



EAGLE MOUNTAIN CITY COUNCIL MEETING

APRIL 14, 2026, 3:00 PM

EAGLE MOUNTAIN CITY COUNCIL CHAMBERS

1650 E STAGECOACH RUN, EAGLE MOUNTAIN, UT 84005

3:00 PM BUDGET WORK SESSION - CITY COUNCIL CHAMBERS

Discussion Item Only - no action will be taken on the budget

The purpose of the budget work session is to discuss revenue and projections and funding priorities.

1. CALL TO ORDER
2. DISCUSSION OF PROPOSED BUDGET
 - 2.A. BUDGET DISCUSSION ITEM
3. 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.

CERTIFICATE OF POSTING

The undersigned, duly appointed City Recorder, does hereby certify that the above agenda notice was posted on this 13 day of April, 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>, and was emailed to at least one newspaper of general circulation within the jurisdiction of the public body.

Lacie A. Messerly
City Recorder



We are Eagle Mountain City's Police Department



Eagle Mountain's law enforcement is managed by the Utah County Sheriff's Office. Our deputies work hard to keep Eagle Mountain safe. Our goal is to help maintain or improve quality life for all residence of Eagle Mountain, so it remains a peaceful place to live.

UTAH COUNTY SHERIFF'S OFFICE
EAGLE MOUNTAIN DIVISION



UCSO - EAGLE MOUNTAIN DIVISION



CHIEF DEPUTY
Erik Knutzen

LIEUTENANT
Jeff Robinson

OFFICE SPECIALIST
TaRhea North

SERGEANT
M. MORGAN

SRO SRO

SRO SRO

ACO

ACO

TRAFFIC

TRAFFIC

Coordinators - 3
VIPS - 11

SERGEANT
R. LOWE

Deputy

Deputy

Deputy

Deputy

One Victim
Advocate

SERGEANT
N. FRIEDRICHSEN

Deputy

Deputy

Deputy

Deputy

Two SVU
Detectives

SERGEANT
A. HICKMAN

Deputy

Deputy

Deputy

Deputy

Two Property
Crimes Det.

SERGEANT
E. HINES

Deputy

Deputy

Deputy

Deputy

As of July 1, 2025:
35 Sworn
2 Full time civilian
3 Part time coordinators



Eagle Mountain - Current Service Demand & Coverage



Population: approx. 77,000

50.3 square miles

24/7 Patrol Operations

4 Patrol Teams: 1 Sergeant & 4 Deputies per shift (12-hour shifts)

2 Animal Control Deputies

2 Traffic Enforcement Deputies

24 – Total Patrol Deputies

Sworn Deputies per 1000 Residents: .45 (1 Deputy per 2200)

*** Lehi City - .70 (1 Officer per 1429)**

*** Saratoga Springs/Bluffdale - (1 per 1000 / .7 per 1000 for Bluffdale)**

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The ICMA is the International City/County Management Association - a professional organization that represents city managers, county managers, and other local government executives. A group that publishes many of the staffing and workload standards.



‘Rule of 60 – Patrol Allocation’

The ICMA “Rule of 60” suggests: 60% of sworn should be assigned to patrol.

Eagle Mountain Division:
68.5% in patrol
Above the benchmark.

Admin / Supervision / Investigations/ Com. Outreach- Light

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Authorized vs. Deployable Staffing

ICMA refers to a '75% availability' factor (meaning roughly 25% of officers are unavailable on a given shift due to court, leave, training, etc.)

Authorized Patrol: 24 deputies

Deployable Patrol: Frequently 3–4 deputies covering the city per shift

While authorized staffing is 24 deputies, effective deployable strength is consistently lower due to leave, injuries, training, and specialty commitments. This makes our current staffing model fragile during peak demand periods

- We try to maintain 4 Dep. minimum per shift, which is increasing our OT usage.



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Dailey Patrol workload

25,698 total calls for service in 2025 (18.6% Increase in calls from 2024)

- 70 Incidents per day

- 32 minutes average per incident

= 38 hours per day spent handling calls for Service

This does not include backup units, report time, or travel time.

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According to most 'workload' models, like ICMA, the Key Number to Calculate is Saturation Index (SI) for staffing needs:

SI = Total officer time committed to calls per hour ÷ Total officer time available per hour



If that number: (ICMA Standard)

- Is consistently under 50% → You likely have staffing cushion
- Runs 55–60% → You are properly staffed
- Runs over 60% for sustained periods → You are understaffed

Eagle Mountain:

- Patrol saturation level is in the 65%–70% range during most periods, and higher during peak hours.
- Our deputies are spending most of their available time responding to calls, which limits their ability to be proactive in the community.

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How Many Patrol Deputies do we need?:

Based on:

Call volume (70/day)

Current staffing reality (3–4 per shift)

According to the Workload study & Industry best practices:

- Eagle Mountain needs 5–6 deputies per shift as a minimum.

- **32–34 deputies assigned to Patrol**

- **An overall increase on 8-10 Deputies for Patrol**

* Industry best practices focus on maintaining enough deputies on duty to handle calls while still allowing for proactive policing and safe backup.



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How many Deputies should Eagle Mountain have?

Based on Workload Study, Eagle Mountain should have about 46–48 total sworn **personnel** for stable operations.

- An increase of 11-13 total Sworn

Right now, we're too lean.

- Not failing.
- Not collapsing.

But lean - And lean means fragile.

In short, the estimate is based on shift coverage requirements, realistic availability reductions, population size, geographic responsibility, and daily call volume — not national averages, but what it practically takes to ensure safe, consistent field deployment.

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Staffing Plan Increase:

Even when fully staffed on paper, our effective patrol strength is lower due to leave, training, and specialty assignments. That means some shifts operate with minimal coverage.

- Additional patrol deputies provide stability, reliable backup, and consistent response coverage.

Our patrol deputies are working in a reactive model. They go from call to call with limited time to prevent problems before they escalate.

- An additional sergeant restores proper supervision and leadership.
- A Community Policing team allows us to reduce repeat calls and increase neighborhood visibility. (reduce saturation)



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FY 2026-2027 Staffing Plan Increase Request

Request

- 1 – Patrol Sergeant
 - Current supervisory load exceeds best-practice levels
 - Help restore proper supervision and leadership
- 6 - Patrol Deputies: (The study recommends 8-10)
 - Increase safe staffing levels on Patrol to ensure reliable response
 - Create Community Oriented Policing Unit (COP):
 - Address repeat calls
 - Neighborhood & business engagement
 - Proactive Enforcement
 - Reduce long-term demand on patrol

Community-Oriented Policing strengthens trust between deputies and residents, proactively addresses neighborhood concerns, reduces crime through problem-solving partnerships, and enhances overall public safety and quality of life in our community.



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The combined total request is for 1 Sergeant, 6 Deputies.

Approx additional cost per year: \$1.44 million

Bring 'Saturation Index' to approx. 55-60% (slightly higher during peak hours)

42 total Sworn - Deputies per 1000 Residents = .55 (1 Deputy per 1833)

* Lehi City - .70 per thousand residents

* Saratoga Springs/Bluffdale – 1.1 per thousand residents.

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Contract costs per deputy – Eagle Mountain



- Salary + Benefits Package (average Dep. \$140k)
- Motor Pool – Including Light package, car radio, car cam, radar, fuel, etc. (3- or 4-year recap, EM receives credit for sold vehicle)
- Additional contract costs: Uniform allowance, training, personal radio, computer, cell phone, body cam, duty gear, handgun, rifle, ammunition, office supplies, etc
- Administrative Costs – includes all HR costs, Evidence lab/Crime Scene Investigations, Records Bureau, Crime Reporting System, Liability insurance per deputy (required by law), SAR, SWAT, K-9, Etc.

Total cost per Deputy - approx. \$200k per year
per Sergeant – approx. 240k per year.

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From the Sheriff:

The citizens of this county, including Eagle Mountain, have an expected level of service from the Sheriff's Office. This staffing plan increase is about maintaining a consistent, reliable level of service, ensuring officer safety, and providing the kind of policing this community expects and deserves.

My take:

What do we, as a community, value in our law enforcement services?

The level of service we provide is directly tied to the staffing we maintain. If we value prevention, visibility, and consistent response reliability, then we must ensure we have the personnel to deliver those services.

* Let's keep Eagle Mountain a great place to live!



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Big Business effect:

Spillman Grid surrounding the New Walmart – Stats from 2025:

Q1 - 62

Q2 - 63

Q3 – 108 - **Walmart open August 27th**

Q4 – 141

Q1 2025 versus Q1 – 2026 = 73% Increase

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The background of the slide features a large, dark, semi-transparent seal of the Utah County Sheriff's Office. The seal is circular with a five-pointed star border. Inside the star, the words "UTAH COUNTY" are at the top and "SHERIFF'S OFFICE" are at the bottom. The center of the seal contains the Great Seal of the State of Utah, which includes an eagle, a beehive, and the year "1847". Below the beehive is the year "1896". The seal is flanked by two revolvers.

Questions?