



COUNCIL STAFF REPORT

CITY COUNCIL of SALT LAKE CITY

TO: City Council Members

FROM: Lehua Weaver
Budget & Policy Analyst

DATE: March 6, 2018

RE: Budget Discussion – Funding & Revenue Options

ISSUE AT-A-GLANCE

As the Mayor and Council prepare for upcoming 2018-19 Budget discussions, the Council has held conversations about the possible ways to increase revenues and address some long-standing budget needs. Two potential options that have been discussed include a sales tax increase and/or General Obligation bond (a ballot initiative that would increase property taxes).

In order to evaluate options and engage the public in these discussions, Wilkinson Ferrari & Company, along with Langdon Group, will be leading the public outreach efforts over the coming months.

Goal of the briefing:

- The Council will receive a briefing and provide feedback on the proposed public engagement timeline and strategy. Presentation will be given by representatives of the public engagement consultants.
- Review information about the timeline for considering a sales tax increase – if the Council were to adopt an increase, review the process before and after Council action. Presentation will be given by representatives of the City Attorney Office and Finance Department.

POLICY QUESTIONS

1. Does the Council have any concerns about the proposed public engagement strategy or timeline?
2. Based on public feedback and comments to date, the City has generally identified infrastructure, public safety, housing, and transit as general categories of focus for any new revenue, rather than filling other non-related structural budget holes. Is the Council supportive of these general project categories?



Revenue

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Sales Tax Increment

April 2018 Adoption

Notice is sent to
Tax Commission
April 1-30th

90-day period following receipt of notice

July 1-31st

Monthly billing would
begin September

Monthly (Sep-Jun)

\$26,388,313

Quarterly billing would
begin October

Quarterly (Oct-Jun)

\$2,035,529

Total FY18 Est. Revenue

\$28,423,842

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3 Year Average
(FY 2015-2017)

May 2018 Adoption

Notice is sent to
Tax Commission
May 1-31st

90-day period following receipt of notice

August 1-31st

Monthly billing would
begin October

Monthly (Oct-Jun)

\$23,650,723

Quarterly billing would
begin October

Quarterly (Oct-Jun)

\$2,035,529

Total FY18 Est. Revenue

\$25,686,252

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3 Year Average
(FY 2015-2017)



Estimated Revenue April vs. May 2018

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April Enactment	\$28,423,842
<u>May Enactment</u>	<u>\$25,686,252</u>
Difference	\$2,737,590





FUNDING OUR FUTURE:

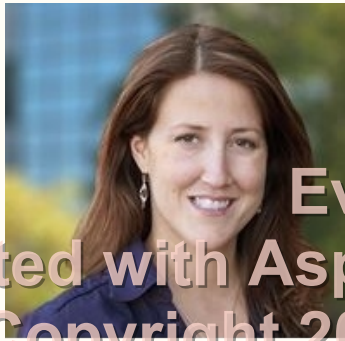
A Community Discussion Regarding Salt Lake City's Funding Needs and Revenue Options

March 6, 2018

The Team



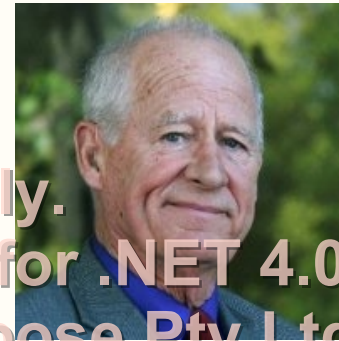
Lindsey Ferrari
Wilkinson Ferrari & Co.



Siobhan Locke
Langdon Group



Stuart Laybourne
Redirect Digital



Bill Knowles



**Salt Lake City Civic
Engagement Staff**



Wilkinson Ferrari & Co.



**THE
LANGDON
GROUP**

Redirect



Our Goals

- Build awareness and understanding of City's revenue needs
- Educate residents and impacted audiences about available funding options
- Provide Council and Administration with public feedback including priorities within the identified needs categories and any major concerns or issues

Desired Outcomes

"We need to fix the roads – I'm all for it."

"I'm against any new taxes, but \$4 a year seems doable"

"I like that sales tax revenue will be generated by all city users and not just residents."

Evaluation only.

"This seems like a reasonable solution to address city needs"

"Affordable housing and clean air initiatives need to be addressed"

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Challenges

Solutions

Compressed timeline —————> High impact outreach tools

Complex subject —————> Simplified messages

Controversial topic —————> Core support/understanding

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Phased Approach

Phase 1

March 1- April 17

Funding Needs
and Options

Phase 2

April 17 – August 17

Board Engagement

Phase 3

Aug. 18 – Nov. 6

Board Education

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Phase 1 (March 1 – April 17)

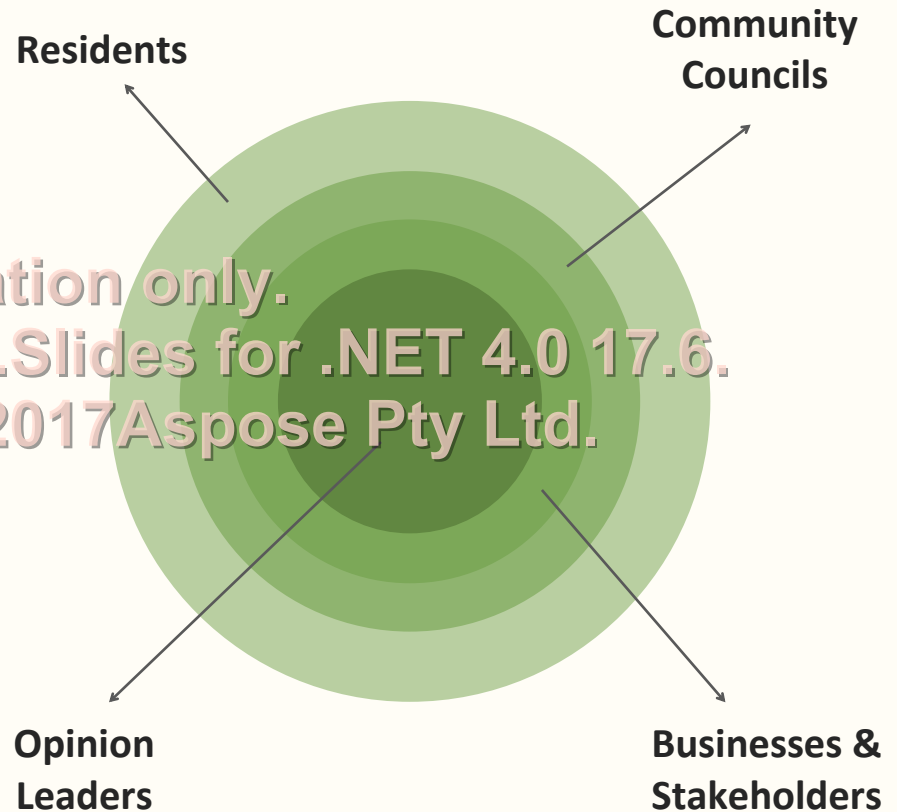
- **Goals:**

- Educate about broad needs and funding options
- Understand the public's priorities and perceptions of needs
- Understand the public's preferences toward various funding mechanisms
- Communicate the details of a potential sales tax increase
- What do you (the Council) need to know?

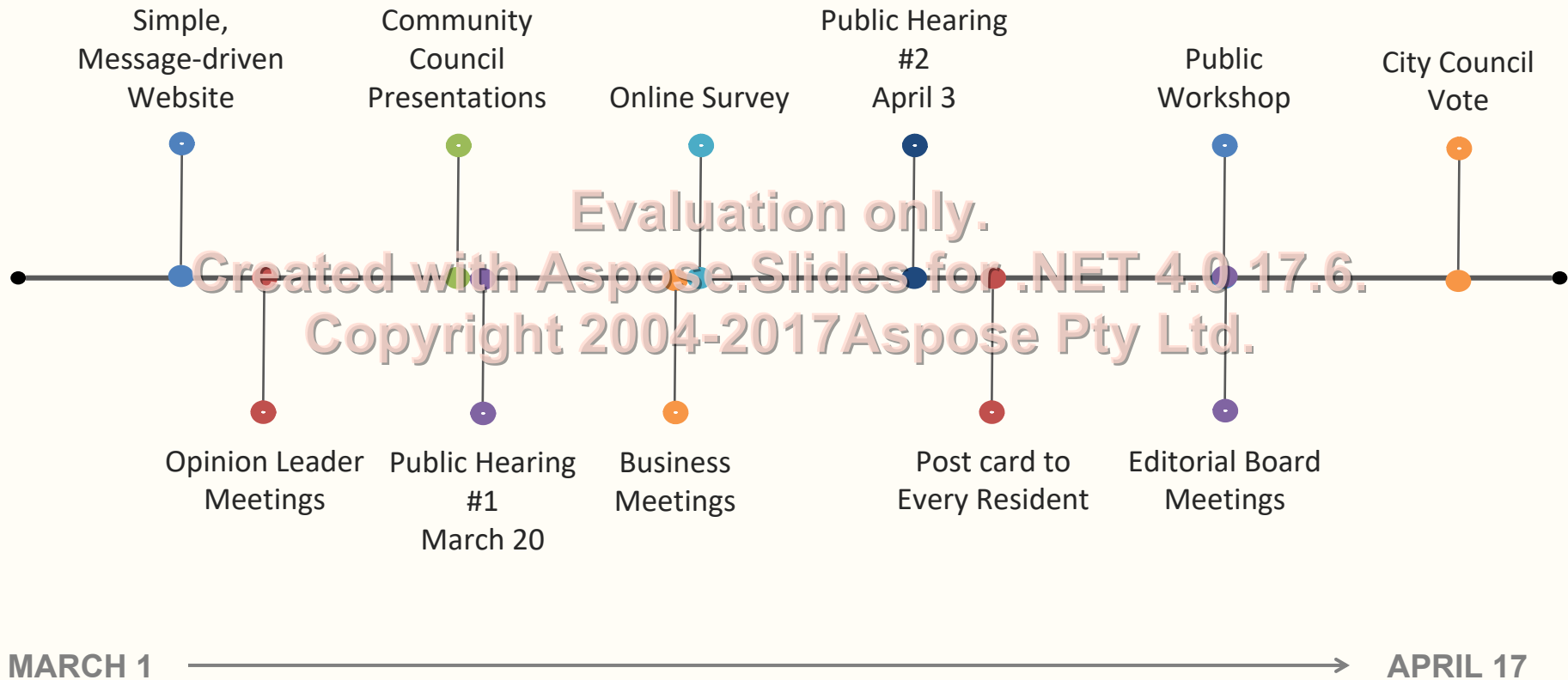
Phase 1 - Approach

- **Begin at the core**

- Opinion leaders
- Business and stakeholder meetings
- Community Councils
- Residents



Phase 1 - Program



Discussion

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Phase 2 (April 17 – Aug 17)

- **Goals:**

- Educate about the types of projects that would be financed by a possible bond
- Understand attitudes towards bond projects and amounts
- Provide Council with accurate and actionable public feedback

Phase 2 - Approach

- Heavily promote public engagement opportunities
- Provide multiple ways to engage and learn to encourage broad engagement
- Communicate results of public involvement survey back to public and Council

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Phase 2 - Program

- Opinion leader meetings
- Engaged resident & business focus groups
- Postcard with conference slide meetings/public hearing
- 3 public workshops
- Online survey
- Business outreach
- Opinion poll
- Community Council
- Public hearings
- Council vote

Phase 3 (Aug 18 – Nov 6)

- **Goals:**

- Ensure that every SLC taxpayer has access to bond details

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Phase 3 - Approach

- Create simple and consistent messaging
- Utilize City resources and event opportunities
- Informative Voter Information Pamphlet

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Phase 3 - Program

- Stakeholder updates (in person and email)
- Media relations updates
- Community events
- Promoted social media advertising
- Voter Information Pamphlet to every resident/business

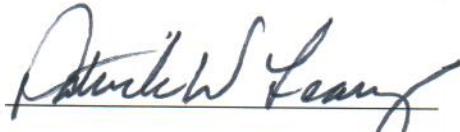
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CITY COUNCIL TRANSMITTAL


PATRICK LEARY, CHIEF OF STAFF

DATE RECEIVED: February 20, 2018
DATE SENT TO COUNCIL: February 20, 2018

TO: SALT LAKE CITY COUNCIL
ERIN MENDENHALL, CHAIR

DATE: FEBRUARY 20, 2018

FROM: JULIO GARCIA, HR DEPARTMENT DIRECTOR



SUBJECT: OVERVIEW OF EMPLOYEE REPRESENTATION & COMPENSATION

STAFF CONTACTS: JULIO GARCIA, HR DIRECTOR, julio.garcia@slcgov.com; DAVID SALAZAR, COMPENSATION PROGRAM MANAGER, david.salazar@slcgov.com

DOCUMENT TYPE: INFORMATION ITEM

RECOMMENDATION: FOR COUNCIL INFORMATION ON CITY WORKFORCE REPRESENTATION AND PAY PRACTICES.

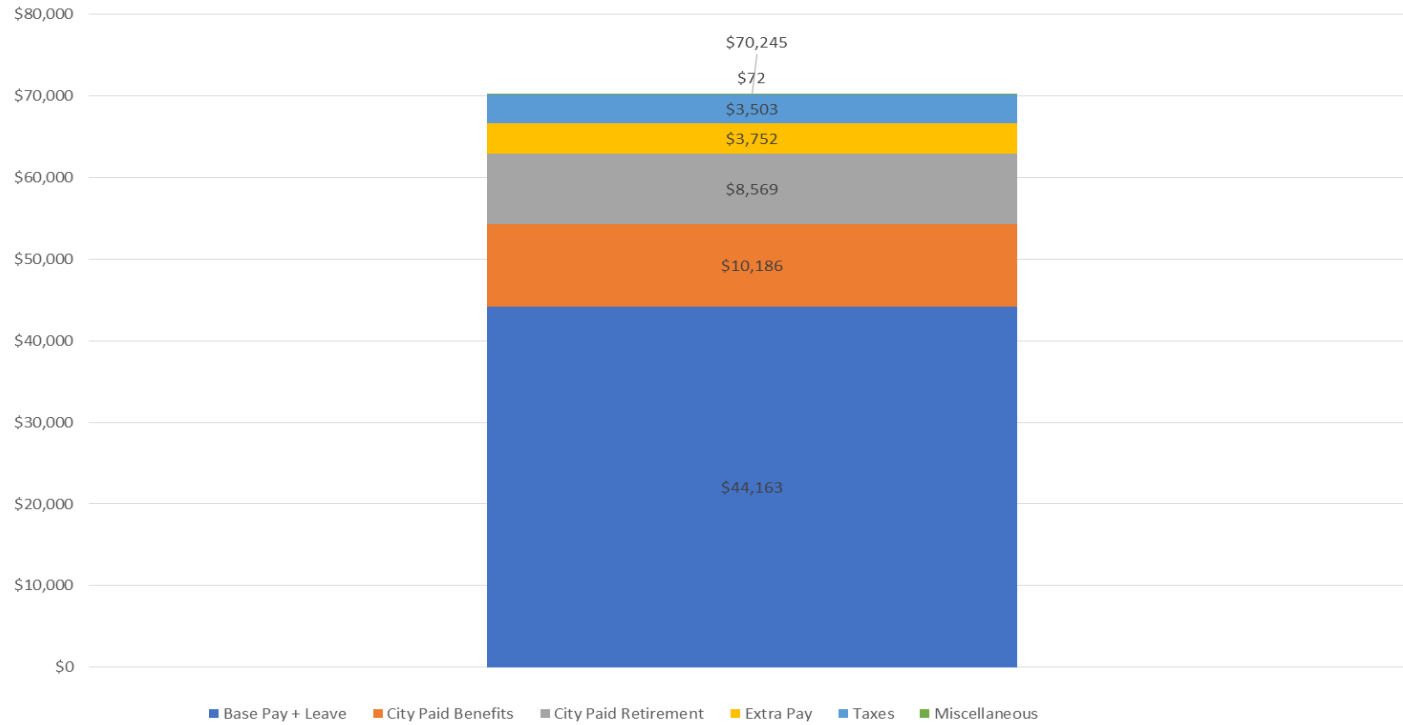
BUDGET IMPACT: N/A

BACKGROUND/DISCUSSION:

Julio Garcia and David Salazar will be at the table presenting to Council. Per a request by the Council, the Department of Human Resources has compiled the following FOR A presentation to the Council on March 6, 2018.

- A PowerPoint presentation titled "2018 Compensation Overview"
- A spreadsheet titled "2017 Supplemental Pay" which includes pay allowances provided for through the city's MOU's and Compensation Plan (data is reflective of FY17)
- A spreadsheet titled "Total Comp Graphs" which includes several tabs each illustrating the total compensation package for various sample positions in the City

Salt Lake City Corporation
Asphalt Equipment Operator II Total Compensation 2016-2017



Represents a 100 series position in AFSCME.
Extra Pay includes overtime and all supplemental pay.

Base Wages	Leave Pay	Extra Pay	City Paid Benefits	City Paid Retirement	Misc.
Salary only	Prior Year Vacation	Longevity	501C9	City Paid 401K	Taxable Fringe
	Holiday Pay	Additional Hours	City Star	City Non Contribution DB	Meal
	Admin Leave	Grave Shift	City Life	City Non Contribution	Non-Tax Tuition
	Vacation	Overtime	HSA	Police Non Contribution	Mileage Reimbursement
	Personal Holiday	Vacation Payout	Flex PEHP Med 'HAS	City-City For Employee	No Pay Amount
	Mayor Holiday	Court	Clothing Allowance	URS UAAL DC City	Misc. Amount
	Sick/Personal Leave	Callback	Cellphone	Post Retirement Cash Allow	Take Home Auto
	Prior Year Personal Holiday	Acting	Uniform Allowance	Police Non Cont. DB	
	Comp Time Used	Court Overtime	501C9 Option 2	URS UAAL DC Police	
	Prior Year Comp	Holiday Payout	Auto Allowance	City - City Share	
	Funeral	Fee Based			
	Personal Leave FLSA	Extra Duty OT			
	Short Term Disability	Swing/Early Shift			
	Prior Year Leave	POL Guarantee			
	SDI	K9 Overtime			
	Personal Leave Payment	WorkComp Pension ADJ			
	Personal Leave Payback	Fitness Pay			
	Parental Leave	Grant Overtime			
	SDI 2/3	Retro Pay			
	Injury Leave	Shift Allowance			
	Military	Work Comp			
	Paid Leave Incentive	Personal Leave Payout			
	Converted Vacation Used	RL Account Payout			
	Dependent Leave	Career Path RL			
	Prior Year Dependent Leave	Field Training OT			
	Hospital	Career Path			
	Dependent Sick Leave	Comp Payout			
		Task Force OT			
		Shift Diff POLC			
		Grave Overtime			
		Blood Draw OT			

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Meal Allowances	Meal Allowance. When approved by management, employees may receive meal allowances in the amount of \$10.00 when an employee works two or more hours consecutive to their normally scheduled shift. Employees may also be eligible to receive \$10.00 for each additional four hour consecutive period of work which is in addition to the normally scheduled work shift.	Bargaining Unit 100 - \$61,020 Bargaining Unit 200 - \$33,430 Bargaining Unit 330 - \$11,850 <hr/> Total - \$106,300	No provision in MOU	\$130	NA		Meal Allowance. When approved by management, employees may receive meal allowances in the amount of \$10.00 when an employee works two or more hours consecutive to their normally scheduled shift. Employees may also be eligible to receive \$10.00 for each additional four hour consecutive period of work which is in addition to the normally scheduled work shift.	\$15,290	\$121,720
Certification	\$5-100 per month depending on certification (ASE technicians and Water certifications)	Bargaining Unit 100 - \$34,208 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$34,208	Career path - \$35 to \$250 depending on criteria paid monthly	\$432,268	\$100/ mo for Swift Water Rescue, HRT, Hazmat, ARFF for Paramedics, Engineers, Captains	\$30,150	1801 - IMS certifications. Two max. 1st \$170.00/mo. 2nd \$85/mo	\$860	\$497,486
Tool Allowance	An eligible employee will receive a minimum of \$100 per month as a tool allowance.	Bargaining Unit 100 - \$53,800 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$53,800	NA	\$0	NA	\$0		\$1,100	\$54,900

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Uniform Allowance	\$60 per month if uniform not provided by department, \$65 per month for public safety	Bargaining Unit 100 - \$23,880 Bargaining Unit 200 - \$900 Bargaining Unit 330 - \$32,650 Total - \$57,430	Officer - \$150 per yr if in Quarermaster with voucher for \$450 per year. Not in Quartermaster - \$450 per yr and \$22 per paycheck for dry cleaning (City also buys their vest?) Plain clothes assignment - \$150 and turns in reciepts up to \$450, \$22 per paycheck for dry cleaning	\$41,944	\$600 per year (This is not sent to Payroll and is not tracked by individual)	\$0	Airport Police supervisors - \$100/mo; Parking Enforcement Super - \$65/mo; Non-sworn police & fire - \$65/mo; Watershed Division employees - \$65/mo; Fire Bat Chiefs - \$600/yr; Police Sgt, Lt, Cpt - Quartermaster system and \$100/yr; Plainclothes assignments will recieve \$39/pay period	\$33,264	\$132,638
Snow Fighter	\$100 per week during snowfighter season (not to exceed \$2,000 per person / per season).	Bargaining Unit 100 - \$237,200 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$12,000 Total - \$249,200	NA		NA		Non-exempt employees receive \$100 per week during snowfighter season (not to exceed \$2,000 per person / per season).	\$22,000	\$271,200
*Shift Differential	Extra 70 cents from 3 - 10 pm. 90 cents from 10 pm - 4 am. 70 cents from 4 am - 9 am.	Bargaining Unit 100 - \$213,846 Bargaining Unit 200 - \$100,998 Bargaining Unit 330 - \$62,849 Total - \$377,694	2.5% for swing 5% for nights (included in based pay)	\$8,438	Support - 2% of base wage	\$53,828	\$1.00 per hour between 6:00 PM and 6:00 AM. Police Sgt & Lt - 2.5% for swing 5% for nights (included in the base pay)	\$51,478	\$491,438

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
<i>*NOTE: In the Police Department, shift differentials are built into employees' base pay and so actual shift differential costs for PD are not reflected in this number.</i>									
Stand By / On Call	Paid 2 hours straight time for every 24 hour shift they are on-call. If called back, guaranteed 4 hours of straight pay and 2 hours straight pay for each additional call back. (Utilities and Airport have a more generous carve out.) Police Sergeants receive 1 hour straight time for each 24 hour period on-call	Bargaining Unit 100 - \$404,800 Bargaining Unit 200 - \$5,002 Bargaining Unit 330 - \$63,732 <hr/> Total - \$473,533	Paid .5 hours straight time for every 12 hour shift they are on-call.	\$0	1 hour of straight time for each 24 hours - support only	\$7,275	Paid 2 hours straight time for every 24 hour shift they are on-call. If called back, guaranteed 4 hours of straight pay. (Utilities and Airport have a more generous carve out.)	\$92,725	\$573,533
Call Back	If employee is released from work and is called back, receives 3 hours straight time pay plus 4 hours of work or pay (total 7 hours minimum).	Bargaining Unit 100 - \$90,056 Bargaining Unit 200 - \$17,555 Bargaining Unit 330 - \$10,571 <hr/> Total - \$118,182	4 hours of 1 1/2 pay guaranteed, if call is cancelled within 15 mins 1 hour OT pay, Most of call back is reported under OT.	\$72,742	4 hours pay min; if cancelled prior to arrival on scene, 1 hour of pay. (This only reflects the amount for under the minimum of 4 hrs. The rest is reported in overtime.)	\$638	Non-sworn, non-exempt employees released from work and called back, receive 3 hours straight time pay plus 4 hours of work or pay (total 7 hours minimum). Police Sergeants receive a minimum of 4 hours at 1 1/2 pay or 1 1/2 pay for actual hours worked whichever is greater	\$47,681	\$239,243
Working Out of Class	An employee required to work out of their job classification will receive an additional \$1 per hour for each working day or shift.	Bargaining Unit 100 - \$7,819 Bargaining Unit 200 - \$7,140 Bargaining Unit 330 - \$5,673 <hr/> Total - \$20,632	Receive minimum rate of a new Sgt, Lt, or Captain	\$3,339	\$1.50/hour or \$2.00/hour if assigned a supervisory / managerial position	\$49,036	Past practice has been up to 10% (not specifically spelled out)	\$10,462	\$83,469

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Holiday Pay	Holidays count toward the computation of overtime	Bargaining Unit 100 - \$1,427,061 Bargaining Unit 200 - \$526,070 Bargaining Unit 330 - \$500,587 <hr/> Total - \$2,453,717	Bank holiday not to exceed 12 in a year	\$1,279,644	Combat - granted 6 shifts (144 hours). Support - compensated at rate of 1.5 times wage for actual hours worked on holiday	\$171,868	Police Sgt - if work on or graveyard shift prior to Thanksgiving or Christmas will receive pay at 1 1/2 time	\$3,578,328	\$7,483,557
Longevity Pay	\$50/mo for 6 years; \$75/mo for 10 years; \$100/mo for 16 years; \$125/mo for 20 years	Bargaining Unit 100 - \$342,775 Bargaining Unit 200 - \$126,400 Bargaining Unit 330 - \$127,738 <hr/> Total - \$596,913	7 years / \$50. 11 years / \$75. 17 years / \$100. 21 years / \$125.	\$205,225	7 years / \$50. 11 years / \$75. 17 years / \$100. 21 years / \$125.	\$250,863	\$50/mo for 6 years; \$75/mo for 10 years; \$100/mo for 16 years; \$125/mo for 20 years	\$641,438	\$1,694,439
Extra Duty Shifts	n/a	Bargaining Unit 100 - \$0 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$0	Time worked outside of normal workshift. Guaranteed minimum 3 hours at 1 1/2 pay or hours worked at 1 1/2 pay, whichever is greater.	\$310,644	Nothing in MOU; however there is a "Buy Back" policy.	\$0	Police Sergeants - time worked outside of normal workshift. Guaranteed minimum 3 hours at 1 1/2 pay or hours worked at 1 1/2 pay, whichever is greater.	\$61,840	\$372,484

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Automobile Allowance	n/a	Bargaining Unit 100 - \$0 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$0	Officer pays a charge depending on how many miles they live from city limits	\$0	Support Captains pays a charge depending on how many miles they live from city limits	\$0	Dept Dirs, RDA COO, up to 3 Mayor's employees, City Council Exec Dir up to \$400/mo	\$66,200	\$66,200
Educational Incentive Pay	n/a		n/a		Associate / \$35 per month. Bachelors / \$50 pm. Masters / \$75 pm. Doctorate / \$100 pm.	\$69,268	Fire - Associate / \$35 per month. Bachelors / \$50 pm. Masters / \$75 pm. Doctorate / \$100 pm. Police Sgt, Lt, Cpt \$500/yr training allowance	\$2,565	\$71,833
Post-Employment Health Plans (IRS Code 501©9)	\$834.06 annually paid bi-weekly	Bargaining Unit 100 - \$527,524 Bargaining Unit 200 - \$205,647 Bargaining Unit 330 - \$159,332 <hr/> Total - \$892,502	\$24.30/pay period	\$231,044	\$600/yr	\$180,716	\$24.30/pay period	\$641,841	\$1,946,103
Court	Time worked	Bargaining Unit 100 - \$65 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$1,131 <hr/> Total - \$1,066	Off duty - 2 hours pay at 1 1/2 pay to prep in addition to hours in court paid at 1 1/2 rate	\$168,160		\$0		\$0	\$169,226

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Canine Allowance	n/a	Bargaining Unit 100 - \$0 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$0	5 hours 1 1/2 pay twice per month and 10 hours per month regular pay	\$39,325					\$39,325
Blood draw Callout		Bargaining Unit 100 - \$0 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$0	Time worked outside of normal workshift. Guaranteed minimum 3 hours at 1 1/2 pay or hours worked at 1 1/2 pay, whichever is greater.	\$29,323					\$29,323
Injury Leave	Public Safety - up to \$5,000 to cover the gap while on worker's comp	Bargaining Unit 100 - \$0 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 <hr/> Total - \$0	Up to \$5,000 to cover the gap while on worker's comp	\$47,433	Up to \$5,000 to cover the gap while on worker's comp	\$5,706	Airport employees who carry guns - up to \$5,000 to cover the gap while on worker's comp	\$10,558	\$63,697

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Certified Golf Teaching Professionals		Bargaining Unit 100 - \$0 Bargaining Unit 200 - \$0 Bargaining Unit 330 - \$0 Total - \$0					City retains 10% administrative fee	\$72,858	\$72,858
Military	11 working days/year (not referenced in MOU)	Bargaining Unit 100 - \$5,786 Bargaining Unit 200 - \$3,676 Bargaining Unit 330 - \$7,615 Total - \$17,076	15 shifts/year	\$50,361	7.5 Operations shifts or 15 days can carryover up to 7.5 operation shifts or 15 support days	\$12,601	11 working days/year	\$38,782	\$101,744
Years of Service Awards	Completion of 10 th year of city service - \$100 gift card. Completion of 20 th year of city service - \$200 gift card. Completion of 30 th year of city service - \$300 gift card. Total amount includes all gift cards and applicable taxes.	Bargaining Unit 100 - \$85,137 Bargaining Unit 200 - \$9,973 Bargaining Unit 330 - \$19,090 Total - \$114,200	Completion of 10 th year of city service - \$100 gift card. Completion of 20 th year of city service - \$200 gift card. Completion of 30 th year of city service - \$300 gift card. Total amount includes all gift cards and applicable taxes.	\$1,814	Completion of 10 th year of city service - \$100 gift card. Completion of 20 th year of city service - \$200 gift card. Completion of 30 th year of city service - \$300 gift card. Total amount includes all gift cards and applicable taxes.	\$3,183	Completion of 10 th year of city service - \$100 gift card. Completion of 20 th year of city service - \$200 gift card. Completion of 30 th year of city service - \$300 gift card. Total amount includes all gift cards and applicable taxes.	\$72,104	\$191,301

Supplemental Pay Allowances by Union MOU's and Compensation Plan for FY2017

Supplemental Pay Allowance	AFSCME Pay Type Definition	AFSCME COST	SLPA Pay Type Definition	SLPA Cost	Local 81 Pay Type Definition	Local 81 Cost	Comp Plan Definition	Comp Plan Cost	Total
Tuition Reimbursement	100% reimbursement up to \$4,000 for tuition, fees (excluding late fees) for approved coursework and books per calendar year.	Bargaining Unit 100 - \$9,137 Bargaining Unit 200 - \$25,940 Bargaining Unit 330 - \$2,800 Total - \$37,877	100% reimbursement up to \$4,000 for tuition, fees (excluding late fees) for approved coursework and books per calendar year.	\$27,726	100% reimbursement up to \$4,000 for tuition, fees (excluding late fees) for approved coursework and books per calendar year.	\$25,478	100% reimbursement up to \$4,000 for tuition, fees (excluding late fees) for approved coursework and books per calendar year.	\$142,712	\$233,793
Overtime	Overtime includes all hours worked over the normal scheduled work week that are not included in the amounts above. For Fire and Police this includes call backs and on call	\$1,766,005	Overtime includes all hours worked over the normal scheduled work week that are not included in the amounts above. For Police this includes call backs and on call	\$1,089,480	Overtime includes all hours worked over the normal scheduled work week that are not included in the amounts above. For Fire this includes call backs and on call	\$1,658,189	Overtime includes all hours worked over the normal scheduled work week that are not included in the amounts above. For Police this includes call backs and on call	\$875,244	\$5,388,918
									\$0
TOTALS		\$7,353,259		\$4,039,040		\$2,518,799		\$6,479,330	\$20,390,428

SLC COMPENSATION OVERVIEW

MARCH 2018



AGENDA

- I. Non-Represented and Union-Represented Employees
- II. City's Compensation Structures
- III. Total Compensation Overview

INTRODUCTION

To provide an overview of the city's **non-represented and represented employees**, our **compensation structures** and to provide a snapshot of our **total compensation** position.



NON-REPRESENTED & UNION-REPRESENTED EMPLOYEES

Non-Represented Employees (35%)

- Governing Document:
 - Compensation Plan
 - Wage Table / Pay Plan
 - Vacation, PL, OT, etc.
- Pay Plan Structure
 - Minimum
 - Mid-Point / Market
 - Maximum

Union-Represented Employees (65%)

- Governing Documents
 - Compensation Plan (vacation, PL, OT, etc.)
 - Union Memorandum of Understanding (MOU) where wages and terms & conditions are negotiated
- Three Unions (bargaining units)
 1. AFSCME
 - 100 Job Series: Trades
 - 200 Job Series: Clerical
 - 330 Job Series: Paraprofessional
 2. Fire / Local 81
 - 400 Job Series: Represented Fire
 3. Salt Lake Police Association (SLPA)
 - 500 Job Series: Represented Police
- Each with different schedules to pay range “top out”

COMPENSATION STRUCTURE

General Employee Pay Plan

**SALT LAKE CITY CORPORATION
GENERAL EMPLOYEE PAY PLAN (GEPP)**
Effective July 2, 2017

GRADE	MINIMUM	MARKET	MAXIMUM
SEAX/HRLY	\$10.87		\$35.00
10	\$10.98	\$14.34	\$17.70
11	\$11.52	\$15.07	\$18.61
12	\$12.10	\$15.95	\$19.79
13	\$12.71	\$16.62	\$20.52
14	\$13.34	\$17.38	\$21.43
15	\$14.00	\$18.40	\$22.78
16	\$14.70	\$19.47	\$24.23
17	\$15.44	\$20.25	\$25.07
18	\$16.21	\$21.53	\$26.84
19	\$17.02	\$22.49	\$27.95
20	\$17.88	\$23.44	\$29.00
21	\$18.04	\$24.60	\$31.16
22	\$18.95	\$25.85	\$32.74
23	\$19.90	\$27.15	\$34.40
24	\$20.89	\$28.49	\$36.09
25	\$21.93	\$29.91	\$37.89
26	\$23.03	\$31.42	\$39.80
27	\$24.18	\$32.99	\$41.81
28	\$25.38	\$34.67	\$43.95
29	\$26.66	\$36.40	\$46.14
30	\$27.99	\$38.22	\$48.45
31	\$29.39	\$40.14	\$50.88
32	\$30.86	\$42.14	\$53.41
33	\$32.41	\$44.25	\$56.09
34	\$34.03	\$46.46	\$58.90
35	\$35.72	\$48.78	\$61.84
36	\$37.51	\$51.22	\$64.93
37	\$39.39	\$53.78	\$68.17
38	\$41.36	\$56.47	\$71.58
39	\$43.43	-	\$91.21
40	\$45.59	-	\$95.75
41	\$47.88	-	\$135.35

AFSCME – 100 Series

FY 2018 - AFSCME Job Titles / Wage Information
100 Series Bargaining Unit

Effective 7/2/2017

Job Title	Pay Grade	Entry	1 Year	3 Year
ADVANCED METER INFRASTRUCTURE TECH I	17	16.42	18.48	21.40
ADVANCED METER INFRASTRUCTURE TECH II	19	17.96	20.20	23.40
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR II	17	16.42	18.48	21.40
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR III	18	17.45	19.64	22.75
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR IV	20	19.07	21.46	24.86
AIRPORT COMMERCIAL VEHICLE INSPECTOR	18	17.45	19.64	22.75
AIRPORT LANDSIDE OPERATIONS OFFICER	18	17.45	19.64	22.75
AIRPORT LEAD SIGN TECHNICIAN	21	20.23	22.76	26.37
AIRPORT LIGHTING & SIGN TECHNICIAN	20	18.51	20.82	24.11
AIRPORT MAINTENANCE ELECTRICIAN I	17	16.42	18.48	21.40
AIRPORT MAINTENANCE ELECTRICIAN II	18	17.45	19.64	22.75
AIRPORT MAINTENANCE ELECTRICIAN III	20	19.07	21.46	24.86
AIRPORT MAINTENANCE ELECTRICIAN IV	22	20.88	23.50	27.21
AIRPORT MAINTENANCE MECHANIC II	20	19.07	21.46	24.86
AIRPORT POLICE OFFICER I	20	19.07	21.46	24.86
AIRPORT POLICE OFFICER II	21	20.23	22.76	26.37
ARBORIST I	18	17.45	19.64	22.75
ARBORIST II	19	17.96	20.20	23.40
ARBORIST III	21	20.23	22.76	26.37
ASPHALT EQUIPMENT OPERATOR I	16	15.48	17.41	20.18
ASPHALT EQUIPMENT OPERATOR II	18	17.45	19.64	22.75
BEAUTIFICATION MAINTENANCE WORKER I	12	12.98	14.60	16.93
BEAUTIFICATION MAINTENANCE WORKER II	13	13.75	15.46	17.91
BUILDING EQUIPMENT OPERATOR II	18	17.45	19.64	22.75
CARPENTER I	18	17.45	19.64	22.75
CARPENTER II	20	18.51	20.82	24.11
CEMETERY EQUIPMENT OPERATOR	17	15.95	17.94	20.78
COMPLIANCE ENFORCEMENT OFFICER	17	15.95	17.94	20.78
CONCRETE FINISHER	20	19.07	21.46	24.86
CONCRETE SAW & GRINDER OPERATOR	18	17.45	19.64	22.75
CONTAINER SERVICE COORDINATOR	19	17.96	20.20	23.40
CONTAINER SERVICE WORKER*	14	14.17	15.94	18.47
CUSTODIAN II	11	12.20	13.73	15.90
DRAINAGE MAINTENANCE WORKER I	16	15.48	17.41	20.18
DRAINAGE MAINTENANCE WORKER II	17	16.42	18.48	21.40
DRAINAGE MAINTENANCE WORKER III	19	17.96	20.20	23.40
EQUIPMENT OPERATOR	17	15.95	17.94	20.78
FACILITIES BUILDING MAINTENANCE WORKER	15	15.03	16.91	19.58
FACILITIES BUILDING MAINTENANCE WORKER SENIOR	18	17.45	19.64	22.75
FACILITIES MAINTENANCE CONTRACTS SENIOR REPAIR TECH	19	17.96	20.20	23.40
FLEET BODY REPAIR/PAINTER	20	18.51	20.82	24.11
FLEET MAINTENANCE COORDINATOR	18	17.45	19.64	22.75
FLEET MECHANIC	20	19.07	21.46	24.86
FLEET MECHANIC TRAINEE	16	15.48	17.41	20.18



COMPENSATION STRUCTURE

AFSCME – 200 Series

FY 2018 - AFSCME Job Titles / Wage Information
200 Series Bargaining Unit

Effective 7/2/2017

Job Title	Pay Grade	Entry	1 Year	4 Year	6 Year	8 Year
ACCESS CONTROL SPECIALIST	15	14.76	15.81	17.92	18.97	21.98
AIRPORT OPERATIONS COORDINATOR I	15	14.76	15.81	17.92	18.97	21.98
AIRPORT OPERATIONS COORDINATOR II	16	16.27	17.43	19.76	20.91	24.23
AIRPORT OPERATIONS LEAD COORDINATOR	18	17.47	18.72	21.21	22.46	26.03
AIRPORT OPERATIONS SECURITY SPECIALIST	17	16.83	18.03	20.44	21.64	25.06
BUILDING INSPECTOR I	19	18.75	20.10	22.78	24.11	27.94
BUSINESS LICENSE ENFORCEMENT OFFICER	17	16.83	18.03	20.44	21.64	25.06
BUSINESS LICENSING PROCESSOR I	14	14.26	15.27	17.32	18.33	21.24
BUSINESS LICENSING PROCESSOR II	16	16.27	17.43	19.76	20.91	24.23
CITY PAYMENTS PROCESSOR	15	15.30	16.39	18.58	19.66	22.78
CIVIL ENFORCEMENT OFFICER I	17	16.83	18.03	20.44	21.64	25.06
CIVIL ENFORCEMENT OFFICER II	19	18.75	20.10	22.78	24.11	27.94
CONTRACTS PROCESS COORDINATOR	17	16.83	18.03	20.44	21.64	25.06
CONTRACTS TECHNICIAN	15	15.30	16.39	18.58	19.66	22.78
CROSS CONNECTION CONTROL INSPECTOR	17	16.83	18.03	20.44	21.64	25.06
CROSSING GUARD COORDINATOR*	13	13.78	14.76	16.73	17.71	20.52
CUSTOMER SERVICE ACCOUNTS COLLECTOR/INVESTIGATOR	18	17.47	18.72	21.21	22.46	26.03
ENGINEERING RECORDS TECHNICIAN	13	13.78	14.76	16.73	17.71	20.52
EVIDENCE TECHNICIAN II*	16	16.27	17.43	19.76	20.91	24.23
FLEET MAINTENANCE SCHEDULER	15	14.76	15.81	17.92	18.97	21.98
HEARING OFFICER REFEREE COORD I	15	14.76	15.81	17.92	18.97	21.98
HEARING OFFICER REFEREE COORD II	18	17.47	18.72	21.21	22.46	26.03
JUDICIAL ASSISTANT I*	15	15.30	16.39	18.58	19.66	22.78
JUDICIAL ASSISTANT II*	16	16.27	17.43	19.76	20.91	24.23
JUDICIAL ASSISTANT III*	17	16.83	18.03	20.44	21.64	25.06
LEAD HEARING OFFICER REFEREE COORDINATOR*	19	18.75	20.10	22.78	24.11	27.94
LEAD JUDICIAL ASSISTANT*	19	18.75	20.10	22.78	24.11	27.94
OFFICE TECHNICIAN I	12	13.29	14.24	16.14	17.09	19.80
OFFICE TECHNICIAN II	15	14.76	15.81	17.92	18.97	21.98
PARTS WAREHOUSE SUPPORT WORKER - FLEET	14	14.26	15.27	17.32	18.33	21.24
PERMIT PROCESSOR I	14	14.26	15.27	17.32	18.33	21.24
PERMIT PROCESSOR II	16	16.27	17.43	19.76	20.91	24.23
POLICE INFORMATION SPECIALIST	13	13.78	14.76	16.73	17.71	20.52
PRETREATMENT SENIOR SAMPLER/INSPECTOR	19	18.75	20.10	22.78	24.11	27.94
PROGRAM ASSISTANT	13	13.78	14.76	16.73	17.71	20.52
PUBLIC SAFETY DISPATCHER I	15	14.76	15.81	17.92	18.97	21.98
PUBLIC SAFETY DISPATCHER II	16	16.27	17.43	19.76	20.91	24.23
PUBLIC SAFETY DISPATCHER III	18	17.47	18.72	21.21	22.46	26.03
QUALITY ASSURANCE SAMPLER - CULINARY WATER	15	14.76	15.81	17.92	18.97	21.98
QUALITY ASSURANCE SENIOR SAMPLER - CULINARY WATER	17	16.83	18.03	20.44	21.64	25.06
QUARTERMASTER TECHNICIAN	15	15.30	16.39	18.58	19.66	22.78
RECEPTIONIST	10	11.89	12.73	14.44	15.28	17.70
SENIOR COMMUNICATIONS COORDINATOR	15	14.76	15.81	17.92	18.97	21.98



AFSCME – 330 Series

FY 2018 - AFSCME Job Titles / Wage Information
330 Series Bargaining Unit

Effective 7/2/2017

Job Title	Pay Grade	Entry	2 year	4year	6 year
ADMINISTRATIVE SECRETARY I	18	17.77	18.81	19.86	21.79
AIRPORT ENGINEERING RECORDS PROGRAM SPECIALIST	20	19.34	20.48	21.61	23.72
AIRPORT ENVIRONMENTAL SPECIALIST I	23	22.39	23.71	25.03	27.46
AIRPORT ENVIRONMENTAL SPECIALIST II	26	25.92	27.45	28.97	31.80
AIRPORT OPERATIONS SPECIALIST - AIRFIELD	23	22.39	23.71	25.03	27.46
AIRPORT OPERATIONS SPECIALIST - TERMINALS	23	22.39	23.71	25.03	27.46
AIRPORT POLICE OFFICER III	24	23.52	24.90	26.28	28.84
AIRPORT PROCUREMENT SPECIALIST	21	20.31	21.51	22.70	24.91
ARCHITECTURAL ASSOCIATE III	23	22.39	23.71	25.03	27.46
ARCHITECTURAL ASSOCIATE IV	24	23.52	24.90	26.28	28.84
ASSOCIATE PLANNER	22	21.33	22.59	23.84	26.16
BUILDING INSPECTOR II	24	23.52	24.90	26.28	28.84
BUILDING INSPECTOR III	27	27.22	28.82	30.42	33.39
CRIME SCENE TECHNICIAN I	16	16.07	17.03	17.97	19.72
CRIME SCENE TECHNICIAN II	19	18.51	19.60	20.69	22.71
DEVELOPMENT REVIEW FACILITATOR	19	18.51	19.60	20.69	22.71
DEVELOPMENT REVIEW PLANNER I	21	20.31	21.51	22.70	24.91
DEVELOPMENT REVIEW PLANNER II	25	24.69	26.15	27.60	30.29
ENGINEERING CONTRACTS COORD - PUBLIC UTILITIES	22	21.33	22.59	23.84	26.16
ENGINEERING INFORMATION AND RECORDS SPECIALIST*	18	17.77	18.81	19.86	21.79
ENGINEERING TECHNICIAN II	19	18.51	19.60	20.69	22.71
ENGINEERING TECHNICIAN III	21	20.31	21.51	22.70	24.91
ENGINEERING TECHNICIAN IV	23	22.39	23.71	25.03	27.46
ENGINEERING TECHNICIAN V	24	23.52	24.90	26.28	28.84
EVENTS COORDINATOR - RAC	21	20.31	21.51	22.70	24.91
EVENTS COORDINATOR - SORESEN	21	20.31	21.51	22.70	24.91
EVIDENCE TECHNICIAN I	15	15.10	16.05	16.94	18.58
EVIDENCE TECHNICIAN II	16	16.07	17.03	17.97	19.72
FIRE LOGISTICS COORDINATOR	19	18.51	19.60	20.69	22.71
FIRE PROTECTION ENGINEER	26	25.92	27.45	28.97	31.80
FLEET CUSTOMER SERVICE ADVISOR	21	20.31	21.51	22.70	24.91
FLEET MAINTENANCE COORD - PUBLIC UTILITIES	21	20.31	21.51	22.70	24.91
FORENSIC SCIENTIST I	23	22.39	23.71	25.03	27.46
FOREST AREA SERVICE COORDINATOR	22	21.33	22.59	23.84	26.16
GIS LEAK DETECTION SYSTEMS TECHNICIAN II	23	22.39	23.71	25.03	27.46
GIS TECHNICIAN II	23	22.39	23.71	25.03	27.46
HOUSING & ZONING LEGAL INVESTIGATOR	27	27.22	28.82	30.42	33.39
HOUSING REHAB SPECIALIST I	20	19.34	20.48	21.61	23.72



COMPENSATION STRUCTURE

Fire (Local 81)

SALT LAKE CITY CORPORATION
Fiscal Year 2018 Fire Base Wage Schedule
Effective December 31, 2017

Non-Sworn			
Years of completed service	Annual Equivalent	Operations Hourly Rate	Support Hourly Rate
Entry	\$38,561	\$13.24	\$18.54
1	\$41,530	\$14.26	\$19.97
2	\$44,500	\$15.28	\$21.39
4	\$47,469	\$16.30	\$22.82
6	\$50,418	\$17.31	\$24.24
7	\$62,331	\$21.40	\$29.97



Firefighter - EMT			
Years of completed service	Annual Equivalent	Operations Hourly Rate	Support Hourly Rate
Entry	\$40,583	\$13.94	\$19.51
1	\$43,721	\$15.01	\$21.02
2	\$46,837	\$16.08	\$22.52
4	\$49,954	\$17.15	\$24.02
6	\$53,071	\$18.23	\$25.52
7	\$65,603	\$22.52	\$31.54

Firefighter - Specialist			
Years of completed service	Annual Equivalent	Operations Hourly Rate	Support Hourly Rate
Entry	\$43,426	\$14.91	\$20.88
1	\$46,774	\$16.06	\$22.49
2	\$50,123	\$17.21	\$24.10
4	\$53,450	\$18.36	\$25.70
6	\$56,799	\$19.51	\$27.31
7	\$70,179	\$24.11	\$33.74

Separate tables for:

- non-sworn
- firefighter EMT
- firefighter specialist
- firefighter captain
- captains

Police (SLPA)

Police Officer Base Fiscal Year 2018 Wage Schedule
Effective July 2, 2017

	A-Days	B-Afternoons	C-Graveyards
Years of completed service	Base Pay Rate	Base Pay Rate	Base Pay Rate
Entry	\$20.00	\$20.50	\$21.00
2	\$21.26	\$21.79	\$22.33
4	\$24.30	\$24.91	\$25.52
6	\$27.34	\$28.02	\$28.70
8	\$31.82	\$32.62	\$33.41



COMPENSATION STRUCTURE

Wage Increase Schedules for Represented Positions

Bargaining Unit	Job Series	Jobs	Years to Top Out	# Males	# Females	Pay Increase Frequency						Raise Totals
AFSCME	100	Trades	3	609	40	entry	1	3				
							12.5%	15.8%				28.3%
AFSCME	200	Clerical	8	82	161	entry	1	4	6	8		
							7.1%	13.4%	5.8%	15.9%		42.2%
AFSCME	330	Paraprofessional	6	134	55	entry	2	4	6			
							5.9%	5.5%	9.7%			21.1%
Local 81	400	Fire - Represented	8	292	8	entry	1	2	4	6	7	
							7.7%	7.1%	6.7%	6.2%	22.4%	50.1%
SLPA	500	Police - Represented	8	348	27	entry	1	2	4	6	8	
							8.3%	7.7%	14.3%	12.5%	16.4%	59.2%

COMPENSATION STRUCTURE

Non-Represented Job Series	
Job Series	Employee Group
000	Appointed Employees
300	Non Represented
600	
371	Appointed Hourly Judge
900	Fire Non Represented
800	Police Non Represented
700	Hourly and Seasonal
777	Elected Officials



TOTAL COMPENSATION

$$\text{SALARY} + \text{BENEFITS} =$$

TOTAL COMPENSATION

TOTAL COMPENSATION

Salary / Base Pay / Wages

- Merit Increases (Union Step Increases)
- General Increases
- Market Adjustments
- Overtime
- Incentives/bonuses



TOTAL COMPENSATION

Supplemental Pay

Other types of cash compensation:

- Shift differential
- Hazard duty
- Tool & uniform allowance
- Special duty pay (snow fighter, acting duty, etc.)
- Certification / Career Path

Please refer to Supplemental Pay spreadsheet for a more complete list.



TOTAL COMPENSATION

Employer-Provided Benefits

- Non-contributory retirement
- Medical/ Dental/ Vision Insurance
- Front-loaded health savings account contribution
- 401(k) or 457
- Workers compensation
- Pre-paid legal
- Long term care
- Tuition reimbursement
- Flexible work schedule
- Domestic partner benefits
- Vacation/sick leave
- Family medical leave
- Dependent leave
- Funeral leave
- Jury Duty leave
- Holiday leave
- Military leave
- Parental leave
- Employee assistance plan (EAP)
- Work/Life balance
- Training & career development

TOTAL COMPENSATION



Total Compensation Examples

Please refer to Total Compensation Examples Hand Out for total compensation data for the following positions:

- Asphalt Equipment Operator II (100 Series)
- Public Safety Dispatcher III (200 Series)
- Facility Maintenance Supervisor (300 Series)
- Engineering Tech IV (330 Series)
- Firefighter Paramedic (400 Series)
- Police Officer (500 Series)
- Engineer IV (600 Series)

SUMMARY

Overview of the City's:

- ❑ non-represented and represented employees
- ❑ compensation structures, and
- ❑ a snapshot of our total compensation

