

SALT LAKE COUNTY HUMAN RESOURCES POLICY & PROCEDURE

PRIVATIZATION

REFERENCE

Utah Code Annotated 17-33, County Personnel Management Act.
Human Resources Policy & Procedure: General Definitions

PURPOSE

To provide for the uniform and equitable treatment of employees transferred from County service due to privatization.

PROCEDURE

- 1.0 Transfers of County employees due to privatization shall be governed by contract(s) established between Salt Lake County and the service provider. Under such circumstances:
 - 1.1 County employees in the affected units, sections or divisions shall transfer to the payroll of the contracted service provider in accordance with the terms of the contract(s).
 - 1.2 All merit employees in the affected units, sections or divisions who are not covered by the terms of the contract or who elect not to transfer to the payroll of the contracted service provider who have completed six months and one day shall be reduced-in-force in accordance with applicable Salt Lake County Policies and Procedures.
 - 1.3 All regular merit employees who elect to transfer to the payroll of the contracted service provider, in accordance with the provisions of the contract, who are terminated for reasons other than cause during the initial term of the contract shall be eligible to be placed on a reappointment register in accordance with Human Resources Policy and Procedure: Reduction-In-Force Reappointment Register/Certification. Salt Lake County Policy and Procedure: Pay Practices will not apply.

APPROVED AND PASSED THIS 15TH DAY OF JULY, 2008