



**Utah Alliance of
Government Employees**

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Mr. Delquadro,

We want to thank you for allowing us to give input on next year's budget and thank the council for putting the employees first.

We appreciate the time the Mayor's office and Human Resources has put into this year's salary and benefits recommendation. Overall, we feel it's a well-balanced and fair budget.

As we read over the proposal for the increase in wages, we felt the increases are in line with the market and the previous year's merit increases. Although the structure is the same, we did notice it was not called a merit increase. We would like to be sure that it is still a merit increase based on the definition of such, directly related to an employee's overall annual performance appraisal? If it is not, then what is the county calling the raise, and why was a change made?

We would like to request you take a second look at the redlined employees. We understand that even after adding 2% to the grade, some employees will remain redlined. We would request that you consider paying these employees a longevity bonus or something similar if they are meeting the rest of the criteria.

We are excited to see the compression adjustments continuing to unfold, and employees finally seeing the money in their paychecks. This has been a lot of hard work and we appreciate all that Human Resources has done. We would request that there be an appeal process put in place for the employees who do not agree with their final compression adjustments.

If the market review is adopted, we would request the employee groups are included in the process. We can then have a better understanding on how the review took place and why the areas were chosen.

While we see value in not offering a retirement package in this budget, we would request that if it is discussed for future year(s) that we be involved as well.

Again, we thank you for all the council does for the Salt Lake County employees.

Respectfully,

Gerald Haskell
Executive Director

Ray Lancaster
President

