



October 24, 2024

Salt Lake County Council.

Dear Council Members.

The wage and benefits proposal as set forth by the mayor and her staff is of concern and it is our hope that you will take into consideration a wage increase.

Salt Lake County employees are already behind in compensation as compared to the private sector doing the same type of work. The 3.5% wage increase coupled with rising medical insurance costs will only widen this disparity and result in more economic hardship for the hard-working employees of Salt Lake County.

This year, in comparison, equipment operators employed by our contractors have seen on average a 7.0% wage increase and no additional cost to medical insurance. These wage and benefits enhancements are designed to attract and retain skilled workers who are becoming increasingly difficult to find. Even though this is an issue in the private sector, the public sector is not immune to the same challenges of retaining qualified employees.

We recommend an additional ½ percent to the Pay Structure Adjustment bringing up to 2.0%. The 4% total increase would be in line with last year's increase and help us to stay competitive with other markets.

Respectfully,

Craig Wyllie

Business Agent

Operating Engineers Local 3