



UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE AGENDA

February 17, 2023

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

-
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 until 7:00 a.m. February 16, 2023. Emailed comments submitted prior to 7:00 a.m. February 16, 2023, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Benefits & Compensation Committee, but not read into the meeting record or addressed during the meeting.
 3. Minutes Approval – Chair Dahle
A. March 30, 2022
 4. Health Insurance Review and Forecast – HR Director Day/Gallagher
 5. Sworn Market – HR Director Day/Chief Burchett
 6. Civilian Compensation – HR Director Day/Chief Burchett
 7. Cost of Living Adjustment (CPI) – CFO Hill/Chief Burchett

8. VEBA Contribution – Chief Burchett/Local 1696 President Dodge

9. Change to Overtime Board Policy – Chief Burchett

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 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 16th day of February 2023 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, 2022 at 8:00 a.m.

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

Committee Members Present:

Mayor Dahle
Council Member Stewart
Mayor Overson
Mayor Silvestrini

Committee Members Absent:

Council Member Hull

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Steve Quinn, Local 1696

Guests:

AC Higgs
AC Pilgrim
Aaron Lance
Aaron Whitehead
Amanda Lawrence
Anthony Widdison
Ariel Hanson
Armen Jacobs
Bill Brass
Brad Larson
Brandon Dodge
Brian Anderton
Calogero Ricotta
Catherine Harris
Catherine Kanter, SLCo
Courtney Samuel
Dan Brown
Dan Egbert
Dana Holmes

Darren Park
David Chipman, Public
Debbi Cigarroa
Dustin Dern
Embret Fossum
Jared Henderson, Herriman
Jill Tho
Jubal Perez
Kate Turnbaugh
Kathleen Bailey, Copperton
Kenneth Aldridge
Kiyoshi Young
Krystal Griffin
Lana Burningham
Larson Wood
Lee Ascarte
Lindsey Flygare
Marc McDonald
Marcus Stevenson, Midvale

Michelle Morse, Gallagher
Mike Weichers, CWH
Nile Easton
Patrick Costin
Patrick Costin
Rebecca Norfleet, Gallagher
Rob Ayres
Ryan Love
Shelli Fowlks
Station 111
Station 118
Station 251
Steve Prokopis
Tom Westmoreland, Eagle Mtn.
Tyler Flygare
Tyler Lintz
Wade Russell
Zach Robinson

Call to Order

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

Public Comments

None

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

Minutes Approval

A correction was made to add Mayor Silvestrini as “in attendance”

Mayor Silvestrini moved to approve the minutes from the February 14, 2022 Benefits & Compensation Committee Meeting as submitted

Mayor Overson seconded the motion

All in favor, none opposed

FY22/23 URS Rate Update – CFO Hill

- ◆ CFO Hill reviewed the URS contribution rates
 - ◆ The rate for Tier 1 Firefighters is reducing by 1.0% and 0.5% for all public employees
 - ◆ This decrease results in a \$245,000 overall savings
 - ◆ This is great news and both plans are very healthy, as is Tier 2
 - ◆ Adjustments will be made to the Tier 2 Firefighter rate, however, there is no budgetary impact
- ◆ Council Member Stewart asked if CFO Hill felt this will hold
 - ◆ CFO Hill stated that he doesn't believe UFA would have been given 1% if URS weren't confident that the plan could handle it, however, changes in the market could affect this in the future
- ◆ Mayor Dahle reminded the Benefits & Compensation Committee that the goal here today is to review the critical benefit variables that are part of the overall budget, see how they will affect the Member Fee, and then make a good, realistic recommendation to the Finance Committee

Health Insurance Review and Forecast – HR Director Day/Gallagher

- ◆ Michelle Morse from Gallagher reviewed the original SelectHealth renewal of 6% for medical benefits
- ◆ Following the guidance from the last Benefits & Compensation meeting, Gallagher returned to work with SelectHealth in reducing this amount
 - ◆ Gallagher was given guidance from the Benefits & Compensation Committee that 3% was the worst-case rate scenario
- ◆ Gallagher researched historical data in in the past 12 rolling months and UFA has been running at a negative trend
 - ◆ This type of trending does not fit the SelectHealth model where the trending is 7.3%
- ◆ Gallagher pushed for different funding mechanisms and asked for SelectHealth to look at a Contingent Funded Model
 - ◆ The resulting proposition is for an up 5% down 5%
 - ◆ SelectHealth bills -2% for the year and then true-up either up or down to the 5% at the years end true-up period
 - ◆ Over the past 3 years, UFA would have received money for 2 years (~\$350,000) and owed for 1 year (~\$240,000), so historically overall there was a savings for employees
 - ◆ This is just a different “self-funded”, but capped (max 5% liability) structure, nothing changes for the employees
 - ◆ Council Member Stewart inquired as if UFA would reserve monies from Fund Balance and then work further with employees to recoup costs if necessary
 - ◆ Mayor Dahle stated that employees have done a great job at managing healthcare and SelectHealth is allowing us to reap the savings, the only downside is the impact on members if there is a need to come up with the maximum 5% at the end of the year
 - Mayor Dahle pointed out that not choosing this route would result in a 3% increase for healthcare
- ◆ Local 1696 President Quinn agrees that it makes sense to take the risk for the potential savings
 - ◆ Having a way to smooth the potential cost for the employees is possible
 - ◆ President Quinn pointed out that beyond the 3-year research done by Gallagher, the past 10 years the overall trend has been good

- ◆ Mayor Dahle stated that the organization needs to realize that if usage either met or exceeded the 5% the money would need to be pulled out of fund balance and then allow the employees to correct that through the following months
- ◆ CFO Hill also stated that Dental will be a 1% increase, \$4,700.00

Mayor Silvestrini moved to recommend to the Finance Committee to take the SelectHealth model that was presented and reserve against the 5% Fund Balance

Mayor Dahle stated that he noticed that a motion was needed on the previous URS item
CFO Hill stated that all that was needed on that item was direction to move forward with picking-up the employer portion

Mayor Silvestrini amended his motion to include the URS item
Council Member Stewart seconded the motion
All in favor, none opposed

Mayor Dahle thanked Gallagher for their work and coming up with this great option resulting in a savings for the organization

Cost of Living Adjustment (CPI) – Chief Burchett/CFO Hill

- ◆ Chief Burchett stated that last month Chief Petersen presented a potential 7% COLA and a 9% Member Fee increase based on the CPI for the mountain region
- ◆ Fortunately, some cost savings within the budget have been realized and ambulance transports are up 10%
- ◆ Due to this; Chief Burchett is now presenting a 7% COLA with an estimated 7.5% Member Fee increase
- ◆ Comparisons to neighboring agencies range from 4-10% CPI
- ◆ Chief Burchett reminded the Board that the focus needs to stay on the market and not get behind
- ◆ Mayor Dahle suggested delaying the vote on this item and move through the agenda to make sure the Benefits & Compensation Committee is comfortable with the market adjustments up for discussion
- ◆ Chief Burchett stated that the following items are included in the 7.5% Member Fee increase
- ◆ Mayor Dahle stated that the organization is in a good spot as previously the focus was on a 9.5% Member Fee increase, but 7.5% is more in the ballpark
- ◆ This item will be revisited once the agenda items have been completed

Market Adjustment Civilian – HR Director Day

a. “Top Third” Concept Civilian

- ◆ Mayor Dahle stated that to this point, the focus has been on the sworn market position and reaching the “Top 3rd”
- ◆ The civilian market has become more of an issue as there is now increased competition for employees
- ◆ HR Director Day stated that the Human Resources Division has conducted an extensive review of the 61 civilian positions within UFA
 - ◆ 31 positions have a 3-6% move based on market for comparable jobs, \$53,252
 - ◆ The goal moving forward is to review civilian positions annually just as is done with the Firefighters
 - ◆ Mayor Dahle stated that the \$53,252 is a small amount to bring employees up to market
- ◆ Chief Burchett introduced the aspirational concept to bring UFA civilians into the “Top 3rd” as was done with the sworn employees
 - ◆ Chief Burchett expressed the value that this has brought the sworn employees and plans to bring this concept to the budget discussions for next year as an aspirational target for the Board
- ◆ It was clarified and confirmed that the civilian market adjustments are included in the 7.5% Member fee, but not the “Top 3rd” civilian concept

Mayor Weichers moved to recommend the civilian market adjustment as discussed

Mayor Overson seconded the motion

All voted in favor, none opposed

Overall Sworn Market Adjustments – Chief Burchett

- a. Market Adjustment to Maintain “Top 3”
 - b. 3% Overmarket for PM
 - c. 16% Gap Between Captain and BC/DC
 - d. Assistant Chief Step Adjustment
 - e. Specialist I/AEMT Compression
- ◆ Chief Burchett stated that all adjustments for discussion are included with both the 5% and 7% COLA and associated Member Fee increases
 - ◆ Overall, sworn positions held well in the market as many will see no increase
 - ◆ Staff has identified a few ranks where a surgical adjustment is needed
 - ◆ These adjustments will require \$287,000
 - ◆ Currently, Paramedics are 1% overmarket, the proposal is to raise them to 3%
 - ◆ Due to their leadership roles in the field, many promote quicker, and it is a challenge to keep this position filled
 - ◆ This increase will help to encourage other Firefighters to see the value in taking this career path
 - ◆ The cost for this increase is \$270,780
 - ◆ UFA Battalion Chiefs and Division Chiefs are difficult to compare as these ranks throughout other organizations have varying duties, responsibilities, and fluctuate between exempt and non-exempt (the ability to earn overtime)
 - ◆ With this inconsistency and challenge in comparing these positions, a 16% gap is proposed between Captain and BC/DC wages
 - ◆ There would be no cost to the budget next year if approved
 - ◆ Currently there are 3 pay steps within the AC rank, this proposal is to remove steps 1 and 2 due to compression between this rank and the Operations Chief and Fire Marshal
 - ◆ This change would result in better alignment of the AC position with the step plans of all other positions
 - ◆ The cost for this proposal is \$11,008
 - ◆ The AEMT rank within the valley has increased faster than Specialist I
 - ◆ The gap between these ranks is necessary as Specialist I is a promotion
 - ◆ The proposal is to lock the Specialist I rank pay at 95% of the Specialist II rank pay
 - ◆ The cost for this proposal is \$19,897
 - ◆ Mayor Dahle inquired as to the importance of the 3% proposal for Paramedics compared with the COLA for the organization
 - ◆ It would be valuable to know which is more valued by the organization
 - ◆ This could possibly be a bargaining point if a debate arises in the stretch for a market increase
 - ◆ Local President Quinn feels that his position must state that the whole organization COLA is of more importance
 - ◆ Chief Burchett agreed that while both are important, if having to choose, the overall organization COLA would be the priority
 - ◆ Council Member Stewart agrees that retention and recruitment for Paramedics is important, but if losses begin within that rank, it will inhibit the ability for UFA to deliver the services promised and promoted
 - Reminding the Committee that the ability to provide ALS services has been strongly promoted
 - If it came down to discussing COLA and discussing the primary function of services and the retention of those services, this discussion must continue
 - If arguing between these points, Council Member Stewart would lean toward the Paramedic 3%
 - ◆ Mayor Dahle feels that the overall Member Fee is what it comes down to and where the members of this committee stand

- ♦ Council Member Stewart feels Riverton's budget could accommodate, but he still needs to solicit feedback from his council
 - Council Member Stewart also feels that Herriman's position is important
- ♦ Council Member Henderson stated that he has heard nothing from Herriman finance and has not discussed the budget with his council
- ♦ Mayor Weichers would like to see more data on what municipalities are doing
- ♦ Mayor Dahle pointed out that while no one is committing to this point, Holladay is looking at 10% as a COLA and market adjustment together
- ♦ Mayor Overson stated that her city is just beginning the discussion and may know more in 2-3 weeks
- ♦ Mayor Silvestrini stated that Millcreek too is just in the preliminary discussions, but the 7.5% range for UFA is consistent with their position and he is supportive of this increase
- ♦ Mayor Weichers is correct in his clarification that the comparisons are to all municipalities, not just fire agencies
- ♦ Mayor Dahle stressed that this Committee does not want to pass a recommendation to the Finance Committee that is out of line
- ♦ Council Member Stewart asked that CFO Hill provide a breakdown between the 5% and 2% as a vote in January, but not incorporate into the initial Member Fee for now
 - ♦ Discussion was had regarding keeping the option to add the additional 2% in January
 - ♦ This however would require budget adjustments and would keep employees in limbo rather than landing on a COLA
 - Mayor Dahle would rather approve a firm recommendation for the Finance Committee
 - If this Committee is not comfortable with that, he recommends reducing the percentage
 - It is important to send a firm message to the Board in January and alert employees to what they are getting
 - ♦ CFO Hill pointed out to Council Member Stewart that the comparison between the 5% and 7% are already displayed in the chart on Page 9 of the packet
- ♦ Mayor Dahle explained that this is a decision to be made at the Board level and feels that there is no pushback currently for the 7%
 - ♦ Mayor Dahle recommends forwarding this to the Finance Committee to work through further

Council Member Stewart moved to recommend to the Finance Committee approval of the 7% CPI inclusive of all market adjustments, inflationary costs, and budget priorities for FY22/23

Mayor Weichers seconded the motion

All voted in favor, none opposed

WL Seasonal FF Pay Scale – CFO Hill

- ♦ The pay scales are generally adopted with the budget however, wildland season begins in early May and approval from this Committee is requested in order to move forward with the new pay plan with official adoption in July
 - ♦ CFO Hill reminded the Committee that the Wildland Division has its own fund and does not impact the Member Fee
 - ♦ Salaries for recruitment were increased from \$13.16/hour to \$15.00/hour
 - ♦ This approval is needed in order to begin to hire and start working crews

Council Member Stewart moved to recommend the seasonal WL FF pay scale as presented

Mayor Silvestrini seconded the motion

All voted in favor, none opposed

Closed Session

None

Adjournment

Council Member Stewart moved to adjourn the March 30, 2022 Benefits & Compensation Committee Meeting
Mayor Weichers seconded the motion
All voted in favor, none opposed

**Unified Fire Authority
Wage Comparable Summary Report
As of January 26, 2023**

Last Updated 1-26-23

Agency (Population)		Entry Firefighter	AEMT Firefighter	Engineer	Entry Paramedic	Senior Paramedic	Captain
Draper	(47,416)	\$ 49,800	\$ 68,471	\$ 74,824	\$ 53,363	\$ 79,265	\$ 91,236
Layton	(81,773)	\$ 47,557	\$ 64,895	\$ 68,802	\$ 57,054	\$ 86,232	\$ 104,426
Lehi	(68,762)	\$ 43,061	\$ 54,673	\$ 81,996	\$ 53,697	\$ 82,407	\$ 88,404
Murray	(49,544)	\$ 55,042	\$ 73,880	\$ 88,589	\$ 65,983	\$ 88,589	\$ 104,036
Ogden	(86,798)	\$ 50,736	\$ 68,631	\$ 78,776	\$ 63,110	\$ 85,127	\$ 97,850
Orem	(99,622)	\$ 41,346	\$ 62,792	\$ 80,137	\$ 52,011	\$ 80,137	\$ 94,513
Park City Fire	(35,000)	\$ 55,689	\$ 85,980	\$ 91,345	\$ 62,938	\$ 96,676	\$ 113,089
Provo	(120,071)	\$ 46,681	\$ 62,726	\$ 84,058	\$ 55,422	\$ 84,058	\$ 97,307
Salt Lake City	(198,261)	\$ 46,809	\$ 76,100	\$ 81,300	\$ 53,957	\$ 87,665	\$ 99,146
Sandy	(94,878)	\$ 49,490	\$ 74,506	\$ 83,824	\$ 55,670	\$ 83,824	\$ 106,912
South Davis Metro	(120,000)	\$ 48,693	\$ 67,246	\$ 83,035	\$ 60,126	\$ 83,035	\$ 104,698
South Jordan	(75,575)	\$ 49,138	\$ 69,716	\$ 82,871	\$ 58,410	\$ 82,871	\$ 98,506
South Salt Lake	(25,213)	\$ 62,347	\$ 96,335	\$ 99,425	\$ 65,424	\$ 100,661	\$ 109,108
West Jordan	(111,719)	\$ 49,674	\$ 71,750	\$ 83,182	\$ 60,556	\$ 87,386	\$ 103,847
West Valley	(136,388)	\$ 50,733	\$ 72,492	\$ 80,361	\$ 61,253	\$ 82,551	\$ 105,204
Related to Top Three FY 17-18		-4.44%	-10.68%	-4.68%	-6.73%	-7.23%	-8.24%
Related to Top Three FY 18-19		8.62%	-13.32%	-7.43%	-1.43%	-7.88%	-8.33%
Related to Top Three FY 19-20		3.65%	-3.95%	0.28%	-5.13%	-0.17%	-1.67%
Related to Top Three FY 20-21		0.07%	0.01%	0.11%	0.00%	1.01%	0.01%
Related to Top Three FY 21-22		1.13%	-1.88%	-0.08%	-2.52%	-1.31%	0.49%
Related to Top Three FY 22-23		0.21%	3.32%	-4.44%	-4.40%	2.56%	-2.09%
Unified Fire Authority	(451,000)	\$50,841	\$78,623	\$84,821	\$60,450	\$90,857	\$104,726

- Negative figures indicate UFA wages are below comparable wage in the specific category
- Positive figures indicate UFA wages are above the comparable wage in the specific category
- Unified Fire Authority Population figure source: Kem Gardner Policy Institute, University of Utah
- Entry Firefighter - Removed Park City, South Davis Metro, and South Jordan AEMT is a requirement for Entry Firefighter

[Salt Lake and Utah County Subcounty Estimates;](#)

Subcounty Estimates Data (Excel Format) / City-Population tab / Total Population column

ENTRY FIREFIGHTER as of 1-26-23 (Employees # 70)

Last Updated 1-26-23

		Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup for Tier II		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount	Percentage	Amount			
South Salt Lake	(25,213)	60,724	50	-	-	-	2.59%	1,573	62,347	-	Deferred Comp is Tier 2 Only
Murray	(49,544)	52,128	-	-	3.00%	1,564	2.59%	1,350	55,042	-	
Ogden	(86,798)	47,675	-	-	3.83%	1,826	2.59%	1,235	50,736	-	
West Valley	(136,388)	48,507	-	-	2.00%	970	2.59%	1,256	50,733	-	Deferred Comp is Tier 2 Only
Draper	(47,416)	47,523	100	-	1.99%	946	2.59%	1,231	49,800	-	Deferred Comp is Tier 2 Only
West Jordan	(111,719)	48,420	-	-	-	-	2.59%	1,254	49,674	-	Deferred Comp is Tier 2 Only
Sandy	(94,878)	47,133	-	-	2.41%	1,136	2.59%	1,221	49,490	-	
Layton	(81,773)	46,327	30	-	-	-	2.59%	1,200	47,557	-	
Salt Lake City	(198,261)	45,011	-	632	-	-	2.59%	1,166	46,809	-	
Provo	(120,071)	45,502	-	-	-	-	2.59%	1,179	46,681	-	
Lehi	(68,762)	41,911	65	-	-	-	2.59%	1,085	43,061	-	AEMT is minimum level DC is Tier 2 Only; AEMT is min level AEMT is minimum level
Orem	(99,622)	40,302	-	-	-	-	2.59%	1,044	41,346	-	
Park City Fire	(35,000)	54,283	-	-	-	-	2.59%	1,406	55,689	-	
South Jordan	(75,575)	46,986	-	-	1.99%	935	2.59%	1,217	49,138	-	AEMT is minimum level
South Davis Metro	(120,000)	46,339	-	-	2.49%	1,154	2.59%	1,200	48,693	-	
Average		47,597							49,440		
Unified Fire Authority	(422,049)	47,819	-	956	1.73%	827	2.59%	1,239	50,841	-	Deferred Comp is Tier 2 Only
Related to Top Three FY 17-18									-4.44%	-	
Related to Top Three FY 18-19									8.62%	-	
Related to Top Three FY 19-20									3.65%	-	
Related to Top Three FY 20-21									0.07%		
Related to Top Three FY 21-22									1.13%		
Related to Top Three Current									0.21%		

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

AEMT FIREFIGHTER as of 1-26-23 (Employees # 27)

Last Updated 1-26-23

		Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount			
South Salt Lake	(25,213)	93,481	2,854	-	-	-	96,335	-	AEMT is minimum level
Park City Fire	(35,000)	81,970	10	4,000	-	-	85,980	-	AEMT is minimum level
Salt Lake City	(198,261)	74,568	900	632	-	-	76,100	-	
Sandy	(94,878)	74,506	-	-	-	-	74,506	-	Hazmat/Tech Rescue Speciality Pay
Murray	(49,544)	71,728	-	-	3.00%	2,152	73,880	-	
West Valley	(136,388)	72,492	-	-	-	-	72,492	3,472	
West Jordan	(111,719)	71,750	-	-	-	-	71,750	-	
South Jordan	(75,575)	69,026	690	-	-	-	69,716	-	
Ogden	(86,798)	69,330	1,000	-	-2.45%	(1,699)	68,631	-	Tier 1 pay 2.45% of URS, AEMT Required
Draper	(47,416)	67,674	797	-	-	-	68,471	-	AEMT is required at this level
South Davis Metro	(120,000)	67,246	-	-	-	-	67,246	-	AEMT is minimum level
Layton	(81,773)	64,865	30	-	-	-	64,895	-	AEMT is required at this level
Orem	(99,622)	62,792	-	-	-	-	62,792	-	
Provo	(120,071)	62,726	-	-	-	-	62,726	-	AEMT is required at this level
Lehi	(68,762)	54,603	70	-	-	-	54,673	-	
Average		70,584					71,346		
Unified Fire Authority	(451,000)	76,333	763	1,527	-	-	78,623	-	AEMT is required at this level
Related to Top Three FY 17-18							-10.68%	-	
Related to Top Three FY 18-19							13.32%	-	
Related to Top Three FY 19-20							-3.95%	-	
Related to Top Three FY 20-21							0.01%		
Related to Top Three FY 21-22							-1.88%		
Related to Top Three							3.32%		

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

SPECIALIST/ENGINEER TOP STEP as of 1-26-23 (Employees # 96)

Last Updated 1-26-23

		Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount			
South Salt Lake	(25,213)	96,481	2,944	-	-	-	99,425	-	
Park City Fire	(35,000)	87,335	10	4,000	-	-	91,345	-	Hazmat/Tech Rescue
Murray	(49,544)	86,009	-	-	3.00%	2,580	88,589	2,143	Paramedic Specialty Pay
Provo	(120,071)	84,058	-	-	-	-	84,058	7,444	ter Engineer (requires special team involvement)
Sandy	(94,878)	83,824	-	-	-	-	83,824	-	
West Jordan	(111,719)	83,182	-	-	-	-	83,182	-	
South Davis Metro	(120,000)	83,035	-	-	-	-	83,035	-	
South Jordan	(75,575)	82,050	821	-	-	-	82,871	-	
Lehi	(68,762)	81,926	70	-	-	-	81,996	-	
Salt Lake City	(198,261)	79,768	900	632	-	-	81,300	-	Hazmat/Tech Rescue
West Valley	(136,388)	80,361	-	-	-	-	80,361	13,530	Hazmat/Tech Rescue/PM Specialty Pay
Orem	(99,622)	80,137	-	-	-	-	80,137	-	
Ogden	(86,798)	79,729	1,000	-	-2.45%	(1,953)	78,776	-	Hazmat/Tech Resuce; Tier 1 pay 2.45% of URS
Draper	(47,416)	73,964	860	-	-	-	74,824	-	
Layton	(81,773)	68,772	30	-	-	-	68,802	9,256	Paramedic Specialty Pay
Average		82,042					82,835		
Unified Fire Authority (422,049)		82,350	824	1,647	-	-	84,821		
Related to Top Three FY 17-18							-4.68%	-	
Related to Top Three FY 18-19							-7.43%	-	
Related to Top Three FY 19-20							0.28%	-	
Related to Top Three FY 20-21							0.11%		
Related to Top Three FY 21-22							-0.08%		
Related to Top Three							-4.44%		

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

ENTRY PARAMEDIC as of 1-26-23 (Employees # 41)

Last Updated 1-26-23

		Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount	Percentage	Amount			
Murray	(49,544)	62,490	-	-	3.00%	1,875	2.59%	1,618	65,983	-	Deferred Comp is Tier 2 Only
South Salt Lake	(25,213)	63,724	50	-	-	-	2.59%	1,650	65,424	-	
Ogden	(86,798)	59,303	-	-	3.83%	2,271	2.59%	1,536	63,110	-	Deferred Comp is Tier 2 Only
Park City Fire	(35,000)	61,349	-	-	-	-	2.59%	1,589	62,938	-	
West Valley	(136,388)	58,565	-	-	2.00%	1,171	2.59%	1,517	61,253	3,472	DC Tier 2 Only; HM/HR Specialty Pay
West Jordan	(111,719)	59,027	-	-	-	-	2.59%	1,529	60,556	-	
South Davis Metro	(120,000)	57,219	-	-	2.49%	1,425	2.59%	1,482	60,126	-	
South Jordan	(75,575)	55,852	-	-	1.99%	1,111	2.59%	1,447	58,410	-	Deferred Comp is Tier 2 Only
Layton	(81,773)	55,584	30	-	-	-	2.59%	1,440	57,054	-	
Sandy	(94,878)	53,019	-	-	2.41%	1,278	2.59%	1,373	55,670	-	
Provo	(120,071)	54,023	-	-	-	-	2.59%	1,399	55,422	-	
Salt Lake City	(198,261)	51,979	-	632	-	-	2.59%	1,346	53,957	-	
Lehi	(68,762)	52,278	65	-	-	-	2.59%	1,354	53,697	-	
Draper	(47,416)	50,930	100	-	1.99%	1,014	2.59%	1,319	53,363	-	Deferred Comp is Tier 2 Only
Orem	(99,622)	50,698	-	-	-	-	2.59%	1,313	52,011	-	
Average		56,403							58,598		
Unified Fire Authority (422,049)		56,857	-	1,137	1.73%	984	2.59%	1,473	60,450	-	Deferred Comp is Tier 2 Only
Related to Top Three FY 17-18									-6.73%	-	
Related to Top Three FY 18-19									-1.43%	-	
Related to Top Three FY 19-20									-5.13%	-	
Related to Top Three FY 20-21									0.00%		
Related to Top Three FY 21-22									-2.52%		
Related to Top Three									-4.40%		

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

SENIOR PARAMEDIC TOP STEP as of 1-26-23 (Employees # 107)

Last Updated 1-26-23

		Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount			
South Salt Lake	(25,213)	97,681	2,980	-	-	-	100,661	-	
Park City Fire	(35,000)	92,666	10	4,000	-	-	96,676	-	
Murray	(49,544)	86,009	-	-	3.00%	2,580	88,589	-	
Salt Lake City	(198,261)	86,133	900	632	-	-	87,665	-	
West Jordan	(111,719)	87,386	-	-	-	-	87,386	-	
Layton	(81,773)	86,202	30	-	-	-	86,232	-	
Ogden	(86,798)	86,239	1,000	-	-2.45%	(2,113)	85,127	-	Tier 1 pay 2.45% of URS
Provo	(120,071)	84,058	-	-	-	-	84,058	7,444	ter Paramedic (requires special team involvement)
Sandy	(94,878)	83,824	-	-	-	-	83,824	-	
South Davis Metro	(120,000)	83,035	-	-	-	-	83,035	-	
South Jordan	(75,575)	82,050	821	-	-	-	82,871	-	
West Valley	(136,388)	82,551	-	-	-	-	82,551	3,472	Hazmat/Tech Rescue Specialty Pay
Lehi	(68,762)	82,337	70	-	-	-	82,407	-	
Orem	(99,622)	80,137	-	-	-	-	80,137	-	
Draper	(47,416)	78,361	904	-	-	-	79,265	-	
Average		85,245					86,032		
Unified Fire Authority	(422,049)	88,211	882	1,764	-	-	90,857	-	
Related to Top Three FY 17-18							-7.23%	-	
Related to Top Three FY 18-19							-7.88%	-	
Related to Top Three FY 19-20							-0.17%	-	
Related to Top Three FY 20-21							1.01%		
Related to Top Three FY 21-22							-1.31%		
Related to Top Three							2.56%		

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

CAPTAIN TOP STEP as of 1-26-23 (Employees # 95)

Last Updated 1-26-23

		Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount			
Park City Fire	(35,000)	109,079	10	4,000	-	-	113,089	-	
South Salt Lake	(25,213)	105,882	3,226	-	-	-	109,108	-	
Sandy	(94,878)	106,912	-	-	-	-	106,912	-	
West Valley	(136,388)	105,204	-	-	-	-	105,204	4,700	Paramedic Specialty Pay
South Davis Metro	(120,000)	104,698	-	-	-	-	104,698	-	
Layton	(81,773)	104,396	30	-	-	-	104,426	9,256	Paramedic Specialty Pay
Murray	(49,544)	101,006	-	-	3.00%	3,030	104,036	-	
West Jordan	(111,719)	103,847	-	-	-	-	103,847	-	
Salt Lake City	(198,261)	97,614	900	632	-	-	99,146	-	
South Jordan	(75,575)	97,531	975	-	-	-	98,506	-	
Ogden	(86,798)	99,282	1,000	-	-2.45%	(2,432)	97,850	-	Tier 1 pay 2.45% of URS
Provo	(120,071)	97,307	-	-	-	-	97,307	-	
Orem	(99,622)	94,513	-	-	-	-	94,513	-	
Draper	(47,416)	90,214	1,022	-	-	-	91,236	-	
Lehi	(68,762)	88,334	70	-	-	-	88,404	-	
Average		100,388					101,219		
Unified Fire Authority	(422,049)	101,676	1,017	2,034	-	-	104,726	-	
Related to Top Three FY 17-18							-8.24%	-	
Related to Top Three FY 18-19							-8.33%	-	
Related to Top Three FY 19-20							-1.67%	-	
Related to Top Three FY 20-21							0.01%	-	
Related to Top Three FY 21-22							0.49%	-	
Related to Top Three							-2.09%	-	

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

FY 23/24 PLANNING WORKSHEET												12 MONTH TOTAL INCREASE		\$1,017,917	
DRAFT: Feb 15, 2023												IMPACT TO MEMBER FEE		1.62%	
Market Increase (Baseline)															
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF	TOTAL COSTS	
	CPI / COLA	0.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%		% TOTAL		
ENTRY FIREFIGHTER	Proposed Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	0.00% Market	70	Current Costs	\$4,416,755
	Current Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	0.00% COLA		Proposed Costs	\$4,416,755
	% Increase	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00% BOTH		Increase	\$0
	# at this step (12/22)	16	14	15	12	9	1	1	2	0	0			% Increase	0.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	0.00% Market	27	Current Costs	\$1,929,645
	Current Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	0.00% COLA		Proposed Costs	\$1,929,645
	% Increase	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00% BOTH		Increase	\$0
	# at this step (12/22)	0	4	10	8	3	0	0	0	0	2			% Increase	0.00%
ENGINEER / SPECIALIST 1	Proposed Wage	\$55,876	\$57,412	\$58,991	\$60,613	\$63,996	\$65,755	\$69,424	\$73,298	\$77,388	\$82,523	95% of Eng/Spec 2	20	Current Costs	\$1,651,630
	Current Wage	\$53,500	\$54,971	\$56,483	\$58,036	\$61,275	\$62,960	\$66,473	\$70,182	\$74,098	\$79,015			Proposed Costs	\$1,724,956
	% Increase	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%			Increase	\$73,326
	# at this step (12/22)	0	0	0	3	3	7	1	0	3	3			% Increase	4.44%
ENGINEER / SPECIALIST 2	Proposed Wage	\$58,816	\$60,433	\$62,096	\$63,803	\$67,364	\$69,216	\$73,078	\$77,156	\$81,461	\$86,866	4.44% Market	74	Current Costs	\$7,652,941
	Current Wage	\$56,316	\$57,864	\$59,456	\$61,091	\$64,500	\$66,273	\$69,971	\$73,876	\$77,998	\$83,174	0.00% COLA		Proposed Costs	\$7,992,731
	% Increase	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44% BOTH		Increase	\$339,791
	# at this step (12/22)	0	0	0	0	0	1	3	7	7	56			% Increase	4.44%
SPECIALIST 3	Proposed Wage	\$62,933	\$64,664	\$66,442	\$68,269	\$72,078	\$74,060	\$78,193	\$82,557	\$87,164	\$92,948	4.44% Market	2	Current Costs	\$229,076
	Current Wage	\$60,258	\$61,915	\$63,617	\$65,367	\$69,014	\$70,912	\$74,869	\$79,047	\$83,458	\$88,996	0.00% COLA		Proposed Costs	\$239,247
	% Increase	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44% BOTH		Increase	\$10,171
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	2			% Increase	4.44%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$59,359	\$60,990	\$62,668	\$64,392	\$67,984	\$69,854	\$73,752	\$77,868	\$82,213	\$87,668	4.40% Market	41	Current Costs	\$3,409,257
	Current Wage	\$56,857	\$58,420	\$60,027	\$61,678	\$65,119	\$66,910	\$70,644	\$74,586	\$78,748	\$83,973	0.00% COLA		Proposed Costs	\$3,559,265
	% Increase	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40% BOTH		Increase	\$150,007
	# at this step (12/22)	7	2	2	6	11	4	0	1	1	7			% Increase	4.40%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$60,589	\$62,256	\$63,967	\$65,727	\$69,394	\$71,302	\$75,281	\$79,482	\$83,917	\$89,485	0.44% Market	107	Current Costs	\$12,018,188
	Current Wage	\$60,324	\$61,983	\$63,687	\$65,439	\$69,090	\$70,990	\$74,951	\$79,134	\$83,549	\$89,093	0.00% COLA		Proposed Costs	\$12,071,068
	% Increase	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44% BOTH		Increase	\$52,880
	# at this step (12/22)	0	0	0	0	0	4	3	2	4	94			% Increase	0.44%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$70,985	\$72,937	\$74,943	\$77,003	\$81,300	\$83,536	\$88,198	\$93,119	\$98,315	\$104,839	2.09% Market	95	Current Costs	\$12,555,730
	Current Wage	\$69,532	\$71,444	\$73,409	\$75,427	\$79,636	\$81,826	\$86,392	\$91,213	\$96,302	\$102,693	0.00% COLA		Proposed Costs	\$12,818,145
	% Increase	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09% BOTH		Increase	\$262,415
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	95			% Increase	2.09%
BATTALION / DIVISION CHIEF	Proposed Wage	\$82,343	\$84,607	\$86,934	\$89,325	\$94,309	\$96,902	\$102,309	\$108,018	\$114,046	\$121,613	2.09% Market	15	Current Costs	\$2,299,678
	Current Wage	\$80,657	\$82,875	\$85,154	\$87,496	\$92,378	\$94,918	\$100,215	\$105,807	\$111,711	\$119,123	0.00% COLA		Proposed Costs	\$2,347,741
	% Increase	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	12.09%	2.09%	2.09%	2.09%	2.09% BOTH		Increase	\$48,063

	# at this step (12/22)	0	0	0	0	0	0	0	0	0	15		3.28%	% Increase	2.09%
	# AT EACH STEP	23	20	27	29	26	17	8	12	15	274	Total Sworn in General Fund	458	TOTAL TOTAL	
	% OF TOTAL	5.02%	4.37%	5.90%	6.33%	5.68%	3.71%	1.75%	2.62%	3.28%	59.83%			Current Costs	\$46,162,900
NOTES:	Wage totals under each step reflect base wage plus 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, 2.0% for VEBA and 2.3% for Workers Comp. This chart does not include any over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire.											6 exempt Chief Officers, and 1 Investigator are not included on chart, but included in total sworn number above		Proposed Costs	\$47,099,553
	The gap between Captain and BC is 16%.											14 Wildland and EM Employees are not included on chart because not in General Fund			Increase
	Senior Paramedic receives 3% over market based on approval during the FY22/23 budget.											Total Sworn 472		% Increase	
	Continue to pay Specialist/Engineer 1 95% of Specialist/Engineer 2.											Increase of Overtime in Operations is based on the overall percentage increase in wages			
												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.			\$22,531
												Total Payroll Increase			\$1,017,917



UNIFIED FIRE AUTHORITY

TO: Benefits and Compensations Committee
FROM: Kiley Day, HR Director
SUBJECT: Civilian Market Wage Analysis
DATE: February 17, 2023

EXECUTIVE SUMMARY

HR conducted classification reviews for 68 civilian positions as part of this year's market wage analysis. As a result, 34 positions are proposed to be reclassified to a higher pay grade with a total increased cost of \$89,482. In addition, if UFA were to adopt the same "top three" compensation target, like the sworn Firefighter ranks, 61 positions would be proposed to be reclassified to a higher pay grade with a total increased cost of \$220,587.

Reviewing positions annually will keep UFA competitive and current in the market and help with recruiting and retention. In addition, it has reduced the need to conduct an in-depth analysis before recruiting, reducing the amount of mid-year board approvals.

BACKGROUND:

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

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 we use 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
- Considering other compensable factors related to the position as appropriate

- Reviewing the results with the Section Chief, Fire Chief, and CFO to ensure comparison accuracy
- The Fire Chief will present the proposed wage comparable summary report to the UFA Benefits & Compensation Committee for review and discussion.
- After the initial UFA Benefits & Compensation Committee has reviewed and discussed the analysis, each employee and their Division Chief/Manager can reach out to the HR Director to review the comparison to ensure accuracy and address any modifications before the final UFA Benefits & Compensation Committee
- The Fire Chief will present the final wage comparable summary report to the UFA Benefits & Compensation Committee for last review and discussion.

Staff conducted classification reviews for 68 positions as part of this year's budget process. 34 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 the top step in their new grade.

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

FY 22/23 BUDGET YEAR CLASSIFICATION REVIEWS					
Division	Current Position Title	Current Grade	Proposed Grade	% Increase	Full-time/ Part-time
Finance	Accounting Specialist to Senior Accounting Specialist	20	24	6%	FT
	Senior Accounting Specialist	23	24	3%	FT
	Assistant Finance Director	35	37	6%	FT
	Payroll Coordinator	23	24	3%	FT
	Payroll Coordinator	23	24	3%	PT
	Payroll Manager	31	32	3%	FT
	Purchasing Agent/Contract Coordinator	30	31	3%	FT
	Senior Accountant	28	29	3%	FT
	Senior Accountant	28	29	3%	FT
Logistics	Data Coordinator	21	22	3%	FT
	Facilities Maintenance Specialist to Lead Facilities Maintenance Specialist	20	24	6%	FT
	Office Specialist	14	15	3%	PT
Information Outreach	Community Outreach Specialist	22	24	6%	FT
Emergency Management	Emergency Management Program Coordinator	25	26	3%	FT
	GIS Specialist	27	28	3%	FT
	Intelligence Specialist	26	27	3%	FT
	Planning Specialist	26	27	3%	FT
	Municipal Planner	26	27	3%	FT
EMS	Controlled Substance Program//EMS Training/Quality Improvement Manager	29	31	6%	FT
Wildland	Wildland Coordinator (SL1 Superintendent	26	27	3%	FT
	Wildland Foreman	24	25	3%	FT

	Wildland Squad Boss	20	21	3%	FT
	Wildland Squad Boss	20	21	3%	FT
	Wildland Squad Boss	20	21	3%	FT
	Senior Wildland Firefighter	18	19	3%	FT
	Senior Wildland Firefighter	18	19	3%	FT
Information Technology	Server Administrator	29	30	3%	FT
Human Resources	HR Deputy Director	30	34	6%	FT
	HR Deputy Director	32	34	6%	FT
	HR Analyst	22	25	6%	FT
	HR Technician	19	21	6%	PT
Fire Prevention	Office Specialist	14	15	3%	FT
US&R	US&R Grants Manager	26	27	3%	FT
	Office Specialist	14	15	3%	PT



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: Fire Chief Dominic Burchett

FROM: CFO Tony Hill

DATE: February 17, 2023

SUBJECT: Cost of COLA for FY23/24 Budget

The chart below shows the cost of a COLA at 3%, 4%, and 5% for the FY23/24 budget.

Cost of FY23/24 COLA					
<u>3%</u>		<u>4%</u>		<u>5%</u>	
Sworn	\$1,504,061	Sworn	2,005,417	Sworn	2,506,773
Civilian	\$160,987	Civilian	214,650	Civilian	268,312
PT EMS	<u>\$41,244</u>	PT EMS	<u>54,993</u>	PT EMS	<u>68,741</u>
Total	\$1,706,292	Total	2,275,060	Total	2,843,826
Member Fee	2.72%	Member Fee	3.63%	Member Fee	4.54%

FY 23/24 PLANNING WORKSHEET												12 MONTH TOTAL INCREASE		\$1,504,061	
3% COLA												IMPACT TO MEMBER FEE		2.40%	
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF	TOTAL COSTS	
	CPI / COLA	3.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%		% TOTAL		
ENTRY FIREFIGHTER	Proposed Wage	\$49,254	\$50,608	\$52,000	\$53,429	\$56,411	\$57,962	\$61,196	\$64,611	\$68,217	\$72,743	0.00% Market	70	Current Costs	\$4,416,755
	Current Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	3.00% COLA		Proposed Costs	\$4,549,257
	% 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	\$132,503
	# at this step (12/22)	16	14	15	12	9	1	1	2	0	0			% Increase	3.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$53,767	\$55,246	\$56,765	\$58,326	\$61,581	\$63,274	\$66,805	\$70,532	\$74,468	\$79,409	0.00% Market	27	Current Costs	\$1,929,645
	Current Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	3.00% COLA		Proposed Costs	\$1,987,534
	% 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	\$57,889
	# at this step (12/22)	0	4	10	8	3	0	0	0	0	2			% Increase	3.00%
ENGINEER / SPECIALIST 1	Proposed Wage	\$55,105	\$56,620	\$58,178	\$59,778	\$63,113	\$64,848	\$68,467	\$72,288	\$76,321	\$81,385	95% of Eng/Spec 2	20	Current Costs	\$1,651,630
	Current Wage	\$53,500	\$54,971	\$56,483	\$58,036	\$61,275	\$62,960	\$66,473	\$70,182	\$74,098	\$79,015			Proposed Costs	\$1,701,173
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%			Increase	\$49,543
	# at this step (12/22)	0	0	0	3	3	7	1	0	3	3			% Increase	3.00%
ENGINEER / SPECIALIST 2	Proposed Wage	\$58,005	\$59,600	\$61,240	\$62,924	\$66,435	\$68,261	\$72,070	\$76,092	\$80,338	\$85,669	0.00% Market	74	Current Costs	\$7,652,941
	Current Wage	\$56,316	\$57,864	\$59,456	\$61,091	\$64,500	\$66,273	\$69,971	\$73,876	\$77,998	\$83,174	3.00% COLA		Proposed Costs	\$7,882,529
	% 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	\$229,588
	# at this step (12/22)	0	0	0	0	0	1	3	7	7	56			% Increase	3.00%
SPECIALIST 3	Proposed Wage	\$62,066	\$63,772	\$65,526	\$67,328	\$71,084	\$73,039	\$77,115	\$81,418	\$85,962	\$91,666	0.00% Market	2	Current Costs	\$229,076
	Current Wage	\$60,258	\$61,915	\$63,617	\$65,367	\$69,014	\$70,912	\$74,869	\$79,047	\$83,458	\$88,996	3.00% COLA		Proposed Costs	\$235,948
	% 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	\$6,872
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	2			% Increase	3.00%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$58,563	\$60,173	\$61,828	\$63,528	\$67,073	\$68,917	\$72,763	\$76,824	\$81,110	\$86,493	0.00% Market	41	Current Costs	\$3,409,257
	Current Wage	\$56,857	\$58,420	\$60,027	\$61,678	\$65,119	\$66,910	\$70,644	\$74,586	\$78,748	\$83,973	3.00% COLA		Proposed Costs	\$3,511,535
	% 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	\$102,278
	# at this step (12/22)	7	2	2	6	11	4	0	1	1	7			% Increase	3.00%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$62,134	\$63,842	\$65,598	\$67,402	\$71,163	\$73,120	\$77,200	\$81,508	\$86,055	\$91,766	0.00% Market	107	Current Costs	\$12,018,188
	Current Wage	\$60,324	\$61,983	\$63,687	\$65,439	\$69,090	\$70,990	\$74,951	\$79,134	\$83,549	\$89,093	3.00% COLA		Proposed Costs	\$12,378,733
	% 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	\$360,546
	# at this step (12/22)	0	0	0	0	0	4	3	2	4	94			% Increase	3.00%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$71,618	\$73,587	\$75,611	\$77,690	\$82,025	\$84,281	\$88,984	\$93,949	\$99,191	\$105,774	0.00% Market	95	Current Costs	\$12,555,730
	Current Wage	\$69,532	\$71,444	\$73,409	\$75,427	\$79,636	\$81,826	\$86,392	\$91,213	\$96,302	\$102,693	3.00% COLA		Proposed Costs	\$12,932,402
	% 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	\$376,672
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	95			% Increase	3.00%
BATTALION / DIVISION CHIEF	Proposed Wage	\$83,077	\$85,361	\$87,709	\$90,121	\$95,149	\$97,766	\$103,221	\$108,981	\$115,062	\$122,697	0.00% Market	15	Current Costs	\$2,299,678
	Current Wage	\$80,657	\$82,875	\$85,154	\$87,496	\$92,378	\$94,918	\$100,215	\$105,807	\$111,711	\$119,123	3.00% COLA		Proposed Costs	\$2,368,668
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	13.00%	3.00%	3.00%	3.00%	3.00% BOTH		Increase	\$68,990

	# at this step (12/22)	0	0	0	0	0	0	0	0	0	15		3.28%	% Increase	3.00%
	# AT EACH STEP	23	20	27	29	26	17	8	12	15	274	Total Sworn in General Fund	458	TOTAL TOTAL	
	% OF TOTAL	5.02%	4.37%	5.90%	6.33%	5.68%	3.71%	1.75%	2.62%	3.28%	59.83%			Current Costs	\$46,162,900
NOTES:	Wage totals under each step reflect base wage plus 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, 2.0% for VEBA and 2.3% for Workers Comp. This chart does not include any over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire.											6 exempt Chief Officers, and 1 Investigator are not included on chart, but included in total sworn number above		Proposed Costs	\$47,547,781
	The gap between Captain and BC is 16%.											14 Wildland and EM Employees are not included on chart because not in General Fund			Increase
	Senior Paramedic receives 3% over market based on approval during the FY22/23 budget.											Total Sworn 472		% Increase	3.00%
	Continue to pay Specialist/Engineer 1 95% of Specialist/Engineer 2.											Increase of Overtime in Operations is based on the overall percentage increase in wages			\$86,839
												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.			\$32,341
												Total Payroll Increase			\$1,504,061

FY 23/24 PLANNING WORKSHEET												12 MONTH TOTAL INCREASE		\$2,506,773	
5% COLA												IMPACT TO MEMBER FEE		4.00%	
		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	\$50,210	\$51,591	\$53,009	\$54,467	\$57,506	\$59,088	\$62,385	\$65,865	\$69,542	\$74,155	0.00% Market	70	Current Costs	\$4,416,755
	Current Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	5.00% COLA		Proposed Costs	\$4,637,593
	% 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	\$220,838
	# at this step (12/22)	16	14	15	12	9	1	1	2	0	0			% Increase	5.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$54,811	\$56,319	\$57,868	\$59,458	\$62,776	\$64,503	\$68,102	\$71,902	\$75,914	\$80,951	0.00% Market	27	Current Costs	\$1,929,645
	Current Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	5.00% COLA		Proposed Costs	\$2,026,127
	% 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	\$96,482
	# at this step (12/22)	0	4	10	8	3	0	0	0	0	2			% Increase	5.00%
ENGINEER / SPECIALIST 1	Proposed Wage	\$56,175	\$57,719	\$59,307	\$60,938	\$64,339	\$66,107	\$69,796	\$73,691	\$77,803	\$82,966	95% of Eng/Spec 2	20	Current Costs	\$1,651,630
	Current Wage	\$53,500	\$54,971	\$56,483	\$58,036	\$61,275	\$62,960	\$66,473	\$70,182	\$74,098	\$79,015			Proposed Costs	\$1,734,205
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%			Increase	\$82,575
	# at this step (12/22)	0	0	0	3	3	7	1	0	3	3			% Increase	5.00%
ENGINEER / SPECIALIST 2	Proposed Wage	\$59,132	\$60,757	\$62,429	\$64,146	\$67,725	\$69,587	\$73,470	\$77,570	\$81,898	\$87,332	0.00% Market	74	Current Costs	\$7,652,941
	Current Wage	\$56,316	\$57,864	\$59,456	\$61,091	\$64,500	\$66,273	\$69,971	\$73,876	\$77,998	\$83,174	5.00% COLA		Proposed Costs	\$8,035,588
	% 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	\$382,647
	# at this step (12/22)	0	0	0	0	0	1	3	7	7	56			% Increase	5.00%
SPECIALIST 3	Proposed Wage	\$63,271	\$65,011	\$66,798	\$68,635	\$72,465	\$74,458	\$78,612	\$82,999	\$87,631	\$93,446	0.00% Market	2	Current Costs	\$229,076
	Current Wage	\$60,258	\$61,915	\$63,617	\$65,367	\$69,014	\$70,912	\$74,869	\$79,047	\$83,458	\$88,996	5.00% COLA		Proposed Costs	\$240,530
	% 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	\$11,454
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	2			% Increase	5.00%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$59,700	\$61,341	\$63,028	\$64,762	\$68,375	\$70,256	\$74,176	\$78,315	\$82,685	\$88,172	0.00% Market	41	Current Costs	\$3,409,257
	Current Wage	\$56,857	\$58,420	\$60,027	\$61,678	\$65,119	\$66,910	\$70,644	\$74,586	\$78,748	\$83,973	5.00% COLA		Proposed Costs	\$3,579,720
	% 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	\$170,463
	# at this step (12/22)	7	2	2	6	11	4	0	1	1	7			% Increase	5.00%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$63,340	\$65,082	\$66,871	\$68,711	\$72,545	\$74,540	\$78,699	\$83,091	\$87,726	\$93,548	0.00% Market	107	Current Costs	\$12,018,188
	Current Wage	\$60,324	\$61,983	\$63,687	\$65,439	\$69,090	\$70,990	\$74,951	\$79,134	\$83,549	\$89,093	5.00% COLA		Proposed Costs	\$12,619,097
	% 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	\$600,909
	# at this step (12/22)	0	0	0	0	0	4	3	2	4	94			% Increase	5.00%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$73,009	\$75,016	\$77,079	\$79,198	\$83,618	\$85,917	\$90,712	\$95,774	\$101,117	\$107,827	0.00% Market	95	Current Costs	\$12,555,730
	Current Wage	\$69,532	\$71,444	\$73,409	\$75,427	\$79,636	\$81,826	\$86,392	\$91,213	\$96,302	\$102,693	5.00% COLA		Proposed Costs	\$13,183,517
	% 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	\$627,787
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	95			% Increase	5.00%
BATTALION / DIVISION CHIEF	Proposed Wage	\$84,690	\$87,019	\$89,412	\$91,871	\$96,997	\$99,664	\$105,226	\$111,097	\$117,297	\$125,080	0.00% Market	15	Current Costs	\$2,299,678
	Current Wage	\$80,657	\$82,875	\$85,154	\$87,496	\$92,378	\$94,918	\$100,215	\$105,807	\$111,711	\$119,123	5.00% COLA		Proposed Costs	\$2,414,662
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	15.00%	5.00%	5.00%	5.00%	5.00% BOTH		Increase	\$114,984

	# at this step (12/22)	0	0	0	0	0	0	0	0	0	15		3.28%	% Increase	5.00%
	# AT EACH STEP	23	20	27	29	26	17	8	12	15	274	Total Sworn in General Fund	458	TOTAL TOTAL	
	% OF TOTAL	5.02%	4.37%	5.90%	6.33%	5.68%	3.71%	1.75%	2.62%	3.28%	59.83%			Current Costs	\$46,162,900
NOTES:	Wage totals under each step reflect base wage plus 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, 2.0% for VEBA and 2.3% for Workers Comp. This chart does not include any over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire.											6 exempt Chief Officers, and 1 Investigator are not included on chart, but included in total sworn number above		Proposed Costs	\$48,471,039
	The gap between Captain and BC is 16%.											14 Wildland and EM Employees are not included on chart because not in General Fund			Increase
	Senior Paramedic receives 3% over market based on approval during the FY22/23 budget.											Total Sworn 472		% Increase	
	Continue to pay Specialist/Engineer 1 95% of Specialist/Engineer 2.											Increase of Overtime in Operations is based on the overall percentage increase in wages			
												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.			\$53,902
												Total Payroll Increase			\$2,506,773



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: UFA Benefits and Compensation Committee
FROM: Chief Burchett
DATE: February 17, 2023

SUBJECT: Changes to Overtime Policy

Intent

To obtain Board approval to change board policy “Overtime and Compensatory Time” (Chapter 3 Section 11) to remove certain types of leave as “time worked” when calculating overtime compensation in Operations. The categorization of several types of leave as time worked for the purpose of calculating overtime is causing several issues as they cannot be accurately predicted and budgeted. We are able to plan for holidays and vacation, but it is very difficult to do with sick and other types of leave, especially with usage increasing over the past couple of years. I am therefore proposing to change the categorization of the following types of leave: sick, jury duty, military, funeral, and administrative leave with pay. These will still be paid leave, however, they would not be considered “time worked” for the purposes of calculating FLSA overtime. The intent of this change is to encourage the proper use of sick time and reduce the demand for overtime shifts.

Background

On March 8, 2020, the UFA Board changed UFA’s overtime policy to consider all leave as time worked for Operations. The current policy language states:

“Holidays, vacation, sick leave and other paid leave such as jury duty, military leave, and funeral leave hours will be included in calculation of “hours worked” in a pay period for the purposes of calculating overtime, when a sworn employee, working either an operational or “day” shift schedule, works holding over or constant staffing hours during the pay period.”

The Chief proposed this change during the height of COVID to encourage employees to use sick leave with even minor symptoms and in conjunction with the Mandatory Staffing Policy to encourage more employees to work overtime shifts.

Since this change, sick call numbers have increased from 3.8 per day in 2020 to 7.0 calls per day in 2022. This increase has significantly impacted the minimum staffing budget as most sick calls are being filled with constant staffing and paid with overtime premium (time and a half).

With Covid-19 now in an endemic phase, the current language overly incentivizes the use of sick time. This is having an impact not only on the minimum staffing overtime budget, which has already been exceeded, but is also putting many employees at risk of not having a sick leave safety net available should they have a long-term injury or illness.

By reverting the policy back to what it was pre-COVID for these specific types of leave, the minimum staffing overtime budget will see an estimated \$12,000 per month savings. The savings will result from better utilization of sick time and by not paying the overtime premium if an employee utilizes sick leave in a pay period.

This is a difficult decision, but I firmly believe that it is the right decision for the sustainability and efficiency of the organization.