

**SPECIAL SESSION OF THE
BRIGHAM CITY COUNCIL
March 13, 2014
6:00 PM**

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|---------------|-----------------------|------------------------------------|
| PRESENT: | Tyler Vincent | Mayor |
| | Tom Peterson | Councilmember |
| | Brian Rex | Councilmember |
| | Mark Thompson | Councilmember |
| ALSO PRESENT: | Jim Buchanan | Emergency Services Director |
| | Mary Kate Christensen | City Recorder |
| | Kirk Morgan | City Attorney |
| | Derek Oyler | Deputy Emergency Services Director |
| | Jason Roberts | Finance Director |
| | Paul Tittensor | Police Chief |
| EXCUSED: | DJ Bott | Councilmember |
| | Ruth Jensen | Councilmember |

A special meeting was called by the Mayor to discuss changes to the fire and ambulance personnel from paid-on-call to part-time employees. The meeting was properly noticed and posted per Utah Code.

Mayor Vincent called the meeting to order. The Reverence Period was given by Councilmember Thompson. The Pledge of Allegiance was recited.

Request for Approval of Resolution to Amend the Status of Paid Call Employees

Mr. Morgan said as they were going through the process of revising the stipend program, they contacted the City's insurance provider. They have expert labor law attorneys and they reviewed the process. Staff was very concerned about staying under the minimum guidelines under the new Affordable Healthcare Act. When the attorneys reviewed for this concern, they also looked at the call volume. They highly recommended that the departments go to part-time employees, rather than the paid-on-call status. After that recommendation, staff visited other cities to see how they set up a similar program.

Mr. Buchanan explained that the resolution establishes the fire and ambulance personnel as part-time and will continue the stipend program. This will become effective March 29. The resolution allows the compensation to be adjusted through the annual budget process rather than by resolution.

The Stipend Committee will be dissolved and replaced with a Compensation Committee which will advise the EMS Director and Deputy Director on whether the employees are being compensated fairly.

In order to accommodate this change in employee status, they plan to have four EMTs, three firefighters and a shift supervisor on duty 24 hours a day. Daytime shifts would stay

at the station and help with tasks such as training, inspections, tours, education programs, hydrant flushing, and janitorial and lawn care at the facility.

Mr. Buchanan added that there are five employees who were grandfathered in the City's insurance program under a previous Council. As a result of this change in status, these benefits will no longer be available to them. Following a recent department meeting explaining this change, staff set up a meeting with the City's insurance broker and each of the employees are working on a solution for insurance coverage. Some will see a savings.

Funds are available in the current budget for the remainder of this budget year. This money is available due to the recent change to the stipend program. Further funding will have to be discussed in the budget process.

MOTION: Councilmember Rex made a motion to approve the resolution to amend the status of paid call employees, seconded by Councilmember Peterson, Councilmember Rex, Councilmember Peterson and Councilmember Thompson all voted aye for a unanimous vote.

Request for Approval to Amend the Employee Policies and Procedures Manual Chapter 9 Section 1, Paid Call Employee Benefits Eligibility

MOTION: Councilmember Rex made a motion to amend the Employee Policies and Procedures Manual to remove paid call employees as being eligible for insurance benefits. The motion was seconded by Councilmember Thompson and unanimously carried.

The meeting adjourned at 6:14 p.m.