

# SO RETENTION COMPENSATION

The Salt Lake County Sheriff's Office is proposing a retention bonus for all merit civilian and sworn personnel as part of our comprehensive retention strategy. This will help us to maintain adequate staffing levels, allowing us to safely perform our duties and support the overall public safety of Salt Lake County.

## Projected 2023 Turnover

**17%** Sworn

5% reduction from 2022

**28%** Civilian

2% reduction from 2022

## Current Vacancies

**9/139** Public Safety

**63/540** Corrections

**26/350** Civilian

Vacancy and turnover rates have decreased with the implementation of the retention bonus. This will continue to be an important retention tool as law enforcement agencies and the Department of Corrections continue to heavily recruit our staff. DOC's starting wage is \$28.70 + \$6k sign-on bonus, our corrections deputies start at \$27.78, no bonus.

## RETENTION COMPENSATION FACTS

- \$2,000 one-time payment
- 13-month commitment
- Civilian and Sworn Merit Employees
- Start date of 12/1/2023 or earlier
- Employees must opt in
- If an employee leaves before 12/31/2024 they will have to repay the bonus
- EXCLUDES elected, appointed, and temporary

Estimated Total Cost:  
**\$2,045,164**