

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

Monday, October 6, 2025, from 1:00 p.m. to 3:15 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 29, 2025

Commissioner Harvey made a motion to approve the minutes for the Commission Work Session held on September 29, 2025. Commissioner Froerer seconded the motion. All voted aye. The motion carries.

Discussion regarding Weber County Sheriff's Office Drawings for Medical Building, Initial Results of Pay Study Implementation, Law Enforcement Contracting Services – Sheriff Ryan Arbon, Chief Terence Lavelly, Chris Crockett

Chief Lavelly discussed the medical building project, which will feature direct supervision in the mental health area. He discussed the next steps for the project, including selecting a construction manager and obtaining cost estimates.

Sheriff Arbon focused on concerns about staff retention following the Baker-Tilley pay study implementation. While the study successfully brought most staff to market range, there are ongoing issues with experienced employees (particularly those with 5-15 years of service) considering leaving for other agencies offering higher pay, with 7-8 confirmed cases of employees possibly planning on leaving for higher paying jobs. Commissioner Bolos discussed developing a new pay policy to address these concerns, with Stephanie Ebert, Julie Stoddard, and Emily Wilde set to be involved in the decision-making process, rather than targeting individual employees with specific raises. The policy implementation is expected to be completed by year-end and expected to be included in the budget. Sheriff Arbon discussed concerns about the information provided to Baker Tilly, with the Commissioners denying that they had imposed a cap on the work at the Sheriff's office. Commissioner Bolos clarified that while Baker Tilly presented three scenarios, the Commissioners thoughtfully made budget amendments to accommodate these options.

Sheriff Arbon explained the cost structure of contract city policing, noting that their service-based model saves cities 50% compared to maintaining their own police departments by eliminating administrative staff and using economies of scale. He clarified that while the Sheriff's office currently serves 80,000+ residents with 36-38 deputies at a rate of 0.58 officers per thousand residents, they plan to request 5-10 additional deputies to be funded by contract cities to address response time concerns. He emphasized that their service model is a fixed price and non-negotiable, as they cannot afford to provide additional services without additional funding. He has also invited mayors to reach out to him directly with any concerns about the current service level.

Discussion regarding Ogden City TDR's – Sean Wilkinson, Charlie Ewert, Rick Grover, Tammy Aydelotte, Courtlan Erickson, Stephanie Russell, Mayor Ben Nadalski, Mara Brown, Richard Hyer, Justin Anderson, Brady Herd, Chris Crockett

Sean Wilkinson discussed the Ogden City TDRs proposal, which was previously reviewed by the Ogden Valley Planning Commission. Rick Grover discussed that the Planning Commission had recommended denial due to non-compliance with the general plan and lack of a market study. Charlie Ewert explained that the property, zoned CVR1, could potentially accommodate up to 521 development units, though water, sewer, and road access challenges exist. He clarified that while the property is within a source protection zone, development is possible with proper sewer systems and street access. He discussed focusing on the transfer of development rights (TDRs) to recreation areas outside the valley floor, with Ogden City asking to memorialize the TDRs in the development agreement for the next 100 years along with the 521 development units. Charlie also discussed

requirements needed and the impact of the property being incorporated into the new city in the future. He debated the reason for length of the agreement and the number of development rights to be memorialized, with suggestions to negotiate both down. Courtlan Erickson discussed the enforceability of the development agreement between the county and the new city, and mentioned the Commissioners need to make sure this would be something they would be willing to possibly do with other development agreements. Chris Crockett recommended rendering a legal opinion regarding whether the new city would be contractually obligated to uphold the agreement between the county and the developer. The conversation ended with a decision to hold a work session after receiving a legal opinion on the matter.

Discussion regarding FLSA Review from Baker Tilley – Emily Wilde, Courtlan Erickson, Stephanie Russell

Emily Wilde gave an FLSA status update from Baker Tilley effecting several positions regarding classifying the positions from a non-exempt to an exempt status and some positions from exempt to non-exempt. She noted that the Commissioners will see this change in the final Baker Tilley report.

Discussion regarding the 2-500 Attendance Policy – Emily Wilde, Courtlan Erickson, Stephanie Russell, Kyley Slater, Josh Gard

Emily Wilde discussed a small change to the 2-500 Attendance Policy, which will change by adding an additional sentence to allow some flexibility in scheduling, time keeping, and breaks. This will give merit and FLSA exempt employees a bit of flexibility with their scheduling, i.e. the attorneys, IT, etc.

Emily also discussed a new URS re-employment policy allowing retired employees to return after 90 days but within 1 year, with specific requirements from the county. The Commissioners approved both policies, with the URS policy requiring formal documentation and agreements for rehire cases.

Review Code Blue Overflow Shelter Addendum – Chris Crockett, Sean Wilkinson, Stephanie Russell

Chris Crockett discussed a letter from Ogden City regarding a temporary shelter location stating Ogden City would like the County to solidify where the shelter will be located. He raised concerns about legally binding commitments to a specific site. He suggested the Commissioners agree to modify the language to maintain flexibility for future options. Commissioner Bolos explained further that Ogden City wants a statement from the Commissioners regarding their commitment to finding a permanent solution, but she would like to keep their options open, rather than being tied to a specific location like the 12th Street Sheriff's Office complex. Chris doesn't see a need for the Commissioners to sign this letter, and he will work on revising the wording in the document.

Adjourn

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