



**ROY CITY**  
**Roy City Council Meeting Minutes**  
**August 19, 2025– 6:00 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 Council Chambers and streamed on YouTube on August 19, 2025, at 6:00 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; Marylyne Jones, Gary Holley, Ty Chaston, Deanne Chaston, Garet Chaston, Glenda Moore, Eileen Wahlstrom, Janel Hulbert, Anthony Dick, Valencia Family, Tim William, Vanessa Wilson, Trish Hegland, Julie Little, Mike Clark, Chris Lewis, Rebecca Chavez, Janette Donohue, Anna Graff, Thom Dunford, David Gremillian, Alexis Jackson, Richard Jensen, Alex Rhodes, Ashleigh Rhodes, Brant Strong, Broc Evans, Oliver Snodgrass, Elizabeth Henderson, Joshua R, Kevin Homer, and Nancy Inman.

**A. Welcome & Roll Call**

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

**B. Moment of Silence**

Councilmember Scadden invited the audience to observe a moment of silence.

**C. Pledge of Allegiance**

Councilmember Scadden led the audience to recite the Pledge of Allegiance.

**D. Public Comments – 4 minutes**

Mayor Dandoy opened the floor for public comments.

Eddie Walter, 2150 W 5570 S, wanted the Council to find a way to alleviate the parking issues on narrow streets in Roy City. Mr. Walter said he had a camper that he was unable to drive down certain streets due to there being cars parked on both sides. He acknowledged that everyone wanted to park in front of their house, but noted it posed issues on narrow streets.

Mary Lynn Jones, 2359 W 5750 S, was concerned about the makeup of Roy City. She thought there should be an ordinance to ensure that yards were being taken care of. She complained that there were many lawns in Roy City that were in deplorable shape and said she had a list of addresses that she could give to the Code Enforcement officer. Mrs. Jones said she took pride in taking care of her property and wanted to see other residents do the same. She also noted that businesses should take better care of their properties.

Diane Chaseton, 3751 W 5575 S, stated that she had been locked out of the last two City Council meetings and said she was concerned about being locked out of a public meeting. She acknowledged that she had been about an hour late to those meetings but expressed that people had a right to drop in at any point during a meeting.

Mayor Dandoy acknowledged her point and instructed City Recorder Fowers to ensure the doors were unlocked.

Bruce Saxton, 5710 S 3250 W, said he had been a resident of Roy City for 50 years and had served as a City Councilmember in the past. He recalled during his time on Council, there had been a Code Enforcement Officer who enforced building codes on new construction in addition to managing residential homes. He said that the current Code Enforcement Officer for Roy City was paid similarly to the Park City Code Officer, although Roy City no longer got the same level of code enforcement that they had in the past. Mr. Saxton called for the salaries of City employees to be reconsidered.

Colleen Richards, 4760 S 2930 W expressed concern about her property tax and asked the City Council how they were going to help bring property tax rates down. Mrs. Richards asked the Council how they were going to bring businesses into the City and stop building more residential developments. She also expressed the opinion that first responders should be paid more, but complained that she and other residents in the City could no longer afford groceries.

Rodger [last name unclear] 4203 W 4205 S, asked the Councilmembers for their addresses.

Mayor Dandoy reminded the public of the purpose of the public comment section.

Rodger said that he was retired and discussed the money he received from his retirement fund. He said he needed to trim costs to account for his reduced income and asked the City to do the same. He said everyone was in the same situation when it came to increased costs and asked the City to reconsider how many people they employed. He asked the City to help residents.

Kenny Milner, 3705 W 5700 S, discussed the 5700 speeding issue. He said the speed hump did not help and he reported that he watched most people speed right over it. He said he had children and worried for their safety.

Brock Evans, 4910 S 2275 W, thanked the Council for working hard on resolving the property tax issue. He said he was 25 years old and thinking about the future. He noted that things were already expensive and felt the property taxes would make things even worse. Mr. Evans said that he worked hard, but even with working hard he did not see how he and his wife would be able to afford the property tax increase. He observed that the property tax rate had been steadily increasing in the last several years and he did not understand where the money was going. He asked what the money was being used for.

Mr. Evans also spoke about the 5700 speeding problem and agreed that the speeding on that road was a huge issue. He claimed he saw drivers going above 50 miles per hour in areas that had a 25 mile per hour speed limit. He asked for something to be done about the speeding.

Alex Rhodes, 2440 W, 2900 S, was concerned about the increased property tax since there was no clarity about where it was going and because it was continuing to increase every year. He felt that the money being appropriated to snow removal was unnecessary because Roy City had not seen a substantial snowfall in many years. He further opined that the amount of road construction in Roy City was unnecessary. Mr. Rhodes agreed that firefighters and police officers deserved a raise, but he did not think that any other City employees should receive a raise. He thought the Councilmembers did not deserve a raise either.

Bryce Strong, 2261 W 4650 S, introduced his son Jason and reported that Jason had been hit by a car several months ago. He said he was in favor of an increased property tax rate and discussed how he had seen City employees take care of his son after his accident and fix the intersection where he had been hit.

Mayor Dandoy closed the floor for public comment.

Mayor Dandoy clarified that no City Councilmember had received a COLA increase that year, nor had they ever received a COLA increase in the years that they had served on the Council. He stated that although he was not certain about the details of the roundabout on 4400, there were significant improvements currently being done on the bridge that connected to Riverdale. He explained that UDOT managed the interstate as well as many roads that ran through Roy City and said that Roy City had to coordinate with UDOT to do any improvements or repairs on those roads. Mayor Dandoy acknowledged the accident that had recently taken place on 4400 and said UDOT had been notified of the problems on that road.

Mayor Dandoy spoke about Code enforcement. He said if there were issues with a certain property, residents could notify the City via the City's website. He explained that the Code Enforcement Officer was notified of issues via resident's complaints. He emphasized that Code enforcement required citizen's help.

**E. Action Item**

**PUBLIC HEARING** (Public Hearing Comments – 4 minutes) – **Fiscal Year 2026 Budget for Roy City Corporation**

- a. Consideration of Resolution 25-24;** Consideration of proposed additional \$1,423,978 in property tax for employee wages and revenue replacement and approval. A Resolution of the Roy City Council Adopting the Final Annual Budget for the Fiscal Year Commencing July 1, 2025 and Ending June 30, 2026; and Setting the 2025 Certified Tax Rate.

Mayor Dandoy overviewed the purpose of this public hearing was to hear public feedback about the proposed property tax increase. He explained the budget had been approved by the Council already although the certified tax rate had not yet been set. Mayor Dandoy elaborated that the Council had set the ceiling for the increase at 28%, so that evening the Council had the option to approve a tax rate increase that ranged from 0% to 28%, though they could not exceed 28%. He asked the public to limit their comments to only discuss the property tax issue.

Management Services Director Kelley provided a history of the 2026 fiscal year budget. She stated the purpose of the meeting that evening was to adopt the budget and certify the 2025 property tax rate. She reported that the proposed property tax increase of 28% would raise property taxes for the average Roy City household by \$108.10 per year. Management Services Director Kelley detailed the cuts that had

been made to the budget, including a part-time Code Enforcement Officer. She explained that the budget needed to be approved that evening.

Mayor Dandoy explained the process for that evening was to first hear several presentations and then public comments, and after that the Council would discuss what they had heard and vote to adopt the property tax rate and budget.

Mayor Dandoy shared charts that explained how City revenue was generated and spent. He stated that they were expected to generate \$17 Million in tax revenue and were projected to have \$18 Million in expenditures. He discussed sales and use taxes and noted that was the largest source of revenue for the City. He said the only thing the City Council could do to improve sales tax was to create an environment that attracted businesses, but overall they had very little control over sales tax. Mayor Dandoy explained how sales tax revenue was distributed by the State and noted distribution was based on population.

Mayor Dandoy stated that the second largest source of revenue for Roy City were property taxes, which the Council did have control over. He said Roy City also received a small amount of revenue from franchise tax and transit tax, though he clarified these were small sources. He noted that Roy City had a variety of funds, including Capital Improvements, Water, and Sewer, although he explained that the focus that evening was the General Fund, which was created by sales and property tax revenue.

Mayor Dandoy stated that Roy City's gross taxable sales in Q4 of 2024 was \$145 Million, which was the highest it had ever been. He indicated that from 2019 to 2020, the population of Roy City was shrinking, and he noted that population was continuing to trend downward. He reported that Roy City's gross taxable sales for all of 2024 was \$534 Million and he compared this to Riverdale, which had \$1.1 Billion in sales. Mayor Dandoy said that Roy City's population was much larger than Riverdale's, and so although Riverdale had sold more goods than Roy, the portion of sales tax revenue that Roy City had received was \$8.3 Million and Riverdale had received \$6.7 Million. Mayor Dandoy emphasized that Roy City's downward trend in population posed a threat to their continued income.

Mayor Dandoy discussed the findings of the 2024 annual comprehensive financial report, which was conducted by a third-party auditor to track the expenditures and revenues in Roy City. He said the report had found the same results that Mayor Dandoy had just discussed; that the decreases in population meant that cuts needed to be made to expenditures. Mayor Dandoy said that cuts included both cutting services and personnel, and he said the City could not afford to make any more cuts. He said that revenue was made through commercial or residential developments, and he noted that residential units brought in more income for the City.

Mayor Dandoy recalled that the public had pushed back against the proposal of a Home Depot being built in Roy City and so the development had not gone through. He said the sales tax revenue that would have been generated by the Home Depot would have helped Roy City to avoid the situation that they were in now. Mayor Dandoy noted that developments took time and it took several years for the City to begin collecting revenue from new developments. He added that for developments that were currently being considered, it would be about two years before the City saw any revenue from them. Mayor Dandoy said that since increasing commercial revenue took time, the only option that the City Council had to take immediate action was to increase the property tax rate.

Mayor Dandoy provided a history of the Council's work on the budget. He reported that he and the City Manager had been discussing the budget for some time now since they had anticipated the issues that were coming. He shared the work sessions that the Council had held to discuss the budget issue.

Mayor Dandoy noted the figures he was going to present were pulled from their annual comprehensive financial report. He reported there was \$20.3 Million in the Roy City fund balance reserve as of July first

2024. He said that was a healthy amount of money for them to allocate and he noted the amount had been building as well. He explained the money in the fund balance could only be spent on certain things, however, and he noted some of the money was restricted.

Mayor Dandoy explained that between 2023 and 2024, Roy City had gone up 11 employees, and in 2022 the City had passed a resolution that increased the costs associated with personnel. He reported that in the budget, the City Manager was very clear that the City was losing people in all departments because the wages Roy City offered were not competitive with surrounding cities. Mayor Dandoy said their merit system needed to be fixed. He stressed that Roy City needed to stop losing talented employees to other cities. Mayor Dandoy said they needed to focus on fixing the salaries of employees that were in levels 1-6 of the STEP program, and he noted that although they also needed to appropriately compensate employees above level 6, their main concern needed to be people in entry-level positions.

Mayor Dandoy emphasized that the City needed to seriously reconsider how they paid their employees. Mayor Dandoy commented that several members of the public had spoken about needing to compensate City employees and he agreed that was very important. He said the City Councilmembers could make the changes needed to make that happen.

Mayor Dandoy discussed previous increases in property taxes. He overviewed historic increases to Roy City's property tax rate. Mayor Dandoy commented that what the City was experiencing was not normal and said he had never seen back-to-back double digit property tax increases in Roy City's history. He reminded the Council that they needed to adopt the budget that evening and they needed to determine a certified property tax rate.

Councilmember Saxton presented an option for the budget. He first advised the public to reach out to the County to look into tax abatement options and he spoke about what members of the public would be eligible. Councilmember Saxton then reported that he had calculated there was \$26.1 Million in all of the City's funds and \$4.7 Million of that amount was in the General Fund. He proposed that \$250,000 be taken from the General Fund reserves and applied to the 8.77% tax rate, which would cut the property tax rate in half to 4.75%. He acknowledged that the City did not like to use the reserves although he opined this was an emergency. Councilmember Saxton thought the City should reach into their own pockets first before looking to the residents to solve the budget issues. He expressed that many people in the City were hurting and he felt an 8.7% tax rate was too high.

Mayor Dandoy labeled Councilmember Saxton's idea as Idea 1 and turned to Councilmembers Wilson and Scadden to present another option.

Councilmember Wilson thanked the Mayor for his dedication to fixing the budget and reported that she and Councilmember Scadden had looked through the budget to find a solution. She said their options were essentially to cut services or increase revenues. She discussed there were four steps to consider: first, residents had to think about what level and quality of services they wanted to have; second, they had to determine how much those services cost; third, they needed to think about how much they were willing to pay; and then fourth, if they were not comfortable paying the amount needed to get the services they wanted, they needed to determine what services they were willing to cut.

Councilmember Wilson stated the Council only had control over property taxes and the Rainy Day fund. She explained it was best business practice to reserve Rainy Day funds for one-time expenses, not ongoing expenses. She said that if they used the Rainy Day fund to cover wages this year, it would only delay their problem facing a property tax increase the following year. She noted Roy City had some future revenues that seemed promising, but they were several years away from that and so they needed to pace themselves carefully. She opined that while they were facing an acute financial hardship, the City

was not yet in an emergency state and so the Rainy Day fund should be preserved.

Councilmember Wilson reported that she and Councilmember Scadden had looked through the budget and found \$100,000 of urgent, one-time expenses that could be covered by the Rainy Day fund. She said this amount equated to a 2% tax increase, which could now be put towards wages.

Councilmember Wilson said that according to their best data, the average wage in the City was 14% below the comparable wage in surrounding cities. She said this fact was the cause of Roy City's 70% staff turnover rate. She noted there had already been many cuts in the budget and all departments had seen a 7.5% cut both this year and the previous year. She cautioned that too many cuts could result in more spending overall, since cuts meant losing experienced City employees.

Councilmember Wilson said the only way to cut further was to cut staff or services. She reported that Fire Chief Williams was willing to use two of his funded positions for wage adjustments for existing employees. She expressed the dedication that this showed to rectifying the wage issue in Roy and encouraged other departments to do the same, as long as it was done under the direction and approval of the City Manager.

Councilmember Wilson urged the public to start with the end in mind and go from there. She said it was easy to say that they wanted top-level services, but they needed to realistically think about how they would fund those services. She agreed with the Mayor that they needed to stop the bleeding of employees and said it was important to address the wage gap in Roy City.

Councilmember Wilson stated current City services for the average home in Roy City was about one dollar per day. She said the maximum proposed increase of 28% would increase the daily cost by 30 cents, or \$108 per year. She explained every percent increase made a big difference. Councilmember Wilson said they needed to determine what property tax rate was necessary to keep employees in the City.

Councilmember Wilson said she had received input from members of the public about things that could be cut. She listed some things that had been proposed to be cut, including the fireworks show at Roy Days, seasonal staff in the Winter, and the Christmas lights on 1900 West. She said \$50,000 was proposed to be cut from Roy Days.

Councilmember Wilson said they were at a 20% tax rate increase just to cover merit and COLA wages for City employees. She summarized a flow chart that was included in handouts that had been distributed to the audience and explained how they needed to consider the use of one-time land sale revenue. She expressed her opinion that they not use the entirety of the revenue, but take \$100,000 for the one-time expenses that she and Councilmember Scadden had identified.

Councilmember Wilson explained that if they used the maximum proposed tax rate increase of 28% along with different COLA ratios it would help boost wages. She explained doing this would help the median wage correction by about 6%. She detailed that the more the property tax rate went down, the less they would be able to close the wage gap with other cities.

Councilmember Scadden thanked Councilmember Wilson for her collaboration on this issue. He noted that their models did not take into account the wages of the fire department, which was where the majority of the employee loss was occurring. He said that the negotiations for the fire department's wages were done between the Fire Chief and City Manager.

Mayor Dandoy opened the floor for the public hearing and reminded the public of the rules for this hearing. He noted that the Councilmembers were permitted to respond to each comment.

**Councilmember Scadden motioned to enter a Public Hearing for Consideration of Resolution 25-24. Councilmember Jackson seconded the motion to enter a Public Hearing, all present members voted “Aye” and the body entered a Public Hearing.**

### **Public Hearing Comments**

Diane Chaseton, 3751 W 3575 S, reported that she had read Councilmembers Wilson and Scadden’s worksheet. Mrs. Chaseton said that although many residents in Roy City wanted a decrease in property taxes, they did not actually know what a decrease in services would look like. She asked the Council to explain in greater detail what services would be lost if they did not increase the property tax rate. She also asked what items had been cut the previous year. She also asked for more details about what items were included in the \$100,000 that Councilmember Wilson had referenced. She summarized that the public could not determine if they were comfortable with a decrease in service if they did not know which services would be cut. She thanked the Mayor for detailing what the Council and Mayor had worked on so far and asked for more information. She urged the Council to paint a better picture of what services would be lost and pointed out that residents might be in favor of a property tax increase if they knew what would be lost.

Councilmember Jackson encouraged Fire Chief Williams to detail what cuts would look like.

Fire Chief Williams said the fire department had turned over about two thirds of their force, and the majority of his employees had left the department due to wages. He discussed that the job was unpredictable and so it was important to have employees that could handle a wide variety of tasks with precision and consistency. Fire Chief Williams explained that when they did not have sufficient staffing, they could not respond to multiple calls with appropriate resources at the same time. He elaborated that this resulted in delayed responses and greater reliance on mutual aid programs. He noted that they had already had to cut their education programs, so they were no longer visiting schools to educate schoolchildren about fire safety. Fire Chief Williams explained that the high turnover rate resulted in untrained employees who were not very experienced. He noted that the situation for the police was similar.

Councilmember Wilson asked about the STEP program.

Mayor Dandoy reminded the Council this portion of the meeting was for the public to speak. He invited Parks and Recreation Director Howard and Public Works Deputy Director DuRain to answer the same question that Fire Chief Williams had just answered.

Public Works Deputy Director DuRain explained that the majority of Public Works employees were funded from the Enterprise Fund. He said the Streets department was funded by the General Fund, so the services they provided, such as asphalt, potholes, and snow removal, were the things that stood to be affected. Public Works Deputy Director DuRain explained they had cut operating costs last year. He said they had lowered their inventory, which hurt their ability to fix vehicles in a timely manner.

Mayor Dandoy reiterated that only the street portion of the Public Works department stood to be impacted by the property tax rate, since the rest of the department was funded through the Enterprise Fund.

Parks and Recreation Director Howard discussed cuts in her department. She clarified that the Parks department included Roy Days, the aquatic center, the Complex, and City parks. She listed they had cut the ground and maintenance budget last year, which impacted the area that they could afford to fertilize. She said they had also made cuts to equipment replacement and repair and she noted this cut just pushed needed repairs down the road. Parks and Recreation Director Howard said if they needed to continue to

cut back, they would likely begin with free community events, including Roy Days and Easter events. She explained that although the residents loved these events, they were expensive and did not generate revenue so they needed to be cut first before they made further cuts to operations.

Parks and Recreation Director Howard added that she was fully staffed with the exception of one secretary position. She emphasized that her department was underpaid for their positions and noted her staff were watching the budget negotiations with interest.

David Peterson, 4517 S 2600 W, said he had been a Roy citizen for 44 years and been following the minutes of the Roy City Council meetings since January because he knew the budget issue would be tricky to solve. Mr. Peterson asked if there was a cash outlay for EMS employees when they were hired.

Mr. Peterson then read a letter from his neighbors, Dennis and Robin Barney, 2672 W 4550 S, as they were unable to attend the meeting. Mr. and Mrs. Barney thanked the Council for addressing the challenges with the budget and acknowledged the high turnover rate in Roy City. They appreciated that it was very expensive to continually hire and train police and firefighters in the City. They supported the property tax increase to sustain the first responders and the City's services.

Mr. Peterson said he had studied Mayor Dandoy's presentation and said it had helped him to appreciate the scope of their problem. He appreciated the measure that Fire Chief Williams had made in relegating two positions on his staff for wage adjustments, but said he was not comfortable with cutting first responder staffing, given the demands that could hit EMS crews. Mr. Peterson wondered if losing those two positions made them vulnerable. He thought certain administrative positions could be cut.

Mr. Peterson said he was in favor of a property tax rate increase, along with using a portion of the Rainy Day fund to offset the percentage increase. He noted that he was in favor of Councilmember Wilson and Scadden's proposal but expressed that the Council needed to resolve this issue in a way that avoided putting them in the same situation the following year.

Deputy Fire Chief Mike King answered Mr. Peterson's question about EMS staffing. He said that most of their new firefighters were coming right out of school and did not have the needed training or equipment. He said it cost them an average of \$13,000 to onboard, train, and certify a new firefighter.

Jodie Johnson, 2660 W 4650 S, expressed that the residents did not want to find out what a step down in quality of service looked like in the fire and police departments. She said delayed response was not an option and spoke about how Roy City firefighters had saved her son with a timely response. She urged the audience to look at the bigger picture and make sure the firefighters and police were paid what they were worth.

Bruce Saxton, 5710 S 2250 W, thanked first responders for their service. He then shared that 30 years ago, Utah State University had conducted a community needs survey in Roy City. He recalled the survey had asked the residents what kind of services were important to them and what they were willing to pay for. He noted that survey had been conducted for free and said it was the responsibility of Utah State University, as a land-grant university, to do this work. He asked why residents had not been asked those kind of questions since that time. Mr. Saxton opined that a 21% tax rate increase was ludicrous, especially given that they had heard some proposals for a 4% or 8% rate increase. He encouraged the Council to do more work to find out what the public wanted before they proposed such a high property tax increase.

Mayor Dandoy said Roy City had solicited Weber State University for help with a survey in 2016 and he noted the information from that survey was publicly available. He acknowledged that they should get an



updated survey.

Ty Chaseton, 3751 W 3575 S, thought they should raise costs for the Complex. He suggested that the Complex rate be raised from \$4 to \$11.50, which would allow them to break even. He also asked why some salaries were not being capped within the City. Mr. Chaseton thought Roy should compare themselves to cities that were more like them and determine appropriate salary caps based on what cities of comparable size were doing. He listed some positions that he felt could be cut. He discussed he had gotten involved because many residents felt the Council did not listen to the residents opinion and he appreciated that the Councilmembers were taking the time to individually answer questions that evening. Mr. Chaseton discussed that when he shared information online about the City budget it got a lot of attention on his social media. Mr. Chaseton proposed that some positions be reduced to retainer positions, rather than full time staff members.

Tom Dunford, 2552 W 4400 S, said that although they were talking about taxes the core question was to consider the quality of life in Roy City. He commented that the Christmas lights were one of his favorite parts of Roy City. He said he was an administrator in the department of Health and Human Services and he cautioned that if they continued with the cuts, they would continue to suffer from high turnover in their first response staff. He thanked the Council for considering the hard decisions and knew they could not make a decision that made everyone happy. He said that although he was not in favor of high taxes, he supported having high quality services in the City and ensuring safety in the community.

Councilmember Wilson asked for clarification on Mr. Dunford's position. Mr. Dunford said he was opposed to tax increases overall but supported this one-time increase.

Josh Rice, 5410 S 2300 W, stated he did budgets for a living and said one-time funds should never be used for a constant expense. He appreciated why that seemed like an appealing option to avoid a tax increase, but expressed that was not a sustainable choice and left Roy City in a vulnerable position in case of an emergency. Mr. Rice said average housing costs in Roy City was \$2,200 a month and he said it was recommended to spend no more than 28% of one's income on their housing costs. Mr. Rice stated that the average salary in Roy City was \$90,000 a year, and he said that any salary below that meant that over 28% of a household's income was being spent on housing costs. He said that every dollar mattered, especially for housing, and so he concluded that he supported a property tax increase since it would alleviate cost of living pressures on the City employees that lived in Roy City.

Mary Lynn Jones, 2359 W 5750 S, said she was in favor of the highest proposed raise in taxes, though she was not in favor of taxes overall. She discussed that their fire department building did not meet State standards for earthquake safety and noted they needed money for that. She thought it was a shame that the fire department was being forced to solicit donations to get their staff trained and said she was willing to take on a property tax increase in order to make sure their City departments were properly funded. Mrs. Jones added that she did not want to see ancillary services, like the Christmas lights or the Complex, be taken away. She opined that if they got rid of fun activities for kids they would get into more trouble. She asked the Council to not get rid of any services that brought joy to Roy City.

Eddie Walter, 5570 S 2050 W, said he had lived in Roy City since 1983. He expressed his disapproval of the quality of service that the City Council and Parks and Recreation department had provided him over the years. Mr. Walter said he did support first responders, however, and said those departments should get what they needed. He said the other departments should have cuts made and police and fire should get the funds they needed to operate.

Anthony Dick, 3619 W 5350 S, thanked everyone for showing up that evening. He said it was bad fiscal sense to use one-time funds for an ongoing expense and noted this would merely push the problem to the

following year. He acknowledged that the proposed increase was too much for some individuals and said there were programs and resources to help offset the financial burden. Mr. Dick discussed that the City had spent about \$1 Million over the last ten years on re-training positions due to their high turnover and he said this was unreasonable. Mr. Dick further stated that Roy City should engage the residents in volunteer opportunities that would allow their fun services, like Roy Days and the Easter celebration, to continue to run.

Mr. Dick said that his son made more money in an entry-level position at Sam's Club than entry-level EMTs made and he said this was shameful. He urged the Council to think about what their essential services were and also to find ways to get their residents to buy in and help maintain the level of services in the City. He expressed he was in favor of a property tax increase to some extent and thought there was a middle ground that could be found. He appreciated the education of the public.

Mayor Dandoy corrected some of Mr. Dick's figures on employee loss, and agreed that a lot of money had been lost.

Janel Hulbert, 4178 Westlake Drive, opined they should only use one-time funds for their one-time expenses. She thought this alleviated the burden on residents. Mrs. Hulbert said she had been attending the Planning Commission and City Council meetings for the past two years and knew the City had made many cuts the previous year. She observed that residents noticed when services dropped last year, even non-essential ones like the Halloween celebration.

Mrs. Hulbert recalled that she had needed police support in her personal life. She explained that the amount of turnover negatively impacted the amount of police vehicles that could be out on the streets at any given time, since officers-in-training needed a trained officer to ride with them.

Mrs. Hulbert summarized she was in favor of a moderate tax increase and urged the Council to be wise in their judgement, noting there were many people in the City that were struggling to afford the cost of living.

Alexis Jackson, 5810 S 4875 W, thanked the Council for their hard work on this issue. She appreciated how closely the Councilmembers had gone through the budget. She expressed that the burden on taxpayers was genuine and appreciated that Councilmember Saxton had highlighted resources for tax abatement. She discussed that solving the budget was like solving a puzzle. She recommended that the Council think about what their decision that evening would communicate to the residents and the members of the Public Works, fire, and police departments.

Anna Graff, 5410 S 2300 W, said her household could handle the 28% tax increase but knew that many other households in Roy City would not be able to. She said the one-time use of funds, especially the \$100,000 identified by Councilmember Wilson was appropriate. She cautioned that if they were going to use one-time funds to pay for repeating costs they needed to have a plan in place to avoid ending up in the same position next year. Mrs. Graff said they needed to have fair compensation for employees that provided safety to the community and felt it was worth sacrificing some ancillary services in order to ensure those employees were fairly compensated. She concluded that she was not in favor of the maximum tax increase of 28% since she felt that was an undue burden on some residents, nor was she in favor of a low tax increase since that would perpetuate issues with the City budget year after year.

Patrick Standich, 5020 S 3375 W, noted that although Roy City's population was declining there were a lot of apartment and townhome complexes being built in the City. He also asked for clarification if this increase was for 2025 or 2026.

Mayor Dandoy explained that the budget was referred to in terms of the end year, and so since they were discussing the 2025-2026 budget, they referred to the budget as the 2026 fiscal year budget. Mayor Dandoy elaborated on how he and the Councilmembers derived their figures and data. He acknowledged that depending on what time period they used to determine their figures, it could skew their data and make it appear they were making poor management choices. Mayor Dandoy also discussed that their population statistics were impacted by the US census data collection methods. Mayor Dandoy explained that the changes in population directly impacted their sales tax revenue, so it was important to ensure they were extracting accurate data.

Councilmember Scadden also explained the difference between the fiscal year and the calendar year.

Garrett Chaseton, 3751 W 3575 S, stated there were some City employees who had a vehicle allowance and he thought this should be looked into. He said he was part of Gen Z and did not feel optimistic about his generation's economic prospects. He opined that more cuts should be made in the City, though he acknowledged the importance of firefighters and the police force. He expressed that bleeding residents dry was harmful and stated he was not in favor of more taxes.

Jason Spahr, 4480 W 1516 S, reported that he joined the Planning Commission ten years ago because he wanted to have a say in how the City developed. He acknowledged how much Roy City had needed to cut every year for the last ten years and noted how many City services had been lost. Mr. Spahr expressed he was in favor of the tax increase and did not support making any more cuts. He liked Councilmember Wilson and Scadden's proposal. He cautioned against taking too much money out of the Rainy Day fund. He appreciated that the Councilmembers and citizens who were currently campaigning ran the risk of losing votes by supporting the tax increase, but he opined it was crucial to stop the loss of good employees in Roy City. He said the tax increase will help avoid having this same issue in future years.

Leon Wilson, 4302 W 2675 S, read some comments from the Roy City Facebook page. He noted that although many people on the Facebook comment page complained about a lack of representation, only 25% people had actually voted in the last election. Mr. Wilson concluded he was willing to pay additional tax.

Ernie Valencia, 5065 S 1850 W, said they could not put a price on their safety and opined that the City needed to reach out to the residents more.

Mayor Dandoy thanked everyone for their comments.

City Recorder Fowers indicated there were no comments from their livestream.

**Councilmember Jackson motioned to exit a Public Hearing for Consideration of Resolution 25-24. Councilmember Wilson Seconded the motion to exit a Public Hearing, all present members voted "Aye" and the body exited a Public Hearing.**

Mayor Dandoy commented he did not understand the step-down requirements and said he wanted more clarity on them. He informed the public that per State law, the salaries of all civil employees were public. He said that he liked the idea of having more volunteers to offset some of their costs and noted that they had seen a great turnout of volunteers at that years' Roy Days. He commented that in the beginning, Roy Days had been an entirely volunteer-run event.

Mayor Dandoy referenced his charts and emphasized they had flatlined on sales tax and needed more money to pay for the increases in their personnel costs. He said Roy City needed \$1.2 Million in new

money every year just to cover employee increases and benefits.

Mayor Dandoy indicated that City Manager Andrews had proposed a budget back in May that required a 8.77% property tax rate increase. He said this budget proposal would allow all City employees to receive their merit and COLA increases. Mayor Dandoy said it was up to the Council to determine how to come up with the needed \$450,000 and said they could do so with a property tax increase or by taking money out of the fund balance. He recalled that a previous Council had taken \$1.5 Million out of the fund balance in 2022 to increase the salaries of employees that were paid through the General Fund. Mayor Dandoy reminded the Council that if they wanted to consider taking another \$250,000 out of the fund balance they needed to remember that they had taken money out before for the same purpose.

Mayor Dandoy cautioned the Council not to kick the can down the road. He discussed that the employees who were suffering the most were their entry-level staff members and said the majority of the staff they lost were their younger employees. He emphasized that they needed to fix their merit increase program, otherwise they would end up in the same position year after year. Mayor Dandoy said that although these employees liked Roy City and did not want to leave, they were forced to do so because Roy City was not paying them a suitable wage.

Mayor Dandoy summarized that the Council needed to pick between the original proposal, Councilmember Saxton's proposal, or Councilmembers Wilson and Scadden's proposal. He expressed that they needed to support their employees so they could avoid ending up in this position again. He said the Council had to make incremental changes that worked towards a solution over time, noting that it took years for Roy to end up in this situation and so they could not fix it within a year. Mayor Dandoy shared that other cities in Davis County were intentionally targeting employees from Roy City since they knew they could pay them more and said that could not continue.

Councilmember Jackson addressed some of the public comments. She referenced that she had seen many online comments about the Complex and the associated costs, and she discussed the many benefits of the Complex. She recalled that she had never seen as many people at a Council meeting as the one in which they had decided to keep the Complex open. Councilmember Jackson said the Complex was an enormous benefit to Roy City, even though it did not generate revenue for the City. She discussed how the police were cracking down on the vandalism issue in the parks.

Councilmember Jackson shared that she had moved to Roy City in 1959 and remembered Roy Days being operated by volunteers. Councilmember Jackson explained that although the City could rely on volunteers for a lot, there were certain things that needed to be done by City employees due to liability concerns. She stated that the residents needed to think about what kind of city they wanted to live in and what kind of amenities they wanted to maintain. Councilmember Jackson discussed the benefits of kids growing up with access to organized sports.

Councilmember Jackson appreciated that many people were opposed to new housing developments, but said that the City needed the tax revenue that those developments brought. She spoke about how hard it was for the police and fire departments to constantly hire and train new employees. She summarized that she supported a 28% tax increase, otherwise they would lose most of their police and fire department staff. She said that many of Roy City's police and fire staff had already been offered higher-paying positions in other cities. Councilmember Jackson agreed that they needed to reconsider their STEP increase program but pointed out they could not fix it this year.

Councilmember Jackson acknowledged that it would be difficult for some residents to pay the increased tax rate. She noted there were resources for people who could not afford the increase and said she would even be willing to pay for those who could not afford the tax increase.

Councilmember Wilson spoke next. She thanked Councilmember Saxton for putting the relief programs in the packet and made some clarifications about the requirements for the various programs he had listed in the packet. She specified that some of the resource programs could be combined and urged the public to look into those options.

Councilmember Wilson said Mayor Dandoy had outlined some good options for them to consider, but those approaches would take time to manifest and in the meantime, they needed to address the critical issue of employee loss. She said the employees could be helped by the tax increase while they reworked their increase system. She stated that her preference was scenario seven that Management Services Director Kelley had listed. She approved of using the \$100,000 from the fund balance for their urgent one-time needs along with a 28% tax increase. She said the 28% increase in property tax would generate enough revenue to bring Roy City's employee wages closer to the average pay for the surrounding cities. Councilmember Wilson said that the less property tax revenue they brought in, the less they would be able to rectify the wage gap.

Councilmember Wilson said it seemed as though they needed to address the wages of incoming to a greater extent than they needed to fix the salaries of more senior employees. She asked Fire Chief Williams for his perspective about only addressing the lower end of positions.

Fire Chief Williams agreed that was the area that needed the most focus. He said most of their firefighters had been with the City for less than five years. He worried that if they targeted increasing employee wages for staff that had been with the City one to seven years, they would start to lose people who had been with the City for more than seven years since they could get higher paying jobs elsewhere. He cautioned that this strategy would lead to a morale issue as the newer employees caught up in wages to the mid-level employees. He advised against this strategy.

Chief Gwynn concurred with Fire Chief Williams. He said this approach sent a message to employees that if they stayed with the City long enough, they were going to be stuck with low wages. He felt this sent the wrong message about value of employees. He pointed out in his department, the discrepancy in wages compared to other cities ranged from 9% to 27%, and in fact there were some senior positions that paid better in Roy City than other places.

Mayor Dandoy commented that this was due to police getting an annual increase of 3.5%, compared to other City employees, who only got a 2% increase until they were seven years into their career. He said for general employees in the City, the merit increase program was failing them. Mayor Dandoy added that police officers could get higher pay much quicker in other cities than in Roy, even though the positions at the top did pay better than comparative cities.

Chief Gwynn agreed, though he noted it was difficult to compare since other cities had different strategies. He noted that one neighboring city technically had an 18-step increase program, but they started all employees at a level six.

Mayor Dandoy expressed the heart of the issue was that they were under-paying their entry level employees and said the results of the salary survey supported that idea. He noted the Roy City Manager received about half of what the City Manager in Layton was paid. He pointed out that the salary survey failed to take into account the differences in the way that various cities were operated. Mayor Dandoy urged the Council to address their lowest paying employees first, and then spend the next year working on fixing their STEP program. He expressed they were kicking the can down the road if they did not come up with a plan to address their wage problems.

Councilmember Scadden commented that the salary survey was more of a benchmark than a survey and noted they had conducted more comprehensive surveys in the past. He discussed that Fire Chief William's plan to reallocate the funding for the two positions would help structurally address the issues in the fire department. He acknowledged that it would take many years to resolve this issue.

Mayor Dandoy commented that they needed to have a plan in place before they took more money from the taxpayers. He pointed out there was no plan to use the money that would be generated by the 28% increase. Councilmember Scadden said the 28% increase would be used to pay their employees. Mayor Dandoy replied there was not a specific plan in the documents as to how the employee wages would be increased. Mayor Dandoy commented this was the first time in his eight years as mayor that the 70% turnover rate was brought to his attention. Mayor Dandoy emphasized that there needed to be a specific plan as to how they were going to use their revenue to retain their employees.

Councilmember Scadden brought up inflation. He pointed out that there had been no property tax increase between 2017 and 2021. Mayor Dandoy replied inflation was not the issue and recalled that the City coffers had been full during that time period. Mayor Dandoy said they needed to look forward and not in the past.

Councilmember Wilson asked if the 14% median figure had been referenced earlier included the merit and COLA increases. City Manager Andrews explained how the benchmarking had been calculated and said the numbers had been pulled in October 2024, so nothing in the current year's budget had any affect on the figure. Mayor Dandoy reminded the Council that the COLA increases had always been approved in the past. Mayor Dandoy reiterated that the younger employees in the City were not being well paid and stressed that if the Council did not produce a plan, they were going to continue to face this issue. He directed the Council to fix the problem.

Councilmember Wilson compared their situation to tendon surgery and explained that tendon surgery could not always be done right away; sometimes it was necessary to wait before surgery could be done. Councilmember Wilson said the Council needed to do something right away, even if it was not their permanent solution. She said they needed to take immediate action to help their employees and then also spend the next year working towards a better solution. Councilmember Wilson called for a 28% property tax increase and opined this revenue would help get them through their immediate issue.

Mayor Dandoy pointed out that the 9% increase proposal had enough money in it to maintain the current level of services in the City and pay all City employees merit and COLA increases. He said the Council could cover their immediate issues with just the 9% increase, and then spend the next year working towards more structural changes. Mayor Dandoy reminded the Council they could still pull money out of the fund balance.

Councilmember Wilson thought taking \$100,000 out of their fund balance was appropriate. She calculated how much the \$100,000 would help. She acknowledged they had not considered cuts to Roy Days, but they had made other cuts. She also noted that other department heads were willing to make staffing cuts and reallocate the money from those positions. She advocated for allowing department heads to make cuts. Councilmember Wilson emphasized that they needed to do something more than just wait. She opined that they needed to do more than just cover merit and COLA increases, since those increases did not address the wage gap compared to other cities.

Mayor Dandoy expressed that his main concern was that method would result in more money being spent on the highest-paid employees in the City. He stated that 35% of all of their employee costs went to 25% of their employees, and he said those highly paid employees would receive a \$5,000 increase just from the COLA. He acknowledged that those employees deserved to be well-compensated, but felt they

should focus their money where it mattered the most, which was with the lowest-paid employees in the City. He stressed if they went with this plan, they would end up in the same situation next year. He advised the Council to take whatever money they received from property tax revenue to address the wages of the lowest-paid employees. He cautioned if they did not do this they would run the risk of alienating these employees. Mayor Dandoy reminded the Council that they wanted well-trained, highly experienced people on the City Staff.

Councilmember Wilson thought the benchmark was the solution. She suggested they could revisit their 1.5% COLA. Councilmember Scadden agreed they had downgraded their COLA by an entire percentage point. Mayor Dandoy acknowledged that point but noted the lowest-paid employees were still being impacted the most.

Mayor Dandoy commented that the Council did not have to determine how the money would be spent; they could pass that task off to the City Manager. However, he reminded them that they needed to explain to the taxpayers how they were going to use their property taxes. Councilmember Wilson asked Mayor Dandoy if his recommendation was to go with the 8.77% property tax increase and use \$560,000 as a one-time fund from the fund balance. Mayor Dandoy replied that City Manager Andrews had prepared a budget that included a 8.77% increase and said that budget included COLA and merit increases for all employees. Mayor Dandoy proposed that the Council take money out of the fund balance to fix the wages of their lowest paid-employees, which would stop the bleeding. Mayor Dandoy advised the Council to use the one-time money to stop the turnover rate this year, and then spend the next year fixing the STEP program.

Councilmember Wilson worried this proposal would kick the can down the road. Mayor Dandoy replied they could pass a resolution that would specify the Council would reevaluate wages every three years; that way, employees knew their wages would be adjusted every three years, in addition to annual merit and COLA increases. Mayor Dandoy said the salary surveys were too expensive to conduct every year, and he also noted the 14% estimate was derived from a salary survey that was only a draft.

Councilmember Wilson said it would cost them about \$300,000 to fix the STEP program for next year, which would require a property tax increase the following year. Mayor Dandoy replied that Councilmember Wilson was making estimates based on unknown facts. Councilmember Wilson said they needed to take action now; they could not wait another year to close the wage gap or they would continue to lose employees.

Mayor Dandoy advised Councilmember Wilson to look at the data and stressed how much the highest-paid employees already received. Councilmember Jackson noted that earlier, Mayor Dandoy had stated that City Manager Andrews was paid less than the City Manager of Layton.

Councilmember Saxton said there were things on the horizon working in Roy City's favor. He reminded the Council that Wendy's had recently re-opened and a Wells Fargo was being built, along with another commercial tenant was going to move into the same building. He also listed the incoming residential developments that were being built in Roy City and noted these developments would all bring in revenue for the City. Councilmember Jackson replied the revenue from those developments were years down the line and Councilmember Wilson estimated that the commercial properties would not bring in enough money to make a difference.

Councilmember Saxton asked why the Councilmembers wanted to bring in so much revenue in property taxes this year. Councilmember Saxton asked why they could not use the land sale revenue to get them through this year and Councilmember Jackson explained it was bad financial practice to use one-time funds to pay for ongoing expenses. Councilmember Jackson appreciated that the tax increase would be

hard on some people, but felt that most people in the City had expressed they were willing to pay the increase.

Councilmember Saxton asked the Council if they felt they were in an emergency or not. Councilmember Jackson said they were not in an emergency, but they would be if they did not take action now to stop the loss of employees. Councilmember Jackson cautioned that they should not spend their one-time funds since it left them vulnerable to deal with natural disasters or other emergencies. Councilmember Jackson said it was important to keep their emergency fund ready.

Mayor Dandoy noted their emergency fund was not permitted to go below 35%, per law. Mayor Dandoy said that to Councilmember Saxton's point, they needed to figure out why they had \$26 Million in reserve fund. Councilmember Scadden replied that not all of that money was accessible. Mayor Dandoy acknowledged that point but said it was still a lot of money and they had to think about what they were doing with it. Mayor Dandoy commented they needed to replace the fire station one day and said they needed to think about things like that. Councilmember Jackson said that was the reason they had raised the water prices. There was a short conversation about how many homes UDOT planned to acquisition in Roy City.

Councilmember Wilson said they had not set anything aside in the preventative maintenance fund. She noted they were barely scraping by in that regard. Councilmember Scadden suggested they could use the one-time funds to replenish the money that they took out of the General Fund to pay for the Complex. Mayor Dandoy advised the Council to not undertake any construction projects without putting it on a ballot and putting it out for bond.

Mayor Dandoy said the Council needed to show the taxpayers how they were going to use their property tax revenue. Councilmember Wilson said the Council was using Mayor Dandoy's data and acknowledged they had a 70% turnover rate. Councilmember Wilson said they could use the 28% increase to give them an extension and target the lowest-paid employees in the City. Mayor Dandoy reminded the Council that Public Works mostly funded their positions through a different pool of money.

Mayor Dandoy asked for closing comments.

Councilmember Saxton wished the other Councilmembers good luck.

Councilmember Paul commented that in her four years on the Council, this was the first year they had dug into the budget so early and she expressed appreciation for that. Councilmember Paul said that the majority of residents that evening had expressed their support for the tax increase, which surprised her. She thought they could consider using the \$100,000, but did not think it was advisable to take \$500,000. She recalled that decision had received backlash in the past.

Mayor Dandoy explained he would call for three motions: the first would be to approve the budget as proposed by City Manager Andrews with a 9% property tax increase, and the second option was to institute a 4.5% property tax increase and take \$250,000 out of the fund balance to pay for the approval of the existing budget. He said these two options would get them to a balanced budget. Mayor Dandoy said the third motion was to take an increase and asked for clarity from the Councilmembers if that increase would be a 28%.

Mayor Dandoy called for a motion to adopt the budget as written.

**Councilmember Wilson motioned to approve Resolution 25-24 with the following criteria: a 28% property tax increase, a 1.5% COLA, the allocation of \$100,000 from the fund balance**



**to cover urgent, one-time expenses, permission for the fire department to use two positions to address funding issues, permission for other department heads to consider reallocating positions as well under the purview of the City Manager, and that remaining money go to the legislative budget to be used for employee wages to be implemented as soon as possible. Councilmember Paul seconded the motion, a roll call vote was taken and Councilmember Paul, Scadden, Jackson, and Wilson voted “Aye” and Councilmember Saxton voted “Nay”.**

**F. City Manager and Council Report**

City Manager Andrews reported that Weber County had reached out and wanted Roy City to canvass the primary election by next Tuesday. He explained this would require them to hold a special Council meeting and said they would need at least three Councilmembers present.

Councilmember Scadden noted he would be out of town but could Zoom in. Councilmember Saxton replied he could do it. Councilmember Paul replied she could do it as well. Councilmembers Wilson and Jackson were unsure if they could do it.

City Manager Andrews remind the Council there was a Day of Service that Saturday and that the season closure of the Aquatic Center and splash pad were upcoming.

Councilmember Wilson thanked Mayor Dandoy, the Council, the department heads, and the residents who had all engaged in the budget issue.

**G. 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.**

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Robert Dandoy  
Mayor

Attest:

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Brittany Fowers  
City Recorder

dc: