



## **UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE AGENDA**

Monday, February 14, 2022 at 2:00 p.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/91789872800?pwd=ZVZmOWltUUt2UE5UaXM2dVJYSWIwQT09>  
Passcode: 911911

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1. Call to Order – Chair Dahle
  2. Public Comment  
Please limit comments to three minutes each. The UFA Board 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](mailto:publiccomment@unifiedfire.org) until 7:00 a.m. February 13, 2022. Emailed comments submitted prior to 7:00 a.m. February 13, 2022, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Board, but not read into the meeting record or addressed during the meeting.
  3. Minutes Approval –Chair Dahle
    - A. March 25, 2021
  4. Health Insurance Review and Forecast – HR Director Day/Gallagher
  5. Cost of Living Adjustment (CPI) – CFO Hill/Chief Petersen
    - a. Discuss Increase to VEBA Contribution – Chief Petersen
  6. Civilian Market Comparison and Adjustments – HR Director Day
    - a. Civilian “Top Third” Concept – Chief Petersen

7. Sworn Market Comparison – HR Director Day
  - a. Battalion Chief Market Wage Target – Chief Petersen
8. Sworn Wage Adjustments (Planning Worksheets) – Chief Petersen
  - a. Engineer/Specialist 1 Compression w/FF/AEMT – Chief Petersen
  - b. Increasing Paramedic Overmarket – Chief Petersen
9. Assistant Chief Pay Steps – Chief Petersen
10. Possible Closed Session

The Board 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.
11. 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 may be held telephonically/electronically to allow a member of the UFA Board 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 13<sup>th</sup> day of February 2022 on the UFA bulletin boards, the UFA website [www.unifiedfire.org](http://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 25, 2021 at 8:00 a.m.

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This meeting was held electronically via ZOOM, due to the COVID-19 Pandemic

**Committee Members Present:**

Council Member Hull  
Mayor Peterson  
Mayor Overson  
Mayor Dahle

Council Member Bowen  
Mayor Hale  
Mayor Silvestrini  
Council Member Stewart

**Committee Members Absent:**

Mayor Bush

**Staff:**

Chief Petersen  
CLO Roberts  
Cal Ricotta  
Sylvia Cardenas

CFO Hill  
Arriann Woolf  
Cyndee Young  
Steve Quinn, Local 1696

**Guests:**

Andrew Ridd  
Bill Brass  
Brad Larson  
Dominic Burchett  
Erica Langenfass  
Greg Fisher

Kate Turnbaugh  
Larson Wood  
Lana Burningham  
Michelle Morse, Gallagher  
Nile Easton  
Patrick Costin  
Rebecca Norfleet, Gallagher

Call to Order

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

As Chair, I have made this written determination that, based upon the ongoing COVID-19 pandemic, conducting this Benefits and Compensation meeting with an anchor location would present a substantial risk to the health and safety of those who may be present at an anchor location. Therefore, this meeting will be held in electronic format only with participation available to the public in the manner described in this publicly posted agenda.

**Public Comments**

None

Public comment was made available live and with a posted email address

### Minutes Approval

Council Member Hull moved to approve the minutes from the February 18, 2021 Benefits & Compensation Committee Meeting Minutes as submitted

Mayor Peterson seconded the motion

All in favor, none opposed

### Health Insurance Update – HR Deputy Director Ricotta/Gallagher

- ◆ Michelle Morris presented the updated status of insurance with SelectHealth
- ◆ Chief Petersen and Mayor Dahle agree that the savings from the 4% decrease in premiums (\$279,646) will be absorbed into the budget
  - ◆ Chief stated that the UFA portion of the savings is 80% (\$222,000) and the remaining is a savings to the employee share of the contribution
  - ◆ This savings will also allow other budget items to be addressed
- ◆ Dental (PEHP) saw a .5% increase, \$2,319 difference
  - ◆ Did receive a quote from SelectHealth for dental, however it did not match the current plan and did not allow for adult orthodontic care
- ◆ EyeMed saw no increase and the rate is guaranteed for the next 4 years
- ◆ Ancillary Benefits
  - ◆ No increases
- ◆ Mayor Dahle directed Gallagher to continue to move forward with the renewal and stressed the message to UFA employees that their responsible use of the health plan is resulting in premiums that allow for benefits in their pay and a reduction in their premiums
  - ◆ This benefit will be realized with a positive impact in their paycheck

### Consideration of CPI Increase for all Personnel – Chief Petersen

- ◆ Chief reviewed his request from the February meeting asking the Benefits & Compensation Committee to consider a 2% VEBA contribution for employees in lieu of the 1.2% average CPI
  - ◆ The concept would be to embed into the budget for civilians beginning July 1, 2021 and implement for sworn January 1, 2022
  - ◆ This would affect the Member Fee by .74% or \$418,000
  - ◆ Chief also explained that postponing sworn contributions until 2021 would help him manage the budget to allow for a 3.5% Member Fee increase recommendation to the Finance Committee
- ◆ Chief Petersen stated more work must be done to educate all UFA employees on the benefit that provides pre-tax deposit, growth, and withdrawal for health care premiums in retirement
  - ◆ Questions such as if the funds are willable must be further explored
- ◆ Chief also clarified that this benefit would be included in base wage comparisons and that if members chose to not accept the 2%, then a 1.2% CPI would be implemented
  - ◆ Chief will embed the 2% into the budget, but is prepared to pivot to the 1.2% if necessary
  - ◆ Mayor Dahle stressed that it be clear that the VEBA be reflected in the ongoing market wage reviews if chosen
- ◆ IAFF President Quinn agrees that with further education and answers, employees will feel this is the right thing to do and is perfectly timed
  - ◆ He believes this is a good time for this product, but wants to be sure he is able to represent the membership effectively and needs a little more time
- ◆ All committee members agreed to move this forward to the Finance Committee

### Civilian Market Wage Review – HR Deputy Director Ricotta

- ◆ UFA HR utilizes a system (TechNet) that provides comparisons in both internal and outside markets
- ◆ Deputy Director Ricotta explained the document outlining the positions that were reviewed and needing reclassification

- ◆ Usually HR conducts comparisons for 1/3 of the civilian positions, but due to vacancies throughout the past year and comparisons having been conducted prior to posting the positions, five positions were reviewed in preparation for this coming budget
  - ◆ Positions reviewed with no proposed changes to title or grade: Director of Communications and GIS Specialist
  - ◆ Positions reviewed with proposals to reclassify to a higher pay grade or title: Communications Supervisor, Communications Tech, Human Resource Tech
- ◆ HR Director Woolf stated that now that the sworn have a robust tool for comparison, the focus is shifting to civilian positions
  - ◆ A Key Initiative for the coming budget year is to create a robust tool for civilian positions
- ◆ All committee members were in support of the reclassifications and title changes and agreed to move this forward to the Finance Committee

#### Consider Restructure of Pay Plan for Mechanics – AC Burchett

- ◆ AC Burchett presented a memo outlining the request to provide additional pay to encourage and reward formal training and certifications
  - ◆ This will improve emergency services delivery by improving the quality of maintenance on the emergency vehicles
  - ◆ This program will allow apparatus to be out of service less and when needing service, will be done in-house, getting the crews back into frontline apparatus quicker
  - ◆ The focus of program is to ensure the technicians working on the apparatus are held to similar standards as the crews on the apparatus
- ◆ The estimated impact to the FY21/22 budget is \$16,326 and may be realized annually until all mechanics reach their top salary range based on the level certified
- ◆ Chief Petersen expressed his support and feels this is a worthwhile investment for UFA
- ◆ All committee members agreed to forward the proposal to the Finance Committee

#### Consider Restructure of Pay Plan for Fire Prevention – AC Burchett

- ◆ AC Burchett apologized for not including Local 1696 throughout this entire process
  - ◆ Local President Quinn stated that they are in support concept-wise, but have concerns and questions as to how the system will work
- ◆ The intent is to recognize the value in the Fire Marshal and the Specialists acting as Area Fire Marshals for the municipalities
- ◆ Chief stated that in reality, these positions are already doing this job and have the same requirements and the same job, the request is to compensate the positions to better reflect the duties
  - ◆ This would also encourage additional training and encourage growth
- ◆ Chief Petersen is in full support, AC Burchett has done extensive work and will collaborate with Local 1696 to solidify the proposal
- ◆ Mayor Peterson feels this type of adjustment is necessary to maintain quality salary structure and appreciates the effort to move in a direction that strengthens the organization
- ◆ All committee members agreed to forward the proposal to the Finance Committee

#### Closed Session

None

#### Recommendations

- ◆ Mayor Dahle asked that Chief Petersen and CFO Hill prepare a recommendation letter for the April 15 Finance Committee meeting outlining the agreed upon proposals above

#### Adjournment

Council Member Stewart moved to adjourn the March 25, 2021 Benefits & Compensation Committee Meeting  
Mayor Overson seconded the motion  
All voted in favor, none opposed

DRAFT



# UNIFIED FIRE AUTHORITY

TO: Benefits and Compensations Committee  
FROM: Kiley Day, HR Director  
SUBJECT: Civilian Market Wage analysis  
DATE: February 10, 2022

## EXECUTIVE SUMMARY

HR conducted classification reviews for 61 civilian positions as part of this year's market wage analysis. This represents the first time in several years that there has been a comprehensive review of all civilian positions. As a result, at this point, 29 positions are proposed to be reclassified to a higher pay grade with a total increased cost of \$51,485. However, this could change after meeting and reviewing with Section Chiefs/Division Leaders and employees.

Reviewing positions annually will keep UFA competitive and current in the market and help with recruiting and retention. It will reduce the need to conduct an in-depth analysis before recruiting unless a position needs to be reclassified or has significantly changed, reducing the amount of mid-year board approvals.

This year's classification review process is capturing the market for all civilian employees, some of these positions have not been reviewed in 3-5 years. Future years should not see as many positions requiring an adjustment to maintain a market wage.

## BACKGROUND:

The Human Resource Division has developed a Job Classification Review program to evaluate civilian positions (titles, grades, and job descriptions) annually.

Each Classification Review entails the following:

- Obtaining an updated job description
- Conducting a market analysis of both private and public sector markets
  - We utilize the Technology Net Compensation Survey System as the primary source for comparable public-sector wage information. The vast majority of public-sector jurisdictions (Cities, Counties, and Special Districts) in the State subscribe to this system and input information regarding wages and benefits for

a wide variety of positions. This is the same system that we used to compile the Wage Comparison Tables for the sworn Firefighter positions.

- We utilize the Utah Department of Workforce Service's economic data for the Salt Lake Area to obtain private-sector wage information where available and appropriate.
- Comparing the position to internal comparisons based on organizational structure and similar levels of scope and responsibility
- Reviewing the results with the Division Chief, Section Chief, Fire Chief, and CFO to ensure comparison accuracy
- Reviewing the analysis with each employee and their Division Chief

Staff conducted classification reviews for 61 positions as part of this year's budget process. 29 positions are proposed for an increase in their grade. A single grade increase is proposed to receive a 3% market increase for each employee. If the position requires two or more grade increases to maintain market wage, the employee is proposed to receive a 6% increase. Moving forward, they will advance through the step plan until they reach top step in their new grade.

Positions receiving a reclassification based on the average in the market:

<b>Position</b>	<b>Old Grade</b>	<b>New Grade</b>	<b>% Increase</b>
Full-Time Fire Training Admin Coordinator	18	19	3%
Full-Time EMS Admin Coordinator	18	19	3%
Full-Time EMS Records Coordinator	18	19	3%
Full-Time US&R Admin Coordinator	18	19	3%
Part-Time Special Enforcement Coordinator	18	19	3%
Full Time Fire Prevention Admin Assistant	19	20	3%
Full-Time Finance Accounting Specialist	19	20	3%
Full-Time Logistics Data Coordinator	18	21	6%
Full-Time Logistics Facilities Maintenance Specialist	19	20	3%
Full-Time Logistics Fleet Service Tech	16	17	3%
Full-Time Logistics Fleet Specialist	16	17	3%
Full-Time Logistics Lead Facilities Maintenance Specialist	23	24	3%
Full-Time Information Outreach Admin Coordinator	18	19	3%
Full-Time Information Outreach Director of Communications	34	37	6%
Full-Time Administration & Planning Executive Assistant	23	24	3%
Full-Time Administration & Planning Records Manager	23	24	3%
Part-Time Administration & Planning Admin Coordinator	18	19	3%
Full-Time Information Technology Admin Coordinator	18	19	3%
Full-Time Information Technology Senior Network Engineer	30	31	3%
Full-Time Information Technology Server Administrator	28	29	3%



Full-Time Emergency Management Admin Coordinator	18	19	3%
Full-Time Emergency Management Emergency Admin Coordinator	18	19	3%
Full-Time Emergency Management Program Coordinator	23	25	6%
Full-Time Emergency Management Intelligence Specialist	25	26	3%
Full-Time Emergency Management Planning Specialist	25	26	3%
Full-Time Emergency Management Municipal Planner	25	26	3%
Full-Time Emergency Management PIO/JIC Manager	27	28	3%
Full-Time Wildland Coordinator (SL1 Superintendent)	25	26	3%
Full-Time Wildland Coordinator	23	24	3%



**Unified Fire Authority - All Ranks  
Wage Comparable Summary Report - Feb 7, 2022**

Agency (Population)	Entry Firefighter	AEMT Firefighter	Engineer / Specialist	Entry Paramedic	Senior Paramedic	Captain	Battalion Chief / Division Chief
Draper (51,017)	\$ 46,362	\$ 67,674	\$ 73,964	\$ 53,772	\$ 78,361	\$ 90,213	\$ 107,540
Layton (81,773)	\$ 43,950	\$ 71,333	\$ 78,275	\$ 52,738	\$ 83,363	\$ 93,178	\$ 113,158
Lehi (75,907)	\$ 44,001	\$ 53,147	\$ 71,090	\$ 51,512	\$ 68,887	\$ 95,137	\$ 108,067
Murray (50,637)	\$ 51,285	\$ 69,046	\$ 80,521	\$ 55,773	\$ 82,793	\$ 92,283	\$ 111,415
Ogden (87,321)	\$ 44,042	\$ 59,162	\$ 67,887	\$ 54,784	\$ 73,348	\$ 84,290	\$ 98,711
Orem (98,129)	\$ 39,823	\$ 60,668	\$ 76,675	\$ 50,096	\$ 68,793	\$ 91,317	\$ 109,037
Park City Fire (35,000)	\$ 50,468	\$ 78,548	\$ 83,425	\$ 57,038	\$ 88,272	\$ 103,193	\$ 130,365
Provo (115,162)	\$ 44,318	\$ 59,737	\$ 72,611	\$ 52,618	\$ 72,611	\$ 92,672	\$ 112,644
Salt Lake City (199,723)	\$ 45,325	\$ 74,237	\$ 79,270	\$ 52,238	\$ 85,448	\$ 96,597	\$ 118,732
Sandy (96,904)	\$ 46,694	\$ 70,325	\$ 79,123	\$ 52,547	\$ 79,123	\$ 100,838	\$ 116,646
South Davis Metro (120,000)	\$ 45,520	\$ 63,141	\$ 77,967	\$ 56,209	\$ 77,967	\$ 98,307	\$ 116,309
South Jordan (77,487)	\$ 45,098	\$ 64,103	\$ 74,207	\$ 54,489	\$ 74,207	\$ 90,199	\$ 112,110
South Salt Lake (26,777)	\$ 47,283	\$ 76,895	\$ 80,015	\$ 52,236	\$ 81,263	\$ 92,305	\$ 110,762
West Jordan (116,961)	\$ 46,709	\$ 67,546	\$ 78,318	\$ 56,938	\$ 82,330	\$ 97,939	\$ 110,759
West Valley (140,230)	\$ 47,269	\$ 67,750	\$ 75,104	\$ 57,070	\$ 77,150	\$ 93,624	\$ 108,355
<b>Unified Fire Authority (451,000)</b>	<b>\$47,819</b>	<b>\$72,869</b>	<b>\$79,948</b>	<b>\$55,537</b>	<b>\$83,108</b>	<b>\$98,784</b>	<b>\$114,568</b>
<b>Related to Top Three FY 21-22</b>	<b>1.13%</b>	<b>-1.88%</b>	<b>-0.08%</b>	<b>-2.52%</b>	<b>-1.31%</b>	<b>0.49%</b>	<b>1.19%</b>
Related to Top Three FY 20-21	0.07%	0.01%	0.11%	0.00%	0.01%	0.01%	0.19%
Related to Top Three FY 19-20	3.65%	-3.95%	0.28%	-5.13%	-0.17%	-1.67%	-8.46%
Related to Top Three FY 18-19	8.62%	-13.32%	-7.43%	-1.43%	-7.88%	-8.33%	-8.03%
Related to Top Three FY 17-18	-4.44%	-10.68%	-4.68%	-6.73%	-7.23%	-8.24%	-8.23%

Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

For agencies with step plans, the top step in the plan that employees advance through automatically, agencies without step plans compare to the highest paid employee

Negative figures indicate UFA wages are below market / Positive indicates UFA is above market

UFA BC/DC target wage is 3% below market to compensate for non-exempt status

UFA Top Step Paramedic target wage is 1% overmarket since FY20-21

## ENTRY FIREFIGHTER (Employees # 89)

Last Updated 2-7-22

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup for Tier II		Total Wage	Specialty Pay	Comments
				Percentage	Amount	Percentage	Amount			
Murray (50,637)	48,718	-	-	3.00%	1,462	2.27%	1,106	<b>51,285</b>	-	
Park City Fire (35,000)	49,348	-	-	-	-	2.27%	1,120	<b>50,468</b>	-	AEMT is minimum level
South Salt Lake (26,777)	46,087	150	-	-	-	2.27%	1,046	<b>47,283</b>	-	AEMT is minimum level
West Valley (140,230)	45,333	-	-	2.00%	907	2.27%	1,029	<b>47,269</b>	-	Deferred Comp is Tier 2 Only
West Jordan (116,961)	45,672	-	-	-	-	2.27%	1,037	<b>46,709</b>	-	
Sandy (96,904)	44,470	-	-	2.73%	1,214	2.27%	1,009	<b>46,694</b>	-	Deferred Comp is Tier 2 Only
Draper (51,017)	43,912	-	-	3.31%	1,453	2.27%	997	<b>46,362</b>	-	Deferred Comp is Tier 2 Only
South Davis Metro (120,000)	43,510	-	-	2.35%	1,022	2.27%	988	<b>45,520</b>	-	AEMT is minimum level
Salt Lake City (199,723)	43,701	-	632	-	-	2.27%	992	<b>45,325</b>	-	
South Jordan (77,487)	42,715	-	-	3.31%	1,414	2.27%	970	<b>45,098</b>	-	DC is Tier 2 Only; AEMT is min level
Provo (115,162)	43,334	-	-	-	-	2.27%	984	<b>44,318</b>	-	
Ogden (87,321)	41,000	-	-	5.15%	2,112	2.27%	931	<b>44,042</b>	-	Deferred Comp is Tier 2 Only
Lehi (75,907)	42,961	65	-	-	-	2.27%	975	<b>44,001</b>	-	
Layton (81,773)	42,945	30	-	-	-	2.27%	975	<b>43,950</b>	-	
Orem (98,129)	38,939	-	-	-	-	2.27%	884	<b>39,823</b>		
Average	44,176							45,877		
<b>Unified Fire Authority (451,000)</b>	<b>45,112</b>	<b>-</b>	<b>902</b>	<b>1.73%</b>	<b>780</b>	<b>2.27%</b>	<b>1,024</b>	<b>47,819</b>	<b>-</b>	Deferred Comp is Tier 2 Only
<b>Related to Top Three FY 21-22</b>								<b>1.13%</b>		
Related to Top Three FY 20-21								0.07%		
Related to Top Three FY 19-20								3.65%	-	
Related to Top Three FY 18-19								8.62%	-	
Related to Top Three FY 17-18								-4.44%	-	

Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

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## TOP STEP FIREFIGHTER (AEMT) (Employees # 89)

Last Updated 2-7-22

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Wage	Specialty Pay	Comments
				Percentage	Amount			
Park City Fire (35,000)	74,518	30	4,000	-	-	78,548	-	AEMT is minimum level
South Salt Lake (26,777)	73,793	3,102	-	-	-	76,895	-	AEMT is minimum level
Salt Lake City (199,723)	72,405	1,200	632	-	-	74,237	-	
Layton (81,773)	71,303	30	-	-	-	71,333	-	
Sandy (96,904)	70,325	-	-	-	-	70,325	-	
Murray (50,637)	67,035	-	-	3.00%	2,011	69,046	-	
West Valley (140,230)	67,750	-	-	-	-	67,750	3,245	Hazmat/Tech Rescue Specialty Pay
Draper (51,017)	67,674	-	-	-	-	67,674	-	AEMT is required at this level
West Jordan (116,961)	67,546	-	-	-	-	67,546	-	
South Jordan (77,487)	63,468	635	-	-	-	64,103	-	
South Davis Metro (120,000)	63,141	-	-	-	-	63,141	-	AEMT is minimum level
Orem (98,129)	60,668	-	-	-	-	60,668	-	AEMT is required at this level
Provo (115,162)	59,737	-	-	-	-	59,737	-	
Ogden (87,321)	59,623	1,000	-	-2.45%	(1,461)	59,162	-	Tier 1 pay 2.45% of URS, AEMT Required
Lehi (75,907)	53,037	110	-	-	-	53,147	-	AEMT is required at this level
Average	66,135					66,887		
<b>Unified Fire Authority (451,000)</b>	<b>70,747</b>	<b>707</b>	<b>1,415</b>	<b>-</b>	<b>-</b>	<b>72,869</b>	<b>-</b>	<b>AEMT is required at this level</b>
<b>Related to Top Three FY 21-22</b>						<b>-1.88%</b>		
Related to Top Three FY 20-21						0.01%		
Related to Top Three FY 19-20						-3.95%	-	
Related to Top Three FY 18-19						13.32%	-	
Related to Top Three FY 17-18						-10.68%	-	

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## TOP STEP SPECIALIST/ENGINEER (Employees # 92)

Last Updated 2-7-22

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Wage	Specialty Pay	Comments
				Percentage	Amount			
Park City Fire (35,000)	79,395	30	4,000	-	-	<b>83,425</b>	-	Hazmat/Tech Rescue
Murray (50,637)	78,176	-	-	3.00%	2,345	<b>80,521</b>	2,143	Paramedic Specialty Pay
South Salt Lake (26,777)	76,793	3,222	-	-	-	<b>80,015</b>	-	
Salt Lake City (199,723)	77,438	1,200	632	-	-	<b>79,270</b>	-	Hazmat/Tech Rescue
Sandy (96,904)	79,123	-	-	-	-	<b>79,123</b>	-	
West Jordan (116,961)	78,318	-	-	-	-	<b>78,318</b>	-	
Layton (81,773)	78,245	30	-	-	-	<b>78,275</b>	8,585	Paramedic Specialty Pay
South Davis Metro (120,000)	77,967	-	-	-	-	<b>77,967</b>	-	
Orem (98,129)	76,675	-	-	-	-	<b>76,675</b>	-	
West Valley (140,230)	75,104	-	-	-	-	<b>75,104</b>	12,645	Hazmat/Tech Rescue/PM Specialty Pay
South Jordan (77,487)	73,472	735	-	-	-	<b>74,207</b>	-	
Draper (51,017)	73,964	-	-	-	-	<b>73,964</b>	-	
Provo (115,162)	72,611	-	-	-	-	<b>72,611</b>	7,444	Master Engineer (special team assignment)
Lehi (75,907)	70,980	110	-	-	-	<b>71,090</b>	-	
Ogden (87,321)	68,567	1,000	-	-2.45%	(1,680)	<b>67,887</b>	-	Hazmat/Tech Resuce; Tier 1 pay 2.45% of URS
Average	75,789					76,563		
<b>Unified Fire Authority (451,000)</b>	<b>77,619</b>	<b>776</b>	<b>1,552</b>	<b>-</b>	<b>-</b>	<b>79,948</b>		
<b>Related to Top Three</b>						<b>-0.08%</b>		
Related to Top Three FY 20-21						0.11%		
Related to Top Three FY 19-20						0.28%	-	
Related to Top Three FY 18-19						-7.43%	-	
Related to Top Three FY 17-18						-4.68%	-	

Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

For agencies with step plans, the top step in the plan that employees advance through automatically, agencies without step plans compare to the highest paid employee

Negative figures indicate UFA wages are below market / Positive indicates UFA is above market

## ENTRY PARAMEDIC (Employees # 22)

Last Updated 2-7-22

	Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup		Total Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount	Percentage	Amount			
West Valley (140,230)	54,733	-	-	2.00%	1,095	2.27%	1,242	<b>57,070</b>	3,245	DC Tier 2 Only; HM/HR Specialty Pay
Park City Fire (35,000)	55,772	-	-	-	-	2.27%	1,266	<b>57,038</b>	-	
West Jordan (116,961)	55,674	-	-	-	-	2.27%	1,264	<b>56,938</b>	-	
South Davis Metro (120,000)	53,727	-	-	2.35%	1,263	2.27%	1,220	<b>56,209</b>	-	
Murray (50,637)	52,981	-	-	3.00%	1,589	2.27%	1,203	<b>55,773</b>	-	Deferred Comp is Tier 2 Only
Ogden (87,321)	51,000	-	-	5.15%	2,627	2.27%	1,158	<b>54,784</b>	-	Deferred Comp is Tier 2 Only
South Jordan (77,487)	51,609	-	-	3.31%	1,708	2.27%	1,172	<b>54,489</b>	-	Deferred Comp is Tier 2 Only
Draper (51,017)	50,930	-	-	3.31%	1,686	2.27%	1,156	<b>53,772</b>	-	Deferred Comp is Tier 2 Only
Layton (81,773)	51,538	30	-	-	-	2.27%	1,170	<b>52,738</b>	-	
Provo (115,162)	51,450	-	-	-	-	2.27%	1,168	<b>52,618</b>	-	
Sandy (96,904)	50,045	-	-	2.73%	1,366	2.27%	1,136	<b>52,547</b>	-	
Salt Lake City (199,723)	50,461	-	632	-	-	2.27%	1,145	<b>52,238</b>	-	
South Salt Lake (26,777)	50,930	150	-	-	-	2.27%	1,156	<b>52,236</b>	-	
Lehi (75,907)	50,305	65	-	-	-	2.27%	1,142	<b>51,512</b>	-	
Orem (98,129)	48,984	-	-	-	-	2.27%	1,112	<b>50,096</b>	-	
Average	52,009							54,004		
<b>Unified Fire Authority (451,000)</b>	<b>52,393</b>	<b>-</b>	<b>1,048</b>	<b>1.73%</b>	<b>906</b>	<b>2.27%</b>	<b>1,189</b>	<b>55,537</b>	<b>-</b>	Deferred Comp is Tier 2 Only
<b>Related to Top Three FY 21-22</b>								<b>-2.52%</b>		
Related to Top Three FY 20-21								0.00%		
Related to Top Three FY 19-20								-5.13%	-	
Related to Top Three FY 18-19								-1.43%	-	
Related to Top Three FY 17-18								-6.73%	-	

Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

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Negative figures indicate UFA wages are below market / Positive indicates UFA is above market

## TOP STEP SENIOR PARAMEDIC (Employees # 122)

Last Updated 2-7-22

	Base Salary	Bonus	VEBA	Deferred Comp		Total Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount			
Park City Fire (35,000)	84,242	30	4,000	-	-	88,272	-	
Salt Lake City (199,723)	83,616	1,200	632	-	-	85,448	-	
Layton (81,773)	83,333	30	-	-	-	83,363		
Murray (50,637)	80,382	-	-	3.00%	2,411	82,793	-	
West Jordan (116,961)	82,330	-	-	-	-	82,330	-	
South Salt Lake (26,777)	77,993	3,270	-	-	-	81,263	-	
Sandy (96,904)	79,123	-	-	-	-	79,123	-	
Draper (51,017)	78,361	-	-	-	-	78,361	-	
South Davis Metro (120,000)	77,967	-	-	-	-	77,967	-	
West Valley (140,230)	77,150	-	-	-	-	77,150	3,245	Hazmat/Tech Rescue Specialty Pay
South Jordan (77,487)	73,472	735	-	-	-	74,207	-	
Ogden (87,321)	74,165	1,000	-	-2.45%	(1,817)	73,348	-	Tier 1 pay 2.45% of URS
Provo (115,162)	72,611	-	-	-	-	72,611	7,444	Master Paramedic (special team involvement)
Lehi (75,907)	68,777	110	-	-	-	68,887	-	
Orem (98,129)	68,793	-	-	-	-	68,793	-	
Average	77,488					78,261		
<b>Unified Fire Authority (451,000)</b>	<b>80,687</b>	<b>807</b>	<b>1,614</b>	<b>-</b>	<b>-</b>	<b>83,108</b>	<b>-</b>	
<b>Related to Top Three FY 21-22 plus 1%</b>						<b>-1.31%</b>		
Related to Top Three FY 20-21 plus 1%						0.01%		
Related to Top Three FY 19-20						-0.17%	-	
Related to Top Three FY 18-19						-7.88%	-	
Related to Top Three FY 17-18						-7.23%	-	

Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

For agencies with step plans, the top step in the plan that employees advance through automatically, agencies without step plans compare to the highest paid employee

Negative figures indicate UFA wages are below market / Positive indicates UFA is above market

UFA Top Step Paramedic target wage is 1% overmarket since FY20-21



## TOP STEP CAPTAIN (Employees # 95)

Last Updated 2-7-22

	Base Salary	Bonus	VEBA	Deferred Comp		Total Wage	Specialty Pay	Comments
<i><b>Agency</b></i> (Population)				Percentage	Amount			
Park City Fire (35,000)	99,163	30	4,000	-	-	<b>103,193</b>	-	
Sandy (96,904)	100,838	-	-	-	-	<b>100,838</b>	-	
South Davis Metro (120,000)	98,307	-	-	-	-	<b>98,307</b>		
West Jordan (116,961)	97,939	-	-	-	-	<b>97,939</b>	-	
Salt Lake City (199,723)	94,765	1,200	632	-	-	<b>96,597</b>	-	
Lehi (75,907)	95,027	110	-	-	-	<b>95,137</b>	-	
West Valley (140,230)	93,624	-	-	-	-	<b>93,624</b>	4,700	Paramedic Specialty Pay
Layton (81,773)	93,148	30	-	-	-	<b>93,178</b>	8,585	Paramedic Specialty Pay
Provo (115,162)	92,672	-	-	-	-	<b>92,672</b>	-	
South Salt Lake (26,777)	88,611	3,694	-	-	-	<b>92,305</b>	-	
Murray (50,637)	89,595	-	-	3.00%	2,688	<b>92,283</b>	-	
Orem (98,129)	91,317	-	-	-	-	<b>91,317</b>	-	
Draper (51,017)	90,213	-	-	-	-	<b>90,213</b>	-	
South Jordan (77,487)	89,306	893	-	-	-	<b>90,199</b>	-	
Ogden (87,321)	85,382	1,000	-	-2.45%	(2,092)	<b>84,290</b>	-	Tier 1 pay 2.45% of URS
Average	93,327					94,140		
<b>Unified Fire Authority</b> (451,000)	<b>95,907</b>	<b>959</b>	<b>1,918</b>	<b>-</b>	<b>-</b>	<b>98,784</b>	<b>-</b>	
<b>Related to Top Three FY 21-22</b>						<b>0.49%</b>		
Related to Top Three FY 20-21						0.01%		
Related to Top Three FY 19-20						-1.67%	-	
Related to Top Three FY 18-19						-8.33%	-	
Related to Top Three FY 17-18						-8.24%	-	

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**TOP STEP BATTALION CHIEF/DIVISION CHIEF** (Employees # 18)  
**(Battalion on 56 hr week, Division on 40 hr week)**

Last Updated 2-7-22

		Base Salary	Bonus	VEBA	Deferred Comp		OT Eligible	Total Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount				
Park City Fire	(35,000)	123,865	2,500	4,000	-	-	Yes	<b>130,365</b>	-	Non-Exempt & OT Eligible: No shift overtime available, 50 hrs annual maximum OT
Salt Lake City	(199,723)	116,900	1,200	632	-	-	No	<b>118,732</b>	-	Exempt but straight time for shift work; plus take home car
Sandy	(96,904)	116,646	-	-	-	-	Yes	<b>116,646</b>	-	Non-Exempt & OT Eligible
South Davis Metro	(120,000)	116,309	-	-	-	-	Yes	<b>116,309</b>	-	Non-Exempt & OT Eligible
Layton	(81,773)	113,128	30	-	-	-	No	<b>113,158</b>	-	Exempt & Eligible for Straight Time
Provo	(115,162)	112,644	-	-	-	-	No	<b>112,644</b>	-	Exempt but receives OT when working BYU events
South Jordan	(77,487)	111,000	1,110				Yes	<b>112,110</b>		Non-Exempt & OT Eligible
Murray	(50,637)	108,170	-	-	3.00%	3,245	Yes	<b>111,415</b>	-	Non-Exempt & OT Eligible
South Salt Lake	(26,777)	106,358	4,404	-	-	-	Yes	<b>110,762</b>	-	Non-Exempt & OT Eligible
West Jordan	(116,961)	110,759	-	-	-	-	No	<b>110,759</b>	-	Exempt
Orem	(98,129)	109,037	-	-	-	-	Yes	<b>109,037</b>	-	Non-Exempt & OT Eligible
West Valley	(140,230)	108,355	-	-	-	-	No	<b>108,355</b>	-	Exempt but receives flat \$1000 for a 24 hour shift
Lehi	(75,907)	107,957	110	-	-	-	Yes	<b>108,067</b>	-	Exempt
Draper	(51,017)	107,540	-	-	-	-	Yes	<b>107,540</b>	-	Non-Exempt & OT Eligible
Ogden	(87,321)	100,165	1,000	-	-2.45%	(2,454)	No	<b>98,711</b>	-	Exempt & Eligible for Straight Time/ Tier 1 employees pay 2.45% of URS
Average		111,256						112,307		
<b>Unified Fire Authority</b>	<b>(451,000)</b>	<b>111,231</b>	<b>1,112</b>	<b>2,225</b>	<b>-</b>	<b>-</b>	<b>Yes</b>	<b>114,568</b>	<b>-</b>	
<b>Related to Top Three FY 21-22 less 3%</b>								<b>1.19%</b>	<b>-</b>	
Related to Top Three FY 20-21 less 3%								0.19%		
Related to Top Three FY 19-20 less 3%								-5.46%	-	
Related to Top Three FY 18-19 less 3%								-5.03%	-	
Related to Top Three FY 17-18 less 3%								-5.23%	-	

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For agencies with step plans, the top step in the plan that employees advance through automatically, agencies without step plans compare to the highest paid employee

Negative figures indicate UFA wages are below market / Positive indicates UFA is above market

UFA BC/DC target wage is 3% below market to compensate for non-exempt status

FY 22/23 PLANNING WORKSHEET												February 9, 2022		12 MONTH TOTAL INCREASE		\$1,959,930	
Market + 3% COLA												IMPACT TO MEMBER FEE		3.34%			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL	TOTAL COSTS			
	CPI / COLA	3.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%						
ENTRY FIREFIGHTER	Proposed Wage	\$47,394	\$48,698	\$50,038	\$51,414	\$54,281	\$55,774	\$58,884	\$62,167	\$65,633	\$69,974	0.00% Market	62	Current Costs	\$3,708,998		
	Current Wage	\$46,014	\$47,280	\$48,581	\$49,917	\$52,700	\$54,150	\$57,169	\$60,356	\$63,721	\$67,936	3.00% COLA		Proposed Costs	\$3,820,268		
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00% BOTH		Increase	\$111,270		
	# at this step (3/21)	4	22	19	11	2	2	0	0	1	1			% Increase	3.00%		
FIREFIGHTER (AEMT)	Proposed Wage	\$51,764	\$53,188	\$54,651	\$56,154	\$59,284	\$60,914	\$64,313	\$67,899	\$71,684	\$76,425	1.88% Market	29	Current Costs	\$1,910,481		
	Current Wage	\$49,356	\$50,713	\$52,108	\$53,541	\$56,525	\$58,080	\$61,320	\$64,739	\$68,348	\$72,869	3.00% COLA		Proposed Costs	\$2,003,712		
	% Increase	4.88%	4.88%	4.88%	4.88%	4.88%	4.88%	4.88%	4.88%	4.88%	4.88%	4.88% BOTH		Increase	\$93,231		
	# at this step (3/21)	0	9	10	6	1	0	1	0	0	2			% Increase	4.88%		
ENGINEER / SPECIALIST 1	Proposed Wage	\$53,027	\$54,485	\$55,983	\$57,523	\$60,730	\$62,400	\$65,882	\$69,555	\$73,432	\$78,290	95% of Eng/Spec 2	17	Current Costs	\$1,309,899		
	Current Wage	\$50,713	\$52,108	\$53,541	\$55,013	\$58,080	\$59,677	\$63,007	\$66,520	\$70,228	\$74,874			Proposed Costs	\$1,369,657		
	% Increase	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%	4.56%			Increase	\$59,759		
	# at this step (3/21)	0	0	0	1	5	2	2	4	2	1				% Increase	4.56%	
ENGINEER / SPECIALIST 2	Proposed Wage	\$55,818	\$57,353	\$58,930	\$60,550	\$63,926	\$65,684	\$69,349	\$73,215	\$77,297	\$82,410	0.08% Market	77	Current Costs	\$7,491,677		
	Current Wage	\$54,150	\$55,639	\$57,169	\$58,741	\$62,016	\$63,721	\$67,277	\$71,028	\$74,987	\$79,948	3.00% COLA		Proposed Costs	\$7,722,421		
	% Increase	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08% BOTH		Increase	\$230,744		
	# at this step (3/21)	0	0	0	0	1	2	5	6	5	58			% Increase	3.08%		
SPECIALIST 3	Proposed Wage	\$59,725	\$61,367	\$63,054	\$64,788	\$68,401	\$70,282	\$74,204	\$78,340	\$82,708	\$88,178	0.08% Market	2	Current Costs	\$216,767		
	Current Wage	\$57,940	\$59,533	\$61,170	\$62,852	\$66,357	\$68,182	\$71,987	\$75,999	\$80,236	\$85,544	3.00% COLA		Proposed Costs	\$223,444		
	% Increase	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08%	3.08% BOTH		Increase	\$6,676		
	# at this step (3/21)	0	0	0	0	0	0	0	0	0	2			% Increase	3.08%		
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$56,391	\$57,942	\$59,535	\$61,172	\$64,583	\$66,359	\$70,061	\$73,967	\$78,091	\$83,257	2.52% Market	22	Current Costs	\$1,621,908		
	Current Wage	\$53,441	\$54,911	\$56,421	\$57,972	\$61,204	\$62,887	\$66,396	\$70,098	\$74,006	\$78,901	3.00% COLA		Proposed Costs	\$1,711,438		
	% Increase	5.52%	5.52%	5.52%	5.52%	5.52%	5.52%	5.52%	5.52%	5.52%	5.52%	5.52% BOTH		Increase	\$89,529		
	# at this step (3/21)	6	1	2	5	4	0	0	1	1	2			% Increase	5.52%		
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$59,841	\$61,487	\$63,178	\$64,915	\$68,534	\$70,419	\$74,348	\$78,493	\$82,869	\$88,351	3.31% Market	122	Current Costs	\$12,529,669		
	Current Wage	\$56,289	\$57,837	\$59,428	\$61,062	\$64,466	\$66,239	\$69,935	\$73,834	\$77,951	\$83,107	3.00% COLA		Proposed Costs	\$13,320,291		
	% Increase	6.31%	6.31%	6.31%	6.31%	6.31%	6.31%	6.31%	6.31%	6.31%	6.31%	6.31% BOTH		Increase	\$790,622		
	# at this step (3/21)	0	0	0	0	3	4	2	3	5	105			% Increase	6.31%		
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$68,915	\$70,810	\$72,757	\$74,758	\$78,926	\$81,096	\$85,621	\$90,395	\$95,434	\$101,747	0.00% Market	94	Current Costs	\$11,752,678		
	Current Wage	\$66,908	\$68,747	\$70,638	\$72,581	\$76,627	\$78,734	\$83,128	\$87,762	\$92,655	\$98,784	3.00% COLA		Proposed Costs	\$12,105,258		
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00% BOTH		Increase	\$352,580		
	# at this step (3/21)	0	0	0	0	0	0	0	0	1	93			% Increase	3.00%		
1																Page 17	

BATTALION / DIVISION CHIEF	Proposed Wage	\$79,926	\$82,124	\$84,383	\$86,703	\$91,537	\$94,054	\$99,303	\$104,839	\$110,684	\$118,005	0.00% Market	14	Current Costs	\$2,032,212	
	Current Wage	\$77,599	\$79,732	\$81,925	\$84,178	\$88,871	\$91,315	\$96,410	\$101,785	\$107,460	\$114,568	3.00% COLA		Proposed Costs	\$2,093,179	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00% BOTH		Increase	\$60,966	
	# at this step (3/21)	0	0	0	0	0	0	0	0	0	0	14	3.15%	% Increase	3.00%	
	# AT EACH STEP	10	32	31	23	16	10	10	14	15	278	Total Sworn in General Fund	445	TOTAL TOTAL		
	% OF TOTAL	2.25%	7.19%	6.97%	5.17%	3.60%	2.25%	2.25%	3.15%	3.37%	62.47%			Current Costs	\$42,574,289	
NOTES:	Wage totals under each step reflect base wage plus 2% VEBA contribution for all employees, also includes an additional 1% longevity for employees at Step 10. TOTAL COSTS include benefits that will adjust according to wage: 22.95% for Tier 1 Retirement, 18.08% for Tier 2 Retirement, 1.45% for Medicare tax, <b>2.0% for VEBA</b> and 2.2% for Workers Comp. This chart does not include the 18 over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire, six of them will convert to FTE's											6 exempt Chief Officers are not included on chart, but included in total sworn number above		Proposed Costs	\$44,369,667	
	Staff is proposing to change the comparison of Battalion Chief's to other agencies due to the continued complication of exempt or non-exempt. The current gap between Captain and BC is 16%, this proposal is to use this today, but monitor the gap between the positions in our comparable agencies to evaluate the accuracy of 16%											13 Wildland and EM Employees are not included on chart because not in General Fund			Increase	\$1,795,378
	Senior Paramedic receives 1% over market based on approval during the FY21/22 budget process. This sheet increases it to 3%											Total Sworn			458	% Increase
	Wage includes 2% VEBA contribution for all employees, also includes an additional 1% longevity for employees at Step 10. Wage does not include the additional contribution for deferred compensation for Tier 2 employees.											Increase of Overtime in Operations is based on the overall percentage increase in wages			\$134,515	
	We are seeing compression between top step firefighter and Specialist/Engineer 1. The Engineer starts making less than the AEMT about step 6 in the plan, this plan modifies the pay of Specialist/Engineer 1 to 95% of Specialist/Engineer 2											Fire Marshal, Operations Chief and Assistant Chiefs receive identical increase to the BC/DC position. This is the amount of the increase for these five positions.			\$30,036	
												Total Payroll Increase			\$1,959,930	

FY 22/23 PLANNING WORKSHEET												February 9, 2022		12 MONTH TOTAL INCREASE		\$2,895,641	
Market + 5% COLA												IMPACT TO MEMBER FEE		4.94%			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL	TOTAL COSTS			
	CPI / COLA	5.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%						
ENTRY FIREFIGHTER	Proposed Wage	\$48,314	\$49,644	\$51,010	\$52,413	\$55,335	\$56,857	\$60,027	\$63,374	\$66,908	\$71,332	0.00% Market	62	Current Costs	\$3,708,998		
	Current Wage	\$46,014	\$47,280	\$48,581	\$49,917	\$52,700	\$54,150	\$57,169	\$60,356	\$63,721	\$67,936	5.00% COLA		Proposed Costs	\$3,894,448		
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00% BOTH		Increase	\$185,450		
	# at this step (3/21)	4	22	19	11	2	2	0	0	1	1	13.93%		% Increase	5.00%		
FIREFIGHTER (AEMT)	Proposed Wage	\$52,751	\$54,202	\$55,693	\$57,224	\$60,414	\$62,076	\$65,539	\$69,193	\$73,051	\$77,883	1.88% Market	29	Current Costs	\$1,910,481		
	Current Wage	\$49,356	\$50,713	\$52,108	\$53,541	\$56,525	\$58,080	\$61,320	\$64,739	\$68,348	\$72,869	5.00% COLA		Proposed Costs	\$2,041,922		
	% Increase	6.88%	6.88%	6.88%	6.88%	6.88%	6.88%	6.88%	6.88%	6.88%	6.88%	6.88% BOTH		Increase	\$131,441		
	# at this step (3/21)	0	9	10	6	1	0	1	0	0	2	6.52%		% Increase	6.88%		
ENGINEER / SPECIALIST 1	Proposed Wage	\$54,056	\$55,542	\$57,069	\$58,639	\$61,908	\$63,610	\$67,160	\$70,904	\$74,857	\$79,809	95% of Eng/Spec 2	17	Current Costs	\$1,309,899		
	Current Wage	\$50,713	\$52,108	\$53,541	\$55,013	\$58,080	\$59,677	\$63,007	\$66,520	\$70,228	\$74,874			Proposed Costs	\$1,396,232		
	% Increase	6.59%	6.59%	6.59%	6.59%	6.59%	6.59%	6.59%	6.59%	6.59%	6.59%			Increase	\$86,333		
	# at this step (3/21)	0	0	0	1	5	2	2	4	2	1			3.82%	% Increase	6.59%	
ENGINEER / SPECIALIST 2	Proposed Wage	\$56,901	\$58,465	\$60,073	\$61,725	\$65,166	\$66,958	\$70,695	\$74,636	\$78,797	\$84,009	0.08% Market	77	Current Costs	\$7,491,677		
	Current Wage	\$54,150	\$55,639	\$57,169	\$58,741	\$62,016	\$63,721	\$67,277	\$71,028	\$74,987	\$79,948	5.00% COLA		Proposed Costs	\$7,872,254		
	% Increase	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08% BOTH		Increase	\$380,577		
	# at this step (3/21)	0	0	0	0	1	2	5	6	5	58	17.30%		% Increase	5.08%		
SPECIALIST 3	Proposed Wage	\$60,883	\$62,558	\$64,278	\$66,045	\$69,728	\$71,646	\$75,643	\$79,860	\$84,312	\$89,889	0.08% Market	2	Current Costs	\$216,767		
	Current Wage	\$57,940	\$59,533	\$61,170	\$62,852	\$66,357	\$68,182	\$71,987	\$75,999	\$80,236	\$85,544	5.00% COLA		Proposed Costs	\$227,779		
	% Increase	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08%	5.08% BOTH		Increase	\$11,012		
	# at this step (3/21)	0	0	0	0	0	0	0	0	0	2	0.45%		% Increase	5.08%		
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$57,460	\$59,040	\$60,663	\$62,332	\$65,807	\$67,616	\$71,389	\$75,369	\$79,571	\$84,835	2.52% Market	22	Current Costs	\$1,621,908		
	Current Wage	\$53,441	\$54,911	\$56,421	\$57,972	\$61,204	\$62,887	\$66,396	\$70,098	\$74,006	\$78,901	5.00% COLA		Proposed Costs	\$1,743,876		
	% Increase	7.52%	7.52%	7.52%	7.52%	7.52%	7.52%	7.52%	7.52%	7.52%	7.52%	7.52% BOTH		Increase	\$121,968		
	# at this step (3/21)	6	1	2	5	4	0	0	1	1	2	4.94%		% Increase	7.52%		
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$60,967	\$62,644	\$64,366	\$66,137	\$69,824	\$71,744	\$75,747	\$79,970	\$84,428	\$90,013	3.31% Market	122	Current Costs	\$12,529,669		
	Current Wage	\$56,289	\$57,837	\$59,428	\$61,062	\$64,466	\$66,239	\$69,935	\$73,834	\$77,951	\$83,107	5.00% COLA		Proposed Costs	\$13,570,884		
	% Increase	8.31%	8.31%	8.31%	8.31%	8.31%	8.31%	8.31%	8.31%	8.31%	8.31%	8.31% BOTH		Increase	\$1,041,215		
	# at this step (3/21)	0	0	0	0	3	4	2	3	5	105	27.42%		% Increase	8.31%		
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$70,253	\$72,185	\$74,170	\$76,210	\$80,458	\$82,671	\$87,284	\$92,150	\$97,287	\$103,723	0.00% Market	94	Current Costs	\$11,752,678		
	Current Wage	\$66,908	\$68,747	\$70,638	\$72,581	\$76,627	\$78,734	\$83,128	\$87,762	\$92,655	\$98,784	5.00% COLA		Proposed Costs	\$12,340,312		
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00% BOTH		Increase	\$587,634		
	# at this step (3/21)	0	0	0	0	0	0	1	0	1	93	21.12%		% Increase	5.00%		

Page 19

BATTALION / DIVISION CHIEF	Proposed Wage	\$81,478	\$83,719	\$86,021	\$88,387	\$93,315	\$95,881	\$101,231	\$106,874	\$112,833	\$120,297	0.00% Market	14	Current Costs	\$2,032,212	
	Current Wage	\$77,599	\$79,732	\$81,925	\$84,178	\$88,871	\$91,315	\$96,410	\$101,785	\$107,460	\$114,568	5.00% COLA		Proposed Costs	\$2,133,823	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00% BOTH		Increase	\$101,611	
	# at this step (3/21)	0	0	0	0	0	0	0	0	0	0	14	3.15%	% Increase	5.00%	
	# AT EACH STEP	10	32	31	23	16	10	10	14	15	278	Total Sworn in General Fund	445	TOTAL TOTAL		
	% OF TOTAL	2.25%	7.19%	6.97%	5.17%	3.60%	2.25%	2.25%	3.15%	3.37%	62.47%			Current Costs	\$42,574,289	
NOTES:	Wage totals under each step reflect base wage plus 2% VEBA contribution for all employees, also includes an additional 1% longevity for employees at Step 10. TOTAL COSTS include benefits that will adjust according to wage: 22.95% for Tier 1 Retirement, 18.08% for Tier 2 Retirement, 1.45% for Medicare tax, <b>2.0% for VEBA</b> and 2.2% for Workers Comp. This chart does not include the 18 over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire, six of them will convert to FTE's											6 exempt Chief Officers are not included on chart, but included in total sworn number above		Proposed Costs	\$45,221,530	
	Staff is proposing to change the comparison of Battalion Chief's to other agencies due to the continued complication of exempt or non-exempt. The current gap between Captain and BC is 16%, this proposal is to use this today, but monitor the gap between the positions in our comparable agencies to evaluate the accuracy of 16%											13 Wildland and EM Employees are not included on chart because not in General Fund			Increase	\$2,647,241
	Senior Paramedic receives 1% over market based on approval during the FY21/22 budget process. This sheet increases it to 3%											Total Sworn		458	% Increase	6.22%
	Wage includes 2% VEBA contribution for all employees, also includes an additional 1% longevity for employees at Step 10. Wage does not include the additional contribution for deferred compensation for Tier 2 employees.											Increase of Overtime in Operations is based on the overall percentage increase in wages			\$198,339	
	We are seeing compression between top step firefighter and Specialist/Engineer 1. The Engineer starts making less than the AEMT about step 6 in the plan, this plan modifies the pay of Specialist/Engineer 1 to 95% of Specialist/Engineer 2											Fire Marshal, Operations Chief and Assistant Chiefs receive identical increase to the BC/DC position. This is the amount of the increase for these five positions.			\$50,061	
												Total Payroll Increase			\$2,895,641	