



UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE AGENDA

Wednesday, March 30, 2022 at 8:00 a.m.

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://us06web.zoom.us/j/89203244990?pwd=dWZPTlGRk1udWtVRXB0STZ2VlJXZz09>

Meeting ID: 892 0324 4990

Password: 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. March 29, 2022. Emailed comments submitted prior to 7:00 a.m. March 29, 2022, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Board, but not read into the meeting record or addressed during the meeting.
 3. Minutes Approval – Chair Dahle
 - A. February 14, 2022
 4. FY 22/23 URS Rate Update – CFO Hill
 5. Health Insurance Review and Forecast – HR Director Day/Gallagher
 6. Cost of Living Adjustment (CPI) – Chief Burchett/CFO Hill
 - a. VEBA Contribution Discussion

7. Market Adjustment Civilian – HR Director Day
 - a. “Top Third” Concept Civilian
8. 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
9. WL Seasonal FF Pay Scale – CFO Hill
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 may be held telephonically/electronically to allow a member of the UFA Board 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 29th day of March 2022 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**

February 14, 2022 at 2:00 p.m.

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

Committee Members Present:

Mayor Dahle

Committee Members Absent:

Council Member Stewart

Mayor Overson

Mayor Silvestrini

Staff:

Chief Petersen

CLO Roberts

CFO Hill

Kiley Day

Cyndee Young

Kiyoshi Young, Local 1696

Guests:

AC Burchett

AC Higgs

AC Pilgrim

Aaron Lance

Aaron Whitehead

Anthony Widdison

Cal Ricotta

Chris Bankowski

Dan Brown

David Chipman, Public

Debbie Cigarroa

Dustin Dern

Jared Henderson, Herriman

Jeff Silvestrini, Millcreek

Kate Turnbaugh

Kathleen Bailey, Copperton

Lana Burningham

Larson Wood

Marcus Stevenson, Midvale

Micayla Dinkel

Michael Conn

Michelle Morse, Gallagher

Mike Bagley

Mike Weichers, CWH

Nate Bogenschutz

Nile Easton

Patrick Costin

Paul Story

Rebecca Norfleet, Gallagher

Roger Bourke, Alta

Ryan Love

Shelli Fowlks

Station 121

Station 125

Station 126

Wade Russell

Zach Robinson

Call to Order

Meeting called to order by Chair Dahle 2:10 p.m.

Public Comments

None

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

Minutes Approval

Mayor Weichers moved to approve the minutes from the March 25, 2021 Benefits & Compensation Committee Meeting Minutes as submitted

Council Member Bailey seconded the motion

All in favor, none opposed

Health Insurance Review and Forecast – HR Director Day/Gallagher

- ◆ Michelle Morris presented the current status of insurance with SelectHealth
 - ◆ The plan is running well
 - ◆ 87.4% loss ratio
 - ◆ UFA is running lower than what is trending
 - ◆ Renewal projection by Gallagher is a 4.2% increase
 - ◆ Have seen an increase in specialty medicine prescriptions and higher prescription costs overall than in the past
 - ◆ Medical trending is 7.6% higher than in past years, although, this is not being seen with UFA
- ◆ Mayor Dahle inquired as to the justification for the 4% increase if we are at 87.4%
 - ◆ Prescriptions and large claimants are how Gallagher projected this percentage
 - New drug costs are contributing to the increase in prescription drug costs
 - Michelle noted that UFA, as a self-funded entity is not allowed to receive the rebates offered for new drugs, SelectHealth accepts those rebates
 - ◆ Mayor Dales asked if there was an opportunity to bring this rate down
 - Michelle stated that the analysts continue to work on data
 - As part of the increase, SelectHealth does consider; administration costs, the medical trending, and large claimant pooling points
 - They look at incurred and occurred, while Gallagher looks at paid basis
 - ◆ Mayor Weichers asked to review the increases from previous years
 - This information was included in the packet and was reviewed
 - ◆ Gallagher feels there is an opportunity to bring the rate down
 - ◆ Chief Petersen presented some percentages and the affect to costs:
 - A 6% increase to UFA is about a \$336,000 increase and a 6% increase to employees 20% contribution portion
 - 4.2% brings it down to \$235,000
 - The target of 3% resulting in \$168,000 is the target, that is the goal
 - Chief also reminded everyone that in years past; the initial percentages were 10-12% and they were reduced significantly
 - UFA has always been below the benchmark, is a better risk benefit than other members
 - ◆ Mayor Dahle stated that another large piece is what the employees think about SelectHealth
 - Labor President Quinn stated that in general employees are happy
 - ◆ Mayor Dahle directed Michelle to have SelectHealth sharpen their pencils
 - He does not feel it is right to go to market if employees like the plan and the rate is good, with no intention to move coverage
 - If SelectHealth can get the rate down, there will be no need to go to market
 - Chief Petersen agreed; UFA has been good for them as well, this has been a good partnership for all involved
 - Mayor Weichers asked as to where the initial rate target came from
 - There is no science to it, it was just a rate to begin constructing the budget around
 - ◆ Mayor Dahle pointed out that UFA has other large challenges, and it is the responsibility of the committee to look at every piece and make sure rates are as competitive as possible based on the 87.4% Loss Ratio
 - ◆ A directed by the committee; Gallagher will continue work with SelectHealth
 - ◆ PEHP Dental has given a verbal of 1%, although nothing formal as of yet

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

- ♦ With discussions last September the target was a 5.5% Member Fee and CPI was 5.4%
 - The CPI 2021 number December to December average was 7% for all cities and 8.6% for the Mountain West
 - The 2021 January to January average has risen to 7.5% for all cities and 9% Mountain West
- ♦ Chief Petersen discussed how a 3% COLA would have resulted in a 5.5% Member Fee
 - Some increases would be seen in transport revenue and a 1% drop in Tier 1 URS rate
- ♦ With the new CPI percentages, many of the initiatives for the budget this year will now need to be excluded
- ♦ The focus now is to hold on to market
 - A 5% COLA requires a 7.2% Member Fee increase
 - In order to continue to hold the Top 3, a 7% COLA is necessary, which results in a 9% Member Fee
- ♦ Last Year; a portion of the COLA was placed into a VEBA account
- ♦ Chief Petersen stated that if 7% isn't considered, holding market will become a challenge
- ♦ Chief asked that this be considered and taken back to the councils for discussion
- ♦ Getting behind the progress made thus far is Chief Petersen's worry
- ♦ Keeping kind competent people in everybody's living room and retaining those employees is the focus
 - HR Director Day will keep up with what cities are doing with regard to the CPI for their employees as well
- ♦ Chief Petersen stated that the committee needs to look at 5% minimum, but have more serious consideration of moving to 7%
- ♦ Mayor Weichers mentioned what CWH is looking at to deal with the CPI, and all agreed that the comparable aspect is what the cities are going to rely on
- ♦ More will be known at the March 30 meeting
- ♦ Chief Petersen is advocating for 7% to remain in market position, with a caveat that HR Director Day will gauge other entities
 - ♦ By the end of March, this percentage can increase or decrease depending on what others are doing
 - ♦ Chief reminded that you never fully keep up with CPI once it exceeds 3%, but cautions about getting behind on the market

Civilian Market Comparison and Adjustments – HR Director Day

- ♦ The HR Division reviewed 61 civilian classifications within UFA
- ♦ It was found that 29 of those were below market
- ♦ The annual review for civilians was neglected up until now
 - ♦ HR now has a system in place going forward to review these jobs annually
- ♦ Chief Petersen explained how this is part of the Strategic Plan
- ♦ The total cost for these corrections is \$50,000
 - ♦ Most positions will see a 3% increase, as they were only 1 grade off
 - ♦ Those at 6% were greater than 1 grade off
- ♦ These adjustments have been included into the 5.5% starting point CPI
- ♦ Mayor Weichers inquired as to where this data is collected
 - ♦ HR Director Day stated that TechNet is the tool that most cities participate in
- ♦ Mayor Dahle pointed out that UFA is part of a global problem between the public and private sector
 - ♦ With the current climate with trouble hiring and retention; the need to remain competitive is where the focus needs to be to retain good people
 - ♦ If that is what needs to be done, do it
- ♦ Chief Petersen wanted to present the idea, while not for consideration today, of aiming for a Top 3 for civilians
 - ♦ This cost would be another \$120,000 to hit the Top 3 for all civilians
 - ♦ This would be something to chip away at annually

- ♦ This would be easier if the opportunity arose to make a bigger jump as this isn't as much money as was addressed when moving sworn personnel to the Top 3
- ♦ Chief Petersen asked that the committee ponder the idea for future conversation

Sworn Market Wage Review – HR Director Day

- ♦ The chart comparing sworn wages was presented
- ♦ Most positions did well in comparisons
- ♦ HR Director Day found that while researching the Battalion Chief Market, there were many challenges
 - ♦ UFA Battalion Chiefs are non-exempt positions that earn overtime
 - ♦ They supervise more employees and stations, but conduct less administrative work
 - ♦ This has resulted in challenges when comparing this rank
 - ♦ There is currently a reasonable 16% gap between Captain and BC
 - ♦ It is being proposed to maintain this gap going forward due to the inability to adequately compare this rank
 - ♦ Comparing Captain to Captain is doable, and provides a gauge with which to measure wages
 - ♦ There is no cost to this declaration, this is just information on the maintenance of this rank's wages
- ♦ Chief Petersen stated that by doing this, the interest for Captains to promote to BC is maintained
 - ♦ The goal is to make sure personnel are motivated to promote, but not motivated by wages only
- ♦ Overall, there is a slight increase overall in maintaining market for sworn, \$286,000
 - ♦ Chief Petersen also pointed out the compression beginning between FF AEMT and Engineer/Specialist
 - ♦ FF EMT wages are increasing within the valley faster than Engineer/Specialist
 - ♦ In order to remedy this compression; Chief Petersen proposed to bump Engineer/Specialist 1 to 95% of Specialist 2

Assistant Chief Pay Steps – Chief Petersen

- ♦ The Assistant Chief rank is currently using a 3-step process to meet the top step
- ♦ Some compression has begun with the Operations Chief rank
- ♦ Chief Petersen is proposing reducing this to a 1 or 2-step process, this wouldn't result in any cost today
- ♦ Mayor Dahle asked as to why an AC would not automatically step into the top step
 - ♦ The 3-step process was implemented when correction of the past AC issues was taking place
 - ♦ There is no longer the value as was 5-years ago
 - ♦ Mayor Dahle stated that pay should just be pay, agreeing with this proposal to make it one step
- ♦ Mayor Dahle summarized his focus going forward
 - ♦ Gallagher will continue to work on the health insurance rates, with the worst-case scenario being 3%
 - ♦ Expecting URS will be down 1%, saving \$227,000 in Tier 1
 - ♦ Tier 2 increased, but results in reduction amounts into deferred
 - ♦ \$50,000 for Civilian Market for 29 employees out of position
 - ♦ \$286,000 for Sworn Market of various surgically applied changes rather than across the board increases
 - ♦ The real issue being the CPI, the Board must determine how aggressive they want to be
 - ♦ Mayor Dahle asked that Board Members return to their councils to relay a sense of where they are landing
 - ♦ The goal being a realistic recommendation to the Finance Committee
- ♦ Chief Petersen suggested 2% of the CPI be delayed until January to offset the costs as was done last year
 - ♦ The pause at that time was worthwhile with a contribution to VEBA for all employees
 - ♦ Mayor Dahle stated that it's just a budget decision for the Board, it is up to the membership how they wish to receive it

Closed Session

None

Adjournment

Mayor Silvestrini moved to adjourn the February 14, 2022 Benefits & Compensation Committee Meeting

Mayor Weichers seconded the motion

All voted in favor, none opposed

DRAFT



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: UFA Benefits and Compensation Committee
 FROM: CFO Tony Hill
 DATE: March 30, 2022
 SUBJECT: FY22/23 URS Contribution Rates

The rate for Tier 1 firefighters is reducing by 1.0% and by 0.5% for all public employees. This decrease provides \$245,000 of savings. While there are adjustments to the Tier 2 firefighter rate, there is no budgetary impact.

In 2011, the legislature reduced the retirement benefit for public employees and created "Tier 2". In 2018, UFA began providing additional deferred compensation for Tier 2 employees, 6% for firefighters and 3% for public employees. The purpose was to provide an enhanced retirement benefit to allow employees to be more prepared for retirement since the retirement benefit was severely reduced. The total cost for tier 2 firefighters increased from 12% to 18%, a little more than 4% less than a Tier 1 firefighter.

In 2019, the legislature revised the Tier 2 retirement system providing an improved benefit for firefighters effective July 1, 2020. For firefighters, the employer contribution was increased from 12% to 14% and an additional cost assessed to the employee of 2.27%. UFA covered the increased employer cost and "picked up" the employee cost by reducing the contribution to deferred compensation by 4.27%. This reduced the deferred compensation contribution to 1.73% for firefighters. Civilian employees did not receive any enhancement in the retirement system and continue to receive an additional 3% to their deferred compensation.

As the tier 2 rate increases, the UFA reduces the deferred compensation for firefighters to cover increases, beginning July 1, 2022, tier 2 employees will have 1.41% contributed to deferred compensation.

Below are the FY22/23 URS contribution rates:

Utah Retirement Systems Contribution Rates												
Tier 1:												
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UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: UFA Benefits and Compensation Committee

FROM: Assistant Chief Burchett

DATE: March 30, 2022

SUBJECT: Cost of Living Adjustment

Background

In the February 2022 Benefits and Compensation Meeting, Chief Petersen recommended a 7% COLA after seeing CPI increase from 8.6% in December to 9.0% in January. CPI has further increased to 9.7% for February and I reaffirm the recommendation for the Board to consider a 7% COLA to hold the Top Three in market.

The good news is health care cost could be reduced by 2% instead of increasing by 3-5% and ambulance revenue is up over 10% due to increased rates and transports. With those adjustments, I anticipate recommending a significantly smaller Member Fee increase for either COLA option. The focus of this year's budget is holding the market and dealing with other inflationary and critical increases. Because of this, many of the initiatives for this budget year have been delayed until FY23/24.

Impact

The impact to the Member Fee for a 7% COLA (5% in July and 2% in January 2023) is \$3.71M or 6.33% with a total Member Fee increase of 7.5%.

The impact to the member fee for a 5% COLA (all 5% in July) is \$2.65M or 4.52% with a total Member Fee increase of 6.7%

The following chart breaks down the costs for each member, and takes into account all market adjustments (included in agenda item 8), inflationary costs, and all other budget priorities for FY22/23.

UFA MEMBER FEE BREAKDOWN - FY 22-23 - DRAFT						
		UFA	COTTONWOOD HEIGHTS	HOLLADAY	HERRIMAN	RIVERTON
6.70% (5% COLA, 5% JULY, 0% JAN)		\$44,921,538	\$4,281,205	\$2,728,134	\$4,945,877	\$5,727,089
	Fee Increase	\$2,858,542	\$263,100	\$107,170	\$406,796	\$295,467
	Member Increase	6.80%	6.55%	4.09%	8.96%	5.44%
7.50% (7% COLA, 5% JULY, 2% JAN)		\$45,258,345	\$4,313,304	\$2,748,589	\$4,982,959	\$5,770,029
	Fee Increase	\$3,195,349	\$295,199	\$127,625	\$443,878	\$338,407
	Member Increase	7.60%	7.35%	4.87%	9.78%	6.23%



UNIFIED FIRE AUTHORITY

TO: UFA Benefits and Compensation Committee
FROM: Kiley Day, HR Director
SUBJECT: Civilian Market Wage Analysis
DATE: March 23, 2022

EXECUTIVE SUMMARY

HR conducted classification reviews for 61 civilian positions as part of this year's market wage analysis. This represents the first time in several years that there has been a comprehensive review of all civilian positions. As a result, 31 positions are proposed to be reclassified to a higher pay grade with a total increased cost of \$53,252.

Reviewing positions annually will keep UFA competitive and current in the market and help with recruiting and retention. It will reduce the need to conduct an in-depth analysis before recruiting unless a position needs to be reclassified or has significantly changed, reducing the amount of mid-year board approvals.

This year's classification review process is capturing the market for all civilian employees, some of these positions have not been reviewed in 3-5 years. Future years should not see as many positions requiring an adjustment to maintain a market wage.

BACKGROUND:

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

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 that we used 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
- Reviewing the results with the Division Chief, Section Chief, Fire Chief, and CFO to ensure comparison accuracy
- Reviewing the analysis with each employee and their Division Chief

Staff conducted classification reviews for 61 positions as part of this year's budget process. 31 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 top step in their new grade.

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

Position	Old Grade	New Grade	% Increase
Full-Time Fire Training Admin Coordinator	18	19	3%
Full-Time EMS Admin Coordinator	18	19	3%
Full-Time EMS Records Coordinator	18	19	3%
Full-Time US&R Admin Coordinator	18	19	3%
Full-Time US&R Grants Manager	25	26	3%
Part-Time Special Enforcement Coordinator	18	19	3%
Full Time Fire Prevention Admin Assistant	19	20	3%
Full-Time Finance Accounting Specialist	19	20	3%
Full-Time Finance Purchasing Agent/Contract Coordinator	29	30	3%
Full-Time Logistics Data Coordinator	18	21	6%
Full-Time Logistics Facilities Maintenance Specialist	19	20	3%
Full-Time Logistics Fleet Service Tech	16	17	3%
Full-Time Logistics Fleet Specialist	16	17	3%
Full-Time Logistics Lead Facilities Maintenance Specialist	23	24	3%
Full-Time Information Outreach Admin Coordinator	18	19	3%
Full-Time Information Outreach Director of Communications	34	37	6%
Full-Time Administration & Planning Executive Assistant	23	24	3%
Full-Time Administration & Planning Records Manager	23	24	3%
Part-Time Administration & Planning Admin Coordinator	18	19	3%
Full-Time Information Technology Admin Coordinator	18	19	3%
Full-Time Information Technology Senior Network Engineer	30	31	3%
Full-Time Information Technology Server Administrator	28	29	3%
Full-Time Emergency Management Admin Coordinator	18	19	3%

Full-Time Emergency Management Emergency Admin Coordinator	18	19	3%
Full-Time Emergency Management Program Coordinator	23	25	6%
Full-Time Emergency Management Intelligence Specialist	25	26	3%
Full-Time Emergency Management Planning Specialist	25	26	3%
Full-Time Emergency Management Municipal Planner	25	26	3%
Full-Time Emergency Management PIO/JIC Manager	27	28	3%
Full-Time Wildland Coordinator (SL1 Superintendent)	25	26	3%
Full-Time Wildland Coordinator	23	24	3%



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: UFA Benefits and Compensation Committee

FROM: Assistant Chief Burchett

DATE: March 30, 2022

SUBJECT: Sworn Market Adjustments

Intent

To receive a favorable recommendation from the Benefits and Compensation Committee to include the following sworn market adjustments into the proposed FY22/23 budget for board consideration. All of the following proposals were presented during the February Benefits and Compensation meeting.

Discussion

Overall, market wages held relatively well in comparison to neighboring departments. The attention and focus on a “top three” wage for sworn employees has been successful in maintaining market position.

- **Sworn Market Increase** - Market adjustment for sworn employees is an increase of 1.53% for FY22/23, a cost of \$286,995, or a member fee increase of 0.49%.

In addition to the overall market, a few positions needing adjustments have been surgically addressed:

- **3% Over-Market Paramedic II** - Paramedics are the largest percentage of the workforce and require the longest training period. In order to recruit, encourage advancement, maintain, and recognize the value of their work, a 3% over-market wage is recommended, Paramedics are currently 1% over market. An increase from 1% to 3% is a cost of \$270,780, or a member fee increase of 0.46%.
- **16% Gap Between Captain and Battalion Chief/Division Chief** - There continues to be challenges in comparing Battalion Chiefs/Division Chiefs with those of our neighbors. UFA BC/DCs are non-exempt employees who earn overtime, many neighboring department BC/DCs are exempt with no overtime. In the past, their considered “market wage” is 3% below “top three” to address this inconsistency. This proposal is to maintain the current 16% gap between Captain and BC/DC, rather than trying to compare wages for BC/DC’s during the annual market review. There is no cost next year for this proposal.
- **Removal of Step 1 and 2 for Assistant Chief** - Currently, there are three steps for the Assistant Chief position. The addition of the Fire Marshal and Operations Chief positions has resulted in a compression between these positions and Assistant Chief. This proposal is to remove Steps 1 and 2 from the pay plan and align the Assistant Chief position with the step plans for all other positions. The cost for this proposal is \$11,008, or a member fee increase of .02%.
- **Specialist I to AEMT (Specialist II) Compression** - AEMT wages have increased more than Specialist I wages in market comparisons. Because of this, a compression has resulted between the AEMT and Specialist I rank. In order to remedy this compression, the proposal is to solidify the Specialist I rank at 95% of the AEMT rank at a cost of \$19,897, or a member fee increase of .03%.

FY 22/23 PLANNING WORKSHEET												12 MONTH TOTAL INCREASE		\$286,995	
DRAFT: Mar 30, 2022												IMPACT TO MEMBER FEE		0.49%	
Market Increase (1% PM Overmarket)												TOTAL COSTS			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL		
	CPI / COLA	0.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%				
ENTRY FIREFIGHTER	Proposed Wage	\$46,014	\$47,280	\$48,581	\$49,917	\$52,700	\$54,150	\$57,169	\$60,356	\$63,721	\$67,936	0.00% Market	62 13.93%	Current Costs	\$3,708,998
	Current Wage	\$46,014	\$47,280	\$48,581	\$49,917	\$52,700	\$54,150	\$57,169	\$60,356	\$63,721	\$67,936	0.00% COLA		Proposed Costs	\$3,708,998
	% 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 (3/21)	4	22	19	11	2	2	0	0	1	1			% Increase	0.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$50,284	\$51,667	\$53,087	\$54,547	\$57,588	\$59,172	\$62,473	\$65,957	\$69,633	\$74,239	1.88% Market	29 6.52%	Current Costs	\$1,910,481
	Current Wage	\$49,356	\$50,713	\$52,108	\$53,541	\$56,525	\$58,080	\$61,320	\$64,739	\$68,348	\$72,869	0.00% COLA		Proposed Costs	\$1,946,398
	% Increase	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88%	1.88% BOTH		Increase	\$35,917
	# at this step (3/21)	0	9	10	6	1	0	1	0	0	2			% Increase	1.88%
ENGINEER / SPECIALIST 1	Proposed Wage	\$51,483	\$52,899	\$54,354	\$55,849	\$58,962	\$60,584	\$63,964	\$67,530	\$71,295	\$76,011	95% of Eng/Spec 2	17 3.82%	Current Costs	\$1,309,899
	Current Wage	\$50,713	\$52,108	\$53,541	\$55,013	\$58,080	\$59,677	\$63,007	\$66,520	\$70,228	\$74,874			Proposed Costs	\$1,329,795
	% Increase	1.52%	1.52%	1.52%	1.52%	1.52%	1.52%	1.52%	1.52%	1.52%	1.52%			Increase	\$19,897
	# at this step (3/21)	0	0	0	1	5	2	2	4	2	1			% Increase	1.52%
ENGINEER / SPECIALIST 2	Proposed Wage	\$54,193	\$55,683	\$57,215	\$58,788	\$62,066	\$63,772	\$67,331	\$71,085	\$75,047	\$80,012	0.08% Market	77 17.30%	Current Costs	\$7,491,677
	Current Wage	\$54,150	\$55,639	\$57,169	\$58,741	\$62,016	\$63,721	\$67,277	\$71,028	\$74,987	\$79,948	0.00% COLA		Proposed Costs	\$7,497,670
	% Increase	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08% BOTH		Increase	\$5,993
	# at this step (3/21)	0	0	0	0	1	2	5	6	5	58			% Increase	0.08%
SPECIALIST 3	Proposed Wage	\$57,986	\$59,581	\$61,219	\$62,903	\$66,410	\$68,236	\$72,044	\$76,060	\$80,300	\$85,612	0.08% Market	2 0.45%	Current Costs	\$216,767
	Current Wage	\$57,940	\$59,533	\$61,170	\$62,852	\$66,357	\$68,182	\$71,987	\$75,999	\$80,236	\$85,544	0.00% COLA		Proposed Costs	\$216,941
	% Increase	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08% BOTH		Increase	\$173
	# at this step (3/21)	0	0	0	0	0	0	0	0	0	2			% Increase	0.08%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$54,788	\$56,294	\$57,842	\$59,433	\$62,746	\$64,472	\$68,069	\$71,864	\$75,871	\$80,890	2.52% Market	22 4.94%	Current Costs	\$1,621,908
	Current Wage	\$53,441	\$54,911	\$56,421	\$57,972	\$61,204	\$62,887	\$66,396	\$70,098	\$74,006	\$78,901	0.00% COLA		Proposed Costs	\$1,662,780
	% Increase	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52%	2.52% BOTH		Increase	\$40,872
	# at this step (3/21)	6	1	2	5	4	0	0	1	1	2			% Increase	2.52%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$57,027	\$58,595	\$60,206	\$61,862	\$65,311	\$67,107	\$70,852	\$74,802	\$78,972	\$84,196	1.31% Market	122 27.42%	Current Costs	\$12,529,669
	Current Wage	\$56,289	\$57,837	\$59,428	\$61,062	\$64,466	\$66,239	\$69,935	\$73,834	\$77,951	\$83,107	0.00% COLA		Proposed Costs	\$12,693,808
	% Increase	1.31%	1.31%	1.31%	1.31%	1.31%	1.31%	1.31%	1.31%	1.31%	1.31%	1.31% BOTH		Increase	\$164,139
	# at this step (3/21)	0	0	0	0	3	4	2	3	5	105			% Increase	1.31%

CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$66,908	\$68,747	\$70,638	\$72,581	\$76,627	\$78,734	\$83,128	\$87,762	\$92,655	\$98,784	0.00% Market	94	Current Costs	\$11,752,678	
	Current Wage	\$66,908	\$68,747	\$70,638	\$72,581	\$76,627	\$78,734	\$83,128	\$87,762	\$92,655	\$98,784	0.00% COLA		Proposed Costs	\$11,752,678	
	% 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 (3/21)	0	0	0	0	0	0	0	0	0	1	93	21.12%	% Increase	0.00%	
BATTALION / DIVISION CHIEF	Proposed Wage	\$77,599	\$79,732	\$81,925	\$84,178	\$88,871	\$91,315	\$96,410	\$101,785	\$107,460	\$114,568	0.00% Market	14	Current Costs	\$2,032,212	
	Current Wage	\$77,599	\$79,732	\$81,925	\$84,178	\$88,871	\$91,315	\$96,410	\$101,785	\$107,460	\$114,568	0.00% COLA		Proposed Costs	\$2,032,212	
	% 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 (3/21)	0	0	0	0	0	0	0	0	0	0	14	3.15%	% Increase	0.00%	
	# AT EACH STEP	10	32	31	23	16	10	10	14	15	278	Total Sworn in General Fund	445	TOTAL TOTAL		
	% OF TOTAL	2.25%	7.19%	6.97%	5.17%	3.60%	2.25%	2.25%	3.15%	3.37%	62.47%			Current Costs	\$42,574,289	
NOTES:	Wage totals under each step reflect base wage plus 2% VEBA contribution for all employees, also includes 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 2.2% for Workers Comp. This chart does not include the 18 over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire, six of them will convert to FTE's											6 exempt Chief Officers are not included on chart, but included in total sworn number above		Proposed Costs	\$42,841,280	
	Staff is proposing to change the comparison of Battalion Chief's to other agencies due to the continued complication of exempt or non-exempt. The current gap between Captain and BC is 16%, this proposal is to use this today, but monitor the gap between the positions in our comparable agencies to evaluate the accuracy of 16%											13 Wildland and EM Employees are not included on chart because not in General Fund			Increase	\$266,991
	Senior Paramedic receives 1% over market based on approval during the FY21/22 budget process.											Total Sworn		458	% Increase	0.63%
	Wage includes 2% VEBA contribution for all employees, also includes an additional 1% longevity for employees at Step 10. Wage does not include the additional contribution for deferred compensation for Tier 2 employees.											Increase of Overtime in Operations is based on the overall percentage increase in wages			\$20,004	
	We are seeing compression between top step firefighter and Specialist/Engineer 1. The Engineer starts making less than the AEMT about step 6 in the plan, this plan modifies the pay of Specialist/Engineer 1 to 95% of Specialist/Engineer 2											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.			\$0	
												Total Payroll Increase		\$286,995		

PAY SCALE FOR 2022 SEASONAL WILDLAND FIREFIGHTERS

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grade 4 (Crew Member)	Base	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25
Firefighter Type 2 (FFT2) Qualified	Overtime	\$22.50	\$22.88	\$23.25	\$23.63	\$24.00	\$24.38	\$24.75	\$25.13	\$25.50	\$25.88

Grade 5 (Squad Boss 2 Trainee, Sawyer)	Base	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25
Minimum one year of documented fire experience	Overtime	\$24.00	\$24.38	\$24.75	\$25.13	\$25.50	\$25.88	\$26.25	\$26.63	\$27.00	\$27.38
Firefighter Type 1 (FFT1) Trainee											
Incident Commander Type 5 (ICT5) Trainee											
Faller 2 (FAL2) Trainee											

Grade 6 (Squad Boss Type 2) (7 Personnel) 1	Base	\$17.25	\$17.75	\$18.25	\$18.75	\$19.25	\$19.75	\$20.25	\$20.75	\$21.25	\$21.75
Firefighter Type 1 (FFT1) Qualified	Overtime	\$25.88	\$26.63	\$27.38	\$28.13	\$28.88	\$29.63	\$30.38	\$31.13	\$31.88	\$32.63
Incident Commander Type 5 (ICT5) Qualified											

Grade 7 (Engine Boss) 3 (2 Personnel)	Base	\$21.50	\$22.25	\$23.00	\$23.75	\$24.50	\$25.25	\$26.00	\$26.75	\$27.50	\$28.25
Engine Boss (ENGB) Qualified	Overtime	\$32.25	\$33.38	\$34.50	\$35.63	\$36.75	\$37.88	\$39.00	\$40.13	\$41.25	\$42.38
Incident Commander Type 5 qualified (ICT5)											
Commercial Driver License											
Years in the role and performance increase schedule		1	2	3	4	7	10	13	18	23	28

UPDATED 02/14/2022