



**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