

**PULASKI COUNTY
ADMINISTRATIVE
CODE**

Effective: July 28, 2020

**PULASKI COUNTY
ADMINISTRATIVE CODE
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WELCOME

On behalf of the Pulaski County Fiscal Court, welcome. You have been chosen to work with us because your background indicates that you have the qualifications which characterize successful county employees. The county recognizes the commitment required of our employees, and understands that quality employees are the county's most valuable resource.

These policies have been developed to serve only as an informational guide regarding the County's employment policies and do not create a contract of employment. It is important that you understand these policies. Therefore, I encourage you to read these policies. If you have any questions concerning these policies, please contact your supervisor, Executive Authority, or the Human Resources Officer.

These policies will be effective as of July 28, 2020 and subsequent amendments based on date of passage. There will be no retroactive clauses on any of these policies except as expressly stated, and it is expected that all employees will be affected equally in relation to their purpose and implementation.

The efforts of our past and present employees have made our county's record one of pride and accomplishment. We are happy to have you on our staff and look forward to your contributions to our county.



 COUNTY JUDGE/EXECUTIVE

DATE: July 28, 2020 _____

INTRODUCTION

PURPOSE AND AUTHORITY

The General Assembly of the Commonwealth of Kentucky enacted KRS 68.005 in 1978 for the purpose of promoting efficient administration of County government. KRS 68.005 requires the Fiscal Court to adopt a County administrative code which includes, but not limited to, procedures and designation of responsibility for the following:

- (1) General administration of the office of County Judge-Executive (hereinafter 'County Judge'), County administrative agencies and public authorities;
- (2) Administration of County fiscal affairs, including budget formulation; receipt and disbursement of County funds, preparation of records required for the County audit, and for filing of claims against the County;
- (3) Personnel administration, including description and classification of non-elected positions, selection, assignment, supervision and discipline of employees, employee complaints and the County affirmative action program;
- (4) County purchasing and award of contracts; and
- (5) Delivery of County services.

The County Judge, as the chief executive officer of the County, is responsible for the organization and management of the administrative functions of County government. The Fiscal Court sets the County's policies and priorities. The County Judge must execute these policies and priorities. The statute provides only general guidance as to the form and substance of a County's internal administrative organization. For this reason, the Fiscal Court of Pulaski County enacts the following County Administrative Code.

Pulaski County Administrative Code

Pulaski County Fiscal Court does hereby establish a County Administrative Code; dividing the administrative service of Pulaski County into departments under the County Judge; prescribing administrative policy and procedure; prescribing the function and duties of administrative units and officials of the government; prescribing the administration of fiscal affairs and procurement procedures; and prescribing for the delivery of County services.

BE IT ADOPTED BY THE FISCAL COURT OF PULASKI COUNTY:

CHAPTER 1 GENERAL PROVISIONS

SECTION 1.1 Short Title

A. This document shall be known and may be cited as the “Pulaski County Administrative Code”.

SECTION 1.2 Definitions

A. As used in this Code, unless the context otherwise requires:

- (1) *Chief Executive* is the County Judge of Pulaski County.
- (2) *County* is Pulaski County, Kentucky, a governmental entity.
- (3) *Fiscal Court* is the County body vested with the legislative powers of Pulaski County.
- (4) *Elected Official* means the Count Clerk, Sheriff, Jailer and County Attorney.

SECTION 1.3 Amendments

A. The Fiscal Court shall review the Pulaski County Administrative Code annually during the month of June and may by two-thirds (2/3) majority of the entire Fiscal Court amend the Pulaski County Administrative Code at that time. The County Judge may at other times prepare and submit amendments to the Administrative Code for approval by the majority of the Fiscal Court.

CHAPTER 2 GENERAL ADMINISTRATION

SECTION 2.1 County Judge

A. The Pulaski County Judge shall be the Chief Executive and Administrative Officer of the County and shall have all the powers and perform all the duties of an executive and administrative nature consistent with the Kentucky Constitution and the Kentucky Revised Statutes.

B. The responsibilities and/or duties of the Pulaski County Judge, as defined by KRS 67.710, are as follows:

- (1) Provide for the execution of all ordinances and resolutions of the Fiscal Court, execute all contracts entered into by the Fiscal Court, and provide for the execution of all laws by the state subject to enforcement by him or by officers who are under his direction and supervision;
- (2) Prepare and submit to the Fiscal Court for approval an administrative code, incorporating the details of administrative procedure for the operation of the County and review such code and suggest revisions periodically or at the request of the Fiscal Court;

- (3) Furnish the Fiscal Court with information concerning the operations of the County departments, boards, or commissions, necessary for the Fiscal Court to exercise its powers or as requested by the Fiscal Court;
- (4) Require all officials, elected or appointed, whose offices utilize County funds and all boards, special districts, and commissions exclusive of city governments and their agencies located within the County to make a detailed annual financial report to the Fiscal Court concerning the business and condition of their office, department, board, commission, or special districts;
- (5) Consistent with procedures set forth in KRS Chapter 68, prepare and submit to the Fiscal Court an annual budget and administer the provisions of the budget when adopted by the Fiscal Court;
- (6) Keep the Fiscal Court fully advised as to the financial condition and needs of the County and make such other reports from time to time as required by the Fiscal Court or as he deems necessary;
- (7) Exercise with the approval of the Fiscal Court the authority to appoint, supervise, suspend, and remove County personnel (unless otherwise provided by state law); and
- (8) With the approval of the Fiscal Court, make appointments to or remove members from such boards, commissions, and designated administrative positions as the Fiscal Court, charter, law or ordinance may create. The requirement of Fiscal Court approval must be designated as such in the County administrative code or the County charter.

SECTION 2.2 Procedures for Deputy Judge Executive

- A. The Judge Executive shall designate by written order within a reasonable time of assuming office, a Deputy Judge Executive who shall serve as Judge Executive in the absence of the Judge Executive.
 - (1) The Deputy Judge may act when the Judge Executive is in the County (OAG 78-453).
 - (2) A reasonable salary must be provided for the Deputy Judge (OAG) 82-224).
- B. The Judge Executive shall be deemed absent when he shall be physically absent from the county, sick, physically disabled or prevented by other emergency beyond his control which would prevent him from meetings of the Fiscal Court. A vacation, including one taken within the county, shall be considered an absence.
- C. The Deputy Judge Executive shall have all administrative powers as the Judge Executive. The Deputy Judge Executive shall not chair or vote on the Fiscal Court.

SECTION 2.3 Procedures for Organization/Reorganization of County Departments and Agencies

- A. The County Judge may create, abolish or combine any County department or agency or transfer a function from one department or agency to another, provided that the County Judge submits a written plan for the reorganization to the Fiscal Court.
- B. The reorganization plan shall state the need, how the reorganization will meet the need, the services and functions to be expanded, abolished, or reduced as a result of the plan, the long and short term costs, and the plan's impact on existing and/or proposed personnel and services.
- C. The plan shall be submitted to the Fiscal Court for approval at a meeting of the Fiscal Court. If not disapproved within sixty (60) days, the plan shall become effective. The plan shall be subject to public inspection at least 60 days prior to its effective date.
- D. The County Judge or the Fiscal Court may cause the records and accounts of any administrative agency to be examined at any time.

SECTION 2.4 Special Districts

- A. The County Judge may, with approval of the Fiscal Court, create any special district; or abolish or combine any special districts, provided such district was created solely by the County.
- B. Every independent board, commission, agency or special district which requires participation by County government shall submit a copy of its by-laws and a list of its governing body members to the County Judge and the Fiscal Court within thirty (30) days of the start of the County term of office. The independent board, commission, agency or special district shall submit a revised copy of its by-laws within (30) days of their approval when amended. When a vacancy exists, the list of governing body member should be submitted to the County Judge no later than thirty (30) days before the County Judge nominates a candidate for the vacancy.

SECTION 2.5 County Representations on Boards and Commissions

- A. The County Judge shall assure the representation of the County on all boards, commissions, special districts, and joint City-County programs in which County participation is required.
- B. Every independent board, commission, agency or special district which requires participation by County government shall submit a copy of its by-laws and a list of its governing body members to the County Judge and the Fiscal Court within thirty (30) days of the start of the County term of office. The independent board, commission, agency or special district shall submit a revised copy of its by-laws within 30 days of their approval when amended. When a vacancy exists, the list of governing body members should be submitted to the County Judge no later than thirty (30) days before the County Judge nominates a candidate for the vacancy.

SECTION 2.6 Appointed Positions

- A. The County Judge may appoint an executive secretary to assist with the execution of his administrative duties.
- B. The County Judge may appoint a Deputy County Judge/Executive.
- C. The County Judge may appoint, subject to the approval of the Fiscal Court, a Finance Officer to assist with the County fiscal affairs.
- D. The County Judge may appoint, subject to the approval of the Fiscal Court, an Administrative Assistant to assist with the County administrative and fiscal duties.
- E. The County Judge may appoint, subject to the approval of the Fiscal Court, a Road Supervisor to assist with the day to day operations of the County Road Department.

SECTION 2.7 Procedures for Appointment/Removal of Administrative Personnel and Members of Boards and Commissions

- A. The County Judge shall inform the Fiscal Court of any open position on County Boards or Commissions, or in designated administrative positions.
- B. The County Judge shall appoint qualified individuals to administrative positions and to Boards and Commissions in writing, with the writing submitted to Fiscal Court.
- C. If the Fiscal Court rejects the nomination, the County Judge shall submit an additional nomination(s) for each position.
- D. The appointment shall be filed and entered into by index into the Pulaski County Executive Order Book which shall be maintained in the Office of the County Judge.
- E. The Pulaski County Fiscal Court may require a nominee to appear at a public hearing for the purpose of questioning the nominee about matters relating to the appointed position. The nominee shall be notified by mail if this is the intention of the Fiscal Court. The Fiscal Court shall provide the nominee with an opportunity to make a statement to the Fiscal Court concerning his nomination and qualifications.
- F. No person shall be selected as a member of a board or commission or for an administrative position if the person holds or is employed in an incompatible position.

SECTION 2.8 Pulaski County Procedures for Administrative Agencies

- A. Each Pulaski County Agency shall maintain the following records:
 - (1) A financial record of the agency's activities.

- (2) Within thirty (30) days after the close of each fiscal year, each administrative agency shall make full report to the County Judge and to the Fiscal Court. The report shall include a financial statement and the general scope of the operation of the agency during the preceding year.
- (3) Each administrative agency requesting Pulaski County budget funds shall submit a detailed annual budget request to the County Judge by April 1st of each year.
- (4) Each administrative agency of Pulaski County shall keep minutes of its meetings to reflect on record its official actions.

CHAPTER 3 OPERATION OF FISCAL COURT

SECTION 3.1 Procedures for Meetings of Fiscal Court

A. The County Judge shall annually set the dates and times for all regular Fiscal Court meetings via Executive Order. The Executive Order shall be issued no later than January 1st of each year, except in the first year of the term of office, when the Executive Order shall be entered no later than one week from the date the term begins.

B. All meetings of members of Fiscal Court at which any public business is discussed or any action taken shall be open to the public in accordance with the Kentucky Open Meetings Act (KRS Chap. 61).

C. The County Judge may call a Special Meeting of the Fiscal Court for the purpose of transacting any business over which the Fiscal Court has jurisdiction.

D. Whenever the County Judge is unable, or refuses to call a Special Meeting, a majority of the Fiscal Court may call a Special Meeting.

The County Judge must refuse a request to call a Special Meeting, with the request made by a Fiscal Court member, prior to the majority of the Fiscal Court being able to call a Special Meeting.

E. Special meetings shall be called and conducted in accordance with the Kentucky Open Meetings Act (KRS Chap. 61).

SECTION 3.2 Presiding Officer

A. The County Judge shall be the presiding officer of the Fiscal Court at all regular and special meetings.

B. If the County Judge is not present or able to preside, a majority of the magistrates shall elect one of their members to preside.

SECTION 3.3 Quorum

- A. Not less than a majority of the members of the Fiscal Court shall constitute a quorum for the transaction of business.
- B. No proposition shall be adopted except with the concurrence of at least a majority of the members present; with the exception that passage of an ordinance requires a majority of the entire Fiscal Court.

SECTION 3.4 Disturbing Meetings

- A. It shall be unlawful to disturb any meeting of the Fiscal Court or to behave in a disorderly manner at any such meeting.
- B. Any person violating any provision of this section may be prosecuted under the appropriate provisions of the Kentucky Penal Code.

SECTION 3.5 Order of Business

- A. At each Special or Emergency Meeting of the Fiscal Court, the agenda shall be followed with no other topics presented or discussed during the Special or Emergency Meeting.
- B. The County Judge shall prepare an itemized list of all valid bills requiring Fiscal Court approval.
- C. No bill shall be approved for payment unless contained in the itemized list for the meeting.
- D. A majority of the Fiscal Court members may vote to forgo Section 3.5(C) and approve payment of bills not included on the itemized list as long as the bill is presented to Fiscal Court.
- E. The Fiscal Court may approve payment of the list of valid bills as a whole unless there is an objection voiced to any specific item.

SECTION 3.6 Fiscal Court Minutes

- A. The clerk of the Fiscal Court shall attend all meetings of the Fiscal Court and keep a full and complete record of its proceedings.
- B. The clerk of the Fiscal Court shall keep an index of all Fiscal Court records and make such index of all Fiscal Court records available for public inspection in accordance with the Kentucky Open Records Act (KRS Chapter. 61).

SECTION 3.7 Rules of Order

- A. Except when in conflict with the foregoing provisions, Robert's Rules of Order shall govern the deliberations of the Fiscal Court.

B. The rules of order, other than those prescribed by statute, may be suspended at any time by consent of a majority of the members present at the meeting.

SECTION 3.8 Ordinances, Orders and Resolutions

A. An “ordinance” means an official written act of the Fiscal Court, the effect of which is general and lasting in nature, which is enforceable within the jurisdiction of the County; or a lawful appropriation of money.

B. All ordinances shall be introduced in writing; relate to one subject only; and contain a title which expresses the subject; such as, “An Ordinance relating to. . . .”

C. County ordinances shall be amended by ordinance and only by setting out in full each amended section;

D. No County ordinance shall be passed until it has been read on two separate days, unless an emergency is properly declared, but ordinances may be read by title and a summary only.

E. No County ordinance shall be passed until it has been published pursuant to KRS Chapter 424. Prior to passage, ordinances may be published by summary. Publication shall include the time, date and place at which the County ordinance will be considered, and the place within the County where a copy of the full text of the proposed ordinance is available for public inspection. In the event consideration for passage is continued from the initial meeting to a subsequent date, no further publication is necessary provided that each meeting, the time, date and place of the next meeting is announced.

F. All County ordinances and amendments shall be published after passage and may be published in full or in summary form at the discretion of the Fiscal Court.

G. An order or resolution may be utilized for action by the Fiscal Court where the action is specific in nature, not for an uncertain time period, and which is enforceable within county boundaries. Examples of where an order or resolution may be appropriately used include: (1) Approval of claims against the county; and (2) Approval of a question to be submitted to the electorate for the creation of a taxing district where there is statutory authority for a referendum.

CHAPTER 4 FINANCIAL MANAGEMENT

SECTION 4.1 Budget Preparation Procedures

A. By April 1st of each fiscal year, the County Judge shall obtain budget proposals prepared by each County office or agency receiving funds from the Fiscal Court, including the Jailer.

The County Clerk and Sheriff operate on a January 1st-December 31st fiscal year with a mandatory budget approval date of January 15th. Therefore, the County will already have the County Clerk’s and Sheriff’s budget.

- B. The County Judge shall prepare a report of anticipated revenue from general fund taxes and intergovernmental transfers from city, state, and federal government.
- C. The County Judge shall review the expenditures in each classification of each fund for the preceding year and for the current year.
- D. The County Judge may obtain from the Pulaski County Treasurer receipts for actual expenditures made during the current fiscal year.
- E. An estimate shall be made of expenditures for the remainder of the current year and of any surplus, by fund, which will remain.
- F. The County Judge shall submit the completed proposed budget to the Fiscal Court not later than May 1st of each fiscal year.

SECTION 4.2 Duties and Procedures of the Pulaski County Budget Committee

- A. The Budget Committee shall consist of a combination of the County Judge, the County Treasurer and members of the Fiscal Court, not to exceed a quorum.
- B. The Budget Committee shall review in detail the proposed budget that the County Judge has prepared and submitted to the Fiscal Court.
- C. The Budget Committee shall include such budgets as may be required by the activities of the County.
- D. The review shall be conducted at a meeting or meetings held not later than May 21st of each year.
- E. Immediately upon approving a proposed budget for the County, the Budget Committee shall forward a copy of the proposed budget to the Fiscal Court. The Pulaski County Fiscal Court shall make comments, amendments, and tentatively adopt the proposed budget prior to the County Judge submitting the budget to the Kentucky State Local Finance Officer.
- F. Following action by the Fiscal Court, but not later than June 10th, the budget shall be submitted to the Kentucky State Local Finance Officer for approval as to form and classification.
- G. The Pulaski County budget approved by the State Local Finance Officer shall be submitted to Fiscal Court for adoption, in the form of an ordinance not later than July 1st.
- H. The County Judge shall cause a copy of the proposed budget to be posted in conspicuous place in the courthouse near the front door not less than seven (7) days before final adoption.

- (1) A summary of the County budget shall be published in accordance with KRS Chap. 424 before final adoption by Fiscal Court.
- (2) A summary of the County budget shall be published in accordance with KRS Chap. 424 within 30 days after adoption by Fiscal Court.
- (3) The County Judge shall maintain a copy of the budget as adopted, together with any amendments adopted thereafter, for public inspection.

SECTION 4.3 Pulaski County Budget Hearing Procedures and Requirements

A. County Road Aid Fund (CRA):

- (1) Publish notice of the proposed use hearing on the CRA fund shall be published not less than seven (7) days in advance of the scheduled hearing.
- (2) The County Judge shall conduct the proposed use hearing.
- (3) Copies of the published notice and written minutes of the hearing shall be maintained by the County Judge as public record.

B. Prior to adoption of the County budget and submittal to the State Local Finance Officer, the Fiscal Court shall conduct a budget hearing on the entire County budget to show the relationship of LGEA fund uses to other funds and uses. The date of the final budget hearing may be immediately prior to the first reading of the budget ordinance.

C. Notice of the budget hearing shall be published in at least one (1) newspaper of general circulation and other news media in the community shall be advised. The preceding shall be as follows:

- (1) Published notice of budget hearing not less than ten (10) days prior to the scheduled hearing;
- (2) The Fiscal Court shall conduct the budget hearing;
- (3) Copies of the published notice and written minutes of the hearing shall be maintained by the County Judge as public record.

SECTION 4.4 Pulaski County Procedures for County Treasurer

A. County Treasurer shall receive and deposit all funds due the County.

B. County funds shall be paid out only on order of Fiscal Court.

C. No expenditures may be made in excess of revenues or for purposes other than appropriated.

- D. No appropriations may be made which exceed adopted budget amounts.
- E. The Treasurer shall keep an Appropriation Expenditure Ledger. The ledger shall be a record of each budget appropriation, all expenditures from the appropriation and each budget fund.
- F. The Treasurer shall maintain general ledger in which all transactions are entered, either in detail or in summary. Each fund (General Fund, Road Fund, Local Government Economic Aide, etc.) has a complete balancing set of general ledger accounts. Control accounts are established for the Cash Receipts Register and the Appropriation Expenditure Ledger.
- G. The Treasurer shall maintain a Cash Receipt Register containing columns for total cash received, source of revenue and miscellaneous revenue for each fund.
- H. The Treasurer shall maintain an Appropriation Expenditure Ledger. This ledger is a group of accounts supporting in detail the appropriation and expenditure accounts of the General Ledger. An account must be provided for each appropriation made in the budget. The original appropriation and all amendments and transfers authorized by order of the Fiscal Court shall be entered. All expenditures shall be charged to an appropriation account.
- I. The Treasurer shall maintain a record of all warrants paid (except payments pre-approved by yearly standing orders) in chronological order in a Warrant Distribution Register. Columns shall provide for date, payee, warrant number, appropriation expenditure account number and amount. Separate columns shall provide for each fund so that one register serves all funds.
- J. The Treasurer shall maintain a Bond Register which records the history and authorization of each bond issue, whether general obligation bonds, revenue bonds or special levy bonds. A separate sheet shall be prepared for each issue.

SECTION 4.5 Pulaski County Procedures for Fiscal Court Administration by the County Judge

- A. At the beginning of each fiscal year, the total amount of the appropriation represents the free balance, or unused appropriation amount, for each account.
- B. As expenditures are made during the year, the amount of the expenditure is subtracted from the free balance to keep an accurate record of the exact amount of the unused appropriation at any time.
- C. When any item is ordered, the free balance is encumbered in that amount, although it may be considerable time before the actual expenditure occurs.
- D. The County Judge shall write and sign all warrants directing the Treasurer to make payments authorized by Fiscal Court. The County Judge shall maintain a record of all warrants.
- E. At the close of each fiscal year the County Judge will be responsible for the preparation of records necessitated by the annual County audit and audit of the County Judge's office. The annual

audits of the books, accounts, and papers of the County and the County Judge shall be conducted by the State Auditor of Public Accounts or a Certified Public Accountant.

SECTION 4.6 Claims against Pulaski County

- A. The County Judge shall account for all claims against the County.
- B. All claims for payment from the County shall be filed in writing with the County Judge.
- C. Each claim shall be recorded by date, receipt and purchase order number and presented to the Fiscal Court at its next meeting.
- D. Each order of Fiscal Court approving a claim shall designate the budget fund and classification from which the claim will be paid and each warrant shall, specify the budget fund and classification.
- E. The payroll for County officials, regular County employees and recurring utility expenses are hereby preapproved. Other recurring expenses may be preapproved by the Fiscal Court upon authorization of the State Local Finance Officer.
- F. The depositor of Pulaski County funds shall not honor any warrant on the County unless it is signed by both the County Judge and the County Treasurer. In the absence of the County Judge, the Deputy County Judge may sign.
- G. All offices collecting County or state monies shall utilize a daily deposit in an interest drawing account until settlement is made to the Commonwealth and County. County fees shall be remitted to the County no later than the 10th day of each month following the month of collection unless a written waiver is given by Fiscal Court.

CHAPTER 5 PERSONNEL ADMINISTRATION

It shall be the policy of the County to maintain equal employment opportunities for its labor force which will be in compliance with applicable federal and state laws.

Should you have any questions regarding this matter, please contact your Department Head, the Personnel Officer, or the County Judge's Office.

SECTION 5.1 Personnel Policy of Constitutional Officers

- A. Each Elected Official shall develop a personnel policy for the operation of their respective office.
- B. In the alternative, each Elected Official may choose to adopt the personnel policies approved by Fiscal Court for the operation of their office. Should the Elected Official elect to utilize

the personnel policies of the Fiscal Court, the Elected Official shall designate same, in writing, and deliver same to the County Judge.

SECTION 5.2 Scope of Coverage

A. The following County employees are expressly exempted from coverage:

- (1) The County Judge, Fiscal Court members, Constables and all Elected Officials.
- (2) All members of boards and commissions of the County.
- (3) Consultants, advisors and counsel rendering temporary professional advice.
- (4) Independent contractors.
- (5) Employees of the Pulaski County Clerk, Sheriff, Jailer and County Attorney unless that elected official requests in writing that their employees fall under the county personnel policies.
- (6) Employees made available to County by other agencies.

B. All County employment positions not expressly exempted from coverage by this section shall be subject to the provisions herein.

SECTION 5.3 Fringe Benefit Provisions

Pulaski County Fiscal Court owns, leases, and maintains various motor vehicles that are provided to select positions for conducting county business. Only county employees or elected officials are authorized to operate employer provided vehicles. No persons, other than county employees or elected officials, are covered by the county's liability and/or automobile insurance policies. Only county employees or elected officials and those individuals accompanying a county employee or elected official in an employer provided vehicle to a function of the county employee's or elected official's job are covered by the county's liability and/or automobile insurance policy. Failure to comply will result in personnel action up to and including termination of employment.

Special procedures are required to ensure compliance with IRS guidelines regarding personal use of employer provided vehicles. Personal use of an employer provided vehicle (i.e. commuting to and from work) is a taxable fringe benefit. The taxable value of the personal use will be treated as taxable income and included in the wages of the employee and subject to the applicable withholdings. The value of the commuting-only personal use vehicle is \$30.00 bi-weekly, unless the vehicle is used for an on-call purpose. Then the rate is waived for that commute. Should the vehicle be used outside of commuting-only, then the fair market value calculation will be used.

Employer provided vehicles fall under these categories:

1. For bona fide non compensatory reasons, the Executive Authority may require an employee to commute to and/or from work in a county-owned vehicle. Personal use of a county-owned vehicle for purposes other than commuting is forbidden. The valuation of the commuting-only personal us vehicle is \$1.50 per commute. All documentation must be turned in to the personnel officer at the end of each month to be processed on the following payroll. Failure to do so will result in every work day being charged as a commute.
2. Any employee that is called out for an emergency and drives their personal vehicle to the job site, will be compensated mileage according to the Standard Mileage Rate set by the IRS. Mileage will not be compensated from your home to pick up said vehicle.
3. An elected official is considered a Control Employee, therefore, is unable to use the Commuting Rule to compute personal mileage. The Cents-Per-Mile Rule will be used to determine personal mileage as required by IRS Publication 15-B.

SECTION 5.4 Ethics Of County Officials

DEFINITIONS

- A. "Business associate" includes the following:
1. A private employer;
 2. A general or limited partnership, or a general or limited partner within the partnership;
 3. A corporation that is family-owned or in which all shares of stock are closely held, and the shareholders of such a corporation;
 4. A corporation, business associate, or other business entity in which the county government officer or employee serves as a compensated agent or representative.
- B. "Business organization" means any corporation, partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, professional service corporation, or any legal entity through which business is conducted for profit.
- C. "Candidate" means an individual who seeks nomination or election to a county government office. An individual is a candidate when the individual:
1. Files a notification and declaration for nomination for office with a County Clerk or the Secretary of State; or
 2. Is nominated for office by a political party under KRS 118.105, 118.115, 118.325, or 118.760.
- D. "County government agency" means any board, commission, authority, non-stock Corporation, or other entity formed by the county government or a combination of local governments.

E. "County government employee" means any person, whether compensated or not, whether full-time or part-time, employed by or serving the county government, but shall not mean any employee of a school district or school board.

F. "County government officer" means any person, whether compensated or not, whether full-time or part-time, who is elected to any county government office.

G. "Family member" shall include parents, grandparents, spouse, brothers, sisters, children, immediate in-laws, immediate step-family, and immediate foster family.

STANDARDS OF CONDUCT

A. No County Government officer or employee or member of his family shall have an interest in a business organization or engage in any business, transaction, or professional activity, which is in conflict with the proper discharge of his duties in public interest.

B. No County government officer or employee shall act in his official capacity in any matter where he, a member of his family, or a business organization in which he has an interest, has a direct or indirect financial or personal involvement that might reasonably be expected to impair his objectivity or independence of judgement.

No County government officer or employee shall undertake any employment or service, compensated or not, which might reasonably be expected to prejudice his independence of judgment in the exercise of his official duties.

No County government officer or employee, member of his family, or business organization in which he has an interest, shall solicit or accept any gift, favor, loan, political contribution, service, promise of future employment, or other thing of value based upon an understanding that the gift, favor, loan, political contribution, service, promise, or other thing of value was given or offered for the purpose of influencing him, directly or indirectly, in the discharge of his official duties. This provision shall not apply to the solicitation or acceptance of contributions to the campaign of an announced candidate for elective public office as governed by the Kentucky Revised Statutes.

No County government officer or employee shall be prohibited from giving or receiving an award publicly presented in recognition of public service, commercially reasonable loans made in the ordinary course of the lender's business, or reasonable hosting, including travel and expenses, entertainment, meals or refreshments furnished in connection with public events, appearance, or ceremonies.

No County government officer or employee shall use, or be allowed to use, his public office or employment, or any information, not generally available to the members of the public, which he receives or acquires in the course of and by reason of his office or employment, for

the purpose of securing financial gain for himself, any member of his family, or any business organization with which he is associated or anyone else.

No County government officer or employee or business organization in which he has an interest shall represent any person or party other than the local government in connection with any cause, proceeding, application or other matter pending before any agency in the local government in which he serves.

No elected County government officer shall be prohibited from making an injury form information or providing assistance on behalf of a constituent, if no fee, reward or other thing of value is promised to or accepted by the officer or a member of his family, whether directly or indirectly, in return therefore.

Nothing shall prohibit any County government officer or employee, or members of his family, from representing himself, or themselves, in negotiations or proceedings concerning his, or their own interest.

SUPERVISORY GUIDLELINES ON NEPOTISM

After the effective date of this ordinance, no person may have hiring authority and/or direct supervision over any family member. This would imply that the Sheriff, County Judge Executive, Jailer or County Court Clerk has direct supervision over their employees.

It would further imply that any department head (i.e., road supervisor, road foreman, animal control officer, maintenance director, director of public safety, administrative officer, personnel officer, et. al) would have "direct supervision" over any employee in their department.

Exclusions:

- A. Any person who is currently employed prior to the office holder assuming the duties and responsibilities of his/her office shall not be affected by the nepotism provisions.
- B. Any person who is employed by any Pulaski County governmental agency and becomes the in-law of any office holder shall not be affected by the nepotism provision.
- C. Any board or commission is prohibited from employing any person who is a family member of any commission member; however, any family member of any board or commission member is not subject to the nepotism provisions and is not exempt from employment.
- D. Any and all persons who are employed by any Pulaski County governmental agency prior to the final adoption of this ordinance **shall not** be subject to the provisions of the nepotism standards; however, if said employee should become permanently terminated for any period of time the said employee **shall** be subject to these provisions on any subsequent rehiring.

FINANCIAL DISCLOSURE

- A. The following individuals shall be required to file a financial disclosure statement:
 1. Elected Officer;
 2. Candidates for elected office;
 3. Members of the Ethics Commission;
 4. Officers and employees with procurement authority exceeding five hundred (\$500.00) per purchase.

- B. The financial disclosure statement should include the following information:
 1. Name of filer;
 2. Current business address, business telephone number and home address of the filer;
 3. Title of the filer's public office or office sought;
 4. Occupations of filer and spouse;
 5. Positions held by the filer or spouse in any business organization or nonprofit entity from which the filer or spouse received compensation in excess of \$5,000.00 during the preceding calendar year, and the name, address, and telephone number of the business organization or nonprofit entity; Excludes Social Security or government/disability compensation or pension or government retirement;
 6. Name and address of each source of income of the filer and spouse from within the Commonwealth of Kentucky, which exceeded \$5,000.00 during the preceding calendar year;
 7. Name and address of each business organization located within the Commonwealth in which the filer or spouse had an interest of five thousand dollars (\$5,000.00) at fair market value or five percent (5%) ownership interest or more the preceding year;
 8. Location of all commercial and agricultural property within Pulaski County that the filer and spouse had an interest of \$5,000.00 or more the past year;
 9. List any gifts or honorariums in excess of fifty dollars (\$50.00) per item. List name of donor, donor's address, telephone number and a market value of the gift. Any gift by a family member is exempt from this provision.

- C. The financial disclosure statement shall be on a form provided by the Local Ethics Commission. The financial disclosure statements shall be filed annually by office holders and designated employees no later than April 15th. Candidates shall be required to file the statement no later than twenty-one (21) days after the filing date or the date of nomination. Newly-appointed officers and designated employees should be required to file their initial statement no later than twenty-one (21) days after the date of appointment. Statement will cover preceding calendar year.

- D. Each statement shall be notarized and filed with the Local Ethics Commission and subjected to the penalties of perjury. It shall be signed and dated by the individual filing the statement of financial interest. Statement shall be filed in the County Judge Executive's Office.

- E. All pay and benefits shall be withheld until a non-complying officer or employee is in compliance with the filing requirements. Candidates and nominees who fail to comply with these filing requirements shall be fined twenty-five dollars (\$25.00) for each day they are in non-compliance and shall not be deemed a legitimate candidate until filed.
- F. All financial disclosure statements shall be open records. Each individual or organization requesting to view financial disclosure statements shall complete a form giving full name, address, telephone number and organization/individual represented if other than individual making request. One copy of this form shall be attached to the statement so requested and shall become a part of the record and filed in the County Judge Executive's office.

COUNTY ETHICS COMMISSION

- A. The Pulaski County Ethics Commission shall consist of three (3) members; no member may be a public official or employee of county government. The County Judge Executive with the approval of Fiscal Court shall appoint the members. Members shall receive no compensation, but may be reimbursed all necessary expenses. Commission members are subject to removal from the Board with just cause by the County Judge and approval of Fiscal Court. The persons initially appointed shall be staggered term of four (4) years, three (3) years, and two (2) years. All subsequent appointments shall be for a period of two (2) years each from date of appointment.
- B. Powers and Duties
 1. The commission shall have jurisdiction over the administration of this code and enforcement of the civil penalties prescribed by this code.
 2. The commission may receive and initiate complaints; initiate investigations on its own motion; and conduct investigations, inquiries, and hearings concerning any matter covered by this code.
 3. The commission may render advisory opinions whether or not a given set of facts and circumstances constitute a violation of any provision of this code.
 4. The commission shall prescribe and provide forms for reports, statements, notices, and other documents required by this code.
 5. The commission shall determine whether the required statements and reports have been filed and if filed, whether they conform to the requirements of this code. The commission shall promptly give notice to the filer to correct or explain any omission or deficiency.
 6. The commission may retain private counsel at the expense of the county, if the County Attorney has an actual or potential conflict.
 7. Any investigations by the commission, which reveals criminal activity, shall be forwarded immediately to the Pulaski County Attorney.

- C. Complaint procedure; preliminary investigations.
1. a. Upon a complaint signed under penalty of perjury by any person, or upon its own motion, the commission shall investigate any alleged violation of this code.
 - b. Not later than ten (10) days after the commission receives the complaint, the commission shall initiate a preliminary inquiry into any alleged violation of this code.
 - c. Within thirty (30) days of the commencement of the inquiry, the commission shall forward a copy of the complaint and a general statement of the applicable law to the person alleged to have committed a violation.
 2. All commission proceedings and records relating to a preliminary investigation shall be confidential until the commission makes a final determination:
 - a. The commission may turn over to the Commonwealth's Attorney or the County Attorney of the jurisdiction in which the offense allegedly occurred, evidence which may be used in criminal proceedings.
 3. The complaint or alleged violator shall not publicly disclose the existence of a preliminary investigation, the commission shall not publicly confirm the existence of the inquiry nor make public any documents which were issued to either party.
 4. The commission shall afford a person who is the subject of a preliminary investigation and opportunity to respond to the allegations in the complaint. The person shall have the right to be represented by counsel, to appear and be heard under oath, and to offer evidence in response to the allegations in the complaint.
 5. If the commission determines in the preliminary investigation that the complaint does not allege facts sufficient to constitute a violation of this code, the commission shall immediately terminate the inquiry and notify in writing the complainant and the person alleged to have committed a violation. The commission may confidentially inform the alleged violator of potential violations and provide information to ensure future compliance with the law.
 6. If the commission, during the course of the preliminary investigation, finds probable cause to believe that a violation of this code has occurred, the commission shall notify the alleged violator of the finding, and the commission may, upon majority vote;
 - a. Due to mitigating circumstances such as lack of significant economic loss to the County, or lack of significant impact on public confidence in government, reprimand in writing, the alleged violator for potential violations of the law and provide a copy of the reprimand to the County Judge Executive.
 - b. Initiate an adjudicatory proceeding to determine whether there has been a violation.

D. Ad judicatory proceedings; Action by commission; Appeal

1. The Kentucky Rules of Civil Procedure and the Kentucky Rules of Evidence shall apply to all commission ad judicatory hearings. All testimony in a commission ad judicatory proceedings shall be under oath. All parties shall have the right to call and examine witnesses, to submit evidence, and to be represented by counsel and any other due process rights, privileges, and responsibilities of a witness appearing before the courts of the Commonwealth of Kentucky. All witnesses shall be entitled to be represented by counsel.
2. Any person whose name is mentioned during ad judicatory proceedings of the commission and who may be adversely affected thereby may appear personally before the commission on the person's own behalf, with or without an attorney, to give a statement in opposition for incorporation into the record of proceeding.
3. All ad judicatory proceedings of the commission carried out pursuant to the provisions of this section shall be public, unless the members vote to go into executive sessions in accordance with KRS 61.810.
4. Within thirty (30) days after the end of an ad judicatory proceeding pursuant to the provisions of this section, the commission shall meet in executive session for the purpose of reviewing the evidence before it. Within thirty (30) days after completions of deliberations, the commission shall make public a written report of its findings and conclusion.
5. The commission, upon finding pursuant to an ad judicatory proceeding that there has been clear and convincing proof of a violation of this code, may:
 - a. Issue an order requiring the violator to cease and desist the violation;
 - b. Issue an order requiring the violator to file any report, statement, or other information as required by this code;
 - c. In writing, publicly reprimand the violator for potential violations of the law and provide a copy of the reprimand to the County Judge;
 - d. Issue an order requiring the violator to pay a civil penalty of not more than five hundred (\$500.00).
6. The commission may refer to the County Attorney, or Commonwealth's Attorney for prosecution evidence of criminal violations of this code.
7. Findings of fact or final determinations by the commission that a violation of this code has been committed, or any testimony related to the commission's findings of fact or final determinations, shall not be admissible in criminal proceedings in the courts of the Commonwealth of Kentucky. Evidence collected by the commission may be used in a criminal proceeding if otherwise relevant.
8. Any person found by the commission to have committed a violation of this code may appeal the action to the Pulaski Circuit Court. The appeal shall be initiated within thirty (30) days after the date of the final action of the commission by filing a petition with the court against the commission. The commission shall transmit to the clerk of the court all evidence considered by the commission at the public hearing. The court shall hear the appeal upon the record as certified by the commission.

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SECTION 5.6 PERSONNEL POLICY AND PROCEDURES

STATEMENT OF PURPOSE

The Pulaski County Fiscal Court recognizes that a personnel system which recruits competent, dependable employees is indispensable to effective and efficient county government. These policies and procedures, classifications, pay plans and job descriptions have been developed in order to achieve optimum efficiency and economy in the pursuit of the county's goals and the utilization of its human resources.

The policies and procedures set forth hereinafter are intended to implement the personnel ordinance by providing procedures for:

1. Classifying positions in the county service;
2. Recruiting persons for that service;
3. Setting forth rules and regulations governing employment with the county; and
4. Compensating employees for their service to the county,

While the county is committed to the equitable treatment of its employees, it is expressly noted that nothing in these policies is intended to create a contract of employment. Employment with the County is at-will meaning any individual may voluntarily leave employment or may be terminated by the county at any time, for any lawful reason, or for no reason at all. Any oral, written statements, custom or course of dealing to the contrary are hereby expressly disavowed.

SCOPE OF COVERAGE

The following Personnel Policies and Procedures have been adopted by the Pulaski County Fiscal Court and are applicable to all persons employed or appointed to positions at all levels in the county government, with the exception of the following:

- A. All elected officials;
- B. Employees of the Jailer, Sheriff, County Clerk, County Attorney, and Coroner, unless expressly requested by the elected official in writing;
- C. All members of boards and commissions;

ADMINISTRATION OF THE PLAN

Pursuant to KRS 67.710 the County Judge/Executive is the chief executive of the county. The County Judge/Executive, by law, shall have all the powers and perform all the duties of an executive and administrative nature vested in, or imposed upon the county or its fiscal court. The judge/executive is responsible for the proper administration of the affairs of the county placed in his charge. Pursuant to KRS 67.710(7), the County Judge/Executive, with the approval of the fiscal court, has the authority to appoint, supervise, suspend, and remove county personnel, unless otherwise provided for by state statute. Notwithstanding the provisions of KRS 67.710(7), KRS 67.711(1) gives the County Judge/Executive express authority to hire a deputy county judge/executive, and a reasonable number of other assistants, secretaries, and clerical workers to work within the

judge/executive's office, who shall serve at his/her pleasure. The fiscal court, pursuant to KRS 64.530(4), is required to fix reasonable compensation for these positions.

The County Judge/Executive is hereby designated as the county personnel administrator. In this capacity, the judge/executive may delegate such duties and functions as he/she deems appropriate.

Administration by Constitutional Officers

In those situations where county constitutional officers have chosen to adhere to the policies adopted by the Pulaski County Fiscal Court by providing a written request to the County Judge/Executive, the constitutional officer shall serve as the executive authority for the office.

MERIT SYSTEM

The Pulaski County Fiscal Court, by adoption of these policies and procedures and all the particulars contained herewith in, establishes a Merit System for all employees. All employees who complete 6 months of regular full time employment shall not be separated from County employment without just cause. No change in the composition of the Fiscal Court shall make any change in the job security of any employee addressed by this manual.

Those positions that are NOT covered by the merit system shall include: Administrative Assistant, Deputy Judge Executive, Personal Secretary, Road Supervisor, County Finance Officer, County Treasurer, and/or any position limited by KRS and KAR.

More precisely defined, this section protects the employee from political harassment or retribution: HOWEVER, it in no way affords any protection to any employee whose performance is inadequate; whose personnel record contains serious and/or repeated disciplinary action; or, who is guilty of insubordination.

EQUAL EMPLOYMENT OPPORTUNITY

The County provides equal employment opportunity to all employees and applicants. The County does not discriminate in its employment practices on the basis of race, color, sex, religion, national origin, age, disability, veteran status, genetic information, ancestry, because the individual is a smoker or non-smoker, or other protected classification, in accordance with applicable law.

EMPLOYMENT OF RELATIVES

An elected official may not hire or appoint a member of their family. If, however, the family member has been employed for at least one year prior to the official's election, this policy does not apply. This prohibition also does not apply to any relationship created by marriage if the relationship is reported to the Ethics Commission, which may take action to eliminate the adverse effects of the relationship.

For purposes of this section, “family” is defined as a spouse, child, parent, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, or grandchild of an elected county official.

In the event of two “defined” family members being employed in the same department, under no circumstances will one member be permitted to supervise the other.

REASONABLE ACCOMMODATIONS

The County will comply with the provisions of disability laws for employees who qualify. Employees should contact the County ADA Coordinator with questions or concerns about any needs or requests for reasonable accommodations.

Requests for reasonable accommodations must be submitted in writing to the County ADA Coordinator. Upon receipt of a request for reasonable accommodation for a disability, the County ADA Coordinator may require that the employee provide documentation from a medical professional regarding the disability and requested accommodation. Medical documentation provided for this purpose will be kept separate from the employee’s personnel file and kept confidential, subject to applicable law.

Only information related to the provision of a reasonable accommodation or information necessary to address safety issues in the work setting will be released to supervisors and/or departmental directors, subject to applicable law.

Any employee or applicant who believes that he or she has been subjected to prohibited discrimination may personally, or by a representative, make a report with the office of the County Judge/Executive or the appropriate Constitutional Officer using the procedure outlined in Appendix A to these policies.

PROHIBITION OF WORKPLACE HARASSMENT AND DISCRIMINATION

The Pulaski County Fiscal Court is committed to maintaining a work environment that is free of discrimination and harassment. In keeping with this commitment, the County will not tolerate harassing conduct that affects tangible job benefits, that interferes with an individual's work performance, or that creates an intimidating, hostile, or offensive working environment by anyone, including any superior, co-worker, vendor, client, or citizen.

1. Harassment

- A. Harassment is illegitimate conduct based on an individual's race, color, religion, national origin, sex, age, disability or other protected status, which has the purpose or effect of creating an intimidating, hostile or offensive working environment; has the purpose of unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities.
- B. The County policy prohibits harassment of one employee by another employee or supervisor. Prohibited conduct by County policy includes, but is not limited to, epithets, slurs, negative stereotyping, innuendoes, jokes, disparaging remarks, verbal conduct consisting of crude or vulgar language, inquiries and disclosures, and offensive verbal comments and commentary, or threatening, intimidating, or hostile acts, written or graphic material that denigrates or shows hostility or aversion that is on the employer's premises or circulated in the workplace.

2. Sexual Harassment

- A. The County prohibits sexual harassment of one employee by another employee or supervisor. Acts of sexual harassment include, but are not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature when (1) submission to such is made, either explicitly or implicitly, a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.
- B. A special responsibility falls upon managerial and supervisory personnel who are responsible for their actions and the actions of their subordinates. In addition to the policy guidance above, all employees, especially managers and supervisors, should refrain from intimate touching (e.g., more than a handshake or pat on the back) or intruding in the personal space of another, sexual innuendoes or jokes, sexually disparaging remarks, verbal conduct consisting of crude or vulgar language of a sexual nature, and inquiries or disclosures of sexual habits or proclivities, sexist remarks, repeated offensive sexual flirtations, sexual advances, sexual propositions, repeated sexual commentaries and sexually suggestive conduct. All employees, especially managers and supervisory personnel, shall assume that all such behavior listed in this paragraph is UNWELCOME at all times unless express explicit verbal or written permission is granted for such behavior on each separate occasion. The fact that such

permission has been granted once does not mean that such behavior may ever be permitted again.

3. **Discrimination**: Is any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practices of differentiation or preference in the treatment of a person or persons, or the aiding, abetting, inciting, coercing, or compelling thereof made unlawful by the federal or state statutes, including but not necessarily limited to discrimination based on an individual's race, color, religion, national origin, sex, age, disability or other protected status.
4. **Retaliation**: Is conduct that would dissuade a reasonable worker from making or supporting a charge or complaint of harassment or discrimination is prohibited. The County strictly prohibits any form of retaliation against any employee who, in good faith, reports harassment or discrimination, assists in making a report of such conduct, or cooperates in an investigation of such conduct. Retaliation of this type is an independent basis for discipline up to and including, termination of employment.
5. **Reporting Procedures**: Any officer or employee of the County shall immediately make a report following the procedures set forth in these policies and procedures. The County will promptly investigate and respond to any grievance. While an investigation regarding a report of harassment or discrimination is pending, the County may take steps to protect the aggrieved employee or officer from further harassment or discrimination, including but not limited to suspending or reassigning the accused employee.
6. Upon a final finding of a violation of this policy, the offender will be subject to disciplinary action up to and including dismissal from employment.
7. The county recognizes that false accusations of harassment and sexual harassment can have a serious effect on innocent men and women. Individuals falsely accusing another of harassment or sexual harassment will be disciplined in accordance with the nature and extent of his or her false accusation.

REPORTING PROCEDURES

The County cannot respond to harassment or discrimination of which it is unaware. Thus, it is imperative for an employee with a concern involving potential harassment or discrimination, including disability discrimination, to promptly make use of the reporting procedure in this policy. Employees should report harassment and discrimination *before* it becomes severe or pervasive.

1. An employee must report harassment or discrimination by reporting it to any supervisor, the County ADA Coordinator, the Human Resources Officer or the County Judge/Executive or Executive Authority, as appropriate. Although all reports will be accepted, PolicyForm#01.2002 is available at the Human Resources or County Treasurer's Office for this purpose.
2. Anyone who is aware of harassment or discrimination prohibited by this policy, whether or not they are the victim, must promptly report it. Supervisors have an obligation to report harassment or discrimination of which they become aware by immediately contacting Human Resources and the County ADA Coordinator.

3. Where appropriate, the person accused of harassment or discrimination shall be notified of the complaint and/or the outcome. If the accused person is a County employee, he/she shall have the right and obligations of appeal set out below.

LEVEL ONE:

1. The County Human Resources personnel, or their designee, will investigate the allegations and issue their response to a report or appeal of harassment within fifteen (15) working days of receiving the report.
 - a. However, the County Judge/Executive or Executive Authority (or in cases where the County Judge/Executive or Executive Authority is the accused, the Fiscal Court) may grant an extension of time where circumstances require it. In cases where an extension is granted, the person responsible for responding to the report shall promptly inform the reporting party of the extension and the new date for issuing a response.

LEVEL TWO:

1. If, at any point in this process, the employee is not satisfied with the disposition of the report, an immediate appeal may be taken by submitting a written appeal to the County Judge/Executive within fifteen (15) working days of when the employee received notice of the preceding disposition, using the form available from the Human Resources or County Treasurer's office.

LEVEL THREE:

1. In cases where the County Judge/Executive or Executive Authority is accused of harassment or discrimination, the appeal must be submitted to the Fiscal Court, through the County Attorney, within fifteen (15) working days as stated above.

DRUG FREE WORKPLACE

The Pulaski County Fiscal Court is a drug-free workplace in compliance with the Drug-Free Workplace Act of 1988.

It is the policy of Pulaski County that no employee shall engage in unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace. Controlled substances means a controlled substance in schedules I through V of the Controlled Substances Act (21 U.S.C. 812), and as further defined by regulation at 21 CFR 1308.11 through 1308.15, including any future additions or amendments.

The purpose of this policy is to avoid the dangers of drugs in the workplace, and to advise employees of available sources of counseling, rehabilitation, and employee assistance.

Each employee is notified hereby that they shall notify the County Judge/Executive within five (5) calendar days of any criminal drug statute conviction for a violation in the workplace. Within thirty (30) calendar days, the County shall take appropriate action.

In the event of a first time positive drug or alcohol test the employee shall immediately receive a (30) work day unpaid suspension from all job duties. Before returning to work the employee must have a negative drug or alcohol screen and will be subjected to random screening at least 6 times during the course of the year. All testing after the initial screen will be at the employee's expense. The employee must also undergo drug and alcohol counseling once a month for the period of 1 year. Verification of counseling will remain in the employee's personnel record. The personnel officer is responsible to see the aforementioned is carried out and proper documentation of each is on file in the employee's file.

In the event of a second offense, the employee will receive an immediate dismissal.

DRUG AND/OR ALCOHOL TESTING – SUBSTANCE ABUSE POLICY

1. Purpose

Consistent with the county's policy to maintain a safe, healthy drug-free work environment and in the interest of assuring the safety of the general public by employing persons in safety sensitive positions that do not abuse alcohol or illegal drugs, the following policies are adopted and strictly adhered to by Pulaski County. The County also acknowledges its intent to comply with Department of Transportation regulations regarding employees in DOT regulated "safety-sensitive" positions, which the County will address through provisions established in addition to and separate from this policy where necessary.

2. Applicability

This policy applies to all County employees, applicants for County employment, and wherever any County employee is representing or conducting business for the County.

3. Definitions

a. Accident: Any accident in a county owned vehicle or equipment will be considered cause for post-accident drug/alcohol testing of employee.

b. Alcohol concentration (or content): Means the alcohol in a volume of breath expressed in terms of grams of alcohol per 210 liters of breath as indicated by an evidential breath test.

c. Alcohol: The intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohol including methyl and isopropyl alcohol.

d. Controlled substance: Has the meaning as assigned by 21 U.S.C. 802 and includes all substances listed on Schedule I through V as they may be revised from time to time (21 CFR 1308) i.e., marijuana (THC metabolite), cocaine, amphetamines, methamphetamines; opiates (including heroin); phencyclidine (PCP).

e. Detectable Amount: For the purposes of this policy, detectable amount is defined as anything over 0.00.

f. Driver: Means any person who operates a county vehicle. This includes, but is not limited to: full time, regularly employed drivers; casual, intermittent or occasional drivers; leased drivers and independent, owner-operator contractors who are either directly employed by or under lease to any employer or who operate a motor vehicle at the direction of or with the consent of an employer.

g. Drug and Alcohol Test: The compulsory production and submission of urine, breath, or blood sample by an employee in accordance with procedures contained herein for chemical analysis to detect drug and/or alcohol use.

h. He or his also means she or hers in appropriate context.

i. Medical Review Officer (MRO): Means a licensed M.D. or D.O. (Doctor of Osteopathy) with knowledge of drug abuse disorders who is employed or use to conduct drug tests in accordance with this policy.

j. On Duty Time: Means all time from the time the employee begins work or is required to be in readiness to work until the time he is relieved from work and all responsibility for performing work. On duty time shall include:

1. All time waiting to work or working unless relieved from duty by the employer.

k. Owner-Operator: Means a driver(s) who has contracted for services with the County. For the purposes of these procedures and the county's Alcohol and Drug Abuse Policy, owner-operators are not to be considered county employees, but will be required to participate in the county's Alcohol and Drug Abuse Policy like all county employee drivers.

l. Performing a safety sensitive function: Means an employee is considered to be performing a safety sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available. This includes any employee who performs a duty(s) that requires a CDL

license or any employee who holds a CDL license, or other classifications identified within the random selection section of this policy.

m. Positive Drug Screen: Means positive identification of alcohol, a drug or a metabolite which has been confirmed by sophisticated scientific laboratory tests.

n. Program Administrator (PA): This is the County Judge/Executive or his designee.

o. Random Selection Process: Means that alcohol and drug tests are unannounced.

p. Reasonable Suspicion: Means a belief that an employee is using or has a used drug or alcohol in violation of this drawn from specific articulable facts and reasonable inferences drawn from those facts in light of experience, training, or education. Reasonable suspicions will be determined by two or more supervisory personnel who will attest to their observations. The Executive Authority will be made aware of reasonable suspicion testing as soon as possible.

q. Substance Abuse Professional (SAP): This is a doctor who specializes in counseling or helping a person deal with his substance abuse problems.

r. Under the Influence: An individual is considered to be under the influence of intoxicants when the individual's blood alcohol content exceeds 0.00%. An individual is considered to be under the influence of a controlled substance when any detectable amount of the substance is identified through employee testing.

4. Prohibitions

The following conduct is strictly prohibited and will subject an employee to immediate discipline:

1. Alcohol Prohibitions

- a. The buying, selling, transportation, possession, providing of alcohol while on duty.
- b. Use during the four (4) hours before reporting for duty.
- c. Reporting for normal duty or remaining on duty to perform work with an alcohol concentration of 0.00 or greater.
- d. Use of alcohol during eight (8) hours following an accident, or until he undergoes a post-accident test.
- e. Employees found to have an alcohol concentration of greater than 0.00 shall immediately be removed from their duties and subjected to other actions outlined in this policy, including personnel actions up to, and including dismissal from employment.

2. Drug Prohibitions

- a. The use of any drug is prohibited if the drug could affect job performance, including, but not limited to:
 - b. Use of any drug, except by doctor's prescription, and then only if the doctor has advised the employee that the drug will not adversely affect the employee's ability to safely perform the duties of his job. Your doctor/prescribing physician may be contacted to check the validity of any prescription that is over 60 days old;
 - c. Testing positive for drugs; and
 - d. Providing a diluted sample; and
 - e. Refusing to take a required test.
3. Failure to notify the supervisor or the PA if alcohol or a controlled substance is ingested unintentionally or if the employee is made to ingest a controlled substance so that appropriate medical steps may be taken to ensure the employee's health and safety;
4. Failure to notify the supervisor or the PA of any alcohol or criminal drug statute charge or conviction no later than five (5) days after such charge or conviction relating to alcohol or drug abuse or misuse. However, notification of conviction does not insulate the employee from disciplinary action;
5. An employee will not be disciplined for reporting personal use of alcohol or prescribed medications when called to perform additional duties outside normal work hours.
6. An employee will inform his supervisor or the PA of any therapeutic drug and/or prescription use that could adversely affect his performance prior to performing any duties.
7. Employees found to be in violation of the County's substance abuse policies are subject to appropriate personnel action, up to and including dismissal from employment.

5. **Preconditions to Drug and Alcohol Testing:** The County shall contract with a reputable certified laboratory.

6. Types of Testing

- A. **Pre-employment testing:** All offers of employment shall be made contingent upon passing a medical review, including an alcohol and drug test. If the test is confirmed positive for drugs or alcohol, the candidate will be disqualified with no further action to be taken. Job applicants, who are denied employment because of a positive test, may reapply for employment after twelve (12) months. The records will be maintained in the applicant's confidential medical file.

B. Reasonable Suspicion: If an employee's work performance or behavior is indicative of possible alcohol or drug abuse or misuse as demonstrated by the following behaviors/symptoms, or if the employer observes specific, contemporaneous, articulable conduct pertaining to the appearance, behavior, speech or body odors of the employee that indicate the he/she may be in violation of this policy, an appropriately trained supervisor, with the concurrence of the PA or Human Resource Officer, will require the employee to submit to a breath test or urinalysis. The following conditions, which should not be construed to be all inclusive, are signs of possible alcohol or drug abuse:

- Abnormally dilated or constricted pupils
- Glazed stare
- Redness of eyes
- Change of speech
- Constant sniffing
- Increased absences
- Redness under nose
- Sudden weight loss
- Needle marks
- Change in personality
- Increased appetite for sweets
- Forgetfulness
- Performance faltering
- Poor concentration
- Borrowing money from co-workers, seeking an advance in pay, or other unusual display of need for money.
- Constant fatigue or hyperactivity
- Smell of alcohol
- Difficulty walking
- Excessive, unexplained absences
- Dulled mental processes
- Slowed reaction rate

- a. Supervisors must notify the PA and/or the appropriate Executive Authority if they have reason to believe one or more of the above listed conditions is indicated, and that the substance abuse is affecting an employee's performance or behavior in any manner. Job performance and policy violations must be specific.
- b. The PA or Human Resource Officer (HRO) will arrange to observe or talk to the employee. If the PA or HRO and supervisor concur on reasonable suspicion, the PA or HRO will immediately arrange for the specified test.
- c. The employee will be required to disclose any evidence pertinent to the observation for further testing. Failure to comply may subject the employee to subsequent discipline or suspension. All confiscated evidence will be receipted for with signatures of both the receiving supervisor and the provider.

- d. If upon questioning by the supervisor, the employee admits to use but requests assistance, the PA or HRO may arrange for assessment by the substance abuse professional (SAP). Reassignment to job duties will be conditioned on completing the SAP's guidelines and return to work testing.
 - e. The supervisor shall, within 24 hours, or before the results of the alcohol or controlled substance testing are released, document the particular facts related to the behavior or performance problems and present documentation to the PA.
 - f. The PA shall cause the removal of the employee from county property and ensure that the employee is transported to the collection site. Under no circumstances will the employee be allowed to drive any county vehicle until a confirmed negative test result is received.
- C. Post-Accident Testing: All employees who are involved in an accident, as defined above, while performing duties for the County, are required to provide a breath test and a urine specimen to be tested as soon as possible, but not later than eight (8) hours after an accident. The employee shall remain readily available for testing or he will be deemed to have refused testing. If the employee is seriously injured and cannot provide a specimen at the time of the accident, he shall provide the necessary authorization for obtaining the hospital reports and other documents that would indicate whether there were any controlled substances in his system. **Adherence by the employee to the post-accident testing requirements is a condition of continued employment with the County.**
- D. Random Selection: the County will conduct mandatory random testing for all employees, as defined above, as follows:
- o A selection process which removes discretion in selection will be adopted by the county.
 - o The random testing will be reasonably spaced over a twelve (12) month period.
- Once notified, the supervisor or PA and employee will immediately proceed to the collection site. The employee will not be notified prior to duty that he is to be tested. If the employee is not scheduled to work within 72 hours he will not be randomly tested until drawn again.
- E. Return-to-Duty Testing: Before an employee returns to duty after engaging in conduct prohibited by this policy, the employee shall undergo a return to duty alcohol test with a result of less than a 0.00 breath alcohol concentration (BAC) or receive a confirmed negative result from a controlled substance urinalysis test.
- F. Follow-up testing: Following a determination that an employee is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the county shall see that the employee is subject to unannounced follow-up testing as directed by the SAP as required by 382 CFR 605(c)(2)(ii). Follow-up alcohol testing shall be conducted only when the employee is performing safety-sensitive functions, just

before the employee is to perform or just after the employee has performed safety sensitive functions.

7. Collection of Breath and Urine Specimens and Laboratory Analysis

- A. Breath alcohol testing: Breath alcohol testing will be conducted at a prearranged location by a qualified Breath Alcohol Technician according to 49 CFR Part 40 procedures. Refusal to provide breath will be considered a positive test and the employee will be removed from a safety-sensitive function and may be subject to discipline up to and including termination.
- B. Specimen collection: Specimen collection will be conducted in accordance with applicable state and federal law. The collection procedures will be designed to ensure the security and integrity of the specimen provided by each employee, and those procedures will strictly follow federal chain-of-custody guidelines. Every effort will be made to maintain the dignity of each employee submitting specimen for analysis in accordance with these procedures.
- C. Laboratory analysis: Only a certified laboratory is to perform urinalysis for the detection of the presence of controlled substances will be retained by the county. The laboratory will be required to maintain strict compliance with federally approved chain of custody procedures, quality control, maintenance and scientific analytical methodologies.

8. Appeal of Test Results

- A. An employee testing positive for alcohol or drug use is subject to disciplinary action. Refusal to submit to testing will also be considered a positive test. Refusal includes not providing a breath or urine sample as directed, willfully neglecting to sign appropriate control forms, using alcohol within 8 hours of an accident unless a test sample has been taken earlier, or engaging in conduct that clearly obstructs the testing process.
- B. Any employee testing positive for the presence of a controlled substance will be contacted by the county's MRO. The employee will be allowed to explain and present medical documentation to explain any permissible use of drugs. All such discussions between the employee and the MRO will be confidential. If medically supportable reasons exist to explain the positive result, the MRO will report the test result to the county as negative.
- C. Within 72 hours after the employee has been notified of a positive test result for drugs, he may request a retest of the split sample. The signed request will be provided to the MRO in writing, who will then initiate the new laboratory analysis. If a different result is detected by the subsequent laboratory, the test will be voided by the MRO, and the PA will be notified. A new sample may be requested as appropriate. Any testing in addition to the initial test will be conducted at the expense of the employee.

9. Substance Abuse Counseling

- A. The employee may seek assistance from a substance abuse professional who, in conjunction with the MRO, will take appropriate action, which may include diagnosing the problem and recommending treatment. This is to be done at the expense of the employee.
- B. If the employee acknowledges a substance abuse problem, requests assistance and completes the substance abuse treatment recommended by the SAP, these may be considered to be mitigating factors.
- C. The employee's successful completion of an approved treatment program may be a condition of continued employment.
- D. An employee with an acknowledged substance abuse problem will be required to submit to at least 6 unannounced drug tests during the first year and follow-up testing may be conducted for up to 60 months. Failure to adhere to this condition is grounds for immediate termination.
- E. Nothing in these policies shall be deemed as precluding the county from dismissing any employee who has been found to be in violation of these policies. There is no express responsibility to retain an employee, or to provide assistance beyond referral information regarding rehabilitative resources.

10. Confidentiality

- A. Collection of breath and urine samples must always be documented and sealed with a tamper-proof system in the presence of the employee, to insure that all tests can be correctly traced to the employee. Drug and alcohol test analysis from the DHHS approved laboratory will be forwarded directly to the MRO for confidential record keeping.

11. Record Retention

- A. The County shall maintain records of its alcohol misuse and controlled substance abuse prevention programs in a secured location as prescribed by 382 CFR 401.

12. Training:

- A. All supervisors, program administrators, and Human Resource Officer will receive a minimum of one (1) hour training on alcohol abuse and one (1) hour training on drug abuse to assist them in identifying abuse behavioral characteristics.

Additional Requirements for DOT-Regulated Employees

In conjunction with and in addition to what is provided in the County's Drug Free Workplace Policy, employees whose job involves driving a County vehicle, driving a vehicle on behalf of the County, or whose job requires a valid driver's license, must promptly report to their

Department Director any charge of DUI, reckless endangerment or any other offense that may result in the suspension or revocation of their driver's license. Any such charge will result in the immediate suspension of driving privileges pending resolution of the charge. A resulting conviction or disposition (including guilty pleas, Alford pleas and diversionary arrangements) may result in disciplinary action up to and including termination. In the event of an inconsistency between this section and the Drug Free Workplace Policy, the Drug Free Workplace Policy shall control.

Employees in positions regulated by the Federal Department of Transportation ("DOT") are subject to drug testing and disciplinary requirements separate in addition to those that apply to all County employees. Those requirements are as follows:

1. Separate test: For all instances when a drug or alcohol test required by the County's Drug Free Workplace Policy (pre-employment, reasonable suspicion, random and post-accident), employees in "safety sensitive" positions. DOT tests shall be conducted and documented pursuant to DOT regulations. DOT tests shall take priority over and be conducted and completed **before** any non-DOT testing begins. Forms for the administration of such DOT tests are found in the Appendices to 49 CFR Part 40. Guidance for DOT testing can be found in Section VI and related Appendices to the document entitled *What Employers Need to Know About DOT Drug and Alcohol Testing (Guidance and Best Practices*, published by the federal government's Office of Drug and Alcohol Policy and Compliance. (Copies available online or from the Human Resources Department.) In any instance that DOT testing requirements differ from those set out in this policy, DOT testing requirements shall control for purposes of this first test.
2. Protocol for DOT tests: The collection of samples and administration of drug and alcohol tests shall follow all standards, procedures and protocols set forth by the U.S. Department of Health and Human Services Substance Abuse and Mental Health Administration (SAMHSA). Test results will be obtained by a qualified laboratory as defined elsewhere in this policy and results shall undergo a medical review as follows:
 - a. All test results shall be submitted for medical review by the County's designated Medical Review Officer (MRO), who shall consider the medical history of the employee or applicant, as well as relevant biomedical information.
 - b. If there is a positive test result or it is determined there was a refusal to test because of adulteration or substitution, the employee or applicant will be given an opportunity to discuss the test results with the MRO and report to the MRO the use of any prescription or over-the-counter medication. Provided, however, that the employee will not receive the opportunity to discuss test results with the MRO if he/she declines the opportunity, has been instructed to contact the MRO and failed to do so, or has not been successfully contacted within ten (10) calendar days of the test despite reasonable efforts.
 - c. If there is a positive test result or it is determined there was a refusal to test because of adulteration or substitution, the employee also shall have the opportunity to request, verbally or in writing, a test of the "split specimen" (as defined by 49 CFR 40.3).

The employee must make such a request within seventy-two (72) hours of when the employee is notified of the verified positive drug test or determination of refusal to test because of adulteration or substitution. If the employee does not make his/her request within 72 hours, the employee may still request a “split specimen,” but only if the employee presents the MRO with documentation showing that circumstances such as a serious injury, illness or lack of actual notice unavoidably prevented him/her from making a timely request.

- d. If the MRO determines there is a legitimate medical explanation for a positive test result, the MRO shall certify that the test results do not indicate the unauthorized use of alcohol or a drug.
- e. If the MRO determines, after appropriate review, that there is not a medical explanation for the positive test result other than the unauthorized use of alcohol or a prohibited drug, the MRO shall refer the individual tested to the Human Resources Department for further proceedings in accordance with this policy.

MRO determinations concerning the use of alcohol or a controlled or illicit substance shall comply with all procedures outlined in the U. S. Department of Health and Human Services Substance Abuse and Mental Health Services (SAMHSA) “Medical Review Officer Manual for Federal Agency Drug Testing Programs.”

- 4. Additional requirements for MROs involved with DOT testing: For purposes of compliance with DOT requirements for testing of DOT-regulated “safety sensitive” employees (addressed more below), the Medical Review Officer must meet the qualifications set out in 49 CFR 40.121.
- 5. Additional DOT requirements for reasonable suspicion testing: For DOT testing purposes, the term “reasonable suspicion” means a trained supervisor’s or trained County official’s belief that an employee is using or has used drugs or alcohol in violation of this policy, drawn from specific, contemporaneous, objective and articulable observations concerning the appearance, behavior, speech or body odors of the employee, which may include indications of the chronic and withdrawal effects of controlled substances. Reasonable suspicion tests for DOT purposes must be based on suspicion that satisfies both this criteria **and** the criteria in the County’s Drug Free Workplace Policy. Further, when reasonable suspicion testing is required, the County must document the circumstances of an event if testing for alcohol does not occur within two (2) hours following a reasonable suspicion determination, and must cease attempts to administer an alcohol test if it is not administered within eight (8) hours following the determination.
- 6. Additional DOT requirements for drug awareness training: Concerning alcohol and substance abuse awareness training, supervisory personnel responsible for DOT-regulated “safety sensitive” positions also must receive at least two (2) hours of training each year in DOT-compliant substance abuse detection, documentation and intervention. Half of this training shall be devoted to drug abuse, and the other half shall be devoted to alcohol abuse.

EMPLOYMENT AND APPLICATION PROCESS

Applications

1. Current employees may be given consideration in filling new and/or vacant positions. However, if the Executive Authority deems that the best interests of the county are served by seeking applications or the equivalent from persons other than the existing workforce, he/she shall seek applications as deemed appropriate. Current employees who wish to fill a vacant position must complete a new application or the equivalent.
2. Official forms supplied by the County and completed by the applicant shall require the following:
 - I. Information about the applicant's training and experience;
 - II. References;
 - III. Signed release forms, including but not limited to a release for the Driving History Record;
 - IV. Whatever additional information is required for an evaluation of the applicant's fitness for the position for which he/she applies; and
 - V. Any additional testing or evaluations deemed necessary for employment including, but not limited to, post-employment offer physicals, drug tests, and medical history questionnaires.
3. The county will only accept applications or the equivalent when there are vacant positions.
4. Each application or equivalent shall be reviewed by the County Judge/Executive or appropriate Constitutional Officer, and/or such other persons as deemed appropriate.
5. All application forms filed with the County shall be kept by the Executive Authority, or his/her designee, for the time required by law.
6. All applicants shall be given a copy of the position description describing the job requirements and necessary qualifications if requested.

The Hiring Process

In determining the qualifications of an applicant for a position the county shall consider the following:

- A. Information the applicant supplies on an application form or resume;
- B. Written, performance, or post job-offer physical evaluations;
- C. Interviews;
- D. Information and evaluations supplied by the references whom the applicant identifies; and

- E. Other applicable information.

All persons who qualify for an appointment to a position of a particular classification shall be considered by the Executive Authority for appointment. No person may be appointed to a position unless verified information on an official application form indicates that the person has the desired qualifications set forth in the position description.

All county employees shall be appointed and removed by the County Judge/Executive, with approval of the fiscal court, unless they are employees appointed pursuant to the authorities granted to the judge/executive by KRS 67.711(1). Employees of county constitutional offices shall be appointed and removed by the appropriate Constitutional Officer.

ORIENTATION OF NEWLY EMPLOYED PERSONNEL

1. All new employees shall participate in an orientation conducted by the County's human resource officer and their supervisor on or before their first day of employment.
2. The orientation shall consist of the following elements:
 - A. Explanation of the purpose and goals of the County;
 - B. Overview of the County's structure and operations;
 - C. Overview of management policies and procedures; and
 - D. Other elements deemed appropriate.
3. All employees will receive a copy of these Personnel Policies and Procedures during their orientation. Employees are expected to be familiar with the contents of these policies, and are encouraged to discuss any questions with your supervisor or the human resource officer.

PERSONNEL RECORDS

1. A personnel file shall be maintained for each county employee by the Executive Authority or his/her designee. All changes in the status of employees shall be recorded in these files, which shall be retained and maintained in accordance with applicable state and federal laws.
2. The file shall contain:
 - A. The employee's name, address and telephone number where the employee may be reached;
 - B. Position title;
 - C. Hiring date;
 - D. Departmental assignment;
 - E. Application;
 - F. Salary;
 - G. All changes in status as a county employee;
 - H. Documented compliance with labor standards, EEO-4, I-9 requirements;
 - I. Performance appraisals and evaluations;
 - J. Commendations and disciplinary memoranda; and

- K. Whatever additional information this ordinance, other governing laws, or the County requires.
- 3. Employee medical records of a confidential nature shall be maintained separately from other employee files.
- 4. Personnel records of the County shall be public records as defined and controlled by the appropriate Kentucky Revised Statutes. They will be retained in accordance with the retention schedules adopted by the State Archives and Records Commission.

CLASSIFICATION OF EMPLOYEES

- 1. All employees of Pulaski County shall be classified as full-time, part-time, temporary/seasonal, or floater/flex.
 - A. Regular Full-Time Employee: An employee who works at least 29 hours per week on a regularly scheduled basis;
 - B. Regular Part-Time Employee: An employee who works less than 29 hours a week on a regularly scheduled basis, or as needed basis;
 - C. Temporary Employee: An employee who works in a position which is of a temporary nature, either full-time or part-time. The maximum time limit for temporary or seasonal employees is twelve (12) months.
 - D. Seasonal: Employee who works in a position for a maximum of 9 consecutive months per calendar year. Seasonal employees may be added as needed. Seasonal employees must be off work 3 consecutive months per state requirements. No exceptions.
 - E. Floater/Flex: An employee who works at least 29 hours per week on a regularly scheduled basis and in various departments as needed.
- 2. Only full-time and floater/flex employees are considered “regular” employees.
- 3. Full-time and Floater/Flex employees in regular positions who have satisfactorily completed their introductory period shall be entitled to specified benefits provided by the county.
- 4. Temporary and part time employees shall not be entitled to any benefits, unless specified otherwise in these Policies.
- 5. Nothing in the classification of employees is intended to create a contract of employment. Any individual may voluntarily leave employment or be terminated at any time, for any lawful reason or no reason at all. Any oral, written statements, custom or course of dealing to the contrary are hereby expressly disavowed.

EMPLOYMENT COMPENSATION PLAN

Pay Plan

1. An appointee to a new position shall receive the minimum salary for the class to which the position is allocated.
2. Employees shall be given consideration prior to their anniversary date for increase to the next step of the grade assigned to their position, pending satisfactory service and availability of county funds. Employees will receive this increase only after a completed evaluation has been received by the HRO. The increase in salary will then be calculated for the next payroll cycle.

TERMS OF EMPLOYMENT

Hours of Work

1. Paychecks shall only be disbursed after the submission of a properly prepared and signed time sheet. Paychecks will only be disbursed to the department head, supervisor or employee except with written instructions from the employee.
2. Overtime:
 - a. Time off with pay (such as vacation, sick leave, compensatory time, or flex-time) shall not be considered as hours worked for overtime pay purposes.
 - b. Holidays for which employees are paid, but which are not worked, cannot be used for computing overtime. Employees shall not be compensated for vacation, sick, compensatory time, or flex-time on a holiday for which they are being paid.
 - c. Hours worked past the regularly scheduled work day shall be approved in advance by the employee's immediate supervisor whenever possible, and shall be kept at the minimum consistent with maintenance of essential services and the county's financial resources. Documentation for these hours must be submitted along with the employee's time sheet.
3. Unpaid time off (LWOP): Employees taking time off without pay is not permissible except during FMLA or Workers' Compensation events and except in circumstances with written approval from the Executive Authority. LWOP is not to exceed 30 hours for every 6 months.
4. Compensatory Time:
 - a. Pursuant to KRS 337.285 as amended, upon written request by a county employee and upon a written agreement reached between the fiscal court and the county employee before the performance of the work, a county employee **who is authorized** to work one (1) or more hours in excess of the regularly scheduled hours worked each week may be granted compensatory leave on an hour-for-hour basis.
 - b. For all hours of compensatory time worked in excess of forty (40) hours per a given work week, may be granted compensatory time in lieu of overtime pay at the rate not

less than one and one half (1.5) hours for each hour the county employee is authorized to work in excess of forty (40) hours in a work week.

- c. "County Employee" is defined as a regular full-time employee of the Pulaski County Fiscal Court.
 - d. The employer shall permit the use of compensatory leave within a reasonable period after the request, if the use does not unduly disrupt the operations of the employer.
 - e. Full time employees may accrue not more than two hundred forty (240) hours of compensatory time. Once an employee has accumulated the maximum allowable hours of compensatory time, that employee shall, for additional overtime hours of work, be paid overtime compensation.
 - f. Compensatory time compensation for time off shall be paid at the regular rate earned by the employee at the time the county employee receives the payment.
 - g. Upon an employee's termination of employment, all unused accrued compensatory time shall be paid at a rate of compensation not less than the average regular rate received by the employee during the last three (3) years of the employee's employment or the final regular rate received by the employee, whichever is higher.
5. Flex-Time:
- a. In the event county offices close at the discretion of the County Judge Executive or approval of Fiscal Court (Flex Day), any regular full-time employee occupying regular positions shall receive their regular work day hours.
 - b. When it is essential for a regular full-time employee to work on that day, the employee will accrue flex-time for the number of hours worked. Flex-time will accrue as straight time. Any flex-time accrued must be used within 90 days. In extenuating circumstances, this time may be extended with approval of the Department Head and the County Judge Executive.
 - c. Employees shall be paid in lump sum for accumulated flex-time, not to exceed 160 hours, when separated by resignation, retirement, or involuntary termination.
6. Workweek:
- a. The official workweek begins on Monday at 12:01 a.m. and ends on Sunday at midnight.
 - b. The county may change the official workweek at any time, but not to avoid overtime provisions. Should the work week change in any way, it will be a joint decision by the County Judge and Department Head.

- c. Any changes to the work week will be made so no office is closed during normal business hours, except for holiday or other times deemed by the County Judge or Fiscal Court.

Introductory Period

- A. There are two (2) types of introductory periods:
 - i. Initial: All persons initially appointed to full-time and part-time positions shall be on an initial introductory period of 180 days. At the end of the period, a written evaluation will be given to the employee by his/her supervisor, a copy of which will be placed in the employee's personnel file. Upon satisfactory completion of the initial introductory period, the supervisor shall make recommendation to the appointing authority that the employee be appointed to regular status. Full-time employees shall receive a two (2) step increase in pay as defined in the county's Grade/Step Schedule.
 - ii. Promotional: Any employee who has served an initial introductory period and is promoted from within the county service to a new position shall be on a promotional introductory period in the new position for a period of 90 days. Upon satisfactory completion of the promotional introductory period, the supervisor shall make recommendation to the appointing authority that the employee be appointed to regular status and shall receive the pay increase as defined by the County's Grade/Step Schedule.
- B. While serving an initial introductory period, an employee may be dismissed at any time without right of appeal. An employee serving a promotional introductory period may be reinstated, without right of appeal, to the position from which he/she was promoted or to a position comparable to the one from which he/she was promoted.
- C. At the completion of an introductory period, the employee's performance shall be evaluated by the supervisor or department head. The Executive Authority shall make a determination at that time to the continuation of the introductory period.
- D. Introductory periods may be extended by the Executive Authority for a position if it is deemed that a longer period is needed to learn the work and evaluate that effectiveness of the work performed. Such an extension may be granted once and may not be longer than 90 days.
- E. Benefits during Introductory Period:
 - i. During a full-time employee's initial introductory period, he/she shall be allowed the following benefits as provided in these policies: holidays, military leave, and voting leave.

Transfers

Any employee occupying a regular full or part-time position may request a transfer from one position to another comparable position, provided the position to which the employee is transferred is one for which he/she possess the appropriate minimum qualifications, and provided that the position applied for is vacant. The request must be in writing.

Employees occupying a regular position under one constitutional officer who are transferred to a position under another constitutional officer, with no lapse in service, cannot terminate employment and be re-hired. If any employee chooses to transfer to new position that is in a lower pay grade, the employee's pay will be changed to reflect lower pay grade.

From time to time it may be deemed necessary to transfer an employee from one department to another department for various reasons. If the transfer is deemed to be performance related, the employee will receive the pay grade of the new position. If the transfer is for any other reason, The Fiscal Court may keep the employee's pay the same or reduce or increase the employee's pay to the pay grade of the new position.

Light Duty

Light duty assignments under this policy are specially created temporary job assignment for employees injured or otherwise incapacitated. Such light duty assignments are temporary assignments only, are not available to employees on a permanent basis under any circumstances. The existence of this light duty policy does not in any way guarantee that light duty will be available in your department, at any given time, or for any particular employee who requests it.

If at any point an employee is medically determined to have sustained permanent restrictions, the creation or continuation of a temporary light duty assignment will not be considered. In the event, Pulaski County will review the employee's situation separately, to determine the appropriate steps to be taken and may seek an additional evaluation from an independent physician.

Assignments to temporary light duty shall not affect an employee's pay classification, pay increases, promotions, retirement benefits or other employee benefits. Light duty assignments are strictly temporary and will not exceed one (1) year, with the year defined as beginning on the first light duty day and ending twelve (12) calendar months after the first light duty day. As a condition of a temporary light duty assignment, an employee may be required to submit to monthly physical assessments of their condition by a doctor of the County's choosing.

Promotion

When a vacancy occurs in a position above the entrance level, current qualified employees who submit written application for the position may be considered for the promotion. However, if the Executive Authority deems that the best interest of the County necessitate the appointment of an applicant not currently employed by the County, the position may be filled by appointment of a person from outside the government.

An employee occupying a regular position may be promoted from one position to a higher position only if he/she possesses the minimum qualifications for the higher position and if the position is vacant.

Demotion

In the event an employee becomes unable to perform the duties with reasonable accommodation as stated in the position description, for disciplinary reasons, or in lieu of a layoff, an employee may be demoted, at the County's discretion, provided the employee meets the qualifications for the demoted position, and the position is vacant. The employee's salary for the position to which he/she is demoted shall convert to the same step in the grade level to which the employee is demoted as established in the County's Pay Scale Grade/Step Compensation Plan.

Resignation

- A. An employee wishing to resign shall provide written notice of the intended resignation to his/her supervisor or department head as soon as possible after the decision is made. The intended resignation date must not be less than fourteen (14) calendar days prior to the effective date of resignation, which date must be made part of the notice; and any employee who fails to comply with the terms of this section shall be deemed to have waived and forfeited his/her entitlement to payment for accrued vacation leave. An employee who does comply with this section shall be entitled to payment of a maximum of 120 hours of accrued unused vacation leave. Compensatory time will be paid upon resignation for non-exempt personnel.
- B. An employee's resignation and its attending reasons, if noted, shall be recorded in the employee's personnel file.
- C. The employment date of an employee who resigns and is reinstated will be the latest date of employment. No unused sick time will be compensated.
- D. Any employee who is absent from work for three (3) consecutive work days without notifying his/her department head of the reason(s) for the absence will be considered to have voluntarily resigned his/her employment with the County.

Layoff/Reduction in Force

- A. The County Judge/Executive, with the approval of the Fiscal Court, may lay off an employee or employees because of lack of work or funds. The order of layoff shall be determined by the needs of the County. Other Constitutional Officers may lay off employees, without approval of the Fiscal Court, because of lack of work or funds. The order of layoff shall be determined by the needs of the particular office.
- B. Consideration **may** be given to the seniority and other qualifications of persons being considered for layoff.

- C. Temporary, seasonal and initial introductory employees shall be laid off before employees occupying regular positions affected by layoff.

Re-employment/Reinstatement

- A. The County Judge/Executive, with the approval of the Fiscal Court, may re-employ any former employee who has resigned from the county with a satisfactory employment record, or who has been laid off because of lack work or funds. Other Constitutional Officers may also re-employ former employees under these conditions.

Retirement

Pulaski County does not have a mandatory retirement age for its employees. The county does participate in the County Employees Retirement System (CERS), including participation in the Standard Unused Sick Leave Program. Information regarding this program is provided in the Benefits section of these policies, with detailed information available from the county's human resource officer.

OTHER TERMS AND CONDITIONS OF EMPLOYMENT

1. Political Activity

- A. No employee, as a condition of employment or continued employment, shall be required to contribute to or participate in a campaign for any candidate for political office.
- B. No employee of the county shall engage in political activity during his/her assigned duty hours or while in uniform.

2. Employee Bonding

All applicants seeking county employment which involves the handling of county funds or writing county checks shall be bondable. All employees involved in handling county funds shall be bonded at the expense of the county.

3. Outside Employment

Any outside employment that interferes with or creates a conflict of interest with the employee's county employment is prohibited.

4. Inclement Weather

In the event of occurrence of weather conditions in which travel to and from work may jeopardize the safety of employees, county offices may be closed at the direction of the County Judge/Executive. Employees will be notified of this action in a timely and appropriate manner. This will be paid as a regularly scheduled workday.

5. Expense Reimbursement

Employees will be reimbursed for pre-authorized travel expenses incurred in the performance of their work, but not for commuting to and from the workplace. Any costs incurred should be the most economical consistent with the county's best interest.

- A. Any employee of the county incurring expenses for prior approved county related business shall be reimbursed as follows:
 - i. Official travel in privately owned vehicles shall be reimbursed in accordance with Resolution number 96.04.09, which states that the rates shall be paid at the Federal Mileage Rate.
 - ii. Air travel shall not be first class unless other rates are unavailable. Under reasonable circumstances, or for necessary expediency, the Executive Authority may authorize other travel means.
 - iii. Lodging shall be reimbursable at the actual expense. Detailed receipts **must** be provided for all lodging.
 - iv. Conference and registration fees shall be approved in advance by the Executive Authority, and may be prepaid when necessary and appropriate. A copy of the registration must be submitted to the Finance Officer of the County for registration payment and potential reimbursement documentation.
 - v. Use of rental vehicles must be approved in advance, or justification provided that shows the use of such vehicle was more feasible than other types of available transportation.

Other necessary expenses which were unforeseeable prior to travel may be approved by the Executive Authority upon presentation of appropriate form including signature of supervisor and explanation of the need for such expense.

- B. Detailed receipts for all expenditures shall be obtained and attached to the request for reimbursement, which must be completed as soon as possible upon completion of travel. **All requests for reimbursement shall be presented on appropriate form with supervisor signature.**
- C. Employees violating this section will be subject to appropriate disciplinary action.

6. County Property

Any county employee found guilty of damages to or destruction of County property or equipment shall be required to pay all costs of repairs or replacement of the property and may be subject to discipline, up to and including dismissal. Each Executive Authority or supervisor shall be responsible for the equipment that is used in their department or office. A list of each office's

equipment is to be kept current and a copy of the list shall be sent to the County Judge/Executive's office each year or as any changes are made.

SECTION 5.7 SAFETY PROCEDURES

1. Declaration of Policy

The health and safety of employees is a primary concern of Pulaski County Fiscal Court. As a condition of employment, employees are required to comply with all safety procedures that are established for the position held by the employee. Additionally, any employee who becomes aware of any unsafe or hazardous condition shall report the situation to their supervisor or department head immediately.

All work related injuries and/or mis-haps must be reported to KACO's nurse triage. If the employee is unable to make the call, a supervisor or co-worker that witnessed the incident may make the call on their behalf. This will file the first report of injury as well as give you the opportunity to seek advice on your injury, if needed. The injury and/or mis-hap must also be reported to the employee's immediate supervisor or the department head, as soon as possible after the injury occurs, but no later than the end of the work day/shift.

Failure to comply with established workplace safety rules, report workplace injuries, failure to report unsafe/hazardous conditions of which the employee is aware will result in personnel action, up to and including termination from employment.

Compliance with these recommendations does not ensure safety of your occupation or place of employment. Safety and health remain your responsibility.

2. Duties and Responsibilities

The success of a safety program depends upon a number of factors. Pulaski County Fiscal Court, upper management, safety director, supervisors, and employees must assume a degree of responsibility of assuring the success of the program. The attitude of all parties is very important to the success of the program.

Fiscal Court

Pulaski County Fiscal Court has the duty and responsibility to provide a safe place to work that is free of recognized hazards. They also have the duty to provide the tools, training, and enforcement of established safety rules and recommendations.

Upper Management

Upper Management has the duty and responsibility of supporting Pulaski County Government's safety and loss control program and the Safety Director. This should be accomplished by active support of the safety program, those individuals responsible for safety, and by example.

Safety Director

The Safety Director has the duty and responsibility to oversee Fiscal Court's safety program, to make certain that each department has needed safety material, and see that the safety policy is followed. To accomplish this task the Safety Director will oversee/provide training and periodically visit all departments.

Supervisors

Each supervisor has the duty and responsibility of being aware of safety rules and regulations, actively supervising employees working under their supervision, and seeing to it that employees are properly trained and perform their assigned tasks in a safe and proper manner. Making certain that employees have protective safety equipment and that it is being used when required. The supervisor is also responsible to see that an injured worker receives prompt first aid and that the injury or mis-hap is reported to the KACO nurse triage and the Personnel Officer per policy requirements.

Employees

Each employee has the duty and responsibility of following established safety rules and regulations. Employees should perform their tasks in a safe and proper manner, immediately report unsafe conditions to their supervisor, and use required protective equipment. The employee should inform their supervisor of all work-related injuries or mis-haps.

SAFETY COMMITTEE

Safety Committees can be invaluable to a safety program by providing participation of many key employees.

- The Safety Committee advises on matters of safety pertaining to operations, performs essential monitoring/evaluations of location and work task hazards, assists in employee education and training, and investigates accidents.
- An Agenda will be prepared for each meeting. It will be posted on Pulaski County Government's website and the media will be notified. Minutes will be taken and approved at the beginning of each meeting. All documentation will be forwarded to KACO-Kentucky Association of Counties Worker's Compensation Division.
- A Safety Committee has been appointed to meet quarterly (or as needed) to discuss safety concerns, trainings, and recent accidents. In turn, the Department Supervisor will relay any/all suggestions to their employees. A mandatory safety training will be held bi-annually for all employees.
- Members will be newly/re-appointed every four years after a county-wide election.

- The Safety Committee members include:
 - Stephen B. Kelley, Jr, County Judge Executive
 - Dan Price, Deputy Judge
 - Jason Turpen, 1st District Magistrate
 - Jimmy Wheeldon, 2nd District Magistrate
 - Mark Ranshaw, 4th District Magistrate
 - Joan Isaacs, Treasurer
 - Stacy Halcomb, Public Safety Director-Investigator of Accidents
 - Dawnetta Smiley, Personnel Officer-Minutes/Coordinator of Meetings & Trainings
 - Eugene Harness, Road Supervisor
 - Danny Masten, Solid Waste Coordinator
 - Jeff Wilson, Maintenance Supervisor/Park Maintenance Director
 - Kimberly Norfleet, Park Manager
 - Donnie Godbey, Maintenance Supervisor
 - Adam Scales, Animal Control Officer
 - Aaron Ross, 911 Director
 - Frank Hansford, Vehicle Maintenance Mechanic Director
 - Anthony McCollum, Jailer
 - Linda Burnett, County Clerk
 - Jeff Hancock, Major-Sheriff's Department

PROGRAM REINFORCEMENT

Positive reinforcement encourages good performance. Employees should be reminded to follow workplace safety policies and procedures.

GENERAL SAFETY RULES

1. While on duty drinking alcoholic beverages and the misuse of illegal or prescription drugs will not be tolerated. Any employee discovered under the influence of alcohol or drugs will not be permitted to work and will be subject to disciplinary action.
2. Horseplay of any description is unsafe and will not be tolerated while on duty.
3. All hazardous/unsafe working conditions which could place you or your co-worker at risk should be reported to your supervisor immediately. Safety is everyone's job.
4. Employees will heed signs, posters, or hazard bulletins posted on company premises.
5. Housekeeping is crucial to workplace safety.
6. Anytime work is being done along roadways/right-of-ways, florescent/reflective clothing/vest must be worn and safety cones/signage must be posted.

7. Protective equipment will be provided and must be used when the job requires. (i.e. hard hats, safety glasses, ear plugs, gloves, catch pole, wet floor signs, quarantine signs and uniforms when provided)
8. All equipment with moving parts will be operated with guards in place. Do not remove guards until all machine motion has stopped and the machine is disconnected from its power source. Replace all guards after repairs.
9. Do not start machinery, operate valves, or change electric switches until you've made certain that it is safe to do so.
10. Only qualified operators will operate equipment, switches, valves, or other machinery.
11. Never start any machine until everyone is clear and warned.
12. Never walk on machinery while it is running.
13. Do not repair or adjust machinery while it is in operation.
14. Use tools only for their intended purpose.
15. Defective power or hand tools will not be used.
16. Never work under vehicles or equipment supported by jacks or chain hoists without protection blocking.
17. Do not sit or stand on equipment, shafts, or belting.
18. Never put your hand or foot in moving conveyor.
19. Never turn compressed air on yourself or anyone. Never use compressed air to clean clothing.
20. Wear approved dust mask in areas where dust masks are needed.
21. Consider all electrical wires as being dangerous.
22. No smoking in NO SMOKING zones.
23. Learn to lift the proper way. Bend knees, keep back erect. Get help with heavy loads.
24. Do not stand on chairs or tables. Use a step stool.
25. Do not use a ladder that is bent, cracked, broken or loose. Do not use metal ladders around electrical hazards. Always use both hands when climbing ladders. Do not carry tools in your hand when climbing ladders or stairs.

26. Any employee working in an environment where the potential exists for an injury/mis-hap, must be dressed accordingly for the job being performed. (I.e. long pants and closed toe shoes) Some departments affected include Recycle Center, Animal Shelter, Road Department, Public Safety and Maintenance.

27. All employees must follow state and federal safety laws and company policies. Violations of any safety policy or rule may be cause for disciplinary action up to and including termination of employment.

RULES FOR VEHICLE OPERATION

1. Drive defensively and be prepared to compensate for the unpredictable actions of other less skillful drivers.
2. When possible avoid dangerous unsafe conditions in the roadway, dangerous intersections, and known hazardous streets. Avoid parking your vehicle with a trailer so that backing up is necessary. Backing up should be avoided, if at all possible, by using the “pull-through” technique. If you must back up, a responsible adult should be assigned to help guide you.
3. Never drive when you are greatly fatigued, not fully alert, or when you are physically ill, physically deficient, or have a severe emotional problems.
4. Understand all traffic laws, seatbelt laws, signs, and signals, and obey them. Know vehicle weight and size limitations which apply to the operation of a commercial vehicle or vehicle and trailer.
5. Observe the legal speed limits or use a lower speed if dictated by the existing traffic, weather, and road conditions.
6. Always position your vehicle in the proper lane well in advance of the turn location so that turns can be accomplished with the proper signals, with due regard for other vehicular traffic. If stopped, while waiting to turn, keep your wheels straight ahead until you can proceed, so that if struck from the rear, you are not forced into oncoming traffic.
7. Always follow at a safe distance.
8. Avoid excessive lane changing and use good judgement. Passing on curves, hills, shoulders, or near side roads or intersections is extremely dangerous.
9. Always yield the right-of-way when required.
10. Avoid distractions while operating a motor vehicle.
11. Do not smoke or have open flames near when refueling vehicles.
12. Do not jump start any vehicle without proper safety instructions and/or authorization, and never pour gasoline into a carburetor while the engine is turning over.

13. If your vehicle is in the roadway following an accident, warn approaching drivers of the accident to help prevent them from hitting your vehicle.
14. If you are involved in an accident, avoid speaking about the accident to anyone or giving personal opinions.
15. No hitch hikers are to be carried in a company owned vehicle.
16. Parking tickets or other traffic violations received while operating a company vehicle are the personal responsibility of the employee cited.
17. Company vehicles will not be used for personal use with the exception of emergency situations or in the course of normal county business.
18. Seat belts should be worn at all times.
19. Each employee is responsible for safety inspections of the vehicle/equipment they operate. This includes completing a monthly and quarterly maintenance checklist on all vehicles/equipment. The driver/operator of vehicles/equipment that require a CDL license, should do a pre-trip inspection daily before operation begins. (Attachment A & B)
Note: There may be some variation there of when deemed necessary by the Vehicle Mechanic Supervisor.
20. Cell phone use while operating a vehicle/equipment is prohibited.

HAZARDOUS CHEMICALS

1. Store gasoline and pesticides in approved containers only. Always read labels.
2. The label is the law when it comes to agricultural chemicals or pesticides. Read, understand, and comply with all labels.
3. Obey entry designations after chemical use.
4. Follow label instructions for protective devices when using chemicals or pesticides.
5. Employee must wear protective clothing when handling hazardous chemicals.
6. In the case an employee comes across an unknown hazardous material while performing county duties, employee should contact their supervisor immediately. If the supervisor is unable to determine the substance, they should contact emergency personnel.

REPORTING CLAIMS

When an accident or mis-hap occurs during work hours, the following steps must be taken immediately.

1. Report the injury or mis-hap to your Supervisor.
2. Contact the Nurse Triage for KACo Worker's Compensation ASAP to report your claim and file a First Report of Injury. If you are unable to do so, your Supervisor or co-worker may report the incident for you. When calling the Triage you will not only report your claim, but may speak with a nurse and receive medical treatment assistance. This information will be located in a prominent area at your workplace and placed in the vehicles/equipment. ER should only be used in the event of an emergency or the approved facilities are closed.
3. When a work related injury occurs, the Supervisor must (as soon as possible) present the injured employee with a medical waiver & consent form, form IA-1, and the announcement page from KACo. (Attachment C, D & E) These forms should be forwarded to the Personnel Officer no later than the following business day.
3. Supervisors must fill out an Accident Investigation Form and any witnesses must fill out a Witness Form. These forms should also be forwarded to the Personnel Officer no later than the following business day. (Attachment F & G)
4. Some accidents (i.e. vehicle accidents) may be subject to post-accident drug testing immediately. All post-accident drug screenings must be administered by Health Professional services, LLC, located in the office of Henderson Chiropractic. You must present the appropriate Requisition Form (Attachment H) at check-in. In the event the injury requires medical attention, the drug screening may be administered at the facility where medical treatment is sought. All forms are available in the office of your department.
5. All claims will be investigated by a designated member of the safety committee. The findings will be forwarded to the Personnel Officer and filed with the Worker's Comp claim.

RETURNING TO WORK AFTER AN INJURY

When an employee involved in a work-related accident that results in personal injury is treated by a doctor or receives medical attention, he/she must have a written release from the treating physician before returning to work. The release must include the following:

1. Dates employee was under Doctor's care
2. Diagnosis and Treatment
3. Statement that employee is physically able to return to work

If the supervisor has any doubts of the employee's ability to return to work, arrangements will be made to have the employee examined by a Doctor/Clinic approved by Fiscal Court.

PROGRESSIVE DISCIPLINE

While the County may elect to follow the progressive discipline policy, the County is in no way obligated to do so. Using progressive discipline is at the sole discretion of the County as an at will workplace and any of the steps of the normal progressive discipline policy may be omitted depending on the severity of the act or problem. The County uses a progressive system for corrective disciplinary purposes. Action taken is intended to be corrective in nature and not punitive.

Progressive discipline includes verbal warnings, written warnings, a final written warning, disciplinary probation, suspensions, and termination. Severity of the offense is a determining factor in the action taken.

Grounds for disciplinary action, after due consideration to the nature and severity of the action or the problem, include, but are not limited to the following. This list is not intended to be all inclusive.

- a. Absenteeism
- b. Abuse of sick leave;
- c. Conviction of a felony or misdemeanor;
- d. Deliberate falsification of time records;
- e. Excessive personal use of electronic media;
- f. Extended meal times;
- g. Failure to comply with established safety practices or procedures;
- h. Fighting during work hours;
- i. Harassment, including sexual harassment;
- j. Improper discussion or disclosing of confidential information;
- k. Incompetence or inefficiency on the job;
- l. Insubordination;
- m. Intoxication or use of intoxicants while on duty;
- n. Leaving work without notification or authorization;
- o. Mistreatment (physical or verbal) of citizens or co-workers;
- p. Neglect of duty;
- q. Provoking or inciting a fight
- r. Reporting to work under the influence of drugs or alcohol;
- s. Supplying false information on employment application;
- t. Tardiness
- u. Theft of county property;
- v. Unauthorized use of county property or vehicles;
- w. Violation of established employer policies;
- x. Willful neglect or abuse of county property; or
- y. Conduct unbecoming of a county employee

1. Verbal Warning

- A. In the case of a minor infraction, the immediate supervisor or department head shall administer a verbal reprimand as soon as possible after the offense.

- B. The date of the verbal reprimand, along with a description of the occurrence which prompted the reprimand and any comments the employee may have made, shall be reported to the Human Resources Officer by the person giving the reprimand. A copy of the reprimand will be placed in the employees personnel file.

2. Written Warning

- A. In the case of either a second minor infraction or a more serious first infraction, the immediate supervisor or department head shall give the employee written warning specifying the reason(s) for such warning and noting any previous verbal and/or written warnings.
- B. After issuing a written warning, the Supervisor, or their designee, shall review the employee's performance on a regular basis. The Supervisor shall explain the consequences of continued infractions.
- C. The employee shall sign the written warning or, in cases in which the employees' signature cannot be obtained, the warning shall be signed by a witness; a copy of the written warning shall be forwarded to the Human Resource Officer to be placed in the employee's personnel file.

3. Disciplinary Probation

- A. After issuing a written warning or in the case of a more serious infraction, the immediate supervisor or department head, with the approval of the Executive Authority, may place the employee on disciplinary probation for any period of time not to exceed 90 days. The period of probation may also be accompanied by suspension, depending upon the seriousness of the infraction.
- B. During the period of probation, the employee will not accrue any sick leave or vacation time. The Supervisor/Department Head shall review the employee's performance during the period of probation. Also, the Supervisor/Department Head shall explain the consequences of continued infractions to the employee.
- C. The employee shall sign the written warning acknowledging they were made aware of the situation. If the employee refuses to sign, it should be signed by a witness. Thereafter, the written warning shall be forwarded to the Human Resources Officer and placed in the employee's personnel file.

4. Suspension

- A. After a serious violation or repeated minor violations, the supervisor or department head, after consultation with the Human Resources Officer, shall request, in writing that the Executive Authority, suspend the employee. The request shall include the reason(s) for the suspension, if any, along with details of previous disciplinary action/s taken against the employee, if any. A copy of the request shall be forwarded to the Human Resources Officer and placed in the employee's Personnel File.

- B. The Executive Authority may suspend an employee for any period up to and including four (4) calendar weeks, depending upon the severity of the offense.
- C. When a decision to suspend an employee is made, the Executive Authority shall provide written notification to the employee within three (3) working days. The notice shall include the reason(s) for the suspension, if any, and the duration of the suspension. A copy of this notice shall be forwarded to the Human Resources Officer and placed in the employee's personnel file.
- D. When an employee is suspended, the Judge/Executive shall present the suspension and reasons for suspension to the Fiscal Court for review and approval at the next meeting date of the Fiscal Court. Other Constitutional Officers may also exercise this authority. A copy of the approval of the Fiscal Court shall be forwarded to the Human Resources Officer and placed in the employee's personnel file.
- E. Employees suspended without pay for a period of four (4) calendar weeks shall not accrue sick and vacation time while suspended.

5. **Dismissal**

- A. When an offense is repeated, or misconduct is serious enough for discharge on the first offense, a supervisor or department head, after consultation with the Human Resources Officer, may recommend dismissal of an employee. The recommendation shall include the reason(s) for dismissal, if any, details of previous disciplinary action taken against the employee, if any, and the recommended effective date and time of discharge.
- B. Upon review of the supervisor or department head recommendation to dismiss, consultation with Human Resources, and after receiving the approval of the Fiscal Court, the County Judge/Executive shall provide the employee with a Notification of Dismissal containing: (a) the reason(s) for dismissal, if any; (b) the details of previous disciplinary action(s) taken against the employee, if any; and (c) the effective date and time of the intended discharge. Other Constitutional Officers operating under these policies shall also comply with this requirement, but do not have to have the approval of the Fiscal Court.
- C. Upon dismissal by the Appointing Authority, for cause under circumstances that would disqualify the employee from unemployment benefits, payment of any accrued unused vacation leave shall be deemed forfeited.
- D. An employee who has been on leave without pay status for thirty (30) calendar days, may be terminated without recourse.
- E. A copy of the Notification of Dismissal will be placed in the employee's personnel file by the Human Resources Officer.

EMPLOYEE BENEFITS

Employee benefits constitute a basic ingredient in personnel administration, and represent a substantial financial commitment by Pulaski County. However, it is expressly noted that the provision of any benefit to county employees is not intended to create any employment situation that compromises its at-will employment status. As expressly stated in these policies' Statement of Purpose, nothing in these policies is intended to create a contract of employment. Benefits provided by Pulaski County include:

1. Retirement

Pulaski County participates in the County Employees Retirement System, including its Standard Unused Sick Leave Program. Under this program, eligible employees (employees must work 100 hours per month to participate in retirement) who retire with the county will have up to six (6) months of unused sick time purchased by the county to add to their length of service. The employee may purchase additional sick leave towards their retirement. Details regarding this program may be obtained from the County's Human Resource Officer.

2. Holidays

- A. Any full-time employees occupying regular positions shall receive their regular work day hours of holiday time at the regular rate of pay as defined in "Vacation Leave" Item 1.b. in the Employee Benefits Section.

Holidays Include:

- a. The first day of January (New Year's Day);
- b. The third Monday in January (Martin Luther King Day);
- c. The third Monday in February (President's Day)
- d. The Friday before Easter one (1) a day (Good Friday)
- e. The last Monday in May (Memorial Day);
- f. The Fourth of July (Independence Day);
- g. The first Monday in September (Labor Day);
- h. The eleventh day of November (Veteran's Day);
- i. The fourth Thursday in November (Thanksgiving Day) and the following Friday;
- j. The twenty-fourth day of December (Christmas Eve);
- k. The twenty-fifth day of December (Christmas Day);
- l. The last day of December (New Year's Eve), and
- m. Any other day deemed as a holiday in accordance with the Commonwealth of Kentucky.

- B. Holiday schedules shall be as follows:

- a. For positions that are scheduled Monday through Friday, when any holiday listed above falls on a Saturday, it will be observed on the preceding Friday. When any holiday listed above falls on a Sunday, it will be observed on the following Monday.

- b. For positions that are scheduled Monday through Saturday, when any holiday listed above falls on a Sunday, it will be observed on the preceding Saturday.
- c. For positions that are scheduled Monday through Sunday, those positions will observe the actual holiday day for any holiday listed above.
- C. In addition to the above, any day may be designated as a holiday by proclamation of the County Judge/Executive, with the approval of the Fiscal Court, or the appropriate Executive Authority.
- D. Holiday pay is pay at the regular rate.
- E. When it is essential for an employee to work on a holiday, the employee shall have the option of being paid holiday pay in addition to regular pay, or taking another day off. The employee shall notify his/her supervisor of their decision prior to working the holiday.
- F. If an employee is absent without leave on the day before or after a holiday, holiday pay shall be forfeited.
- G. If an employee is off on a workers compensation or family medical leave act event, holidays are not a paid benefit.

3. Vacation Leave

Each full-time employee of the county shall be allowed vacation time with pay. Vacation leave shall be accrued as follows:

I.	Beginning of employment thru 8 years	6.67hrs/month
II.	Beginning of 9 years thru 13 years	10.00 hrs./month
III.	Beginning of 14 years and up	13.33hrs/month

- A. Employees will accumulate vacation time from the beginning date of employment; however, vacation time will not be granted until the employee has successfully completed the introductory period. Should the employee NOT successfully complete the introductory period, all vacation time earned will be forfeited.
- B. No employee shall be given any hours that have not been accrued prior to the start of vacation.
- C. Absence on account of sickness, injury, or disability in excess of that authorized for such purposes may, at the request of the employee and at the discretion of the department head, be charged against the employee's vacation time.
- D. Accumulated vacation time shall be granted in accordance with the operating requirement, insofar as practicable, with the requests of the employees. All vacation requests must have approval from the department head. The department head may deny any request that violates department policy or reduces workforce below an acceptable level for the period requested.
- E. Employees are charged with vacation time for absence only on day upon which they would otherwise work and receive pay.

- F. Employees shall be paid in lump sum for accumulated vacation time, not to exceed 240 hours, when separated by resignation, retirement, or involuntary termination, if introductory period has been successfully completed; otherwise, vacation pay is not required to be paid.
- G. County employees may take a minimum of (4) four vacation hours.
- H. Employees may exchange accrued vacation time for monetary compensation IF the following criteria is met.
 - I. Employee cannot drop below 80 hours after the exchange
 - II. Employee is limited to 40 hours semiannually or 80 hours annually.
 - III. Requests will be in 40hour increments only
 - IV. Exchange will be available 1st week of July or December
 - V. Employee who exchanges vacation time and within a period of 12 months from the exchange date uses all SICK and VACATION hours, employee is not eligible for donated time until hours exchanged are taken without pay.

4. Sick Leave

Sick leave applies only to the employee. Sick leave is not applicable to the sickness of a family member. If the absence of the employee is necessitated due to the serious illness of a family member, the employee shall be subject to LWOP or vacation time, whichever may be worked out with the department head subject to the policies. It may be deemed FMLA if all other accruals are exhausted.

- A. Each employee of the county shall be allowed sick leave with pay at the rate of (8) eight hours for each completed month of service.
- B. Sick leave shall accrue only when an employee is working or on authorized leave with pay.
- C. Absence for a fraction or part of a day that is chargeable to sick leave shall be charged in hours and one-half hours.
- D. When applying for sick leave employee shall file a written application on the first day back to work from sick leave except in cases of emergency illness, an employee shall request advance approval for sick leave for medical, dental or optical examinations and for sick leave without pay. In all cases of illness, an employee is obligated to notify his/her immediate supervisor or other designated person. Failure to notify immediate supervisor within a reasonable period of time may result in a denial of your sick leave request.
- E. Employees must have a doctor's excuse to draw a full day of sick pay. In the event of leaving work for sick leave a one hour lunch break may be deducted from the time used.
NOTE: During a pandemic declared by the Federal or State Government, this may be changed by Executive Order from the Judge Executive with approval of Fiscal Court. Only during this time, may an employee draw a full day of sick pay for 2 days without a doctor's excuse.
- F. Employees will be granted one "personal day" per calendar quarter. This will be charged to sick leave and does not require a doctor's excuse. "Personal days" do not accumulate.
NOTE: A PERSONAL DAY WILL NOT BE GRANTED UNDER ANY CIRCUMSTANCE, THE DAY BEFORE, AFTER, OR ON A SCHEDULED HOLIDAY. After a personal day has been taken, another will not be granted for ten (10) working days.

- G. Maternity Leave: Maternity leave shall be granted to any employee for a period not to exceed 12 weeks. Any time which exceeds the accrued and donated time of the employee will be taken as "leave without pay"; however, employee's job status and seniority will not change during said period of time.
- H. Any employee whose department is under the direct supervision of the County Judge Executive and has exhausted all accrued leave time may receive sick time donated from the same not to exceed 1040 hours per incident. To receive donated sick time the following criteria must be met:
 - I. Employee must have been off from work for 5 consecutive working days.
 - II. Employee must have completed probationary period.
 - III. All accrued time must be exhausted.
 - IV. It is the employee's responsibility to request donated sick leave by submitting the appropriate form to their department head. It will be forwarded to Human Resources to be processed and included in the employee's file.
 - V. Donated time is strictly for the use of the employee.
 - VI. Donated time is limited to 6 months per incident.
 - VII. All unused donated time will be returned to the donor. (i.e. Donated time cannot be banked.)
- I. Persons donating time to eligible employees may not let their accrued sick leave balance drop under 160 hours.
- J. Sick time may be used for a family member with a serious illness when all other leave time has have been exhausted, with the approval of the department head and County Judge Executive.

5. Blood Donation

Employees making a blood donation and submitting a certificate from the Kentucky Blood Center will be eligible for four (4) hours off work with each successful donation.

6. Funeral Leave

- A. Employees occupying regular full-time shall be granted up to three (3) paid working days off in case of death in the immediate family.
- B. Immediate family, for purposes of determining eligibility for funeral leave, shall include parents, grandparents, spouse, brothers, sisters, children, immediate in-laws, immediate step-family, and immediate foster family.
- C. In the event an employee desires to extend leave beyond three (3) working days due to a death in the immediate family, the employee shall use sick leave and/or vacation leave, then time without pay upon receiving approval from the Executive Authority.

7. Military Leave

Leaves of absence without pay for military duty are granted to full-time regular and part-time regular employees. If you are called to active military duty or if you volunteer for the same, you must notify your supervisor in advance and submit copies of your military orders subject to the following leave policy for the period of military service, in accordance with applicable federal and state laws. Your eligibility for reinstatement after your military duty or training is completed is determined in accordance with applicable federal and state laws.

Pursuant to KRS 61.396, SB 133 and HB 380 any employee who is a member of the National Guard or any reserve component of the Armed Forces of the United States, of the Reserve Corps of the United States Public Health Service, shall be entitled to a leave of absence from their respective duties, while in the performance of duty or training in the service of this state or of the United States under competent orders. You must notify your supervisor in advance and submit copies of your orders to your supervisor as soon as practicable. In any one (1) federal fiscal year, employees, while on military leave, shall be paid their salaries or compensations for a period or periods not exceeding twenty-one (21) calendar days.

Any unused military leave in a federal fiscal year shall be carried over to the next year. Any unused military leave shall expire two (2) years after it has accrued. Military leave starts accruing on day one of employment and will be prorated during the initial employment year.

Employees will be allowed to use vacation time for any time over the twenty-one (21) calendar days needed for military leave. When all time is exhausted, the employee will be granted a military leave of absence without pay for the period of military service, in accordance with applicable federal and state laws. Eligibility for reinstatement after your military duty or training is completed is determined in accordance with applicable federal and state laws.

8. Voting Leave

Any county employee entitled to vote at any election in this state shall, if he/she has made application for leave prior to the day of election, be entitled to absent him/herself from any services or employment of the county for a period of two (2) hours on the day of the election, between the time of opening and closing the polls. The county maintains the authority to specify the hours during which the employee may take voting leave.

9. Jury Duty/Court Leave

- A. In the event a full-time or part-time employee is requested to serve on a jury, he/she shall be compensated at the normal rate of pay while serving on jury duty. The Executive Authority has the right to adjust the schedule of a part-time employee to work around time away for jury duty. All employees serving on jury duty shall be absent from work only during the times required by the courts, and shall provide their supervisor with documentation from the court verifying the employee's participation.

- B. County employees required to appear in court in a case related to their employment shall be paid at the same rate of pay they normally receive. When court time and normal work hours exceed forty (40) hours in a specific work week, the overtime rate shall be paid.
- C. An employee involved in a personal case, either as a plaintiff or defendant, in a suit not resulting from duties performed on behalf of the county, may be granted leave, provided such leave is deducted from the employee's accrued vacation time or classified as leave without pay.

10. Employer Provided Vehicles

Employer provided vehicles are vehicles owned by the County that are made available to its employees to perform the functions of their jobs. Only county employees are authorized to operate employer provided vehicles. No persons, other than county employees, are covered by the county's liability and/or automobile insurance policies. Only county employees and those individuals accompanying a county employee in an employer provided vehicle and incident to a function of the county employee's job are covered by the county's liability and/or automobile insurance policy. Failure to comply will result in personnel action up to and including termination of employment. Employer provided vehicles fall under two categories:

1. Qualified Non-personal-use Vehicle. All of an employee's use of a qualified non-personal use vehicle is a working condition benefit. Qualified non-personal-use vehicles include the following county vehicles:
 - a. Clearly marked police, fire, and public safety officer vehicles;
 - b. Unmarked vehicles used by law enforcement officers if the use is officially authorized;
 - c. Any vehicle designed to carry cargo with a loading gross weight over 14,000 pounds;
 - d. Unmarked vehicles used by law enforcement officers and are incident to law enforcement functions;
 - e. Pickup trucks with a loaded gross weight of 14,000 pounds or less is a qualified non-personal-use vehicle if it has permanently affixed decals or special painting associated with county government and is equipped with at least one of the following items:
 - 1.) hydraulic lift gate;
 - 2.) permanent tanks or drums;
 - 3.) permanent side boards or panels that materially raise the level of the sides of the truck bed;

4.) electric generator, welder, or boom/crane used to tow automobiles and/or other vehicles.

f. "Law Enforcement Officer" means an individual employed on a full-time basis by a governmental unit that is responsible for the prevention or investigation of crime involving injury to persons or property, and who is empowered to make arrests and execute search warrants and who is also authorized to carry firearms and does so on a regular basis.

g. A law enforcement officer who uses an employer provided vehicle to travel to/from his/her home outside Pulaski County shall incur a taxable fringe benefit under IRS regulations.

2. Commuting-Only Personal Use Vehicle. For bona fide non-compensatory reasons, the Executive Authority may require an employee to commute to and/or from work in a county-owned vehicle. Personal use of a county-owned vehicle for purposes other than commuting is forbidden. The valuation of the commuting-only personal use vehicle is \$1.50 per commute. All documentation must be turned in to the personnel officer at the end of each month to be processed on the following payroll. Failure to do so will result in every work day being charged as a commute.

11. Employer Provided Cellular Telephones

Employer provided cellular telephones are telephones contracted by the County that are made available to its employees to perform the functions of their jobs. There is no expectation of privacy when using an employer provided cellular telephone and all equipment and records of use are subject to search by the County.

12. Employer Provided Uniforms

Employer provided uniforms are uniforms purchased and/or maintained for certain county employees so that the employee can better perform the functions of his/her job. Once a uniform is provided by the employer, the employee is required to wear that uniform during his/her scheduled work day. Personal use (use outside of his/her regular work hours) of an employer provided uniform is forbidden except for those employees serving as peace officers unless the employee obtains written permission from the Executive Authority. Failure to comply with established employer provided uniform rules will result in personnel action, up to and including termination of employment.

The cost of providing and maintaining uniforms is taxable to the employee if the uniforms provided is suitable for everyday wear under IRS regulations.

13. Insurance

A. Health Insurance

- a. Major Medical – The County and the employee may pay appropriate shares of the cost an individual policy, as determined annually by the fiscal court. County employees may purchase family coverage at group rates.
- b. All participating employees are subject to the terms and conditions of the group insurance plans provided by the county.
- c. For newly hired employees, health insurance coverage becomes effective the first day of the second month after employment commences. By way of example, if an employee is hired on June 15th their health insurance will become effective on August 1st.

B. Dental & Vision Insurance

- a. Dental and Vision insurance are voluntary.
- b. The employee may pay appropriate shares of the cost an individual policy, as determined annually by the fiscal court. County employees may purchase family coverage at group rates.
- c. All participating employees are subject to the terms and conditions of the group insurance plans provided by the county.
- d. For newly hired employees, dental insurance coverage becomes effective the first day of the second month after employment commences.

C. Workers' Compensation Insurance

Workers' Compensation Insurance provides medical and hospitalization expense benefits as well as partial payment in lieu of salary for workers injured on the job. The county pays 100% of this insurance.

The employee shall not be paid thirty-three percent of their salary from unused sick, vacation, or compensatory time while off on a workers compensation event.

The employee is required to pay their own voluntary benefits during unpaid leave on or before the payroll check date. If the employee is unable to pay their portion, the employer has the right to terminate those benefits during the Workers Compensation event.

While an employee is absent for workers compensation leave, this event will automatically trigger the Family Medical Leave Act and leave counters shall run concurrent.

D. Unemployment Insurance

All employees are covered under this program. Pulaski County pays 100% of the cost for this coverage. An individual who terminates his/her employment with the county may or may not be eligible to receive payments under this program, depending upon the circumstances involved in the termination.

E. **Social Security**

The county and the employee both contribute to the Social Security program at rates specified by the U. S. Congress.

F. **Liability Insurance**

The county maintains comprehensive liability insurance for all employees.

G. **Life Insurance**

The county provides full-time employees with a \$20,000 group life insurance policy which includes an accidental death and dismemberment component.

H. **Continuing Or Converting Your Insurance Coverage**

You and your eligible dependents may have the right under federal law to continue to participate in the County's group health insurance plans for 18 to 36 months at your expense, depending upon the nature of the triggering event, including but not limited to termination of your employment with the County or a reduction in work hours. You may also have the right under Kentucky law to convert your group life insurance policy to an individual policy upon termination of your employment.

The Consolidated Omnibus Reconciliation Act of 1985 (COBRA) permits employees leaving their employer to have the option of continuing some of their benefits (health insurance and dental insurance) at their own expense (in whole or in part as the law may provide). A person employed by the County who is enrolled in the employee health plan can choose to continue the insurance coverage if his/her position is lost due to reduction in hours or termination of employment. The spouse of an employee can choose to continue the coverage at his/her expense in the case of the death of the employee, termination of the employee, divorce or legal separation from spouse, or if the spouse qualifies for coverage by Medicare. Similar circumstances would permit the child of a separated employee to continue the coverage. Coverage may be continued for eighteen (18) months, and in some circumstances, up to three (3) calendar years. The Human Resources Department can provide more information on the COBRA options for affected employees and dependents.

14. Deferred Compensation, 401-K, Cafeteria, and Credit Union Plans

County employees may elect to participate in a deferred compensation program, Cafeteria Plan, and a credit union program. All costs related to participation in these programs are the responsibility of the employee.

FAMILY AND MEDICAL LEAVE POLICY

1. Purpose

The purpose of this policy is to comply with the County's obligations under the Family and Medical Leave Act of 1993 and the National Defense Authorization Act of 2008.

2. Eligibility

Employees are eligible for leave under this policy if they have worked for the County for at least twelve (12) months and at least 1,250 hours during the prior twelve (12) months.

3. Basic Leave Entitlement

Eligible employees may take up to twelve (12) weeks of unpaid leave in a twelve (12) month period for any of the following reasons:

- A. Birth of a child of the employee and in order to care for the newborn child;
- B. Placement of a child into the employee's family by adoption or by a foster care arrangement;
- C. Care of the employee's spouse, child or parent who has a serious health condition; or
- D. Inability of the employee to perform the functions of the employee's position due to a serious health condition.

The twelve (12) month period in which to use the twelve (12) weeks available under this section begins with the employee's first day of qualifying leave taken under this section. If both spouses are employed by the County, the combined leave shall not exceed twelve (12) weeks.

4. Military Family Leave Entitlements

- A. Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their twelve (12) week leave entitlement to address certain qualifying exigencies.
- B. Qualifying exigencies include short-notice (seven calendar days or fewer) deployment, military events and related activities, childcare and school activities, financial and legal arrangements, non-medical counseling, rest and recuperation, post-deployment activities (e.g., arrival ceremonies) and additional activities agreed upon between the County and the employee.

- C. Eligible employees who are the spouse, son, daughter, parent or next of kin of a covered service member also may take up to twenty-six (26) weeks of leave to care for a covered service member during a single twelve (12) month period.
- D. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the service member medically unfit to perform his or her duties for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.
- E. The twenty-six (26) weeks of leave available under this section is per service member or per serious injury or illness.
- F. The twelve (12) month period available under this section begins on the first day the employee takes leave to care for a covered service member and ends twelve (12) months after that date. Any amount of the twenty-six (26) weeks available to an employee that is not used at the end of the twelve month period is forfeited.

5. **What is a Serious Health Condition?**

For the purpose of this policy, a serious health condition means an illness, injury, impairment or physical or mental condition that involves:

- A. Inpatient care in a hospital, hospice or residential medical care facility including any period of incapacity or subsequent treatment in connection with or consequent to such inpatient care; or
- B. Continuing treatment by a health care provider, which includes any one or more of the following:
 - a. A period of incapacity due to a serious health condition of more than three consecutive full calendar days, plus either two or more visits to a health care provider. The two visits to a health care provider must occur within thirty (30) calendar days of the period of incapacity and the first visit must take place within seven (7) calendar days of the first day of incapacity.
 - b. A period of incapacity due to a serious health condition of more than three consecutive full calendar days, plus one treatment by a health care provider followed by a regimen of continuing treatment. The first visit to a health care provider for treatment must take place within seven (7) calendar days of the first day of incapacity.
 - c. A period of incapacity due to pregnancy or for prenatal care.
 - d. A period of incapacity or treatment for such incapacity due to a chronic serious health condition such as asthma, diabetes or epilepsy. In order to qualify as a chronic serious health condition, the condition must be one that continues over an

extended period of time and requires at least two visits to a health care provider per year.

- e. A period of incapacity due to a permanent or long-term condition for which treatment may not be effective, such as Alzheimer's disease or a severe stroke.
- f. A period of absence due to a serious health condition to receive multiple treatments or that would result in incapacitation without multiple treatments, such as cancer requiring chemotherapy or radiation treatments.

As used above, the term "incapacity" means that the employee must be unable to work at all or unable to perform any of the essential functions of his or her job, or prevents a qualified family member from participating in school or other daily activities.

6. Intermittent Leave and Reduced Work Schedules

- A. Leave may be taken intermittently or on a reduced hours basis only if such leave is medically necessary. In the case of unpaid leave for the birth or placement of a child, intermittent leave or working a reduced number of hours is not permitted unless both the employee and the County agree.
- B. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the County's operations. The County has the option, in its sole discretion, to require the employee to transfer to a temporary alternative job for which the employee is qualified and which better accommodates the intermittent leave or reduced hours leave than the employee's regular job. The temporary position will have pay and benefits equivalent to those of the employee's regular job.
- C. Employees must provide written note from their provider (or their family member's provider) for each absence taken as intermittent leave under this policy. Such a note simply must confirm the employee's absence was actually for the purpose of a visit to or treatment with a provider. Absent extenuating circumstances, the note must be provided to Human Resources within one (1) working day after the absence. The purpose of requiring such a note is to prevent fraud or abuse of intermittent leave taken under this policy.

7. Accrued Sick Leave, Comp Time, and Vacation Leave Must Be Used First

- A. Employees must use accrued comp time, sick, and vacation leave before taking unpaid leave under this policy.
- B. Both the paid and unpaid leave will be counted in calculating the total period of leave used under this policy.

8. Notices

- A. Employees desiring to take leave under this policy must provide the County, through the Human Resources Officer, with at least oral notice sufficient to make the County aware that the employee needs qualifying leave, and the anticipated timing and duration of the leave. Employees must also inform the County if the requested leave is for a reason for which leave under this policy was previously taken or certified. When the necessity of leave is foreseeable, employees must provide the County at least thirty (30) calendar days' notice. When thirty (30) day notice is not possible, employees must provide the County notice as soon as practicable.
- B. Failure to give notice as required above may result in the request for leave under this policy being denied and may result in disciplinary action, up to and including discharge, for violation of the County's attendance policy.
- C. Once the County has knowledge has notice of anticipated leave from an employee, it will notify the employee whether the requested leave will be designated as qualifying under this policy and, if so, the amount of leave that will be counted against the employee's leave entitlement. The County's notice will also include any additional information required by law, as well as any employee rights and responsibilities that apply. The County ordinarily will provide this notice, either orally or in writing, within five (5) business days of receiving sufficient information, absent extenuating circumstances. If notice is oral, it will be confirmed in writing no later than the following payday, unless the payday is less than one week after the oral notice, in which case the notice will be given no later than the subsequent payday.

9. Certification of Healthcare Provider

- A. Any leave request based on either a family member's or employee's own serious health condition or a serious illness or injury of a covered service member must be supported by certification from a healthcare provider that verifies the need for such leave. For any leave taken under this policy that will be unpaid, the certification must be provided on either Form WH-380-E (for an employee's own serious health condition) or Form WH-380-F (for a family member's serious health condition) or Form WH-385 (for a covered service member's serious illness or injury). Any leave requested based on a qualifying exigency must be supported by a certification that complies with regulations issued by the United States Secretary of Labor.
- B. In general, the employee must provide a copy of certification required by this policy to the County in a timely manner after the County's request for certification. A maximum of fifteen (15) calendar days will be allowed to provide medical certification as required by this policy, unless circumstances make it impracticable to obtain the certification within this period of time, and the employee has made diligent, good faith efforts to obtain the certification.
- C. If the County deems a medical certification to be incomplete or insufficient, it will specify in writing what information is lacking, at which point the employee shall have seven (7)

calendar days to cure the deficiency. If the employee completely fails to provide the certification requested by this policy, then the leave is not approved under this policy. If applicable, the employee may also be subject to discipline, up to and including discharge, for violating the County's attendance policy.

- D. The County may also seek a second, non-binding opinion at the county's expense. If that opinion differs from the opinion obtained by the employee, a third, binding opinion can be obtained, at the county's expense, from a health care provider agreed upon by both the employee and the county
- E. The County may request recertification of an ongoing condition every six months in conjunction with an absence.
- F. In order to return to work following leave (other than intermittent leave), employees must provide "fitness-for-duty" certification from their health care provider that specifically addresses the employee's ability to perform the essential functions of their job as identified in information the County will provide. In the case of intermittent leave under this policy, the County may require fitness-for-duty certification where a reasonable job safety concern exists.

10. Continuation of Benefits During Leave

- A. During leave under this policy, the County will continue to pay the employee's group health insurance premium. If the employee does not return to work after the expiration of the leave, the employee will be required to reimburse the County for health insurance premiums paid during the leave, unless the employee does not return because of the presence of a serious health condition which prevents the employee from performing his/her job, the continuation of a serious health condition of the employee's family member or circumstances beyond the control of the employee.
- B. The employee is required to pay their own health/dental contribution and voluntary benefits during unpaid leave on or before the payroll check date. If the employee is unable to pay their portion, the employer has the right to terminate those benefits during the FMLA event.
- C. During the unpaid portion of leave under this policy, employees shall not accrue employment benefits such as vacation leave or sick leave. Conditions of retirement credit accrual are determined by the County Employees Retirement System. Employment benefits accrued by the employee up to the day on which the leave begins will not be lost. During intermittent family medical leave, the employee must work more than one half of their scheduled workdays of the month to accumulate sick and vacation leave. Holidays are not a paid benefit during a FMLA event.

11. Employees' Obligations While On Leave

The County may require an employee on leave under this policy to report periodically to the Human Resources Officer on his/her status and the intention of the employee to return to work. The County may also require periodic re-certification of the employee's medical condition. Failure to report as requested or to obtain requested re-certification may result in disciplinary action, up to and including discharge. An employee taking leave due to the employee's serious health condition, except for intermittent leave, is required to obtain a fitness-for-duty certification at the employee's expense with regard to the condition that causes the need for leave under this policy. The County will not restore an employee to the employee's original position or an equivalent position if the certification is not provided.

12. Employees' Rights Upon Return to Work

Employees who return to work from leave under this policy within or on the business day following the expiration of the total leave available to them under this policy are entitled to return to their original job, **or** an equivalent position, without loss of benefits. However, pay increases conditioned upon seniority, length of service or work performed will not be granted until the approximate length of service, seniority, etc. was attained after returning to work. Employees who fail to return to work after taking the total leave available to them under this policy within a one year period lose their entitlement to be restored to their original job or an equivalent position. Employees are responsible for keeping track of how much leave they have taken.

The county expressly reserves the right to deny the previous job to "key employees" in instances where such restoration would result in substantial and grievous economic injury to the county. "Key employee" is defined as a salaried FMLA-eligible employee who is among the highest 10 percent of all county employees.

SEVERABILITY

If any provision/s of these policies and procedures, classification plan, or compensation plan, or any provision/s of their subsequent application/s are held invalid, such invalidation does not affect the remainder of this ordinance or its application/s.

DISCLAIMER

Information included in these personnel policies and procedures, classification and compensation plans is not intended to represent a contract, and may be changed by the county without notice.

The term "regular position" indicates the position(s) in each class created by ordinance. The class(es) and/or number of positions in each may be changed by the county without notice, and the employee(s) occupying the position(s) may be affected by such changes.

SECTION 5.8 Position Classifications, Descriptions and Salary Schedule

PULASKI COUNTY POSITION DESCRIPTION

Class Title: 911 Director

Characteristics Of The Class: Under the general administrative direction of the County Judge Executive. Responsible for the hiring, scheduling, training, discipline, supervision, and promotion of employees at the Pulaski County 911 Center. Responsible for all fiscal matters of the Center including budget preparation and purchasing. To constantly monitor all equipment at the Center for performance and functional capability. To be the liaison with the Pulaski County Fiscal Court; the 911 Advisory Board; postmasters and the US Postal Service; representatives of GTE; and the Chiefs and/or Directors of all agencies using the Pulaski County 911 Center.

Examples Of Duties: To daily monitor the activity of the 911 Center and with all information provided, address any areas of concern; to monitor the performance of all operators, respond to complaints made by citizens, and/or requests from members of the user agencies. To schedule all operators and ensure the Center is adequately staffed 24-7. To maintain a continual training program making certain all operators are kept abreast of all changes and innovations in the telecommunication industry.

To work in cooperation with the County Treasurer to maintain a budget capable of addressing the financial needs of the 911 Center and to oversee all purchasing and expenditures of the center. To work the Database Coordinator to ensure all computer and telecommunication equipment is maintained in the manner which best serves the Center. Responsible for the hiring, evaluation and promotion of all employees at the 911 Center (with Fiscal Court approval). To oversee the addressing division of the Center and to be responsible for the establishing of ALL physical addresses in Pulaski County and, in conjunction with Pulaski County Fiscal Court, maintain and establish all road and street names in Pulaski County to ensure the integrity of the E-911 database.

Training And Experience: Establish working knowledge of the geographical layout and road system in Pulaski County is a prerequisite. Prior experience in the field of telecommunication is an asset. Prior experience in the retention and management of a workforce in excess of 12 persons is required.

Special Knowledge, Skills And Abilities: Must have a working knowledge of budgets, purchasing, and fiscal management. Must be able to direct and motivate a workforce of more than 12 persons. Possess the skills to maintain a working relationship with other agencies which utilize and work in conjunction with the 911 Center. Must know the road and street system in Pulaski County. Must be able to maintain a working computer map of Pulaski County.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: 911 Assistant Director

Characteristics Of The Class: Under the general administrative direction of the 911 Director, Deputy Judge, and County Judge executive. May assist the 911 Director in the hiring, scheduling, training, discipline, supervision, and promotion of employees at the Pulaski County 911 Center. To constantly monitor all equipment at the Center for performance and functional capability.

Examples Of Duties: To daily monitor the activity of the 911 Center and with all information provided, address any areas of concern; to monitor the performance of all operators, respond to complaints made by citizens, and/or requests from members of the user agencies. To schedule all operators and ensure the Center is adequately staffed 24-7. To maintain a continual training program making certain all operators are kept abreast of all changes and innovations in the telecommunication industry. Other specific duties as assigned by the 911 Director.

Training And Experience: Establish working knowledge of the geographical layout and road system in Pulaski County is a prerequisite. Prior experience in the field of telecommunication is an asset. Prior experience in the retention and management of a workforce in excess of 12 persons is required. High School Graduate or Equivalent.

Special Knowledge, Skills And Abilities: Must have a working knowledge of budgets, purchasing, and fiscal management. Must be able to direct and motivate a workforce of more than 12 persons. Possess the skills to maintain a working relationship with other agencies which utilize and work in conjunction with the 911 Center. Must know the road and street system in Pulaski County.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: 911 Executive Secretary

Characteristics Of The Class: Serve under the direction supervision of the 911 Director. Performs tasks and assignments that assist in the administrative workload of the office. Requires considerable ability to make independent judgements.

Examples Of Duties: Screens telephone calls and visitors and schedules appointments for the 911 Director and staff. Files office correspondence and records. Prepares official reports, documents, notaries, and correspondence as required by the 911 Director and under his/her general direction, orders and approval. May serve as a liaison between the 911 Center and the public, media, and other staff. Other specific duties as assigned by the 911 Director.

Training And Experience: High School graduate or equivalent, with experience documented in secretarial work. Having served as a Secretary 1 may serve as a pre-requisite for this position.

Special Knowledge, Skills And Abilities: Knowledge of business English; general office practices and procedure; knowledge of the functions, procedures, governing laws, rules and regulations of 911 Centers. The ability to maintain records and documents and prepare the reports pertinent to the office of the 911 Center. Excellent typing, telephone and computer skills. Initiative, patience, tact, accuracy and resourcefulness. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: 911 Operator

Characteristics Of The Class: Under the general administrative direction of the 911 Director. Responsible for obtaining and dispensing information received through the 911 Center to the appropriate law enforcement, fire, EMS and/or rescue agency. Subject to the personnel policies of the Pulaski County Fiscal Court and the Pulaski County 911 Center and entitled to the benefits of the Pulaski County Fiscal Court employees.

Examples Of Duties: Responsible for taking all incoming information into the 911 Center, whether by telephone, teletype, radio or in person and to dispatch said information to the appropriate police, fire, EMS and/or rescue agencies. To use all resources available to ascertain the actual location of the incident in question, and to collect and relay to the responder all pertinent information to the call; completing all this in a timely manner. To collect all information available at the request of any agency which uses the 911 Center. To work at maintaining a working knowledge of the geographical layout and the ever-changing road system in Pulaski County. To maintain a daily consciousness and comprehension of the posted policies of the Pulaski County 911 Center and the participating agencies. To keep abreast of the functions and operational characteristics of all equipment in use at the 911 Center. To participate in all training as mandated by the Commonwealth of Kentucky and all training directed and scheduled by the 911 Director. To adhere to all policies, procedures, and directives of the Director, be they oral or written. To promote harmony in the work place through their actions and/or statements.

Training And Experience: High School graduate or GED; Computer keyboard literate with prior experience and exposure to a keyboard required; previous experience not required.

Special Knowledge, Skills And Abilities: Working knowledge of computers. Ability to hear and comprehend information regardless of mode of transmission. Must be multi-tasked in order to be able to listen to a radio and/or telephone and speak at the same time on the other. Must have a clear and distinct speaking voice. Ability to read and comprehend written orders and transmissions. Ability to write directions, and LINK/NCIC messages in a comprehensive manner. Working knowledge of the geographical layout of Pulaski County.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: 911 Supervisor

Characteristics

of the Class: Under the general administrative direction supervision of the 911 Director.

Responsible for obtaining and dispensing information received through the 911 Center to the appropriate law enforcement, fire, EMS and/or rescue agency. Subject to the personnel policies of the Pulaski County Fiscal Court and the Pulaski County 911 Center and entitled to the benefits of the Pulaski County Fiscal Court employees. To supervise all operators assigned to their shift. To be in charge of the entire Center when the business office is closed. To maintain a communication with OIC of all agencies active during the supervisors assigned shift. Through written communication, to make certain the Director is made aware of all pertinent information on any and all incidents which occurred during the supervisors shift.

Examples Of Duties: Responsible for taking all incoming information into the 911 Center, whether by telephone, teletype, radio or in person and to dispatch said information to the appropriate police, fire EMS, and/or rescue agencies. To use all resources available to ascertain the actual location of the incident in question, and to collect and relay to the responder all pertinent information to the call; completing all this in a timely manner. To collect all information available at the request of any agency which uses the 911 Center. To work at maintaining a working knowledge of the geographical layout and the ever-changing road system in Pulaski County. To maintain a daily consciousness and comprehension of the posted policies of the Pulaski County 911 Center and the participating agencies. To keep abreast of the functions and operational characteristics of all equipment in use at the 911 Center. To participate in all training as mandated by the Commonwealth of Kentucky and all training directed and scheduled by the 911 Director. To adhere to all policies, procedures and directives of the Director, be they oral or written. To promote harmony in the workplace through their actions and/or statements. To monitor the conduct and performance of all operators assigned to their shift. To constructively critique their performance when necessary; to assist the operator with any request to better enable the operator's performance; to ensure the policies and procedures of the 911 Center are carried out on each shift, as they apply to the Center and/or all agencies which utilize the Center; to handle and forward all complaints received at the Center for their shift to the Director; to evaluate their operators at least once annually; and to carry out all supervisory directives of the Director.

Training And Experience: High School graduate or GED; Computer keyboard literate with prior experience and exposure to a keyboard required; previous experience not required. Must have a thorough working knowledge of the 911 Center before being promoted to supervisor.

Special Knowledge, Skills And Abilities: Working knowledge of computers. Ability to comprehend information regardless of mode of transmission. Must be multi-tasked in order to be able to listen to a radio and/or telephone and at the same time speak on the other. Must have a clear and distinct speaking voice. Ability to write directions, and LINK/NCIC messages in a comprehensive manner. Working knowledge of the geographical layout of Pulaski County. Oriented in handling personnel in a manner which is conducive to promotion of a positive working environment.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: E-911 Information Technology Coordinator

Characteristics Of The Class: Under the general administrative direction of the 911 Director. Responsible for maintenance of all database systems associated with the Enhanced 911 Dispatching System, CAD (Computer Aided Dispatching System) and other computer systems within the 911 Center. To be the 911 liaison with computer systems, vendors and service providers, i.e.: Windstream, Spectrum, CML and other providers as needed.

Examples Of Duties: Responsible for establishment and daily maintenance of all E-911 computer files as required to effect the proper operation of the 911 computer systems. Administer network and data security, including directory, group policy, firewalls, virus protection, and email security. Perform data backups to ensure all company-owned work is saved. Install and update network system improvements. Install and configure wireless networking equipment. Monitor servers, LAN/WAN, and Wi-Fi to ensure full coverage. Evaluate connectivity issues, equipment, software and hardware. Respond to IT issues, hardware maintenance, software, networking, etc. Provide helpdesk and technical support either by phone, remote access, or site visits. Consult with vendors and clients to integrate and update company technology. Ensure system optimization for all technology resources. To execute all requests of the 911 Director as related to the overall E-911 operation.

Training And Experience: High School graduate or equivalent. Prior experience with current computer operating systems. Working knowledge of 911 systems as applicable to computer software implementation and security of 911 information. An extensive background in technology and computer science, with experience in maintaining and installing IT systems, is a must.

Special Knowledge, Skills And Abilities: Working knowledge of computers. Ability to hear, comprehend and accurately relay information regardless of mode of transmission. Clear and distinct speaking voice. Ability to read and comprehend written orders and transmissions. Ability to write directions and messages in a comprehensive manner.

Other duties: To include dispatching, and other reasonable duties under the direction of the 911 Director.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: E-911 GIS Addressing Coordinator

Characteristics of The Class: Under the general administrative direction of the Pulaski County 911 Director. Responsible for managing all aspects of addressing to include physically setting, documenting, inputting and verifying address points.

Examples of Duties: Responsible for establishing addresses within Pulaski County and adjusting in landlocked jurisdictions. Maintenance of the 911 addressing vehicle.

Training And Experience: High school graduate, GED or equivalent in experience and training. Knowledge of the roads within Pulaski County. Having proficient knowledge along with previous experience in GIS mapping systems. Must possess a valid Kentucky Driver's License.

Special Knowledge, Skills and Abilities: Considerable knowledge of the geographical layout of Pulaski County. Knowledge of addressing standards. Ability to accurately measure road lengths, knowledge of GIS equipment and software. Must be able to work well with employees, County Officials and general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Administrative Assistant

Characteristics Of The Class: This position is responsible for the full range of administrative, management, supervisory and technical work directly under the jurisdiction of the County Judge Executive.

Examples Of Duties: Plans, develops, coordinates and evaluates support programs and activities under the direction and guidance of the County Judge Executive. Represents the County Judge Executive as a member of various committees and commissions at the pleasure of the County Judge Executive. Performs a wide range of public relations/functions related to interpreting county policies to citizens. Lends assistance to County Judge Executive on any issue. Performs other duties as assigned or required by the County Judge Executive.

Training And Experience: High school graduate or equivalent, with advanced training in management skills and significant responsible experience in administrative management.

Special Knowledge, Skills And Abilities: Ability to plan and coordinate the administrative support program for the County Judge Executive and Fiscal Court. Ability to prepare agendas and other material for fiscal court meetings. Ability to perform public relations work. Ability to represent the County Judge Executive as alternate to various boards and commissions at the pleasure of said official. Ability to assist the County Judge Executive in any assigned administrative activities as they occur, and have the authority to carry out request of said official. Ability to perform other related duties as required by the Judge Executive.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Animal Control Officer

Characteristics Of The Class: Serve under the direct supervision of the County Judge Executive and/or Deputy Judge.

Examples Of Duties: To assist the Animal Shelter Director in the daily operations of the Shelter. Responsible for answering 911 calls and subject to emergency on call status. May be called upon to investigate any animal cruelty case that has been reported. Will ensure that all animals brought to the Shelter are treated in a humane way and if required will assist the Animal Shelter Director to dispose of sick or violent animals in accordance with departmental policy.

Training And Experience: High School graduate, GED or equivalent in experience and training. Experience in care and treatment of small animals. Must possess a valid Kentucky driver's license.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Animal Shelter Director

Characteristics Of The Class: Serve under the direct supervision of the County Judge Executive, Deputy Judge, and/or Animal Control Officer.

Examples Of Duties: Oversees the day to day operation inside the Animal Shelter. These duties may include but are not limited to: adoptions, rescues, assistance to the veterinarian, feeding and cleaning schedules for the animals. Will ensure that all animals brought to the Shelter are treated in a humane way and if required will assist the Animal Control Officer to dispose of sick or violent animals in accordance with departmental policy. Will maintain a courteous, working relationship with the Humane Society and other rescue groups. Responsible for updating the website with available adoptions and various other programs being offered at the Shelter.

Training And Experience: High School graduate, GED or equivalent in experience and training. Experience in office procedures. Experience in care and treatment of small animals.

Special Knowledge, Skills and Abilities: Must be proficient with computers and the Shelter website. Good public relation skills.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Assistant Finance Officer

Characteristics Of The Class: Serves under the direct supervision of the County Treasurer, Deputy Judge, and/or County Judge Executive. Performs tasks and assignments which assist in the administrative workload of the department. Requires ability to make independent decisions.

Examples Of Duties: Files office correspondence and records. Prepares biweekly bill list, claims, official reports, ledgers, accounts, correspondence, orders supplies for the Finance office and any other duties designated.

Training And Experience: High School graduate, GED, or equivalent in experience, with experience documented in accounts payable.

Special Knowledge, Skills, And Abilities: Knowledge of business English; general office practiced and procedures; knowledge of the functions, procedures, governing laws, rules and regulations of the department. The ability to maintain records and documents and prepare the reports pertinent to accounts payable and accounts receivable. Typing and computer ability. Initiative, patience, tact, accuracy and resourcefulness. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Assistant Road Supervisor

Characteristics Of The Class: Supervisory position which works in the construction, maintenance and repair of the County road systems, cuts and removes tress and storm debris, and other related works assigned. Performs work under the direct supervision of the County Road Supervisor, Deputy Judge, and County Judge Executive.

Examples Of Duties: Assists the County Road Supervisor in the planning and organization of the construction, maintenance, and repair program for the County road system and all other related activities. Serves as supervisor for various crew foreman at the Pulaski County Road Department. Follows up on complaints or requests from the public. May be required to run equipment or trucks as necessary. Required to work closely with the County Road Supervisor on any related work.

Training And Experience: High School graduate, GED, or equivalent in training and experience. Considerable experience in the construction, maintenance and repair of roads. Must possess a valid driver's license. Must possess a Class CDL by the completion of the initial 6 month probationary period. (Loss of or failure to receive CDL may result in demotion/change of wages or termination.)

Special Knowledge, Skills, And Abilities: Thorough knowledge of methods, materials, and equipment employed in the construction, maintenance and repair of roads. Thorough knowledge of current literature, trends, statutes, and developments related to the County road system. Ability to supervise and direct crews of workers. Ability to express ideas effectively, orally and in writing. Ability to work well with employees, County Officials and general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Assistant Tax Administrator

Characteristics Of The Class: Under the general supervision of the Occupational Tax Administrator and/or County Treasurer, Deputy Judge, and/or County Judge Executive. Make decisions within guidelines of Ordinance to the collection and enforcement of the Occupational License Fee. Performs tasks and assignments, which assist in the administrative workload of the department.

Examples Of Duties: Responsible for overseeing the daily tasks of tax collections. This includes assisting persons with occupational tax information, ensuring that taxes are completed accurately, and processing returns. Run delinquency reports, check for accuracy of delinquent accounts. Makes telephone calls for collection purposes and corresponds with letters to this affect. Make decisions related to the collection procedure of accounts and at what time accounts should be turned over to the County Attorney. Checks for new businesses within the County, sends appropriate forms or visits business to obtain application information, and any other duties designated.

Training And Experience: High School graduate or equivalent, with experience in accounting or tax related field. Knowledge of computer usage and networking.

Special Knowledge, Skills, And Abilities: Considerable knowledge of Occupational Tax Ordinance, procedures and regulations. Knowledge of how to operate and maintain an office atmosphere. The ability to maintain records and documents as related to the tax office. Ability to prepare daily and quarterly occupational tax reports. Knowledge of computer equipment and related software used in tax office. Ability to establish and maintain effective working relationships with employees, County Officials and the general public. Must be able to obtain a bond, which will ensure confidentiality.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: County Road Supervisor

Characteristics Of The Class: This is responsible supervisory work in the construction maintenance and repair of the county road system and related public works. Work involves responsibility for organizing, and supervising the construction, maintenance, and repair of county road facilities. Supervision is exercised over a moderate-sized force of road construction, maintenance, and repair personnel. Work is performed under the general direction of the County Judge Executive and is allowed considerable independence and initiative in accomplishing program objectives and is held responsible for the effectiveness of operations performed. Work is reviewed through conferences, reports, and general supervision of the overall condition of facilities.

Examples Of Duties (Illustrative Only): Plans, organizes and directs a continuing construction, maintenance, and repair program for county roads; including road clearing, street marking, and related public works activities. Plans and directs the work of skilled and unskilled workers engaged in the construction, maintenance and repair of roads, bridges, and related facilities; advises and assists subordinates as required. Determines and recommends priority of roads to be maintained and repaired; determines methods and materials to be used; directs the maintenance and repair of related county equipment. Maintains close working relationships with various other county departments; handles complaints from the public. Prepares and maintains necessary records and reports. Performs related work as required by statutory requirements

Training And Experience: High School graduate, GED, or equivalent in training and experience. Considerable experience in the construction, maintenance and repair of roads, specifically as required in Kentucky Revised Statutes (KRS179.020). Must possess a valid Kentucky operator's license and CDL. (Loss of CDL may result in demotion/change of wages or termination.)

Special Knowledge, Skills, And Abilities: Thorough knowledge of methods, materials, and equipment employed in the construction, maintenance and repair of roads. Thorough knowledge of current literature, sources of information, trends, and developments in the construction, maintenance and repair of a county road system. Knowledge of the basic principles and practices of the maintenance, repair, and minor construction of road systems. Ability to plan and implement a comprehensive and effective maintenance repair program for roads. Ability to plan, organize, and direct the work of a moderate-sized staff of employees. Ability to establish and maintain effective working relationships with employees, County Officials, and the general public. Ability to express ideas effectively, orally and in writing.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: County Treasurer

Characteristics Of The Class: Performs responsible fiscal work in financial administration. An employee in this class plans and directs the receipt, disbursement, and accounting of county revenues and expenditures. Work includes responsibility for managing the investment of county funds under the direction of Fiscal Court. A considerable amount of independent judgment and personal initiative are required in planning and carrying out financial programs. Tact and courtesy are required in dealing with the public and other officials and employees of the county. Work is performed in accordance with established governmental finance procedures, and within the framework of the General Statutes and the policies of Fiscal Court. Work is performed under general supervision and is evaluated through conferences, reports, and independent audits of financial records.

Examples Of Duties: Performs such duties as enumerated in Chapter 66 and 68 Kentucky Revised Statutes. Maintains cash receipts ledger and journal for all funds; appropriation ledger for all funds, check distribution ledger for all funds and investment ledger for all funds. Counter signs checks. Prepares and presents reports of financial condition of the county. Assists in budget preparation. Maintains financial records of the Jailer.

Training And Experience: High School graduate or equivalent. Experience in accounting, preferably in a unit of local government. Completion of courses in accounting or business administration. Qualified as enumerated in Chapter 68 Kentucky Revised Statutes.

Special Knowledge, Skills, And Abilities: Knowledge of statutory limitations and requirements involved in handling public funds and of county fiscal policies. Knowledge of systems used in controlling the receipt and disbursement of public funds. Extensive knowledge of the organization and functions of county government. Ability to compile and analyze financial records. Ability to establish and maintain accounting systems and controls. Ability to plan and supervise the work of others. Ability to operate common office machines. Ability to deal tactfully and courteously with employees, County Officials, and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Courtesy Camper

Characteristics Of Class: Under the general supervision of the Judge Executive, Deputy Judge, Maintenance/Park Supervisor, Administrative Assistant, Store and Events Manager, and Park Maintenance and Caretaker. This position will be basic in nature and will focus mostly on cleanliness of the 4 public restrooms the campground area and the shelters at Pulaski County Park. It will also entail customer service and handling issues as they arise.

Examples Of Duties: Must be available on weekends and holidays during peak camping season. Must assist with trash pick-up and cleaning shelters when necessary. And any other duties designated by the Judge Executive, Deputy Judge, Maintenance/Park Supervisor, Administrative Assistant, Store and Events Manager, and Park Maintenance and Caretaker.

Training And Experience: High School graduate, GED, or equivalent in training and experience. Experience in building and grounds maintenance. Must possess a valid Kentucky drivers' license and submit to a background check.

Special Knowledge or Skills And Abilities: Ability to get along well with others; work independently when necessary; good physical condition.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Criminal Justice Information Services (CJIS) Supervisor

Characteristics Of The Class: Under the general administrative direction of the 911 Director. Responsible for all duties of CJIS, including but not limited to, Terminal Agency Coordinator (TAC), 28th Circuit E Warrants Jurisdictional Administrator, Court Net Agency Administrator and Justice Exchange Agency Administrator. Subject to the personnel policies of the Pulaski County Fiscal Court and Pulaski County and entitled to the benefits of Pulaski County Fiscal Court employees. Oversee the roles of Assistant TAC's.

Examples Of Duties: The TAC serves as the point-of-contact at the Pulaski County 911 Center for matters relating to CJIS access and oversees the agency's compliance with CJIS systems policies. The TAC shall perform all requirements as set forth Law Information Network of Kentucky (LINK). Furthermore, the TAC shall: maintain current User Agreements, prepare new forms as needed, maintain a filing system that allows for tile sensitive retrieval, attend the annual LINK meeting, complete quality control checks, oversee distribution of records to be validated, prepare for and participate in formal audits. Additionally, the TAC will address issues regarding: dissemination, logging, hit confirmations. Assist in Screening (Pre-Employment), Training, Security, Security Awareness Training, access control and timeliness and use of the system. Delegate assignments to ATAC's as needed.

Justice Exchange applies as needed to ensure licenses for products. Manages user activities, create new accounts.

Training And Experience: CJIS Full access Certification. Certified Tele Communicator. Prior experience as a TAC or ATAC. Supervisor experience preferred.

Special Knowledge, Skills And Abilities: Working knowledge of computers. Possess the ability to pay close attention to detail. Have a basic understanding of the criminal justice system. Ability to lead a team of assistants.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Deputy County Judge Executive

Characteristics Of Class: This is responsible supervisory, administrative, and technical work directly under the jurisdiction of the County Judge Executive.

Examples Of Duties: Takes on all the administrative powers and responsibilities of the Judge Executive in his absence, except that the Deputy Judge Executive shall not act for the County Judge Executive as a member or presiding officer of the Fiscal Court. Shall perform other related duties as required by the County Judge Executive.

Training And Experience: High School graduate or equivalent. Experience in administrative work.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Deputy Director of the Office of Emergency Management

Characteristics of the Class: Under the direction of the Emergency Management Director, Deputy Judge, and County Judge Executive. Plans, organizes, manages, and promotes the local Emergency Management (EM) program within Pulaski County, and performs duties as related to prevention, protection, mitigation, response, and recovery of emergencies and disasters, and to establish and maintain a comprehensive emergency management program among all emergency support functions (ESFs) within the jurisdiction. To follow all laws pertaining to emergency management as described in KRS 39A-F, 106 KAR 1:140-390, and all other applicable statutes and regulations, Federal Emergency Management Agency (FEMA) Emergency Management Performance Grant (EMPG) directives and any other applicable Federal and State requirements (KRS 39B.020(5), KRS 39B.030), and local orders or ordinances. Work is performed in a field office setting. Occasional travel is required. Work could be stressful, and employee may be subjected to hazardous conditions. Be able to completely fulfill the responsibilities of the Director in his/her absence.

Examples of Duties: Be able to complete reimbursement documentation and submit to the Kentucky Division of Emergency Management (KYEM) for the Emergency Management Performance Grant (EMPG); act as Floor-manager of an Emergency Operations Center when activated; perform damage assessment and compile report(s); coordinate with the Local Emergency Planning Committee (LEPC) to plan and mitigate SARA Title III facilities; coordinate response, recovery, and mitigation of emergencies/disasters with all response agencies.

Training and Experience: Graduate of a college or university with an associate degree. Must have a minimum of two (2) years' experience in disaster operations including documented training and experience (e.g., task book) and minimum of three (1) years' experience in business administration; IS-100, 200, 700, 800, ICS-300, 400. Preferred: Homeland Security Exercise and Evaluation Program (HSEEP), EMI All-hazards Position-specific training, Public Information Officer training. Administrative experience will substitute for the college education on a year-for-year basis

Special Knowledge, Skills, and Abilities: Must maintain any required licensure(s), certifications(s), or other credentials for the length of employment in this position. Employing agency is responsible for ensuring employee possesses and maintains required licensures(s), certification(s) or other credentials. Must be at least twenty-one (21) years of age at time of employment.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Director of the Office of Emergency Management

Characteristics of the Class: Serves under the supervision of the County Judge Executive and Deputy Judge. Plans, organizes, manages, supervises, and promotes the local Emergency Management (EM) program within Pulaski County; and performs duties as related to prevention, protection, mitigation, response, and recovery of emergencies and disasters, and to establish and maintain a comprehensive emergency management program among all emergency support functions (ESFs) within the jurisdiction. To follow all laws pertaining to emergency management as described in KRS 39A-F, 106 KAR 1:140-390, and all other applicable statutes and regulations, Federal Emergency Management Agency (FEMA) Emergency Management Performance Grant (EMPG) directives and any other applicable Federal and State requirements (KRS 39B.020(5), KRS 39B.030), and local orders or ordinances. Work is performed in a field office setting. Occasional travel is required. Work could be stressful, and employee may be subjected to hazardous conditions.

Examples of Duties: Be able to complete reimbursement documentation and submit to the Kentucky Division of Emergency Management (KYEM) for the Emergency Management Performance Grant (EMPG); act as Floor-manager of an Emergency Operations Center when activated; perform damage assessment and compile report(s); coordinate with the Local Emergency Planning Committee (LEPC) to plan and mitigate SARA Title III facilities; coordinate response, recovery, and mitigation of emergencies/disasters with all response agencies.

Training and Experience: Graduate of a college or university with an associate degree. Must have a minimum of two (2) years' experience in disaster operations including documented training and experience (e.g., task book) and minimum of three (3) years' experience in business administration; IS-100, 200, 700, 800, ICS-300, 400; Emergency Management Institute (EMI) Professional Development Series (IS-120.c, 230.d, 235.c, 240.b, 241.b, 242.b, 244.b, or EMI Emergency Management Academy). Preferred: Homeland Security Exercise and Evaluation Program (HSEEP), EMI All-hazards Position-specific training, Public Information Officer training. Administrative experience will substitute for the college education on a year-for-year basis.

Special Knowledge, Skills And Abilities: Must maintain any required licensure(s), certifications(s), or other credentials for the length of employment in this position. Employing agency is responsible for ensuring employee possesses and maintains required licensures(s), certification(s) or other credentials. Must be at least twenty-one (21) years of age at time of employment.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Equipment Operator

Characteristics Of The Class: This is skilled work in the operation of construction equipment and maintenance equipment and machinery. Operation of assigned equipment is a full-time or predominate task although other work may be performed such as cutting and removing trees and storm debris, and any other duties assigned. Assignments are usually received in the form of specific orders to accomplish a specific task. Work is performed independently within established policies, procedures, and standard equipment operation techniques, and is reviewed by a supervisor during process and upon completion. Under the supervision of the Road Crew Foreman, County Road Supervisor, Assistant Road Supervisor, Deputy Judge, and County Judge Executive.

Examples Of Duties: Operates a backhoe, loader, grader, tractor, mower, or bucket truck as primary position but may operate other related pieces of equipment. Cleans and performs minor maintenance on equipment operated and reports equipment malfunctions to the Crew Foreman or Road Supervisor. Performs related work as required.

Training And Experience: High School graduate, GED, or equivalent in training and experience. Some experience in the operation of heavy automotive equipment. Must possess a valid Kentucky operator's license and CDL. (Loss of CDL may result in demotion/change of wages or termination.)

Special Knowledge, Skills And Abilities: Knowledge of the operating characteristics and service of one or more types of heavy automotive related public works equipment. Knowledge of the work hazards and applicable safety precautions associated with the assigned equipment and operations. Knowledge of the applicable traffic laws, ordinance and regulations involved in the operation of the assigned equipment. Ability to understand and follow written and oral instructions. Ability to make minor operating adjustments and to recognize operation deficiencies in assigned equipment. Skill in the operation and servicing of one or more types of heavy automotive equipment.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Executive Secretary to the County Judge

Characteristics Of The Class: Serve under the direct supervision of the County Judge Executive. Performs tasks and assignments that assist in the administrative workload of the office. Requires considerable ability to make independent judgments.

Examples Of Duties: Screens telephone calls/visitors and schedules appointments for the County Judge Executive. Files office correspondence and records. Prepares official reports, documents, notaries, executive orders, and correspondence as required by the County Judge Executive and under his/her general direction, orders and approval. May serve as a liaison between the County Judge Executive and the public, media, and other elected officials. Logs in any receipts received from the Park, Animal Shelter, Livestock Removal, and any other receipts that may be received. Any other specific duties as assigned by the County Judge Executive and/or Deputy Judge.

Training And Experience: High School graduate or equivalent, with experience documented in secretarial work. Having served as a Secretary I may serve as a pre-requisite for this position.

Special Knowledge, Skills And Abilities: Knowledge of business English; general office practices and procedures; knowledge of the functions, procedures, governing laws, rules and regulations of County Government. The ability to maintain records and documents and prepare the reports pertinent to the office of the County Judge Executive. Excellent typing, telephone and computer skills. Initiative, patience, tact, accuracy and resourcefulness. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Executive Secretary to the Treasurer

Characteristics Of The Class: Serve under the direct supervision of the County Treasurer, Deputy Judge and County Judge Executive. Performs tasks and assignments that assist in the administrative workload of the office. Requires ability to make independent judgments.

Examples Of Duties: Screens telephone calls and visitors for the County Treasurer. Issues purchase orders as approved by the treasurer, and assists the Assistant Finance Officer with preparation of the bi-weekly bill list. Files office correspondence and records. Assists with bank deposits as necessary. May serve as a liaison between the County Treasurer and other county departments and the public. Any other specific duties assigned.

Training And Experience: High School graduate or equivalent, with experience documented in secretarial work. Having served as a Secretary I may serve as a pre-requisite for this position.

Special Knowledge, Skills And Abilities: Knowledge of business English; general office practices and procedures; knowledge of the functions, procedures, governing laws, rules and regulations of County Government. Excellent typing, telephone and computer skills. Initiative, patience, tact, accuracy and resourcefulness. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Finance Officer

Characteristics Of The Class: Performs responsible fiscal work in financial administration. Tact and courtesy are required in dealing with the public officials and employees of the County. Work is performed in accordance with the established governmental finance procedures. Work is performed under general supervision of the County Judge and is evaluated through conferences, reports, and independent audit of financial records.

Examples Of Duties: Participate in budget preparation. Prepares all warrants. Maintains an appropriate ledger for all funds. Prepares quarterly and monthly reports on all funds. Assumes responsibility for the purchasing function. Receives all claims against the County and prepares master claim list. Signs all county checks. Maintain check register. Maintain appropriations ledger. Check appropriations ledger with County Treasurer periodically to assure they are in balance. Work with the Personnel Officer in the issuance of purchase orders. File all liability, property and auto claims. Maintain files on paid invoices. Keep copies of PO's and work orders that have been issued. Calculate and pay all election officers.

Training And Experience: High school graduate or equivalent. Experience in accounting, preferable in a unit of local government. Purchasing experience.

Special Knowledge, Skills And Abilities: Knowledge of statutory limitations and requirements involved in the handling of public funds and of county fiscal policies. Knowledge of systems used in controlling the receipt and disbursement of public funds. Knowledge of the organization and function of County government. Ability to compile and analyze financial records. Ability to establish and maintain accounting systems and controls. Ability to operate common office machines. Ability to work well with employees, County Officials. And the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Fire Coordinator

Characteristics of the Class: Under the general administrative direction of the County Judge Executive and Deputy Judge. The Fire Coordinator is responsible for the day-to-day functions of the Pulaski County Fire Commission. This includes oversight and implementation of the Pulaski County Fire Commission budget, to ensure fiscal responsibility and management of the budget. Analyzes department resources and needs to outline capital project requests. Oversees Fire Commission programs to ensure compliance with federal, state and local regulations; as well as Pulaski County Comprehensive Emergency Management Program. Acts as a direct liaison between the Pulaski County Fire Commission and Pulaski County Fiscal Court, as well as the Fire Service liaison for the Pulaski County EOC, Pulaski County Emergency Management, EMS, Law Enforcement, Local Emergency Planning Committee and other agencies as necessary.

Examples of Duties: Develops and maintains a comprehensive County Fire Plan, which encompasses all fire departments in Pulaski County. In cooperation with all agencies, helps direct the Fire Commission to achieve stated objectives and goals using a strategic plan for the Fire Commission. Helps plan, instruct and evaluate joint training activities for departments; and assist with exercises through Pulaski County Emergency Management. Assists departments with emergency responses as requested, or needed, to help facilitate efficient and effective resource allocation and management.

Training and Experience: Minimum associate degree (preferred bachelor's degree) from an accredited college or university with a major in Fire Science or related field; or National Fire Academy Executive Fire Officer graduate, plus five (5) years' experience in a chief officer position of a fire department. Kentucky 400-hour certified Firefighter. Kentucky Fire Instructor, Level 1(minimum). Completed IS-100, IS-200, IS-700, IS-800; as well as ICS300 and ICS400. Administrative experience will substitute for the college education on a year-for-year basis.

Special Knowledge, Skills and Abilities: Knowledge of the County Fire Plan and organization of the respective departments within. Coordinator should have skills necessary to assist agencies with response plans and hazard mitigation, as well as resource management between agencies. The ability to plan, implement and evaluate training programs for interagency cooperation and response preparation. Coordinator should be able to assist departments on responses with specialized knowledge, equipment or support as needed.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Fire Training Office Manager

Characteristics Of The Class: This position is responsible for the daily operations of the Fire Training center. This position is under the direct supervision of the Emergency Management Director, Deputy Emergency Management Director and any other duties designated by the Deputy Judge, and County Judge Executive.

Examples Of Duties: Screen telephone calls and visitors. Assist with paperwork pertaining to the fire departments, and scheduling of events. Must maintain close contact with the fire departments.

Training And Experience: High school graduate, GED, or equivalent in training and experience. Must possess a valid Kentucky driver's license.

Special Knowledge, Skills And Abilities: Knowledge of business English and general office practices and procedures. Knowledge of the various office machines including computer, typewriter, fax, etc. Ability to maintain records and documents and prepare reports pertinent to fire. Thorough knowledge of the fire departments. Ability to understand written and oral instructions. Must possess good telephone skills. Ability to work well with employees, County officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Floater/Flex Employee

Characteristics Of The Class: Floater/Flex employees are dependent on the availability of need. Will include traveling to different locations within County Government. Instructions regarding work to be done are received from the County Judge, Deputy Judge, and/or the Department Head.

Examples of Duties: Work schedule may be assigned to different departments within County Government on an as needed basis. Duties will vary daily depending upon which department you are assigned. Will include travel to different locations within County Government, and any other duties designated by the County Judge, Deputy Judge, and/or Department Head.

Training And Experience: High school graduate, GED, or equivalent in experience and training. Must possess a valid Kentucky Driver's license.

Special Knowledge, Skills And Ability: Ability to work from oral and written instructions; ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Litter Enforcement Officer

Characteristics Of The Class: Under the general direction of the Solid Waste Coordinator and the Pulaski County 109 Board. Supervises workers from the PCDC work release program.

Examples Of Duties: Responsible for the enforcement and cleanup of litter in Pulaski County. Will submit weekly reports to the Solid Waste Coordinator on all open dump sites with status of each. Daily supervision of inmates from PCDC and/or community service workers. Effectively provide for the enforcement of any litter violation. Maintain documentation of all activities, complaints, action taken and updates on initiatives. This position is not a peace officer or law enforcement officer. Therefore, does not have arrest powers.

Training And Experience: High school graduate, GED or equivalent in experience and training. Must be 21 years of age. Must possess a valid Kentucky driver's license.

Special Knowledge, Skills And Abilities: Must have effective writing and verbal skills. Ability to be trained in enforcement procedures. Must be able to work well with employees, County Officials, and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Litter Control Officer/Floor Supervisor

Definitions: The term “Litter” shall include but not limited to trash, open dump sites, discarded items, recycling, county ordinances and public nuisances.

Examples Of Duties: The Litter Control Officer will have the responsibility for cleanup of litter in Pulaski County. Specific duties shall include:

- Submit daily report to the Solid Waste Coordinator of all litter and open dump activities and status of each. The Control Officer shall clean open dumps as part of roadside litter pickup.
- Work at the discretion of the Solid Waste Coordinator to achieve the initiatives of the Pulaski County Solid Waste Plan and HB 174.
- Supervise and assist community service workers assigned to the Solid Waste Department by the court, inmates from the Detention Center assigned on a work program and any other volunteers or workers assigned by the Solid Waste Coordinator.
- Serve as a Recycling Center Supervisor.
- Maintain work vehicles; Keep serviced and cleaned as required.
- Assist with any Solid Waste activity assigned by the Solid Waste Coordinator.

Clarification: The Litter Control Officer is not a Peace Officer or a Law Enforcement Officer. The Litter Control Officer does not have arrest powers and shall not be deemed to have the power/authority to serve warrants, summons, or carry a firearm while on duty.

Qualifications:

- Capacity to meet and deal with the public.
- Effective verbal and writing skills.
- Ability to supervise employees, community service workers and detention center inmates.
- Valid Kentucky Driver’s License.
- Minimum 21 years of age.
- Ability to follow directions and work with others.
- Work a schedule that may include flexible hours and weekends.

Supervision: The Litter Control Officer is under the direct supervision of the Solid Waste Coordinator.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Litter Enforcement Officer/Recycling Supervisor

Characteristics Of The Class: Under the direct supervision of the Solid Waste Coordinator. Supervises and assist workers assigned to community service, inmates from PCDC work program and any other workers as assigned by the Solid Waste Coordinator.

Examples Of Duties: Responsible for the enforcement and cleanup of litter in Pulaski County. Submit daily reports on litter and or recycling activities to the Solid Waste Coordinator. Submit weekly reports on open dump sites with the status of each to the Solid Waste Coordinator. Supervision of inmates and/or community service workers. Effectively provide for the enforcement of any litter, illegal dumping and County Solid Waste Ordinance violations. Maintain documentation of all activities, complaint actions taken and updates on initiatives. Works at the discretion of the Solid Waste Coordinator to achieve the initiatives of the Pulaski County Solid Waste Plan and HB 174. Assist Solid Waste Coordinator with recycling duties and other Solid Waste activities. Serves as a supervisor at the recycling center. The position is not a peace officer or law enforcement officer, therefore does not have arrest powers.

Training And Experience: High school graduate, GED, or equivalent in experience and training. Must be at least 21 years of age. Must possess a valid Kentucky Driver's License.

Special Knowledge, Skills And Abilities: Must have effective writing and verbal skills. Ability to be trained in enforcement procedures. Ability to be trained in recycling initiatives. Must be able to work well with employees, County Officials and general public. Must be able to work a schedule that includes flexible hours and weekends.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Maintenance Supervisor

Characteristics Of The Class: Responsible for the maintenance and construction of all county buildings and properties. Primary responsibility is the maintenance and cleaning of the Pulaski County Courthouse and grounds. Works under the direct supervision of the Deputy Judge and is required to make independent decisions.

Examples Of Duties: Responsible for the supervision and direction of the skilled and unskilled labor assigned to the maintenance department. Responsible for the purchase of cleaning supplies and maintenance materials for all county departments. Responsible for the pick-up delivery of items for County Government, with mileage reimbursed. Responsible for the supervision of Green Thumb Workers, persons sentenced by the Juvenile, District and Circuit Courts to perform community service hours at the Courthouse and reporting of said hours to the appropriate agencies. Responsible for the upkeep of voting houses and the surrounding grounds; maintenance to the Animal Shelter; and required maintenance and repair to other county properties. Responsible for the routine maintenance of heating/air system at the Courthouse.

Training And Experience: High school graduate, GED or equivalent in experience and training. Knowledge and experience of maintenance of public buildings.

Special Knowledge, Skills And Abilities: Considerable knowledge of proper maintenance and techniques. Supervisory abilities. Ability to establish a proper working relationship with employees, County Officials and the public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Occupational Tax Administrator

Characteristics Of The Class: Under general supervision of the County Judge; administers the County's Occupational License Fee (Tax) Ordinance and does related work as required.

Examples Of Duties: Make decisions within guidelines of Ordinance to the collection and enforcement of the Occupational License Fee Returns. Receives, checks and verifies returns from taxpayers. Reconciles year-end balances as to accuracy of reporting. Does quarterly reporting on monies received. Gathers information on businesses in violation of regulations. Visits new businesses or obtains address information as to register new ventures with the tax office. Makes collection attempts on delinquent and past due returns. Composes correspondence relating to the Occupational Tax Ordinance or related questions. Develops policies and procedures, systems and controls regarding the Tax. Maintains records of all persons registered with the Occupational Tax Office. Explains departmental policies and regulations to employees and the general public. Processes complaints made by or relating to the Occupational tax Ordinance.

Training And Experience: Associate degree from an accredited college or equivalent experience. Experience in accounting or tax related field. Must possess a valid driver's license.

Special Knowledge, Skills And Abilities: Considerable knowledge of tax procedures and regulations. Considerable knowledge of Pulaski County Occupational Tax Ordinance. Knowledge of modern office procedures and of business English, commercial arithmetic and bookkeeping. Considerable knowledge of computer equipment and related software programs. Ability to keep and direct the preparation of complex records and to prepare reports from said records. Ability to establish and maintain effective working relationships with employees, County Officials, and the general public. Must be able to maintain confidentiality of information received.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Park Maintenance Director

Characteristics Of Class: Under the general supervision of the County Judge Executive and/or Deputy Judge. Responsible for the maintenance and upkeep of all parks and boat ramps operated and maintained by Pulaski County Fiscal Court. Will be required to supervise all park employees. Will be the liaison between various park boards and Pulaski County Fiscal Court as to the needs of each park.

Examples Of Duties: Follows ground keeping schedule set forth by the County Judge for all county operated parks. These duties include, but are not limited to mowing, trimming, weeding, and pruning of trees. Maintains and repairs all buildings associated within the parks system, including but not limited to bathhouses, gymnasiums, shelters and out buildings. Performs periodic inspection of park grounds including buildings, playground equipment and trails for safety and any needed repairs. Maintains all equipment used for park operation.

Training And Experience: High School graduate, GED, or equivalent in experience and training. Must possess a valid Kentucky driver's license. Experience in building and ground maintenance and/or repair.

Special Knowledge or Skills And Abilities: Ability to operate and when needed, repair various park maintenance equipment including but not limited to tractors, mowers, weed eaters, chain saws and other various maintenance equipment, General electrical and plumbing skills. Ability to work from oral and written instructions; good physical condition; ability to get along with others.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Park Manager

Characteristics Of The Class: Under general supervision of the County Judge Executive, Deputy Judge, and Park Maintenance Director. Work entails responsibility for the collection of park fees set forth by the Pulaski County Fiscal Court. Weekly remittance reports along with monies collected must be turned in to the County Treasurer.

Examples Of Duties: Supervise the Park Store/Maintenance Caretaker Seasonal employees and oversee and/or assist in daily preparation of the park; specifically shelters, campsites, cabins, and the park store. Handle pre-season/post-season organization; including the ordering and inventorying of store and cabin goods. Report any maintenance issues to the maintenance staff on duty. Issue use permits to persons using campground and shelter houses. Reports weekly to the County Treasurer permit numbers used and turns in any monies received for rentals and use of public laundry machines. Responsible for rules set forth by Fiscal Court as to number of persons per site, number of camping units per site, and fire areas. Take reservations for campsite, shelters, and cabin rentals. Make routine checks of campground to determine that *all* usage fees have been collected. Maintains order within the boundaries of the park by enforcing Park Rules as set forth by Pulaski County Fiscal Court, and any other duties designated.

Training And Experience: High school graduate, GED, or equivalent in experience and training. Experience in bookkeeping and handling monies.

Special Knowledge, Skills And Abilities: Considerable knowledge of modern office practices and procedures. Ability to keep records and reports and to work well with the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Park Store and Maintenance Caretaker-Seasonal

Characteristics Of The Class: Under general supervision of the County Judge Executive, Deputy Judge, Park Maintenance Director and/or Park Manager. Work entails responsibility for satisfactory maintenance and upkeep of Pulaski County Park. It will require independent judgement and working under the direction of supervisors.

Examples Of Duties: Daily preparation of the park for arriving guests; specifically for shelters, campsites, cabins, and the park store. This shall include, but not limited to: cleaning restrooms, mowing, weed eating, landscape maintenance, garbage pick-up, cleaning cabins, stocking and cleaning the store, laundry for the cabins, making rounds, reserving campsites/cabins/shelters, and any other designated duties.

Training And Experience: Must be at least 16 years of age with a valid Kentucky driver's license.

Special Knowledge, Skills And Abilities: Knowledge of the occupational hazards and safety precautions applicable to varied park maintenance, repair and minor construction activities along with the ability to take precautionary and remedial measures in every activity. Knowledge of standard practices, materials, tools and equipment used in general labor, building, drainage, and park maintenance as well as in repair and minor construction. Knowledge of the operational capacities and maintenance requirements of a wide variety of gasoline/diesel tractors and gasoline mowers, weed eaters, leaf blowers, chain saws, welding equipment and other mechanical equipment commonly used in park maintenance work. Excellent telephone and computer skills. Ability to work from oral and written instructions; ability to get along well with supervisors, fellow employees and the public; work independently when necessary; good physical condition.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Personnel Officer

Characteristics Of The Class: Performs the responsible work in personnel administrations. Work is performed in accordance with the established wage and hour labor guidelines of both the State and Federal governments. Work is performed under the general supervision of the County Treasurer, Deputy Judge and the County Judge Executive and is evaluated through conferences, reports, and independent audits of the payroll department.

Examples Of Duties: Administers the County payroll. Verifies the compliance of all salaries within the limits set by the Fiscal Court. Maintains all time sheet records, vacation records, and sick leave records. Responsible for the employee files, active and inactive. Responsible for the compliance and review of all insurance available to employees, whether paid by the employee or the employer. Responsible for the compliance, payment, and benefits for employees to the County Employees Retirement System. Responsible for the approval of vacation and sick day requests and routine overtime requests. Issues W-2's and other year-end Federal documents. Ensures compliance with the established County Personnel Policy manual. Administers the County drug testing policy and maintains a separate file on each employee. Responsible for the filing of all Worker's Compensation claims for all county employees. To report any irregularities in any of the aforementioned to the County Judge, and any other duties assigned. To serve as the EEOC officer of Pulaski County Government and the Safety Committee Secretary.

Training And Experience: High School graduate or equivalent. Experience in administrative supervision and also experience in and a knowledge of the State and Federal wage/hour and labor laws.

Special Knowledge, Skills And Abilities: Knowledge of the laws governing wage/hour and labor. Knowledge of payroll application concerning W-2 and 1099. Skills and abilities to operate the county payroll computer systems. Knowledge of the organization and operation of County government. Ability to adapt and upgrade the County payroll system to maintain compliance with requirements of the State Auditor's Office. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Pulaski County Chief of Police

Characteristics Of The Class: Under the general administrative direction of the County Judge Executive and Deputy Judge. Responsible for the hiring, scheduling, training, discipline, supervision, and promotion of employees at the Pulaski County Police Department. Responsible for all fiscal matters of the Department including budget preparation and purchasing. To constantly monitor all equipment at the Department for performance and functional capability. To be the liaison with the Pulaski County Fiscal Court, Judge Executive, and other emergency services that operate within Pulaski County.

Examples Of Duties: To daily monitor the activity of the Department and with all information provided, and address any areas of concern; to monitor the performance of all Officers, respond to complaints made by citizens, and/or requests from members of other agencies. To schedule all Officers and ensure the Department is adequately staffed. To maintain a continual training program making certain all Officers are kept abreast of all changes and innovations in the Law Enforcement industry. To work in cooperation with the County Treasurer to maintain a budget capable of addressing the financial needs of the Department and to oversee all purchasing and expenditures of the Department. Responsible for the hiring, evaluation and promotion of all employees at the department as deem proper of the County Judge Executive.

Training And Experience: Establish working knowledge of the geographical layout and road system in Pulaski county is a prerequisite. Prior experience in the field of Law Enforcement is an asset. Prior experience in the retention and management of personnel is required.

Special Knowledge, Skills And Abilities: Must have a working knowledge of budgets, purchasing, and fiscal management. Must be able to direct and motivate personnel. Possess the skills to maintain a working relationship with other agencies which utilize and work in conjunction with the Department. Must know the road and street system in Pulaski County. Have a working knowledge of Kentucky and local laws. Currently possess/willing to obtain Law Enforcement certification through the Department of Criminal Justice Training Academy.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Recycling Laborer *Part-Time/Seasonal Position

Characteristics Of The Class: This position is under the direct supervision of the Solid Waste Coordinator. Supervises and assist workers assigned to community service, inmates for PCDC work program and any other workers as assigned by the Solid Waste Coordinator.

Examples Of Duties: Responsible to work recycling sorting line, assist the public with separations, assist with the school recycling programs, maintain recycling equipment, clean grounds and recycling equipment etc., and any other related recycling projects as directed by the Solid Waste Coordinator and/or any other recycling supervisor. Assist the Solid Waste Coordinator and/or recycling supervisor with any and all recycling/litter activities.

Training And Experience: High School graduate, GED or equivalent in experience and training. Must be 18 years of age. Must possess a valid Kentucky Driver's License.

Special Knowledge, Skills And Abilities: Must have effective writing skills and verbal skills. Ability to be trained in recycling activities. Must be able to work well with employees, County Officials and general public. Must be able to work a schedule that includes flexible days, hours and weekends.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Road Crew Foreman

Characteristics Of The Class: Supervisory position which oversees various crews at the Pulaski County Road Department. Although other work may be performed such as cutting and removing trees and storm debris and any other duties designated by the Assistant Road Supervisor, Road Supervisor, Deputy Judge, and County Judge Executive.

Examples Of Duties: Assigns crew to specific tasks included with construction, maintenance and repair of county roads, bridges or equipment. Responsible for notifying Road Office Manager of supplies needed for various projects. Subject to 24 hour emergency on call for situations that might arise. May be responsible for the picking up, supervision and returning of inmates on work release. May report daily or as specified to the County Road Supervisor on activities on crew. Responsible for the crew's daily activity reports. Must report any accidents or injuries to the Office Manager. See that all work is completed in a timely fashion.

Training And Experience: High School graduate or equivalent experience. Experience in employee supervision and instruction, equipment usage and/or repair and construction policies and procedures. Must possess a valid Kentucky operator's license. Must possess a Class A CDL by the completion of the initial 6 month probationary period. (Loss of or failure to receive CDL may result in demotion/change of wages or termination.

Special Knowledge, Skills And Abilities: Considerable knowledge of the methods, materials, equipment maintenance and repair of roads, related facilities and equipment. Considerable knowledge of the County Road System. Ability to supervise employees and assign various tasks to complete projects. Must be able to follow oral and written instructions. Ability to work well with employees, County Officials, and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Road Department Laborer

Characteristics Of The Class: Under the general administrative direction of the Road Department Supervisor, Assistant Road Supervisor, Road Crew Foreman, Deputy Judge or County Judge Executive. This is a general category which refers to laborers assigned to the road department. The laborer will be assigned to specific details such as bridge building crew, patching crew, road construction crew, tree crew or any other duties assigned.

Examples Of Duties: Due to the broad nature of this class title, specific examples of duties will not be listed. Laborers may also be assigned to a project where they perform as part of a crew to carry out a specific task such as bridge building or road construction.

Training And Experience: Persons assigned to this class must exhibit the necessary skills to adhere to the aforementioned duties. This expertise may be from prior jobs or may have been obtained on the job through the County. Must possess a valid Kentucky operator's license.

Special Knowledge, Skills And Abilities: Specific details will be presented by the supervisor/foreman to which the laborer is assigned as to the particular task or assignment.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Road Department Secretary

Characteristics Of The Class: This position is responsible for the daily operations of the office of the County Road Department. Work is performed under the direct supervision of the County Road Supervisor, Assistant Road Supervisor, Deputy Judge and County Judge Executive.

Examples Of Duties: Responsible for obtaining all purchase order numbers, obtain road work request from Fiscal Court and return them properly processed to the Finance Department, promptly process work orders, and ordering of materials for the various branches of the Road Department. Must maintain close contact with various road crews to provide information to the Road Supervisor, Assistant Supervisor and Fiscal Court. Responsible for daily activity reports from Road Crew Foreman. Must keep records of all payroll hours, overtime hours, vacation, and sick leave hours to report to the Personnel Officer. Must maintain records of all CDL licenses and physicals. Responsible for taking complaints from the general public whether it be by telephone or in person and directing to the proper personnel.

Training And Experience: High School graduate, GED, or equivalent in training and experience. Must possess a valid Kentucky operator's license. May also have CDL.

Special Knowledge, Skills And Abilities: Knowledge of business English and general office practices and procedures. Knowledge of the operation of various office machines including computer, typewriter, fax, etc. Ability to maintain records and documents and prepare reports pertinent to the Road Department. Thorough knowledge of the County road system. Ability to understand written and oral instructions. Must possess good telephone skills. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Secretary I

Characteristics Of The Class: Serve under the direct supervision of elected official or department head. Performs tasks and assignments which assist in the administrative workload of the department. Requires no situations which require independent judgment.

Examples Of Duties: Screens telephone calls and visitors and schedules appointments for the department head or elected official. Files office correspondence and records. Prepares official reports, ledgers, purchase orders, accounts and correspondence as required by each individual department respectively and under the general direction, orders and approval of the department head and/or elected official. NOTE: More specific examples of duties are required to be developed by each department and issued to the particular secretary.

Training And Experience: High School graduate or equivalent, with experience documented in secretarial work. Having served as a Secretary II would serve as a pre-requisite for this position.

Special Knowledge, Skills And Abilities: Knowledge of business English; general office practices and procedures; knowledge of the functions, procedures, governing laws, rules and regulations of the department to which they are assigned. The ability to maintain records and documents and prepare the reports pertinent to their assigned department. Typing and computer ability. Initiative, patience, tact, accuracy and resourcefulness. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Sign Crew Foreman

Characteristics Of The Class: Performs skilled work of a supervisory nature in the sign department although other work may be performed such as cutting and removing trees and storm debris, and any other duties assigned. Under the direction of the Assistant Road Supervisor, County Road Supervisor, Deputy Judge, and County Judge Executive. This is a working supervisory position.

Examples Of Duties: Installation and maintenance of all signs that would pertain to the County Road System. Constructs new signs as needed. Responsible for notifying the Office Manager of supplies needed in the sign department. Serves in front office in the absence of the Office Manager.

Training And Experience: High School graduate, GED or equivalent in training and experience. Must possess a valid Kentucky operator's license.

Special Knowledge, Skills And Abilities: Knowledge of County Road System and maps pertaining to the road system. Ability to follow written and oral instructions. Must work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Skilled Laborer

Characteristics Of The Class: Under the general administrative direction of the department head, or the designee, as described in the chain of command in the personnel manual. This is a general category which refers to laborers assigned to the maintenance department, animal shelter and solid waste/recycle, but may also include personnel in other departments. The skilled laborer must possess certain trade skills (i.e. electrical, plumbing, construction, etc.) or be assigned to specific details such as mowing, cleaning, sorting recyclables, litter crew or any other duties assigned.

Examples Of Duties: Due to the broad nature of this class title, specific examples of duties will not be listed; however, skilled laborers will be required to carry out tasks which require a specific expertise such as electrical, plumbing, construction, or renovation. Skilled laborers may also be assigned to a project where they perform as part of a crew to carry out a specific task. NOTE: More specific examples of duties are required to be developed by each department head and issued to the particular employee.

Training And Experience: Persons assigned to this class must exhibit the necessary skills to adhere to the aforementioned descriptions and/or examples. This expertise may be from prior jobs or may have been obtained on the job through the County. Must possess a valid Kentucky operator's license.

Special Knowledge, Skills And Abilities: Specific details will be presented by the department head to which the laborer is assigned as to the particular task or assignment.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Solid Waste Coordinator

Characteristics Of The Class: This position will be under the direct supervision of the Fiscal Court with specific supervising authorities delegated to the Administrative Assistant of Pulaski County.

Examples Of Duties: Have primary responsibility for implementing and enforcing the full range of solid waste and other environment initiatives as stipulated in Chapter VII of the Pulaski County Solid Waste Plan (PCSWP). Specific duties will include: coordination of all component initiatives in the PCSWP, periodic inspection of landfill records and their physical plant, maintenance of a comprehensive inventory of open dumps within the county, including clean-up initiatives, coordination of all County wide environmental initiatives in the areas of recycling, composting, education and public relation, providing a full-time focal point for individual and group concerns related to solid waste issues, participation in the enforcement of State and County laws, regulations, ordinances, and resolutions related to littering and open dumping violations and maintaining comprehensive records to document activities and progress in achieving objectives set forth in the PCSWP.

Training And Experience: This position requires graduation from an accredited college or university with a bachelor's degree in the social, physical or biological sciences. Professional experience in environmental management may substitute for up to four (4) years of educational experience.

Special Knowledge, Skills And Abilities: The position requires a demonstrated capability to meet and deal with individuals and groups in the negotiation and resolution of complex issues. Effective verbal writing skills are essential. Ability to work well with employees, County Officials, and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Temporary Door Greeter/Monitor

Characteristics Of Class: Under the general supervision of the Judge Executive and Deputy Judge. This position will be basic in nature and will focus mostly on monitoring the entrances/exits of the assigned building and enforcing the mandated regulations. It will also entail customer service and handling issues as they arise. This position may be a part of Pulaski County Fiscal Court or Contract Labor.

Examples Of Duties: Monitor as people enter the courthouse for masks, temperature and social distancing; sanitize the courthouse frequently throughout the day; and any other duties designated.

Special Knowledge or Skills And Abilities: Must be patient, courteous, and tactful. Ability to work well with the general public, employees, and work independently when necessary.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Truck Driver w/CDL

Characteristics Of The Class: This is skilled work in the operation of tandem and single axle dump trucks. Operation of assigned equipment is normally a full-time or predominate task. Although other work may be performed such as cutting and removing trees and storm debris and any other duties designated. Assignments are usually received in the form of specific order to accomplish a specific task. Work is performed independently within established policies, procedures and standard equipment operation techniques, and is reviewed by a supervisor during process and upon completion. Under the supervision of the Road Crew Foreman, Assistant Road Supervisor, County Road Supervisor, Deputy Judge, and County Judge Executive.

Examples Of Duties: Operates a dump truck as primary position but may operate other related pieces of equipment. Cleans and performs minor maintenance on equipment operated and reports equipment malfunctions to the Crew Foreman. Performs related work as required.

Training And Experience: High School graduate, GED or equivalent in training and experience. Some experience in the operation of dump trucks. Must possess a valid Kentucky operator's license and a Class B CDL. (Loss of CDL may result in demotion/change of wages or termination.)

Special Knowledge, Skills And Abilities: Knowledge of the operating characteristics and service one or more types of heavy trucks and related public works equipment. Knowledge of the work hazards and applicable safety precautions associated with the assigned equipment and operations. Knowledge of the applicable traffic laws, ordinance and regulation involved in the operation of the assigned equipment. Ability to understand and follow written and oral instructions. Ability to make minor operating adjustments and to recognize operation deficiencies in assigned equipment. Skill in the operation and servicing of one or more types of heavy trucks.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Vehicle Mechanic/Diesel Technician

Characteristics Of The Class: Perform skilled work on the maintenance and repair of diesel and gasoline powered trucks and equipment.

Examples Of Duties: Repair/maintenance and overhaul work on all types of automotive and fire equipment. Performs related tasks as required, welding, fabricating, and repair of fire equipment, any type of related equipment, any other type of equipment in our fleet (i.e. tractor, loader, fire equipment), and any other duties designed by the Vehicle Mechanic Supervisor, Vehicle Mechanic Foreman, County Judge Executive, and Deputy Judge.

Desirable Qualifications: Knowledge of fabrication, welding, automotive electrical knowledge, and advanced engine knowledge and experience.

Training And Experience: High School graduate, GED or equivalent in training and experience. Training and experience as an automotive and heavy truck technician. Must have a valid Kentucky operator's license. Shall also have a CDL.

Special Knowledge, Skills And Abilities: Corrects vehicle deficiencies by removing, repairing, adjusting, overhauling, assembling, disassembling, and replacing major assemblies, sub-assemblies, components, parts, systems, such as, power drive trains, electrical, air conditioning, fuel, emission, brake, steering, hydraulics, control linkages, clutches, and traction control and ABS units. Also, being able to make repairs and test fire pump systems.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Vehicle Mechanic Foreman

Characteristics Of The Class: Perform skilled work on the maintenance and repair of diesel and gasoline powered trucks and equipment. Supervise and coordinate mechanics, schedules, and project priorities. Inspect, examine, and test buildings, equipment, parts, or vehicles to determine condition and necessary work. Order parts and supplies, and ensure appropriate inventory to complete work. Although other work may be designated by the Vehicle Mechanic Supervisor, County Judge Executive and Deputy Judge.

Examples Of Duties: Repair, maintenance and overhaul work on all types of automotive and equipment. Performs a variety of public works/activities. Performs related tasks as required, welding, fabricating, repair of any type of equipment, fleet equipment. May report daily or as specified to the Mechanic Supervisor on crew. Responsible for the daily activity reports and completion of assigned work in a timely fashion.

Desirable Qualifications: Knowledge of fabrication, welding, automotive electrical knowledge, and advanced engine knowledge and experience.

Training And Experience: High school graduate, GED or equivalent in training and experience. Training and experience as an automotive and heavy truck technician. Must possess a valid Kentucky operator's license, shall include a Class A CDL by the completion of the initial 6 month probationary period. (Loss of or failure to receive CDL may result in demotion/change of wages or termination.)

Special Knowledge, Skills And Abilities: Knowledge of the principles of operation of gasoline engines and of major repairs on heavy trucks and construction equipment. Corrects vehicle deficiencies by removing, repairing, adjusting, overhauling, assembling, disassembling, and replacing major assemblies, sub-assemblies, components, parts, or systems such as; power and drive trains, electrical, air conditioning, fuel, emission, brake, steering, hydraulics, control linkages, clutches, and traction control and ABS units. Ability to understand written and oral instructions.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Vehicle Mechanic Secretary

Characteristics or The Class: Serve under the direct supervision of the Vehicle Mechanic Supervisor, County Judge Executive and Deputy Judge. Performs tasks and assignments which assist in the administrative workload of the Vehicle Mechanic Department. Requires no situations which require independent judgment.

Examples or Duties: Screens telephone calls and visitors and schedules appointments for the department head. Files office correspondence and records. Prepares official reports, ledgers, purchase orders, accounts and correspondence as required by the department respectively and under the general direction, orders and approval of the department head.

Training And Experience: High School graduate or equivalent, with experience documented in secretarial work and/or served as a Secretary II would serve as a prerequisite for this position.

Special Knowledge, Skills And Abilities: Knowledge of business English; general office practices and procedures; knowledge of the functions, procedures, governing laws, rules and regulations of the department to which they are assigned. The ability to maintain records and documents and prepare the reports pertinent to their assigned department. Typing and computer ability. Initiative, patience, tact, accuracy and resourcefulness. Ability to work well with employees, County Officials and the general public.

PULASKI COUNTY POSITION DESCRIPTION

Class Title: Vehicle Mechanic Supervisor

Characteristics of The Class: This is intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job. Work involves responsibility for supervising the County's fleet repair services; provide skilled mechanical work in diagnosing, repairing and maintaining a variety of mechanical, hydraulic and electrical systems on County light and heavy gasoline and diesel power-driven vehicles and equipment; to perform preventive maintenance duties; to schedule daily work priorities, maintain inventory and records for mechanic shop; and to perform a variety of technical tasks relative to assigned area of responsibility. Supervision is exercised over a moderate-sized technical assigned staff. Work is performed under the general direction of the County Judge Executive, Deputy Judge and is allowed considerable independence and initiative in accomplishing program objectives. Work is reviewed through conferences, reports, and general supervision of the overall condition of facilities.

Examples of Duties: Tasks are typical for positions in this classification. Any single position may not perform all of tasks and/or may perform similar related tasks not identified. Plan, prioritize, assign, supervise, review and participate in the work of technical assigned staff. Create and maintain service and maintenance schedules for County vehicle fleet and equipment; schedule appointments with departments and outside agencies for vehicle service, including air quality testing services; determine and coordinate daily work priorities for shop (s). Perform skilled mechanic duties including troubleshooting, diagnosing and repairing gasoline and diesel powered automotive, heavy and light construction and other power-driven equipment. Inspect, diagnose, repair and adjust a variety of systems on light and heavy equipment. Inspect motorized and mechanical equipment; diagnose problems and determine the extent of necessary repairs and perform routine preventive maintenance. Generate computerized repair orders and track progress through completion; ensure repair orders and time sheets of employees in shop (s) are complete and accurate. Maintains close working relationships with various other county departments.

Training and Experience: High school graduate, GED, Experience in employee supervision and instruction. Training and experience as a gas/diesel mechanic. Valid Kentucky operator's license and may include CDL.

Special Knowledge, Skills, and Abilities: Ability to supervise employees and assign various tasks. Corrects vehicle deficiencies by removing, repairing, adjusting, overhauling, assembling, disassembling, and replacing major assemblies, sub-assemblies, components, parts, or systems, such as, power and drive trains, electrical, air conditioning, fuel, emission, brake, steering, hydraulics, control linkages, clutches, and traction control and ABS units. And being able to make repairs and test fire pump systems.

SECTION 5.9 SALARY SCHEDULE

	0-12 Months	12-24Months	2+ Years
County Road Supervisor	\$45,232.00	N/A	N/A
Solid Waste Coordinator	\$45,232.00	N/A	N/A
9-1-1 Director	\$45,232.00	N/A	N/A
Emergency Management Director.	\$45,232.00	N/A	N/A
Vehicle Mechanic Supervisor	\$45,232.00	N/A	N/A
Occupational Tax Administrator	\$45,232.00	N/A	N/A
Deputy Judge Executive	\$42,412.00	N/A	N/A
Administrative Assistant	\$42,412.00	N/A	N/A
Assistant Road Supervisor	\$39,796.00	N/A	N/A
911 Assistant Director	\$39,796.00	N/A	N/A
Deputy Emergency Management Director	\$39,796.00	N/A	N/A
Fire Coordinator	\$39,796.00	N/A	N/A
Executive Secretary	\$34,732.00	N/A	N/A
911 Executive Secretary	\$34,732.00	N/A	N/A
Fire Training Office Manager	\$34,732.00	N/A	N/A
Maintenance Supervisor	\$34,732.00	\$37,732.00	\$39,732.00
Personnel Officer	\$34,732.00	\$37,732.00	\$39,732.00
Finance Officer	\$34,732.00	\$37,732.00	\$39,732.00
9-1-1 Supervisor	\$34,732.00	\$35,732.00	\$37,732.00
Criminal Justice Info Services Supervisor	\$34,732.00	\$35,732.00	\$37,732.00
E-9-1-1 GIS Addressing Coordinator	\$34,732.00	\$35,732.00	\$37,732.00
E 9-1-1 Information Technology Coordinator	\$34,732.00	\$35,732.00	\$37,732.00
Animal Control Officer	\$35,232.00	\$36,232.00	\$37,232.00
Litter Enforcement Officer/Rec. Supervisor	\$35,232.00	\$36,232.00	\$37,232.00
Road Crew Foreman	\$34,232.00	\$35,232.00	\$36,232.00
Vehicle Mechanic Foreman	\$34,232.00	\$35,232.00	\$36,232.00
Park Maintenance Director	\$34,232.00	\$35,232.00	\$36,232.00
Animal Shelter Director	\$34,232.00	\$35,232.00	\$36,232.00
Litter Control Officer/Floor Supervisor	\$34,232.00	\$35,232.00	\$36,232.00
Asst. Maintenance Supervisor	\$34,232.00	\$35,232.00	\$36,232.00
Equipment Operator (Road)	\$33,032.00	\$33,732.00	\$34,732.00
Vehicle Mechanic/Diesel Technician	\$33,032.00	\$33,732.00	\$34,732.00
Assistant Tax Administrator	\$33,032.00	\$33,732.00	\$34,732.00
Assistant Finance Officer	\$33,032.00	\$33,732.00	\$34,732.00
Recycle Line/Assistant Floor Supervisor	\$33,032.00	\$33,732.00	\$34,732.00
9-1-1 Operator	\$33,032.00	\$33,732.00	\$34,732.00
Truck Driver (with CDL)	\$31,732.00	\$32,432.00	\$33,032.00
Sign Foreman	\$31,732.00	\$32,432.00	\$33,032.00
Tax Clerk	\$29,232.00	\$30,232.00	\$31,732.00
Skilled Laborer	\$29,232.00	\$30,232.00	\$31,732.00
Floater/Flex	\$29,232.00	\$30,232.00	\$31,732.00
Secretary Class 1	\$28,732.00	\$30,732.00	N/A
Road Department Secretary	\$28,732.00	\$30,732.00	N/A
Vehicle Mechanic Secretary 1	\$28,732.00	\$30,732.00	N/A
Park Manager	\$22,216.00	N/A	N/A
Park Caretaker	\$27,232.00	\$29,232.00	N/A

SECTION 6.1 Authorization of County Contracts

Every contract, change or amendment thereto, shall be authorized or approved by the Fiscal Court before being executed by the County Judge, except for small purchases. The County Attorney shall review every contract of the County, as to form and legality, except for contracts for small purchases. Pulaski County formally adopts the Commonwealth Model Procurement Code (KRS45A.343).

SECTION 6.2 Selection of Vendors and Contractors (Procedures for Sealed Bidding)

- A. The agency, department or person requiring supplies, services or construction shall submit to the County Judge a request containing specifications and quantities desired.
- B. The County Judge shall determine the need for each item requested, the approximate cost and whether or not the expenditure is provided for in the budget.
- C. Any expenditure or contract for materials, supplies (except perishable meat, fish, and vegetables), equipment, or for contractual services other than professional, involving an expenditure of more than Twenty Thousand Dollars (\$20,000) shall be subject to competitive bidding.
- D. The County Judge shall place an advertisement in the newspaper of the largest circulation in the County at least once not less than seven nor more than twenty-one days before bid opening. The advertisement shall include the time and place where the specifications may be obtained. If the durability of the product, the quality of service or other factors is to be considered in bid selection, such factors shall be stated in the advertisement.
- E. The County Judge shall open all bids publicly at the time and place stated in the advertisements and shall select the lowest and/or best bid by qualified bidder. If the lowest bid is not selected, the reasons for the selection shall be stated in writing.
- F. The County Judge shall submit the bid selected to Fiscal Court for approval.
- G. The County Judge shall sign the contract, if one is used.

SECTION 6.3 Procedures for Determination of Qualification of Bidders

- A. The County Judge may require all bidders to provide sufficient information to determine their qualification to provide the services or product that is the subject of the competitive bidding.
- B. Contractors who have demonstrated, by past performance, the ability to perform satisfactory in accordance with the contracts on a timely basis and have shown a sound financial structure may be determined to be qualified and responsible bidders without additional documentation otherwise required of other potential bidders.

SECTION 6.4 Procedures Prerequisite to Use of Negotiated Process

A. The negotiated process may be used instead of advertisement for bids if the amount exceeds \$20,000 in the following circumstances:

- (1) An emergency exists;
- (2) Bids exceed available funds; or
- (3) The contract is for professional services.

B. Before an emergency is declared the County Judge shall determine whether or not the delay in obtaining bids will result in danger to health, safety or property.

C. The County Judge shall certify the existence of any emergency and file a copy of such certificate with the chief financial officer of the County (the Treasurer).

D. In the event all bids submitted are in excess of funds available, the County Judge shall prepare a written determination that there are no additional funds available as to permit an award to the responsible bidder with the lowest and best bid and delay in advertising for additional bids is not in the best interest of the County .

E. The Fiscal Court must approve all circumstances in which the negotiation process is used.

SECTION 6.5 Procedures for Negotiated Process

A. When the prerequisites have been met for use of the negotiated process, the County Judge shall proceed to negotiate with one or more suppliers in order to obtain the most advantageous terms for the County.

B. The County Judge shall prepare a record of all negotiated contracts, showing the items and quantities acquired, name of suppliers, cost and date of contract.

C. Professional services shall be negotiated with such persons as are properly licensed to perform such services.

D. Where more than one bid was received and all were in excess of the amount available, the lowest three bidders shall be notified that the County desires to negotiate a contract for a lesser amount based on revised quantities or specifications and fix a time limit for submission of proposals.

E. The County Judge shall examine the proposals received and shall negotiate with the suppliers for the terms most advantageous to the County.

F. The best negotiated proposal shall be submitted to the Fiscal Court for approval and award.

SECTION 6.6 Small Purchase Procedures

- A. All expenditures of less than \$20,000 shall be considered a “small purchase”, which under ordinary circumstances should not be subject to competitive bidding so long as said expenditure is provided for in the budget unless the Fiscal Court shall direct otherwise.
- B. The County Judge determines the need for any item requested and whether or not the contract is for less than \$20,000 and the expenditure is provided for in the budget.
- C. Purchase Orders must be requested in advance of purchases from the County Treasurer’s office. If the Treasurer’s office isn’t open, the purchase order must be requested the first working day they return. The things not requiring a purchase order are items listed on the Annual Standing Order To Pre-approve Certain Recurring Expenses and contracted monthly agreements such as office equipment, elevator service, maintenance agreements & contracts, Jail medical services contract, Jail food service contract, credit card purchases for travel, lodging, and gratuity up to a reasonable recommended amount.

SECTION 6.7 Risk Management

The Pulaski County Fiscal Court shall require that each person or company that does business for the fiscal court must provide the following information regarding insurance coverage:

1. Certificate of Insurance indicating General Liability, Auto Liability and Workers Compensation coverage. If your limits are below \$1 million for General Liability or Auto Liability, we will need an umbrella policy.
2. The certificate of insurance should name the county as an additional insured for each project.
3. The contractor should provide copy of the above information when a new policy has been issued or a change of policy has been made.

SECTION 6.8 Hold Harmless Clause

All contracts executed on behalf of the County concerning the purchase of services or products shall contain a “hold harmless clause”, whereby the vendor, provider of services, or seller agrees to hold the County harmless from any liability concerning the use of their product or the receipt of their service.

SECTION 6.9 Storage and Inventory Control (Procedures for Receiving, Storing and Disbursing Repetitive use Items) (new)

The inventory file shall contain an item inventory number, item description, date purchased, and purchase amount.

SECTION 6.10 Disposition of County Surplus Property

A. Real Property:

- (1) In the event the County Judge determines that the County retains surplus real property and that it will be in the best interest of the County to dispose of said real property, the County Judge shall make a written statement:

- (a) The real or personal property;
- (b) Its intended use at the time of acquisition;
- (c) The reasons why it is in the public interest to dispose of it; and
- (d) The method of disposition to be used.

The property may be transferred via the following method:

- (a) Transferred, with or without compensation, to another governmental agency;
 - (b) Sold at public auction following publication of the auction in accordance with KRS 424.130(1)(b);
 - (c) Sold by electronic auction following publication of the auction, including the uniform resource link (URL) for the site of the electronic auction, in accordance with KRS 424.130(1)(b); or
 - (d) Sold by sealed bids.
- (2) The aforementioned statement shall be submitted to the Fiscal Court for their action.
 - (3) All real property that is estimated to be valued at \$40,000.00 shall require an appraisal by a certified real property appraiser.
 - (4) In the event there are no bids for the property, the property shall be sold by the County Judge in the best interests of the County. No County real property shall be sold on a negotiated basis for less than the appraised value.

B. Tangible Property:

- (1) The County office, agency, or person to which responsibility has been assigned by the County Judge to use and take care of a particular tangible item or items will notify the County Judge that a particular item is no longer needed or serviceable. The County Judge shall inquire of other County offices to determine if they have need of, or want to use, the item.
- (2) If no use for the property can be found, the property shall be disposed of in the same manner as Real Property except that no appraisal is required.

CHAPTER 7

BOARDS AND COMMISSIONS

SECTION 7.1 Maintenance of Records of Administrative Agencies and County Departments

- A. All agencies which receive county funding shall file a copy of the agency's annual budget with the County Judge. It shall also file a copy of each audit required by law with the County Judge and the Pulaski County Clerk.
- B. All agencies which receive county funding shall maintain a financial record of the agency activities. These records must be available for inspection by the Pulaski County Fiscal Court.

SECTION 7.2 Regular Meetings

- A. All meetings at which County business is discussed by an agency which receives County funds, or any action taken by said agency, shall be open to the public, unless exempt by KRS 61.810.
- B. A majority of the members of the agency board shall constitute a quorum for the conduct of official business.
- C. A record of all motions on official actions taken by the agency shall be kept and made available to the County Judge upon his request.

CHAPTER 8

SPECIAL DISTRICTS

SECTION 8.1 Procedures for Dissemination of Information

For the purpose of efficient and successful administration of County boards, districts, and commissions, the governing body of such board, district, or commission shall develop and present copies of minutes, audits, and fiscal year budgets to the County Judge for the purpose of sharing information.

SECTION 8.2 Procedures for Dissolution

- A. A plan of dissolution of any special district shall be made by the County Judge in writing and shall be submitted to the Fiscal Court for approval for any district which was created by the County (KRS 67.715).
- B. The County Judge shall notify the Chairperson of the special district which is the subject of the plan of dissolution. The notice shall be in writing and shall be provided at least five (5) days before the plan of dissolution is submitted to the Fiscal Court.
- C. All plans of dissolution shall contain:
- (1) A list of the reasons for dissolving the special district;
 - (2) A list of the services and functions, if any, which are to be transferred to another special district, agency, board, commission, or department, and the names of which agency, board, etc., is to receive the transferred services or functions;

- (3) A list of all property owned or controlled by the special district and the method of disposing of such property;
- (4) A list of all creditors of the special district and a plan for satisfying all creditors.

D. If a plan of dissolution transfers services or functions to another special district, the goals and objectives (or charter of the recipient district) shall require amendment in order to provide the services transferred.

E. The Fiscal Court shall vote on the plan of dissolution within sixty (60) days of its submission to the Fiscal Court by the County Judge, provided the Fiscal Court shall not vote on said plan of dissolution during the meeting in which it shall be submitted by the County Judge. If the plan is not disapproved within sixty (60) days, the plan shall become effective.

SECTION 8.3 Removal and Appeal Process

A. Unless otherwise provided by state law, an appointed member of the governing body of a special district may be removed from office by the appointing authority after a hearing with notice as required by KRS Chapter 424 for inefficiency, neglect of duty, malfeasance, or conflict of interest. The hearing shall be initiated and chaired by the appointing authority, who shall prepare a written statement setting forth the reason for the removal. The member to be removed shall be notified of the proposed removal and the reasons therefore by registered mail sent to their last known address at least ten (10) days prior to the hearing. The person to be removed may be represented by counsel at their own expense. The official record of the hearing shall be made by the appointing authority.

B. Where the removal of an appointed member of a special district governing body is by the County Judge pursuant to the preceding section, the removal shall be subject to approval by the Fiscal Court.

C. A member removed pursuant to this section may appeal within ten (10) days of the rendering of a decision or the approval of the Fiscal Court, if required, to the Circuit Court of the County of the appointing authority. The scope of the appeal shall be limited to whether the appointing authority or the Fiscal Court abused their discretion in removing the member.

SECTION 8.4 Single County Special Districts

A. The governing body of each special district shall annually prepare a budget and shall classify budget units in the same fashion as County budgets are classified pursuant to KRS 68.240 (2) through (5). The state local finance officer shall prepare standard budget forms for district use and shall furnish them to County Clerks for distribution to the district officers.

B. The governing body of each special district shall at least once every four years, employ an independent certified public accountant, or contact with the auditor of public accounts to perform an audit of the funds in the district budget. The audit shall conform to standard audit programs for governmental accounting which are approved by the Auditor of Public Accounts or to other generally accepted accounting procedures as set forth by the Kentucky Board of Accountancy.

- C. At least once every twelve (12) months, a district shall:
- (1) File with the County Clerk of each County with territory in the district, a certification showing the name of the district, a map or general description of its service area, the statutory authority under which it was created, and the names and addresses of the members of its governing body and chief executive officer.
 - (2) File a copy of the district budget, financial statement if prepared, and audit when performed, with the County Judge.
- D. Each district commission shall elect from its membership a chairman, secretary, and treasurer.
- E. Vacancies shall be filled by the same appointing authority which is empowered to make the original appointment.

SECTION 8.5 Multicounty Special Districts

- A. Upon approval of the Fiscal Court, the County may join another County to form a special purpose district to fulfill any purpose which the County is authorized by State law to fulfill or may be authorized to fulfill in the future.
- B. Before the County may participate in a multicounty special purpose district, the Fiscal Court shall determine that participation is feasible and necessary. The determination shall be made only after a duly advertised public hearing has been held by the Fiscal Court.
- C. The membership of the governing body of any new multicounty special districts are to be appointed among the counties in ratio to their population which each County having at least one (1) member on the board.

CHAPTER 9 COUNTY SERVICES

SECTION 9.1 Road Department

Goals and Objectives: The County Road Department shall be responsible for the maintenance, construction, and upkeep of all roads and bridges in the County Road System. The County Road Supervisor shall head this Department.

SECTION 9.2 County Road System

The Fiscal Court shall designate by Resolution which roads in the County will be on the County Road System and maintained by the Road Department. Those roads so designated shall include for County maintenance all appurtenant bridges, side ditches, headwalls, culverts, guard rail systems, and traffic control devices unless specifically excluded by an agreement.

SECTION 9.3 Qualifications For Inclusions In County Road System

The following criteria shall be considered before acceptance of any roadway into the Pulaski County Road System:

- (1) Number of families living in the immediate area.
- (2) Availability of proper funding under KRS Chapter 28.
- (3) Potential traffic in the area.
- (4) Public convenience in terms of social and economic impact.
- (5) Potential benefit to the public in general and whether it is public in nature.
- (6) New construction of the right of way **must be** at least thirty (30') feet.
- (7) All subdivisions and streets **must have** a minimum of thirty (30') feet of right-of-way.
- (8) All subdivisions and streets **must have** suitable roadway drainage. This must be achieved through either curbs and gutters or ditches with adequate size drainage pipes.
- (9) Roads or streets **must have** a minimum roadway thickness of:
 - A. 6" plugged dense grade aggregate, 2" bituminous base and 1" bituminous surface or
 - B. 6" plugged dense grade aggregate, 5" of 4,000 class A PSI concrete and 1/2" re-bar steel placed on 1' center.
- (10) 16' wide minimum paved surface with either curbs or 2' rock shoulders if ditched.

SECTION 9.4 Duties And Obligations Of Land Owners

Any landowner construction a driveway, which abuts to any county road, shall first get permission from the County Road Supervisor before connecting the driveway to the county road. The Road Supervisor shall provide information to the landowner to ensure proper drainage. Failure on the part of the landowner to so comply will result in the tile being removed from the county's right-of-way at the landowner's expense.

Pulaski County Road Department will furnish and install a sufficient amount of road tile as determined by the County Road Foreman to facilitate the proper flow of water drainage from private property and out of roadway, be it a cross drain or private entrance.

Pulaski County Road Department will furnish tile for private entrance that will be installed by the Pulaski County Road Department.

Property owner has the obligation to furnish any and all tile necessary to handle water flow to be determined by the Road Foreman for any new entrance. Pulaski County Road Department will install said tile and will provide the material necessary to cover the project upon installation with the covering materials not extending beyond the County right-of-way.

Prior to the County Road Department performing any work that may obstruct a land owner's property, the land owner must sign a Consent & Release Form authorizing the County to access their property to perform the work agreed upon.

CHAPTER 10 INTERNET & E-MAIL POLICY

Section 10.1 Acceptable Uses of the Internet and County E-mail

The County-provided internet and e-mail access is intended for business purposes only. The County encourages the use of the internet and e-mail because it makes communication more efficient and effective. However, internet service and e-mail are County property, and their purpose is to facilitate County business. Every staff member has a responsibility to maintain and enhance the county's public image and to use County e-mail and access to the Internet in a productive manner. To ensure that all employees are responsible, the following guidelines have been established for using e-mail and the internet. Any improper use of the internet or e-mail is not acceptable and will result in appropriate disciplinary action, up to and including dismissal.

Section 10.2 Unacceptable uses of the Internet and County E-mail

The County internet and e-mail access may not be used for transmitting, retrieving or storage of any communications of a discriminatory or harassing nature or materials that are obscene or X-rated. Harassment of any kind is prohibited. No messages with derogatory or inflammatory remarks about race, age, disability, religion, national origin, physical attributes or sexual preference shall be transmitted. No abusive, profane or offensive language is allowed to be transmitted through the County's e-mail or Internet system. Electronic media may not be used for any purpose which is illegal, deceptive or against County policy or contrary to the County's best interest. Solicitation of non-county e-mail or Internet for personal gain is prohibited. Employees are prohibited from chat room interchange unless established by government agencies.

Section 10.3 Communications

Each employee is personally responsible for the content of all text, audio or images that they place or send over the county's e-mail/internet system. No e-mail or other electronic communications may be sent which hides the identity of the sender or represents the sender as someone else or someone from another entity. All messages communicated on the County's e-mail/internet system should contain the employee's name. Excessive personal communications are prohibited.

Any messages or information sent by an employee to another individual outside the County via an electronic network (e.g., bulletin board, online service or Internet) are statements that reflect on the County. While some users include personal "disclaimers" in electronic messages, there is still a connection to the County and the statements may be tied to the County.

All communications sent by employees via the County's e-mail/internet system must comply with this and other County policies and may not disclose any confidential or proprietary information.

Section 10.4 Software

To prevent computer viruses from being transmitted through the County's e-mail/internet system, there will be no unauthorized downloading of any unauthorized software. All software downloaded must be registered to the County. Employees should contact the County Judge/Executive if they have any questions.

Section 10.5 Copyright Issues

Copyrighted material belonging to entities other than Pulaski County may not be transmitted by employees on the County's e-mail/internet system. All employees obtaining access to other companies' or individuals' materials must respect all copyrights and shall not copy, retrieve, modify or forward copyrighted materials, except with permission, or as a single copy, to reference only. Failure to observe copyright or license agreements may result in disciplinary action up to and including termination.

Section 10.6 Security

The County routinely monitors usage patterns for its e-mail/internet communications. The reasons for this monitoring are many, including cost analysis/allocation and the management of the County's gateway to the internet. All messages created, sent or retrieved over the county's e-mail/internet are the property of the County and should be considered public information. The County reserves the right to access and monitor all messages and files on the County's e-mail/internet system. Employees should not assume electronic communications are totally private and should transmit highly confidential data in other ways. Passwords and sign-on access codes shall not be shared with anyone including co-workers, family members, or other unauthorized personnel. A county employee will be designated as system administrator for e-mail/internet purposes.

Section 10.7 Violations

Any employee who abuses the privilege of County-facilitated access to e-mail or the internet will be subject to corrective action up to and including termination. If necessary, the County reserves the right to advise appropriate officials of any suspected illegal violations.

ATTACHMENT A

INSTRUCTIONS: INITIAL IN APPROPRIATE BOXES BELOW WRITE N/A IF DOES NOT APPLY		<h2 style="color: red;">MONTHLY PREVENTIVE MAINTENANCE CHECKLIST</h2> NAME: _____ UNIT # _____ DATE: _____	
TASKS TO BE PERFORMED	INSPECTED	REPAIRED /GREASED	COMMENTS / PARTS USED
1 CHECK OIL			
2 CHECK FOR ENGINE OIL LEAKS			
3 CHECK ANTIFREEZE			
4 CHECK POWER STEERING FLUID			
5 CHECK BRAKE FLUID			
6 CHECK PARKING BRAKE OPERATION			
7 CHECK WINDOW GLASS AND OPERATION			
8 CHECK MIRRORS SPOT MIRRORS AND BRACKETS			
9 CHECK WIPER BLADES			
10 CHECK WASHER FLUID			
11 CHECK TIRE CONDITION			
12 CHECK RIMS AND LUG NUTS			
13 CHECK TIRE INFLATION			
14 CHECK MUD FLAPS			
15 CHECK FIRE EXTINGUISHER			
16 CHECK FIRST AID KIT			
17 CHECK REFLECTIVE TRIANGLES			
18 CHECK HYDRAULIC FLUID LEVELS			
19 CHECK PINTLE HOOK			
20 CHECK OUTRIGGERS			
21 CHECK TRAILER LANDING GEAR			
22 CHECK ALL LIGHTS			
23 CHECK TRAILER DECK			
24 CHECK ALL TIE DOWN EQUIPMENT			
25 CHECK TARPING SYSTEM			
26 CHECK ALL AIR CONNECTIONS FOR LEAKS OR WEAR			
27 CLEAN INTERIOR AREA			
28 WASH EXTERIOR			

ATTACHMENT B

<p>INSTRUCTIONS: INITIAL IN APPROPRIATE BOXES BELOW WRITE N/A IF DOES NOT APPLY</p>		<p>QUARTERLY PREVENTIVE MAINTENANCE CHECKLIST</p> <p>NAME: _____</p>		
<p>TASKS TO BE PERFORMED</p>		<p>INSPECTED</p>	<p>REPAIRED /GREASED</p>	<p>COMMENTS / PARTS USED</p>
1	CHECK OIL			
2	CHECK AIR FILTER			
3	CHECK ALL HOSES AND BELTS INCLUDING TENSIONERS			
4	CHECK COMPLETE EXHAUST SYSTEM			
5	CHECK FOR ENGINE OIL LEAKS			
6	CHECK ANTIFREEZE AND HOSES			
7	CHECK POWER STEERING FLUID AND HOSES			
8	CHECK BRAKE FLUID			
9	CHECK PARKING BRAKE OPERATION			
10	CHECK WINDOW GLASS AND OPERATION			
11	CHECK MIRRORS SPOT MIRRORS AND BRACKETS			
12	CHECK WIPER BLADES			
13	CHECK WASHER FLUID			
14	CHECK TIRE CONDITION			
15	CHECK RIMS AND LUG NUTS			
16	CHECK TIRE INFLATION			
17	CHECK MUD FLAPS			
18	CHECK FIRE EXTINGUISHER			
19	CHECK FIRST AID KIT			
20	CHECK REFLECTIVE TRIANGLES			
21	CHECK HYDRAULIC FLUID LEVELS			
22	CHECK HYDRAULIC FILTER AND HOSES FOR LEAKS			
23	CHECK PINTLE HOOK			
24	CHECK TRAILER LANDING GEAR			
25	CHECK ALL LIGHTS			
26	CHECK TRAILER DECK			
27	CHECK ALL TIE DOWN EQUIPMENT			
28	CHECK TARPING SYSTEM			
29	CHECK ALL AIR CONNECTIONS FOR LEAKS OR WEAR			
30	CLEAN INTERIOR AREA			
31	WASH EXTERIOR			

ATTACHMENT C

BHN / KACo / UNDERWRITERS SAFETY & CLAIMS, INC.
Providing Managed Care Services
PO Box 991009 • Louisville, KY 40269-1099
(866)367-5226 • FAX (502)489-6430

KENTUCKY DEPARTMENT OF WORKERS CLAIMS
MEDICAL WAIVER AND CONSENT

I, _____, having filed a claim for workers' compensation benefits, do hereby waive any physician-patient, psychiatrist-patient, or chiropractor-patient privilege I may have and hereby authorize any health care provider to furnish to my employer, its workers compensation carrier or its agent, the Division of Workers Compensation Funds, the Uninsured Employers' Fund, or Administrative Law Judge any information or written material reasonably related to my work-related injury occurring on or about _____ any medical information relevant to the claim including past history of complaints, of, or treatment of, a condition similar to that presented in this claim or other conditions related to the same body part.

Such information is being disclosed for the purpose of facilitating my claim for Kentucky workers compensation benefits.

I understand that I have the right to revoke this authorization in writing, at any time, by sending written notification to each individual health care provider, but such revocation will not have any affect on actions taken prior to revocation. Moreover, inasmuch as KRS 342.020(8) requires a medical waiver to be executed, revocation may result in suspension or delay of the workers' compensation claim.

I understand that no medical provider may condition treatment or payment on whether I sign this medical waiver; however, I further understand that failure to sign this medical waiver may result in suspension or delay of the workers' compensation claim.

I understand that the information used or disclosed pursuant to this medical waiver may be subject to re-disclosure by the recipient.

This authorization shall remain valid for 180 days following its execution. A photocopy of the authorization may be accepted in lieu of the original.

The authorization includes, but is not restricted to, a right to review and obtain copies of all records, x-rays, x-ray reports, medical charts, prescriptions, diagnoses, opinions, and courses of treatment.

Signed at _____, Kentucky, this _____ day of _____, 20____.

Signature of Patient or Personal Representative

Social Security Number: _____

Witness

Description of Personal Representative's Authority

(Injured worker should take this form to his BHN physician. The physician will then release treatment information to BHN/KACo and US&C so the claim can be processed.)

ATTACHMENT D

Applicable in Alaska

A person who willfully makes a false or misleading statement or representation for the purpose of obtaining or denying a benefit or payment is guilty of theft by deception.

Applicable in Arkansas

Any person or entity who willfully and knowingly makes any material false statement or representation for the purpose of obtaining any benefit or payment, or for the purpose of defeating or wrongfully decreasing any claim for benefit or payment or obtaining or avoiding worker's compensation coverage or avoiding payment of the proper insurance premium (or who aids and abets for either said purpose), under this chapter shall be guilty of a Class D. felony.

Applicable in California

Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony.

Applicable in Connecticut

This form must be completed in its entirety. Any person who intentionally misrepresents or intentionally fails to disclose any material fact related to a claimed injury may be guilty of a felony.

Applicable in Delaware and Oklahoma

Any person who, knowingly and with intent to injure, defraud, or deceive any Insurer, files a statement of claim containing any false, incomplete or misleading information is guilty of a felony. The lack of such a statement shall not constitute a defense against prosecution under this section. *Delaware Statutes Regulation: Del #C Section 913(B)

Applicable in Florida

Any person who, knowingly and with intent to injure, defraud or deceive any employer or employee, insurance company or self-insured program, files any statement of claim containing any false or misleading information is guilty of a felony of the third degree.

Applicable in Idaho

Any person who Knowingly and with the intent to injure, Defraud, or Deceive any Insurance Company, Files a Statement of Claim Containing any False, Incomplete or Misleading information is Guilty of a Felony.

Applicable in Indiana

A person who knowingly and with intent to defraud an insurer files a statement of claim containing any false, incomplete, or misleading information commits a felony.

Applicable in Kentucky and New York

Any person who knowingly and with intent to defraud any insurance company or other person files a statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime. In New York, such person shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.

Applicable in Michigan

Any person who knowingly and with intent to injure or defraud any insurer submits a claim containing any false, incomplete, or misleading information shall, upon conviction, be subject to imprisonment for up to one year for a misdemeanor conviction or up to ten years for a felony conviction and payment of a fine of up to \$5,000.00.

Applicable in Minnesota

A person who files a claim with intent to defraud or helps commit a fraud against an insurer is guilty of a crime.

Applicable in Nevada

Pursuant to NRS 686A.291, any person who knowingly and willfully files a statement of claim that contains any false, incomplete or misleading information concerning a material fact is guilty of a felony.

Applicable in New Hampshire

Any person who, with purpose to injure, defraud or deceive any insurance company, files a statement of claim containing any false, incomplete or misleading information is subject to prosecution and punishment for insurance fraud, as provided in RSA 638:20.

Applicable in New Jersey

Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties.

Applicable in Ohio

Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.

Applicable in Pennsylvania

Any person who knowingly and with intent to injure or defraud any insurer files a claim containing any false, incomplete or misleading information shall, upon conviction, be subject to imprisonment for up to seven years or payment of a fine of up to \$50,000.

Applicable in Utah

Any person who knowingly presents false or fraudulent underwriting information, files or causes to be filed a false or fraudulent claim for disability compensation or medical benefits, or submits a false or fraudulent report or billing for health care fees or other professional services is guilty of a crime and may be subject to fines and confinement in state prison.

EMPLOYEE SIGNATURE: _____
IA-1 (2-95)

ANNOUNCEMENT E

KACo Claims

PO Box 436499 • Louisville, KY 40253-6499
(866) FOR-KACO • (866) 367-5226 • FAX (502) 489-6430

VERY IMPORTANT ANNOUNCEMENT TO ALL EMPLOYEES

For a more effective medical care system, YOUR EMPLOYER has chosen BHN to provide a managed care organization for treatment of any work-related injury. The purpose of joining BHN is to better control the medical care you receive when you are injured or ill as a result of a work related incident.

In a managed care organization (MCO), pre-approved doctors, hospitals, and clinics, are designated to treat injuries received at work. Each injured worker must choose one doctor, at the time of injury, as a primary care doctor. You will be given a list of primary care doctors or "Gatekeepers" and pre-approved pharmacies are to fill prescriptions for medicine. The Gatekeeper will direct your treatment and refer you to a specialist if needed. **You cannot go to a specialist or seek medical treatment elsewhere without the authorization of the Gatekeeper.** You have the right to one change in Gatekeeper physician, should you wish to do so. To change Gatekeepers, you must call BHN/KACo at 866-367-5226. **You will be responsible to pay for unauthorized treatment. If prescriptions are filled at an unauthorized pharmacy, you will be responsible for paying the charges that are above the amount that would have been charged by the approved pharmacy.**

You may access providers who are not participating plan providers:

- For emergency care;
- If you are referred by a gatekeeper physician outside the managed care plan for medical services;
- If authorized treatment is unavailable through the managed care plan;
- To obtain a second opinion if a managed care plan physician recommends surgery
- For those injuries or diseases for which continuing treatment was initiated prior to the date the managed care plan for the employer was approved, the employee may continue with its current treating physician;
- If initial emergency care following a compensable injury is rendered by a medical provider outside the managed health care plan, the injured worker may remain under the care of that provider so long as the provider complies with utilization review, reporting standards, and quality assurance mechanisms prescribed by the employer's managed care plan.

BHN's Telephonic Nurse Case Managers may authorize treatment out of network if:

- You need follow-up care from the same emergency provider who provided initial emergency services;
- Your gatekeeper refers you outside BHN's network;
- Treatment you need is not available within BHN's network, per the gatekeeper.

You will be given a card with the BHN phone number and information. This card is to be shown to the physician and/or pharmacy at the time of treatment. This card does not guarantee payment or that the injury is work related.

YOU will be responsible for notifying your supervisor and KACo Nurse Triage at 866-367-5226 at the time of a work related injury. The Triage Nurse will coordinate treatment at a network provider.

In the event you are dissatisfied with the medical services from BHN, you may file a grievance form by contacting BHN. You will have thirty (30) days from the time of a disputed event to complete the form and return to BHN. BHN will have thirty (30) days from receipt of grievance form from you to research the grievance and respond to you. Where treatment urgency is an issue, the grievance decision will be expedited.

An employee or provider dissatisfied with the managed health care system's resolution of a grievance may apply for review by an administrative law judge by filing a request for resolution within thirty (30) days of the date of the system's final decision by contacting the Department of Workers' Claims, 657 Chamberlin Avenue, Frankfort, KY 40601

You can pick up a directory from Human Resources at any time.

Employee Signature & Date: _____

(Copy to employee & original in human resources file)

ATTACHMENT F

KACo Claims
 PO Box 436499 • Louisville, KY 40253-6499
 (866) FOR-KACO • (866) 367-5226 • FAX (502) 489-6430
Supervisor's Accident Investigation Report

(Completing this report is not an admission of liability. Please forward this to the KACo Claims Unit)

Employer			
Name of Injured			
Date of Injured	Hour	<input type="checkbox"/> A.M. <input type="checkbox"/> P.M.	Department
Description of Injuries			
Describe Occurrence			
Please Check Appropriate Cause:			
<input type="checkbox"/> Unsafe Condition		<input type="checkbox"/> Unsafe Practice	
		Yes	No
Was employee properly instructed prior to work assignment?		<input type="checkbox"/>	<input type="checkbox"/>
Was a known safety rule violated?		<input type="checkbox"/>	<input type="checkbox"/>
Were proper safety appliances in use?		<input type="checkbox"/>	<input type="checkbox"/>
Has employee suffered similar medical conditions before?		<input type="checkbox"/>	<input type="checkbox"/>
In YOUR opinion, what actually caused the accident?			
Are you aware of any validity / compensability issues surrounding this claim whatsoever? Pls explain:			
What has been done to prevent a similar accident in the future?			
Date & Phone Number		Supervisor's printed name and signature	

ATTACHMENT G

WITNESS STATEMENT

Name: _____ Employee ____ Yes ____ No

Address: _____

Phone: _____ Occupation: _____ Years Experience: _____

Statement of event witnessed:

Witness Signature: _____ Date: ____/____/____

ATTACHMENT H

Health & Professional Services, LLC

Requisition Form

Employee Name:
Date of Birth:
Company:
Authorized Signature:
Date:

*Please mark the procedure you need performed on the employee at the office of HPS, LLC.
Also, please circle the reason for order:

Pre-Employment / Random / Reasonable Suspicion / Post Accident (<8 hrs) / Return to Duty / Follow Up

Physical Examinations

_____ DOT Physical

_____ Non-DOT Physical

Federal Drug Screening

_____ DOT Urine (Lab-Based)

_____ DOT Urine (Rapid)

Non-Federal Drug Screening

_____ Non-DOT Urine (Lab-Based)

_____ Non-DOT Urine (Rapid)

Circle one: *Workplace- 5 Panel / Expanded Panel*

Alcohol Testing

_____ DOT (Breath)

_____ DOT (Saliva)

_____ Non- DOT (Breath)

_____ Non- DOT (Saliva)

Health & Professional Services, LLC is located at Light #10, in the office of Henderson Chiropractic, 1056 South Highway 27, **(606) 679-6385**.

PULASKI COUNTY ADMINISTRATIVE CODE

EMPLOYEE AGREEMENT

I have received a copy of Pulaski County Fiscal Court’s Administrative Code, Ordinance # 230.5, dated July 28, 2020.

I understand that it is my obligation to read the Pulaski County Administrative Code and agree to follow all policies and procedures that are set forth therein. I agree to abide by the standards outlined in the document for the duration of my employment with Pulaski County Fiscal Court. I understand that this Administrative Code, and my signature below, does not constitute an employment contract and that the County is an at-will employer. Should I have any questions related to the Pulaski County Administrative Code, it is my obligation to follow the chain of command in seeking assistance from my Supervisor, Department Head, Personnel Officer or Judge Executive.

I understand that the County may modify or amend or terminate any policies, procedures or employee benefit programs reflected in this handbook at any time, or require or increase contributions toward benefit programs, in accordance with applicable law.

I understand that these policies do not constitute a contract of employment between me and the County, and that nothing about these policies create any rights of employment, nor does adherence to these policies guarantee continued employment with the County. I agree that upon termination of my employment with the County, the County will owe me only my accrued but unpaid wages, including accrued but unused compensatory time, vacation, consistent with these policies and applicable law.

I further understand that no employee or representative of the County other than the County Judge/Executive has any authority to enter into any agreement guaranteeing any terms, conditions or benefits of employment, employment of any specific nature or employment for any definite period of time. I also understand that any employment agreement guaranteeing any of the foregoing, if made, will not be enforceable unless it is in writing, signed by the County Judge/Executive and, if appropriate, approved by the Fiscal Court

Employee Signature

Date

Employee Printed Name

PULASKI COUNTY E-MAIL AND INTERNET USER AGREEMENT

EMPLOYEE AGREEMENT

I have received a copy of Pulaski County Fiscal Court’s Policy Guidelines on e-mail/internet acceptable use (Chp. 10). I recognize that the County’s e-mail/Internet is to be used for conducting the County’s business only. I understand that use of this equipment for private purposes is strictly prohibited.

As part of Pulaski County and user of Pulaski County’s gateway to the internet and e-mail system, I understand that this e-mail/internet County guideline applies to me.

I understand that it is my obligation to read the aforementioned document and agree to follow all policies and procedures that are set forth therein. I further agree to abide by the standards set in the document for the duration of my employment with Pulaski County Fiscal Court. Should I have any questions related to the Pulaski County Administrative Code, it is my obligation to follow the chain of command in seeking assistance from my Supervisor, Department Head, Personnel Officer or Judge Executive.

I am aware that violations of this County guideline on acceptable e-mail/internet use may subject me to disciplinary action, up to and including dismissal from employment.

I further understand that my communications on the internet and e-mail reflect on Pulaski County Fiscal Court. Furthermore, I understand that this policy can be amended at any time or that I may receive further direction from my superiors related to proper e-mail/internet usage.

Employee Signature

Date

Employee Printed Name

**PULASKI COUNTY, KENTUCKY
DRUG-FREE WORKPLACE CERTIFICATION**

Employees are hereby notified that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance (as defined in schedules I through V of the Controlled Substance Act (21 U.S.C. 812), and as further defined by regulation at 21 CFR 1308.11 through 1308.15, including any future additions or amendments.) is prohibited in the workplace. As a condition of employment, employees will:

- Abide by the terms of the county's drug-free workplace policies
- Notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) calendar days after such conviction

PENALTIES for drug abuse violations occurring in the workplace will include:

- Requiring the employee to participate satisfactorily in an appropriate drug abuse assistance or rehabilitation program; or
- Taking appropriate personnel action, up to and including termination

I acknowledge that I may be subject to random unannounced drug tests and may be subject to testing if a supervisor has reasonable cause to suspect an employee of illegal drug use on the job or reporting to work under the influence of the same, he/she is to pursue appropriate action consistent with the Drug and/or Alcohol Testing - Substance Abuse Policy contained in these policies. An employee reporting to work on medication prescribed by a personal physician, which impairs job performance, is to immediately notify his/her supervisor. The employee must submit a doctor's note indicating how the medication would affect his/her job performance and/or health and safety of others, so appropriate steps may be taken by supervisors to alleviate any hazards.

THE DRUG-FREE AWARENESS PROGRAM is intended to inform employees about:

- The dangers of drug abuse in the workplace;
- The employer's intent of maintaining a drug-free workplace;
- Any available drug counseling, rehabilitation, and employee assistance programs; and
- The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace

PLACE OF PERFORMANCE: All Pulaski County work stations

I certify that I have received and will abide by Pulaski County's Drug-Free Workplace Policy

Employee Signature

Date

Employee Printed Name