



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

March 28, 2024 at 8:00 a.m.

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

Committee Members Present:

Mayor Silvestrini

Council Member Henderson

Mayor Weichers

Council Member Buroker

Council Member Hull

Council Member Fotheringham

Committee Members Absent:

Mayor Overson

Staff:

Chief Burchett

CLO Roberts

CFO Hill

Kiley Day

Cyndee Young

Brandon Dodge, Local 1696

Guests:

AC Dern

AC Robinson

AC Pilgrim

Aaron Whitehead

Anthony Widdison

Ben Porter

Bill Brass

Brad Larson

Bryan Case

Calogero Ricotta

Casey Bowden

Chad Simons

Chandler Kingsbury

Chris Nelson

Chrystal Butterfield, UFA Board

Courtney Samuel

Debbie Cigarroa

Eric Holmes

Kate Turnbaugh

Kathleen Bailey, UFA Board

Kelly Millard

Kiyoshi Young

Krystal Griffin

Kyle Maurer, Herriman

Lana Burningham

Michelle Morse, Gallagher

Molly Doyle

Nathan Kay

Nicole Holdaway

Nile Easton

Paul Story

Rebecca Norfleet, Gallagher

Scott McNeil

Shelli Fowlks

Station 110

Station 117

Station 115

Steve Prokopis

Steve Quinn

Tyler Lintz

Wade Russell

Wade Watkins

Call to Order

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

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Council Member Fotheringham moved to approve the minutes from the February 15, 2024 Benefits & Compensation Committee Meeting as submitted

Council Member Buroker seconded the motion

All in favor, none opposed

Health Insurance Review and Forecast – HR Director Day/Gallagher

- ◆ Michelle Morse provided an update on SelectHealth
 - ◆ SelectHealth has replied to the request to review the proposal and are presenting a 4.9% increase with the addition of the Tier Preference product and continuing with a contingent funding arrangement of up 5% and down 10%
 - ◆ Currently UFA participates in 2 networks, SelectHealth Care and SelectHealth Med
 - ◆ The proposed additional product will reduce rates for UFA's insurance plan through SelectHealth with no perceptible changes for employees
 - If providers participate in the current SelectHealth Value Plan, and are utilized by patients in the SelectHealth Med Preference plan, providers are reimbursed at the value rather than full plan cost
 - ◆ Mayor Silvestrini clarified that personnel can continue seeing their providers with no changes, Michelle Morse agreed
 - ◆ Discussing why SelectHealth would not have proposed this preference product in the past, Michelle explained that this is new and seems to be of value for SelectHealth
 - ◆ Council Member Fotheringham explained that this is a possible incentive for new doctors to offer the Value Plan until their practice is established
 - ◆ Mayor Silvestrini explained that at the last Benefits & Compensation Committee Meeting, Gallagher was directed to solicit a better rate from SelectHealth or UFA was going out to bid
 - ◆ SelectHealth responded with this 4.9% rate and the inclusion of the preference product
 - ◆ The Committee, via email, decided to stay with SelectHealth for the coming year
 - ◆ UFA will include a plan change of covering in-and-out-of-network mental health office visits at 100%
 - ◆ SelectHealth's final proposal was a 5.37% increase with Tier Preference, a plan modification of covering in-and-out-of-network mental health office visits at 100%, and continuing with a contingent funding arrangement of up 5% and down 10%
 - ◆ CFO Hill explained to the Committee that the full cost to the Plan is \$351,535 with UFA covering 80% at \$281,228, 0.42% cost to the Member Fee
 - ◆ Council Member Fotheringham asked that a policy be created identifying trigger points that can be used to determine when to go to bid
 - ◆ Mayor Silvestrini agrees, a policy that reminds staff to look at the rates will also give insurers motivation to keep rates low
 - ◆ CLO Roberts will begin work on the policy
 - ◆ Mayor Weichers discussed a self-funded plan
 - Michelle Morse explained that utilizing the contingent funding this and last year is a small exploration into a self-funding model
 - Michelle also explained that UFA is of the right size and demographic, but it really comes down to the risk tolerance for the Board and organization
- ◆ Dental Insurance
 - ◆ No changes are proposed for either dental or vision insurance

Market Adjustment – Chief Burchett

- ◆ Sworn
 - ◆ Chief Burchett is presenting a recommendation of 1% below the Top 3 in all ranks
 - ◆ This was the initial recommendation from the Committee at its first meeting
 - ◆ The overall average market adjustment is 4.65% with the 1% below the Top 3

- ♦ This 1% recommendation is necessary to retain compression between ranks while keeping Park City in the comparisons, this is the same cost if Park City was removed
- ♦ Chief Burchett, in answer to Mayor Silvestrini's question, stated that with wages and the critical operational needs of UFA, the overall increase to the Member Fee would be 7.2-7.3%
- ♦ Much conversation was had regarding the COLA of 3% and what other municipalities and agencies are doing
- ♦ Mayor Silvestrini noted that the way we look at the wages is stilted, it is in segments
 - While we need to remain competitive, he is concerned that all the work that has been done to reach the Top 3, will be in vain if we slip, it will only be harder to catch up later
 - It was mentioned that UFSA has a 5% placeholder and if the member fee increases more than this, taxes would need to increase an additional 2-3% from what is expected
- ♦ Council Member Hull stated that the unknown changes and increases with UPD must be considered as well
- ♦ Mayor Weichers said that in talking with other council members, there is a concern with going over 5% and feels that if done, the risk of the health of the organization will become apparent
 - The model is not working with a wage impact cost of 7.2% this year, and what about next year
- ♦ Chief agrees that in his discussions with direct members, 5% is the target, and asks those he has talked with express their opinions
 - Council Member Henderson agrees, we are in trouble going over 5%
 - As he has said in the past, this is an unsustainable goal and direction
 - The model isn't working and needs to change
- ♦ Council Member Buroker agrees, her thoughts and expectations were closer to 5%
- ♦ Council Member Fotheringham clarified that this is all market, but being broken into 3 pieces
 - We should always be looking to sharpen our pencils, but in the end, we are a large organization and need to be a market setter
 - Whatever is decided, there will be intended and unintended consequences
- ♦ Chief stated that he does not want to get behind on wages, and he needs to consider operational needs that haven't been addressed in the past couple years due to the focus on wages
 - Employees are also negatively affected if they don't have the tools to do their jobs and his operational needs are critical
- ♦ Chief Burchett proposed another couple options:
 - Looking at 2% below market with a 3% COLA can get the member fee to 6.4-6.5%
 - 3% below market with a 3% COLA results in a 5.5% member fee
- ♦ Council Member Buroker agrees with Council Member Hull that there are other moving parts with UPD, and she appreciates the proposals from Chief Burchett
 - Addressing operational needs makes sense and she feels a compromise around 6.4% is better than 7.3%
- ♦ Mayor Silvestrini worked to clarify the consensus of the group
 - What increase can the members tolerate this year
 - Mayor Silvestrini is also good with 6.4% and is concerned that if we go any lower, wages could slip farther behind
- ♦ Council Member Henderson stated that if we are at market, we aren't behind and that all agencies are looking at UFA to see where we land
- ♦ Chief Burchett pointed out that with the 3% COLA and 3% below the Top 3, would put us at market and land at a 5.5% member fee starting July
- ♦ Chief Burchett stated that he can get everything he needs with a 5.5% member fee increase
 - Chief feels that employees understand that he is doing everything he can to maintain a competitive wage, but needs to address the organizations needs to keep moving forward
 - This is a compromise, employees will still receive a raise
 - He is not comfortable presenting 7.5% to the Finance Committee

- ◆ Mayor Silvestrini stated that none of the city’s revenues are overflowing and that their budgets are all strapped as well
 - Municipalities would like to do more, but it is difficult as there are limits of what can be done
- ◆ Local President Dodge wants to point out that he feels everyone here agrees public safety is a priority for tax dollars, but unfortunately the way this system works is that support for public safety is considered after municipality budgets are made
 - The union feels that municipalities should recognize public safety as one of the biggest priorities first before the municipality budget is complete
 - This system is backwards as municipalities shouldn’t look at what is left after their budget to determine what can be given to public safety
- ◆ Local President Dodge and union members also fear that there is no plan moving forward and that the Board is moving away from the initial plan and that this is the wrong thing to do
 - Chief Burchett commits to work with the Board Members and an employee group to review the Top 3 goal
 - Chief pointed out that UFA offers other benefits that are beyond compensation
 - Mayor Weichers and Council Member Henderson will be included in creating a plan that is supported by the employee group and is sustainable for UFA
- ◆ Civilian
 - ◆ 26 civilian positions were reviewed for adjustment totaling \$80,000
 - ◆ No further discussion

Mayor Weichers moved to recommend a sworn market increase 3% below the Top 3, a COLA of 3% for all employees, and market adjustments for 26 civilian, and the inclusion of operational needs, with an overall 5.5% member fee increase as discussed

Council Member Fotheringham seconded the motion

Roll call vote

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

Mayor Weichers has joined the Benefits & Compensation Committee, but was missed during the roll call vote

Cost of Living Adjustment (CPI) Review & Final Recommendations – Chief Burchett

- ◆ Included and addressed in agenda item above

Closed Session

None

Adjournment

Council Member Fotheringham moved to adjourn the March 28, 2024 Benefits & Compensation Committee Meeting

Mayor Weichers seconded the motion

All voted in favor, none opposed