



SALT LAKE COUNTY SHERIFF'S OFFICE

DRAFT PEACE OFFICER MERIT COMMISSION MINUTES

Thursday September 25th, 2025

MEMBERS PRESENT: David Salazar, Chair
Martha Stonebrook – Vice Chair
Chris Bertram – Member

MEMBER EXCUSED:

OTHERS PRESENT: Carita Lucey Merit Administrator
Lieutenant Scott Laughlin, Merit Coordinator
Sergeant Michael Russell, Merit Coordinator
Amber Arnold, Merit Coordinator

Chief Deputy, Kari Huth, PSB
Sergeant, Matt Thompson, PSB
Lieutenant Mark Haws, PSB
Captain Aaron Torres, PSB
Sergeant Trent Ingersoll, PSB
Sergeant Joseph Glismann, PSB
Deputy Jason Jaroscak, PSB
Civilian Tyler Dandy- LEB

David Salazar -called the meeting to order at 4:33 PM. at the Salt Lake County Government Center, Room S2-830. This meeting was also available via-Webex.

David Salazar- First item on the agenda is the approval of the meeting minutes from the August 7th and 12th meetings. Would like to have some formatting done and include "Salt Lake County Sheriff's Office" in the heading. Would like to see the names of those attending the meeting to help clarify those that make comments during the meetings.

Martha Stonebrook- moved to approve August 7th & 12th meeting minutes, with the edits. Chris Bertram seconded the motion, minutes were approved by all members present.

David Salazar- Second item on the agenda approval of a temporary assignment for Deputy Jason Jaroscak to sergeant pursuant to the Peace Officer Merit Commission Policy, 3100 section two.

Carita Lucey- We have current sergeant that is on long term military leave, Due to the absence of the official responsible for a capacity the organization has formally requested a temporary replacement. Deputy Jaroscak is number one on the current Public Safety Bureau sergeant register. We are unable to promote him because the current sergeant under military rights has the right to return to that sergeant position following his leave. This would be a temporary appointment while that individual is away and once, they return Deputy Jaroscak would go back to his deputy position.

Martha Stonebrook- How long would this gentleman be gone for?

Aaron Torres- This individual will be gone for 12 months, his total deployment was twelve months from August, so about eleven months remaining.

Chris Bertram- Because that is a long deployment, if there is an opening that comes up during that time would it be your intent to then promote Deputy Jaroscak at that point and give him the merit position?

Carita Lucey- Will defer to Captain Torres. My understanding is that would be a decision for the Sherrif at that point whether based off the list and the face that Deputy Jaroscak is number one on the list, that would be taken into consideration. We do use the rule of three that the Sheriff does utilize and generally interview the top three.

Chris Bertram- This would be a temporary assignment, and Deputy Jaroscak would get the pay, but when the active-duty person returns, he would return to his previous position if there wasn't an allocation, then the Sheriff would have to decide whether they've over promoted one.

Carita Lucey- Yes then you would be looking at reduction in force. I think those have been looked at and at this point we're already short on deputies and to leave a deputy allocation or over promote does not seem like a viable solution. That would be a decision that would have to be made at the time if that circumstance came up and would be made by the Sheriff. Would refer to Chief Huth.

Chris Bertram- the department has previously over-promoted by one and covered the cost until an opening became available through attrition. The question is whether to bypass the temporary status and grant a merited position now, using the salary allocation that is currently unused due to the deployment. The promotion wouldn't be considered an "over-promotion" until the deployed member returns and there is no open position due to attrition. Since the active-duty sergeant will be deployed for a very long period (eleven more months), the speaker is asking if the Sheriff will consider granting the permanent merit position now and then dealing with the potential future "over-promotion by one" if no vacancy opens up by the time the deployed sergeant returns.

Kari Huth- I believe that the acting in position is only six months long.

Carita Lucey- Yes that is correct, but it can be extended.

Kari Huth- Yes that is what we are looking at and then reevaluate, at six months when we receive more updates on the military orders and then we make a decision on whether we would extend for another six months.

David Salazar- This request is a temporary assignment for a six-month period.

Martha Stonebrook- If after six months and it needed to go on a full year, could they move someone else in there for the remaining six months if it wasn't working out with the individual that's planned for, or would we need to meet again?

Carita Lucey- It has been discussed and whether there was an opportunity to give someone else a chance or if there was a promotion in the interim. It really depends on where we are at and what is in the best interest of the Public Safety Bureau at the time.

Chris Bertram- under current policy, the department could avoid making a permanent promotion by continually extending or reappointing different or the same individual(s) to a temporary Sergeant role (e.g., for six-month intervals) for an indefinite or long period of time.

Carita Lucey- If it was the same person then it's an extension. If we appoint someone else, it is a new appointment and a new six months. We are looking at a year, if it was beyond that we would be looking at something else.

David Salazar- With this being a new list, I am trying to understand the likelihood of a promotional opportunity that comes during this.

Carita Lucey- This is from the list in July when it was certified. Historically, one promotion off a two-year list is possible but not guaranteed. We have a total of six people on this list.

David Salazar- The current action is an approval for a highly specific, temporary assignment to fill a military leave vacancy. Any change in the appointee or extension of the term will require a completely new official request.

Carita Lucey- The six-month limit is a County HR policy for the "Acting In Agreement," which controls the pay raise and duration (with extensions possible) of the temporary appointment, separate from the initial approval by the Merit Commission.

David Salazar- Policy 3102.2 notes a temporary appointment may be approved by the merit commission pending the completion of an examination where there is no eligible

employee promotion or register in existence. Policy 3103.1 has some flexibility for us to still approve this temporary appointment given.

Carita Lucey- Policy 1100 section 3.1 is the intent of the merit Commission that these policies and procedures be interpreted within the purpose and the spirit of chapter seventeen-thirty A, which is the statute, the state statute on the merit commission. On the basis of a fair and reasonable approach to specific problems. And situations as necessary and proper and not prohibited by law

David Salazar- Commissioners, any, I guess I'd like to bring that up, to, to us for discussion, I mean, any questions you have about any of that or how this, how any of that fits in this particular situation? Concerns?

Martha Stonebrook- No concerns

Chris Bertram- acknowledges the "special circumstances" of the military leave but is uneasy because the temporary promotion goes against the historical use of the policy (as a last resort when no register exists) and creates a high risk of an "over-promotion by one" staffing and funding problem in eleven months.

Carita Lucey- that this specific temporary appointment (driven by a military leave situation) fits within the Commission's authority to address unique circumstances without violating the law.

David Salazar- policy references temporary assignment which is what we're being asked to do or a temporary appointment rather which is what we are being asked to approve. This is a temporary assignment, and it will end at some point. Is this laid out clearly so everyone is clear and knows that it is temporary?

Carita Lucey- It is laid out as well as the pay, starting date and end date as it has to be signed by the County HR Director and the Sheriff.

Martha Stonebrook- Follow up question regarding the length of time for the temporary person could be in place.

Carita Lucey- Yes it is been six months.

David Salazar- Open the room for public comment.

Mark Haws- Supports this temporary appointment. Need the support on the shift as it is a very busy shift.

Trent Ingersoll- Supports this temporary appointment as he was in a position a few years ago to have this opportunity.

Kari Huth- Supports this temporary appointment, they have used this in the past and have had success with this process.

David Salazar- Closes public comment and brings it back to the commission. Feels this is a critical need for the Sheriff's Office and supports this temporary appointment. Makes a motion to approve this temporary appointment of Deputy Jaroscak to a sergeant role.

Commissioners move to approve this temporary appointment and close the meeting.

Reviewed and Approved by _____ DATE: _____
David Salazar, Chair
Salt Lake County
Peace Officer Merit Commission