

RESOLUTION NO. 2015-03

WHEREAS, Vernal City has determined that the best interests and welfare of the public within their jurisdiction will best be served by approving this Resolution; and

WHEREAS, Vernal City employees need to follow federal and State statues pertaining to firearms.

NOW THEREFORE BE IT RESOLVED by the Vernal City Council as follows:

Section 1. Section 12.05.030 is hereby amended to read as follows

12.05.030 Causes for Disciplinary Action.

An employee holding any position with Vernal City may be placed on probationary status, transferred, demoted, reduced in pay, suspended with or without pay, or terminated, for any of the following reasons including, but are not limited to the following:

A. A violation of any of the City Personnel policies and procedures, or any other administrative policies, as adopted by resolution of the Vernal City Council;

B. Neglect of duty;

C. Refusal to obey a reasonable order by any supervisor, either written or verbal;

D. Inefficiency or inability to satisfactorily perform assigned duties;

E. An act hostile to public service;

F. Falsification or unauthorized alteration of City records;

G. Falsification of employment application;

H. Knowingly marking the time sheet of another employee, authorizing one's time sheet to be marked by an unauthorized employee, or unauthorized alteration of a time sheet.

I. Carelessness which affects the safety of personnel;

J. Threatening, intimidating, coercing or interfering with fellow employees on the job, or the public.

K. Theft or removal from the work area or premise without proper authorization of any City property or that of any employee.

L. Gambling or engaging a lottery at any City work area.

M. Misusing, destroying or damaging any City property or the property of any employee.

N. Deliberately restricting output.

O. Possessing or consuming any alcoholic beverage or unlawfully manufacturing, distributing, dispensing, possessing or using a controlled substance in the workplace of Vernal City.

P. Intoxication, or being under the influence of alcohol or prohibitive drugs during work hours or in the workplace of Vernal City.

Q. Immoral conduct or indecency affecting job performance or job effectiveness.

R. Sleeping on the job during work hours.

S. Engaging in conduct that negatively impacts the employees ability to perform essential functions of his job.

T. Using, threatening or attempting to use personal or political influence in an effort to secure special consideration as a City employee.

U. Failure to report to work without notification to the Department Head unless it is impossible to give such notice.

V. Involvement in a vehicular accident involving a City vehicle, where negligence has been demonstrated by the employee.

W. Act of dishonesty related to job performance.

X. Misuse of disposed surplus property.

Y. Sexual harassment of employees.

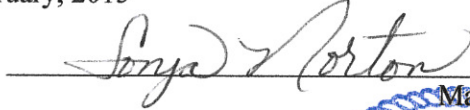
Z. Using profane language.

- AA. Displaying insubordinate behavior.
- BB. Any other misconduct.
- CC. Possession of firearms, weapons or explosives on City owned property or at the work location without supervisory authorization of the City Manager unless specifically allowed by federal or State law.
- DD. Employment discrimination.
- EE. Moving traffic violation while operating a City vehicle.
- FF. Violation of the Information Technology Resources provisions of these policies and procedures.
- GG. Violation of local, State or Federal laws.
(Amended 11/03/2004, Res.2004-15)

Severability. The provisions of this resolution shall be severable and if any provision thereof or the application of such provision under any circumstances is held invalid, it shall not affect any other provision of this resolution or the application in a different circumstance.


Effective date. This resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED this 4th day of February, 2015



Mayor Sonja Norton

ATTEST:


Kenneth L. Bassett, City Recorder

