



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

January 23, 2025 at 8:00 a.m.

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

Committee Members Present:

Mayor Silvestrini
Council Member Buroker
Council Member Hull

Council Member Henderson
Mayor Weichers

Committee Members Absent:

Council Member Fotheringham
Mayor Overson

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Kiyoshi Young, Local 1696

Staff Absent:

Cyndee Young

Guests:

AC Dern
AC Robinson
AC Pilgrim
Aaron Whitehead
Anthony Widdison
Chad Green
Chad Simons
Chris Wilcox
Chrystal Butterfield, UFA Board
Courtney Samuel
Dan DeVoogd
Debbie Cigarroa
Val Greensides

Embret Fossum
Erica Langenfass
Jared Gerber
Jill Tho
Jon Wilde
Kate Turnbaugh
Krystal Griffin
Lana Burningham
Lee Ascarte
Mark Henderson
Molly Swenson
Nate Bogenschutz
Wade Russell

Nile Easton
Paul Story
Richard Rich
Station 101
Station 102
Station 109
Station 115
Station 124
Steve Quinn
Tara Behunin
Tony Barker
Tyler Flygare

Call to Order

Meeting called to order by Chair Silvestrini at 8:07 a.m.

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Council Member Buroker moved to approve the minutes from the March 28, 2024 Benefits & Compensation Committee Meeting as submitted

Council Member Hull seconded the motion

All in favor, none opposed

Cost of Living Adjustment (CPI) Process – Chief Burchett

- ◆ Based on direction from this committee, staff was to review the process for application of the CPI
 - ◆ Initial meetings were held with the sub-committee chairs and UFA Chair Weichers on this topic
 - ◆ The intent was to see how this process should evolve
 - ◆ Council Member Henderson asked that COLA be handled in a more structured way
 - ◆ The goal was the same, how best to keep wages competitive, with more stability and predictability year after year
 - ◆ The direction is to apply the COLA first then make the market adjustments secondarily
 - ◆ Looking at a COLA based on an average CPI was discussed, based on a 5,7, or 10 year average and also based on the index
 - ◆ Chief Burchett is now asking for support of the idea of a rolling average COLA and to determine what index to utilize
 - ◆ The committee reviewed the suggested averages and different index options
 - ◆ Mayor Silvestrini stressed that it would be of value to have stability with respect to the CPI adjustments and how it is a stress to municipalities to deal with that volatility
 - Mayor Silvestrini also recognizes that personnel will get a CPI adjustment that reflects reality and by adopting the rolling average, the CPI will actually be paying more than what the actual CPI was in 2024
 - While this may not catch up pay to full cost of living that has occurred, as a reminder, many people in the private sector do not receive CPI adjustments yearly
 - ◆ Local President Young agrees that the CPI helps to keep pay competitive
 - The top 3 commitment is important for personnel
 - Labor has discussed the CPI and feel that using all city or the west would be best
 - Looking at terms for a rolling average, for responsiveness, they are looking at the 5-year rolling average
 - ◆ Council Member Henderson explained some points
 - What has been done in the past hasn't worked in recent years
 - We have never used an actual COLA, so if wanting an actual COLA, the COLA should be done first, based on the index
 - The reactivity is the market adjustment, to adjust to market forces
 - The intent is predictability, the funds are finite and if we continue to chase, we will fall further and further behind
 - The whole premise is to do this right and provide predictability for employees
 - By applying the average, we will catch up to the COLA increases we have missed and account for COLA going forward and help us achieve our goal of Top 3 better
 - Predictability is a sustainable way to keep up with Top 3
 - The longer the year average, the longer this period, the more predictable and stable
 - The 5 year number would be high now, but the higher inflation years will roll off quicker resulting in a lower 5 year than the 10 year
 - We are not trying to save any money, but gain a predictable path moving forward
 - The 10 year number is the most important to keep that average at a predictable amount by keeping the high average years on longer
 - The length is much more important to what the employees are trying to accomplish
 - ◆ Council Member Buroker wishes to support Council Member Hendersons viewpoint

- ♦ Local President Young agrees that the predictability the municipalities are looking for are the same as what the employees are looking for, the predictability of Top 3 is what is important
- ♦ Mayor Silvestrini can support a 7 year rolling compromise average, and the West is more relevant to what personnel are dealing with
- ♦ Local President Young agrees on this compromise and the utilization of the West Index
- ♦ Mayor Weichers asked if the organization tracks when individuals leave for other agencies
 - Chief Burchett has found that now UFA is recruiting nationally and the number one reason individuals leave is they are going back home
 - The pay in relation to the cost of living here with home prices is another reason

Council Member Henderson moved to recommend the West CPI and the 10 year average as discussed

Council Member Buroker seconded the motion

Roll call vote taken

Buroker	Y	Hull	N
Fotheringham	-	Overson	-
Henderson	Y	Silvestrini	N
		Weichers	Y

- ♦ Council Member Henderson noted that this is just a recommendation to the Board
- ♦ Council Member Hull asked to use the All City 7 year based on Labors desire, Mayor Silvestrini agreed
- ♦ Council Member Henderson stated that if there needs to be a compromise, this will be up to the full board
- ♦ CLO Roberts is asking if the Committee wants to make a secondary recommendation
 - ♦ The committee decided not to make a secondary recommendation

Sworn Market Comparison – HR Director Day

- ♦ Sworn
 - ♦ Reviewed the Top 3 entities and how UFA relates to the Top 3
 - ♦ There are still big swings within the entry FF and PM rank due to all agencies competing for the same entry level candidates
 - ♦ Comparisons were conducted via survey against the 15 fire agencies along the Wasatch Front
 - ♦ Salary information pulled out of TechNet and verified with the respective HR Departments, was compared and shared with Labor for review
 - ♦ HRD Day provided an overview of ranks, pay, and their history
 - ♦ Each position is looked at individually, which is part of the benefit of this analysis per Chief Burchett
 - ♦ Chief Burchett watches the rank compression to ensure promotional interest
 - ♦ Chief Burchett is asking for the committee members to review the data based on the 3.3 COLA for consideration for market adjustments
 - Market adjustments will be much smaller this year based on the COLA
 - ♦ Council Member Henderson pointed out that the COLA is higher than it would have been if looking at the rank market adjustments

Firefighter II Position Introduction – Chief Burchett

- ♦ This is an introduction to the proposal
 - ♦ The AEMT rank was added when the switch was made to 1 PM and 1 EMT on the apparatus to bring more support to the Paramedics when on an incident
 - ♦ The protocols are geared toward EMT's and Paramedics so there is not a lot for AEMT to do and interest in joining this rank has waned
 - ♦ Chief Burchett has had conversations with his peers who have entry level individuals leaving early or not promoting at all

- ♦ Chief Burchett needs new hires to get on a career path early and begin looking for promotion opportunities
- ♦ Throughout the country, other agencies are mandating a career path within 2-years of employment
 - Chief Burchett does not want to implement this and feels this new rank is a better solution
 - A retirement risk assessment was completed, and it showed exactly what we already knew, we have a lot of personnel Captain and above who are ready to retire
 - The department is also very young, we are lean in the mid-aged Firefighter
- ♦ The prerequisites for specialist ranks will become this Firefighter II rank and will encourage employees to prepare for advancement and create more competition in the specialties
- ♦ The gap between entry level and AEMT is about 4%, approximately \$3,900
- ♦ Chief Burchett feels that by adding this rank, benefits will outweigh the costs as it should help support employee career paths early without a mandate
- ♦ This proposal will be reviewed at the next Benefits & Compensation Committee Meeting for a recommendation vote
- ♦ Labor is in support
 - Labor appreciates this approach and feels it is a good path going forward
- ♦ AEMT will no longer exist and will now be Firefighter II, but current AEMT's will be grandfathered into the pay scale
- ♦ Council Member Buroker is supportive of this program that pushes more EMT's into the field, but in getting rid of AEMT, what does their training look like and where do these individuals come from for the field
 - The basic level of training is EMT which is all Firefighters, but the Paramedic rank remains
- ♦ The intermediate AEMT step has not proven to be successful in the way it was intended, Chief Burchett would rather push them to become Paramedics or another specialty
- ♦ UFA budgets for 13 Firefighters to advance to Paramedic each budget cycle, and statistics show we have been able to meet that

Health Insurance – HR Director Day

- ♦ As requested by the Benefits & Compensation Committee, staff is currently preparing to go out to bid

Closed Session

None

Adjournment

Council Member Hull moved to adjourn the January 23, 2025 Benefits & Compensation Committee Meeting
Mayor Weichers seconded the motion
All voted in favor, none opposed