

**MINUTES OF THE WORK SESSION OF
THE BOARD OF COMMISSIONERS OF WEBER COUNTY**
on **Monday, January 13, 2025, 1:00 p.m. to 1:45 p.m.**, at the Commission Conference
Room #365, 2380 Washington Blvd, Ste. #360, Ogden, UT and on Zoom
<https://us06web.zoom.us/j/87347346572?pwd=OLT9nUW9igK1amgnwBFosvgiBVyXay.1>
Meeting ID: 873 4734 6572
Passcode: 226857

Members Present: Commissioner Sharon Bolos, Commissioner Gage Froerer, Commissioner Jim Harvey

Discussion and/or action for approval of minutes for the Commission Work Session held on January 6, 2025

Commissioner Harvey made a motion to approve the minutes for the Commission Work Session held on January 6, 2025. Commissioner Froerer seconded the motion. All say aye. The motion carries.

Discussion regarding Performance Management Policy – Emily Wilde, Ryan Smith, Scott Parke, Steffani Ebert, Chris Crockett, Jason Horne, Jessika Clark

Emily Wilde reviewed changes made to the Performance Management Policy, which included clarifying the process, changing some wording, and extending the timeframe for setting goals and expectations. The policy was also sent through Legal for their recommendations. The changes were made to align with Oracle’s terminology and to address feedback from department managers. The policy now includes details on how employees are handled with pay for performance increases, and how promotions, transfers, and new hires are eligible for performance reviews.

Discussion regarding Updates to the Weber County Gift Card and Travel Policies – Scott Parke, Lauren Thomas, Jason Horne, Chris Crockett, Jessika Clark

Scott Parke discussed updating the policies regarding gift cards and travel. He explained that the gift card policy needs to be updated to ensure compliance with tax laws, which includes that gift cards are now taxable. To ensure the departments are compliant, they will no longer be able to give gift cards unless they get permission from the Clerk Auditor’s office, except for HR as HR will be able to give gift cards. Scott also discussed the need for a custodian and a record keeper for the gift cards, with the roles not being held by the same person.

Scott also discussed updating the travel policy, focusing on the issue of overnight stays during work-related travel. The current policy allows overnight stays if the total travel time exceeds 12 hours, but he recommended changing the policy to a time-based policy, which would allow the departments to decide whether employees can stay overnight if they are in travel status for more than 12 hours. Scott also discussed the potential for adding a mileage component to the policy and clarifying that travel status also includes time spent in transit between departure and arrival points. These policies will be presented to the Commissioners at a Commission meeting.

Solid Waste Rates for Uintah Highlands and Western Weber County – Sean Wilkinson, Scott Parke, Bill Ross, Chris Crockett, Jessika Clark

Sean Wilkinson discussed the annual increase of fees from Republic for Western Weber County and the Uintah Highlands, which is a 3% increase every year, and reducing the Weber County administrative fee for these areas, with the proposal being to lower it from \$2.00 to \$1.50. He explained that the Weber County fee is used to cover the cost of time and energy on the service, plus any bad debt. He proposed to offset the administrative fee by the amount of Republic's increase until they reach an equilibrium where the fee is actually covering the cost. The residents will see an overall decrease in their cost this year. This will not apply to the Ogden Valley. Weber County has a contract with Waste Management for that area. This contract will end in April 2026, and Weber County will not renew it as the new Ogden Valley city will need to do a new contract. Powder Mountain and Snow Basin will not be part of the new city; therefore, will not be part of a new contract, and so the new city will have to pass an ordinance to bring those areas under the new contract.

Adjourn

Commissioner Harvey made a motion to adjourn. Commissioner Froerer seconded the motion. All say aye. The motion carries.