

PEACE OFFICER MERIT COMMISSION POLICY AND PROCEDURE

CONSOLIDATION OF PEACE OFFICERS FROM ENTITIES JOINING THE UPD

PURPOSE

To establish the qualifications and procedures for consolidating sworn officers from other entities who have been admitted as Members of the UPD.

POLICY

One of the founding principles of the UPD is to grow by admitting new members to the UPD. The UPD Interlocal Agreement provides that new members will be admitted "only on similar terms and conditions as the original members." Furthermore, the UPD Interlocal Agreement states "if another municipality or entity becomes a member of the UPD, any peace officer or civilian law enforcement employees who become employees of the UPD shall be employed under similar terms and conditions as described herein." The UPD Board retains the right to negotiate the terms under which new members will be admitted to the UPD.

APPLICATION

This policy only applies to instances in which sworn officers from other entities that have been admitted as members of the UPD are being consolidated as UPD employees. This policy supersedes any other Merit Commission policy in conflict herewith.

DEFINITIONS

CONSOLIDATE/CONSOLIDATION: The process by which employees from an entity that has become a member of the UPD are integrated into the UPD merit system according to the terms established by the UPD Board. This process is different than the process described in U.C.A. §§ 17-30-6 – 17-30-11 in that the employees being integrated are not considered "new hires" as contemplated in those statutes.

PROCEDURES

1.0 QUALIFICATIONS FOR SPECIAL CERTIFICATION

The Merit Commission may, upon request from the Sheriff, certify a special hiring register for the category of employees of an entity that has been admitted as a member of the UPD. Only those individuals who meet Merit Commission and UPD minimum job qualifications and who are P.O.S.T. certified.

2.0 CERTIFICATION PROCEDURE

- 2.1 Individuals on the special hiring register must be certified as a peace officer in the category for which the register is created as defined by U.C.A. § 53-6-202 (4)(a).
- 2.2 Individuals must pass a BCI background investigation and must be certified by the Sheriff they meet the same minimum qualifications as if they were newly hired employee.

3.0 SENIORITY

Individuals on the special hiring register will be consolidated into the UPD Seniority Roster with the same years of seniority they had with their agency.

4.0 PROBATION

- 4.1 The UPD recognizes that employees being consolidated from other agencies have served a period of probation equivalent to merit probation and have acquired certain property rights in their jobs with their agency.
- 4.2 Employees being consolidated from other agencies who are on probation with their agency shall remain on probation with the UPD until the terms and conditions of that probation have been satisfied.

5.0 RETENTION OF RANK

- 5.1 Individuals with rank would retain their rank when consolidating with the UPD Insofar as the rank obtained from their agency has the same job duties as the corresponding UPD rank. In instances where an individual's rank does not have the same job duties as its corresponding UPD rank, the Sheriff may recommend an adjustment to that person's rank to correspond with the UPD rank that performs the same job duties.
- 5.2 Individuals who have achieved a rank with their agency but do not meet the minimum requirements to hold a similar rank in the UPD shall retain their rank when consolidated. However, qualifying service time towards promotion does not start until the individual meets the minimum requirements of Merit Commission Policy 3105.
- 5.3 Seniority in the UPD for individuals who consolidate shall be determined by the date and rank of their previous agency.

6.0 RATE OF PAY

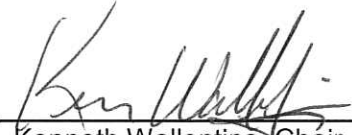
- 6.1 Individuals shall consolidate with the UPD with at least the same rate of pay they received with their agency. Individuals who are paid at a rate of pay with their agency that exceeds the pay range maximum for their classification or whose rate of pay with their agency exceeds the step range for their years of service shall be

redlined and may not receive any type of pay increase (longevity, COLA, etc.) until such time as the UPD pay scale meets or exceeds their pay.

- 6.2 The UPD Board retains the right to alter pay rates of consolidating employees based on mutually agreed terms between the UPD Board and the consolidating agency.

APPROVED AND PASSED THIS 26 DAY OF May, 2015.

SALT LAKE COUNTY
PEACE OFFICER MERIT COMMISSION

By: 
Kenneth Wallentine, Chair