

2021 RETENTION COMPENSATION

Salt Lake County Sheriff's Office



SALT LAKE COUNTY SHERIFF ROSIE RIVERA

SO RETENTION COMPENSATION

The Salt Lake County Sheriff’s Office is proposing a retention bonus for all merit civilian and sworn personnel as part of our comprehensive retention strategy. This will help us to maintain adequate staffing levels, allowing us to safely perform our duties and support the overall public safety of Salt Lake County.

Projected 2021 Turnover

22.1% Sworn
28.6% Civilian

Current Vacancies

18/148 Public Safety Bureau
40/427 Corrections Bureau
44/363 Civilian

In early 2021 deputy positions were fully staffed for the first time in a number of years. Since the wage war began in July 2021, vacancies have increased, and any additional vacancies will result in mandatory overtime.

RETENTION COMPENSATION FACTS

- \$2,000 one-time payment
- 13-month commitment
- Civilian and Sworn Merit Employees
- Start date of 12/1/2021 or earlier
- Employees must opt in
- If an employee leaves before 12/31/2022 they will have to repay the bonus
- EXCLUDES elected, appointed, and temporary

Total Cost: \$1,870,000

Less than 5% of employees paid back their 2019 bonus, making this a very successful tool.

SWORN PLACEMENT IN THE MARKET

ORGANIZATION	ENTRY PAY	RANK	Notes
Sandy	\$28.36	1	
South Salt Lake	\$28.34	2	
Murray	\$27.58	3	
Taylorsville	\$27.40	4	
Riverton	\$27.26	5	
West Valley	\$27.15	6	
Herriman	\$27.15	6	
South Jordan	\$27.04	7	
West Jordan	\$27.00	8	
SLC	\$26.93	9	
Draper	\$26.77	10	
AP&P	\$25.63	11	
Granite School District	\$25.32	12	
Grand County	\$24.47	13	Corrections and Patrol Deputies
Cottonwood Heights	\$23.76	14	
Utah DOC - FIRST YEAR	\$23.38	15	\$20.50 plus \$6000 signing bonus
SLCO - Corrections	\$23.27	16	
UPD	\$22.92	17	Proposing 23.5% increase
Weber	\$22.53	18	Corrections and Patrol Deputies
Orem	\$22.38	19	\$3000 Bonus after probation
UHP	\$22.35	20	\$7500 Signing bonus for laterals
Summit County	\$22.32	21	Corrections and Patrol Deputies
SLCO - Public Safety	\$20.88	22	
Utah County Corrections	\$20.77	23	
Davis County Corrections	\$20.22	24	

Data is accurate as of 10/12/21 and is subject to change

THE WAGE WAR

- LE agencies in Salt Lake County are our primary competition
- Our members rarely leave for other Sheriff's Offices
- The wage war began in July and many agencies have already made wage increases
- Our members are being recruited by local LE agencies
- There is a very small pool of new recruits and agencies are competing for lateral officers