THIS AGENDA IS SUBJECT TO CHANGE WITH MINIMUM 24 HOURS NOTICE

UNIFIED FIRE AUTHORITY BOARD AGENDA

June 16, 2026, 7:30 a.m.

NOTICE IS HEREBY GIVEN THAT THE UNIFIED FIRE AUTHORITY BOARD OF DIRECTORS SHALL ASSEMBLE BOTH ELECTRONICALLY AND IN-PERSON FOR A MEETING AT UFA HEADQUARTERS LOCATED AT
3380 SOUTH 900 WEST, SALT LAKE CITY, UT 84119

THE PUBLIC MAY ATTEND IN-PERSON OR ELECTRONICALLY VIA ZOOM WEBINAR AT:
https://zoom.us/j/98255960431?pwd=VW9iWk1KQ0JYTi9lSDIxMS96KzZXZz09
Password: 123911

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1. Call to Order – Chair Fotheringham

2. Public Comment
   Please limit comments to three minutes each and be germane to the agenda items or UFA business. The UFA Board typically will not engage directly but may direct staff to address comments following the meeting.
   There are three options for comments during this meeting:
   a. In-Person.
   b. Live during the Webinar by logging in as described above. If you wish to make a comment, select the “Raise Hand” button at the bottom of the screen. You will then be added to the queue and invited to speak.
   c. EMAIL: Public comments will be accepted prior to the meeting via email at publiccomment@unifiedfire.org until 7:00 a.m. June 15, 2026. Emailed comments submitted prior to 7:00 a.m. June 15, 2026, will be read or summarized into the record, comments received after the deadline will be forwarded to the UFA Board, but not read into the meeting record or addressed during the meeting.

3. Minutes Approval –Chair Fotheringham
   a. May 19, 2026 UFA Board Meeting Minutes
   b. May 14, 2026 UFA Finance Committee Meeting Minutes

4. Committee Updates
   a. Benefits & Compensation Committee – Chair Buroker
      I. No meeting
   b. Governance Committee – Chair Gettel
      I. No meeting
      II. Upcoming meeting to be scheduled
   c. Finance Committee – Chair Henderson
      I. No meeting

5. Consent Agenda

a. Review of May Disbursements – CFO Hill

6. Consider Resolution 06-2026A to Authorize Designation of URS Savings Plan Contributions for Tier 2 Employees and the Authorization of Employer Pick Up of Employee Contribution- CFO Hill

7. Consider Addition to the FY26/27 Tentative Budget-Conversion of Part-Time Municipal Service District (MSD) Planner Position to Full-Time –Chief Burchett/EM Division Director Behunin

8. Public Hearing to Receive and Consider Comments on the Final Budget for the 2026-2027 Fiscal Year-CFO Hill

9. Consider Resolution 06-2026B to Adopt the Final Budget for the 2026-2027 Fiscal Year-CFO Hill

10. Camp Williams Fire Engine Replacement Opportunity--Chief Burchett and DC Widdison

11. Public Hearing to Receive and Consider Comments on Proposed Amendments to the 2025-2026 Fiscal Year Budget-CFO Hill

12. Consider Resolution 06-2026C to Approve a Budget Amendment for the 2025-2026 Fiscal Year Budget-CFO Hill

13. Support Services Report—AC Robinson
    a. Construction Update

14. Administrative and Planning Report—AC Russell
    a. Understanding Fire Restrictions in Utah

15. Operations Report – AC Dern
    a. Incident Highlight
    b. Paramedic Mandatory Update
    c. Camp 61/Lateral Hire Update
    d. Wildland Division Update
    e. Holiday Staffing

16. Fire Chief Report
    a. Information Outreach Update
    b. Grant Opportunities
    c. Women Firefighter Workforce Initiatives and Progress Update

17. Possible Closed Session
    The Board may consider a motion to enter 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.

18. Adjournment – Chair Fotheringham

Reminder:
June 16, 2026
6:00 pm
Public Hearing Meeting

The next UFA Board meeting will be held July 21, 2026, at 7:30 a.m. both electronically and at UFA Headquarters located at 3380 South 900 West, Salt Lake City, UT 84119

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 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 12th day of June, 2026, 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 within the jurisdiction of the public body.

Micayla Dinkel, UFA Board Clerk

UNIFIED FIRE AUTHORITY BOARD MINUTES

May 19, 2026 7:30 AM
Electronically via Zoom Webinar/UFA Headquarters-3380 South 900 West SLC, UT 84119

- Call to Order
  Quorum present
  Chair Fotheringham called the meeting to order at 7:30 a.m.

- Public Comment
  David Chipman, a member of the public, addressed the Board and provided several comments and observations regarding the FY26-27 tentative budget. Mr. Chipman noted that the pay scales appeared to be missing from the budget documents. Mr. Chipman noted that there appeared to be duplicate descriptive language from a TIG welder item that most likely needs correction in the Logistics section. Mr. Chipman concluded his public comment by congratulating Micayla Dinkel for being rostered as a member of a National Interagency Incident Management Team and commended UFA leadership for supporting participation in national wildland fire deployments.

  Councilmember Harris thanked UFA personnel and the Wildland Division staff for their support and participation in the recent Firewise event that was held in Emigration Canyon, noting the event was highly successful and well attended.

- Minutes Approval
  a. April 21, 2026, UFA Board Meeting Minutes
  b. April 21, 2026, UFA/UFSA Open and Public Meeting Training Minutes
  Mayor Gettel made a motion to approve the April 21, 2026, UFA Board Meeting minutes as well as the minutes from the April 21, 2026, UFA/UFSA Open and Public Meeting Training Minutes as submitted. Mayor Jackson seconded the motion, and all voted in favor; none opposed. The motion passed unanimously.

- Consent Agenda
  a. Review of April Disbursements
  CFO Hill presented the April disbursements for the Board to review, referencing the cash disbursement on page 15. CFO Hill reported that there were no unusual expenditures requiring special attention.

  Mayor Jackson made a motion to approve the consent agenda items as submitted. Deputy Mayor Kanter seconded the motion, and all voted in favor; none opposed. The motion passed unanimously.

- Quarterly Financial Report

  CFO Hill started the review of the quarterly report by reviewing the General Fund revenue performance. He reported that the member fee revenue totaled $58.4 million, that all member entities were current on payments, and that ambulance revenue totaled $9.8 million.

  CFO Hill stated ambulance revenue continued trending exactly where staff anticipated it would be at the three-quarter point of the fiscal year. CFO Hill stated that the General Fund revenues collected through March 31 totaled $74.5 million and that revenues remained very stable. Collections were tracking appropriately against budget projections.

  CFO Hill next reviewed General Fund expenditures beginning on page 24 of the packet. CFO Hill stated the largest expenditure categories remained:

    - Salaries
    - Benefits
    - Overtime

  Combined personnel expenditures totaled $59.3 million, and CFO Hill explained that personnel costs represented 72% of the adopted budget and that at three quarters through the fiscal year, expenditure levels were considered healthy and appropriately aligned with budget expectations.

  Overtime expenditures remained within acceptable operating ranges. CFO Hill then reviewed operational and miscellaneous expenditure categories. Although he stated no major concerns existed within the operating budget, CFO Hill specifically highlighted fuel-related expenditures as an area staff continued monitoring closely due to fuel market volatility. CFO Hill explained that while the report showed 94.8% expended in that line item, the figure included both actual expenditures and encumbered future expenditures. CFO Hill explained the accounting practice used by the Finance Division:

    - UFA does not pre-purchase or prepay fuel
    - Encumbrances are established at the beginning of the fiscal year based on historical usage projections
    - The encumbrances reserve anticipated expenditures to prevent those funds from being used elsewhere in the budget

  The Board asked whether the encumbrances represented a futures-style contract arrangement or prepaid fuel purchases. CFO Hill clarified that no advance purchases occur and that UFA simply pays monthly fuel invoices as they are received. Encumbrances decrease throughout the year as invoices are processed. CFO Hill stated that although fuel expenditures remained an area of concern due to fluctuating prices, leadership believed any potential overages could likely be absorbed through under expenditures within other Logistics budget categories.

CFO Hill further noted that overall spending remained healthy and aligned with expectations.

CFO Hill then reviewed the Wildland Fund beginning on page 26 and reported that the Wildland revenue totaled $5.7 million, and expenditures totaled approximately $4.9 million. He stated the Wildland Division experienced an extremely active deployment year and noted that the increased deployment activity significantly strengthened the financial position of the Wildland Fund heading into the summer fire season. CFO Hill explained that current revenues provided substantial operational runway through the remainder of the fiscal year and that leadership felt well-positioned entering the active wildfire season.

CFO Hill reviewed the Emergency Management Fund associated with Salt Lake County operations and reported that $2.6 million had been received from Salt Lake County. Total revenues approached $3 million when grants and other revenues were included. Expenditures and encumbrances totaled $2.6 million. He stated the fund remained exactly where staff expected it to be operationally and financially at that stage of the fiscal year.

Fire Capital Replacement Fund
CFO Hill explained that FY 2025–2026 was a lease year, which resulted in significant capital financing activity. Revenue within the fund included $27.8 million in loan proceeds. He stated that most associated expenditures had already occurred. He stated that the remaining encumbrances were primarily related to medical device units previously presented by EMS leadership. CFO Hill informed the Board that those medical device expenditures had already been paid in April but remained encumbered at the time the report was generated.

Emergency Management Capital Replacement Fund
CFO Hill reported there had been no significant activity within the Emergency Management Capital Replacement Fund during the reporting period.

Wildland Capital Replacement Fund
CFO Hill then reviewed the newly established Wildland Capital Replacement Fund. He explained the fund was created to support the development of the new Wildland Division building being constructed in partnership with the State of Utah/BLM. The architectural and design services had begun, the initial costs currently existed as encumbrances, and no actual expenditures had yet been paid from the fund.
CFO Hill further stated that UFA had already retained architectural and design firms for the project. The project would continue appearing in quarterly financial reports moving forward. Although fully funded through state partnerships, the project still appears on UFA's books and financial statements.

Mayor Gettel made a motion to approve the quarterly report as submitted. Councilmember Huish seconded the motion, and all voted in favor; none opposed. The motion passed unanimously.

Committee Updates

a. Benefits and Compensation Committee

Nothing to report

b. Governance Committee

Chair Gettel provided an update on the April 30, 2026, Governance Committee Meeting. Chair Gettel directed Board members to the updated information included in the back of the newly distributed board binders and explained that they included the updated population figure, weighted voting calculations, and taxable value information.

Chair Gettel explained that the Governance Committee had previously discussed updating the interlocal agreement because the currently referenced population and taxable value figures remain based on 2019 data and are therefore effectively "frozen in time." After discussion, the committee determined:

- Reopening the interlocal agreement solely to update annual population and taxable value figures would likely create unnecessary complexity.
- Annual updates could instead be included administratively in the board packets and binders without formally amending the interlocal agreement.

Chair Gettel noted this approach allows the Board to maintain current operational and governance reference data without reopening negotiated interlocal provisions each year.

Chair Gettel then reviewed the second topic discussed by the Governance Committee. The committee discussed the current voting structure for the UFA Board, where Salt Lake County presently maintains two votes. Discussion centered around whether Salt Lake County should continue maintaining two votes, reduce to a single vote, or retain the same weighted voting percentage regardless of vote count.

Committee members discussed historical governance structures, voting equity among member entities, weighted vote implications, and representation considerations. Ultimately, the committee determined additional discussion would be necessary before any recommendations could be brought forward. Chair Gettel reported that no formal recommendation was made at this time and that the issue would likely return at a future Governance Committee meeting. Chair Gettel stated that the next Governance Committee meeting has not yet been scheduled.

c. Finance Committee

Finance Committee Chair Henderson presented the Finance Committee report and summarized the committee's review of the proposed FY 2026–2027 budget. Chair Henderson reported that the committee held two extensive meetings that included detailed operational and financial discussions with staff. Primary areas of focus included employee wages and benefits, and the proposed Fire Training Center project.

Chair Henderson reviewed the proposed member fee increases associated with the FY 2026–2027 budget. The overall member fee increase was projected at 5.34%. Individual increases included:

- UFSA: 5.95%
- Riverton: 3.84%
- Herriman: 3.62%
- Holladay: 2.11%
- Cottonwood Heights: 4.28%

Chair Henderson noted that a significant portion of the UFSA increase was tied to the addition of an engine company in Kearns. The committee discussed balancing service delivery expectations, operational sustainability, inflationary pressures, and long-term capital planning while minimizing impacts to member communities.

The majority of the committee's discussion centered on the proposed Fire Training Center project, which includes construction of a new training facility estimated at approximately $25 million and financed through long-term bond issuance.

Chair Henderson reported the projected annual bond payment was estimated at $1.835 million annually based on an estimated interest rate of 3.86%. The committee discussed current federal interest rate trends, potential future Federal Reserve rate reductions, and opportunities to reduce long-term borrowing costs through strategic bond timing. Staff and bond consultants were directed to continue monitoring market conditions and financing opportunities before finalizing the bond issuance schedule.

Training Center Revenue Opportunities

The committee also discussed future revenue opportunities associated with the new fire training facility. Chair Henderson explained that UFA has historically not charged outside agencies for training facility usage; however, leadership intends to begin implementing facility usage fees to help offset future operating costs.

The committee reviewed projected operational cost differences between the current training facility and the proposed training center. Leadership estimated annual operating cost increases of approximately $10,000–$12,000 and stated that those projections would be incorporated into long-term financial planning assumptions.

Chair Henderson further explained that the proposed bond is structured as a conduit bond through UFSA because tax-exempt financing requires the use of a governmental taxing entity. Although the conduit financing passes through UFSA, UFA remains responsible for repayment obligations.

Discussion also occurred regarding the potential withdrawal of Eagle Mountain from UFSA and possible impacts on bond obligations and long-term financial exposure. Chair Henderson explained that if a UFSA member transitioned into a direct UFA contract member, that member's financial obligations would shift from UFSA assessments into the direct UFA contract structure. However, if a municipality left UFA entirely, remaining members would absorb redistributed operational costs.

The committee also requested a long-term financial outlook demonstrating how UFA would absorb future training center costs. Chief Burchett explained that operational reductions made to accommodate the bond were intended to be permanent and that multiple budget adjustments had already been implemented to absorb future obligations. Long-range assumptions currently include:

- Approximately 4% annual member fee increases
- Approximately 2.5% attributable to inflation
- Approximately 1.5% attributable to growth

Chair Henderson concluded by commending leadership and finance staff for the extensive work completed on this year's budget.

Following the Finance Committee report, Board members engaged in additional discussion regarding:

- Bond obligations
- Member withdrawal scenarios
- Interlocal agreement protections
- Long-term financial exposure

Chief Burchett and CFO Hill clarified that UFA operational costs are incorporated into the member fee. If a municipality departed UFA entirely, remaining members would absorb redistributed costs. Equipment and assets remain governed through provisions contained within the interlocal agreement. Station ownership generally resides with UFSA or member entities. UFA primarily provides staffing, apparatus, and operational services.

Mayor Gray informed the Board that later that evening, the Eagle Mountain City Council would consider a resolution authorizing initiation of withdrawal from UFSA and authorizing the Mayor to take the necessary steps toward withdrawal. Mayor Gray explained he did not vote either in favor or opposed regarding the budget while attending the last Finance Committee meeting due to uncertainty surrounding the withdrawal process and ongoing discussions. He emphasized that Eagle Mountain intended to continue receiving services through UFA as a contract city and stated discussions remained collaborative and ongoing.

Board members then requested clarification regarding the statutory withdrawal process associated with UFSA membership. District Administrator Anderson explained that the process differs from standard municipal withdrawal statutes and that once a withdrawal resolution is passed, the withdrawing entity has 10 days to formally notify UFSA. District Administrator Anderson outlined three potential paths moving forward:

A negotiated agreement where parties voluntarily negotiate terms and timing; similar processes were previously completed with Riverton and Herriman.

The second option could be a feasibility study process that would be triggered if the parties cannot agree. The study requires the selection of a feasibility consultant within the statutory deadline.

The third option would be a public election if the feasibility study outcomes are disputed. District Administrator Anderson stated leadership anticipated a negotiated agreement process rather than a feasibility study or public election, and that implementation details could be structured to minimize financial disruption to all parties.

- <u>Discussion and Approval of the 2026-2027 Tentative Budget</u>
  Following the discussion regarding the Finance Committee recommendation and budget proposal, Chair Fotheringham invited any final comments regarding the tentative budget. No additional comments were made.

Mayor Buroker made a motion to approve the 2026-2027 Tentative Budget as submitted. Mayor Jackson seconded the motion, and a roll-call vote was taken.

Bailey	-	Huish	YES
Bennion	YES	Jackson	YES
Bourke	YES	John	YES
Buroker	YES	Kanter	YES
Butterfield	YES	Overson	YES
Fotheringham	YES	Stewart	-
Gettel	YES	Sudbury	-
Gray	NO		
Harris	YES		
Henderson	YES		

- <u>Fraud Risk Assessment</u>

  CFO Hill presented the annual Fraud Risk Assessment completed through the Utah State Auditor's Office. He explained that the assessment is conducted annually and uses a point-based system to evaluate organizational fraud risk levels ranging from "very low" to "very high." He reported that UFA currently falls right on the border between the "low" and "very low" risk categories.

  CFO Hill stated that the largest scoring category involves separation of duties, and UFA received nearly all available points in that area. He explained that UFA has implemented strong internal controls related to:

    - Purchasing cards
    - Payroll processing
    - Cash handling
    - Deposits
    - Financial reviews

  CFO Hill acknowledged that due to the relatively small size of the finance staff, there are limited situations where one employee may both receive and enter cash transactions. However, he explained that UFA mitigates this risk through multiple levels of review and oversight of deposits and financial transactions.

  CFO Hill noted there were two areas where UFA does not receive full points: An annual ethics acknowledgment or commitment form and a formal internal auditor position. Regarding ethics acknowledgments, CFO Hill explained that leadership has intentionally chosen not to implement an annual "check-the-box" ethics certification because the organization believes ethical behavior is better reinforced through:

  - Organizational culture
  - Mission and values
  - Leadership expectations
  - Daily operational practices

  CFO Hill stated that leadership did not want the process to become a routine formality that diminishes the importance of ethical conduct. CFO Hill also explained that UFA does not employ a dedicated internal auditor because of the associated cost and the organization's size. However, he emphasized that UFA still performs internal audit functions through:

  - Multiple reviews of purchasing card transactions
  - Supervisor oversight
  - Finance division reviews
  - Existing internal financial controls

Board members discussed whether UFA's existing review practices effectively function as an internal audit process despite not meeting the State's technical definition of a formal internal auditor. CFO Hill explained that under the current state criteria, organizations only receive full points if they employ a staff member whose official role is specifically designated as an internal auditor.

Board members also asked whether the organization misses out on any grants, insurance benefits, or funding opportunities by falling just short of the "very low" category. CFO Hill clarified that the fraud risk assessment is primarily an internal management tool provided by the State Auditor's Office and is not tied to funding or grant eligibility.

Mayor Bennion made a motion to approve the Fraud Risk Assessment as submitted. Councilmember Huish seconded the motion, and all voted in favor; none opposed. The motion passed unanimously.

- <u>Administrative and Planning Report</u>

  a. Strategic Plan

  Assistant Chief Russell presented the Administrative and Planning Report and reviewed two primary topics: development of the 2027–2029 Strategic Plan and the recently completed L380 Fireline Leadership Course. Assistant Chief Russell announced that UFA is beginning development of its next three-year strategic plan, which will guide:

    - Organizational priorities
    - Budget alignment
    - Division-level objectives
    - Long-term operational planning

  Division Chief Ayers will lead the process, and 15 UFA employees have volunteered to participate in the strategic planning committee. Assistant Chief Russell explained that the committee will help gather broad organizational input and ensure the plan reflects both operational and community needs. Feedback will be solicited from:

    - Board members
    - Member communities
    - City managers
    - Staff
    - Labor representatives
    - UFA employees

  Assistant Chief Russell emphasized that leadership intends for the strategic plan to be a practical working document that helps maintain accountability, guide decision-making, and measure organizational progress rather than simply becoming a document "that sits on the shelf."

b. L-380 Fire Service Leadership Course Update

Assistant Chief Russell reviewed the L380 Fireline Leadership Course hosted the previous month. The course, delivered by Mission-Centered Solutions, focused on:

- Fireline leadership
- Crisis decision-making
- Communication
- Teamwork
- Leadership in complex environments

24 UFA personnel attended the course. Assistant Chief Russell stated the training was very well received and reinforced important leadership concepts related to conveying intent, building trust, supporting personnel during complex incidents, and creating conditions for effective decision-making.

Assistant Chief Russell explained the course aligns closely with UFA's leadership academy efforts and long-term leadership development goals. A follow-up survey was distributed to participants to help determine whether similar leadership training opportunities should continue in the future. Chair Fotheringham commented on the importance of "bench development" and leadership succession planning to ensure long-term organizational sustainability.

c. 2026 Fireworks Interactive Map

Fire Marshal Watkins presented the 2026 fireworks restrictions and public education plan. He thanked member municipalities for updating their fireworks restriction maps and explained that:

- Interactive restriction maps would be available on the UFA website beginning June 1
- Citizens would be able to zoom directly into their municipality to view restricted and unrestricted areas
- Legal fireworks discharge dates and times would also be posted online

Fire Marshal Watkins explained that all fireworks vendors within UFA jurisdictions would be visited by a UFA fire inspector and provided with printed restriction maps, QR codes linking to the interactive map, and public education materials. Vendors would also be required to visibly post the maps for customers. Leadership emphasized that the primary goal is to make it easy for residents to understand where fireworks may legally and safely be discharged.

Board members asked whether municipalities could still modify their restriction maps. Fire Marshal Watkins confirmed that if a legislative body wished to revise restrictions, UFA could update the interactive mapping system accordingly.

Discussion also occurred regarding fireworks season dates, which run from approximately June 24 through July 25 within approved discharge windows and unrestricted areas.

Board members discussed the importance of continued public education and noted that citizens are increasingly aware of fireworks restrictions and actively reference the online maps when planning neighborhood fireworks activities.

Mayor Gettel expressed appreciation for UFA's public education efforts and referenced two significant apartment fires that occurred during previous fireworks seasons, including one confirmed to have been caused by fireworks.

- Operations Report

a. Rapid Extraction Module Support (REMS) Update

Assistant Chief Dern discussed UFA's Rapid Extrication Module Support (REMS) Team, a specialized wildland deployment resource created the previous year as part of the interagency fire system. He explained the program was initially developed using reserve equipment to determine whether:

- There was a demand for the resource
- The unit would be utilized regularly
- The deployment model would be financially sustainable

The REMS unit has since been deployed three times — twice in 2025 and once in 2026. Assistant Chief Dern reported the interagency system continues to identify these resources as "unable to fill," meaning requests for the resource exceed current availability nationwide. Due to the consistent demand and deployment revenue generated, UFA now plans to purchase dedicated equipment for the team rather than continue operating from reserve equipment.

Leadership intends to bring forward budget amendments to support those purchases. Board members discussed ensuring the specialized resource receives proper consideration when evaluating regional mutual aid contributions. Assistant Chief Dern clarified that the REMS program operates outside traditional mutual aid and is primarily utilized on large-scale wildland incidents, including federal fires.

b. Wildland Annual Training

Assistant Chief Dern reviewed the annual wildland refresher training currently being completed by operations personnel. The training includes:

- Video instruction
- Reading assignments
- Hands-on practical exercises
- Wildland incident scenarios

Hands-on portions of the training are being conducted at Camp Williams and include:

- Incident command principles
- Fire suppression tactics
- Pump and hose operations
- Tool usage
- Field exercises and simulations

Assistant Chief Dern stated the training is critical to preparing personnel and equipment for the upcoming wildfire season. He noted the process requires approximately twelve 8-hour training days to move all operations personnel through the refresher program. He thanked Station 103 personnel and duty officers for organizing, scheduling, and delivering the annual training.

c. Low Acuity Unit

Assistant Chief Dern provided an update on the low-acuity response unit, which was placed into service on August 1, 2025. The unit currently operates 10 hours per day, four days per week, and operates out of Station 101 in Millcreek. Since implementation, the unit has responded to more than 400 incidents. Assistant Chief Dern stated the program has now rotated through three different crews and has received positive feedback from personnel and captains assigned to the unit. Leadership is evaluating minor operational adjustments based on feedback received from field personnel.

Assistant Chief Dern reported that the low-acuity unit has already produced measurable system impacts. Comparing first-quarter data from 2025 to first-quarter data from 2026, Medic Engine 101 experienced approximately 100 fewer calls. This has increased unit availability and improved response performance, allowing frontline resources to remain available for higher-acuity emergencies and fire responses.

Board members asked whether the unit could eventually expand to seven-day staffing. Assistant Chief Dern explained the primary challenge would be funding additional staffing and determining the most effective operational schedule to maximize system benefit. Leadership stated the recently approved tentative budget would allow the trial program to continue into the following fiscal year for further evaluation.

Assistant Chief Dern concluded with the monthly Operations Call Volume Report. He explained that recently adopted Standards of Cover benchmarks have now been integrated into UFA's analytics software. As a result, first-due response performance increased from 51.6% to 94.9% because reporting now reflects the Board-approved performance benchmarks rather than previous measurement standards.

Additional operational statistics included:

- Approximately 3,200 incidents during April
- Only 22 calls exceeded first-due response goals
- Updated 90th percentile response performance reporting
- Unit hour utilization data across the organization

- Breakdown of incidents by call type, day of week, and time of day

Assistant Chief Dern stated there were no major operational concerns identified in the analytics. However, leadership will continue monitoring first-due response performance closely. He explained that many organizations begin evaluating deployment changes once first-due performance drops below approximately 90%, at which point agencies typically review:

- Risk tolerance levels
- Call reduction strategies
- Additional staffing or unit deployment options

Board members expressed appreciation for leadership's continued monitoring of the low-acuity unit and for incorporating operational feedback from field personnel into future program adjustments.

Fire Chief Report

a. Wildland Messaging

Chief Burchett reviewed the 2026 Utah Wildfire Outlook report provided by the Utah Division of Forestry, Fire, and State Lands. He explained that snowpack throughout Utah is currently below 50% of normal levels and that summer forecasts predict hotter and drier than normal conditions. He stated that regional wildfire risk across the Great Basin is expected to remain above normal throughout the summer months.

Chief Burchett stated UFA anticipates a high-risk wildfire season and is responding through increased public messaging and Wildland preparedness training. UFA plans to staff additional wildland-specific resources on "red flag" days.

Director of Communications Easton reviewed recent public outreach efforts, including a joint media event with Valley Fire Chiefs, television coverage from multiple news outlets, including Telemundo, and the production of short-form wildfire safety videos and social media messaging. Upcoming public messaging topics will include:

- Safe fireworks use
- Fire restrictions
- Vehicle fire risks from parking on dry grass
- Defensible space education

Emergency Management Director Behunin reviewed the upcoming Wildfire Town Hall scheduled for June 11 at the Emergency Coordination Center. The event is funded through a Wildland Urban Interface Preparedness, Prevention and Mitigation Grant and will include participation from Forestry, Fire, and State Lands, Rocky Mountain Power, Enbridge Gas, and UFA Prevention and Wildland personnel.

Topics will include defensible space, utility impacts during wildfires, public safety, power shutoffs, and wildfire preparedness. The event is open to all Salt Lake County residents and will include educational materials, giveaways, and opportunities for residents to speak directly with subject matter experts.

b. Portable Radio Update
Chief Burchett next discussed an ongoing investigation involving missing handheld radios. Leadership noticed approximately six radios had gone missing over a relatively short period of time, prompting a police report. A recent Salt Lake City Police Department investigation resulted in the recovery of at least one UFA radio during the execution of a search warrant. Leadership has since:

- Restricted facility access for the involved individual
- Shared information with other Valley fire departments
- Coordinated with law enforcement during the ongoing investigation

Chief Burchett advised Board members to direct any media inquiries regarding the matter to UFA Public Information staff.

c. CFO/City Manager Meeting
Chief Burchett also reviewed plans for the annual CFO/City Manager Meeting scheduled for June 17. Chief Burchett encouraged the Board members to help promote attendance among municipal CFOs and city managers. The meeting will provide updates regarding the newly approved budget, strategic planning efforts, organizational priorities, and upcoming initiatives. Lunch will be provided.

d. 2026 UFA Banquet Recap
Chief Burchett concluded with a brief recap of the UFA banquet held April 24 at This Is the Place Monument. Approximately 240–250 attendees participated in the event. Although attendance was lower than in previous years, leadership considered the banquet successful and appreciated the support from Board members who attended. Chief Burchett also noted that future scheduling will avoid conflicts with the Utah League of Cities and Towns Conference after feedback identified overlapping dates as a likely factor affecting attendance.

<u>Possible Closed Session</u>
No closed session was held.

<u>Adjournment</u>
Mayor Jackson moved to adjourn the May 19, 2026, UFA Board Meeting. Councilmember Butterfield seconded the motion, and all voted in favor; none opposed. The motion passed unanimously.

BOARD MEMBERS IN ATTENDANCE

Mayor Cheri Jackson	Councilmember Tyler Huish
Mayor Paul Fotheringham	Mayor Tish Buroker
Councilmember Jared Henderson	Mayor Gay Lynn Bennion
Councilmember Chrystal Butterfield	Mayor Dustin Gettel
Councilmember Catherine Harris	Deputy Mayor Catherine Kanter
Councilmember Kathleen Bailey	Mayor Jared Gray
Mayor Scotty John	Mayor Roger Bourke
Mayor Kristie Overson	

BOARD MEMBERS ABSENT

Councilmember Sheldon Stewart	Mayor Mick Sudbury

STAFF IN ATTENDANCE

CFO Hill
CLO Brian Roberts
Clerk Micayla Dinkel
Fire Chief Dominic Burchett

DRAFT

ATTENDEES

AC Dern	Bill Brass	DC Prokopis
AC Russell	HRD Day	AC Robinson
OC Kay	FM Watkins	BC Beckman
EM Director Behunin	DC Ayres	DC Fossum
BC Bogenschutz	DOC Easton	Digital Media Specialist Samuel
Rachel Anderson	BC Millard	DC Greensides
Captain Costin		

UNIFIED FIRE AUTHORITY BOARD
FINANCE COMMITTEE MINUTES

May 14, 2026, 9:00 a.m.

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1. Call to Order

   Chair Henderson called the meeting to order at 9:03 a.m.

2. Public Comment

   No public comments were received.
   Public comment was available live and with a posted email address.

3. Minutes Approval

   Mayor Fotheringham made a motion to approve the minutes from the April 9, 2026, Finance Committee as submitted. Mayor Gray seconded the motion, and all voted in favor; none opposed.

4. Budget Presentation

Chief's Budget Message

Fire Chief Burchett provided introductory remarks regarding the purpose and structure of the meeting. The Finance Committee conducted a review of the proposed FY 2026–2027 budget. Division Chiefs and Section Chiefs would each present their respective portions of the budget and answer committee questions.

Chief Burchett referenced the April 9, 2026, Finance Committee budget overview meeting. Since that meeting, he has met individually with nearly all board members to specifically discuss the proposed Fire Training Center project and answer questions regarding the proposal. Chief Burchett stated that, based on those meetings, staff prepared a supplemental memorandum included within the packet that addressed the four most common questions raised by board members regarding the proposed Fire Training Center project.

Long-Term Financial Sustainability

One of the primary questions raised by board members involved the sustainability of the organization if the Fire Training Center project were included in the budget. Although the budget document traditionally includes a five-year General Fund forecast, staff expanded the forecast to ten years to evaluate the impacts of the project. The ten-year projection assumptions included:

- A 4% annual member fee increase

- Cost-of-living adjustments based on the seven-year rolling CPI average
- Conservative CPI growth assumptions
- 2% annual growth in non-personnel expenditures
- Future lease payment obligations included in the capital plan
- Maintenance of the organization's fund balance at or above 8.5%

Revenue Sources and Cost Recovery
Chief Burchett next discussed anticipated revenue sources associated with the Fire Training Center. The first phase of the fee schedule would focus on cost recovery associated with the existing training facility. Once the new facility was constructed, the fee schedule would be reevaluated to incorporate financing considerations. Chief Burchett noted that UFA had been pursuing partnership opportunities with outside agencies, and although negotiations were ongoing, no finalized agreements were available at this time. Staff projected conservative future revenue estimates associated with outside use of the facility, including $95,000 annually by FY 2031–2032.

Operating Costs
Chief Burchett reviewed anticipated operating costs for the new facility. UFA did not anticipate the need for additional staffing at the facility in the foreseeable future. Current staffing includes two Captains and two Specialists. These personnel were expected to sufficiently support operations and maintenance needs. Estimated increases in utility and maintenance costs were projected at $10,000–$12,000 annually above current operating expenses. Chief Burchett noted that although the new building would be larger, it would also be more efficient than the current facility.

Chief Burchett discussed projected financing assumptions related to the proposed Fire Training Center bond. Finance has been working with Zions Bank regarding financing estimates. Based on current assumptions, it is estimated interest rate of 3.86%, and the annual payment is $1.835 million.

Chief Burchett emphasized that the proposed member fee increases already included the full bond payment amount and that staff did not anticipate returning in future years to request member fee increases specifically related to the bond obligation. The annual payment represented 1.74% of the total UFA budget initially, with that percentage decreasing over time as the organization grew.

Chief Burchett also discussed the possibility of future refinancing opportunities should interest rates decline. Chair Henderson asked for clarification regarding the proposed fee schedule and what specific costs would be recovered. Fee calculations included:
- Consumable materials
- Personnel time
- Utilities
- Wear and tear on facilities
- Cleaning costs
- Facility maintenance expenses

Chair Henderson discussed the 4% annual member fee increase assumption used in the projection model. The increase reflected anticipated growth-related demands and the organization's inability to independently capture “new growth” revenues in the same manner municipalities do through property tax growth.

Mayor Fotheringham stated that even with the capital investment, the proposal still reflected a relatively modest fee increase. Sustainability is both a financial consideration and a modern training center that is appropriate for an organization of the size of UFA and beneficial to the larger community.

CFO Hill provided clarification regarding the proposed bond structure. The bond obligation would be a UFA obligation. UFA cannot obtain tax-exempt bonds due to its structure. UFA therefore uses conduit financing through another governmental entity. Historically, Unified Fire Service Area served as the conduit financing entity for other UFA lease obligations. CFO Hill emphasized:

- UFSA would not carry the debt obligation on its books
- UFA alone would be responsible for repayment
- Bond proceeds and construction costs would flow entirely through UFA accounts

Mayor Jared Gray announced during the meeting that Eagle Mountain intended to pursue separation from UFSA and transition to becoming a direct member of UFA. Mayor Gray emphasized that Eagle Mountain remained supportive of UFA’s regional fire service model and wanted to ensure any transition would not negatively impact the proposed bond financing process.

Committee discussion clarified that UFA member fee obligations would continue regardless of UFSA membership structure. The financing structure would not negatively impact remaining UFSA members. Future direct membership arrangements would simply shift proportional funding responsibilities.

Mayor Gettel commented on recently released inflation figures. Mayor Gettel noted that the most recent inflation data showed 3.81% inflation from April 2025 to April 2026, with western regional inflation estimates ranging between 3% and 3.5%, and the 4% was a good percentage to use.

Chief Burchett reviewed the remaining budget schedule, including:

- May 14, 2026 – Finance Committee budget review
- May 19, 2026 – Tentative Board approval
- June 16, 2026 – Public hearing and final budget adoption
- June 16, 2026 – Adoption of updated fee schedule

<u>Executive Summary Presentation</u>

CFO Hill presented the Executive Summary section of the budget. Highlights included:

- General Fund: $97.2 million
- Wildland Fund: $5.1 million
- Emergency Management Fund: $3.1 million
- Fire Capital Replacement Fund: $33.6 million
- Emergency Management Capital Fund: $369,000
- Revenue distribution charts
- Expenditure breakdowns

- Budget calendar
- Staffing/FTE charts
- General Fund forecasts
- Fee schedules

CFO Hill highlighted that no new FTE positions were requested in the FY 2026–2027 budget. Total staffing included 527 sworn personnel, 61 civilian personnel, for a total of 588 FTEs. CFO Hill reviewed the proposed member fee increases by jurisdiction, including:

- Cottonwood Heights – 4.28%
- Holladay – 2.11%
- Herriman – 3.62%
- Riverton – 3.84%
- UFSA – 5.95%

The higher UFSA increase captured the remaining costs associated with the addition of the engine company in Kearns.

Chief Burchett briefly reviewed the member fee allocation chart. The chart is one of the most important sections reviewed each year because it helps demonstrate the regional value and efficiency of the UFA service model. Chief Burchett used Holladay as an example and noted the city contributes $64,473 toward Fire Prevention services, although the amount may initially appear modest relative to the scope of services provided, that contribution gives Holladay access not only to a dedicated Fire Prevention Specialist but also to the full capabilities of the entire UFA Fire Prevention Division whenever needed. Chief Burchett explained that the regional service model becomes especially valuable during large-scale or complex projects requiring coordinated inspections, plan reviews, hazardous materials evaluations, and code compliance oversight. The model provides member communities access to specialized personnel and resources.

Chief Burchett also highlighted several divisions reflected on the chart that demonstrate the value of outside funding and partnerships. He specifically pointed out that:

- The Camp Williams program operates at no direct cost to the organization because it is fully supported through contract funding; and
- The Urban Search and Rescue (USAR) program is fully funded through FEMA reimbursements and federal funding sources.

Chief Burchett then discussed the Emergency Management line item reflected on the chart. The Emergency Management section shows a negative number, which represents the administrative cost reimbursement provided back to UFA member communities through the Salt Lake County Emergency Management contract. Salt Lake County funds the Emergency Management Division, including administrative overhead expenses, and those reimbursements effectively offset a portion of UFA's administrative costs.

911 Emergency Transport-Assistant Finance Director Turnbaugh

Assistant Finance Director Turnbaugh presented the 911 Emergency Transport section of the funding sources. Director Turnbaugh explained that ambulance transport revenue remains UFA's second-largest revenue source and plays a role in supporting emergency operations.

Director Turnbaugh began by reviewing the history and structure of UFA's ambulance transport program. UFA staffs:

- 11 ambulances staffed with one full-time paramedic and one full-time EMT
- 2 peak-load 24-hour ambulances
- 2 peak-load 12-hour ambulances

These peak-load units are utilized to address higher call volume periods and assist in maintaining response capabilities during busy demand times.

Director Turnbaugh directed the committee to the collection statistics chart. Over the previous five years, UFA has averaged a 44% gross collection rate on ambulance billings. Collections are influenced by billing volume and payer mix. Reviewing the billing and collection trends further, Director Turnbaugh stated that over the past five years, gross billings increased 38% and net collections increased 32%. Increases in collections generally correlate with increased transport volume, state-approved billing rates, and changes in payer composition in the jurisdiction.

Director Turnbaugh next reviewed transport volume by level of care. She explained the distinction between Advanced Life Support (ALS) and Basic Life Support (BLS). Director Turnbaugh stated that two-thirds of UFA's transports are ALS transports, while roughly one-third are BLS transports. Director Turnbaugh explained that transport billing rates are established by the State of Utah and are not independently set by UFA. Over the previous five years, state-approved transport rates increased 30%. However, FY 2026–2027 marked the first year in which the reimbursement rates remained unchanged from the prior fiscal year.

Director Turnbaugh further explained that ambulance billing revenue is driven by three primary factors: transport volume, level of care provided (ALS versus BLS), and state-approved billing rates. Director Turnbaugh then reviewed the payer mix chart, which outlined the proportion of transports billed to Medicare, Medicaid, Veterans Administration (VA), private insurance, and self-pay patients. She explained the distinction between "fixed payers," such as Medicare, Medicaid, and VA, versus non-fixed payers such as private insurance and self-pay accounts. The chart also identified the collection percentages associated with each payer type and the relative size each category represents within UFA's jurisdiction.

Director Turnbaugh explained that Medicaid reimbursement operates differently from most private insurance systems. UFA participates in a state Medicaid assessment program that allows ambulance providers to receive enhanced federal reimbursement support through the State of Utah. As a result, Medicaid reimbursements generally provide a more predictable base-rate payment structure than some private insurance plans. Despite this reimbursement structure, rising healthcare deductibles and self-pay balances continue creating collection challenges for ambulance providers nationwide.

Director Turnbaugh then reviewed the five-year ambulance revenue and expenditure trend analysis. Key highlights included:

- A projected 4% increase in ambulance revenue for FY 2026–2027
- A projected 4% increase in personnel costs largely tied to market adjustments and COLA increases
- A 58% increase in depreciation expense

- A 161% increase in interest expense
- Mutual aid relationships
- Tourist-area and canyon transport demands
- Collection rates
- Non-resident service impacts
- Medicaid reimbursement structures
- Long-term ambulance deployment needs

CFO Hill stated that ambulance transport services are not intended to operate as a profit center for the organization, particularly given UFA's staffing model of one paramedic and one EMT per ambulance, which provides a higher level of care but also increases costs.

Director Turnbaugh further explained that while collection percentages may initially appear low, UFA's collection performance generally aligns with national ambulance industry averages. Current projections indicate ambulance needs may arise in future years as call volume continues increasing.

Emergency Operations Budget-Assistant Chief Dustin Dern

Assistant Chief Dern presented the Emergency Operations Budget. Emergency Operations represent the largest portion of UFA's budget due to personnel-related costs associated with maintaining daily emergency response readiness. UFA staffs 26 fire stations and serves 484,000 residents. The Emergency Operations budget is heavily personnel-driven because maintaining emergency response capability requires consistent staffing at all stations and on all frontline apparatus every day.

98% of the Emergency Operations budget is tied to personnel expenditures, while only 2% represents non-personnel expenses. The largest portion of the FY 2026–2027 budget increase was tied to the proposed market adjustments and COLA increases. Despite increasing demand, staff are making efforts to identify efficiencies and reductions wherever possible. As part of the FY 2026–2027 stress-test process, Emergency Operations identified a reduction within the small equipment line item, decreasing the allocation from $5,000 to $1,000.

Aside from the market and COLA adjustments, the Emergency Operations budget included three primary proposed increases. The first proposed increase involved adding $15,000 to the overtime budget to support the organization's Peer Support Program. The increase was necessary to close a funding shortfall created by the expiration of previous grant funding that had supported portions of the behavioral health program. Assistant Chief Dern emphasized that the Peer Support Program plays a critical role in supporting the mental health and well-being of UFA personnel, particularly given the stressful and traumatic nature of emergency response work. Maintaining the program remains a high priority, and the overtime funding would allow peer support participation and coverage.

The second proposed increase involved dispatch services. Both Valley Emergency Communications Center (VECC) and Central Dispatch anticipated both personnel and capital increases during the upcoming fiscal year. As a result, UFA's share of dispatch service costs would increase by $72,000 within the non-personnel expenditure category. Dispatch services remain a critical component of emergency response readiness and are essential to maintaining efficient response coordination.

Assistant Chief Dern then discussed the third proposed increase, which involved continuation of the Low Acuity Unit pilot program. He reminded committee members that the Low Acuity Unit was initially placed into service in August 2025 as a trial program designed to provide a lower-cost response option for low-acuity medical calls that may not require deployment of larger fire apparatus or full emergency resources.

When the FY 2026–2027 budget was being developed, staff determined that data was still needed before making a recommendation regarding a permanent staffing model for the program. As a result, staff requested a one-time transfer from fund balance in the amount of $198,000 to continue operation of the trial unit for another fiscal year. Extending the pilot program would allow staff to gather more complete data related to:

- Response effectiveness
- Unit utilization
- Transport rates
- Apparatus wear reduction
- Staffing impacts
- Long-term efficiency

The low acuity unit operates four days per week. Although staff do not yet feel enough data has been collected to make a permanent recommendation, early results have been promising. As an example, he noted that Medic Engine 101 responded to 100 fewer calls during the first quarter of the year compared to the same period last year, indicating reduced use of heavy apparatus for minor calls. The program may reduce apparatus wear and improve system performance. Assistant Chief Dern shared an example where the Low Acuity Unit handled a minor medical call, allowing Medic Engine 101 to remain available for a nearby cardiac arrest response, which resulted in a successful patient save.

Special Operations Budget-Operations Chief Kay

Operations Chief Kay, accompanied by Captain Green, presented the Special Operations Budget. Operations Chief Kay explained that the Special Operations Division is responsible for providing Hazardous Materials response, Heavy Rescue operations, and Water and Ice Rescue capabilities in UFA's service area. Special Operations personnel provide technical rescue and hazard response support. In addition to handling specialty incidents, these teams also support scene safety and coordination during major emergencies.

Operations Chief Kay directed the committee to review the graphs illustrating increases in call volume and demand for Special Operations companies. For FY 2026–2027, the proposed Special Operations Budget totaled $187,131, and the budget represented a 12.2% decrease, or roughly $26,000. He emphasized that the reduction reflected the completion of prior one-time capital purchases and did not reduce capability. The division is now transitioning from those one-time projects toward more sustainable personnel and equipment investment planning.
A major focus of the upcoming fiscal year involves expanded cadre-driven training initiatives. Operations Chief Kay reported that overtime funding within the Special Operations budget would increase to $72,925, which represents more than 40% of the division's total budget. The increase represented 4.9% growth from the prior year and supports two major in-house training initiatives:

1. A five-week Hazardous Materials Technician School
2. A new two-week Truck Operations School

Operations Chief Kay explained that these in-house training programs are intended to build internal expertise, support professional development, strengthen recruitment, improve succession planning, and create a sustainable internal training pipeline.

Operations Chief Kay further explained that non-personnel spending within the division decreased by 21%, due to the completion of several prior one-time equipment and project purchases. Remaining equipment expenditures are focused on replacing obsolete equipment, maintaining PPE inventories, and sustaining hazardous materials detection capabilities.

As part of the stress test process, the division achieved 3% in savings by shifting training responsibilities from external vendors to internally developed instruction programs.
Operations Chief Kay then reviewed several line-item changes.

- A 4.88% increase in cadre overtime associated with the implementation of the Truck Operations School
- A 54% decrease in the clothing line item due to the completion of prior water rescue dry suit purchases
- A 14% reduction in the small equipment line item associated with the completion of one-time projects

Fire Training Budget-Division Chief Steve Prokopis
Division Chief Prokopis explained that the Fire Training Division is responsible for:

- Training all newly hired firefighters
- Delivering ongoing training opportunities for existing personnel
- Administering required certification courses
- Maintaining firefighter training records

Division Chief Prokopis then reviewed the division org chart. Current staffing includes five sworn personnel and one civilian employee. The organization has experienced an increase in hiring demand over the past several years, which has resulted in larger and more frequent recruit academies. UFA now conducts two recruit camps annually, which are scheduled each spring and fall. The recruit academies are budgeted and designed to remain scalable in order to meet changing hiring demands. In addition to standard recruit camps, UFA also maintains the capability to conduct one to two lateral hire academies annually, with each lateral academy lasting four weeks.

Division Chief Prokopis noted that UFA historically hired 10–20 firefighters annually. However, hiring needs have increased in recent years. 67 firefighters were hired during the previous 15 months, and since 2021, UFA has hired a total of 244 firefighters. The Fire Training Division continues focusing on training quality. He further noted that UFA is meeting its hiring demands successfully.

The Fire Training Division budget reflects an 4.67% decrease for FY 2026–2027. The reduction resulted from two factors: the first involved adjustments within the personnel budget. The division reduced training cadre positions from 10 to eight. This reduction was made possible due to the addition of a new full-time position approved during the previous fiscal year and improved progress in meeting current hiring demands, which has allowed for somewhat smaller recruit camp sizes requiring fewer support personnel. The reduction of two cadre positions resulted in $54,457 in savings, along with a proportional reduction in overtime expenditures totaling $16,580. Overall, the Fire Training Division budget decreased by $71,922. Despite the reduction, the division's capability and training quality would remain intact.

Division Chief Prokopis noted that all non-personnel expenditure line items within the Fire Training budget remained flat during the current fiscal year. New hire training activities account for nine months of the Fire Training Division staff's annual workload. Because of the volume of recruit training, the division relies heavily on training cadre personnel borrowed from the Operations Division. These cadre personnel serve as subject matter experts and provide critical support during peak training periods. Support from the Operations Division remains essential to maintaining training capacity and meeting hiring demands.

Division Chief Prokopis outlined the proposed UFA Fire Training Center Fee Schedule. The Fire Training Division developed its first formal fee schedule for use of the Magna Training Center due to increasing demand from outside agencies requesting use of the facility. Organizations utilizing portions of the Magna Training Center include:

- Fire departments
- Police agencies
- Sheriff's Office personnel
- SWAT teams
- Military units
- Rio Tinto
- USAR teams
- Salt Lake Community College
- University of Utah
- School districts
- Various civic organizations

UFA values these cooperative training partnerships and believes the shared use of the facility benefits public safety agencies in the region. With Board approval, staff anticipated implementation of the new fee schedule effective on July 1, 2026.

The Committee thanked Fire Training for their hard work and for the professionalism they bring to UFA.

<u>Emergency Medical Services-Division Chief Rob Ayres</u>

Division Chief Ayres presented the EMS Division Budget. Division Chief Ayres explained that the EMS Division's mission and core focus centers on supporting Operations personnel in delivering effective, evidence-based emergency medical care throughout UFA's communities. He stated that the division continues emphasizing:

- Hands-on training
- Protocol review
- Clinical quality improvement
- Ongoing education for EMS personnel

Division Chief Ayres explained that as part of the organization-wide 10% stress test process, the EMS Division identified $30,000 in budget reductions through adjustments in two primary areas. The first reduction involved paramedic training. Chief Ayres explained that the division proposed reducing the number of internally sponsored paramedic students from 13 students to 10 students annually. The adjustment more accurately reflects UFA's rolling five-year average of personnel ready to attend paramedic school and would result in $30,000 in savings.

The second reduction involved the elimination of the monthly public CPR certification course. Participation in the certification course remained consistently low, averaging three participants per month. As a result, the division proposed redirecting those resources toward broader non-certification community CPR education initiatives, including revitalization of the "Push to Survive" program. Division Chief Ayres stated that current research shows bystander CPR improves patient outcomes regardless of whether formal certification is obtained, and the proposed change would allow UFA to reach a larger portion of the community more effectively.

Division Chief Ayres also discussed the division's controlled substance security program. Although medication usage and medication costs continue increasing due largely to updated treatment protocols and expanded patient care standards, the division identified efficiencies within the security supply process through participation in a subscription-based program with NARCBOX. While medication expenditures continue rising, the improved supply process resulted in $1,000 in net savings within the controlled substance security supply budget.

<u>Urban Search and Rescue Budget-Division Chief Brett Fossum</u>
Division Chief Fossum presented the Utah Task Force One budget and provided an overview of the program's mission, responsibilities, and funding structure. Utah Task Force One is one of the nation's federally deployable Urban Search and Rescue (USAR) teams within the national FEMA USAR system, with Unified Fire Authority serving as the sponsoring agency.

Division Chief Fossum stated that the team provides highly specialized rescue capabilities during large-scale disasters and emergency incidents. The budget supports readiness, rapid deployment capability, specialized equipment, fleet readiness, communication systems, training, and meets FEMA compliance requirements.

Division Chief Fossum reported that outside of deployment reimbursements, the Utah Task Force One budget has historically remained relatively stable at $1.5 million annually, supported through federal funding.

Many Utah Task Force One members are also UFA employees, creating mutually beneficial training and partnership between the organizations. UFA personnel assist with training task force members. Task Force instructors also support UFA training activities, and many training expenses are reimbursed or fully covered through federal grant funding.

Division Chief Fossum noted that the rubble pile and specialized training props located at the UFA Training Center are owned and maintained by Utah Task Force One and are funded through federal grants and reimbursement programs. The partnership allows UFA personnel to benefit from highly specialized rescue training while minimizing financial impact to the organization.

Wildland / Camp Williams Budget-Division Chief Widdison
Division Chief Widdison presented the Wildland and Camp Williams budgets for FY 2026–2027. Chief Widdison began by reviewing the Wildland Division's nationally deployable resources. The division supports a 22-person hand crew, two wildland engines, and the single-resource program. These resources are deployable nationally through interagency agreements and generate revenue through reimbursement programs associated with wildfire response assignments.

Division Chief Widdison then focused on the General Fund transfer request associated with the Wildland Division, specifically the funding allocated toward the Fuels Crew program. For FY 2026–2027, the Wildland Division requested $500,000 in General Fund support. The transfer is divided into two primary categories:

- $100,000 supports administrative functions tied to UFA operations; and
- $400,000 supports the operation of the Fuels Crew program.

Division Chief Widdison noted that the Fuels Crew allocation represents a $15,000 increase over the prior fiscal year. The increase is associated with overtime costs related to wildfire response activity within UFA jurisdiction and anticipated elevated fire activity during the upcoming wildfire season.

The Fuels Crew consists of a 10-person seasonal wildland-specific crew, supported by an assigned Wildland Specialist. The crew serves three primary functions: Wildfire Mitigation and Risk Reduction, Wildland Response Capability, and Community Engagement and Education.

The Fuels Crew program also plays an important role in supporting UFA's participation within the Utah Cooperative Wildfire System. Under the agreement, the State assumes costs associated with large fires and extended attack wildfire incidents. In return, UFA is required to meet an annual Participation Commitment value through prevention, preparedness, mitigation, and wildfire readiness activities. Division Chief Widdison reported that UFA's 2026 Participation Commitment requirement totaled slightly more than $294,000. The Fuels Crew serves as one of UFA's primary resources for meeting those participation requirements.

Division Chief Widdison noted that the Wildland Division will continue closely monitoring several budget line items during the upcoming fiscal year, including Fuel costs and vehicle maintenance expenses. The division's aging fleet continues to create maintenance challenges, and fuel pricing remains difficult to predict due to market volatility.

Division Chief Widdison then briefly reviewed the Camp Williams budget. The Camp Williams Fire Program provides wildland fire management services, fire suppression, wildfire mitigation, prescribed fire operations, and training support for the Camp Williams military installation. The program is funded through the Camp Williams contract and Wildland fire reimbursement assignments when resources deploy off base. Division Chief Widdison emphasized that the Camp Williams program is a contract-supported operation that provides dedicated wildfire protection for the military installation while also supporting UFA needs when resources are required.

The Committee thanked the Wildland Division for their work in the communities.

the small equipment and non-capital equipment budget categories. These funds support firefighting tools, hose replacement, station equipment, and other support equipment. Division Chief Greensides outlined several projects. One project he specifically highlighted involved materials for the construction and maintenance of training props within Station 253.

Division Chief Greensides reviewed increasing utility costs associated with water and sewer services. The proposed budget included a $15,000 increase to account for rising utility expenses across UFA facilities.

Division Chief Greensides summarized the 6.53% reduction within the Logistics Division budget. He reiterated that despite the reduction, the division focuses on readiness, equipment reliability, facility support, Firefighter safety, and cost-conscious planning.

Technology Budget-Technology Director Casey Bowden

Technology Director Bowen informed the committee that the Technology Division is making progress addressing technical debt while modernizing technology systems. Major technology initiatives planned for FY 2026–2027 include migration to Microsoft Cloud email services, transition away from VMware systems, evaluation and testing of a new phone system, and modernization of server and storage infrastructure.

The Technology Division budget is not flat for FY 2026–2027, largely due to increasing software and technology service costs. He directed committee members to the non-personnel expenditure and explained that while some software costs increased, other categories remained flat or decreased. As part of cost-saving efforts, the division fully participated in a State of Utah-supported cybersecurity grant program after the State secured permanent funding for the software platform.

Director Bowden explained that participation in the program generated $80,000 in savings by allowing the organization to transition away from internally maintained security software solutions. Director Bowden reviewed several major technology investments included in the proposed budget. These include Microsoft 365 email upgrades, logistics supply ERP improvements, data gathering and analysis software, situational awareness tools, QA review software, and generative AI tools meeting government security and privacy standards. The ERP improvements would improve the management and tracking of station supply operations and logistics support.

Director Bowden then reviewed work related to Gold Cross ambulance billing data integration. The division's goal is to automate transport reconciliation processes between ESO patient care records, CAD dispatch data, and Gold Cross billing data. Gold Cross modified its API structure, allowing UFA to begin building automated reconciliation processes. The project is intended to reduce manual reconciliation work, improve efficiency, identify missed transports, detect discrepancies between systems, and improve insurance reimbursement.

Committee members lead a discussion regarding artificial intelligence and future applications within UFA. Chair Henderson referenced AI discussions occurring within municipal police departments and asked Director Bowden to expand on UFA's approach toward AI implementation. Director Bowden stated that the organization is intentionally attempting to remain ahead of emerging technology trends and emphasized that organizations unwilling to adapt to AI technology risk falling behind operationally. Director Bowden also explained that an AI policy development is under review within Command Staff, and the Technology staff has assembled a small internal AI working group to evaluate use cases and efficiencies

<u>Emergency Management Budget-Director Tara Behunin</u>

Emergency Management Director Behunin presented the EM budget and provided an overview of the division's mission, funding structure, and priorities. The Emergency Management Division works to save lives, protect property, and improve disaster preparedness through:

- Outreach
- Planning
- Training
- Exercises
- Emergency response coordination
- Recovery planning
- Hazard mitigation efforts for both natural and man-made disasters.

The FY 2026–2027 proposed budget aligns with the County's approved funding structure. Director Behunin reported that priorities for the upcoming fiscal year follow recommendations identified within the 2024 Threat Hazard Identification and Risk Assessment (THIRA). These recommendations continue guiding preparedness, mitigation, training, and capability-building priorities for the division.

Director Behunin outlined areas of savings and expenditure increases within the proposed budget. Primary savings were achieved through right-sizing several budget items, completion of projects associated with the Emergency Coordination Center facility, and elimination of miscellaneous rental expenses that were no longer necessary. Director Behunin reviewed the division's revenue sources; the primary funding source remains the Salt Lake County contract. Additional revenue sources include two major annual federal grants: the Emergency Management Performance Grant (EMPG) and the Homeland Security Grant. These grants support both internal division operations and Valley-wide emergency preparedness capabilities. She also reviewed the Municipal Emergency Planner Reimbursement, which offsets management costs associated with oversight of emergency planners serving the Municipal Service District and Midvale.

A new revenue source added during the current fiscal year is the Wildland Land Interface (WUI) Preparedness, Prevention, and Mitigation Grant. The grant will support defensible space outreach campaigns and an upcoming wildfire preparedness town hall meeting.

Director Behunin then reviewed capital outlay items. Proposed projects include the purchase of a new drone to support development of a drone task force in partnership with the Sheriff's Office, replacement of a deployable light tower, and replacement of an enclosed equipment trailer. These projects are intended to improve emergency response coordination, field operations, and disaster readiness capabilities.

Director Behunin reviewed expenditure increases and highlighted several technology-related upgrades. One increase involves the replacement of aging computer equipment within the Emergency Operations Center to ensure the facility can activate effectively and reliably during emergencies. Director Behunin reviewed increased professional service costs associated with website maintenance and accessibility compliance. The increase supports website accessibility compliance. The division plans to replace one aging fleet vehicle as part of the Capital Replacement Plan outlined later in the budget document.

Director Behunin acknowledged that federal grant funding creates some uncertainty and described recent funding cycles as somewhat unpredictable. However, she explained that the division remains relatively stable due to Salt Lake County contract funding and collaboration with the State of Utah to pursue state-supported emergency management funding opportunities. Grant funding remains important for emergency response capabilities.

Committee members also asked for clarification regarding how the Emergency Management program financially impacts UFA and member communities. Salt Lake County has historically contracted with UFA to provide countywide emergency management services. Although Emergency Management personnel are UFA employees, the program itself is funded through Salt Lake County contract revenues and Grant funding sources.

Chief Burchett further explained that administrative costs associated with supporting the division, including Payroll, Human Resources, Legal services, and administrative oversight, are accounted for within the member fee structure. He referenced the member fee allocation chart, which identifies a $125,000 administrative cost offset credited back through the Emergency Management funding structure. CFO Tony Hill further clarified that Emergency Management operates within a separate Special Revenue Fund, completely separate from the General Fund that supports frontline fire operations.

Administration & Planning Budget-Assistant Chief Wade Russell

Assistant Chief Russell presented the Administration and Planning Budget. Assistant Chief Russell explained that the Administration and Planning Division provides executive leadership, strategic direction, and organizational support across all areas of Unified Fire Authority. He stated that the division's responsibilities include:

Professional development
Behavioral health and wellness
Government relations
Legal services
Compliance
Risk management
Strategic planning

Assistant Chief Russell reviewed several budget adjustments within the proposed FY 2026–2027 budget. The first involved funding for external behavioral health clinicians. The proposed budget increases that line item from $100,000 to $120,000. Assistant Chief Russell explained that the $20,000 reflects increased utilization trends and growing demand for behavioral health services among employees. The increase would allow UFA to continue providing timely, high-quality, and accessible behavioral health support for personnel.

Assistant Chief Russell next reviewed increases related to Property, Casualty, and Cyber insurance.

The proposed budget includes $880,000 for these insurance coverages. The $60,000 increase was attributed to market conditions and an 8% increase in property valuations. Assistant Chief Russell stated that the increase was necessary to maintain appropriate insurance coverage and risk protection for the organization.

Assistant Chief Russell discussed the organization's Tuition Reimbursement Program. UFA reimburses 75% of tuition costs, up to $4,000 annually per employee. Participation in the program has increased as employees continue investing in their professional development and educational advancement. To support the increased utilization, the proposed budget includes an $15,000 within the tuition reimbursement line item. Assistant Chief Russell stated that staff anticipate growth in the program.

As part of the stress test process, the Administration and Planning Division identified $9,000 in budget reductions. Assistant Chief Russell explained that these reductions were intentional, targeted, and focused on lower-impact expenditures and efficiencies, while preserving core services and support functions.

Assistant Chief Russell noted that future budget cycles will likely require evaluation of tuition reimbursement funding and travel budgets. The division's travel budget has remained essentially flat for five years, despite steadily increasing travel-related expenses. As costs continue rising, the organization may need to reevaluate and right-size those budget categories to maintain professional development opportunities and external training access for employees.

Fire Prevention Budget-Fire Marshal Watkins

Fire Marshal Watkins presented the Fire Prevention Budget. Fire Marshal Watkins explained that the mission of the Fire Prevention Division is to advance community risk reduction efforts by reducing fire risk and enhancing public safety through proactive prevention activities. The division's responsibilities include fire code enforcement, building inspections, plan reviews, hazardous materials inspections, and public education and outreach.

Fire Marshal Watkins outlined budget adjustments within the Fire Prevention Division. As part of the 10% stress test process, the division identified $3,000 in savings within the books and publications line item.

Fire Marshal Watkins also reviewed a proposed $10,000 budget reallocation from the Hazardous Materials CADRE overtime program into Community Risk Reduction initiatives. The adjustment allows the division to strengthen prevention-focused programs and community outreach efforts while still maintaining the sustainability of the Hazmat Cadre program through existing funding.

Fire Marshal Watkins emphasized that the change does not create any new budget increase for the division but instead reallocates existing resources toward expanded community risk reduction efforts supporting member communities.

Fire Marshal Watkins also highlighted technology upgrades included within the proposed budget. The Technology Division budget includes funding for iPads for Fire Prevention personnel to support the field implementation of live cloud-based inspection software. The software system improves efficiency, data accuracy, inspection consistency, and field inspection capabilities. Fire Marshal Watkins noted that 90% of municipalities within the State of Utah utilize the Live inspection platform. He also stated that UFA was one of the first agencies in Utah to implement the system and view the platform as an important tool for Fire Prevention services.

Fire Marshal Watkins then reviewed the Hazardous Materials Inspection Program. The program is projected to generate $370,000 in revenue during FY 2026–2027. Fire Prevention staff continues identifying businesses in UFA jurisdictions that require hazardous materials permits and inspections.

Fire Marshal Watkins also reviewed several future staffing considerations. Potential future budget requests may include a full-time Hazardous Materials Inspector and a Community Risk Reduction Manager position. These positions would further strengthen community risk reduction initiatives, hazardous materials oversight, public education efforts, and inspection capabilities.

Committee members encouraged Fire Marshal Watkins to continue documenting inspection activity, hazardous condition findings, and compliance improvements to help demonstrate future needs and staffing justifications. Fire Marshal Watkins agreed and noted that the hazardous materials permitting system continues to support compliance efforts.

Fire Marshal Watkins highlighted the Fire Prevention Division's detailed fee schedule. The fee schedule outlines:
Permit fees
Hazardous materials permit fees
Other Fire Prevention service charges

He reminded committee members that UFA member communities are not charged permit fees for community fireworks events requiring Fire Prevention permits.

Committee members complimented the division's proactive approach to prevention, community outreach, and hazardous materials compliance efforts.

<u>Special Enforcement Budget-Staff Captain Steve Bowen</u>
Staff Captain Steve Bowen presented the Special Enforcement Division Budget. Captain Bowen explained that the Special Enforcement Division serves as a specialized component of Unified Fire Authority and supports the organization's mission, vision, and core values through a variety of high-risk and specialized response functions.

As part of the budget stress test process, the division identified $3,300 in targeted reductions. Captain Bowen explained that the reductions were carefully evaluated in order to preserve core services, response capability, and program quality.

Captain Bowen reviewed a proposed budget request involving a contract with Evidence.com, a cloud-based digital evidence management platform. The proposed allocation totals $4,500. The system would improve digital evidence security, evidence storage, data management efficiency, and coordination with prosecutors. The platform would also support evidence-sharing requirements associated with the Salt Lake County District Attorney's Office, allowing investigators to securely upload photographs, Investigation records, and other digital evidence for criminal prosecution and case management purposes. Captain Bowen stated that implementation of the system would occur in coordination with the Technology Division.

Captain Bowen next reviewed a proposed $10,000 increase to the SWAT Medic Program CADRE overtime budget. Since the program's creation in 2004, Special Enforcement personnel have provided dedicated medical support for tactical law enforcement operations. Originally, the program supported only the Unified Police Department. However, the program has expanded over time. In 2019, support expanded to South Valley SWAT, and in 2024, support expanded to Taylorsville SWAT through formal Memorandums of Understanding (MOUs). Captain Bowen stated the overtime increase supports tactical medical training and readiness. He further noted that $5,000 of the increase would be offset through funding support provided by participating agencies under the existing MOUs.

Finance Division Budget-CFO Tony Hill

CFO Hill presented the Finance Division Budget and provided an overview of the division's responsibilities, operational priorities, and budget adjustments for FY 2026–2027. He explained that the mission of the Finance Division is to safeguard the fiscal health of the organization through transparency, timely reporting, accurate financial information, and relevant financial analysis and support.

CFO Hill summarized the division's budget changes. He explained that, outside of expenditures associated with the 911 ambulance transport program, ambulance billing services, and Medicaid matching programs, the remainder of the Finance Division budget remained essentially flat with no expenditure increases. While several individual costs increased, including outside audit services, bank fees, and ClearGov software expenses, the division was able to offset those increases through reductions and efficiencies in other areas of the budget. As a result, the only net increase reflected within the division budget was $65,000 associated with the ambulance billing program and related ambulance revenue collection operations.

CFO Hill highlighted efforts by the Accounts Payable team to modernize vendor payment systems. Over the past several years, the Finance Division has worked aggressively to transition vendors away from traditional paper check payments toward ACH electronic payments.

CFO Hill directed committee members to the ambulance billing increases identified within the Finance Division expenditures. The increases are tied to ambulance transport billing operations and revenue collection services previously discussed during the ambulance transport budget presentation.

CFO Hill reviewed one of the more financial actions included within the proposed budget involving the payoff of the Logistics warehouse loan. He referenced Chief Burchett's earlier budget remarks regarding the proposed debt payoff. UFA plans to utilize available fund balance reserves to fully pay off the remaining warehouse debt owed to Unified Fire Service Area. The payoff utilizes one-time available fund balance resources. No revenue sources are being used for the payoff, and the action will eliminate $188,000 in annual debt obligations. CFO Hill stated that eliminating the debt payment will create financial flexibility beginning next fiscal year and into the future.

The proposed Finance Division budget totals $4.3 million. While the budget appears to reflect a substantial increase, $800,000 of the increase is associated with the one-time warehouse loan payoff. When excluding that one-time expenditure, the increase for the Finance Division is 3.66%.

Human Resources Budget-Human Resources Director Day

Human Resources Director Day presented its FY 2026–2027 budget. She explained that the Human Resources Division supports the entire employee life cycle at Unified Fire Authority, including:
Recruitment and hiring
Employee onboarding
Training support
Policy administration
Benefits administration
Employee wellness and support services

The division's primary goal is to ensure that UFA maintains: qualified personnel, effective support systems, safe and sustainable working environments, so employees can perform their duties effectively and safely. Director Day stated that the Human Resources budget continues to align closely with the organization's strategic plan, with emphasis on leadership development, internal policy improvement, behavioral health support, and organizational communication.

These efforts support workforce stability. As part of the stress test process, Human Resources reviewed expenditures to identify cost reductions that would not negatively impact services. During the previous fiscal year, the organization budgeted for 37 employee allocations. Now that those positions have largely been filled, staffing levels are returning to more typical hiring projections. As a result, Human Resources anticipates lower hiring activity during FY 2026–2027, generating $31,000 in savings.

Director Day reviewed several changes related to employee medical and screening programs. Due to policy adjustments, drug screening costs increased by $8,200. However, because hiring activity is expected to decline, new hire physical examination costs also decreased, resulting in net savings of $1,600.

Human Resources also reviewed changes related to policy management. The division's part-time Policy Analyst is scheduled to retire, resulting in $47,000 in savings. Director Day explained that the position will not be refilled at this time. Over the past several years, the organization has anticipated this retirement and implemented PowerDMS, a policy management software platform designed to improve policy tracking, compliance management, policy updates, and accessibility. The implementation of PowerDMS now allows the organization to absorb the retiring employee's responsibilities internally without replacing the position.

As part of the proposed FY 2026–2027 budget, Human Resources requested funding for a pilot Occupational Health and Medical Oversight Program. The proposed pilot program costs $13,800. The pilot is intended to strengthen medical oversight, improve coordination with contracted

CFO Tony Hill directed committee members to review the summarized capital funding sources, capital expenditures, and projected ending fund balance totals. The proposed capital replacement fund is projected to end the fiscal year with $6.1 million in fund balance. Several years earlier, the organization worked with Councilmember Henderson to establish a target reserve equal to 75% of outstanding capital payment obligations. The projected ending balance for FY 2026–2027 meets that target.

CFO Hill then reviewed the list of proposed cash purchase items. Councilmember Henderson emphasized the importance of maintaining replacement schedules, asset life-cycle planning, and ongoing reserve contributions for large capital items such as servers, technology infrastructure, apparatus, specialized equipment, and other high-cost assets. He stated that even when equipment is purchased outright rather than financed, the organization should continue planning and reserving funds annually for future replacement needs rather than reacting to equipment failures or major replacement spikes.

The organization's capital replacement planning process was outlined in the budget document. The document identifies capital assets, planned replacement timelines, equipment life cycles, and long-term replacement schedules extending through FY 2033–2034. CFO Hill stated that nearly all proposed purchases within the current budget cycle are already included within the replacement plan. The only exception identified was a $18,000 replacement dump trailer, which required unplanned replacement after the existing trailer experienced failure.

CFO Hill noted that the capital replacement plan manages $95 million in total capital assets. The objective of the plan is to smooth member fee impacts, avoid major funding spikes, maintain predictable replacement cycles, and ensure readiness of critical equipment. The organization's capital planning strategy is specifically designed to prevent significant fluctuations in future member fees caused by large equipment replacement cycles.

Before concluding, Chief Burchett briefly reviewed the appendix section of the budget document. The appendix includes information related to benefits and compensation, retention history, wage history, and compensation survey data.

Chief Burchett referenced employee retention information previously requested by Councilmember Henderson. The appendix contains substantial supporting information that may assist committee members in understanding organizational compensation trends, historical wage adjustments, and workforce retention patterns.

5. Deliberation

Chair Henderson emphasized the importance of maintaining predictable replacement schedules to avoid future spikes in member fees and highlighted the value of staff discipline, long-term planning, organizational transparency, and sustainable budgeting practices.

Committee members expressed appreciation for the professionalism and transparency demonstrated throughout the budget process. Chair Henderson reiterated that the committee's role is to provide oversight on behalf of taxpayers and ensure long-term financial sustainability.

6. Recommendation to the Full Board of Directors
Mayor Fotheringham made a motion to recommend submitting the proposed budget as presented to the UFA Board of Directors for consideration. Mayor Jackson seconded the motion and all voted in favor; none opposed.
(Mayor Gray did not vote)

7. Possible Closed Session
None

8. Adjournment
Mayor Buroker made a motion to adjourn the May 14, 2026, Finance Committee Meeting. Mayor Jackson seconded the motion, and all voted in favor; none opposed.

BOARD MEMBERS IN ATTENDANCE

Mayor Buroker	Mayor Jackson
Mayor Fotheringham	Mayor Gettel
Councilmember Henderson	Mayor Gray
Councilmember Harris	Mayor Bourke
Deputy Mayor Kanter	Mayor Bennion

STAFF IN ATTENDANCE

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

ATTENDEES

AC Dern	AC Russell	DC Widdison
Courtney Samuel	HRD Kiley Day	OC Kay
DC Greensides	DC Ayres	DOC Easton
DC Fossum	Captain Green	Captain Bowen
Union President Young	Vice President Doyle	DC Prokopis
Trenton Martin	BC Bogenschutz	DC Widdison
Assistant Finance Director Turnbaugh	EM Director Behunin	

Logistics Budget-Division Chief Mike Greensides

Division Chief Greensides presented the Logistics Budget. Division Chief Greensides began by reviewing the stress test reductions identified within the Logistics Division budget. He directed committee members to where $231,000 in selective budget reductions were outlined. Overall, the Logistics Division budget reflects a reduction of $481,000 or 6.53% from the prior fiscal year. Despite the reduction, the division was still able to address several critical adjustments, escalating costs, and necessary projects while remaining within budget limitations.

Division Chief Greensides reviewed the need for a Supply Specialist position. The request was intended to improve the ratio of support personnel to operations personnel as demands continue increasing.

Division Chief Greensides reviewed a capital outlay request involving the replacement of respirator fit-testing machines. The current machines have become outdated and increasingly prone to mechanical failures, making replacement necessary to ensure respiratory protection compliance and reliability.

Division Chief Greensides then reviewed expenditures and highlighted a 27% decrease in the clothing provisions line item. A major project identified within this section involved funding for the Clean-for-Dirty Exchange Program, which includes the purchase of 57 replacement sets of turnout gear. Firefighter turnout gear has a maximum service life of 10 years, after which the equipment must be removed from frontline service. Under the exchange program, new turnout gear is issued to firefighters, older but still serviceable gear is reassigned to reserve use, and remaining usable gear is utilized for recruit training academies and exchange inventory. The program helps maximize equipment life while maintaining safe protective gear.

Division Chief Greensides next reviewed fuel expenditures. The proposed Logistics fuel budget includes an increase of $51,000. The increase was driven by concerns regarding fuel market instability. Chair Henderson asked questions regarding how fuel projections had changed the budget development process and how staff planned to monitor future fluctuations. The division had already adjusted fuel projections once during the budget cycle, and staff would continue monitoring fuel costs closely in the fiscal year. $51,000 was added after the original budget proposal due to changing market conditions.

Division Chief Greensides then reviewed increased utility and HVAC-related costs. The HVAC maintenance line item increased to $28,000. The increase reflects not only expanded HVAC maintenance costs, but also a transition toward treating replacement filters for apparatus bay air filtration systems as an expense rather than periodic project-based funding every several years. Division Chief Greensides stated that maintaining improved air quality within apparatus bays remains an important firefighter health and safety initiative at UFA facilities.

Division Chief Greensides reviewed two improvement projects for the Logistics warehouse involving lighting upgrades and fan improvements totaling $17,000. He also reviewed the $25,000 increase within the medical supplies line item. Sanitation costs continue increasing, resulting in an $8,000 increase within the sanitation budget line item. He also reviewed a $20,000 increase within physicians, enhance consistency in employee medical care, and allow earlier identification and management of employee health-related issues. The pilot program will allow the organization to evaluate effectiveness before making any commitments.

Director Day directed committee members to the detailed budget adjustments. Overall, the Human Resources budget reflects a 4.5% decrease for FY 2026–2027. Looking ahead, she noted that one future consideration that may require evaluation is the implementation of a paid parental leave program. Such a program could improve employee well-being, strengthen recruitment efforts, and improve employee retention and competitiveness.

<u>Information Outreach Budget-Director Nile Easton</u>

Director Easton stated that as part of the stress test process, the division identified $3,500 in direct reductions through adjustments to professional fees, retirement party funding, printing costs, postage, and membership expenses. Retirement party funding was reduced largely because fewer employees have recently chosen to hold formal retirement events. The division also eliminated a part-time summer position that had remained difficult to fill for five years. The position was eliminated due to staffing challenges. Eliminating the position resulted in $36,000 in savings, which was essentially transferred back into Operations rather than functioning as a direct reduction.

Director Easton stated that the IO Division intentionally limited new budget requests and instead focused on maintaining core needs and continuing measurable support for both the organization and member communities.

The IO Division also discussed growth in digital outreach and social media engagement. Director Easton illustrated increasing online engagement trends across the organization's digital platforms. Staff then directed committee members to review revenue trends associated with community event support services. They explained that a noticeable revenue decrease between FY 2023 and FY 2024 resulted from a deliberate decision to reduce staffing support for large private for-profit events that were competing for resources during the same time periods as city-sponsored community events. Affected communities included Herriman, Eagle Mountain, Riverton, and Millcreek. UFA intentionally prioritized support for member city events over private commercial events when resource conflicts arose. As a result, some private events now obtain medical and event staffing support from outside providers such as Gold Cross Ambulance.

The division noted that the gradual increase now reflected in event revenues is tied to growth in city-sponsored community events rather than a return to supporting large private events.

Lastly, Director Easton reviewed the fee schedule adjustments. Several fees associated with private event support services were increased 5–10% to reflect rising costs.

<u>Capital Replacement Fund-Chief Burchett</u>

Chief Burchett introduced the Capital Replacement Fund presentation. FY 2026–2027 is not a lease financing year, meaning the organization is not entering into any new major lease obligations during the current budget cycle. However, the proposed capital plan does include $540,000 in cash purchases for various equipment and needs.

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2026

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/26	5/8/2026	1	PAYROLL TRANS FOR 04/30/26 PAY PERIOD	N/A	$ 1,949,438.86
05/26	5/22/2026	7	PAYROLL TRANS FOR 5/15/26 PAY PERIOD	N/A	1,703,664.70
05/26	5/5/2026	50526101	SELECTHEALTH	261080157302	685,973.60
05/26	5/7/2026	2	FEDERAL & STATE W/H ACH - 05/10/26 PAYROLL	N/A	503,643.50
05/26	5/21/2026	4	FEDERAL & STATE W/H ACH - 05/25/26 PAYROLL	N/A	414,243.67
05/26	5/1/2026	50126003	DEPT OF HEALTH & HUMAN SERVICES	26H5000842	179,942.66
05/26	5/6/2026	5062026	WELLS FARGO BUSINESS CARD	Multiple	148,884.80
05/26	5/22/2026	52226014	SUMSION CONSTRUCTION LLC	141568IT	93,904.70
05/26	5/20/2026	52026205	UTAH LOCAL GOVERNMENTS TRUST	Multiple	80,671.17
05/26	5/28/2026	89444	FUEL NETWORK	F2610E00980	68,637.53
05/26	5/21/2026	52126102	STRATOS WEALTH PARTNERS	VEBA052526	58,662.59
05/26	5/14/2026	89423	YOUNG CHEVROLET	1S1778	53,257.00
05/26	5/22/2026	52226004	GOLD CROSS AMBULANCE	4824	47,691.38
05/26	5/29/2026	52926009	L.N. CURTIS & SONS	INV1069448	46,524.00
05/26	5/15/2026	51526001	APA BENEFITS INC (HRA CLAIMS)	TRUST-000695	46,440.07
05/26	5/7/2026	50726101	STRATOS WEALTH PARTNERS	VEBA051026	42,754.17
05/26	5/14/2026	89421	ROCKY MTN POWER	Multiple	26,616.43
05/26	5/14/2026	89424	CUSTOM BENEFIT SOLUTIONS, INC.	05082026	23,125.44
05/26	5/28/2026	89434	CUSTOM BENEFIT SOLUTIONS, INC.	05222026	23,070.44
05/26	5/1/2026	50126013	LARRY H. MILLER FORD	Multiple	22,637.04
05/26	5/5/2006	99000	TOTAL CHECKS & OTHER CHARGES - OPERATING	N/A	21,894.00
05/26	5/1/2026	50126012	L.N. CURTIS & SONS	Multiple	21,136.49
05/26	5/29/2026	52926004	DISCOUNTCELL LLC	INV-00002469	18,675.00
05/26	5/21/2026	89430	AFLAC GROUP INSURANCE	4/30/26	18,296.23
05/26	5/1/2026	50126018	STRATEGIC COMMUNICATIONS SOLUTIONS	26SCS-2460	16,292.16
05/26	5/1/2026	50126021	UNIFIED FIRE SERVICE AREA	208	15,671.76
05/26	5/22/2026	52226009	MAYORS FINANCIAL ADMIN	MFA0000914	15,244.00
05/26	5/14/2026	89420	MISSION-CENTERED SOLUTIONS	54017	14,925.00
05/26	5/29/2026	52926014	MOTOROLA SOLUTIONS INC	Multiple	14,083.71
05/26	5/29/2026	52926002	COMCAST	271405644	13,495.03
05/26	5/29/2026	52926006	HENRY SCHEIN INC.	57146144	12,931.79
05/26	5/1/2026	2	RECORD US MERCHANT FEE - APRIL 2026	N/A	12,242.27
05/26	5/18/2026	6	TRANSFER FUNDS FOR PATIENT REFUNDS - APRIL 2026	N/A	12,138.64
05/26	5/8/2026	50826013	LARRY H. MILLER FORD	Multiple	11,636.12
05/26	5/8/2026	50826012	L.N. CURTIS & SONS	Multiple	11,602.86
05/26	5/14/2026	89426	LOCAL 1696 - IAFF	05082026	11,247.16
05/26	5/28/2026	89436	LOCAL 1696 - IAFF	05222026	11,211.68
05/26	5/31/2026	1	TO ALLOCATE EM PORTION OF MEM REIMBURSEMENTS	N/A	10,947.00
05/26	5/31/2026	1	TO ALLOCATE EM PORTION OF MEM REIMBURSEMENTS	N/A	10,947.00
05/26	5/14/2026	89417	CONSTRUCTION CONTROL CORP	26-7370	10,746.00
05/26	5/29/2026	52926012	LIFE-ASSIST INC	Multiple	9,659.62
05/26	5/13/2026	51326203	ENBRIDGE GAS	Multiple	9,536.25
05/26	5/15/2026	51526007	GRAHAM FIRE APPARATUS SALES SERVICE	Multiple	8,846.55
05/26	5/22/2026	52226012	NAPA AUTO PARTS	4/30/26	8,736.97
05/26	5/15/2026	51526021	UTOPIA FIBER	CIV202605-000090	8,656.00
05/26	5/28/2026	89441	CENTERPOINT LEADERSHIP SVCS	2732	8,367.00
05/26	5/29/2026	52926016	STRATEGIC COMMUNICATIONS SOLUTIONS	26-2587	7,689.75
05/26	5/1/2026	50126008	HENRY SCHEIN INC.	Multiple	7,541.94
05/26	5/8/2026	50826008	GRAHAM FIRE APPARATUS SALES SERVICE	Multiple	6,979.34
05/26	5/1/2026	50126022	UNIVERSITY OF UTAH-DEPT EMERG MEDICINE	UFA-2026-03	6,820.00
05/26	5/8/2026	50826021	UNIVERSITY OF UTAH-DEPT EMERG MEDICINE	UFA-2026-04	6,820.00
05/26	5/28/2026	89445	ISOLVED TALENT ACQUISITION	140237-2	6,588.00
05/26	5/7/2026	89415	TERRACON CONSULTANTS INC	TQ61750	6,500.00
05/26	5/1/2026	50126007	GRAINGER	Multiple	6,484.07

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UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2026

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/26	5/15/2026	51526013	LARRY H. MILLER FORD	Multiple	5,910.97
05/26	5/8/2026	50826020	UNIVERSITY OF UTAH	32-7	5,340.00
05/26	5/8/2026	50826018	TIRE WORLD	Multiple	5,245.68
05/26	5/14/2026	89418	EAGLE EYE PROMOTIONS	Multiple	5,152.89
05/26	5/8/2026	50826010	HENRY SCHEIN INC.	Multiple	4,514.96
05/26	5/14/2026	89419	FIDELITY SECURITY LIFE INSURANCE CO	Multiple	4,315.15
05/26	5/1/2026	50126001	APA BENEFITS INC	Multiple	4,189.35
05/26	5/29/2026	52926001	APA BENEFITS INC	Multiple	4,031.10
05/26	5/29/2026	52926011	LHM CHRYSLER JEEP DODGE RAM	630565	3,805.31
05/26	5/29/2026	52926003	COMPUNET INC	327170	3,601.26
05/26	5/8/2026	50826003	ENTERPRISE RENT-A-CAR CO OF UT, LLC	Multiple	3,254.21
05/26	5/28/2026	89438	PUBLIC EMPLOYEES LT DISABILITY	05222026	3,164.62
05/26	5/29/2026	52926017	TIRE WORLD	Multiple	3,160.00
05/26	5/15/2026	51526020	SYRINGA NETWORKS LLC	SMI-006580	3,156.00
05/26	5/5/2026	50526102	SELECTHEALTH	261080190462	3,146.80
05/26	5/7/2026	89411	JERRY SEINER	936691	3,090.65
05/26	5/20/2026	52026201	EAGLE MOUNTAIN CITY	Multiple	2,795.39
05/26	5/8/2026	50826009	GRAINGER	9891188766	2,725.34
05/26	5/7/2026	3	GARNISHMENT 05/10/26 PAYROLL	N/A	2,638.40
05/26	5/1/2026	50126016	SERVICEMASTER OF SALT LAKE	140159	2,617.45
05/26	5/29/2026	52926015	SERVICEMASTER OF SALT LAKE	140225	2,617.45
05/26	5/21/2026	52126101	UTAH DEPT WORKFORCE SERVICES	DWS0426	2,614.97
05/26	5/8/2026	50826015	LHM CHRYSLER JEEP DODGE RAM	Multiple	2,577.64
05/26	5/15/2026	51526006	GALLAGHER BENEFIT SERVICES, INC	371010	2,500.00
05/26	5/13/2026	51326201	ACE RECYCLING & DISPOSAL	1377160	2,489.38
05/26	5/22/2026	52226007	L.N. CURTIS & SONS	Multiple	2,330.38
05/26	5/8/2026	50826001	BLOMQUIST HALE EMPLOYEE ASSISTANCE	MAY26-2598	2,230.00
05/26	5/21/2026	5	GARNISHMENT 05/25/26 PAYROLL	N/A	2,210.00
05/26	5/22/2026	52226005	GRAHAM FIRE APPARATUS SALES SERVICE	Multiple	2,164.55
05/26	5/28/2026	89435	FIREFIGHTERS CREDIT UNION	05222026TV	2,092.00
05/26	5/14/2026	89429	FIREFIGHTERS CREDIT UNION	05082026TV	2,091.00
05/26	5/1/2026	50126020	TIRE WORLD	Multiple	1,995.75
05/26	5/15/2026	51526010	INVICTUS COUNSELING SUPPORT SERVICE	Multiple	1,957.50
05/26	5/29/2026	52926010	LARRY H. MILLER FORD	Multiple	1,850.00
05/26	5/1/2026	50126010	INVICTUS COUNSELING SUPPORT SERVICE	Multiple	1,822.50
05/26	5/28/2026	89440	FIREFIGHTERS CREDIT UNION	05222026SF	1,711.00
05/26	5/14/2026	89425	FIREFIGHTERS CREDIT UNION	05082026SF	1,710.00
05/26	5/8/2026	50826014	LES OLSON COMPANY	EA1681964	1,693.12
05/26	5/8/2026	50826004	EPICOR SOFTWARE CORPORATION	100-013041533	1,662.50
05/26	5/22/2026	52226002	EPICOR SOFTWARE CORPORATION	SFIV100-13068436	1,662.50
05/26	5/21/2026	89431	JERRY SEINER	Multiple	1,624.47
05/26	5/11/2026	8	RECORD CLIENT ANALYSIS FEE FOR UFA & UFSA FOR APRIL 2026	N/A	1,524.19
05/26	5/15/2026	51526019	SPEED'S POWER EQUIPMENT	142703	1,461.72
05/26	5/8/2026	50826022	UTAH CENTER FOR EVIDENCE BASED TREATMENT	4/29/26	1,435.00
05/26	5/22/2026	52226008	LHM CHRYSLER JEEP DODGE RAM	Multiple	1,364.18
05/26	5/22/2026	52226003	GENERATION SYSTEMS INC	17033	1,341.20
05/26	5/7/2026	89410	FIRE & POLICE SELECTION INC	23102	1,236.00
05/26	5/8/2026	50826011	HUSKIEZ LANDSCAPING INC	M19030	1,177.98
05/26	5/28/2026	89447	STONE RIDGE VETERINARY CLINIC	5/13/26	1,092.35
05/26	5/28/2026	89446	ROOTED THERAPY	Multiple	1,050.00
05/26	5/1/2026	50126015	ROB SCHMIDT BODY & PAINT INC.	RS20321	1,000.00
05/26	5/1/2026	50126014	LHM CHRYSLER JEEP DODGE RAM	Multiple	966.93
05/26	5/22/2026	52226015	TIRE WORLD	Multiple	935.48
05/26	5/1/2026	50126011	JAN-PRO OF UTAH	360140	921.00

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UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2026

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/26	5/29/2026	52926008	JAN-PRO OF UTAH	360610	921.00
05/26	5/1/2026	50126004	FASTENAL COMPANY	UTWES89439	907.46
05/26	5/13/2026	51326207	MT. OLYMPUS IMPROVEMENT DISTRICT	Multiple	882.00
05/26	5/20/2026	52026203	RIVERTON CITY CORPORATION	Multiple	794.10
05/26	5/8/2026	50826006	FLEETPRIDE HEAVY DUTY PARTS & SERVICE	Multiple	787.01
05/26	5/1/2026	50126023	UTAH CENTER FOR EVIDENCE BASED TREATMENT	4/23/26	785.00
05/26	5/8/2026	50826005	FASTEST LABS SALT LAKE	4904	771.50
05/26	5/22/2026	52226011	MOUNTAIN ALARM	8308215	686.88
05/26	5/6/2026	50626201	CITY OF WEST JORDAN	Multiple	676.13
05/26	5/15/2026	51526018	SNOWBIRD RESORT LLC	2BY5Y7-C43026	637.25
05/26	5/15/2026	51526015	LHM CHRYSLER JEEP DODGE RAM	Multiple	634.57
05/26	5/8/2026	50826016	PARKLAND USA CORPORATION	IN-186540-26	632.98
05/26	5/29/2026	52926007	INVICTUS COUNSELING SUPPORT SERVICE	Multiple	607.50
05/26	5/13/2026	51326208	TAYLORSVILLE-BENNION IMPR DIST	Multiple	607.22
05/26	5/1/2026	50126019	SUNCREST COUNSELING P.C.	Multiple	600.00
05/26	5/7/2026	89412	KOH MECHANICAL CONTRACTORS INC	5671	581.00
05/26	5/6/2026	50626206	WASATCH FRONT WASTE RECYCLE DIST	Multiple	560.68
05/26	5/5/2026	4	RECORD PAYMENTECH FEE - APRIL 2026	N/A	556.47
05/26	5/22/2026	52226006	HENRY SCHEIN INC.	56703833	541.62
05/26	5/6/2026	50626204	MAGNA WATER DISTRICT	Multiple	505.62
05/26	5/1/2026	50126017	SPEED'S POWER EQUIPMENT	144665	504.40
05/26	5/22/2026	52226013	POWERED CONTROL SYSTEMS INC	INV 26-0683	504.00
05/26	5/28/2026	89442	EAGLE EYE PROMOTIONS	84335	449.91
05/26	5/8/2026	50826019	UKG KRONOS SYSTEMS LLC	Multiple	445.16
05/26	5/7/2026	89414	PREMIER VEHICLE INSTALLATION	50392	442.00
05/26	5/1/2026	50126009	INTERSTATE BILLING SERVICE INC	3045775125	437.60
05/26	5/8/2026	50826002	CRAWFORD DOOR SALES	56672	377.50
05/26	5/15/2026	51526016	MEANING TO LIVE	Multiple	360.00
05/26	5/15/2026	51526011	L.N. CURTIS & SONS	Multiple	353.00
05/26	5/13/2026	51326204	HERRIMAN CITY	Multiple	352.52
05/26	5/20/2026	52026204	SALT LAKE CITY PUBLIC UTILITIES	Multiple	350.07
05/26	5/15/2026	51526004	EMS SURVEY TEAM	5961	343.75
05/26	5/20/2026	52026202	JORDAN VALLEY WATER CONS. DIST	Multiple	339.41
05/26	5/7/2026	5	RECORD XPRESS BILL PAY FEE FOR UFA & UFSA APRIL 2026	N/A	336.20
05/26	5/6/2026	50626203	KEARNS IMPROVEMENT DISTRICT	Multiple	332.47
05/26	5/22/2026	52226010	MEANING TO LIVE	1760031926	330.00
05/26	5/7/2026	89416	UTAH COMMUNICATIONS AUTHORITY	INV-6007	290.00
05/26	5/13/2026	51326205	JORDAN BASIN IMPROVEMENT DISTRICT	Multiple	289.98
05/26	5/1/2026	50126002	CRAWFORD DOOR SALES	56940	280.00
05/26	5/22/2026	52226001	CRAWFORD DOOR SALES	57182	280.00
05/26	5/21/2026	89432	STATEFIRE DC SPECIALTIES LLC	12675623	236.30
05/26	5/5/2026	3	RECORD AMERICAN EXPRESS FEE APRIL 2026	N/A	223.80
05/26	5/1/2026	50126006	GRAHAM FIRE APPARATUS SALES SERVICE	Multiple	223.34
05/26	5/27/2026	52726201	AIRGAS USA, LLC	Multiple	220.50
05/26	5/13/2026	51326206	MIDVALE CITY CORPORATION	Multiple	216.49
05/26	5/14/2026	89428	SALT LAKE VALLEY LAW ENFORCE ASSOC	05082026	209.00
05/26	5/28/2026	89439	SALT LAKE VALLEY LAW ENFORCE ASSOC	05222026	209.00
05/26	5/15/2026	51526017	MONARCH FAMILY COUNSELING	Multiple	208.00
05/26	5/15/2026	51526002	BESTSHRED LLC	6163042826	202.00
05/26	5/21/2026	89433	UTAH BROADBAND	254186	199.00
05/26	5/14/2026	89422	XANTIE LLC	5906	187.50
05/26	5/1/2026	50126005	GOLD CUP SERVICES	0393607	153.95
05/26	5/22/2026	52226017	WATER SPECIALTIES INC	485649	152.33
05/26	5/1/2026	50126024	WATER SPECIALTIES INC	485653	148.01

Note 1: This is a pooled cash account - disbursements listed include those for UFA's Wildland Enterprise fund
Note 2: Payroll totals are for all UFA funds, not just General Fund

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - GENERAL FUND POOLED CHECKING
MAY 2026

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/26	5/29/2026	52926018	WATER SPECIALTIES INC	485565	148.01
05/26	5/8/2026	50826007	GOLD CUP SERVICES	Multiple	130.28
05/26	5/15/2026	51526008	HONEY BUCKET	0555518485	122.00
05/26	5/15/2026	51526003	COPPERTON IMPROVEMENT DISTRICT	W-#115 4/26	121.00
05/26	5/8/2026	50826017	SKAGGS PUBLIC SAFETY UNIFORM & EQUIP	Multiple	105.00
05/26	5/29/2026	52926005	GRAHAM FIRE APPARATUS SALES SERVICE	1850	98.29
05/26	5/13/2026	51326202	CITY OF SOUTH SALT LAKE	W-ECC(F) 4/26	95.70
05/26	5/6/2026	50626202	COTTONWOOD IMPROVEMENT DISTRICT	S-#116 7/26	72.00
05/26	5/18/2026	7	RECORD INTELLIPAY FEE FOR APRIL 2026	N/A	69.05
05/26	5/15/2026	51526012	LARRY H MILLER CHEVROLET MURRAY	754321	55.00
05/26	5/15/2026	51526009	INTERSTATE BILLING SERVICE INC	3045996488	54.90
05/26	5/28/2026	89443	EMIGRATION IMPROVEMENT DIST	W-#119 4/26	54.34
05/26	5/29/2026	52926013	MONARCH FAMILY COUNSELING	174006	52.00
05/26	5/6/2026	50626205	MIDVALLEY IMPROVEMENT DISTRICT	S-#126 5/26	50.96
05/26	5/15/2026	51526014	LGG INDUSTRIAL INC	WV361364	41.23
05/26	5/15/2026	51526005	FLEETPRIDE HEAVY DUTY PARTS & SERVICE	133817582	40.32
05/26	5/14/2026	89427	MOUNTAIN AMERICA CREDIT UNION	05082026	22.00
05/26	5/28/2026	89437	MOUNTAIN AMERICA CREDIT UNION	05222026	22.00
05/26	5/15/2026	51526022	VLCM - NET CREDIT TO GENERAL FUND	Multiple	(2,587.00)
					$ 6,771,971.67

Note 1: This is a pooled cash account - disbursements listed include those for UFA's Wildland Enterprise fund
Note 2: Payroll totals are for all UFA funds, not just General Fund

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - EMERGENCY MANAGEMENT CHECKING
MAY 2026

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/26	5/13/2026	2	FUNDS TRANSFER FROM EM TO FIRE - 05/08/26 PAYROLL	N/A	$ 75,792.35
05/26	5/28/2026	3	FUNDS TRANSFER FROM EM TO FIRE - 05/22/26 PAYROLL	N/A	72,645.65
05/26	5/5/2026	1	FUNDS TRANSFER FROM EM TO FIRE - MARCH 2026 PCARDS	N/A	14,524.06
05/26	5/28/2026	4	FUND TRANSFER FROM EM TO FIRE - APRIL 2026 PCARDS	N/A	14,011.62
05/26	5/14/2026	8204	KONEXUS INC	18558	13,010.00
05/26	5/7/2026	8202	IPARAMETRICS LLC	Multiple	10,436.25
05/26	5/14/2026	8205	ROCKY MTN POWER	E-ECC(EM) 4/26	4,619.19
05/26	5/1/2026	50126026	SERVICEMASTER OF SALT LAKE	140159	2,141.55
05/26	5/29/2026	52926022	SERVICEMASTER OF SALT LAKE	140225	2,141.55
05/26	5/28/2026	8206	FUEL NETWORK	F2610E00980	1,500.10
05/26	5/8/2026	50826026	LES OLSON COMPANY	EA1682052	1,229.03
05/26	5/15/2026	51526026	SYRINGA NETWORKS LLC	SMI-006580	1,175.00
05/26	5/15/2026	51526024	BRIGHTVIEW LANDSCAPE SERVICES INC	9712115	1,134.00
05/26	5/8/2026	50826025	HUSKIEZ LANDSCAPING INC	M19030	998.81
05/26	5/29/2026	52926019	BRIGHTVIEW LANDSCAPE SERVICES INC	9712116	877.00
05/26	5/13/2026	51326211	ENBRIDGE GAS	G-ECC(EM) 4/26	793.53
05/26	5/13/2026	51326212	MT. OLYMPUS IMPROVEMENT DISTRICT	S-ECC(EM) 6/26	378.00
05/26	5/29/2026	52926020	COMPUNET INC	327170	314.64
05/26	5/20/2026	52026206	JORDAN VALLEY WATER CONS. DIST	Multiple	247.81
05/26	5/8/2026	50826023	CULLIGAN QUENCH	INV10801659	127.35
05/26	5/1/2026	50126025	GOLD CUP SERVICES	0393607	125.96
05/26	5/15/2026	51526023	BESTSHRED LLC	6163042826	108.00
05/26	5/8/2026	50826024	GOLD CUP SERVICES	Multiple	106.59
05/26	5/13/2026	51326210	CITY OF SOUTH SALT LAKE	W-ECC(E) 4/26	78.30
05/26	5/13/2026	51326209	ACE RECYCLING & DISPOSAL	1377160	78.22
05/26	5/15/2026	51526025	LHM CHRYSLER JEEP DODGE RAM	752636	75.00
05/26	5/29/2026	52926021	LARRY H. MILLER FORD	754848	75.00
05/26	5/14/2026	8203	EAGLE EYE PROMOTIONS	84188	15.36
					$ 218,759.92

UNIFIED FIRE AUTHORITY
CASH DISBURSEMENTS - FIRE CAPITAL REPLACEMENT FUND
MAY 2026

GL Period	Check Date	Ref#	Vendor Name	Invoice#	Check Amount
05/26	5/7/2026	25014	ZOLL MEDICAL CORPORATION	Multiple	$ 2,514,026.27
05/26	5/22/2026	52226016	VLCM	IN175339	43,598.00
05/26	5/7/2026	89413	ODP BUSINESS SOLUTIONS LLC	465689420001	9,788.28
05/26	5/22/2026	25017	PREMIER VEHICLE INSTALLATION	Multiple	8,104.06
05/26	5/15/2026	51526022	VLCM	Multiple	6,362.72
05/26	5/22/2026	25018	ZOLL MEDICAL CORPORATION	Multiple	1,272.00
05/26	5/29/2026	52926014	MOTOROLA SOLUTIONS INC	Multiple	992.80
					$ 2,584,144.13

Note 1: Bank of America escrow funds funded in October 2021; disbursements began 11/2021 and completed 01/2024
Note 2: JP Morgan escrow funds funded October 2022; disbursements began 12/2022

April Pcard Charges Paid in May	Fund			
Account Title	10-Fire	20-Wildland	40-EM	Grand Total
AWARDS & BANQUET	$ 1,524			$ 1,524
BEDDING & LINEN	$ 159			$ 159
BOOKS & PUBLICATIONS	$ 12,001			$ 12,001
CANINE EXPENSES	$ 112			$ 112
CLOTHING PROVISIONS	$ 549	$ 2,567		$ 3,117
COMMUNICATION EQUIP. NONCAP	$ 2,464			$ 2,464
COMMUNITY OUTREACH			$ 675	$ 675
COMPUTER COMPONENTS <5000	$ 1,455		$ 126	$ 1,581
COMPUTER LINES	$ 2,312			$ 2,312
COMPUTER SOFTWARE - NONCAPITAL	$ 74			$ 74
COMPUTER SOFTWARE SUBSCRIPTION	$ 7,073		$ 1,540	$ 8,613
DINING & KITCHEN SUPPLIES	$ 1,795			$ 1,795
EDUCATION, TRAINING & CERT	$ 2,074	$ 2,080	$ 4,683	$ 8,838
FOOD PROVISIONS	$ 3,468	$ 1,673		$ 5,141
GRANT EXPENDITURES			$ 892	$ 892
HONOR GUARD & PIPE BAND	$ 2,678			$ 2,678
HOSTING SERVICES	$ 225			$ 225
IDENTIFICATION SUPPLIES	$ 140			$ 140
JANITORIAL SUPP. & SERV.	$ 1,541			$ 1,541
MAINTENANCE OF BLDGS & GROUNDS	$ 8,301			$ 8,301
MAINTENANCE OF MACH & EQUIP	$ 240	$ 710		$ 950
MEDICAL SUPPLIES	$ 5,102			$ 5,102
MEMBERSHIPS & SUBSCRIPTIONS	$ 1,215		$ 772	$ 1,987
OFFICE SUPPLIES	$ 1,592	$ 286	$ 1,794	$ 3,673
POSTAGE	$ 37	$ 18		$ 55
PREPAID EXPENSES	$ 568			$ 568
PRINTING CHARGES	$ 52			$ 52
PROFESSIONAL FEES	$ 634			$ 634
REIMBURSEMENTS TO UFA	$ 1,349			$ 1,349
SMALL EQUIP NONCAP	$ 14,170	$ 2,010	$ 149	$ 16,329
SMALL EQUIP-STATION STARTUPS	$ 16,212			$ 16,212
TELEPHONE	$ 1,651	$ 396		$ 2,047
TELEPHONE- CELLULAR	$ 12,576		$ 897	$ 13,473
TRAINING SUPPLIES	$ 673			$ 673
TRAVEL & TRANSPORTATION	$ 9,447	$ 2,921	$ 1,088	$ 13,456
VEHICLE MAINTENANCE	$ 8,750		$ 1,395	$ 10,145
Grand Total	**$ 122,211**	**$ 12,662**	**$ 14,012**	**$ 148,885**

UNIFIED FIRE AUTHORITY
Resolution No. 6-2026A of 2026

(Designation of Utah Retirement System (URS) Savings Plan
Contributions for Tier 2 Employees and Authorization of Employer Pick Up of Employee Contribution Amount)

A RESOLUTION AUTHORIZING UNIFIED FIRE AUTHORITY TO PICK UP MEMBER CONTRIBUTIONS FOR TIER 2 PUBLIC SAFETY AND FIREFIGHTER HYBRID SYSTEM EMPLOYEES AND TO DESIGNATE OTHER SAVINGS PLAN CONTRIBUTION AMOUNTS FOR ALL TIER 2 EMPLOYEES

A. Unified Fire Authority (UFA) employs employees who are eligible for and participate as members in the New Public Safety and Firefighter Tier 2 Contributory Retirement System (further separated into sub-plans known as the Hybrid System and the Defined Contribution Plan) administered by the Utah Retirement Systems (URS) as well as the Tier 2 Public Employees Retirement System.

B. In accordance with federal and state law, including Section 414(h)(2) of the Internal Revenue Code, employers may take formal action to "pick up" required employee contributions, which will be paid by the employer in lieu of employee contributions. If the employer opts to pick up that payment, then an equivalent amount must be contributed to the 401(k)s of employees in the Defined Contribution Plan.

C. Beginning in June 2020, UFA authorized the "pick up" of the required employee contributions for Tier 2 Public Safety and Firefighter Contributory Hybrid System employees and provided an equal contribution to the 401(k) URS Savings Plan accounts of all Tier 2 Public Safety and Firefighter Defined Contribution Plan employees. These amounts adjusted over time based upon the employee contribution rate established by URS. UFA also provided a 3% contribution to the 401(k) URS Savings Plan accounts of all Tier 2 Public Employees Plan employees.

D. URS has changed the rates required for the additional employee contribution effective July 1, 2026. UFA must therefore increase the "pick-up" amount from 4.73% to 5.98% if it wishes to maintain this original framework.

E. The UFA Board is duly authorized to take this formal action on behalf of the UFA as a participating employer with the Utah Retirement System.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Unified Fire Authority:

1. Beginning July 1, 2026, UFA will prospectively pick up and pay the required URS employee contributions for all UFA employees who are members of the Tier 2 Public Safety or Firefighter Contributory Hybrid Systems subject to a maximum of 5.98% of

compensation for each employee. This amount will be automatically reduced to reflect any decrease below 5.98% in the URS required employee contribution to be picked up in any subsequent fiscal year.

2. Beginning July 1, 2026, the amount contributed to the 401(k) URS Savings Plan accounts of all Tier 2 Public Safety or Firefighter Defined Contribution Plan employees will increase to 5.98%, and the amount contributed to the 401(k) URS Savings Plan accounts of all Tier 2 Public Employees will remain at 3%. The additional, voluntary employer contributions described in this paragraph are subject to adjustment by the Board by subsequent resolution.

3. The picked-up contributions paid by UFA, even though designated as employee contributions for state law purposes, are being paid by the UFA in lieu of the required employee contributions.

4. The picked-up contributions will not be included in the gross income of the employees for tax reporting purposes, that is, for federal or state income tax withholding taxes, until distributed from the Utah Retirements Systems, so that the contributions are treated as employer contributions pursuant to Section 414(h)(2) of the Internal Revenue Code.

5. The picked-up contributions are a supplement and not a salary reduction to UFA employees who are eligible for and participating members in the New Public Safety and Firefighter Tier 2 Contributory Retirement Systems.

6. From and after the date of this pick-up, a UFA employee may not have a cash or deferred election right with respect to the designated employee contributions, including that the employees may not be permitted to opt out of the pick-up and may not be entitled to any option of choosing to receive the contributed amounts directly instead of having them paid by UFA on behalf of its employees to the Utah Retirement Systems.

7. The picked-up contributions are considered immediately vested by the employee.

8. This resolution shall take effect on July 1, 2026.

Passed by the Board of the Unified Fire Authority, this 16th day of June 2026.

UNIFIED FIRE AUTHORITY

By: ____________________
Chair

APPROVED AS TO FORM:

____
Chief Legal Counsel

ATTEST:

____
Clerk

Salt Lake County
Emergency Management
EM
Unified Fire Authority

MEMO

801.743.7100 | SLCOEM.ORG | 3380 S 900 W, SOUTH SALT LAKE, UT 84119

To: UFA Board of Directors
From: Tara Behunin
Subject: Full-Time Municipal Emergency Management Planning Specialist FY 26/27
Date: June 16, 2026

Overview

This memo is provided to request a change to UFA's FY 26/27 tentative budget. The requested change reflects the conversion of an existing part-time municipal emergency management planner position assigned to the Greater Salt Lake Municipal Services District (MSD) into a full-time position.

UFA provides municipal emergency management planning support through cost-sharing agreements with member agencies and partner agencies. These positions are part of the Emergency Management Division and are funded through a contract with the Municipal Services District (MSD) and Midvale City.

Since October 2024, UFA has provided emergency management planning support to MSD and Midvale City through two staffing arrangements. One full-time planner position is shared between MSD and Midvale City, with 24 hours per week assigned to MSD and 16 hours per week assigned to Midvale. In addition, UFA has maintained a separate 24-hour-per-week part-time planner position dedicated solely to MSD.

After evaluating the workload and planning needs associated with the part-time MSD position over the past year and a half, MSD has requested that the position be converted to full-time.

And on May 27, 2026, the MSD Board approved the upgrade to a full-time position and the associated cost.

Staff requests that UFA's FY 26/27 tentative budget be amended to add one FTE and recognize $64,096 in additional revenue and $64,906 in related expenditures.

Salt Lake County Emergency Management
Unified Fire Authority

MEMO

801.743.7100 | SLCOEM.ORG | 3380 S 900 W, SOUTH SALT LAKE, UT 84119

	GL	Amount
REVENUE		
MUNICIPAL EM PLANNER REIMBURSEMENT	10-34-200	$64,096
PERSONNEL EXPENDITURES		
SALARIES	10-99-100	$28,821
OTHER BENEFITS	10-99-130	$477
MEDICAL/DENTAL/LIFE INSURANCE	10-99-132	$19,099
RETIREMENT CONTRIBUTIONS	10-99-133	$11,788
PAYROLL TAX	10-99-134	$2,076
WORKERS COMP	10-99-135	$380
VEBA CONTRIBUTION	10-99-136	$1,455
TOTAL EXPENDITURES		$64,096

UNIFIED FIRE AUTHORITY
NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN THAT ON June 16, 2026, at 7:30 AM, two public hearings will be held at the Unified Fire Authority Administration Building/Emergency Coordination Center, 3380 South 900 West, Salt Lake City, UT before the Board of Directors of the Unified Fire Authority to: 1) receive public comment and consider a resolution amending the 2025-2026 fiscal year budget, and 2) consider the adoption of the final budget for the 2026-2027 fiscal year. All budget related items will be discussed at that time. The Board of Directors shall assemble in person and electronically for the meeting. Information about how to access the electronic meeting will be provided on the agenda which will be posted on the Utah Public Notice Website at least 24 hours in advance of the meeting.

All persons interested and present will be given an opportunity to be heard in this matter.

In accordance with the Americans with Disabilities Act, the Unified Fire Authority will make reasonable accommodations to participate in the hearing. Requests for assistance can be made by calling 801-743-7213 at least 24 hours in advance of the hearing to be attended.

DATED this 2nd day of June, 2026.

PUBLISHED BY ORDER OF THE UNIFIED FIRE AUTHORITY

UNIFIED FIRE AUTHORITY
Resolution No. 6-2026B of 2026
(Adopting the final budget for fiscal year 2026-2027)

A RESOLUTION OF THE UNIFIED FIRE AUTHORITY ADOPTING THE FINAL BUDGET FOR UNIFIED FIRE AUTHORITY FOR FISCAL YEAR 2026-2027

PREAMBLE

Pursuant to the provisions of Section 11-13-508 of the Utah Code Annotated, the Unified Fire Authority's ("UFA") Budget Officer prepared and filed, with the UFA's Board of Directors (the "Board'), a tentative budget in proper form for all funds for which budgets are required by said law for fiscal year 2026-2027.

The Board adopted the tentative budget on May 19, 2026.

Section 11-13-511 of the Utah Code Annotated requires UFA's governing body, by resolution, to adopt a budget for the ensuing fiscal year for each fund for which a budget is required.

UFA's Budget Officer has now prepared a final budget, in proper form, for all funds for which budgets are required by law.

NOW, THEREFORE, be it resolved by the Board:

SECTION 1. PURPOSE. The purpose of this resolution is to adopt the final budget for fiscal year 2026-2027 and establish the wage and benefits provided to UFA employees pursuant to said budget. All conditions precedent to the adoption of the final budget have been accomplished.

SECTION 2. ADOPTION OF FINAL BUDGET. The budget attached hereto and made a part of this Resolution as "Exhibit A," shall be, and the same hereby is adopted as the final budget of UFA for the fiscal year beginning July 1, 2026, and ending June 30, 2027, in accordance with the requirements of the Utah Code Annotated.

SECTION 3. SALARIES & BENEFITS. The Board also establishes by adoption of this Resolution and budget the attached wage schedules for Fiscal Year 2026-2027, attached as "Exhibit B" and incorporated by reference herein, and the statement of Employee Benefits, attached as "Exhibit C" and incorporated by reference herein. A revised Fee Schedule may be adopted by the Board at a later meeting and will be incorporated into the final budget upon adoption.

SECTION 4. FILING OF BUDGET. UFA's Budget Officer is hereby authorized and directed to certify and file copies of said final budget with the State Auditor as required by Section 11-13-514 of the Utah Code Annotated.

SECTION 5. PUBLIC INSPECTION. UFA's Budget Officer is hereby authorized and directed to certify and file copies of said final budget in the office of said Budget Officer, which budget shall be available for public inspection during regular business hours as required by law.

SECTION 5. EFFECTIVE DATE. This Resolution shall take effect upon approval.

DATED this 16th day of June 2026.

UNIFIED FIRE AUTHORITY

By: ______________________
Chair

APPROVED AS TO FORM:

____
Chief Legal Officer

ATTEST:

____
Clerk

EXHIBIT A

UFA BUDGET FOR FISCAL YEAR 2026-2027

EXHIBIT B

WAGE SCHEDULES

EXHIBIT C

STATEMENT OF EMPLOYEE BENEFITS

UNIFIED FIRE AUTHORITY

Tentative Budget

2026/27 Fiscal Year

TO: UFA Board of Directors

FROM: Dominic Burchett, Fire Chief/CEO

SUBJECT: Fiscal Year 26/27 Budget Message

DATE: May 19, 2026

I am pleased to present the Fiscal Year 2026/2027 tentative budget for Unified Fire Authority (UFA). This proposed budget has been prepared in accordance with the Fiscal Procedures for Interlocal Entities section of the Interlocal Cooperation Act (UCA § 11-13, Part 5). Pursuant to UFA's Interlocal Agreement, it is intended to serve as a financial plan, policy document, communication device, and operations guide. This document tells the story of how UFA is using the public's money to save lives, protect property, and strengthen community relationships. The following budget is structurally balanced for each fund, with projected fund balances at or above the minimum reserve required by state law and UFA policy.

Budget Development

This budget reflects UFA's continued commitment to providing high-quality service, delivering value, and maintaining full engagement with the communities we serve. We are proud to be your local fire department. To uphold this commitment, each UFA division has carefully reviewed and refined its budget to ensure the efficient and effective delivery of essential services.

To support the goals and initiatives outlined in the 2024–2026 Strategic Plan, as well as the recommendations of the Benefits and Compensation Committee, this budget proposes an average member fee increase of 5.34%. The Unified Fire Service Area (UFSA) will see a higher increase as its percentage includes the additional costs associated with UFSA's decision in November 2025 to add an engine company to better serve the residents of Kearns. For the four direct members—Cottonwood Heights, Herriman, Holladay, and Riverton, the average member fee increase is 3.46%.

This year's budget development has been deliberately focused on wages, benefits, and the enhancement of UFA's Fire Training campus. The training campus is long overdue for both renovation and redesign. The existing temporary classroom facility has reached the end of its useful life, and zoning changes in surrounding neighborhoods have led to increased residential encroachment. Additionally, current limitations in training space impact the health and safety of our recruits, most notably the lack of a dedicated fitness area, with turnout gear and apparatus currently occupying that space.

Planning for the renovation and redesign of this facility began several years ago as residential development expanded adjacent to the campus. Recognizing the need to either relocate or implement solutions that would allow us to remain good neighbors, UFA chose to invest in the current site. The facility remains centrally located within our service area, provides convenient access for crews across the valley, and offers sufficient space to meet operational needs.

Since that decision, UFA has entered into a partnership with the Bureau of Land Management (BLM) to construct a shared wildland fire station. This facility, fully funded by the BLM, will support both UFA's wildland fire program and the BLM's hotshot crew. In FY25/26, UFA also funded and completed a comprehensive feasibility study in collaboration with AJC Architects. This six-month study included a needs assessment, conceptual design, and cost estimation to ensure the project is fiscally responsible and sustainable over the long term.

As a result of this work, UFA now has a forward-looking, cost-effective design that will meet the organization's training needs for the next 30+ years.

On February 13, 2025, the Benefits & Compensation Committee adopted a new methodology for recommending cost-of-living adjustment (COLA) increases. This decision followed significant dialogue among Board members, labor representatives, and staff to establish a more predictable and sustainable approach to maintaining a "Top 3" position within sworn market comparisons. The adopted methodology utilizes a seven-year rolling average of the US All-Urban Consumer Price Index (CPI-U) to determine the COLA. After applying the COLA, additional market adjustments may be made, as needed, to ensure sworn positions remain competitive.

For FY26/27, the proposed COLA is 3.6% based on this new methodology. This adjustment will be applied to all employees effective July 1, 2026, and will be incorporated into base wages for market comparison purposes. The total budget impact of this COLA is $2.5 million.

Sworn employees maintained a stronger market position this year compared to prior years. As a result, and with the application of the COLA, most sworn positions will not require additional market adjustments. Overall, market adjustments average 0.24% across all ranks to maintain a "Top 3" standing, with a total budget impact of $153,255. This amount also includes an adjustment to the Battalion and Division Chief ranks, increasing the differential between Captain and these positions to 18%, up from the previous 16%.

All 80 civilian positions were also evaluated against appropriate market benchmarks, with 23 positions identified as falling below the midpoint. Those positions will receive targeted market adjustments of either 3% or 6%, depending on their relative position. The total cost associated with these adjustments is $29,644.

The Benefits & Compensation Committee also reviewed health insurance renewal proposals from Select Health and recommended accepting a 3.7% increase for medical coverage, which includes plan design changes. These changes include higher deductibles and out-of-pocket maximums.

The dental insurance renewal was presented with a 9.9% increase, which prompted an analysis of dental coverage options. After reviewing the analysis, it was determined that maintaining the current dental coverage and accepting the 9.9% increase was the most beneficial option.

The total budget impact of these increases is $271,171.

Ambulance revenue is projected to increase by 2.72% over the prior year's budget. This growth is primarily driven by an increase in transport volume and updated billing rates established by the Utah Bureau of Emergency Medical Services. The projected additional revenue is $380,000.

Finally, UFA will benefit from a reduction in contribution rates from the Utah Retirement Systems (URS). The majority of these savings are associated with the Tier 1 Firefighter Retirement Plan, resulting in an estimated $560,639 in cost savings.

Adopted General Fund Budget for FY26/27

With the proposed average member fee increase of 5.34% for FY26/27, total member contributions are projected at $82 million. When combined with ambulance revenue and other funding sources—including permit fees, interest income, grants, reimbursements, and the use of fund balance—total projected revenue for the fiscal year is $105.5 million.

Personnel costs continue to represent the largest portion of the budget at $83.4 million, or 79.1% of total expenditures. Non-personnel costs account for $12.7 million (a 1.9% decrease from FY25/26), representing 12.1% of the total budget.

Each year, a portion of anticipated under-expenditures is returned to members in the form of a member fee credit. This approach reinforces disciplined financial management across sections and divisions by discouraging a "spend-down" mentality and encouraging adherence to approved budgets. With a projected beginning fund balance of $14.2 million, approximately $2.5 million is expected to be returned to members as a fee credit in FY26/27. This amount is treated as a revenue source and allocated among all five UFA members based on their proportional share of the overall member fee.

In anticipation of a potential mid-year payment for FY25/26 health insurance costs under the contingent funding model, this proposed budget targets a year-end fund balance of 9.5%. This approach, which was also utilized in the current fiscal year, has proven effective in managing mid-year cost fluctuations from the contingent funding arrangement with Select Health.

The budget also includes a proposed use of $1.43 million in fund balance for one-time special projects. These expenditures support initiatives that do not fall within standard operating or capital replacement budgets, allowing the organization to address specific needs without increasing the ongoing member fee. Planned projects include the payoff of the remaining warehouse loan ($989,366), continuation of the "low acuity" unit pilot program ($198,862), and enhancements to the turnout clean/dirty program ($241,908).

Using fund balance to pay off the warehouse loan is a strategic decision that will eliminate the remaining annual payments of $188,061 over the next six years. This approach allows those funds to be redirected to help offset costs associated with the new Fire Training campus, while also generating approximately $120,000 in interest savings.

A transfer of $7.94 million (7.5% of the total budget) to the Capital Fund is proposed to support debt service obligations. UFA currently has three outstanding capital replacement loans from fiscal years 2021–2022, 2022–2023, and 2025–2026, which collectively require $5.80 million in annual payments.

In addition, financing for the Fire Training campus project is estimated at $25.5 million and is anticipated to be funded through a 20-year tax-exempt conduit financing through UFSA. The annual debt service for this project is projected at $1.84 million. Combined with existing debt obligations, this brings the total Capital Fund transfer to $7.94 million.

For FY26/27, cash-funded capital purchases within the Fire Capital Replacement Fund are projected at $540,468, as detailed in the chart on page 7.

After all planned expenditures and transfers, a remaining balance of $54,051 will be transferred to the Capital Fund. This will help strengthen the ending fund balance and support future debt service obligations, while also aligning with the Board's target for the Capital Replacement Fund balance.

The chart below provides an overview of the General Fund for FY26/27.

AVAILABLE REVENUE	
Member Fee: 5.34% increase	$ 82,018,461
Ambulance Revenue: 2.72% increase	14,330,000
Other Revenue: 9.54% decrease	5,213,829
Fund Balance Available from Previous Fiscal Year	3,957,064
Total Available Revenue	**$ 105,519,354**
EXPENDITURES	
Total Personnel: 3.52% increase	$ 83,457,031
Total Non-Personnel: 1.93% decrease	12,728,335
Transfer to Capital Fund for Debt Service: 33.77% Increase	7,937,181
Warehouse Loan, Capital Outlay, Net Other Transfers	1,396,807
Total Expenditures	**$ 105,519,354**
FUND BALANCE	
Beginning Fund Balance	$ 14,200,000
Under Expend from FY25/26 Returned to Members	2,526,928
One-Time Use of Fund Balance	1,430,136
9.5% Ending Fund Balance	9,648,418
Available Fund Balance - Transfer to Capital Fund for Cash Purchases	**$ 594,519**

Key Budget Impacts for FY26/27

Staff identified several key factors impacting this year's budget. The table below reflects many adjustments included in the FY26/27 budget. Each Division Leader conducted a thorough review of their respective budgets, identifying reductions and cost-saving measures, which are detailed in their individual narratives. In addition, a comprehensive stress test was performed across all divisions, resulting in $394,972 in savings.

As noted previously, projects were paused, new initiatives were deferred, and the stress test was implemented with the clear intent of prioritizing the Fire Training campus. Division Leaders recognize the importance of this investment, as demonstrated by their restraint in limiting requests to only essential inflationary adjustments. The chart below further highlights that no new programs or initiatives are being proposed in this budget.

DESCRIPTION	DEMAND ON MEMBER FEE	% INCREASE (DECREASE)
Increased Ambulance Revenue	$ (380,000)	-0.49%
URS Rate Decrease	(560,639)	-0.72%
Stress Test Cuts	(394,972)	-0.51%
Warehouse Loan Pay-off	(184,763)	-0.24%
COLA: 3.6% for All Employees	2,508,740	3.22%
Market Adjustments for Sworn and Civilian	182,899	0.24%
Health Insurance: 3.7% Renewal Rate (9.9% for Dental)	271,711	0.35%
HRA Benefit: From $500/$1000 to $1000/$2000	150,000	0.19%
Fire Training Facility Debt Service	1,835,000	2.36%
Capital Fund Transfer: To prepare for 28/29 lease	300,000	0.39%
Vehicle Fuel	51,000	0.07%

Recreation Area Funding for FY26/27

Salt Lake County (SLCo) has provided funding to UFA since 2008 to help offset the cost of services in designated "recreation areas." These areas are currently defined by SLCo Council resolution and include the unincorporated canyon areas within UFA's service boundary—specifically Emigration, Parley's, Millcreek, Big Cottonwood, and Little Cottonwood Canyons on the east side of the valley, as well as Yellow Fork and Butterfield Canyons on the west side (excluding incorporated areas).

This funding has been provided, as allowed under Utah law, based on the premise that these recreation areas are regional assets benefiting residents and visitors from across the valley. Service demand in these areas is largely generated by individuals who reside outside both the recreation areas and, in many cases, outside UFA's service area entirely. Approximately 85% of calls for service originate from non-UFA residents, while the cost to provide service significantly exceeds the limited revenue generated from the small, unincorporated population.

Over the past two years, UFA staff has worked collaboratively with representatives from UFSA, the Town of Brighton, the SLCo Council, and the SLCo Mayor's Office to evaluate recreation area boundaries and address concerns regarding equity among municipalities and special service districts. As part of the County's 2026 budget adoption, a 20% reduction in recreation area funding was proposed by the Mayor's Office and approved by the Council. This reduction will decrease UFA revenue by $500,664 in FY26/27. Looking ahead, this funding source is expected to be fully eliminated by 2029, requiring UFA member agencies to either increase contributions or reduce service levels.

Adopted FTE Changes for FY26/27

The FY26/27 budget does not include any proposed changes to full-time equivalent (FTE) positions.

Capital Replacement Fund for FY26/27

The Capital Replacement Plan outlines all apparatus and equipment, including current cost, estimated lifespan, and projected replacement timelines over a 10-to-15-year period. Most planned purchases are financed through three rotating debt service programs; however, certain items with shorter lifespans must be funded with available cash, as they do not align with standard financing terms. In FY22/23, UFA implemented a six-year lease option to better accommodate these shorter-life assets. This strategy has helped distribute costs over multiple years while reducing reliance on cash reserves.

Beginning in FY21/22, lease payments were consolidated within the Capital Replacement Fund and supported through transfers from the General Fund. For FY26/27, the proposed transfer for debt service will increase to $7.94 million, reflecting the addition of the Fire Training campus debt payment along with three existing obligations.

In anticipation of larger debt issuances, annual contributions to the Capital Replacement Fund have been increased by $300,000 in recent years. This proactive approach has helped smooth member fee impacts associated with new debt and will need to continue to support future lease obligations.

In FY22/23, the UFA Finance Committee established a fund balance target equal to 75% of current annual debt service payments. This policy is intended to maintain the long-term stability of the Capital Replacement Fund, mitigate future member fee increases, and support planned cash purchases. For FY26/27, the targeted ending fund balance is $6.1 million.

Additional revenue sources for the Capital Replacement Fund include proceeds from the sale of surplus equipment, cost recovery from EMAC deployments, interest earnings, and annual transfers from the General Fund.

The chart below provides an overall snapshot of the Capital Replacement Fund for FY26/27.

FUNDING SOURCES	
Beginning Fund Balance	$ 5,500,000
Contributions from member fee (debt service)	7,937,181
Bond proceeds	25,462,813
Sale of surplus apparatus	200,000
Interest income	50,000
Transfer of general fund balance for approved cash purchases	594,519
Total	**$ 34,244,513**
FUNDING USES	
FY21/22 lease payment	$ 1,583,544
FY22/23 lease payment	1,211,485
FY25/26 lease payment	3,007,152
Fire Training Facility debt service payment	1,835,000
Fire Training Facility bond proceeds	25,462,813
Cash purchases	540,468
Total	**$ 33,640,462**
Ending Fund Balance	**$ 6,104,051**

The following chart lists the cash purchases from the Capital Fund for FY26/27.

CAPITAL REPLACEMENT - CASH	**COST**
Search & Rescue Prop, phase II	$ 85,000
Dump Trailer	18,000
Server (3)	68,190
Storage Area Network (SAN)	170,000
Storage Device	30,750
Mobile Data Terminals (MDT) (12)	58,800
Distributed Antenna Upgrade (3)	37,818
USDD Station Upgrade	35,410
Ambulance Stretcher	36,500
TOTAL FY26/27	**$ 540,468**

FY26/27 Member Fee

With the proposed 5.34% overall average increase to the Member Fee, the following chart displays the breakdown for each of the five members.

	COTTONWOOD HEIGHTS	HOLLADAY	HERRIMAN	RIVERTON	UFSA	TOTAL
Number of stations with "first due"	3	4	3	3	23	
Proportional # of stations	1.71	1.03	1.84	2.11	19.32	26.00
Percent of total member fee	6.21%	3.98%	7.18%	8.26%	74.37%	100.00%
Member Fee for FY26/27	$5,094,419	$3,267,531	$5,890,706	$6,772,677	$60,993,127	$82,018,461
Percent Increase from FY25/26	4.28%	2.11%	3.62%	3.84%	5.95%	5.34%
Cost Increase from FY25/26	$209,180	$67,426	$205,556	$250,685	$3,423,257	$4,156,105

The member fee for each of the five UFA members is dependent on the number of stations and the staffing level of the heavy apparatus assigned to those stations (3 or 4-person). When "first due" areas overlap between members, the percentage of emergency incidents within the member's portion of the first due area, over a three-year period, determines the percentage of that member's use of the heavy apparatus assigned to that station. Ambulances, specialty units, and Battalion Chiefs are all considered regional assets, and the cost is shared equally among all five members.

Every year, UFA compiles data on calls for service. The calls are broken down into the members' area and a new three-year average is calculated. There are slight changes year-over-year, which generally represent changes in growth or development in the different municipalities. This model helps to accurately assess each member for the services provided to its area while still benefiting from the cost sharing of the regional services.

For Additional Board Consideration

A 401(k) match for all employees has been a topic of discussion with Local 1696 for many years. When UFA adopted the "Top 3" philosophy for sworn market comparisons in 2018, only two comparable fire departments offered a 401(k) match. Today, that number has grown to nine, with match rates ranging from 2% to 4%.

Introducing a 401(k) match is a benefit UFA should consider in the future to help address changes to the firefighter pension system and support the goal of enabling firefighters to retire after 25 years of service. A match would be included as part of base compensation in market comparisons and annual wage surveys.

The long-term objective would be to reach a 3% match on base wages for all employees over the next several years. As an initial step, implementing a 1% match this year would be a meaningful start, with an additional estimated cost of $520,000, or a 0.67% increase to the member fee.

Public Budget Meetings

- **Benefits & Compensation: January 22, 2026, February 12, 2026, and March 19, 2026**
  - Staff presented Health Insurance information and proposed wage increases, including the COLA increases and market adjustments.
  - The Benefits and Compensation Committee in the February/March meetings made final recommendations on market adjustments, insurance renewals, COLA and adjustments to the two contract employees.

- **Finance Committee: April 9, 2026, and May 14, 2026**
  - Chief Burchett presented the Budget Message and CFO Hill provided an overview of the proposed budget to Finance Committee Members at the April meeting.
  - Staff reviewed each section of the proposed budget during the May meeting, providing an opportunity for questions and discussion. The Finance Committee then deliberated and recommended forwarding the proposed budget to the full board.

- **Board of Directors: May 19, 2026**
  - The Finance Committee and Chief Burchett will present the tentative budget to the Board of Directors for their approval.

- **Board of Directors: June 16, 2026**
  - Chief Burchett will propose any amendments to the tentative budget for Board consideration.
  - A Public Hearing will be held, and the Board of Directors will vote to adopt the Final Budget with the proposed amendments (if any).

Closing

This budget has been prepared to provide a long-term and sustainable service delivery plan. This budget ensures operational needs are met as UFA continues to effectively provide emergency response and life safety services, while remaining receptive to the needs of its stakeholders and the conditions of the current economy.

I encourage you to review this budget to learn more about your fire and rescue services. The leadership team has taken ownership of their portion of the budget and would be pleased to discuss their goals and priorities with you at any time. UFA takes pride in providing essential services that focus on changing lives for the better in the communities it serves.

Respectfully,

Dominic C. Burchett

Fire Chief/Chief Executive Officer

FY26/27 BUDGET BY FUND

	General Fund	Wildland Fund	Emergency Management Fund	Fire Capital Replacement Fund	Emergency Management Capital Replacement Fund
BEGINNING FUND BALANCE	**$ 14,200,000**	**$ 2,640,000**	**$ 850,000**	**$ 5,500,000**	**$ 390,000**
REVENUES					
Member fees & contracts	$ 82,018,461	$ 749,189	$ 2,680,868	$ -	$ -
Ambulance fees	14,330,000	-	-	-	-
Grants & donations	18,850	-	604,026	-	-
SLCo Canyon Protection fees	2,002,656	-	-	-	-
Wildland reimbursements	-	3,910,000	-	-	-
UFSA Management fees	399,785	-	-	-	-
Miscellaneous intergovernmental	419,765	-	-	-	-
Class fees	48,500	-	-	-	-
Permit fees	385,000	-	-	-	-
Miscellaneous fees	21,055	-	-	-	-
Interest	830,000	-	48,000	50,000	-
Proceeds from sale of capital assets/materials	5,000	-	-	200,000	-
Reimbursements	1,069,668	-	-	-	-
Miscellaneous revenues	13,550	-	-	-	-
TOTAL REVENUES	**$ 101,562,290**	**$ 4,659,189**	**$ 3,332,894**	**$ 250,000**	**$ -**
EXPENDITURES					
Personnel	$ 83,457,031	$ 4,431,533	$ 1,898,114	$ -	$ -
Non-Personnel	12,728,335	613,525	1,224,583	58,800	308,000
Debt service	992,664	67,084	-	7,637,181	-
Capital outlay	72,835	-	41,505	25,944,481	61,000
TOTAL EXPENDITURES	**$ 97,250,865**	**$ 5,112,142**	**$ 3,164,202**	**$ 33,640,462**	**$ 369,000**
OTHER FINANCING SOURCES/(USES)					
Proceeds from issuance of long-term debt	$ -	-	$ -	$ 25,462,813	$ -
Transfers in	168,692	500,000	-	8,531,700	150,000
Transfers out	(9,031,700)	-	(318,692)	-	-
NET OTHER FINANCING SOURCES/(USES)	**$ (8,863,008)**	**$ 500,000**	**$ (318,692)**	**$ 33,994,513**	**$ 150,000**
CONTRIBUTION/(APPROPRIATION) OF NET ASSETS	**$ (4,551,582)**	**$ 47,047**	**$ (150,000)**	**$ 604,051**	**$ (219,000)**
ENDING FUND BALANCE	**$ 9,648,418**	**$ 2,687,047**	**$ 700,000**	**$ 6,104,051**	**$ 171,000**

Note: General Fund shows only Unassigned Fund Balance, not other fund balance types.

Unified Fire Authority - FTE Report

	FY2024-2025		FY2025-2026		FY2026-2027		FY26 to FY27 CHANGE	
	Sworn	Civilian	Sworn	Civilian	Sworn	Civilian	Sworn	Civilian
General Fund								
Special Enforcement	6.0	0.0	6.0	0.0	6.0	0.0	0.0	0.0
USAR	3.0	2.0	3.0	2.0	3.0	2.0	0.0	0.0
Finance	0.0	9.0	0.0	10.0	0.0	10.0	0.0	0.0
Fire Operations	435.0	1.0	468.0	1.0	468.0	1.0	0.0	0.0
Fire Prevention	11.0	2.0	11.0	2.0	11.0	2.0	0.0	0.0
Human Resources	0.0	4.0	0.0	5.0	0.0	5.0	0.0	0.0
Fire Training	4.0	1.0	5.0	1.0	5.0	1.0	0.0	0.0
Technology	2.0	10.0	2.0	10.0	2.0	10.0	0.0	0.0
EMS	3.0	3.0	4.0	3.0	4.0	3.0	0.0	0.0
Information Outreach	3.0	3.0	3.0	3.0	3.0	3.0	0.0	0.0
Logistics	5.0	12.0	5.0	12.0	5.0	12.0	0.0	0.0
Administration	7.0	3.0	6.0	4.0	6.0	4.0	0.0	0.0
Total General Fund	**479.0**	**50.0**	**513.0**	**53.0**	**513.0**	**53.0**	**0.0**	**0.0**
Wildland Operations	8.0	1.0	8.0	1.0	8.0	1.0	0.0	0.0
Camp Williams	1.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0
Total Wildland Fund	**9.0**	**1.0**	**9.0**	**1.0**	**9.0**	**1.0**	**0.0**	**0.0**
Emergency Management	**5.0**	**7.0**	**6.0**	**6.0**	**6.0**	**6.0**	**0.0**	**0.0**
UFA TOTAL	**493.0**	**58.0**	**528.0**	**60.0**	**528.0**	**60.0**	**0.0**	**0.0**
TOTAL FTE's	**551.0**		**588.0**		**588.0**		**0.0**	

GENERAL FUND								
								% INCREASE
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	BEGINNING
	GL	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27	FY26-27	FY26 to FY27
		10	10	10	10	10	10	BUDGET
BEGINNING UNASSIGNED FUND BALANCE						**14,200,000**	**14,200,000**	
						13.98%	**13.98%**	
REVENUES								
MEMBER FEES	1031	63,099,783	67,164,385	71,470,088	77,862,357	82,018,461	82,018,461	5.34%
AMBULANCE FEES	1032	10,832,335	11,733,900	13,890,643	13,950,000	14,330,000	14,330,000	2.72%
GRANTS & DONATIONS	1033	44,296	357,378	158,758	69,850	18,850	18,850	-73.01%
SLCO CANYON PROTECTION CONTRIBUTION	1034150	3,175,714	3,175,714	3,152,432	2,503,320	2,002,656	2,002,656	-20.00%
UFSA MANAGEMENT FEES	1034160	500,518	475,007	420,714	403,014	399,785	399,785	-0.80%
MISC INTERGOVERNMENTAL	1034200	478,029	349,906	997,687	339,084	357,579	357,579	5.45%
MIDA CONTRACT	1034201	57,433	58,582	59,754	60,949	62,186	62,186	2.03%
CLASS FEES		45,018	35,246	43,888	51,500	48,500	48,500	-5.83%
PERMIT FEES		277,766	305,070	315,445	355,700	385,000	385,000	8.24%
MISC FEES		33,854	17,004	16,049	24,625	21,055	21,055	-14.50%
INTEREST	1039105	607,106	923,121	879,328	830,000	830,000	830,000	0.00%
PROCEEDS FROM SALE OF CAPITAL ASSETS/MAT	1039150/200	6,999	4,891	24,347	32,000	5,000	5,000	-84.38%
RENTAL INCOME	1039300	99,380	99,296	94,896	94,896	94,896	94,896	0.00%
USAR REIMBURSEMENTS	1039450/451	1,071,085	764,960	1,868,155	956,709	974,772	974,772	1.89%
WILDLAND REIMBURSEMENTS	1039500	0	2,605	0	0	0	0	0.00%
INSURANCE REIMBURSEMENTS	1039525	55,394	20,748	53,017	0	0	0	0.00%
MISCELLANEOUS REVENUES		42,654	46,055	55,695	42,000	13,550	13,550	-67.74%
TOTAL REVENUES		**80,427,364**	**85,533,869**	**93,500,897**	**97,576,004**	**101,562,290**	**101,562,290**	**4.09%**
PERSONNEL EXPENDITURES								
SALARIES	100	39,773,446	42,302,808	46,472,116	53,078,777	54,967,484	54,967,484	3.6%
SALARIES - PART TIME EMS	105	1,116,619	1,184,438	1,261,367	1,338,798	1,386,818	1,386,818	3.6%
OVERTIME	120	6,068,948	5,460,261	4,611,404	4,541,650	4,703,571	4,703,571	3.6%
OVERTIME - PART TIME/CADRE	125	396,267	334,399	355,030	411,565	399,377	399,377	-3.0%
STANDBY PAY	129	61,358	83,393	90,351	111,492	116,305	116,305	4.3%
OTHER BENEFITS	130	172,525	168,080	186,913	186,084	339,663	339,663	82.5%
MEDICAL/DENTAL/LIFE INSURANCE	132	5,426,078	5,408,122	5,979,467	7,248,765	7,493,085	7,493,085	3.4%
RETIREMENT CONTRIBUTIONS	133	8,397,531	8,904,345	9,202,315	9,758,677	9,934,173	9,934,173	1.8%
PAYROLL TAX	134	973,487	1,046,964	1,087,963	1,302,925	1,358,677	1,358,677	4.3%
WORKERS COMP	135	793,259	758,388	814,203	1,045,331	1,088,121	1,088,121	4.1%
VEBA CONTRIBUTION	136	901,362	964,898	1,052,421	1,141,771	1,216,609	1,216,609	6.6%
UNIFORM ALLOWANCE	140	375,875	399,627	408,329	438,859	438,148	438,148	-0.2%
UNEMPLOYMENT INSURANCE	145	0	18,841	574	15,000	15,000	15,000	0.0%
VAC/SICK PAYOUTS	160	311,538	314,797	229,786	0	0	0	0.0%
SALARIES - USAR DEPLOYMENT	171	30,771	31,272	195,826	0	0	0	0.0%
OVERTIME - USAR DEPLOYMENT	172	121,765	141,418	965,662	0	0	0	0.0%
BENEFITS - USAR DEPLOYMENT	173	17,404	16,712	119,627	0	0	0	0.0%
SALARIES - NON-USAR DEPLOYMENT	180	0	0	120,457	0	0	0	0.0%
OVERTIME - NON-USAR DEPLOYMENT	182	0	0	591,856	0	0	0	0.0%
BENEFITS - NON-USAR DEPLOYMENT	183	0	0	64,846	0	0	0	0.0%
TOTAL PERSONNEL EXPENDITURES		**64,938,233**	**67,538,763**	**73,810,513**	**80,619,694**	**83,457,031**	**83,457,031**	**3.5%**
NON PERSONNEL EXPENDITURES								
ART & PHOTOGRAPHIC SERVICES	200	762	753	211	1,000	1,000	1,000	0.0%
AUDITOR	205	8,990	8,990	8,990	12,500	12,750	12,750	2.0%
AWARDS & BANQUET	207	46,523	44,330	49,996	52,000	52,000	52,000	0.0%
BANK FEES	209	14,838	18,296	19,232	18,600	24,760	24,760	33.1%
BEDDING & LINEN	210	770	7,582	7,777	8,000	8,000	8,000	0.0%
BOOKS & PUBLICATIONS	215	44,849	26,459	29,419	50,506	44,744	44,744	-11.4%
CLOTHING PROVISIONS	219	341,968	521,141	587,240	874,594	634,358	634,358	-27.5%
COMMUNICATION EQUIP NONCAP	220	41,263	42,735	81,821	97,500	109,000	109,000	11.8%
COMMUNITY OUTREACH	222	1,050	2,449	1,870	2,500	2,500	2,500	0.0%
COMPUTER COMPONENTS	225	59,394	102,944	95,727	115,000	119,000	119,000	3.5%
COMPUTER LINES	230	193,210	237,882	313,528	335,000	338,000	338,000	0.9%
COMPUTER SOFTWARE NONCAPITAL	235	499,089	751,331	854,239	1,320,024	1,382,805	1,382,805	4.8%
CONTRACT HAULING	242	0	0	0	1,000	2,000	2,000	100.0%
DINING & KITCHEN SUPPLIES	245	6,045	8,033	4,804	7,500	7,500	7,500	0.0%
EDUCATION & TRAINING & CERT	250	230,859	236,643	278,537	365,877	343,193	343,193	-6.2%
ELECTRONICS DISPOSAL	251	0	0	540	1,000	1,000	1,000	0.0%
FOOD PROVISIONS	260	40,478	39,338	38,607	56,070	66,070	66,070	17.8%
GASOLINE, DIESEL, OIL & GREASE	265	673,471	630,577	588,490	613,000	664,000	664,000	8.3%
GRANT EXPENDITURES	266	44,296	149,176	78,842	18,850	18,850	18,850	0.0%
HEAT & FUEL	270	225,109	225,815	153,963	225,550	213,550	213,550	-5.3%
HONOR GUARD/PIPE & DRUM BAND	272	7,557	8,080	8,058	9,000	7,000	7,000	-22.2%
HOSTING SERVICES	274	55,123	36,599	65,940	3,000	3,000	3,000	0.0%
IDENTIFICATION SUPPLIES	275	18,338	23,994	19,266	30,825	28,500	28,500	-7.5%
JANITORIAL SUPP & SERV	280	89,314	105,396	111,546	111,500	118,500	118,500	6.3%
LIABILITY INSURANCE	290	569,828	685,367	698,792	820,000	880,000	880,000	7.3%
INTERGOVERNMENTAL	293	5,200	5,200	5,200	5,400	5,400	5,400	0.0%

								% INCREASE
		ACTUAL	ACTUAL	ACTUAL	BEGINNING	PROPOSED	TENTATIVE	BEGINNING
	GL	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27	FY26-27	FY26 to FY27
		10	10	10	10	10	10	BUDGET
LIGHT & POWER	295	281,430	311,805	355,871	346,620	373,000	373,000	7.6%
LINE OF DUTY DEATH	297	0	0	0	0	0	0	0.0%
MAINT. OF MACHINERY & EQUIP	305	171,082	141,313	356,364	187,600	201,350	201,350	7.3%
MAINT. OF BUILDING & GROUNDS	315	196,477	213,946	262,414	271,520	254,850	254,850	-6.1%
MAINT. OF OFFICE EQUIPMENT	325	26,650	29,023	20,660	17,500	17,500	17,500	0.0%
MAINTENANCE OF SOFTWARE	330	196,871	145,478	53,379	77,461	79,461	79,461	2.6%
MEDICAL SUPPLIES	335	591,370	624,842	680,018	628,000	652,000	652,000	3.8%
MISCELLANEOUS RENTAL	340	42,303	42,177	38,407	35,830	35,830	35,830	0.0%
NON-USAR DEPLOYMENT COSTS	342	0	0	23,547	0	0	0	0.0%
OFFICE SUPPLIES	345	18,229	17,855	21,157	24,300	23,750	23,750	-2.3%
PROFESSIONAL FEES	350	1,688,726	1,457,260	1,075,415	1,286,373	1,315,714	1,315,714	2.3%
MEDICAID ASSESSMENT (AMBULANCE)	355	401,202	490,411	619,866	685,000	690,000	690,000	0.7%
POSTAGE	365	5,569	4,045	3,906	8,150	7,300	7,300	-10.4%
PRINTING CHARGES	370	6,701	6,069	5,959	41,100	12,100	12,100	-70.6%
MEDICAL SERVICES	380	172,873	178,196	198,139	262,480	282,851	282,851	7.8%
RENT OF BUILDINGS	385	170,843	182,928	182,930	182,688	182,928	182,928	0.1%
SANITATION	400	30,032	32,926	38,784	34,000	42,000	42,000	23.5%
SMALL EQUIP. NONCAP	410	347,247	343,540	402,659	723,420	436,543	436,543	-39.7%
PHOTO EQUIPMENT	412	519	5,077	1,319	525	525	525	0.0%
CANINE EXPENSES	414	6,440	5,832	4,300	5,000	5,000	5,000	0.0%
MEMBERSHIPS & SUBSCRIPTIONS	415	20,768	18,074	18,874	39,905	39,905	39,905	0.0%
TELEPHONE	420	79,984	85,231	79,077	63,750	32,250	32,250	-49.4%
TELEPHONE-CELLULAR	421	168,954	177,178	172,735	209,100	216,040	216,040	3.3%
TRAINING SUPPLIES/CONSUMABLES	424	25,204	18,137	12,907	49,500	46,500	46,500	-6.1%
TRAVEL & TRANSPORTATION	425	114,785	117,699	107,631	150,000	150,000	150,000	0.0%
MILEAGE REIMBURSEMENT	426	77	76	1,323	2,000	2,400	2,400	20.0%
TUITION REIMBURSEMENT	427	48,749	58,354	52,775	60,000	75,000	75,000	25.0%
UFA HOSTED EVENTS	429	2,877	0	0	0	0	0	0.0%
VECC/DISPATCH FEES	435	998,881	1,092,689	1,104,116	1,285,296	1,300,958	1,300,958	1.2%
VEHICLE MAINTENANCE	440	922,089	1,005,758	1,036,738	969,200	975,700	975,700	0.7%
VISUAL & AUDIO AIDS	450	2,822	1,824	2,660	3,000	2,000	2,000	-33.3%
WATER & SEWER	455	86,969	122,819	135,544	121,000	136,000	136,000	12.4%
REIMBURSEMENTS DUE TO UFA	800	48,142	59,987	77,933	52,200	51,400	51,400	-1.5%
TRAINING PROPS - NONCAP	503	0	0	0	0	0	0	0.0%
TOTAL NON PERSONNEL EXPENDITURES		**10,093,189**	**10,909,659**	**11,250,042**	**12,978,314**	**12,728,335**	**12,728,335**	**-1.9%**
DEBT SERVICE EXPENDITURES								
CAPITAL LEASE PAYMENTS	221	0	0	0	0	0	0	0.0%
INTEREST EXPENSE	277	59,149	53,897	48,431	42,742	3,298	3,298	-92.3%
WAREHOUSE LOAN	437	128,912	134,164	139,630	145,319	989,366	989,366	580.8%
TOTAL DEBT SERVICE EXPENDITURES		**188,061**	**188,061**	**188,061**	**188,061**	**992,664**	**992,664**	**427.8%**
CAPITAL OUTLAY EXPENDITURES								
CAPITAL OUTLAY - CASH	216	31,012	12,045	46,558	233,638	25,835	25,835	-88.9%
CAPITAL OUTLAY - FLEET MAINT	218	63,041	25,766	37,546	55,000	47,000	47,000	-14.5%
CAPITAL OUTLAY - TRAINING PROPS	502	0	9,660	9,120	0	0	0	0.0%
TOTAL CAPITAL OUTLAY EXPENDITURES		**94,053**	**47,471**	**93,224**	**288,638**	**72,835**	**72,835**	**-74.8%**
TOTAL EXPENDITURES		**75,313,536**	**78,683,954**	**85,341,840**	**94,074,707**	**97,250,865**	**97,250,865**	**3.4%**
TRANSFERS IN/(OUT)								
TRANSFER IN FROM SPECIAL REV FUND (EM)	1034100	181,780	181,854	162,458	157,736	168,692	168,692	6.9%
TRANSFER TO WILDLAND	1080200	-322,416	-367,997	-423,000	-485,000	-500,000	-500,000	3.1%
TRANSFER TO FIRE CAPITAL REPLACEMENT FUND	1080100	-4,743,082	-5,483,081	-5,662,407	-5,933,366	-7,937,181	-7,937,181	33.8%
TRANSFER TO EM CAPITAL REPLACEMENT FUND	1080110			-5,298	0	0	0	0.0%
NET TRANSFERS IN/(OUT)		**-4,883,718**	**-5,669,224**	**-5,928,247**	**-6,260,630**	**-8,268,489**	**-8,268,489**	**32.1%**
(CONTRIBUTION)/APPROPRIATION - CAPITAL REPLACEMENT FUND	1080100	0	0	0	0	-594,519	-594,519	100.0%
(CONTRIBUTION)/APPROPRIATION OF NET ASSETS		**0**	**0**	**0**	**0**	**-594,519**	**-594,519**	**100.0%**
ENDING UNASSIGNED FUND BALANCE						**9,648,418**	**9,648,418**	
						9,648,418	**9,648,418**	
						9.50%	9.50%	

CAMP WILLIAMS

	GL	ACTUAL FY22-23 Camp Will 85	ACTUAL FY23-24 Camp Will 85	ACTUAL FY24-25 Camp Will 85	BEGINNING FY25-26 Camp Will 85	PROPOSED FY26-27 Camp Will 85	TENTATIVE FY26-27 Camp Will 85	% INCREASE BEGINNING FY26 to FY27 BUDGET
PROJECTED BEGINNING NET ASSETS						**960,000**	**960,000**	
REVENUE								
CAMP WILLIAMS CONTRACT	2031900	639,291	698,092	692,361	733,690	749,189	749,189	2.1%
WILDLAND REIMBURSEMENTS	2031150	65,951	0	170,116	45,000	65,000	65,000	44.4%
TOTAL REVENUE		**705,242**	**698,092**	**862,477**	**778,690**	**814,189**	**814,189**	**4.6%**
PERSONNEL EXPENDITURES								
SALARIES	100	331,236	334,716	398,779	465,184	522,236	522,236	12.3%
OVERTIME	120	83,592	66,711	126,207	85,000	85,000	85,000	0.0%
STANDBY PAY	129	16,847	20,487	18,505	23,278	24,116	24,116	3.6%
OTHER EMPLOYEE BENEFITS	130	0	0	160	500	500	500	0.0%
HEALTH AND DENTAL INSURANCE	132	11,012	21,498	24,379	25,552	25,369	25,369	-0.7%
RETIREMENT CONTRIBUTION	133	31,555	33,673	33,658	33,554	32,032	32,032	-4.5%
PAYROLL TAX	134	17,990	18,797	21,700	28,680	32,862	32,862	14.6%
WORKERS COMP	135	8,017	6,734	10,160	10,857	11,957	11,957	10.1%
VEBA CONTRIBUTION	136	3,568	3,023	3,257	3,509	3,571	3,571	1.8%
UNIFORM ALLOWANCE	140	1,309	1,309	1,470	1,414	1,414	1,414	0.0%
UNEMPLOYMENT INSURANCE	145	9,950	2,270	0	12,500	10,000	10,000	-20.0%
TOTAL PERSONNEL EXPENDITURES		**515,076**	**509,218**	**638,276**	**690,028**	**749,057**	**749,057**	**8.6%**
NON PERSONNEL EXPENDITURES								
AWARDS & BANQUET	207	926	1,205	1,435	1,500	1,550	1,550	3.3%
BOOKS & PUBLICATIONS	215	17	0	152	200	0	0	-100.0%
CLOTHING PROVISIONS	219	7,334	2,225	6,140	3,000	3,800	3,800	26.7%
COMMUNICATION EQUIP NONCAP	220	0	0	9,583	18,000	0	0	-100.0%
COMPUTER COMPONENTS	225	0	599	626	1,000	1,000	1,000	0.0%
COMPUTER LINES	230	2,388	2,388	2,388	2,400	1,700	1,700	-29.2%
COMPUTER SOFTWARE NONCAP	235	0	369	844	800	850	850	6.3%
EDUCATION, TRAINING & CERT	250	0	0	0	2,000	500	500	-75.0%
FOOD PROVISIONS	260	692	600	140	750	500	500	-33.3%
GASOLINE, DIESEL, OIL & GREASE	265	9,650	11,041	12,481	11,000	12,000	12,000	9.1%
MAINT. OF MACHINERY & EQUIPMENT	305	425	1,046	706	1,000	1,000	1,000	0.0%
MAINT. OF BLDGS & GROUNDS	315	0	248	88	300	300	300	0.0%
MAINT. OF OFFICE EQUIPMENT	325	332	152	53	250	200	200	-20.0%
MEDICAL SUPPLIES	335	547	108	230	400	400	400	0.0%
MISCELLANEOUS RENTAL	340	0	2,544	1,849	5,000	5,000	5,000	0.0%
OFFICE SUPPLIES	345	607	222	295	300	300	300	0.0%
PROFESSIONAL FEES	350	0	746	36	750	100	100	-86.7%
POSTAGE	365	0	960	0	0	0	0	0.0%
PHYSICAL EXAMS	380	0	660	0	750	750	750	0.0%
SMALL EQUIP. NONCAP	410	11,279	18,603	11,833	12,000	10,000	10,000	-16.7%
MEMBERSHIPS & SUBSCRIPTIONS	415	421	32	0	0	0	0	0.0%
TELEPHONE	420	360	461	921	500	500	500	0.0%
TRAVEL & TRANSPORTATION	425	1,846	4,071	18,942	5,000	6,000	6,000	20.0%
VEHICLE MAINTENANCE	440	9,389	16,814	29,579	14,500	13,600	13,600	-6.2%
TOTAL NON PERSONNEL EXPENDITURES		**46,213**	**65,094**	**98,321**	**81,400**	**60,050**	**60,050**	**-26.2%**
CAPITAL OUTLAY								
CAPITAL OUTLAY - MACH & EQUIP	216	0	289,740	2,072	0	0	0	0.0%
TOTAL EXPENDITURES		**561,289**	**864,052**	**738,669**	**771,428**	**809,107**	**809,107**	**4.9%**
NET EFFECT ON UFA WILDLAND FUND BUDGET		**143,953**	**-165,960**	**123,808**	**7,262**	**5,082**	**5,082**	**-30.0%**
PROJECTED ENDING NET ASSETS						**965,082**	**965,082**	

WILDLAND								
	GL	ACTUAL FY22-23 WL 97	ACTUAL FY23-24 WL 97	ACTUAL FY24-25 WL 97	BEGINNING FY25-26 WL 97	PROPOSED FY26-27 WL 97	TENTATIVE FY26-27 WL 97	% INCREASE BEGINNING FY26 to FY27 BUDGET
PROJECTED BEGINNING NET ASSETS						**1,680,000**	**1,680,000**	
REVENUE								
WL REIMBURSEMENTS - HAND CREW	2031100	1,139,037	1,944,742	2,030,774	2,175,833	2,500,000	2,500,000	14.9%
WL REIMBURSEMENTS - ENGINE 302	2031110	211,745	111,899	939,283	250,000	350,000	350,000	40.0%
WL REIMBURSEMENTS - ENGINE 301	2031115	321,644	269,918	59,507	250,000	350,000	350,000	40.0%
WL REIMBURSEMENTS - SINGLE RESOURCE	2031120	435,106	552,598	1,126,141	600,000	600,000	600,000	0.0%
WL REIMBURSEMENTS - FUELS CREWS	2031130	17,897	19,876	4,988	42,000	45,000	45,000	7.1%
DONATIONS	2031350	1,000	0	0	0	0	0	0.0%
STATE GRANTS & PROJECTS	2033100	174,135	69,447	52,794	0	0	0	0.0%
FEDERAL GRANTS	2033200	41,488	16,692	45,262	25,000	0	0	-100.0%
INTEREST	2039105	18,996	34,274	34,231	0	0	0	0.0%
SALE OF MATERIALS/PROCEEDS	2039200	495	647	77,705	450,000	0	0	-100.0%
TOTAL REVENUE		**2,361,543**	**3,020,094**	**4,370,685**	**3,792,833**	**3,845,000**	**3,845,000**	**1.4%**
PERSONNEL EXPENDITURES								
SALARIES	100	975,117	1,042,404	1,225,891	1,480,925	1,580,628	1,580,628	6.7%
OVERTIME	120	859,336	1,126,022	1,653,960	1,270,000	1,500,000	1,500,000	18.1%
STANDBY PAY	129	4,929	4,592	2,633	8,287	6,880	6,880	-17.0%
OTHER EMPLOYEE BENEFITS	130	501	720	849	1,550	2,433	2,433	57.0%
HEALTH/DENTAL INSURANCE	132	64,530	80,421	98,356	104,210	107,539	107,539	3.2%
RETIREMENT CONTRIBUTION	133	100,189	115,161	112,425	121,656	119,472	119,472	-1.8%
PAYROLL TAX	134	83,035	91,817	98,803	139,986	179,825	179,825	28.5%
WORKERS COMP	135	33,594	31,455	45,283	46,718	52,381	52,381	12.1%
VEBA CONTRIBUTION	136	8,959	10,186	10,917	13,064	12,925	12,925	-1.1%
UNIFORM ALLOWANCE	140	5,271	5,399	5,259	5,393	5,393	5,393	0.0%
UNEMPLOYMENT INSURANCE	145	112,773	79,627	113,962	100,000	115,000	115,000	15.0%
TOTAL PERSONNEL EXPENDITURES		**2,248,234**	**2,587,804**	**3,368,338**	**3,291,789**	**3,682,476**	**3,682,476**	**11.9%**
NON PERSONNEL EXPENDITURES								
AWARDS & BANQUET	207	2,844	3,334	4,160	4,000	4,200	4,200	5.0%
BOOKS & PUBLICATIONS	215	148	0	336	200	350	350	75.0%
CLOTHING PROVISIONS	219	16,829	14,110	8,282	20,000	20,000	20,000	0.0%
COMMUNICATION EQUIP NONCAP	220	583	742	0	50,000	25,000	25,000	-50.0%
COMPUTER COMPONENTS	225	0	11	29	1,300	2,200	2,200	69.2%
COMPUTER LINES	230	3,079	4,084	4,853	5,132	5,200	5,200	1.3%
COMPUTER SOFTWARE <5000	235	3,669	3,777	4,602	6,200	6,575	6,575	6.0%
EDUCATION, TRAINING & CERT	250	0	70	0	0	3,800	3,800	100.0%
FOOD PROVISIONS	260	743	485	993	750	1,000	1,000	33.3%
GASOLINE, DIESEL, OIL & GREASE	265	40,052	49,606	44,324	55,000	50,000	50,000	-9.1%
HEAT & FUEL	270	2,410	1,972	1,475	2,200	1,500	1,500	-31.8%
JANITORIAL SUPP & SERV	280	24	0	0	0	100	100	100.0%
LIGHT & POWER	295	1,952	1,954	2,264	2,300	2,400	2,400	4.3%
MAINT. OF MACHINERY & EQUIP	305	2,347	1,684	2,374	3,000	3,500	3,500	16.7%
MAINT. OF BUILDING & GROUNDS	315	0	0	68	0	0	0	0.0%
MAINT. OF OFFICE EQUIPMENT	325	406	442	571	500	750	750	50.0%
MEDICAL SUPPLIES	335	667	685	1,369	2,000	2,500	2,500	25.0%
MISCELLANEOUS RENTAL	340	50,402	51,164	65,301	66,940	70,000	70,000	4.6%
OFFICE SUPPLIES	345	845	422	937	1,000	1,500	1,500	50.0%
PROFESSIONAL FEES	350	0	0	178	750	350	350	-53.3%
POSTAGE	365	388	15	68	200	200	200	0.0%
PHYSICAL EXAMS	380	345	1,430	225	1,600	1,000	1,000	-37.5%
SANITATION	400	660	300	414	400	400	400	0.0%
SMALL EQUIP. NONCAP	410	12,099	14,329	10,030	30,000	23,500	23,500	-21.7%
MEMBERSHIPS & SUBSCRIPTIONS	415	445	129	0	0	0	0	0.0%
TELEPHONE	420	6,811	7,193	3,388	5,500	5,500	5,500	0.0%
TRAVEL & TRANSPORTATION	425	130,071	212,043	270,272	255,000	266,000	266,000	4.3%
VEHICLE MAINTENANCE	440	55,513	34,222	51,086	45,000	55,000	55,000	22.2%
WATER & SEWER	455	795	909	866	950	950	950	0.0%
MISC FIRE REIMBURSEMENTS DUE	810	0	0	243	0	0	0	0.0%
DEPRECIATION EXPENSE	901	27,496	65,682	0	0	0	0	0.0%
TOTAL NON PERSONNEL EXPENDITURES		**361,623**	**470,794**	**478,708**	**559,922**	**553,475**	**553,475**	**-1.2%**
CAPITAL OUTLAY								
CAPITAL OUTLAY-MACH. & EQUIP.	216	0	0	0	601,700	0	0	-100.0%
TOTAL CAPITAL OUTLAY		**0**	**0**	**0**	**601,700**	**0**	**0**	**-100.0%**
DEBT SERVICE								
CAPITAL LEASE PAYMENTS	221	0	0	0	50,000	51,241	51,241	2.5%
INTEREST EXPENSE	906	0	0	0	0	15,843	15,843	100.0%
TOTAL DEBT SERVICE		**0**	**0**	**0**	**50,000**	**67,084**	**67,084**	**34.2%**
TOTAL EXPENDITURES		**2,609,857**	**3,058,598**	**3,847,046**	**4,503,411**	**4,303,035**	**4,303,035**	**-4.4%**
TRANSFERS IN/(OUT)								
TRANSFER IN FROM GENERAL FUND	2034150	322,417	367,997	423,000	485,000	500,000	500,000	3.1%
		322,417	**367,997**	**423,000**	**485,000**	**500,000**	**500,000**	**3.1%**
NET EFFECT ON UFA WILDLAND FUND BUDGET		**74,103**	**329,493**	**946,639**	**-225,578**	**41,965**	**41,965**	**-118.6%**
PROJECTED ENDING NET ASSETS						**1,721,965**	**1,721,965**	

EMERGENCY MANAGEMENT

	GL	ACTUAL FY22-23 ES 40	ACTUAL FY23-24 ES 40	ACTUAL FY24-25 ES 40	BEGINNING FY25-26 ES 40	PROPOSED FY26-27 ES 40	TENTATIVE FY26-27 ES 40	% INCREASE BEGINNING FY26 to FY27 BUDGET
PROJECTED BEGINNING FUND BALANCE						**850,000**	**850,000**	
REVENUE								
STATE GRANTS	4033100	0	0	0	0	50,000	50,000	100.0%
FEDERAL GRANTS	4033200	336,431	342,575	609,561	501,000	554,026	554,026	10.6%
CONTRIBUTION FROM SL COUNTY	4034100	0	0	25,795	0	0	0	0.0%
MISC INTERGOVERNMENTAL	4034200	476,884	78,538	1,220,257	10,947	11,272	11,272	3.0%
SALT LAKE COUNTY FEES	4034300	2,476,469	2,479,560	2,561,285	2,621,383	2,669,596	2,669,596	1.8%
INTEREST	4039105	69,856	108,450	112,010	48,000	48,000	48,000	0.0%
MISC REVENUE	4039510	3,617	2,909	680	720	0	0	-100.0%
TOTAL REVENUE		**3,363,257**	**3,012,032**	**4,529,589**	**3,182,050**	**3,332,894**	**3,332,894**	**4.7%**
PERSONNEL EXPENDITURES								
SALARIES	100	1,027,895	908,978	1,169,406	1,276,078	1,324,727	1,324,727	3.8%
OVERTIME	120	116,816	81,176	82,543	100,000	100,000	100,000	0.0%
OVERTIME - CADRE	125	2,598	2,658	26,589	5,000	5,000	5,000	0.0%
STAND BY PAY	129	13,351	12,273	11,184	21,702	22,460	22,460	3.5%
OTHER BENEFITS	130	2,881	6,651	5,066	4,156	4,353	4,353	4.7%
MEDICAL/DENTAL/LIFE INSURANCE	132	106,455	75,489	82,379	91,152	98,144	98,144	7.7%
RETIREMENT CONTRIBUTIONS	133	221,938	190,814	230,044	240,966	225,862	225,862	-6.3%
PAYROLL TAX	134	52,318	50,610	50,421	60,309	62,925	62,925	4.3%
WORKERS COMP	135	12,588	15,540	14,274	16,754	18,765	18,765	12.0%
VEBA CONTRIBUTION	136	26,878	20,164	26,283	28,264	28,358	28,358	0.3%
UNIFORM ALLOWANCE	140	4,575	3,330	5,310	5,520	5,520	5,520	0.0%
HRA CLAIMS	155	0	0	0	0	2,000	2,000	100.0%
VAC/SICK PAYOUTS	160	60,452	11,075	0	0	0	0	0.0%
TOTAL PERSONNEL EXPENDITURES		**1,648,745**	**1,378,758**	**1,703,498**	**1,849,901**	**1,898,114**	**1,898,114**	**2.6%**
NON PERSONNEL EXPENDITURES								
CLOTHING PROVISIONS	219	5,165	2,833	1,519	1,500	1,500	1,500	0.0%
COMMUNICATION EQUIP NONCAP	220	4,111	2,626	5,480	7,500	1,500	1,500	-80.0%
COMMUNITY OUTREACH	222	10,390	11,050	12,777	14,500	16,500	16,500	13.8%
COMPUTER COMPONENTS	225	5,957	10,069	8,446	6,000	12,500	12,500	108.3%
COMPUTER LINES	230	14,100	14,100	14,100	14,500	14,100	14,100	-2.8%
COMPUTER SOFTWARE SUBSCRIPTIONS	234	105,871	203,917	143,730	159,948	223,825	223,825	39.9%
EDUCATION & TRAINING & CERT	250	1,925	6,787	7,643	5,689	6,339	6,339	11.4%
ECC ACTIVATION RELATED	251	463,529	78,538	1,219,698	7,000	3,500	3,500	-50.0%
FOOD PROVISIONS	260	10,439	10,575	13,405	10,925	11,250	11,250	3.0%
GASOLINE, DIESEL, OIL & GREASE	265	29,259	21,409	10,427	9,000	9,000	9,000	0.0%
GRANT EXPENDITURES	266	237,364	247,365	368,434	401,000	504,025	504,025	25.7%
HEAT & FUEL	270	13,217	14,120	7,883	13,500	10,000	10,000	-25.9%
IDENTIFICATION SUPPLIES	275	1,911	0	658	500	250	250	-50.0%
INTERGOVERNMENTAL DISBURSEMENT	277	0	150,000	214,000	0	0	0	0.0%
JANITORIAL SUPP & SERV	280	28,155	25,662	28,990	28,800	28,465	28,465	-1.2%
LIGHT & POWER	295	57,169	57,485	62,948	68,000	65,500	65,500	-3.7%
MAINT. OF MACHINERY & EQUIP	305	33,460	30,003	31,700	37,000	33,420	33,420	-9.7%
MAINT. OF BUILDING & GROUNDS	315	42,023	54,811	45,097	55,600	39,350	39,350	-29.2%
MAINT. OF OFFICE EQUIPMENT	325	2,532	3,258	1,639	4,400	4,400	4,400	0.0%
MAINTENANCE OF SOFTWARE	330	3,433	276	1,363	4,800	5,300	5,300	10.4%
MISCELLANEOUS RENTAL	340	21,723	22,050	21,115	27,605	20,605	20,605	-25.4%
OFFICE SUPPLIES	345	7,796	3,223	3,538	3,000	3,000	3,000	0.0%
PROFESSIONAL FEES	350	479,362	14,520	63,704	156,000	86,739	86,739	-44.4%
PRINTING CHARGES	370	5,356	2,806	2,457	0	1,000	1,000	100.0%
SANITATION	400	689	799	932	1,000	1,100	1,100	10.0%
SMALL EQUIP. NONCAP	410	34,147	23,027	35,442	14,000	19,500	19,500	39.3%
MEMBERSHIPS & SUBSCRIPTIONS	415	6,119	5,758	6,681	6,765	6,765	6,765	0.0%
TELEPHONE	420	5,404	5,782	5,179	5,500	5,500	5,500	0.0%
TELEPHONE-CELLULAR	421	41,451	33,928	40,320	35,500	40,000	40,000	12.7%
TRAVEL & TRANSPORTATION	425	16,126	18,589	20,032	28,000	26,000	26,000	-7.1%
TUITION REIMBURSEMENT	427	0	182	1,427	0	0	0	0.0%
VEHICLE MAINTENANCE	440	15,230	11,966	9,937	6,650	6,650	6,650	0.0%
WATER & SEWER	455	6,150	10,393	12,163	17,000	17,000	17,000	0.0%
TOTAL NON PERSONNEL EXPENDITURES		**1,709,563**	**1,097,907**	**2,422,864**	**1,151,182**	**1,224,583**	**1,224,583**	**6.4%**
CAPITAL OUTLAY EXPENDITURES								
CAPITAL OUTLAY-MACH. & EQUIP.	216	33,836	0	101,380	87,231	41,505	41,505	-52.4%
TOTAL CAPITAL OUTLAY EXPENDITURES		**33,836**	**0**	**101,380**	**87,231**	**41,505**	**41,505**	**-52.4%**
TOTAL EXPENDITURES		**3,392,144**	**2,476,665**	**4,227,742**	**3,088,314**	**3,164,202**	**3,164,202**	**2.5%**
OTHER FINANCING SOURCES/(USES)								
CONTRIB TO FIRE OPS	237	-181,780	-181,854	-162,458	-157,736	-168,692	-168,692	6.9%
TRANSFER TO CAPITAL REPLACEMENT FUND	4045100	0	0	0	0	-150,000	-150,000	100.0%
NET TRANSFERS IN/(OUT)		**-181,780**	**-181,854**	**-162,458**	**-157,736**	**-318,692**	**-318,692**	**102.0%**
(APPROPRIATION OF) / CONTRIBUTION TO EM FUND BALANCE		**-210,667**	**353,513**	**139,389**	**-64,000**	**-150,000**	**-150,000**	**134.4%**
PROJECTED ENDING FUND BALANCE						**700,000**	**700,000**	

FIRE CAPITAL REPLACEMENT

	GL	ACTUAL FY22-23 Fire Cap 55	ACTUAL FY23-24 Fire Cap 55	ACTUAL FY24-25 Fire Cap 55	BEGINNING FY25-26 Fire Cap 55	PROPOSED FY26-27 Fire Cap 55	TENTATIVE FY26-27 Fire Cap 55	% INCREASE BEGINNING FY26 to FY27 BUDGET
PROJECTED BEGINNING FUND BALANCE						**5,500,000**	**5,500,000**	
REVENUE								
SALE OF CAPITAL ASSETS	55-39-150	66,236	211,581	202,616	200,000	200,000	200,000	0.0%
REIMBURSEMENTS	55-39-450	70,446	532,579	133	0	0	0	0.0%
INTEREST INCOME	55-31-820	115,614	225,582	225,504	50,000	50,000	50,000	0.0%
TOTAL REVENUE		**677,296**	**969,742**	**428,253**	**250,000**	**250,000**	**250,000**	**0.0%**
NONCAPITAL EXPENDITURES								
NONCAPITAL EXPENDITURES (FINANCED)	300	1,150,927	163,786	9,821	38,400	0	0	-100.0%
NONCAPITAL EXPENDITURES (CASH)	301	350,632	357,512	309,208	0	58,800	58,800	100.0%
BANK FEES	352	750	0	0	0	0	0	0.0%
TOTAL NONCAPITAL EXPENDITURES		**1,502,309**	**521,298**	**319,029**	**38,400**	**58,800**	**58,800**	**53.1%**
CAPITAL OUTLAY								
CAPITAL OUTLAY - LIGHT FLEET (FINANCED)	200	932,065	377,108	63,765	1,283,000	0	0	-100.0%
CAPITAL OUTLAY - LIGHT FLEET (CASH)	201	53,839	708,896	155,448	75,000	18,000	18,000	-76.0%
CAPITAL OUTLAY - HEAVY FLEET (FINANCED)	210	6,363,198	-36,093	-12,444	16,591,000	0	0	-100.0%
CAPITAL OUTLAY - HEAVY FLEET (CASH)	211	0	0	13,957	0	0	0	0.0%
CAPITAL OUTLAY - COMMUNICATIONS EQUIPMENT (FINANCED)	220	656,855	0	0	0	0	0	0.0%
CAPITAL OUTLAY - COMMUNICATIONS EQUIPMENT (CASH)	221	423,437	93,173	148,734	0	73,228	73,228	100.0%
CAPITAL OUTLAY - COMPUTER EQUIPMENT (FINANCED)	230	89,805	0	0	0	0	0	0.0%
CAPITAL OUTLAY - COMPUTER EQUIPMENT (CASH)	231	634,928	42,007	58,158	351,450	268,940	268,940	-23.5%
CAPITAL OUTLAY - MEDICAL EQUIPMENT (FINANCED)	240	762,332	-329	0	2,984,500	0	0	-100.0%
CAPITAL OUTLAY - MEDICAL EQUIPMENT (CASH)	241	0	0	0	0	36,500	36,500	100.0%
CAPITAL OUTLAY - STATION EQUIPMENT (FINANCED)	250	316,400	-858	50,090	1,162,830	0	0	-100.0%
CAPITAL OUTLAY - STATION EQUIPMENT (CASH)	251	464,190	118,428	64,285	120,000	0	0	-100.0%
CAPITAL OUTLAY - BUILDINGS & IMPROVEMENTS (FINANCED)	260	86,997	0	0	0	25,462,813	25,462,813	100.0%
CAPITAL OUTLAY - BUILDINGS & IMPROVEMENTS (CASH)	261	0	0	168,777	130,000	85,000	85,000	-34.6%
TOTAL CAPITAL OUTLAY		**10,784,046**	**1,302,332**	**710,770**	**22,697,780**	**25,944,481**	**25,944,481**	**14.3%**
DEBT SERVICE								
CAPITAL LEASE PAYMENTS (PRINCIPAL)	421	3,462,796	3,230,961	3,276,782	5,226,325	5,806,548	5,806,548	11.1%
CAPITAL LEASE PAYMENTS (INTEREST)	477	144,727	388,200	318,942	710,746	1,830,633	1,830,633	157.6%
TOTAL DEBT SERVICE		**3,607,523**	**3,619,161**	**3,595,724**	**5,937,071**	**7,637,181**	**7,637,181**	**28.6%**
TOTAL EXPENDITURES		**15,893,878**	**5,442,791**	**4,625,523**	**28,673,251**	**33,640,462**	**33,640,462**	**17.3%**
OTHER FINANCING SOURCES/(USES)								
TRANSFER FROM GENERAL FUND	55-31-810	4,743,082	5,483,081	5,662,407	5,933,366	8,531,700	8,531,700	43.8%
PROCEEDS FROM ISSUANCE OF DEBT	55-31-830	8,819,024	0	0	22,059,730	25,462,813	25,462,813	15.4%
NET TRANSFERS		**13,562,106**	**5,483,081**	**5,662,407**	**27,993,096**	**33,994,513**	**33,994,513**	**21.4%**
NET EFFECT ON FIRE CAPITAL FUND BUDGET		**-1,654,476**	**1,010,032**	**1,465,137**	**-430,155**	**604,051**	**604,051**	**-240.4%**
PROJECTED ENDING FUND BALANCE						**6,104,051**	**6,104,051**	

EMERGENCY MANAGEMENT CAPITAL REPLACEMENT								
	GL	**ACTUAL FY22-23 EM Cap 56**	**ACTUAL FY23-24 EM Cap 56**	**ACTUAL FY24-25 EM Cap 56**	**BEGINNING FY25-26 EM Cap 56**	**PROPOSED FY26-27 EM Cap 56**	**TENTATIVE FY26-27 EM Cap 56**	**% INCREASE BEGINNING FY26 to FY27 BUDGET**
PROJECTED BEGINNING FUND BALANCE						**390,000**	**390,000**	
REVENUE								
SALE OF CAPITAL ASSETS	56-39-150	0	88,920	61,966	0	0	0	0.0%
TOTAL REVENUE		**0**	**88,920**	**61,966**	**0**	**0**	**0**	**0.0%**
NONCAPITAL EXPENDITURES								
NONCAPITAL EXPENDITURES (CASH)	301	14,941	0	7,714	0	8,000	8,000	100.0%
INTERGOVERNMENTAL DISBURSEMENT	277	0	0	0	0	300,000	300,000	100.0%
TOTAL NONCAPITAL EXPENDITURES		**14,941**	**0**	**7,714**	**0**	**308,000**	**308,000**	**100.0%**
CAPITAL OUTLAY								
CAPITAL OUTLAY - LIGHT FLEET	200	123,855	41,738	0	0	61,000	61,000	100.0%
TOTAL CAPITAL OUTLAY		**123,855**	**41,738**	**0**	**0**	**61,000**	**61,000**	**100.0%**
TRANSFERS IN/(OUT)								
TRANSFER FROM EMERGENCY MANAGEMENT FUND	56-31-810	138,700	0	5,298	0	150,000	150,000	100.0%
NET TRANSFERS		**138,700**	**0**	**5,298**	**0**	**150,000**	**150,000**	**100.0%**
NET EFFECT ON EM CAPITAL FUND BUDGET		**-96**	**47,182**	**59,550**	**0**	**-219,000**	**-219,000**	**100.0%**
PROJECTED ENDING FUND BALANCE						**171,000**	**171,000**	

UNIFIED FIRE AUTHORITY
FIREFIGHTER PAY PLAN
JULY 1, 2026 TO JUNE 30, 2027

ANNUAL

Rank	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%
Firefighter	58,956	60,577	62,243	63,954	67,523	69,380	73,251	77,339	81,654	86,211
Firefighter II	60,774	62,445	64,162	65,927	69,606	71,520	75,510	79,724	84,173	88,869
Engineer/Specialist I	63,718	65,470	67,271	69,121	72,978	74,985	79,169	83,586	88,250	93,175
Engineer/Specialist II	67,072	68,916	70,811	72,759	76,819	78,931	83,335	87,986	92,895	98,079
Specialist III	71,766	73,739	75,767	77,851	82,195	84,455	89,168	94,143	99,397	104,943
Paramedic I	70,901	72,851	74,854	76,912	81,204	83,437	88,093	93,009	98,198	103,678
Paramedic II	72,932	74,938	76,999	79,116	83,531	85,828	90,617	95,674	101,012	106,649
Captain/Staff Captain	81,642	83,887	86,194	88,564	93,506	96,078	101,439	107,099	113,075	119,385
BC/Division Chief	96,338	98,987	101,709	104,506	110,337	113,372	119,698	126,377	133,429	140,874

MONTHLY

Rank	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
Firefighter	4,912.97	5,048.08	5,186.90	5,329.54	5,626.93	5,781.67	6,104.29	6,444.90	6,804.53	7,184.22
Firefighter II	5,064.49	5,203.76	5,346.86	5,493.90	5,800.46	5,959.97	6,292.54	6,643.66	7,014.38	7,405.78
Engineer/Specialist I	5,309.84	5,455.86	5,605.90	5,760.06	6,081.47	6,248.71	6,597.39	6,965.52	7,354.20	7,764.56
Engineer/Specialist II	5,589.31	5,743.01	5,900.95	6,063.22	6,401.55	6,577.59	6,944.62	7,332.13	7,741.26	8,173.23
Specialist III	5,980.48	6,144.95	6,313.93	6,487.57	6,849.57	7,037.93	7,430.65	7,845.28	8,283.05	8,745.24
Paramedic I	5,908.39	6,070.88	6,237.82	6,409.36	6,767.01	6,953.10	7,341.08	7,750.72	8,183.20	8,639.83
Paramedic II	6,077.70	6,244.84	6,416.57	6,593.02	6,960.92	7,152.34	7,551.44	7,972.81	8,417.69	8,887.40
Captain/Staff Captain	6,803.50	6,990.59	7,182.84	7,380.36	7,792.19	8,006.47	8,453.23	8,924.93	9,422.94	9,948.74
BC/Division Chief	8,028.13	8,248.90	8,475.75	8,708.83	9,194.78	9,447.64	9,974.82	10,531.41	11,119.06	11,739.51

SEMI-MONTHLY

Rank	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
Firefighter	2,456.49	2,524.04	2,593.45	2,664.77	2,813.46	2,890.83	3,052.14	3,222.45	3,402.27	3,592.11
Firefighter II	2,532.24	2,601.88	2,673.43	2,746.95	2,900.23	2,979.99	3,146.27	3,321.83	3,507.19	3,702.89
Engineer/Specialist I	2,654.92	2,727.93	2,802.95	2,880.03	3,040.74	3,124.36	3,298.69	3,482.76	3,677.10	3,882.28
Engineer/Specialist II	2,794.65	2,871.51	2,950.47	3,031.61	3,200.77	3,288.80	3,472.31	3,666.07	3,870.63	4,086.61
Specialist III	2,990.24	3,072.47	3,156.97	3,243.78	3,424.79	3,518.97	3,715.33	3,922.64	4,141.52	4,372.62
Paramedic I	2,954.20	3,035.44	3,118.91	3,204.68	3,383.50	3,476.55	3,670.54	3,875.36	4,091.60	4,319.91
Paramedic II	3,038.85	3,122.42	3,208.28	3,296.51	3,480.46	3,576.17	3,775.72	3,986.41	4,208.85	4,443.70
Captain/Staff Captain	3,401.75	3,495.30	3,591.42	3,690.18	3,896.09	4,003.24	4,226.62	4,462.46	4,711.47	4,974.37
BC/Division Chief	4,014.06	4,124.45	4,237.87	4,354.41	4,597.39	4,723.82	4,987.41	5,265.71	5,559.53	5,869.75

PLATOON HOURLY

Rank	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
Firefighter	20.17647	20.73133	21.30144	21.88723	23.10853	23.74402	25.06893	26.46778	27.94468	29.50400
Firefighter II	20.79871	21.37068	21.95837	22.56222	23.82120	24.47628	25.84206	27.28404	28.80649	30.41389
Engineer/Specialist I	21.80633	22.40600	23.02217	23.65528	24.97524	25.66206	27.09400	28.60585	30.20206	31.88733
Engineer/Specialist II	22.95403	23.58527	24.23386	24.90029	26.28973	27.01270	28.52000	30.11142	31.79164	33.56561
Specialist III	24.56050	25.23592	25.92991	26.64298	28.12966	28.90322	30.51602	32.21882	34.01663	35.91475
Paramedic I	24.26445	24.93173	25.61735	26.32183	27.79058	28.55482	30.14818	31.83045	33.60659	35.48184
Paramedic II	24.95975	25.64614	26.35141	27.07608	28.58692	29.37306	31.01208	32.74255	34.56959	36.49857
Captain/Staff Captain	27.94044	28.70881	29.49830	30.30950	32.00077	32.88079	34.71554	36.65267	38.69789	40.85723
BC/Division Chief	32.96972	33.87639	34.80799	35.76521	37.76091	38.79934	40.96434	43.25015	45.66351	48.21153

DAY HOURLY

	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
Firefighter	28.34406	29.12353	29.92442	30.74734	32.46305	33.35578	35.21703	37.18214	39.25691	41.44744
Firefighter II	29.21819	30.02169	30.84729	31.69559	33.46420	34.38446	36.30312	38.32883	40.46758	42.72567
Engineer/Specialist I	30.63370	31.47612	32.34172	33.23112	35.08541	36.05026	38.06187	40.18572	42.42808	44.79557
Engineer/Specialist II	32.24600	33.13276	34.04391	34.98012	36.93201	37.94764	40.06512	42.30076	44.66114	47.15323
Specialist III	34.50278	35.45161	36.42653	37.42826	39.51676	40.60347	42.86914	45.26124	47.78682	50.45332
Paramedic I	34.08689	35.02428	35.98745	36.97710	39.04042	40.11404	42.35240	44.71566	47.21080	49.84516
Paramedic II	35.06365	36.02790	37.01867	38.03668	40.15913	41.26350	43.56601	45.99699	48.56362	51.27347
Captain/Staff Captain	39.25095	40.33035	41.43944	42.57902	44.95493	46.19119	48.76866	51.48995	54.36309	57.39655
BC/Division Chief	46.31612	47.58982	48.89854	50.24325	53.04682	54.50561	57.54702	60.75814	64.14845	67.72793

Assistant Chief	
ANNUAL	204,130
MONTHLY	17,010.86
SEMI-MONTHLY	8,505.43
DAY HOURLY	98.14

Ops Chief/Fire Marshal
185,571
15,464.29
7,732.14
89.22

UNIFIED FIRE AUTHORITY
P/T & F/T CIVILIAN PAY PLAN
FY26/27
reflects a 3.6% COLA effective July 1, 2026

	Hourly		Semi-Monthly		Monthly		Annual	
Grade	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
13	16.64	23.25	1,441.94	2,014.89	2,883.88	4,029.78	34,607	48,357
14	17.41	24.41	1,508.59	2,115.43	3,017.18	4,230.85	36,206	50,770
15	18.26	25.63	1,582.36	2,221.01	3,164.72	4,442.02	37,977	53,304
16	19.15	26.88	1,660.06	2,329.66	3,320.12	4,659.32	39,841	55,912
17	20.10	28.21	1,741.78	2,445.22	3,483.55	4,890.44	41,803	58,685
18	21.09	29.59	1,827.42	2,564.79	3,654.84	5,129.58	43,858	61,555
19	22.13	31.05	1,918.11	2,691.36	3,836.22	5,382.71	46,035	64,593
20	23.22	32.61	2,012.78	2,825.82	4,025.55	5,651.64	48,307	67,820
21	24.36	34.24	2,111.41	2,967.32	4,222.82	5,934.64	50,674	71,216
22	25.58	35.92	2,217.04	3,112.79	4,434.08	6,225.58	53,209	74,707
23	26.82	37.70	2,324.61	3,267.24	4,649.22	6,534.48	55,791	78,414
24	28.13	41.38	2,438.27	3,586.16	4,876.54	7,172.31	58,518	86,068
25	29.50	43.45	2,556.80	3,765.47	5,113.61	7,530.94	61,363	90,371
26	30.95	45.63	2,682.33	3,954.80	5,364.67	7,909.60	64,376	94,915
27	32.48	47.92	2,814.90	4,153.07	5,629.80	8,306.13	67,558	99,674
28	34.09	50.32	2,954.37	4,361.30	5,908.74	8,722.60	70,905	104,671
29	35.78	52.84	3,100.83	4,579.55	6,201.67	9,159.10	74,420	109,909
30	37.55	55.50	3,254.34	4,809.72	6,508.67	9,619.43	78,104	115,433
31	39.42	58.27	3,416.73	5,049.85	6,833.46	10,099.71	82,001	121,196
32	41.39	61.19	3,587.11	5,302.98	7,174.21	10,605.96	86,091	127,272
33	43.44	64.23	3,764.52	5,566.99	7,529.04	11,133.98	90,349	133,608
34	45.61	67.45	3,952.77	5,846.02	7,905.54	11,692.04	94,867	140,304
35	47.85	70.81	4,147.06	6,136.92	8,294.13	12,273.84	99,530	147,286
36	50.21	74.34	4,351.37	6,442.84	8,702.75	12,885.68	104,433	154,628
37	52.70	78.02	4,567.59	6,761.71	9,135.19	13,523.43	109,622	162,281
38	55.34	81.91	4,795.82	7,098.50	9,591.63	14,197.00	115,100	170,364
39	58.09	86.02	5,034.87	7,455.23	10,069.75	14,910.46	120,837	178,925
40	60.95	90.30	5,282.05	7,825.86	10,564.09	15,651.72	126,769	187,821
41	64.02	94.76	5,548.04	8,212.50	11,096.08	16,425.00	133,153	197,100
42	67.21	99.51	5,825.08	8,624.01	11,650.17	17,248.02	139,802	206,976
43	70.57	104.48	6,116.33	9,055.20	12,232.66	18,110.40	146,792	217,325
44	74.10	109.71	6,422.16	9,507.98	12,844.33	19,015.95	154,132	228,191
45	77.81	115.19	6,743.24	9,983.37	13,486.48	19,966.74	161,838	239,601

UNIFIED FIRE AUTHORITY
PART-TIME EMS PAY PLAN
FY26/27

EMT/AEMT	Hourly Rate
Starting	$18.94
6 Months	$19.52
1.5 Years	$20.11
2.5 Years	$20.68

Paramedic	Hourly Rate
Starting	$30.18

UNIFIED FIRE AUTHORITY
SEASONAL WILDLAND FIREFIGHTERS PAY SCALE
FY26/27 (7/1/26 through 6/30/27)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Grade 4 (Crew Member)	**Basic**	22.50	23.00	23.50	24.00	24.50	25.00	25.50	26.00	26.50	27.00
Firefighter Type 2 (FFT2) Qualified	**Overtime**	33.75	34.50	35.25	36.00	36.75	37.50	38.25	39.00	39.75	40.50
Grade 5 (Squad Boss 2 Trainee, Sawyer)	**Basic**	23.50	24.00	24.50	25.00	25.50	26.00	26.50	27.00	27.50	28.00
Minimum one year of documented fire experience	**Overtime**	35.25	36.00	36.75	37.50	38.25	39.00	39.75	40.50	41.25	42.00
Firefighter Type 1 (FFT1) Trainee											
Incident Commander Type 5 (ICT5) Trainee											
Faller 2 (FAL2) Trainee											
Grade 6 (Squad Boss Type 2) (7 Personnel)	**Basic**	24.50	25.00	25.50	26.00	26.50	27.00	27.50	28.00	28.50	29.00
Firefighter Type 1 (FFT1) Qualified	**Overtime**	36.75	37.50	38.25	39.00	39.75	40.50	41.25	42.00	42.75	43.50
Incident Commander Type 5 (ICT5) Qualified											
Grade 7 (Engine Boss) (2 Personnel)	**Basic**	25.50	26.00	26.50	27.00	27.50	28.00	28.50	29.00	29.50	30.00
Engine Boss (ENGB) Qualified	**Overtime**	38.25	39.00	39.75	40.50	41.25	42.00	42.75	43.50	44.25	45.00
Incident Commander Type 5 qualified (ICT5)											
Commercial Driver License											

EFFECTIVE 07/01/2025

Steps are not years of service, but based on years in role/grade

When moving grades you will move into the step that is .25 higher than the previous year (Ex: Grade 4, Step 5 to Grade 5, Step 2)

Unified Fire Authority
Explanation of Benefits

Health Insurance: Provides coverage for necessary medical care, accident treatment, surgery, prescription drugs and other miscellaneous eligible expenses. Employees currently have the choice of two different plans with SelectHealth. The plans are the Med Plus Tier Preference plan or the Care Plus Tier Preference plan. UFA currently pays 80% of the total premium for the Med Plus plan for employees eligible for benefits. For the Care Plus Tier Preference plan, UFA pays the same contribution as they do for the Med Plus Tier Preference plan, and the employee is responsible for the additional amount associated with this plan as it has a broader network (Please refer to the insurance cost page for specific amounts) www.selecthealth.org

Dental Insurance: Provides coverage for both routine and special treatment by dentists, orthodontists, oral surgeons, etc. UFA only offers one dental option, and that is SelectHealth Classic www.selecthealth.org

Health Reimbursement Arrangement (HRA): The Health Reimbursement Arrangement (HRA) Plan has been established to help cover eligible out-of-pocket expenses associated with the deductible under the UFA group health insurance plan. The HRA Plan is administered by a third-party provider, APA Benefits, Inc., which works directly with SelectHealth to process reimbursements. For most in-network services, employees are no longer required to submit claim forms or Explanation of Benefits (EOB) documents for reimbursement. Once SelectHealth processes a claim and transmits the claim information to APA Benefits, reimbursement will be issued automatically via direct deposit or check. Employees will only need to submit a claim form and EOB when services are received from an out-of-network provider. APA Benefits processes claims and reimbursement payments on a weekly basis.
https://apabenefits.lh1ondemand.com

Life Insurance: UFA currently provides each employee who is eligible for benefits with $25,000 of minimum life insurance. Employees may obtain additional insurance (up to $500,000, based on underwriting) at their own expense. Employees may also obtain insurance for their spouse and child (based on underwriting). www.pehp.org

Accidental Death and Dismemberment (AD&D) Insurance: Provides benefits in the event of an accidental death, loss of use of limbs, speech, hearing or eyesight due to an accident, subject to the limitations of the policy. UFA currently provides $25,000 in coverage for each employee who is eligible for benefits. Employees may obtain additional insurance (ranging from $25,000 to $250,000) at their own expense. www.pehp.org

401(k), 457 and other retirement savings plans: Voluntary tax-deferred retirement savings programs authorized under sections 401(k) and 457 of the Internal Revenue Code. All UFA employees may defer portions of their own salary into these accounts, which are administered by Utah Retirement Systems (URS). URS also offers an option to contribute to a ROTH IRA or Traditional IRA. Currently, UFA does not contribute to a 401K or 457 plan except in the case of full-time civilian employees classified as Tier II under Utah Retirement Systems (see RETIREMENT in this listing). www.urs.org

Flex Plan (125 Plan): A program whereby employees can set aside pre-tax dollars to pay for out-of-pocket health care expenses not covered by insurance and/or dependent day care costs. UFA currently provides this service to all its full-time employees through a third-party administrator (APA Benefits) and pays the administrative cost associated with the program. https://apabenefits.lh1ondemand.com

Vision Program: UFA's vision program is administered through EyeMed. This program includes the following coverages: exam, retinal imaging, frames, lenses, contacts, and laser vision correction. Employees who elect this coverage pay the full cost of the plan. www.eyemedvisioncare.com

Tuition Assistance Program: Reimbursement of up to 75% of tuition costs for coursework (which must be in an approved field of study and related to employment with the UFA) in accordance with eligibility requirements. Currently, the amount of assistance that may be received by an eligible employee is capped at $4,000 per fiscal year and $20,000 per degree.

Employee Assistance Program: Consultation, referral, and short-term counseling for personal or family problems provided free of charge. Some programs also offer low-cost or no-cost legal services, stress-reduction training, financial information, etc. UFA currently provides this service for all its employees through Blomquist Hale Solutions. www.blomquisthale.com

Critical Illness Plan: This plan is offered by AFLAC and provides cash benefits directly to employees to cover costs related to treatment or to help with everyday living expenses. Coverage is available for employees and dependents and covers such illnesses as cancer, heart attack, and stroke. Employees who elect this coverage pay the full cost of the plan www.aflacgroupinsurance.com

Hospital Indemnity Plan: This plan is offered by AFLAC and provides cash benefits directly to employees who have been hospitalized to cover costs related to treatment or to help with everyday living expenses. Employees who elect this coverage pay the full cost of the plan www.aflacgroupinsurance.com

Identity Theft Protection: Coverage is provided by Allstate Identity Protection (formerly InfoArmor) and helps protect your identity. Should fraud or identity theft occur, their in-house Privacy Advocates® are always there to fully restore any employee's compromised identity, even if it occurred prior to enrollment. Employees who elect this coverage pay the full cost of the plan https://www.allstateidentityprotection.com/

Paid Military Leave: Paid time off for employees performing military service. Currently, 8-hour firefighter and non-firefighter (Civilian) employees, who are eligible for benefits, may take up to 120 hours of leave each year; 24-hour firefighters may take up to 168 hours of leave each year. Necessary leave beyond these limits is considered military leave-without-pay.

Sick Leave: Paid time off for employees (who are eligible for benefits) to use when they, or a member of their immediate family, are sick, injured, or attending medical appointments. Leave is currently accrued at the rate of 8 hours per month for 8-hour firefighter employees and non-firefighter (Civilian) employees who are eligible for benefits, and the rate of 12 hours per month for 24-hour firefighters. 960 hours of sick leave may be carried over from year to year for all sworn employees, and 640 hours may be carried over for 8-Hour Civilian employees. Unused sick leave hours are only cashed out at the time of retirement and are currently cashed out at a rate of 25%. Hours above 960 for Sworn employees and 640 for civilians are eligible for "buy back" at the end of each calendar year. Buy-back rate is established by the UFA Board and is currently set at 60%. The funds are deposited into an employee's VEBA account (see VEBA Plan in this listing).

Conversion of Unused Sick Leave: Unused sick leave hours can be converted to additional vacation hours at the end of the calendar year if the employee has used little or no sick leave during that year. 8-hour firefighters and non-firefighter (Civilian) employees, who are eligible for benefits, currently may have a maximum of 32 hours converted. 24-hour firefighters currently may have a maximum of 48 hours of sick leave converted. Sick leave conversion to vacation is optional on the part of the employee and coordinated each year through Payroll.

Vacation: Paid time off for employees (who are eligible for benefits) to use as personal time off, with approval from their supervisor. The current amount of leave that is accrued varies depending on the length of UFA service (see below). Unused vacation hours are currently cashed out at the time of termination or retirement. 342 Hours (8-Hour Sworn or Civilian employee) or 480 hours (24-Hour Sworn employees) may be carried over from year to year.

UNIFIED FIRE AUTHORITY SERVICE *Note: Vacation leave hours accrue semi-monthly (per paycheck), to provide the monthly total.	**Monthly* Vacation Awarded**	
	24-Hour Employees	**8-Hour Employees**
Service date through the end of the 8th year.	12 Hours	8 Hours
Beginning of the 9th year through the end of the 16th year.	18 Hours	12 Hours
Beginning of the 17th year and over.	24 Hours	16 Hours

UNIFIED FIRE AUTHORITY SERVICE *Note: Vacation leave hours accrue semi-monthly (per paycheck), to provide the monthly total.	**Monthly* Vacation Awarded**
Non-Exempt At-Will Staff and Exempt Merit Employees through the end of the 16th year.	12 Hours
Non-Exempt At-Will Staff and Exempt Merit Employees beginning the 17th year and over, and Exempt At-will Staff from the time of selection/hire.	16 Hours

Funeral and Bereavement Leave: Paid time off granted following the death of a friend or relative. Currently, for a death in the immediate family, 8-hour firefighters or non-firefighter employees, who are eligible for benefits, may take up to forty hours of leave, and 24-hour firefighter employees may take leave for up to two 24-hour shifts. For the death of a friend or other relative, eligible employees may take up to five hours of leave.

Holidays: 8-Hour Firefighters or non-firefighter employees who are eligible for benefits receive twelve paid holidays and one 8-hour personal day. Employees working 24-hour schedules currently receive six holiday shifts per year.

Retirement: All full-time employees are eligible for retirement contributions through Utah Retirement Systems (URS) based on the system that covers their positions and whether they are a Tier 1 or 2 employee. Employees also have access to 401(k), 457, and Roth IRA plans through Utah Retirement Systems (URS). Information booklets that provide detailed information about the different systems and provisions are available at www.urs.org.

All full-time Civilian employees who are in the Tier II system currently have a 3% contribution to their 401(k) account.

*All full-time sworn firefighters are considered to be in Division B under Utah Retirement Systems firefighter retirement and do not have Social Security taxes deducted from their UFA paychecks and therefore not eligible to receive Social Security benefits based on those earnings.

VEBA Plan: A voluntary employees' beneficiary association (VEBA) plan is a type of tax-exempt trust used to reimburse members and eligible dependents for eligible medical expenses, including but not limited to health insurance premiums; Medicare Part B and supplements; out-of-pocket medical, dental, and vision expenses (except cosmetic procedures); and pharmacy copays, etc. The IRS regulates and determines qualifying eligible expenses (IRS Code – Section 213(d), Eligible Medical Expenses). The plan is funded through UFA contributions on the employee's behalf as described below. Direct contributions from employees are not permitted per IRS laws.

Contributions to the VEBA currently come from employees who reach the cap of 640 sick leave hours for eligible 8-hour (day shift) non-firefighter (Civilian) employees or 960 sick leave hours for firefighter employees. Those retiring or separating with UFA can roll all, or a percentage of, their vacation/sick leave payouts into the VEBA.

In addition, beginning January 1, 2022, all full-time employees will receive a 2% employer contribution into their VEBA account.

Camp Williams Type 3 Engine Replacement Opportunity

Purpose

The purpose of this memorandum is to provide additional information regarding a proposed budget amendment associated with the planned replacement of the Camp Williams Type 3 Engine. It is intended to provide context for this request and explain why consideration is being requested prior to the FY28 budget process.

Background

The Camp Williams Type 3 Engine is identified for replacement within the Camp Williams capital replacement plan and was anticipated to be included in the FY28 budget cycle. Camp Williams has accumulated unrestricted net assets over several years in preparation for this replacement.

The current Type 3 Engine has experienced increasing maintenance issues associated with age, utilization, and normal apparatus wear. While the apparatus remains operational, replacement planning has been underway to ensure continued reliability and operational readiness of the Camp Williams wildland fire program.

This unit has been part of the replacement plan for FY28; however, a time-sensitive purchasing opportunity became available that warrants consideration prior to the normal budget cycle.

Opportunity

Siddons-Martin recently notified UFA of an available Type 3 apparatus that was included in an existing production run and intended as a demonstration unit. Following a limited demonstration period, the apparatus would be delivered to the purchasing agency.

The proposed apparatus is available at a cost substantially below current market pricing for a similarly configured Type 3 engine. In addition, the anticipated delivery timeline is significantly shorter than the current industry lead times for newly ordered fire apparatus.

For comparison, a recently quoted Type 3 apparatus with similar specifications carries an estimated cost of approximately $694,000 and an estimated delivery timeline of approximately 36 months. The proposed demonstration unit is available at an estimated cost of approximately $549,000, with anticipated delivery in approximately 14 months.

Because the unit is available on a first-available basis, delaying consideration until the FY28 budget process may result in the opportunity no longer being available.

Fiscal Impact

The proposed budget amendment would authorize the use of $549,000 from Camp Williams unrestricted net assets to secure the apparatus.

These funds have been accumulated specifically in anticipation of future apparatus replacement needs and are separate from UFA General Fund resources and member-funded revenues.

Additional Information

Camp Williams leadership supports moving forward with this opportunity based on the reduced cost, shortened delivery timeline, and the fact that replacement of this apparatus has already been identified within the Camp Williams capital replacement plan.

This memorandum is provided separately from the broader budget amendment package to ensure the Board has additional context regarding this unique purchasing opportunity and its relationship to the Camp Williams capital replacement plan.

UNIFIED FIRE AUTHORITY
NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN THAT ON June 16, 2026, at 7:30 AM, two public hearings will be held at the Unified Fire Authority Administration Building/Emergency Coordination Center, 3380 South 900 West, Salt Lake City, UT before the Board of Directors of the Unified Fire Authority to: 1) receive public comment and consider a resolution amending the 2025-2026 fiscal year budget, and 2) consider the adoption of the final budget for the 2026-2027 fiscal year. All budget related items will be discussed at that time. The Board of Directors shall assemble in person and electronically for the meeting. Information about how to access the electronic meeting will be provided on the agenda which will be posted on the Utah Public Notice Website at least 24 hours in advance of the meeting.

All persons interested and present will be given an opportunity to be heard in this matter.

In accordance with the Americans with Disabilities Act, the Unified Fire Authority will make reasonable accommodations to participate in the hearing. Requests for assistance can be made by calling 801-743-7213 at least 24 hours in advance of the hearing to be attended.

DATED this 2nd day of June, 2026.

PUBLISHED BY ORDER OF THE UNIFIED FIRE AUTHORITY

UNIFIED FIRE AUTHORITY
Resolution No. 6-2026C of 2026
(Third Amendment of the Budget for Fiscal Year 2025-2026)

A RESOLUTION AMENDING FOR THE THIRD TIME THE BUDGET OF THE UNIFIED FIRE AUTHORITY FOR THE FISCAL YEAR BEGINNING JULY 1, 2025 AND ENDING JUNE 30, 2026.

PREAMBLE

Unified Fire Authority ("UFA") is a political subdivision, duly organized and existing under the laws of the State of Utah. UFA finds that certain exigencies of its operations require that amendments be made to the current budget and related documents. UCA §11-13-515, §11-13-519, and §11-13-520 provide UFA with authority to amend its budget as necessary by adoption of a resolution by its governing body.

All conditions precedent to amend said budget have been accomplished.

NOW, THEREFORE, be it resolved by the Board of Directors of the UFA:

SECTION 1. Purpose. The purpose of this Resolution is to accomplish the third amendment to the budget for Fiscal Year 2025-2026.

SECTION 2. Adoption of Amendment. The third budget amendment, attached hereto as Exhibit "A" and made part of this Resolution by reference, shall be and hereby is adopted and incorporated into the budget of UFA for the fiscal year beginning July 1, 2025 and ending June 30, 2026.

SECTION 3. Effective Date. This Resolution shall take effect on June 16, 2026.

DATED this 16th day of June, 2026.

UNIFIED FIRE AUTHORITY

By: ______________________________
Chairperson

APPROVED AS TO FORM:

____
Chief Legal Counsel

ATTEST:

____
Clerk

EXHIBIT A

THIRD AMENDMENT TO UFA BUDGET FOR FISCAL YEAR 2025-2026

UNIFIED FIRE AUTHORITY
BUDGET AMENDMENTS
6/16/2026

GENERAL FUND

$ 250,350	**Increase in fees related to higher projected ambulance revenues for FY25/26**			
	Ambulance operations		$ 150,000	1032100
	Collection revenue		$ 100,350	1032110
	Professional fees ambulance billing - Finance	$ 223,350		1088350
	Medicaid assessment - Finance	$ 27,000		1088355
$ 27,349	**USAR deployments** ***(Ruidoso NM & WA floods)***			
	USAR reimbursement - deployment		$ 27,349	1039451
	Salary/wages - USAR deployment	$ 5,912		1087170
	Overtime - USAR deployment (adjust to actual reimbursement)	$ (6,795)		1087172
	Benefits - USAR deployment	$ 2,874		1087173
	USAR deployment costs (non-personnel)	$ 25,358		1087801
$ 114,025	**REMS deployments**			
	Wildland revenue		$ 114,025	1035200
	Transfer to Capital Projects Fund (to fund truck & UTV)	$ 90,889		1080100
	Gasoline, diesel, oil & grease - Logistics	$ 9,349		1098265
	Miscellaneous rental (UTV rental) - Logistics	$ 3,371		1098340
	Small equipment noncapital (rope rescue & miscellaneous equipment) - Logistics	$ 9,000		1098410
	Vehicle maintenance - Logistics	$ 1,416		1098440
$ 11,800	**Increase in SWAT reimbursement revenue and expenditure for FY25/26**			
	Intergovernmental revenue		$ 11,800	1034200
	Cadre overtime - Special Enforcement	$ 11,800		1086125
$ 13,703	**Insurance reimbursement of equipment lost/damaged and replacement purchases**			
	Insurance reimbursement		$ 13,703	1039525
	Communications equipment noncapital - Technology (portable radios)	$ 6,603		1094220
	Small equipment noncapital - Logistics (damaged SCBA harness & cylinder)	$ 7,100		1098410
$ 15,000	**Reimbursements for payments made by UFA on UTTF1's behalf**			
	USAR reimbursement		$ 15,000	1039450
	Reimbursements due to UFA - USAR (increased fuel & unanticipated vehicle repairs)	$ 15,000		1087800
$ (10,000)	**Reduce SHSP grant revenue and expenditure for bomb school travel delayed until FY26/27**			
	Federal grants	$ 10,000		1033200
	Grant expenditures - Special Enforcement		$ 10,000	1086266
$ (27,000)	**Reduce sale of materials & printing costs for yearbook sales direct to merchant (not passed through UFA)**			
	Sale of materials	$ 27,000		1039200
	Printing charges - Information Outreach		$ 27,000	1096370
$ 22,343	**Appropriate fund balance for insurance proceeds received in FY24/25 for turnout/equipment damage at #113**			
	Appropriated fund balance		$ 22,343	1034400
	Clothing provisions - Logistics	$ 4,527		1098219
	Small equipment noncapital - Logistics	$ 17,816		1098410

BUDGET TRANSFERS

None

UNIFIED FIRE AUTHORITY
BUDGET AMENDMENTS
6/16/2026

WILDLAND - ENTERPRISE FUND

$ 251,034	**2026 Camp Williams season start-up**			
	Wildland Camp Williams deployment		$ 251,034	2031150
	Salaries & wages - Camp Williams	$ 45,000		2085100
	Overtime - Camp Williams	$ 174,822		2085120
	Payroll tax - Camp Williams	$ 16,816		2085134
	Workers comp - Camp Williams	$ 4,396		2085135
	Gasoline, diesel, oil & grease - Camp Williams	$ 4,000		2085265
	Vehicle maintenance - Camp Williams	$ 6,000		2085410
$ 549,000	**Appropriation of fund balance to purchase Type III engine**			
	Appropriated net assets		$ 549,000	2031150
	Capital outlay - machinery & equipment	$ 549,000		2085216
$ 62,895	**2026 Wildland season start-up**			
	Wildland Engine 302 revenue	$ 30,000		2031110
	Wildland Engine 301 revenue		$ 46,178	2031115
	Wildland Single Resource revenue		$ 46,717	2031120
	Appropriated of net assets		$ 137,063	2034400
	Overtime - Wildland	$ 155,000		2097120
	Payroll tax - Wildland	$ 11,858		2097134
	Workers comp - Wildland	$ 3,100		2097135
	Contribution to net assets - Wildland	$ 25,000		2080210
	Communications equipment noncap - Wildland		$ 25,000	2097220
	Gasoline, diesel, oil & grease - Wildland	$ 2,000		2097265
	Vehicle maintenance - Wildland	$ 28,000		2097440
$ 140,118	**REMS deployments**			
	REMS deployment revenue		$ 140,118	2031140
	Contribution to net assets - Wildland	$ 6,855		2097100
	Overtime - Wildland	$ 124,141		2097120
	Payroll taxes - Wildland	$ 1,796		2097134
	Workers compensation - Wildland	$ 2,518		2097135
	Small equipment noncap - Wildland	$ 72		2097410
	Travel - Wildland	$ 4,736		2097425

EMERGENCY MANAGEMENT - SPECIAL REVENUE FUND

$ 11,000	**EMPG grant award exceeded original revenue budget**			
	Federal grants		$ 11,000	4033200
	Grant expenditures - EM	$ 11,000		4040266
$ (11,900)	**Sponsorship of LEPC conference (reversal of November amendment)**			
	Miscellaneous revenue	$ 11,900		4039510
	Food provisions - EM		$ 5,400	4040260
	Professional fees (keynote speaker) - EM		$ 3,500	4040350
	Printing charges - EM		$ 1,500	4040370
	Small equipment noncap (partner/instructor recognition) - EM		$ 1,500	4040410

BUDGET TRANSFERS

$ 3,078	**Capital budget transferred to noncapital for TV replacements at ECC**			
	Capital outlay: machinery & equipment - EM		$ 3,078	4040216
	Computer components noncapital - EM	$ 3,078		4040225

UNIFIED FIRE AUTHORITY
BUDGET AMENDMENTS
6/16/2026

FIRE CAPITAL REPLACEMENT FUND

$ 90,889	**To record transfer in from General Fund for REMS vehicle purchases**			
	Transfer from General Fund		$ 90,889	5531810
	Capital outlay - light fleet (Truck for REMS program)	$ 72,384		5540201
	Contribution to fund balance (UTV for REMS program)	$ 18,505		5540910
$ 11,826	**Insurance reimbursement of lost radio equipment**			
	Proceeds for disposal of capital assets		$ 11,826	5539150
	Contribution to fund balance	$ 11,826		5540910

BUDGET TRANSFERS

$ 99,361	**Transfer vehicle lighting/upfitting from capital outlay to noncapital expenditures**			
	Capital outlay - light fleet		$ 99,361	5540200
	Noncapital expenditures - financed	$ 99,361		5540300
$ 28,179	**Transfer technology equipment from capital outlay to noncapital expenditures (network devices)**			
	Capital outlay - computer equipment Cash		$ 28,179	5540231
	Noncapital equipment - Cash	$ 28,179		5540301
$ 85,570	**Transfer distributed antennae system upgrades from computer equipment to communications equipment**			
	Capital outlay - computer equipment Cash		$ 85,570	5540231
	Capital outlay - communications equipment Cash	$ 85,570		5540221

EM CAPITAL REPLACEMENT FUND

None

WILDLAND CAPITAL REPLACEMENT FUND

None

Support Services Report

June Board Meeting

This report summarizes construction and capital projects that are currently in progress or were recently completed.

Station 103 – Herriman

Construction continues on the new Station 103 in Herriman. This is a Herriman City-funded project. UFA is not managing the project directly, but Logistics and Facilities staff continue to support Herriman throughout the process.

Kier Construction has completed much of the exterior masonry and has started installing accent siding around the core section of the station. Concrete work is moving forward, with apron and parking area pours nearing completion. Interior wall installation is underway in the future day room and kitchen area. Perimeter fencing installation is also underway.

UFSA-Funded Capital Projects

Several UFSA-funded capital projects have recently been completed or are in progress.

At Station 119 in Emigration Canyon, the Firewise landscape project is complete. Significant overgrowth was removed and replaced with Firewise plants more compatible with the canyon area. The project also added a crushed limestone walkway to the front entrance and created additional defensible space around the station. Signage will be added to identify the plants used and provide a QR code linking residents to Firewise and defensible space information.

At Station 107 in Kearns, three projects are moving forward. The bathroom remodel design is complete, and West Jordan has approved the building permit application. UFA will issue an RFP this week to select a general contractor. Roof replacement will begin after the roof penetrations associated with the bathroom remodel are completed. Airmation air filtration units have also been installed in the apparatus bay to help scrub the air and reduce apparatus exhaust exposure.

Two additional UFSA-funded projects are complete: the roof replacement at Station 118 in Taylorsville was completed in May, and the carpet replacement at Station 126 in Midvale was completed in February.

UFA-Funded and Salt Lake County-Funded Projects

UFA completed a pavement repair project at the Logistics Warehouse. Damaged pavement in the parking lot was replaced, and the entire lot was then slurry sealed and restriped.

Salt Lake County funded carpet replacement in the hallway and Board Room, along with other sections of the ECC.

Together, these projects reflect UFA’s ongoing work to keep facilities in good condition, address needed repairs, and make practical improvements that support our crews and the communities we serve.

Administration & Planning Report

June Board Meeting

The report for this month is from the Fire Prevention Division and is focused on fire restrictions and understanding how they impact municipalities within the service area.

Understanding Fire Restrictions in Utah

As Utah enters the 2026 wildfire season, it is important to understand that fire restrictions are based on who manages the land. While fire danger may be similar across a region, restrictions can differ between cities, counties, state agencies, and federal land managers.

Throughout Salt Lake and Utah Counties, restrictions may be established by city councils, county governments, the Utah Division of Forestry, Fire and State Lands (FFSL), or federal agencies such as the U.S. Forest Service. Fire departments and fire marshals often provide recommendations, but the governing authority determines the restrictions that apply.

Examples within UFA's Service Area

- **Eagle Mountain Area**
  - Within Eagle Mountain, the city may restrict fireworks in designated hazardous areas inside city limits. Nearby state-owned lands may be governed by FFSL and subject to separate restrictions or closures. Crossing from city property to state land can result in different rules and restrictions.
- **Big Cottonwood Canyon**
  - Big Cottonwood Canyon contains lands managed by multiple agencies. Spruces Campground, for example, is located on U.S. Forest Service land and follows federal fire restrictions. Nearby county-owned facilities or recreation areas may operate under different regulations, even though they are located within the same canyon.
- **Jordan River Parkway – Riverton Area**
  - The Jordan River Parkway near Riverton is a good example of how land ownership affects fire restrictions. Although the trail is adjacent to Riverton, much of the parkway is owned and managed by Salt Lake County. As a result, restrictions on fireworks, open flames, or trail access may be established by Salt Lake County rather than Riverton City. Residents should remember that the governing agency not the nearest city determines which restrictions apply.

Key Message & Tools

- A change in location can mean a change in rules. Tools that support good situational awareness, Utah Fire Info, The Watch Duty App, FFSL website, UFA's Interactive Fireworks Map, On X Hunt App for property ownership.

Emergency Services Report

June Board Meeting

This month's report includes the Monthly Operations Board Report and focuses on five additional items: Incident Highlight, Paramedic Mandatory Update, Camp 61/ Lateral Hire, Wildland Division Update, and Holiday Staffing.

Incident Highlight

On June 6, 2026, UFA assisted with the Glambert Lane Fire in Saratoga Springs, which burned approximately 175 acres. Eagle Mountain units were part of the initial dispatch assignment through automatic aid, and due to the immediate threat to Eagle Mountain, specifically the Silver Lake subdivision. As the incident developed, UFA also sent additional resources from Salt Lake County as part of a structure protection strike team to help protect threatened homes and support the overall response.

On June 9, 2026, UFA also assisted with the South Mountain Fire in Tooele County, which was approximately 2,000 acres at the time of our response. UFA provided two Type 6 engines as part of the Salt Lake County response. Our crews worked one shift to help contain the fire and support initial operations until additional interagency resources arrived on scene.

This fire season is already off to a busy start. To stay informed, Utah Fire Info is a good resource for current fire activity, fire restrictions, and fire danger, both locally and across the state. More information is available at: https://utah-fire-info-utahdnr.hub.arcgis.com/

Paramedic Mandatory Update

UFA is currently short 29 paramedic positions. This includes three additional paramedic positions per shift, above the needed staffing level, to cover vacancies. This shortage is the result of several factors, including retirements, promotions, and internal transfers, the opening of Stations 253/107, which added 12 new positions, and a limited number of paramedics currently in the training pipeline. At this time, there is only one paramedic student in the spring 2026 class.

To help manage the shortage, UFA has several steps in place or planned. These include allowing Paramedic Captains to work overtime as paramedics, using dual-role paramedics and on-duty Captains where appropriate, and hiring lateral paramedics. UFA is also working to grow its future paramedic pipeline through a more robust internal recruiting process being developed by Information Outreach and EMS Divisions. We have seen many new firefighters completing the prerequisite courses needed to attend paramedic school, and we anticipate increased participation in future classes. Nine candidates are already signed up for paramedic school this fall.

Camp 61/Lateral Hire Update

UFA Fire Training recently graduated seven new firefighters, who will now spend the rest of their first year learning on the job with assigned crews and completing the final steps of their training. The division is also finishing training for two experienced new paramedics, who will report to their first assignments at the end of June. Looking ahead, Fire Training is preparing for a larger class of 24 new firefighters starting August 3, with graduation expected before Thanksgiving. This ongoing cycle of hiring, training, and preparing new employees has become a regular part of keeping UFA staffed with strong, kind, and qualified people.

Wildland Division Update

The Wildland Division has completed seasonal hiring, onboarding, and annual training requirements, with approximately 40 seasonal personnel hired to support wildfire operations, fuels mitigation, and Camp Williams programs. All wildland programs are fully operational and actively engaged, with the Salt Lake 1 Hand Crew currently on assignment, Type 6 engines having already completed deployments this year, and the REMS program recently returning from deployment. The Fuels Crew continues fuels reduction projects and community Chipper Days while also supporting wildfire response throughout UFA's service area. Operations personnel have completed annual wildfire refresher training and have already responded to several wildfire incidents this season. UFA continues to maintain strong partnerships with state and federal wildland agencies to ensure coordinated wildfire response and preparedness throughout the upcoming fire season.

Holiday Staffing

For the July 4th and July 24th holidays this year, UFA plans to staff additional resources to help manage the expected increase in call volume and the increased wildfire risk associated with fireworks. Historically, this approach has produced good outcomes by improving our ability to respond quickly to both fire-related incidents and other emergency calls during these high-demand periods. For each holiday, we plan to staff four additional Type VI engines and two water tenders on Friday and Saturday. The extra Resources will be placed in Millcreek, Kearns, Herriman, and Eagle Mountain to provide added coverage in areas with higher risk and anticipated activity.

Jan 01 2026 - Jun 08 2026

January 01 2026 - June 08 2026 ⚠ Last incident reported: Jun 08 2026, 00:57:11 MDT

D W M Q Y **YTD** **MONTHLY** QUARTERLY ← 1Y →

TIME RANGE

ALL OUT OF AREA RURAL URBAN

DEMAND ZONE

ALL CAREER UNKNOWN

STAFFING

ALL

APPARATUS TYPE

ALL

INCIDENT CATEGORY

RESPONSE METRICS

17,383	Incident Volume	↑ 679 from prev ytd
39,209	Response Volume	↑ 2,424 from prev ytd

RESPONSE PERFORMANCE

95.0%	1st Due Performance	↑ 1.2% from prev ytd
160	1st Due Overgoals	↓ 205 from prev ytd

RESPONSE TIMES

9m30s	Total Response (90th)	↓ 25s from prev ytd
2m10s	Dispatch (90th)	↑ 04s from prev ytd
2m18s	Turnout (90th)	↑ 06s from prev ytd
6m05s	Travel (90th)	↓ 34s from prev ytd

UTILIZATION

9.2%	Unit Hour Utilization	↑ 0.2% from prev ytd
16,418	Calls with Concurrency of 2+	↑ 733 from prev ytd
81.4%	Station Response Reliability	↑ 0.4% from prev ytd

May 2026

May 01 2026 - May 31 2026

D | W | M | Q | Y | YTD | ← | 1M | → | ← | 1Y | →

TIME RANGE

ALL | OUT OF AREA | RURAL | URBAN

DEMAND ZONE

ALL | CAREER | UNKNOWN

STAFFING

ALL

APPARATUS TYPE

ALL

INCIDENT CATEGORY

RESPONSE METRICS

3,589	Incident Volume	↑ 327 from prev mth.
8,120	Response Volume	↑ 914 from prev mth.

RESPONSE PERFORMANCE

95.8%	1st Due Performance	↓ 0.3% from prev mth.
30	1st Due Overgoals	↑ 8 from prev mth.

RESPONSE TIMES

9m22s	Total Response (90th)	↑ 04s from prev mth.
2m12s	Dispatch (90th)	↑ 0s from prev mth.
2m13s	Turnout (90th)	↓ 04s from prev mth.
6m08s	Travel (90th)	↑ 18s from prev mth.

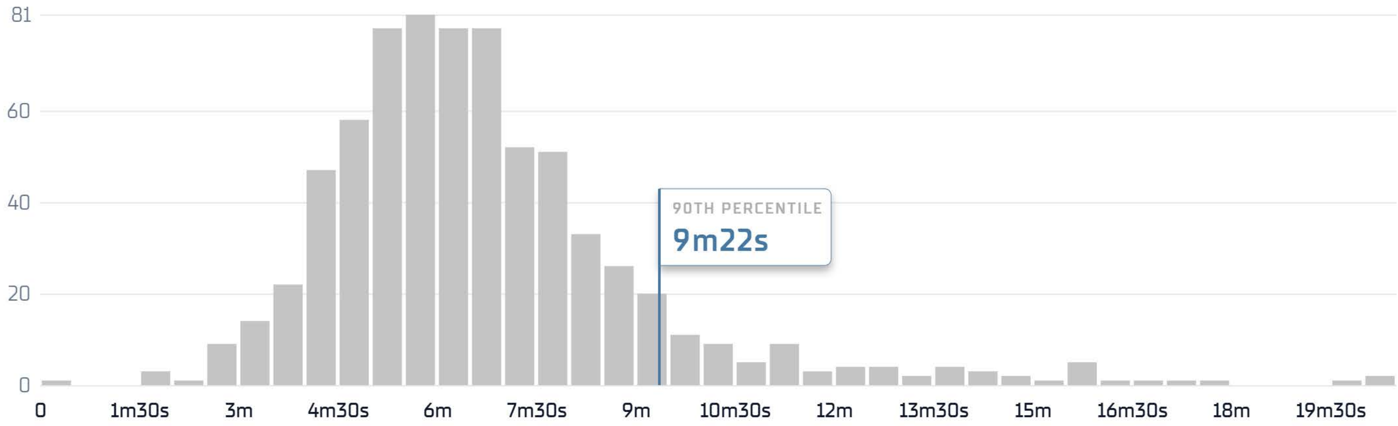
UTILIZATION

9.3%	Unit Hour Utilization	↑ 0.4% from prev mth.
3,393	Calls with Concurrency of 2+	↑ 311 from prev mth.
78.1%	Station Response Reliability	↓ 5.1% from prev mth.

Total Response Time (90th)

May 2026

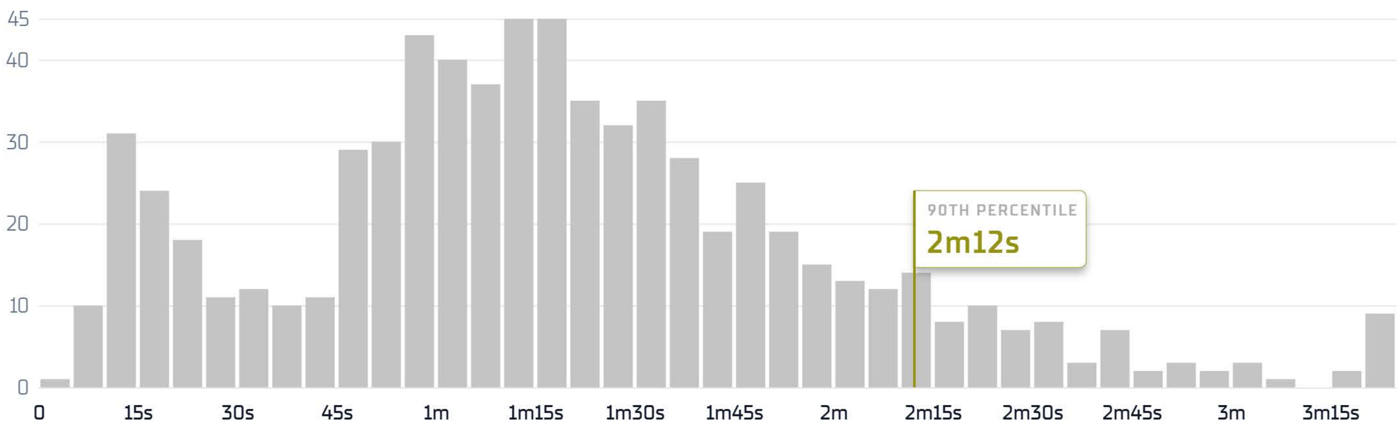
9m22s ↑04s from prev mth.



Dispatch Time (90th)

May 2026

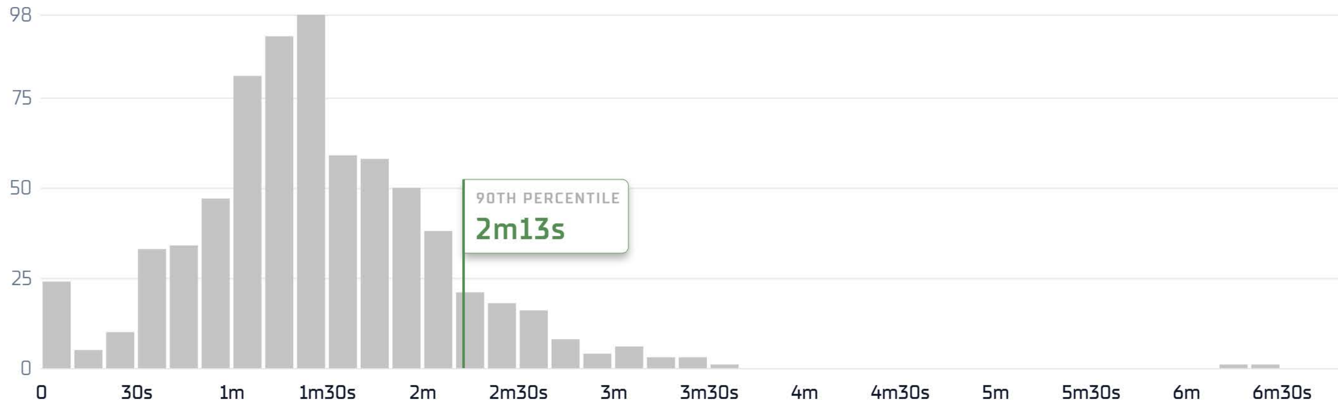
2m12s ↑0s from prev mth.



Turnout Time (90th)

May 2026

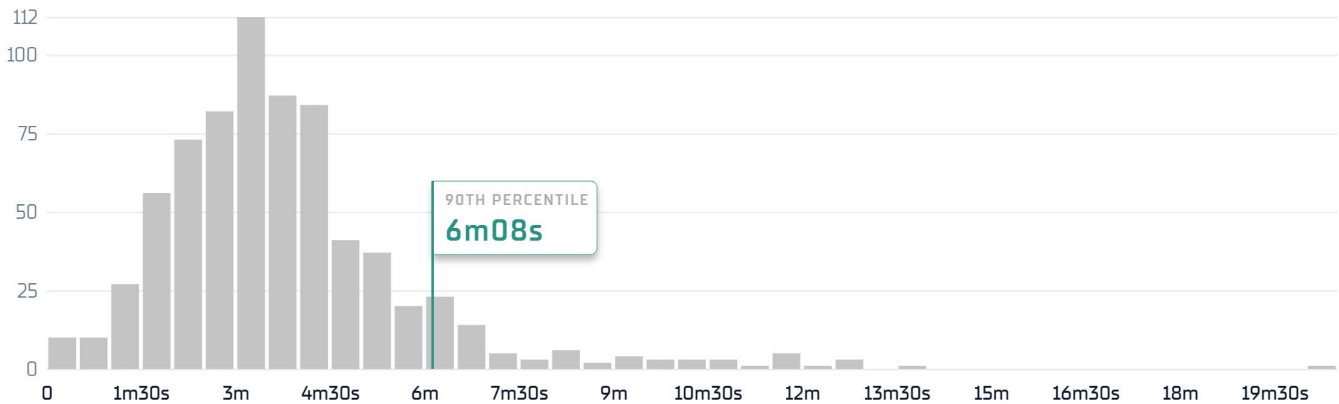
2m13s ↓04s from prev mth.



Travel Time (90th)

May 2026

6m08s ↑18s from prev mth.



Unit Hour Utilization

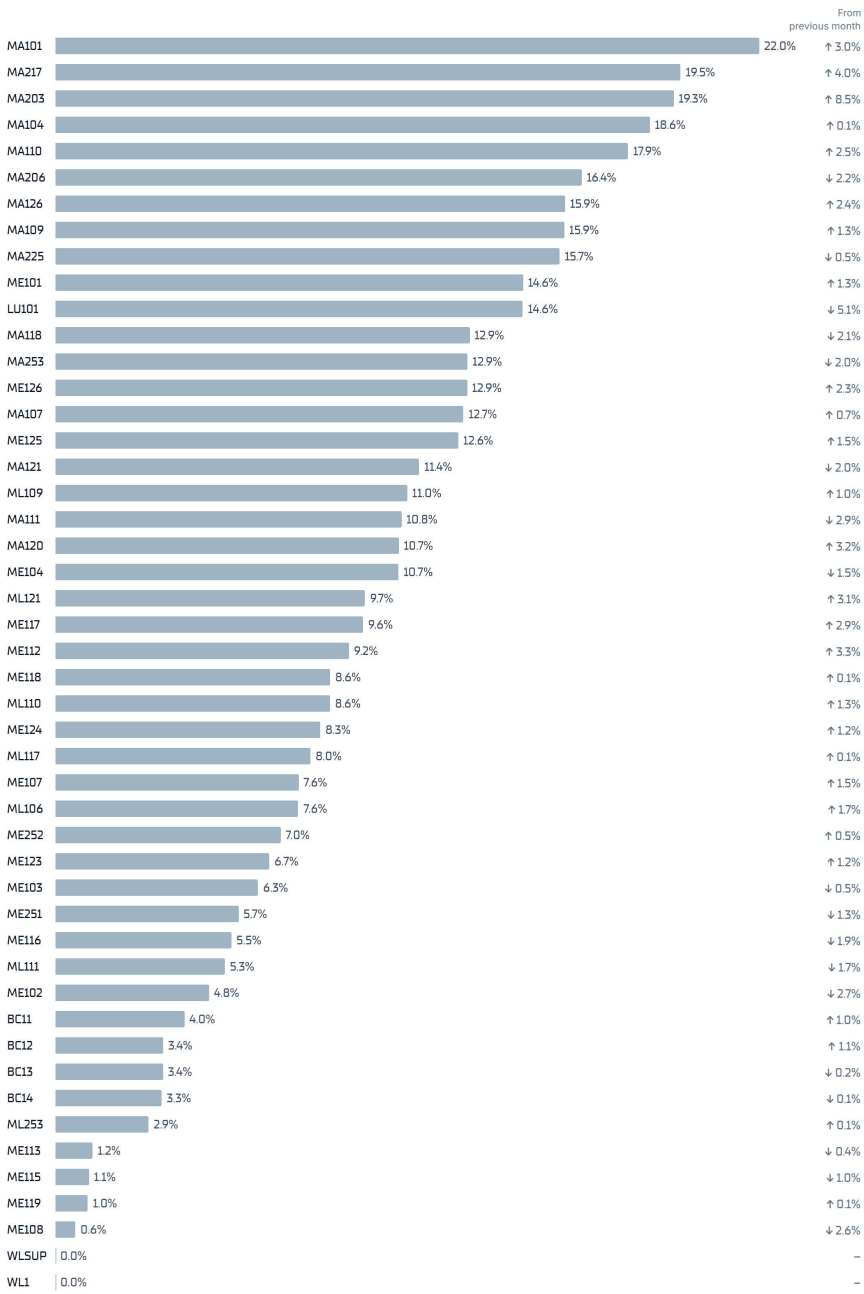
May 2026

9.3% ↑0.4% From previous month

> Unit Hour Utilization (UHU) reflects how much time a crew spends actively responding to incidents compared to the total available time the unit is in service. It does not consider time spent on other necessary tasks such as report writing, exercising, sleeping, etc.

⚠ **1.6% of responses excluded, 0.3% not reported by staffed apparatus** *Why?*

Metric: Utilization %
Report by: Staffed Apparatus
Sort By: Value (Desc.)

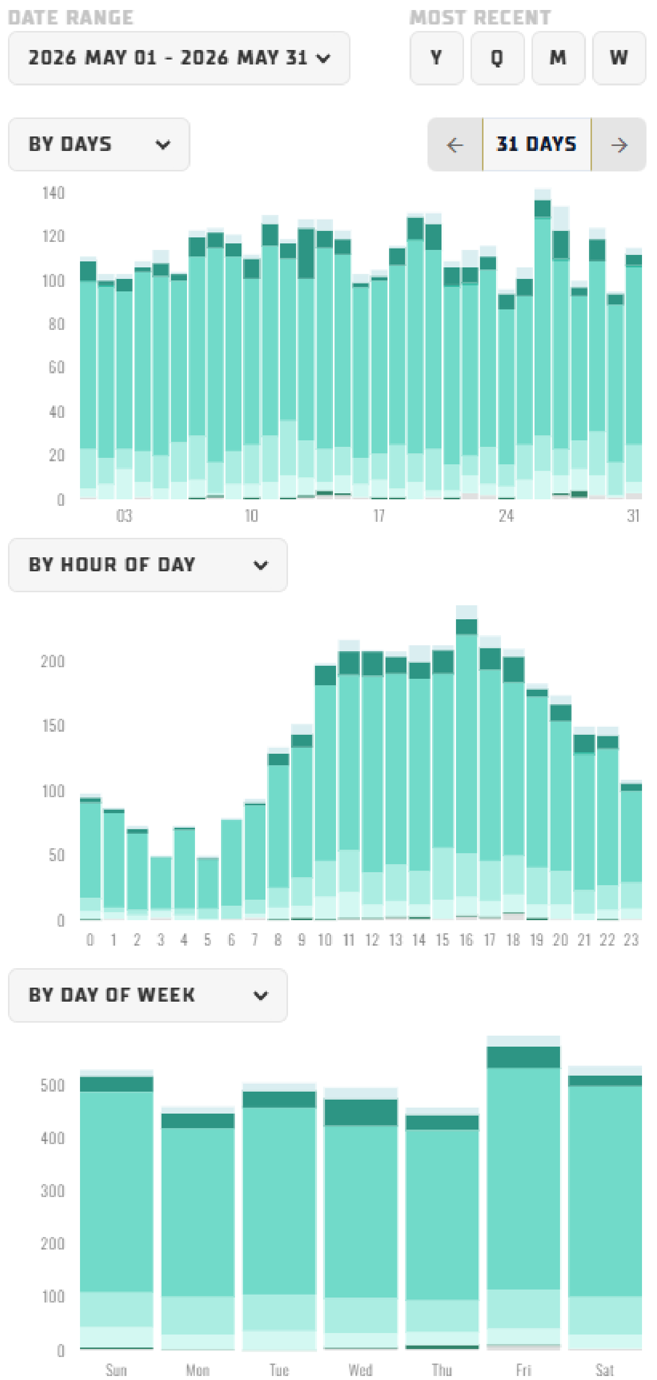


3,589

SUM OF ALL EVENTS

RMS Category

Fire - 113	3.1%
Hazsit - 229	6.4%
Law Enforcement Supp... - 8	0.2%
Medical - 2,512	70.0%
No Emergency - 477	13.3%
Public Service - 210	5.9%
Rescue - 16	0.4%
Unknown - 24	0.7%



Definitions

Incident Volume: The total number of unique incidents (calls for service) within a defined time. Each incident is counted once, regardless of how many units respond. This reflects the overall community demand for service

Response Volume: The total number of individual apparatus responses (unit runs) within a defined time. Because multiple units are typically dispatched to a single incident, response volume will always be equal to or greater than the number of incidents.

1st Due Performance: The percentage of incidents in which the first-arriving unit reached the scene within the department's established response time target. Measures how effectively the department delivers an initial response to the community.

UFA current Darkhorse response time targets:

- Urban non-medical: 11 minutes
- Urban medical: 10 minutes 15 seconds
- Rural non-medical: 15 minutes 30 seconds
- Rural medical: 17 minutes

First Due Over Goals: The percentage of first-arriving responses that exceeded the established response time target. Represents the inverse of 1st Due Performance.

Total Response (90th Percentile): The total elapsed time from call receipt to arrival on scene, measured at the 90th percentile. Provides a more stable and meaningful system performance benchmark than averages.

Dispatch (90th Percentile): The time from when the 911 call is received at the PSAP to when units are dispatched. Reflects call processing efficiency.

Turnout (90th Percentile): The time from unit dispatch to the unit marking in route. Reflects crew readiness and station alerting efficiency.

Travel (90th Percentile): The time from when the unit marks in route to arrival on scene. Reflects deployment model, station placement, traffic conditions, and unit availability.

Definitions Continued

Unit Hour Utilization (UHU): The percentage of time a unit is committed to incidents compared to total available time. Measures workload intensity and system capacity. Higher UHU may indicate system strain or reduced availability for concurrent incidents.

Calls with Concurrency 2+: The percentage of incidents occurring when two or more incidents were in progress simultaneously. Concurrency measures how many other incidents were active at the time a new incident began. Used to understand how simultaneous demand impacts system performance and availability.

Station Response Reliability: The percentage of incidents within a station's response zone to which the station was available to respond.

A response is typically considered successful if: 1. The station provided the first arriving unit, or 2. The station provided any eligible unit as part of the initial dispatch. Measured for emergent incidents. Reflects how often the community receives service from its assigned station versus a move-up or covering company.

UNIFIED FIRE AUTHORITY

Fire Chief Report

Information Outreach Update

UFA continues to play an active role in supporting community events throughout our service area through dedicated event EMS staffing, public education, and community outreach. As of June 10, UFA has supported 21 community events, conducted fire extinguisher and CPR trainings, participated in career fairs, and appeared in community parades. Through the Fourth of July and beyond, UFA is scheduled to support an additional 30 events, including multiple parade appearances and community engagements.

These efforts reflect UFA's ongoing commitment to public safety, emergency preparedness, and strengthening relationships with the communities we serve. Director Easton will provide additional information regarding both the successes and operational challenges associated with this particularly busy event season.

Grant Opportunities

Unified Fire Authority is pursuing several grant-funded initiatives designed to enhance prehospital emergency care, improve patient outcomes, and expand provider training opportunities.

The first initiative is a FEMA Assistance to Firefighters Grant (AFG) application to fund specialized whole-blood response vehicles capable of providing prehospital blood transfusions. The second is a regional FEMA grant application, led by Salt Lake City Fire Department with UFA serving as a primary partner, to establish a countywide prehospital simulation training center that would serve approximately 2,500 EMS providers. The third initiative is UFA's participation in a federally funded statewide prehospital whole-blood program led by the University of Utah Health, which would provide equipment and staffing support at no direct cost to UFA.

At this stage, staff are seeking conceptual support to continue pursuing all three initiatives. Of the projects under consideration, only the Blood Response Vehicle grant may require a partial UFA financial match. The remaining initiatives would be funded through external grant sources and regional partnerships.

Women Firefighter Workforce Initiatives and Progress Update

Human Resources Director Day will provide a brief update regarding UFA's workforce initiatives and progress related to women firefighters.

Over the past several years, UFA has made significant progress in recruiting, supporting, and retaining female firefighters through ongoing collaboration between employees and leadership. Since 2021, the number of female firefighters employed by UFA has increased from 13 to 37. This growth has been supported by efforts to improve workplace accommodations, enhance PPE availability and sizing, expand leadership development opportunities, increase representation on key committees, and provide greater support for pregnant employees through light-duty assignments.

Annual meetings with sworn female firefighters have helped identify priorities and guide these improvements. As UFA continues to evaluate opportunities to strengthen employee well-being and retention, family-focused benefits—particularly maternity leave—have emerged as an area for future discussion and consideration.