

**NORTH OGDEN CITY COUNCIL
MEETING MINUTES**

March 18, 2025

The North Ogden City Council convened on March 18, 2025, at 6:00 p.m. at Pleasant View City Hall at 520 West Elberta Drive.

Notice of time, place, and agenda of the meeting was posted on the bulletin board at the municipal office and posted to the Utah State Website on March 13, 2025.

Notice of the annual meeting schedule was posted on the bulletin board at the municipal office and posted to the Utah State Website on December 11, 2024.

Note: The timestamps indicated in blue correspond with the recording of this meeting, which can be located on The North Ogden City Website, the Utah Public Notice Website, or by requesting a copy of the audio file from the North Ogden City Recorder.

CITY COUNCIL MEMBERS PRESENT:

S. Neal Berube	North Ogden City Mayor
Ryan Barker	North Ogden City Council Member
Blake Cevering	North Ogden City Council Member
Jay D Dalpiaz	North Ogden City Council Member
Chris Pulver	North Ogden City Council Member
Christina Watson	North Ogden City Council Member
Leonard Call	Pleasant View City Mayor
Ann Arrington	Pleasant View City Council Member
Steve Gibson	Pleasant View City Council Member
Dave Mariott	Pleasant View City Council Member
Phil Nelsen	Pleasant View City Council Member
Sara Urry	Pleasant View City Council Member

STAFF PRESENT:

Jon Call	City Manager/Attorney
Dave Espinoza	Public Works Director/Assistant City Manager
Rian Santoro	City Recorder
Bryan Eynon	Chief of Police

VISITORS:

Kevin Burns	Cortney Ryan
Phillip Swanson	Sandra Cochran
Andrea Zweifel	Brenda Ashdown

Randall Winn
Griffin Wood
Addison Scoville
Kyle Scoville
Toby Mileski

Jennie Knight
Derek Draper
Collette Mabey
Mike Mabey

0:00:41 Pleasant View City Mayor Call called the meeting to order, and Pleasant View City Council Member Urry offered the invocation and led in the Pledge of Allegiance.

ACTIVE AGENDA

1. DISCUSSION AND CONSIDERATION OF AN INTERLOCAL AGREEMENT TO COMBINE PLEASANT VIEW AND NORTH OGDEN CITY POLICE DEPARTMENTS

0:02:38 Mayor Call initiated the discussion on the potential interlocal partnership of the Pleasant View and North Ogden police departments. He introduced the Interim Police Chief of Pleasant View City, Chief Talbot, and North Ogden Police Chief Eynon, who presented an overview of the proposed interlocal partnership. The presentation outlined the primary objectives of the interlocal partnership, which include improving operational efficiencies, enhancing public safety, and achieving long-term cost savings. Key points included the current staffing of 12 Sworn Police Officers in Pleasant View and 22 in North Ogden, with a combined officer-per-1,000 citizens ratio of 1.0. The interlocal partnership would create cost savings, with Pleasant View saving \$270,000 and North Ogden \$80,000 in the first year. While ongoing expenses will persist, a collaborative approach is expected to slow their growth and provide sustainable financial benefits. The timing of this discussion is particularly relevant due to the current vacancy in the Pleasant View Police Chief position, which has prompted consideration of this option.

Both City Councils and Police Chiefs acknowledged that immediate cost savings may not be drastic, but long-term efficiencies, improved response times, and better resource allocation could be advantageous. There is a consensus that a structured 12-month evaluation period should be implemented rather than an open-ended “as needed” assessment. The experience of other jurisdictions suggests that such agreements typically begin with annual evaluations before determining longer-term viability.

Questions were raised about the transition process, particularly regarding how much time has been spent preparing this interlocal partnership and how much more will be needed. It was noted that while the planning process has taken time, both police departments have continued their usual operations. The transition itself will require adjustments,

particularly in dispatch and logistics, but officials believe it will ultimately be worthwhile.

The discussion also touched on concerns about officer recruitment and retention. Pleasant View and North Ogden have both experienced officers leaving for higher salaries elsewhere. An interlocal partnership could potentially help by standardizing salaries and reducing interdepartmental competition for talent. Additionally, sharing resources could lead to improved officer safety, as it would allow for greater backup availability in critical situations.

Some Council members emphasized the importance of tracking key performance indicators such as response times and crime rates to evaluate the success of the interlocal partnership. If these metrics do not improve, it will be a clear signal that the collaboration is not beneficial. If, however, response times in Pleasant View improve and the overall efficiency of both departments increases, it would indicate success.

There was a discussion about governance and decision-making, specifically regarding how a new police chief would be chosen under the merged structure. The proposal includes a committee composed of the two mayors and one independent person, which would be responsible for overseeing the chiefs' selection and overall department management. Some concerns were raised about ensuring that city managers still have a role in the decision-making process, as well as maintaining autonomy for each city in the long run.

The issue of maintaining autonomy was discussed in relation to past experiences with police interlocal partnerships, such as cities joining and then leaving the Unified Police in Salt Lake County. Some Council members requested additional research on other cities that have attempted similar interlocal partnerships to understand potential pitfalls and reasons why such agreements may not have lasted.

Community input was also emphasized as an important factor in the decision-making process. Some Council members expressed interest in hearing from residents to gauge their opinions on the interlocal partnership.

The next steps involve each City Council returning to discuss the proposal further and appointing two representatives to a committee to work out the interlocal partnership's details. It was acknowledged that while there are still many unknowns, the collaboration has significant potential benefits for both cities.

(See Attachment A – Pleasant View City and North Ogden City Police Services Interlocal Agreement Proposal)

2. PUBLIC COMMENTS

1:35:22 Randy Winn, North Ogden City resident and member of the North Ogden City Audit Committee, expressed support for the proposal.

He praised the collaboration between the two chiefs in preparing the plan and highlighted its potential benefits. He emphasized the importance of resource savings for the cities while maintaining necessary services.

1:36:05 Derek Draper, Pleasant View City resident, raised several concerns and questions regarding the presentation and its statistics. He emphasized the need for consistent data when comparing cities, particularly when showing statistics for North Ogden and Pleasant View. He also questioned the effectiveness of the current staffing model, using a hypothetical scenario to point out potential risks if there are too few officers in one city while others are busy. He suggested that monthly updates from the police chiefs be provided to track how much time officers are spending in each city, ensuring that resources are being used efficiently. Derek also criticized the presentation of "total calls," recommending that the focus should be on priority one calls, which are more important for assessment. He urged more detailed research to address these points.

1:38:35 Brenda Ashdown, North Ogden City resident, raised several concerns and questions about the potential police department interlocal partnership. First, she referenced the example of Salt Lake's Unified Police Department, noting that some cities had left and asked for research on why that happened and how it might affect the proposed interlocal partnership. Her second question focused on disciplinary procedures, asking who would handle discipline if a North Ogden officer were at fault and if there were disagreements between human resource departments or mayors. She also questioned how merging the departments would change the number of officers on duty, as it seemed like the same officers would still be working, just under a different structure. Brenda expressed confusion about the necessity of combining the departments, particularly given the involvement of neighboring cities like Harrisville and Ogden. She questioned the savings and benefits of merging, especially when North Ogden had previously been resistant to merging with the Weber County Sheriff's Office.

1:42:13 Cortney Ryan, Pleasant View City resident and a former Weber County Sheriff's Office employee with 23 years of experience, shared his concerns about the proposed interlocal partnership of the Pleasant View and North Ogden Police Departments. He pointed out past issues with contract cities, where cities felt they weren't getting the service they paid for, citing examples like Washington Terrace and West Haven. He also

mentioned logistical challenges with tracking officers' time and the complications of transporting suspects.

Cortney questioned whether the current proposal was ready to move forward, as he felt the presentation only scratched the surface and didn't address critical issues, such as responsibility in officer-involved shootings or the impact on response times.

He also raised concerns about potential conflicts over promotions and staffing between the two departments, particularly if an officer from one city applied for a promotion in the other. Cortney emphasized that many unanswered questions need to be resolved before any decision is made, suggesting that the details need to be worked out further.

1:50:06 Phillip Swanson, North Ogden City resident, addressed the presentation and raised a few concerns. He clarified that when North Ogden previously considered joining the Sheriff's Office, it was not a interlocal partnership but rather a proposal for the Sheriff's Office to take over the City's police functions. Phillip also questioned the validity of the call-for-service statistics, pointing out that Pleasant View's numbers appeared significantly higher than North Ogden's. He suggested that the two cities might not be measuring calls the same way and proposed that only comparable data be used for a fairer analysis of the numbers, ensuring that statistics are consistent across both cities.

1:54:31 Kevin Burns, North Ogden City resident, expressed that he was neither for nor against the proposed police department interlocal partnership but believed more time was needed to work through the details. He felt that the May deadline was too soon, likening it to a "timeshare presentation," which made him uncomfortable. Kevin suggested that if Pleasant View needed a new chief, they should hire one and gradually integrate them into the program. He emphasized that if the interlocal partnership goes forward, it will have to work, but if voted down, the cities should figure out how to manage their separate police departments. Kevin concluded by acknowledging the recurring challenges of funding public safety and expressed a desire for more details before making a decision.

1:54:31 Toby Mileski, Pleasant View City resident, agreed with Cortney Ryan's concerns and did not feel the need to add further to them. He stated that he didn't think it was worth Pleasant View giving up control, personal service, and identity for potential savings. Toby suggested that instead of merging, the City should consider raising property taxes to increase services and pay, rather than compromising on quality.

3. ADJOURNMENT

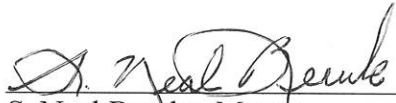
Pleasant View Council Member Arrington motioned to adjourn the meeting.

The meeting adjourned at 7:58 p.m.

ATTACHMENTS

All publicly distributed materials associated with this meeting are noted as the following:

A. Pleasant View City and North Ogden City Police Services Interlocal
Agreement Proposal



S. Neal Berube, Mayor



~~Rian Santoro~~ Joyce Pierson
Deputy City Recorder



Date Approved

INTERLOCAL AGREEMENT PROPOSAL

PLEASANT VIEW POLICE DEPARTMENT
AND
NORTH OGDEN POLICE DEPARTMENT

Mayor Leonard Call, Mayor Neal Berube,
Int. Chief Stetson Talbot, Chief Brian Eynon



THE CASE FOR AN INTERLOCAL AGREEMENT

- Although not a new concept to policing in America, the regionalization of services has not gained much traction. Aside from occasional consolidation efforts such as contracting of police services and the creation of regional task forces to address specific needs, few agencies have attempted to fully consolidate services as permanent or long-term solutions.
- This individualized approach to providing police services decreases the availability of supplemental state and federal funding and drives up personnel costs as agencies compete for a diminished qualified candidate pool while also not benefitting from any work to reduce redundant capabilities. With respect to the history of these agencies, now is the time to consider disbanding the structures of the past to create a more effective, less costly approach to policing.

CURRENT DEPARTMENTAL ASSIST DATA

From 01/01/2020 to 08/29/2024:

North Ogden has assisted

• Pleasant View-	1228 Times
• Harrisville-	1013 Times
• Total -	2241 Times

Pleasant View has assisted

• Harrisville-	2590 Times
• North Ogden-	1355 Times
• Total-	3945 Times

Harrisville has assisted

• Pleasant View-	1644 Times
• North Ogden-	1022 Times
• Total-	2666 Times

CURRENT STAFFING

Pleasant View PD

- 15 Total Employees
- 12 Sworn (1-Acting Chief, 2-Sgt's). (Down 2 sworn)
- 1-CSO
- 1-Secretary

North Ogden PD

- 40 Total Employees
- 22 Sworn (1-Chief, 2- Lt's, 5-Sgt's). (Down 2 sworn)
- 2-CSO's
- 3-Secretaries (1-Supervisor)

POPULATION / STAFFING

NORTH OGDEN:	22,600
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PLEASANT VIEW:	11,500
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COMBINED:	34,100
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If we combine sworn officers to 34 sworn, it will result in 1.00 officers per 1000 citizens.



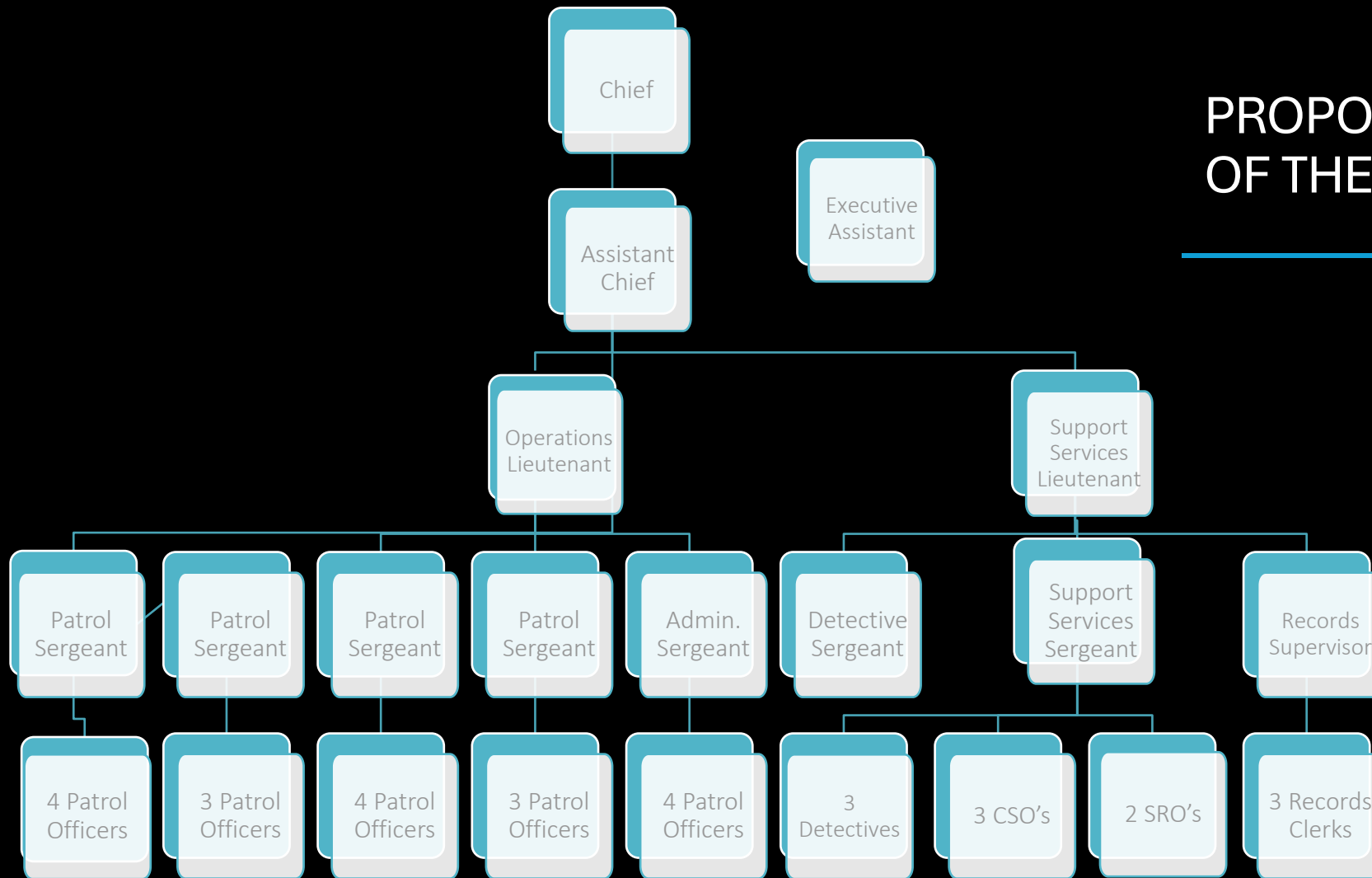


CALLS FOR SERVICE / RESPONSE TIMES

- PVPD Total Calls for Service in 2024: 11,366
 - Average Response Time for Priority 1 Calls: 4:10
 - NOPD Total Calls for Service in 2024: 14,258
 - Average Response Time for Priority 1 Calls: 3:25
-

INTERLOCAL AGREEMENT OVERVIEW

- Police Administration would be incorporated with NOPD Police Chief and Supervisors from both agencies. An assistant Chief Position would be created (Filled by Interim Chief Talbot).
- Police Chief would report to the Mayors of each city, not to the City Managers.
- Supervision, advancement, discipline, evaluations, scheduling, chain of command, will be administered by the police administration. Disciplinary reports and evaluations will be submitted to each city's HR Department.
- Civilian staff and part-time officers incorporated utilizing employees from both agencies.
- Respective HR issues would be handled by each respective city.
- Respective vehicles and uniforms could/would remain the same.



PROPOSED ORGANIZATION OF THE POLICE DEPARTMENT

Merging of:

- 1 NOPD Chief
- 1 PVPD Lt. (Assist. Chief)
- 2 NOPD Lieutenants
- 2 PVPD Sergeants
- 5 NOPD Sergeants
- 1 PVPD Detective
- 2 NOPD Detectives
- 8 PVPD Officers
- 12 NOPD Officers
- 1 PVPD CSO
- 2 NOPD CSO
- 1 NOPD Records SPVSR
- 1 PVPD Records Clerk
- 2 NOPD Records Clerk
- 1 NOPD Executive Secretary

ADVANTAGES

- **Increased community safety.**
- Reduced response times due to combined personnel and shift allocation.
- Budgetary savings while creating enhanced police service.
- 34 Full-Time Sworn Officers to patrol PV instead of 12, and to NO instead of 22.
- **Both cities would have access to 3 full-time Detectives.**
- Both cities would have access to AC Services and a temporary animal shelter.
- Increased opportunities for combined personnel, i.e., promotions, specialty units (SWAT, SF/Gangs, K-9) = Increased services.
- Larger Records Division and Evidence storage capacity.
- Increased state and federal Grant funding (due to departmental size and functions), such as DOJ, OLP, and JAG. (Current NOPD grants-\$167,680)
- Improved recruitment.
- Shared new Public Safety Building (cost already incurred). *NO COST to PLEASANT VIEW CITY!

ADVANTAGES

SHORT TERM

- Equalizing pay and benefits
- Sharing cost of chief salary
- Small salary increase from lieutenant to assistant chief
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LONG TERM

- Overall Savings with Growth due to Personnel Costs Sharing
- Police Chief Salary savings
- Increased Grant Opportunities due to Size and UCOPA Certification, which could Decrease Budgetary Line Items.
- Each city will continue to budget their overall police Dept.



FINANCES

TRIGGERS FOR DEPARTMENTAL GROWTH

- Increase in population that causes Officer/1000 to fall below 1/1000 due to Residential and Commercial development.
- Increased Crime Rate (Part-1 Crimes; Homicide, Arson, Aggravated Assault, Rape, MV Theft, Larceny) Threshold 10/1000. NO currently at 5.3/1000.

FINANCES

5 Year Projection

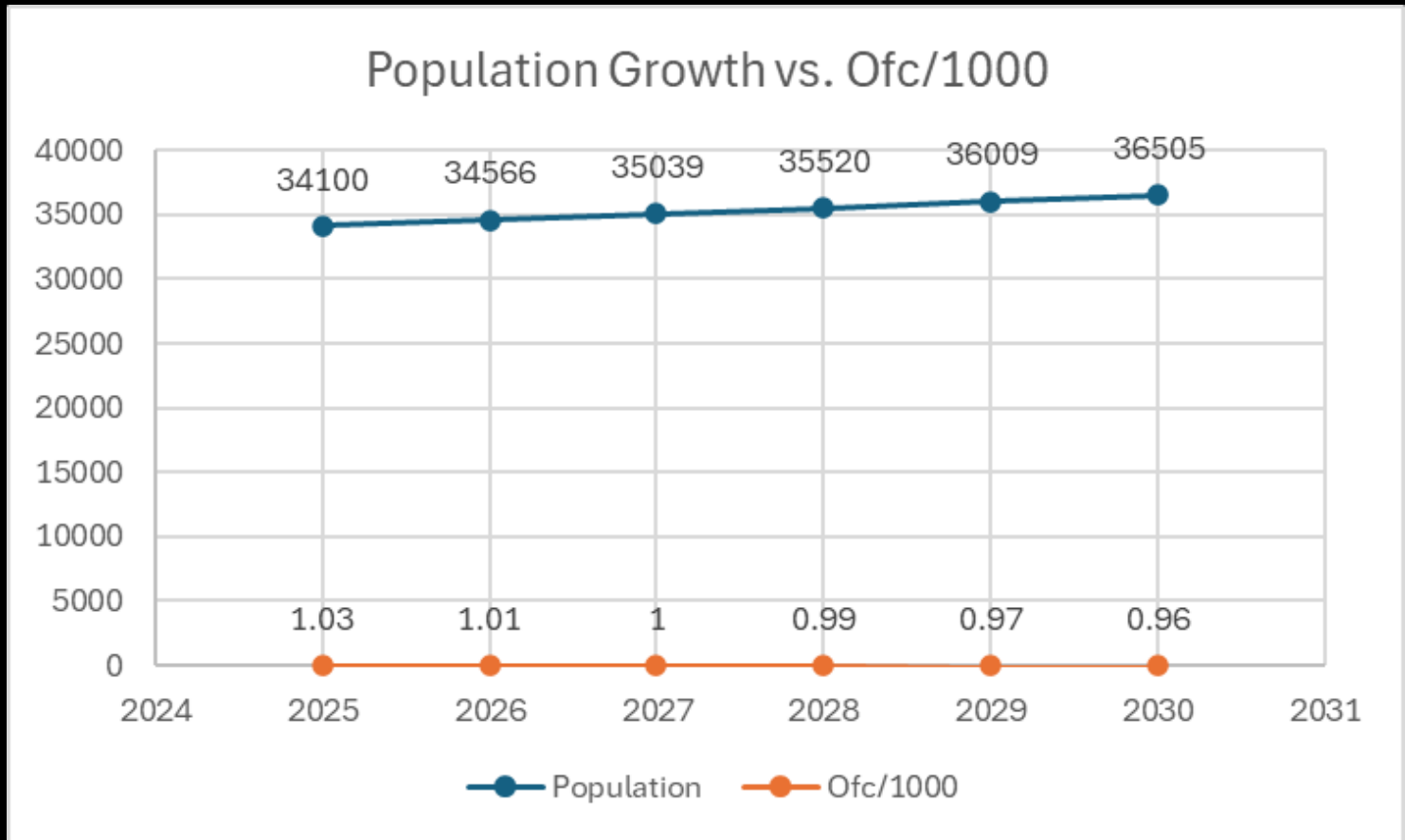
PV Growth Rate Per Year: .53%

NO Growth Rate Year: 1.79%

- Additional Officer Trigger Year 2027

Cost of New Lateral Officer: Approx. \$135K; Wages + Benefits w/o vehicle.

NO and PV split cost of additional officer.



CONSIDERATIONS

- TWO OPTIONS:
 - 1. Administrative Merge
 - 2. Full Merge
- It is suggested that 2 liaison City Council Members from each city collaborate with a small committee to work through logistical matters identified in the Interlocal Agreement.
- Logistical considerations such as vehicle maintenance, purchasing, location of personnel, etc.
- Rebranding: name of department (such as Northview PD), vehicle graphics, patches, badges, etc.). * An entity such as Northview Police or United PD etc. could be used for the actual interlocal agreement (on paper), while keeping the respective departments names intact.

Current Interlocal Feedback

Tremonton/Garland PD

- Biggest Issue was lack of parity between wages and benefits causing officers to jump between the two departments when there was an opening.

BENEFIT CONSIDERATIONS



401K adjustment as NOPD matches contributions up to 6%.



Insurance benefit and wage parity.



URS increases covered by each respective city.

Primary Benefits Comparison

Medical and 401 K Benefits Comparison Monthly/Annually

Currently, Pleasant View City pays \$394.29 per month, per employee more than North Ogden City in medical benefits.

Currently, North Ogden City pays \$350.00 per month, per employee in 401 K contributions.

Annually, the difference between these two primary benefits is \$531.48

*Based on Family Medical Plans

*401 K Contribution Based on Average Annual Salary of \$70,000

CURRENT WAGE COMPARISON

- Currently, North Ogden City's police wages are 3.44% higher based on overall average and considering all ranks.

OTHER CONSIDERATIONS

- How would costs be allocated? Shared cost for the salary of the Police Chief, (PV-35.29%/NO-64.71%). All other costs remain separated.
- What triggers would determine the growth in the police force? Growth of the cities. Increased crime rate.
- Centralized or decentralized location(s)? Centralized by utilizing the NOPD Public Safety Building (built for anticipated growth to 60 sworn and support staff).
- How will the vehicle fleets be managed/owned? Each city will continue to manage their respective fleet.
- How would HR manage the employees? HR duties would remain the same for respective police employees.
- How will the Justice Court be affected? It would remain separate and within each city.
- Which departmental policy would be in place? NOPD's policy would be utilized to ensure UCOPA standards are met. Currently in application process.

EXIT STRATEGY

- Term: (e.g.) Initially for 12 months. If neither city terminates the interlocal, then it will renew for another 12 months and may automatically renew for up to 15 consecutive 12- month terms.
- Termination: The agreement may be terminated by either party, with or without cause, by providing the non-terminating party with ninety (90) days advanced, written notice.
- *In the event a party becomes in breach of the agreement, (misconduct, negligence, etc.), the non-breaching party shall provide written notice to the breaching party informing them of the breach. The breaching party will have 30 days to remedy the breach.
- Because this interlocal agreement specifies the budgets for each police department remain separated (other than the chief's salary), dissolution is logistically simple as each department would return to their original organizational structure and city administration relationship.
- Communication of the separation should be conducted via city council meetings and through social media.

THANK YOU!

APPENDIX

INFORMATIONAL SLIDES

POPULATION / STAFFING

NORTH OGDEN:	22,600
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PLEASANT VIEW:	11,500
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COMBINED:	34,100
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If we combine sworn officers to 34 sworn, it will result in 1.00 officers per 1000 citizens. Currently, NO is .97, PV is 1.18.

FINANCES

SHORT TERM

- Equalizing pay and benefits
- Sharing cost of chief salary
- Small salary increase from lieutenant to assistant chief
- Adding third detective to PVPD's case management system

*Initial in Pocket:

PV: \$270K

NO: \$80K

LONG TERM

- Overall Savings with Growth due to Personnel Costs Sharing
- Police Chief Salary savings
- Increased Grant Opportunities due to Size and UCOPA Certification, which could Decrease Budgetary Line Items.
- Each city will continue to budget their overall police Dept.

Primary Benefits Comparison

Medical and 401 K Benefits Comparison Monthly/Annually

	Family	City Pays	Emp. Pays	City %	Provider	401 K	Ann. City
PV	\$2,161.80	\$2,053.71	\$108.09	95%	PEHP		\$24,644.52
NO	\$1,843.80	\$1,659.42	\$184.38	90%	PEHP	\$350.00	\$24,113.04
Difference	\$318.00	\$394.29	\$76.29	5%		\$350.00	\$531.48

*Based on Family Medical Plan

*401 K Contribution Based on Average Annual Salary of \$70,000

CURRENT WAGE COMPARISON

PVPD

Position	Hourly Wage Scale			Annual Wage Scale		
P.O.I	\$25.62	\$30.51	\$35.41	\$53,290	\$63,467	\$73,644
P.O. II	\$26.84	\$32.20	\$37.56	\$55,823	\$66,983	\$78,122
P.O. III / M.O.	\$28.57	\$34.34	\$40.11	\$59,427	\$71,417	\$83,429
Sergeant	\$35.34	\$42.28	\$49.21	\$73,513	\$87,950	\$102,364
Lieutenant	\$39.08	\$46.47	\$53.88	\$81,288	\$96,664	\$112,061

NOPD

Position	Hourly Wage Scale			Annual Wage Scale			High
P.O. I	\$28.61	\$31.79	\$34.97	59,510.88	66,123.20	72,735.52	-1.26%
P.O.II	\$31.84	\$35.38	\$38.92	66,231.36	73,590.40	80,949.44	3.60%
Detective	\$31.27	\$34.74	\$38.21	65,033.28	72,259.20	79,485.12	4.97%
Sergeant	\$37.18	\$41.84	\$46.02	78,324.48	87,027.20	95,729.92	-6.93%
Lieutenant	\$45.43	\$49.04	\$55.53	94,498.56	101,998.40	115,498.24	3.06%
							3.44%

*Data Based on Overall Average

Wage Range Proposal

Proposed Range Scale		AVG. Hourly			Avg. Annually	
Position	Low	Mid	High	Low	Mid	High
P.O.I	\$28.61	\$31.15	\$35.19	55,509	64,792	73,195
P.O.II	\$29.34	\$33.79	\$38.24	61,027	70,283	79,539
M.O.	\$31.27	\$34.54	\$39.16	65,042	71,843	81,453
Detective	\$31.27	\$34.54	\$39.16	65,042	71,843	81,453
Sergeant	\$36.26	\$42.06	\$47.62	75,421	87,485	99,050
Lieutenant	\$42.25	\$47.76	\$54.71	87,880	99,341	113,797

	3% Per Year for 12 Years			Beginning at Low Average Year 1									High
Position	1	2	3	4	5	6	7	8	9	10	11	12	Avg.
P.O.I	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.17	\$35.20	\$36.26	\$37.35	\$38.47	\$39.62	Year 8
P.O.II	\$29.34	\$30.22	\$31.13	\$32.06	\$33.02	\$34.01	\$35.03	\$36.08	\$37.16	\$38.27	\$39.42	\$40.60	Year 10
M.O.	\$31.27	\$32.21	\$33.18	\$34.18	\$35.21	\$36.27	\$37.36	\$38.48	\$39.63	\$40.82	\$42.04	\$43.30	Year 9
Detective	\$31.27	\$32.21	\$33.18	\$34.18	\$35.21	\$36.27	\$37.36	\$38.48	\$39.63	\$40.82	\$42.04	\$43.30	Year 9
Sergeant	\$36.26	\$37.35	\$38.47	\$39.62	\$40.81	\$42.03	\$43.29	\$44.59	\$45.93	\$47.31	\$48.73	\$50.19	Year 10
Lieutenant	\$42.25	\$43.52	\$44.83	\$46.17	\$47.56	\$48.99	\$50.46	\$51.97	\$53.53	\$55.14	\$56.79	\$58.49	Year 10