

Salt Lake Valley Law Enforcement Association

Response to the 2022 Salt Lake County Budget Consideration

The Salt Lake Valley Law Enforcement Association appreciates the opportunity to respond to the employee compensation proposal recommended by Mayor Wilson for the 2022 budget. The Association wishes to thank the Salt Lake County Council for their openness in the compensation process to determine fair and equitable compensation to the men and women who serve the public, especially those who are employed in law enforcement for the County.

Sheriff's Office

- The Association fully endorses the recommendation made by Sherriff Rivera for the market adjustment for all Sworn pay ranges. With dramatic wage increases occurring in the Law Enforcement industry in the valley, this will help recruit and retain high quality individuals. Without it, the Office could be left struggling.
- The continuation of the Merit Increases in the Sworn Pay Plan is vital for retaining the Sworn members. It is a critical element in the compensation plan and morale. It has returned to being a reliable wage adjustment.
- The Association supports the market and merit increase for the Civilians at the Sheriff's Office as well. The Civilians that work alongside the Sworn are key to the success of the Office.
- The retention bonus for Sworn and Civilians is also appreciated and is a valuable tool in retention.

Insurance benefits are stable

- The efforts by the County to keep medical costs down has been important to employees. It has added stability to members lives by more consistently now having no cost increase in medical insurance.
- Other options such as long term disability, life insurance and other wellness benefits have also had no rate increases or even reduced.