



# 2025 BUDGET & COMPENSATION



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SALT LAKE COUNTY SHERIFF'S OFFICE  
SHERIFF ROSIE RIVERA



# 2025 NOTES



## PAY = PRIORITY

To remain competitive in the market and maintain staffing levels pay is our #1 priority

Cost: \$4.7M



## BALLISTIC & STAB VESTS

To prioritize deputy safety, we are requesting funding to pay for the cost of purchasing and replacing vests

Cost: \$225K



## ADDITIONAL POSITIONS

Due to expansion in the courts, we are adding 4 PSB deputies, the courts have increased their contract with us to cover the cost

Cost: \$464K

Revenue: \$464K



## MOBILE COMMAND POST

This is an essential ONE-TIME cost to ensure the Sheriff's Office can respond to incidents and support the County in the event of an emergency

Cost: \$635K

Note: \$40K on-going to be absorbed by Sheriff's Office.



## FIELD TRAINING DEPUTY PAY

Added at the request of Councilmember Suzanne Harrison  
Additional pay for Field Training Deputies

Cost: \$63,306



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# 2024 PAY COMPARISONS

Rank	Organization	Starting Pay	Previous Year Starting Pay	% Difference	Notes
1	Utah Highway Patrol	\$34.58	\$32.89	5.14%	*\$2,500 signing bonus
2	Taylorsville	\$34.38	\$33.27	3.34%	
3	AP&P	\$34.20	\$33.87	0.97%	*\$6,000 signing bonus
	<b>SLCO – Law Enforcement Proposed</b>	<b>\$33.79</b>	<b>\$32.18</b>	<b>5.00%</b>	
4	West Valley	\$33.45	\$32.47	3.29%	
5	Salt Lake City	\$33.20	\$29.26	3.02%	
6	Sandy	\$32.65	\$32.32	13.47%	
7	North Salt Lake	\$32.33	\$31.30	1.02%	
8	Murray	\$32.31	\$30.69	5.28%	
9	<b>SLCO – Law Enforcement Current</b>	<b>\$32.18</b>	<b>N/A</b>	<b>N/A</b>	
10	Cottonwood Heights	\$31.91	\$30.99	2.97%	
11	West Jordan	\$31.90	\$30.06	6.12%	
12	South Jordan	\$31.62	\$31.31	0.99%	
13	Layton	\$31.51	\$30.01	5.00%	
14	South Salt Lake	\$31.27	\$29.19	7.13%	
15	Unified Police Department	\$31.18	\$30.27	3.01%	*\$5,000 signing bonus for laterals
16	Riverton	\$30.95	\$29.76	4.00%	
17	University of Utah	\$30.90	\$29.43	4.99%	
18	Herriman	\$30.79	\$29.78	3.39%	
	<b>SLCO – Corrections Proposed</b>	<b>\$30.31</b>	<b>\$28.87</b>	<b>5.00%</b>	
19	Davis County – Corrections	\$30.72	\$26.13	17.57%	
20	Grand County Corrections	\$30.24	\$28.16	7.39%	
21	Draper	\$30.15	\$28.40	6.16%	
22	Utah Department of Corrections	\$30.00	\$28.70	4.53%	*\$6,000 signing bonus
23	<b>SLCO - Corrections Current</b>	<b>\$28.87</b>	<b>\$27.78</b>	<b>4.00%</b>	
24	Utah County – Corrections	\$27.97	\$27.42	2.01%	
25	Summit County – Corrections	\$27.84	\$26.77	4.00%	
	<b>SLCO – Public Safety Proposed</b>	<b>\$27.20</b>	<b>\$25.90</b>	<b>5.00%</b>	
26	<b>SLCO - Public Safety Current</b>	<b>\$25.90</b>	<b>\$24.90</b>	<b>4.00%</b>	
<b>Average Starting Pay = \$31.23</b>			<b>Average Increase From Last Year = 4.5%</b>		

# 2024 CORRECTIONS / PUBLIC SAFETY PAY COMPARISONS

Rank	Organization	Starting Pay	Previous Year Starting Pay	2%	3%	4%	5%	Notes
1	Utah Highway Patrol	\$34.58	\$32.89					*\$2,500 signing bonus
2	Taylorsville	\$34.38	\$33.27					
3	AP&P	\$34.20	\$33.87					*\$6,000 signing bonus
4	West Valley	\$33.45	\$32.47					
5	Salt Lake City	\$33.20	\$29.26					
6	Sandy	\$32.65	\$32.32					
7	North Salt Lake	\$32.33	\$31.30					
8	Murray	\$32.31	\$30.69					
9	Cottonwood Heights	\$31.91	\$30.99					
10	West Jordan	\$31.90	\$30.06					
11	South Jordan	\$31.62	\$31.31					
12	Layton	\$31.51	\$30.01					
14	South Salt Lake	\$31.27	\$29.19					
15	Unified Police Department	\$31.18	\$30.27					*\$5,000 signing bonus for laterals
16	Riverton	\$30.95	\$29.76					
17	University of Utah	\$30.90	\$29.43					
18	Herriman	\$30.79	\$29.78					
18	Davis County – Corrections	\$30.72	\$26.13					
19	Grand County Corrections	\$30.24	\$28.16				\$30.31	
20	Draper	\$30.15	\$28.40					
21	Utah Department of Corrections	\$30.00	\$28.70			\$30.03		*\$6,000 signing bonus
22	<b>SLCO - Corrections Current</b>	<b>\$28.87</b>	<b>\$27.78</b>	<b>\$29.45</b>	<b>\$29.73</b>			
23	Utah County – Corrections	\$27.97	\$27.42					
24	Summit County – Corrections	\$27.84	\$26.77					
25	<b>SLCO - Public Safety Current</b>	<b>\$25.90</b>	<b>\$24.90</b>	<b>\$26.42</b>	<b>\$26.68</b>	<b>\$26.94</b>	<b>\$27.20</b>	
<b>Average Starting Pay = \$31.23</b>			<b>Average Increase From Last Year = 4.5%</b>					

# 2024 LAW ENFORCEMENT PAY COMPARISONS

Rank	Organization	Starting Pay	Previous Year Starting Pay	2%	3%	4%	5%	Notes
1	Utah Highway Patrol	\$34.58	\$32.89					*\$2,500 signing bonus
2	Taylorsville	\$34.38	\$33.27					
3	AP&P	\$34.20	\$33.87					*\$6,000 signing bonus
4	West Valley	\$33.45	\$32.47			\$33.47	\$33.79	
5	Salt Lake City	\$33.20	\$29.26					
6	Sandy	\$32.65	\$32.32	\$32.82	\$33.15			
7	North Salt Lake	\$32.33	\$31.30					
8	Murray	\$32.31	\$30.69					
9	<b>SLCO - Law Enforcement Current</b>	<b>\$32.18</b>	<b>N/A</b>					
10	Cottonwood Heights	\$31.90	\$30.99					
11	West Jordan	\$31.90	\$30.06					
12	South Jordan	\$31.62	\$31.31					
13	Layton	\$31.51	\$30.01					
14	South Salt Lake	\$31.27	\$29.19					
15	Unified Police Department	\$31.18	\$30.27					*\$5,000 signing bonus for laterals
16	Riverton	\$30.95	\$29.76					
17	University of Utah	\$30.90	\$29.43					
18	Herriman	\$30.79	\$29.78					
19	Draper	\$30.15	\$28.40					
<b>Average Starting Pay = \$31.14</b>			<b>Average Increase From Last Year = 4.5%</b>					



# COUNTY HR ANALYSIS



County HR's Compensation Team conducted an independent sworn pay analysis, which included local and regional law enforcement agencies.

## Recommendations

- ★ 4% structure adjustment to sworn pay plan, which includes Corrections, Public Safety, and Law Enforcement Bureaus.
- ★ Hiring bonus for Corrections Bureau.

Thanks to County HR for all their collaboration and support.



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# Structure Increase Including Merit

	3%	4%	5%
Corrections	\$2,313,748	\$2,822,054	\$3,330,360
Public Safety	\$554,852	\$674,480	\$794,107
Law Enforcement	\$437,661	\$535,455	\$633,248
<b>Total</b>	<b>\$3,306,261.00</b>	<b>\$4,031,987.00</b>	<b>\$4,757,714.00</b>
			**Includes Salary & Benefits

# Recent Deputy Resignations to Other Agencies



## 50 Total Resignations

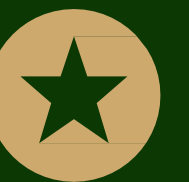
From January 2023 to September 2024 (50) sworn personnel resigned from the Salt Lake County Sheriff's Office and joined other public safety agencies.



## Salt Lake County - 34

Most

1. Salt Lake City / Unified Police Department
2. Draper / Sandy / West Valley



## Out of County - 13

Of our 50 resignations to other public safety agencies (47) remained working in the State of Utah.

Agency	
Salt Lake City	5
Unified Police Department	5
Draper	4
Sandy	4
West Valley	4
AP & P	3
West Jordan	2
Utah County	2
American Fork	1
Bannock County	1
Cache County	1
Davis County	1
Farmington	1
Herriman	1
Kaysville	1
LDS Church	1
Murray	1
Naples City	1
NCIS	1
Orem	1
Riverton	1
San Bernardino	1
Secret Service	1
South Jordan	1
South Salt Lake	1
Syracuse	1
U of U	1

\*\*\*Data Collected from January 2023 – September 2024



# THANK YOU



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