



**ROY CITY**  
**Roy City Council Meeting Minutes**  
**January 4, 2022– 5:30 p.m.**  
Roy City Council  
5051 S 1900 W Roy, UT 84067

Minutes of the Roy City Council Meeting held in person in the Roy City Council Chambers and streamed on YouTube on January 4, 2022, 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 Jackson  
Councilmember Joe Paul  
Councilmember Diane Wilson  
Councilmember Randy Scadden

Councilmember Sophie Paul  
City Manager, Matt Andrews  
City Attorney, Andy Blackburn  
City Recorder, Brittany Fowers

Also present were: Police Chief, Matthew Gwynn; Fire Chief, Craig Golden; Parks and Recreation Director, Travis Flint; Public Works Deputy Director, Brandon Edwards; Steve Thomas, Glenda Moore, Ashlyn Scadden, Kevin Homer, Sudon Ahl-Weeden, Lee Wahlstrom, Robert Percival, Bob Scadden, Keaton Thompson, Tim Fulton, Lisa Meacham, Brady Hammer, Dennis Brown, Leon Wilson, Lynn Koberna, Janel & Cambria Hulbert, Cameron & Hailey Hackworth, Kenra Palmer, Jaclyn Lewis, Tammy Nelson, Steve Parkinson, Tonya Littlefield, Natalie Pierce, Darrell Illum, Leroy Gleichmann, Ashley Stone; and multiple members from the Fire and Police Department.

**A. Welcome & Roll Call**

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

**B. Moment of Silence**

Councilmember Jackson invited the audience to observe a moment of silence.

**C. Pledge of Allegiance**

Councilmember Jackson lead 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 December 7, 2021, Roy City Council Meeting Minutes.**

**Councilmember Wilson motioned to approve the Consent Items with changes to minutes. Councilmember Joe Paul seconded the motion. All Councilmembers voted “aye”. The motion carried.**

**E. Public Comments**

Mayor Dandoy opened floor for public comments.  
Mayor Dandoy closed the floor for public comments.

**F. Action Items**

1. Appointment and swearing in of Mayor, Robert Dandoy; Councilmember Scadden and Councilmember Sophie Paul

Brittany Fowers delivered Oath of Office for Mayor and both Councilmembers.

2. Approval of Councilmember Committee and Liaison Assignments.

**Councilmember Wilson motioned to approve committee and liaison assignments. Councilmember Joe Paul seconded the motion.**

3. **Public Hearing** – Consider approving adjustments to the Fiscal Year 2022 Budget
  - a. Consideration of Resolution 22-1 Approval of FY 2022 Budget Adjustments

This resolution would increase the previously approved 2022 budget by \$5,369,410. The budget adjustments had been separated into two sections. The first section detailed budget adjustments related to the recent salary survey and data comparison. It was proposed to increase the salaries based on this data and to retro pay back to July 1, 2021. This would affect the budget of wages and salaries and the General Fund in the amount of \$1,552,374. \$935,642 would go to the police department, \$413,901 to the fire department, and \$202,831 to the administration department. The second section of budget adjustments included \$2.3 million received from the state of Utah which would be set aside for future infrastructure projects that would need to be spent by December 2024. A transfer of \$75K was proposed for a new USB outage/washguard server which would come from the fund balance. An increase of \$200K in ambulance fees and \$50K for transfer. Two new battalion chiefs would be added which would increase wages by \$100K. The rest of the increased revenue would be transferred to the capital projects fund to pay for their capital requests. The police department would like to add an evidence clerk to their staff which would add \$21K to wages and benefits. The police department was also requesting \$5,000 to promote one officer to administrative sergeant. It was proposed to re-budget \$2 million in the capital projects fund for projects that were not completed before the end of the fiscal year.

Mayor Dandoy opened the floor for public hearing.

**Councilmember Joe Paul motioned to approve opening the floor, Councilmember Jackson seconded the motion.**

Public that delivered comments were Jordan Schmidt 5253 S 2675 W; Aaron Nelson 5051 S 1900 W; Leon Wilson 4302 S 2675 W; Kevin Homer 5398 S 4000 W; Steve Parkinson 5051 S 1900 W; Jaclyn Lewis 5352 S 2050 W; Stuart Hackworth 5561 S 4100 W; Robert Percival 5511 S 2800 W; Darrell Illum 5460 S 2700 W; Sudon Ahl-Weeden 3757 W 4750 S.

Jordan Schmidt, 5253 S 2675 W, said she understood that Council had a difficult decision to make that evening with regards to wage raises. She said that there was a lot of data but there was also a lot of factors that couldn't be quantified, and that the city needed to consider these factors when considering adequate compensation.

Aaron Nelson, 5051 S 1900 W, worked in law enforcement in Roy, and provided his history in Roy. He said that although he was pursuing his career elsewhere, this raise would dictate the futures of some of the currently serving officers. He talked about the experiences of the officers on the force. He thanked Council for the proposed raise.

Leon Wilson, 4302 S 2675 W, commented on the increase of fire and police salaries. He said that if Council knew that this was going to continue to happen, they should make an effort in the future to make this more palatable.

Kevin Homer, 5398 S 4000 W, said that they should look at the proposed back pay as more of a retention bonus. He didn't want employees to receive backpay and then go find another job. He wanted Council to evaluate a COLA method so citizens wouldn't be impacted so severely at once. He commented on the USB/washguard system. He supported the increase for emergency services across the board and the addition of an evidence clerk. He urged caution on the long-term spending of money based on one good year of online sales tax.

Steve Parkinson, 5051 S 1900 W, thanked Council for what they did. He said that city employees hadn't received COLA increases since 2014 and that this had saved the citizens 21% over the years.

Jaelyn Lewis, 5352 S 2050 W, worked for the city and agreed with the public safety wage increase. She praised the work of all of the Roy city employees.

Stuart Hackworth, 5561 S 4100 W, gave a brief history of his time in Roy and his experience as an employee. He said that there were a lot of employees with an incentive to leave the city but stayed because they loved the city, and the city should approve this resolution for the good of the employees and the residents.

Robert Percival, 5511 S 2800 W, was representing the local union of the fire department. He provided his experience in Roy. He commented on the experience they were losing when people left the city for other agencies and that the city needed to pay them what they were worth.

Darrell Illum, 5460 S 2700 W, worked for storm water and provided his history in Roy. He commented on how they were losing employees to other agencies and how important the employees of Roy were to the citizens. He talked about COLAs and how the absence of these had affected the employees.

Sudon Ahl-Weeden, 3757 W 4750 S, provided her history in Roy and her appreciation of the public safety workers. She was in favor of the wage increase.

Mayor Dandoy closed the floor for public hearing.

Mayor Dandoy asked for a discussion about the additions to staff and equipment.

Councilmember J. Paul asked about the \$1.3 million fire truck and asked if they would have to bankroll the entire amount now or if they would be able to put a deposit down and pay along the way. Fire Chief Craig Golden replied that he did not know how that worked. Part of the bid that had come back that day at just under \$1.3 million and they could have a truck delivered to them before June. Councilmember J. Paul asked if the new battalion chief vehicles would be on yearly replacement plan. Chief Golden replied that yes, they would.

Councilmember Scadden asked what they would save in maintenance costs if they could get the new fire truck by June. Chief Golden replied that they were currently spending around \$10K a quarter on the maintenance of the rig that they had, which did not include tires and regular maintenance. Councilmember Scadden asked how the current fire truck had performed at the recent fire.

Councilmember Wilson asked Chief Golden to further explain the battalion chief positions. Chief Golden

said that a captain was required to respond to every incident and that currently other high-ranking officers were fulfilling that role which was drawing them away from their own units, and they needed to have someone to fulfill the role that had experience because it was an important position. The battalion chief would be living in the station during their shift and so would have a dedicated bunkroom.

Councilmember S. Paul asked about the timing of the pricing of the new fire truck. Chief Golden said that if they did it now then they would hold the inflation rate but if they waited the price would increase due to inflation.

Councilmember Jackson talked about her history in Roy and how much she appreciated the employees of Roy.

Mayor Dandoy said he had never had to have a \$5.7 million discussion over the holidays in his entire political career and it was a tough decision to make at a tough time. He asked Chief Golden to clarify the new battalion chief position description and that was his only recommendation.

Mayor Dandoy asked for a discussion about the salary increase.

Councilmember J. Paul said he had reviewed all of the data and talked about his history in Roy. He wanted to make sure that they had the right people with the right skills to do the best job to take care of the residents. He fully supported back pay and talked about implementing COLA for gradual pay increases, so they never got to this position again. He talked about the increase in sales tax and commented that it was the way of the future and that residents needed to take that into consideration and encouraged online shopping.

Councilmember Scadden echoed what Councilmember J. Paul said. He talked about the sales tax that they had received from online shopping and discussed the importance of retaining skilled employees. He said that it was a buyers' market for hiring because everyone was desperate for skilled individuals.

Councilmember Wilson asked when the salary gap had occurred. City Manager Matt Andrews replied that he started to notice it when he moved to Roy in 2011 and in 2013 was when it really started and then they got rid of the COLA system in 2014. Councilmember Wilson asked about the 2017 tax increase and if that raise was still too low to compensate the employees adequately. Mr. Andrews replied. Mayor Dandoy commented that he had been on the Council when this was passed and clarified the specifics of what had been discussed in 2017. There was further discussion and clarification between Mayor Dandoy and Mr. Andrews about the STEP program and the tax increases.

Mayor Dandoy talked about the riots in Salt Lake where Roy had sent officers to quell when SLC officers walked off the force. He said that he thought the beginning of the downfall was in 2016 when legislation stripped the retirement program. His concern was that Roy hadn't caused it and that other cities were in panic mode and had made \$8-\$10/hr. raises. Mr. Andrews agreed and said that things had started going crazy around that time. He said that he was trying to say that they needed to keep up because they had failed to react.

Councilmember Wilson asked about retroactive pay. Mr. Andrews said that they could make anything that the Council wanted to happen. Mayor Dandoy clarified what Councilmember Wilson asked and said that she was asking if the retroactive pay was going to be issued, did it need to be conditional.

Councilmember Wilson commented that they were anticipating high sales tax revenues, but she asked how they proposed to fund these wage increases if the sales tax did not remain elevated. She thought this needed to be explored and discussed. Mr. Andrews replied that they were 11% over sales tax and that this was a difficult thing to predict and plan for. He said they had one other option for revenue which was property

tax, but they got a lot more from sales taxes. He said that if there was a decline then they would have to eliminate some services or find alternative sources of revenue.

Councilmember S. Paul commented on retention bonuses. She had talked to Councilmembers in Ogden who had helped her understand the process and wanted to adopt some of their retention policies.

Councilmember Jackson talked about the tax increase and said that they couldn't foresee the future but that they should do whatever it takes to keep the city safe.

Mayor Dandoy noted that the mayor did not vote, but he still had a voice. He said that when it came to the adjustment in pay, he had been an advocate as mayor and making it clear that they needed to do something. He could see that Roy was falling behind the other cities, but that Roy saw the future and planned for the future. He talked about the recession and commented that Roy had not had to fire anyone and about how many staff members they had lost between 2019 and 2021. He said that raises had been given to public safety, but the other departments had not received as much money, but they were also important, and he would not ignore the other great performers of the city. He continued talking about the different departments and the salary survey. He said that the sales tax they were receiving came from three things that all had to do with the pandemic. The government issued the CARES Act, which pumped \$3 billion dollars into the economy and provided people with money to spend and people were spending it on groceries, online shopping, and used cars in Roy. He talked about upcoming projects and the sale of properties to UDOT which UDOT would not pay property tax on for 3 years and the implications of this. These were tough times and there was a lot of demand on the money from various sources. He hoped that they would remedy the disservice that evening and asked Council to approve the salary adjustments.

Councilmember Wilson asked how many man hours a salary survey took. Mr. Andrews replied that it took about a month and a half of one employee's time. Councilmember Wilson asked how much was in the bank for them in the future if things fell out. Mr. Andrews replied that they would like to see the general fund balance around 18% and they had around \$6M unassigned in the general revenue and \$5.7M in capital infrastructure.

**Councilmember Scadden motioned to approve Resolution No. 22-1 Approval of FY 2022 Budget Adjustments. Councilmember Jackson seconded the motion. A roll call vote was taken. All Councilmembers voted "Aye". Motion carried.**

#### **G. Presentations**

#### **H. Discussion Items**

1. RAMP Grant – Deciding preferred location of additional Pickle Ball Courts; George E. Wahlen Park or Emma Russell Park.

Parks and Recreation Director Travis Flint presented the discussion item. He said that one of the pros of the Emma Russell Park was that it was already allocated green space. A con was that it was discombobulated, and the courts would be disjointed. The pros of George Wahlen Park were that it was more spread out and 8 courts would be able to be built the correct way. It also had better accessibility. Some of the negatives were that they would lose a lot of green space. There was merit to both places and both places would work. Pickleball isn't always an easy sell to the RAMP committee but with the high demand in Roy, he thought it was a good option.

Mayor Dandoy asked about tournaments. Mr. Flint replied that tournaments would not generate direct income for the city, the benefits of the tournaments were that people spent money in the city of Roy.

Councilmember Wilson asked if one of the spots was easier than the other to put a pickleball park in. Mr. Flint replied that it was aesthetically better at George Wahlen, but then they would lose the green space. Councilmember Wilson asked where exactly in the park they would put it. Mr. Flint replied that they would leave that decision up to Council but to him the most logical spot was next to the tennis courts. Mayor Dandoy agreed. Councilmember Wilson liked George Wahlen. Mr. Flint wanted Council to tell them exactly where they wanted the courts. Mr. Flint commented that the proposal was due on January 14<sup>th</sup> and they needed an answer that evening.

Councilmember J. Paul asked how specific their plan needed to be for the RAMP proposal and if there would be any leeway. Mr. Flint replied that he was not sure what the response would be if they wanted to change parks are their submitted proposal was accepted.

Councilmember Wilson asked about the two-proposal plan that they had discussed of 8 courts at George Wahlen and 4 courts at Emma Russell. Mr. Flint replied that the single proposal that they would submit would be similar to having two proposals because they could include both on the single proposal and see if they got money for both or either or. Mr. Flint clarified that the Council would be agreeing to match any RAMP grant that they received. Mayor Dandoy asked Council to commit to pickleball courts if that is what they submitted a RAMP request because it would be embarrassing to return the money if Council couldn't agree on the intended purpose of the money.

Councilmember Scadden asked if they knew the costs. Mr. Flint replied that it would be a little shy of \$300K and the city's share of that would be \$150K for eight, and it would be around \$80K for four. Councilmember J. Paul asked if 8 was the standard for tournaments. Mr. Flint replied that he thought that 8 was a critical number.

Mayor Dandoy did a role call vote. All agreed on George Wahlen.

## **I. City Manager & Council Report**

Mr. Andrews stated that the Planning Commission had just finished the General Plan. He encouraged Councilmembers to pick up a plan from Mr. Parkinson and start reviewing it. He anticipated work sessions and council meetings to go over the general plan because it was a large document.

Councilmember Jackson said she had an interested party in a party on 5600 and clarified that that area had to remain green space. Mr. Andrews replied that it depended on how deep the properties were if UDOT would sell them to the city or the private market. Typically, the city would have the first rights to buy the property. Councilmember J. Paul suggested food trucks. Mayor Dandoy said that if the required setbacks could be met then UDOT would sell the property. Councilmember J. Paul said that he had had residents whose property lines met the rear of these lots that had asked him if they could purchase the property to deepen their lots. Mayor Dandoy stated that it would be up to UDOT to sell, and it would be up to the city to decide what to do with it. Councilmember Jackson said that the interested party was interested in the lots 1900-2200 because they were the deepest lots. Mayor Dandoy said that the secret would be to the zoning of the area.

## **J. Adjournment**

Mayor

Attest:

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Brittany Fowers  
City Recorder

dc: