EAGLE MOUNTAIN
SPECIAL CITY COUNCIL MEETING
BUDGET ASSUMPTIONS WORK SESSION MINUTES

March 22, 2022, 3:00 p.m.
Eagle Mountain City Council Chambers
1650 East Stagecoach Run, Eagle Mountain, Utah 84005

3:00 P.M. BUDGET WORK SESSION – COUNCIL CHAMBERS

ELECTED OFFICIALS PRESENT: Mayor Tom Westmoreland, Councilmembers Donna Burnham, Colby Curtis, Jared Gray, Carolyn Love, and Brett Wright.

CITY STAFF PRESENT: Paul Jerome, City Administrator; Steve Mumford, Assistant City Administrator/Community Development Director; Fionnuala Kofoed, Director of Administrative Services/City Recorder; Elizabeth Fewkes, Recording Secretary; Chris Trusty, City Engineer; Aaron Sanborn, Economic Development Director; Kimberly Ruesch, Finance Director; Brad Hickman, Parks and Recreation Director; Mack Straw, Public Utilities Manager; Zac Hilton, Streets and Storm Drain Manager; Jeff Weber, Fleet and Facilities/Operations Director; Tyler Maffitt, Communications Manager; Angela Valenzuela, Human Resource Manager; Eric McDowell, Chief Deputy Sheriff; and Evan Berrett, Assistant to the City Administrator.

CITY STAFF PRESENT ELECTRONICALLY: Michele Graves, Library Director.

1. CALL TO ORDER

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

2. DISCUSSION OF PROPOSED BUDGET

Finance Director Kimberly Ruesch presented the item, reviewed the approval timeline, and the fund divisions in the budget.

Discussion ensued regarding the following:

- Projections and perspective for property tax revenue per capita and the impact on City funds with consideration of future projects.
- The difference in property taxes for commercial versus large industrial projects.
- Considerations for gradual property tax adjustments to prevent large increases.
- Factors influencing the 0.5% decrease in the Utah Retirement System such as the employee tier system.
- The adequacy of the 3% wage adjustment placeholder and methodology changes to track compensation comparisons.
- Clarification that City Council wage raises excluded the Mayor; the Mayor's wage is codified and has not been changed in ten years.
- Salary compensation studies for the Mayor and Council.

- Adding a budgeted placeholder for the Mayor and Council raises in addition to employees, dependent upon the result of market-rate compensation studies.
- City growth's impact on staffing needs.
- Balancing budgetary limitations with the staffing requirements and potential ramifications of failure to address department understaffing.
- Clarification that personnel requests are based upon current demands rather than projected growth.
- City departments running below the minimum standards required to provide minimum service standards for certifications and to comply with mandated maintenance requirements.
- The Environmental Compliance Officer position will be crossed trained to help with public works inspections.
- The shift from contracting the position to an in-house City Attorney due to the City size and need and the option to contract for additional legal services as required.
- The reasons for department heads requesting additional employees, methods to mitigate the impacts should additional employees be denied, and areas where fees or other resources could assist with offsetting personnel costs.
- The executive management analyst could find additional grant opportunities resulting in funding exceeding the cost of the employee.
- The requested content marketing writer would assist with responsiveness to the public and explore additional communication solutions. The position would support the even distribution of public feedback, staff mental health considerations, and credible information sources. A part-time position could be considered; however, a full-time position would be more adequate.
- The purpose to increase Sheriff's Department staffing is to provide two full patrol teams with supervisory capacity during daytime and evening shifts.
- The goal of one officer per 1,000 residents is not feasible for the City. Currently, the number is approximately 1 per 2,175. Two additional employees will take the total to 1 per 2,000 would bring staffing closer to the City goal of one employee per 1,800 residents.
- Balancing proactive with reactive responses.
- The impact of rising fuel costs on the Sheriff's Department. The 4% requested budget increase will help cover fuel costs and other expenses.
- Potential impacts of hyperinflation and other rising costs on the City.

Councilmember Wright noted the heaviness of the things weighing on the City and advocated for being a part of the solution to help the employees meet City needs.

Councilmember Burnham concurred with Councilmember Wright. Per her experience, staff does not ask for things that are not needed.

Councilmember Curtis said he will consider the information presented to provide feedback.

Councilmember Gray agreed with the sentiments expressed. He appreciates the efforts of staff but feels it is his responsibility to ask hard questions; however, he clarified that he still appreciates the efforts and quality of City staff.

Councilmember Love expressed appreciation to staff and supports the City increasing levels of service. She asked to see the requested items that were removed from the budget due to funding constraints.

Mayor Westmoreland expressed gratitude to staff for their efforts during difficult times. He stated the City needs to act boldly in making difficult decisions as accurate as possible.

3. ADJOURNMENT

Mayor Westmoreland adjourned the meeting at 4:47 p.m.

Fionnuala B. Kofoed, MMC
Director of Administrative Services/City Recorder

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