



Local Government Accomplishments

1982	<ul style="list-style-type: none"> • UPEA's legal counsel won the reinstatement of 20 Park City employees who were fired for striking illegally
1983	<ul style="list-style-type: none"> • UPEA introduced bills that would allow public employees full political rights when running for partisan political offices. These same political rights were granted to city and county employees
1984	<ul style="list-style-type: none"> • UPEA lobbied for a defined contribution retirement plan for Box Elder County workers • UPEA helped implement a new career ladder program at the Ogden-Weber Area Vocational Center • UPEA obtained changes in the merit raise structure in Salt Lake County: 1.2%, 2.3% & 3.75% to 2%, 4% & 6%
1985	<ul style="list-style-type: none"> • UPEA lobbied for a 401(k) supplemental retirement program for Salt Lake County employees, with a defined contribution made by the employer • UPEA negotiated an agreement by Weber County officials to fully fund 100% of the employees' health and dental insurance costs • UPEA was involved in creating a new merit program for classified staff employees at the Utah Technical College in Salt Lake City • UPEA negotiated a 4% Cost of Living increase for Ogden City employees and implementation of a longevity pay benefit
1987	<ul style="list-style-type: none"> • UPEA endorsed a 2% cost of living adjustment, plus merit increases for Weber County employees • UPEA supported a 4% cost of living adjustment for Salt Lake County • Following negotiation with UPEA, Box Elder County officials ordered a study of employee classifications • UPEA participated in choosing a new health insurance carrier for Salt Lake County • UPEA challenged a new merit pay plan in Weber County • UPEA helped create an equitable reduction in force policy for Salt Lake County government • UPEA organized 135 Duchesne County workers and solved long-standing personnel problems
1988	<ul style="list-style-type: none"> • UPEA lobbied Salt Lake County Commissioners to give employees with a performance rating of "standard" or higher a 4% merit pay increase • UPEA supported a bonus program for Salt Lake County that awards \$250 to deserving employees • UPEA lobbied Salt Lake County to adjust pay scales upwards by 4%, pay the county's portion of a 35% premium increase, begin offering supplemental life insurance plans and examine an extra-meritorious pay policy to ensure all levels of employees were receiving awards • UPEA lobbied Weber County to pay 100% of their employees' health benefits • UPEA lobbied the Ogden City council to give a 3% cost of living adjustment • UPEA supported a lawsuit to protect police chiefs' retirement benefits while holding post-retirement employment

1990	<ul style="list-style-type: none"> • UPEA negotiated a 4% cost of living adjustment for Tooele County employees • UPEA acted to amend the Logan City Personnel Policy so holidays are included in calculating the total hours worked in a 40-hour week before overtime is paid
1991	<ul style="list-style-type: none"> • Helped dismantle the Weber County Merit Review Board and secured merit increases based on performance evaluations • Established the Commitment to Excellence in Weber County Award in cooperation with commissioners
1992	<ul style="list-style-type: none"> • UPEA won a 2% cost of living adjustment for Weber County employees • UPEA negotiated a 3% cost of living adjustment for Ogden City workers and implemented a fully-funded step-and-grade pay plan
1993	<ul style="list-style-type: none"> • UPEA raised the Salt Lake County compensation package from 2.6% to 4% • UPEA repelled attempts to eliminate Weber County employee salary increases and secured a new merit system
1998	<ul style="list-style-type: none"> • UPEA supported HB297, permitting county employees who run for county office to take an unpaid leave of absence
2000	<ul style="list-style-type: none"> • UPEA successfully lobbied Salt Lake County for a 3% cost of living adjustment, 2.75% merit increase, 1% 401(k) contribution for employees in longevity, and worked for expanded day care
2005	<ul style="list-style-type: none"> • UPEA garnered a 2.75% merit, 1% cost of living adjustment and a county employee 20% discount card
2006	<ul style="list-style-type: none"> • UPEA successfully lobbied Salt Lake County for a 75% buyout window for employees retiring between January and April of 2007
2007	<ul style="list-style-type: none"> • The Salt Lake County Council approved UPEA's request to increase education through Healthy Lifestyles • UPEA lobbied the Riverton City Council to preserve the Salt Lake County Sheriff's Office contract for services • Organized Beaver City employees
2008	<ul style="list-style-type: none"> • UPEA lobbied Salt Lake County for a 2.75 merit, 3% cost of living adjustment and 1% longevity
2009	<ul style="list-style-type: none"> • UPEA lobbied Salt Lake County for a 75% sick leave buyout window between Dec.. '08 and Apr. '09; UPEA also lobbied Salt Lake County for a 2.75% merit, 1% cost of living adjustment, 1% longevity, and 3% 401(k) contribution

Since 1959, UPEA has worked to ensure that all public employees receive fair compensation and rights for their employment. As UPEA expanded, public employees in local governments have played a key role in shaping the policies that affect people's livelihood.

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