



ROY CITY
Roy City Council Work Session Minutes
May 21, 2024– 5:30 p.m.
Roy City Council
5051 S 1900 W Roy, UT 84067

Minutes of the Roy City Council Work Session held in person in the Roy City Council Chambers and streamed on YouTube on May 21, 2024, 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 Saxton
Councilmember Sophie Paul

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

Excused:

Also present were: Assistant City Manager, Brody Flint; Fire Chief, Theron Williams; Public Works Director, Brandon Edwards; Management Services Director, Amber Kelley; Police Chief, Matthew Gwynn; Glenda Moore and Kevin Homer.

A. Welcome & Roll Call

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

B. Discussion Items

1. FY2025 Budget

City Manager Andrews offered some background on the creation of that year's budget. He commented there were several tentative cuts which had been first proposed at a previous Council meeting, and he explained this was because there had been a decrease in sales tax for that year. He indicated the overall expenses of the City in the General Fund and said the majority of those expenses went to the Police and Fire Departments, which were quite costly to maintain.

City Manager Andrews said there had been some requests which had not made it into the final budget, some of which came from Public Works. He turned the floor over to Public Works Director Edwards to explain his requests. Public Works Director Edwards explained they had proposed salary increases for some of the members of their staff who had seniority and did an outstanding job; he justified their salary increases by pointing out they did not need supervision. He also noted that he had originally proposed for some new job positions, but acknowledged that was not feasible due to budget restraints. In lieu of that, he proposed that existing employees be reclassified and have new responsibilities added to their jobs. Public Works Director Edwards stated he would prefer to promote internally rather than hire new employees.

Police Chief Gwynn spoke about security, and said they had been paying overtime for the two part-time City bailiffs for the last two years. He said the plan was to move those positions to full time and explained there was a need to make those positions full time due to the number of outstanding warrants that had been

issued by the Court. He said it was difficult to handle the volume of cases in the City, and said the bailiffs could not only follow up on these cases but also handle traffic citations. He said they would be able to do more proactive work if they had full time employees, and he noted this would allow them to build a better working relationship with AP&P. He also asked for a full time clerk, and explained they needed more administrative services.

Councilmember Joe Paul asked if they could reduce one of the Captain positions and turn that into a patrol position, and then they could use those savings to fund some of their supply budget. Police Chief Gwynn explained the functions of the two captains, and did not think that was advisable based on the duties that the Captains covered.

Mayor Dandoy thought they needed to change their salary payscale overall since they needed to better retain people in all departments. He thought it seemed like the City was underpaying people. Police Chief Gwynn agreed, and said most of the people who were willing to work for the City at the current salary offers were underqualified. Mayor Dandoy said people could make more money doing unskilled labor than they could make working for the City.

Mayor Dandoy reiterated the 7.5% budget cuts were only for current operational costs, so the requests that had just been discussed had not even made it into the budget and did not factor into the budget cuts.

Fire Chief Williams requested a full-time building clerk. He stated they only had one part time building clerk, and when she was out of the office it made it difficult to offer quality customer service. He said with the increasing volume and functions of the position, it was necessary to make it full-time. Councilmember Joe Paul pointed out this was actually a revenue-producing position and thought it made sense to make this a full-time position.

Fire Chief Williams also said they needed more firefighters, since they were paying overtime to the firefighters that they did have. He discussed in the long run, adding more employees would actually be cost-efficient. Lastly, Fire Chief Williams requested that they reinstate a budget for a Public Education team, which he noted had been cut a couple years ago due to budget restraints. He pointed out how important this service was, and said it helped with fire prevention to have firefighters go into schools and teach students about fire safety. He said there was training that the firefighters went through training for this to make sure that they communicated fire safety to children in an age-appropriate way, and they needed funding to do this training program.

Parks and Recreation Director Howard requested a salary adjustment for a member of the Parks and Recreation staff. She noted that the employee was currently doing job duties outside of their official position, so this request would bring their job description in line with their actual functions. She also noted that once the Complex was re-opened, it would add additional duties for the employee. Mayor Dandoy clarified this would be a salary increase and Parks and Recreation Director said it would be, but reiterated that they did several duties that they were not currently being compensated for. Councilmember Joe Paul noted that there were several part time positions that Parks and Recreation could not hire for, so they could reallocate some of the part time budget to fund the full-time position.

Management Services Director Amber Kelley said she could cut a wellness program that was run by HR for their employees. Assistant City Manager Flint stated he had been able to terminate contacts with Wasatch Civil, which was an external consultant that the City outsourced building inspections to in the event that City Staff was unable to get to them in time. Public Works Director Edwards said his department was able to cut down on overtime and also some additional expenses for supplies. He said they had cut \$11,000 on equipment, books, and travel expenses.

Police Chief Gwynn announced he had been able to cut training-related travel and other expenses by a significant margin, and also reported they had reduced spending on ammunition. However, he noted that due to global price fluctuations and shortages, they wanted to keep purchasing ammunition as it was available. Fire Chief Williams commented on the challenge of reducing spending while still maintaining all standards and regulations. However, Fire Chief Williams reported he had cut spending on some of the equipment they used to fight wildfires. Fire Chief Williams also stated he had made internal adjustments to their overtime, and said he had drastically reduced it since he had assumed the position as Chief.

Councilmember Jackson asked if the uniforms were reused as people quit, and Fire Chief Williams said they did so whenever possible. However, Fire Chief Williams noted this was not always possible if people were different sizes and said they could not hire people based on their ability to fit uniforms they already had. He briefly spoke about how many t-shirts, boots, and other clothing they gave to each firefighter. He said the clothes were expensive since they were flame-retardant and high quality.

Parks and Recreation Director Howard reported they had also cut travel and training costs, as many other departments had. She also said they had cut some funds that had been allocated for the Complex, including community outreach, education classes, and other services. She announced they had also been able to cut spending at the Aquatic Center by reducing the grounds maintenance fund, and she said they would also not replace old furniture or infrastructure. She said they had also cut spending in the Roy Days fund. She said they had also reduced money for the Tree Replacement Program in the Parks and Recreation fund. Councilmember Jackson asked if nurseries ever donated trees, and there was a brief discussion about how this was not always feasible since the parks needed specific kinds of trees, and they also needed to be of a certain quality to go into the parks. Parks and Recreation Director Howard added that they did have adopt a bench, adopt a tree, and adopt a trail program, although all three programs were suspended at the moment while the department reevaluated them.

Police Chief Gwynn stated they needed some funds to move their body cam storage to an external source. He said currently, the body cam footage was stored on hard drives in the City. He explained there was a cost associated with migrating that information out of their own storage to a cloud-based storage, although in the long run it would be more cost-effective.

City Manager Andrews next addressed the budget had a 3% cost of living adjustment (COLA) for employees. He said they had compared with other cities and found 3% to be a happy medium, with some cities doing more and some doing less than that. He also reported on their employee turnover, and said that their exit interviews typically yielded that people were being offered more money somewhere else. He said their average employee turnover rate was about 3%, which they were not proud of as a City. City Manager Andrews explained one of the issues was that they brought new employees in at the very bottom of the payscale, so even annual COLAs did not provide a livable wage.

Mayor Dandoy clarified that a 3% COLA along with a 4% increase in benefits was on the lower end compared to other cities. City Manager Andrews said that was correct, many cities were doing more. Councilmember Jackson pointed out many of the other cities were larger. City Manager Andrews agreed that was true, although said that the exit interviews of Roy City employees were still showing that the overall issue was salaries being too low, so he said if they wanted to increase retention then they needed to increase wages. Mayor Dandoy and City Manager Andrews had a brief discussion about how to increase retention. Mayor Dandoy opined there needed to be changes at the State level to payscale structures.

Public Works Director Edwards said Public Works was on an 18-step salary increase program and said he would like to get people on a 12-step program instead. He said that the increases were larger in the first couple years in order to get people to stay, although once employees were a couple years in then the salary increases got smaller. Councilmember Jackson asked what they could do. Mayor Dandoy said they would

have to run some numbers to see what was feasible, and pointed out they would also have to change the way increases worked in other departments like Parks and Recreation as well. Mayor Dandoy said they could consider changing to a 12-step program, but said they needed to consider the implications of that from all angles. Public Works Director Edwards said he wanted to keep his employees happy so they felt motivated to keep the City in good shape.

Public Works Director Edwards next addressed there was a proposal for a 10% increase to Water Utility Fund. He acknowledged this was a costly proposal, but explained the necessity for the increase. He said there was a water line that needed to be replaced, and said over time it was more cost-efficient to increase the amount of money that sat in the fund rather than wait until a water line needed to be replaced to raise the money for it. He said the life expectancy of a water line was 50 years, so it was a good investment. He said the cost of water infrastructure had increased in the last several years and the increase would help account for that as well.

Mayor Dandoy summarized the proposed changes to the Councilmembers. He said in order to fund the proposed items, there would be about a \$45 a year increase to every household in property taxes. He said it would be about a \$120 increase a year per household if they wanted to fund all the proposed items as well as some of the items that had not made it into the original budget. Mayor Dandoy instructed the Councilmembers to also consider what they wanted to do in regards to the Water Utility Fund.

Mayor Dandoy went over some of the Council's options. Mayor Dandoy anticipated the Utah Taxpayer's Association would publish their report in June or July of that year and he expected that Roy City would be published as one of the better managed cities, as they had been for the last several years. Next, he made some budget-cut suggestions. First, Mayor Dandoy asked what they thought about removing deputy positions, which would decrease costs. Public Works Director Edwards offered up more information about the duties of the deputy and explained what would have to get cut if they removed the position of deputy. Public Works Director Edwards opined the deputy filled a valuable position.

Mayor Dandoy suggested consolidating some offices in the Parks and Recreation Department and said they could lease the buildings that would no longer be used. Parks and Recreation Director Howard pointed out that although it seemed there were only nine full-time employees in the department, their building also housed many part time employees over the summer, and they also used the building for storage, so she did not think moving everyone into one building was realistic.

Mayor Dandoy also suggested that Parks and Recreation get rid of overtime and use volunteer labor to cover some tasks. Parks and Recreation Director Howard agreed volunteer labor was very helpful, especially for Roy Days. Parks and Recreation Director said she hoped they would not have to scale down Roy Days any more, since they had already made some budget cuts to the event.

Mayor Dandoy pointed out that Roy Days was a huge event and functionally a week long, so it was hard not to incur overtime for employees. Mayor Dandoy agreed that Roy Days was important, although he asked if it was worth increasing taxes for residents. Councilmember Jackson asked if there were certain events that could be cut, and Parks and Recreation Director Howard said she did not have numbers off the top of her head but said she would look into what could be cut. Councilmember Joe Paul thought they needed to stop giving out free tickets to Roy Days. Mayor Dandoy asked what happened to the money that was raised by vendors, and it was replied that those funds went to Roy High. The Councilmembers wondered if they could use a portion of that money to pay the employees. There was also a brief conversation about cutting the budget for fireworks or other things like that.

Mayor Dandoy proposed no further renovations for the next year. The Council was broadly in support of this, and said they had put a lot of money into new furniture and infrastructure on buildings in the last

several years. Mayor Dandoy also identified three spaces in the City that could be used for retention basins as well, and City Manager Andrews thought there was a lot of value in that idea and said it could save a lot of money, although they would need to rezone those areas before they could do that.

Councilmember Scadden discussed a 1.6 acre parcel located off of 4800 that had been slated to be turned into a park, although it had never been developed. He thought it was good real estate, and proposed to have the RDA buy that property at market value. He thought that would help offset the property tax increase to residents. He said it could be developed into high-density housing, which would be a great financial asset to the City. He anticipated market value was about \$500,000-600,000. He also thought residents would be willing to tolerate a high-density development if it meant they did not have to pay higher taxes. Mayor Dandoy asked what the rest of the Council thought and they were in favor of this option. Councilmember Scadden said the City could get money for it right away, and the RDA could work with a developer over the summer. Mayor Dandoy said they would still need to take public input, and thought it would have to go through the Planning Commission as well. City Manager Andrews pointed out it would have to be purchased for affordable housing.

Mayor Dandoy brought up some road widening plans throughout the City. He said the surrounding land was zoned commercial, although the current proposal was to turn the land into a park. He asked the Council if they wanted to have the Planning Commission reconsider that, and possibly open the land up to be developed commercially. The Council was in favor of that idea.

Councilmember Saxon asked why the Beautification Committee's budget had increased and City Manager Andrews explained they had consolidated the Beautification Committee's budget with the Arts Council. He said they had done this in order to better track spending. Councilmember Saxton also asked if they could reduce the Councilmember's Legislative Contingency Fund. City Manager Andrews said they could do so if the other Councilmembers were in favor of that. Councilmember Joe Paul thought they could do that. City Manager Andrews explained some of the things and programs that the fund covered. Mayor Dandoy suggested they could match the 7.5% cut that the other departments had needed to meet. The Councilmembers thought that only seemed fair since the rest of City Staff had needed to make cuts. Councilmember Sophie Paul thought they could find ways to make a number of small cuts, and pointed out they could also do more things with volunteers rather than staff.

City Manager Andrews pointed out any money for the YCC would come out of the Council Legislative Contingency Fund. He said if they made cuts they would not be able to offer the YCC funding. The Councilmembers thought they should give money to the YCC, and pointed out it provided services to residents of Roy City.

Councilmember Saxton also proposed that they cut funding for Councilmembers to travel to conferences. He thought they could either have less Councilmembers go to the conference, or they could only provide funding for people to attend the conference but not cover the cost of their travel. Councilmember Jackson thought the conference was helpful, although she said she had gotten to attend last year, so this year someone could go in her stead. She thought as long as a couple Councilmembers went, they could come back and report on what they had learned to the rest of Council.

Councilmember Joe Paul asked about their Rainy Day fund. He said they could consider dropping the amount that needed to be kept in that fund. Management Services Director Howard suggested they keep about 20 to 22% in that fund, and said the State mandated that they keep at least 15% in the fund at all times. Councilmember Joe Paul thought if they could pull some money out of the Rainy Day fund they could mitigate the need to raise taxes. Management Services Director Howard pointed out that would only stave off the need to increase taxes for a year, and Councilmember Joe Paul thought that would be okay. Councilmember Joe Paul also asked about credit card transaction charges, and Management Services

Director Howard said it varied depending on what credit card people used. Councilmember Joe Paul thought they could encourage people to switch to direct billing to avoid some of those fees.

Management Services Director Howard outlined the process if they did decide to raise taxes. She offered the timeline for the Truth in Taxation meetings that would have to be held. Mayor Dandoy asked if the Council wanted to have another meeting to discuss this before they established a limit for the tax increase. Councilmember Saxton was in favor of pulling money out of the Rainy Day fund to soften the blow of the increase, even if it meant they would have to do that year after year. Management Services Director Howard pointed out not only would they have to do that every year, they would also have to replenish the funds that they pulled out, so they would be starting the next year with a deficit. Mayor Dandoy clarified they were also only talking about COLA, not merit increases, so they also needed to find a way to account for those expenditures.

Councilmember Scadden said it was simply a fact that they would ultimately have to raise taxes, but it was still good to put that off as long as possible. Councilmember Saxton thought they should allow the RDA to purchase some properties so they could avoid the need to raise taxes this year. Councilmember Jackson thought they could increase taxes every year. Councilmember Saxton disagreed, and thought yearly increases made it seem as though the City did not know how to manage their money. Councilmember Joe Paul pointed out inflation was a national issue and their taxes needed to account for that. Councilmember Joe Paul thought they needed to increase taxes as well.

Mayor Dandoy urged the Council to have one more discussion before they made a final decision about this, and said it would give him and City Manager Andrews more time to make some final changes. Councilmember Scadden asked if they could at least reach a decision about the RDA board purchasing the properties he mentioned, and Mayor Dandoy said they could not make that decision outside of an RDA meeting. Councilmember Sophie Paul asked what would happen if the property did not sell, and Mayor Dandoy said even if the RDA board did not find a developer to work with the City could get money for it right away. City Manager Andrews also emphasized that it was unlawful for the City to use that property for anything other than an affordable housing development.

Mayor Dandoy asked again if the Council wanted to hold another meeting. The Councilmembers were in favor of this, though said they should hold it as soon as possible. It was determined they would meet on June 11th, and hold a final decision meeting on the 18th. Mayor Dandoy thought that was a sufficient amount of time for City Staff to come up with final numbers so they could move forward with actual figures rather than estimates.

C. Adjournment

Councilmember Joe Paul motioned to adjourn, Councilmember Scadden seconded the motion and the meeting adjourned at 9:37 PM.

—
Robert Dandoy
Mayor

Attest:

Brittany Fowers
City Recorder

dc:

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