



EAGLE MOUNTAIN SPECIAL CITY COUNCIL MEETING – COUNCIL VACANCY

JANUARY 15, 2026, 5:00 PM
EAGLE MOUNTAIN CITY COUNCIL CHAMBERS
1650 E STAGECOACH RUN, EAGLE MOUNTAIN, UT 84005

5:00 PM WORK SESSION – CITY COUNCIL CHAMBERS

1. WELCOME
2. PLEDGE OF ALLEGIANCE
3. INTRODUCTION / OPENING REMARKS
4. CANDIDATE INTERVIEWS

Candidate names are listed in accordance with UCA 20A-6-110 which can be found on the Master Ballot Position List.

- 4.A. Jones, Jill
- 4.B. Johnson, Jay
- 4.C. Klausmeier, Josh
- 4.D. Strong, Brent
- 4.E. Lane, Mandy
- 4.F. Perez, Benjamin
- 4.G. Huish, Zachory
- 4.H. Ducos, Charlotte

5. DISCUSSION / VOTE

- 5.A. DISCUSSION / VOTE – Discussion and Vote on the Appointment of an Individual to Fill the City Council Vacancy Resulting from the Resignation of Councilmember Jared Gray.
- 5.A. DECLARATION OF INDIVIDUAL – Declaration of Individual to Fill City Council Vacancy Resulting from the Resignation of Councilmember Jared Gray for the Remainder of a Two-Year Term Expiring December 2028.

6. BRIEF RECESS

6.A. BRIEF RECESS - Preparation of the Oath of Office (approximately 10 minutes)

7. OATH OF OFFICE

7.A. OATH OF OFFICE - Administration of the Oath of Office to the Appointed Councilmember

8. CLOSING REMARKS

9. ADJOURNMENT

THE PUBLIC IS INVITED TO PARTICIPATE IN PUBLIC MEETINGS FOR ALL AGENDAS.

In accordance with the Americans with Disabilities Act, Eagle Mountain City will make reasonable accommodations for participation in all Public Meetings and Work Sessions. Please call the City Recorder's Office at least 3 working days prior to the meeting at 801-789-6611. This meeting may be held telephonically to allow a member of the public body to participate. This agenda is subject to change with a minimum 24-hour notice.

The undersigned, duly appointed City Recorder, does hereby certify that the above agenda notice was posted on this 14 day of January, 2026, on the Eagle Mountain City bulletin boards, the Eagle Mountain City website www.eaglemountain.gov, posted to the Utah State public notice website <http://www.utah.gov/pmn/index.html>.

Lacie Messerly
Interim City Recorder



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Jill Susan Jones

(Print Name)

3622 N. Lark Road

Address

916.622.3460

Phone

nbahouse14@yahoo.com

Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.

** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#), no later than 4 p.m. January 14, 2026, or be disqualified.

Jill Susan Jones
Signature of Applicant

Subscribed and sworn to before me by

Jill Jones
(Applicant Name)

on this

5

day of

January 2026



LACIE MESSERLY
NOTARY PUBLIC • STATE OF UTAH
My Commission Expires March 5, 2029
COMMISSION NUMBER 741911

Lacie Messerly
Notary Public / Clerk

Date Received:

January 5, 26

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number: _____

Eagle Mountain City Council – Interview Questions

Please give concise answers to the questions below.

Do not name any specific developers, individuals, or entities in the City.

*****PLEASE ATTACH A PROFESSIONAL RESUME*****

LAND USE:

1. What experience do you have in evaluating land use applications, zoning code, master development agreements and plans, site plans, building plans, and land contracts?

I've had 2 Real Estate classes so far in Real Estate Market (Analysis) and House (units) evaluations.

2. Having studied the state code and Eagle Mountain code for land use, what suggestions do you have to improve the city land use code?

I believe in large lots available for those who want to have farm animals. Smaller lots for lower income families with single family homes of less than 1200 sq. ft.

3. What strategies have you identified in the Eagle Mountain land use code that addresses balanced controlled growth?

As a believer in Small Business and beings for 10 yrs I owned my own small business. I would like to keep Eagle Mountain land use code in place for small business's to thrive here and expand.

4. What strategies would you suggest be implemented to be a good steward of our resources in land planning?

I believe in green space and I would be asking the city and council for more shrubery plants and small trees to divide the lane between moving vehicles along Pony Express. Safety comes first and the "Deer lights" are not adequate.

5. What kind of housing inventory do you feel the city needs right now?

The city could be best served by more single family housing. Where apartments with their inherent "fire danger" and closer lot lines are proven to promote unhealthy conditions, poverty and more property crime.

TRANSPORTATION:

1. What current and planned projects have you studied that the current council has been working on?

- Re-zoning and re-structuring school districts to break up oligarch.
- Transportation (bus services) Public Access.

2. In your words, what funding sources are available for the surface repairs, snow removal and expansion of the following roads? (e.g. Pony Express Parkway, Aviator Avenue, Autumn Drive, Osprey Way, Pine Valley Alley, and Lexi Loop)

UDOT and Independent (1099)
contractors

3. What funding sources are there for new roads between Eagle Mountain and Saratoga Springs?

my senator(s) and local representatives w/o naming names but fed'l law opens up monies for undeveloped or BLM land already - these resources just need to be 'tapped' in to. I know that the 'people' are not too happy with the recent I in property tax.

4. What processes are you aware of that are part of building a new road from start to finish?

Mountain View Corridor this year finished in record time - however for "Safety" there still are no Directional colorful signs and that needs to be addressed ASAP.

- UDOT and city sister Saratoga Springs work Great together with LeHI project managers.

BUDGET:

1. Based on your study of Eagle Mountain's infrastructure needs, what are the needs and how would you prioritize and fund those needs?

The increase in property tax already is taking place come 2-1-2026; however state and fed'l funds (resources) need to be accessed as part of an annuum plan w/ (the budget)

2. What is your understanding of the role of impact fees and user fees in funding city operations?

- Impact: how it directly affects community city @ large

- user of the provided land that's offered to companies I would need more info.

3. What is the role of economic development as it relates to the budget?

I do have a 4 yr degree

in Business Management

slow and steady economic development post infrastructure

and sewer, septic water & water reservoirs seems to be sound principle for economic development

4. What is your stance on yearly cost of living increases and merit increases and how they should be evaluated?

COLA should go hand in hand w/ GDP

- but for personal salary keep ↑ low 2-3% @ year.

5. What areas in the budget have you identified that could be cut in the event of a slowing economy?

personal pay checks annual COLA and ↓ perks.

6. What taxes have an impact on generating revenue for the city's budget? Where can they be used and how are they restricted?

RAP passed and property tax ↑

already. Business Corporations

and LLC's can pay a bit more (slow economy) Interest is going lower now for Business loans = more robust economy.

ADMINISTRATION:

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain city code?

The 6 man city council
Brings proposals and "will of
the residents" - to the mayor
Mayor can be "tie breaker" and manager
is developer fiscally-
minded
for advisor
to mayor and
(should in form
council)

2. How should senior staff and department head positions within the city be filled?

Senior staff should go
through same process
as (this process
and
be vetted)

3. What criteria are your top priorities for evaluating candidates for those positions?

Do they have an interest
in their community @ large
and do they stay informed
with local politics and Bill Ideas
that can move into LAW & ordinances

4. What experience do you have serving on a commission, board, or committee in the public or private sector?

- S.I.P. Board Member (School Improvement Board - CA)
- County Delegate (currently - til March 2026) County of Utah
- PTA member - CA public schools
- Sight Word Buster. CA public schools
- 31+ year ER credentialed CA (Educator, Tutor) Public Teacher

5. What is your approach to building consensus and eliminating contention within the council?

Obey "set" rules for conduct
No speaking out of turn
Regular Gratitude and Appreciation
Get together - Quarterly
Always start meetings with Pledge of
Alliegence - 5 minute Cool Down Breaks
and every member gets their short 1-2 minutes
and members of community gets their 4-5 minutes.

GENERAL QUESTIONS:

1. What real world experience and educational achievements have you accomplished? (This is not limited to a college degree)

* Utah County
(present)
Delegate
elected by
my PEERS

BS Business Management

AA. Liberal Arts General Studies
Compassionate RS advisor

MSAT
CBEST
CLAD
> All passed

Single Mother of 3 LDS missionaries

Instructor: 31+ Educator, tutor, Substitute and private college

2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?

Great Listening skills (former 10+
Small Business
owner)
Great team player
Compassionate & Informed from local

leaders, friends of state (SLC representatives)

one for over → 40+ years - from CA
to Utah.

3. Why do you want to serve on the city council?

I want a great environment,
ecologically sound and Beautiful
and economy for my

youngest son to come home to
after his mission - He is in Bolivia now.

4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?

* Funding *

5. What motivates you to serve your community, and what core values guide your approach to life and leadership?

- Get Involved with local, state and fed'l leaders.

- Volunteer in your community to be of service

- Stay Informed & "Do It"



CANDIDATE CONFLICT OF INTEREST DISCLOSURE FORM

The following disclosures are required to be made by all municipal candidates for the City of Eagle Mountain pursuant to Utah Code Annotated § [10-3-1313](#), § [20A-11-1604\(6\)](#), & [10-3-301.5](#)

If additional space is needed, please use a separate sheet of paper. Per statute, the information provided shall be kept on file with the City Recorder and shall be posted to the City website with links provided to the Lieutenant Governor.

I, Jill Susan Jones, am a candidate for
city council member seat in Eagle Mountain City Municipal
Election.

Jill Susan Jones
dated: January 5, 2026 (No conflict
of interest here)

- 1) *The name and address of each of the regulated officeholder's current employers and each of the regulated officeholder's employers during the preceding year; and for each employer described, a brief description of the employment, including the regulated officeholder's occupation and, as applicable, job title.

Business Name & Address:	Description and Position:
Business Name & Address:	Description and Position:

(*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.)

- 2) For each entity in which the regulated officeholder is an owner or officer, or was the owner or officer during the preceding year: the name of each entity; a brief description of the type of business or activity conducted by the entity; and the regulated officeholder's position in the entity:

Entity Name:	Type of Business or Activity of Entity:
Position with Entity:	
Entity Name:	Type of Business or Activity of Entity:
Position with Entity:	

- 3) **Each individual from whom, or entity from which, the regulated officeholder has received \$5,000 or more in income during the preceding year: the name of the individual or entity; and a brief description of the type of business or activity conducted by the individual or entity:

Individual or Entity Name:	Type of Business or Activity of Individual or Entity:

*(**In making the disclosure described, a regulated officeholder who provides goods or services to multiple customers or clients as part of a business or a licensed profession is only required to provide the information described in relation to the entity or practice through which the regulated officeholder provides the goods or services and is not required to provide the information in relation to the regulated officeholder's individual customers or clients.)*

- 4) For each entity in which the regulated officeholder holds any stocks or bonds having a fair market value of \$5,000 or more as of the date of the disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds: the name of the entity; and a brief description of the type of business or activity conducted by the entity:

Entity Name:	Type of Business or Activity of Entity:
N/A	

- 5) For each entity not listed above in which the regulated officeholder currently serves, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors: the name of the entity or organization; a brief description of the type of business or activity conducted by the entity; and the type of position held by the regulated officeholder:

Entity Name and position held:	Type of Business or Activity of Entity:

- 6) At the option of the regulated officeholder, a description of any real property in which the regulated officeholder holds an ownership or other financial interest that the regulated officeholder believes may constitute a conflict of interest, including a description of the type of interest held by the regulated officeholder in the property:

Description of Property:	Interest Held:

- 7) Name of regulated officeholder's spouse; and *the name of each of the regulated officeholder's spouse's current employers and each of the regulated officeholder's spouse's employers during the preceding year, if the regulated officeholder believes the employment may constitute a conflict of interest;

Spouse Name:	Business Name & Address:
Occupation:	
Occupation:	Business Name & Address:

*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.

- 8) The name of any adult residing in the regulated officeholder's household who is not related to the officeholder by blood; and for each adult described, a brief description of the employment and occupation, if the regulated officeholder believes the adult's presence in the regulated officeholder's household may constitute a conflict of interest;

Name:	Business Name & Address:
Occupation:	
Name:	Business Name & Address:
Occupation:	

- 9) At the option of the officeholder, a description of any other matter or interest that the regulated officeholder believes may constitute a conflict of interest;

Description of Conflict:

By signing below, I acknowledge that the form is true and accurate to the best of my knowledge.

Jill Susan Jones
Signature

January 5, 2026
Date

From: Jill Jones <nbahouse14@yahoo.com>

Sent: Thursday, January 1, 2026 10:56 PM

To: Lacie Messerly <lmesserly@eaglemountain.gov>

Subject: Letter of Application for city council seat from Resident Jill Susan Jones

Caution! This message was sent from outside your organization.

January 1, 2026

Deputy Recorder for City of Eagle Mountain

>From Applicant and Eagle Mountain Resident

Jill Susan Jones

3622 N. Lark Road

Eagle Mountain, Utah

84005

I believe I possess some key qualities in a candidate for this city seat. I am a four year resident and own my house and pay all taxes here. I understand we are a top growing city. Our needs are many and we need to gather our financial resources from beyond the city residents. I'm Representative Of 54th SLC county Kristen Chevier's friend of over 40 years from California. She has passed laws helping to take out dyes and sugary drinks with helping also school lunch programs. She now is laser focused on our meat industry as a watchful eye and to also make sure our cow farmers thrive. I, myself was voted in by my peers to be a County Delegate here. My term ends in March- but not til after the Lincoln Dinner. I've been an Educator for over 32 years. I sat on my children's School Improvement Board and volunteered at their various schools and sports. Whilst in California- I met with Kevin Kiley on Parental Rights bill and he is running for Congress in years end. I hold a Business Management Bachelor's Degree, an Associate Degree in General Studies and I was a small business owner in California for 10 years (Carpet and Upholstery Cleaners). I mainly met all candidates for mayor and school district at The Farmers Market and Tuesday's meetings here. I spoke at California State Capital steps for access to both parents at a major Talley for parental rights. I stay politically active and financially sound. My youngest is Erving an LDS Bolivian mission now. I started a Preschool for him patterned after The Joy School. My passion is children's nutrition, education and expansion of owner start-up businesses. Infrastructure and recreation- key elements with public transit heavily needed-while staying on a annual fiscal budget, but always looking for outside sources to meet the quarterly budget. In my free time I play my piano, tend to my garden and study mathematics. Oh-and I read my scriptures. Since my youngest will be back home in a year it is my wish that he finds our great city still thriving and ecologically inviting.

Thank You for your kind consideration.

Jill Susan Jones

January 1, 2026

Sent from my iPhone



2024 Convention Delegate
April 20, 2024

Jill Jones

House District: 50 Lacrosse Field
Senate District: 11
State Sch. Dist: 10
School Board: Alpine 1



*intro
e mailed to
Jan 1, 2026*

Lacie Messerly
DEPUTY RECORDER

*recorder@
eagle mountain.gov*

801-789-6612 Office
1650 E. Stagecoach Run
Eagle Mountain, UT 84005
lmesserly@eaglemountain.gov



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Jay Richard Johnson

(Print Name)

2212 E Lowe Mtn Circle Eagle Mtn

Address

801 440-2507

Phone

jjfarmer2008@gmail.com

Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

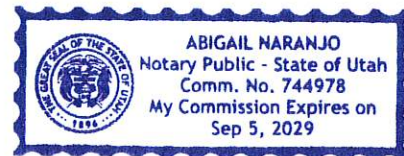
- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.

** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#) no later than 4 p.m. January 14, 2026, or be disqualified.

[Signature]
Signature of Applicant



Subscribed and sworn to before me by Jay Richard Johnson on this 14 day of January 2026
(Applicant Name)

[Signature]
Notary Public / Clerk

Date Received: 1.14.2026

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number: _____

Eagle Mountain City Council – Interview Questions

Please give concise answers to the questions below.

Do not name any specific developers, individuals, or entities in the City.

PLEASE ATTACH A PROFESSIONAL RESUME

LAND USE:

1. What experience do you have in evaluating land use applications, zoning code, master development agreements and plans, site plans, building plans, and land contracts?

I have been in residential and commercial for twenty eight years. I have dealt with landowners, cities, county, and contractors. No experience in land use applications directly. I have helped with all the survey and on site work for the land use applications.

2. Having studied the state code and Eagle Mountain code for land use, what suggestions do you have to improve the city land use code?

Most of the land in Eagle Mtn already has prior entitlements. Hard to legal stop most of that. One suggestion would be to better organize the additional growth. Eagle Mtn still has a lot of canvas. Let's keep it organized

3. What strategies have you identified in the Eagle Mountain land use code that addresses balanced controlled growth?

Increase pressure on developers to upgrade infrastructure when they want to develop. Larger residential lots. Limit high density housing.

4. What strategies would you suggest be implemented to be a good steward of our resources in land planning?

Open space is a critical part of planning. Maintaining wildlife paths and access for hiking, biking, and horseback activities. Water availability for people and business at a reasonable cost.

5. What kind of housing inventory do you feel the city needs right now?

Larger lots with space for people to enjoy Eagle Mtn without their neighbor on top of them. There will always be a need for affordable housing. Lets help keep lots big and cost small when developers are willing to do bigger lots.

TRANSPORTATION:

1. What current and planned projects have you studied that the current council has been working on?

Mid Valley Road Extension
New City Hall / New Base Camp
New Commercial hub in city center including Smiths
RAP Tax
Waste Water expansion
retaining wall issues

2. In your words, what funding sources are available for the surface repairs, snow removal and expansion of the following roads? (e.g. Pony Express Parkway, Aviator Avenue, Autumn Drive, Osprey Way, Pine Valley Alley, and Lexi Loop)

Development Fees
Impact Fees
Federal and State Tax
City and County Budgets

3. What funding sources are there for new roads between Eagle Mountain and Saratoga Springs?

Major road expansion funding comes from a mix of state, federal, and local. UDOT would be the primary for a road of this nature. That takes time and proof to UDOT that it is ~~NECESSARY~~ NECESSARY! MAG is a must to help with proof for needs for funding

Impact Fees
Bonds
Federal Grants

4. What processes are you aware of that are part of building a new road from start to finish?

Land studies	General grading	etc
Wildlife studies	Compaction	
Impact studies	Material hauling	
Funding	asphalt	
Permitting	concrete	
Survey	utility work	
Land clearing	stop light	
Soils analysis	traffic signals	
Contracting		

ADMINISTRATION:

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain city code?

Eagle Mtn is a city. It is managed by a mayor and six council members
The duties of the Mayor and council are

- Law making ie codes
- Budget
- Appointments ie city manager
- Oversight
- Voting

2. How should senior staff and department head positions within the city be filled?

Merit and qualification. Again, we must promote and hire the best qualified team members.

3. What criteria are your top priorities for evaluating candidates for those positions?

Work ethic
Ability / Skill
Tenure
Education
Qualifications

4. What experience do you have serving on a commission, board, or committee in the public or private sector?

4-H program as a leading member
4DX Wig master for Yesco
Young mens group activity committee
President of a small construction Company

5. What is your approach to building consensus and eliminating contention within the council?

Be willing to listen to others ideas and concerns. Listen not hear.
Clearly give my reasons for my ideas without talking down to the rest of the team. Be educated on the subject at hand!

BUDGET:

1. Based on your study of Eagle Mountain's infrastructure needs, what are the needs and how would you prioritize and fund those needs?

Roads - Obvious traffic issues for main in and out traffic
Youth programs - Create more positive outlets for youth.
Public Safety - Increased police presence. Higher fees for speeding

2. What is your understanding of the role of impact fees and user fees in funding city operations?

Growth pays for Growth
they must be used for new work, not fixing existing issues
They are used for large scale infrastructure projects.

3. What is the role of economic development as it relates to the budget?

Economic development creates revenue that funds the budget

4. What is your stance on yearly cost of living increases and merit increases and how they should be evaluated?

It is a tough evaluation. Cost of living goes up, we raise wages, then because we raised wages we have to increase the budget. Then the taxes and means of getting funds has to increase.

Merit increase is a simpler answer. Merit increase is a must. You have to keep and promote the excellent team members.

5. What areas in the budget have you identified that could be cut in the event of a slowing economy?

At the city level cuts would need to be made at the non-vital areas. Much the same as the brain does with blood supply. Keep the vital programs. Decide what can be survived without, even if it may not be comfortable or fun. Parks would be my first area. ^{Less landscape maintenance}

6. What taxes have an impact on generating revenue for the city's budget? Where can they be used and how are they restricted?

Most cities get their money from property tax and sales tax. These cover everyday cost. State law dictates how some of the money is used. Other funds the city has some flexibility with.

GENERAL QUESTIONS:

1. What real world experience and educational achievements have you accomplished? (This is not limited to a college degree)

OSHA 30 cert Actor
Company owner Horse Trainer
Father farrier
Young Mens leader
Certified Welder
Crane Operator

2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?

I bring real world experience. I have many talents and abilities. My best being I have an open mind and I can learn anything. I can use technology but I believe there is still need for personal interaction and hand written thank you notes.

3. Why do you want to serve on the city council?

With the rate of growth EML is seeing I believe there is a need for regular people like myself to stand and serve. I have little qualification for this position, except I am an average guy wanting to help improve his city for my family and friends

4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?

Growth at an accelerated pace. I know I can help because I am willing to listen to people and honestly represent what feedback I receive. We have to upgrade infrastructure faster to keep up with the explosion in growth.

5. What motivates you to serve your community, and what core values guide your approach to life and leadership?

I made a promise to Mayor Gray, Councilmen Gray, at the time that if he became Mayor I would put in for council. More of a joke over a year ago. Jared may not even remember it. I made a promise and even when noone is looking, I do what I promised. Integrity and Honesty. I feel called to serve. If I am not selected I would love to serve in any other position.



CANDIDATE CONFLICT OF INTEREST DISCLOSURE FORM

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If additional space is needed, please use a separate sheet of paper. Per statute, the information provided shall be kept on file with the City Recorder and shall be posted to the City website with links provided to the Lieutenant Governor.

I, Jay Johnson, am a candidate for
City Council in Eagle Mountain City Municipal
Election.

- 1) *The name and address of each of the regulated officeholder's current employers and each of the regulated officeholder's employers during the preceding year; and for each employer described, a brief description of the employment, including the regulated officeholder's occupation and, as applicable, job title.

Business Name & Address: <u>YESCO LLC #605 S Granercy Rd SLC UT</u>	Description and Position: <u>Account Executive</u> <u>Signage bid to Eagle Mtn City</u>
Business Name & Address:	Description and Position:

(*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.)

- 2) For each entity in which the regulated officeholder is an owner or officer, or was the owner or officer during the preceding year: the name of each entity; a brief description of the type of business or activity conducted by the entity; and the regulated officeholder's position in the entity:

Entity Name: <u>Diamond L Concrete</u>	Type of Business or Activity of Entity: <u>Concrete</u>
Position with Entity: <u>President</u>	
Entity Name:	Type of Business or Activity of Entity:
Position with Entity:	

- 3) **Each individual from whom, or entity from which, the regulated officeholder has received \$5,000 or more in income during the preceding year: the name of the individual or entity; and a brief description of the type of business or activity conducted by the individual or entity:

Individual or Entity Name:	Type of Business or Activity of Individual or Entity:
N/A	

*(**In making the disclosure described, a regulated officeholder who provides goods or services to multiple customers or clients as part of a business or a licensed profession is only required to provide the information described in relation to the entity or practice through which the regulated officeholder provides the goods or services and is not required to provide the information in relation to the regulated officeholder's individual customers or clients.)*

- 4) For each entity in which the regulated officeholder holds any stocks or bonds having a fair market value of \$5,000 or more as of the date of the disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds: the name of the entity; and a brief description of the type of business or activity conducted by the entity:

Entity Name:	Type of Business or Activity of Entity:
N/A	

- 5) For each entity not listed above in which the regulated officeholder currently serves, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors: the name of the entity or organization; a brief description of the type of business or activity conducted by the entity; and the type of position held by the regulated officeholder:

Entity Name and position held:	Type of Business or Activity of Entity:
N/A	

- 6) At the option of the regulated officeholder, a description of any real property in which the regulated officeholder holds an ownership or other financial interest that the regulated officeholder believes may constitute a conflict of interest, including a description of the type of interest held by the regulated officeholder in the property:

Description of Property:	Interest Held:
N/A	

7) Name of regulated officeholder's spouse; and *the name of each of the regulated officeholder's spouse's current employers and each of the regulated officeholder's spouse's employers during the preceding year, if the regulated officeholder believes the employment may constitute a conflict of interest;

Spouse Name: <i>Jamie Johnson</i>	Business Name & Address:
Occupation: <i>Home maker</i>	_____
Occupation:	Business Name & Address:

*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.

8) The name of any adult residing in the regulated officeholder's household who is not related to the officeholder by blood; and for each adult described, a brief description of the employment and occupation, if the regulated officeholder believes the adult's presence in the regulated officeholder's household may constitute a conflict of interest;

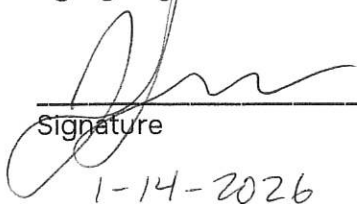
Name: <i>N/A</i>	Business Name & Address:
Occupation:	
Name:	Business Name & Address:
Occupation:	

9) At the option of the officeholder, a description of any other matter or interest that the regulated officeholder believes may constitute a conflict of interest;

Description of Conflict:

N/A

By signing below, I acknowledge that the form is true and accurate to the best of my knowledge.


 Signature

 1-14-2026
 Date

FW: City Council Vacancy

From Chas Glenn <CGlenn@eaglemountain.gov>
Date Wed 1/7/2026 12:23 PM
To Lacie Messerly <lmesserly@eaglemountain.gov>



Chas Glenn
EXECUTIVE ASSISTANT

801-789-6603
EAGLEMOUNTAIN.GOV

This e-mail may contain information that is confidential, proprietary, or "non-public personal information". The Confidential Information is disclosed conditioned upon your agreement that you will treat it confidentially and in accordance with applicable law, ensure that such data isn't used or disclosed except for the limited purpose for which it's being provided and will notify and cooperate with us regarding any requested or unauthorized disclosure or use of any Confidential Information.

From: Jay Johnson <jay@yesco.com>
Sent: Tuesday, January 6, 2026 6:34 PM
To: Mayor <Mayor@eaglemountain.gov>
Subject: City Council Vacancy

Caution! This message was sent from outside your organization.

[Allow sender](#) | [Block sender](#) | [Report](#)

Letter of Interest: City Council Vacancy

To: Mayor and Eagle Mountain City Council From: Jay Johnson Date: January 6, 2026 Subject: Application for City Council Vacancy

Dear Mayor and Members of the City Council,

Please accept this letter as formal notification of my interest in the current vacancy on the Eagle Mountain City Council. As a resident of Eagle Mountain for the past **six years**, I have watched our community grow with great pride, and I am eager to contribute my time and professional expertise to ensure our city continues to thrive.

My background provides a unique and practical perspective that I believe is vital for our rapidly developing city:

- **28 Years of Construction Experience:** I have a deep, technical understanding of infrastructure, land use, and the complexities of large-scale development. I know what it takes to build things right the first time and how to manage the practical challenges of growth.
- **Commitment to Smart Growth:** Having lived here for six years, I understand the specific needs of our neighborhoods. I am committed to balanced development that respects our rural heritage while providing the modern amenities and infrastructure our residents deserve.
- **Problem-Solving Mindset:** My decades in the construction industry have taught me how to work with diverse teams, manage budgets, and find efficient solutions to complex problems—skills I am ready to apply to city governance.

I love Eagle Mountain and am dedicated to its future. I welcome the opportunity to discuss how my experience can support the Council's goals and serve the citizens of our great city.

Thank you for your time and for your service to our community.

Sincerely,

--



Custom Electric Signs.

JayJohnson

Account Executive

1605 S Gramercy Road
Salt Lake City, UT 84104

801-440-2507 **CELL**

#YESCO100YEARS



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Josh Klausmeier

(Print Name)

3445 E Ridge Route Road W3 Eagle Mountain Utah 84005

Address

8015500968

josh.klausmeier@gmail.com

Phone

Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

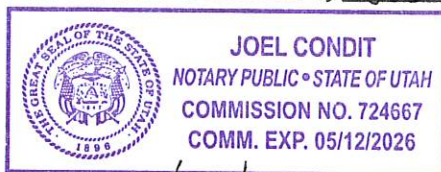
* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.

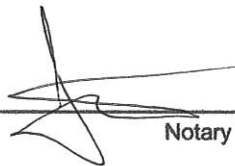
** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#), no later than 4 p.m. January 14, 2026, or be disqualified.


Signature of Applicant

Subscribed and sworn to before me by Josh Klausmeier on this 8th day of January 2026.
(Applicant Name)





Notary Public / Clerk

Date Received: 01/08/2026

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number: _____

ADMINISTRATION:

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain city code?

In Eagle Mountain's Council-Manager government, the City Council (including the Mayor) holds legislative and po power, sets the budget, and enacts laws, with the Mayor presiding and acting as chief executive/spokesperson, vo Manager, appointed by the Council, handles daily operations, implements policies, prepares the budget, hires staf Council, acting as the administrative head

2. How should senior staff and department head positions within the city be filled?

Senior staff and department heads should be filled by the most competent person available for the job this is not 1 but a leader that can understand his team as well as motivate. Department heads should be well versed in the area but more in tuned with the people they are overseeing.

3. What criteria are your top priorities for evaluating candidates for those positions?

When evaluating candidates for leadership positions I set my criteria on do they know how to do the job they are being asked to do? Are they a good leader embracing a team rather than creating chaos on the team? How do they respond to feedback can they take opinions from others or are they better suited for staying at a team level. Can they come up with new ideas and create an environment of positivity. Are they experienced in all levels of the department they are overseeing.

4. What experience do you have serving on a commission, board, or committee in the public or private sector?

I have served on several commissions and boards in law enforcement as well on multiple committees in the private sector

5. What is your approach to building consensus and eliminating contention within the council?

I always approach any council or board with active listening and understanding while also ensuring that we listen to all opinions. For city council members listening to each other and learning to understand each other's points is essential in good governance. While opinions may very common ground can always be found and working together to create a better future should always be the goal.

GENERAL QUESTIONS:

1. What real world experience and educational achievements have you accomplished? (This is not limited to a college degree)

I was in the army when I was younger with two combat deployments leading soldiers overseas and commanding my own department. I started off in the private sector bringing new operations online and leading departments before I became a police officer and from the bottom to the top I rose in rank while also staying humble in why I joined. I started my own business and have successfully built up a private company. I have a bachelor's degree in history and associate's in criminal justice along with multiple police certifications in leadership investigations management working with the public as well as private sector certifications in leadership management human resources

2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?

I have the ability to listen and evaluate what is being said while also being able to speak to people in a way that makes them feel heard. I can evaluate a plan and look not only at the initial plan but what future concerns might appear so as to head them off before they become a problem. I look at a budget as both a tool for improvement as well as how well we are doing. I can receive criticism without becoming confrontational and understanding that when people are upset there is a reason so let's try and fix the problem.

3. Why do you want to serve on the city council?

I have lived in Eagle Mountain for the last 15 years and have paid attention to the city growth and development with running my own business I now have the ability to be involved with the future of our city in keeping it the best place to live in Utah.

4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?

Our main challenges faced is our infrastructure to growth ratio. We need to have the proper infrastructure to accommodate the rapid growth we are facing. This also includes environmental policies with water usage, energy, and open land. I not only bring in perspectives of living and working in Utah both private and public safety but working across the United States and the world. I have seen what can happen when a city lets itself fall apart and not preparing for the future. As well as cities that understood how to plan and create a better environment. I have lived in and spoken with those who want to see a better city understanding their needs and the needs of our neighbors.

5. What motivates you to serve your community, and what core values guide your approach to life and leadership?

I always approach anything I do in life with the philosophy of making it better than they way you received it our community is no different I want a better place for my children and neighbors and the only way to do that is to create one. My core values consist of honesty, integrity, selfless service, leadership, and duty.



CANDIDATE CONFLICT OF INTEREST DISCLOSURE FORM

The following disclosures are required to be made by all municipal candidates for the City of Eagle Mountain pursuant to Utah Code Annotated § [10-3-1313](#), § [20A-11-1604\(6\)](#), & [10-3-301.5](#)

If additional space is needed, please use a separate sheet of paper. Per statute, the information provided shall be kept on file with the City Recorder and shall be posted to the City website with links provided to the Lieutenant Governor.

I, Josh Klausmeier, am a candidate for
City Council in Eagle Mountain City Municipal
Election.

- 1) *The name and address of each of the regulated officeholder's current employers and each of the regulated officeholder's employers during the preceding year; and for each employer described, a brief description of the employment, including the regulated officeholder's occupation and, as applicable, job title.

Business Name & Address: Utah County Constable Klausmeier 3445 E Ridge Route Rd W3 Eagle Mountain Utah 84005	Description and Position: Chief executive officer overseeing and running constables serving Utah County and surrounding areas.
Business Name & Address:	Description and Position:

(*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.)

- 2) For each entity in which the regulated officeholder is an owner or officer, or was the owner or officer during the preceding year: the name of each entity; a brief description of the type of business or activity conducted by the entity; and the regulated officeholder's position in the entity:

Entity Name: Utah County Constable Klausmeier	Type of Business or Activity of Entity: Owner/CEO constable and off duty security
Position with Entity:	
Entity Name:	Type of Business or Activity of Entity:
Position with Entity:	

- 3) ****Each individual from whom, or entity from which, the regulated officeholder has received \$5,000 or more in income during the preceding year: the name of the individual or entity; and a brief description of the type of business or activity conducted by the individual or entity:**

Individual or Entity Name:	Type of Business or Activity of Individual or Entity:
Utah County Constable Klausmeier	Constable and off duty security

*(**In making the disclosure described, a regulated officeholder who provides goods or services to multiple customers or clients as part of a business or a licensed profession is only required to provide the information described in relation to the entity or practice through which the regulated officeholder provides the goods or services and is not required to provide the information in relation to the regulated officeholder's individual customers or clients.)*

- 4) **For each entity in which the regulated officeholder holds any stocks or bonds having a fair market value of \$5,000 or more as of the date of the disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds: the name of the entity; and a brief description of the type of business or activity conducted by the entity:**

Entity Name:	Type of Business or Activity of Entity:

- 5) **For each entity not listed above in which the regulated officeholder currently serves, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors: the name of the entity or organization; a brief description of the type of business or activity conducted by the entity; and the type of position held by the regulated officeholder:**

Entity Name and position held:	Type of Business or Activity of Entity:

- 6) **At the option of the regulated officeholder, a description of any real property in which the regulated officeholder holds an ownership or other financial interest that the regulated officeholder believes may constitute a conflict of interest, including a description of the type of interest held by the regulated officeholder in the property:**

Description of Property:	Interest Held:

- 7) Name of regulated officeholder's spouse; and *the name of each of the regulated officeholder's spouse's current employers and each of the regulated officeholder's spouse's employers during the preceding year, if the regulated officeholder believes the employment may constitute a conflict of interest;

Spouse Name: Courtnee Klausmeier	Business Name & Address: Gold Cross Ambulance 762 S Redwood Rd Salt Lake City Utah
Occupation: Paramedic	
Occupation:	Business Name & Address:

*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.

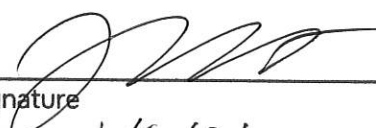
- 8) The name of any adult residing in the regulated officeholder's household who is not related to the officeholder by blood; and for each adult described, a brief description of the employment and occupation, if the regulated officeholder believes the adult's presence in the regulated officeholder's household may constitute a conflict of interest;

Name:	Business Name & Address:
Occupation:	
Name:	Business Name & Address:
Occupation:	

- 9) At the option of the officeholder, a description of any other matter or interest that the regulated officeholder believes may constitute a conflict of interest;

Description of Conflict:

By signing below, I acknowledge that the form is true and accurate to the best of my knowledge.



 Signature

1/8/26

 Date

To: Mayor Gray and 2026 EMC Council

January 8, 2026

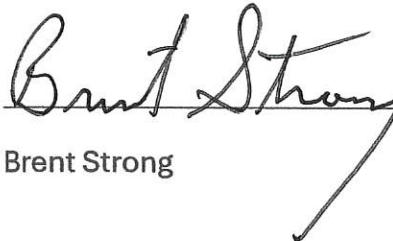
My name is Brent Strong and I am interested in the City Council Seat that is open at this time. I have lived in Eagle Mountain for over 8 years and have served on the EMC Planning Commission for 4 years, 1 year as an alternate and 3 years as Commissioner. I have just been appointed as Commissioner for a new 3 year term.

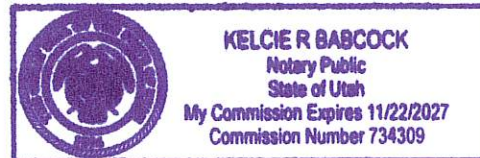
I was born and raised in Lehi and Lived in Northern Utah County my whole life. I lived in Highland for over 30 years and have seen it grow from a shall rural community to a large city. I have a strong interest in contributing to the future of the area. I have also seen in my opinion the positive moves and the negative that they have made through the years.

I bring 45 years of management experience with 30 years in senior management positions. I have been elected to several senior level positions in volunteer organization. I am currently retired so I have time to give back for the help and guidance I have been given through my career.

I Have attached a copy of my resume for more details of my background

Thanks for your time and consideration


Brent Strong




Notary

BRENT F. STRONG
9731 North Cedar Pass Road
Eagle Mountain, Utah 84045
801-602-8254

Professional Profile

More than 30 years in manufacturing, most of it in supervisory, engineering and management positions and 13 years in Sales and Marketing. in a career marked by continued assignments of trouble shooting and efficiency improvement. Specific assignments have included:

- Ten years a Regional Manager, Develop Sales and Marketing strategies and grow the regional sales of Plastic processing equipment This required working with National/Regional Supplier Management to Provide Technical Sales support to customers in the Region. This has generated consistent sale growth over the last 9 years.
- Five years as a General Manager/Director of Operations with responsibility for operations, quality, engineering, design, financial and sales for 2 custom mold making and molding facility. Four years of this was focused on medical products and included a 1-year increase in sales by 1M and profitability by 650K. Set up and manage a complete manufacturing facility.
- Three years as Factory Manager in two separate facilities in positions requiring innovative approach to reducing overhead and product cost. One required the implementation of Information Systems (IS). The other, required overseeing changes in equipment purchases and operations that resulted in cutting overhead by 25%.
- Eight years a Manufacturing Manager for a major medical products manufacturer with responsibilities for overseeing the efforts of 200 plus employees and a budget of \$6.5 million.
- Four years a Manager, Sales and Marketing, developed and implemented a sales plan to add medical device manufactures to the company's customer base. This resulted a new 1 M a year customer base for a 3.5 M custom molder.
- Thirteen years in Engineering as a project manager, manufacturing engineer and design engineer for a major medical products manufacturer.
- One year as a trouble-shooter in Buying and Planning.
- Three months in an overseas assignment in Ireland as an operations efficiency consultant and management trainer.

My management skills are based on a background of hands-on experience as a senior manager, project engineer, product design engineer, manufacturing engineer, mold designer, mold-maker, and literally thousands of hours of training of a variety of individuals in both manufacturing crafts and management techniques. It is a background that has given me unusual flexibility as a manager.

Experience Summary

Turner Group, Salt Lake City, Utah [2011 – December 31, 2020]

Regional Sales Manager for the intermountain Region which includes {Utah, Colorado, Wyoming, and Southern Idaho} Accepted responsibilities to develop Sales and Marketing strategies and grow the regional sales of Plastic processing equipment which includes {Molding Machines, Extrusion Lines, Material/Water Systems, Auxiliary Equipment, Robots/Automation and Screw and Barrel Assemblies}. This required working with National/Regional

Supplier Management to Provide Technical Sales support to customers in the Region. This has generated consistent sale growth over the last 10 years.

HARRIS PRECISION MOLD, UTAH DIVISION, Salt Lake City, Utah [2006 – 2010]

General Manager/ Director of Operations [2002 to 2006]. Accepted a position of responsibility to start a new mold making division in Utah. This included identification and set up of a new facility, identify the requirements and purchase new and used equipment, Identify and hire personnel, Develop a customer base, design and implement a quality system. Ongoing responsibilities include operations, engineering, mold design and development, personnel, sales, quality, financial, customer service, purchasing, and facilities.

TEK TOOL AND PLASTICS, Logan, Utah [2002 – 2006]

Sales and Marketing Manager [2002 to 2006]. Accepted a position of responsibility for a 3.5 M a year custom molding facility that included sales, marketing, engineering, operations, and quality. Developed and implemented a sales plan to add medical device manufactures to the company's customer base. This resulted in a new 1 M a year customer base.

PROMOLD CUSTOM MOLDING, Salt Lake City, Utah [2001 – 2002]

General Manager/Director of Operations [2001 to 2002]. Accepted a position of responsibility for a 3.5 M a year molding facility which included operations, quality, financial and sales. In this position in, I developed and implemented a business plan that improved profitability from a -650 K loss in 2001 to a projected breakeven year in 2002.

UTAH MEDICAL PRODUCTS INC., Salt Lake City, Utah [1979 to 2001]. Eight positions in a career marked by continued advancement to greater responsibility and authority culminating with assignments requiring the successful implementation of improved quality and efficiency measures.

Mold Maker [1979 to 1983]. Began Utah Medical in a position that required close tolerance machine work in the manufacture of plastic injection molds and tool and die work for production equipment.

Mold Designer [1983 to 1985]. Promoted to a position in which I was responsible for the design and development of new products and the transfer of products from engineering to manufacturing.

Manufacturing Engineer [1985 to 1986]. Promoted to a position in which I was responsible for the design and development of new products and the transfer of products from engineering to manufacturing. Included in my responsibilities were the design of equipment, verification of processes (process engineering) and writing supporting documentation.

Manufacturing Manager [1986 to 1994]. Promoted to a position that included total responsibility for manufacturing operations, facility maintenance, manufacturing maintenance, manufacturing technical support, and plant securing. This required the supervision of 10 supervisory personnel and 250 employees in a manufacturing operation with an annual combined budget of \$6.5 million. Specific achievements included implementing a concept of world-class manufacturing that was directly related to a 25% reduction in scrap in 1992.

Factory Manager [1994 to 1996]. Promoted to a position in which I was responsible for the OB/GYN Operations Group. Responsibilities included

Management of purchasing, planning, engineering, maintenance, and manufacturing

As well as overseeing the activities of four Supervisors, four Engineers, four Buyer/Planners, and two Maintenance Technicians. The department was operated as a "focus factory" designed to reduce overall operating costs by focusing on the different operational disciplines to change the factory approach to manufacturing. Other responsibilities included working as Work Order Module Captain in the implementation of a new Information System, a responsibility that involved implementation, validation, and training employees in the use of that system.

Factory Manager [1996 to 1997]. Transferred to a position of responsibility for the molding department in which I oversaw the activities of two Supervisors, three Mold Makers, one Machinist, and 15 molding support personnel working on three shifts. My specific responsibility was to find a solution to operating costs that were escalating faster than profits. By making procedural changes in the molding and die shops, I was able to reduce operating costs by 20%.

Buyer/Planner Supervisor [1997 to 1998]. Transferred to a position in which my responsibilities were centered on reducing inventory and increasing efficiency in both purchasing and planning. Implement a system that significantly reduces inventory while maintaining manufacturing flow.

Buyer/Planner Supervisor [1998 to 2001]. Responsible for key projects focused on process improvement, cost saving, and acquisitions. Accomplishments include 200 K per year by increased utilization of internal molding. Transfer of a new neonatal product lines to manufacturing after acquisition. Design, development and validation of internal built replacement components for existing product lines.

HEINHOLD ENGINEERING AND MACHINE, Salt Lake City, Utah [1975 to 1979]. Two positions as summarized below.

Shift Foreman [1978 to 1979]. Supervised up to 15 Machinists. **Journeyman Machinist** [1975 to 1978].

Education:

University of Phoenix, Completed a course in Total Quality Management [1990 to 1991]

Utah Valley Community College, General Education [1982 to 1985].

Salt Lake Community College Completed a Utah State Machinist Apprenticeship Course.

Affiliations:

Planning Commission: Eagle Mountain City, 6 months alternate, 3 years Commissioner Just appointed for 3 more years

Society of Plastic Engineering: Vice President of the International Executive Committee, Chair of the Council committee of the whole and several committee chair positions,

Society of Plastic Engineers Great Salt Lake Section: President, technical conference chair, Board member

Missouri Fox Trotting Horse Breed Association: Board member of the international Committee, Chair of the International Versatility Committee

Utah Fox Trotting Horse Association, President, Board Member.



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Mandy Lane
(Print Name)

1830 E Cedar Trails Way E.M. UT 84005
Address

(313) 480-9399
Phone

mandylane038@gmail.com
Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.

** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#) no later than 4 p.m. January 14, 2026, or be disqualified.

Mandy Lane
Signature of Applicant

Subscribed and sworn to before me by Mandy Lane on this 12 day of January 2026
(Applicant Name)



Stephanie Allred
Notary Public / Clerk

Date Received: January 12, 2026

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number

Eagle Mountain City Council – Interview Questions

Please give concise answers to the questions below.
Do not name any specific developers, individuals, or entities in the City.

*****PLEASE ATTACH A PROFESSIONAL RESUME*****

LAND USE:

1. What experience do you have in evaluating land use applications, zoning code, master development agreements and plans, site plans, building plans, and land contracts?

I have experience working with developers through my job at two different financial institutions, where I helped facilitate financing for land acquisition. In addition, I worked closely with a civil engineer on land-use feasibility and analysis for a commercial retail property in Saratoga Springs. As a small business owner, I am also familiar with the codes and regulatory requirements associated with operating a business from my home.

2. Having studied the state code and Eagle Mountain code for land use, what suggestions do you have to improve the city land use code?

After reviewing both state and EM land-use codes, I believe the city would benefit from greater flexibility. In particular, I would support more adaptive codes and a willingness to consider conditional uses for commercial businesses. As our city continues to grow both residentially and commercially, it's important that we approach land-use decisions with a "how do we get to yes?" mindset—while still prioritizing the community's best interests and preserving the character of EM. I believe this balanced flexibility would have a positive impact, especially in terms of attracting development and increasing local revenue. Side note to this- There's also a clear need for stronger code enforcement, particularly with respect to street conditions. Several neighborhoods in CC currently fall short of established code standards, creating concerns related to public safety.

3. What strategies have you identified in the Eagle Mountain land use code that addresses balanced controlled growth?

The code manages controlled growth through clearly defined zoning districts, as well as the use of master-planned and overlay zones. It establishes infrastructure standards to ensure that roads and utilities keep pace with development, while also preserving open space requirements. It is critical that we do not outpace our

supporting infrastructure. Ruby Valley is one example of a residential area that promotes housing diversity and supports balanced, sustainable growth.

4. What strategies would you suggest be implemented to be a good steward of our resources in land planning?

It is important that we encourage mixed-use development in appropriate locations while continuing to preserve open space and remain mindful of wildlife impacts. Rather than converting existing open spaces into traditional parks, I would support the creation of natural, usable areas that maintain the integrity of the landscape. For example, developing small mountain bike trails, or walking paths, using native landscaping would provide recreational opportunities with minimal environmental impact and no water requirements.

5. What kind of housing inventory do you feel the city needs right now?

Eagle Mountain would benefit from a more diversified housing supply, particularly entry-level homes such as smaller-lot single-family homes. While I generally prefer lower-density development, I recognize that there is market demand for high-density housing options as well. Maintaining a balanced approach is important to ensure the development of sustainable, well-planned neighborhoods that meet a range of housing needs.

TRANSPORTATION:

1. What current and planned projects have you studied that the current council has been working on?

Transportation projects include the development of Mid Valley Road to provide an additional east-west travel option and help relieve congestion. There are also plans for a connection to Wildflower in Saratoga Springs to link with the Mountain View Corridor, along with continued extension of the Mountain View Corridor itself. Additionally, the establishment of a Park-and-Ride facility to support commuter traffic and lessen congestion.

2. In your words, what funding sources are available for the surface repairs, snow removal and expansion of the following roads? (e.g. Pony Express Parkway, Aviator Avenue, Autumn Drive, Osprey Way, Pine Valley Alley, and Lexi Loop)

Funding for the Pony Express corridor is derived from a combination of City resources, UDOT contributions, and MAG funding. Local street improvements and maintenance are primarily funded through City revenues, including impact fees and B&C funds. In addition, I would support greater use of Special Assessment Resolutions as a funding mechanism to address problematic intersections and necessary road repairs.

3. What funding sources are there for new roads between Eagle Mountain and Saratoga Springs?

Based on discussions I've had with people directly involved, from both Eagle Mountain and Saratoga Springs, my understanding is that these projects will be funded through a combination of funding from both cities, along with UDOT, MAG, and impact fees. In my opinion, a more detailed funding plan will be developed following completion of the land acquisition.

4. What processes are you aware of that are part of building a new road from start to finish?

The level of City Council involvement depends on the source of funding. Roads constructed by developers within their own developments generally do not require further City Council action beyond the initial plan approval. For City-funded or jointly funded roadway projects, City Council involvement typically includes evaluating funding feasibility, reviewing planning assessments, overseeing engineering and design, approving plans with consideration of all relevant data and environmental impact studies, reviewing final designs, authorizing funding, and ultimately approving construction of the roadway.

BUDGET:

1. Based on your study of Eagle Mountain's infrastructure needs, what are the needs and how would you prioritize and fund those needs?

My priorities for the city focus on both infrastructure and community well-being. First, ensuring that our roads support efficient traffic flow and pedestrian safety is critical. This is followed by the maintenance and expansion of water and sewer systems, which are currently active projects, as well as wildlife and animal conservation efforts. While not strictly infrastructure-related, public safety and advocacy also require careful budget planning. It is important to closely monitor crime trends, with particular attention to domestic violence, sexual assault, intimate terrorism, and mental health-related incidents. Preparing for the eventual establishment of a city police force is a near-future need, and proactive budgetary planning is essential. Funding for these initiatives comes from a variety of sources, including city revenues, MAG contributions, impact fees, state and federal funding, user fees, and grants. I would also like to see the city expand partnerships with nonprofit organizations and other external funding sources to maximize resources and community impact.

2. What is your understanding of the role of impact fees and user fees in funding city operations?

Impact fees are collected from developers and builders to support the expansion of infrastructure necessary to accommodate growth. **User fees** are charged directly to individuals or businesses for specific services they utilize. Together, these funding mechanisms help reduce the city's reliance on general tax revenues while providing dedicated resources to support essential city operations.

3. What is the role of economic development as it relates to the budget?

Economic development is essential to the city's financial health; without it, the budget would rely almost entirely on taxes and user fees.

4. What is your stance on yearly cost of living increases and merit increases and how they should be evaluated?

Cost-of-living adjustments ensure that compensation keeps pace with inflation, while merit increases are tied to individual performance. Both should be carefully evaluated using data to maintain balance and fairness, while supporting responsible budgeting practices.

5. What areas in the budget have you identified that could be cut in the event of a slowing economy?

In my view, any non-essential expenditures should be cut if there is a reduction in the budget due to a slowing economy. Such decisions must be carefully evaluated and thoroughly discussed, with input from our citizens being a critical component of the process.

6. What taxes have an impact on generating revenue for the city's budget? Where can they be used and how are they restricted?

Property taxes serve as a primary source of funding for general city operations. **Sales taxes** generate revenue that supports a wide range of city services, sometimes earmarked for specific purposes. **Franchise and utility taxes** are applied to various services provided within the community. **Impact fees** are collected to fund infrastructure improvements and accommodate growth, while the recently implemented **RAP tax** is specifically designated for recreation, arts, and parks.

ADMINISTRATION:

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain city code?

The **City Council** serves as the legislative body, responsible for adopting the budget, passing ordinances, setting policy, and representing the interests of the community. The **Mayor** acts as the presiding officer, providing leadership to the council and serving as the city's public representative. The **City Manager**, appointed by the council, oversees day-to-day operations, implements council policies, manages city staff, and ensures the efficient functioning of city government. This form of government, established by state and city code, is designed to clearly separate policy-making from administration. This separation is essential for promoting professionalism, accountability, and effective governance.

2. How should senior staff and department head positions within the city be filled?

I would like to see Eagle Mountain adopt a structured hiring process that includes hiring committees composed of both citizens and city staff, in conjunction with interviews conducted by the City Council. Applicants would be evaluated using a scoring system, with points assigned to each interview question. Individual scores would be carefully considered as part of the final decision-making process.

3. What criteria are your top priorities for evaluating candidates for those positions?

My top criteria in evaluating applicants include their qualifications, passion for the city and the role, potential for long-term commitment, and their personal fit for the specific position they would be filling.

4. What experience do you have serving on a commission, board, or committee in the public or private sector?

I have served on multiple church committees, the CVYC board, PTA and I currently serve as Co-Chair for the FMS School Community Council (SCC). In addition, I have assisted with numerous mock interview processes, providing feedback to employees seeking promotions to management positions.

5. What is your approach to building consensus and eliminating contention within the council?

In controversial situations, I use one of my grandfather's sayings: *"It's not who is wrong, it's what is wrong."* I've found that this saying provides a pause during contentious conversations, allowing everyone a moment to step back and focus on the actual issue rather than personal dynamics. I am a fact- and data-driven individual, and in decision-making, I strive to remain objective and avoid taking disagreements personally. I welcome opposing viewpoints, as they help me either strengthen my position or identify areas that require further consideration.

GENERAL QUESTIONS:

1. What real world experience and educational achievements have you accomplished? (This is not limited to a college degree).

My educational achievements are basic. I have a high school diploma, completed a cosmetology program with licensure, and completed an intensive HIV/AIDS training program. Following this specific training, I moved to Zambia, Africa, where I assisted a medical team with AIDS relief. Regarding real-world experience, I believe this portion of the question would benefit from greater specificity. World experience in what specifically? Assuming you're seeking information on world experience relevant to City Council, I have extensive involvement with committees, boards, teams, and nonprofit organizations, as well as strong connections with residents of Eagle Mountain. One of my most recent collaborative projects being Pop-Up Food Pantry, which allowed me to work directly with the community to address immediate needs.

2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?

I have a strong ability to connect with people, developed through years of experience working in coffee shops, hair salons, financial institutions, and schools. These experiences have honed my interpersonal and communication skills, allowing me to engage effectively with diverse individuals. Additionally, I consistently bring new ideas and fresh perspectives to the table.

3. Why do you want to serve on the city council?

My motivation for serving is straightforward: I deeply care about Eagle Mountain and its residents.

4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?

While adequate infrastructure is undeniably a critical need, I believe that the school district split and close collaboration with our school board members is equally important. Our students face significant behavioral and mental health challenges, and it is essential that we listen to educators to guide the city's support and involvement effectively. I currently serve on the School Community Council (SCC) at Frontier Middle School, where we meet monthly, with school board members in attendance, to discuss academic success and funding priorities to support student needs. Hearing firsthand about the challenges some students face—ranging from hunger and abuse to homelessness—has been both heartbreaking and motivating. Serving as Co-Chair of the SCC has provided me with insights and knowledge that are invaluable. Keeping effective communication between the city council and our school district during this transitional period is critical. I am committed to helping facilitate this to ensure our students and educators are supported.

5. What motivates you to serve your community, and what core values guide your approach to life and leadership?

My motivation to serve comes from my commitment to our community and its residents. I believe there is a strong need for enhanced communication and meaningful engagement on a personal level. As community leaders, transparency, selflessness in decision-making, and strong interpersonal relationships are essential. Upholding core values such as honesty and integrity is necessary in building trust within the community. When residents have confidence in their leadership, it directly contributes to an improved quality of life.



CANDIDATE CONFLICT OF INTEREST DISCLOSURE FORM

The following disclosures are required to be made by all municipal candidates for the City of Eagle Mountain pursuant to Utah Code Annotated § [10-3-1313](#), § [20A-11-1604\(6\)](#), & [10-3-301.5](#)

If additional space is needed, please use a separate sheet of paper. Per statute, the information provided shall be kept on file with the City Recorder and shall be posted to the City website with links provided to the Lieutenant Governor.

I, Mandy Lane, am a candidate for
City Council in Eagle Mountain City Municipal
Election.

- 1) *The name and address of each of the regulated officeholder's current employers and each of the regulated officeholder's employers during the preceding year; and for each employer described, a brief description of the employment, including the regulated officeholder's occupation and, as applicable, job title.

Business Name & Address:	Description and Position:
Business Name & Address:	Description and Position:

(*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.)

- 2) For each entity in which the regulated officeholder is an owner or officer, or was the owner or officer during the preceding year: the name of each entity; a brief description of the type of business or activity conducted by the entity; and the regulated officeholder's position in the entity:

Entity Name: <u>Grettin Hitched</u>	Type of Business or Activity of Entity: <u>mobile Bridal suite</u>
Position with Entity: <u>Owner</u>	
Entity Name:	Type of Business or Activity of Entity:
Position with Entity:	

- 3) **Each individual from whom, or entity from which, the regulated officeholder has received \$5,000 or more in income during the preceding year: the name of the individual or entity; and a brief description of the type of business or activity conducted by the individual or entity:

Individual or Entity Name:	Type of Business or Activity of Individual or Entity:
_____	_____
_____	_____
_____	_____

*(**In making the disclosure described, a regulated officeholder who provides goods or services to multiple customers or clients as part of a business or a licensed profession is only required to provide the information described in relation to the entity or practice through which the regulated officeholder provides the goods or services and is not required to provide the information in relation to the regulated officeholder's individual customers or clients.)*

- 4) For each entity in which the regulated officeholder holds any stocks or bonds having a fair market value of \$5,000 or more as of the date of the disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds: the name of the entity; and a brief description of the type of business or activity conducted by the entity:

Entity Name:	Type of Business or Activity of Entity:
_____	_____
_____	_____

- 5) For each entity not listed above in which the regulated officeholder currently serves, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors: the name of the entity or organization; a brief description of the type of business or activity conducted by the entity; and the type of position held by the regulated officeholder:

Entity Name and position held:	Type of Business or Activity of Entity:
_____	_____
_____	_____

- 6) At the option of the regulated officeholder, a description of any real property in which the regulated officeholder holds an ownership or other financial interest that the regulated officeholder believes may constitute a conflict of interest, including a description of the type of interest held by the regulated officeholder in the property:

Description of Property:	Interest Held:
_____	_____
_____	_____

7) Name of regulated officeholder's spouse; and *the name of each of the regulated officeholder's spouse's current employers and each of the regulated officeholder's spouse's employers during the preceding year, if the regulated officeholder believes the employment may constitute a conflict of interest;

Spouse Name: <u>Chris Lane</u>	Business Name & Address: <u>Les Schwab Tire Center</u>
Occupation: <u>Manager @ Les Schwab</u>	<u>148 W Pioneer Crossing SS. Utah</u>
Occupation:	Business Name & Address:

*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.


8) The name of any adult residing in the regulated officeholder's household who is not related to the officeholder by blood; and for each adult described, a brief description of the employment and occupation, if the regulated officeholder believes the adult's presence in the regulated officeholder's household may constitute a conflict of interest;

Name:	Business Name & Address:
Occupation:	
Name:	Business Name & Address:
Occupation:	

9) At the option of the officeholder, a description of any other matter or interest that the regulated officeholder believes may constitute a conflict of interest;

Description of Conflict:

By signing below, I acknowledge that the form is true and accurate to the best of my knowledge.


Signature

1/12/20
Date

Mandy Lane
1830 E Cedar Trails Way
Eagle Mountain, UT 84005
(360)480-9399

January 12, 2026

Subject: Letter of Interest for City Council Position

Dear Mayor Gray and Members of the City Council,

I am writing this letter to make you aware of my interest in being appointed to the open City Council seat. I have been a resident of Eagle Mountain for six years. As predominantly a stay at home mother of two; my schedule has offered me the ability to be involved with our city, schools, sports, volunteer work, PTA, School Community Council as well as the opportunity to start my own business.

I bring a fresh perspective, an outside of the box thought process, unique approaches in problem solving, creative ideas and the natural ability to connect with people. I'm not seeking a title or the recognition of being on City Council. I sincerely value our citizens and their being well represented. I love our people, I can't say that enough! What has driven me to pursue this process is my passion to see our city, and its citizens, thriving! I want to build a stronger relationship between city government and members of our community as we continue to grow. I see a significant need for effective communication and I believe that I can help facilitate that.

I greatly appreciate your time and consideration. I look forward to the possibility of confidently working with you to build Eagle Mountain into one of the most amazing, unique cities in the state of Utah.

Sincerely,

Mandy Lane

1830 E Cedar Trails Way
Eagle Mountain UT 84005
(360) 480-9399
mandylane038@gmail.com

EXPERIENCE

Alpine School District- Eagle Mountain, Utah

Part time Office aide/Copy room aide/Admin assistant/ (In house sub for the '22-'23 school year) at Eagle Valley Elementary- Fall 2021- EOY 2024

Eagle Mountain City- Eagle Mountain, Utah

Part Time Custodian-2020- 2021

OBEE Credit Union- Tenino, Washington

Member Service Representative- 2011-2012

Twinstar Credit Union- Olympia, Washington

Member Service Representative- 2007-2011

Cutters Point Coffee- Lacey, Washington

Barista- 2003-2005

EDUCATION

South Sound Beauty College- Olympia, Washington

Licensed Cosmetologist 2004

Tenino High School- Tenino, Washington

High School Graduate 2003

PROJECTS/OTHER

School Community Council board member 2021- present

Board member of SCC at Eagle Valley Elementary (2021- 2024) Frontier Middle School (Presently holding the Co-Chair position). Our responsibility is to budget and appropriately delegate Land Trust funds to improve student academic success.

SKILLS

- Extremely organized
- Office experience
- Efficient multitasker
- Great communicator
- Creative
- Detail oriented
- Self motivated
- Punctual
- Teachable
- Charismatic
- Basic computer
- Fantastic customer service
- CU vault teller/responsible for large amounts of cash
- Event planner

Active member of the PTA 2018-2023

I have been involved in/ in charge of, planning and fundraising for multiple events for both parents and students. Such events have included Family Nights, Carnivals, Food Truck Nights and Fun Runs. I was also in charge of creating and updating logos for school apparel as well as the ordering and distributing process.

I Love My City- Hermiston, Oregon 2017-2019

Active project leader and participant in "I Love My City" events.

Our local church partnered with the City of Hermiston to organize hundreds of volunteers to "love" our city. Multiple teams would disperse throughout the city to complete predetermined tasks ranging from wrapping Christmas gifts to building/landscaping projects, pulling weeds, picking up litter and assisting with miscellaneous projects in the city. In organizing these events I worked directly with city department heads to address our city's biggest needs.

Beautiful Team- Women's ministries for City Life Church 2012-2014

Worked with a team of 4 other women to put on events, conferences and getaways for groups of 20- 100 women year round. Some of these events included Red Carpet Nights, Cooking classes and weekend trips.

AIDS Relief Team Zambia- Zambia, Africa 2005-2006

I attended an intense months-long course on HIV/AIDS in Kona, Hawaii. After completing my training I went on a mission as part of a medical team to Zambia, Africa where I spent several months traveling to drop-in centers, orphanages, mission hospitals and jails administering Antiretrovirals (ARV's) for the treatment of HIV/AIDS. We addressed inventory of ARV's at US backed locations, removing thousands of boxes of expired products and requesting up to date ARV's. We also spent a great deal of time teaching AIDS education in their schools, churches and communities.



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Benjamin Perez

(Print Name)

7303 N Stone Wall Cir, Eagle Mountain, UT 84005

Address

562.322.5546

benperez0821@gmail.com

Phone

Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.


** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#), no later than 4 p.m. January 14, 2026, or be disqualified.


Signature of Applicant

Subscribed and sworn to before me by Benjamin Perez on this 14 day of January 2024.
(Applicant Name)




Notary Public / Clerk

Date Received: January 14, 2024

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number: _____

Eagle Mountain City Council – Interview Questions

Please give concise answers to the questions below.

Do not name any specific developers, individuals, or entities in the City.

*****PLEASE ATTACH A PROFESSIONAL RESUME*****

LAND USE:

1. What experience do you have in evaluating land use applications, zoning code, master development agreements and plans, site plans, building plans, and land contracts?

While I have not formally evaluated these applications in a professional setting, I have studied Eagle Mountain's General Plan and zoning code as part of my effort to be an informed citizen. I understand how Master Development Plans (MDPs) lay the groundwork for long-term growth, and I'm familiar with how zoning, site plans, and building standards must align with our infrastructure capacity and water resources. My approach is grounded in respecting property rights while ensuring new development fits the city's long-term vision.

2. Having studied the state code and Eagle Mountain code for land use, what suggestions do you have to improve the city land use code?

I'd support efforts to simplify and clarify the zoning code so that homeowners, developers, and city staff can all navigate it more easily. For example, ensuring clear expectations for mixed-use areas and maintaining consistency between zoning and our General Plan can prevent future conflicts. Streamlining permitting for small businesses and low-density housing while holding firm on infrastructure requirements reflects good stewardship.

3. What strategies have you identified in the Eagle Mountain land use code that addresses balanced controlled growth?

The use of MDPs and phased development is a smart way to manage growth. It ensures that utilities, roads, and public safety services aren't overwhelmed. The land use code ties into our General Plan, which promotes village centers, preserves natural open space, and discourages leapfrog development that strains our water and roads.

4. What strategies would you suggest be implemented to be a good steward of our resources in land planning?

I support land planning that reflects the realities of our desert environment and rural heritage. Strategies include clustering development to preserve open space, using native landscaping to reduce water demand, and timing new growth with infrastructure readiness. We should avoid overextending roads, utilities, or emergency services. Good planning also means listening to residents and ensuring transparency in how land use decisions are made.

5. What kind of housing inventory do you feel the city needs right now?

We need housing that serves working families — starter homes, modest single-family residences, and some well-placed townhomes near transportation corridors. At the same time, we should maintain the character of our neighborhoods by resisting high-density projects that don't fit the area. Affordability and community values must both be respected.

TRANSPORTATION:

1. What current and planned projects have you studied that the current council has been working on?

I've followed the council's work on improving Pony Express Parkway, extending regional road connections, and investing in public safety infrastructure. I've also reviewed the city's water conservation and infrastructure plans, especially as outlined in the 2025 General Plan Water Update. These show smart planning for long-term needs, particularly regarding growth and natural resource constraints.

2. In your words, what funding sources are available for the surface repairs, snow removal and expansion of the following roads? (e.g. Pony Express Parkway, Aviator Avenue, Autumn Drive, Osprey Way, Pine Valley Alley, and Lexi Loop)

Funding comes from a mix of general fund revenue, Class B&C road funds from the state, transportation impact fees, and occasionally regional or federal grants. It's essential we prioritize funding based on need and long-term value — not political pressure or short-term visibility. Snow removal and repairs are essential services, and we must make sure they remain funded even in tight years.

3. What funding sources are there for new roads between Eagle Mountain and Saratoga Springs?

These roads often rely on state funding through UDOT, regional transportation planning efforts, and partnerships between cities. Long-range projects like these also need to be integrated into our Transportation Master Plan and Capital Improvement Plans to be competitive for outside funds.

4. What processes are you aware of that are part of building a new road from start to finish?

The process begins with identifying the need, evaluating feasibility, securing funding, and coordinating with agencies like UDOT. It continues with design, right-of-way acquisition, permitting, construction, and inspection. Throughout, it's important to keep residents informed and make sure the road serves long-term community needs.

BUDGET:

1. Based on your study of Eagle Mountain's infrastructure needs, what are the needs and how would you prioritize and fund those needs?

Our top infrastructure needs include road capacity, water system resilience, and emergency services. I would prioritize maintenance of existing infrastructure first, then carefully plan expansions. Funding should come from impact fees tied to new development, with general fund dollars reserved for core services. I also support pursuing grants when available — but not at the expense of local control or sustainability.

2. What is your understanding of the role of impact fees and user fees in funding city operations?

Impact fees ensure that new growth helps pay for the roads, utilities, and parks it requires. User fees help cover ongoing services like water or trash. Both tools are appropriate, but they should be transparent, well-justified, and regularly reviewed to ensure fairness.

3. What is the role of economic development as it relates to the budget?

Smart economic development broadens our tax base, helps pay for services, and reduces pressure on homeowners. I support policies that attract small and mid-sized businesses, especially those that provide local jobs and align with our infrastructure capacity and family-friendly character.

4. What is your stance on yearly cost of living increases and merit increases and how they should be evaluated?

I support modest, sustainable increases that help the city remain competitive while protecting taxpayers. Pay raises should reflect performance and budget realities — not automatic increases. Our employees deserve respect and fair compensation, and our residents deserve careful budgeting.

5. What areas in the budget have you identified that could be cut in the event of a slowing economy?

Non-essential capital projects, discretionary consulting, and travel or training budgets can be reduced before touching core services. In lean years, we must prioritize roads, water, law enforcement, and emergency services — the basics that keep a city running.

6. What taxes have an impact on generating revenue for the city's budget? Where can they be used and how are they restricted?

Sales tax, property tax, franchise fees, and certain utility fees all contribute. Sales tax is especially important, which is why attracting retail and services locally is key. That said, I believe in keeping taxes as low as possible while still funding essential services.

ADMINISTRATION:

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain city code?

The City Council sets policy, passes the budget, and represents the voice of the people. The Mayor is a political and ceremonial leader. The City Manager is a professional administrator who runs the day-to-day operations. A healthy city government respects these boundaries and works as a team.

2. How should senior staff and department head positions within the city be filled?

Through open, competitive, and merit-based hiring. We should seek candidates with experience, integrity, and a clear understanding of Eagle Mountain's values and needs.

3. What criteria are your top priorities for evaluating candidates for those positions?

Experience, leadership ability, problem-solving skills, and a track record of fiscal responsibility. Local understanding is a plus. I also look for humility and a service-oriented attitude.

4. What experience do you have serving on a commission, board, or committee in the public or private sector?

I have meaningful experience in community service roles. I served on Brookhaven's School Community Council for four years, including three years as chair. I was also briefly a member of the School Community Council at Silverlake Elementary. Currently, I serve as vice-chair of the Eagle Mountain City Library Advisory Board and am a member of the Superintendent Screening Committee for the Lake Mountain School Board. These roles have deepened my understanding of how to collaborate with others, represent community interests, and contribute to thoughtful decision-making.

5. What is your approach to building consensus and eliminating contention within the council?

I believe in listening first, disagreeing respectfully, and focusing on common goals. I'm not interested in drama or posturing. I'm interested in results. Eagle Mountain residents deserve a council that works well together, even when we don't all agree.

GENERAL QUESTIONS:

1. What real world experience and educational achievements have you accomplished? (This is not limited to a college degree)

I bring over a decade of public sector experience, having led strategic initiatives across education, government, and technology. Professionally, I've served as a Director of Product in companies supporting K-12 and higher education institutions, ensuring taxpayer-funded systems run more efficiently and transparently. Locally, I've served on the Brookhaven Elementary School Community Council for the past four years, including as Chair, and I'm currently the Vice Chair of the Eagle Mountain Library Advisory Board. I also completed the Eagle Mountain Academy in Fall 2025, where I gained in-depth insight into city operations, planning, and services. These experiences, along with my ongoing pursuit of a degree in Software Development from BYU-Idaho and completion of the SVPG Product Masterclass, have equipped me with both strategic and operational knowledge to serve our community effectively.

2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?

My background combines strategic leadership, public-sector collaboration, and civic engagement. I've worked across government and education systems to improve how services are delivered, often translating complex processes into solutions that work for real people. What sets me apart is a deep understanding of policy execution, budget stewardship, and community feedback mechanisms, developed through roles like Chair of the Brookhaven Elementary School Community Council and Vice Chair of the Eagle Mountain Library Advisory Board. My professional experience leading cross-functional teams, managing product roadmaps, and launching initiatives across multiple states has given me the skills to navigate complex projects, ask tough questions, and move from talk to action, with transparency and integrity at every step.

3. Why do you want to serve on the city council?

I believe local government should serve families, not agendas. Eagle Mountain is growing fast, and we need leaders who understand both the values of this community and the mechanics of how it runs. Through the Eagle Mountain Academy, I gained a comprehensive understanding of city services, including public safety, infrastructure, economic development, and budgeting. My work in schools, libraries, and local boards reflects my commitment to shaping a city that supports families, protects freedoms, and plans smartly for the future. I want to bring both vision and accountability to the City Council, grounded in experience and driven by service.

4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?

Growth is the defining challenge and opportunity for Eagle Mountain. From water infrastructure and traffic congestion to school capacity and economic development, we must be proactive, not reactive. I will bring my background in managing large-scale projects and policy initiatives to ensure we plan responsibly, hold developers accountable, and protect the character of our city. I understand how to align vision with execution, and I will champion smart planning, enforceable agreements, and clear communication with residents. I've seen firsthand, through the School Community Council and city boards, how important collaboration and transparency are, and I will work to make them standard practice.

5. What motivates you to serve your community, and what core values guide your approach to life and leadership?

My motivation comes from faith, family, and a belief in civic responsibility. I believe that when ordinary people with real-world experience step up, government improves. My guiding values are integrity, accountability, and respect for public trust. I've run for local school board, served on community councils, and invested in learning how our city operates not because it's easy, but because it matters. I am committed to serving Eagle Mountain with honesty, thoughtfulness, and a practical mindset that puts residents first in every decision.



CANDIDATE CONFLICT OF INTEREST DISCLOSURE FORM

The following disclosures are required to be made by all municipal candidates for the City of Eagle Mountain pursuant to Utah Code Annotated § [10-3-1313](#), § [20A-11-1604\(6\)](#), & [10-3-301.5](#)

If additional space is needed, please use a separate sheet of paper. Per statute, the information provided shall be kept on file with the City Recorder and shall be posted to the City website with links provided to the Lieutenant Governor.

I, Benjamin Perez, am a candidate for
City Council in Eagle Mountain City Municipal
Election.

- 1) *The name and address of each of the regulated officeholder’s current employers and each of the regulated officeholder’s employers during the preceding year; and for each employer described, a brief description of the employment, including the regulated officeholder’s occupation and, as applicable, job title.

Business Name & Address: Verisk 1100 W Traverse Pkwy Lehi, UT 84043	Description and Position: Product Manager - coordinating research, design, and engineering to improve insurance software.
Business Name & Address: Modern Campus 330 N Lantan St. Suite 28 PMB 1014 Camarillo, CA 93010	Description and Position: Sr Solutions Engineer - coordinated discovery calls and tailored software demonstrations to match customer needs.

(*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.)

- 2) For each entity in which the regulated officeholder is an owner or officer, or was the owner or officer during the preceding year: the name of each entity; a brief description of the type of business or activity conducted by the entity; and the regulated officeholder's position in the entity:

Entity Name: Verisk	Type of Business or Activity of Entity: Insurance Industry Software as a Service provider.
Position with Entity: Product Manager I	
Entity Name: Modern Campus	Type of Business or Activity of Entity: Higher Education Software as a Service provider.
Position with Entity: Senior Solutions Engineer	

- 3) **Each individual from whom, or entity from which, the regulated officeholder has received \$5,000 or more in income during the preceding year: the name of the individual or entity; and a brief description of the type of business or activity conducted by the individual or entity:

Individual or Entity Name:	Type of Business or Activity of Individual or Entity:

*(**In making the disclosure described, a regulated officeholder who provides goods or services to multiple customers or clients as part of a business or a licensed profession is only required to provide the information described in relation to the entity or practice through which the regulated officeholder provides the goods or services and is not required to provide the information in relation to the regulated officeholder's individual customers or clients.)*

- 4) For each entity in which the regulated officeholder holds any stocks or bonds having a fair market value of \$5,000 or more as of the date of the disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds: the name of the entity; and a brief description of the type of business or activity conducted by the entity:

Entity Name:	Type of Business or Activity of Entity:

- 5) For each entity not listed above in which the regulated officeholder currently serves, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors: the name of the entity or organization; a brief description of the type of business or activity conducted by the entity; and the type of position held by the regulated officeholder:

Entity Name and position held:	Type of Business or Activity of Entity:

- 6) At the option of the regulated officeholder, a description of any real property in which the regulated officeholder holds an ownership or other financial interest that the regulated officeholder believes may constitute a conflict of interest, including a description of the type of interest held by the regulated officeholder in the property:

Description of Property:	Interest Held:

7) Name of regulated officeholder's spouse; and *the name of each of the regulated officeholder's spouse's current employers and each of the regulated officeholder's spouse's employers during the preceding year, if the regulated officeholder believes the employment may constitute a conflict of interest;

Spouse Name: Brandi Perez	Business Name & Address:
Occupation:	
Occupation:	Business Name & Address:

*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.

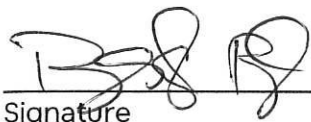
8) The name of any adult residing in the regulated officeholder's household who is not related to the officeholder by blood; and for each adult described, a brief description of the employment and occupation, if the regulated officeholder believes the adult's presence in the regulated officeholder's household may constitute a conflict of interest;

Name:	Business Name & Address:
Occupation:	
Name:	Business Name & Address:
Occupation:	

9) At the option of the officeholder, a description of any other matter or interest that the regulated officeholder believes may constitute a conflict of interest;

Description of Conflict:

By signing below, I acknowledge that the form is true and accurate to the best of my knowledge.



 Signature

1/14/20

 Date

Benjamin Perez

7303 N Stone Wall Cir
Eagle Mountain, UT 84005
benperez0821@gmail.com
562.322.5546

January 14, 2026

Eagle Mountain City Council
1650 E Stagecoach Run
Eagle Mountain, UT 84005

Dear Members of the City Council,

I am writing to express my sincere interest in being considered for the open seat on the Eagle Mountain City Council. As a resident of Eagle Mountain for nearly four years, I have grown deeply connected to this community and am eager for the opportunity to serve its citizens in a greater capacity.

Since making Eagle Mountain my home, I have been actively involved in our community through youth sports, volunteering as a soccer coach and supporting local families. These experiences have helped me form lasting relationships and strengthened my desire to give back to the city that has given so much to me and my family.

Most recently, during my campaign for the school board this past summer, I had the privilege of knocking on doors, meeting neighbors, and listening to the hopes and concerns of residents across our city. These conversations reinforced my appreciation for the diverse and dedicated individuals who call Eagle Mountain home, and they inspired me to continue working toward a future that reflects our shared values and vision.

I care deeply about the continued growth and well-being of Eagle Mountain. I bring with me a strong work ethic, a collaborative spirit, and a genuine commitment to service. It would be an honor to contribute my time, energy, and perspective as a member of the City Council.

Thank you for your consideration. I would welcome the opportunity to discuss my application further and share more about my passion for serving our community.

Sincerely,
Benjamin Perez

Benjamin Perez

 benperez0821@gmail.com
 562.322.5546
 Eagle Mountain, UT
 <http://linkedin.com/in/ben-p-71046373>

SKILLS & ATTRIBUTES

Agile Methodologies
Product Discovery
Customer Engagement
Communication
Product Leadership
Business Strategy
Product Launch/Delivery
Market/Competitive Analysis
Priority Management
Cross-functional Collaborations
Stakeholder Management
Defining Requirements
Strategic Roadmaps
Product Marketing
Go-To-Market Alignment
Process Improvement
Reducing Costs
Time Management
Adaptability

EDUCATION

SOFTWARE DEVELOPMENT, B.S.
Brigham Young University – Idaho
Expected 2026

SUMMARY

Results-driven product executive with 5+ years in public sector software (K-12, higher ed, government), blending product strategy with creative content development to captivate users. Known for building engaging, scalable solutions and aligning cross-functional teams. Skilled in crafting product marketing that resonates and drives impactful growth.

PROFESSIONAL EXPERIENCE

PRODUCT MANAGER I, *Verisk* Oct 2025 – Present

- Lead discovery efforts with the trio to deeply understand the problem space.
- Validate product ideas with real users through interviews, shadowing, and testing.
- Prioritize opportunities based on desirability (customer), viability (business), feasibility (engineering), and usability (design).
- Define and track success metrics for the features and problems the team owns
- Use analytics tools, support tickets, and qualitative feedback to drive product decisions.
- Conduct research using industry trends, market data, and customer feedback to inform product improvements.
- Keep stakeholders informed and engaged without compromising team autonomy
- Collaborate cross-functionally with claims operations, marketing, sales, and customer success teams.
- Effectively represent the product vision and roadmap to stakeholders and customers.

SENIOR SOLUTIONS ENGINEER, *Modern Campus* Feb 2025 – Oct 2025

- Assist with sales discovery and crafting customized demo experiences for prospective clients, aligning product capabilities with prospect needs and advancing high-value sales opportunities.
- Serve as the functional and technical expert for the Connected Curriculum product suite, delivering impactful demonstrations, technical consultations, and contributing to RFP and proposal development.
- Partner closely with Product to influence roadmap priorities, providing actionable market feedback and identifying innovation opportunities based on prospect and client insights.

MARKET RESEARCH CONSULTANT, *Independent* Oct 2024 – Feb 2025

- Conducted market research and analysis on public sector and education markets, delivering insights on automation, workflow, document management, and learner lifecycle trends to inform product strategy and identify emerging opportunities across K-12, Higher Education, and State & Local Government sectors.

DIRECTOR OF PRODUCT, *Softdocs* Aug 2022 – Oct 2024

- Delivered a 15% YoY increase in customer retention and surpassed annual revenue targets by redefining product vision, prioritizing automation and user experience enhancements.
- Led end-to-end execution of a \$15M product portfolio, aligning cross-functional teams and integrating go-to-market strategies to drive a 20% increase in market penetration.
- Built and coached a team of 6 (4 Product Managers, 2 Product Designers), improving sprint velocity by 25% and reducing cycle times by 18% through agile process optimization.
- Spearheaded cross-functional initiatives with Engineering, Professional Services, and GTM teams, increasing roadmap delivery reliability by 30%.
- Standardized product lifecycle management practices across all product lines, resulting in improved stakeholder alignment and a 10% reduction in development rework.

Benjamin Perez

DIRECTOR, PRODUCT, *Modern Campus*

Dec 2021 – Aug 2022

- Delivered a 12% increase in customer satisfaction (CSAT) and contributed to a 10% uplift in upsell revenue by aligning product strategy with higher education market needs.
- Sponsored and launched a Client Advisory Board program, securing feedback from 20+ institutional partners and driving prioritized changes for 3 major roadmap initiatives.
- Facilitated seven thought leadership sessions at the annual user conference, generating 1000+ attendee engagements and strengthening Modern Campus' position as a higher education leader.
- Improved agile delivery processes within the product team, increasing sprint predictability by 20% and reducing delivery bottlenecks across product lines.
- Fostered a culture of continuous improvement and customer advocacy, contributing to the successful release of key features that drove adoption in over 500 institutions.

PRODUCT OWNER, *DIGARC*

Jun 2020 – Dec 2021

- Curated the product backlog, consisting of planned, prioritized business value and unplanned escaped defects and escalated client support.
- Led product development for curriculum management, catalog management, and schedule-building solutions, directly addressing critical higher education workflows.
- Managed roadmap execution, balancing strategic objectives with sprint planning and release management.
- Strengthened relationships with key customers to ensure products addressed real-world challenges and evolving market demands.
- Formalized agile practices within the team, increasing delivery efficiency and cross-team communication.

CURRICULUM RESOURCE SPECIALIST/ANALYST, *California State University, Fullerton*

Dec 2017 – June 2020

- Established and implemented comprehensive curriculum lifecycle processes, including workflows for course retirement and curriculum approval, utilizing Curriculog forms, API integrations, and project management practices to improve data flow, reduce administrative effort by 70%, and accelerate decision-making timelines by three weeks.
- Led cross-functional initiatives to enhance curriculum governance, facilitating stakeholder engagement, policy communication, and the implementation of Chancellor's Office directives while ensuring curriculum integrity, compliance, and process transparency across campus systems.

ADMISSIONS BUSINESS ANALYST, *California State University, Fullerton*

Oct 2017 – Nov 2017

- Executed testing, troubleshooting, and data management tasks during the CSU Apply implementation, identifying application bugs, resolving technical issues, and improving data integrity through PeopleSoft reporting and cleanup.

IT, ERP – OPERATIONS SPECIALIST, *California State University, Fullerton*

Feb 2017 – Sep 2017

- Streamlined Financial Aid operations by executing, maintaining, and troubleshooting PeopleSoft ERP processes, reports, and integrations, improving data reliability and operational efficiency. Enhanced internal documentation, managed the intranet for 600+ staff, and supported key technology initiatives including vendor software implementations and OS upgrades.

SOFTWARE SUPPORT ENGINEER, *Restaurant365 Software*

Sep 2016 – Dec 2016

- Elevated customer support operations by designing internal onboarding and troubleshooting processes, reducing response times and improving customer satisfaction. Led root cause analysis, issue resolution, and user training to ensure a seamless post-implementation customer experience.

ADMIN SUPPORT II – TECH FUNCTIONAL SUPPORT, *California State University, Fullerton*

Jun 2015 – Sep 2016

- Executed campus-wide curriculum management processes by administering Curriculog, enhancing form workflows, and ensuring data and system integrity across integrated platforms. Delivered technical support, documentation, and training to faculty and staff, driving consistent adoption and operational efficiency.

ADMIN SUPPORT II – H&SS DEAN'S OFFICE, *California State University, Fullerton*

Jun 2013 – May 2015

- Executed administrative operations for the College of Humanities & Social Sciences, managing part-time faculty lifecycle processes, supporting IT needs for 600+ faculty and staff, and streamlining critical workflows for hiring, travel, and commencement, resulting in improved efficiency and compliance.



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Zachory Smith Huish

(Print Name)

8723 N. Peppergrass Drive, Eagle Mountain, UT 84005

Address

801-643-9728

zshuish@gmail.com

Phone

Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

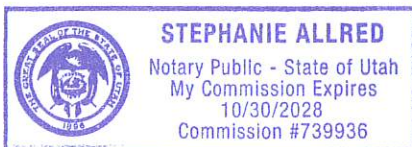
* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.


** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#) no later than 4 p.m. January 14, 2026, or be disqualified.


Signature of Applicant

Subscribed and sworn to before me by Zachory S. Huish on this 31, day of December 2025
(Applicant Name)




Notary Public / Clerk

Date Received: 12/31/2025

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number: _____

Land Use:

1. What experience do you have in evaluating land use applications, zoning code, master development agreements and plans, site plans, building plans, and land contracts.
 - I have read my own neighborhood master development agreement, have limited experience reading building plans.
2. Having studied the state code and Eagle Mountain code for land sue, what suggestions do you have to improve the city land code?
 - We lack consistency among the neighborhoods for signage. I live in a subdivision where the builder did not build a sign, but then Overland and Firefly have outrageously sized neighborhood signs. There is not consistency throughout the city on size or format or requirements. I've had people comment not from Eagle Mountain if there is a town called Overland. The code should appropriately address these signs or at least be consistent through the city.
3. What strategies have you identified in the Eagle Mountain land use code that addresses balanced controlled growth.
 - As a city we have focused on balancing wildlife corridors, mountain biking trails and running trails. We have also had a revamp of the city zoning which has allowed for better set backs on the front and sides of properties. We should continue to encourage these natural spaces as the city develops.
4. What strategies would you suggest be implemented to be a good steward of resources in land planning.
 - I grew up in Bluffdale when 1 acre lots were the minimum size. We have lots of land and limited water and limited road infrastructure. We should focus on larger lot sizes and leave smaller multifamily to cities that have better infrastructure. I live close to SR-73 where it is still a 2 lane road and the congestion has dramatically increased as city center grows. So we should look to space out lot sizes.
5. What kind of housing inventory do you feel the city needs right now.
 - I would love to see 2-3 acre lots developed. There are not many lots in Eagle mountain between 1-5 acres. We seem to build up to an acre in some areas, then have a jump up to 5 acres in Cedar Pass where inventory is limited.

Transportation

1. What current and planned projects have you studied that the current city council is working on?

- I have spent a fair amount of time trying to understand the Transportation plan. We desperately need to focus on building Mid-Valley road to provide an alternate route for citizens to get out of the city and reduce congestion on Cory B. Wride.
2. In your words, what funding sources are available for the surface repairs, snow removal and expansion of the following roads? (e.g. Pony Express Parkway, Aviator Avenue, Autumn Drive, Osprey Way, Pine Valley Alley and Lexi Loop.)
 - In my understanding surface repairs, snow removal and expansion generally come from the general fund and budget allocations approved by the city council.
 3. What funding sources are there for new roads between Eagle Mountain and Saratoga Springs?
 - Depends on the authority managing the road. Could be one of the following: State Transportation Funding, Mountainland Association of Governments, City and County Budgets, Developer Impact fees.
 4. What processes are you aware of building a new road from start to finish?
 - I was keenly involved in following the development of Airport Road. We had to seek mag funding, but used a city bond initially until MAG funding could be sourced to pay of the bond. After the funding you then need to purchase easements and have plan for what will be the intended use of the road. Will it be an arterial road or commuter. The road then needs to go through engineering. Citizen input can/should be sought if it impacts them. The road is then built in phases.

Budget

1. Based on your study of Eagle Mountain's infrastructure needs, what the needs and how would you prioritize those needs.
 - We need a new sewer plant, mid-valley road. These are probably two that should be highest on the priority list. Working down the list making sure our current roads and infrastructure is safe and functioning. These are critical for the city to work. If there is budget left we should focus on enhancing our canopy, parks and open spaces.
2. What is your understanding of the role of impact fees and user fees in funding city operations?
 - Impact fees are generally one-time fees charged to new developments to pay for expanded infrastructure. These can include new roads, road widening, traffic signals etc. They don't pay for snow plough, pot holes or maintenance.
3. What is the role of economic development as it relates to the budget?
 - It is critical that we have economic development. Homes will generate very little property taxes as it relates to funding the budget and growing the city. When you

have a strong consumer base within a community it can help generate much more revenue without having to service infrastructure on a per capita basis. The data centers could be a large contributor to our city's future funding.

4. What is your stance on yearly cost of living increases and merit increases and how they should be evaluated.
 - Having built a strong financial planning practice and providing jobs I have had the opportunity to allocate salaries for several years. Employees that are outperforming should receive more of the annual allocation. An alternative route is thinking through an employees incentive structure. I believe you can balance salary income with incentive income. Employee's that have the right incentive structure generally will perform. If everyone expects to get the standard COLI then no one will strive as they will come to expect the same raise every year. We should focus on getting the right people on the bus and then get them on the right seat.
5. What areas in the budget have you identified that could be cut in the event of a slowing economy?
 - Our city has the second lowest tax rates in Utah County and runs on a shoe string budget so I don't think there is a lot to cut, but if cuts are needed you would start with the cutting the least sensitive areas of the budget and probably hold of on expediting projects that are not time sensitive or critical infrastructure.
6. What taxes have an impact on generating revenue for the city's budget? Where can they be used and how are they restricted?
 - Taxes include property taxes, sales taxes, taxes generated from Eagle Mountain Redevelopment Agency (RDA) which is a special revenue fund and the rap tax. Property taxes have to be used for police, fire, emergency services, dispatch and public safety and equipment. Property taxes may also be used for GO bonds which have been bonded for Roads, public safety buildings and major infrastructure. Sales taxes can be used for snow plowing, pothole repair and resurfacing. Can also be used for public works, park maintenance, planning and engineering. Sales taxes are highly flexible for expenditure purposes.

Administration

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain Code?
 - City council makes the laws and is the budget authority decision body as part of a six member council where the Mayor only votes when breaking a tie. The

Mayor's role is to execute the laws passed by the city council. The City Manager should be managing all city staff and operations.

2. How should senior staff and department head positions within the city be filled?
 - I don't know how this works today, but I would think the City Manager would post for a position and work to field highly qualified candidates. Those candidates would then be reviewed by the city council and Mayor. For Senior positions I would imagine the city council would be the ultimate authority in hiring for senior roles.
3. What criteria are your top priorities for evaluating candidates for those positions?
 - When I hire at my business I focus intently on the quality of the individual, their attributes, personality, contributions they have made in their career. In Jim Collin's book Good to Great he talks about getting the right people on the bus then get them on the right seat. You hire for character and integrity first, skill set second.
4. What experience do you have serving on a commission, board, or committee in the public or private sector.
 - I have never served in an elected office or served on public commissions. I have however led hundreds of Retirement Committee Meetings in our retirement plan consulting practice. I feel very comfortable having disagreements agreeably and finding consensus when there are diverse opinions. I find I often have strong opinions loosely held. I want the best ideas to always lead and win and I don't care where those ideas come from.
5. What is your approach to building consensus and eliminating contention within the council?
 - You have to find common ground and work outside from there. You want to be firm on ideas and loose on the details. In Ray Dalio's book Principle's Ray talks about having radically open disagreement, looking for evidence and track records. People tend to not have consensus when they are protecting their ego's, avoid conflict or defer to hierarchy. My goal would be to work toward the best ideas and put aside ego.

What real world experience and educational achievements have you accomplished? (This is not limited to a college degree)

1. I have an undergrad in Accounting from the University of Utah, an M.S. in Personal Financial Planning from the College for Financial Planning. I also have attained the credentials of Chartered Alternative Investment Analyst, Certified Financial Planner®, Chartered Retirement Plan Specialist, Master of Advanced Planning Studies, Accredited Portfolio Management Advisor, Non-Qualified Plan Consultant.

I also hold the Series 7, 63, 65, 9 & 10 securities licenses. I read somewhere between 24-50 books a year on mostly non-fiction books including history, business, mindset, and finance.

I manage and support a book of business in the financial planning that would be considered a top quartile book of business in term of Assets Under Management which I build from ground zero. I have an insatiable appetite for personal growth. I am always learning, leading, growing, teaching whomever will listen. I am also a novice chess player, I love chess.

2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?
 - My skill set is concretely set in finance. I understand how the duration of bond works from issuance to payment and trading in the markets. I am unique in that I spend everyday financial planning and am intimately familiar with long-term financial planning, present value of money equations and the capital assets needed to attain those goals. Our city has some major and unique strategic financial goals which I would like to help with if I can.
3. Why do you want to serve on the city council?
 - I want the best people to represent me on the city council. I hope this process will produce the highest quality candidate and that this council will pick the best candidate. I am okay if that is not me. I want to serve my fellow citizens if I can in any capacity. If it is not in this capacity it will be in some other capacity. I want to serve and be useful.
4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?
 - We need commercial growth to generate revenue. I think we need long-term strategic thinkers that are looking beyond the next election cycle and possibly into the next 20-50 years in our city. We should be thinking about what decisions can we make today that would be the highest quality and be a blessing to future generations. I believe I offer a long-term compounding mindset and am not ever afraid to sacrifice the short-term joy for the long-term success of our city.
5. What motivates you to serve your community, and what core values guide your approach to life and leadership?
 - This is a question I think about often. My motivation to serve my community is innate, I've never had to nurture it, I just love my neighbors and want to be a pillar of strength in my community. My core values are hard work, build for the next generation, be a maker not a taker, lift and teach others. As a leader in my community, church and family my approach has always been to build people.

People often underestimate their potential and I want them to believe beyond what they already do. Humans have immense capacity to push beyond their limiting beliefs, I always want people to push further than they think they can.



CANDIDATE CONFLICT OF INTEREST DISCLOSURE FORM

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If additional space is needed, please use a separate sheet of paper. Per statute, the information provided shall be kept on file with the City Recorder and shall be posted to the City website with links provided to the Lieutenant Governor.

I, Zachory Smith Huish, am a candidate for
City Council in Eagle Mountain City Municipal
Election.

- 1) *The name and address of each of the regulated officeholder's current employers and each of the regulated officeholder's employers during the preceding year; and for each employer described, a brief description of the employment, including the regulated officeholder's occupation and, as applicable, job title.

Business Name & Address: HUB International	Description and Position: Financial Planner/Investment Advisor. Senior Vice President of Wealth Management
Business Name & Address: Steel Peak Studio	Description and Position: Makes steel signs and I am a co-owner.

(*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.)

- 2) For each entity in which the regulated officeholder is an owner or officer, or was the owner or officer during the preceding year: the name of each entity; a brief description of the type of business or activity conducted by the entity; and the regulated officeholder's position in the entity:

Entity Name: Steel Peak Studio, LLC	Type of Business or Activity of Entity:
Position with Entity: Owner	
Entity Name:	Type of Business or Activity of Entity:
Position with Entity: Owner	

- 3) **Each individual from whom, or entity from which, the regulated officeholder has received \$5,000 or more in income during the preceding year: the name of the individual or entity; and a brief description of the type of business or activity conducted by the individual or entity:

Individual or Entity Name:	Type of Business or Activity of Individual or Entity:
HUB International	Financial planning/Investment Advising

*(**In making the disclosure described, a regulated officeholder who provides goods or services to multiple customers or clients as part of a business or a licensed profession is only required to provide the information described in relation to the entity or practice through which the regulated officeholder provides the goods or services and is not required to provide the information in relation to the regulated officeholder's individual customers or clients.)*

- 4) For each entity in which the regulated officeholder holds any stocks or bonds having a fair market value of \$5,000 or more as of the date of the disclosure form or during the preceding year, but excluding funds that are managed by a third party, including blind trusts, managed investment accounts, and mutual funds: the name of the entity; and a brief description of the type of business or activity conducted by the entity:

Entity Name:	Type of Business or Activity of Entity:
See attached	
See attached	

- 5) For each entity not listed above in which the regulated officeholder currently serves, or served in the preceding year, in a paid leadership capacity or in a paid or unpaid position on a board of directors: the name of the entity or organization; a brief description of the type of business or activity conducted by the entity; and the type of position held by the regulated officeholder:

Entity Name and position held:	Type of Business or Activity of Entity:
N/A	
N/A	

- 6) At the option of the regulated officeholder, a description of any real property in which the regulated officeholder holds an ownership or other financial interest that the regulated officeholder believes may constitute a conflict of interest, including a description of the type of interest held by the regulated officeholder in the property:

Description of Property:	Interest Held:
N/A	
N/A	

7) Name of regulated officeholder's spouse; and *the name of each of the regulated officeholder's spouse's current employers and each of the regulated officeholder's spouse's employers during the preceding year, if the regulated officeholder believes the employment may constitute a conflict of interest;

Spouse Name: Tiffany Huish	Business Name & Address: Cedar Valley High School
Occupation: Teacher	
Occupation:	Business Name & Address:

*If a regulated officeholder or regulated officeholder's spouse is an at-risk government employee, as that term is defined in Subsection 63G-2-303(1)(a), the regulated officeholder may request the filing officer to redact from the conflict-of-interest disclosure: (i) the regulated officeholder's employment information, and (ii) the regulated officeholder's spouse's name and employment information.

8) The name of any adult residing in the regulated officeholder's household who is not related to the officeholder by blood; and for each adult described, a brief description of the employment and occupation, if the regulated officeholder believes the adult's presence in the regulated officeholder's household may constitute a conflict of interest;

Name:	Business Name & Address:
Occupation:	
Name:	Business Name & Address:
Occupation:	

9) At the option of the officeholder, a description of any other matter or interest that the regulated officeholder believes may constitute a conflict of interest;

Description of Conflict:

I will need to recuse myself from and votes and discussions regarding bond issuance.

By signing below, I acknowledge that the form is true and accurate to the best of my knowledge.

J. S. Huish
Signature

12/31/2025
Date

Financial Holdings:

Hub International – Financial Services Company

NVDA – Semiconductors

Tesla – Motor Vehicles

Microsoft – Packaged Software

Tesla – Electric Vehicles

TSM – Taiwan Semiconductor

CrowdStrike – Packaged Software

Service Now – Packaged Software

JP Morgan Chase – Major Banks

Palantir – Packaged Software

Berkshire Hathaway – Property Casualty Insurance

Amazon – Internet Retail

Google – Internet Software Services

META – Internet Software/Services

Costco – Specialty Stores

IBM – Information Technology Services

Coreweave – Packaged Software

Microstrategy – Internet Software/Services

Intuitive Surgical – Medical Specialties

Apple – Telecommunications Equipment

Quanta Services – Engineering and Construction

American Exceptionalism Acquisition Corp – Financial Conglomerates

Shopify – Miscellaneous Commercial Services

ZAC HUISH

Senior Vice President of Wealth Management



Eagle Mountain, UT



(801) 643-9728



zshuish@gmail.com



linkedin.com/zachuish

Cover letter

01 January 2026

Eagle Mountain City Council
1650 Stagecoach Run
Eagle Mountain, UT 84005

Job Ref: City Council Member

Dear Members of the City Council,

With over twenty years of experience in the financial services industry advising institutional retirement plans, private wealth clients, and financial intermediaries, I have developed a deep understanding of how sound planning, fiscal stewardship, and strategic decision-making directly impact long-term outcomes. My career has centered on helping organizations and families allocate resources wisely, navigate complex regulations, and build sustainable financial structures—all skills that translate directly to responsible and forward-thinking city governance.

Throughout my career, I have served in roles requiring analytical rigor, transparent communication, and a commitment to acting in others' best interests. As a private wealth advisor, I've created comprehensive financial plans, overseen investment strategies, and coordinated tax-efficient solutions designed to support long-term stability. Similarly, my work with institutional retirement plans required a high level of fiduciary awareness, policy development, and collaborative problem-solving. These experiences have equipped me with the ability to evaluate city budgets, ask informed questions, and ensure taxpayer resources are allocated effectively and responsibly.

Across all roles, I have demonstrated a commitment to research-driven decision-making, ethical leadership, and long-term planning. Whether developing investment policies, conducting due diligence, or designing retirement plan solutions, I have consistently focused on practical, evidence-based strategies that support sustainable growth. On the city council, I would apply the same disciplined approach—evaluating proposals carefully, prioritizing transparency, and advocating for policies that strengthen the city's financial health while enhancing quality of life.

I am eager to bring my financial expertise, collaborative mindset, and service-oriented approach to the city council. I believe my experience navigating complex financial systems, building strong relationships, and developing long-term strategic plans will allow me to contribute meaningfully to the city's future. Thank you for your consideration; I would be honored to serve in this capacity.

Sincerely,

Zac Huish



Eagle Mountain City, Utah

Application for City Council Vacancy

Please note that the information on this form may be available to the public in accordance with Utah State Code 63G-2-301 and 63G-2-210.

Charlotte Ducos

(Print Name)

9328 N DEERFIELD CIR, Eagle Mountain, UT 84005

Address

801-420-5269

cdducos@gmail.com

Phone

Email

I understand that the term of this office will be from January, 2026 to January, 2028. I state that I meet the following qualifications for the office of City Council:

MUNICIPAL CANDIDATE

Utah Code Ann. [§10-3-301](#)

Utah Code Ann. [§20A-9-203](#)

- Registered voter in the municipality in which the individual is elected*;
- Must have resided in the municipality for which the candidate is seeking office for the 12 consecutive months immediately before the date of the appointment;
- Maintain a principal place of residence within the municipality during the officer's term of office;
- If the individual resides in a territory which was annexed into the municipality: must have resided within the annexed territory or municipality the 12 consecutive months immediately before the date of the election;
- Not convicted of a felony, treason, or a crime relating to elections**; and
- Cannot have been declared mentally incompetent.

* Utah Code §20A-2-101 states: A registered voter (1) is a citizen of the United States; (2) is a resident of Utah; (3) will, on the date of that election, be at least 18 years old, (4) has been a resident of Utah for 30 days immediately before that election; (5) and is registered to vote.

** Utah Code §20A-2-101.5 states: A person convicted of a felony loses the right to hold office until (1) all felony convictions have been expunged, OR (2) ten years have passed since the most recent felony conviction AND the person has paid all court-ordered restitution and fines AND the person has completed probation, been granted parole, or completed the term of incarceration associated with the felony.

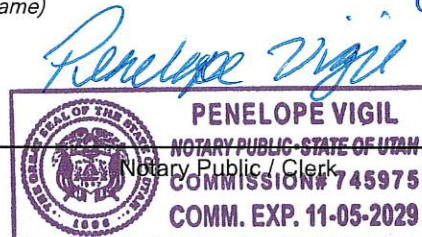
I have or will file a conflict-of-interest disclosure requirements as required in [UCA § 10-3-301.5](#). no later than 4 p.m. January 14, 2026, or be disqualified.

Charlotte Ducos

Signature of Applicant

Subscribed and sworn to before me by Charlotte Ducos on this 8 day of January 2026

(Applicant Name)



Date Received: 1-8-2026

(Optional) I wish to classify my addresses listed above as a protected record. By doing so, you must provide an alternative address or phone number. Utah Code § 63G-2-305(52)

Alternative Address or Phone Number: 801-420-5269

Eagle Mountain City Council – Interview Questions

Please give concise answers to the questions below.

Do not name any specific developers, individuals, or entities in the City.

*****PLEASE ATTACH A PROFESSIONAL RESUME*****

LAND USE

1. What experience do you have in evaluating land use applications, zoning code, master development agreements and plans, site plans, building plans, and land contracts?

I have not been on the City Council or Planning Commission, but back in 2004-2006, there was a development that was coming in near my home. We as neighbors felt it was not compatible with the developments in our area of town. I familiarized myself with City Codes, the process for planning and application and approval of Master Development Agreements, and what our current zoning, buffering, and transitioning requirements were. Over a span of years, I led our neighbors in working with the City to improve the plan, as well as adjusting the transitioning and buffering codes for the City. During this time we engaged with both the Planning Commission and City Council in regards to Master Development Agreements, Site Plans, what rights the developer already had by contract, and where the City still had leverage. New transition and buffering standards were added to our code as a result of these efforts. Since that time I have remained active in the City and familiar with our processes and codes.

2. Having studied the state code and Eagle Mountain code for land use, what suggestions do you have to improve the city land use code?

In a recent meeting, discussions were held about the need for an Energy Development Overlay Zone. The proposed zone was tabled, but I believe this is a land use we absolutely need to get into code and define what Eagle Mountain is willing to allow within our City and where and under what circumstances we choose. I agree that we need to “do it right”—and came to understand why tabling was necessary, but I believe that this is code we need to get in place as soon as possible.

We have also been exploring changes to our animal land use codes and I support finding fair and appropriate ways to allow property owners to use their property fully—and responsibly.

In attending meetings, I have also noted that we have a significant issue with parcels that were designated open space but have not been developed. In many instances, land owners have, often unknowingly or through a previous owner, incorporated some of these pieces into their yards and fencing. The Council has had to wrestle with how to

handle these parcels fairly. I believe that a specific policy for the disposal of these parcels would be a benefit to the City and will need to be drawn up carefully.

Finally, and related, it has become clear to me that we could benefit from going through what we have defined as significant real property and those parcels deemed as insignificant. I believe we need to ensure that we are properly designating these parcels for the best use of the City and its residents (within the requirements of State codes).

3. What strategies have you identified in the Eagle Mountain land use code that addresses balanced controlled growth?

The Eagle Mountain land use codes include provisions that require developers and builders to review the Eagle Mountain **General Plan** and then ensure that their development meets the requirements of the plan prior to submission of their plans. The land use codes also include a broad range of **zoning options** that allow the Planning Commission and City Council to really pinpoint what is allowed and what is not allowed in a particular area.

Additionally, our land use codes provide a number of distinct **Overlay Zones**, which provide direction for general areas within the City where additional uses may be encouraged or permitted depending on the overlay. They are also sometimes used to provide an area where exceptional uses may be allowed that require an applicant to come directly to City Council with a request for an exception in exchange for higher levels of scrutiny and accountability. These zones protect our wildlife, allow for greater flexibility in our animal rights, encourage potential industrial growth or energy production, etc.

Finally, there are also provisions in our land use code that provide for **transitioning** and **buffering** between different uses, ensuring that compatibility is preserved as you move throughout the City. When implemented properly, this allows our City the strength and muscle to require development to move in ways that benefit the City and its residents while protecting our rural feel, our wildlife, and way of life, and providing flexibility in cases where exceptions are warranted.

4. What strategies would you suggest be implemented to be a good steward of our resources in land planning?

We only get one chance to do this right. Once the land is developed, we don't get a "redo." This means that we need to regularly review our General Plan and assess how well we are following it. We also need to assess whether or not it is performing the way we want it to— or whether or not it is meeting our needs. What are we missing? Where are we imbalanced? What did we fail to see before that is becoming obvious now? Where did things turn out differently than we planned? What needs are not being met? What has changed since the last review (preferably yearly) that we need to adjust for?

This same process needs to be ongoing with our land use (and other) codes as well as our impact fees. Regular review and adjustment are absolutely necessary as we strive to be good stewards and make sure that we are taking care of the resources in our City. Wildlife will be gone if we don't regularly look at how well our protections are working. Our dark skies will not stay dark if we aren't assessing how well the codes are working. Our land for agriculture, rural and large lot development, economic development, etc will be gone if we are not intentional about how we plan and zone the open land we have right now. We have to be ahead of the game and ensure that the codes are there to protect us BEFORE a plan comes forward that we do not have the tools to respond to properly.

5. What kind of housing inventory do you feel the city needs right now?

Proper planning allows for a wide variety of housing products—so it is important that we have zoning options and opportunity for all different types of housing in our City—even the ones we may not choose for ourselves—but in balance and in the proper locations.

We have a lot of starter homes and even first level move up homes. From my perspective, we are missing the book-end options.

First, we need to make sure we are preserving areas in our city for large lots, agricultural and agri-business zones, and large animal rights. We have several areas of our City where this is still appropriate and possible, but only if we are proactive in our zoning and planning now.

On the complete opposite side of the coin, in our areas where we are creating economic hubs and even hopefully soon, our transportation hubs, we need some apartment style housing in our walkable areas. This can be tastefully done and in ways that do not create traffic and congestion issues, but we need these options for our young adult population and those just getting started in life who are not ready to purchase a home, but want to remain in our City. I am not saying we need to become a high density City, but we do need some tasteful and well planned apartment style housing specifically in those areas that are meant to bring people in, provide services, provide connection, and convenience.

TRANSPORTATION

1. What current and planned projects have you studied that the current council has been working on?

The City recently completed Airport Road, and is nearing completion of Midvalley Road to Eagle Mountain Blvd (just waiting on traffic light parts and installation). We just approved alignment for a connection from Lone Tree subdivision to Airport Road— and are awaiting allocation of funds, design, and construction. We have been working with Saratoga Springs and MAG to design and move forward on Midvalley extension into Saratoga and down to Mountainview Corridor—this is in discussions on alignment and connection points. We are currently dealing with issues of road slope heading down into Saratoga as well as differences in opinion regarding where the road should connect once it arrives in Saratoga Springs and how to design traffic flow and control.

There are also a couple UDOT projects. The widening of SR 73 has now been funded but we are waiting our turn as projects further up the line are finished, we are currently on hold till 2027 or 2029 depending on who you ask. Finally, we are hoping to connect the Walmart area to 2100 and Mountain View Corridor. Alignments have been discussed and mapped, but the road is not currently funded—though adjustments in the road construction were made to accommodate this alignment for future connection.

2. In your words, what funding sources are available for the surface repairs, snow removal and expansion of the following roads? (e.g. Pony Express Parkway, Aviator Avenue, Autumn Drive, Osprey Way, Pine Valley Alley, and Lexi Loop)

Autumn Drive, Osprey Way, Pine Valley Alley, and Lexi Loop are all local neighborhood streets. Surface repairs and snow removal are paid for through the City budget using primarily transportation funds and transportation impact fee funds.

Aviator Avenue is a collector or arterial road, developed to wider standards and meant to handle larger volumes of traffic, but is still maintained through City budget processes as described for the local neighborhood streets.

Pony Express Parkway is a major arterial road that spans both Eagle Mountain and Saratoga Springs. Because of this, the answer is more complicated. Funds are available through the County and through MAG, particularly for any expansion projects along this road. Snow removal and surface maintenance, however, are completed by the City in which that section of road resides. So Eagle Mountain still pays for surface repair and snow removal of Pony Express, but additional County and MAG funds can be requested if an expansion is needed.

3. What funding sources are there for new roads between Eagle Mountain and Saratoga Springs?

Eagle Mountain and Saratoga Springs can make their case to several entities to get help with roads that span between the two cities. As mentioned above, Utah County and MAG can help provide funds for these arterial roads. Depending on the location and impact, UDOT is also sometimes involved—with SR 73 (Cory Wride) as an example. I believe that UDOT is also involved in discussion regarding the Midvalley Road extension into Saratoga Springs.

4. What processes are you aware of that are part of building a new road from start to finish?

When a new road is proposed, there are many steps between proposal and completion—more on some than others. First, any affected entities must be willing to **discuss and explore** the options for a proposed road (Midvalley road extension was stalled for a long time because Saratoga Springs was not interested). Additional steps include determining the **alignment** of the proposed road, an **environmental impact study** needs to be conducted to be sure that the alignment does not interrupt any environmentally sensitive areas, **engineering** of the road based on the alignment to determine cut and fill, any bridges or tunnels needed, slope, and connections to roads on each end. A **traffic study** must also be done to determine the impact to traffic patterns and the flow of existing and future traffic. **Cost analysis** must also be done to determine the cost of the road, including the connections and other traffic mitigation that will be needed on connector roads or due to shifts in traffic patterns. The budgetary and **funds allocation** process must be worked through— in City Council for local roads, or in County or MAG or UDOT processes for more regional roads. Once all of these hurdles have been cleared and funds have been allocated, then the process of **bidding and awarding of bids** must be noticed and completed prior to **construction**.

BUDGET

1. Based on your study of Eagle Mountain's infrastructure needs, what are the needs and how would you prioritize and fund those needs?

It is no secret that Eagle Mountain has more imminent infrastructure needs than we have funding to meet them. This is going to require prioritization, utilization of phasing to spread the cost over time, partnering with other governmental and non-governmental agencies, and strategic use of rising tax income as a result of growing economic development and projected MET income.

- Our wastewater treatment plant is already in the works but is the highest priority because we are literally at loading capacity even though we still have flow capacity. We know that it needs to be online within the next few years, so I agree

with the current Council's prioritization of this project. This project could be paid for through a combination of wastewater fees, impact fees, and bonding mechanisms. We are also currently phasing, which allows us to bite off smaller pieces at a time.

- Transportation infrastructure is in need of attention, as everyone knows. The completion of Midvalley Road to EM Blvd, the secondary access to Lone Tree, and preliminary progress towards design and property acquisition for Midvalley into Saratoga and/or Spring Run to 2100 are some priority areas. Money to complete Midvalley to EM Blvd is already budgeted, secondary access to Lone Tree has been pledged to be budgeted in the upcoming budget discussions if not already funded. Both of these would likely come through City Transportation funds, while the other two options will rely on MAG and/or UDOT funds, as well as bonding for the EM portions of the road if not fully funded. We will have to make decisions as to whether or not we are willing to put our own funds or bonding to the projects if they are not funded by outside entities.
- Our water infrastructure is also in need of expansion, with plans already in front of the Council. Additional water storage facilities, upgrades and expansion to our pipes and lines, and acquisition of additional water/sources needs to be at the forefront and consistently worked on using Water fee and impact fee funds on a rolling and continual basis.
- Our current energy infrastructure will not support buildout. I don't know that it is a current draw for funding, but it definitely needs our attention. We need to get codes in place, research and understand our options and how they will impact our residents, and set the groundwork for such a time as private entities come with plans for development.

2. What is your understanding of the role of impact fees and user fees in funding city operations?

Impact fees and user fees are currently the primary source of funding for our city operations. There will come a time when tax dollars catch up, but we have not reached that milestone yet. We need to set up a system and rotation of reviewing both impact fees and user fees to ensure that we are charging the amounts needed to cover the growth that we are experiencing (impact fees), and covering our operational expenses (user fees). Instead of holding costs artificially low over long periods of time and then having to make up the difference with larger cost increases to consumers and developers, we need regular, modest increases that are backed up by user and development data and transparent (and communicated) to residents. I know we have taken a step in that direction with the phased increases we are currently experiencing, but we need the processes in place to ensure that regular review and adjustment is happening so we can cover our costs as well as the projected needs for growth.

3. What is the role of economic development as it relates to the budget?

Economic growth is the key to improving our budget outlook and allowing us to fully staff our departments and build our much needed infrastructure. Businesses generate more tax revenue than homes do, and depending on the size and type of business, will contribute to our budget through increased MET revenue as well. Many of the issues we have experienced over the years will steadily improve as increased sales, property, and MET taxes come into City coffers due to increased economic development. It is vital to our City that we continue to make economic development a priority, attracting a wide variety of businesses and industries.

Economic development is also a benefit to our City in that it provides additional jobs, which reduces traffic out of and back into the City and keeps more purchases in town as residents no longer have to travel to work, leading them to shop in other communities. This keeps our sales tax here at home and decreases wear and tear on roads and decreases traffic congestion and need for additional lanes and roadways—or at least reduces the load.

4. What is your stance on yearly cost of living increases and merit increases and how they should be evaluated?

I believe that if we want to attract and retain quality employees, we need to pay them what they are worth and provide competitive compensation packages. For this reason, I appreciate that Eagle Mountain's policies and procedures manual provides for periodic wage and benefits surveys to ensure that our compensation schedule is comparable to those that exist in surrounding cities for similar positions. I would not mind if the word periodic was replaced with a more specific term (annual, for example) as some people may consider yearly as periodic and others may consider a longer time interval as periodic and I believe that yearly reviews are the standard for most entities. I feel like the criteria for a mayor to review when determining whether or not a change is needed for an employee's pay, as stated in the policies and procedures manual are appropriate.

In regards to merit pay—merit pay can be tricky depending on how it is defined. The answer depends on if the City's definition of merit pay is pointing to the periodic review of pay discussed above, or if it is defined as a more specific merit review that allows for bonuses or increases based on productivity or accomplishments outside of the regular review. If it is the former, as mentioned above, I approve of periodic compensation reviews and competitive pay scales—and would support stronger language regarding frequency. If it is the latter, there is an amount of subjectivity in providing merit-only increases, especially if merit is assessed by one individual. Additionally, our policies and procedures manual does not provide any specific policy or direction on merit pay—it simply directs inquiries back to section 3.00 General Policy, but that section does not address a merit pay system directly, it just addresses the periodic pay reviews conducted

by the mayor. If merit pay is considered to be separate from the periodic review, we could use some greater specificity in our policies and procedures manual.

5. What areas in the budget have you identified that could be cut in the event of a slowing economy?

This is a tough question because I know our City Budget is generally quite lean—but if the money is not there, it is not there and hard decisions need to be made. I believe that decisions on cuts would need to be made after seeking staff assistance in prioritizing each department budget and expense request to identify across the board where we might trim down. Sometimes you can trim a little everywhere, with the input of those who know their functions best, rather than cutting drastically in any one location.

If the shortfall is more significant, we could look at which budgeted projects could be put on hold or spread out to a future budget year. Many of our funding sources are earmarked sources where pots of money cannot be crossed so this analysis would need to take that into account as well. We may need to scale down on some of our City events or put a favorite project on hold until finances stabilize.

In general my philosophy would be to try, as much as possible, to make it a little bit painful across the board before we take drastic measures as much as possible.

6. What taxes have an impact on generating revenue for the city's budget? Where can they be used and how are they restricted?

Eagle Mountain City receives funds from Sales Tax, Property Taxes, Municipal Energy Taxes, and our new RAP Tax. After taxes are apportioned out to Alpine School District and other entities that take a share of our tax dollars, the remaining amounts of Sales, Property, and Municipal Energy Taxes go into the General Fund and can be used for City operational expenses and projects. General Fund dollars are generally unrestricted and can be used as the Council chooses.

Restrictions are placed directly on funds raised through user fees and impact fees—those funds can only be used on the source for which the fee was assessed (wastewater fees for wastewater, etc.)

RAP taxes are also restricted and must be used for Recreation, Arts, or Parks expenditures in keeping with the applicable State statute and cannot be added into the General Fund or used for expenses other than Recreation, Arts, or Parks.

ADMINISTRATION

1. What is your understanding of the roles of the city council, mayor and city manager according to state and Eagle Mountain city code?

According to State and Eagle Mountain city code, Eagle Mountain functions as a Six Member Council, with 5 City Council members and a Mayor making up the six members. The Mayor is a non voting member except when breaking a tie (and a few other exceptions mentioned in the code.)

All legislative, executive, and administrative powers are held by the six members of the council. The City Council carries out all legislative functions through regularly scheduled meetings where ordinances and codes are reviewed and passed and other City business is conducted. The Council provides advice and consent regarding Mayoral appointments and members serve as liaisons to other City boards and organizations.

The mayor is the presiding officer of the City Council and functions as the chief executive officer of the City "and the executive powers, authority and duties of the city are vested in the mayor" (City Code) The mayor is responsible to faithfully execute City ordinances and codes, acts as a representative for the City, signs legal documents on behalf of the City, recommends to the Council the policy changes and ordinances that they believe would be beneficial for the City—for the consideration and action of the City Council. The mayor also makes appointments with the advice and consent of the Council. (Additional related responsibilities are found in the code.)

The City Manager runs the day to day operations of the City according to the policies and procedures set forth by the City Council. The City Manager reports directly to the Mayor and City Employees report to the City Manager. The City Manager manages budget and personnel, oversees inventory, and many other day to day responsibilities as the Chief Administrative Officer.

2. How should senior staff and department head positions within the city be filled?

Senior staff and department head positions (with the exception of mayor appointees), according to code, are recommended for hire or promotion by the City Manager. The City Manager must first notify the Mayor and City Council, and then receive approval from the Mayor to act.

3. What criteria are your top priorities for evaluating candidates for those positions?

My top priority when evaluating these candidates for Senior positions would be to ensure that candidates have excellent qualifications, expertise, and experience for the position. Additionally, I value individuals who are dependable, positive, willing to learn, and who have integrity.

4. What experience do you have serving on a commission, board, or committee in the public or private sector?

Alpine School District, District Community Council President, 2012-2017. I was responsible for conducting meetings, working with volunteers, acting as a liaison to the Superintendent, attending School Community Council meetings, providing training to School Community Councils, and other assignments as directed.

Committee Chair for Friends of Alpine Advocacy Committee during the 2016 Alpine School District Bond election. I was responsible for conducting meetings, making assignments for advocacy work, and following up on committee assignments during the campaign (this was before I was a full time employee).

Content Team Leader for teacher teams at Black Ridge Elementary and Cedar Valley High School, 2015-Present. CTL's are responsible to oversee the collaboration and communication between department team members. It is the ASD version of a Department Head. Responsibilities included leading collaboration meetings, attending school leadership meetings, completing team paperwork, and helping my teammates as needed.

Band Booster President/Leader at both Westlake High School and Cedar Valley High School. Responsibilities included recruiting and managing parent volunteers across multiple committees to provide food for students, uniform fitting and maintenance, props and instrument storage, loading, and unloading, and logistics. I made sure that expenditures and donations remained within established budgets and that all tasks were completed on strict deadlines, all with volunteers. I oversaw logistics for Band trips to California for Regionals, to Indianapolis for Grand Nationals, California for the Rose Parade, Disneyland, and numerous trips to St. George—ensuring that all student and parent volunteer needs were met and meal and housing arrangements run smoothly so the Band Staff could focus on their performance.

Stake Young Women's Camp Director from 2011-2015, managing a committee for the planning and carrying out of week-long camps with up to 400 youth and their leaders, managing logistics for food, educational and inspirational activities, camping accommodations—including booking the facilities, transportation, and other logistics.

I am currently in my 6th year as Student Council Advisor at Cedar Valley High School. My responsibilities include mentoring student leaders as they plan numerous school-wide activities every year, maintaining budgets, and teaching students to master logistics and carry out quality events and develop leadership skills.

5. What is your approach to building consensus and eliminating contention within the council?

When working with a group that is dealing with contention, I have found that although there are generally differences of opinion involved, often the contention stems from individuals who feel like they are not being listened to, or that their input is not valued. Once these feelings arise, the emotions run higher, it is more likely that individuals will retreat to their "sides", and individuals start seeing the worst in one another, eroding trust.

I generally will start by engaging the different parties in discussions to understand what is at the heart of the issue for each of the affected individuals. You have to understand what the actual issue is first. Sometimes what you think you are fighting about and what you are actually fighting about, are not the same thing.

Relationship building and nurturing is another important step. Contention fills gaps where trust has fled, so building relationships of trust and understanding in preparation for building bridges becomes a priority.

De-escalation is another important process. Often when contention has taken over, individuals have stopped seeing one another as people and have started seeing one another as a problem to deal with. It is hard to reach consensus with someone you don't believe to be competent or capable of seeing reason. I have found that when my teams are struggling, taking the opportunity to step out of the day to day and doing something that allows individuals to see one another's humanity can really help. This can include setting aside business temporarily to do something out of our ordinary routine—like eating a meal or doing something relaxing together, joining together in service—which requires cooperation and also puts problems we thought were insurmountable into perspective so they don't feel so daunting.

In the end, exhibiting patience, willingness to work with all sides, and keeping lines of conversation and communication open, doing the work to build trust and represent all points of view— and lots of forgiving, are key to overcoming contention.

GENERAL QUESTIONS

1. What real world experience and educational achievements have you accomplished?
(This is not limited to a college degree)

In addition to the committee and leadership experience listed above, I also have the following educational and practical achievements and experiences:

- Bachelors Degree in Physical Education Pedagogy and Political Science, Brigham Young University (1997)
 - Masters Degree in American History and Government, Ashland University (2025)
 - James Madison Congressional Fellowship recipient (2023). This is a prestigious award funded by Congress and presented to one recipient per state per year. The award covers the cost of a Master's Degree up to \$24,000 for teachers pursuing a Masters Degree in American History, Government, or Constitutional Studies. My degree covered all of the above.
 - I have been active in the City since before I built my home and moved here. I attended City Council meetings regarding a SID for natural gas for my neighborhood prior to building on my property. I have been involved since.
 - Eagle Mountain Youth Council Advisor, 2002-2003
 - Eagle Mountain Youth Sports- preparing awards for our soccer program for several years (around 2001-2007 timeframe).
 - Eagle Mountain Citizen Award, received at Pony Express Days Rodeo (around 2010 timeframe)
 - Teacher of the Month, Cedar Valley High School, January 2020
 - RC Willey Friday Night Rivals Extra Mile Award, for service rendered at Cedar Valley High School, September 2023.
 - Completed the Eagle Mountain Academy, October 2025
 - Eagle Mountain City Council Primary Election 2025—advanced to General Election.
2. What unique qualifications and skill-sets do you possess that will be an asset to the city council?
 - I am a long time resident who has been highly involved in my community and knows more than most residents about the inner workings of our City.
 - Because of my education, I have a detailed understanding of how government works (and is supposed to work) and I have read and utilized City and State Code.
 - I just completed a Campaign for City Council so I have spent the better part of this past year meeting with residents, attending Cottage Meetings, Farmers Markets, and engaging in conversations with residents about the things they would like to see happen in our City.

- I am a communicator and a consensus builder—both of which are very needed skills in our City right now.
- I am a hard worker and I believe in finding solutions to entrenched problems. I have a proven track record as a leader in our schools and local parent organizations and the people I have worked with most closely and directly, trust me and are my strongest supporters.
- I have extensive experience in positions that require detailed and organized thinking, logistics, and management.
- I am a problem solver—and I am always looking for win-win solutions—and we are in need of some of those right now!

3. Why do you want to serve on the city council?

I believe strongly in civic engagement and public service. I have been involved from the beginning here in Eagle Mountain, and I have been asked many times by many different individuals to run, both for this position and for a number of others. This Summer I was finally in a position where I felt like I was ready to run for office—and I put in the work to do so. I came up short in the election, but I would still love the opportunity to serve in this capacity—not because I have an axe to grind or an agenda of any kind, but because I would like to serve my community and leave it better than I found it.

4. What are the main challenges you feel the city faces, and how do you feel you can personally help in solving these?

I believe we are at a critical juncture in our City. As mentioned above, there are numerous infrastructure needs, most of them imminently necessary. We need to prioritize of course, but all will need to be addressed sooner than later. We are finally seeing significant economic growth, and we have some difficult but critical decisions to make in regards to energy production. Additionally, we have a growing population that is demanding more and improved communication—and solutions to the problems that have been vexing our community from the beginning—transportation and growth. We need wise decision making, creative solutions, and we need greater Unity.

I believe in consensus building and I am a strong communicator. I believe that my years spent in leadership and advocacy positions provide me with the experience to make a vital contribution to the Council as we face these difficulties together.

5. What motivates you to serve your community, and what core values guide your approach to life and leadership?

I have a memory of when I was five years old and felt extremely proud of my grandfather, who was a member of the Idaho House of Representatives. In High School I was drawn to what I learned in my History and Government classes. I have always been drawn to the processes and practices by which we are governed—and make the decisions that impact our communities. I very much believe that civic engagement is necessary for the success of our system of government, and that it cultivates the civic virtue spoken of by our Founding Fathers. I believe in servant leadership and leading with Integrity. I believe in leading and serving out of love—love of country, love of community, and love of neighbor. I believe in hard work, in consensus building, communication, kindness, and respect. Finally, as I said before, I believe in leaving things better than I found them. I love this community and would love to use my talents, experience, and expertise to do my part to get our City through this critical time. I hope you will give me the opportunity to do so.

District Elementary Technology Teacher Leadership and District Technology Standards Teams

Alpine School District, Utah County, Utah

2017-2019

Computer Specialty Instructor/Specialty Team CTL/School Leadership Team

Black Ridge Elementary, Eagle Mountain Utah

Alpine School District

2014-2019

Education

Masters in American History and Government, Ashland University

August 2025

GPA 4.0, High Pass (Highest Distinction)

Secondary Endorsement (Summer 2019)

Political Science

Bachelors of Science, Brigham Young University

Physical Education Secondary Pedagogy

Minor in Political Science

Valedictorian, Summa Cum Laude 1997

Advocacy/Community

District Community Council (Alpine School District)

Council Member 2010-2024

Council President 2012-2017

Advocacy Committee consisting of volunteers representing ASD schools and communities. DCC representatives act as liaisons between the SCC's of their respective schools and the ASD Superintendent and Board of Education. Committee role includes attending assigned SCC meetings and providing a report of these meetings, attending monthly DCC meetings to receive information and participate in discussions in an advisory capacity, and attending other meetings and functions as invited or assigned.

Friends of Alpine Bond Committee (Alpine School District)

Bond Advocacy--2011 Bond

Committee Chair 2016 Bond

Advocacy Committee for the creation and dissemination of promotional Alpine School District Bonds materials. Committee role includes determining effective methods of messaging and advertising, securing endorsements and funding, and monitoring progress of initiatives.

Charlotte Ducos

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801-420-5269

My goal as an educator is to work collaboratively with administration, staff, and students to drive a community culture based on high performance habits, and to promote student achievement both in the classroom, and in life. I seek opportunities to provide meaningful leadership, instruction, and mentoring. My greatest strengths are in organization, critical thinking, problem solving, consensus building, servant leadership, and communication.

Relevant Experience

Social Studies Instructor

Cedar Valley High School, Eagle Mountain Utah
Alpine School District
2019-Present

- Instruction in AP US Government and Politics, AP Comparative Government and Politics, Government and Citizenship, Current Issues, and Student Council, following Utah State Core and ASD standards.
- Planning and driving of challenging curricular projects adapted to students at various proficiency levels
- Maintaining consistent class engagement with strong positive feedback from students and involved parents
- Student Council Advisor 2020-Present, assisting Student Body Officers and Council members in planning and carrying out full school events and activities, leadership training, and mentoring.
- **James Madison Fellow from Utah, 2023**
- KSL Teacher Feature, January 2021
- UVU Center for Constitutional Studies, Constitutional Literacy Institute, Summer 2021
- APSI, AP US Government and Politics, Summer 2021, Plainfield Illinois
- Teacher of the Month, January 2020

Social Studies CTL

Cedar Valley High School, Eagle Mountain Utah
2021-Present

- Collaborative leadership, fostering consistent culture within the Social Studies team, across all grade levels
- Influencing and facilitating of ongoing dialog between Social Studies teachers and school Administration/Leadership
- Participation on ASD Social Studies District CTL Team

Cedar Valley High School Band Parent Organization Leader (Cedar Valley High School, Eagle Mountain Utah)

Parent Organization Leader 2019-May 2025

Management and coordination of all Band Parent Organization functions, including communication with parents and staff, securing volunteers for competitions and concerts, logistics, fundraising, equipment appropriation, and long-distance travel arrangements.

Westlake Band Booster Organization (Westlake High School, Saratoga Springs Utah)

Parent Booster 2012-2018

Booster Vice President 2014-2015

Booster President 2015-2018

Management and coordination of all Band Booster functions, including communication with parents and staff, securing volunteers for competitions and concerts, logistics, fundraising, equipment appropriation, and long-distance travel arrangements. (Pearl Harbor Day Parade in Honolulu Hawaii, BOA Regional Finals in San Francisco California, Grand Nationals in Indianapolis Indiana, and the Rose Parade in Pasadena California.)

School Community Council

Hidden Hollow Elementary, Black Ridge Elementary & Frontier Middle School

Council Member 2012-2016

Council Chair (Frontier) 2016-2017

Statutory committee consisting of parents and educators organized for the disbursement and accounting of (SITLA)Trustlands funds. Council members meet to determine school-wide areas of greatest academic need, set yearly goals, and disburse funds according to those goals.

PTA/PTSA (Elementary and Middle Schools in Lehi, Saratoga Springs, and Eagle Mountain, Utah)

Board/Association Member 2004-Present

Pony Express Elementary, Harvest Elementary, Hidden Hollow Elementary, Black Ridge Elementary, Willow Creek Middle School, Vista Heights Middle School, Frontier Middle School, Westlake High School, and as an Educator at Cedar Valley High School

Youth Camp (Eagle Mountain, Utah)

Director 2011-2015

Responsible to plan a 5-day camp experience for 300-400 young women aged 12-18, including food, transportation, daily activities, leadership training and mentoring for youth leaders, organization and training of volunteers, budget management, scheduling, and entertainment.

Political Advocacy

Organizer 2003-Present

Partner with City of Eagle Mountain, local PTA and Chamber of Commerce organizations to sponsor Meet the Candidate events and debates in the City of Eagle Mountain for City, County, and State office elections.
