



UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE AGENDA

January 3, 9:00 a.m.

NOTICE IS HEREBY GIVEN THAT THE UNIFIED FIRE AUTHORITY BENEFITS AND COMPENSATION COMMITTEE SHALL ASSEMBLE BOTH ELECTRONICALLY AND IN-PERSON FOR A MEETING AT
3380 SOUTH 900 WEST, SLC, UT 84119

THE PUBLIC MAY ATTEND ELECTRONICALLY VIA ZOOM WEBINAR AT:
<https://zoom.us/j/91681046879?pwd=MEtoVmtwRG95ZFYrV0J3TUZtZUNBdz09>

Webinar ID: 916 8104 6879

Passcode: 8675309

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1. Call to Order – Chair Dahle
 2. Public Comment

Please limit comments to three minutes each. The UFA Benefits and Compensation Committee typically will not engage directly but may direct staff to address comments following the meeting.

There are three options for comments during this meeting:

 - a. In-Person.
 - b. Live during the Webinar by logging in as described above. If you wish to make a comment, select the “Raise Hand” button at the bottom of the screen. You will then be added to the queue and invited to speak.
 - c. EMAIL: Public comments will be accepted prior to the meeting via email at publiccomment@unifiedfire.org until 7:00 a.m. January 2, 2024. Emailed comments submitted prior to 7:00 a.m. January 2, 2024, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Benefits and Compensation Committee, but not read into the meeting record or addressed during the meeting.
 3. Minutes Approval –Chair Dahle
 - March 30, 2023
 4. Sworn Wage Comparison Discussion – Chair Dahle
 5. Possible Closed Session

The UFA Benefits and Compensation Committee may consider a motion to enter into Closed Session. A closed meeting described under Utah Code Section 52-4-205 may be held for specific purposes including, but not limited to:

 - a. discussion of the character, professional competence, or physical or mental health of an individual;

- b. strategy sessions to discuss pending or reasonably imminent litigation;
- c. strategy sessions to discuss the purchase, exchange, or lease of real property;
- d. discussion regarding deployment of security personnel, devices, or systems; and
- e. investigative proceedings regarding allegations of criminal misconduct.

A closed meeting may also be held for attorney-client matters that are privileged pursuant to Utah Code § 78B-1-137, and for other lawful purposes that satisfy the pertinent requirements of the Utah Open and Public Meetings Act.

6. Adjournment – Chair Dahle

THE PUBLIC IS INVITED TO PARTICIPATE IN ALL UFA MEETINGS.

In accordance with the Americans with Disabilities Act, UFA will make reasonable accommodation for participation in the meetings. Please call the clerk at least three working days prior to the meeting at 801-743-7213. Motions relating to any of the foregoing, including final action, may be taken at the meeting. This meeting will also be held electronically to allow members of the UFA Benefits & Compensation Committee to participate. This agenda is subject to change with a minimum 24-hour notice.

CERTIFICATE OF POSTING

The undersigned, does hereby certify that the above agenda notice was posted on this 2nd day of January 2024 on the UFA bulletin boards, the UFA website www.unifiedfire.org, posted on the Utah State Public Notice website <http://www.utah.gov/pmn/index.html> and was emailed to at least one newspaper of general circulation with the jurisdiction of the public body.

Cyndee Young, UFA Board Clerk



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

March 30, 2023 at 8:00 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

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Brandon Dodge, Local 1696

Guests:

AC Dern
AC Robinson
OC Russell
Anthony Widdison
Armen Jacobs
Bill Brass
Brad Larson
Brian Anderton
Bryan Case
Cal Ricotta
Catherine Kanter, SLCo
Chandler Kingsbury

Danny Egbert
Erica Langenfass
Jill Tho
Kate Turnbaugh
Keith Plagemann
Kelly Bird
Kelly Bird
Ken Aldridge
Kendall Perry
Kiyoshi Young
Kyle Maurer, Herriman
Lee Ascarte

Lindsey Flygare
Michelle Morse, Gallagher
Mike Weichers, CWH
Nate Bogenschutz
Nile Easton
Rebecca Norfleet, Gallagher
Richard Rich
Roger Beckman
Station 101
Steve Quinn
Tom Westmoreland, Eagle Mtn

Call to Order

Meeting called to order by Chair Dahle at 8:05 a.m.

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Mayor Overson moved to approve the minutes from the February 17, 2023 Benefits & Compensation Committee Meeting as submitted

Mayor Silvestrini seconded the motion

All in favor, none opposed

Health Insurance Review and Forecast – HR Director Day/Gallagher

- ◆ Michelle Morris presented the current status of insurance with SelectHealth
 - ◆ SelectHealth released an 8.9% increase for the coming year, resulting in a potential \$600,000 increase
 - ◆ Gallagher compiled data reflecting the current negative trending that UFA holds
 - ◆ SelectHealth reviewed the data and proposal from Gallagher and agreed to a flat increase for this year
 - ◆ As in the past year, built into the proposal is the contingent funding with a 5% return or cost in premiums
 - ◆ In response to Mayor Dahle’s question, Michelle Morris from Gallagher stated that the trend for SelectHealth is 10%, but then increases from there
 - ◆ UFA personnel are good stewards of the use and management of health insurance
 - The healthier population, preventative testing, and their access to a network of doctors, etc. all contributes to lower claims
- ◆ Mayor Dahle explained how the health insurance savings helped the Board bring the workforce from the bottom 3rd to one of the top 3 paying departments
 - ◆ Kudos to the organization for using their medical benefits responsibly
- ◆ Mayor Silvestrini is disappointed that SelectHealth does not recognize the trending and pass the savings onto UFA with the initial proposal
 - ◆ Personnel are great stewards of their health plan
- ◆ Dental Insurance
 - ◆ SelectHealth did propose an additional -1% to the medical renewal if UFA would change to the SelectHealth dental program
 - This would realize an extra \$65,000 in savings for UFA
 - SelectHealth dental has 500 more contracted offices than PEHP
 - If a provider is not within their network, providers can easily join
 - ◆ Gallagher stated that this -1% savings is only for the first year
 - There would be no problem switching back to PEHP if after the first year, UFA wished to do so
 - Discussion was had regarding out-of-state providers and that those individuals seeking care out-of-state would need to manually submit claims to SelectHealth
 - ◆ Local President Dodge feels that Gallagher should push to increase the savings if UFA decides to utilize SelectHealth dental
 - ◆ The Committee discussed how the 5% savings or cost would be paid for by Fund Balance and 20% billed to employees, or reimburse employees and added to the budget
- ◆ Chief Burchett asked for clarification as to the direction the Benefits & Compensation Committee wishes to go
 - ◆ It was decided to direct Gallagher to return to SelectHealth asking for a better rate if UFA accepts SelectHealth dental
 - Local President Dodge also asked if Gallagher could look into ensuring that there exists a bridge to cover current ongoing procedures

5-Year Compensation History – HR Director Day

- ◆ Staff was asked to provide a 5-year history of COLA and merit increases
- ◆ Mayor Dahle explained that it is nice to see that COLA’s have been around 2% in the past, until last year with a 6% for all employees

Market Adjustment – Chief Burchett/HR Director Day

- ◆ Sworn
 - ◆ The Committee reviewed a comparison chart with 15 other departments within the valley and Park City
 - ◆ These comparisons were broken down by rank, and gathered by UFA Human Resources
 - ◆ Chief Burchett stressed how important this is with retention and recruitment
 - UFA has become a destination department
 - With recent lateral promotions, this is becoming a reality as there were 35 employees from other organizations applying
 - This ensures that UFA puts the right personnel in living rooms, taking care of employees

- ◆ Chief Burchett clarified that the proposed 5% Member Fee increase includes all of what is presented today
- ◆ Civilian
 - ◆ Chief Burchett explained that \$221,000 would bring civilians to the top 3rd
 - ◆ The civilian population of UFA is much smaller and would impact the Member Fee by only .33%
- ◆ No further questions

Cost of Living Adjustment (CPI) Review – Chief Burchett

- ◆ Sworn
 - ◆ The Committee reviewed the impact of a 3% COLA for sworn personnel
- ◆ Civilian
 - ◆ Chief Burchett recapped how bringing sworn personnel to the Top 3 took 4-5 budget cycles
 - ◆ Civilians are much less of an impact to the budget and Chief Burchett proposed that civilians receive a 4% COLA for a cost of \$53,000 to help with reaching the top 3rd concept
 - ◆ Chief Burchett recognizes that this target is challenging with the current climate, but utilizing COLA would help advancement in a meaningful way
 - If the Committee/Board wished to reach the top 3rd all at once, the Member Fee would exceed the currently projected 5%
 - Mayor Dahle feels that the 5% Member Fee max should remain
 - ◆ Chief Burchett reiterated that with everything proposed and the capital purchases, the Member Fee is 5%
 - Ambulance transport revenue has helped offset these considerations
 - ◆ Labor President Dodge feels that sworn should consider that the civilian staff is necessary to support the mission of those in Operations
 - Chief Burchett reminded the Committee that the sworn personnel have been compensated at top 3, since 2018
 - ◆ Mayor Dahle stated that the COLA is below the inflation trend and wishes to know what other municipalities feel they will approve for COLA this year
 - Mayor Weichers stated that CWH kept pace with UFA and approved a 6% COLA last year, but feels they will come in at 3% for this year
 - Mayor Dahle feels Holladay will approve 3% as well
 - Mayor Dahle stated that municipalities will look at the past 2-year span and try to average the approved percentages
 - Both Mayor Overson and Council Member Hull agree
 - ◆ Local President Dodge feels that comparison to agencies within the valley is a healthy model and is a good place to be

Final Recommendations – Chief Burchett

- ◆ Health Insurance
 - ◆ The Committee agreed to accept the 0% proposal from SelectHealth
- ◆ Dental Insurance
 - ◆ The -1% if UFA accepted the dental insurance was also approved for a savings of \$65,000
 - ◆ Mayor Dahle reminded all that Gallagher will return to revisit this savings once they have had a chance to discuss further reductions with SelectHealth
- ◆ Market Sworn and Civilian
 - ◆ Approved as discussed and presented
- ◆ COLA Sworn and Civilian
 - ◆ The Benefits and Compensation Committee will recommend that the Finance Committee approve the 3% COLA for sworn and a 4% for civilians
 - ◆ All these recommendations are based on an overall agency ceiling of 5%
- ◆ Mayor Dahle will present these recommendations to the UFA Finance Committee at the 4/10/23 meeting

Closed Session

None

Adjournment

Mayor Weichers moved to adjourn the March 30, 2023 Benefits & Compensation Committee Meeting

Mayor Overson seconded the motion

All voted in favor, none opposed

DRAFT