



Regular Board Meeting Minutes for Wednesday April 27, 2022

1. CALL TO ORDER

Board Chairman Jim Timney called the Regular Board Meeting to order on Wednesday April 27, 2022, 3:00 pm at Station 32, 8905 N Koch Field Road, Flagstaff Arizona.

2. ROLL CALL OF BOARD MEMBERS / AFFIRMATION OF QUORUM

Members Present: Board Chairman Jim Timney, Board Clerk Robb Faus, and Board Member Mike Milich

Members Present via Zoom: Board Member Jim Daskocil

Members Absent: Board Member Rick Parker

Administration: Deputy Chief Pat Staskey, Administrative Officer Deanna Reed, Battalion Chief Christopher Zambeck, Wildland Fire Manager Paul Oltrogge, Alan Kester, Jeff Miner via zoom, Jason Maynard via Zoom

Public: Marilyn Ruggles, Areina Contreas, Jeronimo Vasquez, Linda Curly and Randy Black

Public Via Zoom: Keith Klassen

3. PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA-Recited

4. CALL TO THE PUBLIC

Marilyn Ruggles, 11731 N Copeland Lane, she has three issues, first thank you for your service and time, she said that there was no notice at fire station 33 letting the public know it was not manned as people were ringing the doorbell during the Tunnel Fire. Many people do not understand Ready Set Go and even though it is a County Program if the Summit, Forest Service, Flagstaff Fire Departments and Coconino County Emergency Management could do some community education. If we want the public to attend our meetings, then we need to change the time of the meeting.

5. CONSENT AGENDA

- Approval of Reconciliations and Financial Reports for March 2022.
- Discussion and Approval of the Workshop/ Regular Board Meeting Minutes of March 23, 2022, and April 6, 2022, Budget Workshop.

Administrative Officer Reed presented the financial packet. Highlights were an increase of overtime from 315.5 to 322.5 due to a firefighter vacations and training at the Wildland Academy in Prescott. Utilities were over budget due to inflation, however for the fiscal year they are at 72% and we have completed 75% of the fiscal year. Contractual were over budget this month as I paid the \$15,000 VSIF bill this month where we normally pay in April. Are there any questions regarding the meeting minutes or the financials presented?

Discussion: None

Board Member Milich motioned to approve the Regular Board Meeting Minutes of March 23, 2022 and April 6, 2022 Budget Workshop as written, and the March financial report as presented. Board Clerk Faus seconded the motion.

Vote conducted. MOTION CARRIED unanimously by those in attendance.

AYES: Timney, Milich, Faus, , Dorskocil via zoom

NAYES: None

6. Current Events Summaries, Reports, and/or Correspondence

- a. Monthly Run Report-BC Zambeck reviewed the run report numbers with a total number of calls for month of March of 98 calls. Average run times were below the National Benchmarks of 10 minutes for Rural Areas. The longest average response time was Station 31 of 8 minutes 30 seconds due to roads.

- b. Monthly Chief Updates

Chief Staskey: Chief Gaillard is in firefighter interviews and will be here at 4:00 p.m. if we are still meeting. I will be happy to answer any questions you may have or forward them to Chief Gaillard. He introduced Wildland Fire Manager Paul Oltrogge to give an update on the Tunnel Fire.

Wildland Fire BC Oltrogge: Total acres is 19,344 as of today at 10:00, this is about 2,000 acres less than what was earlier reported due to a Type 1 team being present and they have infrared equipment that can locate the actual fire and tighten up the map. Fire is 30% contained this is a conservative estimate, the good news is that the containment is all through the neighborhoods affected which we call Alpha, Zulu, and Bravo. The crews are working on mop up of the neighborhood with interaction with the neighbors to recommend tree service vendors etc. The fire is at the NE end of Strawberry Wilderness, lots of hotshot teams working this area. The Type 1 team will be transiting on Friday morning at 0700 and hand over the remaining fire efforts to the local ranger district at Coconino National Forest. They feel really good about taking the fire back, one of the reasons: a low pressure system, with the southwest winds, the fire itself has been stalled and there have been no new initial fires in the area. I will continue to meet with this team daily.

Board Member Milich: Do they know the total number of homes lost?

Wildland Fire Manager Oltrogge: There were 30 homes and 20 outbuildings for a total of 50.

- c. Local 1505 Update-Jeff Miner: We do not have a lot of new items to report, what we have been working on is on the agenda items today. I will be happy to answer any questions.
- d. County Supervisor Judy Begay, District 4 via zoom was unsuccessful due to audio problems.
- e. County Supervisor Jeronimo Vasquez, District 2: This is my first time in person, it is nice to meet everybody. I would like to thank all the partners, the department and community members and volunteers who have come together during this Tunnel Fire. I know that last week my schedule was wiped clean so we can focus on the fire and now we are in a recovery effort. We are really reaching out to folks for them to contact the call center, so we know what their needs are, the call center phone number is 928-679-8525. We ask folks to know this number as we are reaching out to those families who were impacted and hope they recognize it and will answer when the call center contacts them. www.coconino.az.gov/help is the web address for the online intake forms for services. Once completed the call center will send to the proper resources for the request and the resource will contact the families. United Way is the contact for those who would like to volunteer. They can be reached 928-773-9813 to call. We appreciate all our partners during this recovery effort. He gave the following information for the community:

Tunnel Fire Call Center 928-679-8225
EMAIL: TunnelFire@coconino.az.gov
www.cicibubi.az.gov/2894/Tunnel-Fire
Sign up to volunteer: uwna.volunteerhub.com
Text to Donate: UWNAZRESPONSE TO 4144 or visit nazunitedway.org

7. NEW BUSINESS / ACTION ITEMS - Public Comment:

- a. Review, discuss regarding the Eastside Restructure Pilot Project.
- Chief Staskey presented the monthly detail of Emergency calls and response times for March 2022. We had a total of 15 calls, the breakdown of these calls were 5 EMS, 5 Fire and 5 Good Intent with our average response time of 9:45 for Station 32 responding into station 33 area. The chart to the right is February 2022 when station 33 responded into station 32 area for emergency calls, 17 totals, 16 EMS and 1 Fire, with an average response time of 6:06. For February there were 5 responses from station 31 with an average response time of 9:21 and Flagstaff station 3 responded to 3 calls. He explained the Response Time Performance-First on Scene with comparisons of Summit Fire and Medical District response times to the Center of Public Service Excellence requirements, the City of Flagstaff, CAFMA (Central Arizona Fire Medical Authority) and Buckeye Valley. We are trying to give you additional local benchmarks. We hope to have Highlands Fire District information next month.

Board Clerk Faus asked if CAFMA (Prescott & Chino Valley) and Buckeye Valley were smaller or larger districts?

Chief Staskey: CAFMA is a little larger organization, they have 6 stations in Prescott Valley and 3 stations in Chino Valley. I'm not sure on Buckeye Valley, I will check on that, but I believe they have 4 engines. It would be good to get the Highlands information.

Administrative Officer Reed presented the 3 years financial comparisons with expenses and payroll. The comparisons are not reflecting a savings with the eastside restructure due to COVID years increase in costs, new Tier funding developed this fiscal year and record high inflation rates which began in October. Despite all these factors, our expenses are starting to produce savings. Payroll has shown monthly decreases due to normal attrition and new minimum staffing level of 37 suppression employees.

- b. Review, discuss and possible action for the purchase, repair, and sell of apparatus between Summit Fire and Medical District and Firetrucks Unlimited.
- Engineer Jason Maynard who is part of the apparatus group presented the board with the Firetrucks unlimited proposal of purchasing a 2009 Pierce for \$202,500, trading in a 1998 water tender, 2005 ambulance and 2000 type 1 that is in reserves. It also includes the cost to repair our 2007 Pierce. This will increase our current fleets age by eight years, which prolongs the need for replacement allowing for other capital replacement needs to be funded. The money we received from Engine 31 insurance claim will be used to repairs and to purchase the 2009 Pierce. This newer engine fits our needs. The three trades are apparatus that are currently not in service. We are asking the board to approve the sale of the 3 apparatus, funds to purchase the 2009 engine and repair of the 2007 engine.

Board Chairman Timney: Is the 2009 a type 1 or 3?

Engineer Maynard: It is a type 1 and will go to our front line and it would be newer than any of our other type 1.

Fleet Manager Alan Kester: I believe that this is the best for the department, it moves us in the right directions, it helps with our apparatus replacement cycle and allows us to get rid of three units we do not use or have little use. We will retain our current engine 31 which will be brought back to factory specification. Overall, this is a good deal for the department.

Board Clerk Faus: Do you believe the trade in values are fair?

Fleet Manager Kester: I do, I looked at it, actually Firetrucks Unlimited offered us a little bit more than what we would receive from any other scenario.

Board Chairman Timney: How many Types 1 will we have?

Fleet Manager Kester: This will give us 5 type 1; this will give us one in reserve.

Board Chairman Timney: How many tenders will we have once we dispose of one of the tenders?

Fleet Manager Kester: This will leave us with 2 tenders. Overall, I believe the package is a very good.

Board Clerk Faus: In regard to the repairs on the 2007 will this quote fluctuate?

Fleet Manager Kester: It's a very fair bid, I believe it could fluctuate a little bit, if it does it would be in our favor. There were a lot of people working on this bid and I feel this is the best for the district.

Board Member Dorskocil: Where is the funding coming from?

Administrative Officer Reed: The money we received from VFIS for Engine 31 damage will be used to repair Engine 31 and purchase the 2009 engine. If we go over these funds it would be for small items to equip the engine.

Board Member Dorskocil: We definitely need the new truck and to liquidate the unused equipment.

Chief Staskey: Alan has done a really good job for us operationally and for the vehicles in questions as apparatus keeps getting expensive year after year. It will certainly help us as we look to the future.

Board Member Milich made a motion to accept the contract and disposal of apparatus. Board Clerk Faus second.

Discussion: None

Vote conducted. MOTION CARRIED unanimously by those in attendance.

AYES: Timney, Milich, Parker, Faus, Dorskocil via zoom

NAYES: None

- c. Review, discuss and possible action on changes to SFMD Financial Policies 501 Financial Policy for the Fire Board, 503 Compensations and 106 Temporary Acting Appointments.

Administrative Reed stated that these are the policies that were presented on the April 6, budget workshop and starting with Policy 501 reviewed the changes of changing the budget stabilization goal for the new fiscal year. Policy 503 review was to change our pay schedule to a step program and for promotions to follow a Roadmap that is currently being developed by the Labor Group. personnel within the steps. Policy 106 changes defined what is a temporary assignment as some

who is assigned to this position for 60 days or more. Other changes were to increase salary via a step plan per the roadmap rather than a percentage while on the temporary assignment. Approval of these policies will allow us to move forward with the presentation of the Chief's Budget next month.

Board Member Milich made a motion to accept the changes as written to SFMD Policy 501 Financial Policy for the Fire Board, 503 Compensation and 106 Temporary Acting Appointments Board Clerk Faus seconded.

Discussion; None

Vote conducted. MOTION CARRIED unanimously by those present.

AYES: Timney, Milich, Faus, Daskocil via zoom

NAYES: None

d. Review, discuss and possible action on proposed pay plan.

Administrative Officer Reed presented the pay plan that was proposed during the April 6 Budget Workshop. This is the step plan developed by Labor and is a funded 10 year step system. If this step plan is approved today, then it will be our published plan beginning July 1, 2022.

Board Member Milich made a motion to accept the pay plan, Board Clerk Faus seconded.

Discussion; None

Vote conducted. MOTION CARRIED unanimously by those present.

AYES: Timney, Milich, Faus, Daskocil via zoom

NAYES: None

e. Review, discuss and possible action on health benefits for Summit Fire and Medical District employees.

Administrative Reed presented the proposed health, dental, vision and life insurance for employees and families (see attached PowerPoint for details). Bobby Fendley our contracted health benefits advisor received bids from several insurance carriers and recommended this plan as the best pricing and benefits for our employees and families. The rates and increases presented for the next fiscal year include the Labor Management and Fire Board goal of zero increases to the employees for spouse, child (ren), and family coverage. With inflation and a huge increase in worker's compensation, property and vehicle insurance, Bobby Fendley did an excellent job keeping our health insurance increases to a minimum of 5% or below. UMR through Kairos will continue to be our health provider and Met Life will be the carrier for Dental, Vision, and Life. UMR has add additional health plans for our employees to consider. Open enrollment is set for May 9 through 13.

Board Chairman Timney: Labor have you had a chance to look this over with the crews?

Labor Representative Miner: Yes, we have been at all the meetings with Deanna and Bobby, and we feel this is the best pricing.

BC Zambeck: I also attended all those meetings and Bobby did a really good job and provided us with lots of options.

Board Member Milich made a motion to accept the health insurance package. Board Clerk Faus seconded.

Discussion; None

Vote conducted. MOTION CARRIED unanimously by those present.

AYES: Timney, Milich, Faus, Daskocil via zoom

NAYES: None

- f. Review, discuss and possible action on Administrative and Operations Policies
Administrative Officer Reed requested that these policies to be tabled until next month. If the board would like to review these policies, she would be able to present, and attempt to answer any questions regarding these policies, however Chief Wilson would be better at presenting and answering any questions next month.

Board Member Timney: I think this is appropriate as Chief Wilson is not here, and it will give us additional time to review them.

Board Member Milich made a motion to table item 7f. Board Chairman Timney seconded.

Discussion; None

Vote conducted. MOTION CARRIED unanimously by those present.

AYES: Timney, Milich, Faus, Daskocil via zoom

NAYES: None

8. Board Member Comments

Board Member Milich: I appreciate the attendance by the public and Supervisor Vasquez. Thank you for being here.

Board Clerk Faus: I second that and thank you to everyone who has helped out this past week and a half, I was unfortunately up in Utah and missed some of that but thank you for calling me and keeping me apprised.

Board Member Daskocil: Regarding the public comments at the beginning of the meeting, I feel she has some good points and will email Deanna towards getting some on our next agenda.

Board Chairman Timney: I thought we had a notification posted at all our stations and thank you for making us aware, as for Ready Set Go, most people think it's a race and you were fight, Ready is a long term preparation and you cannot do that running out the door. Maybe our department can assigned someone educate the public better and resources. In regards, to the time of the meeting, this is an awkward time, and I remember when these meetings started a 7pm so people can attend, and we still had a lousy turnout, and they often ran until midnight. You raise a valid point, and we should at least consider it. Some of us are retired and have the time. We should address it at some point.

Board Clerk Faus motioned to adjourn meeting; Board Member Milich seconded the motion.

Vote conducted. MOTION CARRIED unanimously by those present.

AYES: Timney, Milich, Faus, Parker, Doskocil via zoom

NAYES: None

Board Meeting Adjourned at 3:57 p.m.

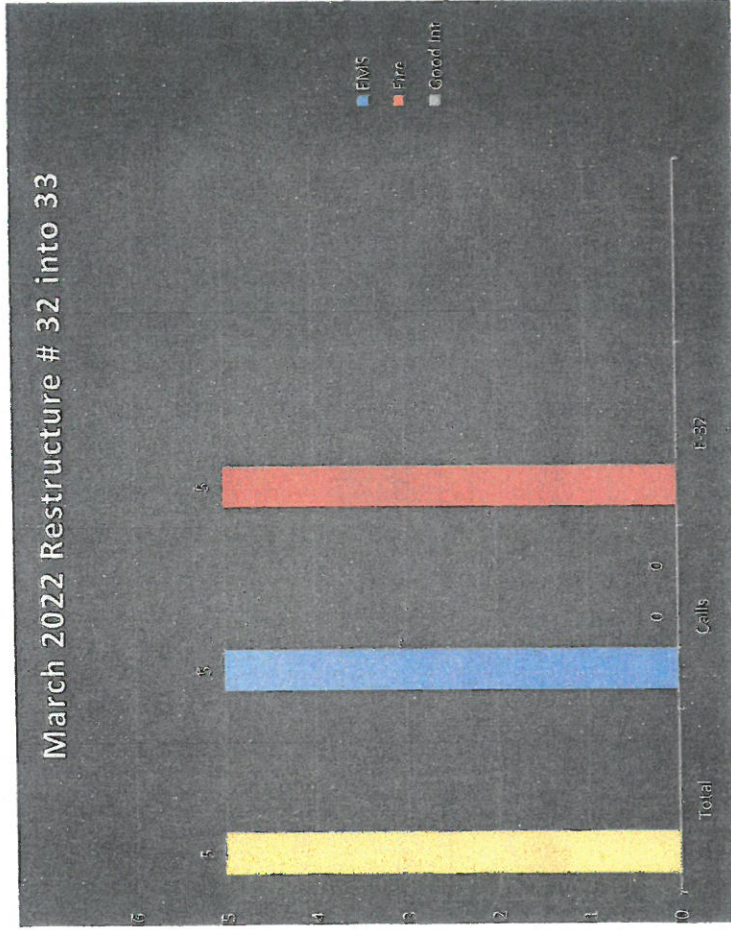

Board Clerk

5/18/22
Date

APPROVED

At Station 32

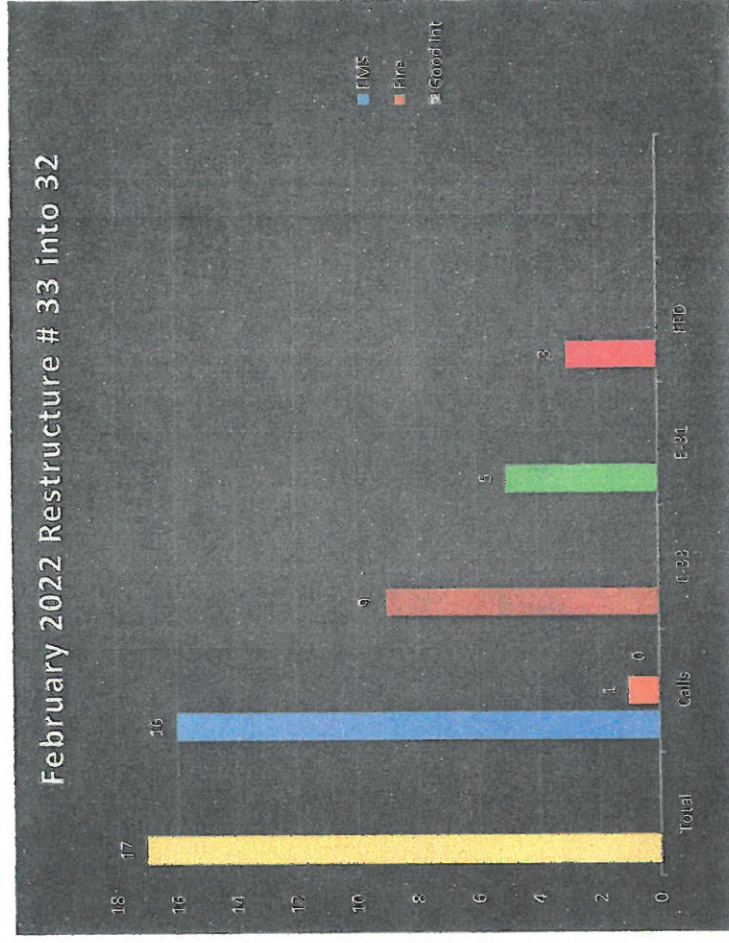
March 2022 Restructure # 32 into 33



Average Response Times E-32 9:45

At Station 33

February 2022 Restructure # 33 into 32







Average Response Times E-33 6:06

Average Response Times E-31 9:25

Response Time Performance-1st on Scene

Emergency (Code 3) Responses that Meet the Defined Standard/All Emergency Responses in the Defined Area
Reference Center for Public Service Excellence (CPSE)*

The Goal is to be Above 90%

	 Turnout Time		 URBAN Response Time	 RURAL Response Time	Average 911- to On Scene Time SFMD/FFD Response Times
	Call Process Time	Dispatch Time			
CPSE Times	Dispatch Time NFPA 1710 - 1 Min	Dispatch Time NFPA 1710 - 1 Min	4 Minutes	10 Minutes*	
Dispatch Times	Flag Dispatch AVG 1:20	Majority Code 3 EMS	% Calls	% Calls	
Mar-22	1:20	1:00	% Calls		
Station 31			% Calls	100% 13	6:27
Station 32			% Calls	94.48% 16	5:03
Station 37			% Calls	100% 3	8:26
City of Flagstaff					8:21
CAFMA					December 2021 8:37 Rural
Buckeye Valley					2021- Average -Eng. 9:05

* SFMD/FFD average response time include Call Processing time, Turnout Time and Travel Time

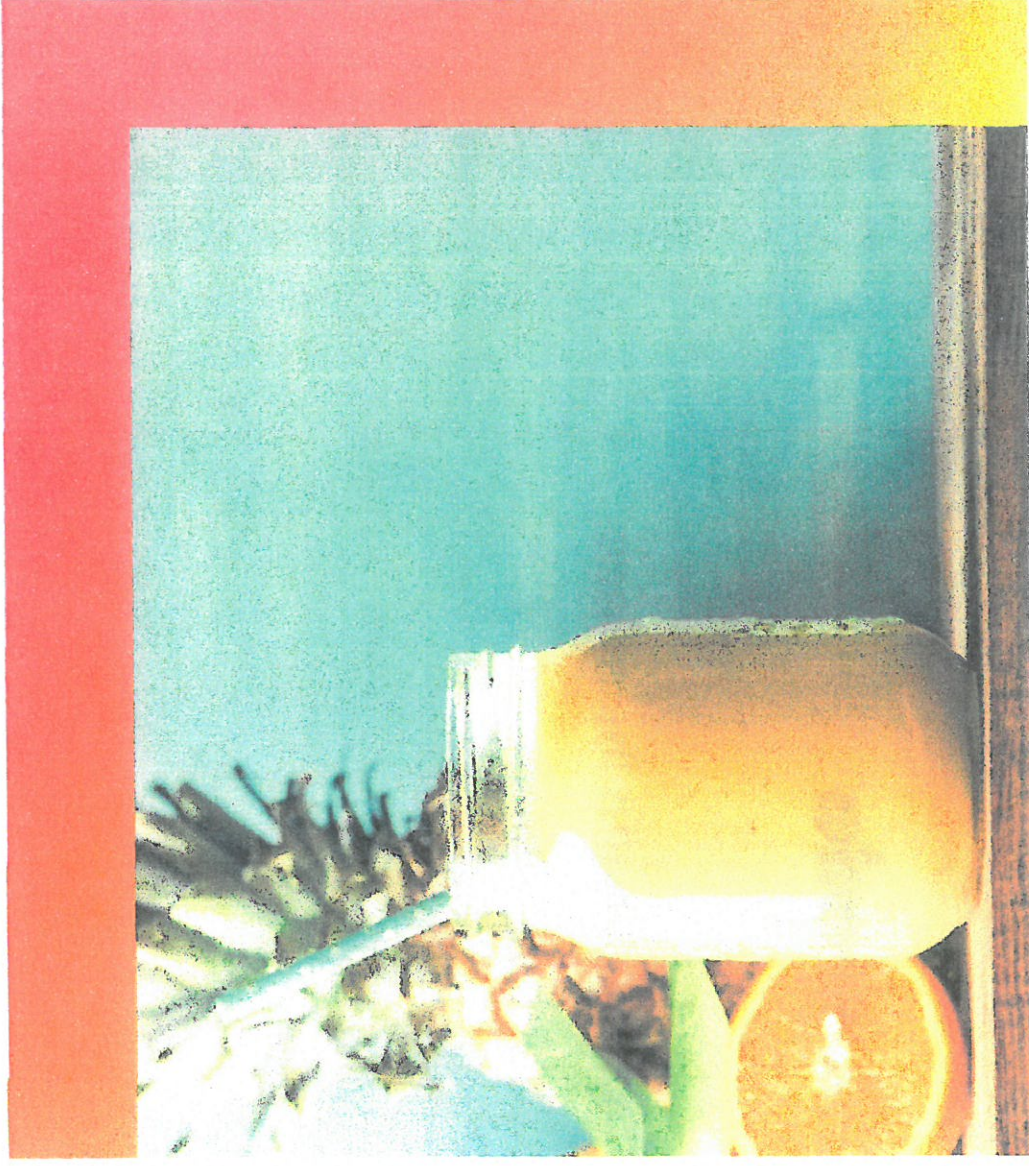


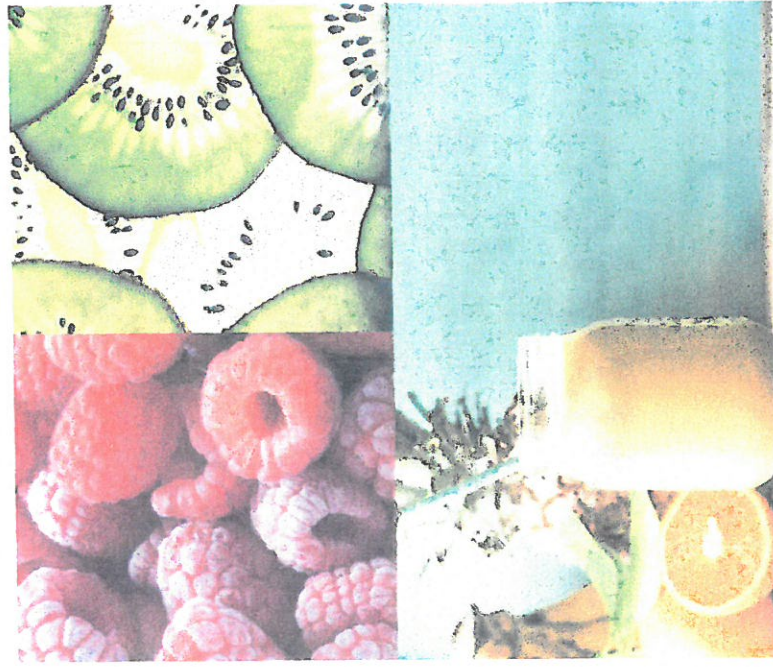
Summit Fire and Medical Pay Scale for FY 2022/2023

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Firefighter	\$43,216.38	\$46,457.60	\$49,012.77	\$51,218.35	\$53,523.17	\$55,931.72	\$58,448.64	\$61,078.83	\$63,827.38	\$66,699.61
Engineer	\$49,799.77	\$53,534.76	\$56,479.17	\$59,020.73	\$61,676.66	\$64,452.11	\$67,352.46	\$70,383.32	\$73,550.57	\$76,860.34
Captain	\$57,851.23	\$62,190.07	\$65,610.52	\$68,562.99	\$71,648.33	\$74,872.50	\$78,241.77	\$81,762.65	\$85,441.97	\$89,286.85
BC	\$72,846.14	\$78,309.60	\$82,616.63	\$86,334.38	\$90,219.43	\$94,279.30	\$98,521.87	\$102,955.36	\$107,588.35	\$112,429.82
Mechanic Supervisor	\$55,548.63	\$58,326.06	\$61,242.36	\$63,998.27	\$66,878.19	\$69,887.71	\$73,032.66	\$76,319.13	\$79,753.49	\$83,342.40
Mechanic II	\$46,279.64	\$48,593.62	\$51,023.30	\$53,319.35	\$55,718.72	\$58,226.07	\$60,846.24	\$63,584.32	\$66,445.61	\$69,435.67
Mechanic	\$37,977.00	\$39,875.85	\$41,869.64	\$43,753.78	\$45,722.70	\$47,780.22	\$49,930.33	\$52,177.19	\$54,525.17	\$56,978.80
Administrative Assistant	\$37,446.41	\$39,318.73	\$41,284.67	\$43,142.48	\$45,083.89	\$47,112.66	\$49,232.73	\$51,448.21	\$53,763.38	\$56,182.73
Administrative Assistant II	\$41,191.05	\$43,250.60	\$45,413.13	\$47,456.72	\$49,592.28	\$51,823.93	\$54,156.01	\$56,593.03	\$59,139.71	\$61,801.00
Administrative Officer	\$58,697.10	\$61,631.96	\$64,713.55	\$67,625.66	\$70,668.82	\$73,848.91	\$77,172.12	\$80,644.86	\$84,273.88	\$88,066.20

Medic Pay \$ 5,750.00
 Acting BC Pay \$ 3.00
 Acting Captain Pay \$ 2.00
 Acting Engineer Pay \$ 1.50

SFMD Health Benefits FY 22/22





Agenda

Kairos Health Insurance
Met Life Vision
Met Life Dental
Met Life



KAIROS Health AZ Inc.

Health Benefits
through UMR

Historical Rate Increases

2018/19	2019/20	2020/21	2021/22	2022/23	Average
3%	5%	6%	5%	4%	5%

PPO Comparisons

2021/2022	EPO	21/22			Summit per year for one	Number of Employees	21/22 Summit Per year	21/22 Health Ins.
		Summit	EE	26 Week				
Employee	\$	460.00	\$ 460.00	-	\$5,520.00	8	\$44,160.00	\$44,160.00
EE & Spouse	\$	989.00	\$ 529.00	\$ 460.00	\$6,348.00		\$0.00	\$0.00
EE & Children	\$	902.00	\$ 521.00	\$ 381.00	\$6,252.00	1	\$0.00	\$0.00
EE & Family	\$	1,373.00	\$ 568.00	\$ 805.00	\$6,816.00		\$6,816.00	\$16,476.00
							\$50,976.00	\$60,636.00

2022/2023	EPO	22/23			Summit per year for one	Number of Employees	22/23 Summit Per year	22/23 Health Ins.
		Summit	EE	26 Week				
Employee	\$	497.00	\$ 497.00	-	\$ 5,964.00	8	\$ 47,712.00	\$ 47,712.00
EE & Spouse	\$	1,029.00	\$ 569.00	\$ 460.00	\$ 6,828.00	0	-	-
EE & Children	\$	938.00	\$ 557.00	\$ 381.00	\$ 6,684.00	0	-	-
EE & Family	\$	1,428.00	\$ 623.00	\$ 805.00	\$ 7,476.00	1	\$ 7,476.00	\$ 17,136.00
							\$ 55,188.00	\$ 64,848.00

Annual Increase for Summit Fire and Medical \$4,212.00


HSA Comparisons

2021/2022	H.S.A.	Summit	EE	26 Week	Summit per year for one	Number of Employees	21/22 Summit Per year	21/22 Health Ins.
Employee	\$	368.00	\$	-	\$4,416.00	24	\$105,984.00	\$105,984.00
EE & spouse	\$	785.00	\$	173.54	\$4,908.00	1	\$4,908.00	\$9,420.00
EE & Children	\$	686.00	\$	132.00	\$4,800.00	2	\$9,600.00	\$16,464.00
EE & Family	\$	1,043.00	\$	280.15	\$5,232.00	5	\$26,160.00	\$62,580.00
				26 Week	\$1,320.00	32	\$42,240.00	\$0.00
H.S.A. Benefit		\$	110.00	50.77			\$188,892.00	\$194,448.00

	H.S.A.	Summit	EE	26 Week	22/23 Summit per year for one	Number of Employees	22/23 Summit Per year	22/23 Health Ins.
Employee	\$	383.00	\$	-	\$ 4,596.00	24	\$ 110,304.00	\$110,304.00
EE & spouse	\$	816.00	\$	173.54	\$ 5,280.00	1	\$ 5,280.00	\$ 9,792.00
EE & Children	\$	713.00	\$	132.00	\$ 5,124.00	2	\$ 10,248.00	\$ 17,112.00
EE & Family	\$	1,085.00	\$	280.15	\$ 5,736.00	5	\$ 28,680.00	\$ 65,100.00
				26 Week	\$		\$43,773.00	\$
H.S.A. Benefit		\$	114.00	52.62	\$ 1,368.00		\$ 198,285.00	\$202,308.00

Annual Increase for Summit Fire and Medical \$4,212.00

of \$4,212.00



What's New for 22/23

The way to get started is
to quit talking and begin
doing.

Walt Disney

New PPO Option

Medical PPO

EPO-Deductible \$1200/\$2400/\$3600 Family

EPO	Summit	EE	26 Week
\$ 548.00	\$ 548.00	\$ -	\$ -
\$ 1,135.00	\$ 548.00	\$ 587.00	\$ 270.92
\$ 1,035.00	\$ 548.00	\$ 487.00	\$ 224.77
\$ 1,575.00	\$ 548.00	\$ 1,027.00	\$ 474.00

Options are Network Copayments for Primary and Specialist

New H.S.A. Options

Medical H.S.A.				Medical H.S.A.			
Deductible Plan with H.S.A. \$1500 Deductible/\$3000 Family				Deductible Plan \$5000 Deductible/\$10,000 Family			
H.S.A.	Summit	EE	26 Week	H.S.A.	Summit	EE	0
\$ 445.00	\$ 445.00	\$ -	\$ -	\$ 359.00	\$ 359.00	\$ -	\$ -
\$ 920.00	\$ 445.00	\$ 475.00	\$ 219.23	\$ 743.00	\$ 359.00	\$ 384.00	\$ 177.23
\$ 839.00	\$ 445.00	\$ 394.00	\$ 181.85	\$ 678.00	\$ 359.00	\$ 319.00	\$ 147.23
\$ 1,278.00	\$ 445.00	\$ 833.00	\$ 384.46	\$ 1,032.00	\$ 359.00	\$ 673.00	\$ 310.62
H.S.A. Benefit	\$52.00		24.00	H.S.A. Benefit	\$ 138.00		63.69

A photograph of a bunch of fresh carrots with their green leafy tops, resting on a weathered wooden plank surface. The carrots are vibrant orange and appear to be of various sizes. The text is overlaid on the image in a clean, white, sans-serif font.

Vision Insurance

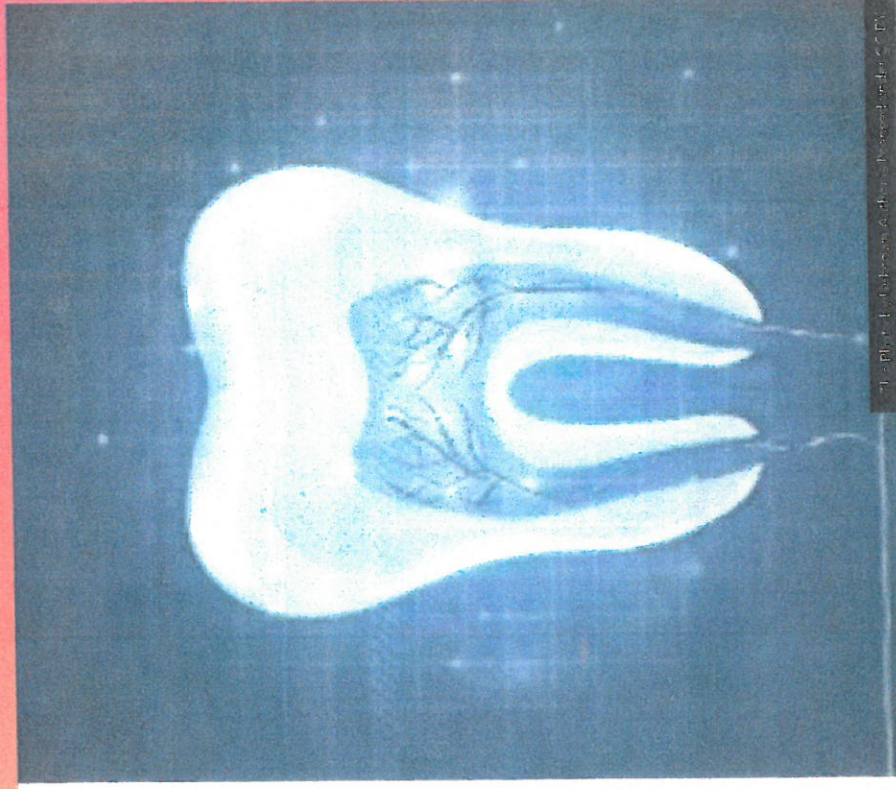
Vision Benefits with VSP

No changes for Fiscal Year 22/23

21/22			VISION - VSP	EE	26 Week
Employee	\$	8.22	Summit	\$	
EE & Spouse	\$	16.47		\$	3.81
EE & Children	\$	13.96		\$	2.65
EE & Family	\$	23.00		\$	6.82
22/23			VISION - VSP	EE	26 Week
Employee	\$	8.22	Summit	\$	
EE & Spouse	\$	16.47		\$	3.81
EE & Children	\$	13.96		\$	2.65
EE & Family	\$	23.00		\$	6.82

Dental Insurance

Dental Benefits with Met Life



The Plan is not a contract. The actual terms and conditions of the Plan are set forth in the Plan Document.

Dental Comparisons

3% Increase in Rates

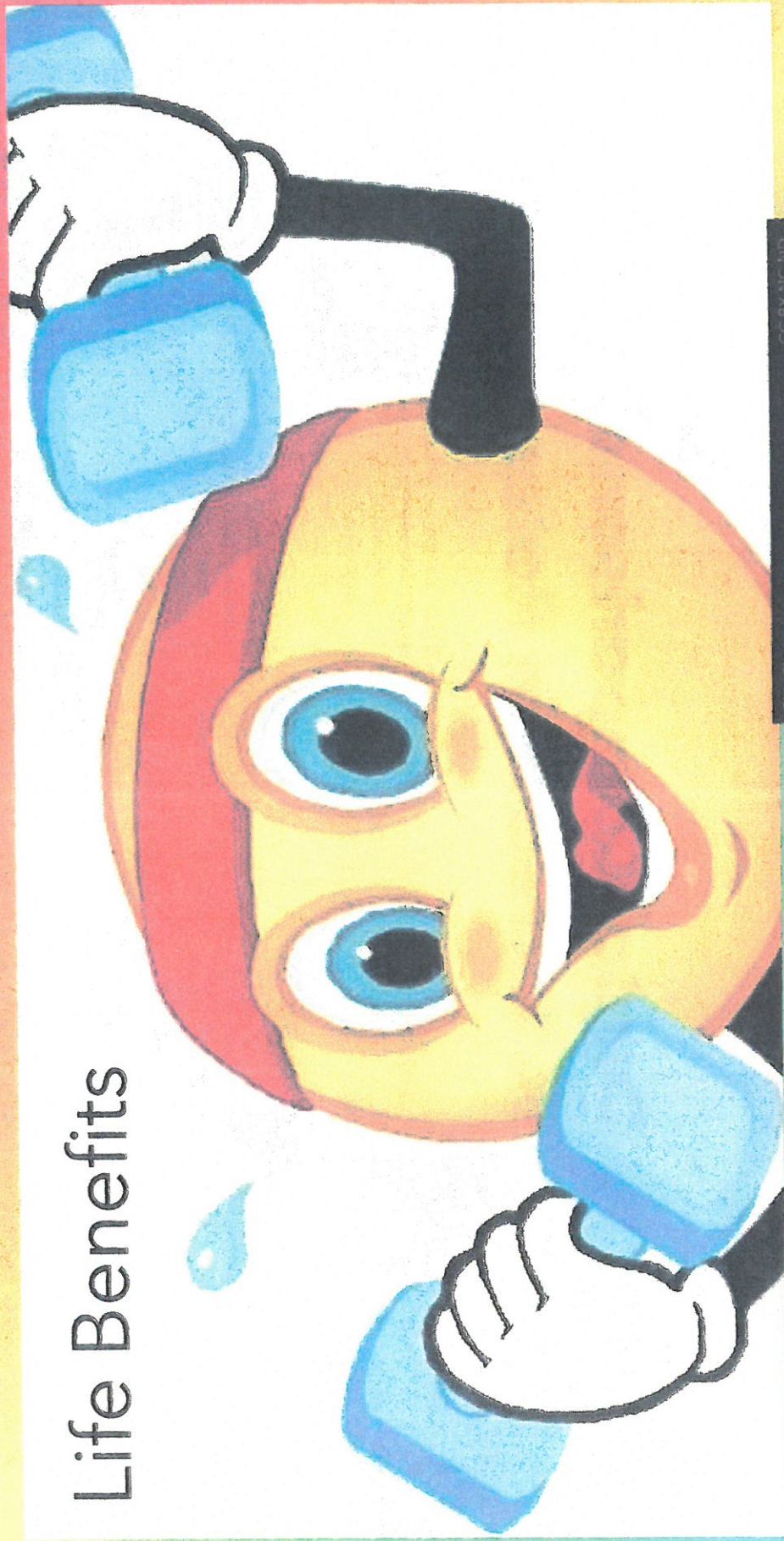
		Summit	EE	26 Week	21/22 Summit per year for one	Number of Employees	21/22 Summit Per year	21/22 Dental Ins.
Employee	\$ 38.33	\$ 38.33	-	\$ -	\$ 459.96	27	\$12,418.92	\$12,418.92
EE & Family	\$ 119.58	\$ 38.33	\$ 81.25	\$ 37.50	\$ 459.96	14	\$6,439.44	\$20,089.44
							\$18,858.36	\$32,508.36

DENTAL - MetLife

		Summit	EE	26 Week	22/23 Summit per year for one	Number of Employees	22/23 Summit Per year	22/23 Dental Ins.
2022/2023								
Employee	\$ 39.48	\$ 39.48	-	\$ -	\$ 473.76	27	\$12,791.49	\$12,791.49
EE & Family	\$ 123.17	\$ 41.92	\$ 81.25	\$ 37.50	\$ 503.04	14	\$7,042.56	\$20,692.56
							\$19,834.05	\$33,484.05

Annual Increase for Summit Fire and Medical \$975.69

Life Benefits



This Photo

CC BY-NC-ND

Life Insurance		2021/2022 2	2022/2023 3	21/22 SFMD Annual Expense	22/23 SFMD Annual Expense
Employee Only \$50,000 Coverage		\$8.04	\$8.44	\$3,956	\$4,152
Comparison at 41 Employees					

Life Insurance
5% Increases

Annual Increase for
Summit Fire and
Medical \$196.00



Total Increases for SFMD \$9,595.69

This reduced SFMD's budget by \$11,723 from earlier given estimates
Funded Personnel Insurance to approve
for 22/23 \$343,453.53

