

PEACE OFFICER MERIT COMMISSION POLICY AND PROCEDURE**PURPOSE AND PHILOSOPHY****PURPOSE**

The policies and procedures of the Merit Commission are designed to supplement and implement the merit provisions in State law as set forth in Chapter 30a Title 17 and applicable County, UPD, State, and Federal statutes, ordinances, policies and guidelines. Unless otherwise specifically stated, these policies shall apply equally to Salt Lake County and to the Unified Police Department. (UPD).

PROCEDURES**1.0 PURPOSE, GOALS, AND OBJECTIVES**

- 1.1 The policies and procedures shall be applied to protect the public and the peace officers of Salt Lake County and the UPD by providing for the implementation of the following goals and objectives:
 - 1.1.1 Provision of a merit system that is administered through fair and impartial treatment of all applicants and employees regardless of race, religion, color, sexual orientation, gender, national origin, age, qualified disability, political affiliation, religion, marital status, or any other non-merit factor, with regard to their privacy and constitutional rights.
 - 1.1.2 Affirmative steps may be taken to attract and recruit protected groups that may be substantially under-represented.
 - 1.1.3 Provision of an equitable job classification plan.
 - 1.1.4 Maintain a job classification plan consistent with the needs of the Sheriff and sound human resource management principles.
 - 1.1.5 Recruitment, selection, and advancement of peace officers on the basis of their relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment.
 - 1.1.6 Offer promotional advancement through competitive testing.
 - 1.1.7 Protect the tenure of peace officers who demonstrate continuing efficiency and satisfactory performance and separate peace officers whose inadequate performance cannot be corrected.
 - 1.1.8 Provide a formal procedure for processing the appeals and grievances of peace officers without discrimination, coercion, restraint, or reprisal.

2.0 COOPERATION WITH OTHER AGENCIES AND ORGANIZATIONS

2.1 It is the policy of the Merit Commission to work and cooperate with other agencies, organizations, and interested parties on all matters that relate to testing, job classification, appeals, hearings, and other related matters that come within the scope of the Merit Commission's responsibility.

3.0 INTERPRETATION

3.1 It is the intent of the Merit Commission that these policies and procedures be interpreted within the purpose and spirit of Chapter 17-30a on the basis of a fair and reasonable approach to specific problems and situations, as necessary and proper and not prohibited by law.

3.2 The policies will be considered as a total set of working procedures, rather than each section, sub-section, sentence or phrase being interpreted in isolation and out of context.

3.3 The general principles stated in the policies will serve as a basis for a broad merit system for the Salt Lake County and UPD peace officers.

APPROVED AND PASSED THIS May 26 of 2015.

SALT LAKE COUNTY
PEACE OFFICER MERIT COMMISSION

By: 
Kenneth Wallentine, Chair