battalion Chiefs and above and explained the incentive awards. Jensen explained that it was a practice put in place under Chief Berry because of the extra work on the District and there was no



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mechanism in place for recognizing them for the work. He said that the idea primarily came through Mayor Corroon. Jensen and Scott made it clear that there had been no incentive award that had not been signed by a Board Chair. Smith wondered if they used it to their advantage and not given the Board Chair the full explanation about the intention of the awards.

I asked why he would wonder this and Smith said that Jensen and Scott had "very good" relationships with the Board Chair's and would be seen with the Board Chair a lot. He said that there were personal friendships with the Chairs. Smith made it clear though, that he didn't want to make this issue sound worse than it was.

Smith ate a number of meals with Jensen and Scott but said that he never observed anything that was concerning. He said that he would have been uncomfortable with paying for a meal for his spouse using the UFA p-card, but that he never personally witnessed this.

Smith said that people at UFA would have generally not brought up any issues with Jensen and Scott to the Board because Scott was known to have a temper and also that people appreciated Jensen's service to UFA and this made it easy to look the other way on some issues. Smith said that Jensen and Scott were "best friends" and were loyal to each other. He said that Jensen and Scott wanted loyalty within their inner circle and there was a little bit of environment that you "don't question".

Smith said that he had a conversation about the audit results with Mike Kelsey. A UFA IA was conducted into the issues brought up in the audit and, according to Kelsey, there was only one finding of his that was substantiated. He said that he was found to be guilty of the Utah Ethics Act for accepting golf green fees, accepting a gift of over \$50, while on the Phoenix trip. Kelsey said that he didn't know the cost of the fees and had sent a check to the company who paid for the golf. Kelsey told Smith that was the only expense on the trip that was in question. Smith never verified whether this was true.

After the interview, I explained to Smith that I had been attempting to contact Kelsey and Kelsey had not called me back. Smith acknowledged that Kelsey had told him I had called. I explained to Smith that I was concerned about some of the issues about Kelsey that had come up but that I was not looking to speak with him as a subject of the investigation, but as a witness but that I needed Kelsey to contact me. He said he understood.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 46

Document: **INVTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **2008 BOARD MEETING MINUTES**

Related date/time: **Jul-19-2017 (Wed.) 1632**

On July 18, 2017, I received copies of all of the 2008 board meeting minutes for both the UFA and the District Board.

District Board Meetings

January 15, 2008 - Peter Corroon was Chairman, with Herriman Mayor Lynn Crane and County Councilman Randy Horiuchi. A discussion came up about the "Approval of overhead charges and establishment of payroll system". Joel Richards, advisor to UFA, noted a packet that contained a breakdown showing "\$200,000 to pay to the UFA for administration". He suggested they set up a payroll system to "pay the individuals that are working for the service area", noting that they would "exclude the senior staff".

Mayor Corroon stated that the people would "need to keep track of their time and paid for the actual hours worked". Corroon asked if "UFA management is watching their time as well" and Richards responded that they "looked at a percentage of their time" and that they "did not discuss keeping track of their time, but this would be up to the board". Crane said that in the UFA budget they account for salaries and that "part of the salaries will be reimbursed by the district". Chief Don Berry said "this is correct".

There is no other mention of this in any of the minutes for the remainder of 2008.

There is no mention on these topics in the UFA board meeting minutes for 2008.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 47

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/PETER CORROON**

Related date/time: **Jul-26-2017 (Wed.) 1248**

On July 21, 2017, I met with Peter Corroon, former Salt Lake County mayor and UFA/UFSA Board member. We met in his office at 201 South Main Street, suite #1400 in Salt Lake City. The interview was audio-recorded and is summarized below. The recording is contained in the case file.

Corroon was the mayor of Salt Lake County from 2005 through 2013. He served as the Chairman of the District board briefly and was serving in that position in January of 2008. Corroon said that he recalled there being a discussion early on regarding how UFA employees would receive additional compensation for District work. Corroon said they agreed to some "menial" compensation. He couldn't recall the amounts but said it wasn't a large amount of money.

Corroon said that the discussion was whether those doing both were still just working 40 hours per week or working additional hours to get the District work done. He said that he recalled that it did take a "small" amount of additional time so they would compensate them for that time. Corroon said that the decision was that they would give a "nominal bump", that it was not a "huge amount" so he agreed that they would go ahead and do it. Corroon said that he recalled this issue being a Board discussion. He said that he believed the issue was intended to be an "ongoing" thing but that they wanted to see "how it worked" and adjust it accordingly.

I asked Corroon that if he recalled the intention of the bumps were for them to come to the Board each year to discuss the District work and the requested compensation, or if the Boar chair would be able to sign off on those payments as they deemed fit. Corroon said that he believed it was part of the overall budget discussion so it would have come to the Board to be reviewed as necessary. He said that if there were any significant changes with the amounts that they would need to discuss it further.

I provided Corroon the District Board meeting minutes for January of 2008, where this issue is discussed. Corroon said that the cities that weren't part of the District didn't want to pay for work done for the District so they were trying to work out a way to separate the money. He understood that their discussion was that portions of the salaries for UFA employees doing work for the District would be paid by the District, not UFA. He said that the issue of the incentives were to pay for additional hours put in for the District.

I went over the 2008 incentive payments paid to Chief Berry, which showed a few thousand dollars paid for District work. I explained what Berry had told me about approaching the Board for incentives for the extra work, and that it would be something they would go to the Board about each year. Corroon said that he recalled "nominal" incentives but didn't remember whether they had to be approved by the board each year.

I told Corroon what Steven Allred had told me about the incentives and his request to be paid more for the extra work, ultimately being told that it was covered by his salary and to "take it or leave it". Corroon said that he didn't recall that.



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Corroon said that he had heard that the incentives had gone up substantially over the years. I pointed out that the District board chairman had been signing the awards and that process of having the incentives approved by the chair only was approved or created by Corroon.

Corroon clarified that for the "small bonuses", \$500-\$1,000, the Chairman was probably fine making that decision. He said this wouldn't impact the budget much. He said that if it would have been anything bigger than a "token" bonus, it would have been something they would have wanted to discuss as a board and have broken down.

I asked Corroon if he were approached to sign a \$36,000 bonus approval, if he would have signed it as chairman and he said "absolutely not". He said that the larger bonuses would have been something they would have wanted to discuss, unless it was already discussed as part of the overall compensation package. I asked if he recalled this being discussed as part of the overall compensation package and he said "not at all". He said that he believes that they may have approved the smaller bonuses for the employees, but that discussions of additional pay to the Chief would have been a Board discussion, not something the chairman alone would decide. Corroon said he didn't recall ever approving of incentives of a large amount.

Corroon's opinion was that the Chief and the Chairman should have known that the larger amount of incentive awards should have been discussed with the Board. He said that the Chief would have been held to a higher standard and should have known that if he was to "give himself" a "bonus" he should take that to the Board.

Corroon said that the incentive awards and compensation were "absolutely" the same thing.

Corroon said that he felt that Jensen's position on the County Council created a conflict with the Board holding his feet to the fire as the Fire Chief.

Corroon said at the end that, in the big picture, he recalled the discussions around incentives for the employees for the District work, but not for the chief. He said that if they discussed them for the Chief they would have been small incentives.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 48

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/LYNN CRANE**

Related date/time: **Jul-26-2017 (Wed.) 1509**

On July 21, 2017, I made telephone contact with Lynn Crane, former mayor of Herriman and UFA/UFSA Board member. Crane was a member of the District board during January of 2008. I was able to start an audio-recording a short time into the conversation. Prior to the recording, I explained that I was calling in reference to his work on the Board and some of the results of an audit that had been conducted on UFA.

Crane said that he had a hard time remembering much of the early details of UFA. He went on to explain how UFA and UFSA were organized. He initially said that he didn't recall any time the Chief could have been paid for work for the District because the District wasn't organized while he was there.

He said that it wasn't an "out of the way policy" for the District to pay for services rendered by a member of the District.

I pointed out the January 2008 District Board meeting minutes where he was listed as a member of the Board. I explained that the discussion was related to paying UFA employees for work done for the District.

I explained the large incentive awards awarded to the Chief and other members of their staff in recent years. I asked Crane if he could recall any discussions about paying these members incentives for extra work. He said he didn't recall discussions around this but that his memory was not good on these issues.

Crane said he knew there were discussions about compensation for services but that he couldn't recall discussions about compensating the Chief for the extra work. Crane said his understanding was for UFSA to reimburse UFA for the work. He didn't believe the UFA employees would be getting extra money, as they were already being paid for their work. He said that his thinking was that the money would go into UFA coffers and not directly to UFA employees.

Crane said that he has spoken to Jensen since this news got out and Jensen told him that he (Jensen) had placed too much trust in Scott and had "signed off" on expenses that Scott had made and that he (Jensen) wasn't involved. Crane said that he liked Jensen but felt "sick" that he ruined a "promising career".

Crane said that the Chief and executive staff was being compensated "handsomely" and that he felt that it was improper to compensate the "senior officers" and if Jensen took money under that basis he would have to justify it to Crane.

Crane said that he was surprised because Mayor Cullimore looked at the budgets with scrutiny but said that the payments may not have been in the Board budget, but their own.

Nothing further.



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Narrative Text Report # 49

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/JENNY WILSON**

Related date/time: **Aug-01-2017 (Tue.) 946**

On July 27, 2017, Salt Lake County Councilwoman Jenny Wilson called me. She was returning a call I had made to her earlier in the day. Wilson was a District board member in 2008. I started my digital recorder shortly after answering the phone, making an audio-recording of the phone call. The audio-recording is contained in the case file and is summarized below.

I explained to Wilson why I was calling. She stated she was aware of the audit report. Wilson said she didn't recall much about the early years on the board. She was on both the UFA and the District board. She said she became a member of the board when the District was new. She couldn't remember exact dates.

Wilson said that the UFA and District boards are complex and that it took her a long time to understand how things worked. She said they are not typical forms of government. She said that they often had a hard time understanding whether an issue was a UFA or a District issue.

Wilson felt that Jensen serving as both Councilman and Fire Chief was a problem and she helped push a Hatch Act investigation, which ultimately cleared Jensen.

Wilson remembers Jensen and Horiuchi speaking with her off line about compensating UFA staff for District work. They said that they wanted to come up with a method and there wouldn't be "a ton of work". She said that she asked what their options were and they discussed paying them additional money and one option was the incentives. She doesn't recall whether she gave "the green light". She recalls saying that she agreed there was a lot of District work going on and there should be extra compensation and that she trusted they would work it out. She said that she didn't recall ever voting on anything or having any formal discussions about it in any meetings.

I reviewed the January 2008 District board meeting minutes with Wilson. She was not present during that meeting. The meeting minutes show a discussion about the District compensating UFA for the work they did. Wilson did not recall this discussion taking place in any meetings she took part of.

We discussed how the incentive awards increased over the years. Wilson said that she didn't recall them creating a policy to use the incentive awards to pay for the extra work.

Wilson said that, looking back, she would have wanted to have the compensation discussion to be a board discussion, but doesn't recall if this was something she asked for at the time. Wilson said that at times they diffuse decisions down the line and they don't always know everything going on in the budget. I asked if this is different when talking about executive compensation and she said that they approve a budget every year but don't always discuss the compensation for everyone. She said that when overseeing complex budgets, she relies on audits and they were always having clean audits.



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Wilson said that she has spoken with Jensen briefly after the audit report came out. She said that they didn't discuss the history of the incentives but spoke about the "political landscape" and she referred him to a public relations firm.

Wilson said that she viewed giving verbal consent for a few thousand dollars in incentive pay and tens of thousands of dollars of incentive pay differently. She said that it would have been based on the amount of work they were doing at the time.

Wilson said that she did not authorize amounts or give a threshold amount. She said if she would have signed off of using incentives to pay for the extra work, she would have expected it to be a larger discussion within a board meeting if the amounts raised. She said that she is generally more hands off with finances but is always concerned about fair compensation.

Nothing further.



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Narrative Text Report # 50

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/SHELDON STEWART**

Related date/time: **Aug-01-2017 (Tue.) 1323**

On July 28, 2017, I met with Riverton City Councilman Sheldon Stewart at his place of employment, Merrick Bank, located at 10705 South Jordan Gateway in South Jordan. The interview was audio-recorded and is summarized below.

Stewart is the current chairman of the UFA board. He has been a city councilman since 2011 and has served on the District Board around 2013-2014. He replaced Roy Tingey as a board member. He was placed on the Benefits and Compensation committee, which was headed by Mayor Dahle. He was also made vice-chair of the District board. As current UFA chairman, Stewart has reviewed the audit report in detail and has to review it often as they go through outstanding items.

Stewart said that he became familiar with the practice of the incentive awards being paid to executive staff. He said he and Mayor Dahle met with Jeremy Robertson and another UFA Union rep. He recalled a discussion how incentives, particularly a longevity pay, was being taken away from front line staff but bonuses or incentives were still being paid to executive staff. Stewart estimated this meeting occurred in January of 2014. At that time he didn't worry about it too much because he was new and thought it was just how things worked. He works in the corporate world and executives get bonuses. Stewart said he was a new board member and didn't fully understand how things were working. Stewart said that as things began to unravel, he began to question how things went on. He said that he pointed out to the board, on the record, that at least he and Dahle had been made aware of the incentives at some point.

Stewart views incentive awards as compensation. He said that the board can authorize the chairman to approve certain things for the board. He doesn't know what the chairman at the times of the incentives understood their authority to be. He also assumed that the finance committee's were aware of the incentives, but has since realized that it was not clear in the budget.

Stewart said the board ratified the incentive awards. He said that they felt that they had delegated that authority to sign for the incentive awards to the chairman.

Stewart said that when things unraveled, Jensen and Scott explained that their justification for the incentives was "pay for performance" and that they had been doing work for UFA and the District. He said that at that moment he felt that this was justified but realizes, as they have looked into things, that there were questions about how they came about. He had questions about some of the policies that had been changed by them alone.

Stewart said that Jensen and Scott explained that the incentives were signed and approved by the board chair, which represented the board.



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Stewart said that he had learned about the relationship between Jensen, Scott, and Roy Tingey and feels that it was not a healthy relationship as a board member. He said that meals with Tingey and other things made the relationship a problem.

Stewart said that he was relying on the finance committee as a control and that they were aware of incentives as part of the approved budget. The chair is then executing what had been approved in the budget. Stewart said that he had learned that it would have been hard for the finance committee to be aware of the incentives as part of the budget they were approving.

Stewart said that two issues he saw involve the lack of detail within the budget that was being presented to the Board for approval, and the fact that the CLO, Karl Hendrickson, was not speaking up with any of the problems he saw.

Stewart said that there were times where Hendrickson, as CLO, should have spoken up. He believed Hendrickson wasn't acting in the best interest of the UFA because he was receiving bonuses. He said that they rely heavily on the attorney's advice and that wasn't being given here. Stewart said that the CLO and CFO were reporting to the chief and should have been reporting to the board.

Stewart said he was at a lunch with Jensen and Jensen was talking about the GRAMA requests that had come in. Jensen said that he had asked Perkins for copies of his expense reports, which were being requested by the media, and Perkins wouldn't give them to him. Jensen said Perkins was being insubordinate.

Stewart said that he still feels that the board would have an obligation to ratify the incentives, partly to protect the chairman because he believed the chairman acted as best as they could based on what they knew at the time. Stewart said that he would questions his ratification of Jensen's actions based on what he knows now.

Stewart said the chairs were getting bad information but puts ownership on the CLO and CFO. He said that Jensen and Scott weren't doing what they supposed to be doing. As a board chair, the CFO and CLO are the checkpoints and should have been saying this to the board. He said that all four were "bad actors". He said that they were reporting through the chiefs and not the board, which was a bad setup.

Stewart said that, to this day, he would support a \$3,000-\$4,000 bonus. He said that he doesn't believe that the large bonuses could be justified because he questions whether they were putting in their full time with UFA. He said that there were things buried within the budget that would hide the incentives to show they were in the budget so it would look approved but never really be seen.

Stewart said that in 2016, they had a discussion about hours put in for the District. Jensen, Scott, Hendrickson, and Perkins stated that there was an accounting of what they had been doing for the District to justify the incentives.



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Stewart said that the District was already paying UFA money each year for the administration of UFSA, outside of the incentives. He also questioned whether Mayor Seghini understood exactly what she was signing when she signed the incentives.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 51

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/TROY WALKER**

Related date/time: **Aug-01-2017 (Tue.) 1611**

On July 28, 2017, I met with Draper City Mayor Troy Walker at his law office in Draper. The interview was audio-recorded and is summarized below.

Walker served as a member of the UFA board as part of his position as Mayor, beginning January of 2014. Draper City is no longer a member of UFA. Walker said that the contract cities, such as his, was always at a disadvantage to the District cities because they had more members on the board.

He said he was completely unaware of how the incentives were set up because he had never paid attention to it. He said that his understanding was that Jensen and Scott was getting paid for work they did for the District, and that it had been approved of by the board. He said that he didn't see how they were stealing the money because the board chair was signing for the incentive awards.

Walker said that he first learned of the incentive awards when Mayor Dahle brought it up. He said that he and the board discussed it with Jensen and Scott. Jensen said they worked out an agreement with the District and UFA because the District would have had to hire someone to do the work if they didn't have them do it. Jensen said that the District board approved of them doing it, along with the UFA board. He said this was done in the past and that it originated with Mayor Corroon.

Walker said that it was hard for the board members to say they didn't know about it because the finance committee reviewed the budget every year. Walker was unaware of whether or not the incentives to the executive staff was actually showing in the budget.

Walker said that he didn't think the board was as engaged as they could have been because of the nature of their board assignments. He said that they have to have a level of trust in their staff.

Walker said that he had a hard time holding the chairman responsible because they don't have the ability to be on top of their board responsibilities like it is their full-time job, which it wasn't.

He understood that the district was paying them for work they were doing, not that the incentives were being paid. He didn't know what work they had been doing for the district.

Walker said he ratified the incentives after the outside counsel found them to be in violation of Jensen and Scott's employment contracts because the board chairs signed the incentive awards. Walker said at the time, he didn't think the chairman should be held responsible for signing the awards, just doing what they thought they were supposed to be doing.



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Walker said that, even after learning about other things that had come up with the audit, he would likely still ratify the incentives. Walker said that he doesn't think the incentives went up without a justification because there was a lot of District work going on.

Walker felt that Jensen's position on the County Council and as fire chief were a benefit to UFA and he didn't feel that this created a conflict with the UFA board.

Walker said he spoke with Jensen about the Anaheim trip flagged in the audit. Jensen told him that he bought his own gas and they visited some fire stations in LA County and Anaheim, which was why they stayed extra days. Walker said the explanation made sense to him.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 52

Document: **INVTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **BOARD BUDGET DOCS**

Related date/time: **Aug-03-2017 (Thu.) 828**

Mayor Cullimore sent me some of the UFA budget documents that were presented to the Board for review and approval for some of the past number of years. The documents are contained in the case file.

In a document titled "UFA Member Fee Chart 2010-2011", a line item showed a contribution from SLVSA in the amount of \$290,000 for "admin. fee".

The adopted budget for fiscal year ending June 30, 2011 included a line item titled "Contrib. from SLVSA" showing FY09 (\$236,610), FY10 estimate (\$270,000) and FY11 budget (\$290,000).

There is no line item under "expenses" for employee incentives, but there is one for salaries and benefits.

A document titled "UFA Member Fee Chart 2012-2013" shows a line item showing "contribution from SLVSA" in the amount of \$350,000 is noted.

A document titled "UFA Member Fee Chart 2013-2014" shows a line item for "contribution from UFSA" in the amount of \$450,000. A tentative budget for FY ending June 30, 2014 shows the line item for "Contrib. from SLVSA" for FY12 (\$352,679), FY 13 (\$350,000), and FY14 (\$450,000). There is no line item for employee incentives.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 53

Document: INVSTGTR F/U

Author: 183987 - Downey, Tyson

Subject: URS INFORMATION

Related date/time: Aug-03-2017 (Thu.) 1203

On August 1, 2017, I spoke with Tammy Mayer with Utah Retirement Systems (URS). We spoke regarding the benefits of a firefighter having been hired prior to July 1, 2011 versus after July 1, 2011, as it relates to the changes in the retirement benefits. Tammy said that it was difficult to calculate exact differences between the benefits of an individual under the Tier 1 retirement versus the Tier 2 retirement systems, but referred me to the urs.org website for basic information about each one.

I reviewed information provided on that website and learned the following basic differences between the two:

Tier 1 Firefighters

- Pension eligibility minimum requirements are 65 years old with at least 4 years of service, 60 years old with at least 10 years of service, and any age with at least 20 years of service.

Pension gains 2.5% per year up to 20 years, then 2% after that multiplied by the average salary for 3 highest years.

Tier 2 Hybrid

- Pension eligibility minimum requirements are 65 with at least 4 years of service, 62 with at least 10 years of service, 60 with at least 20 years of service, and any age with at least 25 years of service.

Pension gains 1.5% per year, multiplied by the average salary for 5 highest years.

This also includes a 401k plan.

The documents include a basic example for both Tier 1 and Tier 2, using a highest average salary of \$40,000 at both 20 years of service (Tier 1) and 25 years of service (Tier 2). The estimated basic yearly pension benefit for each was \$2,000 per month (Tier 1) and \$1,250 per month (Tier 2). These are only rough estimates and the overall figures could vary.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 54

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/MIKE GREENSIDES**

Related date/time: **Aug-09-2017 (Wed.) 1547**

On August 9, 2017 I met with Captain Mike Greensides, UFA Safety Officer. The interview was audio-recorded and is summarized below. The audio-recording is contained in the case file.

After working part-time for a number of years, Greensides was hired as a full-time employee of UFA in 1997. He has been the Safety Officer for about 7 years. As Safety Officer, he is responsible for assisting employees who are injured or have a work related sickness. While Jensen was Chief, Greensides was part of command staff and he interacted with Jensen and Scott on a regular basis.

Greensides described the atmosphere working for Jensen and Scott as a "bullying" type of atmosphere. Greensides said they ruled by intimidation. He said that the sense was that you didn't want to mess with them or they'd "kill" you. He said that Jensen and Scott could move people around if they didn't like them. He said that Scott had a bad temper and could be seen yelling at employees.

Greensides didn't recall every traveling with Jensen. He said that he traveled to a couple of conferences with Scott. One was to Denver in 2000 or 2001.

Another was to New York City in 2011. He said that this trip was for a ten year anniversary of 9/11. Greensides said that there were a couple of things on this trip related to Scott that bothered him. He said that Scott brought his whole family on this trip and Greensides rarely saw Scott throughout the conference.

2011 New York City Trip

Greensides also said that he flew out to New York City with Scott and Scott's family. He said that they needed to take a taxi from the airport to the hotel and, because Scott's family was there they needed two taxi's. Scott told Greensides to get a taxi and then Scott would get a taxi. Greensides got a taxi and had a couple of Scott's children ride with him. When Greensides asked Scott how he was to pay for the taxi Scott told him to just charge it to Greensides UFA p-card. Greensides did because he didn't feel he could tell Scott "no", but felt uncomfortable about it because he knew Scott had also charged his taxi to UFA. Greensides said that Scott seemed entitled and that Scott felt that, if he (Scott) said it was ok it was ok. He said that the charge was only around \$60 per taxi, but they charged one taxi more than needed just because Scott needed to get his family to the hotel. Greensides said he would pull his travel records on that trip and get them to me to show the taxi charge.

Greensides said that he was familiar with the California conference but didn't attend. He said that typically the chief's portion of the conference consisted of a travel day, the meeting day, and another travel day. He said that it was set up that way because they knew most chiefs were busy and they didn't want to be gone for a whole week.



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Greensides said that Micayla Dinkel asked him about the California trip and that she would typically confide in him with her frustrations about Jensen and Scott's p-card use.

Meals

- Greensides said he attended one meal that was flagged in the audit. He said that the meal was following a meeting with Midvale when Midvale was looking to join UFA. He said that after the meeting, a number of them went to eat at the Market Street Grill in South Jordan. He said that Roy Tingey brought his wife and Scott paid for the meal using his UFA p-card. He said that Scott paid for Tingey's wife's meal with the rest using the UFA p-card. He said Tingey was very "chummy" with Scott and that Tingey basically expected for UFA to pay for his meals when he was there.

Special Privileges

- Greensides said he recalled a meeting he was in during 2011 where they were discussing the hire list. He said that Arriann told them that some of the individuals were not EMT certified and, thus, not available for hire. He recalled a "surprised" look on Jensen's face as though he didn't know this was a requirement for hiring.

Park City

- After turning off the recorder and ending our interview, Greensides said that one other thing that was suspicious was an assignment they had in Park City for the State Fireman's Association, which Scott's brother was on the board of. He said that Scott had purchased a number of hotel rooms for them to use but he didn't think many, if anyone used them. He said that he felt that Scott was just trying to get money to the Association because Scott's brother had embezzled money from the Association, which he was charged with shortly after. He said that he would send me some email's regarding this.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 55

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/SAM GRANATO**

Related date/time: **Aug-17-2017 (Thu.) 1037**

On August 17, 2017, I met with current Salt Lake County Councilman and UFA Board member, Sam Granato. We met at his place of business, located at 1632 South Redwood Road in Salt Lake City. The interview was audio-recorded and is summarized below.

Granato said he has been a UFA and District Board member for about 2 1/2 years. He said that he first became aware of the incentive payments going to UFA executive staff when Mayor Cullimore raised the issue to the Board. Granato didn't recall any discussions about incentive pay or district reimbursement for UFA employee work at any time.

Granato said he felt that Scott had been the main problem, which he was unaware of until after things began to come out. Granato said that the Assistant Chief's came to the Board, expressing their concerns after things began to come out. He questioned why none of them came forward earlier and stated that they were afraid of "retaliation" from Scott.

Granato said that his understanding was that the incentive awards were minimal, \$1,000 to \$2,000 awards early on. He said that with the awards growing he would have definitely wanted to know about them, as a board member. I asked if the Board, to his knowledge, had delegated authority to approve executive incentives to the board chair and he said, to his knowledge, they hadn't. He said that this issue was one that would have been best discussed as a board.

Granato said that he never saw a line item on the budget for incentive awards. He also said that he was surprised that Cullimore never saw anything about the incentives, as Cullimore was a thorough individual. Cullimore told Granato that Scott had hidden them in the budget.

Granato did not recall ratifying the incentives and had no information on this. He said that, not long after this issue was brought to light, he had some medical issues that he had to address and he was less involved in the follow up. Granato did state that the board was not well-informed or trained as to their responsibilities as board members.

Nothing further.



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Narrative Text Report # 56

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/MICHAEL JENSEN**

Related date/time: **Sep-29-2017 (Fri.) 1307**

On September 28, 2017, Michael Jensen came to the AG's College Drive location for an interview. He was accompanied by his attorney, Walter Bugden. SSA S. Sperry also participated in the interview. I audio-recorded the interview, which is summarized below. The recording is contained in the case file. Bugden also recorded the interview.

Phoenix Trip

Jensen said Zwick had built six fire stations for UFA. Zwick wanted to get into the market in Phoenix. Zwick contacted UFA and arranged a visit with Perlman, a company in Phoenix. Jensen said they had plans to build eight new stations over the coming years. A number of UFA stations looked similar and UFA was looking to build some different ones.

Jensen said that the first part of the trip was to meet with Zwick and Perlman to look at the inside of stations. He said that he and Scott then stayed the extra days to look at the outside of stations.

Jensen confirmed that he flew into Phoenix on the 4th and flew home on the 10th. Jensen said that he flew in on the 4th. The evening of the 5th he went to a baseball game on Zwick. The 6th was spent visiting a number of stations with Zwick and Perlman. Then on the 7th through the 9th, Jensen said he and Scott drove around the Phoenix area to look at the exterior of stations.

Jensen acknowledged that his wife arrived on the 7th. Jensen stated that he went to baseball games on the 7th and 8th. He couldn't say which areas of Phoenix they went to to view stations, but that Scott drove and knew the area. Jensen couldn't say how many stations they went to look at. He said that, if the bay doors were up, they would stop in and say "hi" to the firefighters. He couldn't say specifically who he would have spoken with, as it has been some time ago. Jensen stated that they didn't drive around all day and look at stations, but "hours".

Jensen said that, based on his recollection, he shared a hotel room with Scott the first part of the trip, then after the Zwick business, he paid for his hotel room himself. I pointed out that UFA had paid for hotel rooms for both he and Scott for the entire week. I asked if he had documentation showing he had paid for the rooms. He said that he would have to go back and look.

Jensen said that he recalled going to lunch in Phoenix. He didn't recall much about the lunch or who was there.

Anaheim Trip

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Jensen said that in 2014, he wanted to be engaged at a higher level with the USAR team. Scott told him that Monday was a good day to be at the conference to network. The chief meeting was Tuesday. Wednesday and Thursday were breakout meetings, which they could sit in. They were going to take a tour of Orange County Fire Authority on Friday, which Scott had set up. Jensen said that he then came home on Saturday. Jensen said his family came with him.

Jensen said Orange County Fire was most similar to UFA, and he had interest in visiting with agencies there to see why agencies would or wouldn't join. Jensen said that, in addition to going to the conference, he wanted to meet with Anaheim and Fullerton Fire Departments to see why they weren't joining. He said that Scott had broken pipes in his home and left early, so they didn't end up going on their tour. Jensen said that he believed on Friday he drove up to Fullerton, where he "drove by the station".

Jensen said he had driven down the Saturday before because he wanted to avoid the Sunday, Vegas to LA traffic. He acknowledged to charging Saturday night lodging to UFA. On Sunday he went to the beach and, to his recollection, didn't do any work that day. They checked into the Marriott, under the conference deal. He said that their room smelled of mold and cigarettes so they went to get another room, which they hotel didn't have. They walked across the parking lot to the Hilton and booked a room, where they stayed until Saturday.

Jensen said that, at the time, he wasn't aware they had been charged the Saturday night for the Marriott room until they audit had come out. He said he didn't know why they had been booked through Sunday and that Micayla had booked them.

I pointed out that Scott had directed Micayla to book the hotel dates. Jensen said he wasn't aware they had been booked through those dates. He acknowledged that he signed the p-card log but said he didn't go through it with a fine-toothed comb. I asked how Micayla gets the dates for booking the conference. He said that Micayla would book dates and then he would tell her if those dates wouldn't work.

Jensen said that on the Monday prior to the conference he "networked" with chiefs at the hotel. I pointed out that he told the auditor's office that he visited with Orange County Fire stations in Placentia and Yorba Linda. He said that he went to the stations and spoke with firefighters at at least one of the stations. I pointed out that no one with Orange County could say he had visited them. He said that when he visits the stations he doesn't tell them he is the chief because he doesn't "want to brag" and wanted to get a clear answer from the firefighters.

Jensen said that he did go to Disneyland with his family during the trip. He said that he couldn't tell me what time of day he would go over to Disneyland, but felt that he did work on each day to justify the day.

Jensen said he trusted Micayla to make sure the records were correct prior to signing them.

Jensen pointed out that travel policy said the chief could override police as he deemed necessary.

2011 Special EMT Class



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Jensen said that UFA had a two year hiring list. He assigned hiring to Chief Kelsey. Jensen spoke of the changes in the retirement, from Tier 1 to Tier 2. They had around 14 or 15 allocations and wanted to hire as many firefighters as they could prior to the change. His son, Ryan, tested well and made the list. His brother-in-law, Mike Sutton, also made the list.

Jensen said a list is created by HR and given to him. He said that if EMT certification was a requirement for hiring, and someone made the list and wasn't EMT certified, they would remain on the list but be "inactive", until they became certified.

Jensen said that he believed Ryan was EMT certified when Jensen was brought the list. He said that they held an EMT class, and it was a full class. He said that it was a full class for people outside of the list. Jensen said that he did tell them to run an EMT class. Jensen said he didn't remember who on the hire list was EMT certified and who wasn't. Jensen said he remembered scheduling the class prior to getting the list, not after.

Jensen said that EMT school cost a little over \$1,000. He said he didn't know if there was a family discount or not for the class. He said he had no idea what his son paid for the class or how it was paid for.

Spencer's Dinner

Jensen said he recalled the dinner at Spencer's the night of the election. He said that there was a discussion about tax rates and the UFA Chairman, Roy Tingey, "said we're gonna go to dinner". Scott also came and they took their wives. Jensen said he knew Scott had paid for the meal, including the spouse meals, with a UFA card. Jensen said "Roy said we're gonna do it because we're talking about UFA business". I asked about the wives being paid for by the UFA card and he said "that's what the chair said to do". Jensen said he was "good friend's" with Tingey.

I asked, as the chief, if he felt that using the UFA card to purchase the meal for their wives was a proper way to do it. He said "the chair said, that's what he wanted done and we followed what the chair's direction was".

SLC Hilton Hotel Transactions

Jensen said the board had discussed being able to get hotel rooms downtown after the UFA banquets. Jensen said he believed he stayed on two occasions. He denied knowing who else stayed. I asked about the transaction showing Heather Jackson and he said he didn't know who used the room that night. Jensen denied his family ever using a separate room, and said it was only his wife that stayed with him. Jensen said he didn't know if Scott's family used extra rooms.

Incentives



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Bugden provided me with a packet of documents. Jensen said the District members included Midvale, Riverton, Taylorsville, Herriman, Eagle Mountain, and Salt Lake County. He said Salt Lake County had administered these cities, charging over \$500,000 for those duties, until 2007. UFA then took over those duties, bringing those charges down to around \$250,000.

He said that when they brought over the District duties, Chief Berry, Steven Allred, Shirley Perkins, and him had already entered contracts with UFA and that they wanted to be paid extra for the District work.

Jensen said they went to Peter Corroon, who was chairman at the time. He said the Board discussed this in 2008, recognizing the need to compensate them for this work. They discussed bringing in outside management because they wanted the subject matter experts to do it. They decided to have the UFA management team to do the District work.

The discussion then came to how they would be compensated. Allred and Perkins came to Berry and Jensen and asked for around \$40,000 and Berry and Jensen decided they couldn't do that.

They group went to Corroon, asking for direction. He said Corroon told them to go talk to the rest of the board. Horiuchi told them they had the incentive policy, based on tasks that are performed, approved by a supervisor. He told them to use that policy, which was task driven. He said that the board members, one by one, agreed for them to use the policy. He said that the policy is that the supervisor had to approve the incentives, which was the board chair. They began to use this policy. When he became chief, they continued this practice. He said that Scott took the incentives to the board.

Jensen said Perkins, Hendrickson, and Scott would keep track of and review the work that had been done and come up with a dollar amount. They would sit down with the chair and go over it to see if there were any questions. Jensen said that he didn't know what Scott told the chair's about the incentives. He couldn't recall having specific discussions with the chairs about what they understood the incentives to be.

Jensen said Hendrickson reviewed the incentives and Perkins processed them. He said they got the incentives as a team.

Jensen said Hendrickson and Perkins wondered if there was a better way to do the UFSA payments. He said he never felt that he needed to go to the board but told Hendrickson and Perkins to "come up with a better way". Jensen said his mindset was that the board had agreed to this practice in 2008 and the arguments were the same now. I began to ask about that changing with the amounts increasing and Jensen's attorney, Bugden, interrupted.

I asked Jensen if he had said, as reported in the media, that Allred had specifically said they didn't need to take the incentive issue to the board and he said Allred told him that.

The documents provided to me included a breakdown of tasks they had to do for the District to justify the incentives. They provided me with a breakdown of tasks and billing for both Hendrickson and Perkins, showing



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that they wanted \$40,000 for the work they were doing. They also provided me with a copy of the reimbursement payment from UFA to UFSA for the incentives.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 57

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **RYAN PERRY**

Related date/time: **Oct-06-2017 (Fri.) 931**

On September 28, 2017, I made telephone contact with Greg Skordas, legal counsel for Ryan Perry. I asked if Perry would be willing to speak with me. Skordas said he would check with Perry and let me know.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 58

Document: **MEMORANDUM OF INTERVIEW**

Author: **183987 - Downey, Tyson**

Subject: **INTERVIEW W/GAYLORD SCOTT**

Related date/time: **Oct-06-2017 (Fri.) 932**

On September 28, 2017, I made telephone contact with Rick Van Wagoner, legal counsel for Gaylord Scott. I asked to schedule a time to meet with them for a formal interview with Scott. We tentatively scheduled an interview for October 11. Van Wagoner advised me that he would reach out to his client and confirm the date with me. The interview was later rescheduled for October 18.

On October 18, 2017, SA S. Sperry and I met with Scott and his attorney, Rick Van Wagoner, at the AG College Drive address. The interview was audio-recorded and is summarized below. The interview is contained in the case file.

Scott said he retired from UFA in September 2016. Scott said he last spoke with Michael Jensen "a week or more" ago. He said they had communicated about the audit some.

Travel

I asked Scott about the March 2013 Phoenix trip. He said that he remembered taking the trip. He said that he and Jensen flew to Phoenix. Scott said the visit was arranged by Zwick. He said Zwick took them to a baseball game on Tuesday. Scott said Wednesday they visited a number of stations throughout the valley. That night they went out to eat. Scott said Thursday Jensen and he went their "own way" and he didn't know what the others did. Scott said they spent time on the other days looking at stations. Scott said he didn't know how much time they spent each day looking at fire stations. Scott said he couldn't recall exactly which areas they looked at fire stations at. Scott said they would "just float around" until Jensen said he didn't want to look anymore. He said they went to a baseball game on Thursday, Friday, and Saturday. Scott said Jensen's wife flew in at some point and did things with them Thursday, Friday, and Saturday.

I asked about looking at stations. He said that each day after Wednesday, he and Jensen drove around the Phoenix area and looked at the exteriors of fire stations. He said there were "hundreds" of stations and that they looked at "zillions". Scott said they were building more stations and wanted to look at the exteriors. Scott said that they didn't take any photographs of any of the stations they were looking at. He said they did take pictures of the stations they visited with Zwick on Wednesday.

I then asked Scott about the Anaheim trip. Scott said that he had driven down with his family the Sunday before Thanksgiving and stayed through that week, which was the week prior to the week of the conference. Scott said his wife and daughter flew home the Sunday night before the conference.

Scott said the Monday was a day for him to do some networking and review the budget. Tuesday was the Chief's meeting, which was the meeting he was required to be at. They had other meetings Wednesday and Thursday and left for home on Friday. Scott said that they might have had plans for the rest of the week. Scott said he recalled



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asking Orange County Fire if they could tour or visit them and it was "lukewarm", like a "maybe". He said that he arranged for a visit to tour Anaheim Fire and it was an "absolutely". Scott said that they were going to tour Anaheim Fire on Wednesday, but then Anaheim canceled on them and so they didn't.

I asked Scott why he had booked the week through Sunday and he said he wasn't sure, but that some of the entities down at the conference will put on tours and they may have wanted to do this. Scott said he had a flood at his house and was wanting to get home. Scott said that he didn't recall a discussion with Jensen as to what he was doing throughout the week. I asked if they visited fire stations that Monday and Scott said he didn't visit any. He said he and Jensen had a discussion about networking. Scott said he purchased the challenge coins for the UFA honor guard.

I asked Scott about the Chicago Trip in August 2013. Scott said he flew in a couple of days early with one of his kids. He said "it's hard to look at the conferences" as Monday through Thursday because they kind of last the whole week. Scott said they were allowed to fly Sunday through Sunday if they got a better rate. He said he doesn't know what he did Monday. He said he registered on Tuesday. He said they visited Chicago fire stations on Sunday. He said he just dropped in on the stations, and that he did that all the time. He said that it was unproductive to contact a fire stations prior to visiting them. He said that just dropping in on fire stations could be a reason for him to leave early or stay late. He would just talk to the line firefighters. Scott said he went to a Milwaukee Brewers game and that he did some sightseeing around the Great Lakes area.

I asked Scott about the Denver trip. Scott said he thought he came home early. He said he did stay in Wyoming on the way home, which wasn't early. I asked Scott what he did the few days prior to the conference starting. He said he didn't remember. Scott said that the conference registration usually started the day prior to the conference.

I asked Scott about the October 2012 trip to Washington DC. Scott said he would go to the fire academy when he was close, but couldn't recall if he did this time. He said that "sounded like something" he would have done. Scott said finance would reconcile travel and he felt that he was doing things right. Scott said he felt comfortable with Jensen signing off on what he was doing. He said that if he was called out on anything he wouldn't push back. He said that there was never a discussion about needing to document what work purpose the extra days was filling.

Incentive Awards

Scott said that he wasn't part of the initial discussions regarding the incentive awards. He explained the process where the decision was made to use in house people to be administrators of the district. Scott said that Jensen, Hendrickson, and Perkins explained the process of them doing work for the district, then being paid through incentives.

Scott said that he put the first incentive together and took it to the chair and it was approved. He believes this was Roy Tingey. Scott said that he believed he needed to keep track of the tasks they were accomplishing each year so he would put together the incentive form, give a copy to the others, and ask what they thought. He said that Hendrickson and Perkins were not happy initially because of the amounts they were being paid. He said Jensen



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was out of the loop and Scott would take them to the chairs. He would explain that there was more work being done then what he was bringing and was told by the chair to keep track in more detail.

Scott said that he would explain that the chair was signing for Jensen but that they were an "administrative team" and that the others would be getting incentives as well. Scott said that the district work was intermingled within his daily UFA tasks and that there was no way to separate one from the other.

Scott said the fee the district was paying to UFA each year went towards the salaries for Cynthia Mathews and the other UFA employees who were doing work for the district. It would also go to supplement the salaries of the other finance employees doing the work. He said that this worked differently from his and the other executives payments because his UFA duties were not minimized because of the district work, but that the district work was just added to his workload. Cynthia and the other employees' UFA workloads went down when they picked up district work.

I asked Scott if he knew if board members other than the chairs, knew about the incentives. He said that he believed they did but didn't recall having any discussions with them. Scott said that Hendrickson told them what they were doing was ok.

Scott said that there was discussion about doing things differently, that they "all said that", but that the discussion was to come up with a plan and they never did. He said the system was working and had been approved by the board. I asked about his statement to other employees that the board knew about the incentives. He said that things were talked about openly and he thought the board knew about them.

I asked about the increase of the incentives and if the work increased as much to reflect it. Scott said that the incentives just got up to where they needed to be, and that they had been way too low based on the work they were doing.

Scott said that he explained the incentives to Seghini and that he believed she knew what she was signing.

EMT Class

I asked Scott if he recalled the 2011 EMT class and he said he did and that they were "just trying to get everybody into Tier 1". Scott said they would schedule both paramedic and EMT schools throughout the year and you could go as both an employee or a private citizen. When the retirement system changes came up they decided to accelerate a hiring class. He said that there was always a debate about whether you had to be an EMT or not to be hired. He said this announcement went out with the EMT requirement.

Scott said that he didn't know who on the hire list went through the EMT class. He later said that he recalled Ryan Jensen being a part of that class. He said that was likely one of the reasons the class was run "among many" reasons. Scott said he didn't recall whether the EMT class was decided to be run before or after the hire list came out.



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P-Card Use

I asked Scott about the New York Taxi cab purchase Greensides had brought up. Scott said he didn't recall this but said he wouldn't have intentionally done anything wrong on this note.

We discussed the Spencer's steakhouse transaction. Scott acknowledged purchasing meals for their wives. He said that he did this because they discussed work the entire meal and Roy Tingey told him to use the UFA card for the dinner. He said he was just doing what he was told. Scott said that he initially thought they were all going to pay for themselves. At the end of the dinner, Tingey said "all we did was talk shop" and that their wives didn't get to talk about anything else so Tingey told him to put the meal on UFA.

Scott spoke about the hotels in SLC. He said that Micayla would book the hotel rooms for them. He said that he didn't recall who used the Jackson room but said that his family never used an extra room and always stayed in his room.

I asked about the room he booked for himself in Park City. He said that he had it approved by the Chief and said that he booked the rooms because he lived in Herriman and he "didn't think it was convenient" for him to have to drive up to Park City each day.

I asked about the purchase of the cameras. He said that he would use the cameras on fire scenes. He initially said that he would take pictures, then said that he would actually let board members, council member, or other dignitaries on major fire scenes use his camera. He said "tons" of them did this. Scott said that he couldn't recall anyone he specifically let use his camera. He said that he would use the camera for personal use occasionally.

Scott said he bought the iMac computer for his home to use for work. He said that it was used by family as well. He didn't say who was viewing pornography on the computer.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 59

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **JENSEN/BUGDEN MEMO**

Related date/time: **Oct-18-2017 (Wed.) 1631**

I received a memo by email, dated October 10, 2017, from Jensen's attorney, Wally Bugden. The memo contained a number of rebuttal's and explanations to the allegations made in this case. The memo was added to the case file.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 60

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **VAN WAGONER LETTER**

Related date/time: **Nov-07-2017 (Tue.) 1309**

On November 7, 2017, I received an email from Rick Van Wagoner, counsel for Gaylord Scott. The letter outlined his arguments as to why he believed Scott had not committed any criminal violations related to this investigation. The letter was added to the case file.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 61

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **SPENCER'S DINNER**

Related date/time: **Nov-07-2017 (Tue.) 1449**

Scott's November 2012 p-card log shows a transaction was conducted by Scott in the amount of \$430.80 for dinner at Spencer's restaurant at the Hilton Hotel in Salt Lake City. The transaction date on the credit card statement shows 11/06/08. It was noted that this was election night and the location Jensen had for his election headquarters. The transaction log shows the purchase as 11/08/12. The receipt lists Jensen, Scott, and Tingey "x2" and lists an agenda. The receipt is signed by Scott.

In my interviews with both Jensen and Scott, they each acknowledged that their wives, along with Roy Tingey's wife, were paid for using the p-card. They both stated that Tingey told them to charge the meal to UFA so they just did what they were told. See their interviews for further.

AC Watson stated that he and AC Sandstrom both went to visit with Jensen the night of his re-election. They met with him at the Hilton Hotel and congratulated him on his win. Watson said that Jensen, Scott, Tingey, and their wives were there and that they told Watson that they were going to go down to Spencer's for dinner. They invited Watson and Sandstrom but they both declined. Watson later learned that this dinner was paid for using the UFA p-card and he felt this was inappropriate, as he felt that the dinner was not UFA business related but was campaign related.

Sandstrom related a similar story, and said that he felt that charging this dinner to UFA was wrong. Sandstrom described it as a "celebratory dinner".

A. Woolf, HR Director, had cautioned Jensen and Scott related to their meal expenditures. See her interview for further information.

On August 15, 2017, I met with Brennin King (801-238-4856), Director of Loss Prevention for the Salt Lake City Hilton hotel. I asked him if he was able to provide a receipt for the Spencer's dinner, which occurred on November 6, 2012, as the copy of the receipt that was turned in to UFA was not completely clear.

After checking, Brennin told me that he was not able to locate the restaurant's hard copy of the receipt, as it had been quite a while since the dinner occurred. He also said that in 2015 the company upgraded their server and the data was not migrated over to the new server at the time.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 62

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **ADDITIONAL**

Related date/time: **Nov-14-2017 (Tue.) 736**

During my interview with Scott, I asked him about 3 carved images of child pornography found on the home iMac. This is being investigated under case number AG2016-562. See that report for further information.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 63

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **CASE SCREENINGS**

Related date/time: **Mar-07-2018 (Wed.) 1135**

On November 1, 2017, I screened this case for criminal charges with the Utah AG's Office Special Prosecutions Unit.

On November 6, 2017, I again screened this case for criminal charges with the Utah AG's Office Special Prosecutions Unit. This screening included Chief S. Austin.

On November 8, 2017, I again screened this case with the same individuals. This screening was held at the AG's Offices in the Heber Wells building and included Attorney General S. Reyes.

On June 13, 2018, I attended a meeting with attorney's in the Special Prosecutions Unit related to this case. I was made aware that it would be their decision to decline criminal charges in this case. It was also decided that attorney's would meet with Utah State Auditor J. Dougal to advise him of their decision.

On June 27, 2018, I requested a declination letter on this case and was notified that their wasn't one available yet.

Nothing further.



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Follow Up Report # AG 1

Narrative Text Report # 64

Document: **INVSTGTR F/U**

Author: **183987 - Downey, Tyson**

Subject: **DECLINATION LETTER**

Related date/time: **Jul-18-2018 (Wed.) 1302**

On July 18, 2018, I received a declination letter signed by S. Austin declining charges in this case. The declination letter was added to the case file.

Case CLOSED.



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Related Property Report(s)

Report Information

Property Report #: 3777

Property case status: **SEIZED**

Submitted on: **Feb-10-2017 (Fri.)** by: **Downey, Tyson**

Authority for disposal: **Downey, Tyson** Org unit: **Special Investigations**

Related:

Offense: **GO AG 2017- 13**

Related items: **19**

Articles - Evidence

Status: **SEIZED**

Tag #: **AG3777- 1**

Article: **DCOMPUT- DATA PROCESSING EQUIPMENT**

Make: **APPLE**

Model: **MACBOOK PRO**

of pieces:

Serial # 1: [REDACTED]

OAN:

Value: **\$0.00**

Color: **Silver/Aluminum**

Description: **APPLE MACBOOK PROSA TYSON DOWNEY**

Recovered date: -

Recovered value: **\$0.00**

Flags: *e

Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED**

Tag #: **AG3777- 2**

Article: **DCOMPUT- DATA PROCESSING EQUIPMENT**

Make: **APPLE**

Model: **MACBOOK PRO**

of pieces:

Serial # 1: [REDACTED]

OAN:

Value: **\$0.00**

Color: **Silver/Aluminum**

Description: **APPLE MACBOOK PRO/SA TYSON DOWNEY**

Recovered date: -

Recovered value: **\$0.00**

Flags: *e

Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED**

Tag #: **AG3777- 3**

Article: **DCOMPUT- DATA PROCESSING EQUIPMENT**

Make: **APPLE**

Model: **MACBOOK PRO**

of pieces:

Serial # 1: [REDACTED]

OAN:

Value: **\$0.00**

Color: **Silver/Aluminum**

Description: **APPLE MACBOOK PRO/SA TYSON DOWNEY**

Recovered date: -

Recovered value: **\$0.00**

Flags: *e

Current Location: **PR 13-B**

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Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 4**
Article: **DCOMPUT- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IMAC DESKTOP** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Silver/Aluminum**
Description: **IMAC DESKTOP/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 5**
Article: **DDISK- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IMAC DESKTOP** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Silver/Aluminum**
Description: **APPLE IMAC DESKTOP/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 6**
Article: **DDISK- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IMAC DESKTOP** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Silver/Aluminum**
Description: **APPLE IMAC DESKTOP/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 7**
Article: **F4KJM4M6F1- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD MINI** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Silver/Aluminum**
Description: **APPLE IPAD MINI/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

**UTAH ATTORNEY GENERAL'S OFFICE****GENERAL OFFENSE HARDCOPY****GO# AG 2017-13 EXCEPTIONALLY
CLEARED****2699-0 FRAUD-FREE TXT****Articles - Evidence**

Status: **SEIZED** Tag #: **AG3777- 8**
Article: **DTABLET- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD MINI** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Gray**
Description: **APPLE IPAD MINI/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 9**
Article: **DTABLET- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD MINI** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Gray**
Description: **APPLE IPAD MINI/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 10**
Article: **DTABLET- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Silver/Aluminum**
Description: **APPLE IPAD/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 11**
Article: **DTABLET- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Silver/Aluminum, White**
Description: **APPLE IPAD SIL/WHI/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

**UTAH ATTORNEY GENERAL'S OFFICE****GENERAL OFFENSE HARDCOPY****GO# AG 2017-13 EXCEPTIONALLY
CLEARED****2699-0 FRAUD-FREE TXT****Articles - Evidence**

Status: **SEIZED** Tag #: **AG3777- 12**
Article: **DTABLET- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD PRO 2** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Gray**
Description: **APPLE IPAD PRO #1/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 13**
Article: **DTABLET- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **IPAD PRO #2** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Gray**
Description: **APPLE IPAD PRO #2**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 14**
Article: **OTELEPH- OFFICE EQUIPMENT**
Make: **APPLE**
Model: **IPHONE 6S** # of pieces:
Serial # 1: **UNK** OAN:
Value: **\$0.00** Color: **Black**
Description: **APPLE IPHONE 6S/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 15**
Article: **EGPOSYS- EQUIPMENT, MEASURING DEVICES, & TOOLS**
Make: **GARMIN**
Model: **BLK** # of pieces:
Serial # 1: [REDACTED] OAN: **NUVI1450**
Value: **\$0.00** Color:
Description: **GARMIN NUVI 1450 GPS/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

**UTAH ATTORNEY GENERAL'S OFFICE****GENERAL OFFENSE HARDCOPY**GO# AG 2017-13 EXCEPTIONALLY
CLEARED

2699-0 FRAUD-FREE TXT

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 16**
Article: **EGPOSYS- EQUIPMENT, MEASURING DEVICES, & TOOLS**
Make: **GARMIN**
Model: **MONTANA 650T** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color: **Black**
Description: **GARMIN MONTANA 650T/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 17**
Article: **CCAMERA- CAMERA EQUIPMENT**
Make: **OLYMPUS**
Model: **SZ-12** # of pieces:
Serial # 1: [REDACTED] OAN:
Value: **\$0.00** Color:
Description: **OLYMPUS SZ-12 CAMERA IN CASE/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 18**
Article: **DKEYBOA- DATA PROCESSING EQUIPMENT**
Make: **APPLE**
Model: **APPLE KEYBOARD** # of pieces:
Serial # 1: **UNK** OAN:
Value: **\$0.00** Color: **Silver/Aluminum**
Description: **2 KEYBOARDS/2 MOUSE/SD CARD/CHARGER CARDS/SA TYSON DOWNEY**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**

Articles - Evidence

Status: **SEIZED** Tag #: **AG3777- 19**
Article: **DDISK- DATA PROCESSING EQUIPMENT**
Make: **HARD DRIVE**
Serial # 1: **NONE** OAN:
Value: **\$0.00** Color:
Description: **EXTERNAL HARD DRIVE**
Recovered date: - Recovered value: **\$0.00**
Flags: *e
Current Location: **PR 13-B**



UTAH ATTORNEY GENERAL'S OFFICE
GENERAL OFFENSE HARDCOPY

**GO# AG 2017-13 EXCEPTIONALLY
CLEARED**

2699-0 FRAUD-FREE TXT

Flags = d (disposed) x (x-reference) n (entered on NCIC) *e (evidence)



UTAH ATTORNEY GENERAL'S OFFICE
GENERAL OFFENSE HARDCOPY

**GO# AG 2017-13 EXCEPTIONALLY
CLEARED**

2699-0 FRAUD-FREE TXT

***** END OF HARDCOPY *****

STATE OF UTAH
OFFICE OF THE ATTORNEY GENERAL



SEAN D. REYES
ATTORNEY GENERAL

Spencer E. Austin
Chief Criminal Deputy

Ric Cantrell
Chief of Staff

Tyler R. Green
Solicitor General

Brian L. Tarbet
Chief Civil Deputy

July 17, 2018

John Dougall
Office of the State Auditor
310 State Capitol Building, Ste. E
Salt Lake City, UT 84114

RE: Unified Fire Authority – Report No. SSVF-17-SPa

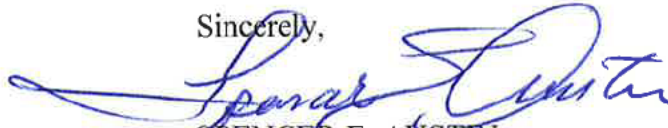
Dear Mr. Dougall:

I am formally responding to your request to investigate and consider prosecution in the matter of Unified Fire Authority.

The Attorney General's Investigation Division initiated an investigation based on the allegations raised in the Audit. Upon completion of the thorough investigation, the matter was presented to the Attorney General's Justice Division to consider prosecution. The applicable standard for a prosecutor to apply the evidence gathered in a criminal investigation is whether there is a reasonable likelihood of conviction at trial.

A select panel of experienced Justice Division prosecutors independently assessed the case, including investigative reports, documents, and witness interviews. The panel reviewed the investigation and concluded this case lacks a reasonable likelihood of conviction. Based on the aforementioned, the Justice Division within the Utah Attorney General's Office is declining any further action at this time.

Sincerely,



SPENCER E. AUSTIN
Chief Criminal Deputy

cc: Sean Reyes, Utah Attorney General
Craig L. Barlow, Criminal Deputy
David M. Carlson, Justice Division Director
Leo Lucey, Chief of Law Enforcement
Special Agent Tyson Downey