

10-29-21: UPD WAGE INCREASE; MASTER CLERK; RANKED CHOICE VOTING; HALLOWEEN CONTEST; etc.

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Compensation & The UPD

Impact of the wage wars from recruitment to retention



NEWS

Announcements

PUBLIC MEETINGS

Mt Olympus

Community Council

Mon., 11/1/21, 6 pm
Churchill Jr High
3450 E 4275 S

Millcreek Community Council

Tues., 11/2/21, 6:30 pm
City Hall, 3330 S 1300 E

Millcreek City Council Approves Wage Increase for UPD

MILLCREEK. The City Council adopted a midyear budget amendment earlier this week to add \$803,416 to the contract amount Millcreek pays to the Unified Police Department. This increase is due to salary wars that have dropped UPD officers' pay to the bottom of salaries paid in Salt Lake County. Without the raise, we would be unable to recruit and retain the best officers

Through its contract with UPD, the City pays for our Millcreek Precinct, and also for shared services that benefit our City and the other

Or join virtually [HERE](#)

Canyon Rim Citizens Association

Wed., 11/3/21, 7 pm

Join virtually [HERE](#)

communities served by UPD. The UPD Board of Directors, composed of representatives from the UPD-served communities and chaired by Mayor Silvestrini, unanimously voted in its October meeting to raise UPD officers' pay, across the board, to be the fourth highest in the county.

East Mill Creek Community Council

Thurs. 11/4/21, 6:30 pm

City Hall, 3330 S 1300 E

Or join virtually [HERE](#)

Effective November 1st, the pay increases for UPD officers of all ranks will be reflected on paychecks in December after budget amendments and approvals are completed by the governing bodies of all UPD members.

Current Market Rankings 2021 /2022 Compensation Comparison

POSITION	Current Rank*
Officer	13 of 13
Sergeant	11 of 11
Lieutenant	7 of 8
Captain	3 of 3
Deputy Chief	11 of 11
Chief	7 of 9

*UPD HR requested compensation data from 12 local agencies. Data collection was voluntary, some agencies provided a limited data set.

UPD is currently last or second to last for every position.

This past year, a lack of officers has forced many jurisdictions across Salt Lake County, as well as the the state and throughout the nation, to implement pay raises to attract candidates. The UPD governing board commissioned a study to investigate compensation issues. The study showed that the agency today is “faced with unprecedented competition in the market”. It listed three challenges:

- Agencies are aggressively matching the current market increases;
- The current market incentivizes interagency movement by officers; and

- The recruitment pool of potential officers is diminishing.

After reviewing the compensation study, all members of the UPD Board supported the increase to move the UPD from last to fourth position among competing police agencies.

All Member Assessments Positions 4th

	Fourth
Millcreek	
Full FY Addtnl Member Assessment	1,160,490
Pro Rated Addtnl Member Assessment for 11/01/2021	803,416
Holladay	
Full FY Addtnl Member Assessment	590,366
Pro Rated Addtnl Member Assessment for 11/01/2021	408,715
Midvale	
Full FY Addtnl Member Assessment	931,620
Pro Rated Addtnl Member Assessment for 11/01/2021	644,968
Kearns	
Full FY Addtnl Member Assessment	798,328
Pro Rated Addtnl Member Assessment for 11/01/2021	552,689
Magna	
Full FY Addtnl Member Assessment	780,753
Pro Rated Addtnl Member Assessment for 11/01/2021	540,521
White City	
Full FY Addtnl Member Assessment	113,389
Pro Rated Addtnl Member Assessment for 11/01/2021	78,500
Copperton	
Full FY Addtnl Member Assessment	18,691
Pro Rated Addtnl Member Assessment for 11/01/2021	12,940
Emigration	
Full FY Addtnl Member Assessment	26,781
Pro Rated Addtnl Member Assessment for 11/01/2021	18,541
Brighton	
Full FY Addtnl Member Assessment	140,886
Pro Rated Addtnl Member Assessment for 11/01/2021	97,536
Salt Lake County	
Full FY Addtnl Member Assessment	1,003,738
Pro Rated Addtnl Member Assessment for 11/01/2021	694,896
Total UPD Cost	
Full FY Addtnl Member Assessment	5,779,809
Pro Rated Addtnl Member Assessment for 11/01/2021	4,001,406

In Millcreek, the City Council has committed to use all property taxes collected by the city to pay for our UPD contract. As property taxes have been collected by the City, any surplus not needed to fund the current-year UPD contract has been reserved and tracked separately as part of the City's general fund. This year, Millcreek was able to fund the increase for the UPD contract from this reserve without impacting other parts of the budget.

This necessary pay increase will bring Millcreek's annual UPD contract cost to around \$13.2 million. There will have to be further discussions by the City Council to fund this amount for the next fiscal year, because unless new growth in Millcreek generates additional property tax revenue, the reserve in the property tax fund will not be available to pay for this again. Estimates at this time indicate that property taxes collected will be very close to contract costs. However, continuing to fund police solely from property taxes, or increasing property taxes to keep funding police solely from property taxes, will have to be reassessed in the next budget cycle. Those discussions will begin in April 2022.



We recently honored seven officers from Millcreek and neighboring UPD precincts who placed themselves in the line of fire to protect our community. These officers rescued a woman who was being held hostage during the Labor Day weekend standoff that resulted in three fatalities. Their heroism is an object example of the quality of our police force.

To continue to attract and retain the caliber of officers we have in Millcreek, we will find a way to compensate them with competitive salaries. The City Council has been able to accomplish this through fiscal discipline this year. We will rise to the challenge next fiscal year to ensure quality policing in Millcreek.



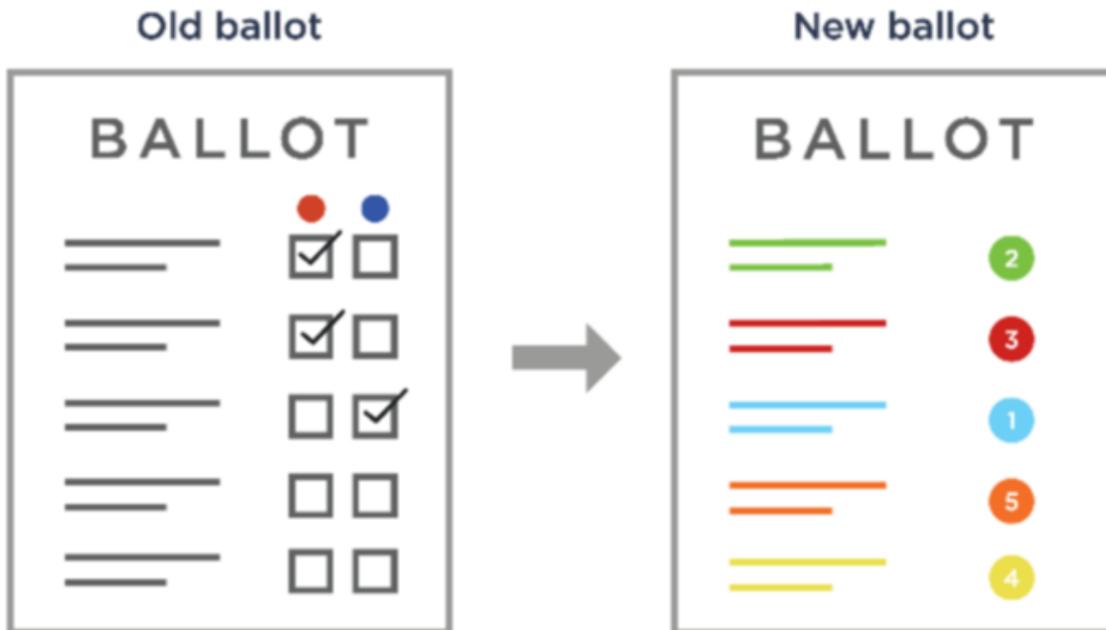
Colleen Mulvey (left), Utah Municipal Clerks Association President presents Elyse Sullivan, Millcreek City Recorder, with the certification she earned to be a Master Municipal Clerk.

Millcreek City Recorder Earns Prestigious Designation

MILLCREEK. City Recorder Elyse Sullivan has been officially awarded the title of Master Municipal Clerk. To earn the certification of Master Municipal Clerk, Elyse had to complete 120 hours of college accredited courses, which is about the equivalent of earning a bachelor's degree. Millcreek is so proud of Elyse and the hard work that she put into furthering her education. We are lucky to have her and are grateful to have such a dedicated City Recorder serving the residents of Millcreek.

This coming **TUESDAY, NOVEMBER 2ND**, is the last day to vote

Millcreek is one of several cities throughout Utah to utilize ranked choice voting this year. Unlike traditional voting, expect to rank the candidates on the ballot from your favorite to least favorite.



WHAT IS RANKED CHOICE VOTING (RCV)?

RCV allows voters to rank candidates in order of their preference when marking their ballots. It helps eliminate run-off elections.

HOW ARE RANKED CHOICE VOTES COUNTED?

Step 1: If a candidate receives a majority (50%+1) of the first-choice votes cast for that office, that candidate will be elected. However, if no candidate receives a majority of the first-choice votes, an elimination process begins.

Step 2: The candidate who received the fewest first-choice votes is eliminated. Next, each vote cast for that candidate will be transferred to the voter's second-ranked choice among the remaining candidates. This elimination process will continue until one candidate receives a majority and is deemed the winner.



WATCH AN EXAMPLE

LEARN HOW RCV WORKS: RanktheVoteUtah.com

SAMPLE MILLCREEK BALLOTS FOR DISTRICTS 2 AND 4

TEST 2021-09-09 11:48:28

Ballot 39 - Type 39 - BC - English - Detail - ML0201

OFFICIAL BALLOT
MUNICIPAL GENERAL ELECTION
TUESDAY, NOVEMBER 2, 2021

RANKED CHOICE VOTING INSTRUCTIONS:
To rank your candidates, fill in the oval next to their name:

- In the 1st column for your 1st choice candidate
- In the 2nd column for your 2nd choice candidate, and so on

 Do not fill in more than one oval:

- In a column
- For a candidate



You may rank as many or as few candidates as you like, and you are not required to rank all candidates. If you skip a ranking, subsequent choice(s) in that contest will not be counted. If you make a mistake, mark the ballot so your intent is clear. Do not initial or sign the correction.

MUNICIPAL
MILLCREEK
[Signature]
CITY RECORDER

MILLCREEK COUNCIL DISTRICT 2
RANKED CHOICE VOTING: Rank up to Four candidates.

	1 First choice	2 Second choice	3 Third choice	4 Fourth choice
LYNDA BAGLEY-OBSON	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TOM DESRANT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ANGEL VICE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
JEREMAH CLARK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

END OF BALLOT

TEST 2021-09-09 11:48:29

Ballot 39 - Type 39 - BC - English - Detail - ML0202

OFFICIAL BALLOT
MUNICIPAL GENERAL ELECTION
TUESDAY, NOVEMBER 2, 2021

RANKED CHOICE VOTING INSTRUCTIONS:
To rank your candidates, fill in the oval next to their name:

- In the 1st column for your 1st choice candidate
- In the 2nd column for your 2nd choice candidate, and so on

 Do not fill in more than one oval:

- In a column
- For a candidate



You may rank as many or as few candidates as you like, and you are not required to rank all candidates. If you skip a ranking, subsequent choice(s) in that contest will not be counted. If you make a mistake, mark the ballot so your intent is clear. Do not initial or sign the correction.

MUNICIPAL
MILLCREEK
[Signature]
CITY RECORDER

MILLCREEK COUNCIL DISTRICT 4
RANKED CHOICE VOTING: Rank up to Four candidates.

	1 First choice	2 Second choice	3 Third choice	4 Fourth choice
BRUCE PARKER	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BEV LIPP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
REX WILLIAMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BEVERLY BOYCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

END OF BALLOT

IF YOU HAVEN'T ALREADY RETURNED IT, CLICK HERE TO LEARN
HOW TO RETURN YOUR MAIL-IN BALLOT



Only 2 Days Left!!

We have several Millcreek houses registered for the Halloween House contest, now it's time to vote for your favorite! You only get one vote, so make it count!

Here are the Millcreek houses:

1370 E Brookshire Dr ("Boo! on Brookshire")

3116 S 2750 E ("Creepy Clown Funhouse")

3133 S 2700 E ("Spiders")

1631 E 3115 S ("Bride's Cemetery & Witches Hangout")

1585 E 3300 S ("Hutchins Family")

3415 E Millcreek Rd ("East Millcreek's Frankenstein &

Friends)

1st, 2nd, and 3rd place winners will receive incredible prizes
from several Millcreek businesses!

Vote Here



Gettin' Visual at the Library

MILLCREEK. Join us in celebrating the art of Mirsada Busuladzic, a local visual artist originally from Kosovo. Her art will be displayed through the month of November at the Millcreek Library (2266 E Evergreen Ave, SLC). There will be a public reception held for her at the library on Friday, November 5th from 6-7pm. Live music and light refreshments will be provided.

This event is hosted by the Salt Lake County Millcreek Library and the Millcreek Arts Council.

Click [HERE](#) to see more of Mirsada Busuladzic's art



VOTE in the PAWLitcal Election!

It's time to VOTE in the PAWLitical Election! Remember this is the only election where it's legal to BUY votes. Voters can live anywhere. VOTERS will be electing a PAWLitical Mayor, Deputy Mayor, and PAWLitical Council (9 seats.)

This PAWLitical Election is a fundraiser sponsored by Salt Lake County Animal Services. It will be held every two years. The funds raised from this event will go to our Injured Animal Fund. We provide care for hundreds of injured and sick animals every year. This will benefit them greatly!

VOTE before time runs out. If you can't pick just one, pick ALL! Every \$1 will count as 1 vote and you can vote as many times as you want. Listed is each contestants current running total. For more information and to view each profile click on the "VOTE NOW" button below.

Voting will close November 5th at 5 PM.

[Vote Now](#)

SAVE THE DATE



Upper Mill Creek Canyon
Road Improvement Project

OPEN HOUSE

4:30-7 p.m. November 9, 2021 at Millcreek City Hall
3330 S. 1300 East, Millcreek

Christmas Tree Permits

Christmas will be here sooner than we think, and for those that prefer to have a live Christmas tree in their home, it's time to start thinking about getting a Christmas Tree Permit.

Five Ranger Districts of the Uinta-Wasatch-Cache National Forest are open for you to cut your own Christmas Tree: the Heber-Kamas Ranger District, the Evanston-Mountain View Ranger District, the Stansbury Mountains on the Salt Lake District, the Logan District, or the Spanish Fork Ranger District.

Christmas Tree Permits go on sale **November 9th**.

Click [HERE](#) to learn MORE about Christmas Tree Permits



Get the truth about the COVID-19 vaccine. Visit [ThisIsOurShot.com](https://thisisourshot.com) to hear more stories from Utahns impacted by COVID-19.

HOW IS COVID IMPACTING MILLCREEK?

Case counts through 10/27/2021

Millcreek (surrounding cities) cumulative and current cases by zip code:

- 84106: 4492 total cases (152 current cases)
- 84107: 5563 total cases (177 current cases)
- 84109: 3160 total cases (67 current cases)
- 84117: 3351 total cases (111 current cases)
- 84123: 6108 total cases (170 current cases)
- 84124: 2803 total cases (104 current cases)

TOTAL: **25,477** (increase of 520 since 10/21/2021, our last reported data).

[Click here for the County's most recent information.](#)



JOIN THE MILLCREEK TEAM!

Millcreek is looking to fill two positions:

- [Development Review Engineer](#)
- [Finance Director](#)

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