

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

Monday, December 8, 2025, from 1:30 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 Gage Froerer, Commissioner Jim Harvey

Excused Member: Commissioner Sharon Bolos

Discussion and/or action for approval of minutes for the Commission Work Session held on December 1, 2025

Commissioner Harvey made a motion to approve the minutes for the Commission Work Session held on December 1, 2025. Commissioner Froerer seconded the motion. All voted aye. The motion carries.

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

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

Commissioner Harvey made a motion to come out of the closed session. Commissioner Froerer seconded the motion. All say aye. The motion carries.

Discussion regarding the Sheriff's Office Sworn Pay Plan – Emily Wilde, Sherrif Ryan Arbon, Josh Gard, Courtlan Erickson, Chris Crockett

Emily Wilde discussed the Sheriff's Office sworn pay plan that includes various pay structures and incentives. She discussed that the plan is a step pay system with minimum 3.5% increases for promotions, lateral hires based on experience, and a pay-for-performance component requiring 3.0 or higher ratings for step advancements. The plan also maintains existing incentives for language proficiency, on call pay, and trainer pay, while replacing the Deputy 2 designation and other previous pay programs. Lastly, there will also be a \$4,000 lateral sign-on bonus for 2026, with 25% paid after 6 weeks, 25% after field training, and 50% after one year.

Discussion regarding making changes to Weber County's rules for basketball – Brad Cragun, Ashley Earl, Liam Keogh, Marty Smith, Todd Ferrario, Chris Crockett

Brad Cragun discussed implementing a policy for transgender players. The policy will follow the Utah State Sports High School Association rules, stating that a person must play on a team with the gender with which they were born at birth. The group also discussed requiring coaches to verify players' birth certificates, verifying age and gender, with amended birth certificates not accepted. This will also keep the focus on team registration rather than individual player registration. This policy will be implemented for the next season, which begins in January 2026.

Discussion regarding 2026 budget changes

This meeting was canceled.

Adjourn

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