



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

February 13, 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
Mayor Overson

Council Member Henderson
Mayor Weichers
Council Member Fotheringham

Committee Members Absent:

Council Member Hull

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Kiyoshi Young, Local 1696

Guests:

AC Dern
AC Pilgrim
AC Robinson
Aaron Whitehead
Anthony Widdison
Barrett LaJeunesse
Ben Porter
Ben Reeves
Bryan Case
Cal Ricotta
Chandler Kingsbury
Chrystal Butterfield, UFA Board
Cliff Burningham
Dan DeVoogd

Debbie Cigarroa
Embret Fossum
Eric VanDuren
Erica Langenfass
Jake Dodds
Jay Torgersen
Jon Wilde
Kate Turnbaugh
Kelly Long
Kelly Millard
Kyle Maurer
Lana Burningham
Michael Conn
Michelle Morse, Gallagher

Molly Swenson
Nate Bogenschutz
Nile Easton
Rebecca Norfleet, Gallagher
Rian Andrus
Richard Rich
Rob Ayres
Sam Christensen
Shelli Fowlks
Station115
Steve Prokopis
Val Greensides
Wade Russell

Call to Order

Meeting called to order by Chair Silvestrini at 8:02 a.m.

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 January 23, 2025 Benefits & Compensation Committee Meeting as submitted

Council Member Fotheringham seconded the motion

All in favor, none opposed

FY25/26 URS Rate Update – CFO Hill

- ◆ There is good news with the URS rates
- ◆ Tier I rates are reducing
 - ◆ Tier II rates are not changing for Firefighters, public safety and public employees are seeing a savings as well
 - ◆ The total anticipated savings are \$561,000
 - ◆ There is currently legislation for consideration for the employer to pick up the employee portion as this is not allowed currently
 - If approved, the possible cost would be just over \$12,000
- ◆ No questions

Health Insurance Update – HR Director Day/Gallagher

- ◆ Michelle Morse presented the current status of insurance with SelectHealth
 - ◆ SelectHealth released an 9.87% increase for the coming year
 - ◆ This is due to large claims and overall usage
 - ◆ Comparing the rolling 12-month average, UFA is utilizing SelectHealth exactly as expected, no monies were left on the table
 - ◆ Gallagher is working on the market with bids coming back in the coming weeks, which should help with negotiations with SelectHealth
- ◆ Mayor Silvestrini noted that the SelectHealth percentage is consistent with other insurers
- ◆ Local President Young asked if there are any investigations done with large claimants to possibly address issues earlier
 - ◆ Michelle Morse replied that much of the preventative exams lapsed during COVID and those cancers are now stage 3/4 vs 1/2 on a normal preventative exam year
 - ◆ Gallagher is working with UFA HR on getting some information out to employees on the importance of preventative care for their families
- ◆ CFO Hill stated that this increase would cost UFA \$581,000, .82% to the member fee

COLA Comparison/Sworn Market Comparison – Chief Burchett

- ◆ For consideration is a 10-Year average and 7-year average and the West, Mountain, and All City CPI history
- ◆ Local 1696 is in favor of the West CPI and in order to balance predictability and responsiveness to the market, they are looking at the 7-year average as a compromise between the originally suggested 5-year and 10-year
- ◆ Council Member Henderson recommends the 10-year using the West with the higher average
- ◆ Council Member Fotheringham stated that in the end, the COLA number is the most easily compared to the outside and the more the number is softened the more adjustable the market amount
- ◆ Council Member Henderson explained that the longer the term, the more stable and predictable the number, therefore easier for external comparison
 - ◆ The market being the reactionary piece
 - ◆ Council Member Fotheringham disagrees
 - ◆ If the scope for COLA is narrower, then it is more volatile and the goal is predictability, per Council Member Henderson
- ◆ President Young stressed that the COLA average is a lot less important than remaining in the Top 3

- ◆ Mayor Silvestrini stated that compromising on the 7-year is appropriate as a first step toward stability, for entities to better predict taxing needs
- ◆ Council Member Henderson stated that the unspent funds will go toward the Fund Balance and then the monies are there to pay any increase necessary to remain competitive
 - ◆ Thereby reaching the Top 3 goal in a sustainable way
- ◆ Council Member Henderson wishes to present both options again to the UFA Board next week
 - ◆ Mayor Silvestrini would like to choose one
 - ◆ Chief Burchett would like a consensus as well

Council Member Henderson moved to recommend the 10-year COLA, and West CPI and market adjustment as discussed

Council Member Fotheringham seconded the motion

Roll call vote taken

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

Motion did not pass

Council Member Fotheringham moved to recommend the 7-year COLA, and All City CPI and market adjustment as discussed

Council Member Henderson seconded the motion

Roll call vote taken

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

- ◆ Chief Burchett pointed to pages 41-43
 - ◆ This is detailed data on each sworn position and step
 - ◆ Each position is reviewed for market and how the compression between ranks looks
 - ◆ This compression is important for advancement encouragement and the market has kept the position progression where Chief Burchett desires it to be
 - ◆ There is a concern between entry level paramedic and senior paramedic as the gap is just under 2%
 - Chief Burchett will continue working on the impact internally
 - This is a rank with a significant number of personnel and his focus is to make sure they are comfortable with the gap
 - ◆ The total increase for sworn is a 3.27% member fee increase, just over \$2.3M

Civilian Market Comparison – HR Director Day

- ◆ There are 79 total civilian positions, 16 are proposed for reclassification
- ◆ This will result in a \$43,000 member fee increase, .06%
- ◆ President Young stated that labor is in support for the mechanic increases
- ◆ Chief Burchett pointed out that the COLA agreed upon for sworn is also applied to the civilian personnel
 - ◆ This would be a \$180,000 increase, .25% of the member fee

Council Member Fotheringham moved to recommend the civilian market as discussed

Mayor Overson seconded the motion

All voted in favor, none opposed

Firefighter II Final Discussion – Chief Burchett

- ◆ Chief introduced this concept at the last meeting, the replacement of the AEMT rank with the Firefighter II rank
- ◆ The cost is approximately \$4,000 per person, anticipating that 15 per year move into this rank
 - ◆ This would provide incentive for entry level firefighters to begin advancement in the department, which in turn helps with retention

Council Member Fotheringham moved to recommend the Firefighter II rank as discussed

Mayor Weichers seconded the motion

All voted in favor, none opposed

Closed Session

None

Adjournment

Council Member Fotheringham moved to adjourn the February 13, 2025 Benefits & Compensation Committee Meeting

Mayor Weichers seconded the motion

All voted in favor, none opposed