

**SALT LAKE COUNTY ORDINANCE**

ORDINANCE NO. \_\_\_\_\_, 2024

**CRIMINAL BACKGROUND CHECKS AMENDMENT**

AN ORDINANCE AMENDING SECTION 2.80 OF THE SALT LAKE COUNTY CODE OF ORDINANCES FOR PERSONNEL MANAGEMENT PROVIDING THAT THE COUNTY MAY CONDUCT CRIMINAL BACKGROUND CHECKS FOR EMPLOYMENT PURPOSES.

The County Legislative Body of Salt Lake County ordains as follows:

**SECTION I.** The amendments herein are designated by underlining the new substituted words. Words being deleted are designated by brackets and interlineations.

**SECTION II.** Section 2.80.150, of the Salt Lake County Code of Ordinances is hereby enacted to read as follows:

**2.80.150 – Criminal Background Checks**

A. The county shall conduct criminal background checks in accordance with the provisions of this section and of human resources policies and procedures approved and adopted by the county council and in accordance with state statute.

B. The human resources agency or a criminal justice agency [~~will~~] shall identify and maintain a current list of job designated positions and volunteer functions [~~classifications~~] where criminal background checks are position-related or function-related and consistent with business necessity [~~there are bona fide occupational qualifications regarding the hiring of individuals with criminal conviction histories~~]. These designated positions and volunteer functions [~~job classifications~~] may

include, but are not ~~[be]~~ limited to, positions and functions which involve access to controlled substances; access to private, protected, or controlled records under GRAMA; access to private or confidential records under other local, state or federal law; access to restricted local, state, or federal databases; working with at-risk populations; or fiduciary trust over public money. ~~[handling or accounting for substantial amounts of money, access to controlled substances, public safety and criminal justice, drug and alcohol services, and working with at risk clientele, including but not limited to minors and the elderly. Job applicants, current employees, individuals eligible for rehire, or unpaid volunteers who are being considered for these positions will be subject to a criminal records check through the State Bureau of Criminal Identification].~~ Record check activities shall be conducted by ~~[centralized in]~~ the county human resources agency except for criminal justice agencies ~~[sheriff's office and/or other criminal justice positions].~~ The county human resources agency may designate a non-criminal justice agency to conduct record check activities under its supervision.

C. Any fees charged to individuals, by the state, for the conducting of a criminal background check, shall be reimbursed by the county.

**SECTION III.** This ordinance shall become effective fifteen (15) days after its passage and upon at least one publication of the ordinance or a summary thereof in a newspaper published and having general circulation in Salt Lake County.

APPROVED and ADOPTED this \_\_\_\_ day of \_\_\_\_\_, 2024.

**SALT LAKE COUNTY COUNCIL**

By \_\_\_\_\_  
Laurie Stringham, Chair

ATTEST:

\_\_\_\_\_  
Lannie Chapman, County Clerk

Voting:	
Council Member Alvord	_____
Council Member Bradley	_____
Council Member Bradshaw	_____
Council Member Granato	_____
Council Member Harrison	_____
Council Member Theodore	_____
Council Member Stewart	_____
Council Member Stringham	_____
Council Member Winder Newton	_____

Vetoed and dated this \_\_\_\_\_ day of \_\_\_\_\_, 2023

By: \_\_\_\_\_  
Mayor Jennifer Wilson or Designee

(Complete as Applicable)  
 Veto override: Yes \_\_\_ No \_\_\_ Date \_\_\_\_\_  
 Ordinance published in newspaper: Date \_\_\_\_\_  
 Effective date of ordinance: \_\_\_\_\_

SUMMARY OF  
SALT LAKE COUNTY ORDINANCE NO. \_\_\_\_\_

On the \_\_\_\_ day of \_\_\_\_\_, 2023, the County Council of Salt Lake County adopted Ordinance No. \_\_\_\_\_, amending Section 2.80, of the Salt Lake County Code of Ordinances, of the personnel management code, providing that the County may conduct criminal background checks for employment purposes.

**SALT LAKE COUNTY COUNCIL**

By \_\_\_\_\_  
Aimee Winder Newton, Chair

ATTEST:

\_\_\_\_\_  
Lannie Chapman, County Clerk

Voting:  
Council Member Alvord \_\_\_\_\_  
Council Member Bradley \_\_\_\_\_  
Council Member Bradshaw \_\_\_\_\_  
Council Member Granato \_\_\_\_\_  
Council Member Harrison \_\_\_\_\_  
Council Member Theodore \_\_\_\_\_  
Council Member Stewart \_\_\_\_\_  
Council Member Stringham \_\_\_\_\_  
Council Member Winder Newton \_\_\_\_\_

A complete copy of Ordinance No. \_\_\_\_\_ is available in the office of the Salt Lake County Clerk, 2001 South State Street, N2-100A, Salt Lake City, Utah.