



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

March 13, 2025 at 8:00 a.m.

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

Committee Members Present:

Mayor Silvestrini
Council Member Buroker
Mayor Overson

Council Member Hull
Council Member Fotheringham

Committee Members Absent:

Council Member Henderson
Mayor Weichers

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Molly Swenson, Local 1696

Guests:

AC Dern
AC Pilgrim
AC Robinson
Anthony Widdison
Cal Ricotta
Courtney Samuel
Dave C.
Debbie Cigarroa
Erica Langenfass
Jared Gerber

Jon Wilde
Kate Turnbaugh
Kendall Perry
Kiyoshi Young
Meisha Marriott
Nile Easton
Rebecca Norfleet, Gallagher
Richard Rich
Rob Ayres
Shelli Fowlks

Station 101
Station 109
Station 125
Steve Prokopis
Steve Quinn
Tyler Lintz
Tara Behunin
Station 118

Call to Order

Meeting called to order by Chair Silvestrini at 8:00 a.m.

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Council Member Buroker moved to approve the minutes from the February 13, 2025 Benefits & Compensation Committee Meeting as submitted

Council Member Hull seconded the motion

All in favor, none opposed

Council Member Buroker disclosed a position that could create the perception of a conflict of interest to the Committee with the pending insurance discussion:

She holds a position on the Intermountain Healthcare Community Board for the region

She is not involved on the insurance side, but does have access to IHC financials

FY25/26 Part-Time EMS Pay Plan – CFO Hill

- ◆ Included in the packet are the current and proposed pay plans
- ◆ Over the past several years, comparisons for part-time EMS pay are limited
 - ◆ Gold Cross is the agency used for local comparison pay
 - ◆ A COLA has also been provided each year to stay competitive and retain the current part-time employees
 - ◆ The part-time program is valuable as many of the individuals move to full-time status
 - ◆ This proposal is to eliminate the EMT pay plan and move all EMT's to the AEMT pay plan
 - ◆ This will right-size the part-time pay plan to the changes made with the full-time Paramedic pay plan
 - ◆ The increase results in a \$1.00 increase for EMT's, AEMT's would remain the same
 - There are 70 part-time personnel, half are EMT, half are AEMT
 - There is no concern for compression
 - Council Member Fotheringham stated that the rate is modest for the type of work being done and is in support of this proposal
- ◆ 30 part-time Paramedics will receive the 3.6% COLA if approved
- ◆ In response to Council Member Buroker, there is no service impact with the EMT/AEMT move, the service model has one Paramedic on each apparatus for intervention
 - AC Dern also clarified that the move to AEMT a couple years ago hasn't been as valuable as was previously thought
- ◆ CFO Hill clarified that this change would result in a \$51,000 pay plan adjustment

Council Member Hull moved to recommend the PT EMS Pay Plan as discussed

Council Member Buroker seconded the motion

All voted in favor, none opposed

FY25/26 Seasonal Wildland Firefighter Pay Scale – CFO Hill

- ◆ DC Widdison explained how market pay is determined with seasonal wildland Firefighters by comparing what the State of Utah and federal partners pay their wildland
- ◆ The competitive pay is balanced with the revenue that the wildland program brings in
- ◆ Seasonal Firefighter pay will remain the same for this fiscal year, but it is anticipated that there will be adjustments next fiscal year
- ◆ Mayor Silvestrini inquired as to the federal cuts and the impact to programs
 - ◆ DC Widdison has spoken with federal partners along the Wasatch Front, and it is still unknown what this will look like
 - ◆ The consensus is that primary fire positions won't be cut
 - ◆ Locally they are saying that resources will be staffed along the Wasatch Front
- ◆ Council Member Hull asked what the turnover is in the Wildland Program
 - ◆ Some will use it as a steppingstone to full-time employment with UFA
 - ◆ Others use it to gain experience in order to move to the forest service and beyond

Council Member Hull moved to recommend the Seasonal Wildland Firefighter Pay Plan as discussed

Council Member Buroker seconded the motion

All voted in favor, none opposed

Paramedic II Compression – Chief Burchett

- ◆ Chief Burchett wants to address the conversation resulting from the market analysis from the last meeting
 - ◆ With the decision to use the 7-year, All City Index, there was just over a 2% compression between the entry and senior Paramedic positions
 - ◆ Chief is not comfortable with the compression, but after a discussion with Labor, it was decided not to address it this year
 - ◆ The hope is that the market adjustment will naturally take care of this and offer a larger spread between the positions
- ◆ Local 1696 Vice President Swenson stated that the senior Paramedics understand that the entry level Paramedics need to be brought up and that it benefits the senior Paramedics as well
- ◆ No questions

Member Fee Chart – Chief Burchett

- ◆ It was recommended last year by the Board to include the Member Fee Chart as part of the discussion
- ◆ The chart shows the percentage breakdown of costs based on call volume and what each member is responsible for
- ◆ The chart consists of a 3-year rolling average of calls and the breakdown of use by station
- ◆ Chief Burchett clarified that this chart is based on FY24/25 numbers as this is all we can apply it to
- ◆ Holladay is the only municipality that saw an increase strictly based on usage

Insurance Review & Recommendation – HR Director Day/Gallagher

- ◆ Rebecca Norfleet presented the results from the solicitation/RFP for medical and dental insurance
- ◆ SelectHealth came in with a 9.9% medical increase and a 5.9% dental increase
- ◆ Ten companies participated in the RFP
- ◆ Rebecca provided an overview of the results
- ◆ Council Member Hull asked how Local 1696 felt about leaving SelectHealth
 - ◆ Vice President Swenson stated that any disruption of leaving SelectHealth is not worth a small savings
- ◆ In response to Mayor Silvestrini, Rebecca explained that SelectHealth did adjust their rates and provided a 7.5% rate increase with no plan design changes
- ◆ The contingent funding will remain as is
- ◆ HR Director Day explained that HR will be researching the Surest Plan
- ◆ In answer to Mayor Silvestrini's request for HR Director Day's referral; HRD Day feels UFA should take the 7.5% health and the 3.8% dental increase with SelectHealth
 - ◆ Local 1696 agrees
 - ◆ SelectHealth matched the proposed PEHP dental percentage
- ◆ CFO Hill explained that this will result in a \$440,000 increase for health and just over a \$15,000 increase for dental

Council Member Hull moved to recommend the health and dental as discussed

Council Member Fotheringham seconded the motion

All voted in favor, none opposed

Closed Session

None

Adjournment

Council Member Hull moved to adjourn the March 13, 2025 Benefits & Compensation Committee Meeting

Council Member Fotheringham seconded the motion

All voted in favor, none opposed