

IN THE SUPREME COURT OF THE STATE OF UTAH

— 0000000 —

Re: Inquiry Concerning a Judge

No. 20260307-SC

JCC Case Nos. 26-8JC-025

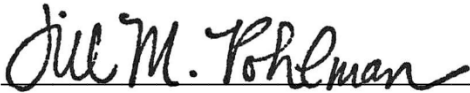
ORDER

Pursuant to the authority vested in the Supreme Court by Article VIII, Section 13 of the Utah Constitution and Utah Code Ann. § 78A-11-111, the Court approves the implementation of the Judicial Conduct Commission's Order of Reprimand.

Chief Justice Matthew B. Durrant and Justice Paige Petersen recused themselves from the matter.

FOR THE COURT:

April 23, 2026
Dated


Jill M. Pohlman
Associate Chief Justice

CERTIFICATE OF SERVICE

I hereby certify that on April 23, 2026, email a true and correct copy of ORDER was sent by email to the following:

GREGORY G. SKORDAS

gskordas@schhlaw.com

ALEX G. PETERSON

apeterseon@utah.gov

By: _____

Nicole I. Gray

Clerk of Court

Utah Supreme Court

BEFORE THE UTAH JUDICIAL CONDUCT COMMISSION

IN RE:	)	
	)	ORDER OF REPRIMAND
	)	
HON. JED LABRUM	)	Case No. 26-8JC-025
	)	

The Judicial Conduct Commission authorized its staff to negotiate the terms of and enter into a written Stipulation for discipline by consent in this matter. The Stipulation has been signed and approved by the Commission's Executive Director and the Hon. Jed Labrum, and sets forth facts and conclusions that support findings of judicial misconduct, a Dismissal with Warning as to certain allegations, and the issuance of a public reprimand as to a certain allegation. The Judicial Conduct Commission hereby approves the Stipulation and the Order of Dismissal with Warning, and recommends that the Utah Supreme Court impose a public reprimand in the remaining allegation.

The Judicial Conduct Commission hereby orders that the Hon. Jed Labrum be reprimanded. This Order shall only take effect upon implementation of the same by the Utah Supreme Court.

DATED this 3rd day of March, 2026.

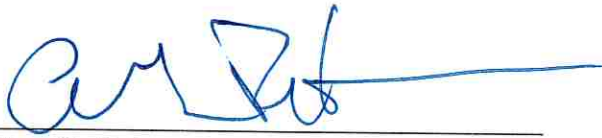


Cheylynn Hayman, Chair
Judicial Conduct Commission

CERTIFICATE OF SERVICE

I certify that on the 30th day of March 2026, I served a true and correct copy of the foregoing Order of Reprimand by mailing the same via postage prepaid first-class mail, and addressed to the following:

Hon. Jed Labrum
Via counsel Greg Skordas
Skordas & Caston, LLC
124 South 400 East #220
Salt Lake City, UT 84111
gskordas@schhlaw.com



Alex G. Peterson,
Executive Director,
Judicial Conduct Commission
1385 S. State Street, #401
Salt Lake City, UT 84115

BEFORE THE UTAH JUDICIAL CONDUCT COMMISSION

IN RE:

HON. JED LABRUM

FINDINGS OF FACT AND
CONCLUSIONS OF LAW

Case No. 26-8JC-025

The Judicial Conduct Commission (the "Commission"), having reviewed the parties' Stipulation ("Stipulation") and having approved the same, having reviewed Judge Jed Labrum's ("Judge Labrum") Judicial Conduct Commission's case history, having reviewed matters and briefings submitted by Judge Labrum and the Examiner, now enters the following:

FINDINGS OF FACT

1. Hon. Jed Labrum ("Judge Labrum") was appointed to the bench at the Duchesne County Justice Court in January 2022.
2. Prior to being appointed to the bench, Judge Labrum practiced as a private attorney. Judge Labrum maintains a personal law practice while also serving as a justice court judge in the 8th District.
3. Judge Labrum has not been previously sanctioned by the Judicial Conduct Commission or the Utah Supreme Court.
4. On January 31, 2026, Judge Labrum stipulated to resolve complaints

against him with additional training, a Dismissal with Warning as to four allegations, and a Public Reprimand to one allegation.

5. On August 18, 2025, the Commission received a complaint of judicial misconduct from the Judicial Council which outlined five allegations of judicial misconduct that Judge Labrum was suspected of committing. Judge Labrum was investigated by Duchesne County in the spring of 2025 for allegations related to sexual harassment of court staff (allegation #1), unprofessional communication with court staff (allegation #2), and intermittent compliance with the Family Medical Leave Act (FMLA) (allegation #3). Duchesne County determined these allegations to be founded. Judge Labrum acknowledged and signed a Duchesne County Notice of Discipline to this effect on April 7, 2025. Additionally, the Judicial Council obtained information to suggest Judge Labrum improperly delegated judicial duties to court staff (allegation #4), and pressured court staff to work at his (Judge Labrum's) personal law practice (allegation #5).

6. Regarding the allegation of sexual harassment (#1), Duchesne County determined that Judge Labrum shared a story with court staff that discussed a woman having sexual intercourse with a mentally challenged young man in a shed in Vernal, UT. Judge Labrum drew a diagram that depicts the location of the shed as related to landmarks in Vernal. The story was determined to not have been essential to the function of the Court or the duties of the employees. The sharing of the story and diagram created an intimidating, hostile, and offensive work environment.

7. Regarding the allegation of unprofessional communication (#2), based

on reports from multiple employees at the court, Duchesne County determined Judge Labrum communicated in a disrespectful manner, including raising his voice or delivering instructions in a derogatory tone. Judge Labrum denied yelling, being discourteous, or derogatory to employees. However, Duchesne County determined this allegation to be founded based on the number of reported incidents and the level of detail provided.

8. Regarding the allegation of intermittent FMLA compliance (#3), Duchesne County determined the Judge Labrum denied a court employee's request for medical leave unless the employee provided details on the reason for the appointment. Judge Labrum denied this allegation; however Duchesne County determined it to be founded based on the information gathered during the investigation.

9. Commission staff investigated the allegations pertaining to improper delegation of judicial duties (#4) and the pressuring of court staff to work at Judge Labrum's personal law practice (#5).

10. On September 3, 2025, 8th District Justice Court Clerk McKenzie Ivie (Ivie) was interviewed. During the weekend of December 29, 2023, Judge Labrum was the on-call judge. Ivie clearly recalled that Judge Labrum asked Ivie to be available to log into his (Judge Labrum's) judicial account if a search warrant came in because he was the on-call judge. Ivie stated that the expectation would be that Ivie would read the warrant to Judge Labrum over the phone and if approved, Ivie would digitally sign the search warrant. This signature would appear as if Judge Labrum signed the warrant himself, not as if Ivie signed it on his behalf. Ivie

recalled that she declined to do this, noting her mother was the Duchesne County detective at the time and it would not be proper for Ivie to be involved in the approval of a search warrant drafted by her mother. Ivie recalled that Judge Labrum was planning to attend the Utah Jazz game on December 30, 2023, and would not have access to his computer to handle these duties himself.

11. On September 3, 2025, 8th District Justice Court Clerk Ashley Clayburn (Clayburn) was interviewed. Clayburn began working for the 8th District Justice Court in September of 2022 as a part time employee. One day around Thanksgiving of 2022, Clayburn arrived at work in Duchesne, UT and Judge Labrum asked Clayburn to do some work at his (Judge Labrum's) personal law practice in Vernal, UT. Clayburn agreed and believes she spent 10 hours working at the personal law practice that day. The work Clayburn did at the practice exposed her to attorney/client information. Clayburn recalls seeing a document from a divorce case involving litigants she knew. This was the only time Clayburn worked at Judge Labrum's personal law practice. Clayburn regrets agreeing to the request but felt pressured as a new employee being asked to do something by her boss.

12. During the period between Christmas and New Year of 2023, Judge Labrum asked Clayburn to "do search warrants" on his behalf. This request involved Clayburn logging into the Judicial Workspace system under Judge Labrum's profile. Doing so would give Clayburn access to pending search warrants, something she would not have access to under her own profile. Once in the system, Clayburn was expected to read the affidavit for any pending search warrants to Judge Labrum over the phone and then accept or deny the search warrant as instructed by Judge

Labrum. Clayburn does not recall the exact date(s) of this request but knows it was between Christmas and New Year because she remembers it occurred during a timeframe when she had taken time off. This was during a period when Judge Labrum was the on-call judge and was responsible for reviewing and responding to any search warrants that were submitted by law enforcement. Initially this was a "just in case" request, because Judge Labrum knew that he would be in Salt Lake City, to include attending a Utah Jazz game, and not have access to his computer. Clayburn believes that Judge Labrum could have completed the work via his cellular phone but recalls Judge Labrum implying he would not have reliable phone service.

13. At some point during this period, Judge Labrum became aware that a search warrant was pending his review. Judge Labrum called Clayburn's personal cellphone but was unable to reach her. Judge Labrum then called Clayburn's husband's cell phone and was able to reach Clayburn. After finally reaching Clayburn, Judge Labrum asked Clayburn to read the search warrant. Clayburn felt that she would be in trouble if she did not comply with Judge Labrum's request. After feeling pressured, Clayburn relented and agreed to help. Clayburn did not have a computer at her home, so she used a computer at her family business. As instructed by Judge Labrum, Clayburn logged into the computer as Judge Labrum. Clayburn recalls that the pending issue was an 8th District Court case that related to an investigation being conducted by Detective Misti Duncan (Duncan) from the Duchesne County Sheriff's Office (DCSO). The case involved an individual who passed away in his home and law enforcement needed access to the residence and a vehicle. Clayburn was unsure if Duncan had submitted one or two search warrants

but remembered reading the affidavit(s) verbatim to Judge Labrum. Upon conclusion, it seemed to Clayburn that Judge Labrum seemed unsure what to do and Clayburn was uncomfortable taking any action on Judge Labrum's behalf without specific direction. Ultimately, Judge Labrum asked Clayburn to deny the search warrant(s), which she did. Judge Labrum indicated he would follow up with Duncan. Clayburn was unsure if Judge Labrum made the decision to deny the search warrant(s) because of the uncomfortableness of having Clayburn involved, or if there was a legitimate reason for the denial. Clayburn did note that Judge Labrum is very picky about the content of affidavits and prefers a lot of information.

14. Judge Labrum regularly asked Clayburn to be available to assist him with reviewing search warrants, however the instance discussed above was the only time it occurred. Clayburn reported what Judge Labrum was asking her to do regarding pending search warrants to Human Resources and to Kim Zimmerman, Deputy Justice Court Administrator, Administrative Office of the Courts. Clayburn believes that Judge Labrum was reprimanded by someone from human resources and by Jim Peters, Justice Court Administrator, Administrative Office of the Courts for asking staff to use his account to access pending search warrants. Clayburn recalls that after this, on occasion Judge Labrum still asked Clayburn to be available to assist him with reviewing search warrants when he is the on-call judge.

15. On September 15, 2025, Duncan was interviewed regarding her interaction with Judge Labrum on the aforementioned death case in late December 2023. Duncan recalled the events of December 29, 2023, and confirmed DCSO was notified by a cleaning service that an individual was found deceased inside of a

residence. An officer with DCSO responded to the scene and made immediate entrance into the residence under exigent circumstances. The officer observed the dead body and after determining no exigent circumstances existed, exited the residence. Duncan was notified of the situation at 1507. At that time, it was unknown if the death was a result of a homicide or natural causes. At 1711 Duncan submitted a request to Judge Labrum for a search warrant to gain access to the residence. Duncan notified Judge Labrum by phone that a search warrant request had been submitted. Judge Labrum did not disclose that he (Judge Labrum) was out of town or that someone else would need to review the search warrant. At some point, Judge Labrum contacted Duncan and asked for some changes to be made to the affidavit. Duncan made the necessary changes and resubmitted the search warrant request at 1750. The search warrant was approved and digitally signed at 1801. Through undisclosed rumors, Duncan has since become aware that Judge Labrum may have had other people assist with the review and approval of the aforementioned search warrant. Duncan described the investigation as high priority and feels that Judge Labrum's inability to review and approve the search warrant on his own unnecessarily delayed the process of obtaining the search warrant.

16. Based on this information, the preliminary investigation report (PIR) determined there is some evidence to suggest judicial misconduct related to these five allegations. These findings suggest a violation of Code of Judicial Conduct Rules 1.2 (Promoting Confidence in the Judiciary), 1.3 (Avoiding Abuse of the Prestige of Judicial Office), 2.1 (Giving Precedence to the Duties of Judicial Office), 2.8(B) (Decorum, Demeanor, and Communication with Jurors), and Rule 2.12(B)

(Supervisory Duties).

17. The findings of the PIR were presented to the Commission on October 7, 2025. During that meeting the Commission voted to initiate a full investigation into this matter for violations of the five Code of Judicial Conduct rules outlined above. The Commission also determined there was sufficient evidence to believe Rule 1.1 (Compliance With the Law) had been violated.

18. Pursuant to Rule R595-3-7 of the Utah Judicial Conduct Commission Administrative Rules, on October 8, 2025, Judge Labrum was advised of the Commission's findings. Judge Labrum was provided a copy of the complaint, the PIR, and invited to provide a voluntary response.

19. On December 1, 2025, Judge Labrum provided a response. In the response, Judge Labrum apologized for any actions that may have contributed to this situation and accepted full responsibility for any wrongful conduct. The response from Judge Labrum added context to each of the five allegations but also confirmed that the allegations are founded, and that each of the aforementioned rules were violated to some degree.

20. On December 1, 2025, a memorandum summarizing Judge Labrum's response was prepared and disseminated to the Commission along with a copy of the full response.

21. These findings were discussed during the December 2, 2025, Commission meeting. At that time, the Commission voted to dismiss with warning for Judge Labrum's actions related to allegation #1 (sexual harassment of court staff). Judge Labrum's actions were a violation of Rules 1.1, 2.8(B), and 2.12(B).

22. On December 2, 2025, the Commission voted to dismiss with warning for Judge Labrum's actions related to allegation #2 (unprofessional communication with court staff). Judge Labrum's actions were a violation of Rules 2.8(B) and 2.12(B).

23. On December 2, 2025, the Commission voted to dismiss with warning for Judge Labrum's actions related to allegation #3 (intermittent compliance with the Family Medical Leave Act). Judge Labrum's actions were a violation of Rules 1.1, 2.8(B), and 2.12(B).

24. On December 2, 2025, the Commission voted for a public reprimand for Judge Labrum for judicial misconduct related to allegation #4 (improperly delegating judicial duties to court staff). Judge Labrum's actions related to allegation #4 were a violation of Code of Judicial Conduct Rules 1.2, 2.1, and 2.12(B).

25. On December 2, 2025, the Commission voted to dismiss with warning for Judge Labrum's actions related to allegation #5 (pressuring court staff to work at Judge Labrum's personal law practice). Judge Labrum's actions were a violation of Rules 1.3, 2.1, and 2.12(B).

26. As an additional requirement to this stipulation, on December 2, 2025, the Commission voted that Judge Labrum must complete judicial and human resource related remediation training.

Allegation 1: The judge sexually harassed court staff.

27. Judge Labrum told a story to court staff which included a diagram of a

map depicting where the incident occurred in town that was sexual in nature and served no benefit to the operations of the Court.

28. Judge Labrum's conduct related to this matter violated the following provisions of the Code of Judicial Conduct.

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| Rule 1.1 | Compliance with the Law: A judge shall comply with the law. |
| Rule 2.8(B) | Decorum, Demeanor, and Communication with Jurors: A judge shall be patient, dignified, and courteous to litigants, jurors, witnesses, lawyers, court staff, court officials, and others with whom the judge deals in an official capacity, and shall take reasonable measures to require similar conduct of lawyers, court staff, court officials, and others subject to the judge's direction and control. |
| Rule 2.12(B) | Supervisory Duties: A judge shall not engage in abusive conduct. |

Allegation 2: The judge engaged in unprofessional communication with court staff.

29. Judge Labrum communicated with court staff in a disrespectful manner, including raising his voice or delivering instructions in a derogatory tone.

30. Judge Labrum's conduct related to this matter violated the following provisions of the Code of Judicial Conduct.

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| Rule 2.8(B) | Decorum, Demeanor, and Communication with Jurors: A judge shall be patient, dignified, and courteous to litigants, jurors, witnesses, lawyers, court staff, court officials, and others with whom the judge deals in an official capacity, and shall take reasonable measures to require similar conduct of lawyers, court staff, court officials, |
|--------------------|---|

and others subject to the judge's direction and control.

Rule 2.12(B) Supervisory Duties: A judge shall not engage in abusive conduct.

Allegation 3: The judge intermittently complied with the Family Medical Leave Act.

31. Judge Labrum denied an employee's request for medical leave unless the employee provided details on the reason for the appointment. Specifically, after a clerk said she would need some Mondays off for medical appointments, Judge Labrum asked her if there was another day that she could do the appointments, because that is the day they hold court.

32. Judge Labrum's conduct related to this matter violated the following provisions of the Code of Judicial Conduct.

Rule 1.1 Compliance with the Law: A judge shall comply with the law.

Rule 2.8(B) Decorum, Demeanor, and Communication with Jurors: A judge shall be patient, dignified, and courteous to litigants, jurors, witnesses, lawyers, court staff, court officials, and others with whom the judge deals in an official capacity, and shall take reasonable measures to require similar conduct of lawyers, court staff, court officials, and others subject to the judge's direction and control.

Rule 2.12(B) Supervisory Duties: A judge shall not engage in abusive conduct.

Allegation 4: The judge improperly delegated judicial duties to court staff.

33. On multiple occasions Judge Labrum engaged in personal activities that prevented him from being able to fulfill his duties as the on-call judge. As a result, Judge Labrum tasked court staff to complete judicial work on his behalf.

34. On one such occasion in December 2023, Judge Labrum was serving as the on-call judge and travelled to Salt Lake City, UT on personal business. A search warrant affidavit from an emergent case from the Duchesne County Sheriff's Office needed to be reviewed and approved by a judge. As the on-call judge, this responsibility fell to Judge Labrum. Judge Labrum was unable to fulfill this duty and tasked court staff for assistance. This required Judge Labrum to give court staff inappropriate access to court computer systems. This required court staff to work during off hours and resulted in court staff taking action on documents that should only be done by a judge.

35. Judge Labrum's conduct related to this matter violated the following provisions of the Code of Judicial Conduct.

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| Rule 1.2 | Promoting Confidence in the Judiciary A judge should act at all times in a manner that promotes-and shall not undermine-public confidence in the independence integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety. |
| Rule 2.1 | Giving Precedence to the Duties of Judicial Office The duties of judicial office, as prescribed by law, shall take precedence over all of a judge's personal and extrajudicial activities. |
| Rule 2.12(B) | Supervisory Duties: A judge shall not engage in abusive conduct. |

Allegation 5: The judge pressured court staff to work at his personal law practice.

36. In November 2022, Judge Labrum was behind on his work at his personal law practice. As a result, Judge Labrum had a newly hired employee of the court do clerical work at his personal law practice. This work occurred during a normal business day for the court. The work exposed the court employee to privileged attorney-client information that included information on individuals personally known to the court employee.

37. Judge Labrum's conduct related to this matter violated the following provisions of the Code of Judicial Conduct.

Rule 1.3	Avoiding Abuse of the Prestige of Judicial Office A judge shall not abuse the prestige of judicial office to advance the personal or economic interests of the judge or others or allow others to do so.
Rule 2.1	Giving Precedence to the Duties of Judicial Office The duties of judicial office, as prescribed by law, shall take precedence over all of a judge's personal and extrajudicial activities.
Rule 2.12(B)	Supervisory Duties: A judge shall not engage in abusive conduct.

APPROPRIATE SANCTION

38. In evaluating what appropriate sanction to recommend, the Commission considers a number of factors. The capacity Judge Labrum was acting in when the misconduct occurred was official. The misconduct was intentional and not an isolated incident.

39. The Commission acknowledges the relationship that exists between Judge Labrum and court staff. A judgeship carries with it a level of authority over court staff. The actions of Judge Labrum in seeking assistance with reviewing search warrants were unprofessional, exploitative, and placed a stressful burden on court staff. Due to the supervisor / subordinate relationship, court staff were pressured to accommodate Judge Labrum's request despite their hesitation to do so. Furthermore, this pressure resulted in court staff engaging in uncompensated work during off hours that required the use of personally owned computer equipment.

40. The Commission also considers how the actions of Judge Labrum created an appearance of impropriety in the eyes of a law enforcement agency that regularly works with Judge Labrum's Court. The relationship between judges and law enforcement officers must be one built on trust and professionalism. Judge Labrum's decision to give priority to personal endeavors over judicial duties resulted in the appearance that a pending search warrant for an emergent death investigation may not have been properly reviewed and / or may have had its approval unnecessarily delayed.

41. The Commission also considers how Judge Labrum has not been previously sanctioned and how Judge Labrum has accepted full responsibility for his violations of the Utah Code of Judicial Conduct. In accepting responsibility, Judge Labrum agreed to complete remediation training to improve his ability to work with and supervise court staff.

CONCLUSIONS

42. The Commission has found Judge Labrum's various violations troubling but range in their level of seriousness. Therefore, the Commission feels a combination of a public reprimand, dismissal with warning, and additional training is an appropriate resolution of the matter.

43. On December 2, 2025, the Commission decided to publicly reprimand Judge Labrum for the conduct related to allegation #4, to dismiss the remaining allegations with a warning as outlined above, and to request additional relevant training.

44. On January 31, 2026, Judge Labrum consented and stipulated to a public reprimand to allegation #4, Dismissal with Warnings for the remaining allegations, and to complete additional relevant training.

45. Judge Labrum's actions as outlined in the charges above constitute conduct prejudicial to the administration of justice which brings a judicial office into disrepute, in violation of Article VIII, Section 13 of the Constitution of Utah and Utah Code Ann. § 78A-11-105(1)(e).

46. The Commission finds that Judge Labrum has taken full responsibility for his actions and did not intend to violate the Code of Judicial Conduct. Judge Labrum is apologetic and has assured the Commission that he has taken measures to avoid repeating this misconduct outlined above. Judge Labrum has been forthcoming and cooperative with the Commission.

47. Judge Labrum has provided the Commission with sufficient evidence that he has successfully completed judicial and human resource related remediation

training.

48. A dismissal with a warning, as allowed by footnote 5 of In re Anderson, 2004 UT 7, and Rule 595-4-1 of the Utah Administrative Code, is for circumstances where the Commission determines that the judge engaged in troubling but relatively minor misconduct for which no public sanction is warranted.

49. The Commission concludes that considering all these factors, that a public reprimand is the most appropriate sanction for Judge Labrum's violations of the Utah Code of Judicial Conduct identified in these findings and conclusions.

DATED this 27 day of February 2026.

JUDICIAL CONDUCT COMMISSION:



A. G. Peterson
Executive Director
Judicial Conduct Commission
1385 S. State Street, #401
Salt Lake City, UT 84115

CERTIFICATE OF SERVICE

I certify that on the 27th day of February 2026, I served a true and correct copy of the foregoing Findings of Fact and Conclusions of Law to Hon. Jed Labrum via counsel Greg Skordas, by emailing and mailing the same via postage prepaid certified mail, return receipt requested, and addressed to the following:

Hon. Jed Labrum
Via counsel Greg Skordas
Skordas & Caston, LLC
124 South 400 East #220
Salt Lake City, UT 84111
gskordas@schhlaw.com



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