



Hi, I'm Jeff Young, and I'm running for Mayor of Richmond. The Lions Club held a great Meet the Candidates night. Many of you showed up and asked great questions—But with over 50 online and more written at the event, not every question was able to get asked! Each question matters because it comes from people like you, who care about our town. I'm thankful for that, and I want to answer you. These are the questions that were submitted online. I have grouped them together and if questions were similar, I combined my answers. If you have more questions? Call or email me—I'm an open book!!

Social Activities

- **How do you feel about making the Halloween carnival more affordable for low-income families or families that have multiple kids that want to participate in city activities?**

I love it when our community comes together for events like Black & White Days. As a former city council member, I worked hard to build the city party and supported Black & White Days for many years. However, most city events lose money, meaning resident taxes cover the shortfall. I'm not against community events—they bring us closer—but we must be transparent about costs and ensure they reflect what most residents want their tax dollars to fund. Offering more free events would increase these losses, adding a burden to taxpayers.

- **How will you ensure that Richmond will become a place that young families will want to either stay or move here? So far, there is absolutely nothing here for young families or children?**

When I first ran for city council, my wife, Breanne, and I were raising a young family, and we wanted to bring that perspective to the table. Now, with our kids growing up—time flies! —I'm focused on working with the council to set reasonable fees for community activities, and to strengthen partnerships with nearby cities like Smithfield for services we don't offer in Richmond. I'll also push to involve more young adults in our city's organizations and decision-making processes. Including all age groups is key to understanding everyone's needs and building a stronger Richmond.

- **Pickle Ball Courts: Do you support or not?**
- **What are some options for getting usable, multiple outdoor pickleball courts in Richmond?**

I'm all in for pickleball courts in Richmond! The most cost-effective and practical option is to revamp our current tennis courts, which have seen better days. Let's resurface them for pickleball, add lighting and fencing, and make them open to everyone.



- The city’s recent community events have been larger and more elaborate than in previous years, which many residents have enjoyed. However, there are questions about where the additional funding for these events is coming from and why there has been a sudden increase in scale. Additionally, some residents have noted that communication and advertising for these events have been inconsistent. How would you ensure transparency in event funding and improve outreach so that all citizens feel informed, welcomed, and included in future community activities?
- In the past, the city has had Black & White Days and City Party on a yearly basis. Do you support additional city celebrations at a cost to the Richmond Residents?

Richmond’s traditional events, like Black & White Days and the City Party, bring our community together, and I love that. As mayor in 2021, I saw their value firsthand when signing off on that year’s budget. But here’s the catch: most events run at a net loss, covered by your taxes. That’s not inherently bad—it’s a choice we make as a community to fund what matters. Take Black & White Days over the last five years (excluding city labor costs):

Year Activities Donations Expenses Net

2021	\$8,116	\$13,100	\$25,970	-\$4,754
2022	\$21,607	\$15,950	\$37,205	+\$352
2023	\$21,069	\$18,175	\$48,958	-\$9,714
2024	\$20,697	\$17,383	\$51,888	-\$13,808
2025	\$22,545	\$25,475	\$71,485	-\$23,465

Since 2023, Richmond has taken over more events, directly running most by 2025. This improves structure, control and outcome but drives up costs—likely even more if we include employee hours, which I suspect spiked after 2023. I’m not against events like the Halloween Carnival or Holiday Festival, but we need transparency about their losses. To ease the burden on taxpayers, we should lean on volunteers willing to help, reducing paid staff hours for tasks they can handle. Let’s keep events vibrant but ensure costs align with what residents want to fund.



Growth

- **What is your solution to stopping/curbing the rapid housing developments in Richmond? We all love our small town and want it to stay that way.**
- **Regarding multi-family housing, should it be limited to specific areas or spread out across Richmond City?**
- **As far as keeping the small town feel and rural community setting of Richmond where do you stand with future growth? Are we going to continue the trend of townhomes and apartment buildings? Can our water system handle more housing?**

Growth is a challenge for Richmond. We want to keep our small-town charm while making room for families to grow. If just one family member per household returned to make Richmond their home, our housing needs could double in about 30 years. Planned growth is critical, especially with state laws setting strict legal requirements. Multi-family housing is a more affordable and practical option, but it must be carefully managed and spread across different areas to avoid overcrowding. Thankfully, our water fund, strengthened by impact fees from new residents, is designed to support future growth without burdening current taxpayers. Slow, steady growth is always better than rapid expansion.

- **Richmond has long been home to many families, including those with deep generational roots in the community. What would you say to residents who feel that Richmond is becoming too expensive to live in—especially for younger families or those just starting out? Many citizens believe they're paying some of the highest city bills in the county while receiving fewer benefits in return. How would you address these concerns and work toward greater affordability and value for residents?**

Rising costs of living have hit hard, and even though Utah's close to the national average, we feel it in our city bills. As a small community, Richmond faces unique challenges: fewer homes share the costs of services, unlike larger cities, but we still must follow the same state laws. Compared to similar self-contained communities with their own systems, our costs are about average. One way we control expenses is through our MBR plant. By prioritizing maintenance, we avoid pricey repairs and premature expansions. For example, instead of a \$15 million plant expansion, we invested a couple of million in upgrades, saving millions for taxpayers. Moving forward, I'll ensure we maximize existing infrastructure and carefully assess Richmond's needs to manage growth without burdening residents.



Fees

- **Why continue to penalize Richmond residents that are late each month but try to make a payment with a \$20 fee to deliver a paper to their door? Why not work with them on payments?**

As far as I know the city has plans in place to help with past payments. This sounds like a personal situation that would need more details. Feel free to reach out.

- **Amber: Your promotional materials highlight supporting residents. Why did the Park Community Center's weekend rental increase to \$600 down with your vote as a council member, making it less accessible to the average resident?**
Jeff: Do you support the higher rental fee? If not, what alternative would you propose?
- **The cost to rent city-owned buildings has increased significantly, making it difficult for many residents and community groups to afford their use. Do you agree with the decision to raise these rental rates? If not, what steps would you take to make these public spaces more accessible and affordable for the community?**

As I said at the debate, I disagree with the current \$600 rental rate for the Park Community Building—it's too high. When I was mayor, we acquired this building from the school district. Knowing maintenance would be costly due to its size and to ease the burden on taxpayers, we brought in an excellent company to rent part of the space, which still helps offset city costs. I'll work to lower the rental rate for Richmond residents, ensuring they can afford to use a great community space they already support with their taxes.



Why You For Mayor?

- **Both mayoral candidates, the current mayor, and several city council members are business owners or are employed by businesses that have direct dealings with the city. What is your perspective on the potential for conflicts of interest in these situations, and what specific measures would you take to ensure transparency and prevent such conflicts from arising if elected?**

I believe in supporting local businesses, especially those owned by Richmond citizens who are invested in our community. As the owner of AllTech, a top tech company in Cache Valley, I've worked with many local cities, including Richmond, to deliver quality services. To ensure trust, I support using state required forms for full financial disclosures and to disclose any conflicts of interest. This transparency means local business owners can serve on city council or other roles without issue, strengthening our community with their expertise.

- **Jeff one of Amber's flyers suggests you're either reliving the past or padding your resume. How do you respond to this comment?**
- **Jeff, you've previously served multiple terms on city council and as mayor, and after taking some time away from city politics, you've decided to run again. What motivated your decision to return to public office, and how do you respond to those who suggest it may be more about personal recognition or résumé building than community service?**
- **Why are you Running and Why Should we vote for You**

I love Richmond, just like most of you. My time as mayor and city council member gave me valuable experience to serve our community. In 2020, I contracted COVID-19 and nearly died, leading me to step back from re-election to focus on recovery. Now, I'm healthier, energized, and ready to serve again. Why return? Over the past four years, our mayor and council have worked hard, however, many residents shared concerns about decisions made in our city. After deep reflection and discussions with my wife, Breanne, I decided to run for mayor again. I'm committed to addressing your concerns and building a stronger, more transparent Richmond for all of us.

- **Public office is at times hard and time consuming. How will you balance serving Richmond City while not neglecting your family and personal affairs?**

Family always comes first for me. Running multiple businesses, and serving in my church keeps me busy, but my family are at the heart of everything I do. That won't change. Some say life needs balance, but I see it as a symphony—different elements, like work, faith, and service, ebb and flow, taking precedence at different times. I'll bring this harmony to my leadership, prioritizing our community's needs with the same dedication I give my family.

YOUNG *again* Mayor 2025

- **Politics has become increasingly divided in our country and even within our local communities in recent years. As mayor, how would you work to promote unity and handle differing opinions in a respectful and productive way? And in the spirit of that unity, what do you believe is your opponent's strongest attribute or contribution to this race?**
- **Things feel tense in our nation right now, but also, at times, in our community. What will you do to help foster unity again in Richmond?**
- **Flowing down from a federal level, today's political arena has become divisive and dehumanizing in communities. Unfortunately, even Richmond is being influenced by this rhetoric. What are your concerns about this toxic behavior, and what is your plan to bring more unity and understanding back to our community?**

I try to lead by example with kindness—though my wife, might have me beat there! I value opinions different from my own. At my company, I rely on strong individuals with diverse perspectives. When disagreements arise, I believe in sitting down to talk. This helps us see through someone else's eyes, even if we still hold different views. At the very least, we gain respect for why others feel the way they do. When I served as mayor and on the city council, we had our share of split votes. But when we left those meetings, we still valued each other as people.

I admire my opponent's kind heart and her readiness to step up and help—qualities that strengthen our community.

- **If elected, what steps would you take to put our city on a firmer financial footing?**

When I served as mayor, we faced a tough call: raising taxes for the first time in 40 years to meet critical needs. I'm generally against tax increases, but sometimes they're unavoidable, I do support holding the rate. Now, our job is to ensure those funds are managed wisely. That means avoiding overspending, saving where possible, and investing in projects that benefit Richmond's future. If elected, I'll prioritize fiscal discipline to respect every dollar our residents contribute.



Questions For Amber

- **Amber, there have been reports that some city employees have not been treated fairly or respectfully by members of the administration and elected officials — including allegations of inappropriate or intimidating behavior involving yourself. How do you respond to these concerns, and what steps would you take to ensure a respectful, supportive work environment for all city employees moving forward?**
- **Amber, as a council member, you've stated in a flyer that you worked with the (DUP) on improvements. Did you participate in the firing of two of their longest-serving members?**
- **Amber, you oversaw Black & White Days as a council member. Did you participate in firing (Name Redacted) who has been over the food show for 20 plus years? If so why?**
- **Did you oversee the city changing how booths were run, previously managed independently by the Lions Club?**
- **Amber you signed a letter to the Black & White Cattle Committee removing their long-used tent and reprimanding a board member after this year's black & White. Can you comment on these actions?**
- **Follow up for Jeff, what's your stance on these decisions?**

I read the letter from the mayor and/or council about Black & White Days, and I respectfully disagree with their approach. (When I reached out to some of the council to discuss this letter they were unaware of the letter even though they were included as senders) The city now manages most of this event, which improves organization but can overstep boundaries with our dedicated volunteers and Black & White Days committees. Having worked with these committees for 14 years as mayor and council member, I never saw the need for such a letter. Most issues can be resolved with open conversation, and I'll push for that collaboration to keep volunteers valued and costs, in check.

- **Amber, you've released multiple biographies and statements explaining why you're running for mayor — one of which appeared to directly target your opponent. How do you respond to those who say your campaign is primarily focused on keeping Jeff Young out of office? And why have you chosen to release multiple versions of your campaign message?**
- **For Amber Ervin, in your written bio, you said your main goal for Richmond is to make it a safe place. I would like to ask you to elaborate on that a little more please. What safety issues specifically do you hope to address?**



- **Amber you have highlighted the Park Bench as a key achievement from your time in office. What's the true cost of the Park Bench? What's the financial impact of continuing or maintaining the Park Bench?"**

Park Bench

- **What is your plan for the park bench?**
- **Jeff There are also rumors that you might cancel it. Are these rumors true.**

I've heard the rumor, but let me set the record straight: I've never said I'd cancel Park Bench— I believe it's an important service for our senior citizens. With its \$80,000 budget, I'm committed to transparency about costs while finding ways to keep supporting our seniors. I'll work to ensure Park Bench remains a strong, sustainable program for our community's older adults.

- **The Park Bench senior center is moving to the old city building. Park Bench Members have not been involved in its move or design. Amber is there a reason for this lack of involvement? Jeff, do you have comment**

Park Bench is a good program I'll increase budget transparency to plan wisely for the future. For the building move, I'll involve Park Bench members in the planning, seeking their feedback and participation. They use the space, so their voices matter most.



Management and Personnel

- **How do you handle bullying in the workplace?**

For 20 years, I've enforced a zero-tolerance bullying policy at my company. The rule is simple: if you bully, you're out, no matter your position or title. I'll bring this same commitment to fairness and respect to our community, ensuring everyone's voice is heard in a safe, inclusive environment.

- **This question is for Amber and Jeff. I want to know how you plan to treat city personnel if elected Mayor. I have heard rumors about how (Name Redacted) was treated at the park bench. That she was pushed out, and that there are even audio recordings of her being mistreated. Are you aware of this? How do you plan to move forward?**

I've listened to the recordings and, as I said at the debate, our city's workforce is the youngest in Richmond's history. This youth brings energy but also challenges, like limited training and occasional mistakes. The city recently introduced HR training for the city administrator, with plans to expand it to other staff, as the mayor announced publicly in a council meeting. While not explicitly tied to the recordings or mistreatment, the timing suggests a connection. I'd approach this differently, prioritizing comprehensive staff training to address these issues head on. As I've said, I won't tolerate bullying at any level and will ensure a respectful workplace for all.

- **As a mayoral candidate, how do you view the current administration's treatment of city employees, both current and former? For example, there have been reports of actions such as the removal of a retirement sign recognizing an employee's years of service — how would you address situations like this, and what would your approach be to employee relations if elected?**

This incident did occur that was wrong. Strict adherence to the law should never justify rudeness or disrespect. I did discuss this with the mayor, who acknowledged his mistake and had already apologized to those involved. I will not let my personal feelings about policies ever overshadow our duty to treat citizens, city employees and volunteers with kindness and respect.



- **The previous city manager's responsibilities were reportedly reduced over time and reassigned to the city secretary, who now serves as the current city manager. Many residents have expressed concern that this transition was handled inappropriately and that the current city manager assumed the role despite having limited qualifications. What is your opinion on how this situation was managed, and how would you approach leadership appointments and accountability within city administration if elected?**

When I was mayor, I worked closely with our previous City Administrator, who also held our essential Level III MBR license. Parting ways meant losing both roles, requiring two new hires to fill the gap. We can learn from this. I haven't fully evaluated our current City Administrator, but I'm optimistic about building a working relationship. However, our hiring process needs improvement. As your mayor, I'll champion transparent, fair hiring practices, openly advertising roles and encouraging local employees to apply. This ensures we find the best candidates, gives everyone a fair shot, and builds trust for a stronger Richmond.

- **With Richmond City's recent HR updates, including new training and personnel policies, we're interested in how you, as mayoral candidates, are prepared for executive duties. Please describe your experience managing employee issues, including any leadership roles held in public or private organizations. Share your track record and examples involving hiring, firing, and resolving workplace conflicts.**

For over 20 years, I've owned and managed different businesses, employing diverse individuals and handling everything from hiring to terminations with fairness. As Richmond's former mayor, I was involved in hiring and let go staff members, always aiming to represent our city with integrity. I believe in resolving conflicts quickly, with respect and accountability. As I campaign to serve again, I'll bring this fair, respectful approach to city leadership, ensuring our team reflects Richmond's values.

- **How would you address mistakes made by Richmond City? Can you each provide an example of the city doing things right and one where it could improve?**

When the city makes an honest mistake, we should own it and fix it. As mayor, I faced a sidewalk issue: a homeowner called, frustrated, because a sidewalk that was being replaced by the city was nearly a foot above their yard and driveway. Though engineered, it didn't make sense, and the homeowner was right in this circumstance. We apologized, removed the sidewalk, and installed one at a practical height. I'll ensure we listen to residents' concerns, acknowledge errors, and act quickly.



- **How do you handle conflict with your subordinates?**

With kindness and compassion.

- **Amber as a Council Member you have voted and supported a Payroll budget that is the most it has ever been in Richmond City History. Can you explain why you supported this? Jeff do you support this and if elected would you continue this trend?**

Payroll needs to be closely monitored, as it can easily spiral out of control. Three and a half years ago, Richmond's payroll was \$690,000; now it's nearly \$1.2 million. In my business, I often want more staff but lack funds, so we get creative with solutions. If elected mayor, I'll work with the council to review payroll carefully, applying this practical approach to keep costs in check while supporting our city's team.

- **The Richmond MBR Plant now has two certified Level 3 license holders. Do you have a plan to utilize and retain our first-ever dual Level 3 license option for the plant?**

Congratulations to Brian and Shane for earning their Level III MBR licenses—a challenging achievement that reflects their hard work. Having two Level III license holders is a tremendous asset for Richmond. We must continue to work with both employees to fully utilize their skills and value their contributions. As your mayor, I'll ensure our city supports and retains these talented individuals to strengthen our infrastructure.



Ordinances and Policies

- In recent years, the city has changed its rules for infill development, treating a single lot split the same as a large subdivision. This increases the cost dramatically for inner City Development. Current council members, why did you vote for this change? Non-incumbent candidates, do you support this policy?

I recommend revising Richmond's development policy. While the idea of a consistent policy for all developments is sound, it makes single-lot splits much more expensive, discouraging infill development within our city.

- Opening up our soda trailer here in Richmond we were told we couldn't have a banner. Why is it that the Halloween Carnival, the kids bizarre, and black and white days can have banners but businesses promoting themselves can't have banners? They said it's the city ordinance but if that's the case the city itself should not be exempt from the ordinance. They should be the example. Why are businesses being punished? Why is the city allowing some but not all? This is unjust in the sense that some banners are allowed, and some aren't. I emailed the current mayor and he never responded when we initially were told to take our sign down. How would you handle the situation as mayor?
- Richmond City has significantly changed its enforcement of signage and city right-of-way regulations compared to past administrations. Amber, as a council member, you supported these changes by allowing them, and will you continue or adjust this practice? Jeff, what's your view on this type of enforcement

I disagree with Richmond's current sign ordinance and city right-of-way rules, which are overly restrictive for residents when fully enforced by the city. If elected mayor, I'll prioritize working with the council to revise these rules, ensuring they balance community needs with fairness for all.

- Richmond is a beautiful place as it is; but what are your thoughts/plans for keeping the city and neighborhoods looking fresh, clean and maintained?

Richmond is a beautiful place, and our city grounds shine thanks to our hardworking city staff. Residents often maintain the city's right-of-way areas near their homes in exchange for personal use, fostering a strong community partnership. While concerns arise when some yards aren't maintained as expected, we must respect personal property rights and avoid government overreach. I'd encourage neighbors to pitch in if there's an issue, strengthening our community spirit. Our annual spring cleanup is a great start, and I'd explore adding a fall cleanup too—more effort, but it keeps Richmond stunning and builds pride. I will promote these collaborative efforts to maintain our beauty while respecting residents' rights.



Roads

- **What will you do as mayor to help reduce speeding near school zones?**

Pedestrian safety is a recurring concern in Richmond. One effective solution is to consider raised crosswalks, which enhance visibility and slow traffic. Our current patrolling efforts are strong and will continue. As your mayor, I'll work with the council to explore all practical measures to keep our streets safe for everyone.

Social Media

- **Why do public posts on the Richmond community page get their comments turned off? Freedom of speech is a first amendment right, and this is taking it away?**
- **In a world that's increasingly driven by social media, what is your perspective on city officials engaging with residents through their personal social media accounts? Do you believe public officials have a responsibility to remain approachable and responsive online, or should that communication be limited to official city channels?**

Local politics can be tough, as neighbors and friends often hold differing views. Online platforms are great for sharing information. I always post as myself, but I understand anonymous posts can encourage honest questions without fear of offending others. However, this can be misused or done unkindly. We can't control others, but we can lead with kindness. City employees have the right to personal political beliefs and activities as citizens, but their professional roles demand impartiality in public duties. They can vote and share opinions privately, but they must avoid using public resources, for partisan activities including their time. Unfortunately, this doesn't always happen, even in this election. As your mayor, I'll ensure all city employees understand and follow clear guidelines on political activity.

- **For both mayoral candidates. If you became the subject of public criticism, please share, how you would respond?**

Running for public office means embracing the public eye. You'll never please everyone, and people are always watching. Mistakes can happen, with real consequences, so you must know your values and stay strong under criticism. If you make a mistake, own it and fix it—though it's not always easy. When I served on the city council, I worked with the cemetery committee and maintenance. After a holiday, we cleared graves for mowing and trimming, setting items aside. Some residents were upset, and we faced criticism. By listening and working through differences, not all but some critics became supporters. As your mayor, I'll lead with accountability, learn from feedback, and collaborate to make Richmond better.



The Campaign

- **Non Incumbents.** Since running for office have you attended a council meeting

Yes

- **There have been reports that some candidates were not in favor of the anonymous question format or of allowing tonight's debate to be broadcast publicly. If you're willing, could you share your opinion on this new format and explain why you feel that way?**

I am good with questions however they come in. Each question matters because it comes from people like you, who care about our town. I'm thankful for that, and I want to answer you.

- **Are there any rumors you would like to clear up or clarify?**

Rumors are swirling, and some are pretty wild! I mentioned a few at the debate: I'm supposedly a woman-hater, planning to fire all city staff, going door-to-door badmouthing them, out to ruin my opponent's reputation, set to eliminate Park Bench, wanting everything back to my mayoral days, or pushing for townhomes everywhere. Those who know me know I'm naturally kind and work to resolve issues fairly, not forcibly. I respect my opponent's big heart and genuine care for Richmond. Our city staff are valued and secure. And honestly, I'm way too lazy to go door-to-door—someone's giving me too much credit! As your mayor, I'll focus on unity, fairness, and addressing real concerns with kindness. If you have heard something about me, please reach out to me, I would be happy to answer any question and explain my stance on any issue.