



# SALT LAKE CITY TRANSMITTAL

**To:**  
Salt Lake City Council Chair

**Submission Date:**  
04/10/2025

**Date Sent to Council:**  
04/10/2025

From:

**Department\***  
Attorney

**Employee Name:**  
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**Department Director Signature**

*Hank E. Kittrell*

**Chief Administrator Officer's Signature**

*Jill Love*

**Director Signed Date**  
04/10/2025

**Chief Administrator Officer's Signed Date**  
04/10/2025

**Subject:**  
Memorandum of Understanding - Salt Lake Police Association - FY 2026

**Additional Staff Contact:**  
Jonathan Pappasideris

**Presenters/Staff Table**

**Document Type**  
Ordinance

**Budget Impact?**  
 Yes  
 No

**Budget Impact:**  
See Wage Schedule Attached

**Recommendation:**

The City Council approve the Memorandum of Understanding (MOU) Ordinance pursuant to the Collective Bargaining and Employee Joint Resolution dated 10/1/2024 and appropriating funds to implement, for fiscal year 2026, the provisions of the MOU.

**Background/Discussion**

The City Attorney's office has worked with the Mayor's office on the collective bargaining arrangements as proposed in the attached base wage schedule and ordinance. The wage schedule identifies the unique dates for adjustments.

**Will there need to be a public hearing for this item?\***

Yes  
 No

**Public Process**  
None

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SALT LAKE CITY ORDINANCE  
No. \_\_\_\_\_ of 2025

(Approving a Memorandum of Understanding between Salt Lake City Corporation and the Salt Lake Police Association, representing eligible employees, pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated October 1, 2024, and appropriating funds to implement, for fiscal year 2026, the provisions of the Memorandum of Understanding)

An ordinance approving a Memorandum of Understanding between Salt Lake City Corporation and the Salt Lake Police Association, representing eligible employees, pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated October 1, 2024, and appropriating funds to implement, for fiscal year 2026, the provisions of the Memorandum of Understanding.

PREAMBLE

Salt Lake City Corporation and the Salt Lake Police Association, representing eligible employees, have agreed to a Memorandum of Understanding pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated October 1, 2024, which Memorandum of Understanding shall become effective in accordance with Section V of the Collective Bargaining and Employee Representation Joint Resolution dated October 1, 2024.

The Memorandum of Understanding is a three-year agreement effective for fiscal years 2026-2028. The Memorandum of Understanding is subject to appropriation of funds by the City Council and the City Council hereby appropriates funds to implement the provisions of the Memorandum of Understanding, as negotiated by Salt Lake City Corporation and the Salt Lake Police Association, for fiscal year 2026.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. PURPOSE. The purpose of this ordinance is to approve the Memorandum of Understanding between Salt Lake City Corporation and the Salt Lake Police Association,

representing eligible employees, and to appropriate funds to implement, for fiscal year 2026, the provisions of the Memorandum of Understanding.

SECTION 2. APPROVAL AND APPROPRIATION. The Memorandum of Understanding between Salt Lake City Corporation and the Salt Lake Police Association, representing eligible employees, is hereby approved and the funds to implement, for fiscal year 2026, the provisions of the Memorandum of Understanding are hereby appropriated.

SECTION 3. AUTHORIZATION. The Mayor of Salt Lake City, Utah is hereby authorized to act in accordance with the terms and conditions of the Memorandum of Understanding between Salt Lake City Corporation and the Salt Lake Police Association, which Memorandum of Understanding shall become effective in accordance with Section V of the Collective Bargaining and Employee Representation Joint Resolution dated October 1, 2024.

SECTION 4. EFFECTIVE DATE. This ordinance shall be deemed effective on May 4, 2025.

Passed by the City Council of Salt Lake City, Utah, this 15<sup>th</sup> day of April, 2025.

\_\_\_\_\_  
Chris Wharton, Council Chair

ATTEST:

\_\_\_\_\_  
Keith Reynolds, City Recorder

Transmitted to the Mayor on \_\_\_\_\_.

Mayor's Action: \_\_\_\_\_ Approved. \_\_\_\_\_ Vetoed.

\_\_\_\_\_  
Erin Mendenhall, Mayor

ATTEST:

\_\_\_\_\_  
Keith Reynolds, City Recorder

Bill No. \_\_\_\_\_ of 2025.  
Published: \_\_\_\_\_.

Approved as to Form Salt Lake City Attorney's Office Date: April 9, 2025 By: <i>Jonathan Pappasideris</i> Jonathan Pappasideris Senior City Attorney
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**SLC Police Officer FY2025-26 Base Wage Schedule**

Effective June 22, 2025

Years of completed service	Base Pay Rate
Entry	\$35.52
2	\$37.65
4	\$39.91
6	\$42.31
8	\$44.84
10	\$47.53
12	\$50.39

**SLC Police Officer FY2025-26 Base Wage Schedule**

Effective January 4, 2026

Years of completed service	Base Pay Rate
Entry	\$36.69
2	\$38.89
4	\$41.23
6	\$43.71
8	\$46.32
10	\$49.10
12	\$52.05

**SLC Police Officer FY2026-27 Base Wage Schedule**

Effective June 21, 2026

Years of completed service	Base Pay Rate
Entry	\$36.69
2	\$38.89
4	\$41.23
6	\$43.71
8	\$46.32
10	\$49.10
12	\$52.05

**SLC Police Officer FY2027-28 Base Wage Schedule**

Effective June 20, 2027

Years of completed service	Base Pay Rate
Entry	\$37.42
2	\$39.67
4	\$42.05
6	\$44.58
8	\$47.25
10	\$50.08
12	\$53.09

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