



UFA Command Staff Meeting Highlights

July 1, 2024

Present

Chief Burchett	HR Director Day
AC Pilgrim	CFO Hill
AC Robinson	CLO Roberts
AC Dern	Cyndee Young
Fire Marshal Larson	

Absent

OC Russell
DOC Easton

Guests

- BC Fossum – Liability/Workers Comp

Command Staff for 6/24/24 was cancelled due to the BC Leadership Academy

Liability/Workers Comp – BC Fossum

- Reviewed recent injury and accident claims

Chief Burchett

- IAFF
 - Chief will travel to the September event in Colorado Springs
 - AC Pilgrim is working with Pipes & Drum on their attendance
 - Two other members of Command Staff will attend as well
 - Captain Matt Hambleton will be honored
- ChamberWest Leadership Institute 2024-2025
 - Command Staff discussed the upcoming event that begins in September
 - ChamberWest hosts a monthly meeting for 10 months
 - This is a valuable opportunity and Chief would like to continue sending individuals
 - EM Manager Behunin and OC Russell participated in the last session
- UFA/UFSA Agenda
 - Discussed items for the agendas
- Mourning Bands
 - An email authorizing mourning bands for SLC Fire Captain Michael Harp will be sent to personnel
- Leadership Workshop – Guy Perrin, CenterPoint
 - Command Staff discussed the workshop held last week
 - Feedback was good

- Chief Burchett feels that there is still value in offering the cohort and additional leadership training with CenterPoint
- Also discussed was offering a more operationally focused leadership class in the future
- Chief's Schedule This Week:
 - **Monday, 7/1**
 - Morning Meeting w/ACs
 - Command Staff
 - Station 113 Annual Meeting
 - **Tuesday, 7/2**
 - ChamberWest Leadership Retreat
 - **Wednesday, 7/3**
 - Division Leaders
 - FF Hiring Meeting
 - Weekly Wednesday Command Staff
 - Lifesaving Awards Station 109 @ 109
 - Station 109 Annual Meeting
 - **Thursday, 7/4**
 - Administrative Holiday – Independence Day
 - Brighton 4th of July Parade
 - **Friday, 7/5**
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HR Director Day

- Light Duty Update
 - Reviewed current LD assignments
- Maltese Cross for Class A Uniforms
 - The Uniform Policy does not address allowing lateral hires to wear the Maltese Cross for years of service with other agencies
 - Clarifying language will be added to the policy
 - Command Staff feels that all years in the fire service should be recognized regardless of which agency they were served under
- Flu Shot Clinic
 - SelectHealth has offered to set up a clinic for administering flu shots this coming fall
 - Command Staff feels that offering the shots both in the Medical Division and distributed at the stations, as has been done in the past, is the best way to make it available to the organization
- Special Hiring Policy and Seniority
 - PAC has discussed the Special Hiring policy and landed on the language to address the special hires and their seniority
 - Command Staff discussed the application of the seniority for the special hiring
 - Chief feels this will work well in the long-term application
- Entry Level FF Applications
 - 564 candidates have signed up for the test
 - The next phase will begin; the written test will be offered July 10, 13, 15, 17, and 20

AC Dern

- Lateral Badge Distribution
 - Badges for the lateral hires at Fire Training were distributed
 - They will be sworn in at the ceremony in August
 - There was good feedback regarding the front-loading of the uniform allowance
 - The 6 lateral hires started in the field on Sunday, June 30
- BC Academy
 - The academy went well last week
 - There was good and valuable feedback provided
 - The most popular topics were the budget and legal case studies
 - The next training is All Hazards Division in October
- Heavy Rescue and All Hazards Training
 - Heavy Rescue School went well
 - Command Staff wishes to thank the instructors for their time and efforts to provide such a great course
- Ambulance Movement Update
 - The ambulance crew at 104 and 106 will change today, Monday, 7/1
- UPD
 - The deputies were sworn in today, Monday, 7/1 and will officially begin
- Lateral Hire Feedback
 - AC Dern, AC Robinson, and AC Pilgrim met with the lateral hires for feedback on their hiring experience
 - There were no issues, notes will be prepared and distributed to Fire Training
 - The laterals felt that all training was structured and professionally executed

CFO Hill

- Light Duty Timecards
 - CFO Hill explained that the new Kronos system is unable to allow for time approval from a different division for light duty operations personnel
 - Operations Captains and Chiefs must approve the timecards, the system will no longer allow for Division Chief's with light duty personnel to approve timecards
 - Discussed how to relay this message and best address this challenge going forward
 - Policy language will also need to be adjusted once a process has been identified
 - AC Dern will look into this further as this will be a challenge for more than just those on light duty
- EM Vehicle for Fuels Crew
 - The bank financing the most recent lease will not allow for using under-expend to purchase the truck for the Fuels Crew from the EM Division
 - They do not differentiate between UFA, WL, and EM, their view is that we would be buying the vehicle from ourselves
 - AC Robinson found that for just \$13,000 more, a new vehicle can be purchased
- New Budget Year
 - CFO Hill reminded all that today, 7/1, is the start of a new budget year
 - PO's must be in place before bidding and purchasing can begin

- Payroll Changes
 - The 7/10 paycheck will have the new insurance rates and URS rates
 - The 7/25 paycheck will have the COLA, market adjustments, and stand-by payout

Fire Marshal Larson

- Stage 1 Fire Restrictions
 - FM Larson spoke with the SL County Fire Warden about the restrictions and our support
 - The greatest impact is the unincorporated islands in Sandy and some in Rose Canyon
 - Will work with the Liaisons to ensure there is no confusion for Alta, Brighton, and Emigration
 - Information will also be posted on our website
- Meeting with Midvale
 - FM Larson will be meeting with Mayor Stevenson, the city manager, and their community enhancement manager to discuss and preview Darkhorse
 - Midvale is interested in utilizing Darkhorse on projects within their city
 - Chief Burchett recommended that a member of Darkhorse also attend
- Fireworks Update
 - All firework stands have been inspected
 - Sales began 6/24
 - Patrols for both July 4 and 24 have been planned

AC Pilgrim

- FPAT Policy - PAC Review
 - PAC has reviewed the policy
 - There were a lot of questions and concerns which were addressed in the discussion
 - Some adjustments were made to the policy language to provide clearer guidance and address concerns
 - PAC has approved the changes and is in support of the policy
- Boulder Crest Resiliency Training
 - Chief Fossum has reached out to this company as they offer no cost peer support and resiliency training for first responder organizations
 - They offer 1, 2, and 5 day trainings
 - Boulder Crest wants members of Command Staff to go through the training first
 - AC Pilgrim has attended their 2 day training and stated it is some of the best behavioral health resiliency training he has had
 - There is also the option to train-the-trainer
 - AC Pilgrim is looking at setting up the initial training for Command Staff in the fall
- Behavioral Health Response
 - Crews have been seeing an improved response from the peer support members and the facilitation of BHAARs
 - The system is working as intended based on the training and improvements implemented over the last few months
- Line of Duty Death Photos
 - The photos that were at the ECC were found stored at Station 126

- BC Fossum had them framed and created a temporary memorial wall until a more permanent location is decided upon

AC Robinson

- Comcast Internet Outage
 - The outage the week before last impacted everyone, VECC included
 - The UFA redundant system failed as well
 - IT is researching the cause of the failure
- ESO/Telestaff
 - Telestaff is still not connecting to ESO, so crewmembers are not being populated
 - For now, station officers will need to continue entering names in manually
 - IT continues to work on this issue and has a meeting with ESO Tuesday, 7/2 to expedite a resolution
- IT Milestone Reached
 - IT has reached a huge data backup milestone
 - This work will help prevent a hacking event or ransomware
- MR's for Station 112
 - The MR's for capital improvements at Station 112 have been submitted to Finance
 - The projects should be underway soon
- Feasibility Study for Fire Training Improvements
 - The study will begin in late September, AC Robinson is hoping to get more ideas after attending the FIERO Design Symposium early September