



**UNIFIED FIRE AUTHORITY BOARD
BENEFITS AND COMPENSATION COMMITTEE MEETING MINUTES**

January 3, 2024 9:00 a.m.

This meeting was held both in-person and electronically via ZOOM.

Committee Members Present:

Mayor Overson
Mayor Silvestrini
Council Member Hull

Mayor Dahle
Council Member Buroker

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Brandon Dodge, Local 1696

Guests:

Amanda Lawrence
Anthony Widdison
Ben Porter
Bill Brass
Brad Larson
Bryan Case
Cal Ricotta
Calle Ellingson
Catherine Kanter, UFA Board
Chet Ellis
Cliff Burningham
Courtney Samuel
Debbie Cigarroa
Dustin Dern
Erica Langenfass
Jared Henderson, UFA Board
Jason Kamp
Jenn Bevan

Jeremy Robertson
Kate Turnbaugh
Kelly Millard
Kiyoshi Young
Kyle Maurer, Herriman
Lana Burningham
Marcus Stevenson, UFA Board
Mark Jones
Matt Anderson
Michael Conn
Mike Bagley
Mike Weichers, UFA Board
Molly Doyle
Nile Easton
Paul Fotheringham,
Holladay
Paul Story
Riley Pilgrim

Scott McNeil
Sean Callesto
Sean Garrett
Shawn Peterson
Shelli Fowlks
Station 103
Station 104
Station 110
Station 113
Steve Prokopolis
Sylvia Cardenas
Tara Behunin
Tua Tho
Tyler Lintz
Val Greensides
Wesley Lathen

Call to Order

Meeting called to order by Chair Dahle at 9:09 a.m.

Mayor Dahle stated that this will be his last B&C Meeting and Holladay Council Member Paul Fotheringham will take his place on the UFA Board and on the B&C Committee as well
Mayor Dahle stated that UFA is in a great position and is stable and healthy, this is a good time for him to step away

Mayor Silvestrini and UFA Local Member Jeremy Robertson thanked Mayor Dahle for his service and partnership

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Council Member Henderson moved to approve the minutes from the March 30, 2023 Benefits & Compensation Committee Meeting as submitted

Mayor Silvestrini seconded the motion

All in favor, none opposed

Sworn Wage Discussion – Chair Dahle

- ◆ Mayor Dahle clarified that this is the main reason for this meeting today, to provide Chief Burchett and staff clear guidance on the Top 3 goal
 - ◆ Mayor Dahle clarified that this is not policy, but an aspirational goal
- ◆ The inclusion of Park City in the comparisons will also be discussed
- ◆ Engineer Molly Doyle, speaking on behalf of Local 1696, addressed the Committee about the importance of security for personnel and the immeasurable value the crews bring to the municipalities they serve
- ◆ Mayor Dahle explained that the work done in B&C focuses on the Firefighters and keeping UFA a destination department, but there is the need to be responsive to citizens and taxes
- ◆ Local President Dodge is in support of the inclusion of Park City in the comparisons, the current system of comparison is currently working as UFA is competing for the same personnel as Park City
 - ◆ President Dodge explained the history of the 48/96 work schedules
 - ◆ President Dodge feels we have a great system as is, and thanked the Committee for their efforts, but doesn't want to see the inclusion of Park City be changed, but he understands the Boards position
- ◆ Chief Burchett provided some history of how the Top 3 evolved and explained that the current Board shouldn't be tied to decisions of the past, but hopes that this Committee will support the direction previously chosen
 - ◆ Chief explained that the employees need to know that the Board and Chief will do anything to keep wages as competitive as possible
 - ◆ The employees need to know that this is the highest priority
- ◆ Chief feels the benefit of the Top 3 is similar to the Capital Replacement Plan which helps smooth out spiking, and the goal is to keep wages from a large spike to play catch-up in the future
- ◆ UFA has needs, but the highest priority is recruitment and retention, UFA is about people and without them, the service doesn't exist, the employees make us great
 - ◆ Chief feels what we have been doing is working and UFA has great employees and that the Board should do all they can to hold our position
- ◆ Council Member Henderson stated that there needs to be discussion on a sustainable system, reminding the Committee that they are representing the taxpayer and Public Safety is the highest tax for the most important service
 - ◆ Council Member Henderson clarified that he is not looking to make changes or cut anything, his main concern is the ability to sustain the model
 - ◆ We have the competitive edge and if pay is the only thing, then we are doing something wrong
 - ◆ Park City isn't the issue, the Top 3 is aspirational and our policy is to stay competitive, but getting to the point of being at the top is getting out ahead of our skis
 - ◆ There needs to be sustainability to prevent a bust, especially with all the work that was done to catch up
 - ◆ Top 3 across the board is not sustainable and it can't constrict future boards to this decision

- ◆ Citizens want top quality service they can afford, and it will reach a point where they can't afford it any longer and must pursue other options
- ◆ The goal is to keep UFA competitive and sustainable, there will be fewer of you and the pain that was experienced before will be a reality again if this is not done right
- ◆ Sustainability is what provides the security to personnel as Molly Doyle discussed
- ◆ COLA does not exist in the private sector, Council Member Henderson is not pushing for changes this budget, but COLA is the biggest driver on compensation
- ◆ If a more sustainable measure can be found, rather than COLA, this may provide more security and peace of mind
- ◆ Work must begin to build steps to a system that is sustainable
- ◆ Mayor Weichers agrees this is a bigger discussion than the meeting today
 - ◆ He feels that omitting Park City would not make much difference, but feels Park City is not comparable
- ◆ Mayor Dahle stated that UFA does not need to be the #1 in pay, it is more about culture and being a premier agency
 - ◆ UFA has no control over other agencies and variables for budget consideration
 - ◆ Agrees that the discussion going forward should be how to deal with COLA
- ◆ Council Member Buroker agrees with Council Member Henderson
- ◆ Mayor Silvestrini feels Park City doesn't need to drive what we do
 - ◆ Maintaining the lead on wages and benefits is something we don't want to get behind on
- ◆ Mayor Dahle clarified that at the next B&C Committee Meeting data will be reviewed and a decision made on 2/15/24
 - ◆ Staff will be asked to provide data with and without Park City
 - ◆ The long-term goal is to smooth COLA for next year as Council Member Henderson suggested

Closed Session

None

Adjournment

Council Member Henderson moved to adjourn the January 3, 2024 Benefits & Compensation Committee Meeting

Mayor Silvestrini seconded the motion

All voted in favor, none opposed