

MINUTES
WEBER COUNTY COMMISSION

Tuesday, November 25th, 2025 – 5:33 p.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, Gage Froerer, and James "Jim" H. Harvey

STAFF PRESENT: Ricky Hatch, County Clerk/Auditor, Courtlan Erickson, of the County Attorney's office 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: Commissioner Froerer

D. COMMISSIONER COMMENTS:

1. Commissioner Froerer: Our contributions to the food banks came about after seeing the impact of delays on SNAP benefits. Both food banks said they could double or more the \$50k Weber County donated.
2. Commissioner Harvey: 2600-2800 families per week need that assistance.

E. PUBLIC COMMENT: NONE.

F. CONSENT ITEMS:

1. Purchase orders in the amount of \$180,235.52.
2. Warrants #106485-106554 and #494025-494130 in the amount of \$4,505,378.56.
3. Summary of Warrants and Purchase Orders.
4. Minutes for the meeting held on November 18th, 2025.
5. New business licenses.
6. Contract with Legal Shield to provide voluntary legal and identity theft services to employees.
7. Amended Subrecipient Agreement with Little Mountain Service Area.
8. Contract with Vegas Productions Inc., to hold the Jordan World Circus at the Golden Spike Event Center.
9. Contract with Elite Productions to hold the RMPRA Winter Series Rodeo at the Golden Spike Event Center.
10. Contract with Rocky Mountain Barrel Racing to hold the Spring Arena Brawl at the Golden Spike Event Center.
11. Contract with American Chariot Racing Association to hold the ACR regular season at the Golden Spike Event Center.
12. Ratification of a Real Estate Purchase contract with CJA Lindquist, Inc., for property located at 496 24th Street.
13. Ratification of a Real Estate Purchase contract with Heritage Storage, LLC, for property located at 470 24th Street.

Commissioner Harvey moved to approve the consent items; Commissioner Froerer seconded.

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

Commissioner Froerer moved to saunter the public meeting for 17 minutes, 5:43 p.m.; Commissioner Harvey seconded.

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

Commissioner Harvey moved to cease the saunter of the public meeting, 6:00 p.m.; Commissioner Froerer seconded.

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

G. PUBLIC HEARING:

1. Request for a motion to adjourn public meeting and convene public hearings.

Commissioner Froerer moved to adjourn the public meeting and convene public hearing, 6:00 p.m.; Commissioner Harvey seconded.

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

2. Public Hearing to take input on the operating and capital budgets of Weber County for the 2026 calendar year.

Steffani Ebert (County Comptroller): Our budget process started in August. Weber County is not proposing any tax increases for 2026. Most of the county's money comes from property taxes and sales taxes, but the county only keeps a small part (about 16-18%) of the total property tax collected. The General Fund (which pays for things like public safety and general services) spends the largest amount (69%) on employee pay

and benefits. There is a near term challenge with the paramedic services fund, which is expected to have a \$1.2 million shortage in 2026. County savings will be used to cover it for now but will need to review the issue next year. Capital project plans include fixing up existing buildings like the Weber Center and working on the expansion of the medical facility at the jail. The County will add two part-time staff in the County Attorney's Office and an outreach coordinator at the animal shelter.

County Budget and Employee Compensation details: (See presentation below)



Public Comment: None.

Commissioner Harvey: If anyone has questions related to tonight's budget presentation, please feel free to contact any of the Commissioners. I want to compliment our staff. While many of the surrounding counties have increases of 20-30%, our staff made necessary reductions to absorb the compensation increases. I am grateful for them. I appreciate our first responders. We will follow the results of the compensation study and remain fair with our compensation. Our Sheriff has been very supportive of the three Commissioners during this study.

Chair Bolos: The added Animal Control position is paid out of a separate fund outside of the General Fund. The additional amount requested by the Sheriff was \$700k but our HR Director felt strongly further adjustments should be made resulting in more than double the requested amount. To meet a portion of that increase, the Sheriff's department came up with over \$300k in savings. Instead of a tax increase, our Commissioners prioritized our employees over moving money over to Capital budgets as in prior years.

3. Public hearing to take input on compensation increases of executive county officers included in the 2026 Operating and Capital Budgets. Pursuant to UCA §17-66-401.

Steffani Ebert (County Comptroller): State statute requires a public hearing for any increases to salaries for County elected and executive officials. Elected officials are proposed to receive a 3% pay increase. Other executive officers will receive increases based on results of the compensation study, which will be 3.5% for most and higher for anyone who's current pay was found to be below market average.

(See presentation above)

Public Comment:

1. John Arrington, North Ogden City: I just wanted to make sure I was reading the compensation study correctly. Looks like the first two columns are current compensation and the rest are the proposed market adjustments? I understand the law enforcement increases. I just wanted that clarified, thank you.
 - a. Chair Bolos: Correct

Commissioner Froerer: Some in the public feel our employees are being overpaid compared to private sector. I feel the results of the compensation study and seeing good employees leave for higher paying jobs justify the pay being offered by Weber County.

Commissioner Harvey: We are very fortunate to have the team we do that makes it possible for our County to be viewed as being in the top 2% of counties in the country.

Chair Bolos: There are several websites that have information on public compensation; Weber County compensation is reported to transparent.utah.gov.

4. Public Comment: See Items G3 and G4 above for their respective public comments

5. Request for a motion to adjourn public hearings and reconvene public meeting.

Commissioner Harvey moved to adjourn the public hearings and reconvene public meeting, 6:30 p.m.; Commissioner Froerer seconded.

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

6. Action on public hearing: *None required.*

H. ADJOURN

Commissioner Harvey moved to adjourn at 6:30 p.m.; Commissioner Froerer seconded

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

Attest:

Sharon Bolos, Chair
Weber County Commission

Ricky D. Hatch, CPA
Weber County Clerk/Auditor