



**UNIFIED FIRE AUTHORITY BOARD
BENEFITS AND COMPENSATION COMMITTEE MEETING MINUTES**

February 15, 2024 at 8:00 a.m.

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

Committee Members Present:

Mayor Overson
Council Member Hull
Mayor Silvestrini

Council Member Buroker
Council Member Fotheringham

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Brandon Dodge, Local 1696

Guests:

AC Dern
AC Pilgrim
AC Robinson
Aaron Whitehead
Amanda Lawrence
Anthony Widdison
Barrett LaJeunesse
Brian Case
Calogero Ricotta
Catherine Kanter, UFA Board
Chandler Kingsbury
Chrystal Butterfield, UFA Board
Courtney Samuel
Dan Anderson
Darrin Allen
Eric Holmes
Erica Langenfass

Jenn Bevan
Kate Turnbaugh
Kelly Bird
Kimberly Ruesch, Eagle Mountain
Kiyoshi Young
Krystal Griffin
Kyle Maurer, Herriman
Lana Burningham
Marcus Stevenson, UFA Board
Michelle Morse, Gallagher
Molly Doyle
Nile Easton
OC Russell
Paul Story
Rebecca Norfleet, Gallagher
Rob Ayres
Scott Jurgens, CWH

Shaunie Marshall
Shelli Fowlks
Station 103
Station 110
Station 112
Station 116
Station 118
Station 251
Steve Quinn
Sylvia Cardenas
Tara Behunin
Tish Buroker, UFA Board
Tony Barker
Tyler Huish, UFA Board
Val Greensides
Wade Watkins
Wesley Lathen

Call to Order

Meeting called to order by CLO Roberts at 8:02 a.m.

Selection of Benefits & Compensation Committee Chair – CLO Roberts

Council Member Fotheringham moved to elect Jeff Silvestrini as UFA Benefits & Compensation Committee Chair

Mayor Overson seconded the motion

Roll call vote taken

Buroker	Y	Hull	Y
Fotheringham	Y	Overson	Y
Henderson	Y	Silvestrini	Abstain

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Council Member Buroker moved to approve the minutes from the January 3, 2024 Benefits & Compensation Committee Meeting as submitted

Council Member Fotheringham seconded the motion

All in favor, none opposed

Health Insurance Review and Forecast – HR Director Day/Gallagher

- ◆ Michelle Morris presented the current status of insurance with SelectHealth
 - ◆ There has been a slight increase in claims, about 5% higher than last year
 - ◆ Attributing to much of the increase is the backlog of preventative care being done following COVID
 - ◆ SelectHealth has released an 9.4% increase for the coming year, but is willing to come down to 4.9%
 - ◆ Chief Burchett explained that this would result in a .7% Member Fee increase, \$518,000 as our portion
 - ◆ Michell Morse stated that UFA has not gone to market for 10-years
 - ◆ Mayor Silvestrini cautioned that there is difficulty in changing providers, however, it is healthy to go to bid every so often
 - ◆ SelectHealth has asked to be told where the Board wishes to be
 - Much discussion was had regarding and agreeing that SelectHealth should come to UFA with their best rate and not provide SelectHealth information on where we need to be
 - ◆ Michelle Morse explained that Gallagher does all the work to ensure that the service levels are equal and that UFA is getting what is needed in terms of service
 - ◆ Deputy Mayor Kanter also agrees that UFA should go to bid to ensure the best rates
 - ◆ Carriers have differing versions of the contingent funding model, but they are unknown at this time
 - ◆ Mayor Silvestrini and others agreed that SelectHealth needs to come back with their rate and that the Board is prepared to go to market if necessary
 - ◆ Gallagher will take this decision back to SelectHealth

FY24/25 URS Rate Update – Chief Burchett/CFO Hill

- ◆ CFO Hill presented an overview of what the URS rate looks like for FY24/25
 - ◆ These numbers could change, but they usually hold with a few slight adjustments
 - ◆ Tier 1 rate is reducing by 2.0%, public safety by 0.50% and public employees by 1.0%
 - This results in a \$498,933 estimated savings
 - ◆ Tier 2 is adjusting with changes to both the employee and employer
 - ◆ Net rate change is a Firefighter increase of 0.73%, 1.64% increase for public safety, and a 1.0% reduction for public employees
 - This results in a net cost for Tier 2 adjustments of \$93,400
 - ◆ In total, the changes in rates will provide a net savings of \$405,533
- ◆ The cost to cover the pickup is \$93,000 to UFA for the Tier 2 portion

- ◆ Mayor Silvestrini stated that it makes sense to pick-up the employee portion given that there is a net savings of \$405,533
- ◆ Council Member Buroker is interested in how many other organizations make this contribution for their personnel
 - ◆ CFO Hill explained that the 15 departments used for wage comparison all pick up this cost for their personnel

Council Member Fotheringham moved to initially recommend the FY24/25 URS rates as presented

Mayor Overson seconded the motion

All voted in favor, none opposed

Civilian Market Comparison – Chief Burchett/HR Director Day

- ◆ A memo was included in the packet noting that comparisons were conducted for 75 civilian positions
- ◆ 26 positions are being proposed for reclassification to a higher pay
- ◆ For consideration also is the goal to bring civilian positions into the Top 3rd as is done with sworn personnel
 - ◆ If this is done, 59 positions would be reclassified
- ◆ Mayor Silvestrini stated that while the civilian employees within the organization are valued, it would make sense to discuss the sworn market data first

Conversation following Sworn Market Comparison agenda item

- ◆ Mayor Silvestrini stated that as this is a smaller piece, he is supportive of giving the 26 positions the increase as discussed

Council Member Fotheringham moved to initially recommend the civilian market adjustment as discussed

Council Member Buroker seconded the motion

All voted in favor, none opposed

Sworn Market Comparison – Chief Burchett/HR Director Day/CFO Hill

- ◆ As was requested at the previous meeting, data was provided to show the market with both the inclusion and omission of Park City data
- ◆ It was pointed out that the market survey is what has already taken place and is what is being paid now
 - ◆ Any market adjustment made for UFA is to catch up
- ◆ All ranks data was included in the packet and reviewed
- ◆ Chief mentioned that it is necessary to retain the compression between ranks to encourage promotions
- ◆ The proposal is Top 3 for the coming year, presuming other agencies don't continue with adjustments
- ◆ Mayor Silvestrini feels that Park City should be excluded with respect to his taxpayers
- ◆ Labor President Dodge stated that the system is working and is what is best for the employees
 - ◆ The goal is being changed with the removal of Park City and that will be hard to swallow
 - ◆ As a reminder, the past Board wanted a plan going forward
 - ◆ Labor does not want to support moving the goal
- ◆ Council Member Henderson reiterated that outside of government, COLA doesn't exist
 - ◆ In conversations with other Board Members, the inclusion of Park City does not seem to be a concern
 - ◆ Top 3 is not doable and a broader conversation needs to be had rather than arbitrarily selecting Top 3
 - ◆ This is not sustainable, and he wants this part of the conversation going forward
 - ◆ He also agrees with Mayor Silvestrini in not including Park City
- ◆ Council Member Buroker agrees with Mayor Silvestrini and Council Member Henderson

- ♦ She also stated that she would like to have more data on the recruiting challenges with regard to Park City
- ♦ Chief Burchett expressed another option for consideration
 - ♦ Leave Park City in and consider a 1% reduction below the Top 3 across all ranks
 - ♦ Mayor Silvestrini pointed out that everything we add to the member fee affects the taxpayers
 - Compromises need to be made, possibly split the difference between including and excluding Park City
- ♦ Chief explained that by keeping Park City in the comparisons and considering a 1% decrease across ranks, results in about the same member fee increase
 - ♦ This allows for keeping the goal of Top 3, but not meeting the goal this year
 - ♦ Separation between ranks will remain where Chief Burchett feels they need to be
- ♦ Mayor Silvestrini agrees, the target remains, but due to various reasons, can not be met this year
- ♦ Council Member Henderson agrees that the well is dry, and taxpayers can't pay more, as they are not seeing a wage increase themselves
 - ♦ The tie to the Top 3 is emotional and can remain a goal, but one that may not always be met
 - ♦ Council Member Henderson plans to work toward a restructure of how this process takes place
 - ♦ Eventually there will be a need to change the Top 3 as there are 6 agencies vying for this position and a bigger discussion is needed on a realistic direction

Mayor Overson moved to support Chief Burchett's recommendation to retain Park City in the comparisons, but take a 1% reduction below the Top 3 across all ranks

Council Member Fotheringham seconded the motion

All voted in favor, none opposed

The discussion will now revisit the Civilian Market Comparison agenda item above

Cost of Living Adjustment (COLA) – Chief Burchett/CFO Hill

- ♦ Included on the memo presented to the Committee today, is a rolling target suggested by Council Member Henderson
 - ♦ Also included in the memo is a range of COLA from 2%-5%
- ♦ Council Member Henderson again pointed out that the merit and COLA need to be tied together
 - ♦ COLA does not exist outside of government
 - ♦ Moving to a more predictable COLA would be sustainable
 - ♦ The market adjustments should be done prior, then consider what COLA to add
 - ♦ If COLA is predictable, the market is easier to manage
 - ♦ This is where Council Member Henderson plans on guiding the Benefits & Compensation Committee focus and the process overall
- ♦ Mayor Silvestrini is fine with this concept for next year and that the market should account for some of that
- ♦ Council Member Buroker agrees as well, it is easy to approve these individually, but what is the overall percent increase, as that is the bottom line
- ♦ Council Member Henderson clarified that the concept will be introduced in reverse order next year with a look to move to a rolling average and then market on top of that

Council Member Fotheringham moved to initially recommend a 3% CPI adjustment as discussed

Mayor Overson seconded the motion

All voted in favor, none opposed

VEBA Contribution – Chief Burchett/CFO Hill

- ♦ Chief Burchett reminded the Committee that this 2% contribution is a tool to help with post retirement health care and a saving mechanism to help gap the time from retirement to Medicare

- ◆ There is a need for this to move to 3%, however, with all the other adjustments, he is not interested in making this change this budget cycle
- ◆ This will be revisited in a future discussion

Closed Session

None

Adjournment

Council Member Fotheringham moved to adjourn the February 15, 2024 Benefits & Compensation Committee Meeting

No second

All voted in favor, none opposed

DRAFT