

20	None
27	<b>Utah Code Sections Affected:</b>
28	AMENDS:
29	53-6-211, as last amended by Laws of Utah 2021, Chapters 96, 311
30	53-14-101, as last amended by Laws of Utah 2021, Chapter 311
31	63G-7-201, as last amended by Laws of Utah 2021, Chapter 352
32	ENACTS:
33	<b>53-14-102</b> , Utah Code Annotated 1953
34	<b>53-14-103</b> , Utah Code Annotated 1953
35	<b>53-14-201</b> , Utah Code Annotated 1953
36	<b>53-14-202</b> , Utah Code Annotated 1953
37	<b>53-14-203</b> , Utah Code Annotated 1953
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39	Be it enacted by the Legislature of the state of Utah:
40	Section 1. Section 53-6-211 is amended to read:
41	53-6-211. Suspension or revocation of certification Right to a hearing
42	Grounds Notice to employer Reporting Judicial appeal.
43	(1) The council has the authority to issue a Letter of Caution, or suspend or revoke the
44	certification of a peace officer, if the peace officer:
45	(a) willfully falsifies any information to obtain certification;
46	(b) has any physical or mental disability affecting the peace officer's ability to perform
47	duties;
48	(c) engages in conduct constituting a state or federal criminal offense, but not including
49	a traffic offense that is a class C misdemeanor or infraction;
50	(d) refuses to respond, or fails to respond truthfully, to questions after having been
51	issued a warning issued based on Garrity v. New Jersey, 385 U.S. 493 (1967);
52	(e) engages in sexual conduct while on duty;
53	(f) is certified as a law enforcement peace officer, as defined in Section 53-13-102, and
54	is unable to possess a firearm under state or federal law;
55	(g) is found by a court or by a law enforcement agency to have knowingly engaged in
56	conduct that involves dishonesty or deception in violation of a policy of the peace officer's

employer or in violation of a state or federal law; [or]

- (h) is found by a court or by a law enforcement agency to have knowingly engaged in biased or prejudicial conduct against one or more individuals based on the individual's race, color, sex, pregnancy, age, religion, national origin, disability, sexual orientation, or gender identity; or
- (i) is a chief, sheriff, or administrative officer of a law enforcement agency and fails to comply with Subsection (6).
- (2) The council may not issue a Letter of Caution or suspend or revoke the certification of a peace officer for a violation of state or federal law or a violation of a law enforcement agency's policies, general orders, or guidelines of operation that do not amount to a cause of action under Subsection (1).
- (3) (a) The division is responsible for investigating officers who are alleged to have engaged in conduct in violation of Subsection (1).
- (b) The division shall initiate all adjudicative proceedings under this section by providing to the peace officer involved notice and an opportunity for a hearing before an administrative law judge.
- (c) All adjudicative proceedings under this section are civil actions, notwithstanding whether the issue in the adjudicative proceeding is a violation of statute that may be prosecuted criminally.
- (d) (i) The burden of proof on the division in an adjudicative proceeding under this section is by clear and convincing evidence.
- (ii) If a peace officer asserts an affirmative defense, the peace officer has the burden of proof to establish the affirmative defense by a preponderance of the evidence.
- (e) If the administrative law judge issues findings of fact and conclusions of law stating there is sufficient evidence to demonstrate that the officer engaged in conduct that is in violation of Subsection (1), the division shall present the finding and conclusions issued by the administrative law judge to the council.
- (f) The division shall notify the chief, sheriff, or administrative officer of the police agency which employs the involved peace officer of the investigation and shall provide any information or comments concerning the peace officer received from that agency regarding the peace officer to the council before a Letter of Caution is issued, or a peace officer's certification

may be suspended or revoked.

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- (g) If the administrative law judge finds that there is insufficient evidence to demonstrate that the officer is in violation of Subsection (1), the administrative law judge shall dismiss the adjudicative proceeding.
  - (4) (a) The council shall:
- (i) accept the administrative law judge's findings of fact and conclusions of law, and the information concerning the peace officer provided by the officer's employing agency; and
- (ii) choose whether to issue a Letter of Caution, or suspend or revoke the officer's certification.
- (b) Before making a decision, the council may consider aggravating and mitigating circumstances.
- (c) A member of the council shall recuse him or herself from consideration of an issue that is before the council if the council member:
  - (i) has a personal bias for or against the officer;
- (ii) has a substantial pecuniary interest in the outcome of the proceeding and may gain or lose some benefit from the outcome; or
- (iii) employs, supervises, or works for the same law enforcement agency as the officer whose case is before the council.
- (5) (a) Termination of a peace officer, whether voluntary or involuntary, does not preclude suspension or revocation of a peace officer's certification by the council if the peace officer was terminated for any of the reasons under Subsection (1).
- (b) Employment by another agency, or reinstatement of a peace officer by the original employing agency after termination by that agency, whether the termination was voluntary or involuntary, does not preclude suspension or revocation of a peace officer's certification by the council if the peace officer was terminated for any of the reasons under Subsection (1).
- (6) (a) A chief, sheriff, or administrative officer of a law enforcement agency who is made aware of an allegation against a peace officer employed by that agency that involves conduct in violation of [Subsection (1)] Subsections (1)(a) through (h) shall conduct an administrative or internal investigation into the allegation and report the findings of the investigation to the division if the allegation is substantiated.
  - (b) If a peace officer who is the subject of an internal or administrative investigation

119	into allegations that include any of the conditions or circumstances outlined in [Subsection (1)]
120	Subsections (1)(a) through (h) resigns, retires, or otherwise separates from the investigating law
121	enforcement agency before the conclusion of the investigation, the chief, sheriff, or
122	administrative officer of that law enforcement agency shall complete the investigation and
123	report the findings to the division.
124	(7) The council's issuance of a Letter of Caution, or suspension or revocation of an
125	officer's certification under Subsection (4) may be appealed under Title 63G, Chapter 4, Part 4,
126	Judicial Review.
127	Section 2. Section <b>53-14-101</b> is amended to read:
128	<b>CHAPTER 14. PEACE OFFICER INFORMATION</b>
129	Part 1. Peace Officer Background Checks
130	53-14-101. Definitions.
131	[ <del>(1)</del> ] As used in this [section] part:
132	[(a)] (1) "Director" means the director of a [certified law enforcement officer] training
133	academy.
134	[(b)] (2) "Employer" [includes] means a public employer [and a] or private employer
135	[and includes the human resource officer for the employer].
136	(3) "POST" means the Peace Officer Standards and Training Division created in
137	Section <u>53-6-103.</u>
138	[(c) "Law enforcement agency" has the same definition as in Section 53-1-102.]
139	[(d) "Law enforcement officer" has the same definition as in Section 53-13-103, and
140	includes those officers in administrative positions.]
141	[(e)] (4) "Training academy" means a peace officer training institution certified in
142	accordance with the standards developed under Section 53-6-105.
143	[(2) A current or former employer and the director of any training academy an
144	applicant has attended or graduated from shall provide all available information in accordance
145	with this section regarding an applicant if the request complies with Subsection (3) and is
146	submitted by:]
147	[(a) a law enforcement agency regarding an applicant for an employment position; or]
148	[(b) the director of a law enforcement training academy for which the applicant
149	requests admission under Section 53-6-203.

150	[(3) The request for information pursuant to Subsection (2) shall be:]
151	[ <del>(a) in writing;</del> ]
152	[(b) accompanied by an authorization signed by the applicant and notarized by a notary
153	public, in which the applicant consents to the release of the requested information and releases
154	the employer or training academy providing the information from liability; and]
155	[(c) addressed to the employer or director and signed by a sworn officer or other
156	authorized representative of the requesting law enforcement agency or the academy.]
157	[(4) The information that a law enforcement agency or the director of an academy shall
158	request pursuant to Subsection (2) includes:
159	[(a) the date on which the applicant's employment commenced and, if applicable, the
160	date on which applicant's employment was terminated;]
161	[(b) a list of the compensation that the employer provided to the applicant during the
162	course of the employment;]
163	[(c) a copy of the application for a position of employment that the applicant submitted
164	to the employer;]
165	[(d) a written evaluation of the performance of the applicant;]
166	[(e) a record of the attendance of the applicant;]
167	[(f) a record of disciplinary action taken against the applicant;]
168	[(g) a statement regarding whether the employer would rehire the applicant and, if the
169	employer would not rehire the applicant, the reasons why;]
170	[(h) if applicable, a record setting forth the reason that the employment of the applicant
171	was terminated and whether the termination was voluntary or involuntary;]
172	[(i) the record of any final action regarding an applicant's peace officer certification
173	that is based on an investigation concerning the applicant's qualification for certification; and]
174	[(j) notice of any pending or ongoing investigation regarding the applicant's
175	certification as a peace officer.]
176	[(5) (a) In the absence of fraud or malice, an employer or training academy is not
177	subject to any civil liability for any relevant cause of action by releasing employment
178	information requested under this section.]
179	[(b) This section does not in any way or manner abrogate or lessen the existing
180	common law or statutory privileges and immunities of an employer.]

181	[(c) An employer or training academy may not provide information pursuant to
182	Subsection (2) if the disclosure of the information is prohibited pursuant to federal or state
183	<del>law.</del> ]
184	[(6) An employer's refusal to disclose information to a law enforcement agency in
185	accordance with this section constitutes grounds for a civil action by the requesting agency for
186	injunctive relief requiring disclosure on the part of an employer.]
187	[(7) (a) (i) A law enforcement agency may use the information received pursuant to this
188	section only to determine the suitability of an applicant for employment.]
189	[(ii) A director may use the information received pursuant to this section only to
190	determine the suitability of an applicant for acceptance at the training academy.]
191	[(b) Except as otherwise provided in Subsection (7)(c), the recipient law enforcement
192	agency and director shall maintain the confidentiality of information received pursuant to this
193	section.]
194	[(c) (i) A law enforcement agency shall share information regarding an applicant that it
195	receives pursuant to this section with another law enforcement agency if:]
196	[(A) the information is requested by the other law enforcement agency in accordance
197	with this section;]
198	[(B) the applicant is also an applicant for any employment position with the other law
199	enforcement agency; and]
200	[(C) the confidentiality of the information is otherwise maintained.]
201	[(ii) A director shall share information regarding an applicant that is received pursuant
202	to this section with another training academy if:
203	[(A) the information is requested by the other training academy in accordance with this
204	section;]
205	[(B) the applicant is an applicant for acceptance at the other training academy; and]
206	[(C) the confidentiality of the information is otherwise maintained.]
207	[(iii) A director shall share information regarding an applicant, attendee, or graduate of
208	a training academy that is received pursuant to this section with a law enforcement agency if:]
209	[(A) the information is requested by the law enforcement agency in accordance with
210	this section;]
211	(B) the applicant is applying for a position as a peace officer with the law enforcement

212	agency, and
213	[(C) the confidentiality of the information is otherwise maintained.]
214	[(8) This section applies to requests submitted to employers on and after July 1, 2020
215	for employment information under this section.]
216	Section 3. Section <b>53-14-102</b> is enacted to read:
217	53-14-102. Background check for peace officer applicants.
218	A law enforcement agency may not employ a peace officer who is currently working, or
219	has previously worked, for another law enforcement agency unless the hiring law enforcement
220	agency:
221	(1) confirms that the peace officer is certified by POST or another comparable
222	certifying agency if the peace officer is currently employed, or has previously been employed,
223	by a law enforcement agency in a different state; and
224	(2) completes a background check that contains the information outlined in Subsection
225	<u>53-14-103(3).</u>
226	Section 4. Section 53-14-103 is enacted to read:
227	53-14-103. Law enforcement and training academy applicants Employer
228	background information Information required upon request.
229	(1) Except as provided in Subsection (4), an employer or director shall provide
230	available information regarding an individual in accordance with this section if the request for
231	the information:
232	(a) complies with Subsection (2); and
233	(b) is submitted by:
234	(i) if the individual is applying for employment, a law enforcement agency; or
235	(ii) if the individual is applying for admission under Section 53-6-203 to a training
236	academy, the director.
237	(2) A law enforcement agency or director requesting information under Subsection (1)
238	shall:
239	(a) make the request in writing:
240	(b) include with the request:
241	(i) an authorization signed by the applicant and notarized by a notary public, in which
242	the applicant consents to the release of the requested information and releases the employer or

243	training academy providing the information from liability; and
244	(ii) a signature by a sworn officer or other authorized representative of the requesting
245	law enforcement agency or the academy; and
246	(c) address the request to the employer or director.
247	(3) A law enforcement agency or director requesting information under Subsection (1)
248	shall request:
249	(a) the date on which the applicant's employment commenced and, if applicable, the
250	date on which the applicant's employment was terminated;
251	(b) a list of the compensation that the employer provided to the applicant during the
252	course of the employment;
253	(c) a copy of the application for a position of employment that the applicant submitted
254	to the employer;
255	(d) a written evaluation of the performance of the applicant;
256	(e) an attendance record of the applicant noting disciplinary action taken due to the
257	applicant being late or absent without permission;
258	(f) a record of disciplinary action taken against the applicant;
259	(g) a statement regarding whether the employer would rehire the applicant and, if the
260	employer would not rehire the applicant, the reasons why;
261	(h) if applicable, a record setting forth the reason that the employment of the applicant
262	was terminated and whether the termination was voluntary or involuntary;
263	(i) the record of any final action regarding an applicant's peace officer certification that
264	is based on an investigation concerning the applicant's qualification for certification; and
265	(j) notice of any pending or ongoing investigation regarding the applicant's certification
266	as a peace officer.
267	(4) (a) In the absence of fraud or malice, an employer or training academy is not
268	subject to any civil liability for any relevant cause of action by releasing employment
269	information requested under this section.
270	(b) This section does not abrogate or lessen the existing common law or statutory
271	privileges and immunities of an employer.
272	(c) An employer or training academy may not provide information under this section if
273	the disclosure of the information is prohibited under federal or state law.

304	Part 2. Law Enforcement Early Intervention
303	Section 5. Section <b>53-14-201</b> is enacted to read:
302	(C) the confidentiality of the information is otherwise maintained.
301	agency; and
300	(B) the applicant is applying for a position as a peace officer with the law enforcement
299	section;
298	(A) the information is requested by the law enforcement agency in accordance with this
297	a training academy that is received under this section with a law enforcement agency if:
296	(iii) A director shall share information regarding an applicant, attendee, or graduate of
295	(C) the confidentiality of the information is otherwise maintained.
294	(B) the applicant is an applicant for acceptance at the other training academy; and
293	section;
292	(A) the information is requested by the other training academy in accordance with this
291	section with another training academy if:
290	(ii) A director shall share information regarding an applicant that is received under this
289	(C) the confidentiality of the information is otherwise maintained.
288	enforcement agency; and
287	(B) the applicant is also an applicant for any employment position with the other law
286	with this section;
285	(A) the information is requested by the other law enforcement agency in accordance
284	the law enforcement agency is in possession of with another law enforcement agency if:
283	(c) (i) A law enforcement agency shall share information regarding an applicant that
282	director shall maintain the confidentiality of information received under this section.
281	(b) Except as provided in Subsection (6)(c), the recipient law enforcement agency and
280	suitability of an applicant for acceptance at the training academy.
279	(ii) A director may use the information received under this section to determine the
278	section to determine the suitability of an applicant for employment.
277	(6) (a) (i) A law enforcement agency may use the information received under this
276	injunctive relief requiring disclosure on the part of the employer.
275	in accordance with this section is grounds for a civil action by the requesting agency for
274	(5) An employer's refusal to make available information to a law enforcement agency

305	<u>53-14-201.</u> Definitions.
306	As used in this part:
307	(1) "Early intervention system" means an electronic data-based police management tool
308	designed to track behaviors of a law enforcement officer based on performance factors.
309	(2) "Grant" means a grant awarded under this section.
310	(3) "Program" means the Early Intervention Grant Program created in section
311	<u>53-14-203.</u>
312	Section 6. Section <b>53-14-202</b> is enacted to read:
313	53-14-202. Early intervention system implementation.
314	(1) On or before January 1, 2025, a law enforcement agency shall use an early
315	intervention system.
316	(2) Information contained in an early intervention system is part of a law enforcement
317	officer's internal personnel file and may only be shared in accordance with Section 53-14-103.
318	(3) The department shall establish by rule, in accordance with Title 63G, Chapter 3,
319	Utah Administrative Rulemaking Act, the minimum standards that an early intervention system
320	is required to meet in order for a law enforcement agency to comply with Subsection (1).
321	Section 7. Section <b>53-14-203</b> is enacted to read:
322	53-14-203. Early Intervention System Grant Program.
323	(1) (a) There is created within the department the Early Intervention System Grant
324	Program.
325	(b) The purpose of the program is to award grants to law enforcement agencies to
326	initially establish an early intervention system.
327	(2) (a) A law enforcement agency that submits a proposal for a grant to the department
328	shall include in the proposal:
329	(i) the plan for establishing and cost of an early intervention system;
330	(ii) a statement that the early intervention system to be established complies with the
331	standards under Subsection 53-14-202(3);
332	(iii) any funding sources in addition to the grant for the proposal; and
333	(iv) other information the department determines necessary to evaluate the proposal.
334	(b) When evaluating a proposal for a grant, the department shall consider:
335	(i) whether the proposed early intervention system meets the standards under

330	<u>Subsection 33-14-202(3);</u>
337	(ii) the cost of the proposal;
338	(iii) the extent to which additional funding sources may benefit the proposal; and
339	(iv) the viability and sustainability of the proposal.
340	(3) Subject to Subsection (2), the department may, in accordance with Title 63G,
341	Chapter 3, Utah Administrative Rulemaking Act, make rules to establish:
342	(a) eligibility criteria for a grant;
343	(b) the form and process for submitting a proposal to the department for a grant;
344	(c) the method and formula for determining a grant amount; and
345	(d) reporting requirements for a grant recipient.
346	Section 8. Section <b>63G-7-201</b> is amended to read:
347	63G-7-201. Immunity of governmental entities and employees from suit.
348	(1) Except as otherwise provided in this chapter, each governmental entity and each
349	employee of a governmental entity are immune from suit for any injury that results from the
350	exercise of a governmental function.
351	(2) Notwithstanding the waiver of immunity provisions of Section 63G-7-301, a
352	governmental entity, its officers, and its employees are immune from suit:
353	(a) as provided in Section 78B-4-517; and
354	(b) for any injury or damage resulting from the implementation of or the failure to
355	implement measures to:
356	(i) control the causes of epidemic and communicable diseases and other conditions
357	significantly affecting the public health or necessary to protect the public health as set out in
358	Title 26A, Chapter 1, Local Health Departments;
359	(ii) investigate and control suspected bioterrorism and disease as set out in Title 26,
360	Chapter 23b, Detection of Public Health Emergencies Act;
361	(iii) respond to a national, state, or local emergency, a public health emergency as
362	defined in Section 26-23b-102, or a declaration by the President of the United States or other
363	federal official requesting public health related activities, including the use, provision,
364	operation, and management of:
365	(A) an emergency shelter;
366	(B) housing;

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malicious or without probable cause;

367	(C) a staging place; or
368	(D) a medical facility; and
369	(iv) adopt methods or measures, in accordance with Section 26-1-30, for health care
370	providers, public health entities, and health care insurers to coordinate among themselves to
371	verify the identity of the individuals they serve.
372	(3) A governmental entity, its officers, and its employees are immune from suit, and
373	immunity is not waived, for any injury if the injury arises out of or in connection with, or
374	results from:
375	(a) a latent dangerous or latent defective condition of:
376	(i) any highway, road, street, alley, crosswalk, sidewalk, culvert, tunnel, bridge, or
377	viaduct; or
378	(ii) another structure located on any of the items listed in Subsection (3)(a)(i); or
379	(b) a latent dangerous or latent defective condition of any public building, structure,
380	dam, reservoir, or other public improvement.
381	(4) A governmental entity, its officers, and its employees are immune from suit, and
382	immunity is not waived, for any injury proximately caused by a negligent act or omission of an
383	employee committed within the scope of employment, if the injury arises out of or in
384	connection with, or results from:
385	(a) the exercise or performance, or the failure to exercise or perform, a discretionary
386	function, whether or not the discretion is abused;
387	(b) except as provided in Subsections 63G-7-301(2)(j), (3), and (4), assault, battery,
388	false imprisonment, false arrest, malicious prosecution, intentional trespass, abuse of process,
389	libel, slander, deceit, interference with contract rights, infliction of mental anguish, or violation
390	of civil rights;
391	(c) the issuance, denial, suspension, or revocation of, or the failure or refusal to issue,
392	deny, suspend, or revoke, any permit, license, certificate, approval, order, or similar
393	authorization;
394	(d) a failure to make an inspection or making an inadequate or negligent inspection;

(f) a misrepresentation by an employee whether or not the misrepresentation is

(e) the institution or prosecution of any judicial or administrative proceeding, even if

398	negligent or intentional;
399	(g) a riot, unlawful assembly, public demonstration, mob violence, or civil disturbance;
400	(h) the collection or assessment of taxes;
401	(i) an activity of the Utah National Guard;
402	(j) the incarceration of a person in a state prison, county or city jail, or other place of
403	legal confinement;
404	(k) a natural condition on publicly owned or controlled land;
405	(1) a condition existing in connection with an abandoned mine or mining operation;
406	(m) an activity authorized by the School and Institutional Trust Lands Administration
407	or the Division of Forestry, Fire, and State Lands;
408	(n) the operation or existence of a pedestrian or equestrian trail that is along a ditch,
409	canal, stream, or river, regardless of ownership or operation of the ditch, canal, stream, or river,
410	if:
411	(i) the trail is designated under a general plan adopted by a municipality under Section
412	10-9a-401 or by a county under Section 17-27a-401;
413	(ii) the trail right-of-way or the right-of-way where the trail is located is open to public
414	use as evidenced by a written agreement between:
415	(A) the owner or operator of the trail right-of-way or of the right-of-way where the trail
416	is located; and
417	(B) the municipality or county where the trail is located; and
418	(iii) the written agreement:
419	(A) contains a plan for operation and maintenance of the trail; and
420	(B) provides that an owner or operator of the trail right-of-way or of the right-of-way
421	where the trail is located has, at a minimum, the same level of immunity from suit as the
422	governmental entity in connection with or resulting from the use of the trail;
423	(o) research or implementation of cloud management or seeding for the clearing of fog;
424	(p) the management of flood waters, earthquakes, or natural disasters;
425	(q) the construction, repair, or operation of flood or storm systems;
426	(r) the operation of an emergency vehicle, while being driven in accordance with the
427	requirements of Section 41-6a-212;
428	(s) the activity of:

429	(i) providing emergency medical assistance;
430	(ii) fighting fire;
431	(iii) regulating, mitigating, or handling hazardous materials or hazardous wastes;
432	(iv) an emergency evacuation;
433	(v) transporting or removing an injured person to a place where emergency medical
434	assistance can be rendered or where the person can be transported by a licensed ambulance
435	service; or
436	(vi) intervening during a dam emergency;
437	(t) the exercise or performance, or the failure to exercise or perform, any function
438	pursuant to Title 73, Chapter 10, Board of Water Resources - Division of Water Resources;
439	(u) an unauthorized access to government records, data, or electronic information
440	systems by any person or entity;
441	(v) an activity of wildlife, as defined in Section 23-13-2, that arises during the use of a
442	public or private road; or
443	(w) a communication between employees of one or more law enforcement agencies
444	related to the employment, disciplinary history, character, professional competence, or physical
445	or mental health of a peace officer, or a former, current, or prospective employee of a law
446	enforcement agency, including any communication made in accordance with Section
447	[53-14-101] $53-14-103$ .
448	Section 9. Appropriation.
449	The following sums of money are appropriated for the fiscal year beginning July 1,
450	2023, and ending June 30, 2024. These are additions to amounts previously appropriated for
451	fiscal year 2024. Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures
452	Act, the Legislature appropriates the following sums of money from the funds or accounts
453	indicated for the use and support of the government of the state of Utah.
454	ITEM 1
455	To Department of Public Safety - Programs and Operations
456	From General Fund, One-time 3,000,000
457	Schedule of Programs:
458	Department of Public Safety - Commissioner's Office 3,000,000
459	The Legislature intends that:

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460	(1) the appropriation under this item be used to award grants over a three-year period
461	under Title 53, Chapter 14, Part 2, Law Enforcement Early Intervention; and
462	(2) under Section 63J-1-603, the appropriation under this item not lapse at the close of
463	fiscal year 2024 and the use of any nonlapsing funds is limited to the purposes described in
464	Section (1) of this item.