

COMMISSIONERS' ORDINANCE NO. 0-22-19

AN ORDINANCE AMENDING CHAPTER 34 OF THE COVINGTON CODE OF ORDINANCES, CITY POLICY, TO ADD GENERAL PERSONNEL POLICIES.

* * * *

NOW THEREFORE,
BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE CITY OF COVINGTON, KENTON COUNTY, KENTUCKY:

Section 1

Chapter 34, Sections 34.20 to 34.23, which read as follows, are added to and amend the Covington Code of Ordinances:

Title III: ADMINISTRATION

CHAPTER 34: PERSONNEL POLICIES

GENERAL PERSONNEL POLICIES

§ 34.20 AUTHORIZATION TO CREATE A PERSONNEL POLICY MANUAL AND PERSONNEL HANDBOOKS.

The City Manager shall present to the Board of Commissioners a personnel policy manual and personnel handbooks to be adopted by the Board. Such adoption shall be by municipal order.

§ 34.21 EFFECT OF PERSONNEL POLICIES INCLUDED IN PERSONNEL MANUAL AND PERSONNEL HANDBOOKS.

The policies included in any personnel policy manual or handbook are intended to serve as reference materials which provide general guidance on City policies as they relate to applicable state and federal law regulating personnel matters. The personnel policies shall not create any right or property interest in employment with the City, nor will the personnel policies modify any state, federal, or local laws, including but not limited to the employment at will status of City employees. In the event of a conflict between the personnel policies authorized herein and any collective bargaining agreement, or the federal, state, or local laws, rules, and regulations (the "Laws"), the Laws or collective bargaining agreement shall control.

§ 34.22 ADMINISTRATION OF POLICIES.

The City Manager shall oversee the personnel policies authorized herein, and is authorized to conduct all personnel related activities under the authority of a City Manager as provided in KRS 83A.150. The Human Resources Director, under the direction of the City Manager, shall be responsible for the administration and technical direction of the City personnel program.

§ 34.23 ANTI-DISCRIMINATION

No person employed by the City, or seeking employment therewith, shall be employed, promoted, demoted, or discharged or in any way be discriminated against because of disability, age, sex, race, color, religion, ancestry, national origin, sexual orientation, gender identity, familial status, marital and/or parental status, veteran status, place of birth, or any other characteristic protected by federal, state, or local law.

Section 2

That this ordinance shall take effect and be in full force when passed, published, and recorded according to law.

Joseph U Meza
MAYOR

ATTEST:

Margaret M Ryan
CITY CLERK

Passed: 6-24-19 (Second Reading)

6-11-19 (First Reading)



Meeting Date:					
ORD.: 1ST		2ND			
OR:					
	2 Bowman	Downing	Smith	Williams	Meyer
Yeas	✓		✓	✓	✓
Nays					
Present, not Voting					