

RESOLUTION 2006-04

AMENDING PERSONNEL POLICIES AND PROCEDURES SECTION 1, HUMAN RESOURCE MANAGEMENT, REPEALING SUBSECTION 1.B., EMPLOYEE RIGHTS AND RESPONSIBILITIES

WHEREAS, the county commission finds that Section 1.B of Personnel Policies and Procedures describes certain employee rights and responsibilities that are impossible to provide in the workplace, or are covered by other laws and procedures already in place;

NOW, THEREFORE, BE IT RESOLVED BY THE TOOELE COUNTY COMMISSION that Personnel Policies and Procedures Subsection 1.B, Employee Rights and Responsibilities, is hereby repealed, and Section 1, Human Resource Management, is hereby amended to read as follows:

SECTION 1 HUMAN RESOURCE MANAGEMENT

- A. **SYSTEM GOALS:** The delivery of quality county services depends upon the ability of the county to secure and retain a competent work force. Ultimately, the county's reputation rests on its ability to achieve its human resource management and development goals.
- B. **MERIT PRINCIPLES:** Through these policies and procedures there is hereby established a personnel system administered in a manner that will provide for the effective implementation of the following merit principles:
1. recruiting, selecting, and advancing employees on the basis of their relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment;
 2. provision of equitable and adequate compensation;
 3. training of employees as needed to assure high-quality performance;
 4. retention of employees on the basis of the adequacy of their performance, and separation of employees whose inadequate performance cannot be corrected;

5. fair treatment of applicants and employees 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 their privacy and constitutional rights as citizens;
6. provisions of information to employees regarding their political rights and prohibited practices under the Hatch Act; and
7. provision of a formal procedure for processing the appeals and grievances of employees without discrimination, coercion, restraint or reprisal.

EFFECTIVE DATE: This resolution shall take effect immediately upon passage.

DATED this 18th day of April 2006.

ATTEST:



DENNIS D. EWING, Clerk

TOOELE COUNTY LEGISLATIVE BODY



DENNIS L. ROCKWELL, Chairman



Commissioner Rockwell voted aye
Commissioner Lawrence voted aye
Commissioner Johnson voted aye

APPROVED AS TO FORM:



DOUGLAS J. AHLSTROM
Tooele County Attorney