



Minutes of the Roy City Council Meeting held in person in the Roy City Council Chambers and streamed on YouTube on October 5, 2021, at 5:30 p.m.

Notice of the meeting was provided to the Utah Public Notice Website at least 24 hours in advance. A copy of the agenda was posted.

The following members were in attendance:

Mayor Robert Dandoy  
Councilmember Paul  
Councilmember Saxton  
Councilmember Wilson  
Councilmember Burrell

City Manager, Matt Andrews  
City Attorney, Andy Blackburn

Also present were Management Services Director, Camille Cook; Public Works Director, Ross Oliver, Morgan Langholf, Steve Parkinson, Glenda Moore, Kevin Homer, Sophie Paul, Lori Rounds, Roger Hurdsmen, L Sean Henderson, Denise Woods, Robert Percival, Janel Hulbert, Eugene Higgenbottom, Amanda Nese

**A. Welcome & Roll Call**

Mayor Robert Dandoy welcomed those in attendance and noted Councilmembers Burrell, Jackson, Paul, Saxton, and Wilson were present.

**B. Moment of Silence**

Councilmember Bryon Saxton invited the audience to observe a moment of silence.

**C. Pledge of Allegiance**

Councilmember Bryon Saxton led the audience in reciting the Pledge of Allegiance.

**D. Consent Items**

*(These items are considered by the City Council to be routine and will be enacted by a single motion. If discussion is desired on any particular consent item, that item may be removed from the consent agenda and considered separately.)*

1. **Approval of the August 3, 2021, Roy City Work Session and City Council Meeting Minutes and August 17, 2021, Roy City Council Meeting Minutes**
2. **Appointment of Janel Hulbert and Daniel Tanner as Planning Commission Alternates**

**Councilmember Paul motioned to approve the Consent Items and table the August 17, 2021, Meeting Minutes. Councilmember Saxton seconded the motion. All Councilmembers voted “aye.” The motion carried.**

**E. Public Comments**

Roger Herdsman, 3844 West 4650 South, commented on the parking situation around Fox Glen Park. He

was concerned about the blind spot on the corner and the safety concern pertaining to kids at the park. There was discussion about who maintained the park and the parking. Mayor Dandoy said that they needed to look into the area because it had just been brought to the attention of Council. Council asked for his suggestions and Mr. Herdsman suggested painting striping on the roads for parking. Mayor Dandoy said that they would need to decide what to do about the parking or they would need to limit use of the park and he didn't want to limit the use of city facilities. He said that they would look into the issue, but he didn't want to disrupt any commitments they had made, and he was concerned about public safety.

Kevin Homer, 5398 South 4000 West, commented on the recruitment and retainment of the fire department. He thought that the police department and fire department were essential to the city, and he supported whatever they needed to do as a city to retain them. He also commented on the "flip the strip" program. He didn't like the idea of the EPA telling them what they could use in the strips. He also thought this program was a good opportunity for landscaping businesses in the city to generate business if they coordinated together.

Amanda Nese, 4252 West 5825 South, had a parking issue with soccer. People parked in her cul-de-sac while there was parking available at the fields. She wanted to petition to get the curbs painted red at the beginning of the cul-de-sac. She had signatures from the residents in the cul-de-sac to support this. Signage was suggested but Ms. Nese said that there was already signage that people weren't acknowledging.

Sean Henderson, 4833 South 4150 West, also had a parking issue. Bridge Elementary had had some issues with parking along Midland Dr. People parked on both sides of the street and so parents were crossing the street wherever they wanted and the parking on both sides affected visibility and disrupted the flow of traffic. He proposed that Council create an action item about this. He felt that the driveway to the school be addressed as well. There was discussion about available spots in the parking lot and if there was enough parking for events.

Charlene Carrigan (submitted through email), 4210 West 5825 South, had issues with the soccer parking as well. She lived in the same cul-de-sac as Ms. Nese.

David Winget (submitted through email), 4259 West 5825 South, said there was a problem with illegal parking and permit parking at the dead-end road next to Emma Russel Park during soccer games and practices. There was a parking lot at the park that was usually less than half full because people were parking along the streets in the neighborhoods. The red parking stripes that had been painted in 2016 had faded and the stripes in 2016 weren't placed where the residents had requested and been approved for.

## **F. Action Items**

### **1. Resolution 21-21 Approving a Transportation Service Provider Agreement Extension and Rate Adjustments**

Fire Chief Craig Golden proposed this Resolution. This had been ongoing for years and the rates had minimally changed despite the cost of transportation increasing. He read the amendment as written. Councilmember Wilson asked if they were allowed to make changes to the amendment as needed. Chief Golden replied that it was left vague in the amendment and the amendment would renew every year unless there was an objection from either party.

**Councilmember Paul motioned to approve Resolution 21-21. Councilmember Burrell seconded the motion. A roll call vote was taken. All Councilmembers voted "aye". The motion carried.**

**G. Presentations**

1. UMCA Board – Award CMC to City Recorder

DMWRA Board President, Denise Woods, presented City Recorder Morgan Langholf with her CMC Designation (Certified Municipal Clerk).

**H. Discussion Items**

**1. Recruitment and Retention of City Staff - Chief Matt Gwynn**

Chief Matt Gwynn said one of the problems they were encountering was when the tier 2 retirement system was implemented in 2010. Before tier 2 they had tier 1 which said that anyone in public safety only had to work 20 years to receive their pension benefit and the average salary was taken from the top three years. Tier 1 was established in 1986. Tier 2 was implemented because tier 1 was no longer sustainable. Tier 2 created 2 separate retirement funds, increasing years of service from 20 years to 25 years, the average salary was taken from the top 5 years instead of the top 3. There were currently employees that were included under both tiers. Chief Gwynn explained the difference between the hybrid plan and the tier 2 exclusive plan.

Chief Gwynn said that public safety wages would have to go up to combat the reduction in pension benefits. He said that wages had gone up very little in the ten years since the plan had been approved. He showed a flowchart of staff in 2013 and talked about the reduction in force and its effect. In 2017 Weber University conducted a study on morale of public safety workers, specifically police. They determined that 73% in 2017 reported being happy working in law enforcement, 79% felt supported by the community, 62% felt that they were valued by their agency, 76% believed that their salary was not sufficient for their work, 84% reported that their agency was insufficiently staffed, 65% were disappointed in their pension, 56% were disappointed in their medical insurance. The predictable of officer morale was age and years of service. Another study was done in 2017 that looked at the Tier 2 retirement system. This study determined that recruitment levels diminished, and the qualifications of job seekers was diminished as well. 32.5% of prospective employees said that Tier 2 created an adverse effect on their desire to become involved with public safety. 96% of participants thought that going back to the Tier 1 system would increase recruitment rates. Chief Gwynn said that regardless of whether or not the state got involved, this was an issue they needed to face as a city. 45% said that they would not recommend a career in public safety to a family member or friend, which Chief Gwynn thought was one of the biggest recruitment tools. 41% said that given the opportunity to do it again they would have chosen a completely different career.

Chief Gwynn presented the 2020 census data. They had a total sworn staff of 39 which was .41 officers per 1,000 people. The national average was 2.4 officers per 1,000 people. Utah was 49<sup>th</sup> in the nation for fewest law enforcers per capita. Recruitment was the biggest issue. They had 30% less recruits joining the academy. Cadets used to be willing to pay the thousands of dollars for the academy but now they aren't because they know they don't have to because now agencies were having to pay for the academy. He showed some charts regarding recruitment, vacation time, and overtime. There had been an 80% turnover rate in the department.

Chief Gwynn talked about field training. Field training took 23 weeks and they sponsored three recruits in 2021 and only 2 remained. Wages for cadets were \$36-\$48/hr. at the entry level and the average wage of the people training them was \$47.14/hr. The cost to train each cadet was \$56K every 23 weeks. He talked about the effect on productivity and training. The annual training hours had gone down, traffic stops had gone down, increased call volume for officers, increased calls in queue, increased reliance on surrounding agencies, detectives covering shifts leaving their cases in queue.

Chief Gwynn talked about the league of cities and towns. They had done a survey with officers and fire fighters. To the question 'are you thinking of leaving your current job', 55.5% said yes, 44.5% said no. the overall job satisfaction for firefighters was high at 44.6%, for officers it was 31.3%. They felt individual morale was better than overall agency morale. 54% of firefighters though agency morale was high, only 29% of officers felt the same way. 7% of firefighters somewhat disagreed that they would recommend a job in public safety to a family member or friend and 65% of police offices refused to recommend a career in public safety to a family member or friend.

Chief Gwynn said they had a plan moving forward that would bring salaries in line with the local law enforcement market and working on organizational staffing. He wanted to resolve this before the next budget year.

Councilmember Paul asked about minimum staffing levels.

Councilmember Wilson asked if there were specific areas where increased funding would be allotted. Chief Gwynn said he was not sure.

Councilmember Paul said that the community supported public safety workers and at some point, this issue would have to be brought to both community and Council to see what was wanted overall eventually.

Chief Gwynn said that he was working on a draft that would be available to Council with more detailed information for near future meetings.

Mayor Dandoy said that this issue involved the Council, and they would have to address. Some of it involved the state and that they had the opportunity to help address this at the state level. He said that collectively elected officials had done this to themselves and had thrown public safety under the bus. Chief Gwynn commented that unlike in future years, this issue had traction which was a good thing. Mayor Dandoy said that they needed to get educated on the entire situation so they would know how to solve it. Salt Lake had increased their wages to \$28 which created a ripple effect across the Wasatch Valley that caused problems for them. Chief Gwynn commented that he had an individual come to his office because they loved their job, but his wife wanted him to leave because she had seen what was happening in the area with public safety workers. Mayor Dandoy said that there were issues at the state level, but they would step up as Council and do what they could because they had no choice because they had put themselves at risk.

## **2. 4400 South Traffic Study**

City Manager Matt Andrews presented this item. The average overall speed was 25mph where the posted limit was 25mph. The maximum speed was 31mph and the average lowest speed was 18mph. 98% of people driving that route would not get cited for their speed. In the past 5 years there had been 3 accidents. The transportation plan talked about a calming device in that area, and he suggested a feedback sign and follow up with a traffic study at a later time. He said that after 6 weeks, the results of the feedback sign went down. Overall feedback devices weren't effective but, in this location, where drivers come over a blind curve, it provided a good reminder to drivers to slow down. The study showed that most drivers drove appropriately for environmental conditions and that posting an officer there to cite the 1% of drivers that were speeding would be a waste of resources. The feedback sign under discussion would be a permanent pole fixture and was capable of keeping counts.

## **3. Sandridge Park**

City Manager Matt Andrews presented this item. He said that Sandridge Park was owned by the Weber School District. The bathroom had been vandalized to the point where it was unusable, and the Weber

School District was going to the front the cost of taking that bathroom out. He wanted this on the agenda to make people aware that the Weber School District would be taking out the bathroom and Weber had reached out to Council to see what value they saw in the pavilions at the park without the bathroom. Councilmember Wilson thought that the pavilions were being used and to keep them up and asked who would maintain them. City Manager Matt Andrews replied that Weber had been maintaining them, but he didn't see why they should when city residents were using the pavilions.

Mayor Dandoy commented that it was hard for the public to distinguish between public and school parks. There was discussion about George Walden Park. Mayor Dandoy said they should take advantage of using that area and that he had seen the pavilions being used. The question was whether or not it was in the best interest of the city to see the pavilions go down with the bathrooms. He thought it was an expected service to provide to the community. There was discussion about who would maintain the pavilions. 1:36 Travis? Commented that when the bathrooms were torn down there would be no power to the pavilions.

Mayor Dandoy suggested they leave the pavilions up and have this discussion again in two years and that they should try to work with Weber to do something with the property. Councilmember Wilson asked about maintenance.

The City didn't own any of the property, but they owned the playground that was on the property. Councilmember Burrell thought that they should leave the pavilions. Mayor Dandoy recommended taking out the restrooms and leaving the pavilions and reassess the issue after a couple of years. It was decided they would stay.

#### **4. Citizen Survey**

City Manager Matt Andrews presented this item. Y2L had done a citizen survey for them the previous year, the City was in contract with them that they could do a subsequent survey, but they didn't have to do one. The price had gone down substantially from \$17K to \$9K. It was an option for the city, and he needed to see if Council found value in doing another survey. Mayor Dandoy thought there were good opportunities for a survey, such as fiber, the cemetery, and public safety. Council agreed that it would be useful.

The previous survey had been taken by 800 people and that was an appropriate sample for statistical results. 4500 surveys had been sent out.

Mayor Dandoy suggested to Council to start producing questions and concerns for the survey. He also invited department heads to contribute feedback for survey content.

#### **5. Weber Basin "Flip your Strip" program**

City Manager Matt Andrews presented this item. To join the program, they needed to have the flexibility in their ordinance to have the proper landscaping within the strip, for which they already qualified. They also could not exceed irrigated turf of 35% on new single dwelling residential properties and the multi-use for commercial would be limited to 15%. To comply with this, the code would need to be changed.

Councilmember Wilson thought that conservancy district had misinformed the community. She thought it had been advertised one way and that they had subversive motivation or an agenda behind it. The customer was the public and not the city, but the city would have to alter their codes to comply. Councilmember Paul said that xeriscaping takes a lot more effort than watering a grass lawn and that they could find more drought resistance grasses to substitute.

Mayor Dandoy suggested bringing in the Weber Basin Conservancy District to give a presentation to educate the Council on the intention of the program. He commented on the current drought and the importance of water for the future.

## **I. Reports**

### **1. City Manager Report**

City Manager Matt Andrews:

- There was a safety fair the following day at Station 31 from 6-8 about the sounds of fire safety.
- There had been more vandalism in the parks and cameras and a locking device on the restrooms had been outfitted at the small parking lot near the ENRG? 1:59 trail. The bathrooms in the city were currently locked in the season. Councilmember Paul said they needed to encourage a ‘see it, report it’ attitude with residents. Councilmember Burrell said that one of their best assets could be the youth themselves. There was a camera at Emma and 9 at West Park and the problem was the supply chain issue.
- The trick or treat event on October 25 would be at Emma Russell Park from 5-8.
- Every year the city participated in the Boys and Girls Fundraising dinner which would be on October 9 at the Eccles Conference Center at 6 o’clock.
- The canal crossing at Midland Dr. went out to bid the previous Friday.
- Ballot boxes were opening that week and ballots would be mailed out on October 12. In-person voting would be at the Weber Center in Ogden.
- In two weeks, there would be an audit. A regular city audit would be followed by a single audit.
- The Management Services Director job had been posted and would close the following week.
  - Management Services Director Camille Cook said that employees were the greatest asset to the city. Higher wages were a problem across the state and turnover rates were expensive. There had been a building inspector job posted since the previous May that they had been unable to hire for. Property taxes were supposed to cover public officials’ wages and what they collected at the time was \$6.1M short of that which was being covered by sales tax and city revenue that could be going towards something else. She encouraged a process to remedy this. She thanked all of the other department heads and the city manager.

### **2. Mayor and Council Report**

Mayor Dandoy said that dumpsters would be available to the public on October 18-30 during normal working hours every day except for Sundays. Thursday morning Mayor Dandoy and Councilmember Saxton would be going to Country View Elementary at 8 o’clock to escort children on their walk to school. Mayor Dandoy asked how many applicants they had received for the Ogden Weber Technical College \$1,000 scholarship. Morgan replied they hadn’t received any. Mayor Dandoy suggested changing the application process to get someone to submit. He suggested a 100-word essay explaining why they were the best candidate. The Council needed to submit their applicant on December 3<sup>rd</sup>.

## **I. Adjournment**

**Councilmember Paul motioned to adjourn the City Council meeting at 7:50 p.m. Councilmember Saxton seconded the motion. All Councilmembers voted “Aye.” The motion carried.**

---

Robert Dandoy  
Mayor

Attest:

---

Morgan Langholf  
City Recorder

dc: 10-05-21