

Roy City and Riverdale City Annexation

Progress, Readiness, and Next Steps

Date	Purpose
August 2026	Provide the Board with a concise status update on operational, employee, financial, asset, and contract-transition planning.

Overall assessment

The annexation remains on track. The operational model is taking shape, EMS integration is expected to be straightforward, employee transition meetings are beginning, and the preliminary 2027 budget is close to balance without an annexation-driven tax increase. Important due diligence and agreement work remains, but no issue identified to date prevents the District from continuing toward the planned transition.

What the Board Should Know

- Service delivery will be organized around the closest appropriate unit rather than historical city boundaries. Incoming apparatus is expected to remain at its current station during initial implementation.
- The annexation adds four fully staffed ambulances. EMS evaluations are complete, and the incoming equipment is in good condition and generally consistent with Weber Fire equipment.
- The planned operational roster contains 153 positions across the expanded system: 6 Battalion Chiefs, 27 Captains, 27 Engineers, 21 Paramedics, and 72 Firefighters.
- The preliminary personnel model is approximately \$23.38 million. Labor has been estimated conservatively, including Step 11 estimates for vacant positions, while final insurance selections and some related costs remain unknown.
- The working 2027 budget is currently close to balance without a tax increase being required because of the annexation. This remains a preliminary conclusion until remaining costs are finalized.
- Major stations, apparatus, vehicles, trailers, and support equipment have been identified. Final inventories, ownership records, and acceptance documentation are still being assembled.

Current Workstream Status

Area	Current Status
Operations	Closest-unit response concepts are established. Battalion structure, dispatch coordination, automatic aid, and response assignments continue to be refined.
EMS	Evaluations are complete. Four staffed ambulances and compatible equipment should support a relatively smooth integration.
Employees	The Fire Chief will meet individually with every Roy and Riverdale employee during August. A questionnaire will prepare employees to discuss experience, pay placement, assignments, concerns, and career goals.
Staffing and training	The expanded roster and station staffing plan are developed. Rank-specific integration taskbooks and training expectations continue to be finalized.
Finance	Known employees and most annexation labor impacts are included in the preliminary 2027 model. Insurance and remaining operating assumptions are being refined.
Assets and facilities	Three stations and the primary fleet are identifiable. Final schedules will reconcile unit names, VINs, ownership, condition, and intended operational use.

Area	Current Status
Prevention / CRR	Roy and Riverdale workloads and staffing needs have been assessed, and a future prevention structure has been recommended.
Agreements	Staff and counsel are moving toward separate Roy and Riverdale asset and facility transfer agreements so city-specific issues can be handled independently.

Employee Transition

The employee transition is one of the most important parts of the annexation. During August, I will meet individually with every Roy and Riverdale employee. The questionnaire being sent in advance is intended to help employees prepare for those conversations; it is not a final compensation or placement decision.

- Pay-step placement will be evaluated under Weber Fire's time-in-grade approach rather than by automatically matching a city step number to the same District step.
- Employees may identify prior experience or other individual circumstances they believe should be considered.
- Meetings will also address station and shift preferences, willingness to move, unanswered annexation questions, and career goals.
- The information will help integrate personnel across Roy, Riverdale, and existing Weber stations as thoughtfully as possible while meeting operational needs.

Operations and Logistics

The transition appears operationally manageable without a major first-day relocation of apparatus. The initial priority is continuity: staffed stations, working dispatch and communications, access to apparatus and medical supplies, and clear assignments for employees and units.

- The combined fleet includes frontline engines, aerials, ambulances, rescue capability, reserve apparatus, command vehicles, utility vehicles, trailers, and mobile equipment.
- Final inventory work will reconcile unit names and identifiers where the assessments and earlier asset lists use different designations.
- Fleet planning will identify which vehicles are intended for frontline, reserve, specialty, support, or future replacement roles. Detailed repair and cost-allocation discussions will remain in the due-diligence and agreement process.
- The closest-unit model should improve response efficiency by allowing the combined system to use available resources without city boundaries getting in the way.

Major Assets Identified

City	Summary
Roy City	Two fire stations; engines, aerial, ambulances, command and utility vehicles; trailers; UTV/mobile equipment; and an antique apparatus. Additional Ambulance 31, Ambulance 32, and 2024 Transport Ambulance 33 information has been added to the preliminary inventory.
Riverdale City	Station 41; aerial, engine, heavy rescue, reserve ambulance, support and plow vehicles, chief and prevention vehicles, Ranger/UTV, emergency-management trailer, and other mobile equipment.

Near-Term Schedule

Timing	Planned Work
August	Complete individual Roy and Riverdale employee meetings; continue inventory validation, operational planning, and agreement development.
Late August–September	Review city-specific draft agreements, resolve major business terms, complete schedules, and continue budget refinement.
Before October Board action	Complete required legal submissions and bring final agreements and material unresolved issues to the Board.
October	Target Board consideration of annexation and final agreements, subject to legal and operational readiness.
December	Prepare for the planned operational transition and transfer of possession under the final agreements.

Board Role and Next Update

No final asset acceptance or transfer agreement is being requested through this update. Staff will continue due diligence, employee integration, operational planning, and negotiations. The Board should expect future action items when the agreements, final schedules, legal requirements, and material financial terms are ready for consideration.

Recommended direction

Continue the current transition work and contract development, with material risks, unresolved business terms, and final agreements returned to the Board for review and approval.

Key Takeaway

The work is not finished, but the transition is becoming clearer and more manageable. The District has a workable service model, a planned staffing structure, compatible EMS operations, identifiable transfer assets, and a preliminary budget that is close to balance. The next phase is to confirm the details, listen to every incoming employee, complete the agreements, and make sure the District is operationally ready before the transition date.