



UNIFIED FIRE AUTHORITY BOARD COMPENSATION & BENEFITS COMMITTEE AGENDA

Thursday, February 18, 2021 at 7:30 a.m.

NOTICE IS HEREBY GIVEN THAT THE UNIFIED FIRE AUTHORITY COMPENSATION AND BENEFITS COMMITTEE SHALL ASSEMBLE FOR AN **ELECTRONIC MEETING ONLY**, DUE TO THE COVID-19 PANDEMIC

THE PUBLIC MAY ATTEND ELECTRONICALLY VIA ZOOM WEBINAR AT:

<https://zoom.us/j/91789872800?pwd=ZVZmOWltUUt2UE5UaXM2dVJYSWIwQT09>

Passcode: 911911

-
1. Call to Order – Chair Dahle
 2. Public Comment
Please limit comments to three minutes each. There are two options for comments during this meeting:
 - a. 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 que and invited to speak.
 - b. EMAIL: Public comments will be accepted prior to the meeting via email at publiccomment@unifiedfire.org until 7:00 a.m. February 17, 2021. Emailed comments submitted prior to 7:00 a.m. February 17, 2021, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Compensation and Benefits Committee, but not read into the meeting record or addressed during the meeting.
 3. Minutes Approval –Chair Dahle
 - A. March 30, 2020
 4. Health Insurance Review and Forecast – HR Deputy Director Ricotta/Gallagher
 5. Sworn Market Wage Review – HR Deputy Director Ricotta
 6. Civilian Market Wage Review – HR Deputy Director Ricotta
 7. Cost of Living Adjustment (CPI) Review – CFO Hill and Chief Petersen
 8. Possible Closed Session
The Board 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.

9. Adjournment

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 801-743-7220. Motions relating to any of the foregoing, including final action, may be taken at the meeting. This meeting may be held telephonically to allow a member of the UFA Board 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 17th day of February 2021 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**

Monday, March 30, 2020 at 3:00 p.m.

Electronically Via ZOOM Webinar Only Due to COVID-19 Pandemic

Committee Members Present:

Council Member Hull
Mayor Peterson
Mayor Dahle
Mayor Overson

Mayor Hale
Council Member Stewart
Mayor Bush

Committee Members Absent:

Council Member Bowen

Staff:

Chief Petersen
CLO Roberts
Cal Ricotta
Sylvia Cardenas
AC Ziolkowski

CFO Hill
Arriann Woolf
Cyndee Young
Steve Quinn, Local 1696

Guests:

Darren Park, Local 1696
Mayor Silvestrini
Kate Turnbaugh
Patrick Costin

Nile Easton
Rebecca Norfleet-Gallagher
Michelle Morse-Gallagher
Lana Burningham

Call to Order

Meeting called to order by Chair Dahle at 3:06 p.m.

Public Comments

None

Minutes Approval

Mayor Hale made a motion to approve the minutes from the February 13, 2020 Benefits & Compensation Committee Meeting Minutes as submitted
Council Member Hull seconded the motion
All in favor, none opposed

Update from Gallagher Benefits Regarding Current Health and Dental Benefit Utilization and Forecast for FY20/21 Renewal – Michelle Morse, Gallagher

- ◆ Gallagher was able to negotiate an initial renewal from SelectHealth of a 5.9% down to a 2.7%
 - ◆ This is a 3.5% decrease from last year's renewal
- ◆ Mayor Dahle pointed out that UFA has been happy with SelectHealth service and product
 - ◆ Suggested to Committee that UFA stay with SelectHealth and not go to market for better rates
 - ◆ Steve Quinn, Local 1696 agreed with this statement
- ◆ The question arose as to how the non-necessary procedures, cancelled due to the pandemic, will effect costs for next year
 - ◆ Gallagher stated that the cancelled procedures should be offset by treatment for COVID
 - ◆ While claims and usage may now go down this year, it is unknown what the outcome/effects will be
 - ◆ Gallagher noted that the next couple months will determine how this will all play out
 - ◆ For the costs this year, the rates are locked in and cannot change
- ◆ Council Member Stewart noted that since this rate is lower than what was expected, it will be easier for the Finance Committee to work with
- ◆ PEHP Dental
 - ◆ There have been no increases in past years
 - ◆ The UFA rate is lower than the average and Gallagher feels we are at a great rate
- ◆ All changes go into effect July 1, 2020

Benefits and Compensation Concepts and Cost Worksheet for FY20/21 Budget – Chief Petersen/CFO Hill

- ◆ Chief Petersen shared the planning sheet and discussed options and effects to the budget
 - ◆ The full impact for a Market adjustment and a 1.8% CPI increase is \$1,245,016 or 2.23% to the Member Fee
 - Most positions were very close to market after the adjustments made in FY19/20, Market adjustments only require a 1.27% increase
 - ◆ The Market Adjustment also includes reducing the steps from 12 to 10; total cost for that change would be \$38,000 and will be sustainable considering the routine retirement/replacement cycle
 - ◆ Advancement in the step plan this year reduces the budget by \$90,000
 - 15 employees separated employment in FY19/20 and were replaced by employees hired at step 1
 - This resulted in the overall savings
- ◆ There are the key impacts, in addition to insurance
 - ◆ Liability Insurance is up \$73,000
 - ◆ Carryover wage \$785,000
 - ◆ OT increase \$700,000
 - ◆ New Firefighter positions \$162,000
 - ◆ Increase to Part Time Paramedic pay \$164,000
 - ◆ Inspector position \$130,000
 - ◆ Fuels Crew will bring \$157,000 into the budget
- ◆ Chief Petersen also shared several reductions to the budget
- ◆ Civilians are routinely taken care of, so not included in the market analysis
- ◆ The Committee shared how their municipalities intend to deal with the current situation
 - ◆ Mayor Dahle stated that the focus is on saving jobs and avoiding cuts
 - ◆ It is difficult/impossible to provide CPI/Market in light of current events
 - ◆ Mayor Dahle also asked which of the two was most important
 - Chief Petersen stated that Market is catching up to where we were last year and CPI is anticipating what will happen next year
 - Chief stated Market would be the most important item to maintain if possible
 - Chief also shared that the market adjustment alone is \$519,034 or a .93% increase to the Member Fee

- ◆ Council Member Stewart stated that the Finance Committee would welcome anything under 3%
- ◆ The Committee is willing to reopen and reevaluate the Market and CPI in 6 months
- ◆ Mayor Dahle asked that Chief Petersen forward two proposals:
 - ◆ Eliminate the Market and CPI in the budget with an option to revisit a market adjustment mid-year
 - ◆ Provide an option for the Finance Committee to add the market adjustment to the FY20/21 Budget beginning July 1, 2020

Closed Session

None

Adjournment

Mayor Hale moved to adjourn the March 30, 2020 Benefits & Compensation Committee Meeting

Mayor Peterson seconded the motion

All voted in favor, none opposed

Recorded by Board Clerk Cyndee Young

DRAFT

Unified Fire Authority

Claims Experience Report

Reports Through: December 31, 2020

Prepared by

Jake Turley, Area President

Michelle Morse, Account Executive

Gary Keller, Technical Analyst



Gallagher

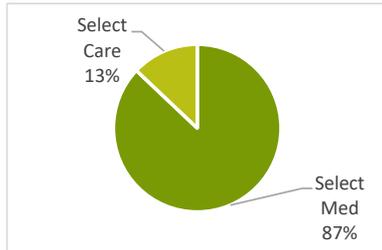
Insurance | Risk Management | Consulting

This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

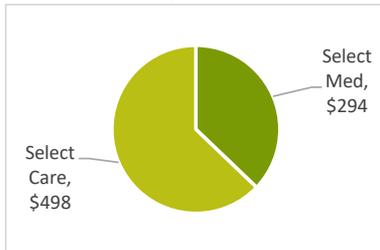
Executive Summary

Jul 2020 - Dec 2020

Claims Paid
Year To Date
\$2,972,150



PMPM Claims YTD
\$310.67



Premiums
\$3,509,812

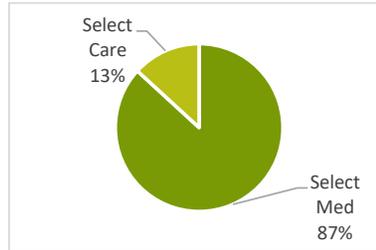
Claims to Premium Ratio*
Year To Date
84.7%

Current
Subscribers
437

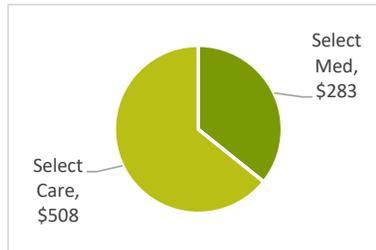
Current
Membership
1575

Jan 2020 - Dec 2020

Claims Paid
Rolling 12 Months
\$5,788,602



PMPM Claims R12
\$300.38



Premiums
\$6,946,005

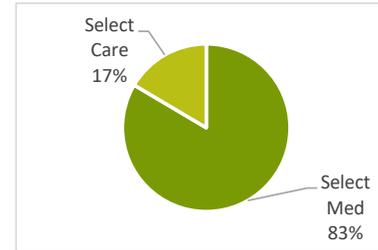
Claims to Premium Ratio*
Rolling 12 Months
83.3%

Average Subscribers
Rolling 12 Months
443

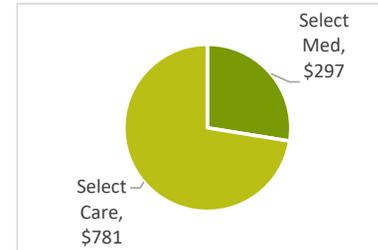
Average Membership
Rolling 12 Months
1606

Jan 2019 - Dec 2019

Claims Paid
Prior Plan Year
\$6,421,285



PMPM Claims Prior Yr
\$330.62



Premiums
\$6,683,022

Claims to Premium Ratio*
Prior Plan Year
96.1%

Average Subscribers
Prior Plan Year
436

Average Membership
Prior Plan Year
1619

* Excludes administrative costs

Prepared by:



Claim Experience Executive Summary - Rolling 12 Months

Medical Plan Summary

	Jan 2020 - Dec 2020	Jan 2019 - Dec 2019	% Change
Avg. Employees	443	436	1.6%
Avg. Members	1606	1619	-0.8%
Avg. Contract Size	3.63	3.72	-2.3%
Gross Claims PMPM	\$300.38	\$330.62	-9.1%
Net Claims PMPM	\$296.64	\$303.18	-2.2%
Fixed Costs PMPM	\$41.99	\$41.99	0.0%
Premium PMPM	\$360.44	\$344.10	4.7%
Gross Loss Ratio	95.0%	108.3%	-13.3%
Net Loss Ratio	93.9%	100.3%	-6.4%

Utilization and Trends by Cost Category

Category	Jan 2020 - Dec 2020			Jan 2019 - Dec 2019			% Change		
	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark
IP Facility	\$874,856	\$45.40	\$81.44	\$1,881,784	\$96.89	\$81.44	-53.5%	-53.1%	0.0%
OP Facility	\$1,359,638	\$70.55	\$67.29	\$1,153,573	\$59.40	\$67.29	17.9%	18.8%	0.0%
ER	\$412,918	\$21.43	\$31.37	\$416,609	\$21.45	\$31.37	-0.9%	-0.1%	0.0%
Office Visits	\$595,948	\$30.92	\$34.25	\$623,472	\$32.10	\$34.25	-4.4%	-3.7%	0.0%
Prof & Other	\$1,477,365	\$76.66	\$111.50	\$1,439,867	\$74.14	\$111.50	2.6%	3.4%	0.0%
Medical	\$4,720,724	\$244.97	\$325.85	\$5,515,305	\$283.97	\$325.85	-14.4%	-13.7%	0.0%
Pharmacy	\$1,067,878	\$55.41	\$81.96	\$905,980	\$46.65	\$81.96	17.9%	18.8%	0.0%
Total	\$5,788,602	\$300.38	\$407.81	\$6,421,285	\$330.62	\$407.81	-9.9%	-9.1%	0.0%

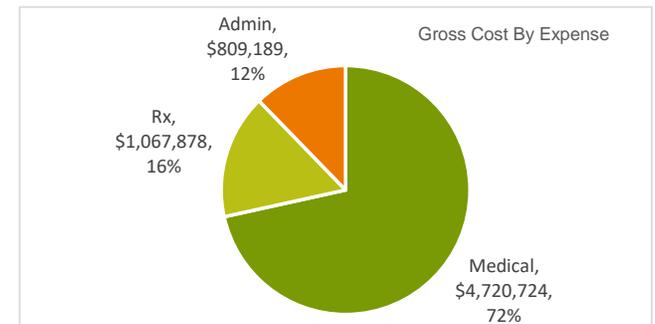
Claims By Plan

Plan	Jan 2020 - Dec 2020						Jan 2019 - Dec 2019					
	Curr. Mbrs.	Premium	Med Claims	Rx Claims	Admin	Loss Ratio	Avg. Mbrs.	Premium	Med Claims	Rx Claims	Admin	Loss Ratio
Select Med	1447	\$6,321,965	\$4,061,926	\$963,045	\$746,078	91.3%	1505	\$6,153,112	\$4,572,176	\$789,419	\$758,549	99.5%
Select Care	128	\$624,041	\$658,798	\$104,832	\$63,111	132.5%	113	\$529,910	\$943,129	\$116,562	\$56,980	210.7%
Total	1575	\$6,946,005	\$4,720,724	\$1,067,878	\$809,189	95.0%	1618	\$6,683,022	\$5,515,305	\$905,980	\$815,530	108.3%

Plan	Jan 2020 - Dec 2020				Jan 2019 - Dec 2019				% Change			
	Mbr Mths	Prem. PMPM	Med. PMPM	Rx PMPM	Mbr Mths	Prem. PMPM	Med. PMPM	Rx PMPM	Avg. Mbrs.	Prem PMPM	Med PMPM	Rx PMPM
Select Med	17768	\$355.81	\$228.61	\$54.20	18065	\$340.61	\$253.10	\$43.70	-1.6%	4.5%	-9.7%	24.0%
Select Care	1503	\$415.20	\$438.32	\$69.75	1357	\$390.50	\$695.01	\$85.90	10.8%	6.3%	-36.9%	-18.8%
Total	19271	\$360.44	\$244.97	\$55.41	19422	\$344.10	\$283.97	\$46.65	-0.8%	4.7%	-13.7%	18.8%

Top 10 Large Claimants - Rolling 12 Months

Diagnosis	Pooling Point = \$200,000	Paid Claims	Pooled Claims
1) Factors influencing health status and contact with health services	\$244,097; 2) Certain conditions originating in the	\$272,053	\$72,053
1) Injury, poisoning and certain other consequences of external causes	\$172,652; 2) Diseases of the respiratory system	\$173,068	\$0
1) Diseases of the circulatory system	\$106,393; 2) Pharmacy \$3,576; 3) Diseases of the digestive system	\$115,657	\$0
1) Diseases of the genitourinary system	\$71,209; 2) Factors influencing health status and contact with health services	\$99,356	\$0
1) Pharmacy	\$49,737; 2) Factors influencing health status and contact with health services	\$94,278	\$0
1) Neoplasms	\$83,245; 2) Factors influencing health status and contact with health services	\$91,677	\$0
1) Pharmacy	\$80,290; 2) Endocrine, nutritional and metabolic diseases	\$82,874	\$0
1) Diseases of the genitourinary system	\$73,282; 2) Pharmacy \$6,157; 3) Factors influencing health status and contact	\$80,226	\$0
1) Pharmacy	\$68,516; 2) Factors influencing health status and contact with health services	\$69,042	\$0
1) Diseases of the musculoskeletal system and connective tissue	\$56,802; 2) Injury, poisoning and certain other cons	\$62,565	\$0



Prepared by:

Enrollment Summary - Plan Year

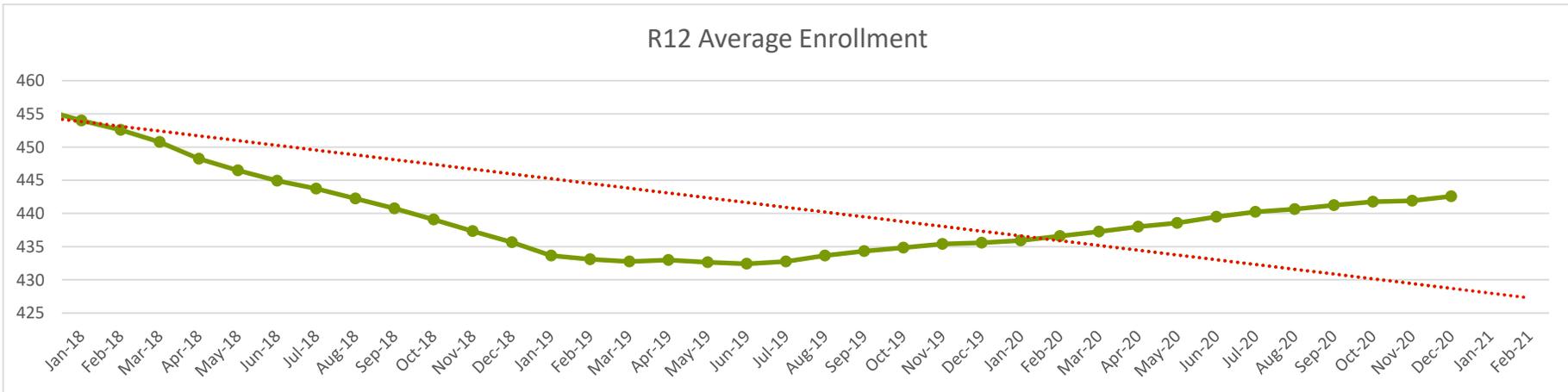
Current Benefit Rates & Most Recent Enrollment				
Jul 2020 - Dec 2020				
	Select Med		Select Care	
Single	\$534.00	57	\$562.10	13
Two Party	\$1,175.10	56	\$1,236.80	12
Family	\$1,602.50	264	\$1,686.50	17
	SelectMed+ Early Retiree		SelectCare+ Early Retiree	
Single	\$534.00	9	\$562.10	5
Two Party	\$1,175.10	3	\$1,236.80	1
Family	\$1,602.50	0	\$1,686.50	0

Prior Year Rates and Enrollment of Last Month of Prior Plan Year				
Jul 2019 - Jun 2020				
	Select Med		Select Care	
Single	\$520.00	57	\$547.30	13
Two Party	\$1,144.20	53	\$1,204.30	10
Family	\$1,560.40	275	\$1,642.20	17
	SelectMed+ Early Retiree		SelectCare+ Early Retiree	
Single	\$520.00	9	\$547.30	6
Two Party	\$1,144.20	3	\$1,204.30	0
Family	\$1,560.40	0	\$1,642.20	0

Medical Plan Summary			
	Jul 2020 - Dec 2020	Jul 2019 - Jun 2020	% Change
Avg. Employees	442	440	0.6%
Avg. Members	1,595	1,618	-1.4%
Medical Claims	\$2,424,853	\$4,819,768	
Rx Claims	\$547,297	\$989,446	
Admin Costs	\$401,718	\$815,110	
Total Premium	\$3,509,812	\$6,840,658	
Med Claims PMPM	\$253.46	\$248.29	2.1%
Rx Claims PMPM	\$57.21	\$50.97	12.2%
Net Claims PMPM	\$306.72	\$293.34	4.6%
Admin Costs PMPM	\$41.99	\$41.99	0.0%
Premium PMPM	\$366.87	\$352.39	4.1%
Net Loss Ratio	95.1%	95.2%	-0.1%

HRA Analysis - Plan Year		
	Jul 2020 - Dec 2020	Jul 2019 - Jun 2020
Claimant Count	181	474
Claims Paid	\$62,010	\$175,068
Expected Claims	\$128,400	\$140,800
Maximum Claims	\$321,000	\$352,000
% of Expected	48.3%	124.3%
Utilization Rate	19.3%	49.7%

Large Claimants (> \$50,000)			
	# of claimants	Amount Paid	% of premium
Rolling 12	17	\$1,520,470	21.9%

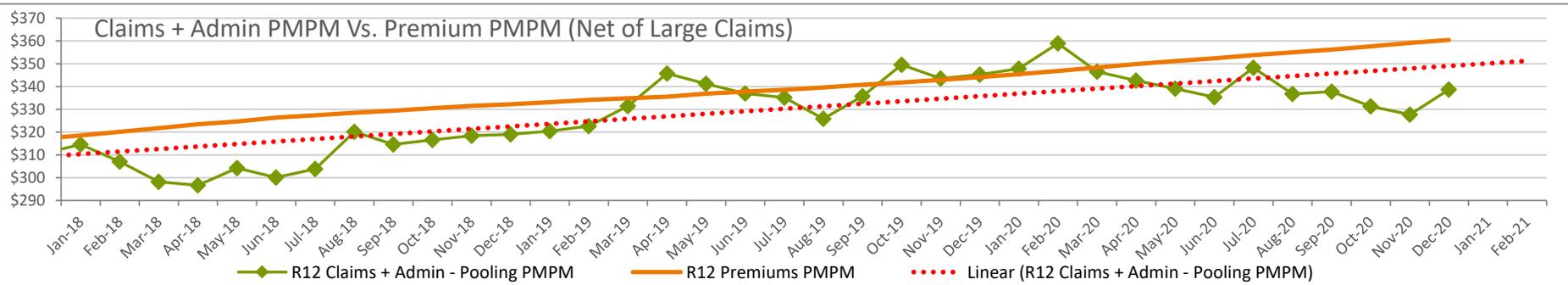
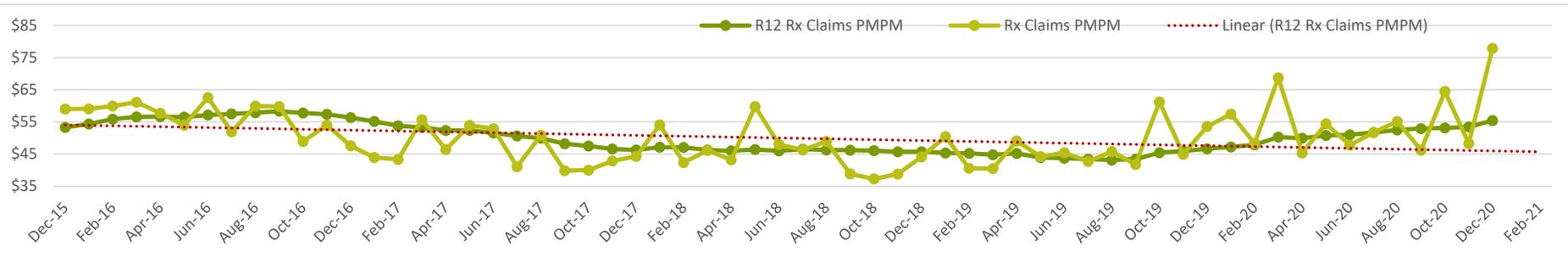
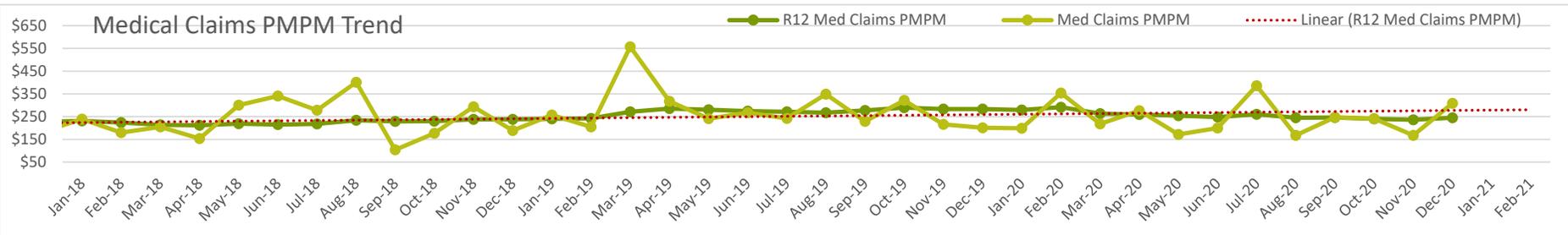


Prepared by:



Claims Trend

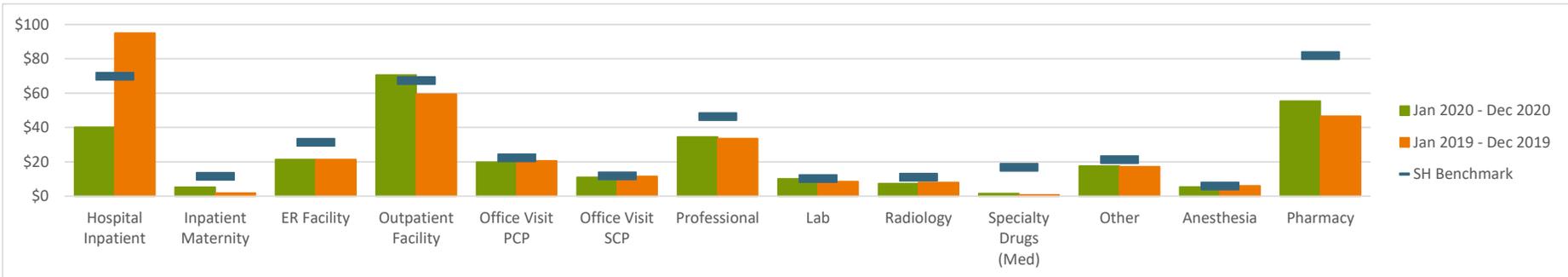
Category	Member Cost Sharing								% Change			
	Jan 2020 - Dec 2020				Jan 2019 - Dec 2019				Allowed	Allowed PMPM	Paid PMPM	Member Share
	Allowed	Allowed PMPM	Paid PMPM	Mbr Share	Allowed	Allowed PMPM	Paid PMPM	Mbr Share				
IP Facility	\$1,027,766	\$53.33	\$45.40	14.9%	\$1,988,149	\$102.37	\$96.89	5.3%	-48.3%	-47.9%	-53.1%	44.9%
OP Facility	\$1,830,806	\$95.00	\$70.55	25.7%	\$1,734,414	\$89.30	\$59.40	33.5%	5.6%	6.4%	18.8%	-18.2%
ER	\$510,440	\$26.49	\$21.43	19.1%	\$568,606	\$29.28	\$21.45	26.7%	-10.2%	-9.5%	-0.1%	-35.3%
Office Visits	\$670,984	\$34.82	\$30.92	11.2%	\$703,576	\$36.23	\$32.10	11.4%	-4.6%	-3.9%	-3.7%	-5.6%
Professional	\$1,903,385	\$98.77	\$76.66	22.4%	\$1,791,712	\$92.25	\$74.14	19.6%	6.2%	7.1%	3.4%	22.0%
Medical	\$5,943,382	\$308.41	\$244.97	20.6%	\$6,786,457	\$349.42	\$283.97	18.7%	-12.4%	-11.7%	-13.7%	-3.1%
Pharmacy	\$1,175,354	\$60.99	\$55.41	9.1%	\$1,020,011	\$52.52	\$46.65	11.2%	15.2%	16.1%	18.8%	-5.0%
Total	\$7,118,736	\$369.40	\$300.38	18.7%	\$7,806,468	\$401.94	\$330.62	17.7%	-8.8%	-8.1%	-9.1%	-3.2%



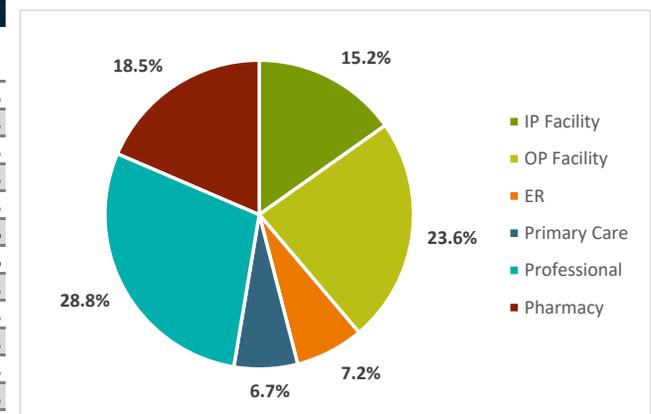
Prepared by:

Claims By Category - Rolling 12 Months

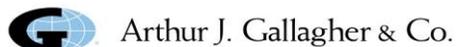
Category	SelectHealth								
	Jan 2020 - Dec 2020			Jan 2019 - Dec 2019			% Change		
	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark
Hospital Inpatient	\$774,363	\$40.18	\$69.84	\$1,846,015	\$95.05	\$69.84	-58.1%	-57.7%	0.0%
Inpatient Maternity	\$100,492	\$5.21	\$11.60	\$35,769	\$1.84	\$11.60	180.9%	183.1%	0.0%
ER Facility	\$412,918	\$21.43	\$31.37	\$416,609	\$21.45	\$31.37	-0.9%	-0.1%	0.0%
Outpatient Facility	\$1,359,638	\$70.55	\$67.29	\$1,153,573	\$59.40	\$67.29	17.9%	18.8%	0.0%
Office Visit PCP	\$382,899	\$19.87	\$22.38	\$399,478	\$20.57	\$22.38	-4.2%	-3.4%	0.0%
Office Visit SCP	\$213,049	\$11.06	\$11.87	\$223,994	\$11.53	\$11.87	-4.9%	-4.1%	0.0%
Professional	\$664,490	\$34.48	\$46.28	\$651,388	\$33.54	\$46.28	2.0%	2.8%	0.0%
Lab	\$194,833	\$10.11	\$10.20	\$166,409	\$8.57	\$10.20	17.1%	18.0%	0.0%
Radiology	\$141,403	\$7.34	\$11.03	\$155,205	\$7.99	\$11.03	-8.9%	-8.2%	0.0%
Specialty Drugs(Med)	\$31,681	\$1.64	\$16.74	\$15,888	\$0.82	\$16.74	99.4%	101.0%	0.0%
Other	\$340,032	\$17.64	\$21.31	\$334,675	\$17.23	\$21.31	1.6%	2.4%	0.0%
Anesthesia	\$104,925	\$5.44	\$5.94	\$116,302	\$5.99	\$5.94	-9.8%	-9.1%	0.0%
Pharmacy	\$1,067,878	\$55.41	\$81.96	\$905,980	\$46.65	\$81.96	17.9%	18.8%	0.0%
Total	\$5,788,602	\$300.38	\$407.81	\$6,421,285	\$330.62	\$407.81	-9.9%	-9.1%	0.0%



ICD-10 Classification	Paid Claims by ICD-10 Diagnostic Category						
	Jan 2020 - Dec 2020			Jan 2019 - Dec 2019			% Change
	Paid	Paid PMPM	% of total	Paid	Paid PMPM	% of total	Paid PMPM
Rx	\$1,067,878	\$55.41	18.4%	\$905,980	\$46.65	14.1%	18.8%
Factors Influencing Health	\$828,547	\$42.99	14.3%	\$557,734	\$28.72	8.7%	49.7%
Muscle System	\$757,975	\$39.33	13.1%	\$586,235	\$30.18	9.1%	30.3%
Other Injury/ Poisoning	\$548,710	\$28.47	9.5%	\$446,689	\$23.00	7.0%	23.8%
Mental Disorders	\$438,740	\$22.77	7.6%	\$300,302	\$15.46	4.7%	47.2%
Ill-Defined Conditions	\$346,045	\$17.96	6.0%	\$367,249	\$18.91	5.7%	-5.0%
Urinary System	\$345,030	\$17.90	6.0%	\$328,551	\$16.92	5.1%	5.8%
Digestive System	\$240,899	\$12.50	4.2%	\$270,750	\$13.94	4.2%	-10.3%
Circulatory System	\$205,457	\$10.66	3.5%	\$400,837	\$20.64	6.2%	-48.3%
Respiratory System	\$199,048	\$10.33	3.4%	\$375,022	\$19.31	5.8%	-46.5%
Neoplasm	\$192,300	\$9.98	3.3%	\$398,649	\$20.53	6.2%	-51.4%
Pregnancy/ Childbirth	\$126,705	\$6.57	2.2%	\$151,679	\$7.81	2.4%	-15.8%
All Others	\$491,268	\$25.49	8.5%	\$1,331,607	\$68.56	20.7%	-62.8%

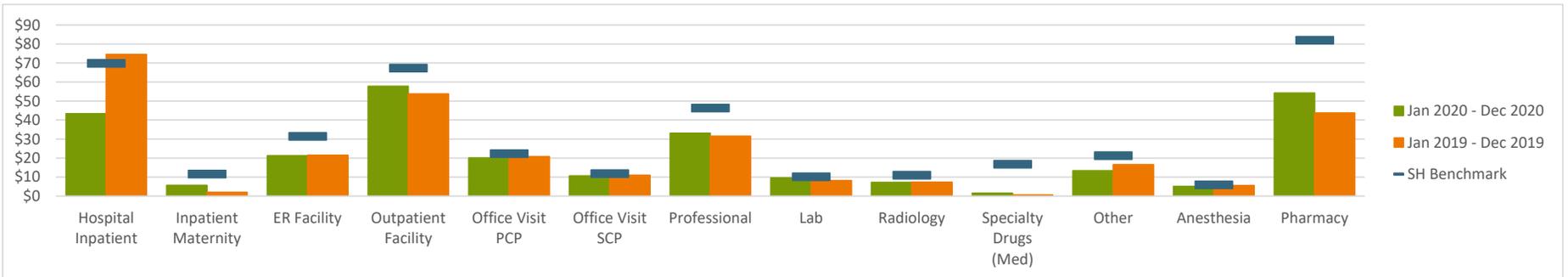


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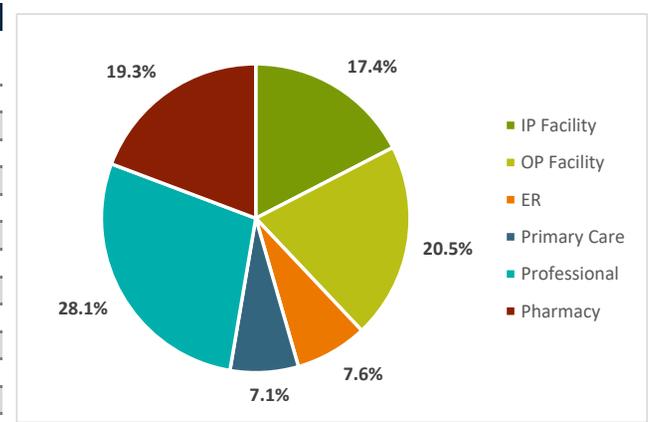


Claims By Category - Select Med

Category	Select Med								
	Jan 2020 - Dec 2020			Jan 2019 - Dec 2019			% Change		
	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark
Hospital Inpatient	\$770,355	\$43.36	\$69.84	\$1,346,582	\$74.54	\$69.84	-42.8%	-41.8%	0.0%
Inpatient Maternity	\$100,492	\$5.66	\$11.60	\$35,769	\$1.98	\$11.60	180.9%	185.6%	0.0%
ER Facility	\$378,888	\$21.32	\$31.37	\$387,774	\$21.47	\$31.37	-2.3%	-0.7%	0.0%
Outpatient Facility	\$1,026,030	\$57.75	\$67.29	\$970,893	\$53.74	\$67.29	5.7%	7.4%	0.0%
Office Visit PCP	\$356,838	\$20.08	\$22.38	\$374,829	\$20.75	\$22.38	-4.8%	-3.2%	0.0%
Office Visit SCP	\$188,731	\$10.62	\$11.87	\$198,323	\$10.98	\$11.87	-4.8%	-3.2%	0.0%
Professional	\$586,962	\$33.03	\$46.28	\$570,118	\$31.56	\$46.28	3.0%	4.7%	0.0%
Lab	\$169,909	\$9.56	\$10.20	\$146,603	\$8.12	\$10.20	15.9%	17.8%	0.0%
Radiology	\$129,034	\$7.26	\$11.03	\$132,157	\$7.32	\$11.03	-2.4%	-0.7%	0.0%
Specialty Drugs(Med)	\$27,211	\$1.53	\$16.74	\$10,486	\$0.58	\$16.74	159.5%	163.8%	0.0%
Other	\$237,208	\$13.35	\$21.31	\$298,067	\$16.50	\$21.31	-20.4%	-19.1%	0.0%
Anesthesia	\$90,268	\$5.08	\$5.94	\$100,575	\$5.57	\$5.94	-10.2%	-8.7%	0.0%
Pharmacy	\$963,045	\$54.20	\$81.96	\$789,419	\$43.70	\$81.96	22.0%	24.0%	0.0%
Total	\$5,024,972	\$282.81	\$407.81	\$5,361,595	\$296.79	\$407.81	-6.3%	-4.7%	0.0%



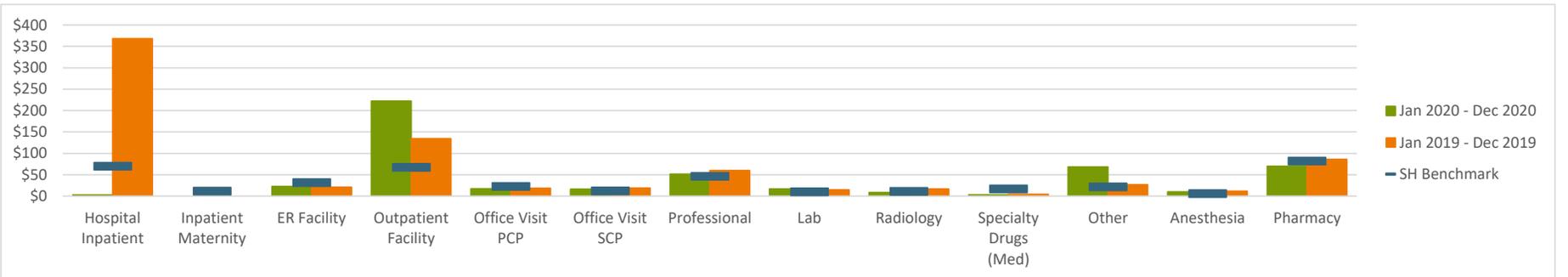
ICD-10 Classification	Paid Claims by ICD-10 Diagnostic Category			Jan 2019 - Dec 2019			% Change Paid PMPM
	Jan 2020 - Dec 2020			Paid	Paid PMPM	% of total	
Rx	\$963,045	\$54.20	19.2%	\$789,419	\$43.70	14.7%	24.0%
Factors Influencing Health	\$764,437	\$43.02	15.2%	\$517,031	\$28.62	9.6%	50.3%
Muscle System	\$644,384	\$36.27	12.8%	\$491,103	\$27.19	9.2%	33.4%
Other Injury/ Poisoning	\$529,987	\$29.83	10.5%	\$388,893	\$21.53	7.3%	38.6%
Mental Disorders	\$422,578	\$23.78	8.4%	\$275,299	\$15.24	5.1%	56.1%
Ill-Defined Conditions	\$315,362	\$17.75	6.3%	\$332,394	\$18.40	6.2%	-3.5%
Urinary System	\$244,130	\$13.74	4.9%	\$272,994	\$15.11	5.1%	-9.1%
Digestive System	\$207,917	\$11.70	4.1%	\$252,734	\$13.99	4.7%	-16.4%
Respiratory System	\$193,631	\$10.90	3.9%	\$290,331	\$16.07	5.4%	-32.2%
Pregnancy/ Childbirth	\$126,705	\$7.13	2.5%	\$142,547	\$7.89	2.7%	-9.6%
Circulatory System	\$89,702	\$5.05	1.8%	\$235,633	\$13.04	4.4%	-61.3%
Neoplasm	\$85,059	\$4.79	1.7%	\$290,550	\$16.08	5.4%	-70.2%
All Others	\$438,033	\$24.65	8.7%	\$1,082,666	\$59.93	20.2%	-58.9%



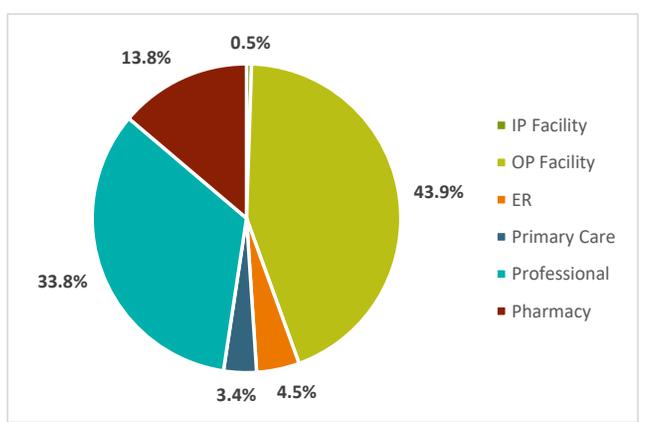
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Claims By Category - Select Care

Category	Select Care								
	Jan 2020 - Dec 2020			Jan 2019 - Dec 2019			% Change		
	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark
Hospital Inpatient	\$4,008	\$2.67	\$69.84	\$499,433	\$368.04	\$69.84	-99.2%	-99.3%	0.0%
Inpatient Maternity	\$0	\$0.00	\$11.60	\$0	\$0.00	\$11.60	N/A	N/A	0.0%
ER Facility	\$34,031	\$22.64	\$31.37	\$28,835	\$21.25	\$31.37	18.0%	6.6%	0.0%
Outpatient Facility	\$333,608	\$221.96	\$67.29	\$182,680	\$134.62	\$67.29	82.6%	64.9%	0.0%
Office Visit PCP	\$26,061	\$17.34	\$22.38	\$24,649	\$18.16	\$22.38	5.7%	-4.5%	0.0%
Office Visit SCP	\$24,319	\$16.18	\$11.87	\$25,671	\$18.92	\$11.87	-5.3%	-14.5%	0.0%
Professional	\$77,527	\$51.58	\$46.28	\$81,270	\$59.89	\$46.28	-4.6%	-13.9%	0.0%
Lab	\$24,924	\$16.58	\$10.20	\$19,806	\$14.60	\$10.20	25.8%	13.6%	0.0%
Radiology	\$12,369	\$8.23	\$11.03	\$23,048	\$16.98	\$11.03	-46.3%	-51.5%	0.0%
Specialty Drugs(Med)	\$4,470	\$2.97	\$16.74	\$5,402	\$3.98	\$16.74	-17.2%	-25.3%	0.0%
Other	\$102,824	\$68.41	\$21.31	\$36,608	\$26.98	\$21.31	180.9%	153.6%	0.0%
Anesthesia	\$14,657	\$9.75	\$5.94	\$15,727	\$11.59	\$5.94	-6.8%	-15.9%	0.0%
Pharmacy	\$104,832	\$69.75	\$81.96	\$116,562	\$85.90	\$81.96	-10.1%	-18.8%	0.0%
Total	\$763,630	\$508.07	\$407.81	\$1,059,690	\$780.91	\$407.81	-27.9%	-34.9%	0.0%



ICD-10 Classification	Paid Claims by ICD-10 Diagnostic Category						
	Jan 2020 - Dec 2020			Jan 2019 - Dec 2019			% Change Paid PMPM
	Paid	Paid PMPM	% of total	Paid	Paid PMPM	% of total	
Circulatory System	\$115,754	\$77.02	15.2%	\$165,205	\$121.74	15.6%	-36.7%
Muscle System	\$113,591	\$75.58	14.9%	\$95,132	\$70.10	9.0%	7.8%
Neoplasm	\$107,240	\$71.35	14.0%	\$108,099	\$79.66	10.2%	-10.4%
Rx	\$104,832	\$69.75	13.7%	\$116,562	\$85.90	11.0%	-18.8%
Urinary System	\$100,900	\$67.13	13.2%	\$55,556	\$40.94	5.2%	64.0%
Factors Influencing Health	\$64,110	\$42.65	8.4%	\$40,703	\$29.99	3.8%	42.2%
Digestive System	\$32,983	\$21.94	4.3%	\$18,016	\$13.28	1.7%	65.3%
Ill-Defined Conditions	\$30,682	\$20.41	4.0%	\$34,854	\$25.68	3.3%	-20.5%
Other Injury/ Poisoning	\$18,723	\$12.46	2.5%	\$57,797	\$42.59	5.5%	-70.8%
Mental Disorders	\$16,162	\$10.75	2.1%	\$25,003	\$18.42	2.4%	-41.6%
Skin & Tissue	\$15,648	\$10.41	2.0%	\$4,274	\$3.15	0.4%	230.5%
Eye Diseases	\$11,452	\$7.62	1.5%	\$12,632	\$9.31	1.2%	-18.1%
All Others	\$31,552	\$20.99	4.1%	\$325,858	\$240.13	30.8%	-91.3%

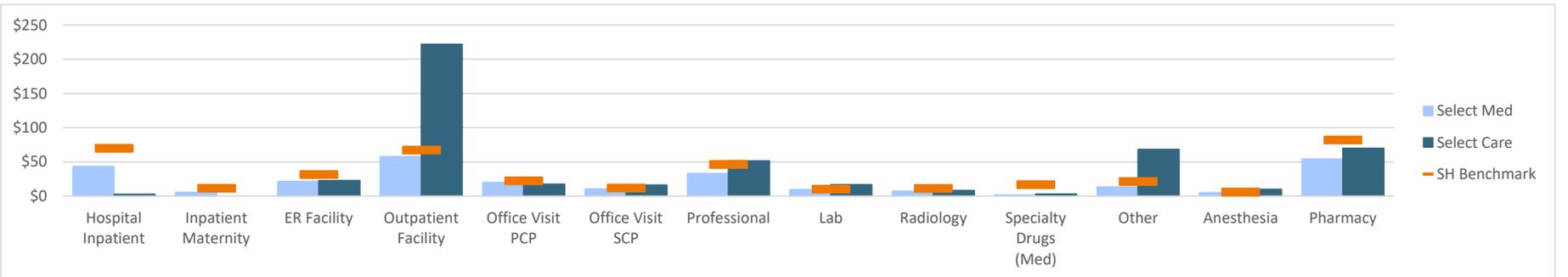


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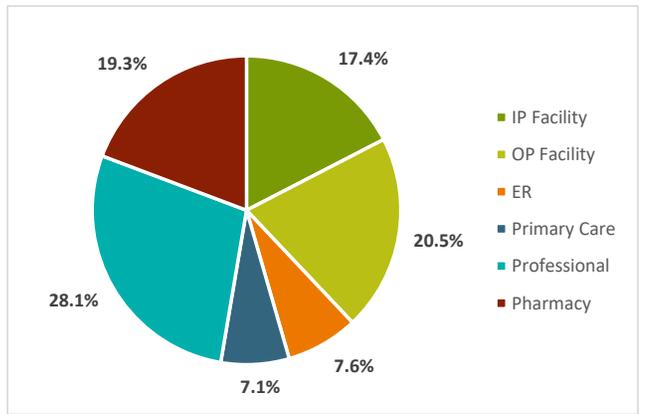


Claims By Category - Comparison between Select Med and Select Care

Category	Jan 2020 - Dec 2020								
	Select Med			Select Care			% Change		
	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark	Paid	Paid PMPM	Benchmark
Hospital Inpatient	\$770,355	\$43.36	\$69.84	\$4,008	\$2.67	\$69.84	19119.0%	1525.7%	0.0%
Inpatient Maternity	\$100,492	\$5.66	\$11.60	\$0	\$0.00	\$11.60	N/A	N/A	0.0%
ER Facility	\$378,888	\$21.32	\$31.37	\$34,031	\$22.64	\$31.37	1013.4%	-5.8%	0.0%
Outpatient Facility	\$1,026,030	\$57.75	\$67.29	\$333,608	\$221.96	\$67.29	207.6%	-74.0%	0.0%
Office Visit PCP	\$356,838	\$20.08	\$22.38	\$26,061	\$17.34	\$22.38	1269.3%	15.8%	0.0%
Office Visit SCP	\$188,731	\$10.62	\$11.87	\$24,319	\$16.18	\$11.87	676.1%	-34.4%	0.0%
Professional	\$586,962	\$33.03	\$46.28	\$77,527	\$51.58	\$46.28	657.1%	-36.0%	0.0%
Lab	\$169,909	\$9.56	\$10.20	\$24,924	\$16.58	\$10.20	581.7%	-42.3%	0.0%
Radiology	\$129,034	\$7.26	\$11.03	\$12,369	\$8.23	\$11.03	943.2%	-11.8%	0.0%
Specialty Drugs(Med)	\$27,211	\$1.53	\$16.74	\$4,470	\$2.97	\$16.74	508.7%	-48.5%	0.0%
Other	\$237,208	\$13.35	\$21.31	\$102,824	\$68.41	\$21.31	130.7%	-80.5%	0.0%
Anesthesia	\$90,268	\$5.08	\$5.94	\$14,657	\$9.75	\$5.94	515.9%	-47.9%	0.0%
Pharmacy	\$963,045	\$54.20	\$81.96	\$104,832	\$69.75	\$81.96	818.7%	-22.3%	0.0%
Total	\$5,024,972	\$282.81	\$407.81	\$763,630	\$508.07	\$407.81	558.0%	-44.3%	0.0%



ICD-10 Classification	Paid Claims by ICD-10 Diagnostic Category						% Change Paid PMPM
	Select Med			Select Care			
	Paid	Paid PMPM	% of total	Paid	Paid PMPM	% of total	
Rx	\$963,045	\$54.20	19.2%	\$104,832	\$69.75	13.7%	-22.3%
Factors Influencing Health	\$764,437	\$43.02	15.2%	\$64,110	\$42.65	8.4%	0.9%
Muscle System	\$644,384	\$36.27	12.8%	\$113,591	\$75.58	14.9%	-52.0%
Other Injury/ Poisoning	\$529,987	\$29.83	10.5%	\$18,723	\$12.46	2.5%	139.5%
Mental Disorders	\$422,578	\$23.78	8.4%	\$16,162	\$10.75	2.1%	121.2%
Ill-Defined Conditions	\$315,362	\$17.75	6.3%	\$30,682	\$20.41	4.0%	-13.1%
Urinary System	\$244,130	\$13.74	4.9%	\$100,900	\$67.13	13.2%	-79.5%
Digestive System	\$207,917	\$11.70	4.1%	\$32,983	\$21.94	4.3%	-46.7%
Respiratory System	\$193,631	\$10.90	3.9%	\$5,417	\$3.60	0.7%	202.4%
Pregnancy/ Childbirth	\$126,705	\$7.13	2.5%	\$0	\$0.00	0.0%	N/A
Circulatory System	\$89,702	\$5.05	1.8%	\$115,754	\$77.02	15.2%	-93.4%
Neoplasm	\$85,059	\$4.79	1.7%	\$107,240	\$71.35	14.0%	-93.3%
All Others	\$438,033	\$24.65	8.7%	\$53,235	\$35.42	7.0%	-30.4%

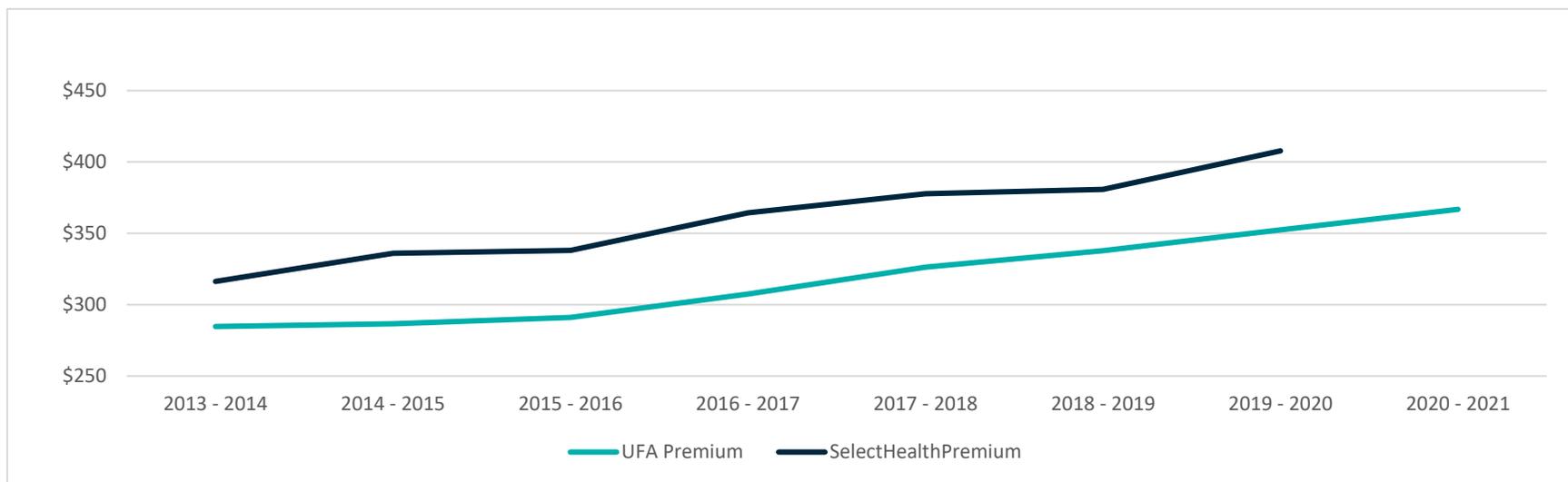


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Year Over Year Plan Experience

Plan Year	Year Over Year Comparison							
	2020 - 2021	2019 - 2020	2018 - 2019	2017 - 2018	2016 - 2017	2015 - 2016	2014 - 2015	2013 - 2014
Start Plan Year	1-Jul-20	1-Jul-19	1-Jul-18	1-Jul-17	1-Jul-16	1-Jul-15	1-Jul-14	1-Jul-13
End Plan Year	30-Jun-21	30-Jun-20	30-Jun-19	30-Jun-18	30-Jun-17	30-Jun-16	30-Jun-15	30-Jun-14
Avg. Employees	442	440	432	445	465	468	479	480
Avg. Members	1,595	1,618	1,612	1,648	1,724	1,746	1,773	1,792
Contract Size	3.61	3.68	3.73	3.70	3.71	3.73	3.70	3.74
Loss Ratio	92.6%	92.8%	106.6%	92.0%	100.7%	99.7%	88.9%	104.0%
Renewal History	2.7%	3.5%	4.0%	6.0%	5.0%	1.6%	2.3%	10.0%
Fixed Costs PMPM	\$28.96	\$27.87	\$41.99	\$38.89	\$37.68	\$43.57	\$42.35	\$37.15
Premium PMPM	\$366.87	\$352.39	\$337.78	\$326.37	\$307.55	\$291.08	\$286.62	\$284.72
Paid Med PMPM	\$253.46	\$248.29	\$274.43	\$215.22	\$220.55	\$189.62	\$164.46	\$208.21
Paid Rx PMPM	\$57.21	\$50.97	\$43.70	\$46.01	\$51.52	\$57.10	\$47.86	\$50.83
Paid PMPM	\$310.67	\$299.26	\$318.13	\$261.23	\$272.07	\$246.71	\$212.32	\$259.03
Med Benchmark		\$325.85	\$304.57	\$304.04	\$295.44	\$275.71	\$277.51	\$271.49
Rx Benchmark		\$81.96	\$76.27	\$73.75	\$69.05	\$62.43	\$58.48	\$44.83
Premium Benchmark		\$407.81	\$380.84	\$377.79	\$364.49	\$338.14	\$335.99	\$316.32



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Health Benefit History

Start	End	Carrier	Family Premium Amnt	EE portion % Amt In/Decrease	Benefit Changes	Comments
1-Jul-10	30-Jun-11	PEHP	\$181.50	11.7%		
1-Jul-11	30-Jun-12	PEHP	\$205.10	13.0%		
1-Jul-12	30-Jun-13	PEHP	\$224.60	9.5%		Sunset of retiree Medicare supplement plan
1-Jul-13	30-Jun-14	PEHP	\$250.68	11.6%	Individual deductible \$250 to \$1,000	Implemented \$500 HRA Sunset of retiree plan
1-Jul-14	30-Jun-15	SelectHealth	\$256.38	2.3%	ER copayment change to after deductible	Move to SelectHealth
1-Jul-15	30-Jun-16	SelectHealth	\$260.48	1.6%		Added Vision Plan through Eyemed
1-Jul-16	30-Jun-17	SelectHealth	\$273.50	5.0%		
1-Jul-17	30-Jun-18	SelectHealth	\$289.92	6.0%		Loss of University of Utah Hospitals
1-Jul-18	30-Jun-19	SelectHealth	\$301.52	4.0%		
1-Jul-19	30-Jun-20	SelectHealth	\$312.08	3.5%		Added Critical Illness / Cancer plan, Identity Protection. Moved to online enrollment
1-Jul-20	30-Jun-21	SelectHealth	\$320.51	2.7%		

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Top 10 Large Claimant Trend

As of Dec 2020

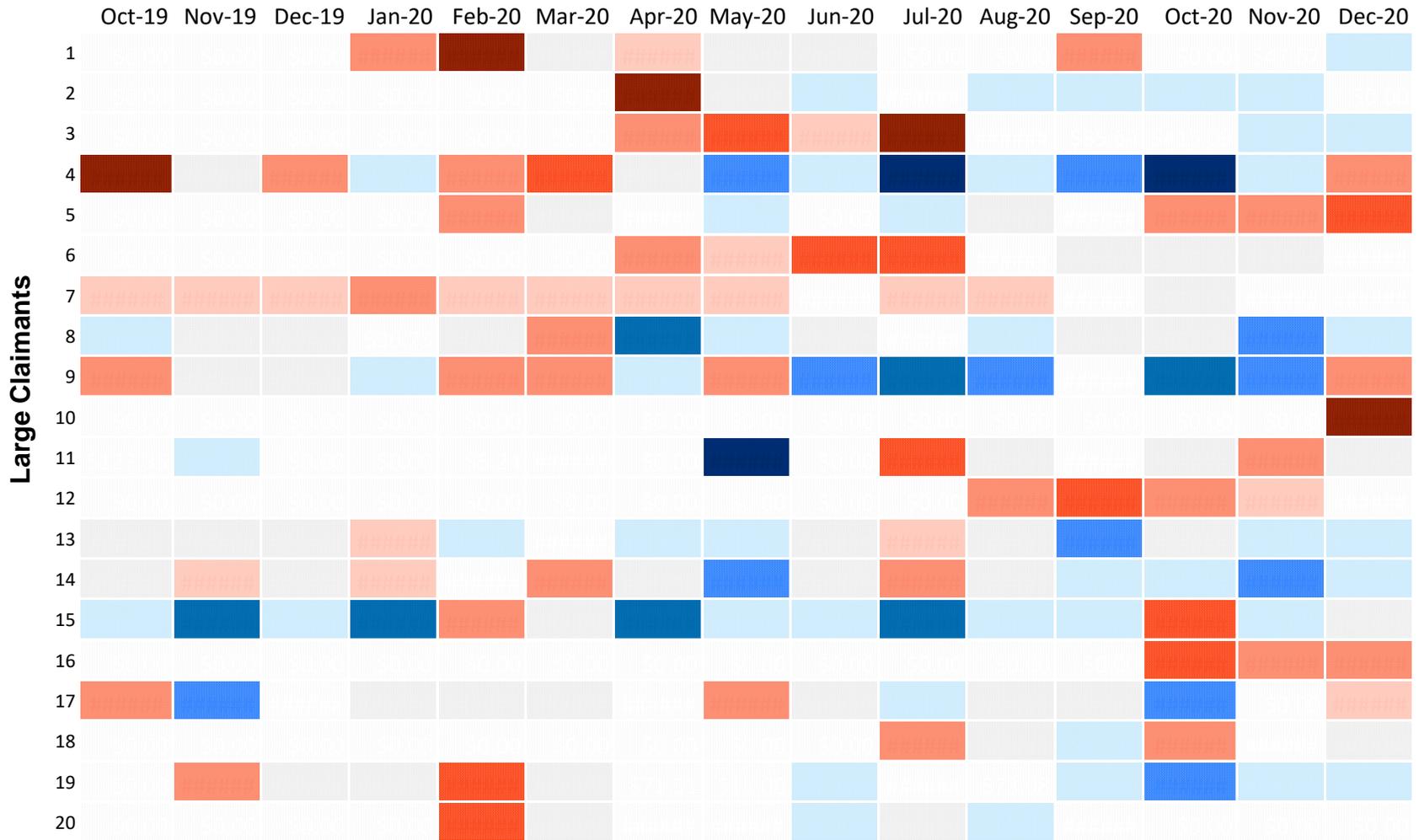
Top 10 Large Claimants					
Jan 2020 - Dec 2020			Jan 2019 - Dec 2019		
Rank	Total Paid	Top 3 Diagnostic Categories	Total Paid	Top 3 Diagnostic Categories	\$ difference
1	\$272,053	Factors influencing health status and contact with health services \$244,097 Certain conditions originating in the perinatal period \$22,286 Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified :	\$0		\$272,053
2	\$173,068	Injury, poisoning and certain other consequences of external causes \$172,652 Diseases of the respiratory system \$163 Factors influencing health status and contact with health services \$163	\$0		\$173,068
3	\$115,657	Diseases of the circulatory system \$106,393 Pharmacy \$3,576 Diseases of the digestive system \$2,773	\$0		\$115,657
4	\$99,356	Diseases of the genitourinary system \$71,209 Factors influencing health status and contact with health services \$20,356 Neoplasms \$5,123	\$155,683	Neoplasms \$130,464 Factors influencing health status and contact with health servi Pharmacy \$5,625	-\$56,327
5	\$94,278	Pharmacy \$49,737 Factors influencing health status and contact with health services \$12,213 Diseases of the musculoskeletal system and connective tissue \$11,509	\$0		\$94,278
6	\$91,677	Neoplasms \$83,245 Factors influencing health status and contact with health services \$4,646 Diseases of the nervous system \$1,365	\$0		\$91,677
7	\$82,874	Pharmacy \$80,290 Endocrine, nutritional and metabolic diseases \$1,112 Injury, poisoning and certain other consequences of external causes \$785	\$32,542	Pharmacy \$29,997 Symptoms, signs and abnormal clinical and laboratory finding Endocrine, nutritional and metabolic diseases \$386	\$50,332
8	\$80,226	Diseases of the genitourinary system \$73,282 Pharmacy \$6,157 Factors influencing health status and contact with health services \$787	\$90,329	Diseases of the genitourinary system \$81,906 Pharmacy \$7,229 Factors influencing health status and contact with health servi	-\$10,103
9	\$69,042	Pharmacy \$68,516 Factors influencing health status and contact with health services \$225 Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified :	\$71,995	Pharmacy \$71,092 Diseases of the musculoskeletal system and connective tissu Diseases of the skin and subcutaneous tissue \$192	-\$2,953
10	\$62,565	Diseases of the musculoskeletal system and connective tissue \$56,802 Injury, poisoning and certain other consequences of external causes \$3,045 Endocrine, nutritional and metabolic diseases \$993	\$0		\$62,565
Totals	\$1,140,797		\$350,549		\$790,248
	% of total claims	19.7%	5.5%		

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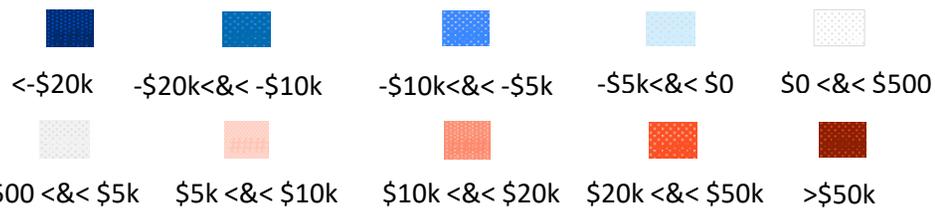


Large Claimant Heat Map

Change in Rolling 12 Claims



Claim Changes (\$)

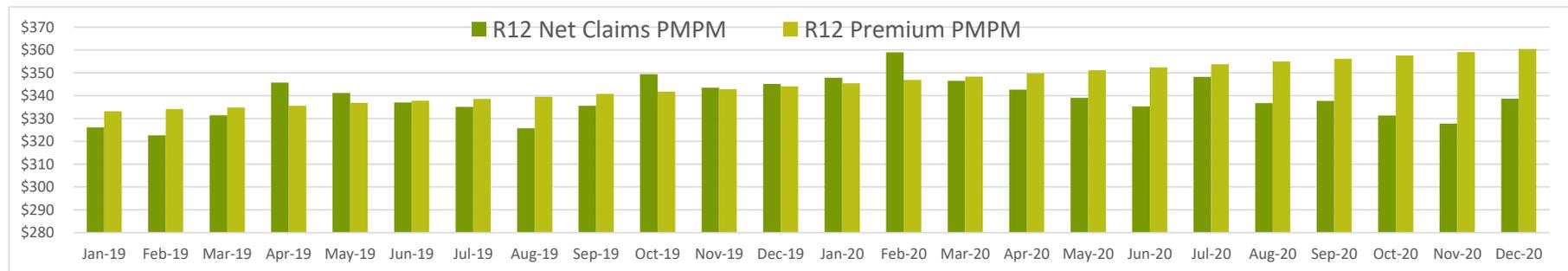


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24 Months of Premiums vs Claims

Date	Medical Claims	Rx Claims	Total Claims	Premium	Employees	Members	Claims PMPM	Admin PMPM	Premium PMPM	Gross Loss Ratio	Admin	R12 Total Net Claims PMPM	Rolling 12 Prem PMPM	Rolling 12 Net Loss Ratio
Jan-19	\$408,868	\$80,201	\$489,069	\$535,351	423	1591	\$307.40	\$41.99	\$336.49	103.8%	\$66,806	\$326.09	\$333.16	97.9%
Feb-19	\$333,955	\$66,097	\$400,051	\$550,528	440	1631	\$245.28	\$41.99	\$337.54	85.1%	\$68,486	\$322.66	\$334.10	96.6%
Mar-19	\$907,077	\$65,927	\$973,005	\$548,388	439	1628	\$597.67	\$41.99	\$336.85	189.9%	\$68,360	\$331.43	\$334.81	99.0%
Apr-19	\$519,582	\$80,103	\$599,685	\$550,495	438	1633	\$367.23	\$41.99	\$337.11	121.4%	\$68,570	\$345.69	\$335.56	103.0%
May-19	\$392,412	\$71,885	\$464,297	\$549,393	438	1626	\$285.55	\$41.99	\$337.88	96.9%	\$68,276	\$341.17	\$336.88	101.3%
Jun-19	\$429,513	\$72,902	\$502,414	\$544,402	434	1605	\$313.03	\$41.99	\$339.19	104.7%	\$67,394	\$337.00	\$337.78	99.8%
Jul-19	\$392,697	\$69,203	\$461,900	\$567,127	439	1621	\$284.95	\$41.99	\$349.86	93.4%	\$68,066	\$335.10	\$338.59	99.0%
Aug-19	\$568,237	\$74,678	\$642,915	\$571,590	441	1631	\$394.18	\$41.99	\$350.45	124.5%	\$68,486	\$325.75	\$339.58	95.9%
Sep-19	\$371,814	\$67,612	\$439,426	\$569,592	437	1619	\$271.42	\$41.99	\$351.82	89.1%	\$67,982	\$335.63	\$340.80	98.5%
Oct-19	\$520,069	\$99,001	\$619,070	\$566,759	434	1618	\$382.61	\$41.99	\$350.28	121.2%	\$67,940	\$349.40	\$341.81	102.2%
Nov-19	\$350,331	\$72,805	\$423,136	\$568,289	435	1621	\$261.03	\$41.99	\$350.58	86.4%	\$68,066	\$343.52	\$342.86	100.2%
Dec-19	\$320,749	\$85,566	\$406,316	\$561,108	429	1598	\$254.27	\$41.99	\$351.13	84.4%	\$67,100	\$345.17	\$344.10	100.3%
Jan-20	\$315,566	\$90,954	\$406,520	\$558,646	427	1584	\$256.64	\$41.99	\$352.68	84.7%	\$66,512	\$347.82	\$345.42	100.7%
Feb-20	\$573,905	\$78,354	\$652,259	\$575,649	448	1623	\$401.89	\$41.99	\$354.68	125.1%	\$68,150	\$358.91	\$346.86	103.5%
Mar-20	\$353,470	\$111,599	\$465,069	\$575,128	447	1624	\$286.37	\$41.99	\$354.14	92.7%	\$68,192	\$346.49	\$348.31	99.5%
Apr-20	\$449,812	\$73,705	\$523,517	\$577,448	447	1626	\$321.97	\$41.99	\$355.13	102.5%	\$68,276	\$342.63	\$349.82	97.9%
May-20	\$279,278	\$88,400	\$367,678	\$573,778	445	1624	\$226.40	\$41.99	\$353.31	76.0%	\$68,192	\$339.04	\$351.11	96.6%
Jun-20	\$323,840	\$77,568	\$401,408	\$575,544	445	1623	\$247.32	\$41.99	\$354.62	81.6%	\$68,150	\$335.33	\$352.39	95.2%
Jul-20	\$624,393	\$83,546	\$707,939	\$592,368	448	1617	\$437.81	\$41.99	\$366.34	131.0%	\$67,898	\$348.25	\$353.77	98.4%
Aug-20	\$270,122	\$88,891	\$359,013	\$589,248	446	1612	\$222.71	\$41.99	\$365.54	72.4%	\$67,688	\$336.73	\$355.02	94.8%
Sep-20	\$396,806	\$74,188	\$470,993	\$587,082	444	1606	\$293.27	\$41.99	\$365.56	91.7%	\$67,436	\$337.75	\$356.16	94.8%
Oct-20	\$382,688	\$102,092	\$484,779	\$582,859	440	1584	\$306.05	\$41.99	\$367.97	94.6%	\$66,512	\$331.32	\$357.62	92.6%
Nov-20	\$264,078	\$75,926	\$340,004	\$579,128	437	1573	\$216.15	\$41.99	\$368.17	70.1%	\$66,050	\$327.73	\$359.07	91.3%
Dec-20	\$486,767	\$122,655	\$609,422	\$579,127	437	1575	\$386.93	\$41.99	\$367.70	116.7%	\$66,134	\$338.63	\$360.44	93.9%



Prepared by:



Top 30 Prescriptions - By Plan Paid

Top 30 Prescriptions - By Plan Paid																		
#	Drug Name	Usage/Treatment	Tier	Jan 2020 - Dec 2020				Jan 2019 - Dec 2019				% Change						
				Scripts	Allowed	Paid	Mbr Cost Per Rx	Plan Cost Per Rx	Scripts	Allowed	Paid	Mbr Cost Per Rx	Plan Cost Per Rx	Scripts	Allowed / Rx	Mbr Cost / Rx	Plan Cost / Rx	
1	Genotropin	Human Growth Hormone	2	13	\$81,590	\$80,290	\$100	\$6,176	5	\$30,467	\$29,967	\$100	\$5,993	160.0%	3.0%	0.0%	3.0%	
2	Skyrizi	plaque psoriasis.	2	4	\$63,113	\$62,713	\$100	\$15,678	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
3	Vyvanse	ADHD	2	198	\$61,220	\$56,820	\$22	\$287	199	\$59,672	\$54,897	\$24	\$276	-0.5%	3.1%	-7.4%	4.0%	
4	Ibrance	HR+/HER2- Metastatic Breast Cance	2	4	\$48,560	\$48,460	\$25	\$12,115	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
5	Humira Pen	Crohn's disease, ulcerative colitis	2	7	\$38,743	\$38,043	\$100	\$5,435	13	\$66,901	\$65,601	\$100	\$5,046	-46.2%	7.5%	0.0%	7.7%	
6	Trulicity	Diabetes medication	2	34	\$26,920	\$26,145	\$23	\$769	43	\$32,421	\$31,596	\$19	\$735	-20.9%	5.0%	18.8%	4.7%	
7	Enbrel	Arthritis, spondylitis, psoriasis	2	6	\$26,006	\$25,406	\$100	\$4,234	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
8	Novolog	Diabetes	2	13	\$25,153	\$24,678	\$37	\$1,898	12	\$15,364	\$14,964	\$33	\$1,247	8.3%	51.1%	9.6%	52.2%	
9	Lantus Solostar	Diabetes, used to inject insulin	2	27	\$24,357	\$23,482	\$32	\$870	21	\$13,900	\$13,375	\$25	\$637	28.6%	36.3%	29.6%	36.6%	
10	Latuda	Bipolar Disorder, Depression	2	8	\$22,550	\$22,225	\$41	\$2,778	10	\$28,641	\$28,366	\$28	\$2,837	-20.0%	-1.6%	47.7%	-2.1%	
11	Amphetamine/Dextroamphetamine	ADHD & Narcolepsy	TIER 1	454	\$25,285	\$21,057	\$9	\$46	425	\$27,511	\$23,529	\$9	\$55	6.8%	-14.0%	-0.6%	-16.2%	
12	Jardiance	Diabetes	2	18	\$21,082	\$20,482	\$33	\$1,138	30	\$25,740	\$24,765	\$33	\$826	-40.0%	36.5%	2.6%	37.8%	
13	Methylphenidate Hydrochloride	Attention-Deficit Hyperactivity Disorder	TIER 1	129	\$20,791	\$19,502	\$10	\$151	144	\$27,679	\$26,289	\$10	\$183	-10.4%	-16.1%	3.6%	-17.2%	
14	Dexcom G6 Sensor	Diabetes	2	27	\$20,150	\$19,250	\$33	\$713	11	\$8,786	\$8,311	\$43	\$756	145.5%	-6.6%	-22.8%	-5.6%	
15	Testosterone Cypionate	Treats low testosterone in men	TIER 1	259	\$20,225	\$17,745	\$10	\$69	265	\$17,364	\$14,854	\$9	\$56	-2.3%	19.2%	1.1%	22.2%	
16	Xarelto	Blood thinner	2	19	\$17,349	\$16,674	\$36	\$878	29	\$18,676	\$17,801	\$30	\$614	-34.5%	41.8%	17.7%	43.0%	
17	Glatiramer Acetate	Multiple Sclerosis	TIER 1	7	\$14,184	\$14,114	\$10	\$2,016	9	\$22,464	\$22,374	\$10	\$2,486	-22.2%	-18.8%	0.0%	-18.9%	
18	Creon	Food digestion due to pancreatic malft	2	3	\$14,178	\$14,078	\$33	\$4,693	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
19	Absorica	Acne medication	3	6	\$13,677	\$13,407	\$45	\$2,235	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
20	Xtampza Er	capsule-swallowing issues	2	11	\$12,588	\$12,413	\$16	\$1,128	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
21	Budesonide/Formoterol Inhaler	Asthma	TIER 1	36	\$12,420	\$12,100	\$9	\$336	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
22	Lialda	Ulcerative colitis	3	4	\$12,455	\$12,050	\$101	\$3,012	1	\$3,114	\$2,979	\$135	\$2,979	300.0%	0.0%	-25.0%	1.1%	
23	Eliquis	Prevents blood clots	2	19	\$12,029	\$11,679	\$18	\$615	23	\$9,848	\$9,573	\$12	\$416	-17.4%	47.9%	54.1%	47.7%	
24	Linzess	Constipation	2	14	\$11,681	\$11,231	\$32	\$802	15	\$7,521	\$7,371	\$10	\$491	-6.7%	66.4%	221.4%	63.3%	
25	Vimpat	Epilepsy	2	4	\$11,000	\$10,800	\$50	\$2,700	12	\$12,775	\$12,450	\$27	\$1,037	-66.7%	158.3%	84.6%	160.3%	
26	Contour Next Blood Glucose	diabetes	2	9	\$8,233	\$7,883	\$39	\$876	3	\$1,644	\$1,544	\$33	\$515	200.0%	67.0%	16.7%	70.2%	
27	Insulin Aspart Flexpen	high blood sugar	TIER 1	6	\$7,779	\$7,739	\$7	\$1,290	-	\$0	\$0	N/A	N/A	N/A	N/A	N/A	N/A	
28	Dexilant	Heartburn, Gastric Reflux	3	21	\$8,826	\$7,431	\$66	\$354	18	\$7,201	\$6,031	\$65	\$335	16.7%	5.1%	2.2%	5.6%	
29	Xiidra	dry eye disease.	3	14	\$7,726	\$7,096	\$45	\$507	9	\$4,695	\$4,290	\$45	\$477	55.6%	5.8%	0.0%	6.3%	
30	Ajovy	migraine headaches in adults	2	12	\$7,193	\$6,893	\$25	\$574	5	\$2,869	\$2,744	\$25	\$549	140.0%	4.5%	0.0%	4.7%	

Count By Tiers	
Tier 1	6
Tier 2	20
Tier 3	4
Tier 4	0
Cost By Tiers	
Tier 1	\$92,258
Tier 2	\$539,646
Tier 3	\$39,984
Tier 4	\$0

Scripts By Tiers	
Tier 1	891
Tier 2	450
Tier 3	45
Tier 4	-
Cost Per Script by Tiers	
Tier 1	\$103.54
Tier 2	\$1,199.21
Tier 3	\$888.53
Tier 4	

Prepared by:



Top 30 Prescriptions - By Volume Prescribed

Top 30 Prescriptions - By Plan Paid																	
#	Drug Name	Usage/Treatment	Tier	Jan 2020 - Dec 2020					Jan 2019 - Dec 2019					% Change			
				Scripts	Allowed	Paid	Mbr Cost Per Rx	Plan Cost Per Rx	Scripts	Allowed	Paid	Mbr Cost Per Rx	Plan Cost Per Rx	Scripts	Allowed / Rx	Mbr Cost / Rx	Plan Cost / Rx
1	Amphetamine/Dextroampheta	ADHD & Narcolepsy	TIER 1	454	\$25,285	\$21,057	\$9.31	\$46.38	425	\$27,511	\$23,529	\$9.37	\$55.36	6.8%	-14.0%	-0.6%	-16.2%
2	Bupropion Hydrochloride E	antidepressant	TIER 1	293	\$8,598	\$5,980	\$8.94	\$20.41	283	\$12,216	\$9,526	\$9.51	\$33.66	3.5%	-32.0%	-6.0%	-39.4%
3	Zolpidem Tartrate	Insomnia	TIER 1	283	\$1,766	\$273	\$5.28	\$0.96	274	\$1,769	\$303	\$5.35	\$1.11	3.3%	-3.3%	-1.4%	-12.8%
4	Testosterone Cypionate	Treats low testorones in men	TIER 1	259	\$20,225	\$17,745	\$9.58	\$68.52	265	\$17,364	\$14,854	\$9.47	\$56.05	-2.3%	19.2%	1.1%	22.2%
5	Levothyroxine Sodium	Hypothyroidism	TIER 1	239	\$6,729	\$4,527	\$9.21	\$18.94	256	\$6,137	\$3,971	\$8.46	\$15.51	-6.6%	17.5%	8.9%	22.1%
6	Trazodone Hydrochloride	depression, anxiety, sleep and pai	TIER 1	236	\$2,127	\$777	\$5.72	\$3.29	207	\$1,477	\$420	\$5.11	\$2.03	14.0%	26.3%	12.0%	62.3%
7	Escitalopram Oxalate	Depression, anxiety	TIER 1	204	\$3,327	\$1,647	\$8.23	\$8.07	183	\$2,526	\$1,100	\$7.79	\$6.01	11.5%	18.1%	5.7%	34.3%
8	Vyvanse	ADHD	2	198	\$61,220	\$56,820	\$22.22	\$286.97	199	\$59,672	\$54,897	\$23.99	\$275.86	-0.5%	3.1%	-7.4%	4.0%
9	Montelukast Sodium	Asthma	TIER 1	186	\$3,266	\$1,775	\$8.01	\$9.55	180	\$2,498	\$1,125	\$7.62	\$6.25	3.3%	26.5%	5.1%	52.7%
10	Amoxicillin	Antibiotic for infections	TIER 1	179	\$1,481	\$299	\$6.60	\$1.67	292	\$2,639	\$613	\$6.94	\$2.10	-38.7%	-8.5%	-4.9%	-20.3%
11	Hydrocodone/Acetaminophen	Pain reliever	TIER 1	163	\$1,120	\$270	\$5.21	\$1.66	169	\$1,046	\$266	\$4.61	\$1.57	-3.6%	11.1%	13.0%	5.4%
12	Gabapentin	Seizures, RLS, shingles	TIER 1	160	\$2,416	\$1,328	\$6.80	\$8.30	128	\$1,954	\$1,050	\$7.06	\$8.21	25.0%	-1.1%	-3.7%	1.2%
13	Spironolactone	Edema, hypertension	TIER 1	160	\$4,341	\$3,095	\$7.78	\$19.35	158	\$3,707	\$2,599	\$7.02	\$16.45	1.3%	15.6%	10.9%	17.6%
14	Atorvastatin Calcium	High cholesterol	TIER 1	159	\$2,457	\$1,811	\$4.06	\$11.39	169	\$2,174	\$1,505	\$3.96	\$8.91	-5.9%	20.1%	2.5%	27.9%
15	Ibuprofen	Anti-inflammatory, pain	TIER 1	153	\$1,602	\$637	\$6.31	\$4.16	139	\$1,380	\$618	\$5.48	\$4.45	10.1%	5.5%	15.2%	-6.4%
16	Lisinopril	High blood pressure	TIER 1	149	\$1,500	\$518	\$6.59	\$3.48	142	\$994	\$234	\$5.35	\$1.65	4.9%	43.8%	23.1%	110.9%
17	Sertraline Hydrochloride	Adverse effect of selective serotor	TIER 1	140	\$1,955	\$877	\$7.70	\$6.26	139	\$1,690	\$777	\$6.57	\$5.59	0.7%	14.8%	17.2%	12.1%
18	Losartan Potassium	High blood preasure, diabetes typ	TIER 1	130	\$2,056	\$1,021	\$7.96	\$7.85	116	\$1,355	\$470	\$7.63	\$4.05	12.1%	35.4%	4.3%	93.9%
19	Omeprazole	Heartburn, Gastric Reflux	TIER 1	129	\$1,482	\$555	\$7.19	\$4.30	135	\$1,646	\$618	\$7.61	\$4.58	-4.4%	-5.7%	-5.6%	-6.0%
20	Methylphenidate Hydrochlo	Attention-Deficit Hyperactivity Disc	TIER 1	129	\$20,791	\$19,502	\$9.99	\$151.18	144	\$27,679	\$26,289	\$9.65	\$182.57	-10.4%	-16.1%	N/A	-17.2%
21	Albuterol Sulfate Hfa	bronchospasm.	TIER 1	126	\$6,450	\$5,260	\$9.44	\$41.75	89	\$4,891	\$4,111	\$8.76	\$46.20	41.6%	-6.9%	7.8%	-9.6%
22	Sertraline Hcl	Antidepressant	TIER 1	122	\$1,482	\$662	\$6.72	\$5.43	125	\$1,214	\$391	\$6.58	\$3.13	-2.4%	25.1%	2.1%	73.4%
23	Cephalexin	Antibiotic	TIER 1	117	\$1,337	\$571	\$6.54	\$4.88	116	\$1,243	\$537	\$6.09	\$4.63	0.9%	6.6%	N/A	5.6%
24	Alprazolam	Anxiety, depression, insomnia	TIER 1	116	\$706	\$123	\$5.03	\$1.06	112	\$606	\$127	\$4.28	\$1.13	3.6%	12.4%	17.3%	-6.4%
25	Valacyclovir Hcl	Shingles, Chickenpox, Herpes	TIER 1	110	\$3,437	\$2,491	\$8.60	\$22.65	127	\$3,884	\$2,801	\$8.53	\$22.05	-13.4%	2.2%	0.8%	2.7%
26	Citalopram Hydrobromide	Depression	TIER 1	108	\$960	\$312	\$6.00	\$2.89	138	\$1,043	\$217	\$5.99	\$1.57	-21.7%	17.6%	0.1%	84.1%
27	Prednisone	Inflammation, allergies	TIER 1	103	\$414	\$65	\$3.39	\$0.63	130	\$724	\$244	\$3.69	\$1.87	-20.8%	-27.8%	-8.3%	-66.2%
28	Azithromycin	Bacterial infections	TIER 1	102	\$1,125	\$373	\$7.37	\$3.65	135	\$1,611	\$571	\$7.70	\$4.23	-24.4%	-7.6%	-4.3%	-13.6%
29	Pantoprazole Sodium	Acid reflux, heartburn	TIER 1	102	\$1,317	\$584	\$7.18	\$5.72	61	\$741	\$335	\$6.65	\$5.50	67.2%	6.3%	8.1%	4.1%
30	Fluoxetine Hcl	Depression	TIER 1	101	\$833	\$228	\$5.99	\$2.26	93	\$594	\$94	\$5.37	\$1.01	8.6%	29.2%	11.4%	123.5%

Count By Tiers	
Tier 1	29
Tier 2	1
Tier 3	0
Tier 4	0
Cost By Tiers	
Tier 1	\$94,366
Tier 2	\$56,820
Tier 3	\$0
Tier 4	\$0

Scripts By Tiers	
Tier 1	4,912
Tier 2	198
Tier 3	-
Tier 4	-
Cost Per Script by Tiers	
Tier 1	\$19.21
Tier 2	\$286.97
Tier 3	
Tier 4	

Prepared by:

Top 30 Prescriptions - Rolling 12 by month

Top 30 Prescriptions - By Plan Paid (Number of Prescriptions)																
#	Drug Name	Usage/Treatment	Tier	Jan-20 Scripts	Feb-20 Scripts	Mar-20 Scripts	Apr-20 Scripts	May-20 Scripts	Jun-20 Scripts	Jul-20 Scripts	Aug-20 Scripts	Sep-20 Scripts	Oct-20 Scripts	Nov-20 Scripts	Dec-20 Scripts	
1	Genotropin	Human Growth Hormone	2	7	8	9	10	11	11	12	13	13	13	13	13	
2	Skyrizi	plaque psoriasis.	2	-	1	2	2	3	3	3	3	3	3	3	4	
3	Vyvanse	ADHD	2	191	188	192	192	191	193	196	196	196	200	193	198	
4	Ibrance	HR+/HER2- Metastatic Breast Canc	2	-	-	-	-	-	-	-	-	-	1	2	4	
5	Humira Pen	Crohn's disease, ulcerative colitis	2	14	13	12	11	10	9	8	8	9	9	8	7	
6	Trulicity	Diabetes medication	2	42	43	45	44	44	45	43	43	40	38	35	34	
7	Enbrel	Arthritis, spondylitis, psoriasis	2	-	-	-	1	2	3	4	5	5	6	6	6	
8	Novolog	Diabetes	2	13	13	15	14	14	14	14	12	13	12	13	13	
9	Lantus Solostar	Diabetes, used to inject insulin	2	23	25	24	26	27	26	27	30	30	26	27	27	
10	Latuda	Bipolar Disorder, Depression	2	9	9	11	9	8	7	7	6	6	7	8	8	
11	Amphetamine/Dextroampheta	ADHD & Narcolepsy	TIER 1	428	431	443	443	450	457	459	446	460	459	457	454	
12	Jardiance	Diabetes	2	30	28	29	26	23	23	23	20	19	19	20	18	
13	Methylphenidate Hydrochlo	Attention-Deficit Hyperactivity Disord	TIER 1	144	141	141	140	142	143	145	143	143	135	131	129	
14	Dexcom G6 Sensor	Diabetes	2	10	12	10	12	14	14	14	17	20	21	23	27	
15	Testosterone Cypionate	Treats low testorones in men	TIER 1	261	259	264	249	247	252	247	250	252	248	252	259	
16	Xarelto	Blood thinner	2	28	28	24	20	20	17	17	18	20	21	19	19	
17	Glatiramer Acetate	Multiple Sclerosis	TIER 1	9	8	9	8	8	8	8	9	8	9	8	7	
18	Creon	Food digestion due to pancreatic malf	2	-	-	1	2	2	2	3	3	3	3	3	3	
19	Absorica	Acne medication	3	-	-	-	-	-	-	1	2	3	4	5	6	
20	Xtampza Er	capsule-swallowing issues	2	-	-	2	3	4	5	6	7	8	9	10	11	
21	Budesonide/Formoterol Fum	Asthma	TIER 1	-	-	7	8	11	13	15	20	24	26	29	36	
22	Lialda	Ulcerative colitis	3	1	2	2	2	3	3	3	4	4	3	3	4	
23	Eliquis	Prevents blood clots	2	23	24	25	28	28	28	29	27	23	24	20	19	
24	Linzess	Constipation	2	15	15	16	17	17	16	16	18	17	16	17	14	
25	Vimpat	Epilepsy	2	11	10	10	9	8	8	7	7	6	5	4	4	
26	Contour Next Blood Glucos	diabetes	2	4	5	5	5	6	7	7	7	9	9	9	9	
27	Insulin Aspart Flexpen	high blood sugar	TIER 1	-	-	-	4	4	4	4	4	4	4	5	6	
28	Dexilant	Heartburn, Gastric Reflux	3	19	20	23	24	25	24	22	22	22	22	22	21	
29	Xiidra	dry eye disease.	3	10	12	12	14	13	13	14	16	15	16	15	14	
30	Ajovy	migraine headaches in adults	2	6	7	8	9	10	11	12	11	12	12	13	12	

Prepared by:

Top 30 Prescriptions - Rolling 12 by month

Top 30 Prescriptions - By Plan Paid (Plan Paid Amount)																
#	Drug Name	Usage/Treatment	Tier	Jan-20 Paid	Feb-20 Paid	Mar-20 Paid	Apr-20 Paid	May-20 Paid	Jun-20 Paid	Jul-20 Paid	Aug-20 Paid	Sep-20 Paid	Oct-20 Paid	Nov-20 Paid	Dec-20 Paid	
1	Genotropin	Human Growth Hormone	2	\$42,319	\$48,496	\$54,672	\$60,848	\$67,024	\$67,024	\$73,200	\$79,377	\$79,742	\$79,925	\$80,108	\$80,290	
2	Skyrizi	plaque psoriasis.	2	\$0	\$15,678	\$31,356	\$31,356	\$47,034	\$47,034	\$47,034	\$47,034	\$47,034	\$47,034	\$47,034	\$62,713	
3	Vyvanse	ADHD	2	\$53,429	\$52,971	\$54,575	\$54,604	\$54,606	\$55,053	\$56,183	\$56,190	\$56,174	\$57,323	\$55,304	\$56,820	
4	Ibrance	HR+/HER2- Metastatic Breast Canc	2	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$12,040	\$24,180	\$48,460	
5	Humira Pen	Crohn's disease, ulcerative colitis	2	\$71,036	\$65,983	\$60,929	\$55,876	\$50,823	\$46,243	\$41,571	\$41,953	\$47,387	\$48,150	\$43,097	\$38,043	
6	Trulicity	Diabetes medication	2	\$30,955	\$31,867	\$33,458	\$32,751	\$32,877	\$33,761	\$32,371	\$32,522	\$30,375	\$28,961	\$26,764	\$26,145	
7	Enbrel	Arthritis, spondylitis, psoriasis	2	\$0	\$0	\$0	\$4,234	\$8,469	\$12,703	\$16,938	\$21,172	\$21,172	\$25,406	\$25,406	\$25,406	
8	Novolog	Diabetes	2	\$17,321	\$17,607	\$21,636	\$21,083	\$21,579	\$23,411	\$22,945	\$20,817	\$22,104	\$22,106	\$23,996	\$24,678	
9	Lantus Solostar	Diabetes, used to inject insulin	2	\$15,160	\$16,578	\$15,557	\$16,215	\$16,958	\$17,487	\$17,401	\$22,646	\$22,162	\$17,944	\$23,285	\$23,482	
10	Latuda	Bipolar Disorder, Depression	2	\$27,343	\$25,030	\$32,415	\$27,674	\$26,451	\$22,884	\$23,059	\$19,541	\$19,541	\$20,970	\$22,225	\$22,225	
11	Amphetamine/Dextroampheta	ADHD & Narcolepsy	TIER 1	\$23,803	\$24,083	\$24,921	\$25,054	\$25,534	\$25,352	\$24,987	\$24,134	\$23,961	\$22,966	\$22,224	\$21,057	
12	Jardiance	Diabetes	2	\$25,914	\$24,120	\$26,679	\$25,409	\$24,014	\$24,185	\$26,129	\$22,085	\$20,702	\$20,713	\$22,344	\$20,482	
13	Methylphenidate Hydrochlo	Attention-Deficit Hyperactivity Disord	TIER 1	\$26,376	\$25,613	\$24,892	\$24,758	\$25,402	\$25,213	\$24,913	\$23,961	\$22,914	\$21,273	\$19,960	\$19,502	
14	Dexcom G6 Sensor	Diabetes	2	\$7,428	\$9,263	\$7,428	\$9,348	\$11,268	\$11,268	\$11,303	\$13,497	\$14,467	\$15,147	\$16,423	\$19,250	
15	Testosterone Cypionate	Treats low testorones in men	TIER 1	\$14,808	\$14,514	\$15,254	\$14,575	\$15,024	\$15,566	\$15,310	\$15,744	\$16,264	\$16,173	\$16,727	\$17,745	
16	Xarelto	Blood thinner	2	\$17,219	\$18,096	\$15,632	\$14,180	\$15,057	\$12,992	\$13,013	\$13,384	\$15,102	\$16,470	\$14,837	\$16,674	
17	Glatiramer Acetate	Multiple Sclerosis	TIER 1	\$22,374	\$19,888	\$22,374	\$18,184	\$18,184	\$17,788	\$17,392	\$19,482	\$16,996	\$19,086	\$16,600	\$14,114	
18	Creon	Food digestion due to pancreatic malf	2	\$0	\$0	\$2,877	\$11,202	\$11,202	\$11,202	\$14,078	\$14,078	\$14,078	\$14,078	\$14,078	\$14,078	
19	Absorica	Acne medication	3	\$0	\$0	\$0	\$0	\$0	\$0	\$2,235	\$4,469	\$6,704	\$8,938	\$11,173	\$13,407	
20	Xtampza Er	capsule-swallowing issues	2	\$0	\$0	\$2,264	\$3,408	\$4,552	\$5,697	\$6,816	\$7,935	\$9,055	\$10,174	\$11,293	\$12,413	
21	Budesonide/Formoterol Fum	Asthma	TIER 1	\$0	\$0	\$2,212	\$2,516	\$3,320	\$4,450	\$4,999	\$6,122	\$7,838	\$8,364	\$9,546	\$12,100	
22	Lialda	Ulcerative colitis	3	\$2,979	\$5,957	\$5,957	\$5,957	\$9,071	\$9,071	\$9,071	\$12,050	\$12,050	\$9,071	\$9,071	\$12,050	
23	Eliquis	Prevents blood clots	2	\$9,573	\$10,042	\$11,449	\$12,808	\$12,833	\$13,764	\$14,340	\$13,851	\$12,159	\$12,765	\$11,289	\$11,679	
24	Linzess	Constipation	2	\$7,898	\$7,575	\$7,690	\$8,941	\$8,941	\$8,675	\$9,822	\$11,488	\$10,620	\$10,520	\$12,915	\$11,231	
25	Vimpat	Epilepsy	2	\$11,556	\$10,663	\$12,469	\$11,575	\$10,682	\$12,488	\$11,595	\$13,401	\$12,508	\$11,614	\$10,720	\$10,800	
26	Contour Next Blood Glucos	diabetes	2	\$2,408	\$3,273	\$3,680	\$3,680	\$4,594	\$5,509	\$5,509	\$5,509	\$7,239	\$7,239	\$7,239	\$7,883	
27	Insulin Aspart Flexpen	high blood sugar	TIER 1	\$0	\$0	\$0	\$6,366	\$6,366	\$6,366	\$6,366	\$6,366	\$6,366	\$6,366	\$7,470	\$7,739	
28	Dexilant	Heartburn, Gastric Reflux	3	\$6,300	\$6,546	\$7,737	\$7,551	\$8,260	\$8,486	\$7,580	\$7,596	\$7,613	\$7,652	\$7,660	\$7,431	
29	Xiidra	dry eye disease.	3	\$4,797	\$5,810	\$5,900	\$6,944	\$6,467	\$6,467	\$7,004	\$8,019	\$7,540	\$8,080	\$7,604	\$7,096	
30	Ajovy	migraine headaches in adults	2	\$3,292	\$3,869	\$4,446	\$5,023	\$5,599	\$6,176	\$6,753	\$6,204	\$6,809	\$6,837	\$7,414	\$6,893	

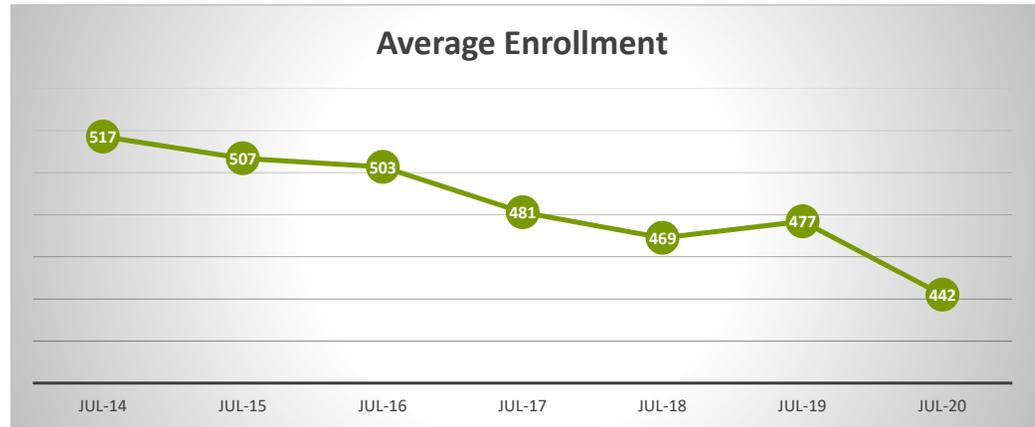
Prepared by:



Enrollment

	Enrollment											
	Jan 2020 - Dec 2020				Jan 2019 - Dec 2019				% Change			
	Average Enrollment Current Rolling 12 Months				Average Enrollment Prior Rolling 12 Months							
	Select Med	Select Care	Early Retiree	Select Care	Select Med	Select Care	Early Retiree	Select Care	Select Med	Select Care	Early Retiree	Select Care
Single	67	16	3	3	69	12	3	3	-2.5%	31.0%	2.9%	5.9%
Two Party	43	9	1	0	42	6	1	0	2.4%	41.1%	0.0%	
Emp + Child	13	3	0	0	11	4	0	0	24.8%	-18.6%		
Emp + Children	15	3	0	0	12	3	0	0	23.2%	0.0%		
Family	256	15	0	0	262	13	0	0	-2.2%	13.0%		
Total Enrolled	395	44	4	3	396	37	4	3	-0.3%	19.4%	2.1%	5.9%
Average Subscribers			443				436				1.6%	
Average Members			1606				1619				-0.8%	

Dec 2020	Current Enrollment			
	Select Med	Select Care	Select Med Early Retiree	Select Care Early Retiree
Single	63	15	3	3
Two Party	44	11	1	0
Emp + Child	14	2	0	0
Emp + Children	15	1	0	0
Family	249	16	0	0
Total Enrolled	385	45	4	3
Total Subscribers			437	
Total Members			1575	



Prepared by:



**Unified Fire Authority
Wage Comparable Summary Report
Fiscal Year 2020-2021**

Last Updated 1-15-2021

Agency (Population)	Entry Firefighter	AEMT Firefighter	Firefighter Specialist	Engineer	Entry Paramedic	Senior Paramedic	Captain	BC-Operations	Division Chief
Draper (49,600)	\$ 41,444	\$ 57,425	n/a	\$ 67,820	\$ 48,454	\$ 69,626	\$ 80,517	\$ 93,850	n/a
Layton (75,655)	\$ 41,596	\$ 65,654	n/a	\$ 72,046	\$ 49,914	\$ 77,040	\$ 85,768	\$ 104,165	\$ 104,165
Lehi (69,724)	\$ 42,503	\$ 68,799	n/a	\$ 78,862	\$ 49,034	\$ 75,524	\$ 102,236	\$ 120,309	n/a
Murray (49,295)	\$ 49,792	\$ 67,035	n/a	\$ 78,176	\$ 54,149	\$ 80,383	\$ 89,596	\$ 108,170	\$ 108,170
Ogden (87,773)	\$ 41,981	\$ 53,095	\$ 55,178	\$ 60,908	\$ 48,278	\$ 68,389	\$ 76,454	\$ 96,032	\$ 96,032
Orem (97,500)	\$ 43,546	\$ 63,868	n/a	\$ 76,675	\$ 50,096	\$ 76,675	\$ 91,317	\$ 109,037	n/a
Park City Fire (35,000)	\$ 46,885	\$ 74,782	\$ 76,738	\$ 78,724	\$ 52,260	\$ 82,870	\$ 93,674	\$ 115,837	\$ 115,837
Provo (117,000)	\$ 42,207	\$ 56,891	n/a	\$ 69,152	\$ 48,889	\$ 69,152	\$ 80,052	\$ 97,304	\$ 97,304
Salt Lake City (192,672)	\$ 43,602	\$ 71,450	\$ 76,296	\$ 76,296	\$ 50,260	\$ 82,224	\$ 92,957	\$ 106,296	\$ 106,296
Sandy (99,700)	\$ 46,236	\$ 69,618	n/a	\$ 78,312	\$ 52,023	\$ 78,312	\$ 99,882	\$ 115,502	\$ 115,502
South Davis Metro (120,000)	\$ 43,841	\$ 62,208	n/a	\$ 76,815	\$ 54,135	\$ 76,815	\$ 96,855	\$ 114,618	\$ 114,618
South Jordan (75,550)	\$ 42,959	\$ 61,063	n/a	\$ 70,817	\$ 54,489	\$ 70,817	\$ 81,834	\$ 114,913	\$ 114,913
South Salt Lake (25,582)	\$ 47,233	\$ 73,893	n/a	\$ 77,013	\$ 50,301	\$ 78,261	\$ 88,711	\$ 106,458	\$ 106,458
West Jordan (114,500)	\$ 45,778	\$ 66,186	n/a	\$ 73,070	\$ 55,776	\$ 80,683	\$ 91,228	\$ 105,810	\$ 105,807
West Valley (136,574)	\$ 45,019	\$ 64,524	\$ 67,769	\$ 71,528	\$ 54,820	\$ 73,924	\$ 89,163	\$ 103,196	\$ 103,196
Related to Top Three FY 17-18	-4.44%	-10.68%	9.38%	-4.68%	-6.73%	-7.23%	-8.24%	-8.23%	-8.23%
Related to Top Three FY 18-19	8.62%	-13.32%	10.37%	-7.43%	-1.43%	-7.88%	-8.33%	-8.03%	-10.50%
Related to Top Three FY 19-20	3.65%	-3.95%	15.67%	0.28%	-5.13%	-0.17%	-1.67%	-8.46%	-5.70%
Related to Top Three FY 20-21	0.07%	0.01%	15.68%	0.11%	0.00%	1.01%	0.01%	-2.81%	-2.29%
Unified Fire Authority (422,049)	\$46,916	\$71,454	\$78,395	\$78,395	\$54,489	\$81,494	\$96,866	\$112,343	\$112,343

- 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

[Salt Lake and Utah County Subcounty Estimates;](#)

Subcounty Estimates Data (Excel Format) / City-Population tab / Total Population column

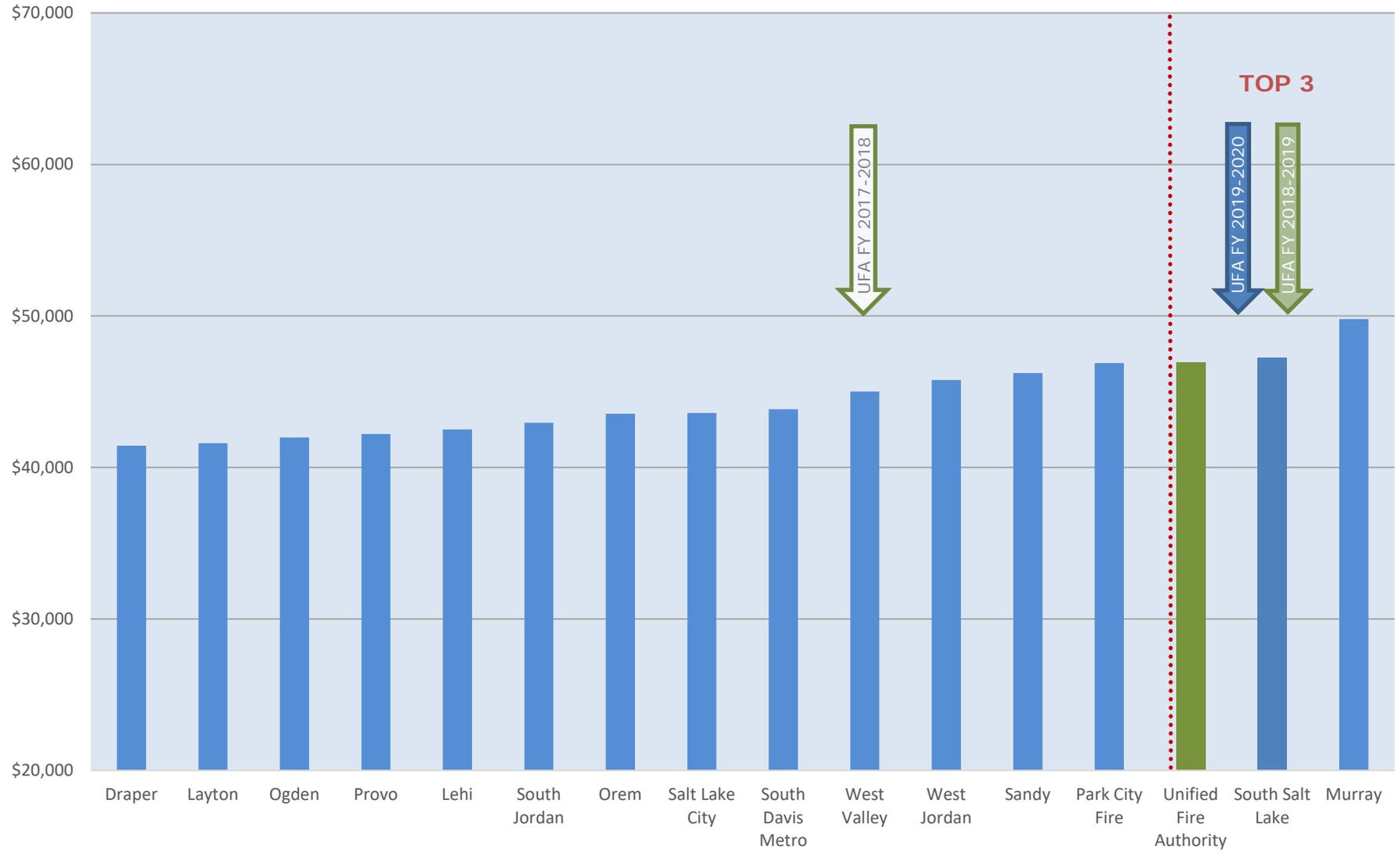
ENTRY FIREFIGHTER FY 2020-2021 (Employees # 89)

Last Updated 1-15-2021

Agency (Population)		Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup for Tier II		Total Base Wage	Specialty Pay	Comments
					Percentage	Amount	Percentage	Amount			
Murray	(49,295)	47,299	-	-	3.00%	1,419	2.27%	1,074	49,792	-	
South Salt Lake	(25,582)	46,087	100	-	-	-	2.27%	1,046	47,233	-	AEMT is minimum level
Park City Fire	(35,000)	45,844	-	-	-	-	2.27%	1,041	46,885	-	AEMT is minimum level
Sandy	(99,700)	44,034	-	-	2.73%	1,202	2.27%	1,000	46,236	-	Deferred Comp is Tier 2 Only
West Jordan	(114,500)	44,762	-	-	-	-	2.27%	1,016	45,778	-	
West Valley	(136,574)	43,175	-	-	2.00%	864	2.27%	980	45,019	-	Deferred Comp is Tier 2 Only
South Davis Metro	(120,000)	42,868	-	-	-	-	2.27%	973	43,841	-	AEMT is minimum level
Salt Lake City	(192,672)	42,016	-	632	-	-	2.27%	954	43,602	-	
Orem	(97,500)	42,579	-	-	-	-	2.27%	967	43,546	-	
South Jordan	(75,550)	40,689	-	-	3.31%	1,347	2.27%	924	42,959	-	DC is Tier 2 Only; AEMT is min level
Lehi	(69,724)	41,496	65	-	-	-	2.27%	942	42,503	-	
Provo	(117,000)	41,270	-	-	-	-	2.27%	937	42,207	-	
Ogden	(87,773)	39,081	-	-	5.15%	2,013	2.27%	887	41,981	-	Deferred Comp is Tier 2 Only
Layton	(75,655)	40,673	-	-	-	-	2.27%	923	41,596	-	
Draper	(49,600)	39,254	-	-	3.31%	1,299	2.27%	891	41,444	-	Deferred Comp is Tier 2 Only
Average		42,742							44,308		
Unified Fire Authority	(422,049)	45,112	-	-	1.73%	780	2.27%	1,024	46,916	-	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 Current									0.07%		

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

ENTRY FIREFIGHTER Total Base Wage FY 2020-2021



AEMT FIREFIGHTER TOP STEP FY 2020-2021 (Employees # 89)

Last Updated 1-15-2021

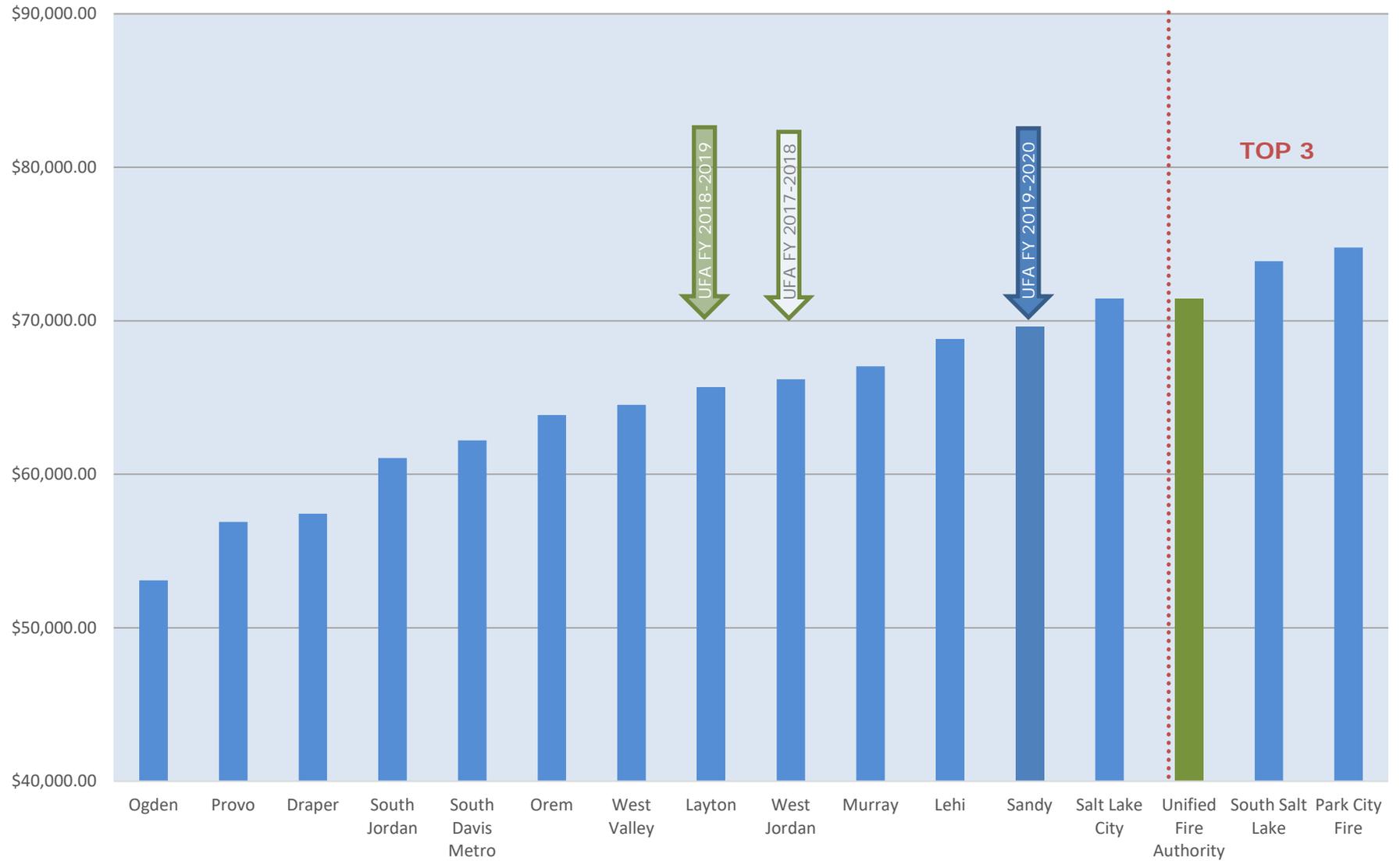
Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
Park City Fire (35,000)	70,752	30	4,000	-	-	74,782	-	AEMT is minimum level
South Salt Lake (25,582)	70,955	2,938	-	-	-	73,893	-	AEMT is minimum level
Salt Lake City (192,672)	69,618	1,200	632	-	-	71,450	-	
Sandy (99,700)	69,618	-	-	-	-	69,618	-	AEMT is required at this level
Lehi (69,724)	68,689	110	-	-	-	68,799	-	
Murray (49,295)	65,083	-	-	3.00%	1,952	67,035	-	AEMT is required at this level
West Jordan (114,500)	66,186	-	-	-	-	66,186	-	
Layton (75,655)	65,654	-	-	-	-	65,654	-	AEMT is required at this level
West Valley (136,574)	64,524	-	-	-	-	64,524	3,245	
Orem (97,500)	63,868	-	-	-	-	63,868	-	AEMT is required at this level
South Davis Metro (120,000)	62,208	-	-	-	-	62,208	-	AEMT is minimum level
South Jordan (75,550)	60,458	605	-	-	-	61,063	-	AEMT is required at this level
Draper (49,600)	57,425	-	-	-	-	57,425	-	
Provo (117,000)	56,891	-	-	-	-	56,891	-	Tier 1 pay 2.45% of URS, AEMT Required
Ogden (87,773)	53,403	1,000	-	-2.45%	(1,308)	53,095	-	
Average	64,355					65,099		
Unified Fire Authority (422,049)	70,747	707	-	-	-	71,454	-	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						0.01%		

UFA

TOP THREE

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

AEMT FIREFIGHTER TOP STEP Total Base Wage FY 2020-2021



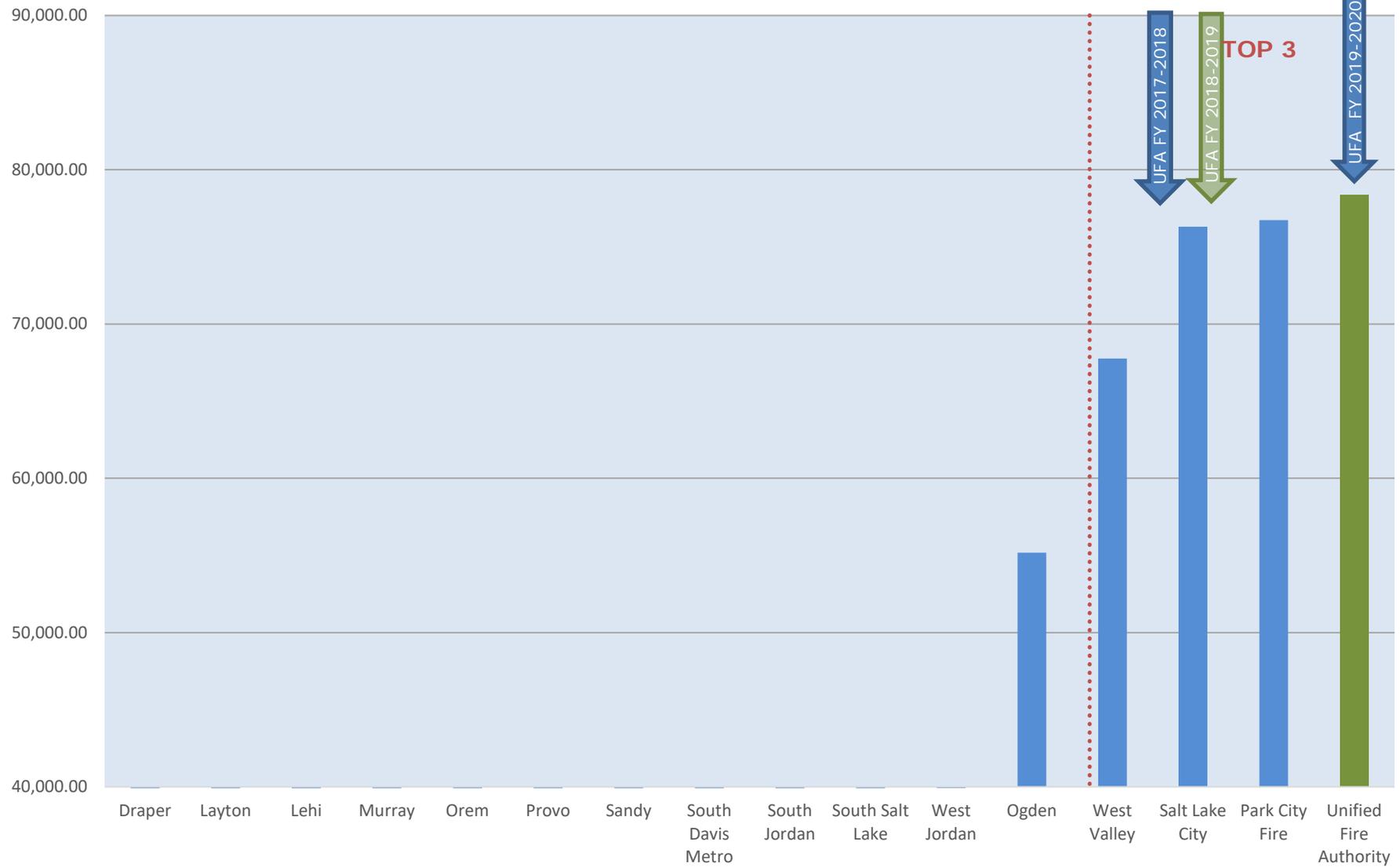
SENIOR SPECIALIST (HazMat, Heavy Rescue) FY 2020-2021 (Employees #18)

Last Updated 1-15-2021

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments	
				Percentage	Amount				
Park City Fire (35,000)	72,708	30	4,000	-	-	76,738	-	Rescue Techs are also HazMat	UFA
Salt Lake City (192,672)	74,464	1,200	632	-	-	76,296	-		
West Valley (136,574)	67,769	-	-	-	-	67,769	9,400	Paramedic Specialty Pay	TOP THREE
Ogden (87,773)	55,539	1,000	-	-2.45%	(1,361)	55,178	-	Tier 1 pay 2.45% of URS	
Draper (49,600)								No match at this rank	
Layton (75,655)								No match at this rank	
Lehi (69,724)								No match at this rank	
Murray (49,295)								No match at this rank	
Orem (97,500)								No match at this rank	
Provo (117,000)								No match at this rank	
Sandy (99,700)								No match at this rank	
South Davis Metro (120,000)								No match at this rank	
South Jordan (75,550)								No match at this rank	
South Salt Lake (25,582)								No match at this rank	
West Jordan (114,500)								No match at this rank	
Average	67,620					68,995			
Unified Fire Authority (422,049)	77,619	776	-	-	-	78,395	2,134	Paramedic Specialty Pay	
Related to Top Three FY 17-18						9.38%	-		
Related to Top Three FY 18-19						10.37%	-		
Related to Top Three FY 19-20						15.67%	-		
Related to Top Three						15.68%			

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

FIREFIGHTER SPECIALIST (HazMat, HR) TOP STEP Total Base Wage FY 2020-2021



ENGINEER TOP STEP FY 2020-2021 (Employees # 92)

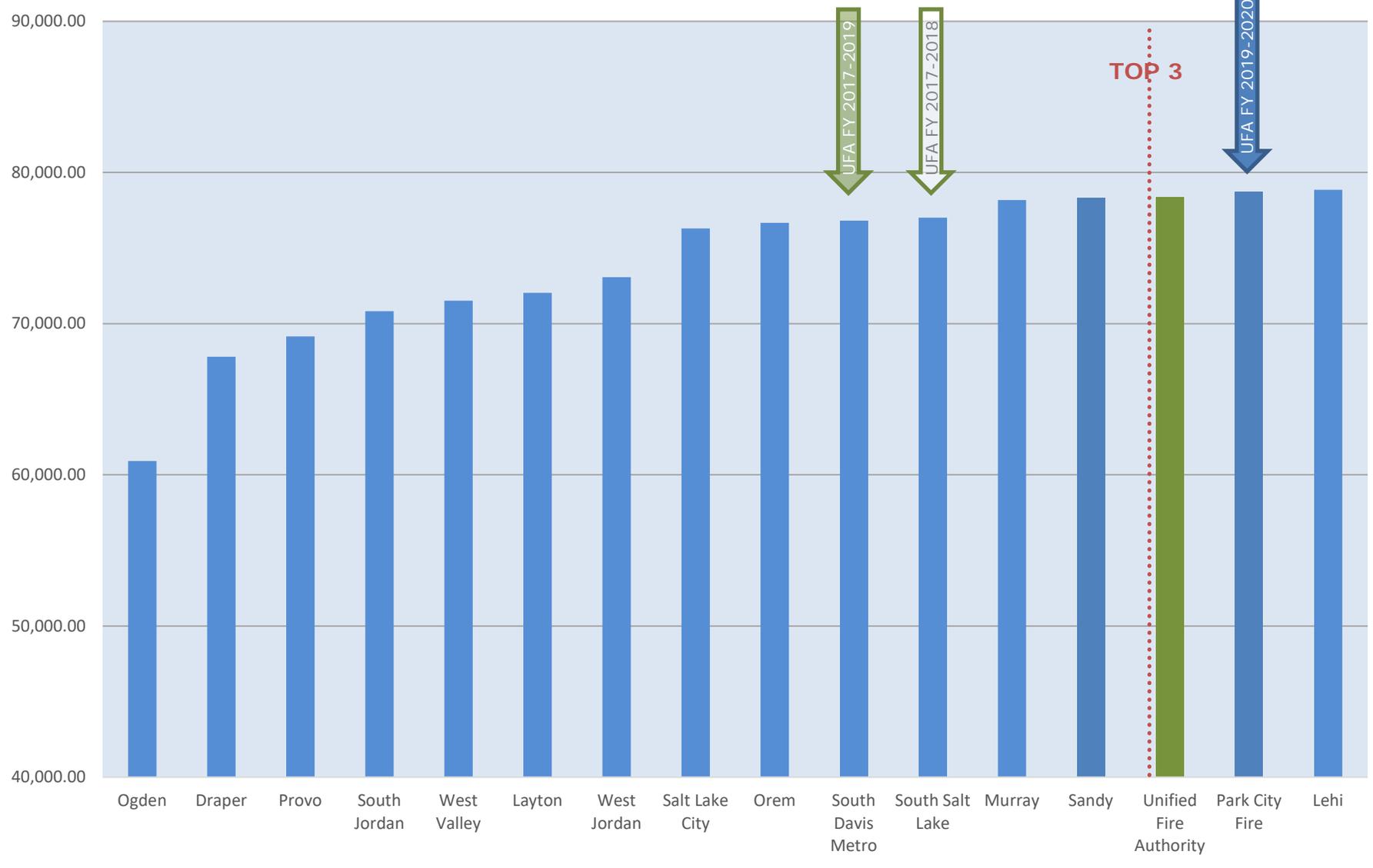
Last Updated 1-15-2021

Agency (Population)		Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
					Percentage	Amount			
Lehi	(69,724)	78,752	110	-	-	-	78,862	-	
Park City Fire	(35,000)	74,694	30	4,000	-	-	78,724	-	UFA
Sandy	(99,700)	78,312	-	-	-	-	78,312	-	TOP THREE
Murray	(49,295)	75,899	-	-	3.00%	2,277	78,176	2,143	Paramedic Specialty Pay
South Salt Lake	(25,582)	73,955	3,058	-	-	-	77,013	-	
South Davis Metro	(120,000)	76,815	-	-	-	-	76,815	-	
Orem	(97,500)	76,675	-	-	-	-	76,675	-	
Salt Lake City	(192,672)	74,464	1,200	632	-	-	76,296	-	
West Jordan	(114,500)	73,070	-	-	-	-	73,070	-	
Layton	(75,655)	72,046	-	-	-	-	72,046	7,391	Paramedic Specialty Pay
West Valley	(136,574)	71,528	-	-	-	-	71,528	12,645	Hazmat/Tech Rescue/PM Specialty Pay
South Jordan	(75,550)	70,116	701	-	-	-	70,817	-	
Provo	(117,000)	69,152	-	-	-	-	69,152	-	
Draper	(49,600)	67,820	-	-	-	-	67,820	-	
Ogden	(87,773)	61,413	1,000	-	-2.45%	(1,505)	60,908	-	Tier 1 pay 2.45% of URS
Average		72,981					73,748		
Unified Fire Authority	(422,049)	77,619	776	-	-	-	78,395	2,134	Paramedic Specialty Pay
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							0.11%		

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

ENGINEER TOP STEP

Total Base Wage FY 2020-2021



ENTRY PARAMEDIC FY 2020-2021 (Employees # 125)

Last Updated 1-15-2021

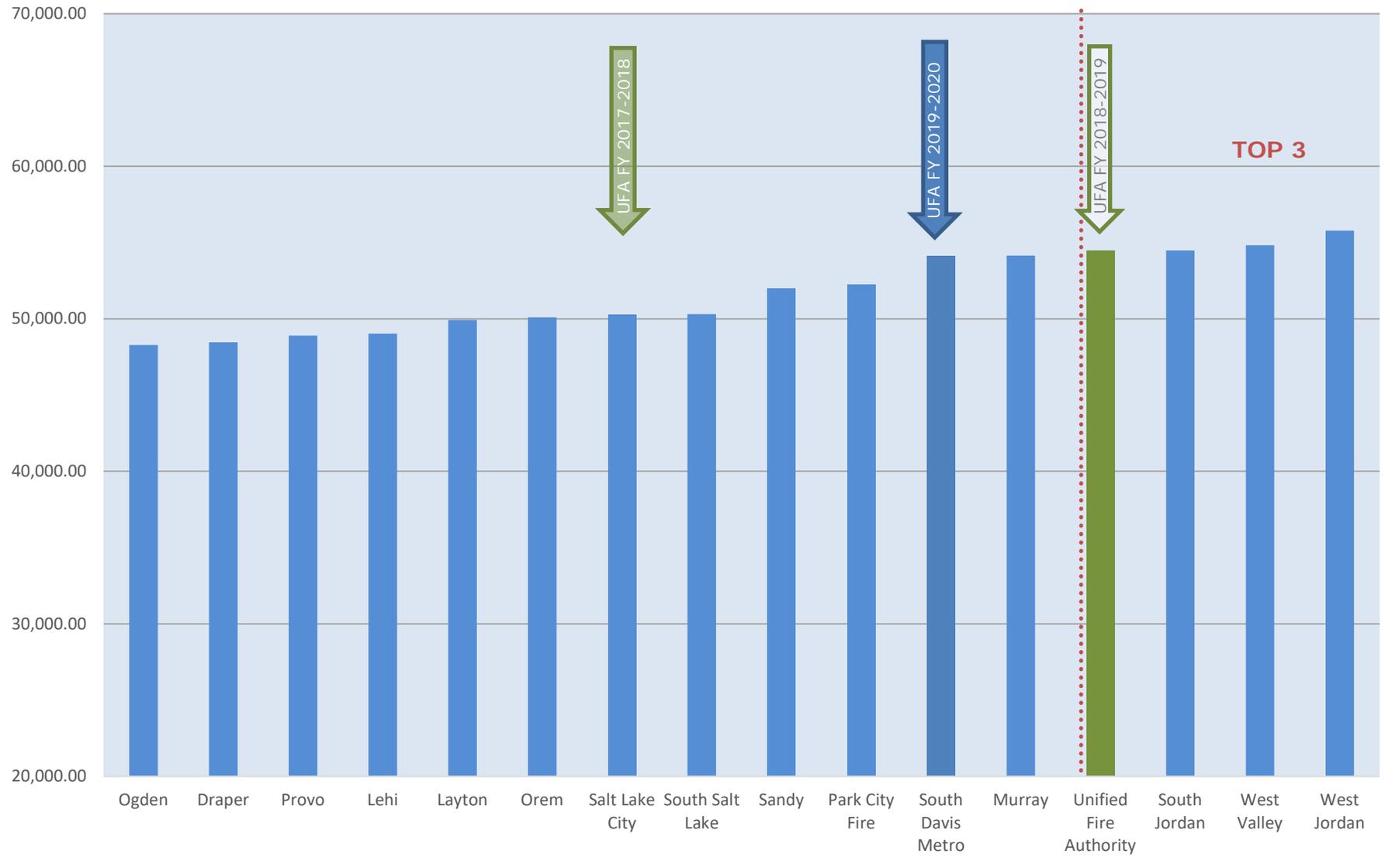
Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount	Percentage	Amount			
West Jordan (114,500)	54,538	-	-	-	-	2.27%	1,238	55,776	-	
West Valley (136,574)	52,575	-	-	2.00%	1,052	2.27%	1,193	54,820	3,245	DC Tier 2 Only; HM/HR Specialty Pay
South Jordan (75,550)	51,609	-	-	3.31%	1,708	2.27%	1,172	54,489	-	Deferred Comp is Tier 2 Only
Murray (49,295)	51,438	-	-	3.00%	1,543	2.27%	1,168	54,149	-	Deferred Comp is Tier 2 Only
South Davis Metro (120,000)	52,933	-	-	-	-	2.27%	1,202	54,135	-	
Park City Fire (35,000)	51,100	-	-	-	-	2.27%	1,160	52,260	-	
Sandy (99,700)	49,546	-	-	2.73%	1,353	2.27%	1,125	52,023	-	
South Salt Lake (25,582)	49,087	100	-	-	-	2.27%	1,114	50,301	-	
Salt Lake City (192,672)	48,526	-	632	-	-	2.27%	1,102	50,260	-	
Orem (97,500)	48,984	-	-	-	-	2.27%	1,112	50,096	-	
Layton (75,655)	48,806	-	-	-	-	2.27%	1,108	49,914	-	
Lehi (69,724)	47,882	65	-	-	-	2.27%	1,087	49,034	-	
Provo (117,000)	47,804	-	-	-	-	2.27%	1,085	48,889	-	
Draper (49,600)	45,893	-	-	3.31%	1,519	2.27%	1,042	48,454	-	Deferred Comp is Tier 2 Only
Ogden (87,773)	44,943	-	-	5.15%	2,315	2.27%	1,020	48,278	-	Deferred Comp is Tier 2 Only
Average	49,711							51,525		
Unified Fire Authority (422,049)	52,393	-	-	1.73%	906	2.27%	1,189	54,489	-	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								0.00%		

TOP THREE

UFA

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

ENTRY PARAMEDIC Total Base Wage FY 2020-2021



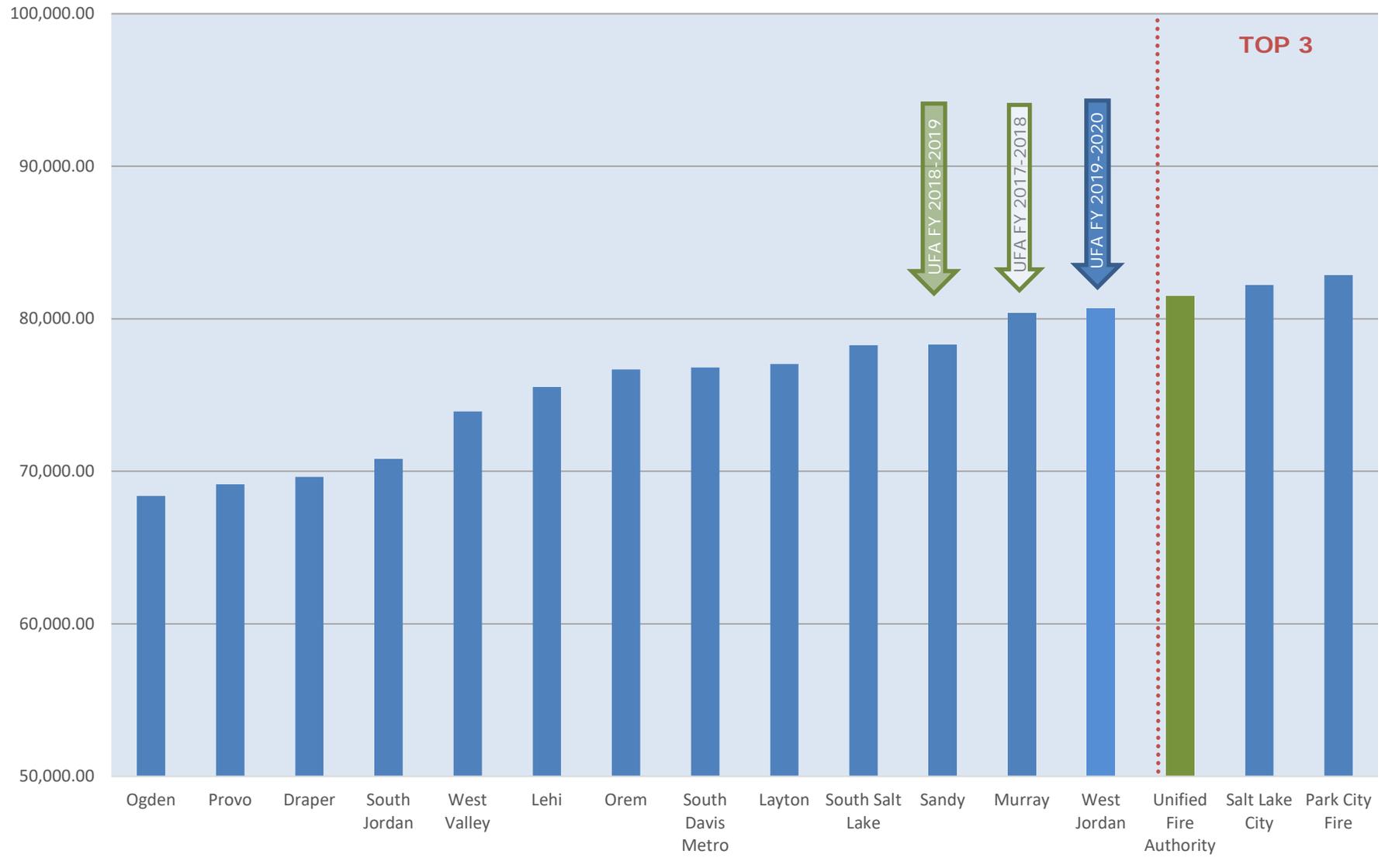
SENIOR PARAMEDIC TOP STEP FY 2020-2021 (Employees # 125)

Last Updated 1-15-2021

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
Park City Fire (35,000)	78,840	30	4,000	-	-	82,870	-	
Salt Lake City (192,672)	80,392	1,200	632	-	-	82,224	-	UFA
West Jordan (114,500)	80,683	-	-	-	-	80,683	-	TOP THREE
Murray (49,295)	78,042	-	-	3.00%	2,341	80,383	-	
Sandy (99,700)	78,312	-	-	-	-	78,312	-	
South Salt Lake (25,582)	75,155	3,106	-	-	-	78,261	-	
Layton (75,655)	77,040	-	-	-	-	77,040	-	
South Davis Metro (120,000)	76,815	-	-	-	-	76,815	-	
Orem (97,500)	76,675	-	-	-	-	76,675	-	
Lehi (69,724)	75,414	110	-	-	-	75,524	-	
West Valley (136,574)	73,924	-	-	-	-	73,924	3,245	Hazmat/Tech Rescue Specialty Pay
South Jordan (75,550)	70,116	701	-	-	-	70,817	-	
Draper (49,600)	69,626	-	-	-	-	69,626	-	
Provo (117,000)	69,152	-	-	-	-	69,152	-	
Ogden (87,773)	69,082	1,000	-	-2.45%	(1,693)	68,389	-	Tier 1 pay 2.45% of URS
Average	75,285					76,046		
Unified Fire Authority (422,049)	80,687	807	-	-	-	81,494	-	
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						1.01%		

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

SENIOR PARAMEDIC TOP STEP Total Base Wage FY 2020-2021



CAPTAIN TOP STEP FY 2020-2021 (Employees # 95)

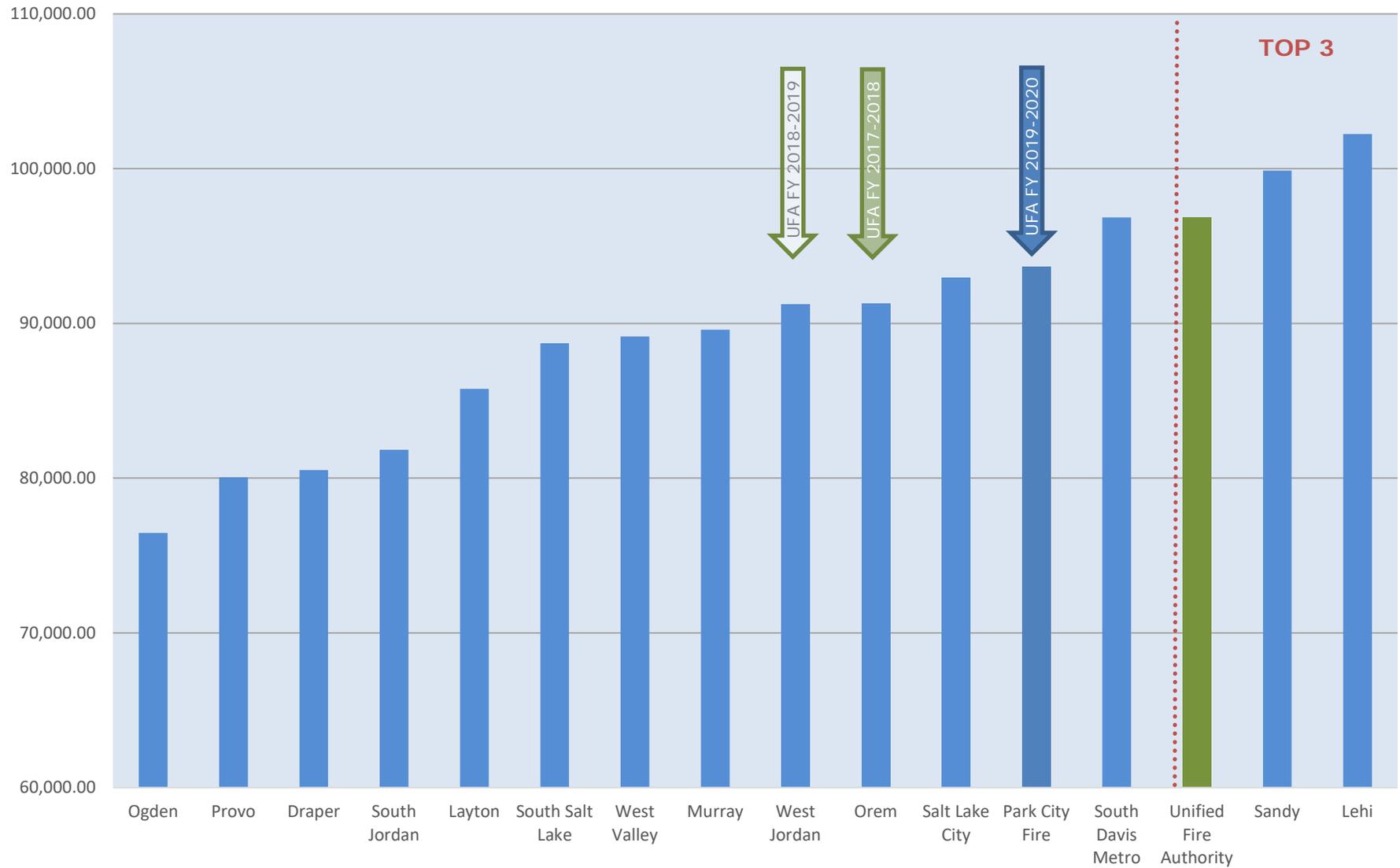
Last Updated 1-15-2021

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
				Percentage	Amount			
Lehi (69,724)	102,126	110	-	-	-	102,236	-	
Sandy (99,700)	99,882	-	-	-	-	99,882	-	UFA
South Davis Metro (120,000)	96,855	-	-	-	-	96,855	-	TOP THREE
Park City Fire (35,000)	89,644	30	4,000	-	-	93,674	-	
Salt Lake City (192,672)	91,125	1,200	632	-	-	92,957	-	
Orem (97,500)	91,317	-	-	-	-	91,317	-	
West Jordan (114,500)	91,228	-	-	-	-	91,228	-	
Murray (49,295)	86,986	-	-	3.00%	2,610	89,596	-	
West Valley (136,574)	89,163	-	-	-	-	89,163	4,700	Paramedic Specialty Pay
South Salt Lake (25,582)	85,203	3,508	-	-	-	88,711	-	
Layton (75,655)	85,768	-	-	-	-	85,768	7,396	Paramedic Specialty Pay
South Jordan (75,550)	81,024	810	-	-	-	81,834	-	
Draper (49,600)	80,517	-	-	-	-	80,517	-	
Provo (117,000)	80,052	-	-	-	-	80,052	-	
Ogden (87,773)	77,349	1,000	-	-2.45%	(1,895)	76,454	-	Tier 1 pay 2.45% of URS
Average	88,549					89,350		
Unified Fire Authority (422,049)	95,907	959	-	-	-	96,866	-	
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						0.01%		

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

CAPTAIN TOP STEP

Total Base Wage FY 2020-2021



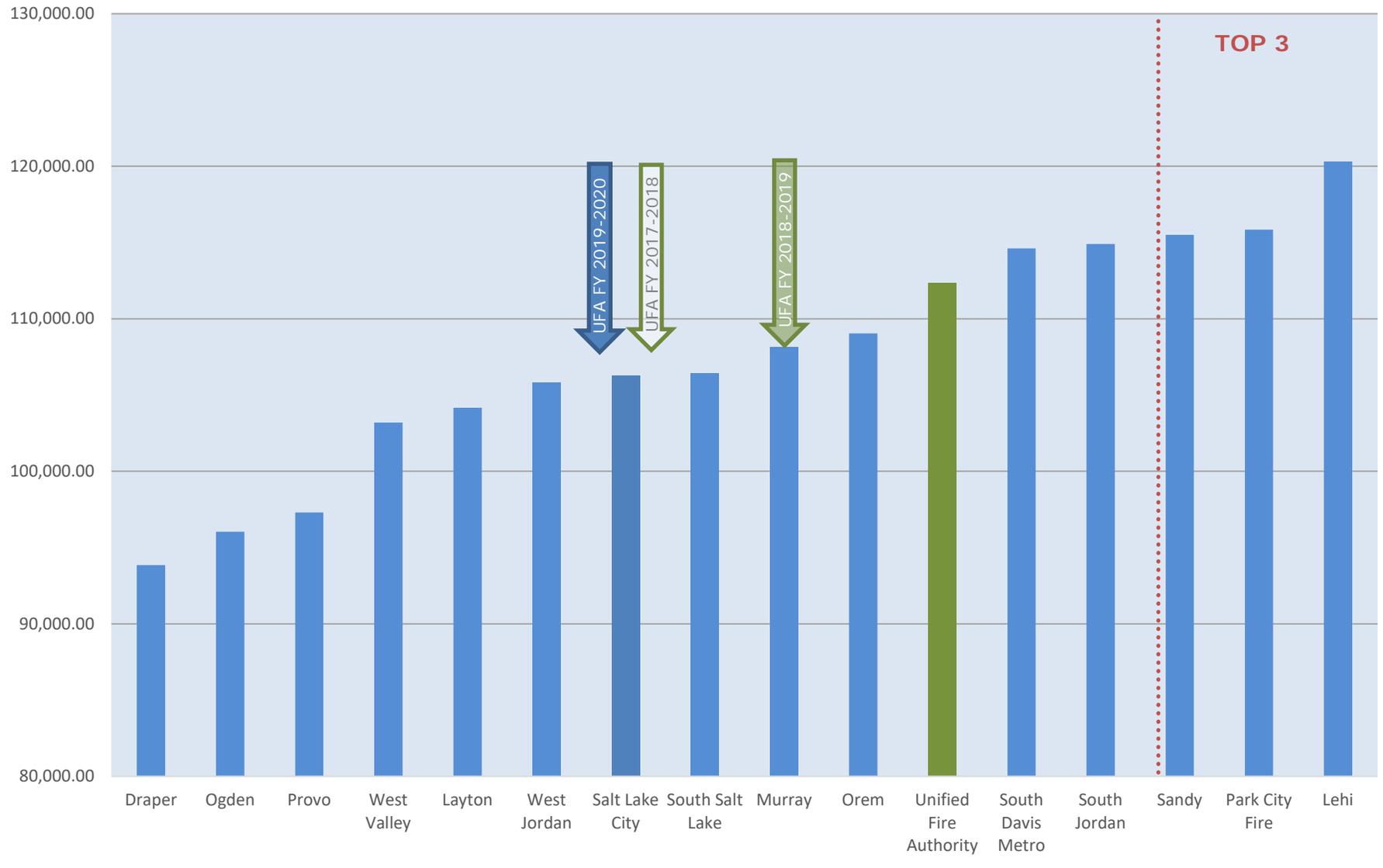
BATTALION CHIEF TOP STEP FY 2020-2021 (Employees # 18)
(24-hour Platoon Schedule)

Last Updated 1-15-2021

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		OT Eligible	Total Base Wage	Specialty Pay	Comments
				Percentage	Amount				
Lehi (69,724)	120,199	110	-	-	-	No	120,309	-	
Park City Fire (35,000)	111,807	30	4,000	-	-	Yes	115,837	-	
Sandy (99,700)	115,502	-	-	-	-	Yes	115,502	-	TOP THREE
South Jordan (75,550)	113,775	1,138	-	-	-	Yes	114,913	-	
South Davis Metro (120,000)	114,618	-	-	-	-	No	114,618	-	UFA
Orem (97,500)	109,037	-	-	-	-	No	109,037	-	
Murray (49,295)	105,019	-	-	3.00%	3,151	Yes	108,170	-	
South Salt Lake (25,582)	102,267	4,191	-	-	-	Yes	106,458	-	
Salt Lake City (192,672)	104,464	1,200	632	-	-	No	106,296	-	
West Jordan (114,500)	105,810	-	-	-	-	No	105,810	-	
Layton (75,655)	104,165	-	-	-	-	No	104,165	-	
West Valley (136,574)	103,196	-	-	-	-	No	103,196	-	Straight OT Pre-Approved Shifts
Provo (117,000)	97,304	-	-	-	-	No	97,304	-	
Ogden (87,773)	97,419	1,000	-	-2.45%	(2,387)	No	96,032	-	Tier 1 pay 2.45% of URS
Draper (49,600)	93,850	-	-	-	-	Yes	93,850	-	
Average	106,562						107,433		
Unified Fire Authority (422,049)	111,231	1,112	-	-	-	Yes	112,343	-	
Related to Top Three FY 17-18							-8.23%	-	
Related to Top Three FY 18-19							-8.03%	-	
Related to Top Three FY 19-20							-8.46%	-	
Related to Top Three							-2.81%	-	

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

BATTALION CHIEF TOP STEP (24-Hour Platoon) Total Base Wage FY 2020-2021



DIVISION CHIEF/ADMINISTRATIVE BC TOP STEP FY 2020-2021
(40 Hour Work Week) (Employees # 18)

Last Updated 1-15-2021

Agency (Population)	Base Salary	Bonus	VEBA	Deferred Comp		OT Eligible	Total Base Wage	Specialty Pay	Comments (see Supplemental Info Sheet #1)
				Percentage	Amount				
Park City Fire (35,000)	111,807	30	4,000	-	-	No	115,837	-	Training Officer, Admin BC and Fire Marshal
Sandy (99,700)	115,502	-	-	-	-	Yes	115,502	-	Fire Marshal and Training Officer
South Jordan (75,550)	113,775	1,138	-	-	-	No	114,913	-	Administrative BC; FM is lower level
South Davis Metro (120,000)	114,618	-	-	-	-	No	114,618	-	Training Officer & Fire Marshal
Murray (49,295)	105,019	-	-	3.00%	3,151	Yes	108,170	-	Emergency Management (EM)
South Salt Lake (25,582)	102,267	4,191	-	-	-	Yes	106,458	-	Training
Salt Lake City (192,672)	104,464	1,200	632	-	-	No	106,296	-	Fire Marshal, Logistics, Training, Airport, Community Relations, Medical
West Jordan (114,500)	105,807	-	-	-	-	No	105,807	-	Training Officer & Fire Marshal
Layton (75,655)	104,165	-	-	-	-	No	104,165	-	Training (FM is lower level)
West Valley (136,574)	103,196	-	-	-	-	No	103,196	-	Fire Marshal, Training, Medical
Provo (117,000)	97,304	-	-	-	-	No	97,304	-	Training Officer & Fire Marshal
Ogden (87,773)	97,419	1,000	-	-2.45%	(2,387)	No	96,032	-	FM, EM, Training ; Tier 1 pay 2.45% of URS
Orem (97,500)									no match at this rank; FM is lower level
Lehi (69,724)									no match at this rank; FM is lower level
Draper (49,600)									no match at this rank; FM is lower level
Average	106,279						107,358		
Unified Fire Authority (422,049)	111,231	1,112	-	-	-	Yes	112,343	-	
Related to Top Three FY 17-18							-8.23%	-	
Related to Top Three FY 18-19							-10.50%	-	
Related to Top Three FY 19-20							-8.77%	-	
Related to Top Three							-2.29%		

TOP THREE
UFA

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

DIVISION CHIEF/ADMIN BC TOP STEP (40 Hour Work Week) Total Base Wage FY 2020-2021

