

THIS AGENDA IS SUBJECT TO CHANGE WITH MINIMUM 24 HOURS NOTICE



UNIFIED FIRE AUTHORITY BOARD BENEFITS & COMPENSATION COMMITTEE AGENDA

March 30, 2023, 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 – Chair Dahle
 2. 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 que 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. March 29, 2023. Emailed comments submitted prior to 7:00 a.m. March 29, 2023, 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.
 3. Minutes Approval –Chair Dahle
 - February 17, 2023
 4. Insurance Review and Forecast – HR Director Day/Gallagher
 - a. Health Insurance
 - b. Dental Insurance
 5. 5-Year Compensation History – HR Director Day

6. Market Adjustment – HR Director Day/Chief Burchett
 - a. Sworn
 - b. Civilian

7. Cost of Living Adjustment (CPI) – Chief Burchett
 - a. Sworn
 - b. Civilian

8. Final Recommendations – Chief Burchett

a. Health Insurance	d. Market Civilian
b. Dental Insurance	e. COLA Sworn
c. Market Sworn	f. COLA Civilian

9. 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.

10. Adjournment – Chair Dahle

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 29th day of March 2023 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**

February 17, 2023 at 7:30 a.m.

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

Committee Members Present:

Mayor Overson
Council Member Hull

Mayor Stevenson
Mayor Dahle

Committee Members Absent:

Mayor Silvestrini

Staff:

Chief Burchett
CLO Roberts
CFO Hill

Kiley Day
Cyndee Young
Brandon Dodge, Local 1696

Guests:

Aaron Whitehead
AC Dern
AC Robinson
Anthony Widdison
Battalion 13
Bill Brass
Brian Roberts
Bryan Case
Cal Ricotta
Calogero Ricotta
Chad Simons
Dan Brown
Debbie Cigarroa

Embret Fossum
Erica Langenfass
Jared Henderson
Kate Turnbaugh
Kelly Bird
Kendall Perry
Kenneth Aldridge
Kiyoshi Young
Lana Burningham
Lee Ascarte
Lindsey Flygare
Local 1696
Nate Bogenschutz

Nile Easton
Patrick Costin
Richard Rich
Riley Pilgrim
Ryan Love
Shelli Fowlks
Station 251
Steve Prokopis
Steve Schaugaard
Tish Buroker
Tom Westmoreland
Zach Robinson

Call to Order

Meeting called to order by Chair Dahle at 7:50 a.m.

Public Comments

None

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

Minutes Approval

Mayor Overson moved to approve the minutes from the March 30, 2022 Benefits & Compensation Committee Meeting as submitted

Mayor Stevenson seconded the motion

All in favor, none opposed

Health Insurance Review and Forecast –HR Director Day/Gallagher

- ◆ Michelle Morris presented the current status of insurance with SelectHealth
 - ◆ UFA is running well and has always run better than the other SelectHealth groups
 - ◆ SelectHealth made their initial renewal release and has stated that trending this year is 9.5%
 - ◆ Since UFA doesn't usually fit within the normal SelectHealth trending, Gallagher is running their own model based on UFA's historical claims
 - ◆ SelectHealth did grant UFA a renewal of 8.9%, but Gallagher still has issues and feels this is high
 - ◆ Mayor Dahle stated that since UFA typically runs below the trend, SelectHealth has been capturing premiums in excess of the claims by 15%, so how do they justify 9%
 - ◆ Michelle Morris agrees that they are trying to fit UFA into their model and adding the 10% trending, this is the initial step and Gallagher continues to work on it
 - ◆ Gallagher feels that 0 would be great, but even with a few points they would be comfortable
 - ◆ Mayor Dahle agrees that 0 would be best
 - Mayor Dahle reminded the Committee that UFA employees are always informed about the importance of controlling health care costs
 - If UFA runs 15% below premium rate year after year, 0 would be fair
 - ◆ Michelle agrees, and stated that Gallagher is working on data to support the request
 - ◆ Mayor Dahle also feels that if SelectHealth returns with 3-5%, there may be the question of going to market
 - There is usually apprehension about going to market as it is difficult for employees and most prefer SelectHealth
 - Mayor Overson agreed that while change is difficult, some questions may need to be asked
 - Mayor Stevenson agreed as well
 - ◆ Mayor Dahle clarified that anything over 2% will go to bid, it would be irresponsible not to with the trending for UFA

Sworn Market Wage Review – HR Director Day/Chief Burchett

- ◆ Chief Burchett reminded the Committee that the Board adopted a Top 3 Model for sworn employees compared to 15 other fire departments in the area
- ◆ HR annually conducts comparisons to allow for surgically reviewing each rank
- ◆ This effort has become a huge benefit with recruiting and retention efforts
- ◆ Chief Burchett explained that there were some big increases valley-wide this past year, with the total proposed increase for all sworn employees to just over \$1M
 - ◆ Chief Burchett went on to explain some comparisons made with the EMT/AEMT ranks and some adjustments made to allow for better comparison with other agencies
 - ◆ Also discussed was the PM1 and PM2 specialty and the potential compression, but Chief Burchett does not want to react too quickly and feels this compression will self-correct
 - ◆ Chief also reminded the Committee that the BC rank is difficult to compare across agencies so 16% between Captain and BC was initiated last budget year

Civilian Compensation – HR Director Day/Chief Burchett

- ◆ Annually HR samples all of the civilian employees for comparison
- ◆ This last year, 34 of the 68 positions will be reclassified for a higher pay grade

- ◆ \$89,482 for the changes
- ◆ These positions all received updated job descriptions from all Division Leaders and Managers
- ◆ Chief Burchett reminded the Committee that he has mentioned the Top 3rd model for civilians as is done with the sworn (Sworn is Top 3)
 - ◆ This has been a huge benefit with recruitment and retention on the sworn side and feels the same value would be realized on the civilian side
 - ◆ We want the civilians to know we value them and their dedication and would like consideration for this proposal
 - ◆ To do this for the coming year would be \$220,000 to get to Top 3rd
 - ◆ If we continue with midpoint comparisons as is currently done, there will be an \$89,000 increase
 - ◆ Chief Burchett is unsure where this will fit, but wants it considered for discussion for the next meeting
 - ◆ Mayor Overson asked for clarification; Top 3 or Top 3rd, Chief Burchett clarified that there are so many positions, it would be Top 3rd
- ◆ Mayor Dahle reminded the Committee that there will be another chance to discuss this further as there is another Benefits & Compensation Meeting before the Finance Committee meets, just digest all this information for now
 - ◆ At the March 30 meeting more discussion will take place and a firm proposal from SelectHealth will have been received, which will help establish some guidance as to the maximum target for the municipalities

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

- ◆ CFO Hill presented a chart outlining the member fee costs at 3, 4, and 5% CPI for the coming year
- ◆ Other charts followed that show the costs per rank
- ◆ The current CPI for the West from December to December is 6.2%
- ◆ Mayor Dahle asked for a 5-year chart showing what market adjustments and CPI/COLA's have been given in the past
 - ◆ It will be a balancing act with inflation and tax increases
 - ◆ The Mayor realizes the sworn outpaced the civilians and now the civilians are out of position
 - ◆ CFO Hill has a document in the budget book that gives a high level 5-year pay overview that can easily be expanded to more detail and he will provide this at the next meeting
 - ◆ Mayor Overson agreed that with hard data it helps justify and make the hard decisions
 - ◆ CFO Hill stated that Page 252 in the budget document is the high-level snapshot of these items

VEBA Contribution – Chief Burchett/Local 1696 President Dodge

- ◆ Local President Dodge provided the history on VEBA and explained the importance for FF's who usually retire at the average age of 52 and the need to utilize these funds to fill the cost of insurance in this gap until 63 (the average URS retirement age)
- ◆ The national trend is to fund VEBA at 3%, UFA currently funds VEBA at 2%
- ◆ The ask is to fund VEBA the additional 1% for a total of 3% going forward
- ◆ Chief Burchett clarified that the 2% is currently included in the wage comparisons presented today
- ◆ Chief Burchett explained how important the additional 1% can be for a 25-year FF as it would make a \$50,000-\$60,000 difference in funds once retired
- ◆ The additional 1% for all employees is \$412,000 and a 0.66% member fee
- ◆ \$824,000 is currently allotted for VEBA in the budget
- ◆ Mayor Dahle pointed out that eventually the municipalities will get to what we think we can afford for the members and refer back to UFA to determine the prioritization
 - ◆ Benefits & Comp aims to propose a realistic number to the Finance Committee who will then further determine what to finally present to the Board

- ◆ Chief Burchett's intent was to present the numbers and options for a greater understanding of the process and in preparation for discussions at the council level
- ◆ Mayor Stevenson asked if UFSA is going out for a tax increase in the coming year it makes sense to have all these numbers, but is curious as to how this will affect the tax increase
 - ◆ CFO Hill will gather information that shows how decisions for the UFA Board will affect UFSA and the taxation
 - ◆ CFO Hill also reminded the Committee that there is 5% in the UFSA budget for a member fee increase
 - ◆ As a reminder, the main source of funding for UFSA is taxation

Change to Overtime Board Policy – Chief Burchett

- ◆ Chief Burchett presented a memo requesting a change to the Overtime Board Policy as this is a benefit related topic
- ◆ The change would relate to how sick time is considered when calculating overtime
- ◆ This policy was changed with COVID wherein all leave is considered time worked so any additional time worked would be overtime with Operations
- ◆ Sick leave should be a safety net and calls for sick time have increased over the years
- ◆ This is affecting the minimum staffing budget, already this line item is overspent and there is still much of the year remaining
- ◆ Chief Burchett feels this is a way to slow that down, if approved, this will save \$10,000-\$12,000 per month in overtime
- ◆ Holiday and vacation will remain considered time worked as Chief wants to encourage those who are able and willing to work, this is also a huge benefit and Chief wants to leave it as is
- ◆ Local President Dodge supports this decision, sick leave is very important for the organization as everyone will utilize it at some point or may points throughout their career
 - ◆ Personnel need this protection, this is not a benefit loss, but a retention of benefits for long term future need
- ◆ Chief explained that he looked to tighten up the Sick Leave Policy, but feels the policy is in a good place
- ◆ What Chief Burchett is proposing continues to offer the holiday and vacation benefit
- ◆ Remembering that this policy was originally changed to address COVID, it is the right thing to do
- ◆ Mayor Stevenson inquired as to why the increase of sick from Local President Dodges view
 - ◆ Employees went through a lot during COVID, they continued to work, the workforce was available
 - ◆ There is some pandemic fatigue and an increase in mental health needs
 - ◆ The local supports this policy change
- ◆ CFO Hill has a spreadsheet wherein the variables can be added to get a better idea of costs and results of these decisions
- ◆ Mayor Dahle will work with the Board at the next two meetings prior to the next Benefits & Compensation Committee Meeting to get some guidance in terms of where the municipalities are in their budget processes
 - ◆ This will help get an idea of what Benefits & Compensation has to work with
- ◆ Mayor Dahle is optimistic Gallagher will get SelectHealth at 0, 1.62% market start at 3% COLA and leave VEBA flat will at least provide a starting point
 - ◆ It will then be up to the Finance Committee to take the capital replacement piece and bring a recommendation to the Board
- ◆ Mayor Stevenson reiterated that a plug and play spreadsheet would be valuable as UFSA members will be looking at their piece as well

Closed Session

None

Adjournment

Mayor Stevenson moved to adjourn the February 17, 2023 Benefits & Compensation Committee Meeting
Mayor Dahle seconded the motion
All voted in favor, none opposed

DRAFT

2023 Marketing and Renewal Analysis

Unified Fire Authority

Presented By:

Michelle Morse | Account Executive

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Gallagher

Insurance | Risk Management | Consulting

Gallagher Benefit Services, Inc.

**Unified Fire Authority
Renewal Summary | 2023 Plan Year**

Coverage	Carrier	Renewal Date	Rate Action
Medical	SelectHealth, Inc	7/1/2023	8.9% Increase. Negotiated down to Rate Hold
Dental	PEHP	7/1/2023	Rate Hold for 07.01.2023
Vision	EyeMed Vision Care	7/1/2023	2.10% Increase. Negotiated down to Rate Hold with 4 year guarantee
Life and AD&D	PEHP	7/1/2023	Rate Hold for 07.01.2023
Voluntary Life and AD&D	PEHP	7/1/2023	Rate Hold for 07.01.2023
Long-Term Disability	PEHP	7/1/2023	Rate Hold for 07.01.2023

Unified Fire Authority
 Medical | Fully-Insured Renewal | Effective 07/01/2023

			CURRENT		INITIAL RENEWAL	
Carrier Name			SelectHealth		SelectHealth	
Plan Name			\$1000 Med	\$1000 Care	\$1000 Med	\$1000 Care
PLAN DESIGN*						
In-Network Benefits			Med Network	Care Network	Med Network	Care Network
Deductible Type			Embedded	Embedded	Embedded	Embedded
Calendar Year (CY) Deductible (Individual / Family)			\$1,000 / \$2,000	\$1,000 / \$2,000	\$1,000 / \$2,000	\$1,000 / \$2,000
Out-of-Pocket Max Type			Embedded	Embedded	Embedded	Embedded
CY Out-of-Pocket Max (Individual / Family)			\$3,000 / \$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000
Coinsurance (member pays after deductible)			20%	20%	20%	20%
Preventive Care			Covered 100%	Covered 100%	Covered 100%	Covered 100%
Primary Care Visit			\$15 Copay	\$15 Copay	\$15 Copay	\$15 Copay
Specialist Visit			\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Connect Care			Covered 100%	Covered 100%	Covered 100%	Covered 100%
Urgent Care			\$30 Copay	\$30 Copay	\$30 Copay	\$30 Copay
Emergency Room			\$75 Copay	\$75 Copay	\$75 Copay	\$75 Copay
Inpatient Hospital			20% after deductible	20% after deductible	20% after deductible	20% after deductible
Outpatient Surgery			20% after deductible	20% after deductible	20% after deductible	20% after deductible
Chiropractic (visit limits may apply)			\$15 Copay (20 visits)	\$15 Copay (20 visits)	\$15 Copay (20 visits)	\$15 Copay (20 visits)
Phys/Occ/Speech Therapy (visit limits may apply)			Outpatient: \$20 Copay; Inpatient: 20% after deductible (Combined 40 days)	Outpatient: \$20 Copay; Inpatient: 20% after deductible (Combined 40 days)	Outpatient: \$20 Copay; Inpatient: 20% after deductible (Combined 40 days)	Outpatient: \$20 Copay; Inpatient: 20% after deductible (Combined 40 days)
Diagnostic Test (X-ray, blood work)			Covered 100%	Covered 100%	Covered 100%	Covered 100%
Imaging (CT/PET scan, MRI)			20% after deductible	20% after deductible	20% after deductible	20% after deductible
Prescription Drug Benefit						
Retail			30 Days	30 Days	30 Days	30 Days
Tier I / Tier II / Tier III			\$10 / \$25 / \$45 Medical: 20%; Pharmacy: \$100			
Specialty						
Mail Order			90 Days	90 Days	90 Days	90 Days
Tier I / Tier II / Tier III			\$10 / \$50 / \$135	\$10 / \$50 / \$135	\$10 / \$50 / \$135	\$10 / \$50 / \$135
Out-of-Network Benefits						
Deductible Type			Embedded	Embedded	Embedded	Embedded
CY Deductible (Individual / Family)			\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000
Out-of-Pocket Max Type			Embedded	Embedded	Embedded	Embedded
CY Out-of-Pocket Max (Individual / Family)			\$6,000 / \$12,000	\$6,000 / \$12,000	\$6,000 / \$12,000	\$6,000 / \$12,000
Coinsurance (member pays after deductible)			40%	40%	40%	40%
COST ANALYSIS			Up 5%/Down 5%		Up 5%/Down 5%	
PEPM Rates - Enrollment per AMP			Med	Care	\$1000 Med	\$1000 Care
Employee (EE) Only			74	16	\$502.30	\$528.80
Two Party			64	12	\$1,105.50	\$1,163.60
EE + Family			250	22	\$1,507.60	\$1,586.60
Total Enrollment			388	50		
Estimated Monthly Premium			\$484,822	\$57,329	\$527,978	\$62,432
Estimated Annual Premium			\$5,817,866	\$687,950	\$6,335,731	\$749,189
Dollar Difference from Current					\$517,865	\$61,238
Percent Change from Current					8.90%	8.90%
Total Combined Annual Cost						
			CURRENT		INITIAL RENEWAL	
Estimated Annual Premium			\$6,505,817		\$7,084,920	
Dollar Difference from Current					\$579,103	
Percent Change from Current					8.90%	
PLAN PROVISIONS						
Rate Guarantee			1 Year rate guarantee ending 06/30/2023		1 Year rate guarantee ending 06/30/2024	
Eligibility			FTE 30HRS/WK		FTE 30HRS/WK	

*NOTE: Benefit deviations from Current are identified in blue font
 Notes and Assumptions

Unified Fire Authority
 Medical | Fully-Insured Renewal | Effective 07/01/2023

			CURRENT		NEGOTIATED RENEWAL OPTION		RENEWAL WITH DENTAL BUNDLE DISCOUNT	
Carrier Name			SelectHealth		SelectHealth		SelectHealth	
Plan Name			\$1000 Med	\$1000 Care	\$1000 Med	\$1000 Care	\$1000 Med	\$1000 Care
PLAN DESIGN*								
In-Network Benefits			Med Network	Care Network	Med Network	Care Network	Med Network	Care Network
Deductible Type			Embedded	Embedded	Embedded	Embedded	Embedded	Embedded
Calendar Year (CY) Deductible (Individual / Family)			\$1,000 / \$2,000	\$1,000 / \$2,000	\$1,000 / \$2,000	\$1,000 / \$2,000	\$1,000 / \$2,000	\$1,000 / \$2,000
Out-of-Pocket Max Type			Embedded	Embedded	Embedded	Embedded	Embedded	Embedded
CY Out-of-Pocket Max (Individual / Family)			\$3,000 / \$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000	\$3,000 / \$6,000
Coinsurance (member pays after deductible)			20%	20%	20%	20%	20%	20%
Preventive Care			Covered 100%					
Primary Care Visit			\$15 Copay					
Specialist Visit			\$20 Copay					
Connect Care			Covered 100%					
Urgent Care			\$30 Copay					
Emergency Room			\$75 Copay					
Inpatient Hospital			20% after deductible					
Outpatient Surgery			20% after deductible					
Chiropractic (visit limits may apply)			\$15 Copay (20 visits)					
Phys/Occ/Speech Therapy (visit limits may apply)			Outpatient: \$20 Copay; Inpatient: 20% after deductible					
Diagnostic Test (X-ray, blood work)			(Combined 40 days) Covered 100%					
Imaging (CT/PET scan, MRI)			20% after deductible					
Prescription Drug Benefit								
Retail			30 Days					
Tier I / Tier II / Tier III			\$10 / \$25 / \$45 Medical: 20%; Pharmacy: \$100					
Specialty			90 Days					
Mail Order			\$10 / \$50 / \$135	\$10 / \$50 / \$135	\$10 / \$50 / \$135	\$10 / \$50 / \$135	\$10 / \$50 / \$135	\$10 / \$50 / \$135
Tier I / Tier II / Tier III								
Out-of-Network Benefits								
Deductible Type			Embedded	Embedded	Embedded	Embedded	Embedded	Embedded
CY Deductible (Individual / Family)			\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000
Out-of-Pocket Max Type			Embedded	Embedded	Embedded	Embedded	Embedded	Embedded
CY Out-of-Pocket Max (Individual / Family)			\$6,000 / \$12,000	\$6,000 / \$12,000	\$6,000 / \$12,000	\$6,000 / \$12,000	\$6,000 / \$12,000	\$6,000 / \$12,000
Coinsurance (member pays after deductible)			40%	40%	40%	40%	40%	40%
COST ANALYSIS			Up 5%/Down 5%					
PEPM Rates - Enrollment per AMP			Med	Care	\$1000 Med	\$1000 Care	\$1000 Med	\$1000 Care
Employee (EE) Only			74	16	\$502.30	\$528.80	\$497.30	\$523.50
Two Party			64	12	\$1,105.50	\$1,163.60	\$1,094.50	\$1,152.00
EE + Family			250	22	\$1,507.60	\$1,586.60	\$1,492.50	\$1,570.70
Total Enrollment			388	50				
Estimated Monthly Premium			\$484,822	\$57,329	\$484,822	\$57,329	\$479,973	\$56,755
Estimated Annual Premium			\$5,817,866	\$687,950	\$5,817,866	\$687,950	\$5,759,678	\$681,065
Dollar Difference from Current					\$0	\$0	-\$58,188	-\$6,886
Percent Change from Current					0.00%	0.00%	-1.00%	-1.00%
Total Combined Annual Cost								
			CURRENT		NEGOTIATED RENEWAL OPTION		RENEWAL WITH DENTAL BUNDLE DISCOUNT	
Estimated Annual Premium			\$6,505,817		\$6,505,817		\$6,440,743	
Dollar Difference from Current					\$0		-\$65,074	
Percent Change from Current					0.00%		-1.00%	
PLAN PROVISIONS								
Rate Guarantee			1 Year rate guarantee ending 06/30/2023		1 Year rate guarantee ending 06/30/2024		1 Year rate guarantee ending 06/30/2024	
Eligibility			FTE 30HRS/WK		FTE 30HRS/WK		FTE 30HRS/WK	

*NOTE: Benefit deviations from Current are identified in blue font
 Notes and Assumptions

If UFA moves dental to SelectHealth than you will receive a bundling discount of 1% off medical renewal

Unified Fire Authority
Dental | Fully-Insured Renewal | Effective 07/01/2023

		CURRENT / RENEWAL		Proposal #1	
Carrier Name		Public Employer s Health Plan		SelectHealth	
Plan Name		Dental Plan		Dental Plan	
PLAN DESIGN*					
Network		INN	OON	INN	OON
Calendar Year (CY) Deductible (Individual / Family)		\$0 / \$0	\$0 / \$0	\$0 / \$0	\$0 / \$0
Annual Maximum		\$1,500	\$1,500	\$1,500	\$1,500
Coinsurance					
Preventive Services		80%	80%	80%	80%
Basic		80%	60%	80%	60%
Periodontics		80%	60%	80%	60%
Endodontics		80%	60%	80%	60%
Major		50%	70%	50%	70%
Implants		50%	70%	50%	70%
Orthodontics		50%	50%	50%	50%
Maximum Age		Children and Adult	Children and Adult	Children and Adult	Children and Adult
Deductible		No	No	No	No
Lifetime Max		\$1,500	\$1,500	\$1,500	\$1,500
Ortho Waiting Period		None	None	None	None
OON Reimbursement Level		MAC			
COST ANALYSIS					
PEPM Rates - Enrollment		Plan 1	Dental Plan	Dental Plan	
Employee (EE) Only		91	\$49.06	\$49.06	
EE + 1 Dep		87	\$67.08	\$67.08	
EE + 2 Deps		290	\$101.52	\$101.52	
Total Enrollment		468			
Estimated Monthly Premium			\$39,741	\$39,741	
Estimated Annual Premium			\$476,895	\$476,895	
Dollar Difference from Current				\$0	
Percent Change from Current				0.00%	
PLAN PROVISIONS					
Rate Guarantee		1 Year rate guarantee ending 6/30/2024		1 Year rate guarantee ending 6/30/2024	
Premium Paid Basis		Contributory		Contributory	
Eligibility		FTE 30HRS/WK		FTE 30HRS/WK	

*NOTE: Benefit deviations from Current are identified in blue font

**Exclusions/limitations may apply

Notes and Assumptions

Unified Fire Authority
 Vision | Renewal and Quotes | Effective 07/01/2023

Carrier Name		CURRENT PLAN		NEGOTIATED RENEWAL		PROPOSAL # 1			PROPOSAL # 2		PROPOSAL # 3		PROPOSAL # 4		
Plan Name		EyeMed Vision Care		EyeMed Vision Care		Opticare Vision Services			EMI Health		MetLife		VSP		
PLAN DESIGN*		Vision Plan		Vision Plan		Vision Plan 0-10-150C+			VSP Plus 10-130		Vision Plan		Vision Plan		
Network Name		INN [EyeMed Insight Network]	OON	INN EyeMed Insight Network	OON	INN Select Network	INN Broad Network	OON	INN VSP Plus Network	OON	INN Superior Vision Network	OON	INN VSP Network	OON	
Exam (including eyewear exam)	Frequency	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	
	Benefit	\$10 Copay	Up to \$40	\$10 Copay	Up to \$40	100% Covered	\$10 Copay	Up to \$45	\$10 Copay	Up to \$65	\$10 Copay	Up to \$45	\$10 Copay	Up to \$40	
Lenses	Frequency	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	
	Single	\$25 Copay	Up to \$30	\$25 Copay	Up to \$30	100% Covered	\$10 Copay	Up to \$85	\$10 Copay	Up to \$30	\$25 Copay	Up to \$30	\$25 Copay	Up to \$30	
	Bifocal	\$25 Copay	Up to \$50	\$25 Copay	Up to \$50	100% Covered	\$10 Copay	Up to \$85	\$10 Copay	Up to \$50	\$25 Copay	Up to \$50	\$25 Copay	Up to \$50	
	Trifocal	\$25 Copay	Up to \$70	\$25 Copay	Up to \$70	100% Covered	\$10 Copay	Up to \$85	\$10 Copay	Up to \$65	\$25 Copay	Up to \$65	\$25 Copay	Up to \$65	
Frames	Frequency	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	
	Allowance	Up to \$130 plus 20% off over \$130	Up to \$91	Up to \$130 plus 20% off over \$130	Up to \$91	Up to \$150	Up to \$140	Up to \$95	Up to \$130 at VSP doctor or \$70 at Costco, Sam's Club or Walmart	Up to \$80	Up to \$130 plus 20% off over \$130	Up to \$70	Up to \$130	Up to \$70	
Contact Lenses (in lieu of Lenses)	Frequency	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months	
	Allowance	Conventional: Up to \$130 plus 15% off; Disposable: Up to \$130	Up to \$130	Conventional: Up to \$130 plus 15% off; Disposable: Up to \$130	Up to \$130	Up to \$150	Up to \$140	Up to \$130	Up to \$130	Up to \$115	Up to \$130	Up to \$105	Up to \$130	Up to \$105	
Lasik		15% off retail	N/A	15% off retail	N/A	20% off Retail	Not Covered	Not Covered	Up to \$500 in savings	N/A	Available, but varies	N/A	15% - 20% off retail	N/A	
COST ANALYSIS															
PEPM Rates - Enrollment per 2022 workbook	Enrollment	Vision Plan		Vision Plan		Vision Plan 0-10-150C+			VSP Plus 10-130		Vision Plan		Vision Plan		
Employee (EE) Only	74	\$6.03	\$6.03	\$6.03	\$6.03	\$5.97	\$5.97	\$5.97	\$5.80	\$5.80	\$6.79	\$6.79	\$8.21	\$8.21	
EE + Spouse	43	\$11.45	\$11.45	\$11.45	\$11.45	\$11.06	\$11.06	\$11.06	\$12.50	\$12.50	\$12.90	\$12.90	\$13.13	\$13.13	
EE + Child(ren)	25	\$12.05	\$12.05	\$12.05	\$12.05	\$11.62	\$11.62	\$11.62	\$13.40	\$13.40	\$13.58	\$13.58	\$13.41	\$13.41	
EE + Family	130	\$17.71	\$17.71	\$17.71	\$17.71	\$16.43	\$16.43	\$16.43	\$19.20	\$19.20	\$19.96	\$19.96	\$21.61	\$21.61	
	Total Enrollment	272		272											
Estimated Monthly Premium		\$3,542	\$3,542	\$3,542	\$3,542	\$3,344	\$3,344	\$3,344	\$3,798	\$3,798	\$3,991	\$3,991	\$4,317	\$4,317	
Estimated Annual Premium		\$42,505	\$42,505	\$42,505	\$42,505	\$40,125	\$40,125	\$40,125	\$45,572	\$45,572	\$47,898	\$47,898	\$51,800	\$51,800	
	Dollar Difference from Current		\$0	\$0	\$0	-\$2,380	-\$2,380	-\$2,380	\$3,067	\$3,067	\$5,392	\$5,392	\$9,295	\$9,295	
	Percent Change from Current		0.00%	0.00%	0.00%	-5.60%	-5.60%	-5.60%	7.22%	7.22%	12.69%	12.69%	21.87%	21.87%	
PLAN PROVISIONS															
Rate Guarantee		3 Year rate guarantee ending 06/30/2023		4 year rate guarantee ending 06/30/2027		3 Year rate guarantee ending 06/30/2026			1 year rate guarantee ending 06/30/2024		4 year rate guarantee ending 06/30/2027		Voluntary (EE paid)		
Premium Paid Basis		Voluntary (EE paid)		Voluntary (EE paid)		Voluntary (EE paid)			Voluntary (EE paid)		Voluntary (EE paid)		Voluntary (EE paid)		
Required Employer Contribution		0%		0%		0%			0%		0%		0%		
Eligibility		FTE 30HRS/WK		FTE 30HRS/WK		FTE 30HRS/WK			FTE 30HRS/WK		FTE 30HRS/WK		FTE 30HRS/WK		

*NOTE: Benefit deviations from Current are identified in blue font
 Notes and Assumptions

Original renewal was 2.1%. Negotiated down to 0%
 EyeMed will add Eye 360 which gives \$0 eye exam
 and additional \$50 frame allowance at Plus providers

	Number Enrolled	Current ER Contr	CURRENT Total Premium	CURRENT ER Premium	EE Premium	Renewal ER Contr	RENEWAL w/ DENTAL BUNDLING Total Premium	ER Premium	EE Premium
Select Med Plus									
Employee	74	80.0%	\$502.30	\$401.84	\$100.46	80.0%	\$497.30	\$397.84	\$99.46
Two Party	64	80.0%	\$1,105.50	\$884.40	\$221.10	80.0%	\$1,094.50	\$875.60	\$218.90
Family	250	80.0%	\$1,507.60	\$1,206.08	\$301.52	80.0%	\$1,492.50	\$1,194.00	\$298.50
Select Care Plus									
Employee	16	76.0%	\$528.80	\$401.84	\$131.30	76.0%	\$523.50	\$397.86	\$125.64
Two Party	12	76.0%	\$1,163.60	\$884.40	\$288.94	76.0%	\$1,152.00	\$875.52	\$276.48
Family	22	76.0%	\$1,586.60	\$1,206.08	\$393.88	80.0%	\$1,570.70	\$1,256.56	\$314.14
Medical Total Annual Premium			\$6,505,817	\$5,177,205	\$1,334,375		\$6,440,743	\$5,141,939	\$1,298,805
SelectHealth Dental									
Employee	91	80.0%	\$49.06	\$39.25	\$9.81	80.0%	\$49.06	\$39.25	\$9.81
Two Party	87	80.0%	\$67.08	\$53.66	\$13.42	80.0%	\$67.08	\$53.66	\$13.42
Family	290	80.0%	\$101.52	\$81.22	\$20.30	80.0%	\$101.52	\$81.22	\$20.30
Dental Total Annual Premium			\$476,895	\$381,528	\$95,367		\$476,895	\$381,528	\$95,367
EyeMed Insight Network									
Employee	74	0.0%	\$6.03	\$0.00	\$6.03	0.0%	\$6.03	\$0.00	\$6.03
Employee & Spouse	43	0.0%	\$11.45	\$0.00	\$11.45	0.0%	\$11.45	\$0.00	\$11.45
Employee & Child	25	0.0%	\$12.05	\$0.00	\$12.05	0.0%	\$12.05	\$0.00	\$12.05
Family	130	0.0%	\$17.71	\$0.00	\$17.71	0.0%	\$17.71	\$0.00	\$17.71
Vision Total Annual Premium		0%	\$42,505	\$0	\$42,505	0%	\$42,505	\$0	\$42,505
TOTAL ANNUAL Premium			\$7,025,217	\$5,558,733	\$1,472,247		\$6,960,143	\$5,523,466	\$1,436,677
% Change vs. Current							-0.9%	-0.6%	-2.4%
\$ Change vs. Current							(\$65,074)	(\$35,267)	(\$35,570)

Disclaimers

Prepared for Unified Fire Authority

Coverage Disclaimer

This proposal is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal is not a contract and offers no contractual obligation on behalf of GBS. Policy forms for your reference will be made available upon request.

Renewal / Financial Disclaimer

This analysis is for illustrative purposes only, and is not a proposal for coverage or 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. See your policy or contact us for specific information or further details in this regard.

Legal

The intent of this analysis is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area.



UNIFIED FIRE AUTHORITY

TO: Benefits and Compensations Committee
 FROM: Kiley Day, HR Director
 SUBJECT: UFA Historical Wage Increases for Sworn and Civilian Employees
 DATE: March 27, 2023

The charts below summarize the COLA, step, and longevity increases for UFA since July 1, 2018 for sworn and civilian employees.

UFA Historical Wage Increases for Sworn Employees 2018 to Present				
Year	Step/Annual Increase	Longevity Pay	Market Increase Average	COLA
FY18/19	2.75%	1%	0.4%	2.1%
FY19/20	2.75% & 5.58% @steps 5, 9, & 12	1%	Avg 8.82%	2%
FY 20/21	2.75% for steps 1-4 & 6 & 5.58% @steps 5 & 7-10	1%	Avg. 2.74%	0%
FY 21/22	2.75% for steps 1-4 & 6 & 5.58% @steps 5 & 7-10	1%	None	2% VEBA
FY 22/23	2.75% for steps 1-4 & 6 & 5.58% @steps 5 & 7-10	1%	Avg. 1.53%	6%

UFA Historical Wage Increases for Civilian Employees 2018 to Present				
Year	Annual Increase	Longevity Pay	Market Increase Average	COLA
FY18/19	2.75%	1%	0.4%	2.1%
FY19/20	2.75%	1%	0%	2%
FY 20/21	2.75%	1%	0%	0%
FY 21/22	2.75%	1%	0%	2% VEBA - 1% COLA
FY 22/23	2.75%	1%	3% to 6% if position called for a market increase – 31 out of 61 positions qualified	6%

**Unified Fire Authority
Wage Comparable Summary Report
As of January 26, 2023**

Last Updated 1-26-23

Agency (Population)	Entry Firefighter	AEMT Firefighter	Engineer	Entry Paramedic	Senior Paramedic	Captain
Draper (47,416)	\$ 49,800	\$ 68,471	\$ 74,824	\$ 53,363	\$ 79,265	\$ 91,236
Layton (81,773)	\$ 47,557	\$ 64,895	\$ 68,802	\$ 57,054	\$ 86,232	\$ 104,426
Lehi (68,762)	\$ 43,061	\$ 54,673	\$ 81,996	\$ 53,697	\$ 82,407	\$ 88,404
Murray (49,544)	\$ 55,042	\$ 73,880	\$ 88,589	\$ 65,983	\$ 88,589	\$ 104,036
Ogden (86,798)	\$ 50,736	\$ 68,631	\$ 78,776	\$ 63,110	\$ 85,127	\$ 97,850
Orem (99,622)	\$ 41,346	\$ 62,792	\$ 80,137	\$ 52,011	\$ 80,137	\$ 94,513
Park City Fire (35,000)	\$ 55,689	\$ 85,980	\$ 91,345	\$ 62,938	\$ 96,676	\$ 113,089
Provo (120,071)	\$ 46,681	\$ 62,726	\$ 84,058	\$ 55,422	\$ 84,058	\$ 97,307
Salt Lake City (198,261)	\$ 46,809	\$ 76,100	\$ 81,300	\$ 53,957	\$ 87,665	\$ 99,146
Sandy (94,878)	\$ 49,490	\$ 74,506	\$ 83,824	\$ 55,670	\$ 83,824	\$ 106,912
South Davis Metro (120,000)	\$ 48,693	\$ 67,246	\$ 83,035	\$ 60,126	\$ 83,035	\$ 104,698
South Jordan (75,575)	\$ 49,138	\$ 69,716	\$ 82,871	\$ 58,410	\$ 82,871	\$ 98,506
South Salt Lake (25,213)	\$ 62,347	\$ 96,335	\$ 99,425	\$ 65,424	\$ 100,661	\$ 109,108
West Jordan (111,719)	\$ 49,674	\$ 71,750	\$ 83,182	\$ 60,556	\$ 87,386	\$ 103,847
West Valley (136,388)	\$ 50,733	\$ 72,492	\$ 80,361	\$ 61,253	\$ 82,551	\$ 105,204
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%
Unified Fire Authority (451,000)	\$50,841	\$78,623	\$84,821	\$60,450	\$90,857	\$104,726

- 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

FY 23/24 PLANNING WORKSHEET

DRAFT: Feb 15, 2023

12 MONTH TOTAL INCREASE

\$1,017,917

Market Increase (Baseline)

IMPACT TO MEMBER FEE

1.62%

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF	TOTAL COSTS		
		CPI / COLA	0.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%		5.58%			% TOTAL
ENTRY FIREFIGHTER	Proposed Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	0.00% Market	70	Current Costs	\$4,416,755	
	Current Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	0.00% COLA		Proposed Costs	\$4,416,755	
	% Increase	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00% BOTH		Increase	\$0	
	# at this step (12/22)	16	14	15	12	9	1	1	2	0	0			15.28%	% Increase	0.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	0.00% Market	27	Current Costs	\$1,929,645	
	Current Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	0.00% COLA		Proposed Costs	\$1,929,645	
	% Increase	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00% BOTH		Increase	\$0	
	# at this step (12/22)	0	4	10	8	3	0	0	0	0	2			5.90%	% Increase	0.00%
ENGINEER / SPECIALIST 1	Proposed Wage	\$55,876	\$57,412	\$58,991	\$60,613	\$63,996	\$65,755	\$69,424	\$73,298	\$77,388	\$82,523	95% of Eng/Spec 2	20	Current Costs	\$1,651,630	
	Current Wage	\$53,500	\$54,971	\$56,483	\$58,036	\$61,275	\$62,960	\$66,473	\$70,182	\$74,098	\$79,015				Proposed Costs	\$1,724,956
	% Increase	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%				Increase	\$73,326
	# at this step (12/22)	0	0	0	3	3	7	1	0	3	3				4.37%	% Increase
ENGINEER / SPECIALIST 2	Proposed Wage	\$58,816	\$60,433	\$62,096	\$63,803	\$67,364	\$69,216	\$73,078	\$77,156	\$81,461	\$86,866	4.44% Market	74	Current Costs	\$7,652,941	
	Current Wage	\$56,316	\$57,864	\$59,456	\$61,091	\$64,500	\$66,273	\$69,971	\$73,876	\$77,998	\$83,174	0.00% COLA		Proposed Costs	\$7,992,731	
	% Increase	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44% BOTH		Increase	\$339,791	
	# at this step (12/22)	0	0	0	0	0	1	3	7	7	56			16.16%	% Increase	4.44%
SPECIALIST 3	Proposed Wage	\$62,933	\$64,664	\$66,442	\$68,269	\$72,078	\$74,060	\$78,193	\$82,557	\$87,164	\$92,948	4.44% Market	2	Current Costs	\$229,076	
	Current Wage	\$60,258	\$61,915	\$63,617	\$65,367	\$69,014	\$70,912	\$74,869	\$79,047	\$83,458	\$88,996	0.00% COLA		Proposed Costs	\$239,247	
	% Increase	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44%	4.44% BOTH		Increase	\$10,171	
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	2			0.44%	% Increase	4.44%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$59,359	\$60,990	\$62,668	\$64,392	\$67,984	\$69,854	\$73,752	\$77,868	\$82,213	\$87,668	4.40% Market	41	Current Costs	\$3,409,257	
	Current Wage	\$56,857	\$58,420	\$60,027	\$61,678	\$65,119	\$66,910	\$70,644	\$74,586	\$78,748	\$83,973	0.00% COLA		Proposed Costs	\$3,559,265	
	% Increase	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40%	4.40% BOTH		Increase	\$150,007	
	# at this step (12/22)	7	2	2	6	11	4	0	1	1	7			8.95%	% Increase	4.40%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$60,589	\$62,256	\$63,967	\$65,727	\$69,394	\$71,302	\$75,281	\$79,482	\$83,917	\$89,485	0.44% Market	107	Current Costs	\$12,018,188	
	Current Wage	\$60,324	\$61,983	\$63,687	\$65,439	\$69,090	\$70,990	\$74,951	\$79,134	\$83,549	\$89,093	0.00% COLA		Proposed Costs	\$12,071,068	
	% Increase	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44% BOTH		Increase	\$52,880	
	# at this step (12/22)	0	0	0	0	0	4	3	2	4	94			23.36%	% Increase	0.44%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$70,985	\$72,937	\$74,943	\$77,003	\$81,300	\$83,536	\$88,198	\$93,119	\$98,315	\$104,839	2.09% Market	95	Current Costs	\$12,555,730	
	Current Wage	\$69,532	\$71,444	\$73,409	\$75,427	\$79,636	\$81,826	\$86,392	\$91,213	\$96,302	\$102,693	0.00% COLA		Proposed Costs	\$12,818,145	
	% Increase	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	2.09% BOTH		Increase	\$262,415	
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	95			20.74%	% Increase	2.09%
BATTALION / DIVISION CHIEF	Proposed Wage	\$82,343	\$84,607	\$86,934	\$89,325	\$94,309	\$96,902	\$102,309	\$108,018	\$114,046	\$121,613	2.09% Market	15	Current Costs	\$2,299,678	
	Current Wage	\$80,657	\$82,875	\$85,154	\$87,496	\$92,378	\$94,918	\$100,215	\$105,807	\$111,711	\$119,123	0.00% COLA		Proposed Costs	\$2,347,741	
	% Increase	2.09%	2.09%	2.09%	2.09%	2.09%	2.09%	12.09%	2.09%	2.09%	2.09%	2.09% BOTH		Increase	\$48,063	

	# at this step (12/22)	0	0	0	0	0	0	0	0	0	15	3.28%	% Increase	2.09%	
	# AT EACH STEP	23	20	27	29	26	17	8	12	15	274	Total Sworn in General Fund	458	TOTAL TOTAL	
	% OF TOTAL	5.02%	4.37%	5.90%	6.33%	5.68%	3.71%	1.75%	2.62%	3.28%	59.83%			Current Costs	\$46,162,900
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: 22.95% for Tier 1 Retirement, 18.08% 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 1 Investigator are not included on chart, but included in total sworn number above	Proposed Costs	\$47,099,553	
	The gap between Captain and BC is 16%.											14 Wildland and EM Employees are not included on chart because not in General Fund	Increase	\$936,653	
	Senior Paramedic receives 3% over market based on approval during the FY22/23 budget.											Total Sworn	472	% Increase	2.03%
	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		\$58,733	
												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.		\$22,531	
												Total Payroll Increase	\$1,017,917		



UNIFIED FIRE AUTHORITY

TO: Benefits and Compensations Committee
FROM: Kiley Day, HR Director
SUBJECT: Civilian Market Wage Analysis
DATE: March 27, 2023

EXECUTIVE SUMMARY

HR conducted classification reviews for 68 civilian positions as part of this year's market wage analysis. As a result, 35 positions are proposed to be reclassified to a higher pay grade with a total increased cost of \$92,199. In addition, if UFA were to adopt the same "top third" compensation target, like the sworn Firefighter ranks, 61 positions would be proposed to be reclassified to a higher pay grade with a total increased cost of \$220,587.

Reviewing positions annually will keep UFA competitive and current in the market and help with recruiting and retention. In addition, it 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 has reviewed and discussed the analysis, each employee and their Division Chief/Manager can reach out to the HR Director to review the comparison to ensure accuracy and address any modifications before the final UFA Benefits & Compensation Committee
- The Fire Chief will present the final wage comparable summary report to the UFA Benefits & Compensation Committee for last review and discussion.

Staff conducted classification reviews for 68 positions as part of this year's budget process. 35 positions are proposed for an increase in 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. Moving forward, they will advance through the step plan until they reach the top step in their new grade.

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

FY 22/23 BUDGET YEAR CLASSIFICATION REVIEWS					
Division	Current Position Title	Current Grade	Proposed Grade	% Increase	Full-time/ Part-time
Administration	Executive Assistant	24	25	3%	FT
Finance	Accounting Specialist to Senior Accounting Specialist	20	24	6%	FT
	Senior Accounting Specialist	23	24	3%	FT
	Assistant Finance Director	35	37	6%	FT
	Payroll Coordinator	23	24	3%	FT
	Payroll Coordinator	23	24	3%	PT
	Payroll Manager	31	32	3%	FT
	Purchasing Agent/Contract Coordinator	30	31	3%	FT
	Senior Accountant	28	29	3%	FT
	Senior Accountant	28	29	3%	FT
Logistics	Data Coordinator	21	22	3%	FT
	Facilities Maintenance Specialist to Lead Facilities Maintenance Specialist	20	24	6%	FT
	Office Specialist	14	15	3%	PT
Information Outreach	Community Outreach Specialist	22	24	6%	FT
Emergency Management	Emergency Management Program Coordinator	25	26	3%	FT
	GIS Specialist	27	28	3%	FT
	Intelligence Specialist	26	27	3%	FT
	Planning Specialist	26	27	3%	FT
	Municipal Planner	26	27	3%	FT
EMS	Controlled Substance Program//EMS Training/Quality Improvement Manager	29	31	6%	FT
Wildland	Wildland Coordinator (SL1 Superintendent)	26	27	3%	FT

	Wildland Foreman	24	25	3%	FT
	Wildland Squad Boss	20	21	3%	FT
	Wildland Squad Boss	20	21	3%	FT
	Wildland Squad Boss	20	21	3%	FT
	Senior Wildland Firefighter	18	19	3%	FT
	Senior Wildland Firefighter	18	19	3%	FT
Information Technology	Server Administrator	29	30	3%	FT
Human Resources	HR Deputy Director	30	34	6%	FT
	HR Deputy Director	32	34	6%	FT
	HR Analyst	22	25	6%	FT
	HR Technician	19	21	6%	PT
Fire Prevention	Office Specialist	14	15	3%	FT
US&R	US&R Grants Manager	26	27	3%	FT
	Office Specialist	14	15	3%	PT



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: Fire Chief Dominic Burchett

FROM: CFO Tony Hill

DATE: March 30, 2023

SUBJECT: Cost of COLA for FY23/24 Budget

The chart below shows the cost of a COLA at 3%, 4%, and 5% for the FY23/24 budget.

Cost of FY23/24 COLA					
<u>3%</u>		<u>4%</u>		<u>5%</u>	
Sworn	\$1,504,061	Sworn	2,005,417	Sworn	2,506,773
Civilian	\$160,987	Civilian	214,650	Civilian	268,312
PT EMS	\$41,244	PT EMS	54,993	PT EMS	68,741
Total	\$1,706,292	Total	2,275,060	Total	2,843,826
Member Fee	2.72%	Member Fee	3.63%	Member Fee	4.54%

FY 23/24 PLANNING WORKSHEET

DRAFT: Feb 15, 2023

12 MONTH TOTAL INCREASE

\$1,504,061

3% COLA

IMPACT TO MEMBER FEE

2.40%

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL	TOTAL COSTS		
	CPI / COLA	3.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%					
ENTRY FIREFIGHTER	Proposed Wage	\$49,254	\$50,608	\$52,000	\$53,429	\$56,411	\$57,962	\$61,196	\$64,611	\$68,217	\$72,743	0.00% Market	70	Current Costs	\$4,416,755	
	Current Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	3.00% COLA		Proposed Costs	\$4,549,257	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$132,503
	# at this step (12/22)	16	14	15	12	9	1	1	2	0	0			15.28%	% Increase	3.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$53,767	\$55,246	\$56,765	\$58,326	\$61,581	\$63,274	\$66,805	\$70,532	\$74,468	\$79,409	0.00% Market	27	Current Costs	\$1,929,645	
	Current Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	3.00% COLA		Proposed Costs	\$1,987,534	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$57,889
	# at this step (12/22)	0	4	10	8	3	0	0	0	0	2			5.90%	% Increase	3.00%
ENGINEER / SPECIALIST 1	Proposed Wage	\$55,105	\$56,620	\$58,178	\$59,778	\$63,113	\$64,848	\$68,467	\$72,288	\$76,321	\$81,385	95% of Eng/Spec 2	20	Current Costs	\$1,651,630	
	Current Wage	\$53,500	\$54,971	\$56,483	\$58,036	\$61,275	\$62,960	\$66,473	\$70,182	\$74,098	\$79,015				Proposed Costs	\$1,701,173
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%				Increase	\$49,543
	# at this step (12/22)	0	0	0	3	3	7	1	0	3	3				4.37%	% Increase
ENGINEER / SPECIALIST 2	Proposed Wage	\$58,005	\$59,600	\$61,240	\$62,924	\$66,435	\$68,261	\$72,070	\$76,092	\$80,338	\$85,669	0.00% Market	74	Current Costs	\$7,652,941	
	Current Wage	\$56,316	\$57,864	\$59,456	\$61,091	\$64,500	\$66,273	\$69,971	\$73,876	\$77,998	\$83,174	3.00% COLA		Proposed Costs	\$7,882,529	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$229,588
	# at this step (12/22)	0	0	0	0	0	1	3	7	7	56			16.16%	% Increase	3.00%
SPECIALIST 3	Proposed Wage	\$62,066	\$63,772	\$65,526	\$67,328	\$71,084	\$73,039	\$77,115	\$81,418	\$85,962	\$91,666	0.00% Market	2	Current Costs	\$229,076	
	Current Wage	\$60,258	\$61,915	\$63,617	\$65,367	\$69,014	\$70,912	\$74,869	\$79,047	\$83,458	\$88,996	3.00% COLA		Proposed Costs	\$235,948	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$6,872
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	2			0.44%	% Increase	3.00%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$58,563	\$60,173	\$61,828	\$63,528	\$67,073	\$68,917	\$72,763	\$76,824	\$81,110	\$86,493	0.00% Market	41	Current Costs	\$3,409,257	
	Current Wage	\$56,857	\$58,420	\$60,027	\$61,678	\$65,119	\$66,910	\$70,644	\$74,586	\$78,748	\$83,973	3.00% COLA		Proposed Costs	\$3,511,535	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$102,278
	# at this step (12/22)	7	2	2	6	11	4	0	1	1	7			8.95%	% Increase	3.00%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$62,134	\$63,842	\$65,598	\$67,402	\$71,163	\$73,120	\$77,200	\$81,508	\$86,055	\$91,766	0.00% Market	107	Current Costs	\$12,018,188	
	Current Wage	\$60,324	\$61,983	\$63,687	\$65,439	\$69,090	\$70,990	\$74,951	\$79,134	\$83,549	\$89,093	3.00% COLA		Proposed Costs	\$12,378,733	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$360,546
	# at this step (12/22)	0	0	0	0	0	4	3	2	4	94			23.36%	% Increase	3.00%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$71,618	\$73,587	\$75,611	\$77,690	\$82,025	\$84,281	\$88,984	\$93,949	\$99,191	\$105,774	0.00% Market	95	Current Costs	\$12,555,730	
	Current Wage	\$69,532	\$71,444	\$73,409	\$75,427	\$79,636	\$81,826	\$86,392	\$91,213	\$96,302	\$102,693	3.00% COLA		Proposed Costs	\$12,932,402	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$376,672
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	95			20.74%	% Increase	3.00%
BATTALION / DIVISION CHIEF	Proposed Wage	\$83,077	\$85,361	\$87,709	\$90,121	\$95,149	\$97,766	\$103,221	\$108,981	\$115,062	\$122,697	0.00% Market	15	Current Costs	\$2,299,678	
	Current Wage	\$80,657	\$82,875	\$85,154	\$87,496	\$92,378	\$94,918	\$100,215	\$105,807	\$111,711	\$119,123	3.00% COLA		Proposed Costs	\$2,368,668	
	% Increase	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%		3.00% BOTH	Increase	\$68,990

	# at this step (12/22)	0	0	0	0	0	0	0	0	0	15	3.28%	% Increase	3.00%		
	# AT EACH STEP	23	20	27	29	26	17	8	12	15	274	Total Sworn in General Fund	458	TOTAL TOTAL		
	% OF TOTAL	5.02%	4.37%	5.90%	6.33%	5.68%	3.71%	1.75%	2.62%	3.28%	59.83%			Current Costs	\$46,162,900	
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: 22.95% for Tier 1 Retirement, 18.08% 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 1 Investigator are not included on chart, but included in total sworn number above	Proposed Costs	\$47,547,781	
	The gap between Captain and BC is 16%.												14 Wildland and EM Employees are not included on chart because not in General Fund	Increase	\$1,384,881	
	Senior Paramedic receives 3% over market based on approval during the FY22/23 budget.												Total Sworn	472	% Increase	3.00%
	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		\$86,839	
													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.		\$32,341	
													Total Payroll Increase	\$1,504,061		

FY 23/24 PLANNING WORKSHEET

DRAFT: Feb 15, 2023

12 MONTH TOTAL INCREASE

\$2,506,773

5% COLA

IMPACT TO MEMBER FEE

4.00%

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	TARGET	STAFF % TOTAL	TOTAL COSTS		
	CPI / COLA	5.00%	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%					
ENTRY FIREFIGHTER	Proposed Wage	\$50,210	\$51,591	\$53,009	\$54,467	\$57,506	\$59,088	\$62,385	\$65,865	\$69,542	\$74,155	0.00% Market	70	Current Costs	\$4,416,755	
	Current Wage	\$47,819	\$49,134	\$50,485	\$51,873	\$54,768	\$56,274	\$59,414	\$62,729	\$66,230	\$70,624	5.00% COLA		Proposed Costs	\$4,637,593	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$220,838
	# at this step (12/22)	16	14	15	12	9	1	1	2	0	0			15.28%	% Increase	5.00%
FIREFIGHTER (AEMT)	Proposed Wage	\$54,811	\$56,319	\$57,868	\$59,458	\$62,776	\$64,503	\$68,102	\$71,902	\$75,914	\$80,951	0.00% Market	27	Current Costs	\$1,929,645	
	Current Wage	\$52,201	\$53,637	\$55,112	\$56,627	\$59,787	\$61,431	\$64,859	\$68,478	\$72,299	\$77,096	5.00% COLA		Proposed Costs	\$2,026,127	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$96,482
	# at this step (12/22)	0	4	10	8	3	0	0	0	0	2			5.90%	% Increase	5.00%
ENGINEER / SPECIALIST 1	Proposed Wage	\$56,175	\$57,719	\$59,307	\$60,938	\$64,339	\$66,107	\$69,796	\$73,691	\$77,803	\$82,966	95% of Eng/Spec 2	20	Current Costs	\$1,651,630	
	Current Wage	\$53,500	\$54,971	\$56,483	\$58,036	\$61,275	\$62,960	\$66,473	\$70,182	\$74,098	\$79,015				Proposed Costs	\$1,734,205
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%				Increase	\$82,575
	# at this step (12/22)	0	0	0	3	3	7	1	0	3	3				4.37%	% Increase
ENGINEER / SPECIALIST 2	Proposed Wage	\$59,132	\$60,757	\$62,429	\$64,146	\$67,725	\$69,587	\$73,470	\$77,570	\$81,898	\$87,332	0.00% Market	74	Current Costs	\$7,652,941	
	Current Wage	\$56,316	\$57,864	\$59,456	\$61,091	\$64,500	\$66,273	\$69,971	\$73,876	\$77,998	\$83,174	5.00% COLA		Proposed Costs	\$8,035,588	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$382,647
	# at this step (12/22)	0	0	0	0	0	1	3	7	7	56			16.16%	% Increase	5.00%
SPECIALIST 3	Proposed Wage	\$63,271	\$65,011	\$66,798	\$68,635	\$72,465	\$74,458	\$78,612	\$82,999	\$87,631	\$93,446	0.00% Market	2	Current Costs	\$229,076	
	Current Wage	\$60,258	\$61,915	\$63,617	\$65,367	\$69,014	\$70,912	\$74,869	\$79,047	\$83,458	\$88,996	5.00% COLA		Proposed Costs	\$240,530	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$11,454
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	2			0.44%	% Increase	5.00%
ENTRY PARAMEDIC (PM I)	Proposed Wage	\$59,700	\$61,341	\$63,028	\$64,762	\$68,375	\$70,256	\$74,176	\$78,315	\$82,685	\$88,172	0.00% Market	41	Current Costs	\$3,409,257	
	Current Wage	\$56,857	\$58,420	\$60,027	\$61,678	\$65,119	\$66,910	\$70,644	\$74,586	\$78,748	\$83,973	5.00% COLA		Proposed Costs	\$3,579,720	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$170,463
	# at this step (12/22)	7	2	2	6	11	4	0	1	1	7			8.95%	% Increase	5.00%
SENIOR PARAMEDIC (PM II)	Proposed Wage	\$63,340	\$65,082	\$66,871	\$68,711	\$72,545	\$74,540	\$78,699	\$83,091	\$87,726	\$93,548	0.00% Market	107	Current Costs	\$12,018,188	
	Current Wage	\$60,324	\$61,983	\$63,687	\$65,439	\$69,090	\$70,990	\$74,951	\$79,134	\$83,549	\$89,093	5.00% COLA		Proposed Costs	\$12,619,097	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$600,909
	# at this step (12/22)	0	0	0	0	0	4	3	2	4	94			23.36%	% Increase	5.00%
CAPTAIN / STAFF CAPTAIN	Proposed Wage	\$73,009	\$75,016	\$77,079	\$79,198	\$83,618	\$85,917	\$90,712	\$95,774	\$101,117	\$107,827	0.00% Market	95	Current Costs	\$12,555,730	
	Current Wage	\$69,532	\$71,444	\$73,409	\$75,427	\$79,636	\$81,826	\$86,392	\$91,213	\$96,302	\$102,693	5.00% COLA		Proposed Costs	\$13,183,517	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$627,787
	# at this step (12/22)	0	0	0	0	0	0	0	0	0	95			20.74%	% Increase	5.00%
BATTALION / DIVISION CHIEF	Proposed Wage	\$84,690	\$87,019	\$89,412	\$91,871	\$96,997	\$99,664	\$105,226	\$111,097	\$117,297	\$125,080	0.00% Market	15	Current Costs	\$2,299,678	
	Current Wage	\$80,657	\$82,875	\$85,154	\$87,496	\$92,378	\$94,918	\$100,215	\$105,807	\$111,711	\$119,123	5.00% COLA		Proposed Costs	\$2,414,662	
	% Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	15.00%	5.00%	5.00%	5.00%	5.00%		5.00% BOTH	Increase	\$114,984

	# at this step (12/22)	0	0	0	0	0	0	0	0	0	15	3.28%	% Increase	5.00%		
	# AT EACH STEP	23	20	27	29	26	17	8	12	15	274	Total Sworn in General Fund	458	TOTAL TOTAL		
	% OF TOTAL	5.02%	4.37%	5.90%	6.33%	5.68%	3.71%	1.75%	2.62%	3.28%	59.83%			Current Costs	\$46,162,900	
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: 22.95% for Tier 1 Retirement, 18.08% 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 1 Investigator are not included on chart, but included in total sworn number above	Proposed Costs	\$48,471,039	
	The gap between Captain and BC is 16%.												14 Wildland and EM Employees are not included on chart because not in General Fund	Increase	\$2,308,138	
	Senior Paramedic receives 3% over market based on approval during the FY22/23 budget.												Total Sworn	472	% Increase	5.00%
	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		\$144,733	
													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.		\$53,902	
													Total Payroll Increase	\$2,506,773		