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

Monday, October 5, 2026, from 12:45 p.m. to 3:00 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 Sharon Bolos, Commissioner Jim Harvey

Guests: Jon Beesley, Duane Kearsley

Discussion and/or action for approval of minutes for the Commission Work Session held on September 21, 2026

Commissioner Bolos made a motion to approve the minutes for the Commission Work Session held on September 21, 2026. Commissioner Harvey seconded the motion. All voted aye. The motion carries.

Discussion regarding Adding a Countywide Privacy Notice to Email Signatures and Data Privacy Update - Janie Avery, Lauren Thomas, Ricky Hatch, Chris Crockett, Jessika Clark

Janie Avery and Lauren Thomas discussed adding a county-wide privacy notice to email signatures as part of data privacy updates. They presented a template for a privacy notice, noting that it needs IT approval to ensure it doesn't trigger security flags. Ricky Hatch also discussed anticipated increases in GRAMA requests due to AI, and the need for potential additional staffing next year.

Commissioner Harvey made a motion to saunter for 5 minutes. 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.

Sheriff's Office Update - Sheriff Ryan Arbon, Chief Deputy Josh Gard, Eli Johnson, Sean Wilkinson, Chris Crockett, Jessika Clark, Ricky Hatch, Steffani Ebert

Sheriff Arbon discussed budget requests for the Sheriff's Office, totaling approximately $1.95 million in savings. The budget requests include a generator to power administration areas during power outages, replacing the CSI Mobile Lab with a new field operations trailer along with upgrades to the existing Mobile Command unit, and two Enduro bikes for trail patrol operations. The Commissioners decided to hold off on any decisions pending verification of the reported $1.95 million in savings and would like to meet with Julie Stoddard to clarify budget numbers. They would also like to have Sheriff Arbon meet with Bryce Taylor to analyze the cost differential and feasibility of a single generative versus two for the Sheriff's Office and the existing jail expansion.

McKay-Dee Hospital Community Contribution Report – Jason Marty, Judy Williamson, Jessika Clark, Chris Crockett

Judy Williamson, McKay Dee Hospital president, presented the 2026 charity plan and 2025 performance update to the Commissioners. She explained that McKay Dee Hospital operates as a not-for-profit health system, providing approximately $27.6 million in charity care while paying around $1

million in property taxes, creating a net community benefit of $26.8 million. She highlighted that the hospital has also converted 20+ med surg beds to ICU beds to better serve the increasing demand for critical care services. She also mentioned that McKay Dee Hospital was recently ranked as the #2 trauma subspecialty care hospital in the nation.

Discussion regarding HR Policies – Emily Wilde, Courtlan Erickson, Carrie Crawley, Jessika Clark

1. HR Policy 5-200 – Pay Practices: The updated Pay Practices policy sets standardized salary adjustment limits of 6.5% for promotions and career ladder adjustments, requiring Commission approval for any increases above this amount. The Commissioners also agreed to modify the handling of remaining budget funds after pay increases by moving them to a discretionary account rather than leaving them in department budgets.
2. HR Policy 6-200 – Performance Management: The Performance Management policy has been updated to establish set amounts for performance scores rather than allowing departments to allocate funds differently based on budget size, ensuring fair compensation across departments.
3. HR Policy 3-100 – Harassment, Discrimination, and Retaliation: The changes to the Harassment, Discrimination, and Retaliation policy will be updated regarding investigation timelines and appeal processes.
4. HR Policy 3-700 – Grievance-Appeals: The Grievance-Appeal policy now includes an additional appeal level where the County Commission reviews decisions before cases go to district court.
5. HR Policy 2-700 – Career Service Council: The Career Service Council policy was updated to reflect new staggered term requirements and removed discrimination cases from their jurisdiction.
6. HR Policy 3-400 – Standards of Conduct: The Standards of Conduct policy was updated to include data privacy requirements and new restrictions on supervisors regarding confidential information and evaluating relatives in employment decisions.
7. HR Policy 4-800 – Employee Recognition: The Employee Recognition policy now documents existing programs including gift cards, paid leave, and milestone anniversary rewards.
8. SO Pay Policy for Sworn Staff: This policy was updated to clarify that deputies hired as trainees must wait until January following academy graduation to move to the next pay step, rather than moving immediately at the end of their probationary period. Concerns were also raised about the pay increase structure for sworn staff, as it would result in higher compensation than other county employees. The Commissioners approved moving forward with the proposed policy changes for January, while acknowledging the need for further discussion about COLA versus pay for performance structure to ensure future flexibility.
9. Logout/Tagout: The Logout/Tagout policy, developed to ensure equipment safety during maintenance and to comply with OSHA requirements, will be implemented primarily by property management and garage staff who will receive initial and ongoing training. This policy includes required training acknowledgment forms and will be posted on the Weber County website.
10. Bloodborne Pathogens: The Bloodborne Pathogen policy identifies high-risk and low-risk departments, with specific protocols for PPE usage and hepatitis B vaccination requirements, particularly for employees in animal services, CSI, and the Sheriff's Office. This policy includes required training acknowledgment forms and will be posted on the Weber County website.

Discussion regarding Opioid Interest – Lynelle Jensen, Jessika Clark

Lynelle Jensen reviewed a cash flow schedule of opioid funds, discussing current allocations and projections through 2038. She recommended holding off on granting new funds this year to allow the principal amount to catch up, with plans to focus on interest and additional settlements in the future to establish a sustainable endowment. She also addressed the forensic social worker funding, deciding to extend it through the end of 2027 rather than July 2027, and discussed setting up direct communication with distributors for future grant distributions.

Discussion regarding Cache County Interlocal Agreement – Sean Wilkinson, Chris Crockett, Courtlan Erickson

Sean Wilkinson reviewed an interlocal agreement with Cache County that would consolidate three previous agreements into one comprehensive agreement covering the entire Powder Mountain development. The key provisions discussed included Weber County's role as land use authority for subdivision and site plan approvals, public notice requirements giving Cache County two weeks for regular meetings and three weeks for public hearings, and the establishment of a fee structure that would require Powder Mountain to pay for all services to avoid taxpayer subsidization. The Commissioners expressed concerns about road maintenance costs and travel time challenges, leading to discussions about potentially implementing additional fees for remote areas and the need for a separate road agreement before finalizing the interlocal agreement.

Adjourn

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