



## UNIFIED FIRE AUTHORITY FINANCE COMMITTEE AGENDA

April 9, 2026, 9:00 a.m.

NOTICE IS HEREBY GIVEN THAT THE UNIFIED FIRE AUTHORITY FINANCE COMMITTEE SHALL ASSEMBLE FOR A MEETING AT 3380 South 900 West, Salt Lake City, UT 84119

THE PUBLIC MAY ATTEND PHYSICALLY OR ELECTRONICALLY VIA ZOOM WEBINAR:

<https://us06web.zoom.us/j/91681046879?pwd=MEtoVmtwRG95ZFYrV0J3TUZtZUNBdz09>

Meeting ID: 916 8104 6879

Password: 8675309

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1. Call to Order - Chair Henderson
2. Public Comments  
Please limit comments to three minutes each and be germane to the agenda items or UFA business.  
There are three options for comments during this meeting:
  - a. In-Person.
  - b. Live during the Webinar by logging in as described above. If you wish to make a comment, select the "Raise Hand" button at the bottom of the screen. You will then be added to the queue and invited to speak.
  - c. EMAIL: Public comments will be accepted prior to the meeting via email at [publiccomment@unifiedfire.org](mailto:publiccomment@unifiedfire.org) until 7:00 a.m. April 8, 2026. Emailed comments submitted prior to 7:00 a.m. April 8, 2026, will be read or summarized into the record; comments received after the deadline will be forwarded to the UFA Finance Committee, but not read into the meeting record or addressed during the meeting.
3. Minutes Approval-Chair Henderson
  - a. December 1, 2025 Finance Committee Minutes
4. FY26/27 Budget Message – Chief Burchett
5. FY26/27 Budget Document Overview and Schedule – CFO Hill
  - a. April 21 – Update at UFA Board Meeting
  - b. May 14– Division Budget Presentations to Finance Committee, Recommendation to Board
  - c. May 19 – Board Adopts Tentative Budget
  - d. June 16 – Board Adopts Final Budget
6. Possible Closed Session

The UFA Finance 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.

## Re-Opening the Meeting

### 7. Adjournment – Chair Henderson

#### **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 Finance 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 7<sup>th</sup> Day of April, 2026 on the UFA bulletin boards, the UFA website [www.unifiedfire.org](http://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.

Micayla Dinkel, UFA Board Clerk



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

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

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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 offset this increase, the health insurance plan will change slightly to the following:

Deductible increase:

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

Out-of-pocket maximum increase:

- Individual: +\$1,000
- Family: +\$2,000

Changes to the deductible and out-of-pocket maximum 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.

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

Michelle 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 Fotheringham made a motion to accept and recommend to the full UFA Board, the proposed 13.5% increase from SelectHealth, to adjust the HRA for employees to help offset the cost increases, and to accept the increase of 9% for dental insurance. Mayor Jackson seconded the motion, and all voted in favor; none opposed.

5. Contract Employees

Chief Burchett presented a pro-West Jordan: 2%

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

Council Member Henderson	Mayor Overson
Mayor Buroker	Mayor Gettel
Mayor Jackson	Mayor Gray
Mayor Fotheringham	Mayor Bennion

STAFF IN ATTENDANCE

Chief Dominic Burchett	CFO Tony Hill	CLO Brian Roberts
HRD Kiley Day	Clerk Micayla Dinkel	

ATTENDEES

AC Dern	AC Russell	AC Robinson
Union Vice President Doyle	DOC Easton	HR Deputy Director Ricotta
Courtney Samuel	Captain Beckman	Bill Brass
Sylvia Cardenas	BC Fossum	Michelle