



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

Monday, March 30, 2020 at 3:00 p.m.

---

Electronically Via ZOOM Webinar Only Due to COVID-19 Pandemic

**Committee Members Present:**

Council Member Hull  
Mayor Peterson  
Mayor Dahle  
Mayor Overson

Mayor Hale  
Council Member Stewart  
Mayor Bush

**Committee Members Absent:**

Council Member Bowen

**Staff:**

Chief Petersen  
CLO Roberts  
Cal Ricotta  
Sylvia Cardenas  
AC Ziolkowski

CFO Hill  
Arriann Woolf  
Cyndee Young  
Steve Quinn, Local 1696

**Guests:**

Darren Park, Local 1696  
Mayor Silvestrini  
Kate Turnbaugh  
Patrick Costin

Nile Easton  
Rebecca Norfleet-Gallagher  
Michelle Morse-Gallagher  
Lana Burningham

Call to Order

Meeting called to order by Chair Dahle at 3:06 p.m.

Public Comments

None

Minutes Approval

Mayor Hale made a motion to approve the minutes from the February 13, 2020 Benefits & Compensation Committee Meeting Minutes as submitted  
Council Member Hull seconded the motion  
All in favor, none opposed

Update from Gallagher Benefits Regarding Current Health and Dental Benefit Utilization and Forecast for FY20/21 Renewal – Michelle Morse, Gallagher

- ◆ Gallagher was able to negotiate an initial renewal from SelectHealth of a 5.9% down to a 2.7%
  - ◆ This is a 3.5% decrease from last year's renewal
- ◆ Mayor Dahle pointed out that UFA has been happy with SelectHealth service and product
  - ◆ Suggested to Committee that UFA stay with SelectHealth and not go to market for better rates
  - ◆ Steve Quinn, Local 1696 agreed with this statement
- ◆ The question arose as to how the non-necessary procedures, cancelled due to the pandemic, will effect costs for next year
  - ◆ Gallagher stated that the cancelled procedures should be offset by treatment for COVID
  - ◆ While claims and usage may now go down this year, it is unknown what the outcome/effects will be
  - ◆ Gallagher noted that the next couple months will determine how this will all play out
  - ◆ For the costs this year, the rates are locked in and cannot change
- ◆ Council Member Stewart noted that since this rate is lower than what was expected, it will be easier for the Finance Committee to work with
- ◆ PEHP Dental
  - ◆ There have been no increases in past years
  - ◆ The UFA rate is lower than the average and Gallagher feels we are at a great rate
- ◆ All changes go into effect July 1, 2020

Benefits and Compensation Concepts and Cost Worksheet for FY20/21 Budget – Chief Petersen/CFO Hill

- ◆ Chief Petersen shared the planning sheet and discussed options and effects to the budget
  - ◆ The full impact for a Market adjustment and a 1.8% CPI increase is \$1,245,016 or 2.23% to the Member Fee
    - Most positions were very close to market after the adjustments made in FY19/20, Market adjustments only require a 1.27% increase
  - ◆ The Market Adjustment also includes reducing the steps from 12 to 10; total cost for that change would be \$38,000 and will be sustainable considering the routine retirement/replacement cycle
  - ◆ Advancement in the step plan this year reduces the budget by \$90,000
    - 15 employees separated employment in FY19/20 and were replaced by employees hired at step 1
    - This resulted in the overall savings
- ◆ There are the key impacts, in addition to insurance
  - ◆ Liability Insurance is up \$73,000
  - ◆ Carryover wage \$785,000
  - ◆ OT increase \$700,000
  - ◆ New Firefighter positions \$162,000
  - ◆ Increase to Part Time Paramedic pay \$164,000
  - ◆ Inspector position \$130,000
  - ◆ Fuels Crew will bring \$157,000 into the budget
- ◆ Chief Petersen also shared several reductions to the budget
- ◆ Civilians are routinely taken care of, so not included in the market analysis
- ◆ The Committee shared how their municipalities intend to deal with the current situation
  - ◆ Mayor Dahle stated that the focus is on saving jobs and avoiding cuts
  - ◆ It is difficult/impossible to provide CPI/Market in light of current events
  - ◆ Mayor Dahle also asked which of the two was most important
    - Chief Petersen stated that Market is catching up to where we were last year and CPI is anticipating what will happen next year
    - Chief stated Market would be the most important item to maintain if possible
    - Chief also shared that the market adjustment alone is \$519,034 or a .93% increase to the Member Fee

- ◆ Council Member Stewart stated that the Finance Committee would welcome anything under 3%
- ◆ The Committee is willing to reopen and reevaluate the Market and CPI in 6 months
- ◆ Mayor Dahle asked that Chief Petersen forward two proposals:
  - ◆ Eliminate the Market and CPI in the budget with an option to revisit a market adjustment mid-year
  - ◆ Provide an option for the Finance Committee to add the market adjustment to the FY20/21 Budget beginning July 1, 2020

Closed Session

None

Adjournment

Mayor Hale moved to adjourn the March 30, 2020 Benefits & Compensation Committee Meeting

Mayor Peterson seconded the motion

All voted in favor, none opposed

Recorded by Board Clerk Cyndee Young