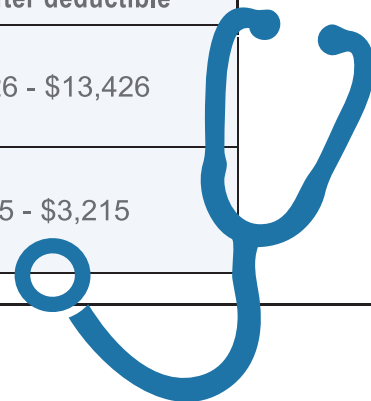


TOP BENEFITS

MEDICAL INSURANCE

	SLC	UPD
BENEFIT	\$1500/\$3000 deductible, 90/10 after deductible	Tradition plan and 2 High Deductible plans with deductibles up to \$5,000 80/20 after deductible
CITY/UPD PORTION	Single - \$4,205.24 Double - \$9,461.92 Family - \$12,615.98	\$4,526 - \$13,426
EMPLOYEE PORTION	Single - \$221.52 Double - \$498.16 Family \$664.04	\$725 - \$3,215



SHORT-TERM DISABILITY

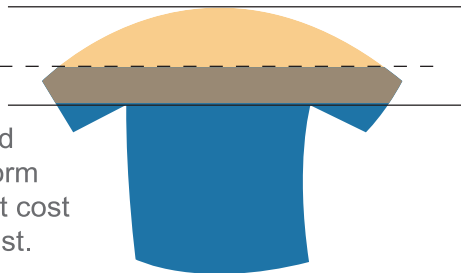
UPD doesn't offer.

City provides up to 100% of pay for up to **12** weeks for personal illness or injury



UNIFORM ALLOWANCE

UPD
\$1200



Uniform card covers uniform replacement cost including vest.

SLC

\$1000 - \$1500

Estimated per year including: **QuarterMaster enrollment**
Officer - Est \$450-1500 per year includes \$150 per yr allowance and vouchers for uniform and equipment replacement.

Department pays for dry cleaning at an approximate amount of **\$528** for all uniform and quartermaster enrollees.



\$528 value

Dept pays directly for protective vest (**\$800 value**). Not charged to officer uniform allowance.



\$800 value

PARENTAL LEAVE

UPD will offer 7/1/2018.



6 WKS

\$7,906 for topped out officer:

6 weeks paid leave at 100% for the birth of a child, adoption and fostercare.

INJURY LEAVE

UPD doesn't offer.



Up to **\$5,000** to cover the gap while on worker's comp

SHIFT DIFFERENTIAL

2.5% for swing

UPD doesn't offer.

5% for nights

(included in base pay)



POST-EMPLOYMENT HEALTH PLAN

SLC

\$631.80

per year + unused PL hours over 80 converted 100% to 501c9



UPD

\$5000

one-time pay out at 20 years of service

LONGEVITY PAY

UPD doesn't offer.

YEARS

21 +

\$1500

17-20

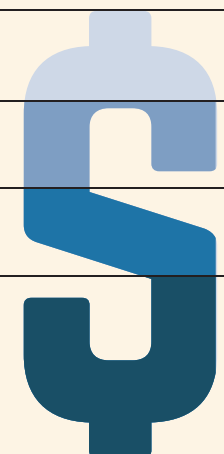
\$1200

11-16

\$900

7-10

\$600



SLCPA SUPPLEMENTAL PAY

PAY DIFFERENTIAL / TYPEPAY	SLPA PAY TYPE DEFINITION	FY17 COST	UPD OFFERING	SLC	UPD
Automobile Allowance	Officer pays \$3.00 per mile for the distance between their home and the city limits, max \$105 per pay period.	\$0	No cost to employee - can't drive more than 35 miles from center of county. No personal use outside of SL County. Must pay for supplemental insurance but cost is minimal <\$10/month		✓
Blood draw Callout	Time worked outside of normal workshift. Guaranteed minimum, \$148.23, 3 hours at 1 1/2 pay or hours worked at 1 1/2 pay, whichever is greater.	\$29,323	\$92.07 for topped out officer for: On call 3 hours for the week, 3 hours guarantee for each call back	✓	
Call Back	\$197.64 for topped out officer at 4 hours of 1 1/2 pay guaranteed, if call is cancelled within 15 mins 1 hour OT pay (\$49.41 for topped out officer)	\$72,742	\$92.07 for topped out officer for: On call 3 hours for the week, 3 hours guarantee for each call back	✓	
Canine Allowance	\$823.50 for topped out officer calculated by 5 hours 1 1/2 pay twice per month and 10 hours per month regular pay	\$39,325	\$20-25 per pay period	✓	
Court	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	3 hour minimum for each court date		
Education	AS - \$300/yr, BS \$600, MS \$900, Ph.D. \$1200 - each year (counts towards career path)		AS - \$300/yr, BS \$600, MS \$900 - each year	✓	
Extra Duty Shifts	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	Overtime (No Guaranteed Minimum)	✓	
Holiday Pay	12 Holidays per year - Allowed to bank holiday not to exceed 12 in a year	\$1,279,644	One floating holiday each month		
Injury Leave	Up to \$5,000 to cover the gap while on worker's comp	\$47,433	No	✓	
Longevity Pay	\$600 Annual beginning of year 7 through year 10 / \$900 Annual year 11 through 16 / \$1200 Annual year 17 through 20 / \$1500 Annual year 21 and on	\$205,225	No	✓	

PAY DIFFERENTIAL / TYPEPAY	SLPA PAY TYPE DEFINITION	FY17 COST	UPD OFFERING	SLC	UPD
Meal Allowances	No provision in MOU	\$130	No		
Military	15 shifts/year 8 hour shift = 120 hours, 10 hour shift = 150 hours	\$50,361	120 hours		
Overtime	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.		
Shift Differential	2.5% for swing 5% for nights (included in base pay)		No	✓	
Stand By / On Call	\$115.29 for 7 days of (12) hour coverage estimate for topped out officer at average \$32.94 Paid .5 hours straight time for every 12 hour shift they are on-call.		\$92.07 for 1 week for topped out officer at wage of \$30.69 per hour - 3 hours straight pay for the on-call period (1 week), 3 hour guarantee if they have to return to work		✓
Uniform Allowance	Est \$1000 - \$1500 per year including: QuarterMaster enrollment Officer - Est \$450-1500 per year includes \$150 per yr allowance and vouchers for uniform and equipment replacement. Regular uniform (not Quartermaster) - \$450 uniform allowance. Speciality assignments - falls under quartermaster or regular uniform allowance and the dept pays for initial issue of specialty uniform and the difference in replacement. Department pays for dry cleaning at an approximate amount of \$528 for all uniform and quartermaster enrollees. Undercover - \$450 allowance per yr and \$528 per year for dry cleaning. Dept pays for protective gear including vest (\$800 value).	\$505,559	\$1,200 - uniform card covers uniform replacement cost including vest		

PAY DIFFERENTIAL / TYPEPAY	SLPA PAY TYPE DEFINITION	FY17 COST	UPD OFFERING	SLC	UPD
URS Base	Base Pay, Career Path, Longevity, Acting Pay, Jury Duty, Shift Differential, Education and Injury leave.		Base Pay		
Working Out of Class	Receive minimum rate of a new Sgt, Lt, or Captain		Receive minimum rate of a new Sgt, Lt, or Captain		
Years of Service Awards	Completion of 10th year of city service - \$100 gift card. Completion of 20th year of city service - \$200 gift card. Completion of 30th year of city service - \$300 gift card. Total amount includes all gift cards and applicable taxes.	\$1,814	Gift for each 5 years	✓	

URS RETIREMENT FOR TIER I AT 50% OF BASE AT TOPPED OUT

AGENCY	HOURLY URS BASE	ANNUAL URS BASE	50% RETIREMENT FOR TIER I
SLCPD	\$34.67	\$72,122.13	\$36,061.07
UPD URS	\$30.69	\$63,814.40	\$31,907.20

SALT LAKE CITY BENEFITS

UPD BENEFITS

BENEFIT TYPE	CITY PORTION	EMPLOYEE PORTION	BENEFIT TYPE	UPD PORTION	EMPLOYEE PORTION	SLC	UPD
Basic AD&D - \$50,000 coverage	\$13.26, 100%	\$0	Basic AD&D	0	100%	✓	
HSAContribution	\$750 Single \$1500 Double/Family	\$0	HSAContribution	\$800 - single \$1,800 - double \$2,500 - Family	\$0		✓
Injury Leave	Up to \$5,000 to cover the gap while on worker's comp	\$0	Injury Leave	No		✓	
Life Insurance - \$50,000 coverage	\$73.06, 100%	\$0	Life Insurance - \$28,000 coverage	100%	\$0	✓	
Long-term Disability	.50%/\$100/per person = \$4,011.06 annually for employees earning \$66,851 (topped out rate)	\$0	Long-term Disability	100%	\$0		
Medical Insurance - \$1500/\$3000 deductible, 90/10 after deductible	Single - \$4,205.24 Double - \$9,461.92 Family - \$12,615.98	Single - \$221.52 Double - \$498.16 Family - \$664.04	Medical Insurance - Tradition plan and 2 High Deductible plans with the deductibles up to \$5,000	\$4,526 - \$13,426	\$725 - \$3,215	✓	
Parental Leave	\$7,906 for topped out officer: 6 weeks paid leave at 100% for the birth of a child, adoption and foster care.	\$0	Parental Leave	Will offer July 1, 2018.			
Post-Employment Health Plans (IRS Code 501©9)	\$631.80 + unused PL hours over 80 converted 100% to 501c9	\$0	Post-Employment Health	\$5,000 on-time pay out at 20 years of service	\$0	✓	
Retirement - Tier I	46.67% City's contribution which provides a lifetime benefit	\$0	Retirement - Tier I	Lifetime benefit in addition to 6% 401(k) contribution	\$0		✓

SALT LAKE CITY BENEFITS

UPD BENEFITS

BENEFIT TYPE	CITY PORTION	EMPLOYEE PORTION	BENEFIT TYPE	UPD PORTION	EMPLOYEE PORTION	SLC	UPD
Retirement - Tier II Defined Contribution	37.5% total City contribution which includes 12% into 401(k)	\$0	Retirement - Tier II Defined Contribution	Up to 16% 401(k) contribution in addition to URS requirement	\$0		✓
Retirement - Tier II Hybrid	37.5% total City contribution which includes 1.26% into 401(k) plus lifetime benefit	\$0	Retirement - Tier II Hybrid	Up to 16% 401(k) contribution in addition to URS requirement	\$0		✓
Short-term disability	Provides up to 100% of pay for up to 12 weeks for personal illness or injury per occurrence.	\$0	Short-term disability	No		✓	
Tuition Reimbursement	\$4,000/year	\$0	Tuition Reimbursement - 100% of paid Tuition and fees	\$5,250/year	\$0		✓

VACATION ACCRUAL RATES

YEARS OF SERVICE	SLCPD HOURS/YEAR	UPD HOURS/YEAR
0-3	96	96
4-6	114	96
7-8	125	96
9	125	144
10-12	144	144
13-15	160	144
16	176	144
17-19	176	192
20+	200	192

PAY SCALE EXAMPLES

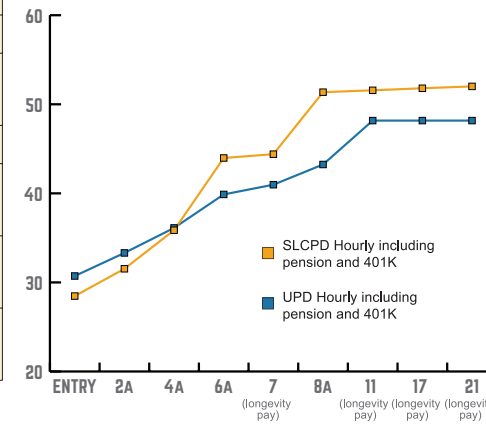
EXAMPLE OF AVERAGE PAY ON AFTERNOON SHIFT RECEIVING LONGEVITY, EDUCATION PAY AND CAREER PATH.

SLC

INTERIM STEP	AVERAGE HOURLY INCLUDING SHIFT DIFFERENTIAL AND 1%	LONGEVITY	CAREER PATH AVG LEVEL 3 \$125/MONTH	EDUCATION PAY STEP B ASSOCIATES \$35/MONTH C BACHELORS \$50/MONTH	BASE COMPENSATION WITH CP/EDU & LONGEVITY	TIER 2 PENSION CONTRIBUTION 37.5% (SHOWN IN \$/HOUR)	TIER 2 401K CONTRIBUTION BASE (SHOWN IN \$/HOUR)	TIER 1 PENSION CONTRIBUTION 50% (SHOWN IN \$/HOUR)	TIER 1 401K CONTRIBUTION BASE (SHOWN IN \$/HOUR)	SLC HOURLY INCLUDING PENSION AND 401K CONTRIBUTIONS
Entry	\$20.50	\$ -		\$0.20	\$20.70	\$7.76	\$-			\$28.47
2a	\$22.01	\$ -	\$0.72	\$0.20	\$22.93	\$8.60	\$-			\$31.53
4a	\$25.16	\$ -	\$0.72	\$0.20	\$26.08	\$9.78	\$-			\$35.86
6a	\$28.30	\$ -	\$0.72	\$0.29	\$29.31		\$14.66			\$43.97
7 (longevity Pay)	\$28.30	\$0.29	\$0.72	\$0.29	\$29.60		\$14.80			\$44.40
8a	\$32.94	\$0.29	\$0.72	\$0.29	\$34.24		\$17.12			\$51.36
11 (longevity Pay)	\$32.94	\$0.43	\$0.72	\$0.29	\$34.39		\$17.19			\$51.57
17 (longevity Pay)	\$32.94	\$0.58	\$0.72	\$0.29	\$34.53		\$17.27			\$51.80
21 (longevity Pay)	\$32.94	\$0.72	\$0.72	\$0.29	\$34.67		\$17.34			\$52.01

1% P..... O..... T..... W..... R.....
 Effective July 2021
 A..... B..... C.....

INTERIM STEP	BASE PAY RATE	BASE PAY RATE	BASE PAY RATE	AVERAGE PAY RATE
Entry	\$20.00	\$20.50	\$21.00	\$20.50
2a	\$21.47	\$22.01	\$22.55	\$22.01
4a	\$24.54	\$25.16	\$25.77	\$25.16
6a	\$27.61	\$28.30	\$28.99	\$28.30
8a	\$32.14	\$32.94	\$33.75	\$32.94



UPD

INTERIM STEP	UPD RATE	Longevity	CAREER PATH AVG LEVEL 3 \$125/MONTH	EDUCATION PAY STEP B ASSOCIATES \$35/MONTH C BACHELORS \$50/MONTH	UPD BASE COMPENSATION WITH EDU	TIER 2 PENSION CONTRIBUTION 37.5% (SHOWN IN \$/HOUR)	TIER 2 401K CONTRIBUTION 16% OF BASE (SHOWN IN \$/HOUR)	TIER 1 PENSION CONTRIBUTION 50% (SHOWN IN \$/HOUR)	TIER 1 401K CONTRIBUTION BASE (SHOWN IN \$/HOUR)	UPD HOURLY INCLUDING PENSION AND 401K CONTRIBUTIONS	SLC TOTAL CO-P AS % O UPD WITH 401 K CONTRIBUTION
Entry	19.88	\$-	\$-	\$0.20	\$20.08	\$7.46	\$3.18			\$30.72	93%
2a	21.57	\$-	\$-	\$0.20	\$21.77	\$8.09	\$3.45			\$33.31	95%
4a	23.4	\$-	\$-	\$0.20	\$23.60	\$8.78	\$3.74			\$36.12	99%
6a	25.38	\$-	\$-	\$0.29	\$25.67			\$12.69	\$1.52	\$39.88	110%
7 (longevity Pay)	26.08	\$-	\$-	\$0.29	\$26.37			\$13.04	\$1.56	\$40.97	108%
8a	27.53	\$-	\$-	\$0.29	\$27.82			\$13.77	\$1.65	\$43.24	119%
11 (longevity Pay)	30.69	\$-	\$-	\$0.29	\$30.98			\$15.35	\$1.84	\$48.17	107%
17 (longevity Pay)	30.69	\$-	\$-	\$0.29	\$30.98			\$15.35	\$1.84	\$48.17	108%
21 (longevity Pay)	30.69	\$-	\$-	\$0.29	\$30.98			\$15.35	\$1.84	\$48.17	108%