

October 29, 2024

Salt Lake County Council
2001 South State Street
Salt Lake City, UT

Re: 2025 Compensation Proposal

Dear Salt Lake County Council Members:

On behalf of the Utah Public Employees' Association (UPEA) I am providing feedback from UPEA's Salt Lake County members and leadership regarding Mayor Wilson's 2025 Compensation Proposal.

UPEA is committed to working with the Mayor's office and the Salt Lake County Council in an effort to prioritize employee concerns.

UPEA recently conducted a survey of its members employed by Salt Lake County. The majority of responses (80%) were provided by employees with 7+ years of employment with the County. The survey provided us with the following feedback:

- Compensation – a COLA is preferred
- Career Service – preservation of employee protections
- Health Insurance – most employees are satisfied with the current plan
- Retirement – maintain the current benefit
- Sick Leave – implement a more robust leave benefit for employees
- Other – ability to work remotely or have the option of a hybrid schedule

While UPEA appreciates Mayor Wilson's budget recommendations, we would like your consideration to fund higher pay increases for the employees. Salt Lake County is a model for all counties within the state along with their efforts to reduce costs for taxpayers. However, employees should be fairly compensated for their dedication and service to our community.

Employees are working harder and taking on more responsibility to ensure quality services are provided to the citizens of our County. This significant contribution by employees, who

continue to provide excellent services despite staffing shortages and turnover, should not be overlooked and should not go unrewarded.

UPEA recognizes the medical insurance increase will have a significant impact on employees and their families. A portion of this increase will be funded by employees through increased deductibles and out of pocket maximums.

Therefore, UPEA proposes the following adjustments to Mayor Wilson's recommendations:

- 6% Total Increase (GEN/TRD)
 - 2% pay structure adjustment
 - 2.75% grade progression increase
 - 1.5% COLA

UPEA looks forward to ensuring Salt Lake County employees are fairly compensated for their dedication and service to our community.

Sincerely,

Valerie Marin
Employee Relations Representative