

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

Monday, February 23, 2026, from 12:45 p.m. to 3:45 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, Commissioner Sharon Bolos

Discussion and/or action for approval of minutes for the Commission Work Session held on February 9, 2026

Commissioner Bolos made a motion to approve the minutes for the Commission Work Session held on February 9, 2026. Commissioner Harvey seconded the motion. All voted aye. The motion carries.

Discussion regarding Budget Change for UTABA Dam – Ashley Thoman, Sean Wilkinson, Gary Myers, Steffani Ebert, Stephanie Russell, Jessika Clark

Ashley Thoman discussed the UTABA Dam project. He explained that a grant for this project was given by NRCS for \$674,000.00, but due to the additional geological work and expanded biological assessments, they have gone slightly over the budget, necessitating the need for an additional \$26,944.00. Steffani Ebert verified that there is money in the fund for this budget change. The Commissioners agreed to approve the budget request of \$26,944.00 since the work is progressing well, and Steffani will send over a budget change order for the Commissioners to sign.

Commissioner Harvey made a motion to saunter until 1:30. Commissioner Bolos seconded the motion. All voted aye. The motion carries.

Commissioner Bolos made a motion to cease to saunter. Commissioner Harvey seconded the motion. All voted aye. The motion carries.

Discussion regarding 7500 W General Plan Amendment

This meeting was canceled.

Discussion regarding Sheriff's Office Additional Enforcement Deputy Positions from City Contracts - Sheriff Ryan Arbon, Chief Josh Gard, Julie Stoddard, Courtlan Erickson, Jessika Clark

Sheriff Arbon discussed a budget amendment, requesting 10 additional positions for contract cities, though they plan to request 20 positions in the future, but are starting with 10 positions. Julie Stoddard presented their budget, which reflected salary increases that were supported by mayors and city councils. They also plan to update their fee schedule for contracted services, increasing the rate to around \$92 per hour to align with other agencies, though this will require a fee ordinance and legal review. The Commissioners reviewed a detailed breakdown of costs per deputy and discussed how these would be billed to contract cities. They also touched on the upcoming audit results and planned to move forward with budget amendments in March once those are available.

Sheriff's Office Budget Update – Sheriff Ryan Arbon, Julie Stoddard, Steffani Ebert, Courtlan Erickson, Jessika Clark

The meeting focused on reviewing the Sheriff's Office budget. Julie Stoddard discussed budget adjustments, focusing on wage comparisons and savings from new hires. The goal is to save \$400,000 in their budget. After discussing the adjustments that have been made, Julie will remove prorating for one-time savings and will factor in health insurance differences. She also reviewed promotions and potential additional revenue from ICE enforcement contracts.

Discussion regarding Extra Meritorious Increase – Emily Wilde, Katherine Magee, Jim Retallick, Steffanie Ebert, Courtlan Erickson, Jessika Clark

Katherine Magee discussed an extra meritorious increase for a legal mitigation assistant in the Public Defender's office due to their expanded responsibilities. Emily Wilde discussed this is a grant funded position, and the 5% merit adjustment will be covered by the grant. She also assured the Commissioners that the expanded responsibilities do not change the job description and keeps the job in range of the compensation pay scale study. After discussing possible reactions from other departments regarding pay increases, the Commissioners agreed.

Discussion regarding Oracle Contract – Emily Wilde, Courtlan Erickson, Steffanie Ebert

Emily Wilde reviewed an Oracle contract for regarding updating the benefits and recruiting modules. She would like the modules removed from Oracle to the new Redwood design. The cost of moving to the Redwood design is \$27,814.19. The Commissioners agreed.

Discussion regarding Medical/Parental Leave Policy – Emily Wilde, Courtlan Erickson, Steffanie Ebert Clark

Emily Wilde discussed modifying the medical maternity and parental leave policy. She has had requests to change the way that the policy reads. After comparing Weber County's policy against other cities' and counties' policies, she suggested that the policy include doubling the parental leave from 2 weeks to 4 weeks for employees who are not physically giving birth, i.e. adoption leave, foster leave, father/parental leave, while keeping the 4-week medical maternity leave for those who do give birth on top of the 4-week parental leave. The Commissioners agreed, and Courtlan Erickson will update the policy.

Commissioner Bolos made a motion to saunter until 3:00. Commissioner Harvey seconded the motion. All voted aye. The motion carries.

Commissioner Bolos made a motion to cease to saunter. Commissioner Harvey seconded the motion. All voted aye. The motion carries.

Discussion regarding an updated traffic study for Meibos rezone area, located at 631 South 6700 West and the West Creek Rezone, located at 6150 West 900 South – Felix Lleverino, Rick Grover, Sean Wilkinson, Charlie Ewert, Liam Keogh, Gary Myers, Tucker Weight, Courtlan Erickson, Jessika Clark, Pat Burns, Nate Reeve

Nate Reeve reviewed a traffic impact study for the Meibos rezone area, which proposed widening roads and adding turning lanes. The study compared the traffic impact on 6700 W to 7100 W, which concluded the need for widening the road, creating a turning lane, and improving 6700 W. They are also continuing to work with Engineering to further improve the traffic impact in the area. The Commissioners agree with these improvements with Commissioner Harvey suggesting adding a traffic light. He also suggested a pioneering agreement so that the first developer can recover some costs from future developers and developments regarding road improvements. Gary Myers suggested prorating the developer's agreement based off what the developer's contributing percentage is. The Commissioners are ready to move ahead with the rezone and will review the development agreement when it is ready.

Pat Burns also had questions regarding the West Creek Rezone. He has 200 acres in this area that needs to be rezoned and the neighbors in the area have also asked him to present their request to the Commissioners. Commissioner Froerer discussed looking at the general plan, focusing on areas with pending developments and potential changes due to the inland port and UDOT's transportation plan before moving forward with the West Creek Rezone. Both Commissioner Bolos and Commissioner Harvey agree that they should wait for further information from UDOT, which hopefully will be soon. Commissioner Froerer would like to look at the map on

a case-by-case basis to see if what is being requested makes sense to the area. He would also like to meet with Planning, developers, etc. to discuss this rezone further.

Discussion regarding Promontory Commerce Center PID Governing Document Amendment – Stephanie Russell, Lauren Thomas, Jessika Clark, Matt Ence, Kira Kaur, Daniel Stephens

Matt Ence discussed an amendment to the Promontory Commerce Center PID governing document to allow PID 1 to overlap with PIDs 2 and 3 for a special assessment bond, contingent on written consent from the Weber County. Stephanie Russell stated that the Finance Committee has recommended this amendment, and she will present this to the Commissioners at a Commission Meeting for them to vote on.

Discussion regarding Rise Community Reinvestment Area CRA – Stephanie Russell, Lauren Thomas, Steffanie Ebert, Sean Wilkinson, Lynelle Jensen, Jessika Clark, Rob Sant

Rob Sant from Pleasant View City discussed the Rise Bakery in Pleasant View. They are looking to add an additional line for the expansion of the bakery. This will create 170 new jobs, 116,000 new square feet of industrial space and \$61 million of Capex investment. They are asking for 15 years at 50%, which will be \$333,000 to the county and \$333,000 would go to Rise over 15 years. This CRA will mostly help with infrastructure updates. Stephanie Russell and the Finance Committee support this project as they are putting in substantial sustainability components and will create many jobs. Stephanie will put a participation agreement together and present it at a Commission meeting for the Commissioners to vote on.

Adjourn

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