

**MARSHALL COUNTY, KENTUCKY
ORDINANCE NUMBER 2023-15
AMENDMENT TO ORDINANCE NUMBER 2022-06**

AN ORDINANCE Relating to the Administrative Code and Amendment Thereof:

WHEREAS, the County of Marshall adopted an Administrative Code by Marshall County on June 21, 2016;

WHEREAS, it was determined that certain provisions should be amended and/or deleted to the Code;

NOW THEREFORE, BE IT ORDAINED BY THE FISCAL COURT OF MARSHALL COUNTY that the following amendments are made to the Administrative Code of Marshall County;

Amended Section 5.3 D. to remove:

Category	Minimum	Mid-Point	Maximum	Type
Senior Department Head	\$25.46	\$32.63	\$39.81	Exempt
Department Head III	\$22.13	\$28.37	\$34.61	Exempt
Department Head II	\$20.18	\$25.22	\$30.28	Exempt
Department Head I	\$19.06	\$23.82	\$28.58	Exempt
Supervisor II	\$17.92	\$22.42	\$26.89	Exempt
Supervisor I	\$16.71	\$20.38	\$24.05	Exempt
Professional Staff	\$15.20	\$18.54	\$21.87	NonExempt
Staff IV	\$14.48	\$17.23	\$19.99	NonExempt
Staff III	\$13.46	\$16.02	\$18.59	NonExempt
Staff II	\$13.15	\$15.27	\$17.40	NonExempt
Staff I	\$12.50	\$14.53	\$16.58	NonExempt

Amended Section 5.3 D. to add:

Category	Minimum	Mid-Point	Maximum	Type
Senior Department Head	<u>\$26.23</u>	<u>\$33.61</u>	<u>\$41.00</u>	Exempt
Department Head III	<u>\$22.80</u>	<u>\$29.22</u>	<u>\$35.65</u>	Exempt

Department Head II	\$20.78	\$25.98	\$31.19	Exempt
Department Head I	\$19.63	\$24.54	\$29.44	Exempt
Supervisor II	\$18.46	\$23.10	\$27.70	Exempt
Supervisor I	\$17.21	\$21.00	\$24.77	Exempt
Professional Staff	\$15.66	\$19.10	\$22.52	NonExempt
Staff IV	\$14.92	\$17.75	\$20.59	NonExempt
Staff III	\$13.87	\$16.50	\$19.15	NonExempt
Staff II	\$13.55	\$15.73	\$17.92	NonExempt
Staff I	\$12.88	\$14.97	\$17.08	NonExempt

Amended Section 5.33 to add:

SECTION 5.33F

[F. There shall be no smoking or vaping in County vehicles regardless of whether windows are rolled down or opened. This prohibition includes any County vehicle that has an enclosed cab \(backhoes, Gradalls, etc\).](#)

Amended Section 5.38C to add:

SECTION 5.38C 5.3 Disciplinary Procedure

C. Grounds for disciplinary action of County employees, ranging from warnings to immediate termination, depending upon the seriousness of the offense in the judgment of the County, shall include, but not be limited to, the following:

[\(20\) Abandonment of position. Whether an employee has abandoned a position may be determined using all relevant factors, including, but not limited to, failing to report to work, failing to maintain contact with supervisors or other appropriate County personnel, moving residences to the extent a daily commute is not reasonable, turning in keys or equipment, cleaning out work](#)

space of personal effects, etc. Abandonment may be classified and treated as a termination or voluntary resignation depending on all relevant circumstances.

Amended Section V E 5 Testing Process to remove:

5. Drugs

An ~~eleven (11)~~ panel urine test shall be conducted and shall include analysis for the following substances:

- A. Amphetamine;
- B. Barbiturates;
- C. Benzodiazepines;
- D. Cocaine;
- E. Methamphetamine
- F. Methadone
- G. Opiates/Morphine
- H. Oxycodone;
- I. Phencyclidine (PCP)
- J. Marijuana/THC;

Amended Section V E 5 Testing Process to add:

5. Drugs

A sixteen (16) panel urine test shall be conducted and shall include analysis for the following substances:

- A. Amphetamine;
- B. Barbiturates;
- C. Benzodiazepines;
- D. Cocaine;
- E. Methamphetamine
- F. Methadone
- G. Opiates/Morphine
- H. Oxycodone;
- I. Phencyclidine (PCP)
- J. Marijuana/THC;
- K. Buprenorphine
- L. Ecstasy
- M. Alcohol

- N. Fentanyl
- O. Trazodone
- P. Synthetic THC

Amended the DRUG FREE WORKPLACE POLICY Section XIII A to:

Section XIII: Employee Assistance Program

A. Alcoholism and controlled substance addiction are recognized as diseases responsive to proper treatment. Employees are encouraged to voluntarily seek treatment if substance use or abuse is an issue. ~~The County provides a level of care through its Employee Assistance Program (EAP). All employees shall be given information about the EAP including phone numbers at the time of his/her orientation.~~

~~1. All employees of the County are strongly encouraged to voluntarily contact the Employee Assistance Program if they believe they might have a problem with drug or alcohol abuse.~~

2. Other resources for information:

- ~~800-356-9996~~ ~~Al - Anon~~
- ~~800-527-5344~~ ~~American Council on Alcoholism~~
- ~~800-662-4347~~ ~~Center for Substance Abuse~~
~~—Treatment~~

First reading of the Ordinance held on this July 17, 2023.

Second reading of the Ordinance held on this _____.

Effective on this ____ day of _____, _____

Kevin Spraggs
Marshall County Judge/Executive

Cory Daniel
Marshall County Fiscal Court Clerk