

**RESOLUTION NO. 090814-1**

**A RESOLUTION AMENDING THE PERSONNEL POLICY OF THE CITY OF ABILENE, KANSAS**

**WHEREAS**, the City Commission desires to make certain amendments to the Personnel Policy of the City of Abilene, Kansas.

**NOW, THEREFORE BE IT RESOLVED**, by the City Commission of the City of Abilene, as follows:

**Section 1.** That Section 6.2 of the Personnel Policy of the City of Abilene, Kansas be amended as follows:

**Section 6.2 Weapons**

In compliance with applicable state statutes, the City of Abilene, Kansas, adopts the following Personnel Policy with respect to the carrying of firearms and knives by City employees while on City property:

1. Employees who have a valid concealed carry license issued by the State of Kansas may carry a concealed weapon in the City's workplace, except that the Police Chief may adopt a policy prohibiting any person from carrying a firearm, concealed or unconcealed, into a secure area of the Abilene Police Department.
2. No employee shall be required to disclose to the City that the employee possesses a valid license to carry a concealed handgun, except that a sworn law enforcement officer, in the course of official duties, may demand to see an employee's concealed carry permit and proper identification of the permit holder. No employee shall be subject to termination, discipline or otherwise discriminated against because he or she refuses to disclose the fact that the employee possesses a valid license to carry a concealed handgun, provided that the employee may be required to disclose his or her concealed carry permit as set out in this policy. The City shall not create or keep a record of those employees who have a valid license to carry a concealed handgun.
3. All employees, except for those specifically exempted from this policy, including those with a concealed carry permit, are prohibited from carrying a firearm or other prohibited weapon as set forth in the Uniform Public Offense Code, or state statute adopted after July 1, 2014, in City vehicles or while on duty outside of City facilities. Employees may keep a lawful weapon in their personal vehicle, even if said vehicle is parked on City property, without violating this policy.

4. Any employee who possesses or carries a firearm at work while under the influence of alcohol or drugs, as defined by state statute and the Uniform Public Offense Code adopted after July 1, 2014, shall be subject to appropriate discipline, including termination. If such employee is convicted of possessing or carrying a firearm while under the influence, and his license to carry a concealed handgun has been revoked, such employee shall be prohibited from possessing or carrying a firearm on City property during the term of the revocation.
5. No employee shall be disciplined for carrying or possessing a knife while on City property or in City vehicles unless possession is specifically prohibited by the Uniform Public Offense Code or state statutes adopted after July 1, 2014.
6. This policy shall apply to all employees who are employed by the City of Abilene and those who volunteer their services to the City while on duty as employees of the City. Any employee violating this policy will be subject to immediate disciplinary action, up to immediate termination and possible prosecution by the City.
7. It will be the responsibility of the Department Heads and Supervisors to enforce this policy on a daily basis. Violations of this policy will be considered a work rule violation and employees will be subject to appropriate discipline.
8. Sworn police officers and other employees who have been given written consent by the City Manager to carry lawful weapons in City vehicles are specifically excluded from this policy.

**Section 2. Repeal.** All previous personnel policies and guidelines relating to weapons are hereby repealed in their entirety.

**Section 3. Effective Date.** That the effects of this Resolution shall be in full force after its approval by the City Commission.

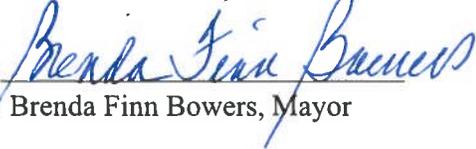
**PASSED AND APPROVED** by the Governing Body of the City of Abilene, Kansas this 8<sup>th</sup> day of September, 2014.



**ATTEST:**

  
Penny Soukup, CMC  
City Clerk

**CITY OF ABILENE, KANSAS**

By: 

Brenda Finn Bowers, Mayor