



South Davis Metro Fire Service Area

Meeting of the Administrative Committee
255 South 100 West, Bountiful, Utah and Zoom
March 3, 2022
3:00 p.m.

COMMITTEE ATTENDANCE:

NAME	POSITION / CITY REPRESENTED
Bryce Haderlie	Woods Cross
Ken Leetham	North Salt Lake
Duane Huffman	West Bountiful – Chair
Gary Hill	Bountiful
Brant Hanson	Centerville – Vice Chair
Heidi Voordeckers	Davis County

STAFF PRESENT:

Dane Stone, Fire Chief
Dave Powers, Deputy Chief
Greg Stewart, Deputy Chief
Jessica Hardy, Finance Director
Nikki Dandurand, Secretary

APPROVAL OF FEBRUARY 2022 MINUTES

Mr. Hill moved to approve the February 2022 minutes as amended, and Mr. Haderlie seconded the motion. All members voted and approved the motion.

DISCUSSION REGARDING PRELIMINARY BUDGET 2022-23

Chief Stone said there is still a lot to do, so this is just a preliminary budget review. Ms. Hardy has met with GBS regarding employee benefits. Our department is still under the 100-employee limit, which gives us a different breakdown for benefits. GBS stated there is a potential 30% increase this year, going from the Star 4 Plan to Star 3 Plan. Staff went back through Administrative Committee minutes from previous years to review the history of policies. Last year was only a 12% increase but that was lowered to 9% with decrements. Ms. Hardy estimated a 19% increase for the upcoming year. GBS will be going out to bid, possibly to

move some decrements, which is why we are discussing this now with you. Ms. Hardy stated if we agree upon a two-year fixed rate, we could reduce it to 12% annually. We would stay at 19% this year then go to 6.9% the following year. PEHP is also raising their rates to match the higher claims. Our employees are hitting some of the specialty codes, which raises the premiums. Some employees need to take advantage of the tourism program offered. It would help decrease our costs. Hopefully if Canada opens back up, our employees will take advantage of the program.

Mr. Huffman asked if anyone had received their renewals. Mr. Hill replied they will have a 4% increase with two different providers. Mr. Haderlie anticipates a 5% increase. Ms. Voordeckers anticipates a 6% increase for the county, but only the Summit plan was offered. Ms. Hardy stated the department has not decided yet based on any further decrements. Mr. Hanson stated his city is staying flat with Select Health. Mr. Hill asked if everyone's vision benefits are utilized and is there a voluntary benefit. Ms. Hardy replied about half of our employees use the vision plan, so it's not a high participation. Mr. Hill stated Bountiful does not provide any vision benefits. There are a lot of young families in our department now that need the benefits. Mr. Huffman asked if both HSA and traditional plans are offered. Ms. Hardy replied there are more taking the HSA. Chief Stone stated we are waiting for GBS and possibly looking at other options at that point. We initially put in for a 10% increase for a safe estimate, but the 19% is looking like the real number. Mr. Haderlie asked how many cities are offering the different option plans. A few said they are. Ms. Voordeckers said they have gone from traditional to HSA. Mr. Huffman stated his city is about half and half. Mr. Hill stated they are maybe 60/40 with traditional.

Chief Stone stated we have just finished collecting everyone's budgets. We have tried to maintain a flat budget. The Committee is welcome to look through it at this time.

Mr. Huffman asked everyone to look at the property tax (pg.1). He asked if we separate the employees and paramedics or carry a flat number through. We have a formula derived for the paramedics. He thinks it is better to keep that number flat or we have to increase that number to grow with operations. If fuel, equipment, etc. continue to rise, the rate needs to increase accordingly. How do we address that? Mr. Leatham agreed and there have been countywide discussions about this. These numbers are based on best guesses at this time. Mr. Hill asked if those numbers include annual operations or expenditures. DC Powers replied it should include everything. Chief Stone agreed, but the amount will increase. We already did a capital fund increase. One of our vendors, Zoll, is willing to help us keep costs down if we continue to utilize their products. Not every paramedic unit in the County uses the same equipment. Mr. Hill stated we should estimate our numbers based on two-fold: best estimate and growth factor. He also agreed with Mr. Huffman that the amount needs to grow with operations.

Mr. Huffman inquired if some double counting was shown. The estimates show equipment purchases made with property tax and is this equipment included in the cost of the three paramedic units. Mr. Huffman asked if we already have built in costs? DC Powers stated a guide is put out annually that helps set the rate for paramedics. Two methods are given and we

choose one. We could piggyback on that and separate paramedics and EMS. Mr. Huffman asked if that could be done for this fiscal year and next. DC Powers replied EMS tried, but it was impossible to come up with a set percentage. DC Powers said the bigger problem is to have reserve paramedics. Personnel costs are always higher. Chief Stone said that smaller cities are struggling to cover their area. Even when our personnel call in sick, we still have to cover the regular rotation shifts. Mr. Huffman asked what the game plan is to calculate for paramedics in the next fiscal year. We are already estimating a short fall in property tax, and we do not want to end with a negative balance. We need to be aware as we move forward and recalculate. Ms. Voordeckers stated there will be a small distribution back to the cities as the county closes out the paramedic funds from 2021.

Mr. Hill asked if the 3.6% is estimated or included in the TNT. Ms. Hardy replied it is based solely on growth. Mr. Huffman stated we might have to take a different approach with property tax ie. Including inflation. He suggests they all encourage discussions with their councils. Mr. Haderlie stated they just got back from their city retreat and his council was shocked at the inflation rate. They realize now how important a TNT would be right now.

Chief Stone said everyone was provided a copy of the Fund Balance/Equity policy. This policy was started in 2017 when this committee was formed and finalized last year. Mr. Huffman stated that personal property tax was not built into my growth or assessments. Our goal is to make it stable and fair. Chief Stone stated this is a good policy to follow.

FIRE CHIEF REPORT

Chief Stone stated he had a conversation with Kirk Sacket at Holly Frontier refinery about a training facility, and the conversation was very promising with the possibility of Holly helping out. He has also talked with Jeff Danielson and Mayor Romney. We are definitely moving forward and talking with Big West also. It was a very positive conversation.

We have three new recruits in the fire academy right now. Hiring three above our current personnel has proven to be beneficial already. We lost one employee last week, another one could leave and with promotions, etc. the three positions have already been filled. We really appreciate your support.

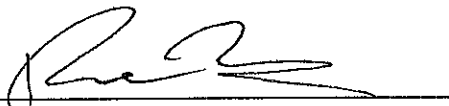
The legislature passed the marijuana bill. We are currently looking at our policies to define and protect our employees. DC Powers is very concerned with this bill. In reality, if anyone in our department gets into an accident and they are "impaired", we could get sued, no matter what the law states. It will happen eventually. Chief Stone said we are deciding on the definition of "impaired." There are no current guidelines for testing THC. He has talked to Chief Biehler of Bountiful Police and is talking about testing possibilities. One interesting point is that you cannot carry a concealed weapon with a green card.

ADMINISTRATIVE CHAIR UPDATE

Mr. Huffman had nothing to report.

ADJOURNMENT:

Mr. Haderlie moved to adjourn the meeting; Mr. Hill seconded the motion. The meeting was adjourned.



Duane Huffman, Chair



Nicole Dandurand, Secretary