



2261 South Redwood Road Suite K
(801) 972-1974
info@afscmeutah1004.org

October 24, 2024

Dear Council Members,

After careful review of the proposed compensation recommendation and our own research, AFSCME Local 1004 proposes the following changes:

- An increase of .5% to the Pay Structure Adjustment. Justification for the increase, Salt Lake County is not meeting the average public sector growth according to data provided by DWS. Matching the increase from last year would at least keep compensation even for the coming year and not move the County backwards. The mayor's proposal last year was amended by the Council. This year's proposal once again is less than last year's compensation and once again below the 8% average across Utah for public sector workers in 2024.
- The County needs a transparent approach to compensation. This will help achieve a culture of excellence. Good policy can't be created without the involvement of all relevant stakeholders. The County has struggled to bring those most effected to the table. It was encouraging to have a meeting with the Mayor and others several weeks ago and to give feedback about insurance costs. We look forward to continued dialog with the County in order to give input. As a union we do bring solutions but we need to be welcomed to share those solutions and work side-by-side with management.
- AFSCME 1004 supports Mayor Wilson for proposing to lift Contra Accounts in 2025. While this approach did save the County money in 2024, we mustn't lose sight of the fact that the Contras increased the workload for employees who had to cover not only their own job duties but those of the positions going unfulfilled as well. The County asked its employees to do more work with less resources and the employees responded, but this is not a sustainable way forward. Your employees appreciate the return to normal operating conditions.

Please feel free to contact me with any questions or if you need further information.

Sincerely,

Brad Asay
Executive Director
AFSCME 1004
801-726-4613
brad@utahaficio.org