

**PUBLIC EMPLOYEE STATUS MODIFICATIONS**

2012 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Brad L. Dee**

Senate Sponsor: J. Stuart Adams

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**LONG TITLE**

**General Description:**

This bill amends provisions related to employment by a municipality.

**Highlighted Provisions:**

This bill:

- ▶ clarifies provisions related to the classified civil service;
- ▶ amends provisions related to duration and termination of a municipal employee;
- ▶ amends provisions related to the discharge, suspension, or involuntary transfer of a municipal employee and related procedures; and
- ▶ makes technical corrections.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

- 10-3-1002**, as last amended by Laws of Utah 2001, Chapter 178
- 10-3-1105**, as last amended by Laws of Utah 2004, Chapter 260
- 10-3-1106**, as last amended by Laws of Utah 2008, Chapters 19 and 115

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*Be it enacted by the Legislature of the state of Utah:*



28 Section 1. Section **10-3-1002** is amended to read:

29 **10-3-1002. Classified civil service -- Places of employment constituting classified**  
30 **civil service -- Appointments to and from classified civil service.**

31 (1) The classified civil service shall consist of all places of employment now existing  
32 or hereafter created in or under the police department and the fire department of each first or  
33 second class city that establishes a civil service commission and the health department in each  
34 first class city that establishes a civil service commission, except the head of the departments,  
35 deputy chiefs of the police and fire departments, and assistant chiefs of the police department  
36 and fire department in cities of the first and second class, and the members of the board of  
37 health of the departments.

38 (2) No appointments to any of the places of employment constituting the classified  
39 civil service in the departments shall be made except according to law and under the rules and  
40 regulations of the civil service commission.

41 (3) The head of each of the departments may, and the deputy chiefs of the police and  
42 fire departments and assistant chiefs of the police [~~department~~] and fire departments shall, be  
43 appointed from the classified civil service, and upon the expiration of the term or upon the  
44 appointment of a successor shall be returned thereto.

45 Section 2. Section **10-3-1105** is amended to read:

46 **10-3-1105. Municipal employees -- Duration and termination of employment --**  
47 **Exceptions.**

48 (1) (a) Except as provided in Subsection (1)(b) or (2), each employee of a municipality  
49 shall hold employment without limitation of time, being subject to discharge, suspension of  
50 over two days without pay, or involuntary transfer to a position with less remuneration only as  
51 provided in Section 10-3-1106.

52 (b) Subsection (1)(a) does not apply to an employee who is discharged or involuntarily  
53 transferred to a position with less remuneration if the discharge or involuntary transfer is the  
54 result of a layoff ~~or~~ reorganization ~~or other non-disciplinary reason~~ .

55 (2) Subsection (1)(a) does not apply to:

56 (a) ~~[an officer]~~ subject to Subsection (3), ~~a person~~ appointed by the mayor, city  
56a manager, or other person or body

57 ~~[exercising executive]~~ with the power to appoint in the municipality[;] if:

58 (i) the appointment is made in writing; ~~and~~

- 59           (ii) the person's written job description identifies the person's position as ~~H→~~ **[being an**  
60 **at-will position with the municipality] exempt from the protections described in**  
60a **Subsection (1)(a) ←H ; H→ and**  
60b           (iii) **the position is described in an ordinance as exempt from the protections described**  
60c **in Subsection (1)(a); ←H**
- 61           (b) a member of the municipality's police department or fire department who is a  
62 member of the classified civil service in a first or second class city;
- 63           (c) a person who holds a position described ~~H→~~ **[as follows, or the equivalent, as defined in**  
64 **a local ordinance or local personnel policy] in Subsections (2)(c)(i) through (xii) or an equivalent**  
64a **position designated in a municipal ordinance or personnel policy ←H :**
- 65           ~~(c)~~ (i) a police chief of the municipality;
- 66           ~~(d)~~ (ii) a deputy or assistant police chief of the municipality;
- 67           ~~(e)~~ (iii) a fire chief of the municipality;
- 68           ~~(f)~~ (iv) a deputy or assistant fire chief of the municipality;
- 69           ~~(g)~~ (v) a head of a municipal department or division;
- 70           ~~(h)~~ (vi) a deputy of a head of a municipal department or division;
- 71           ~~(i)~~ (vii) a superintendent;
- 72           ~~(j)~~ (viii) a probationary employee of the municipality;
- 73           ~~(k)~~ (ix) a part-time employee of the municipality, including paid call  
73a **firefighters; H→ [or] ←H**
- 74           ~~(l)~~ (x) a seasonal ~~H→~~ **or temporary ←H** employee of the municipality[-];
- 74a           **H→ (xi) a person who works in the office of an elected official; or**  
74b           **(xii) a secretarial or administrative assistant support position that is specifically**  
74c **designated as a position to assist an elected official or the head or deputy head of a municipal**  
74d **department; ←H**
- 75           ~~(3) Nothing in this section or Section 10-3-1106 may be construed to limit a~~  
76 ~~municipality's ability to define cause for an employee termination or reduction in force.]~~
- 77           (d) an individual appointed to a position under Part 9, Appointed Officials and Their  
78 Duties, including:
- 79           (i) the city engineer;
- 80           (ii) the city recorder;
- 81           (iii) the city treasurer; or
- 82           (iv) the city attorney; or
- 83           (e) an employee who has:
- 84           (i) acknowledged in writing that the employee's employment status is appointed or

85 at-will; or

86 (ii) voluntarily waived the procedures required by Section 10-3-1106.

86a **H→ (3) In addition to the persons described in Subsections (2)(b) through (e), a**  
86b **municipality may appoint up to 5% of the municipality's workforce in accordance with**  
86c **Subsection (2)(a).**

86d **(4) Nothing in this section or Section 10-3-1106 may be construed to limit a**  
86e **municipality's ability to define cause for an employee termination or reduction in force. ←H**

87 Section 3. Section **10-3-1106** is amended to read:

88 **10-3-1106. Discharge, suspension without pay, or involuntary transfer -- Appeals**  
89 **-- Board -- Procedure.**

90 (1) An employee to which Section 10-3-1105 applies may not be discharged,  
91 suspended without pay, or involuntarily transferred to a position with less remuneration:

92 (a) because of the employee's politics or religious belief; or

93 (b) incident to, or through changes, either in the elective officers, governing body, or  
94 heads of departments.

95 (2) (a) If an employee other than an employee described in Subsection 10-3-1105(2) is  
96 discharged, suspended for more than two days without pay, or involuntarily transferred from  
97 one position to another with less remuneration for any disciplinary reason, the employee may,  
98 subject to Subsection (2)(b), appeal the final decision to discharge, [~~suspension~~] suspend  
99 without pay, or [~~involuntary~~] involuntarily transfer to [~~a board to be known as the~~] an appeal  
100 board[;] or hearing officer established under Subsection (7).

101 (b) If the municipality provides an internal grievance procedure, the employee shall  
102 exhaust the employee's rights under that grievance procedure before appealing to the appeal  
103 board or hearing officer.

104 (3) (a) Each appeal under Subsection (2) shall be taken by filing written notice of the  
105 appeal with the municipal recorder in accordance with procedures established by a municipality  
106 within 10 calendar days after:

107 (i) if the municipality provides an internal grievance procedure, the employee receives  
108 notice of the final disposition of the municipality's internal grievance procedure; or

109 (ii) if the municipality does not provide an internal grievance procedure, the discharge,  
110 suspension, or involuntary transfer.

111 (b) (i) Upon the filing of an appeal under Subsection (3)(a), the municipal recorder  
112 shall [~~forthwith~~] refer a copy of [~~the~~] a properly filed appeal to the appeal board or hearing  
113 officer described in Subsection (7).

114 (ii) Upon receipt of the referral from the municipal recorder, the appeal board [~~shall~~  
115 ~~forthwith commence its investigation;~~] or hearing officer shall schedule a hearing to take and  
116 receive evidence[;] and fully hear and determine the matter which relates to the [cause] reason  
117 for the discharge, suspension, or transfer.

118 (4) (a) An employee who is the subject of the discharge, suspension, or transfer may:

119 [~~(a)~~] (i) appear in person and be represented by counsel;

120 [~~(b)~~] (ii) have a [~~public~~] hearing open to the public;

121 ~~[(e)]~~ (iii) confront the witness whose testimony is to be considered; and

122 ~~[(d)]~~ (iv) examine the evidence to be considered by the appeal board.

123 (b) An employee or the municipality may request the hearing described in Subsection  
124 (4)(a)(ii).

125 (5) (a) (i) ~~[Each]~~ A decision of the appeal board shall be by secret ballot~~[-and shall be~~  
126 ~~certified to the recorder within 15 days from the date the matter is referred to it;].~~

127 (ii) The appeal board or the hearing officer shall certify a decision by the appeal board  
128 or hearing officer, respectively, with the recorder no later than 15 days after the day on which  
129 the hearing is held, except as provided in Subsection (5)(a)~~[(ii)](iii).~~

130 ~~[(ii)]~~ (iii) For good cause, the appeal board or hearing officer may extend the 15-day  
131 period under Subsection (5)(a)~~[(ii)](ii)~~ to a maximum of 60 calendar days, if the employee and  
132 municipality both consent.

133 (b) If ~~[it]~~ the appeal board or hearing officer finds in favor of the employee, the appeal  
134 board or hearing officer shall provide that the employee shall receive:

135 (i) the employee's salary for the period of time during which the employee is  
136 discharged or suspended without pay less any amounts the employee earned from other  
137 employment during this period of time; or

138 (ii) any deficiency in salary for the period during which the employee was transferred  
139 to a position of less remuneration.

140 (6) (a) A final action or order of the appeal board or hearing officer may be reviewed  
141 by the Court of Appeals by filing with that court a petition for review.

142 (b) ~~[Each]~~ A petition under Subsection (6)(a) shall be filed within 30 days after the  
143 issuance of the final action or order of the appeal board or hearing officer.

144 (c) The Court of Appeals' review shall be:

145 (i) on the record of the appeal board or hearing officer; and

146 (ii) for the purpose of determining if the appeal board or hearing officer abused its  
147 discretion or exceeded its authority.

148 (7) (a) The method and manner of choosing a hearing officer or the members of the  
149 appeal board, the number of members, the designation of ~~[their terms]~~ a hearing officer's or  
150 appeal board member's term of office, and the procedure for conducting an appeal and the  
151 standard of review shall be prescribed by the governing body of each municipality by

152 ordinance.

153 (b) For a municipality operating under a form of government other than a  
154 council-mayor form under Chapter 3b, Part 2, Council-mayor Form of Municipal Government,  
155 an ordinance adopted under Subsection (7)(a) may provide that the governing body of the  
156 municipality shall serve as the appeal board.

157 (8) This section does not apply to an employee:

158 (a) described in Subsection 10-3-1105(2); or

159 (b) discharged or transferred to a position with less remuneration if the discharge or  
160 transfer is the result of a layoff, reorganization, or other non-disciplinary reason.

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**Legislative Review Note**  
as of 2-21-12 2:24 PM

**Office of Legislative Research and General Counsel**