



ROY CITY
Roy City Council Special Work Session Minutes
March 21, 2023– 5:30 p.m.
Roy City Council
5051 S 1900 W Roy, UT 84067

Minutes of the Roy City Council Special Work Session held in person in the Roy City Council Chambers and streamed on YouTube on March 21, 2023, 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 also posted on the Roy City website.

The following members were in attendance:

Mayor Dandoy
Councilmember Jackson
Councilmember Joe Paul
Councilmember Scadden
Councilmember Wilson
Councilmember Sophie Paul

City Manager, Matt Andrews
City Attorney, Matt Wilson
City Recorder, Brittany Fowers

Excused:

Also present were: Police Chief, Matthew Gwynn; Deputy Fire Chief, Mike King; Assistant City Manager/C.E.D Brody Flint; I.T Supervisor, Mark Hansen; Public Works Director, Ross Oliver; Management Services Director Amber Kelley; Kevin Homer and Glenda Moore.

A. Welcome & Roll Call

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

B. Discussion Items

1. Roy City 5-Year Strategic Plan

Mayor Dandoy indicated the meeting would be predominantly led by himself, City Manager Matt Andrews, and Assistant City Manager/C.E.D. Brody Flint. Mayor Dandoy said the focus would be on the first work sessions and plans for the second session. Mayor Dandoy indicated he wanted to focus on their broader achievements and Roy City’s mission statement. Mayor Dandoy also said they should have conversations about any tweaking or major changes. Mayor Dandoy added they will be looking at budget statements. Mayor Dandoy emphasized the need for everyone to step forward and have ownership over this plan.

Mayor Dandoy read aloud from the plan and noted the importance of goal setting and prioritization. Mayor Dandoy said this plan needed to encompass how elected officials and City staff think of government processes. Mayor Dandoy asked Public Works Director Ross Oliver how long he had been in the City. Public Works Director Oliver said 33 years. Mayor Dandoy stressed how indelible his perspective on Roy City was and asked everyone to value their experience and time.

Mayor Dandoy began by discussing the mission statement. Mayor Dandoy noted the purpose of the mission statement is to express overall purpose and intent. Councilmember Diane Wilson asked how they worked on the past mission statements. Mayor Dandoy read the current guidelines and mission statement as follows: “to provide a safe community through innovation, respect, and team work where people want to live, work, and play.” Mayor Dandoy noted the last statement was created by the old Public Works

team. Mayor Dandoy said everything Roy City did should point back to the mission statement. Councilmember Wilson asked if they could clarify the mission statement more.

Councilmember Jackson agreed with this statement, as the previous mission statement expressed both the government and safety. Councilmember Wilson felt safety and municipal services were important and did not necessarily need to be struck from the mission statement.

Assistant City Manager/C.E.D. Flint asked if there were any things they could take from the County or State mission statement. Mayor Dandoy said this was a good point and noted how each division of the federal government had a mission statement. Mayor Dandoy said he once heard someone from a federal division refer to themselves as an “independent corporate entity,” which he had found strange. Mayor Dandoy suggested pulling the State and County mission statements and seeing what they liked from them. City Manager Andrews said he could not find any statement from the County.

Assistant City Manager/C.E.D. Flint proposed a change to the first sentence of the mission statement which would change “overall quality of life” to “life, liberty, and happiness.” Councilmember Jackson thought including a statement on providing high quality municipal services addressed this.

Mayor Dandoy moved on to discussing the six pillars. Mayor Dandoy said these pillars were not all-inclusive. Mayor Dandoy said they would begin by discussing community image and pride and handed off the reins to Assistant City Manager/C.E.D. Brody Flint. Assistant City Manager/C.E.D. Flint said they needed to think about whether or not a main focus and if they needed a proposed vision statement alongside it. Assistant City Manager/C.E.D. Flint said they would dissect the details along with the bigger structure. Assistant City Manager/C.E.D. Flint said he was unsure on divorcing the community itself from the City’s economic growth. Assistant City Manager/C.E.D. Flint said he thought these pillars were cool and worth having, but opened up the floor to the City Council for their input.

Councilmember Wilson agreed those seemed important, but stressed the need for cohesiveness. Councilmember Wilson said she valued cohesiveness more than image and pride, as these terms felt superficial.

Councilmember Wilson asked about cultural services and if this was a focus of these pillars. Mayor Dandoy praised Roy City services, but noted the value in getting to the personal side of the community within an organization. Mayor Dandoy advocated for building momentum and offering a platform to others so they can share their skills and talent. Mayor Dandoy praised the junior high school students for sharing their poetry in a recent City event. Councilmember Wilson said they could still advocate for these issues, albeit in a different sense.

Assistant City Manager/C.E.D. Flint said the next pillar was economic development and vitality. Assistant City Manager/C.E.D. Flint said he did not think anyone would fight this category. Assistant City Manager/C.E.D. Flint added that they could focus and set goals on “redevelopment.” City Manager Andrews said the important thing was having specific goals to achieve in the category. Assistant City Manager/C.E.D. Flint encouraged thinking more broadly on the issue. Councilmember Jackson suggested new partnerships. City Manager Andrews said they could think of both buying power and leverage and encouraged creating more partnerships with other organizations. City Manager Andrews said they need to see how to extend this to citizens as well.

Councilmember Wilson said they should think of the towns and communities outside of Roy City and how they contributed to businesses and organizations in town. Councilmember Wilson noted some businesses in town kept to themselves, while others were more involved and gave back to the community.

City Manager Andrews said their next pillar was public infrastructure improvements. City Manager Andrews said before inflation, they were looking at \$120,000,000 worth of improvements throughout the town, and said they should start creating plans for those projects. Assistant City Manager/C.E.D. Flint suggested replenishing different funds to help with structural longevity, and gave the recent complex repairs as an example. Assistant City Manager/C.E.D. Flint said they need to begin by developing a fund.

Assistant City Manager/C.E.D. Flint said their revision statement should more closely tie to their goals. Mayor Dandoy said when he first started, repair costs totaled \$80,000,000. Mayor Dandoy asked if they wanted all their goals to be vision oriented.

City Manager Andrews cited the sewer repairs coming up and commented how they needed to assess costs with both staffing and materials. City Manager Andrews said this was a perfect example of their need to think with more longevity. Assistant City Manager/C.E.D. Flint said some of these issues come back to community pride. Councilmember Sophie Paul said they need to do much of this work now so they will not have to rush to get things done in ten years. City Manager Andrews said they would address this in their vision statement. Councilmember Wilson said including a note on “enhancing infrastructure” was a good change.

City Manager Andrews said the next category was workforce development and operations excellence. City Manager Andrews emphasized the wage war was not over, and said they need to come up with other competitive advantages outside of pay. City Manager Andrews said it is costly to retrain employees when there is high turnover. He stated the current vision statement encourages investments in a talented workforce. Assistant City Manager/C.E.D. Flint suggested working on retention.

Mayor Dandoy said they should look at public transportation as part of this category. He discussed it could be tricky finding funding in the budget for this, and said this would boil down to a broader political perspective. Mayor Dandoy said this was somewhat outside of infrastructure. Councilmember Wilson said maybe this should be its own pillar. Mayor Dandoy pointed out championing with other communities also helped with this problem.

Mayor Dandoy noted departmental stewardship was changing a lot. Councilmember Joe Paul commented they could not enforce this level of government involvement.

Mayor Dandoy shifted the conversation to water conservation, and emphasized the need to include this in their plan. He said they also needed to address their recycling strategy. Councilmember Joe Paul thought community education was a big part of this issue, and said he would feel better knowing something is going somewhere to do something good. Mayor Dandoy said they may need to move towards electric vehicles and charging stations. Mayor Dandoy felt having these plans and foresight would be key.

Councilmember Wilson asked about how they should incorporate biodiversity in their plan. Mayor Dandoy said this was an element to discuss for their future. Councilmember Joe Paul agreed, and cited his experience on the sewer board as giving him perspective on this issue as it pertains to biowaste.

Mayor Dandoy asked if they missed anything. Assistant City Manager/C.E.D. Flint suggested adding public safety as a whole. Councilmember Joe Paul thought that overlapped with the public works side of their job and suggested further conversation. Councilmember Wilson asked if they should include this in the workforce development category. City Manager Andrews said they could include public safety but regroup the workforce category into other areas. Mayor Dandoy alternatively suggested that public safety could fit into a different pillar. Mayor Dandoy said they have not discussed the roles crime and legality fits into their plan. Mayor Dandoy added how education is incredibly important in these areas as well. Mayor Dandoy said they should have the category include public safety, security, and emergency

services. Assistant City Manager/C.E.D. Flint said public safety seems ingrained in other areas like workforce development. Assistant City Manager/C.E.D. Flint said economic vitality also has an overlap with these areas.

Councilmember Wilson felt these issues needed to be explicitly addressed. Councilmember Joe Paul suggested tabling this issue and discussing it further at a later date. Councilmember Sophie Paul said there were several different elements to consider when constructing a pillar.

Mayor Dandoy proposed having a discussion next week about the option of combining public safety and workforce pillars.

Mayor Dandoy said they would look at the pillar in line with the mission statement then assess how much each pillar's goals fit within its category. Mayor Dandoy asked the Council to consider how they can measure progress and suggested quarterly measurements in conjunction with the economic development reports. Mayor Dandoy said they could update this project as needed.

C. Adjournment

Councilmember Joe Paul motioned to adjourn. Councilmember Scadden seconded. The meeting was adjourned.

Robert Dandoy
Mayor

Attest:

Brittany Fowers
City Recorder

dc: