

ORDINANCE NUMBER 9 - 2022

COUNTY OF FRANKLIN, KENTUCKY

AN ORDINANCE AMENDING THE OPERATION OF COUNTY FISCAL COURT, CHAPTER 30 ADMINISTRATIVE CODE, PERSONNEL ADMINISTRATION, BY ADDING A SECTION FOR COMMERCIAL DRIVERS LICENSE (CDL) TRAINING EXPENSES AND EMPLOYMENT AGREEMENT OF THE FRANKLIN COUNTY CODE OF ORDINANCES

WHEREAS, the Franklin County Code of Ordinances Chapter 30 Administrative Code: Personnel Administration sets forth the conditions of employment and training expenses related to employees required to obtain a CDL; and

NOW, THEREFORE, BE IT ORDAINED BY THE FISCAL COURT OF THE COUNTY OF FRANKLIN, COMMONWEALTH OF KENTUCKY, THAT:

SECTION I. The Code of Ordinances, Chapter 30 Administrative Code, Personnel Administration, is hereby amended to add the following:

§ 30 COMMERCIAL DRIVERS LICENSE TRAINING EXPENSES AND CONDITIONS OF EMPLOYMENT AGREEMENT.

Certain employees are required to hold a specific Class of Commercial Driver's License (CDL) as part of their job duty. If the employee does not hold the required CDL, the County will pay one-time for the training and any preapproved related expenses incurred to obtain the CDL within twelve months of hire. Prior to commencement of training, the employee must sign the Conditions of Employment Agreement.

Depending on the experience of the driver, training may take up to four (4) to six (6) weeks. It is therefore in the best interest of the County for the employee to maintain employment for a minimum of 36 months. This includes the actual times required for training, but excluding any unpaid leave(s) of absence.

- A. If the employee is unable to successfully complete the training and obtain the CDL, the employee will be responsible for all future costs associated with additional training or testing to obtain the CDL.
- B. Employees must successfully complete the course and obtain the CDL within twelve months of hire or the employee will be terminated.
- C. If an employee voluntarily resigns within 36 months of hire, excluding any unpaid leave(s) of absence, they must reimburse the County the salary paid during the CDL training and all associated expenses.
- D. Employees are expected to work a minimum of three years or be subject to the following repayment rules:

- 1) If the employee leaves within 12 months of receiving the CDL, the employee must reimburse the County for 100% of all expenses paid by the County.
 - 2) If the employee leaves within 24 months of receiving the CDL, the employee must reimburse the County for 75% of all expenses paid by the County.
 - 3) If the employee leaves within 36 months of receiving the CDL, the employee must reimburse the County for 50% of all expenses paid by the County.
- E. In the event the employee is terminated by layoffs, etc., the County's obligation will cease under this agreement effective upon the date of termination. Any further CDL classes will become the responsibility of the employee. The employee will not be responsible for any amounts paid up to the date of termination.

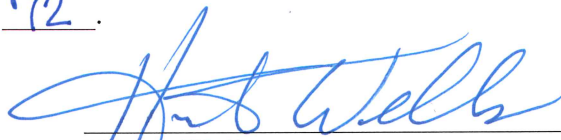
SECTION II. CODIFICATION. The provisions of Section I of this Ordinance shall be published as appropriate in the Franklin County Code of Ordinances as soon as practicable.

SECTION III. SEVERABILITY CLAUSE. If any section, part of provision of this Ordinance is declared unconstitutional or invalid by a court of competent jurisdiction, then it is expressly provided and it is the intention of the Franklin County Fiscal Court in passing this Ordinance that its parts shall be severable and all other parts of this Ordinance shall not be affected thereby and they shall remain in full force and effect.

SECTION IV. PUBLICATION AND EFFECTIVE DATE. This Ordinance shall take effect immediately upon its passage and publication according to law.

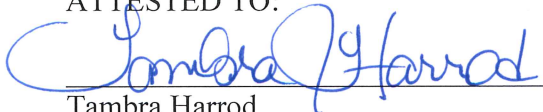
INTRODUCED AND GIVEN FIRST READING IN SUMMARY at a duly convened meeting of the Fiscal Court of Franklin County, Kentucky, held on the 1st day of September, 2022.

GIVEN SECOND READING AND APPROVED at a duly convened meeting of the Fiscal Court of Franklin County, Kentucky, held on the 23 day of September, 2022 and of record in Fiscal Court Order Book 33, Page 72.



Huston Wells
Franklin County Judge/Executive

ATTESTED TO:



Tandra Harrod
Fiscal Court Clerk

SUMMARY

This ordinance sets forth the conditions of employment and repayment of expenses incurred by the County for an employee attending CDL training as a requirement of their job description.