

ORDINANCE NO. _____

AN ORDINANCE GOVERNING BACKGROUND CHECKS FOR APPLICANTS FOR COUNTY EMPLOYMENT AND VOLUNTEERS

WHEREAS, many employment and volunteer positions for Weber County deal with security, access to money, sensitive information, vulnerable individuals, and other circumstances that create a heightened potential for unlawful or abusive behavior with serious consequences; and

WHEREAS, one way employers, including Weber County, can reduce the likelihood of unlawful or abusive behavior by employees and volunteers is to perform background checks for certain positions; and

WHEREAS, criminal records checks are a valuable part of a background check for certain positions; and

WHEREAS, the Utah Bureau of Criminal Identification offers criminal records checks when authorized by local ordinance;

NOW THEREFORE, the Board of County Commissioners of Weber County ordains as follows:

1. A new chapter shall be added to Title 2 of the Code of Ordinances of Weber County, Utah, as follows:

Chapter 2-23 – Human Resources

Sections:

2-23-1 Background Checks

Section 2-23-1 Background Checks

- (a) The county shall conduct background checks in accordance with the provisions of this section, and of state law, and of human resources policies approved and adopted by the board of county commissioners.
- (b) The human resources office shall create and maintain a current list of job positions and volunteer positions where there is a legitimate need for background checks. This list shall include the positions listed in the applicable human resources policy, and it may also include additional positions as determined in accordance with the policy.
- (c) Background checks of applicants for the listed positions may include a criminal records check through the Utah Bureau of Criminal Identification, as well as any other source of background information listed in the applicable policy.

2. Effective date and publication

- a. This ordinance shall take effect 15 days after its passage.
- b. The Clerk/Auditor’s office is directed to publish a short summary of this ordinance in the *Standard Examiner* newspaper before 15 days after the date of its passage.

PASSED and ADOPTED this ____ day of _____ 2024.

BOARD OF COUNTY COMMISSIONERS
OF WEBER COUNTY

By _____
James H. “Jim” Harvey, Chair

Commissioner Harvey voted _____
Commissioner Bolos voted _____
Commissioner Froerer voted _____

ATTEST:

Ricky Hatch, CPA
Weber County Clerk/Auditor

SUMMARY OF WEBER COUNTY ORDINANCE NO. _____

**SUMMARY OF AN ORDINANCE OF WEBER COUNTY GOVERNING BACKGROUND
CHECKS FOR APPLICANTS FOR COUNTY EMPLOYMENT AND VOLUNTEERS**

On _____, the Board of County Commissioners of Weber County adopted Ordinance No. _____, which authorizes criminal background checks through the Utah Bureau of Criminal Identification and requires background checks to comply with an adopted policy.

Commissioners _____ voted in favor of this ordinance.

(If applicable) Commissioner _____ voted against this ordinance.

The complete text of the ordinance is available at the Weber County Clerk/Auditor's Office at 2380 Washington Blvd., Ogden, Utah.