

2022 BUDGET & COMPENSATION

Salt Lake County Sheriff's Office



SALT LAKE COUNTY SHERIFF ROSIE RIVERA

ABOUT US

917

Employee
Allocations
Filled

19,120

Bookings
(2021 YTD)

16

Facilities
Protected

124

Number of
Deputies Hired
in 2021

2,165

Operational
Beds

91,815

Courthouse
Screenings
(2021 YTD)

OVERVIEW

The Salt Lake County Sheriff's Office provides critical public safety resources to all of Salt Lake County and is an essential part of the criminal justice system.

CORRECTIONS BUREAU

- Operates Metro and Oxbow jails
 - Currently housing 1,800+ inmates
 - Provides medical and mental health care to inmates
 - Supplies three meals a day
- Facilitates hundreds of video courts daily
- Handles payment of bail
- Manages commissary system
- Facilitates access to legal information
- Coordinates personal and attorney visits
- Supports supplemental programming
 - 180 Intensive Supervision Probation (ISP) Clients
 - Ankle monitor and Prisoner Worker Program
 - Correctional Addiction Treatment Services (CATS), Life Skills, Medication Assisted Treatment (MAT)

PUBLIC SAFETY BUREAU

- Provides security and bailiff services for Matheson and West Jordan Court Houses
 - 37 judges
 - 44 courtrooms
 - 91,815 screenings to date
- Responsible for security at 16 facilities
- Provides essential safety support to the Juvenile Receiving Center (JRC)
- Handles all civil paper service for the County
- Executive protection service for elected officials

2022 BUDGET

Proposed Budget	Operating Expense	Operating Revenues	County Funding	FTE Allocations
Sheriff's Office	\$146,292,000	\$17,600,000	\$128,692,000	1,082.5

Notable New Requests Included in Proposed by Mayor	
Jail & PSB Sworn Compensation	\$7,281,926
New PSB Lieutenant (1 FTE)	\$149,411
Jail revenue reduction	\$865,904
Reduce PSB EPU FTEs (-2 FTE)	\$(175,040)
Jail Medical Equipment (ARPA)	\$95,165
CJS Jail Re-entry Program (4FTE; ARPA)	\$415,796
Search & Rescue Laptops	\$3,000
New Request to add at Council Stage	
Search & Rescue Trailer	\$50,000

SWORN COMPENSATION

To remain competitive in the current law enforcement wage war a compensation increase is needed.

2021 Projected Sworn
Turnover

26.3%

Public Safety
Bureau

15.5%

Corrections
Bureau

Current Sworn
Operational* Vacancies

18/139

Public Safety
Bureau

71/540

Corrections
Bureau

*Operational vacancies include deputies in training

PROPOSAL DETAILS

- \$7.3 million total cost
- 11.46% structure adjustment increase
- 2.75% merit increase

OR

- 1% longevity payment if topped out

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.

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	
SLCO – Corrections (Proposed*)	\$25.94		*RANK WITH PROPOSED INCREASE
AP&P	\$25.63	11	
Granite School District	\$25.32	12	
Ogden City Police	\$24.80	13	\$5,000 signing bonus
Grand County	\$24.47	14	Corrections and Patrol Deputies
Cottonwood Heights	\$23.76	15	
Utah DOC - FIRST YEAR	\$23.38	16	\$20.50 plus \$6,000 signing bonus
SLCO – Public Safety (Proposed*)	\$23.27		*RANK WITH PROPOSED INCREASE
SLCO - Corrections	\$23.27	17	
UPD	\$22.92	18	Proposing 17% increase
Weber	\$22.53	19	Corrections and Patrol Deputies
Orem	\$22.38	20	\$3,000 Bonus after probation
UHP	\$22.35	21	\$7,500 Signing bonus for laterals
Summit County	\$22.32	22	Corrections and Patrol Deputies
SLCO - Public Safety	\$20.88	23	
Utah County Corrections	\$20.77	24	
Davis County Corrections	\$20.22	25	

Data accurate as of 11/2/21 and is subject to change
 Gold = Current Placement | Bright Green = Placement w/ increase

THE WAGE WAR

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

PSB LIEUTENANT

PSB's 147-member bureau is managed by a chief, captain, and lieutenant. These three individuals manage the day-to-day operations of 16 sites and 44 courtrooms and support all personnel in the chain of command. An additional lieutenant is needed to provide adequate supervision and manage growing operational needs.

GROWING RESPONSIBILITIES

- Added Civil Processing and Executive Protection Units
- Turnover rate requiring additional time for training and mentoring
- Increasing engagement in contract management and customer service
- Evolving training and equipment management

CURRENT SUPERVISION



3 Supervisors for



BENEFITS

- Reduce overall span of control
- Share the growing workload and supervision responsibilities
- Allow for increased customer service
- Facilitate additional time to mentor and train new sergeants and deputies

CIVILIAN COMPENSATION

The Sheriff's Office supports the Mayor's request for the 2% structural and 2.75% merit increase with 3+ evaluation and the \$15/hr living wage. This increase will benefit our civilians and help with our retention and recruiting.

2021 Projected
Civilian Turnover

30.4%

Current Civilian
Vacancies

41 / 365

SO CIVILIAN JOBS

- Jail Nurse
- Jail Mental Health Professional
- EMT
- Clerk/Admin Support
- Control Room
- Construction & Maintenance

Our civilians are critical to supporting our operations. Many of our civilians provide constitutionally required services.

EXIGENT CONCERN

Mental Health Professional Crisis 55% Vacancy Rate | Constitutionally Mandated Service

FACTS ABOUT THE CRISIS

- 12 out of 22 MHP positions currently vacant
- In 2021, 5 of 7 MHPs that left cited compensation as the reason
- Qualified candidates declining offers due to pay
- Very few qualified applicants

ACTIONS TAKEN

- Extensive recruitment efforts
- Received mid-year pay equity adjustment to 30 year pay calculation (still below market)
- Received retention bonus
- Temp agency also unable to provide MHPs
- County HR recommends bringing all MHPs to the 18-year pay calculation to be closer to market rate

SALT LAKE COUNTY JAIL CAPACITY

Current Jail Population : 1,819

November 3, 2021 - Jail Population Profile Dashboard

Design Capacity

Metro: 2,178
Oxbow: 552
Total: 2,730

Rated Capacity

Metro: 2,087
Oxbow: 368
Total: 2,455

Operational Capacity

Metro: 1,797
Oxbow: 368
Total: 2,165

The Salt Lake County Jail continues to manage the population in the facility to ensure space for violent offenders while allowing flexibility to address spread and potential spread of COVID-19.

UPD CONTRACT INCREASE

UPD contract increase for compensation effective Nov. 1	
November & December 2021	\$179,319.25
Calendar year 2022 (12 months)	\$1,055,991.25

To address the wage war, the UPD Board is voting to adopt a compensation increase. These numbers reflect the costs of that increase to the County. The County is responsible for all countywide services provided by UPD.



Thank you.

