

AN ORDINANCE OF THE CITY OF VILLA HILLS, IN KENTON COUNTY, KENTUCKY AMENDING THE VILLA HILLS PERSONNEL POLICIES TO PROHIBIT THE USE OF MEDICAL CANNABIS BY CITY EMPLOYEES.

WHEREAS, the current Villa Hills Personnel Policies were adopted in 2013 and amended in 2013, 2015, 2018, 2019, 2021, and 2024; and

WHEREAS, the Commonwealth of Kentucky will allow the use of medical cannabis beginning January 1, 2025; and

WHEREAS, The Government of the United States prohibits the use of cannabis and the Federal government regulates the City’s Police Department in part through the Bureau of Alcohol Tobacco and Firearms, regulates the City’s Public Works department in part through the Department of Transportation, and regulates the City’s Administration department in part through grant requirements such as the Drug Free Workplace program; and

WHEREAS, The City of Villa Hills wishes to clarify the personnel policies to comply with federal regulations in light of the change in state law; and

WHEREAS, it is in the best interest of the City of Villa Hills to prohibit the employee use of medical cannabis;

NOW BE IT ORDAINED BY THE CITY OF VILLA HILLS, KENTUCKY:

SECTION I

The changes to the Villa Hills Personnel Policies contained in Exhibit A, attached hereto and incorporated by reference, are hereby adopted.

SECTION II

Any and all Ordinances in conflict with this Ordinance shall be, and hereby are, repealed to the extent of said conflict.

SECTION III

The provisions of this ordinance are severable and the invalidity of any provision of this ordinance shall not affect the validity of any other provisions hereof, and such other provisions shall remain in full force and effect as long as they remain valid in the absence of that provision determined to be invalid.

CHAPTER 11

DISCIPLINARY ACTION

Section 3 -- Reasons for Disciplinary Action

Listed below are some reasons which may result in disciplinary action up to and including termination. Disciplinary action is not limited to the offenses listed.

- (A) Being convicted of a felony or a crime which involves dishonesty or violence;
- (B) Absenteeism;
- (C) Being absent without leave;
- (D) Tardiness or abuse of sick leave;
- (E) Inefficiency or ineffectiveness;
- (F) Abuse of City property, including but not limited to unauthorized removal or intentional or careless damage to property;
- (G) Dishonesty of any kind, including but not limited to failing to respond completely to city inquiries and/or dishonestly concealing job-related information;
- (H) Violation of any city executive, municipal, administrative or division regulations policies, procedures and personnel policies;
- (I) Conduct on or off the job unbecoming to a city employee or which may bring damage to or may be detrimental to the city;
- (J) Insubordination or unreasonable conduct, including but not limited to refusal to comply with the instructions or directive of a superior and/or being disrespectful to a superior;
- (K) Refusal to work with someone because of the existence of a disability;

- (L) Possession or attempted possession of a weapon or firearm on city premises and/or while on duty unless the employee is authorized to carry a weapon or firearm as a part of their duties;
- (M) Indecent, abusive, disrespectful or threatening language or behavior; and
- (N) Horseplay, including inappropriate physical or verbal conduct which may be detrimental to the City.
- (O). The use or possession of alcohol, cannabis, illegal drugs, or an attempt to engage in such conduct, in the city's workplace (including city vehicles) or while on duty unless expressly required by the duties of the position the employee holds.

CHAPTER 19

DRUG AND ALCOHOL FREE WORKPLACE

Section 1 -- Policy

In accordance with the Drug-Free Workplace Act, The City of Villa Hills is hereby notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance, or an attempt to engage in such conduct, is prohibited in the City's workplace or while on duty. No Villa Hills employee may have alcohol, cannabis, or illegal drugs in his/her system while at work, nor is an employee to have improperly used prescription drugs in his/her system while at work. Villa Hills also prohibits the possession or use of alcohol, or an attempt to engage in such conduct, in the city's workplace, while on duty.

Pursuant to KRS 218B.040, the city exercises its right under the statute to not permit or accommodate the use of medicinal cannabis. Therefore, an authorized cardholder is prohibited from utilizing medicinal cannabis while employed by the City of Villa Hills.

The transportation of alcohol, cannabis, cannabis-related products, or illegal drugs in City vehicles is prohibited unless expressly required by the duties of the position the employee holds.


As a condition of employment, City employees will abide by this policy statement and agree to notify the Mayor of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. The Mayor will within ten days of this notice, inform the appropriate grantor agency of the receipt of the notice. Disciplinary action, up to and including termination, will be taken within thirty days of the City receiving such notice. Failure to give notice will result in disciplinary action, up to and including termination. Violation of any other portion of this Chapter will also result in discipline, up to and including termination.

SECTION IV

This Ordinance shall take effect and be in full force from and after its passage, and may be published in summary form, and recording, according to law.

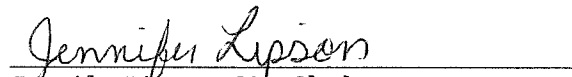
Passed by the City Council this 18th day of December, 2024.

City of Villa Hills, Kentucky
A Municipal Corporation of the Home Rule Class



Heather H. Jansen, Mayor

ATTEST:



Jennifer Lipson, City Clerk

Sponsor: Stover

First Reading: November 20, 2024

Second Reading: December 18, 2024

Published: December 23, 2024

Ayes: 6

Nays: 0

Abstentions: 0

Absent: 0