

**MINUTES OF THE WORK SESSION OF
THE BOARD OF COMMISSIONERS OF WEBER COUNTY**

Monday, September 22, 2025, from 2:30 p.m. to 3:30 p.m., held in the Commission Conference
Room #365, Weber County Commission Office 2380 Washington Blvd, Ste. 360, Ogden, UT

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 September 15, 2025

Commissioner Harvey made a motion to approve the minutes for the Commission Work Session held on September 15, 2025. Commissioner Froerer seconded the motion. All voted aye. The motion carries.

Discussion regarding Pioneering Agreement Policy

This meeting was canceled and will

Discussion regarding Final Approval on the Draft Benefit Report and the Draft Market Report from Baker Tilley – Emily Wilde, Steffani Ebert, Jessika Clark

Emily Wilde presented the draft benefit report and the draft market report from Baker Tilley. She is asking for the Commissioners approval to go forward with this report and post it to the Weber County website. The Commissioners agreed.

Discussion regarding Final Approval on the General Employee Pay Grades and Implementation Scenario – Emily Wilde, Steffani Ebert, Jessika Clark

Emily Wilde presented the final pay scale ranges and implementation scenario for general county employees, with a greater of or minimum of 2% market adjustment depending on position. The Commissioners discussed adopting both the general pay plan and sheriff's pay plan as official county policy, with the general plan to be implemented in 2026 and the Sheriff's pay plan to be ratified as it has already been implemented, at a Commission meeting.

Discussion regarding Medical Rates for 2026 – Emily Wilde, Steffani Ebert, Jessika Clark

Emily Wilde discussed Select Health's insurance renewal and rate negotiations. The original proposed increase was 8.9%, but after negotiation, Select Health offered a counteroffer of 6.9% with a new combined plan called the Preference Network. This plan merges the med and value plans, requiring providers to bill at a lower value rate, which affects providers but not employees. The new rate structure allows Select Health to offer a lower premium while maintaining access to the same hospitals and facilities. She explained that the 6.9% increase was the better option for employees, as it would only result in a small premium increase of around \$100 per year, while higher deductibles could cost employees an additional \$1,000 or \$2,000. The Commissioners liked the 6.9% option from Select Health, deciding not to put the 6.9% option out to bid, as they felt it was a competitive rate given current market conditions.

Emily discussed dental insurance options as MetLife increased their premium 50%. She investigated the Delta Dental plan but is unsure if it would be comparable. She explored the possibility of switching to a self-funded dental plan, which would provide stability to allow the county to retain surpluses for future use, though initial would be higher at around 34%. The Commissioners expressed interest in pursuing self-insurance for dental coverage, with a \$3,000 annual maximum per person, and discussed the potential for establishing an employee medical clinic in the future to further reduce costs. She discussed switching vision insurances from MetLife to Guardian due to billing issues, noting that Guardian would offer the same 0% increase and employee-paid coverage. She also reviewed a proposal for accident insurance, where Voya presented lower rates and better benefits compared to the current standard plan, including higher reimbursements for emergency room visits and

hospital stays. The Commissioners approved the recommendation to switch to Guardian for vision coverage and to consider the Voya accident insurance plan for its additional benefits.

Emily also discussed offering a supplemental insurance plan called Select Plus, which would be paid 100% by employees and provide legal assistance for matters such as living wills, bankruptcy, and family law. The Commissioners agreed to offer Select Plus for \$4 per month, with the option for employees to enroll. Emily also recommended changing the premium payment schedule from 24 to 26 pay periods to reduce the monthly amount deducted from paychecks, though Steffani Ebert raised concerns about the complexity of reconciliation for new or departing employees. Steffani will research this more and get back to the Commissioners and Emily.

Discussion regarding Station 62 Storm Drain Change Order – Gary Myers, Sean Wilkinson, Steffani Ebert, Jason Horne, Jessika Clark

Gary Myers discussed a storm drain change order for Fire Station 62, which required additional funding of \$12,657.50 (14% of the original \$87,000 contract value) to cover costs associated with utility conflicts and extended site presence. He agreed to contact Rocky Mountain Power to request they contribute to the change order costs since their underground power line caused the delays. The Commissioners approved the change order, with the understanding that if Rocky Mountain Power refused to participate, the county would proceed with covering the costs.

Adjourn

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