

Police Officer FAQ's

UPD Police Officers perform a wide variety of police functions, including but not limited to: Crime repression, crime prevention, protection of personal liberties, and serve the citizens of Holladay, Kearns, Magna, Midvale, Millcreek, and unincorporated areas of Salt Lake County. Officers work a variety of hours including day, afternoon, or graveyard shifts, holidays, and weekends.

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Pay and Benefits

UPD Pays on a bi-weekly pay cycle with 26 pay periods per year.

Experienced law enforcement officers (Laterals) will receive one-year credit for each year of completed service in a category one LEO capacity for purposes of pay. Previous experience must be within three years of application date.

*In 2010 and 2011 UPD did not receive a raise due to the pay freeze; officers coming to UPD with 9 or more years of service will lose up to two years towards pay so their pay will match that of a comparable UPD officer with the same number of years.

2021 - 2022 UPD PayScale	
0 completed years	\$26.82 per hour or \$55,786 annually
1 completed year	\$27.55 per hour or \$57,304 annually
2 completed years	\$29.09 per hour or \$60,507 annually
3 completed years	\$29.89 per hour or \$62,171 annually
4 completed years	\$31.55 per hour or \$65,624 annually
5 completed years	\$32.42 per hour or \$67,434 annually
6 completed years	\$34.23 per hour or \$71,198 annually
7 completed years	\$35.17 per hour or \$73,154 annually
8 completed years	\$37.14 per hour or \$77,251 annually
9 completed years	\$38.15 per hour or \$79,352 annually
10 completed years*	\$40.28 per hour or \$83,782 annually
11 completed years*	\$40.28 per hour or \$83,782 annually
12 completed years	\$40.28 per hour or \$83,782 annually
13 completed years	\$41.39 per hour or \$86,091 annually

Insurance:

- **Health Insurance:** Providers are through Public Employees Health Plan (PEHP) (IMC and U of U health plans). UPD Offers both a traditional and high deductible health plans.
- **Dental Insurance:** Provider is Educators Mutual Insurance (EMI)
- **Life Insurance & LTD:** Provider is Public Employees Health Plan (PEHP)

Vacation, Holiday & Sick Leave Accruals (based upon completed UPD years of service):

- **Vac/Hol:** Year 1 thru 8 = 192 hours annually (344 hr annual carryover maximum)
 Year 9 thru 16 = 240 hours annually (344 hr annual carryover maximum)
 Year 17 and above = 288 hours annually (344 hr annual carryover maximum)
- **Sick leave:** 96 hours annually (unlimited accrual / no maximum)

Retirement:

- **Retirement:** Utah Retirement Systems Public Safety Retirement (URS)
- **401(k):** UPD puts 6.2% of your pay into a 401(k) for each member, no matching contribution required
- **Tier II 401(k) contribution:** UPD contributes up to an additional 10% into a 401(k) to help make up the difference between the Tier I and Tier II URS retirement plans. (**no match required)

Status	URS Tier 1 UPD Contribution	URS Tier 2 UPD Contribution	401k Contribution for Tier 2 (Difference rounded down to lowest whole #)
Sworn	32.20%	21.72%	10%

Tuition Reimbursement:

- Upon successful completion of probation any classes taken from that point forward may have 100% of tuition costs reimbursed upon successful completion of the class(s)
- Must pass each class with a “C” grade or better
- Annual Maximum reimbursement of \$5,250 or a total of \$21,000 per degree

Education Incentive Pay:

- Master’s Degree = \$75.00 per month
- Bachelor’s Degree = \$50.00 per month
- Associates Degree = \$25.00 per month

Take Home Vehicle:

- Sworn members are assigned a “take home vehicle” which may be used for commuting to/from work or other authorized activity within 35 miles of the center of Salt Lake County (defined as 4748 S. 440 W.) No additional fee is charged for the use of the “take home vehicle.”
- Members are allowed “reasonable personal use” of their take home vehicle within Salt Lake County. (*supplemental insurance coverage is required)
- Members who reside outside of Salt Lake County are not authorized for off duty personal use.

Assignments/Transfers:

- After your initial 2.5 years of service in a patrol assignment you will be eligible to submit a transfer request to any patrol precinct or specialty assignment with the UPD. The UPD is comprised of the following 5 patrol precincts:

Kearns Precinct	(38 Officers & Detectives)
Magna Precinct	(35 Officers & Detectives)
Midvale Precinct	(47 Officers & Detectives)
Millcreek Precinct	(46 Officers & Detectives)
Holladay Precinct	(24 Officers & Detectives)

Each patrol precinct houses an investigative squad which contains:

- Property Crimes Detectives
- Domestic Violence Detectives
- Community Oriented Policing Detectives
- School Resource Officers
- Traffic Officers

- In addition to the patrol precincts the UPD has several specialized divisions including:

Special Operations

- Canyon Patrol (19 Officers)
- K9 (5 Officers)
- SWAT (4 Full-Time Officers, 40 secondary assignments)

Investigations Division:

- Violent Crimes Unit (5 Detectives)
- Major Crimes Unit (6 Detectives)
- Special Victims Unit (6 Detectives)
- Narcotics Unit /DEA/JTTF (2 Detectives)
- Metro Gang Unit (5 Detectives)
- Narcotics Diversion Unit (6 Detectives)

Professional Standards

- Training Officer (2 Officers)

Technical Services

- Fleet Coordinator (1 Officer)

Testing Process:

- **Application Evaluation**
 - Each application will be evaluated for minimum eligibility requirements to include:
 - US Citizen
 - 21 years of age
 - High school graduate or equivalent
 - Valid Utah Driver's License
 - No disqualifying criminal history or drug use
- **Oral Interviews**
 - Applicants will be asked to respond to a series of scenario and behavioral questions designed to assess their ability to be successful in their position.
- **Background**
 - As openings become available, applicants, based on final ranking, will be invited to the remainder of the hiring process which includes a thorough and extensive background investigation. The investigation includes, but is not limited to, past work history, a criminal history check, a credit history check, and a polygraph examination (Non-Lateral Candidates only).
- **Psychological Evaluation**
 - Candidates will undergo a comprehensive psychological evaluation to determine their suitability for a career in law enforcement.
- **Anticipated Start/Hire Date**
 - Lateral Officer Candidates: Various dates throughout 2021
 - LEO Certifiable Candidates: Various dates throughout 2022

I am an out-of-state candidate and have current or prior law enforcement experience. Am I required to take the NPOST?

No. Lateral candidates from out of state do not have to take or provide the NPOST test results, as long as they qualify as a Lateral Police Officer with 1 year of full time experience as a police officer.

I am an out-of-state candidate and have current or prior law enforcement experience. Am I required to attend the Utah police academy?

No if you successfully challenge the UTAH POST waiver PT and Written exams. Contact POST for information to complete this process.