



ROY CITY
Roy City Council Work Session Meeting Minutes
August 5, 2025– 5:30 p.m.
Roy City Council
5051 S 1900 W Roy, UT 84067

Minutes of the Roy City Council Work Session Meeting held in person in the Roy City Basement Conference Room and streamed on YouTube on August 5, 2025, 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 Paul
Councilmember Saxton
Councilmember Scadden
Councilmember Wilson
Councilmember Jackson

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

Excused:

Also present were: Management Services Director, Amber Kelley; Police Captain, Armando Perez; Fire Chief, Theron Williams; Public Works Director, Brandon Edwards; Parks and Recreation Director, Michelle Howard; CED Director, Brody Flint;

A. Welcome & Roll Call

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

B. Discussion Item

1. FY2026 Budget

Mayor Dandoy outlined the main discussion points. He said he wanted to talk about their data sources, stopping the bleeding in organizations, and how to fix the general employee merit increase STEP program. He commented that the merit increase program was consistently one of the biggest issues that the City had faced over the years. He added that they would talk about public safety as well, and at the end he would offer the Council his suggestions.

Mayor Dandoy offered some background, and summarized that although Roy City was in a strong financial position, they needed a \$750,000 increase to the General Fund, otherwise cuts would be needed. Mayor Dandoy said that after further discussion, they now only needed a \$450,000 increase. He said in order to balance the budget, a 9% property tax increase was required. He stated that because the Council had not indicated what, if any, cuts were going to be made, it seemed that a property tax increase was necessary. He reminded the Council that by law, the budget needed to be balanced. Mayor Dandoy said the Council was considering a property tax increase of anywhere from 9%- 28%.

Mayor Dandoy reported that a 2.5% COLA increase would go to all employees this year, which would account for \$415,681 in expenditures. He explained that over the last three years, 80 employees had left the City, not counting those who retired. He expressed what a huge issue this was for Roy City and said the issue appeared to stem from low compensation. He also clarified that only salary would be discussed

that evening, not benefits, although he noted that was an important piece of employee compensation.

Mayor Dandoy discussed data sources and noted there were problems with the draft salary survey. He said that Indeed was a helpful source as the job postings generally included starting salary and benefits. He explained that there were certain jobs, like administrators and clerks, that were easy to compare across cities since the functions of the job were essentially the same regardless of location. He said that other kinds of jobs, such as managers, superintendents, and directors, were more difficult to compare because the work volume changed significantly depending on outside influences such as the population and location of the city. Mayor Dandoy noted that outside influences were generally not included in job listings.

Councilmember Scadden commented that employees who performed revenue-generating jobs typically had higher salaries and Mayor Dandoy acknowledged this point. Mayor Dandoy elaborated about how outside influences greatly impacted salary levels. To illustrate his point, he provided some examples of discrepancies in salaries throughout the region. He summarized that the point was that there were too many outside influences to productivity compare the salaries of jobs in Roy City with the same job title in another city. He further noted that some cities had not been included in the salary survey, as well as private sector and some fire districts.

Mayor Dandoy compared the starting salaries of positions like entry-level firefighters, EMTs, and Public Works employees in Roy City with surrounding cities and highlighted that Roy's salaries were notably lower. Mayor Dandoy said that in order to stop the bleeding of employees to other cities, the City needed to offer higher starting salaries. He recommended that all positions receive a 2.5% increase and suggested that they follow in the South Ogden/West Haven model. He acknowledged that would come with a cost but emphasized that they could not remain as a training ground for other cities. Mayor Dandoy said they also needed to modify the Public Safety STEP program, and he compared their increases to Ogden. He said the police and fire departments in Roy City could not compete with what Ogden was offering to employees.

Mayor Dandoy acknowledged that the Council could not fix the issues he had just identified before the next Truth in Taxation meeting on the 19th. He asked the Council to approve an 8.7% property tax increase to balance the budget, and then commit to solving the problem moving forward. He urged the Councilmembers to address the loss of employees and said they needed to increase starting salaries. He noted that Roy City paid well on the upper end, though they needed to make their entry-level salaries more competitive. He asked the Councilmembers to reduce the number of steps in their merit increase program from twelve to nine. He lastly requested that they reduce the frequency of salary surveys.

Councilmember Wilson commented that these changes would come at a cost and she asked how they could pay for the salary increases in coming years. Mayor Dandoy said the COLA and merit increases would cost the City \$1.2 Million this year, and the full salary adjustment that was needed would cost \$1.7 Million. Mayor Dandoy said a very large percentage increase in property tax that would be required to generate \$1.7 Million in revenue to account for that amount. Mayor Dandoy questioned the accuracy of how the data had been compiled.

Mayor Dandoy expressed that he had been warning the Council for years that they were in trouble. Mayor Dandoy discussed that although residents in Roy City spent money in the City, the biggest revenue source coming into the City was straight-lined. He said that because their revenue was split 50/50 between sales tax and property tax, their only options to come up with the deficit was either to cut services or increase the property tax revenue. Mayor Dandoy said he and City Staff were working on structural changes that would bring in a bigger property tax base and attract new businesses, though he acknowledged that these changes would take time. He said he did not have the answer to Councilmember

Wilson's question, but said that the Council was the only body who could fix the problem.

Mayor Dandoy repeated that they needed to increase salaries at the bottom of the payscale. He said that if they could heal the problem of employees leaving the City in search of higher-paying jobs, they could start to fix the overall problem.

Councilmember Wilson agreed that they would not be able to make all the changes all at once and agreed that they needed to address the COLA increases. Councilmember Wilson said she wanted to start wage adjustments before January, so they could at least begin addressing the problem. She also addressed the need to increase the entry-level salaries and suggested that they use a dollar unit rather than a percentage increase. She explained the reasoning for doing this and said using dollars would help get employees through this time of financial strain. Councilmember Scadden elaborated on this proposal as well and opined it was a good idea.

Councilmember Wilson said the STEP changes would come at a cost and said if they did a 9% property tax increase this year, they would have an 11% increase the following year. She expressed that they could not kicking the can down the road. Councilmember Scadden echoed that the Council next year would be facing a double-digit tax increase and said he did not want to leave an incoming Council with this issue. Councilmember Scadden said this property tax increase was just to balance the budget, and did not even include any upgrades to services in the City.

Councilmember Wilson thanked Mayor Dandoy for illustrating how they could change the STEP program and agreed they needed to work on it. She said merit and COLA increases might not be enough to fix the employee retention problem.

Councilmember Scadden acknowledged Mayor Dandoy's earlier point about the salary surveys, and recommended that they do a one-time, professional salary survey that might yield more accurate data to work with. Mayor Dandoy said they could not make decisions without accurate data.

Mayor Dandoy recalled that he had previously recommended a hiring freeze across the board. He said if they had not hired additional people this year, it would have mitigated the budget issues that they were now facing.

Mayor Dandoy recommended that if the Council had an idea for the budget, they should direct City Staff to look into the feasibility of their idea so that they could come prepared with data to the upcoming Truth in Taxation meeting. Mayor Dandoy said this was a complex discussion and emphasized that the Council needed to come prepared to the Truth in Taxation meeting with facts and figures. There was a short conversation about the amount of revenue that had been made from the land that the City had sold. Mayor Dandoy reminded the Council that there were several funds in their overall budget that they did touch, and he reiterated again that the Council needed to direct the Staff to research about what funds could be utilized.

Councilmember Jackson acknowledged that there were many City employees waiting to see what the Council was going to do, and that several of them had higher-paying job offers from other cities. She said they needed to find a way to keep their employees within Roy. She stated that she had some ideas and was in talks with the City Staff and other Councilmembers. Councilmember Jackson expressed that there were good things in Roy's future; they just needed to get through the next couple of years.

Mayor Dandoy commented on the employee retention issue and said that was the central issue that needed to be resolved. Councilmember Jackson agreed that their starting wages were very low and not competitive with other cities. Mayor Dandoy said that upper-level employees in Roy City were paid well

and the COLA increases would leave them with appropriate salaries. Mayor Dandoy expressed this was a systemic issue that could be fixed by making changes to the STEP system. Councilmember Jackson said that it could not be fixed in the next two weeks before the meeting, but they could work on it for the future.

Mayor Dandoy said they should not be directing more money to senior employees; they needed to use property tax revenue to increase the entry-level wages. Councilmember Wilson said that was the value of the salary survey, as it helped them to be as fair and equitable as possible. Councilmember Wilson appreciated that the salary survey might need to be adjusted, to Mayor Dandoy's earlier point. Councilmember Wilson also noted that upper-level employees had earned a higher pay and had the most experience in the City. Mayor Dandoy said that they needed to make decisions based on data, not anything else. Mayor Dandoy said they needed to make the salary adjustments where they were losing people and emphasized that they did not need to make equal increases across the board. Mayor Dandoy stated that if they did not fix the salaries for entry level positions, the fire and police departments were going to lose employees.

Mayor Dandoy advised the Council to get the data so they could make the right choice. Councilmember Wilson said that the Councilmembers would do research with the City Staff and consider different scenarios based on various tax percentages.

Councilmember Saxton hoped he would return to the City Council next year and expressed that he was comfortable using the surplus revenue from the land sales this year to get them through this budget cycle. He firmly stated he was opposed to a 28% increase in property tax and said that he had some ideas about how to avoid a double digit increase. Councilmember Saxton said they could use the additional revenue from the land sales to frontload the hires of Public Safety employees for the next couple years. Mayor Dandoy replied that Councilmember Saxton should look into that option and run the numbers on that scenario to determine its viability.

C. Adjournment

Councilmember Scadden motioned to adjourn the meeting, Councilmember Jackson seconded the motion, all present Councilmembers voted "Aye" and the meeting adjourned at 9:25 p.m.

Robert Dandoy
Mayor

Attest:

Brittany Fowers
City Recorder

dc: