

## PEACE OFFICER MERIT COMMISSION POLICY &amp; PROCEDURE

## MERIT COMMISSION POLICIES

## PURPOSE

To explicitly advise employees that neither language contained on any of the Merit Commission Policies and Procedures nor any representation made by a member of management may be construed as a guarantee of employment or of any employment-related benefit.

## PROCEDURE

- 1.0 Merit Commission Policies and Procedures and any other County, Sheriff's Office, UPD or Merit Commission documents or handwritten materials regarding pay, merit awards, insurance, employee benefits and any other aspect of employment are subject to change and are not to be construed as an express or implied contract between the County, Sheriff's Office, UPD or Merit Commission and its employees.
  - 1.1 Oral or written promises about promotions, pay raises or other employment related matters have no legal affect and are not binding on the County, Sheriff or UPD unless the promised action is in full compliance with applicable personnel laws and these policies and procedures.
- 2.0 Merit Commission Policies and Procedures undergo periodic revisions based upon changes in the law, salary surveys, management philosophies, or any other reason for the betterment of County government or UPD, or in the public's interest.
- 3.0 The Merit Commission is responsible for all changes and revisions to these policies and procedures. Policies approved by the Merit Commission become effective fourteen (14) days after approval by the Merit Commission, unless the Merit Commission finds a need to modify the effective date.

APPROVED AND PASSED THIS 26 Day of March 2016.

SALT LAKE COUNTY  
PEACE OFFICER MERIT COMMISSION

By: Kenneth Wallentine  
Kenneth Wallentine, Chair