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October 23, 2020

Dear Council,

The members of the American Federation of State County and Municipal Employees Local 1004 appreciate Salt Lake County's efforts during the Covid-19 Pandemic. Our members have been particularly thankful for all the County has done to retain jobs, accommodate working families, and provide opportunities for remote or safe working conditions. While we are largely supportive of the 2021 Compensation and Benefits Recommendations that were presented to Council, we do have concerns that the County is not keeping up with the market.

In our October 12<sup>th</sup> meeting with Human Resources data was presented showing that a 1.5% increase for the General Salary Structure and a 2.0% increase for the Trade/Technical Structure was needed to stay current with the market as it sits today. AFSCME agrees with the proposal to increase the salary structures and to raise the employees in those salary structures the corresponding amount. This will help ensure that County employees are meeting the current market rate and will help to avoid the compression issues that have plagued County employees in the past.

During the meeting with Human Resources additional data was presented indicating that the 2021 market annual base pay increase is projected at 2.5% - with ranges from 3.0% in general sectors to 2.0% for local government agencies. While we fully recognize the uncertainty of the County's budget situation, we are concerned by the decision not to match the market in this area. Salt Lake County has routinely seen the need for structural pay increase in years where annual base pay increase were also given. We are worried that at this point next year the County may be faced with the need for a 3-4% increase in the General Salary Structure, a 4-5% increase in the Trade/Technical Structure, as well as a base pay increase in order to the obligations of its market based pay philosophy.

It was suggested during the budget presentation that there remains a possibility to look at a base pay increase midyear of 2021 and that budget flexibility was needed at this time. We understand the need to proceed cautiously with the budget but would seek a firmer commitment from the Council on a midyear base pay increase. Our suggestions would be a deferred base pay increase for 2021 or legislative intent showing the Councils commitment to making a base pay increase a chief priority for a midyear budget adjustment. Either of these options will represent not only a strong commitment to your employees, but also consistency with the market-based pay philosophy the County has committed itself to.

Sincerely,

A handwritten signature in black ink that reads 'Brad Asay'. The signature is written in a cursive, flowing style.

Brad Asay  
Director AFSCME  
Local 1004