



UNIFIED FIRE AUTHORITY BOARD

BENEFITS AND COMPENSATION COMMITTEE MEETING MINUTES

Tuesday, February 5, 2019 at 2:00 p.m.

Committee Members Present:

- ✓ Mayor Peterson
- ✓ Councilmember Bowen
- ✓ Mayor Hale

Committee Members Absent:

- ✗ Councilmember Ferguson
- ✗ Councilmember Stewart
- ✗ Mayor Dahle
- ✗ Councilmember Bush
- ✗ Mayor Overson

Staff:

- ✓ Chief Petersen
- ✓ CFO Hill
- ✓ Arriann Woolf
- ✓ Cal Ricotta
- ✓ CLO Roberts
- ✓ Cyndee Young

Guests:

- | | |
|---------------------|--------------------------------|
| ✓ Mayor Silvestrini | ✓ Lana Burningham |
| ✓ CLO Roberts | ✓ Captain Park |
| ✓ AC Ziolkowski | ✓ Steve Quinn-Local 1696 |
| ✓ AC Watson | ✓ Michelle Morse – Gallagher |
| ✓ AC Higgs | ✓ Rebecca Norfleet - Gallagher |
| ✓ Bill Brass | ✓ Sylvia Cardenas |
| ✓ Captain Conn | ✓ Kate Turnbaugh |

Meeting called to order by Mayor Peterson at 2:11 p.m.

Public Comments

None

Minutes Approval

7.26.18 Meeting Minutes

11.19.18 Meeting Minutes

Unable to approve, no quorum

Gallagher Benefits Update Regarding Current Health Benefit Utilization and Forecast For FY19/20 Renewal

– M. Morse

- ◆ Gallagher met with Local 1696 representatives to discuss the insurance plan and strategy
 - ◆ Will hold another meeting prior to the March 6th meeting with UFA Human Resources
- ◆ Renewal Discussion will take place March 27th
 - ◆ Claim data will be reviewed
 - ◆ SelectHealth will present their renewal proposal
 - ◆ Decision will then be made to go to market and/or modify the plan with SelectHealth
- ◆ Connect Care
 - ◆ This is a program designed to provide virtual visits rather than going to an urgent care or ER
 - ◆ Members have the ability to obtain RX's
 - ◆ These are real UT/ID doctors within the program, not out of state
 - ◆ Gallagher continues to monitor usage and savings from this program
 - ◆ 70% of medical visits can actually be replaced with this program
 - ◆ Members who use the program have the opportunity to provide feedback by way of survey
- ◆ Experience Data
 - ◆ Inpatient and outpatient facility usage is up 32% from last year
 - ◆ Five new large claimants have exceeded \$50,000
 - ◆ Loss ratio at 96.1%, goal is 95%

Comparable Wage Survey for Sworn Personnel – A. Woolf

- ◆ Presented charts/spreadsheets comparing ranks throughout all jurisdictions
- ◆ Presents the benchmark and where UFA average falls this year compared to last
- ◆ Entry level Firefighter is within the top 3, same with Paramedics
- ◆ The goal for comparison was to find the real base wage
 - ◆ Many jurisdictions are folding more into the base pay
 - ◆ Details are available as to how other jurisdictions have made changes in order to get the wages changed
 - ◆ UFA is now comparing apples to apples with other jurisdictions

Proposed Pay Plan Adjustments for Sworn Personnel – Chief Petersen/Local 1696 President Quinn

- ◆ Presented 4 pay plan options
 - ◆ Option 1: Presents the total cost required to move all ranks to top 3
 - ◆ \$3.1M cost to meet this
 - ◆ Gap plus CPI 2.1%
 - ◆ This maintains the existing pay plan and places more value into the employee as the bump increases as time advances
 - ◆ Reach goal in one year
 - ◆ Option 2: Same as Option 1, but not bump at step 5, only bump step 9 and 12
 - ◆ This does drop the cost to implement
 - ◆ Will reach within about 2% of the top 3

- ◆ Option 3: Bump step 9 in July and step 12 in January
- ◆ Takes an additional 6 months, but all get to the same position after 6 months
- ◆ Permanent change through top step

- ◆ Option 4: Give a step 9 only

- ◆ This is a good time budget-wise for the Board to approve
 - UFSA cities saw a 4.5% increase in growth
 - No Capital Plan
 - Support Service work has helped maximize efficiencies without added cost
 - The additional 6 Firefighters and health insurance should be the only costs present
 - Additional Firefighters may be cost neutral due to the support services work

Review Benefit and Compensation Concepts and Cost Worksheet for FY18/19 Budget – Chief Petersen/CFO Hill

- ◆ Priorities for both UFA and Labor are the health insurance costs, Tier 1 Retirement, Pay Plan Option and COLA for civilian personnel
 - ◆ President Quinn expressed that Labor and UFA staff are in agreement
 - ◆ Proposing COLA for civilians only as they are already at market
- ◆ OT experiment and Vacation buy-back concepts still being explored
- ◆ Will add the 6 FTE Firefighters to the budget to see what is left after that

No Closed Session

Adjournment

Councilmember Hale moved to adjourn the February 2, 2019 Benefits & Compensation Committee Meeting
Mayor Peterson seconded the motion
All voted in favor, none opposed