



October 22, 2018

Each year, The Utah Public Employees' Association conducts a survey of its members to determine which items are a priority in the budgetary process. And each year, compensation and compression rise to the top of the list. With the concerns of our members in mind, along with having thoroughly examined the proposed budget, UPEA endorses Mayor McAdams' employee compensation proposal for the 2019 fiscal year. The proposed changes include:

- 2% salary structure adjustment (in response to job market changes)
- 3% across-the-board pay increase for eligible employees
- \$4 million set aside for pay compression (75/25 split distribution)

UPEA encourages the County to continue to be an advocate for its employees.

We appreciate your consideration and encourage you to vote to approve the Mayor's employee compensation budget proposal. We look forward to continuing to work with you in future.

A handwritten signature in black ink, appearing to read 'Todd Losser', is positioned above the typed name.

Todd Losser
Executive Director
Utah Public Employees' Association

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