



## UNIFIED FIRE AUTHORITY BOARD MINUTES

March 20, 2018 7:30 a.m.

Emergency Operations Center – 3380 South 900 West SLC, UT 84119

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*Notice: Some Board members may participate by electronic means.*

1. Call to Order  
Quorum was obtained. Chair Dahle called the meeting to order at 7:32 a.m.
2. Public Comment  
None
3. Consent Agenda  
Review of February Disbursements
  - Mayor Dahle clarified that an amount paid for the Sandy City contract is ½; this is paid bi-yearly.
4. Approval of Minutes  
Mayor Silvestrini moved to approve the minutes from the February 20, 2018 UFA Board Meeting as submitted.  
Councilmember Stewart seconded  
All voted in favor
5. Administer Oath Of Office for Board Members  
Councilmember Martin and Mayor Westmoreland were administered the oath. All Board members have now received the oath.
6. Committee Updates
  - Benefits & Compensation Committee
    - Next meeting: Thursday, March 29, 2018- 8am-10am at EOC
    - This meeting will review the final data from the wage comparison study and make a recommendation to the Finance Committee.
  - Governance Committee  
None
  - Finance Committee
    - Chief Petersen's Draft Budget meeting scheduled for April 3, 2018
    - Budget Review meeting scheduled on May 1, 2018
  - Board Policy Committee

None

7. Board Direction to Compensation Committee on Target Wage for Sworn Staff Compared to Other Agencies

- Arriann and Cliff Burningham addressed the Board to review information.
- Arriann distributed extensive documentation to address questions from last meeting with regards to historical data, timelines, events, pay, comparisons, etc.
- The basic intent is to look at the data and determine our place in the market.
- Much effort has been made in the last four years by the Board to make up for lack of pay increases from 2009-2013.
- Many cities have been forced to make difficult decisions with regard to benefits/pay increases, as have we.
- Our base wages are in line in a few categories, but we are below the market with extra compensation.
- Changes were made to health provider, which lowered premiums significantly, but narrowed the provider network.
- On the employer side; our costs are 7% lower than other areas due to the fact we have good brokers, utilization, and our overall costs for insurance are lower.
  
- We are at less than 5% turnover in personnel.
- No loss of upper officers to other agencies.
- We are a pretty strong organization; we really do not have a problem with employees leaving UFA to work elsewhere.
- Mayor Dahle commended Arriann and her staff for the thorough review.
  
- Mayor Dahle questioned what benchmark to use from here on out?
- Councilmember Snelgrove agrees with using Park City, but do we need to include Tooele and South Davis to keep the context?
- Councilmember Stewart believes if we remain dormant, attrition will begin, especially once the Tier I ends, the Tier II employees my shift.
- Councilmember Martin asked if we are including all competitors.
- A vote was taken on whether or not to include Park City in the matrix; show of hands resulted in 12 in favor.
- Chief Petersen commended Labor in that they are being reasonable and not asking to look outside of the state or to be #1. The agencies along the Wasatch Front are a good comparison for us. The labor group understands these are targets and we are not locked in.
  - Chief believes #3 is a great message to the membership, but it won't happen overnight.
  - The membership is commendable and responsive, they appreciate the energy.
  - By doing this, you are agreeing on a target and sending a message to the Firefighters and that is key.
  - This will be a continuous effort to place this as a priority without compromising services.

Councilmember Stewart moved to target #3, with Park City in the matrix.

Councilmember Bush seconded

Councilmember Snelgrove votes "No" for the record.

- Believes it is unrealistic, but nice if we can achieve it.
- I don't like to be locked into a set #3, understands this is fluid.

- Councilmember Stewart stated that we must realize that fire/police are the most important asset in our communities and we must dedicate to these individuals.
  - Our failure the last two years was a result of no goal.

Councilmember Stewart amends his motion to state “Top 3” rather than #3

Mayor Dahle asks for a vote

No: Snelgrove, Bowen, Hale

Yes: Peterson, Bush, Sondak, Stewart, Perry, Dahle, Ferguson, Bailey, Martin, Overson, Silvestrini, Westmoreland

8. Fiscal Year 2018-2019 Budget Calendar

Councilmember Stewart moved to approve proposed FY 18/19 Budget Calendar

Mayor Silvestrini seconded

All in favor

9. Public Hearing to Receive and Consider Comments on Proposed Amendments to the 2017-2018 Fiscal Year Budget

Public hearing opened 8:51am

None

Closed public hearing

10. Consider Resolution 03-2018A to Approve a Budget Amendment for the 2017-2018 Fiscal Year

Councilmember Stewart moved to adopt Resolution No. 03-2018A to approve a Budget Amendment for the 2017-2018 Fiscal Year

Councilmember Ferguson seconded

All in favor

11. Fire Chief Report

- Lobbyist Discussion

- Wants to form a committee to create an RFP for a lobbyist

- Interested:

- Councilmember Martin

- Mayor Hale

- Mayor Silvestrini

- Councilmember Bowen

- Councilmember Bailey

- Communication concerning the committee forthcoming

- Propose that the UASD do the lobbying for UFSA

- Not unhappy with current lobbyists, just want a fresh start

- Ambulance Staffing-Chief Higgs (documents emailed and handed out)

- Distributed an update to the ambulance program

- Began a review last August

- Many challenges maintaining our part-time program, high turnover and finding qualified applicants.

- Revenue is covering the cost of ambulance service delivery

- Option 1: Phase out part-time program and fill with full-time Firefighters
- Option 2: Look at converting all ambulances to EMS only
  - It is best to move forward with replacing part-time with full-time Firefighters
  - This provides stability with staffing the ambulances
  - There is budget impact as we start to convert part-time to full-time, but this will not be part of 18/19 budget.
- Chief Petersen:
  - When we respond as a paramedic unit, if it is not an ALS call, we bill at a considerably lower rate (about ½ of what is eligible), we are the only department in the county doing this and our cost is the same.
  - We are currently working on capturing a valid number on transports and revenue we may be leaving on the table.
    - This is part of our analysis to fund this
  - The transition of moving from part-time to full-time will be in direct competition with the wage conversations we have had (same target and priority).
  - I support the concept because of the turnover in the part-time. Every 1 to 1 ½ years we turn over 130 individuals, it is hard to staff with the turnover rate.
  - The combination of recapture revenue may help offset the cost
- Minimum Staffing Overtime-Chief Higgs (documents emailed and handed out)
  - Provided historical information to exhibit the significant changes this year
  - We have been able to fill existing vacancies as we moved into this fiscal year, thus lowering the minimum staffing overtime.
  - We have stopped browning out stations and reducing companies
  - We are keeping all units properly staffed
  - We are recommending an adjustment to next year's budget on overtime based on historical utilization this year.
  - All types of leave impact our staffing, see handout/email
  - We have substantially reduced Department Business leave
    - Chief Petersen:
      - Proposing a once a year academy; have three Operations individuals who move to Wildland each year.
        - A benefit would be that when we hire, we add three positions to the hiring pool and over-hire.
        - Cost neutral proposal since Wildland will take on the cost of personnel
        - If approved, we will implement that today
        - Not really over-hire
        - Chief Petersen will move forward on that today
          - Adding three people right at the start of summer is a plus
- Camp Williams Contract-Chief Higgs
  - Recently signed amendment
  - Substantial changes:
    - We now have enough funding to have a year round Fire Management Officer at Camp William both on/off-season to provide coordination and oversight.
    - Adjustments to cost to seasonal staffing. Everything at Camp Williams is fully funded from May 1 through September, with the option to extend one month.
  - Cost Neutral

- Additionally, we benefit from this because the resources can come off camp to help control fires; this happens frequently (3-4 fires each season).
- Sandy Contract
  - In reviewing agreement, the structure of the contract is the unincorporated areas within Sandy City are being contracted for service by Sandy City.
  - This is a UFSA agreement more so than a UFA agreement
  - On agenda for UFSA meeting
  - Will look at a member fee increase proposed 4% to incorporate the additional capital funding, but then back the Sandy contract out of that. UFSA will still get the 4%.
  - Ask Ifo, as administrator, to work with Sandy City to renegotiate that agreement, which should drop by a few hundred thousand.
  - Mayor Silvestrini believes it is cleaner to have that contract with the UFSA, rather than having that money funnel through UFA.
    - That should give comfort to members of the UFA that are not members of UFSA.

12. Closed Session

None

13. Adjournment

Mayor Silvestrini moved to adjourn meeting  
 Councilmember Ferguson seconded  
 All in favor

BOARD MEMBERS IN ATTENDANCE:

Mayor Jeff Silvestrini  
 Mayor Kristie Overson  
 Mayor Tom Westmoreland  
 Mayor Mike Peterson  
 Councilmember Gary Bowen  
 Mayor Robert Dahle  
 Councilmember Allan Perry  
 Councilmember Richard Snelgrove

Councilmember Sheldon Stewart  
 Mayor Harris Sondak (Left meeting at 8:55)  
 Mayor Robert Hale  
 Councilmember Eric Ferguson  
 Councilmember Kelly Bush  
 Councilmember Nicole Martin  
 Councilmember Kathleen Bailey

BOARD MEMBERS ABSENT:

Councilmember Sam Granato

OTHER ATTENDEES:

AC Jay Ziolkowski  
 AC Mike Watson  
 AC Rand Andrus  
 AC Stephen Higgs  
 Adrian Ascarte  
 Arriann Woolf  
 Beth Todd

Bill Brass  
 Brett Wood, Herriman City  
 Brian Anderton  
 CFO Tony Hill  
 Chief Petersen  
 Cliff Burningham  
 CLO Brian Roberts

Cynthia Mathews  
 Cynthia Young  
 Dan Brown  
 Darren Park  
 Dave Nicponski  
 David Chapman (public)  
 Doug Obert

Eric Holmes  
Jarín Blackham  
Jarín Blackham  
John Guldner  
Kiyoshi Young

Michelle Roper  
Mike White  
Nate Bogenschutz  
Nile Easton  
Rachel Anderson

Richard Rich  
Steve Schmidt  
Talsan Schulzke  
Wade Watkins  
Zach Robinson