

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

Monday, August 3, 2026, from 9:00 a.m. to 11:00 a.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 Sharon Bolos, Commissioner Jim Harvey

**Discussion and/or action for approval of minutes for the Commission Work Session held on July 27, 2026**

*Commissioner Bolos made a motion to approve the minutes for the Commission Work Session held on July 27, 2026. Commissioner Froerer seconded the motion. All voted aye. The motion carries.*

**Sheriff's Office Budget Update** - Julie Stoddard, Steffani Ebert, Ricky Hatch, Jessika Clark

Julie Stoddard reported that the Sheriff's Office budget was performing well, with \$618,000 in savings against a needed \$400,000 target, with the department performing ahead of budget by 54%. She also discussed that the enforcement savings on positions should come down a little bit and ICE detention-related expenses.

**Discussion regarding ARPA Funding** – Ashley Thoman, Gary Myers, Sean Wilkinson, Lynelle Jensen, Brooke Stewart, Lauren Thomas, Jessika Clark

Lynelle Jensen discussed the ARPA fund balance. After reaching out to everyone that received the granted funds, she determined that there was \$483,000 for a new project, but that the funds need to be spent by December 31, 2026. Ashley Thoman proposed using the \$483,000 for a gravity sewer installation along 2550 South to serve Navy Meadows development and connect existing septic system homes. The cost would be between \$250,000 to \$300,000. Commissioner Froerer raised concerns about some of the residents not wanting to connect to the sewer. Ashley suggested making it an option to connect to the sewer for the residents and not mandatory. The Commissioners also raised concerns about being able to get the project done by the end of the year, potential future obligations about providing sewer in other areas, and discussed alternative funding mechanisms like special service districts. The Commissioners also discussed using the money in other areas that need funding. Both Sean Wilkinson and Ashley will put together proposals with cost estimates regarding the sewer and other possible uses for using the \$483,000 and return to another work session for further discussion.

*Commissioner Harvey made a motion to saunter for 10 minutes. Commissioner Bolos seconded the motion. All voted aye. The motion carries.*

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

**Discussion regarding Budget Amendments and Quarterly Financial Report** - Steffani Ebert, Ricky Hatch

Steffani Ebert discussed budget amendments and the quarterly financial report, including transferring impact fees to Ogden Valley City and reinstating a Planner 2 position. She also presented positive quarterly financial reports showing the county is tracking well against budget targets.

**Discussion regarding changes to the HR Policy 2-600 Resignation & Separation Policy** - Emily Wilde, Courtlan Erickson

Emily Wilde discussed proposed changes to the HR policy regarding resignation and separation procedures, including clarification on paid administrative leave requirements and resignation by absence protocols. She focused on implementing a new reduction in force (RIF) system using retention points based on seniority (50 points), ability (25 points), and performance (25 points), with detailed scoring criteria and accountability measures for supervisors. The Commissioners debated whether bumping rights should be based on departments or divisions, though they agreed that a definition for each department would help clarify the policy. Emily also

discussed clarifying the organization chart to distinguish between departments and divisions. The Commissioners agreed that the organization chart should be reviewed and revised to make it more readable and clearer and then be attached to the HR policy as an addendum. Emily will work on defining which positions are truly merit or non-merit.

**Discussion regarding Agriculture Protection Area** - Craig Brandt, Lauren Thomas, Sean Wilkinson, Stephanie Russell

Craig Brandt discussed establishing Agricultural Protection Areas (APAs) in response to increased interest from property owners in Western Weber and surrounding areas. He reviewed the APA creation process, including that the APA proposals are reviewed by the Planning Commission and APA Advisory Board. The process requires a 15-day public notice period followed by a 45-day review by the Planning Commission and APA Advisory Board before the legislative body makes a final decision. The Commissioners agreed that the fee schedule should be updated from \$100 to \$300 for the first 5 parcels and \$25 for each additional parcel. Lauren Thomas will create a resolution establishing the APA Advisory Board comprised of Conservation District members. Craig also discussed the need to update the minimum acreage requirements from the current greenbelt standard to align with state code, with the APA Advisory Board set up to make recommendations on this and other applications.

**Attorney Office Updates** – Chris Allred, Branden Miles, Steffani Ebert, Emily Wilde

Chris Allred discussed a request for salary increases to address retention issues and compete with other employers like the Attorney General's office. He presented data showing that 16 of their attorneys are making below the published salary of their AG counterparts, with some making \$7 less per hour than new AG hires. Chris would like to implement the increase as soon as possible. The proposed increase would cost approximately \$63,000 for four pay periods before the new tax revenue begins in October, with an annual cost of \$410,000 starting in 2027. The Commissioners agreed to consider using savings from decreased URS contribution rates to cover the immediate gap, though Commissioner Bolos requested time to review the broader implications for other departments before making a final decision.

**Adjourn**

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