

FY 26 Performance Review

Employee name: Luke Peterson

Goal Setting

Current Short Term and Long-Term Goals w/ Associated Outcomes (initially set beginning of fiscal year):

Goal 1: Secure federal funding for nature center, recreation

Outcome: Secured \$10 Million for Nature Center, Recreation, and Invasive Species Mitigation

Goal 2: Create positive public awareness by executing the “Utah Lake is My Lake” Communications Campaign

Outcome: Campaign successfully executed, with 8% clickthrough rate 600% increase of visitors to our tabling booths, and a 12% increase to lake visitation with a net positive economic impact on Utah County of \$7.8 million

Goal 3: Work with federal delegation to defend the Utah Reclamation, Mitigation, and Conservation Commission and ensure continued funding.

Outcome: Thus far, the U.S. Senate committee-passed budget included near-full funding for URMCC.

Mayor Kaufusi Feedback

This has been an outstanding performance period. Securing \$10 million in federal funding is a major achievement and shows your ability to navigate complex partnerships with real results. The “Utah Lake is My Lake” campaign was a clear success, with impressive increases in engagement, public awareness, and economic impact. Your work with the federal delegation to protect URMCC funding also demonstrates strong advocacy and persistence.

Overall, you delivered meaningful, measurable outcomes on every goal. Your leadership and initiative are truly appreciated. Keep up the great work.

Mayor Lundberg Feedback

As a new Director, Luke has faced difficult issues that would make many shrink and play it safe, but has instead forged ahead on many fronts that require toggling various challenges that go above expectations, in my opinion. He established new partnerships, built bridges with difficult legacy relationships, and assembled a core team that has knocked it out of the park when looking at the multi-faceted goals of the Utah Lake Authority's purpose. He has also successfully navigated multiple nuanced layers to strategize pathways toward success, and we are confident he can execute them in the future.

Decisions

The Chair and Vice-Chair recommend a 3.5% merit increase.

Employee signature: *Luke Peterson*

Date: 12/18/2025

Mayor Kaufusi: *Michelle Kaufusi*

Mayor Michelle Kaufusi
Date: 11/20/2025

Mayor Lundberg Signature: *Carolyn O Lundberg*

Carolyn Lundberg

Date: 11/20/2025