



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:
Trishman, Cindy Lou

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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 15th 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

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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