

Friday, October 30, 2009

Council Member
2001 South State Street
Salt Lake City, UT 84190

Dear Council Member,

The Utah Public Employees' Association, on behalf of its County members and the County's non-affiliated employees, would like to thank the County Council for hearing our concerns during these tough economic times. UPEA would like to maintain an ongoing dialog leading up to, and beyond, the Council's final vote on employee compensation.

We do not wish to minimize the efforts the Council has put forth in considering their decisions regarding employees. In this spirit, UPEA is proposing three points for your consideration. Each of these three scenarios addresses the \$6 million the County wishes to save while mitigating the impact of the 2.75% pay cut:

1. Consider offering a pay cut in line with the current Consumer Price Index, which has fallen 1.5% since August, 2008. The County could consider department-wide furloughs to reach the 2.75% total reduction in pay.
 - a. Employees would be less impacted by the pay cut if it followed the CPI trends.
 - b. UPEA would suggest the Council consider enacting furloughs for separate workgroups rather than implementing a countywide policy.
2. Consider offering a sunset provision on the 2.75% pay cut and/or codify a plan to revisit the pay cut on a regular basis to ensure employees' are acknowledged by future members of the County Council.
3. Consider offering employees at least one (1) Personal Preference Day per quarter until Merit Pay is restored.
 - a. Personal preference days are different than paid vacation in that the council may direct employees to use the days within a certain period of time or risk losing that day.
 - b. This would address budget concerns raised by Government Accounting Standards Board recommendations. In addition, employees may negotiate an appropriate day to use the personal preference day to prevent interruptions in services to the public.

Thank you for your time and ongoing support of Salt Lake County public employees.

Sincerely,

Todd Sutton
Employee Representative