

**CITY OF WARD  
ORDINANCE O-2019-07**

**BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF WARD, LONOKE COUNTY, STATE OF ARKANSAS: AN ORDINANCE TO BE ENTITLED: "AN AMENDMENT TO ORDINANCE\_2012-10, AN ORDINANCE ESTABLISHING A POLICY FOR A DRUG-FREE WORKPLACE. BE IT ORDAINED BY THE CITY COUNCIL OF WARD, ARKANSAS, THAT;:"**

**WHEREAS**, it is appropriate for the City of Ward to have an established policy for a drug-free workplace, and that this policy be updated from time-to-time, as required;

**WHEREAS**, Ordinance O-2012-01 of the City of Ward and thereby Ward Municipal Code 2.40 is hereby amended as follows;

**SECTION 1:** Delete Section 3(a)(6) and replace with the following:

(6) Lifeguards, emergency medical technician, emergency services dispatchers, and rescue workers.

(7) Operators of heavy equipment, including front-end loaders, trucks, and riding lawn mowers, or other similar equipment, where the equipment is used around individuals, alongside the public right of way.

(8) Wastewater treatment plant operators, and water treatment operators.

(9) Other employees whose duties meet the definition of safety or security sensitive after consultation with and approval by the Arkansas Municipal League, and where the operation of a motor vehicle is not incidental to the employee's occupation.

**SECTION 2:** Add the following to Section 6

(6) Employees shall not abuse, knowingly overmedicate, inappropriately consume, otherwise mistreat any prescription drugs approved by the employee's physician.

(7) Employees shall not possess, smoke, or otherwise use medical marijuana while on city premises or while on duty.

**SECTION 3:** Change the 0.01 in Section 9(b) to 0.02.

**SECTION 4:** After "...released to return to duty." add the following to Section 9(b)

However, the employee may use accumulated leave time between the end of the original suspension and being released to return to work.

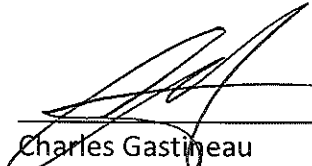
**SECTION 5: REPEAL:** Any portion or portions of the amendment adopted herein which are contrary to existing Ordinances of the City of Ward, Arkansas shall prevail and all Ordinances or parts of Ordinances in conflict herewith are hereby repealed to the extent of conflict.

**NOW THEREFORE, BE IT ORDAINED** by the City Council of the City of Ward, Arkansas;

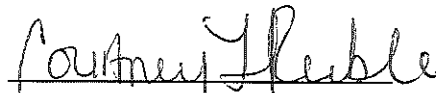
PASSED AND ADOPTED THIS 16<sup>th</sup> DAY OF September, 2019

YEAS: 5 NAYS: 0

APPROVED:

  
\_\_\_\_\_  
Charles Gastineau  
Mayor

ATTEST:

  
\_\_\_\_\_  
Courtney Ruble  
City Clerk

