

Sick Leave Balance Proposal

To hold UPD's public safety employees impacted by the HB 374 transition harmless, the Sheriff's Office recommends transferring all accrued sick with the UPD employees hired to fill positions in the Law Enforcement Bureau.

Cost Summary:

\$597,096.25 = Projected Sheriff's Office liability

Under the conditions of the proposal detailed below, UPD's liability as of 1/27/24 to payout sick time is \$1,905,021.36 for 402 employees. Based on our anticipated staffing needs in the LEB we project this proposal will incur a total liability of \$597,096.25 only to be paid out to eligible employees upon retirement.

Who is eligible?

Sworn and civilian individuals currently employed by the UPD and hired by the Sheriff's Office Law Enforcement Bureau as part of the HB 374 transition.

Proposal

- Grant the transition of all accrued sick leave until the transition of services is complete as determined by the Sheriff, no later than July 1, 2025
- Require a one-year commitment to the Office to receive 25% compensation upon retirement

Request of Council:

- Approve the funding for the transfer of sick leave balances. Upon transfer, sick leave balances will be governed by existing Salt Lake County leave policies.
- Note: As part of the separation negotiations, Salt Lake County will be requesting a portion of funds held in a special UPD account that pays out upon retirement. Any funds negotiated will reduce the amount requested.

Sick Leave Liability			
	Total Hours	Liability @ 25%	UPD Employee Count
UPD (1/27/244)	156,600.28	\$ 1,905,021.36	402
Sheriff's Office (Projected)*	49,083.67	\$ 597,096.25	126

**Assumes Sheriff's Office hires 31% of current UPD staff*