



UNIFIED FIRE AUTHORITY BOARD MINUTES

August 18, 2020 7:30 a.m.

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

Notice: Some Board members may participate by electronic means.

1. Call to Order

Quorum was obtained

Chair Perry called the meeting to order at 7:32 a.m.

2. Public Comment

None

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

3. Approval of Minutes

Mayor Hale moved to approve the minutes from the July 21, 2020 UFA Board Meeting as submitted

Mayor Sondak seconded the motion

Roll call vote taken

Bailey	Y	Overson	Y
Bowen	Y	Perry	Y
Bush	-	Peterson	-
Dahle	Y	Reberg	Y
Hale	Y	Silvestrini	Y
Henderson	Y	Snelgrove	-
Hull	Y	Sondak	Y
Knopp	Y	Stewart	Y
		Westmoreland	-

4. Consent Agenda

a. Review of July Disbursements

- CFO Hill clarified that the \$1.7M disbursements that appear in the General Fund are expenses in the County Emergency Management program and are fully funded by the County through their CARES funding

Council Member Stewart moved to approve the July disbursements as submitted

Mayor Silvestrini seconded the motion

Roll call vote taken

Bailey	Y	Overson	Y
Bowen	Y	Perry	Y
Bush	-	Peterson	-
Dahle	Y	Reberg	Y

Hale	Y	Silvestrini	Y
Henderson	Y	Snelgrove	-
Hull	Y	Sondak	Y
Knopp	Y	Stewart	Y
		Westmoreland	-

5. Committee Updates

- Benefits & Compensation Committee
 - No meeting held
 - Chief Petersen informed the Board that Human Resources is working on an updated market analysis for presentation and consideration by the Board of Directors Meeting in November
 - Chief asked Mayor Dahle if he would like the Benefits & Compensation Committee to review the information prior to the full Board
 - Mayor Dahle did not feel the full Committee needed to gather, however, he requested to meet with HR and Chief when the analysis is complete

- Governance Committee
 - No meeting held
 - Meeting scheduled for September 22, 8:00 a.m.
 - UFA Board Room

- Finance Committee
 - No meeting held

6. Board Code of Ethics Policy

- CLO Roberts made the changes requested by the Board
- Mayor Sondak asked if verbiage addressing both physical and emotional/psychiatric safety should be added
- Mayor Silvestrini felt that what is currently written encompasses all aspects and it may be more global if we do not spell out any specific challenge

Mayor Silvestrini moved to approve the Code of Ethics Policy as presented
 Council Member Stewart seconded the motion

Roll call vote taken

Bailey	Y	Overson	Y
Bowen	Y	Perry	Y
Bush	-	Peterson	Y
Dahle	Y	Reberg	Y
Hale	Y	Silvestrini	Y
Henderson	Y	Snelgrove	Y
Hull	Y	Sondak	Y
Knopp	Y	Stewart	Y
		Westmoreland	-

7. Strategic Plan Update

- Division Chief Case discussed the current status of the plan and the process going forward
- This document is a 3-year tool that drives budget focus, direction for the Department, and ensures the best allocation of resources

- Stakeholders will have the opportunity to provide input at upcoming meetings
 - Invitations to participate will be sent
 - Dates are as follows:
 - September 8/9 - EOC
 - September 17/18 – Station 123
 - September 19 – ZOOM meeting

8. Versaterm Technology Update

- AC Burchett and Business Technology Manager Watts informed that Board that additional costs arose regarding security and licensing in order to connect with the SLC server
- With much work and some creativity, solutions were found that will minimize these costs and keep the project moving forward
 - A pathway was found to channel the data through the EOC to SLC and by giving up partial access by phones in the field
 - VECC is also researching additional options
- Chief Petersen commended staff on their diligent work to bring these costs from the status of needing a Budget Hearing to a manageable level
- Mayor Dahle asked as to access to the historical data
 - Chief Petersen assured the Board that the Versaterm CAD project does not impact Fire RMS or historical data like it will for Police
 - The CAD Project is replacing all of PD’s RMS as part of the work, however, Fire will continue to use existing RMS programs

9. Consideration of Training Facility Property Acquisition

- Ivory Homes has approached UFSA regarding a land swap at the Training Tower in Magna
- This request is to allow UFA to consider accepting the ownership of the land from UFSA
 - This transfer would place the Training Facility, directly related to UFA service delivery, as a regional asset
 - Currently, UFA does all the maintenance and this change does not impact the budget for UFA, nor does it commit anyone to the land swap concept
- Mayor Silvestrini informed the Board that there has been some discussion on how to approach negotiations with Ivory Homes if the trade takes place, to ensure value is assessed
- Benefits to the proposed exchange have been identified and work with Magna in order to accommodate their goals and those of UFA would take place
- Council Member Perry stated that there are no specifics currently, this is a motion that the UFA Board will accept the property from UFSA, in concept, for more work to take place

Mayor Overson moved to approve the property acquisition as discussed

Council Member Bailey seconded the motion

Roll call vote taken

Bailey	Y	Overson	Y
Bowen	Y	Perry	Y
Bush	-	Peterson	Y
Dahle	Y	Reberg	Y
Hale	Y	Silvestrini	Y
Henderson	Y	Snelgrove	Y
Hull	Y	Sondak	Y
Knopp	Y	Stewart	Y

		Westmoreland	-
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10. Fire Chief Report

- Fire Station Visits and Video Questions for Chief
 - Chief has completed his visits to all stations, crews, and staff
 - These visits allow crews and staff an opportunity for conversation and feedback
 - Overall, Chief found crews happy with the direction of the Department and appreciative for the support from the Board
 - Currently, they support the concept of Mandatory Staffing, but are concerned about the fairness
 - OC Dern speaks more about this later on the agenda
 - Mayor Silvestrini asked if the 1 and 1 ambulance staffing was a concern anymore
 - Chief stated that overall, crews have moved beyond this issue, but he believes that doesn't mean everyone is happy about the change, this was a fundamental shift for our Medics
 - The transition from PT working with the Medic has made a significant difference and those crews experiencing the stability with all career crews seem to appreciate the deployment model and the flexibility it provides
 - The final three seats will be converted with the nine additional FTE's who will start the Academy in February
 - OC Dern supported the Chief's comment that the additional FTE's to upgrade the positions has been well received, as it gives a consistent partner to the PM on the ambulance

Mayor Westmoreland joined the meeting

- Firefighting Hiring Update
 - UFA is an increasingly desirable place to work
 - 1,000 individuals were on the interest list, 650 signed up to test
 - Chief explained how the focus is not on a fire experience background, but on finding individuals with values that reflect those of the Department
 - Fire Academy begins February 1
 - Looking to hire approximately 20, however, as additional staff retire over the next month, we may see an increase in that number
- Staffing Update: Mandatory Policy
 - OC Dern explained to the Board how UFA is currently using an interim policy
 - A final policy will be available the end of this month
 - Staff has been meeting with all employees and Labor now that the organization has some experience with the policy
 - Fairness is the key issue and unfortunately, one person's idea of fair can often be another person's idea of unfair
 - Staff will land on a policy that is easily administered and as fair as possible
 - No one is questioning the importance of the policy
 - The intent of this policy is to ensure full staffing is maintained each day
 - This policy will guarantee that when the picklists are empty, UFA has the ability to order back any rank to fully staff apparatus for service delivery and to maintain mission critical staffing

- Behavioral Health and Wellness Update
 - The Board authorized the Behavior Specialist position in this fiscal budget and Captain Hilton was selected through a process based on his credentials, experience, and strong support from the organization
 - Peer Support Training took place a few weeks ago, increasing the number of available people for crews/individuals to talk through their problems and to also work to teach resiliency and to help direct individuals toward additional programs if necessary
 - The benefit of having this position has already been realized with more Battalion Chief's contacting Captain Hilton following difficult incidents to make sure their crews get the help needed and more members willing to accept the help
 - It has been found that addressing a difficult incident right after the crews return to the station makes a significant difference in dealing with issues and decreases the struggles our people have with the "stuff" they must see and do

11. Closed Session
None

12. Adjournment
Council Member Stewart moved to adjourn the August 19, 2020 meeting
Mayor Silvestrini seconded the motion
No roll call vote taken

BOARD MEMBERS IN ATTENDANCE:

e – Electronic participation
Mayor Jeff Silvestrini
Mayor Kristie Overson
Mayor Tom Westmoreland - *e*
Mayor Mike Peterson - *e*
Council Member Gary Bowen - *e*
Mayor Robert Dahle - *e*
Council Member Allan Perry
Council Member Sheldon Stewart

Associate Deputy Mayor Mike Reberg - *e*
Mayor Harris Sondak - *e*
Mayor Robert Hale - *e*
Council Member Kathleen Bailey - *e*
Council Member Richard Snelgrove - *e*
Council Member Jared Henderson
Mayor Dan Knopp
Council Member Trish Hull - *e*

BOARD MEMBERS ABSENT:

Mayor Kelly Bush

STAFF IN ATTENDANCE:

CFO Tony Hill
Chief Petersen

CLO Roberts
Cynthia Young, Clerk

OTHER ATTENDEES:

AC Burchett
AC Higgs
AC Pilgrim
Arriann Woolf
Anthony Widdison
Brett Wood
Brad Larson

Brian Case
Calogero Ricotta
C. Andrizzi
Clint Smith
D. Delquadro
Dan Yates

Erica Langenfass
Embret Fossum
Ginger Watts
Ifo Pili
Jay Torgersen
Jordan Terry
Justin Watters

Kamarie DeVoogd
Kane Loader
Kiyoshi Young
Kate Turnbaugh
Layne Hilton
Lana Burningham
Larson Wood
Linda Price

Micayla Dinkel
Michael Conn
Matt McFarland
Michael Greensides
Nate Bogenschutz
Nile Easton
OC Dern
Patrick Costin

Rachel Anderson
Roger Beckman
Ryan Love
Steve Ball
Shelli Fowlks
Wade Russell