



MEMORANDUM

To: Mayor Olson & City Council Members

From: Norm Beagley, MPA, P.E., City Manager

Date: December 19, 2022

Re: 2022-2023 Fire Department Report and Plan and Budget Impacts Related Thereto

Dear Mayor and Council Members,

I hope that you have had a chance to review Fire Chief Ryan Lind's memo to the Council dated 12-15-2022. As you can see from Chief Lind's memo, we have an urgent need to adjust (increase) our Fire Department member's wage ranges to catch up with recent market force changes.

The wage range increases proposed therein will help us to (somewhat) catch up and to be more competitive with current market wages for fire and EMS in Utah County, Juab County, and a couple in Salt Lake County.

We propose that all Fire and EMS Department wage ranges be increased between 15 and 17 percent. As a note, these proposed increases are for wage range adjustments only. If approved, each of our members would receive wage increases within these new ranges commensurate with their position, job duties, years of service, experience, certification levels, etc.

The potential budget impact for the needed wage increases is approximately \$220,000 annually. As we are already halfway through the 2022-2023 fiscal year, the current fiscal year's impact of this change would be one half of the annual amount, or \$110,000.

At the Mayor's direction, Ryan and I prepared wage comparison information (charts) for each of the positions in the department. Those charts are included in the appendix of the report. As shown in the charts, the proposed increases would just keep us competitive within the current market forces.

The needed budget funds for the 2022-2023 fiscal year can come from two budget adjustments. The first amount (50% of this fiscal year's impact) would be from our (35%)

General Fund reserves. The remaining amount (50% of this fiscal year's impact) would come from the Fire Department's reserve funds.

The measures recommended herein and in Chief Lind's report will help our fire department to better, more effectively recruit new members and to maintain more competitive wages for the members that we currently have.

I am happy to discuss this item with you further before or during the December 20th council meeting.

Recommended motion: Recommend to authorized allocation of budget funds in the amount of \$110,000 from the General Fund reserves s (50%) and from the Fire Department reserve funds (50%).