



ROY CITY
Roy City Council Work Session Minutes
April 7, 2026– 5:30 p.m.
Roy City Council
5051 S 1900 W Roy, UT 84067

Minutes of the Roy City Council Meeting held in person in the Roy City Council Chambers and streamed on YouTube on April 7, 2026, at 4:00 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 Jackson
Councilmember Hulbert
Councilmember Jackson
Councilmember Saxton
Councilmember Sphar
Councilmember Wilson

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

Excused: N/A

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

A. Welcome & Roll Call

Mayor Jackson welcomed those in attendance and noted Councilmembers Hulbert, Jackson, Saxton, Sphar, and Wilson were present.

B. Discussion Item

1. Consideration of Annexation with Weber Fire District

City Manager Andrews framed this discussion item and said that this annexation was actually not that complicated; it just required the approval of many entities and therefore was somewhat involved.

Management Services Director Kelley then provided a financial overview. She stated that currently the average resident paid \$384 in taxes to Roy City and said that if the City proceeded with the annexation, it would not substantially change the overall amount of taxes paid, but it would impact the way that tax revenue was apportioned to Roy City and Weber Fire District. She said that for the average payment of \$384, Roy City would receive about \$119 and the rest would go to Weber Fire District. She added that Weber Fire District would also have to increase their tax rate in order to maintain their level of service, which would equate to about a \$52 annual increase in taxes for the average Roy taxpayer.

Management Services Director Kelley then explained there would be a tax increase for Roy residents of about 28% if they opted to stay with Roy City. She said this was because Roy needed to account for COLA increases for firefighters, and they also needed to make increases to their capital in order to save for things like trucks and other equipment. She summarized that the tax increase to residents came out to an average of \$107 per year.

City Manager Andrews anticipated some questions that the Council might have. He discussed response times and said the main goals of Roy Fire were to keep their response times the same and to protect their staff. He noted that a Roy City member would be added to the Weber Fire District board if they went

forward with the annexation as well. City Manager Andrews added that they had not yet discussed details like the lease of the buildings and the land that the fire stations were on. He then expressed that the purpose of the discussion was for the Council to ask any questions they had.

Councilmember Jackson asked about land and leases. City Manager Andrews provided more details about how the land transfer could go and said they had several options about how they could negotiate leases. City Manager Andrews said that the City could lease out the buildings or sell them outright.

Councilmember Wilson asked how the City could account for the increased capital that would be needed if they went with Weber Fire District. She noted that right now, they were comparing capital plus staff costs for Roy City but just looking at staff costs for the Fire District. Management Services Director Kelley replied that currently, Roy City was allocating any money leftover at the end of each year to the fire department's capital fund. She said that Weber District already had a structure in place for their capital expenses and she reported that they could pay for the Roy fire department, so if Roy went with the district they would no longer have to set aside money for capital. Management Services Director Kelley explained that if Roy City did not have to allocate money for the fire capital budget, they could use that money for things like Complex repairs or other projects.

Councilmember Jackson said that a resident had asked her how many calls Roy City fire responded to that were outside of Roy City. Chief Williams replied that was a difficult figure to estimate because they were part of the interlocal mutual aid agreement. Chief Williams explained that they serviced outside of the City, but they also got help from other departments.

Chief Williams asked the Council what they wanted the fire department to be. Mayor Jackson said the question seemed to be much they were willing to pay for top-tier, quality service. Chief Williams discussed some of the major issues with the department currently, which was that they were understaffed and could not respond to all of their calls within their ideal response time. Chief Williams listed the advantages of annexing into Weber Fire District. He said he did not see any cons and thought annexation would allow them to better serve their residents.

Councilmember Hulbert noted that historically, Roy City had not been able to fix the problems with the fire department. She thought it was important to take their history into account. She then asked Management Services Director Kelley for clarity about some of the figures she had presented earlier. Management Services Director Kelley clarified that the tax increase estimate if they remained within Roy City accounted for both the COLA increases and the capital.

Councilmember Sphar said he did not see any downsides to annexation. Chief Williams said he did not want to advocate one way or the other, but said he felt that annexation would be the best way to help both their firefighters and their residents. Councilmember Sphar said he did not want to make a decision based on fear of what might happen in the future and thought annexation was best.

Councilmember Jackson commented that annexation would give Roy firefighters access to more resources and equipment, which would help them to provide better service to the City. She then discussed that she had heard of volunteer firefighters in some cities being successful. She said she wanted to compile information about all of their options in a way that they could present to the public. She felt it was important to educate the public about what the best decision could be and get their feedback.

Chief Williams reiterated that annexation was the most straightforward decision in his view.

Councilmember Sphar said he was in favor of bringing this proposal to the public at this point to solicit their opinion and make sure the taxpayers understood what the impacts to them would be.

Councilmember Jackson commented about how far behind Roy City salaries were compared to other fire departments. Chief Williams agreed that Roy City had not kept up with the pay rate of other cities.

2. FY27 Budget and Wage Review

Mayor Jackson reported that she, City Manager Andrews, Management Services Director Kelley, and Councilmembers Wilson and Hulbert had been holding meetings to discuss the City's budget issues. She turned the time over to Councilmember Hulbert to discuss the group's findings. Councilmember Hulbert summarized the scope and findings of the budget meetings and reported that it wasn't the system which needed to be addressed, but rather, Roy City needed to hold pace with the job market and the cost of living. Councilmember Hulbert stated that given this finding, their main priority had become closing the wage gap, as well as keeping up with capital costs. Councilmember Hulbert said that their goal was to ensure that Roy City remained a safe place for people to live and that their high turnover negatively impacted the City. She said that while some turnover was expected, the amount of turnover they had witnessed in the last several years was unsustainable. She ended by stating that their goal tonight was to discuss some of their proposals to rectify the issue and get more feedback from the other Councilmembers.

Councilmember Wilson provided some framing for their wage correction proposal. She first shared some figures and said that each 1% increase in wage correction equated to about \$175,000. She said that a 2.5% COLA increase-which was what the Council had approved- would require about a 9% property tax increase. She said a full median wage adjustment would be about \$1.8 Million and require a 36% tax increase. Councilmember Wilson recalled that with the 28% property tax increase that the Council had proposed last year, they would only have been able to make a half wage adjustment. Councilmember Wilson said they would not be able to do anything as a City until they could give their employees a fair wage. Councilmember Wilson said if full median wage was their goal, they needed to think about the way to do it in the most equitable way and turned the time to Management Services Director Kelley to explain their proposal.

Management Services Director Kelley explained that they wanted to another COLA adjustment for the coming year plus a wage adjustment on top of that in order to keep the City current. Management Services Director Kelley said this proposal would cost \$2.7 Million which would result in a property tax increase of 55.7%. She added if they did not have the fire department, it would bring that figure down to \$1.8 Million. Management Services Director Kelley appreciated that this was a substantial tax increase, and so they had brainstormed some ideas to alleviate the burden on taxpayers. She said that they wanted to do the COLA increases across the board this year, but said they could choose to prioritize the wage adjustments of the employees that were the farthest behind the median. She explained that they could slowly implement the wage adjustments to avoid enacting such a high tax increase just in one year. She elaborated this option would allow the City to gradually make the wage adjustments over the course of several years, but they would still be able to address the positions that were experiencing the greatest turnover as quickly as possible.

Management Services Director Kelley detailed the way that these estimates would shift if the City opted to go to the Weber Fire District. She noted that if they no longer needed to allocate funds for the fire department capital, they would be able to use those funds to help with their budget issues. Councilmember Wilson calculated some numbers about what the tax increase would be if they went with partial wage adjustments. Councilmember Wilson emphasized that all of these numbers were based on the median wage, so going below that was still not ideal as it would leave employee salaries below the regional average.

Councilmember Hulbert said the City really could not justify working on other projects until they fixed this problem. Councilmember Hulbert said it was important to know what the exact figures were that

they were dealing with. Councilmember Sphar said they needed to generate more sales tax revenue. Councilmember Hulbert agreed it would be beneficial to increase sales tax, but noted that sales tax was more unpredictable and contingent, compared to property taxes which they could budget for to a much greater degree. Councilmember Hulbert added that there were certain things that the City was required to do by law and said that it was a safer bet to plan on funding those services through property tax revenue.

Councilmember Jackson said that the City was going to start losing services if they could not pay their employees reasonable wages. She shared a recent example in her own neighborhood in which the fire department had taken a long time to respond to a call because they were understaffed. Mayor Jackson reiterated that this discussion was only about getting employees to median wages, which just barely made them competitive compared to other cities. Management Services Director Kelley also clarified that the proposed tax increase would only be applied to Roy City's portion, not the residents overall tax bill which included state and federal taxes as well.

The Council discussed that they were ready to move to a Town Hall to engage with residents. Mayor Jackson asked what the Councilmembers hoped to accomplish through the public meeting. Councilmember Hulbert said they could come up with some questions that they wanted to ask residents. Councilmember Wilson proposed that they create a flyer that summarized all of the information. Councilmember Sphar said the Councilmembers should aim to talk one-on-one with residents so that they could ensure clarity and hopefully help mitigate the residents' frustration. Councilmember Saxton added it was important to be as honest and straightforward as possible with the residents.

Councilmember Hulbert said that the only downside with a Town Hall was that some residents would not feel comfortable asking questions in a formal setting. The other Councilmembers discussed that they would have to make sure they were also available for more informal discussions after the official meeting so that all the residents could feel heard.

C. Adjournment

Councilmember Hulbert motioned to adjourn the meeting, Councilmember Saxton seconded the motion, all present Councilmembers voted "Aye" and the meeting adjourned at 8:32 p.m.

Ann Jackson
Mayor

Attest:

Brittany Fowers
City Recorder

dc: