

THIS AGENDA IS SUBJECT TO CHANGE WITH MINIMUM 24 HOURS NOTICE



UNIFIED FIRE AUTHORITY BOARD AGENDA

June 17, 2025, 7:30 a.m.

NOTICE IS HEREBY GIVEN THAT THE UNIFIED FIRE AUTHORITY BOARD OF DIRECTORS SHALL ASSEMBLE BOTH ELECTRONICALLY AND IN-PERSON FOR A MEETING AT UFA HEADQUARTERS LOCATED AT 3380 SOUTH 900 WEST, SALT LAKE CITY, UT 84119

THE PUBLIC MAY ATTEND IN-PERSON OR ELECTRONICALLY VIA ZOOM WEBINAR AT:
<https://zoom.us/j/98255960431?pwd=VW9iWk1KQ0JYTj9lSDIxMS96KzZXZz09>
Password: 123911

1. Call to Order – Chair Weichers
2. Public Comment
Please limit comments to three minutes each and be germane to the agenda items or UFA business. 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. June 16, 2025. Emailed comments submitted prior to 7:00 a.m. June 16, 2025, 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 Weichers
 - a. May 8, 2025 Finance Committee Meeting
 - b. May 20, 2025 UFA Board Meeting
 - c. May 28, 2025 Governance Committee Meeting
4. Administer Oath of Office for New Board Member – Cyndee Young, Clerk
5. Consent Agenda – CFO Hill
 - a. Review of May Disbursements
6. Committee Updates
 - a. Benefits & Compensation Committee (No meeting) – Chair Silvestrini
 - b. Governance Committee (Meeting held 5/28/25) – Chair Gettel/CLO Roberts
 - i. ILA Update
 - c. Finance Committee (No meeting) – Chair Henderson

7. Public Hearing to Receive and Consider Comments on Proposed Amendments to the 2024/2025 Fiscal Year Budget – CFO Hill
8. Consider Resolution 06-2025A to Approve Proposed Amendments for the 2024/2025 Fiscal Year – CFO Hill
9. Consider Request to Approve the Rollover of Funding for Two FY24/25 Projects – Chief Burchett/CFO Hill
10. Public Hearing to Receive and Consider Comments on the Final Budget for the 2025/2026 Fiscal Year – CFO Hill

[Click Here to View FY25-26 Proposed Budget](#)

11. Consider Resolution 06-2025B to Adopt the Final Budget for the 2025/2026 Fiscal Year – CFO Hill
12. Administration & Planning Report – AC Russell
 - a. Administration & Planning Overview
13. Operations Report – AC Dern
 - a. Holiday Staffing
 - b. Swift water Incident
 - c. Operations Chief Nathan Kay Introduction
14. Fire Chief Report
 - a. Hot Shot Status – DC Widdison
 - b. Information Outreach Event Season – Captain Barker
 - c. July UFA Board Chair & Vice Chair Elections
 - d. Executive Assistant Micayla Dinkel Introduction
 - e. Olympic Preparations
15. Possible Closed Session

The Board may consider a motion to enter 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.

Re-Open the Meeting
16. Adjournment – Chair Weichers

Upcoming Events & Information

[Click Here for Information on Fireworks & Community
Interactive Map](#)

The next UFA Board meeting will be held July 15, 2025, at 7:30 a.m. both electronically and at UFA Headquarters located at 3380 South 900 West, Salt Lake City, UT 84119

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 will also be held electronically to allow members 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 16th day of June, 2025, 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 within the jurisdiction of the public body.

Cynthia Young, UFA Board Clerk



UNIFIED FIRE AUTHORITY BOARD FINANCE COMMITTEE MEETING MINUTES

May 8, 2025

Meeting held both electronically via Zoom Webinar/UFA Headquarters

Committee Members Present:

Council Member Hull
Council Member Fotheringham
Council Member Harris
Council Member Henderson
Mayor Weichers

Council Member Butterfield
Council Member Buroker
Council Member Bailey
Mayor Silvestrini

Staff Present:

Chief Burchett
CFO Hill
AC Russell

CLO Roberts
Kate Turnbaugh
Shelli Fowlks

Guests:

AC Dern
AC Robinson
FM Watkins
Amanda O'Driscoll
Anthony Widdison
Ben Porter
Bill Brass
Brianna Nelson
Brook Burton
Bryan Case
Casey Bowden
Calogero Ricotta
Catherine Kanter, UFA Board
Courtney Samuel
David Chipman
Debbie Cigarroa
Erica Langenfass

Jared Gerber
Jay Torgersen
Jenn Bevan
Jill Tho
Jon Wilde
Jubal Perez
Embret Fossum
Kalle Robertson
Katherine Petersen
Kelly Millard
Kiley Day
Kiyoshi Young
Kristie Overson, UFA Board
Krystal Griffin
Meisha Marriott
Micayla Dinkel
Mike Bagley

Mike Greensides
Molly McClellan
Nate Kay
Nichole Holdaway
Nile Easton
Paul Larsen
Riley Pilgrim
Rob Ayres
Sam Christensen
Station 118
Steve Prokopis
Steve Quinn
Sylvia Cardenas
Tara Behunin
Tony Barker
Tyler Lintz

Call to Order

Meeting called to order by Chair Henderson at 8:01 a.m.

Public Comments

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

- ◆ David Chipman joined the meeting via Zoom for public comment
 - ◆ Mr. Chipman began with the Wildland Division, questioning positions and radio purchases.
 - ◆ The Capital Replacement Program followed, with questions concerning the combining of different apparatus into one chart and the movement of apparatus from front line to reserve.

- ♦ The status of the clean air filtration system retrofitting and a comprehensive fleet study was also mentioned.
- ♦ Some updating of the UFA website was also suggested.

Minutes Approval

Mayor Silvestrini moved to approve the minutes from the April 10, 2025 Finance Committee Meeting as submitted

Council Member Fotheringham seconded the motion

All voted in favor, none opposed

FY25/26 In-Grade Wage Adjustment for Variable Schedule WL Employees – AC Dern/DC Widdison

- ♦ The federal government recently enacted a resolution that significantly increased wildland firefighter compensation. As a result, the State of Utah has decided to stay in-market and will increase the state wildland firefighter compensation.
 - ♦ The Federal and State of Utah Wildland Firefighter Programs are comparable agencies for UFA Wildland Firefighters.
- ♦ AC Dern is seeking an increase of just over \$91,000 for personnel expenditures with a corresponding revenue adjustment for the FY 25/26 budget.
 - ♦ These adjustments were unknown and not presented through the typical budget process
 - ♦ Adjustments would be effective July 1, 2025.
 - ♦ The state has provided approval to increase the billing rate for wildland positions. The \$91,000 would be fully covered through UFA's rate agreement with the state.

Mayor Silvestrini moved to recommend the updated Variable Schedule Wildland Firefighter pay plan as discussed

Council Member Buroker seconded the motion

All voted in favor, none opposed

FY25/26 Seasonal Wildland Firefighter Pay Scale Adjustment – AC Dern/DC Widdison

- ♦ AC Dern noted that this request is similar to the previous agenda item. The federal resolution has also impacted UFA's seasonal wildland firefighter pay scale. AC Dern is seeking an increase of \$84,000 in expenditure and revenue for the Salt Lake Hand Crew. No adjustment is needed for Camp Williams.
- ♦ AC Dern presented two options for the Fuels Crew
 - 1) Increase the general fund transfer by \$50,000, bringing the total transfer to \$485,000. This allows staffing of 10 personnel. This will be approx. a 0.05% increase in the member fee.
 - 2) Reduce the number of personnel by one with the intent to increase to 10 in the next fiscal budget year.

Council Member Fotheringham moved to approve the FY25/26 Seasonal Wildland Firefighter Pay Scale Adjustment as discussed in Option 1

Mayor Silvestrini seconded the motion

All voted in favor, none opposed

Budget Presentation

- ♦ Introduction and Profile – Chief Burchett/CFO Hill
 - ♦ Chief Burchett provided an overview of the budget process, including the proposed increase in the member fee.
 - ♦ Chief Burchett reviewed the UFA population service area, call volume, and history.
 - ♦ Chief Burchett explained the weighted voting process as outlined in the interlocal agreement.
 - ♦ Chief Burchett noted the current board members and subcommittee members, as well as those serving as liaisons to municipalities.

- ◆ Finance Budget Overview – CFO Hill
 - ◆ CFO Hill introduced the Fund Structure for UFA.
 - ◆ The Finance Budget Message includes a snapshot of where the agency has been and where it is budgeted to be in future years.
 - ◆ CFO Hill noted the FTE chart, which includes a request for 37 new FTE's for review and consideration in this budget process.
 - ◆ CFO Hill mentioned adjustments to the fee schedule. The proposed adjustment requires a public hearing, which will be held at a later date.
 - ◆ Council Member Buroker thanked the HR division for downgrading a position, resulting in cost savings.
- ◆ Strategic Plan Overview – Chief Burchett
 - ◆ The plan contains 5 sustaining goals and 5 key initiatives.
 - ◆ All division budget items are tied directly to the Strategic Plan to ensure that we are preparing a budget that is in line with community and stakeholder fire service needs.
- ◆ Fund Summaries – CFO Hill
 - ◆ CFO Hill reviewed the revenue and expenditure fund summaries of the personnel, non-personnel, service, and capital asset funds.
- ◆ Funding Sources – Chief Burchett/CFO Hill
 - ◆ Member Fee – Chief Burchett
 - ◆ Chief Burchett discussed the member fee system and how proportioning is determined between municipalities.
 - ◆ Chief Burchett summarized that each municipality has access to all UFA resources, but only pays a portion of that cost.
 - ◆ 911 Emergency Transport – CFO Hill
 - ◆ This is the second largest revenue source for UFA.
 - ◆ CFO Hill addressed the history of the program, staffing, and call volume.
 - ◆ Council Member Fotheringham inquired about the Gold Cross Billing rate, specifically the collection statistics and bad debt.
 - ◆ CFO Hill responded that most of the bad debt comes through private insurance and self-pay.
 - ◆ UFA recently hired a new collection agency and has been pleased with their progress.
 - ◆ Other Funding Sources – CFO Hill
 - ◆ Council Member Fotheringham also inquired about fees for city events.
 - ◆ FM Watkins responded that the cities are not billed for permits. Fees would apply to school districts, churches, etc.
 - ◆ CFO Hill summarized additional funding sources, which include grants and interest income.
- ◆ Emergency Services – Assistant Chief Dern
 - ◆ Emergency Operations – Assistant Chief Dern
 - ◆ AC Dern provided an overview of the Operations Division.
 - ◆ The changes to the division expenditures were reviewed and consist of the addition of FTE's to cover staffing at Stations 107 and 253, staffing a fourth Battalion, and a minimum staffing overtime increase for Standards of Cover (SOC) updating.
 - ◆ AC Dern has proposed funding for a low-acuity unit for a 1-year trial. AC Dern has asked that this be funded through the Fund Balance Special Project Fund. This trial has been presented as an improvement option for addressing low-acuity calls.
 - ◆ AC Dern discussed the market and operational needs of VECC and Central Dispatch, as well as the Special Enforcement program needs and the associated budget costs.
 - ◆ Council Member Buroker commented that it is disappointing that we must utilize overtime money to update the SOC.
 - ◆ Council Member Buroker asked how UFA intends to assess the low-acuity unit to ensure it is saving money?

- ♦ Council Member Buroker asked for a brief explanation on the Special Enforcement RMS.
- ♦ Council Member Buroker stated that it seems a lot of overtime funding is used to cover community events. Have other options been explored?
 - ♦ AC Dern stated that Operations will assess the effectiveness of the low-acuity unit through 3 primary evaluations: First, the safety of our personnel. Second, are we meeting service expectations and still providing good service to the community? Third, what are the cost savings?
 - ♦ AC Dern explained that RMS is a record management system that will link with the dispatch center. CAD is a computer-aided dispatch. The Special Operations Division requires the law enforcement portions of these systems for their work.
 - ♦ CFO Hill stated that the minimum staffing budget is completely overtime funding. This allows UFA to provide the 118 minimum staffing number. The event's overtime cost is covered in a separate budget and is a little under \$20,000.
 - ♦ AC Dern commented regarding the utilization of overtime funds to complete the SOC. This is a request to have 2 members come into a day position for four weeks. They would be dedicated to preparing the SOC. Once completed, the document is good for 3 years.
- ♦ Special Operations – Assistant Chief Russell
 - ♦ AC Russell provided an overview of the Special Operations Division, which includes the HazMat, Heavy Rescue, and Water Rescue programs.
 - ♦ A stress test resulted in a \$18,000 cost savings. These funds were reallocated to replace items that have exceeded their service life.
 - ♦ AC Russell is proposing funding to replace a 22-year-old Stanley hydraulic power unit that has reached the end of its service life.
 - ♦ The HazMat Program requires funding for hazmat detection equipment. This will improve the program's monitoring capabilities.
 - ♦ An additional budget increase is for the Heavy Rescue Program. The proposed amount will allow the certification of 16 new Heavy Rescue Specialists within the organization.
- ♦ Fire Training – Battalion Chief Prokopis
 - ♦ BC Prokopis provided an overview of the Fire Training Division.
 - ♦ Fire Training responsibilities include training all new fire personnel as well as providing training opportunities to existing sworn personnel through certification courses and many disciplines.
 - ♦ BC Prokopis proposed funding for 1 additional FTE to assist with the demand for more frequent and larger recruitment camps and lateral hires.
 - ♦ For future budget consideration, BC Prokopis explained that Fire Training is currently undergoing a training site feasibility study. BC Prokopis will bring additional information before the board when the study is completed later this year.
 - ♦ Council Member Buroker asked if a preliminary site plan is available.
 - ♦ BC Prokopis responded that this has not been finalized but should be available soon.
 - ♦ Council Member Buroker asked if there has been pushback from the community, as neighborhoods are growing around the fire training site.
 - ♦ BC Prokopis responded that they have not received any complaints. The division is conscious of being good neighbors.
 - ♦ Chair Henderson commented that it would be unwise to overbuild to manage a temporary increase. We would be wise to have a sustainable plan moving forward.
- ♦ Emergency Medical Services – Division Chief Ayres
 - ♦ DC Ayres provided an overview of the Emergency Medical Service Division.
 - ♦ The EMS Division proposes the addition of a 3rd EMS Training Specialist to support initial and ongoing clinical training.
 - ♦ To offset the budget request, the EMS Division has identified \$33,000 in non-personnel cost reductions, plus an additional savings of \$71,000 in overtime reductions.

- ♦ The EMS Division is working with the IT Division to purchase FirstPass software. This program will automate a large portion of the QA/QI process and enable the EMS Division to identify patient care reports that need a closer review.
- ♦ DC Ayres discussed several modest increases to the fee schedule for EMT School and the public CPR courses.
 - ♦ Council Member Buroker would love to hear how the EMS Division encourages a sense of pride within the EMS system, when, culturally, maybe it is much cooler to be a firefighter.
 - ♦ DC Ayres stated that the EMS Division takes pride in providing top-notch medical care. Several award programs have been implemented, such as the Life Saving Award and the Stork Award.
 - ♦ Council Member Buroker asked if the EMS group works with HR when hiring and if the candidates understand that a major portion of the job is medical services.
 - ♦ DC Ayres responded that this message is communicated through the Information Outreach Division and is covered during recruit academy.
- ♦ Urban Search & Rescue – Division Chief Case
 - ♦ The Urban Search & Rescue (USAR) Division is commonly known as Utah Task Force One (UTTF1).
 - ♦ This division works hand-in-glove with the special operations programs within UFA, and the division's purpose aligns with UFA's Strategic Plan.
 - ♦ The division is funded primarily with federal funds.
 - ♦ DC Case is proposing a budget increase of 25% for staff overtime to account for work demands related to upcoming training events. One such event will include assisting in the development of an in-state response capability known as SUSAR with the State Department of Emergency Management.
 - ♦ Council Member Hull asked if the US&R program has heard anything from the federal government or had any indication that FEMA funding could be cut.
 - ♦ DC Case responded that a council has been seated at the federal level to review the FEMA program. The Utah Task Force has made several attempts to contact federal delegates to ensure they are fully aware of this task force and its capabilities. The Task Force is also communicating with the State of Utah and will continue to monitor this at the federal and state levels.
- ♦ Wildland and Camp Williams – Division Chief Widdison
 - ♦ The Wildland Division provides experienced resources for local and national incidents. They also focus on UFA communities to educate residents on preparedness and prevention.
 - ♦ The Wildland Division is largely funded through revenue generated from interagency deployments.
 - ♦ Due to the aging fleet and VTF Radios, DC Widdison has proposed using unrestricted net assets of \$225,000 to fund replacements.
 - ♦ Additionally, DC Widdison has proposed that the replacement cost of 2 crew carriers be included in the UFA capital funding. The Wildland Division will be responsible for the payments and interest associated with these costs.
 - ♦ The Camp Williams budget includes a new 5-year contract, which allows the division to staff crews in April rather than May. This crew's focus is on risk reduction before the fire season begins.
 - ♦ Chair Henderson brought forward a question that was introduced during public comment regarding the differing costs of the Wildland Division radios and the Camp Williams Radios.
 - ♦ DC Widdison responded that the cost is associated mainly with rechargeable batteries. Wildland members use a clamshell-type radio with replaceable batteries, as their work is often in remote areas.
 - ♦ Council Member Harris asked about the staffing count.

- ♦ DC Widdison clarified that the division staffs 4 alternates during two weeks of critical training. Those alternates are then able to fill in as needed throughout the season.
- ♦ Chair Henderson paused the meeting for a 10-minute break
 - ♦ Chair Henderson asked DC Widdison to reply to a public comment addressing the need for an Engine Coordinator.
 - ♦ DC Widdison responded that the Engine Coordinator is one of the Wildland Specialists. This is a shared position with Operations. The coordinator works directly with Station 103 as the Wildland Specialist.
- ♦ Support Services – Assistant Chief Robinson
 - ♦ Logistics – Division Chief Greensides
 - ♦ The Logistics Division has made selective budget cuts to save \$181,000 through this year's stress test. These funds were reallocated to areas of need within the division.
 - ♦ Substantial reductions were noted in capital fleet maintenance, gasoline and diesel fuel budgets, as well as the cost to outfit each firefighter.
 - ♦ DC Greensides highlighted specific funding increases, which included an electronic tool needed for apparatus maintenance, asphalt pavement restoration at the logistics site, supply fixtures, furniture, replacement equipment at Station 103, clothing and provisions to support the Dirty Exchange Program, helmet fronts, and for outfitting UFA firefighters.
 - ♦ The Logistics Division has a future budget request for an additional FTE to assist in the growing workload of laundering turnout gear and to provide the support unit with greater capacity.
 - ♦ Council Member Harris asked about the increasing rates for utilities and water, and if UFA has factored in this increase.
 - ♦ DC Greensides commented that UFA is anticipating some increase in power and utility costs.
 - ♦ Chair Henderson brought forward several questions from public comment regarding muted projects. The first question was regarding the air filtration systems for engines, and the second was a feasibility study of the fleet.
 - ♦ DC Greensides explained that it is not cost-effective to retrofit the older engines with air filtration systems. Moving forward, the air filtration systems will be included in the specifications.
 - ♦ The comprehensive fleet feasibility study began when DC Greensides was very new. He states that he feels confident with where we are in our fleet.
 - ♦ Chair Henderson inquired as to the scope of that study?
 - ♦ DC Greenside shared that the intent was to have the right people in the right locations, and to ensure that we have the correct number of mechanics caring for our fleet.
 - ♦ Information Technology – IT Manager Bowden
 - ♦ The IT Division is fully staffed and has completely transitioned away from a managed IT contract.
 - ♦ IT Manager Bowden explains that the division's budget is relatively flat, with the largest cost increase from Dark Horse, the purchase of FirstPass software for the EMS Division, and ESO Snowflake.
 - ♦ IT Manager Bowden highlighted a request to upgrade the Communication Specialist to a supervisor. This will create an organizational structure similar to that of other divisions and will allow for future advancement opportunities within the IT Division.
 - ♦ Council Member Buroker commented that she would love to see some research from the IT Division on the payroll process at UFA, specifically options that would move away from the manual functions that are currently used.
 - ♦ Emergency Management – Emergency Management Director Behunin
 - ♦ EMD Behunin provided an overview of the Emergency Management Division.
 - ♦ The funding for this division comes largely from Salt Lake County.
 - ♦ EMD Behunin outlined overall savings and stated that there is no increase to the budget.

- ♦ Revenue sources include federal grants, and there is some unknown with federal funding. EMD Behunin is working closely with state partners as new updates come from the White House Administration.
- ♦ EMD Behunin highlighted a software purchase for Starlink Go Kits.
 - ♦ Council Member Buroker asked EMD Behunin to describe the Starlink Go Kit.
 - ♦ EMS Behunin responded that Starlink is creating a compact kit that provides Wi-fi internet capabilities. This kit will allow for internet and cell communication during emergency events.
- ♦ Administration & Planning – Assistant Chief Russell
 - ♦ The Administration & Planning budget reflects a deliberate focus on maintaining essential services and supporting the priorities of the organization.
 - ♦ AC Russell highlighted the Behavioral Health Program Coordinator. This part-time position has been funded through a grant. AC Russell is proposing a fund increase to cover this part-time position moving forward.
 - ♦ Additional proposed budget increases include additional funding for cyber insurance, growing staffing needs, and the replacement of employee badges.
 - ♦ AC Russell highlighted the travel budget, noting that the agency has made intentional and difficult decisions to limit travel expenses.
- ♦ Fire Prevention – Fire Marshal Watkins
 - ♦ FM Watkins provided an overview of the Prevention Division.
 - ♦ Highlights include UFA's Hazardous Materials Inspections. This program generates over \$285,000 in revenue. Inspectors facilitate roughly 1,100 inspections per year, with an estimated 500-600 businesses that need to be inspected.
 - ♦ FM Watkins has allocated \$45,000 for a cadre to support Prevention in facilitating HazMat inspections.
- ♦ Special Enforcement – Division Chief Larsen
 - ♦ The Special Enforcement Division provides a vital and highly specialized service through UFA.
 - ♦ DC Larsen highlighted professional development within the division and has a future budget request to create a Specialist III position within the program.
 - ♦ DC Larsen briefly explained several services provided through the Special Enforcement Division in the past year, including the completion of 206 background checks, response to 293 explosive and fire-related incidents, and 82 SWAT Paramedic deployments.
- ♦ Finance – CFO Hill
 - ♦ The Finance Division is requesting \$3,600 for training and professional development.
 - ♦ The external auditor's fees have increased by \$3,200.
 - ♦ UFA is required to conduct a full evaluation of the OPEB program every 6 years, with an associated cost of \$6,000.
 - ♦ Additional requests are to align ambulance costs with revenue, and to match the state-set Medicaid Match Program.
 - ♦ In response to an earlier question from Council Member Buroker regarding the complicated payroll process, CFO Hill provided information surrounding UFA's payroll, scheduling, and HR Management software needs.
 - ♦ Through a bid process, UFA identified two proposals that met the minimum requirements for our agency and entered into a 5-year contract with UKG.
 - ♦ CFO Hill briefly explained the complex scheduling and payroll needs of UFA.

- ◆ Human Resources – HR Director Day
 - ◆ HR Director Day provided an overview of the HR Division, highlighting the reclassification of one Deputy Director position to a Senior HR Analyst position and the part-time Administrative Assistant position to a full-time HR Technician.
 - ◆ Proposed increases include professional service fees to accommodate the rising cost of background investigations, psychological evaluations, and medical assessments.
- ◆ Office of the Fire Chief – Chief Burchett
 - ◆ Information Outreach – Director of Communications Easton
 - ◆ The IO Division identified a \$4,000 savings, primarily through cutbacks in recruitment marketing.
 - ◆ DOC Easton is proposing an increase of \$3,000 for overtime staffing. This will allow his team to staff additional events and after-hours incident response.
 - ◆ DOC Easton is requesting \$4,000 to replace the aging wraps on trailers.
 - ◆ Capital Replacement – Chief Burchett & CFO Hill
 - ◆ Chief Burchett outlined the Capital Replacement Fund.
 - ◆ This is funded primarily through a contribution from the general fund and through the sale of equipment.
 - ◆ The plan includes 3 rotating lease payments, with 6- or 9-year terms.
 - ◆ Chair Henderson asked, based on public comment, why the staff vehicles were moved from a 9-year life to 6 years.
 - ◆ DC Greensides responded that Logistics identified cost savings on our staff vehicles if they are on a 6-year rotation.
 - ◆ Chair Henderson added a comment regarding financial planning, stating that the 6-year plan smooths out the financial obligation and makes planning more predictable.
 - ◆ DC Greensides commented that this is also the case with the large apparatus.
 - ◆ Chief Burchett commented that Council Member Stewart asked UFA to look into an actual lease program last year, and DC Greensides took the initiative. DC Greensides found that moving the light fleet vehicles to the 6-year loan was the most cost effective way to manage light fleet.
 - ◆ Chair Henderson asked UFA staff to provide information regarding the Air-Light Unit, as mentioned in public comment. Will it be out of service more often because they are responding to more calls?
 - ◆ Chief Burchett responded that the Air-Light Unit will not have an increased call volume. They will have increased responsibilities. The unit is stationed in Copperton, which has a history of low call volume. The unit is now referred to as the Rehab Vehicle. It makes financial sense to run this vehicle out of a slow station.
- ◆ Closing Remarks – Chief Burchett
 - ◆ Chief Burchett stated that UFA Division Leaders have made difficult decisions while preparing division budgets.
 - ◆ Chief Burchett noted that this has been 6 months of hard work. He feels that UFA has made progress in the areas of sustainability. He is also proud of UFA's finance and funding models.

Deliberation – Chair Henderson

- ◆ Chair Henderson and the committee did not request time for deliberation. Chair Henderson appreciates the work and sacrifice made and recognizes that this has not been easy.

Consensus on Recommendation to Full Board of Directors – Chair Henderson

Mayor Silvestrini recommended submitting the proposed budget to the Board of Directors for consideration
Council Member Harris seconded the motion

All voted in favor, none opposed

Closed Session

◆ None

Council member Buroker moved to adjourn the May 8, 2025 UFA Finance Committee Meeting

Mayor Silvestrini seconded the motion

All voted in favor, none opposed

DRAFT



UNIFIED FIRE AUTHORITY BOARD MINUTES

May 20, 2025, 7:30 a.m.

Electronically Via ZOOM Webinar/UFA Headquarters – 3380 South 900 West SLC, UT 84119

1. Call to Order
Quorum present
Vice Chair Fotheringham called the meeting to order at 7:31 a.m.
2. Public Comment
None
Public comment was available live and with a posted email address
3. Approval of Minutes
Mayor Silvestrini moved to approve the minutes from the April 15, 2025, UFA Board Meeting and the April 15, 2025 Open & Public Meetings Training as submitted
Mayor Gettel seconded the motion
All voted in favor, none opposed
4. Consent Agenda
 - Review of March and April Disbursements
 - Due to budget preparations, March disbursements were postponed
 - No discussion

Mayor Silvestrini moved to approve the March and April disbursements as submitted
Mayor Gettel seconded the motion
All voted in favor, none opposed
5. Committee Updates
 - Benefits & Compensation Committee – Chair Silvestrini
 - No meeting
 - Governance Committee – Chair Gettel
 - Next meeting 5/28/25
 - Finance Committee – Chair Henderson
 - Meeting held 5/8/25
 - All divisions presented their budgets to the UFA Finance Committee
 - This 3.5 hour meeting was an opportunity for Committee Members to ask questions and for Division Leaders to delve into their budgets
6. Discussion and Approval of the 2025/2026 Tentative Budget
 - Chief Burchett provided a brief overview of the budget
 - The changes to the wildland pay scale have been incorporated into the budget
 - Chief Burchett explained his intent to be prepared for an increase in the health insurance contingent funding in January 2026 by increasing the ending fund balance to 9.5%

- The 37 recommended FTE's, 30 for the two new engine companies and the remaining 7 in response to organizational growth
- Mayor Silvestrini complimented the Division Leaders on their presentations and their ability to address all the questions presented to them
 - The Mayor also noted that the member fee increases are warranted, and this is a good budget
- Chief Burchett responded to a question from Vice Chair Fotheringham regarding the BC rank and how it has been running lean with each responsible for 7-9 stations
- Mayor Overson stated that while she is not a member of the UFA Finance Committee, she listened to the meeting and felt it was exceptional and transparent with many details and explanations
- Vice Chair Fotheringham thanked Council Member Henderson for reviewing the budget document thoroughly

Mayor Silvestrini moved to approve the 2025/2026 Tentative Budget as presented

Council Member Harris seconded the motion

Roll call vote taken

Bailey	Y	Hull	-
Bourke	-	Kanter	Y
Buroker	Y	Knopp	Y
Butterfield	Y	Overson	Y
Fotheringham	Y	Silvestrini	Y
Gettel	Y	Stewart	-
Harris	Y	Weichers	-
Henderson	-	Westmoreland	-
Huish	Y		

7. Quarterly Financial Report

- This is the third quarterly report for the year
- All members are current with member fees
- The projected ambulance revenue will be met for the year
- Overtime is ahead of what was budgeted, but is nowhere near where it has been in the past
- Vice Chair Fotheringham asked if there would be any material items in the upcoming budget amendment
 - CFO Hill stated that the amendments will mainly consist of truing up grants, and he is not expecting any amendments for material items
- The remaining funds are coming in good and are as expected

Mayor Gettel moved to approve the quarterly financial report including the list of expenditures for the last quarter as presented

Mayor Overson seconded the motion

All voted in favor, none opposed

8. Fraud Risk Assessment

- CFO Hill stated that this assessment is conducted annually and is part of the audit process required by external auditors
- The overall score was 355, low risk
- Full points were scored in all areas except #4 and #8
 - #4 being the recommendation to have all employees and elected officials annually commit in writing to ethical behavior
 - #8 is if the organization has a formal internal audit function

- In reference to #4, all employees, upon hire, are sworn in, requiring this annually lessens the importance/weight of swearing in when hired or promoted
- Mayor Gettel asked why the internal audit piece is not met
 - CFO Hill explained that the UFA Finance Committee selects an external auditor, but the internal auditor would be a full-time employee or a team of employees with the responsibility to ensure processes are followed per policy
 - Having another FT employee or a team entails an increase cost and UFA is currently doing this informally
 - Vice Chair Fotheringham asked if there are any risks to not meeting the assessment fully
 - This Fraud Risk Assessment is for our information only, this has nothing to do with the state, they just offer this for organizations to review their processes and be comfortable where they lie with regard to risk

Mayor Overson moved to approve the Fraud Risk Assessment as presented

Mayor Silvestrini seconded the motion

All voted in favor, none opposed

9. Merit Commission

- CLO Roberts explained that the term for Merit Commission members is 3 years
- The Merit Commission serves to review disciplinary appeals beyond the Fire Chief

Mayor Gettel moved to approve the reappointment of UFA Merit Commission members Debra Alexander, Teresa Cook, and Alan Rindlisbacher as presented

Council Member Harris seconded the motion

All voted in favor, none opposed

10. Support Services Report

- IMT Training Event
 - Emergency Management Director Behunin provided an update to a recent training exercise that took place at the ECC
 - This was a Salt Lake regional training
 - This exercise was for all hazards, except fire
 - SLCo EM is a conduit for federal funding to support and build the team
 - The goal is to have the team fully deployable by years end
 - This is funded through Homeland Security
- National Fallen Firefighter Memorial
 - AC Robinson attended the memorial in Emmitsburg, Maryland
 - Those honored died in the line of duty, UFA did not have any member honored this year
 - In addition to AC Robinson, a member of IO, three members of the Honor Guard, and four members of Pipes & Drums attended

11. Operations Report

- Operations Report
 - AC Dern presented the report on incidents from last month
 - There were 2,915 incidents, 130 more than last year
 - 12,324 YTD
- Fire Training Highlight
 - Members from Fire Training were in attendance, AC Dern thanked them for their work with the recent Camp 59
 - Staff will now take the next couple weeks to reset for the next recruit camp, Camp 60 which begins 8/4
 - The target is 20-24 recruits

- The training staff and cadre work with recruits 24/7 and participate in all turnout drills, workouts, etc.
- It is not easy to host recruit camp and AC Dern wishes to thank the staff and cadre for the important work they do to ensure there are well trained Firefighters in the stations and keeping the organization running
- NFIRS to NERIS Update
 - The new NERIS program is replacing a 50-year old incident reporting system (NFIRS)
 - This new program will provide better data capability
 - This will be a more user friendly program that will expand the scope for more relevant data collection
 - Quality assurance will also now be automated, which in the past was not
- Ladder 253
 - This is just a reminder that Medic Ladder 253 in Eagle Mountain will be put into service June 3, 2025
 - With this change, daily staffing will increase from 118 Firefighters to 122
 - The water tender will also be moved from CWH to EM for better coverage
 - Performance improvement will be tracked

12. Fire Chief Report

- Metro Fire Chief's Conference
 - LA Fires Lessons Learned
 - Chief Burchett attended the conference earlier this month
 - Metro Fire Chief's, agencies with more than 350 sworn FF's, from all over the world were in attendance
 - A panel discussion was held with Fire Chief's from California, all were involved in the LA fires
 - Chief Burchett came back with a lot of information, but the overall consensus was that no department is prepared for an event such as this
 - Strike teams of over 500 engines and 2,000 FF's were needed
 - To become as prepared as possible, early detection and response, early evacuations and coordination with partner agencies is vital
 - The responsibility for risk and response lies with everyone, every agency, not only fire
 - Chief Burchett stated that SLCO EM is working on a countywide evacuation plan and anticipate it to be ready by late summer
 - Educational campaigns with fuels crews and mitigation needs to expand to the state level, which may be part of HB48
 - The valley does have risk, and we will be as prepared as possible
- HB267 and HB48 Update
 - HB267 will hit the ballot in 2026, until then the law stays the same
 - Meetings have taken place with Local 1696 to work through policies to ensure they align with the house bill
 - It is business as usual, and we are working with Local 1696 as we always have, and they continue to be included in most decisions
 - HB48 Wildland Bill
 - Components require home assessments for homes in high risk areas and a fee assessed
 - The municipalities must adopt the most current WUI building code, 2006 is the most current
 - An accurate risk map is required and goes into effect in 2026
 - Forestry, Fire, & State Land is responsible for the rule making process and Chief Burchett intends to be fully involved in this process

- A meeting with the SLCo Mayor's Office is taking place this week so that there will be a coordinated effort when meeting with FFSL
 - In response to Council Member Harris, it is unknown if a certificate of assessment will be provided and how long it is valid for
 - There are many questions and there is not a lot of information as of yet
 - 2025 Fireworks Map
 - Fire Marshal Watkins provided an overview of the fireworks map and how the interactive mapping on the UFA website works
 - Residents can type in their address to see where they fall within the restriction map
 - This is a great tool that can be updated depending on weather/fire conditions as the season progresses
 - [Click Here to View the Interactive Restriction Map](#)
 - Assistant Chief of Administration & Planning
 - Chief Burchett introduced and welcomed the new AC of Administration & Planning, Wade Russell
 - Banquet Recap
 - The banquet was held at Snowbird
 - This event was the largest banquet to date with 308 in attendance
13. Closed Session
No closed session
14. Adjournment
Mayor Gettel moved to adjourn the May 20, 2025 meeting
Mayor Silvestrini seconded the motion
All voted in favor, none opposed

BOARD MEMBERS IN ATTENDANCE:

Council Member Kathleen Bailey
Council Member Chrystal Butterfield
Council Member Catherine Harris
Council Member Paul Fotheringham
Mayor Dustin Gettel
Mayor Dan Knopp

Mayor Kristie Overson
Council Member Tyler Huish
Deputy Mayor Catherine Kanter
Council Member Tish Buroker
Mayor Jeff Silvestrini

BOARD MEMBERS ABSENT:

Council Member Jared Henderson
Mayor Mike Weichers
Council Member Trish Hull

Mayor Roger Bourke
Council Member Sheldon Stewart
Mayor Tom Westmoreland

STAFF IN ATTENDANCE:

Chief Dominic Burchett
CFO Tony Hill

CLO Brian Roberts
Cynthia Young, Clerk

ATTENDEES:

AC Dern
AC Robinson
AC Russell
Aaron Whitehead
Amanda Lawrence
Anthony Widdison
Ben Porter
Ben Reeves
Bill Brass
Bryan Case
Calogero Ricotta
Casey Bowden
Cheri Jackson, Millcreek
Courtney Samuel
Debbie Cigarroa
Dustan Dinkel
Embret Fossum
Erica Langenfass
Jared hardman
Jay Torgersen
Jen Bevan
Jill Tho
Jon Wilde
Kate Turnbaugh
Katherine Petersen
Kelly Millard
Kiley Day
Kiyoshi Young
Krystal Griffin
Maddi Vance
Meisha Marriott
Micayla Dinkel
Molly McClellan
Nate Bogenschutz
Nathan Kay
Nile Easton
Paul Story
Rachel Anderson, UFSA
Rob Ayres
Sean Garrett
Shelli Fowlks
Steve Prokopis
Steve Quinn
Tara Behunin
Tony Barker
Tua Tho
Tyler Lintz
Wade Watkins



UNIFIED FIRE AUTHORITY BOARD GOVERNANCE COMMITTEE MINUTES

May 28, 2025, 10:30 a.m.

Electronically Via ZOOM Webinar/UFA Headquarters – 3380 South 900 West SLC, UT 84119

Committee Members in Attendance:

Deputy Mayor Kanter
Council Member Butterfield
Mayor Gettel
Mayor Westmoreland
Mayor Overson
Council Member Jackson (for Mayor Silvestrini)

Staff:

Chief Burchett
CLO Roberts

CFO Hill
Cyndee Young

Guests:

AC Russell
Anthony Barker
Davis Ulibarri, Eagle Mtn
Embret Fossum
Jesse Carpenter
Ken Aldridge

Kiley Day
Nile Easton
Shelli Fowlks
Steve Quinn
Tyler Lintz

Call to Order

Chair Gettel called the meeting to order at 2:00 p.m.

Public Comment

No Public Comments

Public comment was made available live and via posted email

Approval of Governance Committee Minutes from April 24, 2025

Council Member Butterfield moved to approve the Governance Committee Minutes from April 24, 2025

Deputy Mayor Kanter seconded the motion

All voted in favor

Interlocal Agreement – CLO Roberts

- In answer to Deputy Mayor Kanter's question, CLO Robert explained that this is not a complete reopening of the agreement
 - The agreement states that it will be reviewed for any updates/revisions every 5-years
- Chair Gettel pointed out the main concern is the population numbers having not been updated since 2019

- CFO Hill explained that the numbers are updated each year in the budget document
 - This is necessary for the weighted voting
 - The numbers in this document are an example and are what the weighted vote looked like in 2019
- Deputy Mayor Kanter noted that with the passing of HB330 wherein all unincorporated islands will be annexed into adjoining municipalities as of 2027, the population for SLCo will drop
 - Deputy Mayor Kanter also explained that SLCo will be limited from a geographic perspective, particularly the canyon perspective
 - With this change of circumstances, the language in this document must be factored into this change
 - Deputy Mayor Kanter stated that she is not suggesting going back and reopening the agreement, but consider the shifting of circumstances
 - Deputy Mayor Kanter explained the reason she is mentioning this, is that SLCo is in a conversation regarding their contributions to SLVESA and UFSA
 - This conversation is currently going to a third party facilitator
 - As SLCo not only contributes a large percentage of funding to UFSA, it also contributes to the recreation area
 - Additionally, with the decrease in SLCo population, there is a question of equity as SLCo has less percentage of the vote
 - All this above will be discussed with the SLCo facilitator and is not a reason to trigger a rewrite of this ILA, but this is an ongoing conversation, per Deputy Mayor Kanter
- Deputy Mayor Kanter also pointed out that looking at the overall percentage for SLCo (12%), SLCo has two representatives
 - If this ILA is going to be revisited, the equal balance of vote between the two SLCo representatives should be reviewed as well
 - One representative votes on behalf of the council wherein the other votes on behalf of the Mayor
 - Deputy Mayor Kanter does not want to do anything for now, but have the understanding there may be a need to revisit all of this after SLCo facilitation is complete
- Mayor Gettel asked if there is an estimate of when the facilitation will be completed
 - Deputy Mayor Kanter hopes that by the end of June or July the work with UFSA and SLVESA will be complete
 - The second phase of the facilitation will bring in the Municipal Service District (MSD) which should be done late September
- CLO Roberts explained that this document can always be reactive to changes and new circumstances
 - Maintain the status quo but revisit if necessary, is an acceptable approach
- Chair Gettel would like to explore the two positions on the committee as well
 - The weighted vote may be invoked at some point and trying to anticipate any issues in advance is a good thing to focus on
 - Doing so will ensure that there is no scrambling for answers to questions/issues that could have been prepared for
- It was decided to not recommend any changes to the ILA to the UFA Board at this time, but to revisit these issues in January 2026
- Mayor Overson agrees that this deeper dive in January is appropriate

Deputy Mayor Kanter moved to not make any changes for now, but for this Committee to reconvene in January 2026 to revisit the items discussed above, pending the discussions taking place in SLCo

Mayor Overson seconded the motion

All voted in favor

Closed Session

None

Adjournment

Council Member Jackson moved to adjourn the meeting

Council Member Butterfield seconded the motion

All voted in favor

No further meetings scheduled

DRAFT

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2025

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/25	5/31/2025	1	PAYROLL TRANS FOR 4/30/25 PAY PERIOD	N/A	\$ 1,720,971.15
05/25	5/27/2025	4	PAYROLL TRANS FOR 05/23/25 PAY PERIOD	N/A	1,579,743.60
05/25	5/5/2025	50525101	SELECTHEALTH	251070049980	662,214.40
05/25	5/8/2025	50825102	UTAH RETIREMENT SYSTEMS	URS051025	628,936.01
05/25	5/27/2025	52725101	UTAH RETIREMENT SYSTEMS	URS052525	616,400.34
05/25	5/8/2025	2	FEDERAL & STATE W/H ACH - 05/10/25 PAYROLL	N/A	434,542.71
05/25	5/22/2025	6	FEDERAL & STATE W/H ACH - 05/25/25 PAYROLL	N/A	385,873.99
05/25	5/6/2025	5062025	WELLS FARGO BUSINESS CARD	Multiple	201,321.45
05/25	5/21/2025	52125007	L.N. CURTIS & SONS	Multiple	175,950.81
05/25	5/8/2025	88748	DEPT OF HEALTH & HUMAN SERVICES	25H5000987	153,102.72
05/25	5/21/2025	52125214	UTAH LOCAL GOVERNMENTS TRUST	Multiple	76,317.45
05/25	5/21/2025	52125004	GOLD CROSS AMBULANCE	4126	51,832.97
05/25	5/22/2025	88774	CONVERGEONE INC	INV1064768	50,272.80
05/25	5/22/2025	88780	FUEL NETWORK	F2510E01005	47,154.44
05/25	5/22/2025	52225101	STRATOS WEALTH PARTNERS	VEBA052525	40,709.23
05/25	5/8/2025	50825101	STRATOS WEALTH PARTNERS	VEBA051025	40,560.14
05/25	5/15/2025	88768	PEHP GROUP INSURANCE	Multiple	30,576.16
05/25	5/22/2025	88793	CUSTOM BENEFIT SOLUTIONS, INC.	05232025	27,366.24
05/25	5/8/2025	88753	CUSTOM BENEFIT SOLUTIONS, INC.	05092025	27,356.24
05/25	5/21/2025	52125008	LES OLSON COMPANY	Multiple	25,709.03
05/25	5/21/2025	52125013	RARESTEP, INC	772464	21,120.00
05/25	5/22/2025	88786	ROCKY MTN POWER	Multiple	19,860.60
05/25	5/15/2025	88759	AFLAC GROUP INSURANCE	4/30/25	18,356.63
05/25	5/21/2025	52125012	NAPA AUTO PARTS	4/30/25	18,238.41
05/25	5/12/2025	5	TRANSFER FUNDS FOR PATIENT REFUNDS FOR APRIL 2025	N/A	16,758.89
05/25	5/1/2025	88744	UNIFIED FIRE SERVICE AREA	193	15,671.76
05/25	5/21/2025	52125006	HENRY SCHEIN INC.	Multiple	15,276.31
05/25	5/21/2025	52125009	MAYORS FINANCIAL ADMIN	MFA0000891	15,244.00
05/25	5/7/2025	50725001	DISCOUNTCCELL LLC	INV-00001006	13,907.10
05/25	5/22/2025	88784	LIFE-ASSIST INC	Multiple	12,927.10
05/25	5/21/2025	52125002	APA BENEFITS INC (HRA CLAIMS)	T4578572	12,196.24
05/25	5/7/2025	50725203	ENBRIDGE GAS	Multiple	11,454.11
05/25	5/22/2025	88790	UNIVERSITY MEDICAL BILLING	4/30/25	11,051.00
05/25	5/8/2025	88755	LOCAL 1696 - IAFF	05092025	10,730.45
05/25	5/22/2025	88795	LOCAL 1696 - IAFF	05232025	10,696.60
05/25	5/21/2025	52125016	ZOLL MEDICAL CORPORATION	Multiple	8,809.64
05/25	5/28/2025	52825204	UTOPIA FIBER	CIV202505-036585	8,656.00
05/25	5/22/2025	88779	FLEETPRIDE HEAVY DUTY PARTS & SERVICE	Multiple	7,683.46
05/25	5/8/2025	88747	COMPUNET INC	276118	7,000.00
05/25	5/22/2025	88776	DC POWER SOLUTIONS INC	INV3310731	6,855.43
05/25	5/1/2025	1	RECORD US MERCHANT FEE - APRIL 2025	N/A	6,762.52
05/25	5/22/2025	88791	UNIVERSITY OF UTAH-DEPT EMERG MEDICINE	UFA-2025-04	6,621.00
05/25	5/22/2025	88773	BOUND TREE MEDICAL LLC	Multiple	6,041.02
05/25	5/6/2025	50625101	UTAH DEPT WORKFORCE SERVICES	DWS0425	5,987.21
05/25	5/15/2025	88760	COREY & STEWART	5828	5,737.50
05/25	5/7/2025	50725004	LES OLSON COMPANY	Multiple	5,627.05
05/25	5/15/2025	88771	SUPERIOR EQUIPMENT	Multiple	5,199.17
05/25	5/21/2025	52125003	GALLAGHER BENEFIT SERVICES, INC	341625	4,500.00
05/25	5/1/2025	88743	SHI INTERNATIONAL CORP.	B19594391	4,409.60
05/25	5/15/2025	88761	FIDELITY SECURITY LIFE INSURANCE CO	166747498	4,007.06
05/25	5/5/2025	50525102	SELECTHEALTH	251070037374	3,925.00
05/25	5/1/2025	88742	SEA-WESTERN INC	Multiple	3,306.00
05/25	5/15/2025	88772	UTAH VALLEY UNIVERSITY	Multiple	3,305.00
05/25	5/15/2025	88769	ROCKY MTN POWER	Multiple	3,190.20

Note 1: This is a pooled cash account - disbursements listed include those for UFA's Wildland Enterprise fund

Note 2: Payroll totals are for all UFA funds, not just General Fund

F:\Board Docs\2025-05 Disbursements\10

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2025

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/25	5/22/2025	88789	SYRINGA NETWORKS LLC	25MAY0163	3,156.00
05/25	5/14/2025	51425002	HENRY SCHEIN INC.	Multiple	3,094.30
05/25	5/22/2025	88797	PUBLIC EMPLOYEES LT DISABILITY	05232025	2,957.00
05/25	5/1/2025	88734	FIRE & POLICE SELECTION INC	22327	2,557.75
05/25	5/15/2025	88765	INFOARMOR	4/30/25	2,297.50
05/25	5/14/2025	51425001	BLOMQUIST HALE EMPLOYEE ASSISTANCE	MAY25-9085	2,230.00
05/25	5/21/2025	52125215	WASATCH FRONT WASTE RECYCLE DIST	Multiple	2,183.09
05/25	5/22/2025	88799	FIREFIGHTERS CREDIT UNION	05232025TV	2,119.00
05/25	5/8/2025	88758	FIREFIGHTERS CREDIT UNION	05092025TV	2,113.00
05/25	5/1/2025	88738	JERRY SEINER	Multiple	2,028.02
05/25	5/1/2025	88739	ROB SCHMIDT BODY & PAINT INC.	Multiple	2,000.00
05/25	5/8/2025	3	GARNISHMENT 05/10/25	N/A	1,958.53
05/25	5/22/2025	5	GARNISHMENT 05/25/25 PAYROLL	N/A	1,958.53
05/25	5/8/2025	88750	PURCELL TIRE CO.	280106062	1,815.90
05/25	5/22/2025	88800	GRAHAM FIRE APPARATUS SALES SERVICE	Multiple	1,791.20
05/25	5/22/2025	88794	FIREFIGHTERS CREDIT UNION	05232025SF	1,716.00
05/25	5/21/2025	52125204	EAGLE MOUNTAIN CITY	Multiple	1,710.40
05/25	5/8/2025	88754	FIREFIGHTERS CREDIT UNION	05092025SF	1,710.00
05/25	5/12/2025	6	RECORD CLIENT ANALYSIS FEE FOR UFA & UFSA FOR APRIL 2025	N/A	1,425.58
05/25	5/7/2025	50725005	MOPA LLC	25-9079	1,279.69
05/25	5/21/2025	52125001	ADVANCED FITNESS REPAIR LLC	Multiple	1,253.06
05/25	5/15/2025	88764	HUSKIEZ LANDSCAPING INC	M16546	1,177.98
05/25	5/7/2025	50725201	ACE RECYCLING & DISPOSAL	Multiple	1,055.59
05/25	5/14/2025	51425003	INVICTUS COUNSELING SUPPORT SERVICE	Multiple	1,012.50
05/25	5/22/2025	88785	ROB SCHMIDT BODY & PAINT INC.	RS19597	1,000.00
05/25	5/1/2025	88737	JAN-PRO OF UTAH	351026	921.00
05/25	5/22/2025	88783	JAN-PRO OF UTAH	351708	921.00
05/25	5/22/2025	88778	FASTEST LABS SALT LAKE	3840	909.00
05/25	5/21/2025	52125210	MT. OLYMPUS IMPROVEMENT DISTRICT	Multiple	793.80
05/25	5/22/2025	88777	EAGLE EYE PROMOTIONS	Multiple	774.57
05/25	5/21/2025	52125211	RIVERTON CITY CORPORATION	Multiple	748.43
05/25	5/21/2025	52125206	JORDAN VALLEY WATER CONS. DIST	Multiple	743.05
05/25	5/15/2025	88766	MEANING TO LIVE	Multiple	700.00
05/25	5/21/2025	52125208	MAGNA WATER DISTRICT	Multiple	680.91
05/25	5/8/2025	88749	EMS LOGIK	35885	680.00
05/25	5/22/2025	88787	SNOWBIRD RESORT LLC	2BY5Y7-C43025	644.25
05/25	5/21/2025	52125011	MOUNTAIN ALARM	6268548	636.00
05/25	5/15/2025	88762	FIRE & POLICE SELECTION INC	22374	613.25
05/25	5/8/2025	88746	AJC ARCHITECTS PC	2024-34.0106	595.65
05/25	5/21/2025	52125213	TAYLORSVILLE-BENNION IMPR DIST	Multiple	576.16
05/25	5/1/2025	88735	GRAHAM FIRE APPARATUS SALES SERVICE	Multiple	549.73
05/25	5/7/2025	50725202	CITY OF WEST JORDAN	Multiple	549.73
05/25	5/1/2025	88736	INTERSTATE BILLING SERVICE INC	Multiple	519.90
05/25	5/14/2025	51425004	POWERED CONTROL SYSTEMS INC	25-5673	504.00
05/25	5/21/2025	52125212	SALT LAKE CITY PUBLIC UTILITIES	Multiple	465.34
05/25	5/5/2025	3	RECORD PAYMENTECH FEE - APRIL 2025	N/A	462.79
05/25	5/15/2025	88763	HONEY BUCKET	0554840635	460.00
05/25	5/21/2025	52125015	TELEFLEX LLC	9509944060	450.00
05/25	5/28/2025	52825202	MIDVALE CITY CORPORATION	Multiple	406.09
05/25	5/8/2025	88752	UTAH BROADBAND	114352	390.00
05/25	5/21/2025	52125010	MOPA LLC	Multiple	350.00
05/25	5/28/2025	52825203	SALT LAKE CITY PUBLIC UTILITIES	Multiple	335.27
05/25	5/28/2025	52825201	HERRIMAN CITY	Multiple	308.17
05/25	5/21/2025	52125207	KEARNS IMPROVEMENT DISTRICT	Multiple	303.79

Note 1: This is a pooled cash account - disbursements listed include those for UFA's Wildland Enterprise fund

Note 2: Payroll totals are for all UFA funds, not just General Fund

F:\Board Docs\2025-05 Disbursements\10

**UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2025**

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/25	5/15/2025	88770	SUNCREST COUNSELING P.C.	Multiple	300.00
05/25	5/7/2025	4	RECORD XPRESS BILL PAY FEE FOR UFA & UFSA APRIL 2025	N/A	261.46
05/25	5/7/2025	50725003	L.N. CURTIS & SONS	Multiple	252.99
05/25	5/21/2025	52125205	JORDAN BASIN IMPROVEMENT DISTRICT	Multiple	230.34
05/25	5/22/2025	88782	INTERSTATE BILLING SERVICE INC	3041089158	225.00
05/25	5/1/2025	88733	EMIGRATION IMPROVEMENT DIST	Multiple	213.35
05/25	5/21/2025	52125201	AIRGAS USA, LLC	Multiple	210.00
05/25	5/21/2025	52125209	MIDVALE CITY CORPORATION	Multiple	205.79
05/25	5/22/2025	88798	SALT LAKE VALLEY LAW ENFORCE ASSOC	05232025	190.00
05/25	5/8/2025	88757	SALT LAKE VALLEY LAW ENFORCE ASSOC	05092025	171.00
05/25	5/22/2025	88788	STONE RIDGE VETERINARY CLINIC	4/7/25	160.27
05/25	5/15/2025	88767	MONARCH FAMILY COUNSELING	142378	153.00
05/25	5/22/2025	88792	WATER SPECIALTIES INC	478076	148.01
05/25	5/21/2025	52125014	SPEED'S POWER EQUIPMENT	Multiple	147.73
05/25	5/1/2025	88745	XANTIE LLC	5498	125.00
05/25	5/8/2025	88751	SALT LAKE COUNTY SERVICE AREA #3	W/S-#113 4/25	125.00
05/25	5/22/2025	88775	COPPERTON IMPROVEMENT DISTRICT	W-#115 4/25	117.00
05/25	5/5/2025	2	RECORD AMERICAN EXPRESS FEE APRIL 2025	N/A	106.85
05/25	5/21/2025	52125005	GOLD CUP SERVICES	0300035	104.59
05/25	5/21/2025	52125202	CITY OF SOUTH SALT LAKE	W-ECC(F) 4/25	95.70
05/25	5/19/2025	7	RECORD INTELLIPAY FEE FOR APRIL 2025	N/A	78.00
05/25	5/21/2025	52125203	COTTONWOOD IMPROVEMENT DISTRICT	W-#116 7/25	72.00
05/25	5/14/2025	51425005	UKG KRONOS SYSTEMS LLC	12374693	37.77
05/25	5/7/2025	50725002	GOLD CUP SERVICES	0296332	35.75
05/25	5/8/2025	88756	MOUNTAIN AMERICA CREDIT UNION	05092025	24.00
05/25	5/22/2025	88796	MOUNTAIN AMERICA CREDIT UNION	05232025	24.00
05/25	5/1/2025	88740	ROCKY MOUNTAIN WATER COMPANY	416308	6.29
					<u>\$ 7,376,437.33</u>

Note 1: This is a pooled cash account - disbursements listed include those for UFA's Wildland Enterprise fund

Note 2: Payroll totals are for all UFA funds, not just General Fund

F:\Board Docs\2025-05 Disbursements\10

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - EMERGENCY MANAGEMENT CHECKING
MAY 2025

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/25	5/27/2025	3	FUNDS TRANSFER FROM EM TO FIRE - 05/23/25 PAYROLL	N/A	\$ 77,489.37
05/25	5/15/2025	1	FUNDS TRANSFER FROM EM TO FIRE - 05/10/25 PAYROLL	N/A	72,702.10
05/25	5/29/2025	4	TRANSFER FUNDS FROM EM WF TO FIRE WF - APRIL 2025 PCARDS	N/A	23,414.43
05/25	5/15/2025	8141	MIDWEST D-VISION SOLUTIONS LLC	Multiple	21,752.13
05/25	5/21/2025	52125020	MOPA LLC	25-9100	9,782.99
05/25	5/22/2025	8146	ROCKY MTN POWER	E-ECC(EM) 4/25	4,554.44
05/25	5/22/2025	8142	CATHER, DANIEL P	SLCOEM01	3,040.00
05/25	5/22/2025	8145	POWER STROKES PAINTING INC.	2503	2,770.00
05/25	5/1/2025	8137	COMPUNET INC	Multiple	1,238.75
05/25	5/14/2025	51425006	LES OLSON COMPANY	EA1543153	1,190.45
05/25	5/22/2025	8147	SYRINGA NETWORKS LLC	25MAY0163	1,175.00
05/25	5/22/2025	8143	FUEL NETWORK	F2510E01005	1,068.42
05/25	5/15/2025	8140	HUSKIEZ LANDSCAPING INC	M16546	963.81
05/25	5/7/2025	50725204	ENBRIDGE GAS	G-ECC(EM) 4/25	708.04
05/25	5/22/2025	8144	IDENTISYS INC.	717535	658.00
05/25	5/21/2025	52125217	JORDAN VALLEY WATER CONS. DIST	Multiple	578.80
05/25	5/21/2025	52125017	APA BENEFITS INC (HRA CLAIMS)	T4578572	349.94
05/25	5/21/2025	52125218	MT. OLYMPUS IMPROVEMENT DISTRICT	S-ECC(EM) 6/25	340.20
05/25	5/15/2025	2	FUNDS TRANSFER FROM EM TO FIRE - WARNER TRAVEL PER DIEM	N/A	272.00
05/25	5/7/2025	50725007	LES OLSON COMPANY	MNS54043	200.00
05/25	5/15/2025	8139	CULLIGAN QUENCH	INV08691835	169.00
05/25	5/8/2025	8138	CULLIGAN QUENCH	INV08906534	121.29
05/25	5/21/2025	52125019	MAYORS FINANCIAL ADMIN	FAC0001106	105.00
05/25	5/21/2025	52125018	GOLD CUP SERVICES	0300035	85.57
05/25	5/21/2025	52125219	WASATCH FRONT WASTE RECYCLE DIST	SAN-ECC(EM) 4/25	80.55
05/25	5/21/2025	52125216	CITY OF SOUTH SALT LAKE	W-ECC(EM) 4/25	78.30
05/25	5/7/2025	50725006	GOLD CUP SERVICES	0296332	29.25
					<u>\$ 224,917.83</u>

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - FIRE CAPITAL REPLACEMENT FUND
MAY 2025

<u>GL Period</u>	<u>Check Date</u>	<u>Ref#</u>	<u>Vendor Name</u>	<u>Invoice#</u>	<u>Check Amount</u>
05/25	5/7/2025	50725003	L.N. CURTIS & SONS	Multiple	\$ 135,825.00
05/25	5/21/2025	52125010	MOPA LLC	Multiple	51,377.05
05/25	5/1/2025	88741	ROSENBAUER MINNESOTA LLC	80136	13,957.00
05/25	5/8/2025	88749	EMS LOGIK	35885	12,000.00
					<u>\$ 213,159.05</u>

Note 1: Bank of America escrow funds funded in October 2021; disbursements began 11/2021 and completed 01/2024

Note 2: JP Morgan escrow funds funded October 2022; disbursements began 12/2022

F:\Board Docs\2025-05 Disbursements\55

**UNIFIED FIRE AUTHORITY
NOTICE OF PUBLIC HEARING**

NOTICE IS HEREBY GIVEN THAT ON June 17, 2025, at 7:30 AM, two public hearings will be held at the Unified Fire Authority Administration Building/Emergency Coordination Center, 3380 South 900 West, Salt Lake City, UT before the Board of Directors of the Unified Fire Authority to: 1) receive public comment and consider a resolution amending the 2024-2025 fiscal year budget, and 2) consider the adoption of the final budget for the 2025-2026 fiscal year. All budget related items will be discussed at that time. The Board of Directors shall assemble in person and electronically for the meeting. Information about how to access the electronic meeting will be provided on the agenda which will be posted on the Utah Public Notice Website at least 24 hours in advance of the meeting.

All persons interested and present will be given an opportunity to be heard in this matter.

In accordance with the Americans with Disabilities Act, the Unified Fire Authority will make reasonable accommodations to participate in the hearing. Requests for assistance can be made by calling 801-743-7213 at least 24 hours in advance of the hearing to be attended.

DATED this 3rd day of June, 2025.

PUBLISHED BY ORDER OF THE UNIFIED FIRE AUTHORITY

UNIFIED FIRE AUTHORITY
Resolution No. 6-2025A of 2025
(Third Amendment of the Budget for Fiscal Year 2024-2025)

A RESOLUTION AMENDING FOR THE THIRD TIME THE BUDGET OF THE
UNIFIED FIRE AUTHORITY FOR THE FISCAL YEAR BEGINNING
JULY 1, 2024 AND ENDING JUNE 30, 2025.

PREAMBLE

Unified Fire Authority (“UFA”) is a political subdivision, duly organized and existing under the laws of the State of Utah. UFA finds that certain exigencies of its operations require that amendments be made to the current budget and related documents. UCA §11-13-515, §11-13-519, and §11-13-520 provide UFA with authority to amend its budget as necessary by adoption of a resolution by its governing body.

All conditions precedent to amend said budget have been accomplished.

NOW, THEREFORE, be it resolved by the Board of Directors of the UFA:

SECTION 1. Purpose. The purpose of this Resolution is to accomplish the third amendment to the budget for Fiscal Year 2024-2025.

SECTION 2. Adoption of Amendment. The third budget amendment, attached hereto as Exhibit “A” and made part of this Resolution by reference, shall be and hereby is adopted and incorporated into the budget of UFA for the fiscal year beginning July 1, 2024 and ending June 30, 2025.

SECTION 3. Effective Date. This Resolution shall take effect on June 17, 2025.

DATED this 17^h day of June, 2025.

UNIFIED FIRE AUTHORITY

By: _____
Chairperson

APPROVED AS TO FORM:

ATTEST:

Chief Legal Counsel

Clerk

EXHIBIT A

THIRD AMENDMENT TO UFA BUDGET FOR FISCAL YEAR 2024-2025

**UNIFIED FIRE AUTHORITY
BUDGET AMENDMENTS
6/17/2025**

GENERAL FUND

\$ 1,000 SHSP grant award to reimburse Operation Red Rocks costs (bomb squad)			
Federal grants		\$ 1,000	1033200
Grant expenditures - Special Enforcement	\$ 1,000		1086266
\$ 8,162 Appropriate committed fund balance available for retirement payout			
Insurance reimbursements		\$ 8,162	1034400
Vacation/sick payouts - HR	\$ 8,162		1092160
\$ (5,000) Reduction in fees due to lower public interest than anticipated			
CPR card/class fees	\$ 3,000		1035301
Event billings - Information Outreach	\$ 2,000		1035400
Overtime - EMS		\$ 3,000	1095120
Overtime - Information Outreach		\$ 2,000	1096125
\$ 24,263 USAR deployments (FEMA severe weather April 2025)			
USAR reimbursement - deployment		\$ 24,263	1039451
Salary/wages USAR deployment - USAR	\$ 2,821		1087170
Overtime USAR deployment - USAR	\$ 19,613		1087172
Employee benefits USAR deployment - USAR	\$ 1,829		1087173
\$ 6,000 Increase overtime budget for deployment support by full-time staff			
USAR reimbursement		\$ 6,000	1039450
Overtime - USAR	\$ 6,000		1087120
\$ 341,782 January 2025 LA wildfires EMAC deployment			
Miscellaneous intergovernmental revenue		\$ 341,782	1034200
Salary/wages non-USAR deployment - Operations	\$ 43,527		1089180
Overtime non-USAR deployment - Operations	\$ 188,630		1089182
Employee benefits non-USAR deployment - Operations	\$ 23,484		1089183
Non-USAR deployment costs (non-personnel) - Operations	\$ 6,244		1089342
Transfer to Wildland Fund	\$ 61,461		1080200
Transfer to Fire Capital Replacement Fund	\$ 9,213		1080100
Transfer to EM Capital Replacement Fund	\$ 9,223		1080110

FIRE CAPITAL REPLACEMENT FUND

\$ 9,213 Transfer from General Funds for EMAC equipment fees exceeding operating costs			
Transfer from General Fund		\$ 9,213	5531810
Contribution to fund balance	\$ 9,213		5540910
\$ 13,957 Appropriate fund balance for change orders on Rosenbauer rehab truck (previously approved by Finance Committee)			
Appropriation of fund balance		\$ 13,957	5534200
Capital Outlay - Heavy fleet (cash)	\$ 13,957		5540211

**UNIFIED FIRE AUTHORITY
BUDGET AMENDMENTS
6/17/2025**

WILDLAND - ENTERPRISE FUND

\$ 50,000	2025 wildland season start-up		
	Wildland SL1 hand crew revenue	\$ 40,000	2031115
	Wildland Single resource revenue	\$ 47,012	2031120
	Wildland Fuels crew revenue	\$ 37,012	2031130
	Appropriation of net assets (CW)	\$ 8,000	2034400
	Salaries & wages - Camp Williams	\$ 36,000	2085100
	Overtime - Camp Williams	\$ 36,000	2085120
	Vehicle maintenance - Camp Williams	\$ 8,000	2085440
	Salaries & wages - Wildland	\$ 100,000	2097100
	Overtime - Wildland	\$ 100,000	2097120
	Miscellaneous rental - Wildland	\$ 10,000	2097340
	Travel & transportation - Wildland	\$ 25,000	2097425
	Vehicle maintenance - Wildland	\$ 15,000	2097440
\$ 2,072	Appropriation of net assets for cost increase/change order on Type V engine		
	Appropriation of net assets (CW)	\$ 2,072	2034400
	Capital outlay - Camp Williams	\$ 2,072	2085216
\$ 61,461	Transfer from General Funds for EMAC equipment fees exceeding operating costs		
	Transfer from General Fund	\$ 61,461	2034150
	Contribution to net assets	\$ 61,461	2080210

EMERGENCY MANAGEMENT - SPECIAL REVENUE FUND

\$ 64,000	Increase to SLCo EM fees & fund balance disbursement related to radio purchase		
	SLCo EM fees	\$ 64,000	4034300
	Intergovernmental disbursement	\$ 64,000	4040277
\$ 4,484	Reduction in SLCo contribution for underspend on cybersecurity exercise		
	SLCo contribution	\$ 4,484	4034150
	Professional fees - Emergency Management	\$ 4,484	4040350

Budget Transfer

\$ 16,425	Transfer budget related to grant-reimbursable costs for IMT instruction		
	Grant expenditures	\$ 16,425	4040266
	Cadre overtime - Emergency Management	\$ 15,590	4040125
	Other employee benefits - Emergency Management	\$ 8	4040130
	URS Pension - Emergency Management	\$ 223	4040133
	Payroll taxes - Emergency Management	\$ 305	4040134
	Workers compensation - Emergency Management	\$ 299	4040135

EM CAPITAL REPLACEMENT FUND

\$ 9,223	Transfer from General Funds for EMAC equipment fees exceeding operating costs		
	Transfer from General Fund	\$ 9,223	5631820
	Contribution to fund balance	\$ 9,223	5640210



UNIFIED FIRE AUTHORITY

TO: UFA Board of Directors
FROM: Chief Burchett
SUBJECT: FY25/26 Budget – Rollover of Funding for Two FY24/25 Projects
DATE: June 17, 2025

Below are two projects I am requesting to be added to the FY25/26 budget. Both projects were budgeted as part of the FY24/25 budget but for various reasons were not completed during the year. The funds for the projects will roll into fund balance and this request is to reappropriate the budget in FY25/26.

Professional Development (10-99-350) - \$20,000

These funds were originally intended for leadership and development training but were not expended due to internal scheduling conflicts, the implementation of the Battalion Chief Academy, a prolonged US&R deployment, and an active wildland season. With the \$20,000 added to FY25/26 we will deliver both the postponed Centerpoint cohort and a new leadership program, L-380 “Tip of the Spear Leadership”, offered by Mission Centered Solutions. These programs provide critical development opportunities for our personnel across both administrative and operational roles. Our long-term intent is to alternate annually between hosting a Centerpoint cohort and a tactical leadership program. Rolling this portion of the funds forward will support continuity in our professional development for our current and future leaders.

Flashover Prop at Fire Training (55-40-261) - \$130,000

The FY24/25 budget included funding to update or replace multiple props at Fire Training. We were able to complete all of them with the exception of the flashover prop. We were not able to award the project through a competitive RFP process and begin the work before the conclusion of this fiscal year. Quotes were obtained, and we searched to see if we could leverage cooperative procurement contracts, however, none of the manufacturers of these props had cooperative purchasing contracts. Rolling these funds forward will allow us to complete this critical project.

Thank you for your consideration of this request.

**UNIFIED FIRE AUTHORITY
NOTICE OF PUBLIC HEARING**

NOTICE IS HEREBY GIVEN THAT ON June 17, 2025, at 7:30 AM, two public hearings will be held at the Unified Fire Authority Administration Building/Emergency Coordination Center, 3380 South 900 West, Salt Lake City, UT before the Board of Directors of the Unified Fire Authority to: 1) receive public comment and consider a resolution amending the 2024-2025 fiscal year budget, and 2) consider the adoption of the final budget for the 2025-2026 fiscal year. All budget related items will be discussed at that time. The Board of Directors shall assemble in person and electronically for the meeting. Information about how to access the electronic meeting will be provided on the agenda which will be posted on the Utah Public Notice Website at least 24 hours in advance of the meeting.

All persons interested and present will be given an opportunity to be heard in this matter.

In accordance with the Americans with Disabilities Act, the Unified Fire Authority will make reasonable accommodations to participate in the hearing. Requests for assistance can be made by calling 801-743-7213 at least 24 hours in advance of the hearing to be attended.

DATED this 3rd day of June, 2025.

PUBLISHED BY ORDER OF THE UNIFIED FIRE AUTHORITY

UNIFIED FIRE AUTHORITY

Tentative Budget 2025/26 Fiscal Year





UNIFIED FIRE AUTHORITY

TO: UFA Board of Directors
FROM: Dominic Burchett, Fire Chief/CEO
SUBJECT: Fiscal Year 25/26 Budget Message
DATE: May 20, 2025

I am pleased to present the Fiscal Year 2025/2026 tentative budget for Unified Fire Authority (UFA). This budget has been prepared in accordance with the Fiscal Procedures for Interlocal Entities section of the Interlocal Cooperation Act (UCA 11-13, Part 5). Pursuant to UFA's Interlocal Agreement, it is intended to serve as a financial plan, policy document, communication device, and operations guide. This document tells the story of how the UFA is using the public's money to save lives, protect property, and strengthen community relationships. The following proposed budget is structurally balanced for each fund, with projected fund balances at or above the minimum reserve required by state law and UFA policy.

Budget Development

This budget focuses on UFA providing quality service, value, and full engagement in the communities it serves. We are your local Fire Department. To provide this value, each UFA division has scrutinized its budget to ensure delivery of essential services. This budget proposes an average Member Fee increase of 9.88% to meet the adopted goals and initiatives of the Strategic Plan and the recommendations from the Benefits and Compensation Committee. This average increase is higher than is typical due to the addition of two engine companies to serve Kearns and Eagle Mountain which are fully funded by the Unified Fire Service Area (UFSA). The member fee increases for the four direct members (CWH, Herriman, Holladay, and Riverton) are more in line with historical increases.

This has been an exciting year due to the addition of these new engine companies, as well as one ambulance, to better manage increased call volume and improve response times within UFSA. The addition of these apparatuses highlights the benefit of the regional model as it will result in a slight reduction to every member's regional costs (service delivery, support, and capital replacement). The addition of the new firefighter allocations (fifteen per heavy apparatus) brings with it a focus on support positions, as well as an additional Battalion Chief to effectively support and manage them. Section and Division Chiefs focused on keeping their non-personnel requests to a minimum to support this priority. Other priorities were to keep staff (both sworn and civilian) within market, address inflationary costs, and address a few critical operational needs. Many division requests for increased funding for this year were declined to allow a sharp focus on these key areas.

On February 13, 2025, the Benefits and Compensation Committee adopted a new method for recommending cost of living adjustment (COLA) increases. Significant dialogue occurred among Board Members, Labor representatives, and staff to identify a more predictable and

sustainable approach to maintain "Top 3" within the sworn market comparisons. As a result, the Committee recommended using a seven-year rolling average, using the All-US City CPI Index, to determine the size of the COLA. After applying this COLA, market adjustments can then be made to sworn positions to maintain Top 3 status. For FY25/26, the COLA increase is proposed to be 3.6%. This increase would be provided to all employees effective July 1, 2025, and will be considered part of each employee's base wage for comparison to the market. The impact on the budget for this COLA is a 3.29% member fee increase or \$2.3 million.

Sworn employees held their position in the market better than in previous years and, with the application of the COLA, many sworn positions will not need a market adjustment this fiscal year. Overall, the market adjustment averaged 0.40% for all ranks to keep all sworn positions in the "Top 3" of market. The impact on the budget for this adjustment is a 0.32% member fee increase or \$229,044.

Each of UFA's 79 civilian employee positions were evaluated for comparison to the appropriate market average. Sixteen positions were identified as outside of the midpoint and therefore require market adjustment. These positions will receive either a 3% or a 6% increase depending on the degree they lag the market. The total cost for the increases for these sixteen positions will be a 0.06% member fee increase or \$43,090.

At the request of the Benefits and Compensation Committee in 2024, UFA went out to the market to receive bids for health and dental insurance coverage. HR conducted a competitive bid process with the proposals thoroughly reviewed by staff and Labor representatives. Their analysis was presented to the Committee for review and recommendation. The Committee ultimately recommended staying with SelectHealth for insurance coverage with a 7.5% increase for health and 3.8% for dental renewal. The total cost for this renewal increase will be a 0.62% member fee increase or \$440,679.

Ambulance revenue is projected to be 17.23% higher than last year's budget. This is largely due to an increased number of transports, less conservative projections, and changes to the billing rates set by the State of Utah Bureau of EMS. The projected additional revenue is \$2.05 million.

UFA will also see a reduction in contribution rates from the Utah Retirement System (URS). Most of the cost savings are found in the Tier 1 Firefighter Retirement Plan, resulting in \$525,032 in savings.

Lastly, UFA is also realizing higher-than-expected revenue from interest income because of rising interest rates. The additional interest income is anticipated to be \$230,000.

Adopted General Fund Budget for FY25/26

With the proposed average increase to the overall member fee for FY25/26 at 9.88%, the total member contribution equals \$77.86 million. With ambulance revenue and other revenue sources (permit fees, interest income, grants, reimbursements, and use of fund balance) the total revenue projected for FY25/26 is \$99.9 million.

Personnel costs account for \$80.6 million, 80.7% of the total budget, whereas non-personnel expenditures account for \$13.0 million or 13.0% of the total budget.

A portion of the anticipated under-expenditure each year is returned to the members as a discount to the member fee. This tool allows Section and Division Leaders to reinforce the importance of managing budget line items appropriately and not have a "spend down" mentality; staff purchases what was approved and leaves the remaining amount to fund balance. With a projected beginning fund balance of \$13 million, this leaves approximately \$2.3 million to be returned as member fee credit for FY25/26. This amount is used as a revenue source and is spread among all five UFA members based on a percentage of their portion of the overall member fee.

In anticipation of a mid-year payment for FY24/25 health insurance costs due to the contingent funding model, I am proposing budgeting to a year-end fund balance of 9.5% which is slightly higher than in past years.

This year, there is a proposed use of \$988,432 of fund balance for special projects. Special project purchases are items that do not categorically fit into operating budgets or capital replacement and allow staff to accomplish one-time projects without impacting the overall member fee. This year the special projects include the outfitting of furniture, fixtures, and equipment (FFE) for Herriman Station 103 (\$273,000); outfitting the new engines with hose, ladders and equipment (\$150,000); a trial run of a "low-acuity" unit (\$191,952); creating access to the law enforcement RMS and CAD (\$49,773); continuation of the turnout clean-for-dirty program (\$244,069); and asphalt rehabilitation/replacement at Logistics (\$79,638).

The proposed transfer to the Capital Fund of \$5.54 million, 5.5% of the total budget, will be used for outstanding debt service payments. There are currently two outstanding capital replacement loans, executed in fiscal years 21/22 and 22/23, and a third loan will be added this fiscal year. All three will be serviced via this \$5.54 million transfer.

This fiscal year, the amount for cash purchases within the Fire Capital Replacement Fund will be \$398,611 and are detailed in the chart on page 10.

With the available fund balance to transfer in the general fund for planned cash purchases of \$396,297, the additional cost of \$2,314 will come from the Fire Capital Replacement fund balance.

The chart below provides an overview of the General Fund for FY25/26.

AVAILABLE REVENUE	
Member Fee: 9.88% increase	\$77,862,357
Ambulance Revenue: 17.23% increase	13,950,000
Other Revenue: 5.44% decrease	5,763,647
Under Expend from Previous Fiscal Year	2,345,551
Total Available Revenue	\$99,921,555

EXPENDITURES	
Total Personnel: 8.49% Increase	\$80,622,209
Total Non-Personnel: 7.2% Increase	12,958,314
Transfer to Capital Fund: 29.39% Increase	5,537,069
Warehouse Loan, Capital Outlay, Net Transfers	803,963
Total Expenditures	\$99,921,555

FUND BALANCE	
Beginning Fund Balance	\$13,000,000
Under Expend from FY23/24 Returned to Members	2,345,551
One-Time Use of Fund Balance	988,432
9.5% Ending Fund Balance	9,269,720
Available Fund Balance - Transfer to Capital Fund for Cash Purchases	\$ 396,297

Key Budget Impacts for FY25/26

Staff identified several key items impacting this year's budget. The table below represents many of the adjustments in the FY25/26 budget. Inflationary increases are seen in nearly all division budgets; however, each Division Leader has scrutinized their individual budgets and highlighted cuts and cost saving measures in their narrative. A stress test was also conducted by all Division Leaders, resulting in \$553,885 in cost savings that were generally used to offset any proposed increases in division budgets.

DESCRIPTION	DEMAND ON MEMBER FEE	% INCREASE (DECREASE)
Increased Ambulance Revenue	(\$2,050,000)	(2.89%)
URS Rate Decrease	(525,032)	(0.74%)
Stress Test Cuts	(553,885)	(0.78%)
Increased Interest Income	(230,000)	(0.32%)
COLA: 3.6% for All Employees	2,334,251	3.29%
Market Adjustments for Sworn and Civilian	272,135	0.38%
Health Insurance: 7.5% Renewal Rate	440,679	0.62%
New Ambulance: Started January 2025	350,890	0.50%
Fourth Battalion (3 FTEs)	647,259	0.91%
Payroll Administrator: Offset by OT Reductions	106,666	0.15%
HR Technician: Offset by Division Reorganization	(3,622)	(0.01%)
Fire Training Captain: Offset by OT Reductions	130,114	0.18%
EMS Training Specialist: Offset by OT Reductions	76,670	0.11%
Dispatch Center Increases	149,565	0.21%
Capital Fund Transfer: To prepare for FY25/26 lease	1,257,684	1.77%
Liability Insurance Increases	20,000	0.03%
Fuels Crew	62,000	0.09%

Recreation Area Funding for FY25/26

Salt Lake County (SLCo) has provided funding to UFA since 2008 to help cover the costs for service in designated "recreation areas." Today, the recreation areas are identified by Salt Lake County Council Resolution as all the canyon unincorporated areas in UFA's service area. This includes Emigration Canyon, Parley's Canyon, Millcreek Canyon, Big Cottonwood Canyon, and Little Cottonwood Canyon on the East side of the valley, as well as Yellow Fork and Butterfield Canyons on the West side (excluding all incorporated areas).

This funding has been provided, as allowed by Utah law, under the premise that the recreation areas are a regional asset and a benefit to all who enjoy the canyons for recreational use. The calls generated for service in these areas are largely from residents and visitors who live outside the limits of the recreation area (and outside of UFA's service area in general). The cost to provide service in the recreation areas does not match the revenue collected from the small number of residents in the unincorporated areas.

UFA staff has worked collaboratively with representatives from UFSA, the Town of Brighton, the SLCo Council, and the SLCo Mayor's Office over the last two years to determine the new recreation area boundaries and address concerns about parity between municipalities and other special service districts. This year, there was a proposed 20% cut to the funding which was presented by the Mayor's Office and approved by the Council as part of its 2025 budget adoption. This cut will result in a reduction of \$672,393 of revenue to UFA for FY25/26. Future funding is unknown and uncertain, but UFA staff will continue to work closely with the SLCo Council and the SLCo Mayor's Office on this complicated issue.

Adopted FTE Changes for FY25/26

The proposed change to our current full-time equivalents (FTEs) for FY25/26 is 37.0 total FTEs. These positions include 30.0 FTEs (fifteen were approved through a budget amendment in February 2025) to staff the two new engine companies in Kearns and Eagle Mountain (funded by UFSA), a fourth Battalion Chief position (three FTEs), one FTE in Fire Training, one in EMS, one in Human Resources, and one in Finance. Funding for the four proposed support allocations is fully or partially offset by a reduction in overtime or reorganization of the current division structure.

UFSA approved and funded the 30 FTEs for the engine companies to address an increased call volume, new growth, and overreliance on partner fire departments. Station 253 in Eagle Mountain will be staffed starting in June 2025. Station 107 in Kearns will be staffed in January 2026 after hiring and training has been accomplished.

With the staffing of these two additional stations, a fourth Battalion Chief is needed to manage the span of control of our current battalions. Adding this position will allow for a more adequate command and control for our operational units.

During COVID, UFA implemented a minimum staffing number and policy to guarantee a minimum number of firefighters working per day. This change created significant challenges with our sworn personnel. To address these challenges, a second recruit camp was added to allow UFA to hire, train, and fill vacancies more often. This additional recruit camp has overburdened the Fire Training staff and has resulted in less department-wide training efforts. To

address this, this budget proposes a new FTE for Fire Training to handle these department-wide fire training needs.

Similar to Fire Training, EMS has experienced the same burden from hiring and training more sworn personnel. An additional FTE in EMS will allow for an additional focus on quality assurance, medical training, and hands-on scenarios.

The proposed FTE in Human Resources will help manage the additional hirings caused by the second recruit camp. As a result of a reclassification and reorganization in the division, cost savings were realized and this position will add much needed capacity to the HR staff.

Payroll has not seen an increase in its staffing levels (currently two employees) since 2013. Since that time UFA has added a new payroll system, increased full-time allocations by 38%, and made certain policy decisions that require more manual payroll management. The current payroll staff is overwhelmed and frequently works overtime on nights and weekends to process payroll for more than 750 employees. Adding a third payroll position will relieve some of this burden and allow for better time allocation and management.

Capital Replacement Fund for FY25/26

The Capital Replacement Plan identifies all apparatus and equipment, its current cost, estimated life span, and the anticipated date of replacement over the next 10 –15 years. Most of the purchases in the plan are accomplished via three rotating debt service financing plans, but some purchases are required to use the cash available in the fund because their life span is less than the debt service period. In FY22/23, UFA added a six-year lease option to capture items in the plan that do not have a life span matching the nine-year lease term. This approach has helped distribute costs over several years and reduced the reliance on cash.

Beginning in FY21/22, lease payments were transferred to the Capital Replacement Fund and funded by a transfer from the General Fund. For FY25/26, the proposed transfer to the Capital Fund for debt service is increasing to cover the new proposed FY25/26 lease payment.

Knowing that a larger debt issuance was coming, the contribution to the Capital Replacement Fund has increased over the past few years, which has helped to significantly smooth out the member fee increases to meet the new payment. This approach will need to continue to accommodate future lease payments.

A fund balance target of 75% of the current lease payments was set by the UFA Finance Committee in FY22/23. The intent is to maintain the health of the Capital Replacement Fund; to help smooth out future member fee increases as new loans are executed and for future planned cash purchases. The targeted amount for the Capital Replacement ending fund balance is \$4.45 million for FY25/26. This also includes a use of 400K for the new lease for FY 25/26 to help minimize the member fee increase for this year. The actual amount needed will be determined after the loan is executed and interest rates are solidified and equipment is purchased.

Additional revenue in the Capital Replacement Fund is realized from the sale of surplus equipment, billing for apparatus costs during EMAC deployments, interest income, and annual transfers from the General Fund.

The chart below provides an overall snapshot of the Capital Fund for FY25/26.

FUNDING SOURCES	
Beginning Fund Balance	\$ 5,100,000
Contributions from Member Fee (debt service)	5,537,069
Loan Proceeds	22,059,730
Sale of surplus apparatus	200,000
Interest income	50,000
Transfer of general fund balance for approved cash purchases	396,297
Total	\$ 33,343,096
FUNDING USES	
FY21/22 lease payment	\$ 1,583,544
FY22/23 lease payment	1,211,485
FY25/26 lease payment	3,142,042
Financed Purchases	22,059,730
Cash Purchases	546,450
Total	\$ 28,543,251
Ending Fund Balance	\$ 4,799,845

This fiscal year, a new loan will be established to acquire equipment and apparatus identified in the Capital Replacement Plan. Due to inflationary increases, especially in apparatus, the loan amount is projected to be \$22.1 million, used to purchase the items listed in the chart below.

CAPITAL REPLACEMENT - FINANCING	COST
Type 1 Engine (5)	\$5,275,000
Type 1/3 Engine (2)	1,444,000
Tractor Drawn Aerial (TDA) (3)	6,552,000
Ambulance (5)	1,950,000
Heavy Rescue (1)	1,370,000
Mechanic Truck (3)	444,000
UTV (4)	136,000
Forklift (1)	40,000
Breathing Air Compressor (2)	185,500
Stretcher (10)	361,000
Stretcher Powerload (5)	157,000
High Pressure Airbag Kit (4)	37,080
Thermal Imaging Camera (75)	422,250
Cardiac Monitor (47)	2,984,500
Staff Vehicle (13)	663,000
Portable Radio (8)	38,400
TOTAL	\$22,059,730

The following chart lists the cash purchases from the Capital Fund for FY25/26. These are cash purchases because the equipment needed has a lifespan that is less than six years.

CAPITAL REPLACEMENT - CASH	COST
Facilities Service Body Truck (1)	\$75,000
Woodchipper (1)	70,000
Server (2)	45,000
Storage Device	30,000
Network Device (2)	31,200
Distributed Antenna Upgrade (3)	85,570
Network Cabling - Logistics	11,841
Fitness Equipment	50,000
TOTAL FY25/26	\$398,611
Firewall Replacement Software (Rollover from FY24/25)	147,839
GRAND TOTAL FY25/26	\$546,450

FY25/26 Member Fee

With the proposed 9.88% overall average increase to the Member Fee, the following chart displays the breakdown for each of the five members.

	COTTONWOOD HEIGHTS	HOLLADAY	HERRIMAN	RIVERTON	UFSA	TOTAL
Number of stations with "first due"	3	4	3	3	23	
Proportional # of stations	1.70	1.04	1.84	2.11	19.31	26.00
Percent of total member fee	6.27%	4.11%	7.30%	8.38%	73.94%	100.00%
Member Fee for FY25/26	\$4,885,239	\$3,200,105	\$5,685,150	\$6,521,992	\$57,569,870	\$77,862,357
Percent Increase from FY24/25	3.02%	4.18%	2.74%	3.05%	12.48%	9.88%
Cost Increase from FY24/25	\$143,223	\$128,489	\$151,374	\$193,037	\$6,387,806	\$7,003,929

The member fee for each of the five UFA members is dependent on the number of stations and the staffing level of the heavy apparatus assigned to those stations (3 or 4-person). When "first due" areas overlap between members, the percentage of emergency incidents within the member's portion of the first due area, over a three-year period, determines the percentage of that member's use of the heavy apparatus assigned to that station. Ambulances, specialty units, and Battalion Chiefs are all considered regional assets, and the cost is shared equally among all five members.

Every year, UFA compiles data on calls for service. The calls are broken down into the member's area and a new three-year average is calculated. There are slight changes year-over-year, which generally represent changes in growth or development in the different municipalities. This model helps to accurately assess each member for the services provided to its area while still benefiting from the cost sharing of the regional services.

Public Budget Meetings

- **Benefits and Compensation: January 23, 2025, February 13, 2025, and March 13, 2025**
 - Staff presented Health Insurance information and proposed wage increases, including the introduction of COLA increases and market adjustments.
 - The Benefits and Compensation Committee in the February/March meetings made final recommendations on market adjustments, insurance renewals and COLA, including the method to evaluate the sworn market.
- **Finance Committee: April 10, 2025, and May 8, 2025**
 - Chief Burchett presented the Budget Message and CFO Hill provided an overview of the proposed budget to Finance Committee Members at the April meeting.
 - Staff reviewed each section of the proposed budget at the May meeting, providing an opportunity for questions and discussion. The Finance Committee deliberated and forwarded a recommended budget to the full board with the following changes: added \$50,000 to the fuel crew transfer from the general fund to the wildland fund and adopted the updated season wildland firefighter pay scale with the corresponding changes to the revenue and personnel expenditures in the wildland fund.
- **Board of Directors: May 20, 2025**
 - The Finance Committee and Chief Burchett will present the tentative budget to the Board of Directors for their approval.
- **Board of Directors: June 17, 2025**
 - Chief Burchett will propose any amendments to the tentative budget for Board consideration.
 - A Public Hearing will be held, and the Board of Directors will vote to adopt the Final Budget with the proposed amendments (if any).

Closing

This budget has been prepared to provide a long-term and sustainable service delivery plan. This budget ensures operational needs are met as UFA continues to effectively provide emergency response and life safety services, while remaining receptive to the needs of its stakeholders and the conditions of the current economy.

I encourage you to review this budget to learn more about your fire and rescue services. The leadership team has taken ownership of their portion of the budget and would be pleased to discuss their goals and priorities with you at any time. UFA takes pride in providing essential services that focus on changing lives for the better in the communities it serves.

Respectfully,

Dominic C. Burchett

Fire Chief/Chief Executive Officer

FY25/26 BUDGET BY FUND

	General Fund	Wildland Fund	Emergency Management Fund	Fire Capital Replacement Fund	Emergency Management Capital Replacement Fund
BEGINNING FUND BALANCE	\$ 13,000,000	\$ 2,155,000	\$ 1,324,000	\$ 5,100,000	\$ 240,000
REVENUES					
Member fees & contracts	\$ 77,862,357	\$ 733,690	\$ 2,632,330	\$ -	\$ -
Ambulance fees	13,950,000	-	-	-	-
Grants & donations	69,850	25,000	501,000	-	-
SLCo Canyon Protection fees	2,503,320	-	-	-	-
Wildland reimbursements	-	3,362,833	-	-	-
UFSA Management fees	403,014	-	-	-	-
Miscellaneous intergovernmental	400,033	-	-	-	-
Class fees	51,500	-	-	-	-
Permit fees	355,000	-	-	-	-
Miscellaneous fees	24,625	-	-	-	-
Interest	830,000	-	48,000	50,000	-
Proceeds from sale of capital assets/materials	32,000	-	-	200,000	-
Reimbursements	1,051,605	-	-	-	-
Miscellaneous revenues	42,700	-	720	-	-
TOTAL REVENUES	\$ 97,576,004	\$ 4,121,523	\$ 3,182,050	\$ 250,000	\$ -
EXPENDITURES					
Personnel	\$ 80,622,209	\$ 3,981,817	\$ 1,849,901	\$ -	\$ -
Non-Personnel	12,958,314	641,322	1,151,182	38,400	-
Debt service	188,061	50,000	-	5,937,071	-
Capital outlay	288,638	601,700	87,231	22,567,780	-
TOTAL EXPENDITURES	\$ 94,057,222	\$ 5,274,839	\$ 3,088,314	\$ 28,543,251	\$ -
OTHER FINANCING SOURCES/(USES)					
Proceeds from issuance of long-term debt	\$ -	450,000	\$ -	\$ 22,059,730	\$ -
Transfers in	157,736	485,000	-	5,933,366	-
Transfers out/One-time Use of Fund Balance	(7,406,798)	-	(157,736)	-	-
NET OTHER FINANCING SOURCES/(USES)	\$ (7,249,062)	\$ 935,000	\$ (157,736)	\$ 27,993,096	\$ -
CONTRIBUTION/(APPROPRIATION) OF NET ASSETS	\$ (3,730,280)	\$ (218,316)	\$ (64,000)	\$ (300,155)	\$ -
ENDING FUND BALANCE	\$ 9,269,720	\$ 1,936,684	\$ 1,260,000	\$ 4,799,845	\$ 240,000

Note: General Fund shows only Unassigned Fund Balance, not other fund balance types.

GENERAL FUND

		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY25-26	BEGINNING
		10	10	10	10	10	10	FY25 to FY26
								BUDGET
BEGINNING UNASSIGNED FUND BALANCE						13,000,000	13,000,000	
						13.33%	13.32%	
REVENUES								
MEMBER FEES	1031	58,672,768	63,099,785	67,164,385	70,858,426	77,812,357	77,862,357	9.88%
AMBULANCE FEES	1032	10,869,159	10,832,335	11,733,900	11,900,000	13,950,000	13,950,000	17.23%
GRANTS & DONATIONS	1033	105,991	44,796	357,378	45,500	69,850	69,850	53.52%
SLCO CANYON PROTECTION CONTRIBUTION	1034150	3,151,513	3,175,714	3,175,714	3,175,713	2,503,320	2,503,320	-21.17%
UFSA MANAGEMENT FEES	1034160	430,091	500,517	475,007	438,414	403,014	403,014	-8.07%
FEDERAL ASSISTANCE	1034220	791,287	0	0	0	0	0	0.00%
MISC INTERGOVERNMENTAL	1034200	1,351,545	478,029	349,906	340,184	339,084	339,084	-0.32%
MIDA CONTRACT	1034201	68,691	57,433	58,582	59,754	60,949	60,949	2.00%
CLASS FEES		14,995	45,018	35,246	50,600	51,500	51,500	1.78%
PERMIT FEES		211,005	277,766	305,070	309,000	355,000	355,000	14.89%
MISC FEES		53,349	33,358	17,004	17,000	24,625	24,625	44.85%
INTEREST	1039105	63,167	607,106	923,121	600,000	830,000	830,000	38.33%
PROCEEDS FROM SALE OF CAPITAL ASSETS/MAT	1039150/200	70,172	6,999	4,891	5,000	32,000	32,000	540.00%
RENTAL INCOME	1039300	99,512	99,380	99,296	94,896	94,896	94,896	0.00%
USAR REIMBURSEMENTS	1039450/451	1,001,239	1,071,084	764,960	919,355	956,709	956,709	4.06%
WILDLAND REIMBURSEMENTS	1039500	26,371	0	2,605	0	0	0	0.00%
INSURANCE REIMBURSEMENTS	1039525	42,584	55,394	20,748	0	0	0	0.00%
MISCELLANEOUS REVENUES		29,101	42,654	46,055	40,000	42,700	42,700	6.75%
TOTAL REVENUES		77,052,538	80,427,366	85,533,868	88,853,842	97,526,004	97,576,004	9.82%
PERSONNEL EXPENDITURES								
SALARIES	100	36,788,069	39,773,445	42,302,808	48,199,238	53,078,777	53,078,777	10.1%
SALARIES - PART TIME EMS	105	1,077,018	1,116,619	1,184,438	1,292,503	1,338,798	1,338,798	3.6%
OVERTIME	120	4,668,716	6,068,947	5,460,261	4,257,470	4,541,650	4,541,650	6.7%
OVERTIME - PART TIME/CADRE	125	293,771	396,268	334,399	370,847	411,565	411,565	11.0%
STANDBY PAY	129	62,721	61,358	83,393	108,189	111,492	111,492	3.1%
OTHER BENEFITS	130	212,980	172,526	168,080	194,267	186,084	186,084	-4.2%
MEDICAL/DENTAL/LIFE INSURANCE	132	5,549,460	5,426,079	5,408,122	6,805,054	7,248,765	7,248,765	6.5%
RETIREMENT CONTRIBUTIONS	133	8,143,921	8,397,531	8,904,345	9,379,885	9,758,677	9,758,677	4.0%
PAYROLL TAX	134	905,056	973,487	1,046,964	1,228,119	1,302,925	1,302,925	6.1%
WORKERS COMP	135	862,335	793,258	758,388	1,006,714	1,047,846	1,047,846	4.1%
VEBA CONTRIBUTION	136	499,725	901,364	964,898	1,045,483	1,141,771	1,141,771	9.2%
UNIFORM ALLOWANCE	140	373,007	375,875	399,627	410,765	438,859	438,859	6.8%
UNEMPLOYMENT INSURANCE	145	9,249	0	18,841	15,000	15,000	15,000	0.0%
VAC/SICK PAYOUTS	160	436,770	311,538	314,797	0	0	0	0.0%
SALARIES - USAR DEPLOYMENT	171	27,047	30,771	31,272	0	0	0	0.0%
OVERTIME - USAR DEPLOYMENT	172	118,256	121,765	141,418	0	0	0	0.0%
BENEFITS - USAR DEPLOYMENT	173	14,192	17,404	16,712	0	0	0	0.0%
SALARIES - NON-USAR DEPLOYMENT	180	117,772	0	0	0	0	0	0.0%
OVERTIME - NON-USAR DEPLOYMENT	182	574,685	0	0	0	0	0	0.0%
BENEFITS - NON-USAR DEPLOYMENT	183	70,469	0	0	0	0	0	0.0%
TOTAL PERSONNEL EXPENDITURES		60,805,219	64,938,235	67,538,763	74,313,534	80,622,209	80,622,209	8.5%
NON PERSONNEL EXPENDITURES								
ART & PHOTOGRAPHIC SERVICES	200	610	762	753	1,000	1,000	1,000	0.0%
AUDITOR	205	8,990	8,990	8,990	8,990	12,500	12,500	39.0%
AWARDS & BANQUET	207	51,510	46,523	44,330	52,000	52,000	52,000	0.0%
BANK FEES	209	13,874	14,838	18,296	18,300	18,600	18,600	1.6%
BEDDING & LINEN	210	1,391	770	7,582	8,000	8,000	8,000	0.0%
BOOKS & PUBLICATIONS	215	17,697	44,848	26,459	49,353	50,506	50,506	2.3%
CLOTHING PROVISIONS	219	823,590	341,967	521,141	583,267	874,594	874,594	49.9%
COMMUNICATION EQUIP NONCAP	220	96,133	41,263	42,735	99,000	97,500	97,500	-1.5%
COMMUNITY OUTREACH	222	225	1,050	2,449	2,500	2,500	2,500	0.0%
COMPUTER COMPONENTS	225	67,403	59,394	102,944	125,000	115,000	115,000	-8.0%
COMPUTER LINES	230	187,853	193,210	237,882	333,242	335,000	335,000	0.5%
COMPUTER SOFTWARE NONCAPITAL	235	381,607	499,089	751,331	923,811	1,320,024	1,320,024	42.9%
CONTRACT HAULING	242	700	0	0	1,000	1,000	1,000	0.0%
DINING & KITCHEN SUPPLIES	245	2,039	6,045	8,033	7,500	7,500	7,500	0.0%
EDUCATION & TRAINING & CERT	250	158,580	230,859	236,643	415,052	365,877	365,877	-11.8%
ELECTRONICS DISPOSAL	251	0	0	0	1,000	1,000	1,000	0.0%
FOOD PROVISIONS	260	34,337	40,477	39,338	56,570	56,070	56,070	-0.9%
GASOLINE, DIESEL, OIL & GREASE	265	708,246	673,471	630,577	718,000	613,000	613,000	-14.6%
GRANT EXPENDITURES	266	129,532	44,296	149,176	0	18,850	18,850	100.0%
HEAT & FUEL	270	147,964	225,109	225,815	178,000	225,550	225,550	26.7%
HONOR GUARD/PIPE & DRUM BAND	272	8,148	7,557	8,080	9,000	9,000	9,000	0.0%
HOSTING SERVICES	274	42,959	55,123	36,599	35,062	3,000	3,000	-91.4%
IDENTIFICATION SUPPLIES	275	15,240	18,338	23,994	20,700	30,825	30,825	48.9%
JANITORIAL SUPP & SERV	280	78,542	89,314	105,396	115,500	111,500	111,500	-3.5%
LIABILITY INSURANCE	290	522,073	569,828	685,367	800,000	820,000	820,000	2.5%

		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY25-26	BEGINNING
		10	10	10	10	10	10	FY25 to FY26
								BUDGET
INTERGOVERNMENTAL	293	4,200	5,200	5,200	5,700	5,400	5,400	-5.3%
LIGHT & POWER	295	254,855	281,430	311,805	318,000	346,620	346,620	9.0%
LINE OF DUTY DEATH	297	1,894	0	0	0	0	0	0.0%
MAINT. OF MACHINERY & EQUIP	305	260,506	171,082	141,313	414,823	187,600	187,600	-54.8%
MAINT. OF BUILDING & GROUNDS	315	144,776	196,477	213,946	237,700	271,520	271,520	14.2%
MAINT. OF OFFICE EQUIPMENT	325	30,812	26,650	29,023	20,000	17,500	17,500	-12.5%
MAINTENANCE OF SOFTWARE	330	293,713	196,871	145,478	145,390	77,461	77,461	-46.7%
MEDICAL SUPPLIES	335	533,693	591,370	624,842	684,900	628,000	628,000	-8.3%
MISCELLANEOUS RENTAL	340	43,586	42,303	42,177	53,830	35,830	35,830	-33.4%
NON-USAR DEPLOYMENT COSTS	342	39,223	0	0	0	0	0	0.0%
OFFICE SUPPLIES	345	17,767	18,230	17,855	24,550	24,300	24,300	-1.0%
PROFESSIONAL FEES	350	1,591,407	1,688,725	1,457,260	1,305,510	1,266,373	1,266,373	-3.0%
MEDICAID ASSESSMENT (AMBULANCE)	355	380,271	401,202	490,411	515,550	685,000	685,000	32.9%
POSTAGE	365	6,434	5,569	4,045	9,300	8,150	8,150	-12.4%
PRINTING CHARGES	370	9,233	6,701	6,069	13,100	41,100	41,100	213.7%
MEDICAL SERVICES	380	97,982	172,873	178,196	233,465	262,480	262,480	12.4%
RENT OF BUILDINGS	385	146,670	170,843	182,928	182,688	182,688	182,688	0.0%
SANITATION	400	28,790	30,032	32,926	31,000	34,000	34,000	9.7%
SMALL EQUIP. NONCAP	410	235,428	347,247	343,540	490,145	723,420	723,420	47.6%
PHOTO EQUIPMENT	412	6,308	519	5,077	7,625	525	525	-93.1%
CANINE EXPENSES	414	4,380	6,440	5,832	5,000	5,000	5,000	0.0%
MEMBERSHIPS & SUBSCRIPTIONS	415	44,408	20,768	18,074	40,125	39,905	39,905	-0.5%
TELEPHONE	420	80,038	79,984	85,231	66,750	63,750	63,750	-4.5%
TELEPHONE-CELLULAR	421	144,942	168,954	177,178	212,000	209,100	209,100	-1.4%
TRAINING SUPPLIES/CONSUMABLES	424	13,981	25,204	18,137	49,000	49,500	49,500	1.0%
TRAVEL & TRANSPORTATION	425	96,559	114,785	117,699	150,000	150,000	150,000	0.0%
MILEAGE REIMBURSEMENT	426	218	77	76	2,000	2,000	2,000	0.0%
TUITION REIMBURSEMENT	427	50,699	48,749	58,354	60,000	60,000	60,000	0.0%
UFA HOSTED EVENTS	429	14,234	2,877	0	0	0	0	0.0%
VECC/DISPATCH FEES	435	917,710	998,881	1,092,689	1,135,731	1,285,296	1,285,296	13.2%
VEHICLE MAINTENANCE	440	738,720	922,089	1,005,758	967,000	969,200	969,200	0.2%
VISUAL & AUDIO AIDS	450	1,042	2,822	1,824	4,500	3,000	3,000	-33.3%
WATER & SEWER	455	70,895	86,969	122,819	87,000	121,000	121,000	39.1%
REIMBURSEMENTS DUE TO UFA	800	37,466	48,142	59,987	53,500	52,200	52,200	-2.4%
TRAINING PROPS - NONCAP	503	0	0	0	0	0	0	0.0%
TOTAL NON PERSONNEL EXPENDITURES		9,842,083	10,093,185	10,909,659	12,087,729	12,958,314	12,958,314	7.2%
DEBT SERVICE EXPENDITURES								
CAPITAL LEASE PAYMENTS	221	0	0	0	0	0	0	0.0%
INTEREST EXPENSE	277	64,196	59,149	53,897	48,431	42,742	42,742	-11.7%
WAREHOUSE LOAN	437	123,865	128,912	134,164	139,630	145,319	145,319	4.1%
TOTAL DEBT SERVICE EXPENDITURES		188,061	188,061	188,061	188,061	188,061	188,061	0.0%
CAPITAL OUTLAY EXPENDITURES								
CAPITAL OUTLAY - CASH	216	26,135	31,012	12,045	0	233,638	233,638	100.0%
CAPITAL OUTLAY - FLEET MAINT	218	61,391	63,041	25,766	80,000	55,000	55,000	-31.3%
CAPITAL OUTLAY - TRAINING PROPS	502	9,130	0	9,660	0	0	0	0.0%
TOTAL CAPITAL OUTLAY EXPENDITURES		96,656	94,053	47,471	80,000	288,638	288,638	260.8%
TOTAL EXPENDITURES		70,932,019	75,313,535	78,683,954	86,669,324	94,057,222	94,057,222	8.5%
TRANSFERS IN/(OUT)								
TRANSFER IN FROM SPECIAL REV FUND (EM)	1034100	180,726	181,780	181,854	162,458	157,736	157,736	-2.9%
TRANSFER TO WILDLAND	1080200	-260,669	-322,416	-367,997	-423,000	-435,000	-485,000	14.7%
TRANSFER TO FIRE CAPITAL REPLACEMENT FUND	1080100	-4,749,573	-4,743,082	-5,483,081	-4,279,385	-5,537,069	-5,537,069	29.4%
TRANSFER TO EM CAPITAL REPLACEMENT FUND	1080110	-25,012	0	0	0	0	0	0.0%
NET TRANSFERS IN/(OUT)		-4,854,527	-4,883,718	-5,669,224	-4,539,927	-5,814,333	-5,864,333	29.2%
(CONTRIBUTION)/APPROPRIATION - CAPITAL REPLACEMENT FUND	1080100	0	0	0	-1,319,311	-401,047	-396,297	-70.0%
(CONTRIBUTION)/APPROPRIATION OF NET ASSETS		0	0	0	-1,319,311	-401,047	-396,297	-70.0%
ENDING UNASSIGNED FUND BALANCE						9,264,970	9,269,720	
						9,264,970	9,269,720	
						9.50%	9.50%	

CAMP WILLIAMS								
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY25-26	% INCREASE
		Camp Will 85	Camp Will 85	Camp Will 85	Camp Will 85	Camp Will 85	Camp Will 85	FY25 to FY26
								BUDGET
PROJECTED BEGINNING NET ASSETS						755,000	755,000	
REVENUE								
CAMP WILLIAMS CONTRACT	2031900	628,631	639,291	698,092	661,148	733,690	733,690	11.0%
WILDLAND REIMBURSEMENTS	2031150	42,106	65,951	0	45,000	45,000	45,000	0.0%
TOTAL REVENUE		670,737	705,242	698,092	706,148	778,690	778,690	10.3%
PERSONNEL EXPENDITURES								
SALARIES	100	302,339	331,236	334,716	447,615	465,184	465,184	3.9%
OVERTIME	120	68,389	83,592	66,711	85,000	85,000	85,000	0.0%
STANDBY PAY	129	14,071	16,847	20,487	22,469	23,278	23,278	3.6%
OTHER EMPLOYEE BENEFITS	130	0	0	0	0	500	500	100.0%
HEALTH AND DENTAL INSURANCE	132	7,094	11,012	21,498	25,855	25,552	25,552	-1.2%
RETIREMENT CONTRIBUTION	133	30,775	31,555	33,673	34,013	33,554	33,554	-1.3%
PAYROLL TAX	134	17,236	17,990	18,797	28,039	28,680	28,680	2.3%
WORKERS COMP	135	8,057	8,017	6,734	11,071	10,857	10,857	-1.9%
VEBA CONTRIBUTION	136	1,246	3,568	3,023	3,291	3,509	3,509	6.6%
UNIFORM ALLOWANCE	140	1,344	1,309	1,309	1,344	1,414	1,414	5.2%
UNEMPLOYMENT INSURANCE	145	10,796	9,950	2,270	12,500	12,500	12,500	0.0%
TOTAL PERSONNEL EXPENDITURES		461,347	515,076	509,218	671,197	690,028	690,028	2.8%
NON PERSONNEL EXPENDITURES								
AWARDS & BANQUET	207	969	926	1,205	1,500	1,500	1,500	0.0%
BOOKS & PUBLICATIONS	215	241	17	0	200	200	200	0.0%
CLOTHING PROVISIONS	219	2,120	7,334	2,225	3,000	3,000	3,000	0.0%
COMMUNICATION EQUIP NONCAP	220	0	0	0	0	18,000	18,000	100.0%
COMPUTER COMPONENTS	225	0	0	599	0	1,000	1,000	100.0%
COMPUTER LINES	230	2,388	2,388	2,388	2,400	2,400	2,400	0.0%
COMPUTER SOFTWARE NONCAP	235	0	0	369	0	800	800	100.0%
EDUCATION, TRAINING & CERT	250	156	0	0	2,000	2,000	2,000	0.0%
FOOD PROVISIONS	260	111	692	600	500	750	750	50.0%
GASOLINE, DIESEL, OIL & GREASE	265	10,003	9,650	11,041	11,000	11,000	11,000	0.0%
MAINT. OF MACHINERY & EQUIPMENT	305	438	425	1,046	500	1,000	1,000	100.0%
MAINT. OF BLDGS & GROUNDS	315	0	0	248	500	300	300	-40.0%
MAINT. OF OFFICE EQUIPMENT	325	307	332	152	350	250	250	-28.6%
MEDICAL SUPPLIES	335	14	547	108	400	400	400	0.0%
MISCELLANEOUS RENTAL	340	0	0	2,544	5,000	5,000	5,000	0.0%
OFFICE SUPPLIES	345	100	607	222	500	300	300	-40.0%
PROFESSIONAL FEES	350	123	0	746	1,800	750	750	-58.3%
POSTAGE	365	0	0	960	0	0	0	0.0%
PHYSICAL EXAMS	380	658	0	660	750	750	750	0.0%
SMALL EQUIP. NONCAP	410	2,708	11,279	18,603	12,000	12,000	12,000	0.0%
MEMBERSHIPS & SUBSCRIPTIONS	415	357	421	32	500	0	0	-100.0%
TELEPHONE	420	468	360	461	1,500	500	500	-66.7%
TRAVEL & TRANSPORTATION	425	3,308	1,846	4,071	4,500	5,000	5,000	11.1%
VEHICLE MAINTENANCE	440	3,239	9,389	16,814	12,000	14,500	14,500	20.8%
TOTAL NON PERSONNEL EXPENDITURES		27,708	46,213	65,094	60,900	81,400	81,400	33.7%
CAPITAL OUTLAY								
CAPITAL OUTLAY - MACH & EQUIP	216	40,629	0	289,740	0	0	0	0.0%
DEBT SERVICE								
CAPITAL LEASE PAYMENTS	221	0	0	0	0	0	0	0.0%
INTEREST EXPENSE	277	0	0	0	0	0	0	0.0%
TOTAL DEBT SERVICE		0	0	0	0	0	0	0.0%
CONTRIBUTION TO FUND BALANCE	NEW	0	0	0	0	0	0	0.0%
TOTAL EXPENDITURES		529,684	561,289	864,052	732,097	771,428	771,428	5.4%
NET EFFECT ON UFA WILDLAND FUND BUDGET		141,053	143,953	-165,960	-25,949	7,262	7,262	-128.0%
PROJECTED ENDING NET ASSETS						762,262	762,262	

WILDLAND								
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY25-26	BEGINNING
		WL 97	WL 97	WL 97	WL 97	WL 97	WL 97	FY25 to FY26
								BUDGET
PROJECTED BEGINNING NET ASSETS						1,400,000	1,400,000	
REVENUE								
WL REIMBURSEMENTS - HAND CREW	2031100	1,524,145	1,139,037	1,944,742	1,800,000	2,000,000	2,175,833	20.9%
WL REIMBURSEMENTS - ENGINE 302	2031110	383,458	211,745	111,899	230,000	250,000	250,000	8.7%
WL REIMBURSEMENTS - ENGINE 301	2031115	386,067	321,644	269,918	315,000	250,000	250,000	-20.6%
WL REIMBURSEMENTS - SINGLE RESOURCE	2031120	663,419	435,106	552,598	600,000	600,000	600,000	0.0%
WL REIMBURSEMENTS - FUELS CREWS	2031130	40,098	17,897	19,876	42,000	42,000	42,000	0.0%
DONATIONS	2031350	0	1,000	0	0	0	0	0.0%
STATE GRANTS & PROJECTS	2033100	49,300	174,135	69,447	25,000	0	0	-100.0%
FEDERAL GRANTS	2033200	0	41,488	16,692	25,000	25,000	25,000	0.0%
INTEREST	2039105	0	18,996	34,274	0	0	0	0.0%
SALE OF MATERIALS/PROCEEDS	2039200	1,420	495	647	0	450,000	450,000	100.0%
TOTAL REVENUE		3,047,907	2,361,543	3,020,094	3,037,000	3,617,000	3,792,833	24.9%
PERSONNEL EXPENDITURES								
SALARIES	100	1,153,847	975,117	1,042,404	1,249,768	1,284,712	1,480,925	18.5%
OVERTIME	120	1,338,707	859,336	1,126,022	1,270,000	1,270,000	1,270,000	0.0%
STANDBY PAY	129	0	4,929	4,592	7,011	8,287	8,287	18.2%
OTHER EMPLOYEE BENEFITS	130	500	501	720	1,546	1,550	1,550	0.3%
HEALTH/DENTAL INSURANCE	132	61,973	64,530	80,421	63,186	104,210	104,210	64.9%
RETIREMENT CONTRIBUTION	133	88,670	100,189	115,161	106,075	107,670	121,656	14.7%
PAYROLL TAX	134	111,623	83,035	91,817	127,016	129,558	139,986	10.2%
WORKERS COMP	135	50,780	33,594	31,455	44,597	42,990	46,718	4.8%
VEBA CONTRIBUTION	136	3,715	8,959	10,186	10,897	11,586	13,064	19.9%
UNIFORM ALLOWANCE	140	4,606	5,271	5,399	5,393	5,393	5,393	0.0%
UNEMPLOYMENT INSURANCE	145	90,091	112,773	79,627	100,000	100,000	100,000	0.0%
TOTAL PERSONNEL EXPENDITURES		2,904,512	2,248,234	2,587,804	2,985,489	3,065,956	3,291,789	10.3%
NON PERSONNEL EXPENDITURES								
AWARDS & BANQUET	207	3,949	2,844	3,334	4,000	4,000	4,000	61.0%
BOOKS & PUBLICATIONS	215	295	148	0	200	200	200	0.0%
CLOTHING PROVISIONS	219	18,814	16,829	14,110	20,000	20,000	20,000	0.0%
COMMUNICATION EQUIP NONCAP	220	904	583	742	0	50,000	50,000	100.0%
COMPUTER COMPONENTS	225	4,228	0	11	1,500	1,300	1,300	-13.3%
COMPUTER LINES	230	3,079	3,079	4,084	3,100	5,132	5,132	65.5%
COMPUTER SOFTWARE <5000	235	3,307	3,669	3,777	2,700	6,200	6,200	129.6%
EDUCATION, TRAINING & CERT	250	1,817	0	70	0	0	0	0.0%
FOOD PROVISIONS	260	792	743	485	750	750	750	0.0%
GASOLINE, DIESEL, OIL & GREASE	265	62,910	40,052	49,606	55,000	55,000	55,000	0.0%
HEAT & FUEL	270	1,375	2,410	1,972	2,200	2,200	2,200	0.0%
JANITORIAL SUPP & SERV	280	0	24	0	0	0	0	0.0%
LIGHT & POWER	295	1,937	1,952	1,954	2,800	2,300	2,300	-17.9%
MAINT. OF MACHINERY & EQUIP	305	6,202	2,347	1,684	3,000	3,000	3,000	0.0%
MAINT. OF BUILDING & GROUNDS	315	111	0	0	0	0	0	0.0%
MAINT. OF OFFICE EQUIPMENT	325	452	406	442	750	500	500	-33.3%
MEDICAL SUPPLIES	335	3,596	667	685	2,000	2,000	2,000	0.0%
MISCELLANEOUS RENTAL	340	3,681	50,402	51,164	66,940	66,940	66,940	-3.6%
OFFICE SUPPLIES	345	1,010	845	422	2,000	1,000	1,000	-50.0%
PROFESSIONAL FEES	350	245	0	0	750	750	750	0.0%
POSTAGE	365	208	388	15	400	200	200	-50.0%
PHYSICAL EXAMS	380	1,598	345	1,430	1,600	1,600	1,600	0.0%
SANITATION	400	490	660	300	850	400	400	-52.9%
SMALL EQUIP. NONCAP	410	19,343	12,099	14,329	20,000	30,000	30,000	50.0%
MEMBERSHIPS & SUBSCRIPTIONS	415	241	445	129	0	0	0	0.0%
TELEPHONE	420	5,084	6,811	7,193	2,300	5,500	5,500	139.1%
TRAVEL & TRANSPORTATION	425	251,581	130,071	212,043	200,000	255,000	255,000	27.5%
VEHICLE MAINTENANCE	440	27,701	55,513	34,222	35,000	45,000	45,000	28.6%
WATER & SEWER	455	772	795	909	850	950	950	11.8%
DEPRECIATION EXPENSE	901	0	27,496	65,682	0	0	0	0.0%
TOTAL NON PERSONNEL EXPENDITURES		425,722	361,623	470,794	428,690	559,922	559,922	30.6%
CAPITAL OUTLAY								
CAPITAL OUTLAY-MACH. & EQUIP.	216	0	0	0	30,000	601,700	601,700	1905.7%
TOTAL CAPITAL OUTLAY		0	0	0	30,000	601,700	601,700	1905.7%
DEBT SERVICE								
CAPITAL LEASE PAYMENTS	221	138,397	0	0	0	50,000	50,000	100.0%
INTEREST EXPENSE	906	2,796	0	0	0	0	0	0.0%
TOTAL DEBT SERVICE		141,193	0	0	0	50,000	50,000	100.0%
TOTAL EXPENDITURES		3,471,427	2,609,857	3,058,598	3,444,179	4,277,578	4,503,411	30.8%
TRANSFERS IN/(OUT)								
TRANSFER IN FROM GENERAL FUND	2034150	260,669	322,417	0	423,000	435,000	485,000	14.7%
TRANSFER TO GENERAL FUND	2097422	0	0	0	0	0	0	0.0%
		260,669	322,417	0	423,000	435,000	485,000	14.7%
NET EFFECT ON UFA WILDLAND FUND BUDGET		-162,851	74,103	-38,504	15,821	-225,578	-225,578	-1525.8%
PROJECTED ENDING NET ASSETS					15,821	1,174,422	1,174,422	

EMERGENCY MANAGEMENT								
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22 ES 40	FY22-23 ES 40	FY23-24 ES 40	FY24-25 ES 40	FY25-26 ES 40	FY25-26 ES 40	BEGINNING FY25 to FY26 BUDGET
PROJECTED BEGINNING FUND BALANCE						1,324,000	1,324,000	
REVENUE								
FEDERAL GRANTS	4033200	36,499	336,431	342,575	639,849	501,000	501,000	-21.7%
FEDERAL GRANTS - CCTA	4033210	343,635	0	0	0	0	0	0.0%
CONTRIBUTION FROM SL COUNTY	4034100	94,008	0	0	0	0	0	0.0%
MISC INTERGOVERNMENTAL	4034200	1,158	476,884	78,538	7,458	10,947	10,947	46.8%
SALT LAKE COUNTY FEES	4034300	2,268,186	2,476,469	2,479,560	2,466,350	2,621,383	2,621,383	6.3%
INTEREST	4039105	6,903	69,856	108,450	48,000	48,000	48,000	0.0%
SALE OF MATERIALS	4039160	16	0	0	0	0	0	0.0%
MISC REVENUE	4039510	23,475	3,617	2,909	800	720	720	-10.0%
TOTAL REVENUE		2,773,880	3,363,257	3,012,032	3,162,457	3,182,050	3,182,050	0.6%
PERSONNEL EXPENDITURES								
SALARIES	100	803,267	1,027,895	908,978	1,197,683	1,276,078	1,276,078	6.5%
OVERTIME	120	151,758	116,816	81,176	107,000	100,000	100,000	-6.5%
OVERTIME - CADRE	125	5,181	2,598	2,658	5,000	5,000	5,000	0.0%
STAND BY PAY	129	11,877	13,351	12,273	21,609	21,702	21,702	0.4%
OTHER BENEFITS	130	6,152	2,881	3,773	4,713	4,156	4,156	-11.8%
MEDICAL/DENTAL/LIFE INSURANCE	132	88,027	106,455	75,489	104,224	91,152	91,152	-12.5%
RETIREMENT CONTRIBUTIONS	133	188,004	221,938	190,814	243,998	240,966	240,966	-1.2%
PAYROLL TAX	134	43,349	52,318	50,610	62,930	60,309	60,309	-4.2%
WORKERS COMP	135	18,140	12,588	15,540	15,203	16,754	16,754	10.2%
VEBA CONTRIBUTION	136	14,256	26,878	20,164	25,824	28,264	28,264	9.4%
UNIFORM ALLOWANCE	140	3,945	4,575	3,330	4,680	5,520	5,520	17.9%
VAC/SICK PAYOUTS	160	3,824	60,452	2,696	0	0	0	0.0%
TOTAL PERSONNEL EXPENDITURES		1,337,780	1,648,745	1,367,501	1,792,864	1,849,901	1,849,901	3.2%
NON PERSONNEL EXPENDITURES								
BOOKS & PUBLICATIONS	215	257	0	0	0	0	0	0.0%
CLOTHING PROVISIONS	219	2,709	5,165	2,833	3,000	1,500	1,500	-50.0%
COMMUNICATION EQUIP NONCAP	220	2,940	4,111	2,626	5,000	7,500	7,500	50.0%
COMMUNITY OUTREACH	222	379	10,390	11,050	14,500	14,500	14,500	0.0%
COMPUTER COMPONENTS	225	25,208	5,957	10,069	10,000	6,000	6,000	-40.0%
COMPUTER LINES	230	14,100	14,100	14,100	14,500	14,500	14,500	0.0%
COMPUTER SOFTWARE SUBSCRIPTIONS	234	0	105,871	203,917	145,010	159,948	159,948	10.3%
COMPUTER SOFTWARE<5000	235	100,241	0	0	0	0	0	0.0%
EDUCATION & TRAINING & CERT	250	2,299	1,925	6,787	5,200	5,689	5,689	9.4%
ECC ACTIVATION RELATED	251	1,824	463,529	78,538	7,000	7,000	7,000	0.0%
FOOD PROVISIONS	260	9,310	10,439	10,575	12,000	10,925	10,925	-9.0%
GASOLINE, DIESEL, OIL & GREASE	265	24,203	29,259	21,409	14,000	9,000	9,000	-35.7%
GRANT EXPENDITURES	266	84,832	237,364	247,365	528,649	401,000	401,000	-24.1%
GRANT EXPENDITURES - CCTA	268	202,869	0	0	0	0	0	0.0%
HEAT & FUEL	270	9,626	13,217	14,120	13,500	13,500	13,500	0.0%
IDENTIFICATION SUPPLIES	275	-357	1,911	0	1,000	500	500	-50.0%
INTERGOVERNMENTAL DISBURSEMENT	277	0	0	150,000	150,000	0	0	-100.0%
JANITORIAL SUPP & SERV	280	24,949	28,155	25,662	29,500	28,800	28,800	-2.4%
LIGHT & POWER	295	53,220	57,169	57,485	71,000	68,000	68,000	-4.2%
MAINT. OF MACHINERY & EQUIP	305	27,864	33,460	30,003	34,000	37,000	37,000	8.8%
MAINT. OF BUILDING & GROUNDS	315	28,853	42,023	54,811	60,500	55,600	55,600	-8.1%
MAINT. OF OFFICE EQUIPMENT	325	2,705	2,532	3,258	4,400	4,400	4,400	0.0%
MAINTENANCE OF SOFTWARE	330	6,538	3,433	276	4,500	4,800	4,800	6.7%
MISCELLANEOUS RENTAL	340	21,598	21,723	22,050	25,450	27,605	27,605	8.5%
OFFICE SUPPLIES	345	3,038	7,796	3,223	4,000	3,000	3,000	-25.0%
PROFESSIONAL FEES	350	-47,937	479,362	14,520	54,006	156,000	156,000	188.9%
POSTAGE	365	72	0	0	0	0	0	0.0%
PRINTING CHARGES	370	3,223	5,356	2,806	1,250	0	0	-100.0%
SANITATION	400	563	689	799	1,000	1,000	1,000	0.0%
SMALL EQUIP. NONCAP	410	37,014	34,147	23,027	36,160	14,000	14,000	-61.3%
MEMBERSHIPS & SUBSCRIPTIONS	415	5,948	6,119	5,758	6,300	6,765	6,765	7.4%
TELEPHONE	420	4,510	5,404	5,782	5,500	5,500	5,500	0.0%
TELEPHONE-CELLULAR	421	35,157	41,451	33,928	40,000	35,500	35,500	-11.3%
TRAVEL & TRANSPORTATION	425	10,961	16,126	18,771	28,000	28,000	28,000	0.0%
VEHICLE MAINTENANCE	440	21,152	15,230	11,966	8,900	6,650	6,650	-25.3%
WATER & SEWER	455	2,431	6,150	10,393	17,000	17,000	17,000	0.0%
TOTAL NON PERSONNEL EXPENDITURES		722,299	1,709,563	1,097,907	1,354,825	1,151,182	1,151,182	-15.0%
CAPITAL OUTLAY EXPENDITURES								
CAPITAL OUTLAY-MACH. & EQUIP.	216	41,966	33,836	0	105,615	87,231	87,231	-17.4%
TOTAL CAPITAL OUTLAY EXPENDITURES		41,966	33,836	0	105,615	87,231	87,231	-17.4%
TOTAL EXPENDITURES		2,102,045	3,392,144	2,465,408	3,253,304	3,088,314	3,088,314	-5.1%
OTHER FINANCING SOURCES/(USES)								
CONTRIB TO FIRE OPS	237	-180,726	-181,780	-181,854	-162,458	-157,736	-157,736	-2.9%
TRANSFER TO VEHICLE REPLACEMENT FUND	4045100	0	-138,700	0	0	0	0	0.0%
CONTRIB TO FUND BALANCE		0	0	0	0	0	0	0.0%
NET TRANSFERS IN/(OUT)		-180,726	-320,480	-181,854	-162,458	-157,736	-157,736	-2.9%
(APPROPRIATION OF) / CONTRIBUTION TO EM FUND BALANCE		491,109	-349,367	364,770	-253,305	-64,000	-64,000	-74.7%
PROJECTED ENDING FUND BALANCE						1,260,000	1,260,000	

FIRE CAPITAL REPLACEMENT								
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY25-26	BEGINNING
		Fire Cap 55	Fire Cap 55	Fire Cap 55	Fire Cap 55	Fire Cap 55	Fire Cap 55	FY25 to FY26
								BUDGET
PROJECTED BEGINNING FUND BALANCE						5,100,000	5,100,000	
REVENUE								
SALE OF CAPITAL ASSETS	55-39-150	96,151	66,236	211,581	200,000	200,000	200,000	0.0%
REIMBURSEMENTS	55-39-450	0	70,446	532,579	0	0	0	0.0%
FEDERAL GRANTS	55-33-200	0	37,000	0	0	0	0	0.0%
MISCELLANEOUS INTERGOVERNMENTAL	55-34-200	0	388,000	0	0	0	0	0.0%
INTEREST INCOME	55-31-820	12,033	115,614	225,582	50,000	50,000	50,000	0.0%
TOTAL REVENUE		108,184	677,296	969,743	250,000	250,000	250,000	0.0%
NONCAPITAL EXPENDITURES								
NONCAPITAL EXPENDITURES (FINANCED)	300	99,396	1,150,927	163,786	0	0	0	0.0%
NONCAPITAL EXPENDITURES (CASH)	301	555,300	350,632	357,512	198,485	38,400	38,400	-80.7%
BANK FEES	352	0	750	0	0	0	0	0.0%
TOTAL NONCAPITAL EXPENDITURES		654,696	1,502,309	521,298	198,485	38,400	38,400	-80.7%
CAPITAL OUTLAY								
CAPITAL OUTLAY - LIGHT FLEET (FINANCED)	200	175,691	932,065	377,108	0	1,283,000	1,283,000	100.0%
CAPITAL OUTLAY - LIGHT FLEET (CASH)	201	0	53,839	708,896	162,000	75,000	75,000	-53.7%
CAPITAL OUTLAY - HEAVY FLEET (FINANCED)	210	6,162,576	6,363,198	-36,093	0	16,591,000	16,591,000	100.0%
CAPITAL OUTLAY - COMMUNICATIONS EQUIPMENT (FINANCED)	220	16,860	656,855	0	0	0	0	0.0%
CAPITAL OUTLAY - COMMUNICATIONS EQUIPMENT (CASH)	221	86,193	423,437	93,173	147,393	0	0	-100.0%
CAPITAL OUTLAY - COMPUTER EQUIPMENT (FINANCED)	230	82,855	89,805	0	0	0	0	0.0%
CAPITAL OUTLAY - COMPUTER EQUIPMENT (CASH)	231	254,504	634,928	42,007	268,039	351,450	351,450	31.1%
CAPITAL OUTLAY - MEDICAL EQUIPMENT (FINANCED)	240	221,450	762,332	-329	0	2,984,500	2,984,500	100.0%
CAPITAL OUTLAY - STATION EQUIPMENT (FINANCED)	250	250,139	316,400	-858	0	1,162,830	1,162,830	100.0%
CAPITAL OUTLAY - STATION EQUIPMENT (CASH)	251	6,995	464,190	118,428	195,440	120,000	120,000	-38.6%
CAPITAL OUTLAY - BUILDINGS & IMPROVEMENTS (FINANCED)	260	0	86,997	0	0	0	0	0.0%
CAPITAL OUTLAY - BUILDINGS & IMPROVEMENTS (CASH)	261	0	0	0	300,000	0	0	-100.0%
TOTAL CAPITAL OUTLAY		7,257,263	10,784,046	1,302,332	1,072,872	22,567,780	22,567,780	2003.5%
DEBT SERVICE								
CAPITAL LEASE PAYMENTS (PRINCIPAL)	421	4,914,972	3,462,796	3,230,961	3,288,420	5,226,325	5,226,325	58.9%
CAPITAL LEASE PAYMENTS (INTEREST)	477	139,874	144,727	388,200	319,103	710,746	710,746	122.7%
TOTAL DEBT SERVICE		5,054,846	3,607,523	3,619,161	3,607,523	5,937,071	5,937,071	64.6%
TOTAL EXPENDITURES		12,966,805	15,893,878	5,442,791	4,878,880	28,543,251	28,543,251	485.0%
OTHER FINANCING SOURCES/(USES)								
TRANSFER FROM GENERAL FUND	55-31-810	4,749,573	4,743,082	5,483,081	5,598,696	5,938,116	5,933,366	6.0%
PROCEEDS FROM ISSUANCE OF DEBT	55-31-830	10,808,525	8,819,024	0	0	22,059,730	22,059,730	100.0%
NET TRANSFERS		15,558,098	13,562,106	5,483,081	5,598,696	27,997,846	27,993,096	400.0%
NET EFFECT ON FIRE CAPITAL FUND BUDGET		2,699,477	-1,654,476	1,010,033	969,816	-295,405	-300,155	-130.9%
PROJECTED ENDING FUND BALANCE						4,804,595	4,799,845	

EMERGENCY MANAGEMENT CAPITAL REPLACEMENT								
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	% INCREASE
	GL	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY25-26	BEGINNING
		EM Cap 56	EM Cap 56	EM Cap 56	EM Cap 56	EM Cap 56	EM Cap 56	FY25 to FY26
								BUDGET
PROJECTED BEGINNING FUND BALANCE						240,000	240,000	
REVENUE								
SALE OF CAPITAL ASSETS	56-39-150	16,700	0	88,920	0	0	0	0.0%
TOTAL REVENUE		16,700	0	88,920	0	0	0	0.0%
NONCAPITAL EXPENDITURES								
NONCAPITAL EXPENDITURES (CASH)	301	0	14,941	0	0	0	0	0.0%
TOTAL NONCAPITAL EXPENDITURES		0	14,941	0	0	0	0	0.0%
CAPITAL OUTLAY								
CAPITAL OUTLAY - LIGHT FLEET	200	0	123,855	41,738	0	0	0	0.0%
TOTAL CAPITAL OUTLAY		0	123,855	41,738	0	0	0	0.0%
TRANSFERS IN/(OUT)								
TRANSFER FROM EMERGENCY MANAGEMENT FUND	56-31-810	0	138,700	0	0	0	0	0.0%
TRANSFER FROM GENERAL FUND	56-31-820	25,012	0	0	0	0	0	0.0%
NET TRANSFERS		25,012	138,700	0	0	0	0	0.0%
NET EFFECT ON EM CAPITAL FUND BUDGET		41,712	-96	47,182	0	0	0	0.0%
PROJECTED ENDING FUND BALANCE						240,000	240,000	

**UNIFIED FIRE AUTHORITY
FIREFIGHTER PAY PLAN
JULY 1, 2025 TO JUNE 30, 2026**

ANNUAL	Rank	\$1	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%
	Firefighter	56,907	58,472	60,080	61,732	65,177	66,969	70,706	74,652	78,817	83,215
	Firefighter II	58,662	60,276	61,933	63,636	67,187	69,035	72,887	76,954	81,248	85,782
	Engineer/Specialist I	61,504	63,195	64,933	66,719	70,441	72,379	76,417	80,681	85,183	89,937
	Engineer/Specialist II	64,741	66,521	68,350	70,230	74,149	76,188	80,439	84,928	89,667	94,670
	Specialist III	69,272	71,177	73,134	75,146	79,339	81,521	86,069	90,872	95,943	101,296
	Paramedic I	68,437	70,319	72,252	74,239	78,382	80,537	85,031	89,776	94,786	100,075
	Paramedic II	69,939	71,863	73,839	75,869	80,103	82,306	86,898	91,747	96,867	102,272
	Captain/Staff Captain	78,805	80,973	83,199	85,487	90,257	92,740	97,914	103,378	109,147	115,237
	BC/Division Chief	91,414	93,928	96,511	99,165	104,699	107,578	113,581	119,919	126,610	133,675

MONTHLY	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	4,742.28	4,872.69	5,006.69	5,144.37	5,431.43	5,580.79	5,892.20	6,220.98	6,568.11	6,934.62
	Firefighter II	4,888.53	5,022.97	5,161.10	5,303.03	5,598.94	5,752.91	6,073.92	6,412.85	6,770.68	7,148.49
	Engineer/Specialist I	5,125.30	5,266.25	5,411.07	5,559.88	5,870.12	6,031.54	6,368.11	6,723.45	7,098.61	7,494.72
	Engineer/Specialist II	5,395.06	5,543.42	5,695.86	5,852.50	6,179.07	6,348.99	6,703.27	7,077.31	7,472.22	7,889.18
	Specialist III	5,772.68	5,931.43	6,094.54	6,262.14	6,611.57	6,793.39	7,172.46	7,572.68	7,995.24	8,441.37
	Paramedic I	5,703.05	5,859.89	6,021.04	6,186.61	6,531.83	6,711.45	7,085.95	7,481.35	7,898.81	8,339.56
	Paramedic II	5,828.28	5,988.55	6,153.24	6,322.45	6,675.25	6,858.82	7,241.54	7,645.62	8,072.24	8,522.67
	Captain/Staff Captain	6,567.12	6,747.71	6,933.28	7,123.94	7,521.46	7,728.30	8,159.54	8,614.84	9,095.55	9,603.08
	BC/Division Chief	7,617.86	7,827.35	8,042.60	8,263.77	8,724.89	8,964.82	9,465.06	9,993.21	10,550.83	11,139.57

SEMI-MONTHLY	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	2,371.14	2,436.34	2,503.34	2,572.19	2,715.71	2,790.40	2,946.10	3,110.49	3,284.06	3,467.31
	Firefighter II	2,444.27	2,511.48	2,580.55	2,651.51	2,799.47	2,876.45	3,036.96	3,206.42	3,385.34	3,574.24
	Engineer/Specialist I	2,562.65	2,633.12	2,705.54	2,779.94	2,935.06	3,015.77	3,184.05	3,361.72	3,549.31	3,747.36
	Engineer/Specialist II	2,697.53	2,771.71	2,847.93	2,926.25	3,089.54	3,174.50	3,351.63	3,538.66	3,736.11	3,944.59
	Specialist III	2,886.34	2,965.71	3,047.27	3,131.07	3,305.78	3,396.69	3,586.23	3,786.34	3,997.62	4,220.69
	Paramedic I	2,851.53	2,929.94	3,010.52	3,093.31	3,265.91	3,355.73	3,542.98	3,740.67	3,949.40	4,169.78
	Paramedic II	2,914.14	2,994.28	3,076.62	3,161.23	3,337.62	3,429.41	3,620.77	3,822.81	4,036.12	4,261.34
	Captain/Staff Captain	3,283.56	3,373.86	3,466.64	3,561.97	3,760.73	3,864.15	4,079.77	4,307.42	4,547.77	4,801.54
	BC/Division Chief	3,808.93	3,913.67	4,021.30	4,131.89	4,362.44	4,482.41	4,732.53	4,996.61	5,275.42	5,569.78

PLATOON HOURLY	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	19.47546	20.01104	20.56134	21.12678	22.30565	22.91906	24.19794	25.54819	26.97378	28.47891
	Firefighter II	20.07611	20.62820	21.19548	21.77835	22.99359	23.62591	24.94423	26.33612	27.80568	29.35724
	Engineer/Specialist I	21.04847	21.62731	22.22206	22.83317	24.10726	24.77021	26.15238	27.61169	29.15242	30.77912
	Engineer/Specialist II	22.15629	22.76559	23.39164	24.03491	25.37606	26.07390	27.52882	29.06493	30.68676	32.39908
	Specialist III	23.70710	24.35904	25.02892	25.71721	27.15223	27.89892	29.45568	31.09931	32.83465	34.66682
	Paramedic I	23.42117	24.06525	24.72704	25.40704	26.82475	27.56243	29.10042	30.72422	32.43863	34.24871
	Paramedic II	23.93543	24.59365	25.26998	25.96490	27.41374	28.16762	29.73938	31.39883	33.15089	35.00071
	Captain/Staff Captain	26.96968	27.71135	28.47341	29.25643	30.88894	31.73838	33.50939	35.37921	37.35337	39.43769
	BC/Division Chief	31.28483	32.14516	33.02916	33.93746	35.83117	36.81653	38.87089	41.03988	43.32991	45.74772

DAY HOURLY		\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	27.35928	28.11166	28.88473	29.67906	31.33516	32.19687	33.99346	35.89029	37.89297	40.00740
	Firefighter II	28.20307	28.97866	29.77557	30.59440	32.30157	33.18986	35.04185	36.99719	39.06163	41.24127
	Engineer/Specialist I	29.56906	30.38221	31.21772	32.07621	33.86606	34.79737	36.73907	38.78911	40.95354	43.23875
	Engineer/Specialist II	31.12533	31.98127	32.86076	33.76443	35.64848	36.62882	38.67270	40.83064	43.10899	45.51447
	Specialist III	33.30391	34.21977	35.16081	36.12774	38.14366	39.19262	41.37956	43.68854	46.12636	48.70022
	Paramedic I	32.90224	33.80705	34.73674	35.69200	37.68362	38.71992	40.88049	43.16162	45.57004	48.11285
	Paramedic II	33.62468	34.54935	35.49946	36.47570	38.51104	39.57009	41.77810	44.10932	46.57062	49.16926
	Captain/Staff Captain	37.88722	38.92912	39.99967	41.09966	43.39302	44.58633	47.07424	49.70099	52.47430	55.40237
	BC/Division Chief	43.94917	45.15777	46.39961	47.67560	50.33590	51.72014	54.60612	57.65314	60.87019	64.26675

Assistant Chief	
ANNUAL	197,037
MONTHLY	16,419.74
SEMI-MONTHLY	8,209.87
DAY HOURLY	94.73

Ops Chief/Fire Marshal	
ANNUAL	179,123
MONTHLY	14,926.95
SEMI-MONTHLY	7,463.47
DAY HOURLY	86.12

**UNIFIED FIRE AUTHORITY
P/T & F/T CIVILIAN PAY PLAN
FY25/26**

reflects a 3.6% COLA effective July 1, 2025

Grade	Hourly		Semi-Monthly		Monthly		Annual	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
13	16.06	22.44	1,391.83	1,944.86	2,783.66	3,889.72	33,404	46,677
14	16.80	23.56	1,456.15	2,041.92	2,912.30	4,083.84	34,948	49,006
15	17.62	24.74	1,527.36	2,143.83	3,054.72	4,287.66	36,657	51,452
16	18.49	25.95	1,602.36	2,248.70	3,204.72	4,497.41	38,457	53,969
17	19.40	27.23	1,681.25	2,360.24	3,362.49	4,720.47	40,350	56,646
18	20.35	28.57	1,763.92	2,475.65	3,527.84	4,951.30	42,334	59,416
19	21.36	29.97	1,851.45	2,597.82	3,702.91	5,195.63	44,435	62,348
20	22.42	31.47	1,942.83	2,727.61	3,885.65	5,455.23	46,628	65,463
21	23.52	33.05	2,038.03	2,864.21	4,076.07	5,728.41	48,913	68,741
22	24.69	34.67	2,139.99	3,004.64	4,279.99	6,009.28	51,360	72,111
23	25.89	36.39	2,243.85	3,153.72	4,487.70	6,307.43	53,852	75,689
24	27.16	39.94	2,353.53	3,461.54	4,707.06	6,923.07	56,485	83,077
25	28.48	41.94	2,467.97	3,634.61	4,935.95	7,269.23	59,231	87,231
26	29.87	44.05	2,589.12	3,817.35	5,178.25	7,634.71	62,139	91,617
27	31.35	46.25	2,717.07	4,008.74	5,434.14	8,017.48	65,210	96,210
28	32.90	48.57	2,851.72	4,209.75	5,703.44	8,419.50	68,441	101,034
29	34.54	51.00	2,993.10	4,420.42	5,986.19	8,840.84	71,834	106,090
30	36.24	53.57	3,141.23	4,642.60	6,282.46	9,285.20	75,390	111,422
31	38.05	56.24	3,297.99	4,874.36	6,595.97	9,748.71	79,152	116,985
32	39.95	59.06	3,462.46	5,118.69	6,924.92	10,237.38	83,099	122,849
33	41.93	62.00	3,633.69	5,373.56	7,267.38	10,747.11	87,209	128,965
34	44.02	65.11	3,815.41	5,642.87	7,630.82	11,285.74	91,570	135,429
35	46.19	68.35	4,002.96	5,923.68	8,005.92	11,847.37	96,071	142,168
36	48.46	71.76	4,200.18	6,218.97	8,400.35	12,437.95	100,804	149,255
37	50.87	75.31	4,408.86	6,526.75	8,817.72	13,053.50	105,813	156,642
38	53.41	79.06	4,629.15	6,851.82	9,258.29	13,703.63	111,100	164,444
39	56.08	83.03	4,859.93	7,196.17	9,719.86	14,392.33	116,638	172,708
40	58.83	87.16	5,098.48	7,553.93	10,196.97	15,107.85	122,364	181,294
41	61.79	91.47	5,355.25	7,927.13	10,710.51	15,854.26	128,526	190,251
42	64.88	96.05	5,622.66	8,324.33	11,245.32	16,648.67	134,944	199,784
43	68.12	100.85	5,903.79	8,740.55	11,807.59	17,481.10	141,691	209,773
44	71.53	105.90	6,198.98	9,177.58	12,397.97	18,355.16	148,776	220,262
45	75.10	111.19	6,508.93	9,636.46	13,017.87	19,272.91	156,214	231,275

**UNIFIED FIRE AUTHORITY
PART-TIME EMS PAY PLAN
FY25/26**

EMT/AEMT	Hourly Rate
Starting	\$18.28
6 Months	\$18.84
1.5 Years	\$19.41
2.5 Years	\$19.96

Paramedic	Hourly Rate
Starting	\$29.13

SEASONAL WILDLAND FIREFIGHTERS PAY SCALE FY25/26 (7/1/25 through 6/30/26)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grade 4 (Crew Member) Firefighter Type 2 (FFT2) Qualified	Basic	22.50	22.75	23.00	23.25	23.50	23.75	24.00	24.25	24.50	24.75
	Overtime	33.75	34.13	34.50	34.88	35.25	35.63	36.00	36.38	36.75	37.13
Grade 5 (Squad Boss 2 Trainee, Sawyer) Minimum one year of documented fire experience Firefighter Type 1 (FFT1) Trainee Incident Commander Type 5 (ICT5) Trainee Faller 2 (FAL2) Trainee	Basic	23.50	23.75	24.00	24.25	24.50	24.75	25.00	25.25	25.50	25.75
	Overtime	35.25	35.63	36.00	36.38	36.75	37.13	37.50	37.88	38.25	38.63
Grade 6 (Squad Boss Type 2) (7 Personnel) Firefighter Type 1 (FFT1) Qualified Incident Commander Type 5 (ICT5) Qualified	Basic	24.50	25.00	25.50	26.00	26.50	27.00	27.50	28.00	28.50	29.00
	Overtime	36.75	37.50	38.25	39.00	39.75	40.50	41.25	42.00	42.75	43.50
Grade 7 (Engine Boss) (2 Personnel) Engine Boss (ENGB) Qualified Incident Commander Type 5 qualified (ICT5) Commercial Driver License	Basic	25.50	26.00	26.50	27.00	27.50	28.00	28.50	29.00	29.50	30.00
	Overtime	38.25	39.00	39.75	40.50	41.25	42.00	42.75	43.50	44.25	45.00

EFFECTIVE 07/01/2025

Steps are not years of service, but based on years in role/grade

When moving grades you will move into the step that is .25 higher than the previous year (Ex: Grade 4, Step 5 to Grade 5, Step 2)

Unified Fire Authority

Explanation of Benefits

Health Insurance: Provides coverage for necessary medical care, accident treatment, surgery, prescription drugs and other miscellaneous eligible expenses. Employees currently have the choice of two different plans with SelectHealth. The plans are the Med Plus Tier Preference plan or the Care Plus Tier Preference plan. UFA currently pays 80% of the total premium for the Med Plus plan for employees eligible for benefits. For the Care Plus Tier Preference plan, UFA pays the same contribution as they do for the Med Plus Tier Preference plan and the employee is responsible for the additional amount associated with this plan as it has a broader network (Please refer to insurance cost page for specific amounts) www.selecthealth.org

Dental Insurance: Provides coverage for both routine and special treatment by dentists, orthodontist, oral surgeons, etc. UFA only offers one dental option and that is SelectHealth Classic www.selecthealth.org

Life Insurance: UFA currently provides each employee, who is eligible for benefits, with \$25,000 of minimum life insurance. Employees may obtain additional insurance (up to \$500,000, based on underwriting) at their own expense. Employees may also obtain insurance for their spouse and child (based on underwriting). www.pehp.org

Accidental Death and Dismemberment (AD&D) Insurance: Provides benefits in the event of an accidental death, loss of use of limbs, speech, hearing or eyesight due to an accident, subject to the limitations of the policy. UFA currently provides \$25,000 in coverage for each employee, who is eligible for benefits. Employees may obtain additional insurance (ranging from \$25,000 to \$250,000) at their own expense. www.pehp.org

401(k), 457 and other retirement savings plans: Voluntary tax-deferred retirement savings programs authorized under sections 401(k) and 457 of the Internal Revenue Code. All UFA employees may defer portions of their own salary into these accounts, which are administered by Utah Retirement Systems (URS). URS also offers an option to contribute to a ROTH IRA or Traditional IRA. Currently UFA does not contribute to a 401K or 457 plans except in the case of full-time civilian employees classified as Tier II under Utah Retirement Systems (see RETIREMENT in this listing). www.urs.org

Flex Plan (125 Plan): A program whereby employees can set aside pre-tax dollars to pay for out-of-pocket health care expenses not covered by insurance and/or dependent day care costs. UFA currently provides this service to all its full-time employees through a third-party administrator (APA Benefits) and pays the administrative cost associated with the program. <https://apabenefits.lh1ondemand.com>

Vision Program: UFA's vision program is administered through EyeMed. This program includes the following coverages: exam, retinal imaging, frames, lenses contact and laser vision correction. Employees who elect this coverage pay the full cost of the plan. www.eyemedvisioncare.com

Tuition Assistance Program: Reimbursement of up to 75% of tuition costs for coursework (which must be in an approved field of study and related to employment with the UFA) in accordance with eligibility requirements. Currently, the amount of assistance that may be received by an eligible employee is capped at \$4,000 per fiscal year, and \$20,000 per degree.

Employee Assistance Program: Consultation, referral, and short-term counseling for personal or family problems provided free of charge. Some programs also offer low-cost, or no-cost, legal services, stress-reduction training, financial information, etc. UFA currently provides this service for all its employees through Blomquist Hale Solutions. www.blomquisthale.com

Critical Illness Plan: This plan is offered by AFLAC and provides cash benefits directly to employees to cover costs related to treatment or to help with everyday living expenses. Coverage is available for employees and dependents and covers such illnesses as cancer, heart attack and stroke. Employees who elect this coverage pay the full cost of the plan www.aflacgroupinsurance.com

Hospital Indemnity Plan: This plan is offered by AFLAC and provides cash benefits directly to employees who have been hospitalized to cover costs related to treatment or to help with everyday living expenses. Employees who elect this coverage pay the full cost of the plan www.aflacgroupinsurance.com

Identify Theft Protection: Coverage is provided by Allstate Identity Protection (formerly InfoArmor) and helps protect your identity. Should fraud or identity theft occur, their in-house Privacy Advocates® are always there to fully restore any employee's compromised identity, even if it occurred prior to enrollment. Employees who elect this coverage pay the full cost of the plan <https://www.allstateidentityprotection.com/>

Paid Military Leave: Paid time off for employees performing military service. Currently, 8-hour firefighter and non-firefighter (Civilian) employees, who are eligible for benefits, may take up to 120 hours of leave each year; 24-hour firefighters may take up to 168 hours of leave each year. Necessary leave beyond these limits is considered military leave-without-pay.

Sick Leave: Paid time off for employees (who are eligible for benefits) to use when they, or a member of their immediate family, are sick, injured or attending medical appointments. Leave is currently accrued at the rate of 8 hours per month for 8-hour firefighter employees and non-firefighter (Civilian) employees, who are eligible for benefits, and the rate of 12 hours per month for 24-hour firefighters. 960 hours of sick leave may be carried over from year to year for all sworn employees and 640 hours may be carried over for 8-Hour Civilian employees. Unused sick leave hours are only cashed out at the time of retirement and are currently cashed out at a rate of 25%. Hours above 960 for Sworn employees and 640 for Civilian are eligible for "buy back" at the end of each calendar year. Buy-back rate is established by the UFA Board and is currently set at 60%. The funds are deposited into an employee's VEBA account (see VEBA Plan in this listing).

Conversion of Unused Sick Leave: Unused sick leave hours can be converted to additional vacation hours at the end of the calendar year if the employee has used little or no sick leave during that year. 8-hour firefighters and non-firefighter (Civilian) employees, who are eligible for benefits, currently may have a maximum of 32 hours converted. 24-hour firefighters currently may have a maximum of 48 hours of sick

leave converted. Sick leave conversion to vacation is optional on the part of the employee and coordinated each year through Payroll.

Vacation: Paid time off for employees (who are eligible for benefits) to use as personal time off, with approval from their supervisor. The current amount of leave that is accrued varies depending on the length of UFA service (see below). Unused vacation hours are currently cashed out at the time of termination or retirement. 342 Hours (8-Hour Sworn or Civilian employee) or 480 hours (24-Hour Sworn employees) may be carried over from year to year.

UNIFIED FIRE AUTHORITY SERVICE *Note: Vacation leave hours accrue semi-monthly (per paycheck), to provide the monthly total.	Monthly* Vacation Awarded	
	24-Hour Employees	8-Hour Employees
Service date through the end of the 8 th year.	12 Hours	8 Hours
Beginning of the 9 th year through the end of the 16 th year.	18 Hours	12 Hours
Beginning of the 17 th year and over.	24 Hours	16 Hours

UNIFIED FIRE AUTHORITY SERVICE *Note: Vacation leave hours accrue semi-monthly (per paycheck), to provide the monthly total.	Monthly* Vacation Awarded
Non-Exempt At-Will Staff and Exempt Merit Employees through the end of the 16 th year.	12 Hours
Non-Exempt At-Will Staff and Exempt Merit Employees beginning the 17 th year and over and Exempt At-will Staff from the time of selection/hire.	16 Hours

Funeral and Bereavement Leave: Paid time off granted following the death of a friend or relative. Currently, for a death in the immediate family, 8-hour firefighters or non-firefighter employees, who are eligible for benefits, may take up to forty hours of leave and 24-hour firefighter employees may take leave for up to two 24-hour shifts. For a death of a friend or other relative, eligible employees may take up to five hours of leave.

Holidays: 8-Hour Firefighters or non-firefighter employees, who are eligible for benefits, receive twelve paid holidays and one 8-hour personal day. Employees working 24-hour schedules currently receive six holiday shifts per year.

Retirement: All full-time employees are eligible for retirement contributions through Utah Retirement Systems (URS) based on the system that covers their positions and whether they are a Tier 1 or 2 employee. Employees also have access to 401(k), 457 and Roth IRA plans through Utah Retirement Systems (URS). Information booklets that provide detailed information about the different systems and provisions are available at www.urs.org.

All full-time Civilian employees that are in the Tier II system currently have a 3% contribution to their 401(k) account.

*All full-time sworn firefighters are considered to be in Division B under Utah Retirement Systems firefighter retirement and do not have Social Security taxes deducted from their UFA paychecks and therefore not eligible to receive Social Security benefits based on those earnings.

VEBA Plan: A voluntary employees' beneficiary association (VEBA) plan is a type of tax-exempt trust used to reimburse members and eligible dependents for eligible medical expenses including but not limited to, health insurance premiums; Medicare Part B and supplements; out of pocket medical, dental, and vision expenses (except cosmetic procedures); and pharmacy copays, etc. The IRS regulates and determines qualifying eligible expenses (IRS Code – Section 213(d), Eligible Medical Expenses). The plan is funded through UFA contributions on the employee's behalf as described below. Direct contributions from employees are not permitted per IRS laws.

Contributions to the VEBA currently come from employees who reach the cap of 640 sick leave hours for eligible 8-hour (day shift) non-firefighter (Civilian) employees or 960 sick leave hours for firefighter employees. Those retiring or separating with UFA can roll all, or percentage of, their vacation/sick leave payouts into the VEBA.

In addition, beginning January 1, 2022, all full-time employees will receive a 2% employer contribution into their VEBA account.

**UNIFIED FIRE AUTHORITY
NOTICE OF PUBLIC HEARING**

NOTICE IS HEREBY GIVEN THAT ON June 17, 2025, at 7:30 AM, two public hearings will be held at the Unified Fire Authority Administration Building/Emergency Coordination Center, 3380 South 900 West, Salt Lake City, UT before the Board of Directors of the Unified Fire Authority to: 1) receive public comment and consider a resolution amending the 2024-2025 fiscal year budget, and 2) consider the adoption of the final budget for the 2025-2026 fiscal year. All budget related items will be discussed at that time. The Board of Directors shall assemble in person and electronically for the meeting. Information about how to access the electronic meeting will be provided on the agenda which will be posted on the Utah Public Notice Website at least 24 hours in advance of the meeting.

All persons interested and present will be given an opportunity to be heard in this matter.

In accordance with the Americans with Disabilities Act, the Unified Fire Authority will make reasonable accommodations to participate in the hearing. Requests for assistance can be made by calling 801-743-7213 at least 24 hours in advance of the hearing to be attended.

DATED this 3rd day of June, 2025.

PUBLISHED BY ORDER OF THE UNIFIED FIRE AUTHORITY

UNIFIED FIRE AUTHORITY
Resolution No. 6-2025B of 2025
(Adopting the final budget for fiscal year 2025-2026)

A RESOLUTION OF THE UNIFIED FIRE AUTHORITY ADOPTING THE FINAL BUDGET
FOR UNIFIED FIRE AUTHORITY FOR FISCAL YEAR 2025-2026

PREAMBLE

Pursuant to the provisions of Section 11-13-508 of the Utah Code Annotated, the Unified Fire Authority's ("UFA") Budget Officer prepared and filed, with the UFA's Board of Directors (the "Board"), a tentative budget in proper form for all funds for which budgets are required by said law for fiscal year 2025-2026.

The Board adopted the tentative budget on May 20, 2025.

Section 11-13-511 of the Utah Code Annotated requires UFA's governing body, by resolution, to adopt a budget for the ensuing fiscal year for each fund for which a budget is required.

UFA's Budget Officer has now prepared a final budget, in proper form, for all funds for which budgets are required by law.

NOW, THEREFORE, be it resolved by the Board:

SECTION 1. PURPOSE. The purpose of this resolution is to adopt the final budget for fiscal year 2025-2026 and establish the wage and benefits provided to UFA employees pursuant to said budget. All conditions precedent to the adoption of the final budget have been accomplished.

SECTION 2. ADOPTION OF FINAL BUDGET. The budget attached hereto and made a part of this Resolution as "Exhibit A," shall be, and the same hereby is adopted as the final

budget of UFA for the fiscal year beginning July 1, 2025, and ending June 30, 2026, in accordance with the requirements of the Utah Code Annotated.

SECTION 3. SALARIES & BENEFITS. The Board also establishes by adoption of this Resolution and budget the attached wage schedules for Fiscal Year 2025-2026, attached as “Exhibit B” and incorporated by reference herein, and the statement of Employee Benefits, attached as “Exhibit C” and incorporated by reference herein. A revised Fee Schedule may be adopted by the Board at a later meeting and will be incorporated into the final budget upon adoption.

SECTION 4. FILING OF BUDGET. UFA’s Budget Officer is hereby authorized and directed to certify and file copies of said final budget with the State Auditor as required by Section 11-13-514 of the Utah Code Annotated.

SECTION 5. PUBLIC INSPECTION. UFA’s Budget Officer is hereby authorized and directed to certify and file copies of said final budget in the office of said Budget Officer, which budget shall be available for public inspection during regular business hours as required by law.

SECTION 5. EFFECTIVE DATE. This Resolution shall take effect upon approval.

DATED this 17th day of June 2025.

UNIFIED FIRE AUTHORITY

By: _____
Chair

APPROVED AS TO FORM:

ATTEST:

Chief Legal Officer

Clerk

Operations Report

Calendar YTD Incident Res...

Count of Incidents YTD
15,699

Incident Responses Last Month

Count of Incidents Last Month

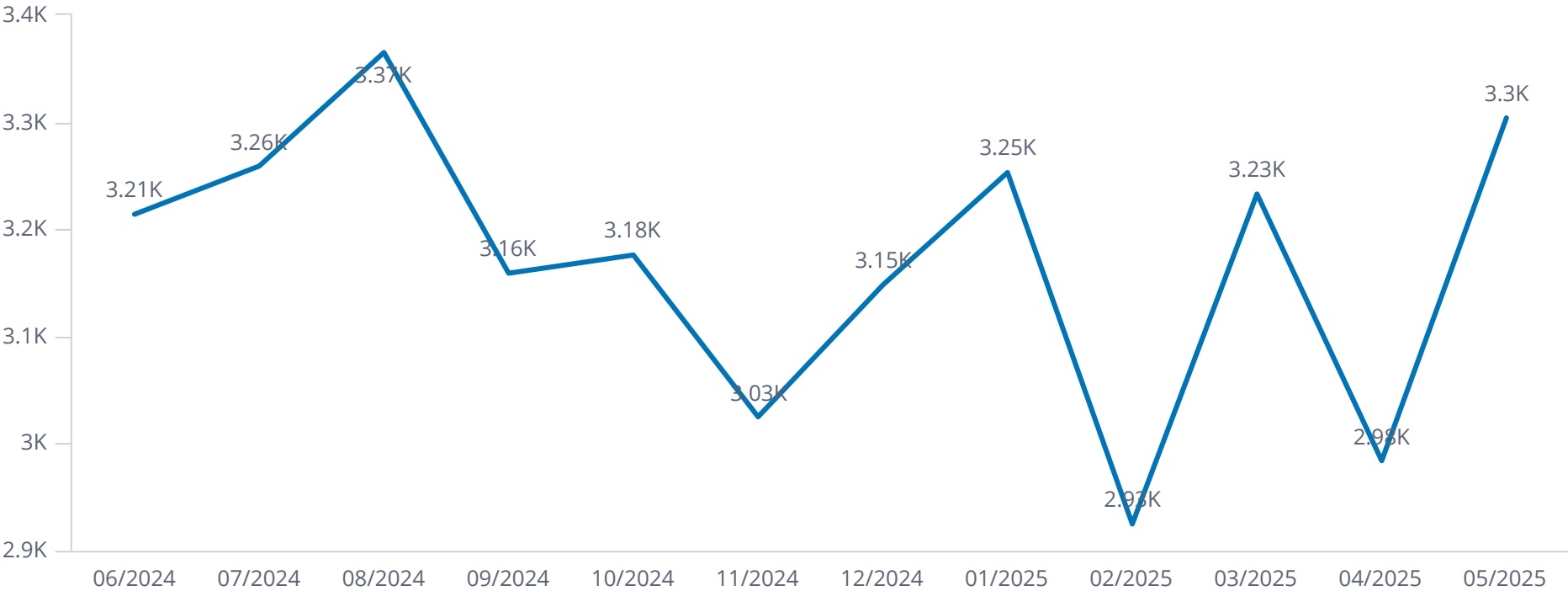
3,304

Difference from last year255

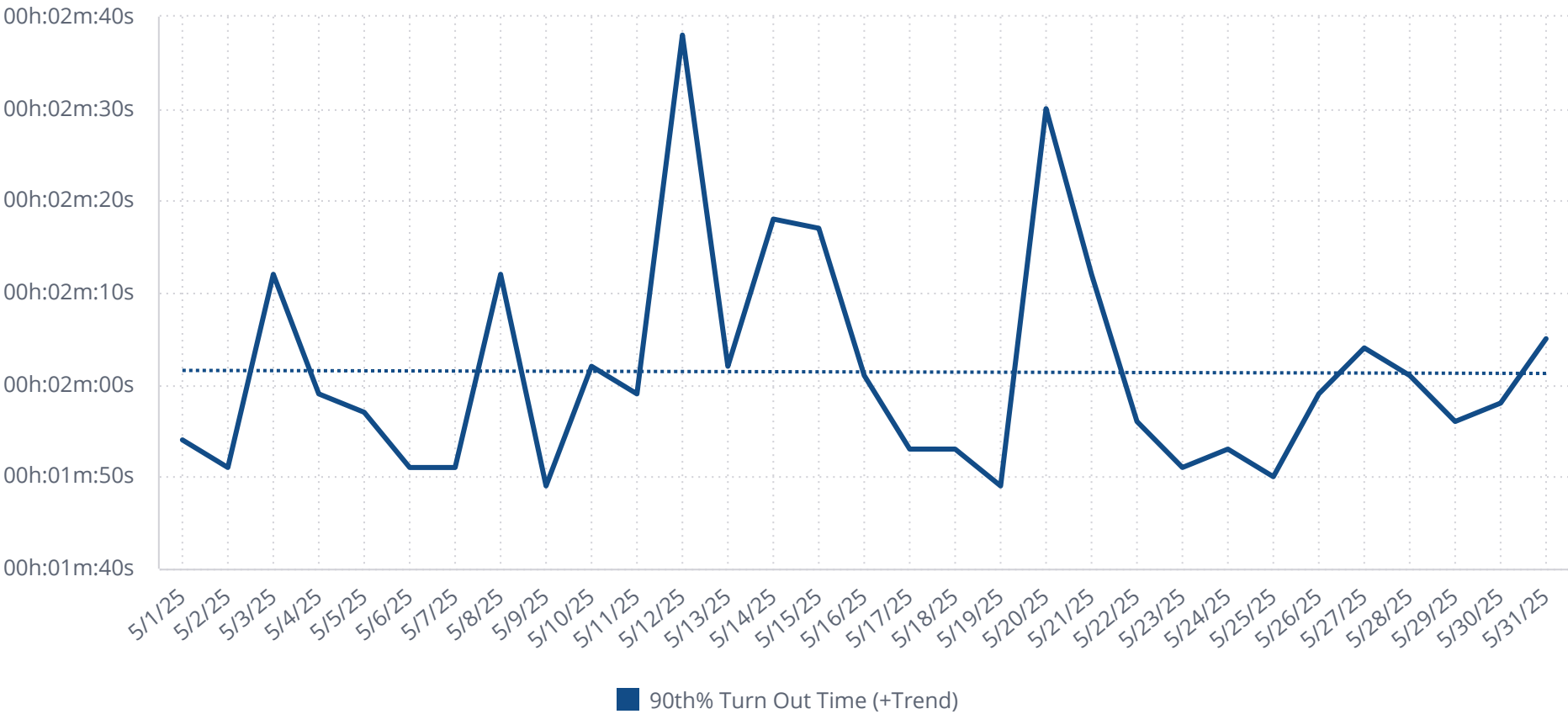
Count of Incident Type Groups

Incident Type Group	Incident Count
100 - Fire	101
300 - Rescue & EMS	2,250
400 - Hazardous Condition	59
500 - Service Call	151
600 - Good Intent Call	552
700 - False Alarm	181
800 - Severe Weather & Natural Disaster	7
900 - Special Incident	3

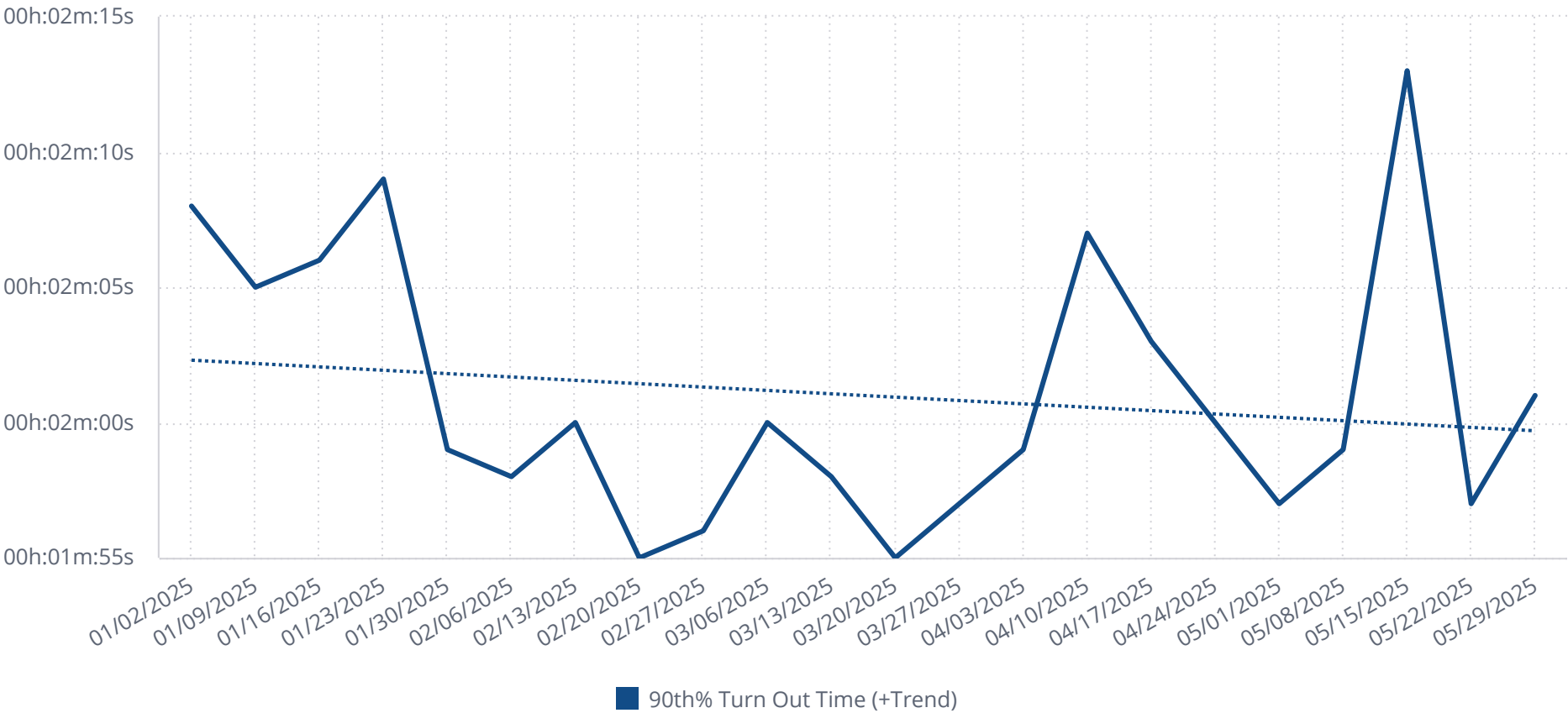
Incident Count by Month YTD



Turn Out Time Last Month



Turn Out Time YTD



Turn Out Time Last Month

90th% Turn Out Time Last Month

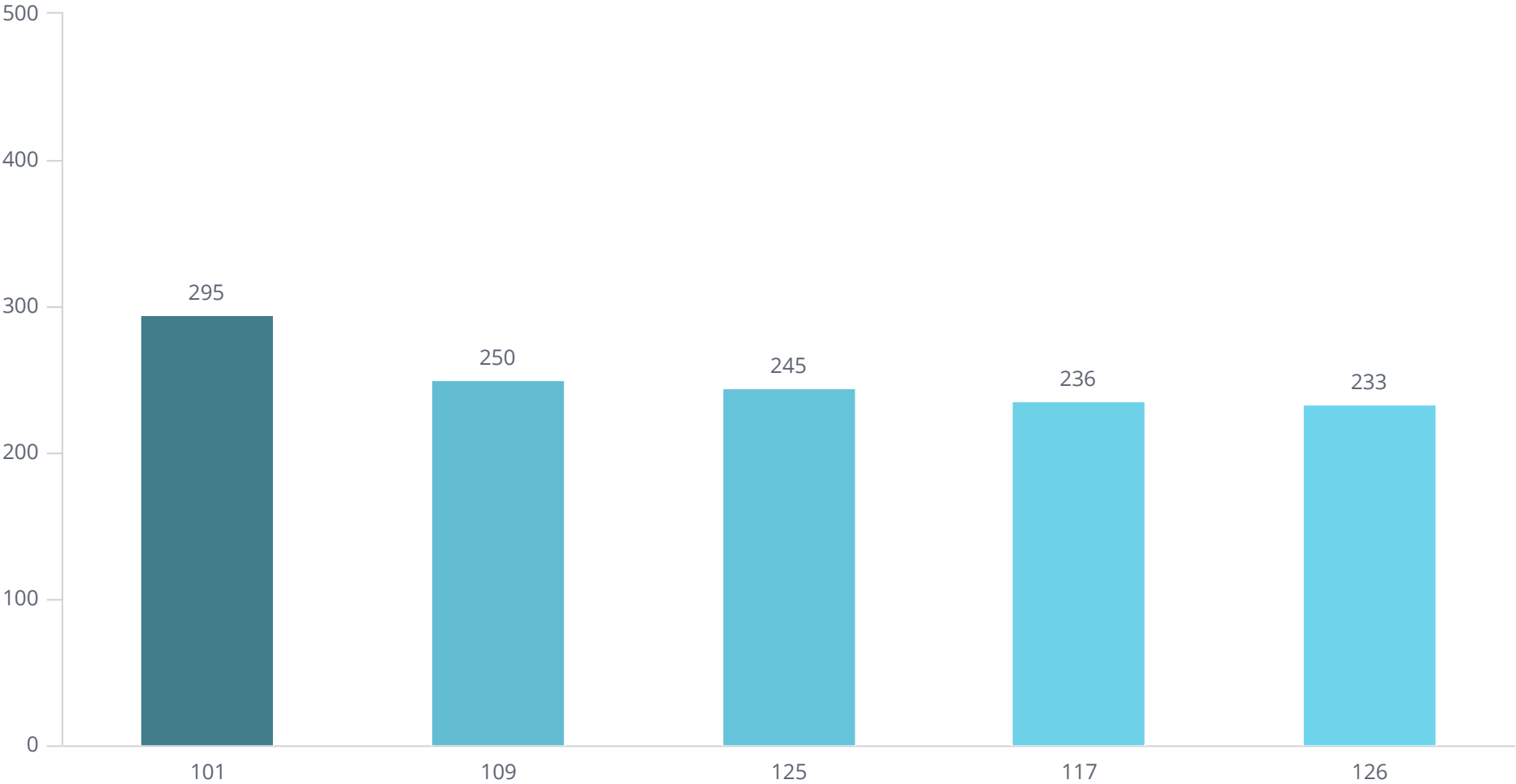
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Turn Out Time YTD

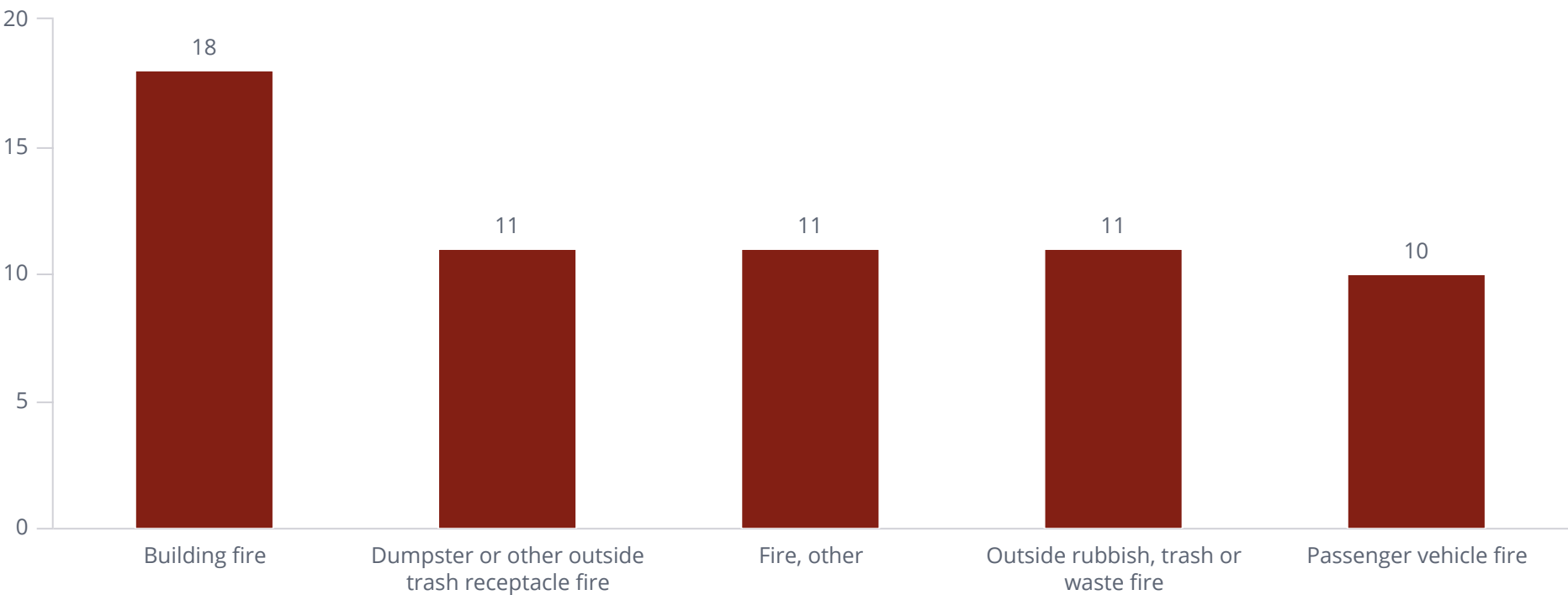
90th% Turn Out Time YTD

00h:02m:01s

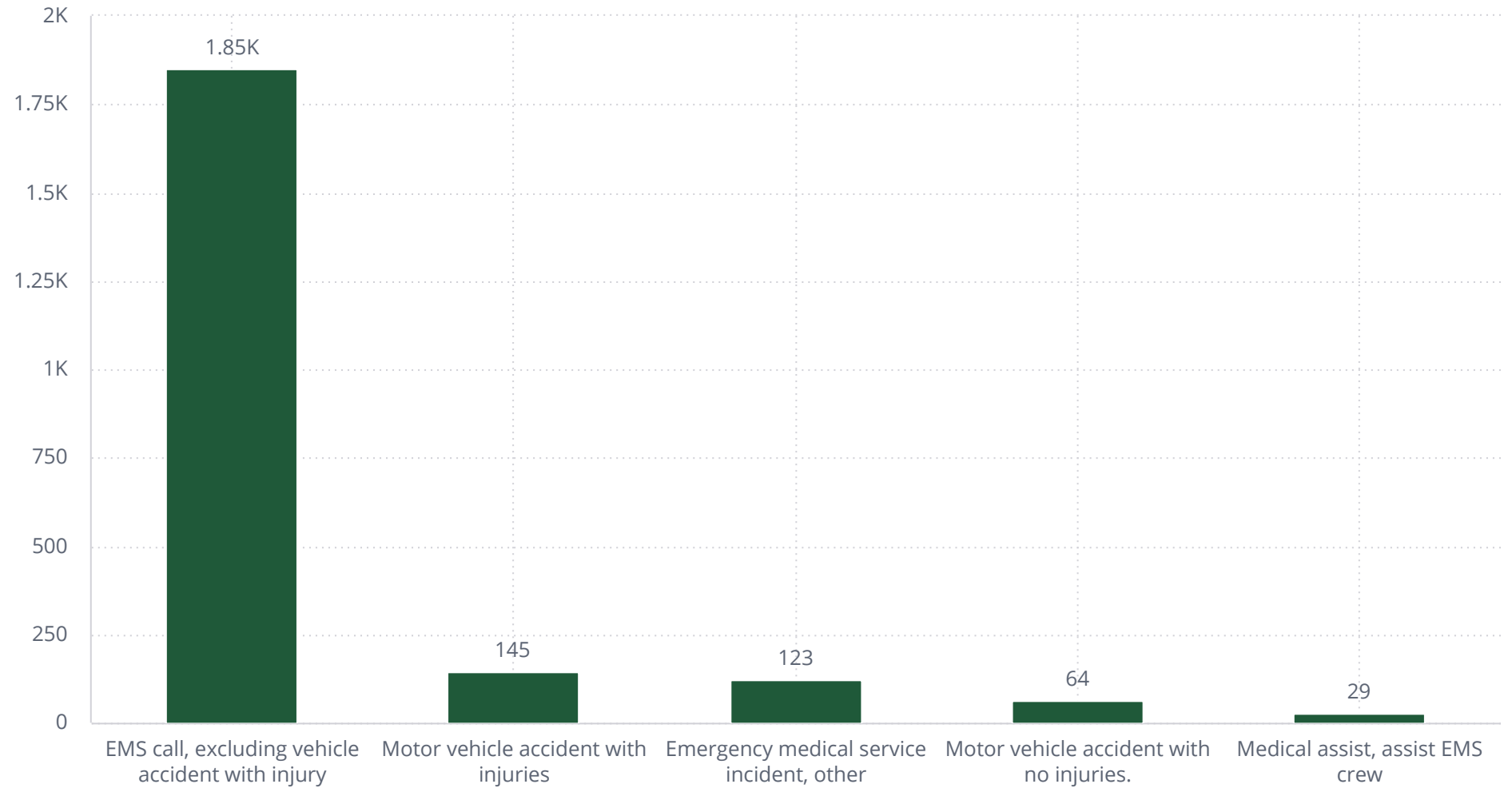
Busiest Station Top 5



Top 5 Fire Incident Types



Top 5 EMS Incident Types



Top 5 Incident Types Other (Neither Fire nor EMS)

