

WEBER COUNTY SHERIFF'S OFFICE		POLICY AND PROCEDURES	
SUBJECT: Discipline resulting in Dismissal		CHAPTER/SECTION NO.: 18.9	
EFFECTIVE DATE: 10/7/03		REVIEW DATE:	
AMENDS/SUPERSEDES: See attached sheet		APPROVED: ** See Master File SHERIFF	
STANDARD NUMBER: 26.1.7		Revised 8/6/03	

18.9 Policy

18.9.1 Dismissal

- A. The Sheriff may, with the concurrence of the Director of Human Resources and subject to the requirements and limitations of Section 18.7.8, dismiss for cause any member. Dismissals from positions under the Merit System shall only be to advance the good of the public service, for such causes as inefficiency, insubordination, disloyalty to the orders of a superior, misfeasance, malfeasance, or nonfeasance in office.
- B. Except in aggravated cases of misconduct, no regular employee shall be demoted or dismissed from a tenured position without following the procedures outlined in 18.6.6.
- C. Upon termination, including dismissal, employees are provided information regarding the status of fringe and retirement benefits, by the Human Resource Department. Such benefits include:
 1. **Retirement Benefits:** Managed through the Utah State Retirement System. The employee will be provided referral information to obtain eligibility status and benefit amounts.
 2. **Vacation:** Cash payment of unused vacation at the employees last wage rate, up to 320 hours (provided on paycheck).

3. **Sick Leave:** Terminated employees lose all accrued sick leave at the time of termination.
4. **Medical Insurance:** Employees subscribing to County sponsored medical benefits programs may be eligible for some continued medical coverage after termination. The Human Resource Department will advise employees on available benefits and will mail forms for COBRA coverage to the employee within five days of termination.