

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

Monday, April 6, 2026, from 1:00 p.m. to 2:30 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, Commissioner Sharon Bolos

Discussion and/or action for approval of minutes for the Commission Work Session held on March 30, 2026

Commissioner Harvey made a motion to approve the minutes for the Commission Work Session held on March 30, 2026. Commissioner Bolos seconded the motion. All voted aye. The motion carries.

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

The meeting focused on discussing salary savings of \$244,000, which was achieved by filling positions at lower salaries than the previous occupants. It was clarified that these savings would continue to grow over time due to expected salary increases, and Steffani Ebert agreed to review the spreadsheet to verify the calculations. The discussion also covered conference attendance, where it was noted that only four people instead of eight were attending the ACA conference in Long Beach, with some presenters sharing their experiences and knowledge at the event.

Review HR Policy Changes – Emily Wilde, Courtlan Erickson, Jessika Clark, Chris Crockett

Emily Wilde reviewed HR policy changes, primarily driven by updates to the County Personnel Management Act and Utah Code. She presented several policy updates, including changes to HR disclaimer language, employee status classifications, position classification processes, recruitment policies, and political activity guidelines. Key updates included clarifying benefit eligibility thresholds (20-29 hours for prorated benefits, 30+ hours for full benefits), reducing the transfer decision timeline from 60 to 30 days, and adding provisions for employees running for political office to take unpaid leave. The discussion included a debate about whether supervisor approval should be required for political leave, with the group ultimately deciding that HR approval would be more appropriate to ensure fairness across departments. Lastly, Emily discussed changes to various leave and holiday policies. She discussed the state's new approach to observing Juneteenth, which aligns with the county's current policy, and possibly implementing Good Friday as a half-day holiday, though this decision was deferred to a future meeting with the Directors and the other Elected Officials. She also reviewed updates to parental leave, extending it to four weeks, and clarified the definition of personal relationships in the workplace policy. She will present these HR policy changes to the Commissioners at the next Commission meeting, except for the leave policy regarding Good Friday, which will be held pending further discussion.

Discussion regarding amending the General Plan (specifically doing smaller amendments or amending the entire plan to include a transportation master plan and/or include a budget for an economic analysis to determine land use types for potential corridors, i.e. 1200 S, 2550 S 1800 S, 3500 W) - Tammy Aydelotte, Rick Grover, Sean Wilkinson, Gary Myers, Ashley Thoman, Liam Keogh, Charlie Ewert, Stephanie Russell, Tiffany Snider, Jessika Clark, Andrew Favero

Charlie Ewert discussed amending the general plan, focusing on corridors east of the river, including areas like West Bridge, Bennett, and potential development near the inland port. It was decided to prioritize planning for the east side of the river first, considering factors like infrastructure, water, and sewer capacity, before addressing the west side in the next budget cycle. The meeting also focused on the importance of conservation easements to preserve open space and manage water resources in the area.

Discussion regarding Nordic Valley CRA/Participation Agreement - Stephanie Russell, Steffani Ebert, Lynelle Jensen, Chris Crockett, Tiffany Snider, Sean Wilkinson, Jessika Clark

Stephanie Russell reviewed a participation agreement between Weber County CRA and the Nordic Valley PID, which allows the CRA to provide the funding that was arranged earlier to go to the PID to help pay off their bonds for the Nordic Valley Public Infrastructure District as well as the Nordic Valley Project area. This agreement will be voted on at the next Community Reinvestment Agency meeting.

Adjourn

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