ROY CITY
Roy City Council Town Hall Meeting Minutes
May 5, 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 May 5, 2026, at 7:00 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, Matt Gwynn; Fire Chief, Theron Williams; Parks and Recreation Director, Michelle Howard; Public Works Director, Brandon Edwards; Management Services Director, Amber Kelley.
Glenda Moore, Mike VanAlfen, Judy Parker, Victor Chaston, Kevin Homer, Leon Wilson, Heather Morse, Chris Lewis, Scott Lewis, Geoffrey Cox, Maggie and Clark Roberts, Jerry Williams, Jen Norman, Daniel Noker, Marlaine Scott, Micheal Ghan, Lisa and Russell Morreson, Gary and Nancy Richison, Jerame Nye, Cindy Whinham, Natalie Pierce, Robert Percival, Jim and Pat Panagoplos, Rebecca and Robert Biddle, Nicole Smuin, Seth Jensen, Jeff Howell, Rick and Louise Mafuesou, Troy Wrigley, Grayson and Eve Orr, Pete Brent, Nora Brent, Garet Chaston, Teresa Ibarra, Shelley Polston, Joshua Smith, Gretchen Parker, Bill Mery, Nancy Inman, Jenna Peterson, Mark and Kimberly Allen, Jason Rackham, Andy Smith, Dax Barney, Trevor Phillips, Kelby and Carly Gittins, Julie Little, Lisa Shurtleff, Trish Hegland, Steve and Susan Pugsley, Scott miller, Stephen Hughes, Dennis Brown, Robert and Aimie Johns, Mark Lund, Britt Clark, Shannon and Dustin Jackson, Brad Hilton, Phyllis and Robert Williamson, Dava Ann Neal, Bob Dandoy, Jazlyn Dean, Terra Cottle, Stephanie Sphar, Raquel Favela, Mandy and Paulette Christiansen, Jason Farris, Dave Mallinak, Connor Koehler, Isabell and Bryan Cooper, Dennis Stockberger, Scott Law, Jeff Webster.

A. Welcome & Roll Call

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

B. Topic of Discussion

1. Potential Annexation with Weber Fire District

Mayor Jackson framed this discussion and provided a short briefing of the meetings that the Council had already held in regard to this item. City Manager Andrews elaborated on the history of this discussion and offered a rundown of the City's various options. City Manager Andrews explained that due to Roy's size, it was not viable to rely on a volunteer firefighter force. City Manager Andrews next explained why they could not combine with other agencies. He noted that although a study about combining had been conducted several years ago, the study had not taken the City's current budget and funding issues into

account. He said that given the current financial situation of the City, combining with Ogden was not an option. City Manager Andrews summarized that given their lack of other options, they were now looking into merging into Weber Fire District.

Rick Clark introduced himself as the fire chief of the Weber Fire District.

C. <u>Public Comments</u> – 3 minutes

Mayor Jackson opened the floor for public comments. She reminded the public of the etiquette for public comment. Chief Williams asked the public to ask whatever questions they had and expressed he would do his best to answer them.

Jeff Howl said it seemed like they would save money by going with Weber Fire District. He asked if there were other opportunities to save money within the department even if they did not go with the district.

Chief Williams discussed that he was concerned about cutting services in the department. He spoke about how much turnover he had seen in the last three years and said he did not want to make further cuts to staffing, since it would hurt the department's response times to emergency calls. Chief Williams said that as it currently stood, the department was not always able to meet demand in the City and emphasized that he wanted to avoid more cuts.

Mr. Howl asked if Roy City could sign on entry-level firefighters with a requirement that they remain with the City for at least two years. Chief Williams replied that there were some positions in the City that included contracts like that, but said even with that there was no way to ensure that they would remain with the City for the entire length of the contract since employees could buy their way out of the contract if they wanted to leave.

Victor Chaston expressed that he believed in preserving the firefighters and police force, but asked what other cuts in the City could be made so that the fire and police departments could get more funding. Mr. Chaston opined that the needs of the majority should outweigh the needs of the minority and said it seemed to him that it would be worthwhile to make cuts to the Complex, Parks and Recreation, or other departments in Roy that were less important than emergency services.

Councilmember Wilson replied that the Council had actually received significant backlash for proposing to make cuts to the Complex. She affirmed that the Council had looked into every part of the City and carefully evaluated each department's budget.

Councilmember Hulbert clarified that the Weber Fire District was separate from the County.

Councilmember Jackson confirmed that reducing services to save money was not mutually exclusive with moving to Weber Fire District. She explained that they were looking at resolving an urgent issue with the fire department being understaffed and said they could move forward with annexation while also continuing to think about how to make cuts within the City.

Dennis Brown asked if the fire stations and fire trucks would become the property of the Weber Fire District. He also brought up some land that was behind one of the fire stations. He also asked if members of the Roy City Fire department would remain employees of the City, and also asked how employees felt about the proposed transfer.

City Manager Andrews replied that the employees would transfer over to the district and said that

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they planned for assets to transfer over to the district as well. He clarified that the assets would continue to be considered public property.

Councilmember Hulbert reported that she had spoken with Roy City firefighters and said that there were various perspectives on the transfer. She said that some employees were in favor of the proposal, but not all.

Mayor Jackson clarified that the land behind the station that Mr. Brown had referred to was a detention basin and would remain City property.

Brent Saxton asked if there would be any renumeration for the buildings and equipment back to Roy City. Mr. Saxton brought up the expense of the Complex and wondered if the Council had actually heard the majority opinion of residents. He thought that the majority of the City would actually be in favor of making cuts to the Complex.

City Manager Andrews reiterated how the transfer of property and assess would work.

Councilmember Wilson agreed with Mr. Saxton in that the Council did not get to hear the voices of the entire City; they only got to hear from people who showed up to Council meetings. Mayor Jackson commented that their biggest public hearing ever had been in regard to the Complex and recalled how many people had shown up to the meeting in order to defend the facility. Mayor Jackson added that the previous year had been the highest-grossing year for the Complex and listed some of the offerings and amenities that Roy residents took advantage of. Mayor Jackson discussed that the Complex was a great asset to Roy City and said that amenities such as the Complex were part of the reason that people moved to Roy.

Tera Cottle asked if the response time would go down if they went with annexation and asked how significant that change would be. She asked if the stations would remain the same indefinitely, or if there was a proposal to change or move the two stations in Roy.

Chief Williams explained how average response times were estimated and how the department determined where to put stations. Chief Clark spoke about the proposed stations that Weber Fire District planned to build. Chief Clark said that the station 4000 South would be moved closer to Midland Drive, since they had a higher call volume in that area. Chief Clark said that Roy City had a high population density and did not have plans to close a station in the City.

Angela Tyler asked if Weber Fire District had adequate staffing to alleviate Roy City's understaffing issue. Ms. Tyler then asked if the annexation took into account the proposed 55% property tax increase.

Councilmember Hulbert replied that currently, Roy City was so understaffed that even if the entire force was on shift, the station was still not at their ideal staffing level. Chief Clark explained that Roy City was minimally staffed and said that Weber Fire did not plan to change that.

Ms. Tyler clarified that her question was if Weber Fire District would ensure the correct number of employees were at the Roy City fire stations. Chief Clark replied that they would do so.

Chief Williams discussed their turnover issue in greater detail. He listed some of the employees that had recently left Roy and said that all the employees who left did so because of low wages, and some had cited safety issues with the low staffing levels.

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Michael Ghan asked what would happen to taxes in the coming years. Mr. Ghan asked if the amount that the district needed would increase as the years went on. He thought it would be best to keep control of the fire department if that would be the case. He also expressed support for the Complex.

Councilmember Hulbert clarified Mr. Ghan's question and said that the Council could not be sure at this point what would happen with taxes in the future. Chief Clark affirmed that he could not say with certainty what would happen with taxes, but he said that the district had rarely needed to raise taxes in the last several years. Chief Clark elaborated that the district had other funding mechanisms which mitigated the need for them to raise taxes.

Clark Roberts asked how many fire stations the Weber Fire District currently managed. He asked if they planned to change their management structure. Mr. Roberts also asked the Roy Fire department if the only reason they were in favor of the annexation because of the financial issues in Roy and the turnover problem.

Chief Clark replied that Weber Fire District had six stations currently and would have seven by the end of next year. He also noted that if the annexation moved forward, they would add another battalion that would include Roy. Councilmember Hulbert asked about management structure within Weber Fire District and Chief Clark provided details about the duties of battalion chiefs.

Chief Williams said that although he would prefer to keep the department within Roy City, his main goal was to serve the residents as safely and effectively as possible. Chief Williams said that in order to meet the standards that he wanted to maintain, they had to consider other options.

Marlene Scott asked why everyone in the City was getting a raise if the fire department was facing such an urgent issue. She said it was appalling that firefighters got such low wages and said it was not appropriate to offer COLA raises to other employees in the City. Ms. Scott compared the wages of employees throughout the City to the wages of first responders.

Councilmember Jackson reiterated that the Council would continue looking into cuts throughout the City. Councilmember Jackson also discussed that the wages in the City were set by the market, not Roy City. She explained the wages were not arbitrary and said Roy City needed to remain competitive as an employer compared to surrounding cities. Councilmember Hulbert added that all departments in Roy City were struggling with turnover and said that many other positions in the City were required by law. Councilmember Hulbert said that Roy City was losing employees in other departments that were essential to operations of the City. Councilmember Hulbert also discussed that from what she had heard, employees were not unhappy with their experience working in Roy, but they were concerned about low pay. Councilmember Wilson added as well that people wanted to come work and live in Roy City, but they were struggling to do so because Roy was not paying them enough to afford living there. Councilmember Wilson also pointed out how important it was for firefighters in particular to bond with one another and have mutual trust, which was greatly disrupted by the constant turnover. Mayor Jackson added that she knew many residents who loved Roy and wanted to stay in the City, but were unable to afford it.

Mark Allen asked how much money the City spent on the Complex and what the shortfall in the fire department was. He commented about prioritizing needs versus wants.

Mayor Jackson spoke about the ways in which the Complex actually generated money, but said that it was not enough to make up the difference in the fire budget. Councilmember Wilson added more context about how much the City paid to operate the Complex. Mr. Allen commented that while the Complex was convenient for residents, it was not a necessity the way that the fire department was.

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Councilmember Wilson explained that the Council needed to be equal across the City, so they would not be permitted to allocate all of the Complex's revenue for the fire department.

There were some comments from the audience that the recording did not capture. City Manager Andrews reminded the public of the rules for the public comment period and directed them to only speak into the microphone.

Mark Becraft said he was a retired firefighter who had worked for Roy City in the past. Mr. Becraft said the Council needed to think about sustainability. He said that the North Davis Fire district was similar in size to Roy City but had a larger employee base and more equipment, and as such they were able to provide services effectively. He stated that fire, as well as police, were expensive and expressed that it was important for these departments to be fully funded. Mr. Becraft said that Roy City would continue to lose employees if they did not fix their budget issue.

Bill Murks felt he had not heard real information in this public hearing, or the last public meeting that he had attended. Mr. Murks asked why more research had not been done about this issue and felt the City Council was not doing their job. He called for the resignation of all the City Councilmembers.

Councilmember Hulbert clarified that there had been research conducted to estimate response times. Chief Williams spoke about the data they had compiled and confirmed that they had done research to determine response time averages. Councilmember Hulbert affirmed that those numbers were available to the public.

Maggie Roberts asked Councilmember Wilson why she had stated the budget needed to be spread out equitably in response to Mr. Allen's comment. Ms. Roberts also asked if the taxpayers would end up paying the same amount in property taxes if they went ahead with the annexation.

Councilmember Wilson replied that Roy residents would still recieve one bill for their taxes; the only difference was that the fire district would be a separate line item.

City Manager Andrews addressed Ms. Robert's first question and explained that although the City could adjust a budget within a department administratively, it required a legislative item to reallocate funds from one department to another. He summarized the legislative process would include a Council meeting and approval. Councilmember Jackson spoke to this point as well and recalled that there had been times in the past in which certain departments had received raises at the expense of other departments, which had ultimately just caused more issues. Councilmember Jackson also reminded the public that Weber Fire District were their own taxing entity.

Jim Pangoplous spoke about priorities and expressed that he felt the Council did not prioritize the fire department. He asked Chief Williams how much he needed to raise his budget by, and Fire Chief Williams responded $1.3 Million. Mr. Pangoplous spoke in favor of making cuts to the Complex in order to fund their first responders.

Councilmember Hulbert reminded the public that the City was required by law to have certain departments in the City, including Public Works and other departments that also provided essential services. Mayor Jackson added that even if they proceeded with annexation, Roy City would continue to be served by their fire department. Mayor Jackson discussed that all departments in the City had already made significant cuts.

Jeremy Tyler asked about timeline for the annexation.

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City Attorney Wilson replied that they hoped to make a decision by June, but if they did decide to annex into Weber Fire, that change would go into effect at the beginning of 2027. He elaborated that the timing of June was for legal purposes as well as the fact that Weber Fire had requested for Roy to make a decision by then. Councilmember Jackson provided some more context about their budget as well.

Councilmember Hulbert asked Chief Williams about the $1.3 Million figure he had stated earlier and Chief Williams clarified that figure was for their capital expenditures and wages, based on their current staffing levels.

Mr. Tyler asked if the City would ever be able to consider joining with Weber Fire in the future, in the event that they chose not to pursue annexation this year. City Attorney Wilson replied that would depend on Weber Fire District and the City Council.

Councilmember Saxton clarified the population that Weber Fire District served.

Councilmember Jackson asked about automatic and mutual aid in the event of a widespread disaster. She asked if there would be a benefit to keep resources within Roy City if there was a significant disaster. Chief Clark said that mutual aid would still apply even if Roy City annexed, although it would be more likely for resources to be pulled out of Roy if they joined the district in the event of an unusually large-scale disaster. Chief Williams clarified that mutual aid functioned upon request and could be turned down, unlike automatic aid which could not be denied.

Councilmember Hulbert asked about the role of the Fire Marshal. Chief Williams replied that it was difficult for Roy to keep up with the standards required by that role and he said that it would be easier to meet those standards if they annexed into Weber Fire District. Chief Clark said that Weber Fire had a Fire Marshal, who would serve Roy as well if they joined the district. Councilmember Hulbert asked what would happen to the Roy firefighter's health insurance and vacation days and Chief Clark said that the employees would come into the Weber Fire district's employee packages, although he was unsure of how the transfer over would work.

Mayor Jackson closed the floor for public comment.

D. <u>Adjournment</u>

Councilmember Sphar motioned to adjourn the meeting, Councilmember Hulbert seconded the motion, all present Councilmembers voted "Aye" and the meeting adjourned at 9:35 p.m.

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Ann Jackson
Mayor

Attest:

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Brittany Fowers
City Recorder

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