



EAGLE MOUNTAIN CITY COUNCIL BUDGET WORK SESSION MINUTES

MARCH 11, 2025, 3:00 PM
EAGLE MOUNTAIN CITY COUNCIL CHAMBERS
1650 E STAGECOACH RUN, EAGLE MOUNTAIN, UT 84005

ELECTED OFFICIALS PRESENT: Mayor Tom Westmoreland and Councilmembers Donna Burnham, Melissa Clark, Jared Gray, Rich Wood, and Brett Wright.

CITY STAFF PRESENT: Benjamin Reeves, City Manager; Marcus Draper, City Attorney; Kimberly Ruesch, Director of Administrative Services; Tyler Maffitt, Communications Manager; Angela Valenzuela, Human Resource Manager; Brandon Larson, Planning Director; Gina Olsen, City Recorder; Cliff Strachan, Director of Legislative Affairs; Mack Straw, Public Utilities Manager; Vince Hogge, City Engineer; Jeff Weber, Fleet and Facilities/Operations Director; Zac Hilton, Public Services Manager; Brad Hickman, Public Works Director; Michele Graves, Library Director; Kristin Allred, Library Assistant Director; Terrence Dela Pena, Finance/Management Analyst; Carson Stapley, IT Manager; and John Magness, Management and Policy Analyst/Legislative Affairs.

CITY STAFF PRESENT ELECTRONICALLY: Steve Mumford, Deputy City Manager; and Fionnuala Kofoed, Assistant City Manager.

3:00 PM BUDGET WORK SESSION – CITY COUNCIL CHAMBERS

1. CALL TO ORDER

Mayor Westmoreland called the meeting to order at 3:04 PM.

[The recording of the introductions can be found online here at 00:07:26.](#)

2. DISCUSSION OF PROPOSED BUDGET

2.A. Personnel, Operations, & One-time Expenses

Human Resource Manager Angela Valenzuela and Administrative Services Director Kimberly Ruesch reviewed key budget topics regarding personnel including:

- Compensation Plan
- Market Adjustments
- Benefits
- Retirement
- Personnel Requests
- Utah County Sheriff's Contract
- One-Time Expense Requests

A recent salary survey completed by the City was reviewed, comparing its findings against the annual wages of City employees

[The recording of the discussion can be found online here at 00:07:52.](#)

Finance/Management Analyst Terrence Dela Pena then reviewed utility rate scenarios with the City Council that might support additional personnel.

[The recording of the discussion can be found online here at 00:51:50.](#)

Ms. Ruesch reviewed the one-time budget requests. These are not expected to be covered by operating revenues within the year, unless they can support it. Generally, these requests use fund balance in the General Fund and reserves in other divisions.

[The recording of the discussion can be found online here at 01:01:23.](#)

Staff discussed information regarding the potential for a RAP (Recreation, Arts, and Parks) Tax with the City Council.

[The recording of the discussion can be found online here at 01:07:53.](#)

The City Council discussed items that were reviewed, asked questions of clarification, and provided feedback.

[The recording of the discussion can be found online here at 01:23:43.](#)

3. ADJOURNMENT

The meeting was adjourned at 5:04 PM.

[The recording of the adjournment can be found online here at 01:55:56.](#)

Approved by the City Council on March 18, 2025.



Gina Olsen, CMC
City Recorder

