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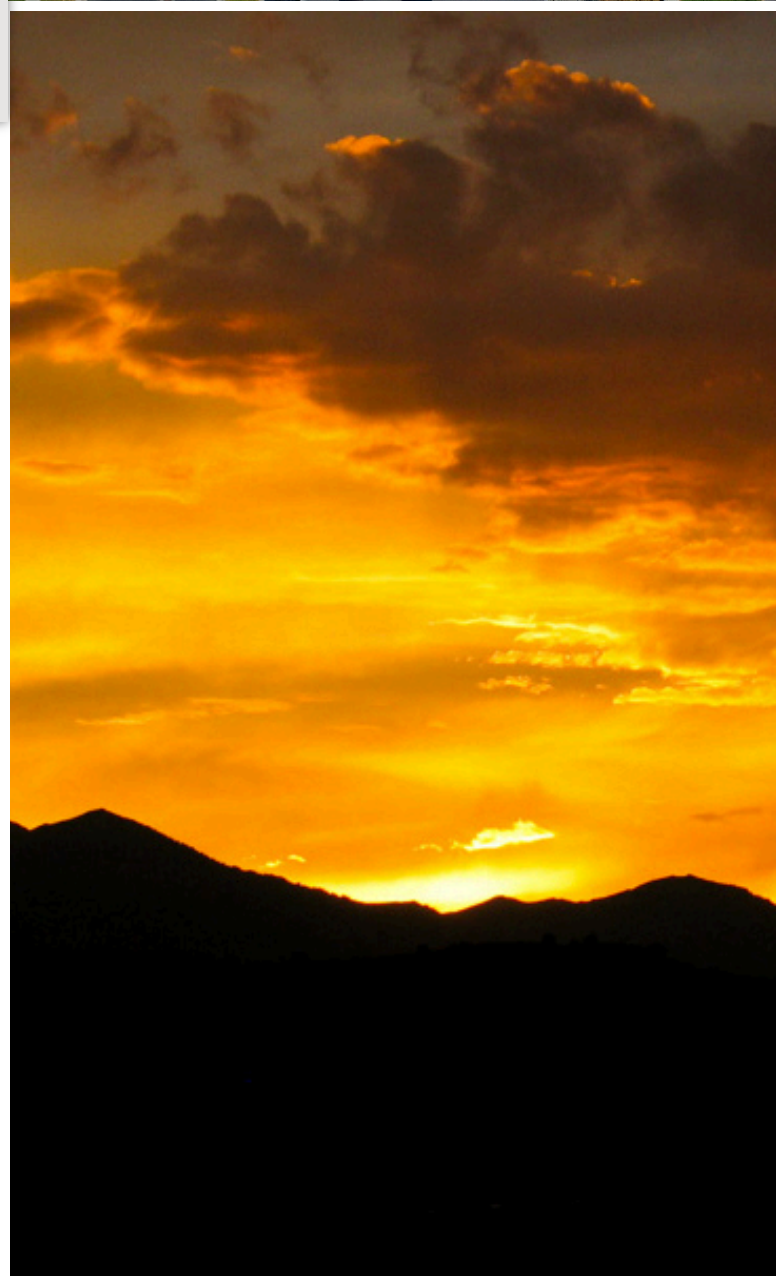
Deadline Extended - Looking for a Few More Great Candidates

## CITY MANAGER

Apply ASAP

Nestled near the breathtaking Rocky Mountains, Eagle Mountain City offers access to year-round recreation, stunning scenery, and a smalltown feel that is unique all in its own. It is a young city (incorporated in 1996 with a population of about 250) and rapidly growing (current population is just under 65,000) in the heart of Utah County, just west of Utah Lake. With its quiet atmosphere, strategic location, and abundant amenities, it is one of the most attractive cities in the State of Utah. While it is removed from the commotion of bustling city life, it is still close enough to enjoy the convenience of the metropolitan areas of Salt Lake City and Provo. Its citizens are respectful, helpful, and ready to welcome you to this one-of-a-kind community.

Eagle Mountain City is the perfect place to start exploring Utah's famous natural wonders. Situated adjacent to the Lake Mountains, the City has plenty of options for outdoor enthusiasts. Residents can explore the area on over 50 miles of trails for walking, biking, and horseback riding. More adventurous types enjoy riding all-terrain vehicles (ATVs) on 85-miles of dedicated ATV trails. Just a short distance away is Utah Lake, where you can spend the day fishing, swimming, water skiing, or boating. Within just a few minutes, you can find



yourself in local canyons enjoying camping, hiking, biking, rafting, or kayaking.

Golfers will appreciate The Ranches Golf Club, a western-themed 18-hole championship golf course. Its lush rolling greens blend into Eagle Mountain's northern neighborhoods. The Club has a well-stocked golf shop, a restaurant, and lessons for individuals and groups.

Utah is a skier's paradise and the ultimate winter destination with nine ski resorts within an hour's drive in or near Park City, Salt Lake City, Provo, and Ogden. Other areas in Utah offer a wide array of breathtaking landscapes, from the alpine scenery of the Wasatch Mountains in the north to the otherworldly red rock formations and canyons in the south. Opportunities for adventure abound in the states' forty-six State Parks, eight National Monuments, and five National Parks. Each destination is unique and has plenty of activities and discoveries in store.

Residents need not travel to take part in first-class cultural activities. Eagle Mountain Community Theatre delights audiences with a range of shows, from comedy to Shakespeare. At the Eagle Mountain Symphony Orchestra, local musicians strive to bring the finest classical music right to your doorstep. For a more tropical, cultural experience, Ohana Entertainment offers a taste of the Polynesian Islands without even leaving the city.

A tour of Eagle Mountain's historical sites is the best way to experience the City's rich and fascinating history. A visit to the Pony Express Monument is a must for history buffs. On the Pony Express Parkway Trail you can walk the trail where Pony Express riders once rode carrying their precious mail. You can go farther back in time by visiting the Three Warriors, a boulder with 1,800-year-old rock art petroglyphs carved by the ancient Fremont Indians.

Those with an interest in science and natural history can quench their thirst for knowledge with a short drive to unforgettable attractions. Nearby Draper is home to Loveland Living Planet Aquarium, a world-class aquarium with over 4,000 animals, including sharks, penguins, and otters. The aquarium's 40-foot tunnel offers an underwater view of sea turtles, stingrays, sharks, and fish. In Lehi, Thanksgiving Point features two museums, the Museum of Natural Curiosity and the Museum of Ancient Life.

It is also home to an educational working farm and Ashton Gardens, a 50-acre botanical featuring beautiful flowers, grand lawns, and the largest manmade waterfall in America.

Shoppers will find plenty of places to explore in Eagle Mountain. The City is home to three shopping centers, Porter's Crossing Town Center, Parkway Crossroads, and Prairie Gate Business Park. Each provides a large collection of shops and restaurants. Eagle Mountain Farmer's Market offers a more local shopping experience, and features farmers, food artisans, and their handmade products. In addition, the City showcases over 200 small businesses each year at ShopFest. Complete with food trucks and live entertainment, it is an opportunity to celebrate local talent and businesses.

Eagle Mountain City works hard to organize events and activities for the whole family to enjoy. Every summer, residents flock to Pony Express Days, a festival celebrating the community and its historical ties to the Pony Express Trail. The festival includes a parade, rodeo, a demolition derby, a fair, and fireworks. The City also hosts holiday celebrations, such as an Easter Egg Hunt, 4th of July Celebration, Halloween Town, and Christmas Village.

The City boasts an abundance of high-quality parks. In fact, with over 50 parks to choose from, there is something for everyone. Bikers will not want to pass up a visit to Mountain Ranch Bike Park. The first of its kind on the Wasatch Front, it features a jump line, two slopestyle tracks, a single-track network, and a skills area with a pump track and wood features. For equestrians, the Cedar Pass Ranch Horse Rink is an excellent place to ride horses. Skaters enjoy the ramps, rails, and halfpipe at Pony Express Skate Park. The Cory B. Wride Memorial Park offers a playground and pavilions, a splash pad, ziplines, baseball diamonds, and courts for pickleball, basketball, and tennis.

Local athletes have their choice of several sports in Eagle Mountain's city leagues. Adults compete in softball, kickball, basketball, volleyball, and pickleball. Youth participate in softball, baseball, Jr. Jazz Basketball, soccer, lacrosse, track & field, cross country running, and football. Young people can also hone their skills on the golf course at Junior Golf Camp.

When you are ready for a change of scene, spend the day in the metropolitan centers of Salt Lake City or Provo. In Salt Lake City,

visit Temple Square and This is the Place Heritage Park, to immerse yourself in the state's fascinating history. Patrons of the arts can explore the Utah Museum of Fine Arts or take in a symphony at Abravanel Hall. For the curious, Hogle Zoo, Clark Planetarium, and the Natural History Museum of Utah provide abundant opportunities for discovery. Shopping enthusiasts will enjoy City Creek Center, with over 100 shops and restaurants and a stunning outdoor design.

Provo is known for its family-friendly and welcoming atmosphere, and it has plenty to offer visitors. At Brigham Young University, you can visit four museums, enjoy a musical theater production, or join passionate fans in cheering for the Cougars at a variety of sporting events. Provo's downtown area hosts unique shops and restaurants. It is home to "Restaurant Row," a collection of around 50 restaurants featuring local favorites and international cuisine. Provo also boasts several exciting destinations for family fun, including Seven Peaks Water Park, Peaks Ice Arena, and Provo Beach.

Another Salt Lake City highlight is its sports scene. A wide variety of professional and college teams call it home, including the NBA's Utah Jazz, MLS's Real Salt Lake, NWSL's Utah Royals, and the city just announced a NHL hockey team. Salt Lake City also hosts a variety of minor league teams, including the Salt Lake Bees baseball team and the Utah Grizzlies hockey team. For football fans, the University of Utah Utes are the team to watch. They regularly qualify for the College Football Playoffs. The University of Utah's women's gymnastics team, the Red Rocks, are among the best in the nation and attract over 14,000 fans per meet.

Traveling outside of Eagle Mountain is a simple affair. State-of-the-art freeways, like 1-15, facilitate access to Utah's major metropolitan areas. For more distant destinations, the completely rebuilt Salt Lake City International Airport is located just 40 miles north. The airport is the 21st busiest airport in the U.S., serving over 26 million passengers annually with more than 300 flights departing daily to 90 nonstop destinations. It is a major Delta Airlines hub and was ranked as the 3rd Best Large Airport in the United States by Business Insider. Thirty miles to the southeast is the Provo Municipal Airport, Utah's second busiest airport. Commercial service there is provided through Breeze

Airways, Allegiant Air, and American Airlines. The airport is also considered a general aviation airfield, providing space for local aviators.

Eagle Mountain is not just a place to play. It is the perfect place to call home. Eagle Mountain offers its residents a rural, small-town feel, even though it is the fastest growing city in Utah and probably the nation. Most residents own their homes and are invested in the community and its welfare. Single family detached homes are the most popular type of housing in the City, but townhomes and condominiums are also available. The average home in Eagle Mountain is valued at \$513,836, with a median sold home price of \$472,000. As of February 2024, home prices had decreased by 2.4% compared to last year.

Rest assured; your family will be safe in Eagle Mountain. The City has a very low crime rate. According to NeighborhoodScout.com, Eagle Mountain City is safer than 78% of all communities in the United States and has a lower crime rate than 84% of Utah communities.

The Alpine School District serves Eagle Mountain families and offers city residents numerous public schools, including eight elementary schools, one middle school, and one high school (with another middle and high schools on the way). In addition, the City hosts two charter schools. Higher education is a priority in Utah, and Eagle Mountain lies within 40 miles of three of Utah's largest universities: Brigham Young University, Utah Valley University, and the University of Utah. Several other notable universities, colleges, and technical schools are within a 2.5-hour drive, including Utah State University, Weber State University, Westminster University, and Salt Lake Community College.

In Eagle Mountain, you will enjoy a strong sense of community. Residents are friendly, energetic, and productive. People here prioritize families and embrace conservative values. Neighbors get to know each other and offer help in times of need. Religion is an important part of the local culture. About 55% of Utahns are members of the Church of Jesus Christ of Latter-day Saints, while numerous other religious communities thrive here as well. Those who do not belong to a church are welcome and will benefit from Utah's family-focused communities, safe neighborhoods, and friendly residents.

Figure 1: Eagle Mountain City Population Growth

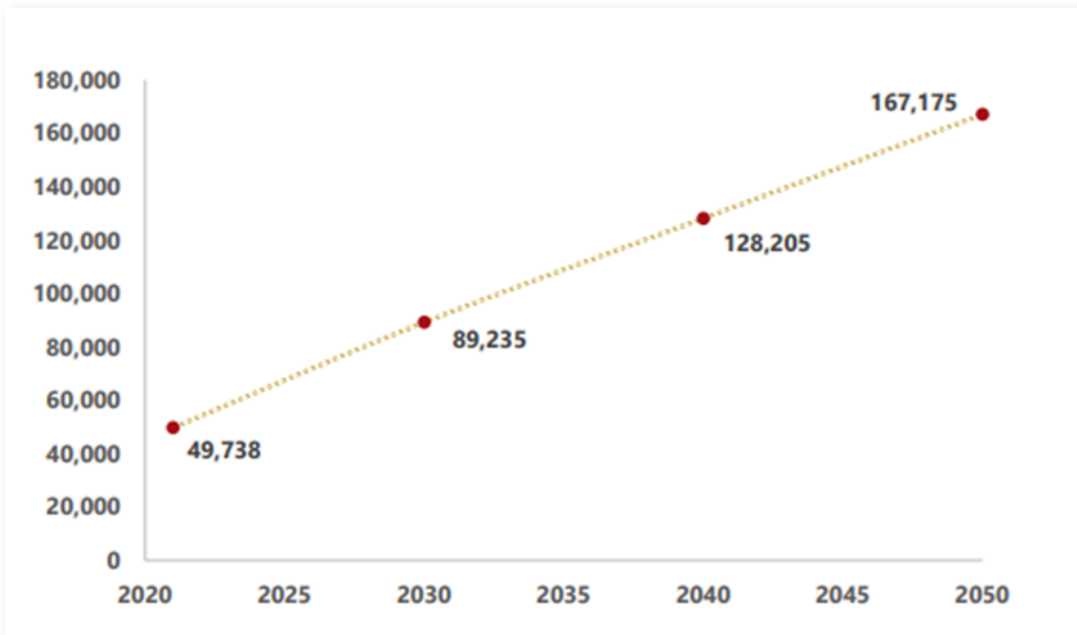


Figure 2: Location of Eagle Mountain City, UT

With a combination of a strong economy, good schools, low crime, and welcoming neighbors, Eagle Mountain City really has some of the best features that families look for when choosing a good community to raise children. This community has nearly endless potential and big possibilities. Don't miss this opportunity to make Eagle Mountain City your home. We invite you to apply today to be our next City Manager!

## HISTORY

Native Americans inhabited the area now known as northern Utah for centuries. The Fremont people, the Northern Shoshone, and Ute tribes hunted and fished in the area. While the first U.S. visitor to see the Salt Lake area was Jim Bridger in 1824, the first permanent settlers arrived on July 24, 1847. They were members of the Church of Jesus Christ of Latter-day Saints who sought to establish an autonomous

religious community where they would be safe from persecution. In the following months and years, thousands of Mormon pioneers followed and arrived in the Salt Lake Valley. The area soon became a vital trading point for travelers going west. The world began arriving in Salt Lake City in 1869 with the completion of the First Transcontinental Railroad. Salt Lake City became Utah's state capital on January 4, 1896, when Utah entered the union as the 45th state

The City of Eagle Mountain was established almost 150 years after settlement began in Utah. In the 1990s, John Walden, a real estate developer from Florida, and his friends Scott Gettings and Andrew Zorbis owned vacation homes in Park City and regularly traveled to Utah to ski. Together, they bought about 8,000 acres of land in the Cedar Valley. No one lived in the area they wished to incorporate, so they approached the residents of the nearby communities of Cedar Pass Ranch and Harvest Haven to become a part of the new town. They agreed, and the Town of Eagle Mountain was incorporated in December 1996, with just 24 square miles and 250 residents. By 2001, Eagle Mountain had over 2,100 residents and was reclassified as a city. In 2006 and 2011, Eagle Mountain annexed more land, becoming one of Utah's largest cities by area.

Since becoming incorporated, Eagle Mountain has experienced a population explosion, even after the 2008 recession. Further, it

is projected to have a population of 167,175 residents by the year 2050. See Figure 1 on page 4 for more detail.

## GEOGRAPHY

With an area of 50.3 square miles, all land, Eagle Mountain is Utah’s fourth largest city by size. The City sits in the Cedar Valley, surrounded by the Lake and Oquirrh Mountains. Utah Lake is about six miles to the east.

Eagle Mountain City is situated in the northwestern part of Utah County, conveniently located between the population centers of Salt Lake City and Provo. It is approximately 10 miles west of the City of Lehi, 40 miles southwest of Salt Lake City, and 30 miles northwest of Provo.

Eagle Mountain contains 20 master-planned communities, divided into three service areas. With over 41,000 remaining lots, the City has an abundance of land available for expansion.

## CLIMATE

Notably, Eagle Mountain City’s climate varies between the northeastern Ranches area and the southwestern City Center area. The Ranches area is closer to the moderating influence of the Great Salt Lake and therefore has slightly milder temperatures. Its climate is humid subtropical. The City Center lies in the Cedar Valley, which separates it from the Lake’s influence. Nights here are much colder, but the area also receives less precipitation and more sunshine. Its climate is classified as cold semi-arid.

Generally, Eagle Mountain has hot, dry summers and freezing, snowy winters. Its hottest month is July, with an average high of 89° F and average low of 62° F. The coldest month is January, with an average low of 20° F and high of 33° F. Spring and fall are the most comfortable seasons, with temperatures between the two extremes. The City receives an average of 16 inches of rain and 46 inches of snow per year. The wettest month is April, with an average of 7 days with some form of precipitation. Humidity levels in Eagle Mountain are very low, rarely climbing above 40%. Aside from the occasional snowstorm, Eagle Mountain is relatively safe from natural disasters.

Table 1: Eagle Mountain City Demographics

Distribution by Race		Distribution by Age	
White	83.9%	0 to 15	39.2%
Black	0.7%	15 to 25	15.0%
Asian	0.8%	25 to 45	31.8%
Native American	0.5%	45 to 65	11.7%
Other	14.1%	65 to 85	2.5%
Total	100.0%	Over 85	0.0%
Hispanic Ethnicity (all races)	11.5%		
<b>2022 Estimated Population: 63,689</b>			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	96.2%
Bachelor’s Degree or Higher	36.5%
Median Age—Eagle Mountain City	27.1
Median Age—U.S.	38.5
Median Household Income—Eagle Mountain	\$100,837
Median Household Income—U.S.	\$75,149
Poverty Rate	3.4%

Source: U.S. Census Bureau

## DEMOGRAPHICS

Eagle Mountain City is known for its educated and industrious population and its citizens enjoy a high level of prosperity. Another noteworthy characteristic of the City’s residents is their youth. In 2013, CNN Money named Eagle Mountain as the youngest city in America. That trend has continued over the past decade. Eagle Mountain is distinctive for its rapid population growth - 8.1% annually. See Table I for more information.

## COMMERCE

Eagle Mountain City has a thriving and continually growing economy. The City’s strong infrastructure, affordable utilities, and

Table 2: Principal Employers, Eagle Mountain City, UT

Employer	Industry	Employees
Alpine School District	Education	1,086
Tyson Fresh Meats, Inc	Food Production	684
M.A. Mortenson Construction	Construction	200
Eagle Mountain City	Government	186
Macey's Eagle Mountain	Food Retail	159
Suntec Concrete, Inc.	Construction	150
Ridley's Family Markets	Food Retail	114
E2 Optics, LLC	Information Technology	100
Stadion, LLC	Unknown	96
Eagle Mountain McDonald's	Restaurant	72

Source: Eagle Mountain City, Utah 2023 ACFR

sizable labor force have attracted a wide variety of businesses. Some of its most notable businesses are Tyson Meats and Macey's Grocery. Eagle Mountain also hosts two data centers, for Meta (Facebook) and Google, with several other data center projects in development. In addition to the successful businesses that already call Eagle Mountain home, the City will soon welcome Applebee's, Wal-Mart, and QTS to the community. See Table 2z for the City's principal employers.

## THE GOVERNMENT

Eagle Mountain City is governed by a six-member council composed of a Mayor and five Council Members. The Mayor acts as the City's chief executive officer. He/she only votes in case of a tie. He or she administers the budget, sets the agenda and presides over Council meetings. The remaining Council Members exercise legislative powers, such as creating and reviewing laws to meet residents' needs.

The Mayor and Council Members all have the best interests of the City at heart, get along well, respect one another, and hold the staff in high regard. Their questions are thoughtful, and while they may disagree on an issue, they are never disagreeable. In fact, it is not uncommon to observe an element of repartee among them during meetings.

The Mayor and Council Members are elected at large to staggered four year terms and are not subject to term limits. The current Mayor, Tom Westmoreland, has served in his position for six years, previously serving as a Council Member for four years. Elections are held every two years, with 2025 being the next election year, which will be held for the Mayor's and two Council seats; 2027 will be held for three council seats.

The City Manager is responsible for carrying out policies and programs established by the City Council. He or she supervises the City's departments and employees either directly or indirectly. It should be noted that, until very recently,

the City Manager position was that of a City Administrator. It is now transitioning to much more of a traditional City Manager role.

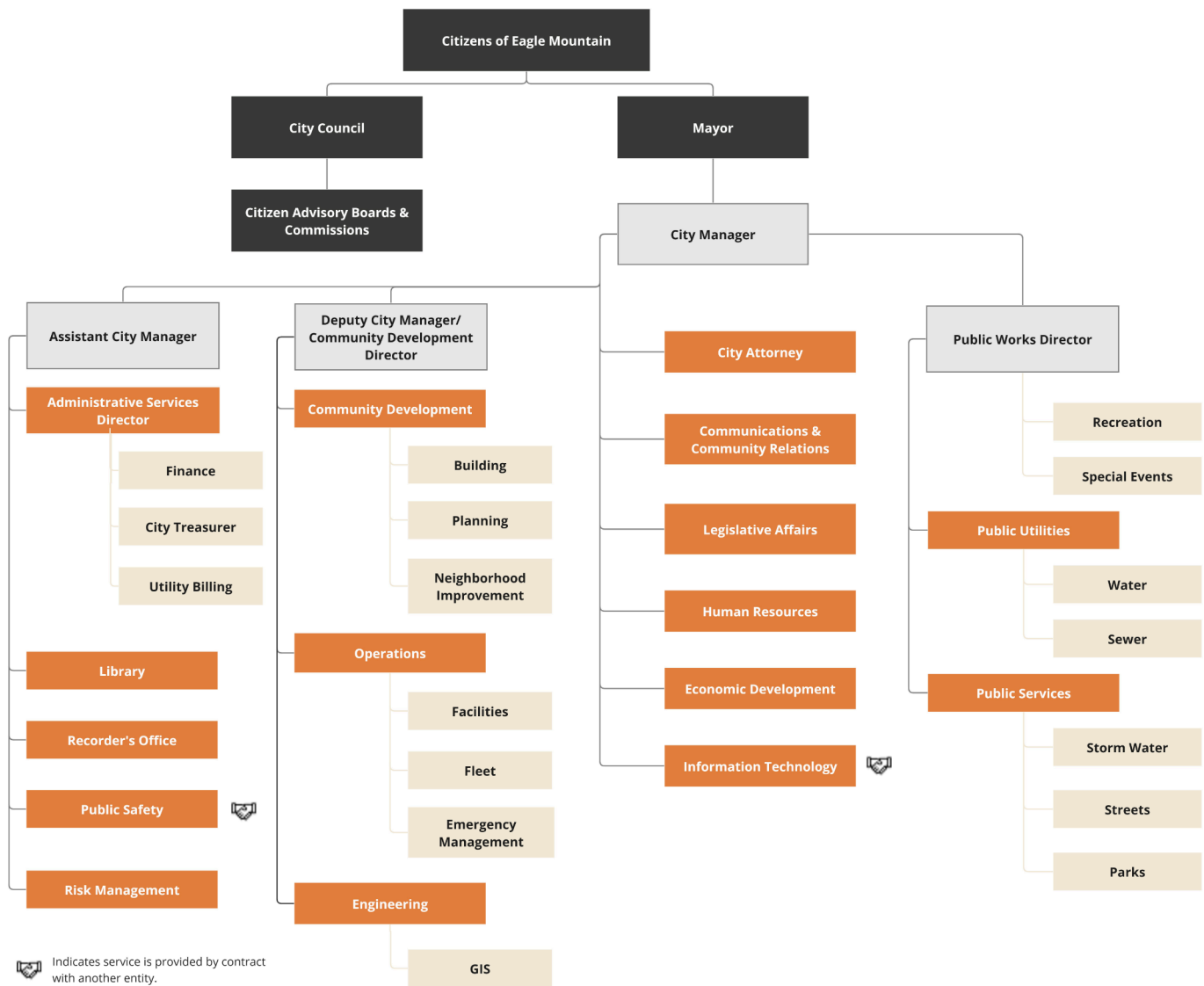
Eagle Mountain has approximately 200 employees, and due to considerable growth, the city hires 20 to 30 new employees each year. There are no unionized employees. The City provides all the typical services of a full-service community including: Finance, Library, Recorder's Office, Risk Management, Community Development, Operations, Engineering, City Attorney, Communications & Community Relations, Legislative Affairs, Human Resources, Economic Development, Public Works, Public Utilities, and Public Services. The City currently has contracts for Public Safety (Utah County Sheriff's Office), Information Technology, Fire Service, and Waste. See Figure 3 on page 7 for more information about the reporting structure.

Eagle Mountain City's Total Adopted Budget for the fiscal year 2024-2025 is \$142,679,601. Its General Fund Budget is \$30,286,635.

## THE CHALLENGES AND OPPORTUNITIES

The greatest challenge facing Eagle Mountain, is also its greatest opportunity—growth. Since 2000, Eagle Mountain has grown

FIGURE 3: EAGLE MOUNTAIN CITY—ORGANIZATIONAL CHART



1,571.3%. Yes, you read that correctly! For example, 30,000 housing lots have been approved and are currently in the early stages of being built. That presents two challenges.

The first challenge is keeping up with the City’s infrastructure needs. It is a daily struggle to keep up with the need to construct and maintain roads, buildings and parks. Equipment is always on the minds of personnel. Currently, a new City Hall, Public Works building and possibly a Recreation Center need to be built as the current facilities are overcrowded, and as noted previously, both the population and city are growing rapidly. Working with City staff, as well as other governmental and private entities, to

determine new solutions for the complex problems associated with significant growth, will be a challenging opportunity for the new City Manager.

The second challenge is even though the City is growing at an exponential rate, residents want the area to maintain its rural, small-town feel. In fact, many residents choose to live in Eagle Mountain due to several subdivisions being zoned for animals, specifically horses, and the existing and extensive horse trails. This kind of request will require a delicate balance that only a practiced City Manager will be able to facilitate.



The next challenge is due to its outlying location, and adolescence, in reference to the age of the City (less than 30 years) when compared to other more mature, established cities in Utah, Eagle Mountain is often forgotten. The City Council would like the next Manager to initiate a campaign to increase the City's visibility – to make it known, not only in the state, but across the country. The City just completed a major rebrand that redefines the City's identity and invigorate its sense of community.

Communication with the community needs to be enhanced. Residents need to be informed, and finding ways to reach them will be important. Ensuring that information is easily accessible will help the City to better communicate their vision and accomplishments to the residents. Transparency is vital to this community.



The next Manager will need to undertake a complete review of the organization. Eagle Mountain and its staff have grown very rapidly. While difficult in the face of the continuing growth, it is time to ensure the right people are in the right positions doing the right things in an optimal manner.

Finally, adapting to the variations of an elected body is always a challenge. Roles and responsibilities will need to be refined, relationships developed, and communication paths created. Part of this analysis will involve reviewing the Council-Mayor-Manager relationship and ensuring that all parties are operating within their scope. Part of this effort will also include creating a shared vision and a strategic plan with the elected body

In the coming years, Eagle Mountain will become the largest city in the county, and has



earned the reputation of being a fast-growing, emerging city. Nothing has been easy for this growing City. City officials, staff, and residents were creative and bold, and took chances. As a result, the future is bright. The City just needs a City Manager to bring all the strategies, plans, and visions together to form a united front.

## THE IDEAL CANDIDATE

The City Council is seeking an achievement-oriented leader and manager. They want someone to work with them as a partner and trusted advisor while understanding he/she works for the elected officials and takes direction from them. The individual will be someone who will be honest and tell them what they need to hear, not what they want to hear. The next City Manager will know how to look past the politics, recognize that she/he works for the elected body and receives direction from it, and always move forward with their vision. The next Manager should encourage and support the Council in a strategic planning process to create new long-term goals for the community.

The best candidate will be comfortable in their own skin, very professional and inspire confidence. The next Manager will need to be able to balance competing points of view, find common interests, and bring people to consensus while not becoming involved in the politics. He/she will ensure all the officials have the same information at the same time and will focus on satisfying the needs of all elected officials. In other words, everyone will be fully informed (including happenings in the community), and there will be no surprises.

The ideal candidate will be approachable, receptive, open-minded, honest, and transparent as well as organized, intelligent, forward thinking, friendly, dynamic, cheerfully persistent, high-energy, extremely positive and very proactive (but not aggressive or abrasive). The individual will have a "can do" attitude and be visionary yet practical. The best candidate will think strategically and be able to look over the horizon to anticipate problems and fix them before they become issues. She/he will not be comfortable sitting behind a desk and giving instructions. Rather, the Manager will be in the community and activities, talking to people, listening and learning. A sense of humor will be important, as will a calm bedside manner.

Ideally, the selected individual will create a culture of positivity, set goals, and rely on subordinates to do their jobs competently. He/she will expect to be kept informed and will hold the staff accountable. The Manager will be a mentor and encourage staff development. She/he will recognize that diverse opinions and spirited discussions lead to better decisions and programs. Building teams and promoting teamwork will be important. Good judgment in hiring will be critical as the staff is small and everyone, including the Manager, is expected to roll up their sleeves to get the job done.

Customer service, along with communication, integrity, and transparency, will be core values for the Manager. Eagle Mountain expects the Manager to be someone who leads by example and encourages the staff to find ways to get to "yes." Customers are not always right, but their needs and concerns should be addressed promptly. They should be treated fairly, and an honest effort should be made to solve their problems. If a solution is not possible, an explanation of why should be given.

The City is seeking someone who is a critical thinker who is always asking if there is a better way to conduct business and address problems. Analytical skills, as well as a knowledge of how to develop relationships, and negotiate with landowners and developers is a must. Familiarity with bonds in all their varieties will be important as well as being comfortable presenting at the regional and state level.

The next Manager will have strong skills in management, budgeting and finance, and economic and land development. A track record of success in intergovernmental relations will be important as the City frequently interacts with other nearby local governments as well as state agencies.

The position requires a minimum of a bachelor's degree in public administration, business administration, or other public related fields from an accredited college or university. The ideal candidate must have a minimum of 5-10 years of progressive senior management experience as a City Manager, Assistant City Manager, or Department Head. A master's degree in business, public administration, or related field is preferred. Finally, while Eagle Mountain has its challenges, it is a true treasure and wants a manager that is committed to remaining in this position for 5-10 years.

## COMPENSATION

The salary range is \$170,000 to \$230,000. Salary will depend on qualifications and experience. Benefits are excellent. The City Manager will be part of the Utah Retirement System unless they choose to opt out.

## THE MOST RECENT CITY MANAGER

The prior City Administrator worked for the City for 16 years, with the last three and a half as the City Administrator. He left recently for a higher paying position in a nearby community.

## RESIDENCY

The selected candidate is not required to live in the City limits; however, they should live close enough to be part of the community, attend community events, and be available for emergencies.

## HOW TO APPLY

E-mail your cover letter and resume to [Recruit37@cb-asso.com](mailto:Recruit37@cb-asso.com) by September 20, 2024. Questions should be directed to Scott Krim at (801) 628-8364 or Colin Baenziger at (561) 707-3537.

## INTERNAL CANDIDATES

The City Council is committed to a level playing field and the best person will be selected for the position, whether internal or external.

## CONFIDENTIALITY

This recruitment is very unlikely to draw scrutiny from the media until the City selects the finalists for the position. While pursuant to Utah's Governmental Records Access and Management Act, all candidates will be notified prior to their applications being released and given the opportunity to withdraw.

## THE PROCESS

Applications will be reviewed as they are received. Finalists will be selected on October 15th. A reception and interviews will be held on October 24th and 25th. A selection will be made shortly thereafter.

## OTHER IMPORTANT INFORMATION

The City of Eagle Mountain is an Equal Opportunity Employer and encourages women, minorities and veterans to apply.

## ADDITIONAL INFORMATION

For additional information about the city, visit:

[eaglemountaincity.com](http://eaglemountaincity.com)

[eaglemountainchamber.com](http://eaglemountainchamber.com)

[utahvalley.com/listing/eagle-mountain-city/638](http://utahvalley.com/listing/eagle-mountain-city/638)

[eaglemountain.com/recreation](http://eaglemountain.com/recreation)