

THIS AGENDA IS SUBJECT TO CHANGE WITH MINIMUM 24 HOURS NOTICE



UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE AGENDA

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

NOTICE IS HEREBY GIVEN THAT THE UNIFIED FIRE AUTHORITY BENEFITS AND COMPENSATION COMMITTEE SHALL ASSEMBLE BOTH ELECTRONICALLY AND IN-PERSON FOR A MEETING AT
3380 SOUTH 900 WEST, SLC, UT 84119

THE PUBLIC MAY ATTEND ELECTRONICALLY VIA ZOOM WEBINAR AT:
<https://zoom.us/j/91681046879?pwd=MEtoVmtwRG95ZFYrV0J3TUZtZUNBdz09>

Webinar ID: 916 8104 6879

Passcode: 8675309

-
1. Call to Order – CLO Roberts
 2. Selection of Benefits and Compensation Committee Chair – CLO Roberts
 3. Public Comment

Please limit comments to three minutes each. The UFA Benefits and Compensation Committee 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. February 14, 2024. Emailed comments submitted prior to 7:00 a.m. February 14, 2024, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Benefits and Compensation Committee, but not read into the meeting record or addressed during the meeting.
 4. Minutes Approval – Chair
 - January 3, 2024
 5. Health Insurance Review and Forecast – HR Director Day/Gallagher
 6. FY24/25 URS Rate Update – Chief Burchett/CFO Hill
 7. Civilian Market Comparison – Chief Burchett/HR Director Day

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

9. Cost of Living Adjustment (CPI) – Chief Burchett/CFO Hill

10. VEBA Contribution – Chief Burchett/CFO Hill

11. Possible Closed Session

The UFA Benefits and Compensation Committee may consider a motion to enter into 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.

12. Adjournment – Chair

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 Benefits & Compensation Committee 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 14th day of February 2024 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 with the jurisdiction of the public body.

Cyndee Young, UFA Board Clerk



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

January 3, 2024 9:00 a.m.

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

Committee Members Present:

Mayor Overson
Mayor Silvestrini
Council Member Hull

Mayor Dahle
Council Member Buroker

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Brandon Dodge, Local 1696

Guests:

Amanda Lawrence
Anthony Widdison
Ben Porter
Bill Brass
Brad Larson
Bryan Case
Cal Ricotta
Calle Ellingson
Catherine Kanter, UFA Board
Chet Ellis
Cliff Burningham
Courtney Samuel
Debbie Cigarroa
Dustin Dern
Erica Langenfass
Jared Henderson, UFA Board
Jason Kamp
Jenn Bevan

Jeremy Robertson
Kate Turnbaugh
Kelly Millard
Kiyoshi Young
Kyle Maurer, Herriman
Lana Burningham
Marcus Stevenson, UFA Board
Mark Jones
Matt Anderson
Michael Conn
Mike Bagley
Mike Weichers, UFA Board
Molly Doyle
Nile Easton
Paul Fotheringham,
Holladay
Paul Story
Riley Pilgrim

Scott McNeil
Sean Callesto
Sean Garrett
Shawn Peterson
Shelli Fowlks
Station 103
Station 104
Station 110
Station 113
Steve Prokopis
Sylvia Cardenas
Tara Behunin
Tua Tho
Tyler Lintz
Val Greensides
Wesley Lathen

Call to Order

Meeting called to order by Chair Dahle at 9:09 a.m.

Mayor Dahle stated that this will be his last B&C Meeting and Holladay Council Member Paul Fotheringham will take his place on the UFA Board and on the B&C Committee as well
Mayor Dahle stated that UFA is in a great position and is stable and healthy, this is a good time for him to step away

Mayor Silvestrini and UFA Local Member Jeremy Robertson thanked Mayor Dahle for his service and partnership

Public Comments

None

Public comment made available live and with a posted email address

Minutes Approval

Council Member Henderson moved to approve the minutes from the March 30, 2023 Benefits & Compensation Committee Meeting as submitted

Mayor Silvestrini seconded the motion

All in favor, none opposed

Sworn Wage Discussion – Chair Dahle

- ◆ Mayor Dahle clarified that this is the main reason for this meeting today, to provide Chief Burchett and staff clear guidance on the Top 3 goal
 - ◆ Mayor Dahle clarified that this is not policy, but an aspirational goal
- ◆ The inclusion of Park City in the comparisons will also be discussed
- ◆ Engineer Molly Doyle, speaking on behalf of Local 1696, addressed the Committee about the importance of security for personnel and the immeasurable value the crews bring to the municipalities they serve
- ◆ Mayor Dahle explained that the work done in B&C focuses on the Firefighters and keeping UFA a destination department, but there is the need to be responsive to citizens and taxes
- ◆ Local President Dodge is in support of the inclusion of Park City in the comparisons, the current system of comparison is currently working as UFA is competing for the same personnel as Park City
 - ◆ President Dodge explained the history of the 48/96 work schedules
 - ◆ President Dodge feels we have a great system as is, and thanked the Committee for their efforts, but doesn't want to see the inclusion of Park City be changed, but he understands the Boards position
- ◆ Chief Burchett provided some history of how the Top 3 evolved and explained that the current Board shouldn't be tied to decisions of the past, but hopes that this Committee will support the direction previously chosen
 - ◆ Chief explained that the employees need to know that the Board and Chief will do anything to keep wages as competitive as possible
 - ◆ The employees need to know that this is the highest priority
- ◆ Chief feels the benefit of the Top 3 is similar to the Capital Replacement Plan which helps smooth out spiking, and the goal is to keep wages from a large spike to play catch-up in the future
- ◆ UFA has needs, but the highest priority is recruitment and retention, UFA is about people and without them, the service doesn't exist, the employees make us great
 - ◆ Chief feels what we have been doing is working and UFA has great employees and that the Board should do all they can to hold our position
- ◆ Council Member Henderson stated that there needs to be discussion on a sustainable system, reminding the Committee that they are representing the taxpayer and Public Safety is the highest tax for the most important service
 - ◆ Council Member Henderson clarified that he is not looking to make changes or cut anything, his main concern is the ability to sustain the model
 - ◆ We have the competitive edge and if pay is the only thing, then we are doing something wrong
 - ◆ Park City isn't the issue, the Top 3 is aspirational and our policy is to stay competitive, but getting to the point of being at the top is getting out ahead of our skis
 - ◆ There needs to be sustainability to prevent a bust, especially with all the work that was done to catch up
 - ◆ Top 3 across the board is not sustainable and it can't constrict future boards to this decision

- ◆ Citizens want top quality service they can afford, and it will reach a point where they can't afford it any longer and must pursue other options
- ◆ The goal is to keep UFA competitive and sustainable, there will be fewer of you and the pain that was experienced before will be a reality again if this is not done right
- ◆ Sustainability is what provides the security to personnel as Molly Doyle discussed
- ◆ COLA does not exist in the private sector, Council Member Henderson is not pushing for changes this budget, but COLA is the biggest driver on compensation
- ◆ If a more sustainable measure can be found, rather than COLA, this may provide more security and peace of mind
- ◆ Work must begin to build steps to a system that is sustainable
- ◆ Mayor Weichers agrees this is a bigger discussion than the meeting today
 - ◆ He feels that omitting Park City would not make much difference, but feels Park City is not comparable
- ◆ Mayor Dahle stated that UFA does not need to be the #1 in pay, it is more about culture and being a premier agency
 - ◆ UFA has no control over other agencies and variables for budget consideration
 - ◆ Agrees that the discussion going forward should be how to deal with COLA
- ◆ Council Member Buroker agrees with Council Member Henderson
- ◆ Mayor Silvestrini feels Park City doesn't need to drive what we do
 - ◆ Maintaining the lead on wages and benefits is something we don't want to get behind on
- ◆ Mayor Dahle clarified that at the next B&C Committee Meeting data will be reviewed and a decision made on 2/15/24
 - ◆ Staff will be asked to provide data with and without Park City
 - ◆ The long-term goal is to smooth COLA for next year as Council Member Henderson suggested

Closed Session

None

Adjournment

Council Member Henderson moved to adjourn the January 3, 2024 Benefits & Compensation Committee Meeting

Mayor Silvestrini seconded the motion

All voted in favor, none opposed



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: UFA Benefits and Compensation Committee
 FROM: CFO Tony Hill
 DATE: February 15, 2024
 SUBJECT: FY24/25 URS Contribution Rates

Tier 1

The rate for our Tier 1 employee's is reducing in FY24/25. Firefighters by 2.0%, public safety by 0.50%, and public employees by 1.0%. This decrease provides **\$498,933** in estimated savings.

Tier 2

The rate for our Tier 2 employees is adjusting with changes in both the employee and employer portion. With staff's recommendation that UFA continue to "pick up" the employee portion for all tier 2 employees, the net rate change is a 0.73% increase for firefighters, 1.64% increase for public safety, and a 1.0% reduction for public employees. These rate increases are netted with the elective contribution already being provided by UFA. The estimated net cost of the tier 2 rate adjustments is **\$93,400**.

In total the changes in URS rates will provide an estimated net savings of **\$405,533**

Below is a summary of the FY24/25 preliminary URS contribution rates:

Utah Retirement Systems Contribution Rates													
Tier 1:	FY23/24				FY24/25				Difference				
Firefighter	23.05%				21.05%				-2.00%				
Public Safety	35.71%				35.21%				-0.50%				
Public Employees	17.97%				16.97%				-1.00%				
Tier 2:	FY23/24				FY24/25				Difference				
	Employee	Employer	Employer 401k*	Total	Employee	Employer	Employer 401k*	Total	Employee	Employer	Employer 401k*	Total	
Firefighter - Hybrid	2.59%	14.08%	1.41%	18.08%	4.73%	14.08%	0.00%	18.81%	2.14%	0.00%	-1.41%	0.73%	
Firefighter - Defined Contribution	0.00%	14.08%	4.00%	18.08%	0.00%	14.08%	4.73%	18.81%	0.00%	0.00%	0.73%	0.73%	
Public Safety - Hybrid	2.59%	26.99%	0.00%	29.58%	4.73%	26.49%	0.00%	31.22%	2.14%	-0.50%	0.00%	1.64%	
Public Employee - Hybrid	0.00%	16.19%	3.00%	19.19%	0.70%	15.19%	2.30%	18.19%	0.70%	-1.00%	-0.70%	-1.00%	
Public Employee - Defined Contribution	0.00%	16.19%	3.00%	19.19%	0.00%	15.19%	3.00%	18.19%	0.00%	-1.00%	0.00%	-1.00%	
*Elective contribution from UFA													



UNIFIED FIRE AUTHORITY

TO: Benefits and Compensation Committee
FROM: Kiley Day, HR Director
SUBJECT: Civilian Market Wage Analysis
DATE: February 15, 2024

EXECUTIVE SUMMARY

HR conducted classification reviews for 75 civilian positions as part of this year's market wage analysis. As a result, 26 positions are proposed to be reclassified to a higher pay grade, with a total increased cost of \$80,783 and a 0.12% member fee. In addition, if UFA adopted a "top third" compensation target, 59 positions would be proposed to be reclassified to a higher pay grade with a total increased cost of approximately \$162,899.

In reviewing positions annually and making appropriate adjustments, UFA will remain competitive and current in the market, which is beneficial for recruitment and retention. In addition, the annual analysis has reduced the need to conduct an in-depth analysis before recruiting, reducing the amount of mid-year board approvals.

BACKGROUND:

The Human Resource Division has developed an annual Job Classification Review program to evaluate civilian positions (titles, grades, and job descriptions).

Each Classification Review entails the following:

- Obtaining an updated job description
- Conducting a market analysis of both private and public sector markets
 - We utilize the Technology Net Compensation Survey System as the primary source for comparable public-sector wage information. The vast majority of public-sector jurisdictions (Cities, Counties, and Special Districts) in the State subscribe to this system and input information regarding wages and benefits for a wide variety of positions. This is the same system we use to compile the Wage Comparison Tables for the sworn Firefighter positions.
 - We utilize the Utah Department of Workforce Service's economic data for the Salt Lake Area to obtain private-sector wage information where available and appropriate.
- Comparing the position to internal comparisons based on organizational structure and similar levels of scope and responsibility

- Considering other compensable factors related to the position as appropriate
- Reviewing the results with the Section Chief, Fire Chief, and CFO to ensure comparison accuracy
- The Fire Chief will present the proposed wage comparable summary report to the UFA Benefits & Compensation Committee for review and discussion.
- After the initial UFA Benefits & Compensation Committee Meeting employees and their Division Chief/Manager can meet with the HR director to review the data to ensure accuracy. If additional changes need to be made, a discussion with the Fire Chief will occur before presenting the final wage comparable summary report at the final UFA Benefits & Compensation Committee meeting.
- The Fire Chief will present the final wage comparable summary report to the UFA Benefits & Compensation Committee for the last review and discussion.

Staff conducted classification reviews for 75 positions as part of this year's budget process. 26 positions are proposed to increase their grade. A single grade increase is proposed to receive a 3% market increase for each employee. If the position requires two or more grade increases to maintain market wage, the employee is proposed to receive a 6% increase.

If the employee is proposed to receive a 3% or 6% increase due to a market adjustment, and the 3% or 6% does not get the employee to the bottom of the new grade minimum salary, in that case, the employee will be increased in whatever percentage is necessary to meet the minimum salary of the new grade. Due to that situation, three positions within the Wildland Division are moving more than the 3% and 6%.

All positions receiving a market increase will advance through the appropriate grade's salary range until the maximum salary is reached.

Positions receiving a reclassification based on the average in the market:

FY 24/25 BUDGET YEAR CLASSIFICATION REVIEWS					
Division	Current Position Title	Current Grade	Proposed Grade	% Increase	Full-time/ Part-time
Finance	Chief Financial Officer	42	43	3%	FT
Logistics	Lead Mechanic	25	26	3%	FT
	Office Specialist	15	16	3%	PT
Information Outreach	Community Outreach Coordinator	24	26	6%	FT
EMS	EMS Training Division Coordinator	27	28	3%	FT
	Administrative Coordinator to EMS Division Coordinator	19	21	6%	FT
Wildland	**Wildland Coordinator	27	28	3%	FT
	**Wildland Foreman	25	26	3%	Variable
	**Wildland Squad Boss	21	24	8%	Variable
	**Wildland Squad Boss	21	24	8%	Variable
	**Wildland Squad Boss	21	24	11%	Variable
	**Senior Wildland Firefighter	19	20	3%	Variable
**Senior Wildland Firefighter	19	20	3%	Variable	
Special Enforcement	Fire Investigator	27	29	6%	FT

	Fire Investigator	27	29	6%	FT
	Fire Investigator	27	29	6%	FT
	Fire Investigator	27	29	6%	FT
Information Technology	Information Technology Manager	39	40	3%	FT
	IT Technician II	24	25	3%	FT
Human Resources	Human Resources Director	39	40	3%	FT
	Administrative Coordinator to Human Resources Technician	19	21	6%	PT
Fire Prevention	Office Specialist	15	16	3%	FT
US&R	Office Specialist	15	16	3%	PT
Emergency Management	Emergency Management Director	38	39	3%	FT
	GIS Specialist	28	29	3%	FT
	PIO/JIC Manager	28	29	3%	FT

** Pending Approval Due to State Funding

**Unified Fire Authority
Wage Comparable Summary Report
As of January 31, 2024**

Last Updated 01-31-2024

Agency (Population)	Entry Firefighter	AEMT Firefighter	Engineer	Entry Paramedic	Senior Paramedic	Captain
Draper (51,749)	\$ 50,257	\$ 74,854	\$ 81,736	\$ 58,327	\$ 86,618	\$ 99,706
Layton (83,291)	\$ 50,393	\$ 66,352	\$ 70,827	\$ 62,983	\$ 84,205	\$ 105,948
Lehi (79,978)	\$ 48,004	\$ 59,673	\$ 79,649	\$ 58,067	\$ 80,960	\$ 109,930
Murray (49,729)	\$ 57,244	\$ 76,835	\$ 89,604	\$ 68,622	\$ 92,134	\$ 108,197
Ogden (86,798)	\$ 51,724	\$ 69,008	\$ 79,359	\$ 64,340	\$ 85,839	\$ 98,821
Orem (97,861)	\$ 48,196	\$ 58,823	\$ 92,598	\$ 61,145	\$ 92,598	\$ 105,194
Park City Fire (8,457)	\$ 58,473	\$ 89,940	\$ 100,588	\$ 66,714	\$ 101,994	\$ 118,818
Provo (114,084)	\$ 51,005	\$ 65,233	\$ 87,418	\$ 57,638	\$ 87,418	\$ 106,257
Salt Lake City (200,478)	\$ 49,114	\$ 79,823	\$ 85,294	\$ 56,625	\$ 91,970	\$ 104,034
Sandy (95,050)	\$ 60,125	\$ 83,699	\$ 92,186	\$ 71,002	\$ 98,862	\$ 114,962
South Davis Metro (120,000)	\$ 53,684	\$ 85,027	\$ 94,118	\$ 66,938	\$ 94,118	\$ 113,685
South Jordan (80,139)	\$ 53,890	\$ 75,621	\$ 85,531	\$ 64,021	\$ 89,851	\$ 101,633
South Salt Lake (26,166)	\$ 64,838	\$ 101,159	\$ 105,265	\$ 67,916	\$ 106,907	\$ 114,572
West Jordan (116,541)	\$ 54,759	\$ 79,090	\$ 91,699	\$ 70,145	\$ 96,329	\$ 114,500
West Valley (139,110)	\$ 52,763	\$ 75,392	\$ 83,576	\$ 64,006	\$ 86,142	\$ 104,183
Related to Top Three FY 17-18	-4.44%	-10.68%	-4.68%	-6.73%	-7.23%	-8.24%
Related to Top Three FY 18-19	8.62%	-13.32%	-7.43%	-1.43%	-7.88%	-8.33%
Related to Top Three FY 19-20	3.65%	-3.95%	0.28%	-5.13%	-0.17%	-1.67%
Related to Top Three FY 20-21	0.07%	0.01%	0.11%	0.00%	1.01%	0.01%
Related to Top Three FY 21-22	1.13%	-1.88%	-0.08%	-2.52%	-1.31%	0.49%
Related to Top Three FY 22-23	0.21%	3.32%	-4.44%	-4.40%	2.56%	-2.09%
Related to Top Three FY 23-24	-9.64%	-5.00%	-3.28%	-6.02%	-5.19%	-4.10%
Unified Fire Authority (460,623)	\$52,209	\$80,982	\$91,132	\$64,728	\$93,983	\$110,058

- Negative figures indicate UFA wages are below comparable wage in the specific category
- Positive figures indicate UFA wages are above the comparable wage in the specific category
- Unified Fire Authority Population figure source: Kem Gardner Policy Institute, University of Utah
- Entry Firefighter - Removed Park City, South Davis Metro, and South Jordan AEMT is a requirement for Entry Firefighter

Salt Lake and Utah County Subcounty Estimates;
Subcounty Estimates Data (Excel Format) / City-Population tab / Total Population column

ENTRY FIREFIGHTER as of 01-31-2024

Last Updated 01-31-2024

Agency (Population)		Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup for Tier II		Total Base Wage	Specialty Pay	Comments
					Percentage	Amount	Percentage	Amount			
South Salt Lake	(26,166)	63,152	50	-	-	-	2.59%	1,636	64,838	-	Deferred Comp is Tier 2 Only
Sandy	(95,050)	57,262	-	-	2.41%	1,380	2.59%	1,483	60,125	-	
Murray	(49,729)	54,213	-	-	3.00%	1,626	2.59%	1,404	57,244	-	
West Jordan	(116,541)	53,377	-	-	-	-	2.59%	1,382	54,759	-	Deferred Comp is Tier 2 Only
West Valley	(139,110)	50,447	-	-	2.00%	1,009	2.59%	1,307	52,763	-	
Ogden	(86,798)	48,152	-	-	4.83%	2,326	2.59%	1,247	51,724	-	
Provo	(114,084)	49,717	-	-	-	-	2.59%	1,288	51,005	-	Deferred Comp is Tier 2 Only
Layton	(83,291)	49,092	30	-	-	-	2.59%	1,271	50,393	-	
Draper	(51,749)	47,961	100	-	1.99%	954	2.59%	1,242	50,257	-	
Salt Lake City	(200,478)	47,258	-	632	-	-	2.59%	1,224	49,114	-	Deferred Comp is Tier 2 Only
Orem	(97,861)	46,492	500	-	-	-	2.59%	1,204	48,196	-	
Lehi	(79,978)	46,729	65	-	-	-	2.59%	1,210	48,004	-	
Park City Fire	(8,457)	56,997	-	-	-	-	2.59%	1,476	58,473	-	AEMT is minimum level
South Jordan	(80,139)	51,339	200	-	1.99%	1,022	2.59%	1,330	53,890	-	DC is Tier 2 Only; AEMT is min level
South Davis Metro	(120,000)	51,089	-	-	2.49%	1,272	2.59%	1,323	53,684	-	AEMT is minimum level
Average		51,154							53,202		
Unified Fire Authority	(460,623)	49,254	-	985	1.41%	694	2.59%	1,276	52,209	-	Deferred Comp is Tier 2 Only
Related to Top Three FY 17-18									-4.44%	-	
Related to Top Three FY 18-19									8.62%	-	
Related to Top Three FY 19-20									3.65%	-	
Related to Top Three FY 20-21									0.07%	-	
Related to Top Three FY 21-22									1.13%	-	
Related to Top Three FY 22-23									0.21%	-	
Related to Top Three Current									-9.64%	-	

- Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.
- Entry Firefighter - Removed Park City, South Davis Metro, and South Jordan AEMT is a requirement for Entry Firefighter

AEMT FIREFIGHTER as of 01-31-2024

Last Updated 01-31-2024

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
South Salt Lake (26,166)	97,220	3,939	-	-	-	101,159	-	AEMT is minimum level
Park City Fire (8,457)	85,940		4,000	-	-	89,940	-	AEMT is minimum level
South Davis Metro (120,000)	85,027	-	-	-	-	85,027	-	AEMT is minimum level
Sandy (95,050)	83,699	-	-	-	-	83,699	-	Topped out Firefighter - Don't have this rank Hazmat/Tech Rescue Specialty Pay AEMT is required at this level Tier 1 pay 1.45% of URS, AEMT Required AEMT is required at this level AEMT is required at this level
Salt Lake City (200,478)	78,291	900	632	-	-	79,823	-	
West Jordan (116,541)	79,090	-	-	-	-	79,090	-	
Murray (49,729)	74,597	-	-	3.00%	2,238	76,835	-	
South Jordan (80,139)	75,421	200	-	-	-	75,621	-	
West Valley (139,110)	75,392	-	-	-	-	75,392	3,750	
Draper (51,749)	73,994	860	-	-	-	74,854	-	
Ogden (86,798)	70,023	-	-	-1.45%	(1,015)	69,008	-	
Layton (83,291)	66,322	30	-	-	-	66,352	-	
Provo (114,084)	65,233	-	-	-	-	65,233	-	
Lehi (79,978)	59,608	65	-	-	-	59,673	-	
Orem (97,861)	58,323	500	-	-	-	58,823	-	
Average	75,212					76,035		
Unified Fire Authority (460,623)	78,623	786	1,572	-	-	80,982	-	AEMT is required at this level
Related to Top Three FY 17-18						-10.68%	-	
Related to Top Three FY 18-19						13.32%	-	
Related to Top Three FY 19-20						-3.95%	-	
Related to Top Three FY 20-21						0.01%		
Related to Top Three FY 21-22						-1.88%		
Related to Top Three FY 22-23						3.32%		
Related to Top Three						-5.00%		

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

SPECIALIST/ENGINEER TOP STEP as of 01-31-2024

Last Updated 01-31-2024

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
South Salt Lake (26,166)	101,168	4,097	-	-	-	105,265	-	Hazmat/Tech Rescue
Park City Fire (8,457)	96,588		4,000	-	-	100,588	-	
South Davis Metro (120,000)	94,118	-	-	-	-	94,118	-	
Orem (97,861)	92,098	500	-	-	-	92,598	-	Master Engineer (requires special team involvement)
Sandy (95,050)	92,186	-	-	-	-	92,186	-	
West Jordan (116,541)	91,699	-	-	-	-	91,699	-	
Murray (49,729)	86,994	-	-	3.00%	2,610	89,604	-	
Provo (114,084)	87,418	-	-	-	-	87,418	7,444	
South Jordan (80,139)	85,331	200	-	-	-	85,531	-	
Salt Lake City (200,478)	83,762	900	632	-	-	85,294	-	
West Valley (139,110)	83,576	-	-	-	-	83,576	14,500	
Draper (51,749)	80,808	928	-	-	-	81,736	-	
Lehi (79,978)	79,584	65	-	-	-	79,649	-	
Ogden (86,798)	80,527	-	-	-1.45%	(1,168)	79,359	-	Hazmat/Tech Resuce; Tier 1 pay 1.45% of URS
Layton (83,291)	70,797	30	-	-	-	70,827	12,272	Paramedic Specialty Pay
Average	87,110					87,963		
Unified Fire Authority (460,623)	88,478	885	1,770	-	-	91,132		
Related to Top Three FY 17-18						-4.68%	-	
Related to Top Three FY 18-19						-7.43%	-	
Related to Top Three FY 19-20						0.28%	-	
Related to Top Three FY 20-21						0.11%	-	
Related to Top Three FY 21-22						-0.08%	-	
Related to Top Three FY 22-23						-4.44%	-	
Related to Top Three						-3.28%	-	

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

ENTRY PARAMEDIC as of 01-31-2024

Last Updated 01-31-2024

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount	Percentage	Amount			
Sandy (95,050)	67,621	-	-	2.41%	1,630	2.59%	1,751	71,002	-	
West Jordan (116,541)	68,374	-	-	-	-	2.59%	1,771	70,145	-	
Murray (49,729)	64,989	-	-	3.00%	1,950	2.59%	1,683	68,622	-	Deferred Comp is Tier 2 Only
South Salt Lake (26,166)	66,152	50	-	-	-	2.59%	1,713	67,916	-	
South Davis Metro (120,000)	63,702	-	-	2.49%	1,586	2.59%	1,650	66,938	-	
Park City Fire (8,457)	65,030	-	-	-	-	2.59%	1,684	66,714	-	
Ogden (86,798)	59,896	-	-	4.83%	2,893	2.59%	1,551	64,340	-	Deferred Comp is Tier 2 Only
South Jordan (80,139)	61,026	200	-	1.99%	1,214	2.59%	1,581	64,021	-	Deferred Comp is Tier 2 Only
West Valley (139,110)	61,197	-	-	2.00%	1,224	2.59%	1,585	64,006	3,750	DC Tier 2 Only; HM/HR Specialty Pay
Layton (83,291)	61,364	30	-	-	-	2.59%	1,589	62,983	-	
Orem (97,861)	59,114	500	-	-	-	2.59%	1,531	61,145	-	
Draper (51,749)	55,677	100	-	1.99%	1,108	2.59%	1,442	58,327	-	Deferred Comp is Tier 2 Only
Lehi (79,978)	56,538	65	-	-	-	2.59%	1,464	58,067	-	
Provo (114,084)	56,183	-	-	-	-	2.59%	1,455	57,638	-	
Salt Lake City (200,478)	54,579	-	632	-	-	2.59%	1,414	56,625	-	
Average	61,430							63,899		
Unified Fire Authority (460,623)	61,064	-	1,221	1.41%	861	2.59%	1,582	64,728	-	Deferred Comp is Tier 2 Only
Related to Top Three FY 17-18								-6.73%	-	
Related to Top Three FY 18-19								-1.43%	-	
Related to Top Three FY 19-20								-5.13%	-	
Related to Top Three FY 20-21								0.00%	-	
Related to Top Three FY 21-22								-2.52%	-	
Related to Top Three FY 22-23								-4.40%	-	
Related to Top Three								-6.02%	-	

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

SENIOR PARAMEDIC TOP STEP as of 01-31-2024

Last Updated 01-31-2024

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
South Salt Lake (26,166)	102,747	4,160	-	-	-	106,907	-	
Park City Fire (8,457)	97,994		4,000	-	-	101,994	-	
Sandy (95,050)	98,862	-	-	-	-	98,862	-	
West Jordan (116,541)	96,329	-	-	-	-	96,329	-	
South Davis Metro (120,000)	94,118	-	-	-	-	94,118	-	
Orem (97,861)	92,098	500	-	-	-	92,598	-	
Murray (49,729)	89,450	-	-	3.00%	2,684	92,134	-	
Salt Lake City (200,478)	90,438	900	632	-	-	91,970	-	
South Jordan (80,139)	89,651	200	-	-	-	89,851	-	
Provo (114,084)	87,418	-	-	-	-	87,418	7,444	Master Paramedic (requires special team involvement)
Draper (51,749)	85,642	976	-	-	-	86,618	-	
West Valley (139,110)	86,142	-	-	-	-	86,142	3,750	Hazmat/Tech Rescue Specialty Pay
Ogden (86,798)	87,102	-	-	-1.45%	(1,263)	85,839	-	Tier 1 pay 1.45% of URS
Layton (83,291)	84,175	30	-	-	-	84,205	-	
Lehi (79,978)	80,895	65	-	-	-	80,960	-	
Average	90,871					91,730		
Unified Fire Authority (460,623)	91,246	912	1,825	-	-	93,983	-	
Related to Top Three FY 17-18						-7.23%	-	
Related to Top Three FY 18-19						-7.88%	-	
Related to Top Three FY 19-20						-0.17%	-	
Related to Top Three FY 20-21						1.01%		
Related to Top Three FY 21-22						-1.31%		
Related to Top Three FY 22-23						2.56%		
Related to Top Three						-5.19%		

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

CAPTAIN TOP STEP as of 01-31-2024

Last Updated 01-31-2024

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
Park City Fire (8,457)	114,818		4,000	-	-	118,818	-	
Sandy (95,050)	114,962	-	-	-	-	114,962	-	
South Salt Lake (26,166)	110,117	4,455	-	-	-	114,572	-	
West Jordan (116,541)	114,500	-	-	-	-	114,500	-	
South Davis Metro (120,000)	113,685	-	-	-	-	113,685	-	
Lehi (79,978)	109,865	65	-	-	-	109,930	-	
Murray (49,729)	105,046	-	-	3.00%	3,151	108,197	-	
Provo (114,084)	106,257	-	-	-	-	106,257	-	
Layton (83,291)	105,918	30	-	-	-	105,948	12,272	Paramedic Specialty Pay
Orem (97,861)	104,694	500	-	-	-	105,194	-	
West Valley (139,110)	104,183	-	-	-	-	104,183	5,300	Paramedic Specialty Pay
Salt Lake City (200,478)	102,502	900	632	-	-	104,034	-	
South Jordan (80,139)	101,433	200	-	-	-	101,633	-	
Draper (51,749)	98,600	1,106	-	-	-	99,706	-	
Ogden (86,798)	100,275		-	-1.45%	(1,454)	98,821	-	Tier 1 pay 1.45% of URS
Average	107,124					108,029		
Unified Fire Authority (460,623)	106,852	1,069	2,137	-	-	110,058	-	
Related to Top Three FY 17-18						-8.24%	-	
Related to Top Three FY 18-19						-8.33%	-	
Related to Top Three FY 19-20						-1.67%	-	
Related to Top Three FY 20-21						0.01%	-	
Related to Top Three FY 21-22						0.49%	-	
Related to Top Three FY 22-23						-2.09%	-	
Related to Top Three						-4.10%	-	

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

**Unified Fire Authority
FY24/25 Market Adjustment Options - Sworn
February 15, 2024**

Rank	Top 3		Top 3 w/o Park City	
	% increase	\$ increase	% increase	\$ increase
Entry Firefighter (83)	9.64%	\$ 527,536	9.64%	\$ 527,536
AEMT Firefighter (29)	5.00%	\$ 107,948	3.36%	\$ 72,541
Specialist (103)	3.28%	\$ 362,464	1.61%	\$ 177,917
Entry Paramedic (36)	6.02%	\$ 188,723	6.02%	\$ 188,723
Senior Paramedic (3% Over-market) (99)	8.19%	\$ 931,933	5.50%	\$ 625,840
Captain/BC/DC/OC/FM/AC (116)	4.10%	\$ 682,900	4.04%	\$ 672,906
OT Increase based on Market		\$ 203,802		\$ 164,209
Total		\$3,005,306		\$2,429,672
Member Fee Impact		4.47%		3.62%
Average Market Adjustment		5.65%		4.56%

FY 24/25 PLANNING WORKSHEET

DRAFT: Feb 15, 2024

12 MONTH TOTAL INCREASE

\$3,005,307

Market Increase (Top 3)

IMPACT TO MEMBER FEE

4.47%

	CPI / COLA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL	GAP BETWEEN RANKS	TOTAL COSTS		
		0.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%	9.64% Market			83	17.62%	Current Costs
ENTRY FIREFIGHTER	Proposed Wage	\$54,002	\$55,487	\$57,013	\$58,581	\$61,849	\$63,550	\$67,096	\$70,841	\$74,793	\$79,756	9.64% Market	83		Current Costs	\$5,472,365	
	Current Wage	\$49,254	\$50,608	\$52,000	\$53,430	\$56,411	\$57,962	\$61,197	\$64,612	\$68,217	\$72,743	0.00% COLA			Proposed Costs	\$5,999,902	
	% Increase	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64% BOTH			Increase	\$527,536	
	# at this step (7/1)	13	23	13	14	9	7	2	2	0	0				% Increase	9.64%	
FIREFIGHTER (AEMT)	Proposed Wage	\$56,455	\$58,008	\$59,603	\$61,242	\$64,659	\$66,438	\$70,145	\$74,059	\$78,191	\$83,380	5.00% Market	29	4.54% ABOVE FF	Current Costs	\$2,158,957	
	Current Wage	\$53,767	\$55,246	\$56,765	\$58,326	\$61,580	\$63,274	\$66,805	\$70,532	\$74,468	\$79,409	0.00% COLA			Proposed Costs	\$2,266,905	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00% BOTH			Increase	\$107,948	
	# at this step (7/1)	2	4	4	10	6	1	0	0	0	2				% Increase	5.00%	
ENGINEER / SPECIALIST 1	Proposed Wage	\$59,366	\$60,999	\$62,676	\$64,399	\$67,993	\$69,863	\$73,762	\$77,878	\$82,222	\$87,679	95% of Eng/Spec 2	21	5.16% ABOVE AEMT	Current Costs	\$1,929,194	
	Current Wage	\$57,481	\$59,061	\$60,686	\$62,354	\$65,834	\$67,644	\$71,419	\$75,404	\$79,611	\$84,895					Proposed Costs	\$1,992,472
	% Increase	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%					Increase	\$63,278
	# at this step (7/1)	0	0	0	0	4	6	4	1	0	6					% Increase	3.28%
ENGINEER / SPECIALIST 2	Proposed Wage	\$62,491	\$64,209	\$65,974	\$67,789	\$71,572	\$73,539	\$77,644	\$81,976	\$86,550	\$92,294	3.28% Market	77	5.00% ABOVE SPEC I	Current Costs	\$8,515,316	
	Current Wage	\$60,506	\$62,170	\$63,879	\$65,636	\$69,299	\$71,204	\$75,178	\$79,373	\$83,801	\$89,363	0.00% COLA			Proposed Costs	\$8,794,618	
	% Increase	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28% BOTH			Increase	\$279,302	
	# at this step (7/1)	0	0	0	0	0	0	5	4	6	62				% Increase	3.28%	
SPECIALIST 3	Proposed Wage	\$66,865	\$68,704	\$70,593	\$72,535	\$76,581	\$78,688	\$83,078	\$87,714	\$92,608	\$98,754	3.28% Market	5	7.00% ABOVE SPEC II	Current Costs	\$606,216	
	Current Wage	\$64,741	\$66,522	\$68,351	\$70,231	\$74,149	\$76,189	\$80,440	\$84,928	\$89,667	\$95,618	0.00% COLA			Proposed Costs	\$626,100	
	% Increase	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28%	3.28% BOTH			Increase	\$19,884	
	# at this step (7/1)	0	0	0	0	0	0	0	0	0	5				% Increase	3.28%	
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$64,740	\$66,521	\$68,350	\$70,230	\$74,148	\$76,188	\$80,439	\$84,927	\$89,666	\$95,616	6.02% Market	36	9.05% ABOVE SPEC I	Current Costs	\$3,134,935	
	Current Wage	\$61,064	\$62,744	\$64,469	\$66,242	\$69,938	\$71,862	\$75,872	\$80,105	\$84,575	\$90,187	0.00% COLA			Proposed Costs	\$3,323,658	
	% Increase	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02% BOTH			Increase	\$188,723	
	# at this step (7/1)	1	3	2	5	11	10	3	0	0	1				% Increase	6.02%	
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$67,509	\$69,366	\$71,273	\$73,234	\$77,320	\$79,446	\$83,880	\$88,560	\$93,502	\$99,706	8.19% Market	99	4.28% ABOVE PM I	Current Costs	\$11,378,912	
	Current Wage	\$62,399	\$64,115	\$65,878	\$67,690	\$71,467	\$73,432	\$77,530	\$81,856	\$86,424	\$92,158	0.00% COLA			Proposed Costs	\$12,310,845	
	% Increase	8.19%	8.19%	8.19%	8.19%	8.19%	8.19%	8.19%	8.19%	8.19%	8.19%	8.19% BOTH			Increase	\$931,933	
	# at this step (7/1)	0	0	0	0	0	1	5	3	2	88				% Increase	8.19%	
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$76,067	\$78,159	\$80,308	\$82,517	\$87,121	\$89,517	\$94,512	\$99,786	\$105,354	\$112,345	4.10% Market	95	12.68% ABOVE PM 2	Current Costs	\$13,000,106	
	Current Wage	\$73,071	\$75,081	\$77,145	\$79,267	\$83,690	\$85,991	\$90,790	\$95,856	\$101,205	\$107,921	0.00% COLA			Proposed Costs	\$13,533,110	
	% Increase	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10% BOTH			Increase	\$533,004	
	# at this step (7/1)	0	0	0	0	0	0	0	0	0	95				% Increase	4.10%	
BATTALION / DIVISION CHIEF	Proposed Wage	\$88,238	\$90,665	\$93,158	\$95,720	\$101,060	\$103,840	\$109,634	\$115,752	\$122,210	\$130,320	4.10% Market	16	16.00% ABOVE CAP	Current Costs	\$2,539,804	
	Current Wage	\$84,763	\$87,094	\$89,489	\$91,950	\$97,080	\$99,750	\$105,316	\$111,193	\$117,397	\$125,187	0.00% COLA			Proposed Costs	\$2,643,936	
	% Increase	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10%	4.10% BOTH			Increase	\$104,132	
	# at this step (7/1)	0	0	0	0	0	0	0	0	0	16				% Increase	4.10%	

	# AT EACH STEP	16	30	19	29	30	25	19	10	8	275	Total Sworn in General Fund	TOTAL TOTAL			
	% OF TOTAL	3.40%	6.37%	4.03%	6.16%	6.37%	5.31%	4.03%	2.12%	1.70%	58.39%	471	Current Costs	\$48,735,805		
NOTES:	Wage totals under each step reflect base wage plus an additional 1% longevity for employees at Step 10. TOTAL COSTS include benefits that will adjust according to wage: 21.05% for Tier 1 Retirement, 18.81% for Tier 2 Retirement, 1.45% for Medicare tax, 2.0% for VEBA and 2.3% for Workers Comp. This chart does not include any over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire.												6 exempt Chief Officers, and 4 Investigators are not included on chart, but included in total sworn number above	Proposed Costs	\$51,491,546	
	The gap between Captain and BC is 16%.												14 Wildland and EM Employees are not included on chart because not in General Fund	Increase	\$2,755,740	
	Senior Paramedic receives 3% over market based on approval during the FY23/24 budget.												Total Sworn	485	% Increase	5.65%
	Continue to pay Specialist/Engineer 1 95% of Specialist/Engineer 2.												Increase of Overtime in Operations is based on the overall percentage increase in wages			\$203,802
													Fire Marshal, Operations Chief and Assistant Chiefs receive identical increase to the BC/DC position. This is the amount of the increase for these five positions.			\$45,764
												Total Payroll Increase			\$3,005,307	

FY 24/25 PLANNING WORKSHEET

DRAFT: Feb 15, 2024

12 MONTH TOTAL INCREASE

Market Increase (Top 3 w/o Park City)

IMPACT TO MEMBER FEE

\$2,429,673

3.62%

	CPI / COLA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL	GAP BETWEEN RANKS	TOTAL COSTS		
		0.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%	9.64% Market			83		Current Costs
ENTRY FIREFIGHTER	Proposed Wage	\$54,002	\$55,487	\$57,013	\$58,581	\$61,849	\$63,550	\$67,096	\$70,841	\$74,793	\$79,756	9.64% Market	17.62%		Current Costs	\$5,472,365	
	Current Wage	\$49,254	\$50,608	\$52,000	\$53,430	\$56,411	\$57,962	\$61,197	\$64,612	\$68,217	\$72,743	0.00% COLA			Proposed Costs	\$5,999,902	
	% Increase	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%	9.64%			9.64%	Increase	\$527,536
	# at this step (7/1)	13	23	13	14	9	7	2	2	0	0	0			0	% Increase	9.64%
FIREFIGHTER (AEMT)	Proposed Wage	\$55,574	\$57,102	\$58,672	\$60,286	\$63,649	\$65,400	\$69,050	\$72,902	\$76,970	\$82,077	3.36% Market	6.16%	2.91% ABOVE FF	Current Costs	\$2,158,957	
	Current Wage	\$53,767	\$55,246	\$56,765	\$58,326	\$61,580	\$63,274	\$66,805	\$70,532	\$74,468	\$79,409	0.00% COLA			Proposed Costs	\$2,231,498	
	% Increase	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%	3.36%			3.36%	Increase	\$72,541
	# at this step (7/1)	2	4	4	10	6	1	0	0	0	0	2			2	% Increase	3.36%
ENGINEER / SPECIALIST 1	Proposed Wage	\$58,406	\$60,012	\$61,662	\$63,358	\$66,894	\$68,733	\$72,569	\$76,618	\$80,893	\$86,261	95% of Eng/Spec 2	21	5.10% ABOVE AEMT	Current Costs	\$1,929,194	
	Current Wage	\$57,481	\$59,061	\$60,686	\$62,354	\$65,834	\$67,644	\$71,419	\$75,404	\$79,611	\$84,895				Proposed Costs	\$1,960,255	
	% Increase	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%				1.61%	Increase	\$31,060
	# at this step (7/1)	0	0	0	0	4	6	4	1	0	6				6	6	% Increase
ENGINEER / SPECIALIST 2	Proposed Wage	\$61,480	\$63,171	\$64,907	\$66,693	\$70,415	\$72,350	\$76,388	\$80,651	\$85,150	\$90,802	1.61% Market	16.35%	5.00% ABOVE SPEC I	Current Costs	\$8,515,316	
	Current Wage	\$60,506	\$62,170	\$63,879	\$65,636	\$69,299	\$71,204	\$75,178	\$79,373	\$83,801	\$89,363	0.00% COLA			Proposed Costs	\$8,652,413	
	% Increase	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%			1.61%	Increase	\$137,097
	# at this step (7/1)	0	0	0	0	0	0	5	4	6	62	62			62	% Increase	1.61%
SPECIALIST 3	Proposed Wage	\$65,783	\$67,593	\$69,451	\$71,362	\$75,343	\$77,416	\$81,735	\$86,295	\$91,111	\$97,157	1.61% Market	1.06%	7.00% ABOVE SPEC II	Current Costs	\$606,216	
	Current Wage	\$64,741	\$66,522	\$68,351	\$70,231	\$74,149	\$76,189	\$80,440	\$84,928	\$89,667	\$95,618	0.00% COLA			Proposed Costs	\$615,976	
	% Increase	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%	1.61%			1.61%	Increase	\$9,760
	# at this step (7/1)	0	0	0	0	0	0	0	0	0	5	5			5	% Increase	1.61%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$64,740	\$66,521	\$68,350	\$70,230	\$74,148	\$76,188	\$80,439	\$84,927	\$89,666	\$95,616	6.02% Market	7.64%	10.84% ABOVE SPEC I 19.89% ABOVE FF	Current Costs	\$3,134,935	
	Current Wage	\$61,064	\$62,744	\$64,469	\$66,242	\$69,938	\$71,862	\$75,872	\$80,105	\$84,575	\$90,187	0.00% COLA			Proposed Costs	\$3,323,658	
	% Increase	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%	6.02%			6.02%	Increase	\$188,723
	# at this step (7/1)	1	3	2	5	11	10	3	0	0	1	1			1	% Increase	6.02%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$65,831	\$67,641	\$69,501	\$71,413	\$75,398	\$77,471	\$81,794	\$86,358	\$91,177	\$97,227	5.50% Market	21.02%	1.68% ABOVE PM I 7.08% ABOVE SPEC II	Current Costs	\$11,378,912	
	Current Wage	\$62,399	\$64,115	\$65,878	\$67,690	\$71,467	\$73,432	\$77,530	\$81,856	\$86,424	\$92,158	0.00% COLA			Proposed Costs	\$12,004,752	
	% Increase	5.50%	5.50%	5.50%	5.50%	5.50%	5.50%	5.50%	5.50%	5.50%	5.50%	5.50%			5.50%	Increase	\$625,840
	# at this step (7/1)	0	0	0	0	0	1	5	3	2	88	88			88	% Increase	5.50%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$76,023	\$78,114	\$80,262	\$82,469	\$87,071	\$89,465	\$94,458	\$99,729	\$105,294	\$112,281	4.04% Market	20.17%	15.48% ABOVE PM 2 23.65% ABOVE SPEC II	Current Costs	\$13,000,106	
	Current Wage	\$73,071	\$75,081	\$77,145	\$79,267	\$83,690	\$85,991	\$90,790	\$95,856	\$101,205	\$107,921	0.00% COLA			Proposed Costs	\$13,525,310	
	% Increase	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%			4.04%	Increase	\$525,204
	# at this step (7/1)	0	0	0	0	0	0	0	0	0	95	95			95	% Increase	4.04%
BATTALION / DIVISION CHIEF	Proposed Wage	\$88,187	\$90,613	\$93,104	\$95,665	\$101,002	\$103,780	\$109,571	\$115,685	\$122,140	\$130,245	4.04% Market	3.40%	16.00% ABOVE CAP	Current Costs	\$2,539,804	
	Current Wage	\$84,763	\$87,094	\$89,489	\$91,950	\$97,080	\$99,750	\$105,316	\$111,193	\$117,397	\$125,187	0.00% COLA			Proposed Costs	\$2,642,412	
	% Increase	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%			4.04%	Increase	\$102,608
	# at this step (7/1)	0	0	0	0	0	0	0	0	0	16	16			16	% Increase	4.04%

	# AT EACH STEP	16	30	19	29	30	25	19	10	8	275	Total Sworn in General Fund	TOTAL TOTAL		
	% OF TOTAL	3.40%	6.37%	4.03%	6.16%	6.37%	5.31%	4.03%	2.12%	1.70%	58.39%	471	Current Costs	\$48,735,805	
NOTES:	Wage totals under each step reflect base wage plus an additional 1% longevity for employees at Step 10. TOTAL COSTS include benefits that will adjust according to wage: 21.05% for Tier 1 Retirement, 18.81% for Tier 2 Retirement, 1.45% for Medicare tax, 2.0% for VEBA and 2.3% for Workers Comp. This chart does not include any over hire positions that would mostly be in Step 1. They will fold into the chart as our top step employees retire.												6 exempt Chief Officers, and 4 Investigators are not included on chart, but included in total sworn number above	Proposed Costs	\$50,956,175
	The gap between Captain and BC is 16%.												14 Wildland and EM Employees are not included on chart because not in General Fund	Increase	\$2,220,370
	Senior Paramedic receives 3% over market based on approval during the FY23/24 budget.												Total Sworn 485	% Increase	4.56%
	Continue to pay Specialist/Engineer 1 95% of Specialist/Engineer 2.												Increase of Overtime in Operations is based on the overall percentage increase in wages		\$164,209
													Fire Marshal, Operations Chief and Assistant Chiefs receive identical increase to the BC/DC position. This is the amount of the increase for these five positions.		\$45,094
												Total Payroll Increase		\$2,429,673	



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: Fire Chief Dominic Burchett

FROM: CFO Tony Hill

DATE: February 15, 2024

SUBJECT: CPI and COLA for FY24/25 Budget

The charts below show the CPI and COLA history as well as the cost of a COLA at 2%, 3%, 4%, and 5% for the FY24/25 budget.

CPI HISTORY					
Year	CPI - West Region	UFA COLA		URS COLA	
		2019	2.7%	FY19/20	2.0%
2020	1.7%	FY20/21	0.0%	2020	1.2%
2021	4.5%	FY21/22	2% VEBA/1.0%	2021	4.7%
2022	8.0%	FY22/23	6.0%	2022	8.0%
2023	4.3%	FY23/24	3.0%/4.0%	2023	4.1%
5 Year Avg	4.2%		2.6%/3.0%		3.96%

Cost of FY24/25 COLA							
2%		3%		4%		5%	
Sworn	\$1,097,676	Sworn	\$1,646,513	Sworn	2,195,351	Sworn	2,744,189
Civilian	\$122,881	Civilian	\$184,321	Civilian	245,762	Civilian	307,202
PT EMS	\$28,244	PT EMS	\$42,366	PT EMS	56,487	PT EMS	70,609
Total	\$1,248,801	Total	\$1,873,200	Total	2,497,600	Total	3,122,000
Member Fee	1.86%	Member Fee	2.79%	Member Fee	3.72%	Member Fee	4.65%