

# Salt Lake Valley Law Enforcement Association

## Response to the 2024 Salt Lake County Budget Consideration

The Salt Lake Valley Law Enforcement Association appreciates the opportunity to respond to the employee compensation proposal recommended by Mayor Wilson for the 2024 budget. The Association wishes to thank the Salt Lake County Council for their openness in the compensation process to determine fair and equitable compensation to the men and women who serve the public, especially those who are employed in law enforcement for the County.

### **Sheriff's Office**

- The Association fully endorses the recommendation made by Sherriff Rivera for the market adjustment for all Sworn pay ranges. With wage increases occurring in the Law Enforcement industry in the valley, this will help recruit and retain high quality individuals. Without it, the Office could be left struggling.
- The continuation of the Merit Increases in the Sworn Pay Plan is vital for retaining the Sworn members. It is a critical element in the compensation plan and morale.
- The funding enables deputies to receive more competitive wages, to ensure a proficient and dedicated law enforcement workforce in the Salt Lake County Sheriff's Office.

### **Insurance benefits are stable**

- The efforts by the County to keep medical costs down have been important to employees. It has added stability to members lives by consistently having low to no cost-increase in medical insurance.
- Other options such as long term disability, life insurance and other wellness benefits have remained stable, with new benefits added as well. The additional life insurance benefit for a Line-of-Duty death is greatly appreciated.