

# Salt Lake County Human Resources Policy 2-1100: Personnel Records

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## **Purpose**

This policy provides guidance on how the Human Resources Division and county agencies maintain personnel records for county employees and applicants.

## **I. Policy**

Salt Lake County will comply with state and federal records laws and ensure employees have reasonable access to their employee records. Records of undercover law enforcement personnel and some investigative personnel are exempt from disclosure under GRAMA. This provision may result in reclassifying additional records in the Official employee personnel file as protected.

## **II. Procedures**

- A. Official employee personnel records include:
  - 1. employment application and related documents;
  - 2. new hire documents;
  - 3. personnel action forms and related documents;
  - 4. payroll related forms or actions, excluding W4's which are retained in the division;
  - 5. performance appraisals and related documentation;
  - 6. training records; and
  - 7. disciplinary action documents that are upheld on behalf of the County.
- B. Agency personnel files may contain copies of employee records and other information related to an employee. These files may be made available under [Government Records Access and Management Act \(GRAMA\)](#).
- C. Employee medical records and insurance forms will be kept separately in secured files.
- D. Applicant and Recruitment Files
  - 1. The Human Resources Division will maintain applicant and recruitment files. These files may be made available under [GRAMA](#).
  - 2. Access to these files is limited to the hiring authority and individuals involved in the hiring process.
- E. Review or Release of Personnel Files
  - 1. Current or former employees may review their own files under observation of the custodian of the record at no cost.
  - 2. Current or former employees requesting a copy of their file will be provided a copy at no cost.
  - 3. Administrators, hiring authorities and their legal representatives may review files of employees under the observation of the custodian of the record as allowed by law.
  - 4. Non-public information in a personnel file may be released by the Human Resources Division Director, with advice from the District Attorney's Office, as allowed by law. Reasonable efforts will be made to notify any employee directly impacted by a release prior to disclosure.
  - 5. All requests will be processed in accordance with [GRAMA](#) or other applicable law.

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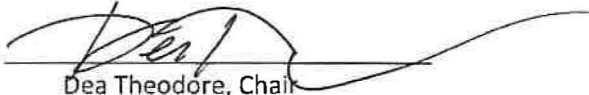
## III. References

- A. Sunshine Ordinance 2.07.030
- B. County-wide Policy 2010 – Public Records Access – GRAMA

APPROVED and ADOPTED this 13 day of May, 2025.

SALT LAKE COUNTY COUNCIL

By

  
Dea Theodore, Chair

ATTEST:

Lannie Chapman

Lannie Chapman, County Clerk

Reviewed and Advised as to  
Legality and Form  
Salt Lake County  
District Attorney's Office  
Zachary Lancaster  
Digitally signed by Zachary  
Lancaster  
Date: 2025.05.07 09:31:26 -06:00

Voting:

Council Member Bradshaw  
Council Member Harrison  
Council Member Moreno  
Council Member Pinkney  
Council Member Romero  
Council Member Stewart  
Council Member Stringham  
Council Member Theodore  
Council Member Winder Newton

Aye  
Aye  
Aye  
Aye  
Aye  
Absent  
Aye  
Aye  
Absent