



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: UFA Benefits and Compensation Committee
FROM: CFO Tony Hill
DATE: January 22, 2026
SUBJECT: FY26/27 Preliminary URS Contribution Rates

Tier 1/Tier 2 Public Employee

The contribution rate for all Tier 1 and Tier 2 public employees is reducing in FY26/27, firefighters by 2.0%, public safety by 0.50%, and public employees by 1.0%. This decrease provides **\$560,639** in estimated savings.

Tier 2 Firefighter and Public Safety

The **employee** contribution rate for Tier 2 firefighters and public safety officers is increasing by 1.25% in FY26/27. The **employer** public safety rate is decreasing by 0.50%. If UFA chooses again to “pick-up” the employee rate increase, the estimate cost is **\$267,394**.

Summary

If UFA does the “pick-up”, the rate changes in URS will provide an estimated savings of **\$293,245**.

The savings referenced above are estimated rate reduction savings only. Total retirement costs for UFA may still increase due to salary increases (COLA and market) that may be added in FY26/27 as part of the budget process.

Below is a summary of the FY26/27 preliminary URS contribution rates:

Utah Retirement Systems Contribution Rates											
Tier 1:	FY25/26				FY26/27				Difference		
	Employee	Employer	401k	Total	Employee	Employer	401k	Total	Employee	Employer	401k
Firefighter		19.05%				17.05%				-2.00%	
Public Safety		34.71%				34.21%				-0.50%	
Public Employees		15.97%				14.97%				-1.00%	
Tier 2:	FY25/26				FY26/27				Difference		
	Employee	Employer	401k	Total	Employee	Employer	401k	Total	Employee	Employer	401k
Firefighter - Hybrid	4.73%	14.08%	0.00%	18.81%	5.98%	14.08%	0.00%	20.06%	1.25%	0.00%	0.00%
Firefighter - Defined Contribution	0.00%	14.08%	4.73%	18.81%	0.00%	14.08%	5.98%	20.06%	0.00%	0.00%	1.25%
Public Safety - Hybrid	4.73%	25.99%	0.00%	30.72%	5.98%	25.49%	0.00%	31.47%	1.25%	-0.50%	0.00%
Public Employee - Hybrid*	0.81%	14.19%	3.00%	17.19%	1.30%	13.19%	3.00%	16.19%	0.49%	-1.00%	0.00%
Public Employee - Defined Contribution*	0.00%	14.19%	3.00%	17.19%	0.00%	13.19%	3.00%	16.19%	0.00%	-1.00%	0.00%

*Elective contribution from UFA



UNIFIED FIRE AUTHORITY

MEMORANDUM

TO: Fire Chief Dominic Burchett

FROM: CFO Tony Hill

DATE: January 22, 2026

SUBJECT: Consumer Price Index (CPI) for FY26/27 Budget

The chart below shows the annual CPI through December 2025. The 7-year average is 3.6%, which will be used as the recommended COLA increase as part of the FY26/27 budget.

CPI History - All US City	
2019	1.8%
2020	1.2%
2021	4.7%
2022	8.0%
2023	4.1%
2024	2.9%
2025	2.6%
7 Year Average	3.6%

Unified Fire Authority
Wage Comparable Summary Report
As of September 24, 2025

Agency (Population)		Entry Firefighter	Firefighter II	Engineer	Entry Paramedic	Senior Paramedic	Captain
Draper	(48,106)	\$ 59,647	\$ 84,054	\$ 88,231	\$ 72,824	\$ 100,701	\$ 118,730
Layton	(84,253)	\$ 56,964	\$ 71,888	\$ 97,368	\$ 71,190	\$ 91,674	\$ 108,517
Lehi	(89,819)	\$ 54,805	\$ 63,131	\$ 93,241	\$ 67,739	\$ 89,368	\$ 130,776
Murray	(51,924)	\$ 61,660	\$ 81,119	\$ 98,071	\$ 78,130	\$ 102,815	\$ 116,686
Ogden	(87,602)	\$ 60,458	\$ 82,069	\$ 98,482	\$ 78,595	\$ 106,689	\$ 117,974
Orem	(98,688)	\$ 54,549	\$ 89,206	\$ 94,490	\$ 65,912	\$ 94,490	\$ 110,563
Park City Fire	(30,000)	\$ 63,942	\$ 96,102	\$ 107,501	\$ 72,951	\$ 109,035	\$ 126,900
Provo	(116,601)	\$ 52,831	\$ 69,639	\$ 97,949	\$ 69,195	\$ 97,949	\$ 113,371
Salt Lake City	(219,723)	\$ 63,857	\$ 88,165	\$ 94,295	\$ 73,599	\$ 101,650	\$ 115,240
Sandy	(94,643)	\$ 62,550	\$ 87,069	\$ 95,909	\$ 73,863	\$ 102,856	\$ 119,621
South Davis Metro	(120,000)	\$ 57,316	\$ 91,083	\$ 100,821	\$ 71,467	\$ 100,821	\$ 121,783
South Jordan	(87,575)	\$ 53,525	\$ 78,212	\$ 88,463	\$ 63,587	\$ 92,947	\$ 105,119
South Salt Lake	(28,484)	\$ 70,167	\$ 107,267	\$ 113,365	\$ 73,501	\$ 113,365	\$ 121,497
West Jordan	(120,182)	\$ 58,189	\$ 82,322	\$ 95,426	\$ 74,505	\$ 100,260	\$ 119,159
West Valley	(139,889)	\$ 59,769	\$ 83,891	\$ 91,208	\$ 74,711	\$ 97,891	\$ 113,743
Related to Top Three FY 21-22		1.13%	-1.88%	-0.08%	-2.52%	-1.31%	0.49%
Related to Top Three FY 22-23		0.21%	3.32%	-4.44%	-4.40%	2.56%	-2.09%
Related to Top Three FY 23-24		-9.64%	-5.00%	-3.28%	-6.02%	-5.19%	-4.10%
Related to Top Three FY 24-25		-6.80%	-3.91%	-3.50%	-7.73%	0.09%	-5.97%
Related to Top Three FY 25-26		-2.98%	-3.09%	-3.40%	-2.28%	-1.28%	-2.60%
Unified Fire Authority	(473,921)	\$60,737	\$88,355	\$97,510	\$73,043	\$105,340	\$118,694

- Negative figures indicate UFA wages are below comparable wage in the specific category
- Positive figures indicate UFA wages are above the comparable wage in the specific category
- Unified Fire Authority Population figure source: Kem Gardner Policy Institute, University of Utah
- Senior Paramedic receives 3% over market
- Entry Firefighter - Removed Park City, South Davis Metro, and South Jordan AEMT is a requirement for Entry Firefighter

Salt Lake and Utah County Subcounty Estimates;
Subcounty Estimates Data (Excel Format) / City-Population tab / Total Population column

ENTRY FIREFIGHTER as of 9/24/2025

Last Updated 9-24-2025

	Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup for Tier II		Total Base Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount	Percentage	Amount			
South Salt Lake (28,484)	66,998		-	-	-	4.73%	3,169	70,167	-	
Salt Lake City (219,723)	61,349	-	600	-0.81%	(497)	3.92%	2,405	63,857	-	
Sandy (94,643)	59,571	-	-	0.27%	161	4.73%	2,818	62,550	-	
Murray (51,924)	57,236	-	-	3.00%	1,717	4.73%	2,707	61,660	-	
Ogden (87,602)	56,282	-	-	2.69%	1,514	4.73%	2,662	60,458	-	
West Valley (139,889)	56,000	-	-	2.00%	1,120	4.73%	2,649	59,769	-	
Draper (48,106)	55,095	850	-	1.99%	1,096	4.73%	2,606	59,647	-	
West Jordan (120,182)	55,561	-	-	-	-	4.73%	2,628	58,189	-	
Layton (84,253)	54,363	30	-	-	-	4.73%	2,571	56,964	-	
Lehi (89,819)	52,268	65	-	-	-	4.73%	2,472	54,805	-	
Orem (97,861)	51,561	550	-	-	-	4.73%	2,439	54,549	-	
Provo (116,601)	50,445	-	-	-	-	4.73%	2,386	52,831	-	
Park City Fire (30,000)	61,054	-	-	-	-	4.73%	2,888	63,942	-	AEMT is minimum level
South Davis Metro (120,000)	54,727	-	-	-	-	4.73%	2,589	57,316	-	AEMT is minimum level
South Jordan (87,575)	53,086	200	-	-2.14%	(1,136)	2.59%	1,375	53,525	-	DC is Tier 2 Only; AEMT is min level
Average	56,394							59,621		
Unified Fire Authority (473,921)	56,907	-	1,138		-	4.73%	2,692	60,737	-	Deferred Comp is Tier 2 Only
Related to Top Three FY 21-22									1.13%	
Related to Top Three FY 22-23									0.21%	
Related to Top Three FY 23-24									-9.64%	
Related to Top Three FY 24-25									-6.80%	
Related to Top Three Current									-2.98%	

- Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.
- Entry Firefighter - Removed Park City, South Davis Metro, and South Jordan AEMT is a requirement for Entry Firefighter

FIREFIGHTER II as of 9/24/2025

Last Updated 9-24-2025

	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount			
South Salt Lake (28,484)	103,141	4,126	-	-	-	107,267	-	
Park City Fire (30,000)	92,002	100	4,000	-	-	96,102	-	
South Davis Metro (120,000)	91,083	-	-	-	-	91,083	-	
Orem (98,688)	88,656	550	-	-	-	89,206		
Salt Lake City (219,723)	87,565		600	-	-	88,165	-	
Sandy (94,643)	87,069		-	-	-	87,069	-	
Draper (48,106)	82,380	1,674	-	-	-	84,054	-	
West Valley (139,889)	83,691	200	-	-	-	83,891	4,500	Paramedic/Specialty+Paramedic (\$4500, \$14,000, \$18,5
West Jordan (120,182)	82,322	-	-	-	-	82,322	-	
Ogden (87,602)	80,106		-	2.45%	1,963	82,069	-	
Murray (51,924)	78,756		-	3.00%	2,363	81,119	-	
South Jordan (87,575)	78,012	200	-	-	-	78,212	-	
Layton (84,253)	71,858	30	-	-	-	71,888	13,583	Paramedic Specialty Pay
Provo (116,601)	69,539	100	-	-	-	69,639	-	
Lehi (89,819)	63,016	115	-	-	-	63,131	-	
Average	82,613					83,681		
Unified Fire Authority (473,921)	85,782	858	1,716	-	-	88,355	-	
Related to Top Three FY 21-22						-1.88%		
Related to Top Three FY 22-23						3.32%		
Related to Top Three FY 23-24						-5.00%		
Related to Top Three FY 24-25						-3.91%		
Related to Top Three						-3.09%		

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

SPECIALIST/ENGINEER TOP STEP as of 9/24/2025

Last Updated 9-24-2025

	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount			
South Salt Lake	(28,484)	109,004	4,360	-	-	113,365	-	
Park City Fire	(30,000)	103,401	100	4,000	-	107,501	-	Hazmat/Tech Rescue
South Davis Metro	(120,000)	100,821	-	-	-	100,821	-	
Ogden	(87,602)	96,127	-	-	2.45%	2,355	98,482	-
Murray	(51,924)	95,215	-	-	3.00%	2,856	98,071	
Provo	(116,601)	97,849	100	-	-	-	97,949	7,444
Layton	(84,253)	97,338	30	-	-	-	97,368	13,583
Sandy	(94,643)	95,909	-	-	-	-	95,909	-
West Jordan	(120,182)	95,426	-	-	-	-	95,426	
Orem	(98,688)	93,940	550	-	-	-	94,490	-
Salt Lake City	(219,723)	93,695	-	600	-	-	94,295	-
Lehi	(89,819)	93,126	115	-	-	-	93,241	-
West Valley	(139,889)	91,008	200	-	-	-	91,208	4,500
South Jordan	(87,575)	88,263	200	-	-	-	88,463	Specialty/Paramedic/Specialty+Paramedic (\$4500, \$12,000, \$16,500)
Draper	(48,106)	86,516	1,715	-	-	-	88,231	-
Average	95,843					96,988		
Unified Fire Authority	(473,921)	94,670	947	1,893	-	97,510		
Related to Top Three FY 21-22						-0.08%		
Related to Top Three FY 22-23						-4.44%		
Related to Top Three FY 23-24						-3.28%		
Related to Top Three FY 24-25						-3.50%		
Related to Top Three						-3.40%		

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

ENTRY PARAMEDIC as of 9/24/2025

Last Updated 9-24-2025

	Base Salary	Bonus	VEBA	Deferred Comp		Employer URS Pickup		Total Base Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount	Percentage	Amount			
Ogden (87,602)	73,166	-	-	2.69%	1,968	4.73%	3,461	78,595		-
Murray (51,924)	72,524	-	-	3.00%	2,176	4.73%	3,430	78,130		-
West Valley (139,889)	70,000	-	-	2.00%	1,400	4.73%	3,311	74,711		
West Jordan (120,182)	71,140	-	-	-	-	4.73%	3,365	74,505		-
Sandy (94,643)	70,346	-	-	0.27%	190	4.73%	3,327	73,863		-
Salt Lake City (219,723)	70,797	-	600	-0.81%	(573)	3.92%	2,775	73,599		-
South Salt Lake (28,484)	70,181	-	-	-	-	4.73%	3,320	73,501		-
Park City Fire (30,000)	69,656	-	-	-	-	4.73%	3,295	72,951		-
Draper (48,106)	67,442	850	-	1.99%	1,342	4.73%	3,190	72,824		-
South Davis Metro (120,000)	68,240	-	-	-	-	4.73%	3,228	71,467		-
Layton (84,253)	67,946	30	-	-	-	4.73%	3,214	71,190		-
Provo (116,601)	66,070	-	-	-	-	4.73%	3,125	69,195		-
Lehi (89,819)	64,617	65	-	-	-	4.73%	3,056	67,739		-
Orem (98,688)	62,410	550	-	-	-	4.73%	2,952	65,912		-
South Jordan (87,575)	63,103	200	-	-2.14%	(1,350)	2.59%	1,634	63,587		-
Average	68,509							72,118		
Unified Fire Authority (473,921)	68,437	-	1,369		-	4.73%	3,237	73,043		-
Related to Top Three FY 21-22								-2.52%		
Related to Top Three FY 22-23								-4.40%		
Related to Top Three FY 23-24								-6.02%		
Related to Top Three FY 24-25								-7.73%		
Related to Top Three								-2.28%		

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

SENIOR PARAMEDIC TOP STEP as of 9/24/2025

Last Updated 9-24-2025

		Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)					Percentage	Amount			
South Salt Lake	(28,484)	109,004	4,360	-	-	-	113,365	-	
Park City Fire	(30,000)	104,935	100	4,000	-	-	109,035	-	
Ogden	(87,602)	104,138	-	-	2.45%	2,551	106,689	-	
Sandy	(94,643)	102,856	-	-	-	-	102,856	-	
Murray	(51,924)	99,820	-	-	3.00%	2,995	102,815	-	
Salt Lake City	(219,723)	101,050	-	600	-	-	101,650	-	
South Davis Metro	(120,000)	100,821	-	-	-	-	100,821	-	
Draper	(48,106)	98,862	1,839	-	-	-	100,701	-	
West Jordan	(120,182)	100,260	-	-	-	-	100,260	-	
Provo	(116,601)	97,849	100	-	-	-	97,949	7,444	Master Paramedic (requires special team involvement)
West Valley	(139,889)	97,691	200	-	-	-	97,891	4,500	Specialty/Paramedic/Specialty+Paramedic (\$4500, \$14,000, \$18,500)
Orem	(98,688)	93,940	550	-	-	-	94,490	-	
South Jordan	(87,575)	92,747	200	-	-	-	92,947	-	
Layton	(84,253)	91,644	30	-	-	-	91,674	-	
Lehi	(89,819)	89,253	115	-	-	-	89,368	-	
Average		98,991					100,167		
Unified Fire Authority	(473,921)	102,272	1,023	2,045	-	-	105,340	-	
Related to Top Three FY 21-22							-1.31%		
Related to Top Three FY 22-23							2.56%		
Related to Top Three FY 23-24							-5.19%		
Related to Top Three FY 24-25							0.09%		
Related to Top Three							-1.28%		

• Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.

CAPTAIN TOP STEP as of 9/24/2025

Last Updated 9-24-2025

	Base Salary	Bonus	VEBA	Deferred Comp		Total Base Wage	Specialty Pay	Comments
Agency (Population)				Percentage	Amount			
Lehi (89,819)	130,661	115	-	-	-	130,776	-	
Park City Fire (30,000)	122,800	100	4,000	-	-	126,900	-	
South Davis Metro (120,000)	121,783	-	-	-	-	121,783		
South Salt Lake (28,484)	116,824	4,673	-	-	-	121,497	-	
Sandy (94,643)	119,621	-	-	-	-	119,621	-	
West Jordan (120,182)	119,159	-	-	-	-	119,159	-	
Draper (48,106)	116,713	2,017	-	-	-	118,730	-	
Ogden (87,602)	115,153	-	-	2.45%	2,821	117,974	-	
Murray (51,924)	113,287	-	-	3.00%	3,399	116,686	-	
Salt Lake City (219,723)	114,640	-	600	-	-	115,240	-	
West Valley (139,889)	113,543	200	-	-	-	113,743	9,000	Paramedic Specialty Pay
Provo (116,601)	113,271	100	-	-	-	113,371	-	
Orem (98,688)	110,013	550	-	-	-	110,563	-	
Layton (84,253)	108,487	30	-	-	-	108,517	13,583	Paramedic Specialty Pay
South Jordan (87,575)	104,919	200	-	-	-	105,119	-	
Average	116,058					117,312		
Unified Fire Authority (473,921)	115,237	1,152	2,305	-	-	118,694	-	
Related to Top Three FY 21-22						0.49%		
Related to Top Three FY 22-23						-2.09%		
Related to Top Three FY 23-24						-4.10%		
Related to Top Three FY 24-25						-5.97%		
Related to Top Three						-2.60%		

- Data compiled from Wasatch Compensation salary survey system and jurisdiction pay plans; verified with jurisdiction's HR departments.



UNIFIED FIRE AUTHORITY

TO: Benefits and Compensation Committee
FROM: Kiley Day, HR Director
SUBJECT: Civilian Market Wage Analysis
DATE: January 20, 2026

EXECUTIVE SUMMARY

HR conducted classification reviews for 80 civilian positions as part of this year's market wage analysis. As a result, 23 positions are proposed to be reclassified to a higher pay grade, with a total increased cost of \$29,644, which is a 0.04% increase to the member fee.

In reviewing positions annually and making appropriate adjustments, UFA will remain competitive and current in the market, which is beneficial for recruitment and retention. In addition, the annual analysis has reduced the need to conduct an in-depth analysis before recruiting, reducing the amount of mid-year board approvals.

BACKGROUND:

The Human Resource Division has developed an annual Job Classification Review program to evaluate civilian positions (titles, grades, and job descriptions).

Each Classification Review entails the following:

- Obtaining an updated job description
- Conducting a market analysis of both private and public sector markets
 - We utilize the Technology Net Compensation Survey System as the primary source for comparable public-sector wage information. The vast majority of public-sector jurisdictions (Cities, Counties, and Special Districts) in the State subscribe to this system and input information regarding wages and benefits for a wide variety of positions. This is the same system we use to compile the Wage Comparison Tables for the sworn Firefighter positions.
 - We utilize the Utah Department of Workforce Services' economic data for the Salt Lake Area to obtain private-sector wage information where available and appropriate.
- Comparing the position to internal comparisons based on organizational structure and similar levels of scope and responsibility
- Considering other compensable factors related to the position as appropriate
- Reviewing the results with the Section Chief, Fire Chief, and CFO to ensure comparison accuracy

- The Fire Chief will present the proposed wage comparable summary report to the UFA Benefits & Compensation Committee for review and discussion.
- After the initial UFA Benefits & Compensation Committee Meeting employees and their Division Chief/Manager can meet with the HR Director to review the data to ensure accuracy. If additional changes need to be made, a discussion with the Fire Chief will occur before presenting the final wage comparable summary report at the final UFA Benefits & Compensation Committee meeting.
- The Fire Chief will present the final wage comparable summary report to the UFA Benefits & Compensation Committee for the last review and discussion.

Staff conducted classification reviews for 80 positions as part of this year's budget process. 23 positions are proposed to increase their grade. A single-grade increase is proposed to receive a 3% market increase for each employee. If the position requires two or more grade increases to maintain market wage, the employee is proposed to receive a 6% increase.

All positions receiving a market increase will advance through the appropriate grade's salary range until the maximum salary is reached.

Positions receiving a reclassification based on the average in the market:

FY 26/27 BUDGET YEAR CIVILIAN CLASSIFICATION REVIEWS					
Division	Current Position Title	Current Grade	Proposed Grade	% Increase	Full-time/Part-time
Logistics	Fleet Service Technician	17	19	6%	FT
	Fleet Specialist	17	19	6%	FT
	Supply Specialist	17	18	3%	FT
	PT Supply Specialist	13	14	3%	PT
Information Outreach	Information Outreach Coordinator	19	20	3%	FT
Emergency Management	Admin Coordinator	19	20	3%	FT
Technology	Administrative Assistant	19	20	3%	FT
	Medical Data Analyst	19	20	3%	FT
Human Resources	Human Resources Analyst	25	26	3%	FT
	PT Human Resources Analyst	25	26	3%	PT
Fire Prevention	Admin Assistant	20	21	3%	FT
US&R	Program Specialist	19	20	3%	FT
Operations	Admin Coordinator	19	20	3%	FT
Administration & Planning	Admin Coordinator	19	20	3%	PT
	Travel Coordinator	19	20	3%	PT
Special Enforcement	Admin Coordinator	19	20	3%	PT

FY 26/27 BUDGET YEAR CIVILIAN CLASSIFICATION REVIEWS					
Division	Current Position Title	Current Grade	Proposed Grade	% Increase	Full-time/Part-time
Wildland	Wildland Coordinator	28	30	6%	FT
	Wildland Foreman	26	29	6%	Variable
	Wildland Squad Boss	24	27	6%	Variable
	Wildland Squad Boss	24	27	6%	Variable
	Wildland Squad Boss	24	27	6%	Variable
	Senior Wildland Specialist	20	23	6%	Variable
	Senior Wildland Specialist	20	23	6%	Variable

UNIFIED FIRE AUTHORITY
Chief Legal Officer

Base Salary Comparison - Local Jurisdictions (Top 10 Actual)

9/18/2025

Entity	Title	Salary 2025
SOUTH SALT LAKE	CITY ATTORNEY	\$264,430
DAVIS COUNTY	COUNTY ATTORNEY	\$254,255
SALT LAKE CITY	City Attorney - 001553	\$237,640
MURRAY	CITY ATTORNEY	\$236,558
LAYTON	CITY ATTORNEY	\$226,741
SALT LAKE COUNTY	District Attorney	\$223,059
WEST VALLEY	CITY ATTORNEY	\$222,893
SANDY	CITY ATTORNEY	\$220,771
PROVO	CITY ATTORNEY	\$213,179
UTAH COUNTY	Elected County Attorney(1002)	\$212,867
AVERAGE		\$231,239
UNIFIED FIRE AUTHORITY	CHIEF LEGAL OFFICER	\$222,410

FIRE CHIEF COMPENSATION ANALYSIS - September 2025					Nov-21	Mar-25	Sep-25
Agency	Role	Employees	Population Served	Municipalities Served	Total Wage	Total Wage	Total Wage
South Metro Fire District (CO)	CEO	728	540,000	10	301,788	397,439	349,522
Sacramento Metropolitan Fire District (CA)	CEO	749	738,000	23	248,535	333,799	333,799
Orange County Fire Authority (CA)	CEO	1,737	2,000,000	23	242,052	350,000	350,000
West Metro Fire District (CO)	CEO	471	280,000	4	220,897	220,897	220,897
Tualatin Valley Fire and Rescue (OR)	CEO	556	535,000	11	241,298	277,283	337,193
Salt Lake City (UT)	Department Director	355	218,518	1	203,303	232,609	261,500
Park City Fire District (UT)	CEO	140	30,000	1	193,217	225,000	212,166
Average Wage of all seven comparable agencies					235,870	291,004	295,011
Unified Fire Authority (UT)	CEO	759	473,921	16		241,926	260,660
UFA Relative to Average Wage						-20.29%	-13.18%