

Effective 5/12/2015

11-13-225 Establishment of interlocal entity personnel system.

- (1) An interlocal entity shall establish a system of personnel administration for the interlocal entity as provided in this section.
- (2) The interlocal entity shall administer the system described in Subsection (1) in a manner that will effectively provide for:
 - (a) recruiting, selecting, and advancing employees on the basis of the employee's relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment;
 - (b) equitable and adequate compensation;
 - (c) employee training as needed to assure high-quality performance;
 - (d)
 - (i) retaining an employee on the basis of the adequacy of the employee's performance; and
 - (ii) separation of an employee whose inadequate performance cannot be corrected;
 - (e) fair treatment of an applicant or employee in all aspects of personnel administration without regard to race, color, religion, sex, national origin, political affiliation, age, or disability, and with proper regard for the applicant's or employee's privacy and constitutional rights; and
 - (f) a formal procedure for processing the appeals and grievances of an employee without discrimination, coercion, restraint, or reprisal.

Enacted by Chapter 265, 2015 General Session