

**SALINA CITY CORPORATION
WORK MEETING
January 24, 2024**

COUNCIL AND STAFF PRESENT:

Mayor Jed Maxwell
Earl Taylor, excused
Jon Maxwell
Kevin Mickelsen
Randy Christiansen
Allen Tietjen

Ashlee Larsen, City Recorder
Kathy Maxwell, City Treasurer
Chief Matt Murphree

AGENDA TOPICS: Discussion of Salina Fire Department quarterly payroll deductions.

Mayor Jed Maxwell called the work meeting to order at 8:34 p.m. at the Salina City Hall to discuss Salina Fire Department quarterly payroll deductions. **Matt Murphree** stated he found the original proposal when the fire department switched from annuity to the payroll system. This switch was in 2014. The pay was based off participation. **Mayor Maxwell** stated this was proposed during Mayor Deaton's term.

Murphree stated the fire department submits the payroll gross amount earnings to Salina City; the fire department didn't realize 11% was being removed for taxes and an additional 7.65% was being removed for Social Security and Medicaid.

Nobody can remember the agreement that was in place when Mayor Deaton was here. The additional funds taken away are shown on the W-2 forms. What is getting reported is the 7.65% total deductions. The fire department doesn't understand why the spreadsheet for the 11% needs to be in place. **Mayor Maxwell** stated the 11% in taxes is from Salina City's portion for the State and Workman Comp tax he remembers that being in the agreement when the fire department switched from annuity to quarterly payout.

Murphree stated he wasn't in town when the fire department and Council met and made the change to the point system, which caps out at \$380.00 per quarter, and the remaining funds go towards the fire truck fund. Before the change was made in 2020 the red point system worked just fine from 2014-2020 if the firemen participated, there was a special benefit for extra time served on calls and events. **Murphree** stated this was a good program for the fire department and he's been trying to pick back up on morale and have some incentive to keep the firemen around. **Mayor Maxwell** stated at the meeting in 2020, it was decided that \$8000.00 would be divided by the total number of participating firemen on a point system for calls, the remaining funds would go back to the fire department in a truck fund to purchase a new fire truck. This was a private election, and all the firemen voted on the proposal.

Matt Murphree discussed the red points program and how it works to get the full pay, the only way the fireman could earn more red points is if the other firemen didn't show up to any calls or help with events.

Murphree stated, nobody ever complained about the red points system to the fire department leadership; to fix the problem they went straight to the Mayor and City Council.

Mayor Maxwell said if the fire department members aren't showing up on calls and events maybe they need to be replaced.

Murphree asked the Mayor and Council if the fire department members are Salina City employees or volunteers.

Mayor Maxwell stated Sevier County paid the annuity for the fire department and when they switched to quarterly pay, the firemen received a W-2 form.

Ashlee Larsen stated anytime there is a new fireman she uploads them to URS, and they are listed as a volunteer fireman.

Murphree stated volunteer is almost obsolete. **Jon Maxwell** said things were good with the fire department when they were being paid annuity, now it's all about money.

Murphree asked what the job description of the Fire Chief consists of. **Mayor Maxwell** stated he makes the decisions over the fire department, but any major changes need to be approved through the councilman over the fire department or brought to City Council.

Mayor Maxwell stated Aurora Fire Department is full volunteer, and Salina City has three times the budget Aurora has.

Mayor and Council discussed how the point system works with the calls and events and the importance of the truck fund and how it can help purchase fire trucks with match grants in the future.

Jon Maxwell stated the fire department needs to figure out what to do to keep firemen on the fire department. Mayor Maxwell asked what Murphree suggests incentivizing to keep firemen.

Kathy Maxwell stated she reached out to Salina City Trust, and they suggested firemen being at the age of 21 before driving the fire trucks. **Murphree** discussed what a new fire member needs to do before they can officially become a fireman, they will need to take a two-week course.

Mayor Maxwell suggested coming up with a better plan for recruitment for the fire department and doing some advertising.

Matt Murphree said the fire department would like to go back to the incentive program even if they decide to cap it off to \$600.00 and have the remaining funds go towards the truck fund.

Mayor Maxwell stated Sevier County helps fund the fire department to cover the freeway.

Kevin Mickelsen said basically the firehouse, equipment and trucks are owned by Salina City.

Mayor Maxwell said yes and if anything is donated or purchased by the fire department it is owned by Salina City. **Mayor Maxwell** asked Matt Murphree to present a proposal from the fire department. With the amount of \$8,000 from Sevier County.

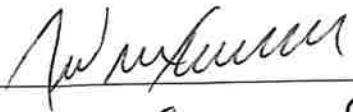
Mayor Maxwell asked Murphree to meet with the fire department and ask what cap rate is fair and what the best recruitment plan is for moving forward, then bring it back to City Council with their proposal.

Murphree asked if he could get a current PTIF truck fund printed off. **Ashlee Larsen** stated yes, she can email it to him.

Kathy Maxwell asked Murphree if the fire department can please keep a copy of all the receipts for the auditors and make sure they have history of their venmo account. **Matt Murphree** will work on this and propose a plan for the City Council.

Kevin Mickelsen motioned to adjourn the work meeting at 9:55 p.m. **Jon Maxwell** seconded.
Motion carried 4 to 0.

Date 10/23/24

Mayor 

Date 10/23/24

City Recorder 