MINUTES
WEBER COUNTY COMMISSION
Tuesday, October 20th, 2026 – 10:00 a.m.
at Weber Center, 2380 Washington Blvd., Ogden, UT

In accordance with the requirements of Utah Code Section 52-4-203, the County Clerk records in the minutes the names of all persons who speak at a County Commission meeting and the substance "in brief" of their comments. Such statements may include opinion or purported facts. The county does not verify the accuracy or truth of any statement but includes it as part of the record pursuant to State law.

WEBER COUNTY COMMISSIONERS: Gage Froerer**,** James "Jim" H. Harvey, and Sharon Bolos
STAFF PRESENT: Ricky Hatch, County Clerk/Auditor; Chris Crockett, Chief Civil Deputy; and Craig D. Brandt, of the County Clerk/Auditor's office, who took minutes.

A. WELCOME: Chair Froerer
B. PLEDGE OF ALLEGIANCE: All in attendance were invited to recite the Pledge**.**
C. INVOCATION/MOMENT OF SILENCE: Courtlan Erickson
D. COMMISSIONER COMMENTS: NONE.

E. PUBLIC COMMENT: NONE.

F. PRESENTATION:

1. Presentation of the Quarter 3 Ogden Grit Award, Honoring the Heart of Hospitality.
   Sara Toliver (President of Visit Ogden): The Ogden GRIT award highlights each quarter one of the many folks who make hospitality in our community so meaningful. We have so many people that go above and beyond and we want to recognize them. Chef Josh Overturf, executive Chef at Garden Grille for the last fourteen years, has poured his heart into creating a place where people feel welcome and connected. ... He understands that every guest walks through the door with a story. Whether they're visiting Ogden for the first time, gathering with family and friends, or celebrating a special occasion through his food, creativity, and personal connection with guests, he helps turn those meals into meaningful memories. He has also worked tirelessly to challenge the perception of just a hotel restaurant, giving locals a reason to walk through the doors and make the Garden Grill a place our community chooses to gather. That commitment also carries beyond the kitchen. Chef Josh gives his time, talents, and resources to events and causes throughout Ogden while serving as a leader and mentor to his team. Even as he takes on the challenges of rebranding the restaurant, he keeps his guests, his people, and his community at the center of his work. His nominator, who was his team at the Hilton Garden Inn captured it well:

   > He doesn't simply welcome guests, he makes them feel like they belong. For 14 years of bringing people together and giving back to the city he is proud to serve, we are pleased to present Chef Josh Overturf with the Ogden Grit Award.

   Thank you, Josh, for your service to our community.

   Chef Josh.Overturf (Garden Grille Chef): It's my pleasure, thanks for having me.

   Commissioner Bolos: It's so impressive that not only are you supported by your team but you were nominated by your team. That speaks volumes.

   Commissioner Harvey: Instead of having him say a few words, I'd say let's cook up a few things. Good for you and congratulations.

   Chair Froerer: Congratulations, Chef. You run a great venue over there. Appreciate what you do very much.

G. CONSENT ITEMS:

1. Purchase orders in the amount of $158,716.86.
2. Warrants #109507-109568, #498635-498762 and #566 in the amount of $1,000,035.65.
3. Summary of Warrants and Purchase Orders.
4. Recommendation of tax adjustment/abatement on Parcel #08-093-0025 and #08-093-0027.
5. Extension of the contract with Verde Facilities Services for janitorial services for the Weber Center and USU Extension.

Commissioner Harvey moved to approve the consent items; Commissioner Bolos seconded.
Chair Froerer – excused; Commissioner Harvey – aye; Commissioner Bolos – aye

H. ACTION ITEMS:

1. APPROVAL OF HUMAN RESOURCES DEPARTMENT POLICIES:
HR POLICY 5-200 PAY PRACTICES
HR POLICY 6-200 PERFORMANCE MANAGEMENT

Emily Wilde (HR Director): I have before you today for approval for two HR policies that have been reviewed and updated recently. HR policy 5-200 Pay Practices establishes consistent guidelines for employee compensation, including pay grades, salary adjustments, promotions, and career ladder advancements. It ensures pay decisions are fair, competitive, and consistent across the county while providing flexibility to address compensation needs and maintaining fiscal responsibility. HR policy 6-200 Performance Management establishes a consistent and transparent process for evaluating employee performance, setting goals, and providing ongoing feedback. It connects employee performance to annual pay for performance increases, rewarding strong performers, and providing accountability for improvement. The goal of the pay for performance management policy is to recognize employee contributions, encourage professional growth, and ensure pay increases are based on performance rather than years of service.

Commissioner Bolos: Last week this was tabled due to concerns from the other two Commissioners. One concern mentioned was the use of operational savings or revenue generation to fund employee pay increases. In a business like ours, which is a business of government service, not a lot of departments make money. We've had this conversation about what it means to earn your way. And I think that our employees work hard every day to earn their way in their various capacities, even those that don't generate revenue for the County. Another concern that I had with this topic is the recent adjustments that we made to the Sheriff's office pay bands and how structured they are. Those employees are still rewarded for their performance. It's on a pass/fail basis and they don't advance unless they are performing and doing their jobs; but it also allows us to be competitive. Another thing that was brought up was using savings to fund employee increases. A lot of times savings are worked for, managed, found, and negotiated by supervisors. I would hate to see supervisors be the only ones who are eligible for increases because the frontline employees don't get that opportunity. Another concern talked about was having milestones, objectives, and goals. That's already in place in the County. Another point of concern was COLAs not being tied to regional economic data. It actually is tied to that data. While we're discussing this year using the entire eligible increase as pay for performance and none for COLA, regardless, the percentage recommended by HR is researched with local economic data. So it does actually align the public sector with the private sector. There was some discussion about how scoring relates to increases. That's addressed in the new policy that Emily and her team have worked on. Scores will directly equate to what increases the employees receive. There was discussion about no increases for scores one through three. Commissioners, you may have different feelings on this but I think if someone is solid and competent and doing their job, they should not receive the same 'no increase' as someone who's doing unacceptable work. The cost of living goes up for everyone, including in the private sector. I believe the reason we have good employees is because we compensate them fairly. There was discussion about having a cap, a ceiling on what an employee can make if they've been here a long time and they're at the max on their pay grade to get a lump sum instead of an advancement. That approach has actually been in place for a while. I think it predates your time at the County, Emily. I know it predates my time as Commissioner. That's something already in place. So, those are some of the concerns that I heard in the discussion last week that I know that you two had. I wanted to let you know I've met with Emily to review these concerns and, again, I feel comfortable with the work that she and her team have done.

Commissioner Harvey: Our Attorney's office handles more cases with fewer people per capita, exceeding that of most other large counties in the state. Ricky Hatch and his Elections office receive national recognition for election efficiency and integrity. Weber County receives national recognition for how level and fair the horse racetrack is maintained. The same goes for our HR department that is very efficient. We are very efficient at what we do and I trust our people. I do not have any hesitation in supporting both of these HR policies.

Chair Froerer: I have spent more time in the private sector than my public service. In my private business, we drive profits to pay for our employees' performance. It is a little harder to do that in public service, but we are. In my eight years with the County and twelve years with the State Legislature, one question we always asked was are the taxpayers receiving their tax dollars' worth with what they receive from the employees? Without hesitation, I can say my experience with the County has been our employees have a great work ethic. A large majority of our employees do a great job supporting our taxpayers and our communities. I wouldn't say they are underpaid or overpaid. With the work Emily and her HR team have done, the pay process has been very fair.

Commissioner Bolos moved to approve HR policies 5-200 Pay Practices and 6-200 Performance Management; Commissioner Harvey seconded.
Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

2. **APPROVAL OF FIRST READING OF AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS AMENDING SECTION 3-6-3 OF THE WEBER COUNTY CODE TO CHANGE THE APPROVAL PROCESS FOR ADDITIONAL TYPES OF CONTRACTS.**

Courtlan Erickson (Attorney's Office): The proposed ordinance relates to the approval of contracts. The default method is to have the contract go through Commission meeting for voting and approval. There are standard form contracts already in County code that are exceptions and are not required to go through that process; for example, certain library contracts, financial guarantees approved by Community Development, standard facility equipment rental through Parks and Rec, among others. This code revision adds additional contract types that would be required to be approved either through the approval of a standard form contract reviewed by the Attorney's office in advance or approved by the County Commission on a case-by-case basis. We added a proposed sentence that says, "All contracts approved under this section shall fit within established budgets unless additional funds are approved as provided by law." We added a standard form contract allowance for HR to approve standard retirement agreements for employees. In the other contracts section, we specify with the others we are proposing to add, that they do have to be reviewed and approved as-to-form and legality by the County Attorney's office either individually or through use of a standard form contract. The specific types of contracts that could be approved if you decide to approve this ordinance include settlement and severance agreements and contracts with expert witnesses needed for litigation-related services by either the County Attorney's office or the Weber Public Defender Group. Those last contracts I mentioned would not have to go through a County Commission meeting for approval as long as it went through the other required processes of either a preapproved standard form contract or approval by the County Commissioners, the County Attorney, or the Weber Public Defender Group. The basic idea behind this ordinance would be, first of all, in some cases efficiency is better served by allowing these entities and elected officials to approve standard form type contracts. The second reason is confidentiality. Particularly when there is something protected by the GRAMA law, it doesn't make sense to put it on an agenda in an open public meeting. The contracts themselves, if we approve this ordinance, would still be subject to review under GRAMA if somebody were to request them. We would do the standard GRAMA analysis and see what would be disclosed, what would be withheld under GRAMA. But this way at least some of them, like the employee retirement agreements, would not just be there automatically on a County Commission agenda for everybody to see, potentially in violation of GRAMA. Confidentiality and efficiency are the reasons for these proposed changes.

Commissioner Bolos: I appreciate your work on this. I know we balance transparency, confidentiality, and transparency. I am happy you made a note these documents would be available to the public with redactions.

Chair Froerer: This is balancing that thin line between transparency and confidentiality. This strikes the balance between the two.

Commissioner Harvey moved to approve First Reading of an ordinance of the Board of County Commissioners amending section 3-6-3 of the Weber County Code to change the approval process for additional types of contracts; Commissioner Bolos seconded.
Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

3. **APPROVAL OF FIRST READING OF AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS AMENDING CERTAIN FEES OF THE WEBER COUNTY PARKS AND RECREATION BUDGET.**

Brad Cragun (Parks and Recreation Director): This is a First Reading of a proposed update to the Weber County Parks and Recreation fees. We like to review these fees every year and keep the Ordinance current to reflect the true cost of services and to make sure they are fair, competitive, and sustainable. There are moderate adjustments to existing fee rates, some removal of offerings no longer available, some additional fees to support current programming, and new offerings for items like the equestrian building. These updates position us to deliver high-quality Parks and Recreation experiences.

Commissioner Harvey moved to approve First Reading of an ordinance of the Board of County Commissioners amending certain fees of the Weber County Parks and Recreation Budget; Commissioner Bolos seconded.
Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

4. **APPROVE A LEASE AGREEMENT WITH EDEN EXCAVATING AND WESTERN LANDSCAPING CO. FOR THE PURPOSE OF STORING LANDSCAPING PRODUCTS ON PROPERTY OWNED BY WEBER COUNTY.**

   Scott Mendoza (Community Development): This is a lease agreement with Eden Excavation LLC and Western Landscaping. The original lease between the parties was executed in October of 2017. The premises included 2.2 acres back then at the existing County road shops in the Ogden Valley and that remains the same. This will be used for the storing of rock, sand, soil, and other landscape materials. The proposed lease is a 4-year extension and is basically the same as originally executed in 2017 except for two things. One is that it adds an escalation or an annual increase to the lease payments and the other is a provision that allows either party to terminate with six months' notice.

   Commissioner Harvey moved to approve a Lease Agreement with Eden Excavating and Western Landscaping Co. for the purpose of storing landscaping products on property owned by Weber County; Commissioner Bolos seconded.
   Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

I. PUBLIC HEARING:

1. Request for a motion to adjourn public meeting and convene public hearings.
   Commissioner Harvey moved to adjourn the public meeting and convene public hearings, 10:32 a.m.; Commissioner Bolos seconded.
   Chair Froerer – excused; Commissioner Harvey – aye; Commissioner Bolos – aye

2. Request for a public hearing and consideration regarding a proposed ordinance for the Jordan Holmes Rezone, an amendment to the County's zoning map rezoning approximately 12.3 acres, located at approximately 1940 South 4700 West, from the A-1 zone to the R1-15 zone, and to adopt a development agreement governing development of the property.

   Charlie Ewert (Planning): This was presented in a July work session. The applicants are looking for the R1-15 zone from the current agricultural zone for the 12.3 acres. They worked with us on street and pathway connectivity and parks and rec donations. The Planning Commission and staff offered positive recommendation for approval.

3. Public Comments:
   a. Valerie Claussen (President of Planning Outpost): This is consistent with the County General Plan. We appreciate all of the work the County staff has put in to support this project.

4. Request for a public hearing and consideration regarding a proposed ordinance for the Anna Alfonsi Rezone, an amendment to the County's zoning map rezoning approximately 20.36 acres, located at approximately 3655 West 1400 South, from the A-1 zone to the R1-15 zone, and to adopt a development agreement governing development of the property.

   Charlie Ewert (Planning): The sewer challenges have not been worked out yet but the developer is comfortable proceeding knowing they are responsible for providing sewer coverage. The Development Agreement states they are responsible for providing sewer coverage for the area, not just the project. Planning Commission and staff recommend approval.

5. Public Comments: None.

6. Request for a motion to adjourn public hearings and reconvene public meeting.
   Commissioner Bolos moved to adjourn the public hearings and reconvene public meeting, 10:37 am; Commissioner Harvey seconded.
   Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

7. Action on public hearing:
   I2: Approval of Ordinance 2026-18 for the Jordan Holmes Rezone, an amendment to the County's zoning map rezoning approximately 12.3 acres, located at approximately 1940 South 4700 West, from the A-1 zone to the R1-15 zone, and to adopt a development agreement governing development of the property.

Commissioner Bolos moved to approve Ordinance 2026-18 for the Jordan Holmes Rezone, an amendment to the County's zoning map rezoning approximately 12.3 acres, located at approximately 1940 South 4700 West, from the A-1 zone to the R1-15 zone, and to adopt a development agreement governing development of the property; Commissioner Harvey seconded.
Roll Call Vote: Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

I4: Approval of Ordinance 2026-19 for the Anna Alfonsi Rezone, an amendment to the County's zoning map rezoning approximately 20.36 acres, located at approximately 3655 West 1400 South, from the A-1 zone to the R1-15 zone, and to adopt a development agreement governing development of the property.

Commissioner Harvey moved to approve Ordinance 2026-19 for the Anna Alfonsi Rezone, an amendment to the County's zoning map rezoning approximately 20.36 acres, located at approximately 3655 West 1400 South, from the A-1 zone to the R1-15 zone, and to adopt a development agreement governing development of the property; Commissioner Bolos seconded.
Roll Call Vote: Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos – aye

J. ADJOURN

Commissioner Harvey moved to adjourn at 10:39 am.; Commissioner Bolos seconded.
Chair Froerer – aye; Commissioner Harvey – aye; Commissioner Bolos - aye

Attest:

Gage Froerer, Chair
Weber County Commission0

Ricky D. Hatch, CPA
Weber Country Clerk/Auditor