



## **UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE MINUTES**

March 19, 2026, 7:30 a.m.

---

1. Call to Order

Chair Buroker called the meeting to order at 7:31 a.m.

2. Public Comment

None

Public comment was available live and with a posted email address.

3. Minutes Approval

Mayor Fotheringham made a motion to approve the minutes from February 12, 2026, Benefits and Compensation Committee Meeting as submitted. Mayor Gettel seconded the motion, and all voted in favor; none opposed.

4. Insurance

Human Resources Director Kiley Day presented a comparative market analysis of UFA's health insurance against other agencies. The comparison reviewed employer annual premiums per employee, deductible levels, and plan types. UFA employer premium, which is around \$16,273 per employee, ranks second lowest among surveyed agencies. HRD Day shared that Layton City had the lowest at \$14,000, which was attributed to a long-term self-funding plan. West Valley City pays \$17,896 per employee with an 80/20 plan and a \$1,500 deductible. Murray City pays \$22,000 with an 85/15 plan and a \$1,500 deductible. In summary, UFA remains highly competitive and cost-efficient while maintaining good benefits with strong employee utilization practices.

Michelle Morris from Gallagher discussed that the initial health insurance renewal from Select Health came in at 16.8%. After negotiation and updating claims data, Select Health is now proposing an increase of 13.5%.

To reduce the increase, if UFA makes modifications to the deductible and out-of-pocket maximum, this will reduce the increase from 13.5% to 3.7%. Michelle informed the committee that approximately 40% of employees reach deductible thresholds, meaning the majority (60%) would not be directly impacted.

Deductible increase:

- Individual: \$1,000 → \$2,000
- Family: \$2,000 → \$4,000

Out-of-pocket maximum increase:

- Individual: +\$1,000

- \$3,000 → \$4,000
- Family: +\$2,000
  - \$6,000 → \$8,000

To help offset the deductible, it was proposed to double the Health Reimbursement Arrangement (HRA) for all employees.

- HRA Increases:
  - Individual: \$500 → \$1,000
  - Family: \$1,000 → \$2,000

Union Vice President Molly Doyle indicated the union supports the proposed changes, with the expectation that cost savings be considered toward funding the 401 (k) match benefit.

Mayor Fotheringham made a motion to accept and recommend to the full UFA Board the adjusted health insurance renewal, including plan design changes (deductible and HRA adjustments), resulting in an estimated 3.7% increase. Mayor Jackson seconded the motion, and all voted in favor; none opposed.

Michelle Morris reviewed the dental insurance renewal with the committee. Highlighting the proposed 9% increase, which will be around a \$56,000 increase. Alternative dental options were explored to include self-funding, Delta Dental, and PEHP Dental. These alternatives were not recommended at this time due to cost increases and reduced benefits

Mayor Jackson made a motion to accept the increase of 9% for dental insurance keeping the current dental plan in place. Mayor Bennion seconded the motion, and all voted in favor; none opposed.

## 5. Contract Employees

Chief Burchett stated that the goal was to improve the review process for the Chief and the Chief Legal Officer positions and not request personal compensation changes. The adjustment in the timeline aligns the process to the budget planning cycle and improves the ability to incorporate any potential adjustments into the budget.

Mayor Fotheringham made a motion to accept the recommendation of a 3.6% COLA and an additional 0.37% market adjustment for the CLO Roberts. Mayor Gettel seconded the motion, and all voted in favor; none opposed.

In regard to the Fire Chief position, Councilmember Henderson stated that there is no agency within the local geographic area that directly aligns with the size and scope of UFA, making comparable positions difficult to identify. He also thanked Chief Burchett for working to align the evaluation process with the budget timeline, noting that this discussion was not initiated as a request for a compensation increase by Chief Burchett or CLO Brian Roberts.

The Board discussed that the current Fire Chief employment agreement includes any department-wide compensation increases deemed as “cost of living adjustment.” In addition, the agreement outlined a 4% step increase beginning in July 2023, 2024, and 2025. Councilmember Henderson noted that it is the Board’s responsibility to determine whether to continue or modify the step increases.

Chair Buroker thanked Councilmember Henderson for the work on the Chief's compensation.

Mayor Fotheringham made a motion to recommend a 4% market adjustment in addition to the COLA of 3.6% provided for in the employment agreement. Mayor Gettel seconded the motion. A roll call vote was taken.

Bennion	YES		
Buroker	NO		
Fotheringham	YES		
Gettel	YES		
Henderson	YES		
Jackson	YES		
Overson	YES		

6. Adjournment

Mayor Fotheringham made a motion to adjourn the March 19, 2026, UFA Benefits and Compensation Committee Meeting. Mayor Jackson seconded the motion, and all voted in favor; none opposed.

BOARD MEMBERS IN ATTENDANCE

Councilmember Henderson  
Mayor Buroker  
Mayor Jackson  
Mayor Bennion  
Mayor Overson  
Mayor Gettel  
Mayor Fotheringham

STAFF IN ATTENDANCE

Chief Dominic Burchett  
HRD Kiley Day  
CFO Tony Hill  
Shellie Fowlks  
CLO Brian Roberts

ATTENDEES

AC Dern  
Union Vice President Doyle  
Courtney Samuel  
FF Brett Call  
AC Russell  
DOC Easton  
Michelle Morris  
AC Robinson  
HR Deputy Director Ricotta  
Rebecca Norfleet