

North View Fire District  
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North Ogden, UT 84414  
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North View Fire District Work Session Minutes  
June 5, 2023

The North View Fire District Trustees convened in a Fire Board Meeting session on June 5, 2023, at 5:00 p.m., at the North View Fire Station. Notice of time, place, and agenda of the meeting was electronically mailed to each Trustee to the Utah Public Meeting Notice Site, Standard Examiner, and posted at the North View Fire Station on June 5, 2023. Notice of the 2023 annual meeting schedule was electronically mailed to the Utah Public Notice Website and to the Standard Examiner. Pursuant to the NVFD Electronic Meetings Policy adopted March 16, 2011, One (1) or more trustees may have participated electronically, and the NVFD Station 21 315 E. 2550 N. North Ogden, Utah is designated as the anchor location, where members of the public may monitor and when appropriate, participate in the meeting. After notifying the District Clerk, Trustees may have participated electronically by telephone, Skype, Face time, or any method that facilitates communication electronically.

Present:

Chairperson Timothy Wheelwright  
Vice-Chairperson Jay Johnson  
Trustee John Arrington  
Trustee Chris Clark  
Trustee Meredith Aardema  
Trustee Cameron West  
Trustee Maxwell Jackson  
Chief David Wade

Staff Present:

Deputy Fire Chief Jeremiah Jones  
Deputy Chief/ Fire Marshal Ryan Barker  
Jeff Davis, Accountant  
Nicci Roylance, District Clerk  
Leonard Call, Treasurer

1. Opening Prayer, Reading or Expression of Thought, and the Pledge of Allegiance

Chairperson Wheelwright welcomes everyone to the Work Session at 5:02 pm.  
Chairperson Wheelwright stated that Trustee Clark would be a little late. Trustee Arrington led the board in the Pledge of Allegiance and followed with a prayer.

2. Public Comments

There is no one here from the public

3. Work Session on 2023-2024 NVFD Budget

Chairperson Wheelwright stated that we had adopted a tentative budget in our last meeting. Chairperson Wheelwright stated that this workshop would be an opportunity to ask questions and go into detail about that tentative budget. Vice-Chairperson stated that maybe go by category and answer those questions. Chairperson Wheelwright agreed with that statement. Chairperson Wheelwright asked who would be presenting. Chief Wade stated that Deputy Chief Jones and Jeff Davis. Chairperson Wheelwright asked if there have been any details to the tentative budget that need to be considered. Jeff Davis stated that he did change the health insurance numbers because the correct number was being given to him. Vice-Chairperson Johnson asked if they had put the radios in this budget. Deputy Chief Jones explained that it was included.

Chairperson Wheelwright stated that the first tab was the salaries. Chairperson Wheelwright stated that we had a lengthy discussion on the new ten to eleven pay grade and equity adjustments for the administration. Vice-Chairperson Johnson asked about the CPI formula. Trustee West asked if it was included. Deputy Chief Jones stated that it had not. Trustee West stated that his concern was the operations people. Trustee West stated that he knows that we need to be in line. Trustee West stated that we could take a little of their pay increase and give it to operations. Trustee West asked about Jon Grangroth's pay and why he is making the same amount of money as Senior Captain Griggs. Chief Wade stated that when we hired him, we did a lateral, and he stated that he talked to Captain Griggs and Captain Lee, and they were ok with him coming over at that wage. Trustee West asked the Chief if he had talked to the other captains about his wage. Chief Wade stated that he didn't feel the need at the time. Chief Wade stated that he feels that Deputy Chief Jones and Fire Marshal warrant their increase. Trustee Aardeama stated that the administration increases to be done over a few years possibly. Trustee West stated his concern about the morale of the employees versus the administration's increase. Chairperson Wheelwright stated that he disagrees with not giving the increase to the administration versus the lower increase of the operations. Chairperson Wheelwright stated that the board has made increases for operations for many years to make sure that they were above many of the departments. Chairperson Wheelwright stated that if we don't increase the administration we will fall behind even further. Chairperson Wheelwright stated that these pay increases are coming from where they were slotted on the new pay grade.

Deputy Chief Jones stated that we would be paying the full benefits package for the employees, and he stated the amount they were paying would vary depending on their situation, but it would be more money in their pocket. Trustee West stated that the district paying for their benefits doesn't go into their retirement. Trustee West asked what the benefits do for the district. Deputy Chief Jones stated that more departments have used this as a retention. Trustee West stated that he would want more in his retirement. Jeff Davis stated that with the extra money in their pocket, they could increase more of their contribution to their retirement. Jeff Davis stated that he went over every individual for the last two years and each person in

operations has gotten an 18-20% increase and in dollars is about \$5, which includes the added 10% insurance. Jeff Davis stated that the average percentage 3-4 years ago was 5%.

Trustee Arrington asked what the comparison of our administration wages to other departments is. Chairperson Wheelwright stated that it is based on the Weber County averages of their wages. Chairperson Wheelwright stated each of the administration's new steps. Trustee West asked if it was based on years of service. Deputy Chief Jones stated that the district could not afford based on the years of service. Deputy Chief Jones stated that if based on years of service we are still on the low end. Deputy Chief Jones stated he would do whatever the board decided on the increases, but you are only causing the problem to become bigger. Deputy Chief Jones stated that we have worked hard to give the increases to the bottom and up. Deputy Chief Jones stated that the morale issue is across the board not just to the operations. Deputy Chief Jones stated that they have been very objective about the increases for the administration. Chairperson Wheelwright stated that the administration increases are not even in line with the county. Jeff Davis stated that he has looked at all the numbers objectively and that we are \$3-5,000 higher in operations than other departments except administration. Chairperson Wheelwright stated that we have tried to be data-driven on salaries every year. Chairperson Wheelwright stated how can we increase or adjust operations, then administration takes a decrease. Chairperson Wheelwright stated that it should not be stated one versus the other. Chairperson Wheelwright stated that he would prefer to make decisions based on the data. Trustee Aardema asked where we got our department, we got our data. Deputy Chief Jones stated that Roy City, Ogden City, Weber Fire, and South Ogden Fire. Trustee Aardema asked what the average wage would be for a starting Deputy Chief. Deputy Chief Jones stated that Weber Fire is starting at 111,000.

Trustee Arrington stated his appreciation of the process of the budget committee. Chairperson Wheelwright asked the board what increase for operations would you feel acceptable. Chairperson Wheelwright stated that the administration put together a new grade scale and it may need to be that we put our operations on a different slot on the scale. Jeff Davis stated that we did do a grade scale based on a percentage. Chairperson Wheelwright stated what if we slotted everyone one step up from where they are now. Trustee West asked what the percentage increased from one step to the next. Chairperson Wheelwright stated that if they moved an operation individual up one step, they would receive a \$0.75-\$1.00 raise. Trustee West asked how much new money would be for the administration. Trustee Aardema asked about the top three years for retirement. Chief Wade stated that at Tier I the district pays around 19% and at Tier II 16.67% for the employees. Chairperson Wheelwright stated that the new money for the administration increase would be \$48,000. Deputy Chief Jones stated that we took out the money for a new Deputy Chief. Trustee West asked what the new money for operations would be. Chairperson Wheelwright stated it would be \$189,000. Trustee West asked how much more would it be if we raised them one more step. Leonard Call

stated it would be around \$80,000. Chairperson Wheelwright stated he would be comfortable with bumping everyone up one more step. Jeff Davis stated that add another 20% to that \$80,000, which would include retirement and social security. Trustee West asked if we were to raise operations and bumped them up the extra step but did not pay the 10% of benefits. Chairperson Wheelwright asked what the cost would be to pay for the insurance. Trustee Aardema asked if the administration had talked to operations about the increases and benefits. Deputy Chief Jones stated that they had not.

Walt Sorensen, a firefighter stated that he has enjoyed working here at the district. Walt Sorensen stated that he feels that operations and administration are a good raise. Trustee Aardema asked Walt Sorensen what he thought of paying for insurance versus more in their pocket. Walt Sorensen asked about how the people that opted out of the benefits package were factored in. Deputy Chief Jones stated that they did factor it in. Jeff Davis stated the insurance would cost about \$50,000. Trustee Aardema stated she does love the idea of raising operations and then raising administration incrementally over a couple of years. Jeff Davis stated that he also had an answer to the benefits question. Jeff Davis pointed out that if you raise benefits, you save them on tax versus a raise you lose 10% of tax on that salary raise. Trustee West stated that it wouldn't go toward their retirement. Jeff Davis stated they could take that money they save on taxes into their retirement. Vice-Chairperson asked what the total investment in the increase was last year. Deputy Chief Jones stated it was about \$350,000. Deputy Chief Jones stated that this discussion is great, and the administration will do whatever the board wants. Zach Clifford stated that the administration stated that they would fight for a \$3.00 raise since last July. Chief Wade stated that he did not state that at any shift meeting. Chief Wade stated that we would be aggressive but that \$3.00 would not be sustainable. Chairperson Wheelwright asked if anyone else heard those promises made. Walt Sorensen stated that he did hear that Chief Wade stated that they would be aggressive. Trustee West stated that we bump up everyone in operations another step and not the 10% of benefits and give the administration their increase. Trustee Aardema asked what that would do to our budget. Jeff Davis stated that it would be around \$80,000. Trustee West stated he could get on board for this option. Chairperson Wheelwright asked if there are any concerns regarding Trustee West's proposal. Vice-Chairperson Johnson stated that with this and last year's wages, they come to \$600,000 operations increase in salaries in two years. Chairperson Wheelwright expressed his appreciation to employees for their input. Chairperson Wheelwright stated that the adjustments to the budget would include a one-step bump on the scale, the administration increase would stay the same, and the 10% insurance benefit would be taken off.

Chairperson Wheelwright asked if anyone had any questions about subscriptions. Trustee Arrington asked some questions about revenue estimates. Trustee Arrington asked what miscellaneous operating revenue of \$12,000. Chairperson Wheelwright asked what that is. Jeff Davis stated that it was anything but fee and lieu. Jeff Davis stated it is donations and firework stands revenue. Chairperson

Wheelwright stated that we would move on to each revenue tab. Chairperson Wheelwright asked about subscriptions. Jeff Davis stated that most of that would be for First Responders First. Chairperson Wheelwright asked where it is. Deputy Chief Jones stated that First Responders First would need to be added. Chairperson Wheelwright asked about Travel and Training going down. Deputy Chief Jones stated that it went down due to not having anyone going through the Paramedic school. Trustee West asked why we don't have sexual harassment and that we have a different company that does it for free through their subscription. Chairperson Wheelwright and the board discussed the rest of the tabs and explanations were given if any concerns were voiced. Jeff Davis stated that he is adding \$220,000 for depreciation and \$113,000 for the buildings. Jeff Davis explains the general fund and how the LBA fund and general fund are the same now by the recommendation of our auditors. Jeff Davis stated that in the summary it stated the \$220,000 depreciation and the capital outlay of \$149,000, which includes the capital improvements and the \$113,000. Jeff Davis stated the capital fund is now assigned.

Chairperson Wheelwright and Jeff Davis discussed the LBA budget. Deputy Chief Jones stated that we are waiting on legal advice concerning the LBA fund. Chairperson Wheelwright asked if there were any more directions for the administration. Vice-Chairperson Johnson asked if the increase is done yearly or on an anniversary date. Jeff Davis stated it is yearly on July 1<sup>st</sup>. Chairperson Wheelwright stated that we are proposing to hold the tax rate, which we would need to hold a Truth in Taxation hearing. Chairperson Wheelwright asked the board if they are happy with during this workshop. Trustee West stated he liked the workshop.

#### 4. Chief's Report

Chief Wade stated that when putting the budget together that we are being aware of the money from the citizens and will follow whatever guidance the board asks of the administration.

#### 5. Chairperson's Report

Chairperson Wheelwright did not have anything.

#### 6. Other and/or Identify matters for future consideration and or action.

Vice-Chairperson Johnson thanked the employees for their feedback and work in the community.

Trustee Arrington stated that by going into the LBA meeting that we would not Discuss the district business.

Chairperson Wheelwright asked if anyone would make the motion to go into the LBA meeting. Trustee West made the motion to go into the LBA. Vice-Chairperson Johnson seconded the motion.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

1. **LBA- Consideration to approve the minutes of June 28, 2022.**

Chairperson Wheelwright stated that the minutes had been distributed electronically. Trustee Clark made the motion to approve the LBA June 28, 2022 minutes. Vice-Chairperson Johnson seconded the motion. Trustee Arrington chose to abstain from the vote since he was not on the board.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

2. Chairperson Wheelwright stated that there would be no action for the LBA Budget.  
3. **Setting the date and time for the approval of the NVFD -LBA Final Fiscal Budget.**

Chairperson Wheelwright asked for an opinion from legal on how to notice for an LBA meeting. Trustee West made a motion to set the date for LBA Final Fiscal Budget for June 27, 2023. Trustee Aardema seconded the motion.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

4. **Public Comments**

Chairperson Wheelwright stated that there was no public present.

5. Chief's Report

Chief Wade stated he did not have anything at this time.

6. Chairperson's Report

Chairperson Wheelwright stated he did not have anything at this time.

7. Other and/or Identify matters for future consideration and or action.

There was nothing from the board.

8. Adjournment

Trustee Jackson made the motion to adjourn the LBA meeting. Trustee West seconded the motion.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

Chairperson Wheelwright called for a motion to go back into the regular District meeting. Vice-Chairperson Johnson made the motion to go back into the District meeting. Trustee Aardema seconded the motion.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

7. Closed Executive Session to discuss the character, professional competence, or physical or mental health of an individual.

Vice-Chairperson Johnson made the motion to go into the closed executive meeting. Trustee West seconded the motion.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

Trustee Aardema made the motion to close the closed executive meeting. Vice-Chairperson Johnson seconded the motion.

Voting on the motion:

Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye

8. Adjournment

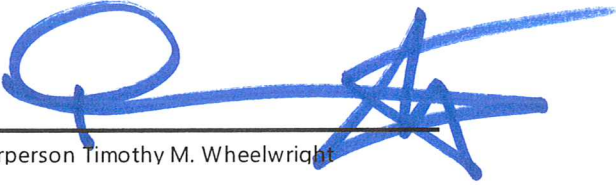
Trustee Clark made the motion to adjourn at 8:24 pm. Trustee Aardema seconded the motion to adjourn.

Voting on the motion:


Chairperson Wheelwright	aye
Vice-Chairperson Johnson	aye
Trustee Arrington	aye
Trustee Clark	aye
Trustee Jackson	aye
Trustee West	aye
Trustee Aardema	aye



X

  
Chairperson Timothy M. Wheelwright

X

  
Nicci Roylance, District Clerk

Date Minutes approved June 27, 2023  
North View Fire District Board Meeting Minutes of June 5, 2023