

**MINUTES OF THE WORK SESSION OF
THE BOARD OF COMMISSIONERS OF WEBER COUNTY**
on **Monday, February 10, 2025, 1:00 p.m. to 1:30 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

Excused Member: Commissioner Jim Harvey

Discussion and/or action for approval of minutes for the Commission Work Sessions held on February 3, 2025

Commissioner Froerer made a motion to approve the minutes for the Commission Work Session held on February 3, 2025. Commissioner Bolos seconded the motion. All say aye. The motion carries.

Discussion regarding Compensation Survey Question* – Emily Wilde, Chris Crockett

Emily Wilde presented the Compensation Survey Questions to the Commissioners. She went over seven categories of questions and discussed each category.

1. Pay Plan Information: These are questions that focus on whether the organization has adopted a pay plan, if they use grades or steps, how the plan is administered, historical and projected pay increases (including COLA adjustments), and details about longevity pay.

2. Pay Practices: These are questions regarding covers on-call or call-back pay, shift differentials, employee progression between pay ranges, whether new hires can start above the minimum, lateral and sign-on bonuses, retention pay, pay increases for part-time employees, and how overtime is calculated for Public Safety.

3. Paid Time Off: These questions are about requests for information on time-off policies, sick and vacation day allowances, carryover and cash-out options for unused days, sick leave donation, and holiday schedules.

4. Health Benefits: These questions focus on the cost and coverage of insurance plans (medical, dental, life, disability, etc.), HSA contributions, deductibles, out-of-pocket limits, and whether maternity and paternity leave are provided.

5. Retirement: These questions ask about contributions to Social Security, retirement plans, 401(k) contributions, retiree health insurance, and whether they cover URS rates for Public Safety.

6. Other Benefits: These questions include tuition assistance, student loan repayment, special assignment pay, commuter benefits, wellness/gym reimbursements, referral or recruitment bonuses, bilingual pay, certification-related pay increases, and flexible work arrangements.

7. Total Compensation Overview: In this category, there will be questions that request details on the number of employees, operating budget, population served, and total out-of-pocket compensation expenditures.

Lastly, Emily and the Commissioners briefly discussed offering survey results to participating peer groups upon request, though they will not be publicly posted online.

*This meeting was not recorded as there were issues with the sound.

Closed Session to discuss the purchase, exchange, or lease of real property

Commissioner Froerer made a motion to go into a closed session to discuss the purchase, exchange, or lease of real property. Commissioner Bolos seconded the motion. All say aye. The motion carries.

Commissioner Froerer made a motion to come out of the closed session and go into the public Work Session. Commissioner Bolos seconded the motion. All say aye. The motion carries.

Discussion regarding updated Parking Ordinance for the Pineview and Causey Areas – Courtlan Erickson, Chief Josh Gard, Todd Ferrario, Sean Wilkinson, Bill Ross, Joe Hadley, Gary Myers, Ashley Thoman, David Alger, Todd Finlinson, Paige Nussbaum, Ian Hueton, Chris Crockett, Jessika Clark

The Commission discussed increasing fines for parking violations around Pineview and the need for improved parking solutions. They are considering raising the to \$150.00 for the first offense and double to \$300.00 for subsequent offenses. The fines would apply to any highway or road where Weber County has parking enforcement authority, including the road to Causey Reservoir and all roads branching off east of the entrance to the Weber Memorial Park campground, and all locations within one quarter mile of the Pineview Reservoir. The need for proper signage to avoid legal issues was also discussed. Joe Hadley will order small signs with the fine information to be placed below the existing “No Parking Next Mile” signs. The possibility of an off-site shuttle system was suggested as an alternative solution along with finding places for parking off site. Jessika Clark will prepare public communication about the new fine schedule, to be released a few weeks before Memorial Day. There will be a public hearing to include public comments for the first reading of the ordinance amendment, which will be scheduled.

Discussion regarding County Subdivision Ordinance Amendment – Sean Wilkinson, Courtlan Erickson, Scott Parke, Lynelle Jensen, Gary Myers, Rick Grover, Chris Crockett, Jessika Clark

Sean Wilkinson discussed the completion guarantees for subdivision projects, specifically the use of cash escrow and letters of credit. The County attorneys and Sean have researched the State code requirements and the potential for legal challenges. He suggested changing the County code to make sure that the county is following the State code, and that they are doing what is best for the county. Gary Myers did reach out to other cities and counties to see what they accept for completion guarantees. The feedback he got from the other cities and counties was that they generally preferred cash escrow bonds similar to Weber County and allow letters of credit on smaller amounts. The Commission concluded that there is a need to review their subdivision ordinance and will consider changes to ensure compliance with the State code and to provide the best options for the County.

The topic then changed to discussing the options for financial guarantees in development projects and considering the possibility of allowing developers to do improvement in lieu of a financial guarantee, with the option to record the plat after the improvements are done. Another option would be the idea of allowing the developers to set up a cash escrow option, where the County holds the money as an escrow and releases it at the end of the agreed upon timeframe or having an escrow company handle the financial guarantees, which would reduce the County’s liability. Lastly, they discussed the possibility of allowing an exception for a specific case, with the understanding that it would be revised in the future. Sean and his staff agreed to work with Courtlan Erickson to develop these ideas further.

Closed Session to discuss the purchase, exchange, or lease of real property

Commissioner Froerer made a motion to go into a closed session to discuss the purchase, exchange, or lease of real property

Commissioner Froerer made a motion to come out of the closed session and go into the public Work Session. Commissioner Bolos seconded the motion. All say aye. The motion carries.

Commissioner Froerer made a motion to go into a closed session to discuss litigation. Commissioner Bolos seconded the motion. All say aye. The motion carries.

Commissioner Froerer made a motion to come out of the closed session and go into the public Work Session. Commissioner Bolos seconded the motion. All say aye. The motion carries.

Adjourn

Commissioner Froerer made a motion to adjourn the Work Session. Commissioner Bolos seconded the motion. All say aye. The motion carries.