

ORDINANCE NO. 2018-\_\_\_\_\_

**AN ORDINANCE OF THE CITY OF SOUTH SALT LAKE ADOPTING SECTIONS 2.36.150 AND 2.36.160 AND AMENDING SUBSECTION 2.60.020.D.6 OF THE SOUTH SALT LAKE MUNICIPAL CODE; PROHIBITING HIRING OF POLICE OFFICERS WITH AN ALCOHOL-RELATED DRIVING CONVICTION; AND EXTENDING PROBATION TO 18 MONTHS FOR POLICE AND FIRE DEPARTMENT EMPLOYEES WITH AN ALCOHOL-RELATED DRIVING CONVICTION WITHIN FOUR YEARS PRIOR TO HIRE**

WHEREAS, this council finds that hiring police officers who have not completed their POST and court probation periods undermines public confidence in the City and the high expectations the public demands from its police department; and

WHEREAS, this council finds that probationary periods should be extended to 18 months for employees hired into the police and fire departments who have an alcohol-related conviction on their driving record within four years prior to their hiring, to provide adequate assurance to the City that they are capable of properly performing their duties independent of any alcohol-related issues;

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of South Salt Lake:

Section 2.36.150 of the City of South Salt Lake Municipal Code is adopted to read:

**2.36.150 – Hiring of police officers with an alcohol-related driving conviction within two years, prohibited.**

No person shall be hired as a police officer if the person has been convicted of an alcohol-related driving offense, as defined in 2.36.160, within two years.

2.36.160 of the City of South Salt Lake Municipal Code is adopted to read:

**2.36.160- Definitions**

“Alcohol-related driving offense” means any offense listed in UCA 41-6a-501(2).

Section 2. Subsection 2.60.020.D.6.a of the City of South Salt Lake Municipal Code is amended to read:

**2.60.020 Employee hiring.**

...  
D.  
...

6. Probationary Period.

a. All police, ~~or fire, or dispatch~~ new employees shall be subject to a one-year probationary period, except persons hired as such who have a conviction for an alcohol-related

driving offense, as defined in 2.36.160, within the previous four years shall serve an 18-month probationary period.

All other new employees shall be subject to a six-month probationary period. During this period, probationary employees may be terminated with or without notice for any or no reason without any right to due process, notice, explanation, or appeal in connection with said termination.

Section 3. Repealer. Ordinances in conflict herewith are hereby repealed.

Section 4. Effective Date. This ordinance will take effect upon execution by the Mayor or after fifteen days from transmission to the office of the Mayor if neither approved nor disapproved by the Mayor.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

BY THE CITY COUNCIL:

\_\_\_\_\_  
Ben Pender, Council Chair

ATTEST:

\_\_\_\_\_  
Craig D. Burton, City Recorder

City Council Vote as Recorded:

Beverly \_\_\_\_\_  
deWolfe \_\_\_\_\_  
Kindred \_\_\_\_\_  
Mila \_\_\_\_\_  
Pender \_\_\_\_\_  
Siwik \_\_\_\_\_  
Thomas \_\_\_\_\_

Transmitted to the Mayor's office on this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

\_\_\_\_\_  
Craig D. Burton, City Recorder

MAYOR'S ACTION: \_\_\_\_\_

*Ordinance Adopting §2.36.150 and Amending 2.60.020.D.6.a.*

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

\_\_\_\_\_  
Cherie Wood, Mayor

ATTEST:

\_\_\_\_\_  
Craig D. Burton, City Recorder

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