



**ROY CITY**  
**Roy City Council Work Session**  
**April 28, 2021 – 4:30 p.m.**  
Roy City Council Chambers  
5051 South 1900 West

Minutes of the Roy City Council Work Session held via ZOOM on April 28, 2021 at 5:30 p.m.

Notice of the meeting was provided to the Utah Public Notice Website at least 24 hours in advance. A copy of the agenda was posted.

The following members were in attendance:

Mayor Robert Dandoy  
Councilmember Jan Burrell  
Councilmember Joe Paul  
Councilmember Bryon Saxton  
Councilmember Diane Wilson  
Councilmember Ann Jackson

City Manager, Matt Andrews  
City Attorney, Andy Blackburn

Also present were: City Recorder, Morgan Langholf; Management Services Director, Camille Cook; Public Works Director, Ross Oliver; Parks and Recreation Director, Travis Flint; Fire Chief, Craig Golden; Police Department Representatives Kevin Smith.

**A. Welcome & Roll Call**

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

Mayor Dandoy read the electronic meeting statement related to COVID-19.

**B. Discussion**

1. 5 Year Strategic Plan

Mayor Dandoy began the discussion point by noting this approach would be abridged given most of these planning sessions go on for three or four days. The premise of the conversation was having a good dialogue in which everyone could express their opinion. Mayor Dandoy and City Manager Matt Andrews monitored the discussion. To start off, Mayor Dandoy wanted to clarify the mission and the vision as the primary goal of the meeting was to set up the objectives for this strategic plan. He also emphasized that June was the deadline to create the plan because that's when the budget must be approved. He also urged the body to include absolutely everything they want to see in this budget and strategic planning, so the City has clear goals for the next 12 months and the next five years.

Next he went onto describe the five pillars of the town: community pride, economic development, infrastructure, workforce development, and traffic. He asked the body if they could focus what they think is important into those five pillars, and whether they were too much or not enough.

There was a discussion regarding the pillars as a way of engaging with the community. Mayor Dandoy brought up changes like polishing the website, establishing the City magazine, and establishing better social media as good examples of projects and programs that enhance communication. Another pillar was suggested for housing, and Mayor Dandoy suggested that housing could be included in the infrastructure pillar. It was suggested that communication would technically be a part of community pride. Mayor Dandoy said it did originally.

Councilmember Paul voiced the need to balance citizen relations with government work. It was noted that the mission statement should say “to provide a safe community where people want to live, work, shop, learn, and play,” with safety as another important tenet of the City. City Attorney Andy Blackburn commented that they needed more than just saying they’re a safe community. He wanted to stress they’re also a vibrant community. Mayor Dandoy wanted to take written suggestions from everyone, so they could condense their options and go from there.

Councilmember Wilson stressed the need for teamwork and a distinction between the mission statement and vision statement. Councilmember Paul again noted the obligation of the council to balance employee rights and citizen services. Mayor Dandoy piggy backed off that suggestion and asked if they needed to start a project addressing wages. City Manager Matt Andrews added to what Councilmember Paul was saying and emphasized that human capital was their biggest expense. Mayor Dandoy felt this could be focused on in workplace development – specifically regarding workplace retention.

Regarding the City’s employee turnover rates, Management Services Director Camille Cook said they looked at these retention percentages recently (non-retirements). Ms. Cook read department retention percentages off as follows: police department is at seven percent, streets lost 87.5%, water department is at 40%, development services are 33%, and finances is at 37.5%. The biggest concern was that other cities pay more and that’s why they’re leaving.

Councilmember Saxton said the mission statement is fine, and that they need to redefine the pillars.

Councilmember Wilson asked Parks and Recreation Director Travis Flint how they could address the City’s part-time positions. He responded that they’re biggest issue is not being able to fill their employment quota. He felt some of this was Covid related and some was financial. A year out, he was concerned they would have to change the hours of the aquatics center because of hours.

Mayor Dandoy asked for a vote on the inclusion of a communication and outreach pillar. The Council’s consensus was to add a communication and outreach pillar.

Mayor Dandoy highlighted the police department as an example of employment issues they’ve had. The Roy City Police Department had an issue with being a training ground for other cities’ police departments. He spoke about the time the police department petitioned the City council for higher payments. He noted the problem with this was all the focus went to the police department and the council took hits because no attention was paid to the other departments. Mr. Ross Oliver made a comment saying that when that happened, he received a phone call saying council would “take care of him next year” which he doubted.

Next, they discussed the community pride pillar and asked members to think of programs and projects. Mr. Matt Andrews then led the meeting. He began by stating when he thinks of community pride he thinks of “one town, one school.” He felt their strength as a community was interconnectedness and they should emphasize that strength. He also wanted to review and update their codes. He then opened the floor for comments and questions.

Mr. Ross Oliver asked if he considered clean up as part of community pride. Councilmember Wilson said she felt adding volunteer projects would be beneficial for this pillar to get people involved. An adopt-a-road initiative was suggested, to which Mr. Flint responded that they used to have a similar program but with trails. Mr. Oliver said volunteers would be great, but it could be a big thing for the department. The question was raised as to how the City could encourage community pride to be represented in people’s yards. Different members suggested incentive ideas for yard beautification. Mayor Dandoy suggested pickleball courts to Mr. Flint, and he responded by saying he was working on that plus cleaning and modifying different parks – particularly the old west park. He also asked for more amenities like a bike

trail and skate parks. Additionally, Mr. Flint wanted to create more spaces for general activities and asked for any suggestions from the body and community. Mayor Dandoy responded to concerns about cost saying that spending money on new things can bring business and better the community. Councilmember Ann Jackson asked about sponsorship to pay for these changes to which Mayor Dandoy expressed openness to. Mayor Dandoy asked Mr. Flint about adding bike amenities like rest stops and a bike repair shop along northern trails to which Councilmember Jackson reiterated concerns about money.

Another suggestion was made that businesses within the City being well-groomed could be a good emphasis of community pride. Mr. Flint said there were clearly opportunities to even get certain sports tournaments upstarted. Councilmember Saxton then asked if the new cemetery would go under community pride and if any cemetery revenue could go to Mr. Flint in Park and Rec. Mr. Flint said these costs are isolated to the cemetery. Councilmember Jackson asked if any of these costs are offset. Mr. Flint responded by noting that these costs are but reiterated that they had the right to seek sponsorship for certain events and community projects. When asked if they could take unused aspects of parks and make volleyball courts with designated playing nights, Mayor Dandoy suggested a concert in the park as well. Ms. Camille Cook suggested donations could be helpful for the community in paying for these initiatives along with ushering food trucks to get people to come and stimulate business. Outdoor movies were also suggested. Mr. Matt Andrews brought up an initiative to help offset utility bills of those in need and several body members responded positively.

Mayor Dandoy then changed topics to economic development. Mr. Andrews noted the City was about 70% done with its economic development plan. There was a brief discussion regarding the development of a hotel in Roy, to which Mayor Dandoy mentioned it was on the plan then mentioned that they need an economic development director. He noted that given recently finished developments and new plans to widen highways and expand Utah transportation, several local businesses and residential units will be affected. He asked the body how they plan to manage it and who will lead this management. Councilmember Jackson suggested a payment plan for bringing in management which would start out with a basic wage that would lower each year as more plans came in. With each new plan, management would receive a cut of the revenue in lieu of a larger hourly/salary. She also stressed the need for more internships in the area to get youth involved.

Mr. Matt Andrews went on to discuss infrastructure. He noted they're working towards a three-year increase plan for utilities because of the cost of maintaining water lines. They've also heard from other agencies that increases are likely – particularly in sewer. While he noted the issue has been addressed, it's ongoing. Mayor Dandoy re-emphasized the need to properly change the roads in like with UDOT changes to larger highways.

The conversation shifted to expansion of streetlights which Mayor Dandoy noted was an important aspect of infrastructure. They then went on to discuss parks and recreation infrastructure specifically in the aquatics center. Mr. Flint went through the things that would need to be replaced in the interior; for example, much of the locker rooms need to be replaced. From there they went on to discuss water conservation given the state drought and climate crisis. Mayor Dandoy asked that they not ask citizens to cut back unless Roy City is willing to do the same. He called on the council to construct a plan to conserve water in the City. Given monetary concerns brought up by Councilmember Jackson, the conversation then turned to ways to bring more money into the community.

Mayor Dandoy shifted the conversation to electric and asked the body how they felt about slowly installing charging stations for cars and encouraging electric cars. Fire Chief Craig Golden suggested they start thinking about solar panel for building power as well. Mr. Andrews went through plans for paying for these changes while also paying people for their services. He maintained staying on a salary system and emphasized ensuring costs are recouped. Ms. Camille Cook agreed with Mr. Andrews and emphasized the

importance of salary surveys. She also noted that many government costs like police and fire are supplemented through other sources like sales tax. She also brought up truth in taxation regarding property taxes to best ensure these sources can be paid for. She stressed the need to reform property taxes to create a general fund for salaries and the other projects being discussed. Mayor Dandoy agreed but expressed concern at keeping things equal. Ms. Cook responded by acknowledging the Consumer Price Index (CPI) that is being paid into. She said they could make a request based on their rising utility prices and receive funds there. Mayor Dandoy was open but noted that discussions on Truth in Taxation are to be discussed by the council.

Regarding workplace development Councilmember Wilson wanted to discuss franchising. She noted franchise opportunities are decreasing and asked this be addressed through the budget. Ms. Cook noted that the franchise fees in Roy's budget are actually primarily used for utility companies and associated fees. She said they can only charge six percent in franchise fees and encouraged gaining revenue through taxing the increased utility funds via the franchise fee. She said ideally property taxes, sales tax, and property taxes would be roughly equal to keep revenue steady. Mr. Flint responded by detailing all the opportunities in the parks department. Even jobs as simple as a parks instructor he felt are valuable positions to develop. Mr. Oliver asked about more opportunities in his area. Mayor Dandoy was open to it as long as he put in the time to create a program. Fire Chief Golden also asked for more attention to be paid to his department as they can only currently afford to send one person to paramedic school. He also noted much of the brunt of this cost is felt by the one they send. Councilmember Jackson asked how the plan dovetails with merit when it comes to recruiting high school students for jobs. Mr. Andrews said work opportunities can always be revoked based on behavior.

The conversation shifted to costs attributed to sending firefighters to paramedic school. Councilmember Jackson asked if there was any way for firefighters to pay for it on their own. Fire Chief Golden stated that this wouldn't be possible given they would be a full-time student for nine months, so financing their certification was the best way to guarantee their success. Mr. Andrews chimed in and went through what other cities were planning on doing and how strained some of these departments were because of cost and time to take on staff/training.

Mayor Dandoy asked about suggestions for employee retention versus incentives to onboard new employees. He noted that other cities have retained employees through retirement funds which expand every five years for their employees. He granted the success of these programs. He then went on to reasons why people stay in Roy City: Roy City gives a fair wage and the local leadership cares about workers and citizens. With that said, he felt people tend to leave Roy City because of pay or environment. Mr. Flint affirmed this because he has had people explicitly tell them they're leaving because another City is paying more, but they'll stay if the City will pay them more. He stressed the need to give more benefits moving forward to staff employed by the City.

Mayor Dandoy then moved on to discussing traffic. Mr. Andrews discussed issues of people following the speed limit and felt there might be a need to change the speed limit or install a speed monitor. Mayor Dandoy noted that raising the speed limit on roads that are major arteries, and installing traffic lights could also help these issues. He also stated that finding the funding would be paramount for these initiatives. He detailed some of the places they're putting up lights (by schools, businesses, and generally busy roads). Councilmember Wilson asked who decided why the engineers made the recommendations they did as they are less familiar with the community. Mayor Dandoy noted that council approves these decisions made by engineers. Mr. Andrews went on to discuss how important education is to mitigating traffic violations. Mayor Dandoy went on to discuss the railroad. He went on to discuss how the tracks need to be moved and repaired partially because of congressional reforms.

As the group voted to add a communication and outreach pillar, they went on to discuss this next.

Councilmember Saxton advocated for more transparency between the public and government. Mayor Dandoy noted that the council will have the option to Zoom into meetings versus attend in person. Mr. Andrews added citizens will have the same options to participate electronically. Councilmember Jackson suggested they create an efficient system for their public comments. Councilmember Wilson echoed this and suggested a time limit.

A suggestion was made to have citizens writing down comments and submitting them ahead of time. Councilmember Jackson asked that public comments be on the agenda. Mayor Dandoy agreed with them being on the agenda and having a time limit. Councilmember Jackson felt that public comments create frustration among citizens because they think the council has already made their decision by the time they have the option to make a comment. The conversation shifted, and Mayor Dandoy asked for more comments. Councilmember Paul reiterated the need to work on the website. Councilmember Wilson felt focus groups would be beneficial. Mayor Dandoy felt an open town hall meeting where citizens could voice their concerns in a streamlined fashion would be ideal. Councilmember Paul asked if there was a better way to streamline surveys. Councilmember Wilson encouraged this and any way to involve the community. The conversation shifted to social media and ways to best engage with the community. Mr. Andrews thought archiving through social media would also be helpful. Mr. Flint had minimal comments but recognized the importance of social media in Roy City's outreach. Good public relations were a big priority specifically with how other cities felt about Roy City's crime levels.

Mayor Dandoy opened the floor to final comments. Mr. Andrews suggested meeting again and doing a council presentation. Mayor Dandoy also went into the American Rescue Plan and the money that would be coming to Roy City soon. The money amounted to \$4.4 million, and once he got more clarification, Mayor Dandoy vocalized the desire to allocate those funds. He wanted to schedule time to specifically discuss this once more information was released from the Treasury Department.

Mayor Dandoy thanked the council and the heads of departments present.

C. **Adjournment**

**Councilmember Paul Motioned to Adjourn the City Council Work Session meeting at 5:27 p.m. Councilmember Burrell seconded the motion. All Councilmembers voted "aye." The motion carried.**

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Robert Dandoy

Mayor

Attest:

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Morgan Langholf  
City Recorder

dc: