

723
ORDINANCE NO. 423-2008

ORDINANCE UPDATING POLICIES AND PROCEDURES

WHEREAS, the City Council of the City of Dry Ridge recognizes that the city's policies and procedures must be updated from time to time in order to remain current and to maintain an effective and efficient work force;

NOW THEREFORE BE IT ORDAINED by the City Council, City of Dry Ridge, Commonwealth of Kentucky:

(1) That the policies and procedures be revised as follows to reflect changes in the city's employee benefits and changes in the city's drug-free workplace policy. (Information added is identified with an underline, and information deleted is identified with a strike-through.)

Section VI. N. Insurance:

1. Health Insurance: The city pays 100% of the full costs for individual or family coverage for employees occupying full-time established positions. Deductibles, co-payments, etc., shall be the responsibility of the employee. ~~Employees who do not participate in the plan shall not receive compensation or added benefits in lieu of the benefit.~~ This section may apply to the Mayor.

2. Life Insurance: The city pays full costs for a term life insurance policy for employees occupying full-time established positions.

3. Short Term Disability Insurance Policy: The city pays total costs.

4. Worker's Compensation Insurance: The city pays total costs.

5. Unemployment Insurance: The city pays total costs.

6. See the City Clerk/Treasurer for specific information relating to insurance benefits provided by the city.

(Changed August 2007; Changed February 2008)

Appendix C: Drug-Free Workplace Policy:

Section F. Drug Testing for Job Applicants:

No applicant for employment by the city shall be accepted therefor without a test of the blood, breath, urine or other bodily substance thereof, at such times, places and circumstances determined and provided by the city, which establishes the absence of any alcohol and/or illegal drug therein. Applicants for membership in any organization of

volunteers to the city are hereby specifically excluded from the requirements of this policy.

(Changed February 2008)

Section G. Drug and Alcohol Testing for Employees:

1. In the event that any supervisor has any reason to believe that a city employee is in violation of this policy, the supervisor and the Mayor shall inform the employee thereof, and provide the employee with an opportunity to explain the facts and circumstances thereof, and provide the employee with an opportunity to explain the facts and circumstances thereof, but, in the event that the supervisor and the Mayor thereafter still have reason to believe, and do believe, that the employee is in violation of this policy, the supervisor and the Mayor shall provide for the immediate examination and testing of a sample of the blood, breath, urine or other bodily substance of the employee for the nature and amount of any drugs therein, if any; and, upon completion of such sampling, or any failure or default of the employee in regard thereto, the employee shall be temporarily suspended from employment by and/or service to the city, without pay, until there is a final determination of any violation of this policy, according to law.

2. Any employee involved in a reportable accident (either personal injury or property damage) while at work or while operating city-owned vehicles and/or equipment any time shall be subjected to post-accident drug and/or alcohol testing.
(Changed February 2008)

(2) That the attached policies and procedures may be waived, altered, or suspended only by a change of ordinance.

(3) A copy of the complete document shall remain in the Office of the City Clerk.

(4) This ordinance shall become effective after two readings and publication requirements have been met.

Date of First Reading: January 21, 2008

Date of Second Reading: February 4, 2008

Date of Publication: February 14, 2008

Mayor: C. Ray Crupper 2-7-08
Signature Date

ATTESTED: Cindy L. Harris 2-7-08
Signature Date

SUMMARY OF ORDINANCE

The City of Dry Ridge, Kentucky, at a meeting held on January 21, 2008, adopted the following ordinance:

AN ORDINANCE OF THE CITY OF DRY RIDGE, KENTUCKY APPROVING A LEASE FOR THE FINANCING OF A PUBLIC PROJECT IN A MAXIMUM PRINCIPAL AMOUNT NOT TO EXCEED \$140,000; PROVIDING FOR THE PAYMENT AND SECURITY OF THE LEASE; DIRECTING THE MAINTENANCE OF THE HERETOFORE CREATED SINKING FUND AS SECURITY FOR THE LEASE; AND AUTHORIZING THE EXECUTION OF VARIOUS DOCUMENTS RELATED TO SUCH LEASE.

It is hereby certified that the foregoing ordinance provides for approval of a lease with Kentucky League of Cities Funding Trust for financing certain public improvements and provides a general obligation pledge to assess sufficient taxes to comply with the obligations to pay lease payments. The full text of the section relating to the pledge to levy and assess a tax to pay the lease obligation is:

Section 2. General Obligation Pledge. Pursuant to the Constitution of the Commonwealth and Chapter 66 of the Kentucky Revised Statutes, as amended (the "General Obligation Statutes"), the obligation of the Lessee created by the Lease shall be a full general obligation of the Lessee and, for the prompt payment of the Lease Payments, the full faith, credit and revenue of the Lessee are hereby pledged. During the period the Lease is outstanding, there shall be and there hereby is levied on all the taxable property in the Lessee, in addition to all other taxes, without limitation as to rate, a direct tax annually in an amount sufficient to pay the Lease Payments on the Lease when and as due, it being hereby found and determined that current tax rates are within all applicable limitations. Said tax shall be and is hereby ordered computed, certified, levied and extended upon the tax duplicate and collected by the same officers in the same manner and at the same time that taxes for general purposes for each of said years are certified, extended and collected. Said tax shall be placed before and in preference to all other items and for the full amount thereof; provided, however, that in each year to the extent that the other taxes of the Lessee are available for the payment of the Lease Payments and are appropriated for such purpose, the amount of such direct tax upon all of the taxable property in the Lessee shall be reduced by the amount of such other taxes so available and appropriated.

There is hereby established with the Lessee a sinking fund (the "Sinking Fund"). The funds derived from said tax levy hereby required or other available taxes shall be placed in the Sinking Fund and, together with interest collected on the same, are irrevocably pledged for the payment of all bonds or obligations issued under the General Obligation Statutes and all Tax Supported Leases, as defined in General Obligation Statutes, including the Lease herein authorized, when and as the same fall due. Amounts shall be transferred from the Sinking Fund to the Lessor at the times and in the amounts required by the Lease.

A complete copy of the ordinance may be reviewed at the office of the City Clerk, City of Dry Ridge, Kentucky.

City of Dry Ridge, Kentucky

By : /s/ Cindy Harris

City Clerk