



ROY CITY
Roy City Council Vacant Council Seat
Interview Meeting Minutes
October 22, 2024– 8:00 a.m.
Roy City Council
5051 S 1900 W Roy, UT 84067

Minutes of the Roy City Council Vacant Council Seat Interview Meeting held in person in the Roy City Basement Conference Room and streamed on YouTube on October 22, 2024, at 8:00 a.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 Scadden
Councilmember Saxton
Councilmember Sophie Paul

City Manager, Matt Andrews
Asst. City Manager, Brody Flint
City Recorder, Brittany Fowers

Excused:

Also present were: Kevin Homer, Diane Wilson, Leon Wilson, Trina Favero, Stephen Hughes, Braden Reed, Jason Sphar, Samantha Bills, Jeremy Thompson, Darrin Albright, and Janel Hulbert.

A. Welcome & Roll Call

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

B. Business Items

1. Vacant City Council Seat Candidate Interviews

Mayor Dandoy went over the process for all in attendance. He explained that the Councilmembers would conduct interviews for all the candidates that morning and then would cast their votes later that evening. Mayor Dandoy thanked the nine applicants for their interest in City Council. He noted that the order of interviews had been generated at random. He stated that the interviews were public, due to the Open and Public Meetings Act, and said each applicant would answer the same set of questions. Mayor Dandoy said he would aim to keep each interview to about 20 minutes, and would provide time after each interview for the Councilmembers to reflect and write notes. He requested that the Councilmembers limit their interactions with the applicants to the written questions, in order to keep everything fair and equitable.

Mrs. Trina Favero read through the list of questions and gave her responses. She said she had three top priorities; one being that Roy City needed to attract and sustain more businesses and revenue from business. She said her next priority was figuring out what to do on 1900, and noted it was the main thoroughfare through the City. She stated her final goal was to have Roy be a nucleus on its own terms, rather than having surrounding cities control what happened in the City. She expressed that Roy was being used by other cities and felt Roy should have more autonomy.

Mrs. Favero then went over the question about property tax increases and first noted it was difficult. She said that housing costs had increased throughout the City which raised property taxes anyway, and added that the cost of homes in Roy was higher than their actual value. She stated she was a real estate agent and pointed out that Roy had higher taxes than the rest of the County, which deterred potential buyers.

City Council Meeting Minutes

October 22, 2024

Page 2

Mrs. Favero discussed public engagement next, and stated that she had worked with the PTA closely in the past. She acknowledged it was hard to get people to engage in government and thought the best thing to do was be as friendly as possible and make sure people knew they were being listened to. She thought it was good to attend as many events for the City as possible.

Mrs. Favero said it was important to make sure everyone had a voice and an opinion, and always be empathetic when it came to working with others. She also expressed it was important to recognize when your own opinion might not be the best view point, and be willing to change your views.

Mayor Dandoy repeated the election process for Mr. Hughes and directed him to share his answers to the questions.

Mr. Stephen Hughes shared his top priorities for Roy City. He said his main goal was to ensure that Fire Department and the Police were well-funded and that the citizens had access to those services. He said the next goal was to remember that the City had fiduciary responsibility to the citizens and ensure that they spent taxpayer dollars wisely. He opined that the City should advocate for more sales tax revenue by attracting businesses into Roy. Lastly, he said encouraging affordable housing should be a main goal for the City.

Mr. Hughes discussed if he was more inclined to increase property taxes or limit services in the City. He said he did not see this as an either/or question, and said it was important to remember that budgets were not just balanced, but allocated appropriately. He said he would be willing to make budget cuts for things that did not benefit the City before he would want to increase property taxes. However, he also noted that due to inflation, the cost of things had increased and so once a budget was balanced, he would be willing to raise taxes in order to account for rising costs. He emphasized that raising taxes must be a last resort.

Mr. Hughes addressed how he would actively engage citizens in City issues. He acknowledged it was difficult to get people to engage in elections and meetings, but thought engaging people through social media was effective. He added that the City should find other ways to speak with people directly, since most people could not attend the actual Council meetings. He thought the City should have had a booth at Roy Days, for example, or find other avenues outside of the meetings for people to speak to Councilmembers or members of the administration.

Mr. Hughes also discussed how he would work effectively with other members of the Council and Staff to achieve shared goals. He said just like in business, you had to listen to other people's opinions and then negotiate for the best solution. He said it was important to be dedicated to the best overall outcome, not just your own ideas. He also pointed out it was important to have open lines of communication between members of the Council and to the citizens. He felt it was important to be prepared for meetings in order to make the most efficient use of their time. He said while this point seemed basic, it was very important. He said he was a member of Roy City Church and noted that community organizations were comprised of citizens, so again, it was important to engage one-on-one with citizens and community leaders outside of Council meetings in order to make sure their voices were being heard.

Mr. Hughes spoke about some of the methods he used for making difficult decisions, including making pros and cons lists. He expressed it was important to remember that some viewpoints were illegal, so if someone's viewpoint fell outside the scope of the law then it should not be considered. He also pointed out that viewpoints must be in alignment with what was possible under the budget, since that was a priority to him. He said that when hearing public feedback, it was important that their comments be directed to the appropriate agency, which was not always the City Council. He did not feel partisanship should exist at the local level, and said he would advocate for something that he might not personally like if he felt that

City Council Meeting Minutes

October 22, 2024

Page 3

the majority of citizens wanted it. He expressed that he was honest and fair, and always tried to listen to those around him.

Mrs. Diane Wilson expressed she was happy to be there and looked forward to the chance to work with the Council again. She said her top priority was the budget and revenue for the City. She said the City needed essential services and employees to serve the citizens, and added that employee retention was critical. She acknowledged that the construction had taken a lot of revenue, and expressed that the loss of homes and businesses due to the construction projects would need to be solved for. She said Roy City was known for its natural community cohesiveness, although higher density was leading to higher turnover and said they needed to work harder to maintain the sense of community cohesion. Lastly, she said the citizens had long been asking for another cemetery and said that should be another priority for the City.

Mrs. Wilson spoke about the property tax issue. She pointed out that if sales tax was decreasing, that meant the citizens in Roy were struggling, and if that was the case then the City should tighten their budget as well. However, she acknowledged that the City must provide essential services to their citizens and so the City might have to raise taxes in order to maintain those services. She cautioned that the City should not use finite sources of money in order to pay for ongoing expenses, since that would lead to them falling into a hole, and she said the City must be careful to ensure that they were reaching for revenue from the appropriate pot. Mrs. Wilson said the budget would be an ongoing issue although she credited the City Staff with being successful at balancing the budget.

Mrs. Wilson spoke about how she would engage with citizens and ensure their voices were heard. She said listening was critical, as was following up on the issues that they bring up. She said phone calls, emails, or other methods of communication were important, but the best thing to do was engage them face-to-face. She opined that social media was a good way to notify people of things going on in the City, but it was not a personal means of communication. She also felt that Town Halls were a great idea since it fostered dialogue between the citizens as well as with the Councilmembers.

Mrs. Wilson discussed how she would work with the Councilmembers, Staff, and community organizations. She expressed how important community service was, and said it was also very important to work closely with the City Staff since they had an in-depth understanding of the issues in the City. She spoke about how important it was to be prepared for meetings with the Council and with citizens, and also noted an optimistic mindset made the Council overall more productive. She stated it was important to team up with organizations, and not try to recreate what other organizations were already doing. Mrs. Wilson said bringing in more organizations were key to developing the sense of community cohesion in Roy.

Mrs. Wilson addressed how she weighed different viewpoints. She said she first did her research in order to make sure she understood all of the different perspectives. She said collecting data and accessing resources, namely the City Staff, were important in order to paint a holistic picture of the issue. She said the Council's job was to anticipate the unintended consequences of decisions that they make, and although they could never do this perfectly, it was important to keep that in mind as they made decisions. She said things rarely worked out exactly as they were supposed to, so it was critical to understand the long-term impact of the decision as well as the immediate impacts. She said oftentimes, Councilmembers had differing opinions and so work meetings and avenues for discussion were important in order to understand other viewpoints. Mrs. Wilson summarized that being on the Council was a huge role since their decisions impacted the day-to-day lives of their constituents, and she felt a wide variety of opinions were important on the Council. She thanked the Council for their time.

Mayor Dandoy explained the election process for Mr. Reed.

Mr. Braden Reed shared his top priorities for Roy City. He thought this should be a place where people

City Council Meeting Minutes

October 22, 2024

Page 4

felt comfortable and proud to live. He said innovation was another priority, and acknowledged that although he was young, he felt he could bring a new perspective to the Council.

Mr. Reed acknowledged that although he was not a homeowner, he knew property taxes were high. He said his main priority was to make people feel comfortable, so he would lean towards not being in favor of a tax increase, though he said he would need to do more research on the issue.

Mr. Reed said in his experience, he had found the best way to get in contact with people was through education. He said many people did not know how to do things like vote, attend meetings, or get involved, so it was important to inform them how to do these things. He felt social media and events were great ways to get people educated about issues and how to get involved in outcomes.

Mr. Reed said he held many jobs, and in these roles he needed to work with a lot of people. He assumed it would be a similar case for the Council, in which he would need to be able to work with a wide variety of people. He said he had worked for another city in the past, and there had been a lot of moving parts that he needed to keep track of, including their Council and City Staff. He said that communication was always critical when there were many people involved. Mr. Reed said he would always take in everyone's viewpoints and allow that to mold his own decisions.

Mr. Reed said he had experience in communicating policy goals to both Democrats and Republicans through a trip he had taken to Washington DC for a previous job, so he knew how to work with different groups of people. He reiterated that listening and open communication were always important.

Mayor Dandoy invited the Council to take a short break.

Mayor Dandoy explained the rules for Mr. Thompson.

Mr. Jeremy Thompson said he saw two main priorities for Roy; one of which was continued sales tax revenue growth and incentivizing businesses into Roy City, and the other to bring in housing to sustain those businesses. He recalled how last year there had been a lot of public feedback about the new apartment developments, and reported he had met with builders and developers to discuss possibilities for housing in Roy City. Mr. Thompson said land was a premium in Roy City and also brought up the need to find space for a new cemetery. He said another priority would be to take care of single, elderly people in Roy City, and spoke about the need to find affordable housing for them. He lastly added on cybersecurity was important to consider and noted his main job was in cybersecurity. He said it could be devastating for a city to get a malware attack.

Mr. Thompson shared his thoughts about property taxes. He hoped there could be a way to not reduce services and said he would support a property tax increase for someone like himself, who had the income to afford that. He said he did not want to see property taxes raised for those who were on fixed incomes, however. He said that his sense was that younger residents of Roy City were willing to have a property tax increase in order to maintain the current level of services in the City. He said if property taxes were to be raised, there should be exemptions for those who would be unduly burdened by it.

Mr. Thompson spoke about how he would engage with the public. He knew that people wrote in letters and emails to the City, and thought it would be important to have an open forum in which members of the public could directly talk with their Councilmembers. He acknowledged that it was hard to encourage people from the public to get involved, and thought public, informal meetings would be a good way to bring people in.

Mr. Thompson discussed how he would work with Councilmembers, Staff, and community organizers. He

City Council Meeting Minutes

October 22, 2024

Page 5

said during his time in the Air Force, he had needed to work with many different organizations in order to achieve goals, and shared a story about the process of adapting to new technology. He said he had worked with people who had very different ideas about what process was best, and said in that situation he had always maintained that he was not beholden to any single idea. Mr. Thompson said in a team effort, the overall best outcome was what was important, not any single person's opinion. He expressed he was comfortable working with a wide range of people and personality types, and was also well-versed in working with neurodivergent people through his time in the cybersecurity industry.

Mr. Thompson addressed how he would weigh differing viewpoints on an issue. He firstly noted this was difficult to do without all of the data, and acknowledged that there was rarely one obvious answer when it came to issues of City governance. He said in his line of work, he liked to invite people to tell him why his ideas were not going to work, and he said he would bring the same mindset to the City Council. He said that when he had an opinion on a topic, he liked to ask people with opposing viewpoints to explain why his opinion was not the best one. He felt this was a good method to understand why people had the opinions they did, and also felt this was a way to begin the process of negotiating and compromising. Overall, he said it was important to always act in good faith and be honest. Mr. Thompson said he dealt with issues that had no clear consensus often in his line of work and said the first step was always to collect as much information as possible. He thanked the Council for their time.

Mayor Dandoy shared the election process with Mrs. Bills.

Mrs. Samantha Bills listed her top priorities for Roy City, and said employee retention was highly important. She commented that her husband, who was a firefighter and former police officer, had needed to leave Roy City and work for another city. She said Roy City had great administration and it was important to retain them with livable wages. She also thought Roy should do a better job at educating the public about the budget. She opined that people were often upset when they did not understand something, so education was the key. Mrs. Bills said both in her work as a teacher and as a Planning Commissioner, she found that honesty, education, and transparency was key. She also thought utilizing more technology was important when it came to issues of vandalism in the City.

Mrs. Bills discussed a possible property tax increase. She agreed that property taxes were an issue for people but felt there was a way to think about this creatively. She pointed out there were programs that incentivized cities for hiring youth for summer jobs with tax credits, and felt Roy could take advantage of programs like that. She said this would also incentivize people to remain in Roy City. She knew they needed to keep businesses in Roy and admitted that she needed to do more research about the budget, but expressed that she did not feel that reducing services was not the answer. She stated there were innovative ways to bring revenue into Roy City and also bolster their workforce.

Mrs. Bills said it was very important to be present, honest, and friendly when it came to engaging with the public. She said she would never lie to people if she did not have an answer to a question, and said she would work to find answers for questions that residents brought to her. She expressed how important accountability was, and said she would always follow up with residents.

Mrs. Bills said she had worked with many community organizations in Roy City as her kids had gone through the school system, and had found in that time that people generally stated what they wanted to see in the City and it was important to listen to them. She said education was key, and felt that people did not fundamentally dislike the Council, but were sometimes just confused or unclear about issues. Therefore, she said it was important to always be transparent about process and issues in the City.

Mrs. Bills spoke about how she considered opposing viewpoints. She expressed that on the Planning

City Council Meeting Minutes

October 22, 2024

Page 6

Commission, they often tabled items when there was not a clear consensus and she thought it was important to give ample time to holistically consider a complicated issue. She added that she would defer to the senior Councilmembers, who were experts on the City. She reiterated that always following up with people was very important and thought being approachable and friendly was the best thing to do.

Mr. Jason Sphar went next and he first spoke about the former Councilmember Joe Paul. Mr. Sphar said he was a close friend of Mr. Paul's, and said he shared many of his viewpoints on City issues. He said he did not intend to fill Mr. Paul's shoes, but expressed he would vote similarly to how Mr. Paul might have on many items. Mr. Spahr then addressed the main priorities for Roy City. He said the City needed to balance their budget and account for inflation and employee retention. He said the City needed to manage responsible growth in the City, and he opined that the current Council had made positive decisions in that regard.

Mr. Sphar then discussed the property tax question. He said this was always an issue for elected officials, and said his opinion was to find all other avenues to reduce the budget and then raise taxes as a final resort. He said they could not diminish their quality of life and said a small, reasonable tax increase would still keep them below the average for the County. He expressed empathy for those in the City who would be burdened by that decision but said essential services were important.

Mr. Spahr said he engaged with the public through various channels like social media, emails, and in-person meetings. He recalled a situation in which he had been able to productively talk with a member of the community who had gone on to be a significant community leader.

Mr. Spahr said his service on the Planning Commission had given him valuable experience in working with the City Council, City Staff, and other members of the community. He felt his tenure on the Commission was a testament to his ability to work productively with others.

Mr. Spahr lastly expressed that he weighed different viewpoints with empathy. He said he sought legal counsel when necessary, and thought that reaching consensus was important in order to make fair and equitable decisions for the City.

Mr. Darrin Albright went next, and thought economic development was the most important priority for Roy City, namely finding more sources of revenue. He said taxes were important to maintain services in the City. He felt the question of property taxes was challenging, since although people wanted a break on taxes, City employees also needed a livable wage. He thought it would be helpful if the citizens could better understand the work that the City employees did, so they would be more inclined to raise taxes.

Mr. Albright explained how he would engage with citizens. He said it was challenging, since he was not social media-savvy, so he thought getting volunteers to spread the word about City events and meetings would be a good idea. He expressed that it was important for people to be aware of the issues in the City, so that they would be more understanding when it came time to raise taxes.

Mr. Albright discussed how he would work with other Councilmembers. He said he would work to get to know the Councilmembers so that he could understand their viewpoints on certain matters, and said he made sure to get to know people and their motivations in his current line of work. He opined that understanding what contributed to people's opinions was very important. He said it was important to make sure he understood the functions of all the departments in the City as well. Mr. Albright spoke about how important the Roy City employees were to the productivity of the City and discussed it was important to get citizens involved with events so that they could get a better sense of what the City did for them.

Mr. Albright then addressed how he would make challenging decisions, and said the first thing to do was

City Council Meeting Minutes

October 22, 2024

Page 7

always to collect as much information as possible. He reiterated that understanding the “why” was critical, and opined that if people had all of the facts and data, it would be easier to come to a consensus.

Mrs. Janel Hulbert addressed the Council next, and first acknowledged how much Joe Paul had done for the City during his tenure as Councilmember. She then listed her top priorities for Roy City, which included driving revenue to the City. She thought they needed to focus on businesses and smart-city planning, and also suggested that they solicit feedback from business owners that were already in the City. She opined that Roy City needed to advocate for people to shop local. She also stated Roy City needed to focus on retaining their employees and expressed how important employees were to the City. Mrs. Hulbert lastly expressed that housing was a huge need in Roy City and said they needed to ensure that their employees could afford to live in Roy City.

Mrs. Hulbert reported that she had watched the budget meetings from the previous year and anticipated that they were in for another difficult decision this year. She agreed with the decision that the Council had made, and said she did not want to draw from the Rainy Day fund or other limited sources of funding, since that would only delay the problem without solving it. She said they needed to reckon with their problems now, and cut whatever expenses were not necessary. She recalled that each department had made significant cuts already.

Mrs. Hulbert said engagement was her forte, and she had even gone to school for public relations. She explained she was involved with many community organizations, including the PTA, in which she utilized her public communication skills. She opined education was critical and noted that she had learned this through her work on the Planning Commission. She said she was not afraid of social media and said she used it a lot through her work. She said educating the public about what different departments in the City did were very important, since many people did not know who to call when they had a problem. Mrs. Hulbert said it was important to reach out by email, text, phone calls, as well as in-person meetings. She said meeting promoted communication, as well as fostered a sense of community. She said although Roy City was a larger city, she had managed to create a sense of place there and thought it was important for everyone to have that, and she thought meetings were a good way to do that.

Mrs. Hulbert said she would work well with the other Councilmembers since she respected all of them and would continue to do so even if they disagreed about a topic. She expressed she would never speak ill of other Councilmembers or City Staff members, and stated she was always willing to hear someone out and discuss an issue. She then noted that community organizations were important and said she wanted to build relationships with the leaders of those organizations. She said it was important for the Council to attend community events, and invite leaders to City events.

Mrs. Hulbert stated she had a lot of practice navigating situations that did not have a clear consensus. She said it was important to gather information and do research before coming to a decision, and she expressed that she often developed her own ideas by hearing other people’s perspectives. She shared an example from her PTA work about a time in which her perspectives had been molded by other people’s input. She also stated it was important to make sure people’s voices were heard and shared another story in which she had worked with a legislator to get a bill passed. Mrs. Hulbert said being willing to compromise was also crucial when it came to reaching a solution.

Mayor Dandoy directed the Councilmembers to reflect on their notes and to determine who they wanted to vote for as a new Councilmember. He requested that they not speak to one another, but said they could speak to him or others who were not voting in order to clarify anything or ask questions.

C. Adjournment

City Council Meeting Minutes

October 22, 2024

Page 8

Councilmember Scadden motioned to adjourn the meeting, Councilmember Saxton seconded the motion, all present Councilmembers voted “Aye” and the meeting adjourned at 11: 33 a.m.

Robert Dandoy
Mayor

Attest:

Brittany Fowers
City Recorder

dc:

DRAFT