

**MINUTES**  
**WEBER COUNTY COMMISSION**

Tuesday, October 28<sup>th</sup>, 2025 – 10:00 a.m.

Via Zoom meeting + 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:** Sharon Bolos, James "Jim" H. Harvey, and Gage Froerer

**STAFF PRESENT:** Ricky Hatch, County Clerk/Auditor; Chris Crockett, Deputy County Attorney; and Craig D. Brandt, of the County Clerk/Auditor's office, who took minutes.

**A. WELCOME:** Chair Bolos

**B. PLEDGE OF ALLEGIANCE:** All in attendance were invited to recite the Pledge.

**C. INVOCATION/ MOMENT OF SILENCE:** Ricky Hatch

**D. COMMISSIONER COMMENTS:** None.

**E. PUBLIC COMMENT: NONE.**

1. Ron Gleason, Sunrise Drive in Eden: I attended a couple of the budget reviews sessions and wanted to share I thought the professionalism, thoroughness to details, and creativeness were quite extraordinary. For those who were not in attendance, I hope they feel comfortable their tax dollars are being stretched and spent responsibly. The City Transition team would like a copy of the tentative budget to compare municipal services fund numbers to those received from the state.

**F. CONSENT ITEMS:**

1. Purchase orders in the amount of \$24,560.41.
2. Warrants #106283-106349 and #493599-493689 in the amount of \$2,889,647.37.
3. Summary of Warrants and Purchase Orders.
4. ACH payment to Zions Bank in the amount of \$277,317.53.
5. Minutes from the October 21<sup>st</sup>, 2025 meeting.
6. New business licenses.
7. Private road within a Public Right-of-Way Covenant that would allow for the land owner to construct, operate, and maintain a private road until the county assumes responsibility for it.
8. Amended contract with Laura Fuller for representation on indigent persons in the Second District Court when appointed by the court.
9. Right-of-Way purchase agreement with The Church of Jesus Christ of Latter Day Saints for the 2550 South Corridor Preservation Project.
10. Declare parcel #15-059-0005 as surplus property.

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

**G. ACTION ITEMS:**

1. **APPROVAL TO ADOPT THE TENTATIVE OPERATING AND CAPITAL BUDGET FOR WEBER COUNTY FOR THE 2026 CALENDAR YEAR.**

Steffani Ebert (Clerk/Auditor Chief Deputy): As required by state statute, I am presenting the tentative operating and capital budget for 2026. A copy was provided to you this morning and it will be online until the November 25<sup>th</sup> 6pm public hearing; adoption of the final budget will be on December 16<sup>th</sup>. This year's budget process began in August when preliminary budgets were sent to each department. After reviewing their preliminary budget, each department submitted their requested budgets. After budget hearings in September, the Auditor's office met with the Commission to review and compile the information for this tentative budget. One of the main focal points of this year's budget process was employee compensation. After RFPs were received, a contract was awarded last September to Baker Tilley to review the County's job descriptions and wages against several peer agencies. The results showed many positions were very close to or within market, with the exception of many of our Sheriff department's sworn staff. Baker Tilley presented several options for implementation; County leadership worked on selecting option that were both fiscally responsible and fair to the employees. The recommendations are being phased in and new pay scale minimums and maximums are being implemented. Sheriff sworn staff pay has already been raised to the new minimums. A proposed market adjustment of 2% minimum is included in the tentative budget in lieu of a cost of living increase. A revised pay scale is being implemented for our public safety staff. The tentative budget also includes a 1.5% pay-for-performance increase. Medical insurance will see a 6.9% increase and dental will see an increase of about 30%. However, due to the good fiscal management of our Commissioners, our Clerk/Auditor, our County departments, and our former comptroller Scott Parke, no planned tax increase to implement these market study adjustments. We will see a net decrease in employee count from our 2025 original budget to the 2026 budget of about 16 FTEs. This includes an increase of a part-time victim witness coordinator and part-time legal assistant in the Attorney's office, and a community outreach and volunteer coordinator at the Animal Shelter. The tentative budget also includes reduction of a captain position in the jail, some clerical staff in other County departments, two of our planner positions, the Planning department, and several employees in our Health Department who were funded through grants that have expired. As for capital improvements, we

anticipate some improvements in our Weber Center parking as well as a building remodel; there is still some work on medical and mental health wing at the Sheriff's office. We did complete Children's Justice Center this year that was funded primarily through ARPA funds. There will be an open house of the remodeled OECC on November 4<sup>th</sup>; that was mainly funded through tourism funds as well as some County capital funds. There will be some extreme changes to our municipal services budget due to the incorporation of Ogden Valley City. There is some uncertainty how our budget will be affected in relation to sales tax and some of the services that will be provided.

Commissioner Froerer: Steff, I want to say thanks for all of the work you have been doing to prepare this budget. This shows we do more with less through being conservative with taxpayer dollars. I hope the employees, especially public safety employees, will recognize what we were able to accomplish for them in the way of pay increases based on the pay study. I want to thank Chair Bolos for her hard work on Public Safety because that has been a major effort. There are two ways to look at a budget; there is the revenue side and the expense side. I commend Chair Bolos for having us sweep the corners for expenses.

Commissioner Harvey: Madam Chair, having sat thorough 31 budget sessions, you have done a wonderful job in leading this budget effort. Steffani, wow! Thank you for the extra effort and the incredible lift. I am so grateful you are on this Weber County team.

Chair Bolos: I echo my gratitude to Steffani. We lost our comptroller right before budget season; had you not been such a great support to him, I don't think you would have been able to do what you've done. I also want to thank Emily Wilde who has been a partner throughout the pay study. The public will always ask where we get the money without raising taxes. We have allocated some of our future capital budget money and the Sheriff's department reduced their costs by \$300k. We also had departments look at their training and travel budgets where reductions in some of the larger budgets were made. I wanted to say something about the remodel; it is not for a facelift but instead for the safety of our employees.

Commissioner Froerer moved to adopt the tentative operating and capital budget for Weber County for the 2026 calendar year; Commissioner Harvey seconded.

Chair Bolos – aye; Commissioner Froerer – aye; Commissioner Harvey - aye

#### H. ADJOURN

Commissioner Harvey moved to adjourn at 10:21 am.; Commissioner Froerer seconded.

Chair Bolos - aye; Commissioner Froerer – aye; Commissioner Harvey - aye

Attest:

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Sharon Bolos, Chair  
Weber County Commission

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Ricky D. Hatch, CPA  
Weber County Clerk/Auditor