

RESOLUTION NO. R-67-2024

**A RESOLUTION OF EAGLE MOUNTAIN CITY, UTAH, AMENDING
THE EAGLE MOUNTAIN CITY POLICIES AND PROCEDURES MANUAL
(FIREARMS)**

PREAMBLE

WHEREAS, the City Council of Eagle Mountain City, Utah, finds that it is in the public interest and in the interest of the management of the City and the employees of the City to revise and amend the Eagle Mountain City Policies and Procedures Manual in use up to the date of this Resolution; and

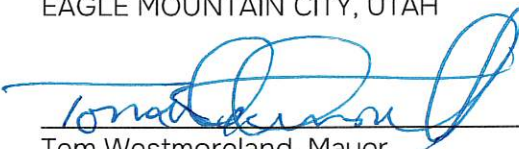
WHEREAS, the Eagle Mountain City Policies and Procedures Manual has been edited, reviewed and compiled to represent the needs of the City and the rights and responsibilities of its employees and should be amended as presented in Exhibit A.

BE IT RESOLVED by the City Council of Eagle Mountain City, Utah:


1. The Eagle Mountain Policies and Procedures Manual is hereby amended and adopted, as set forth in Exhibit A.
2. This Resolution shall become effective immediately upon its passing.

ADOPTED by the City Council of Eagle Mountain City, Utah, this 1st day of October, 2024.

EAGLE MOUNTAIN CITY, UTAH


Tom Westmoreland, Mayor

ATTEST:


Fionnuala B. Kofoed, MMC
City Recorder



CERTIFICATION

The above Resolution was adopted by the City Council of Eagle Mountain City, Utah on the 1st day of October, 2024.

Those voting yes:

☒ Donna Burnham

☒ Melissa Clark

☐ Jared Gray

☒ Rich Wood

☒ Brett Wright

Those voting no:

☐ Donna Burnham

☐ Melissa Clark

☐ Jared Gray

☐ Rich Wood

☐ Brett Wright

Those excused:

☐ Donna Burnham

☐ Melissa Clark

☒ Jared Gray

☐ Rich Wood

☐ Brett Wright

Those abstaining:

☐ Donna Burnham

☐ Melissa Clark

☐ Jared Gray

☐ Rich Wood

☐ Brett Wright


Ter: 
Fionnuala B. Kofoed, MMC
City Recorder



EXHIBIT A

- A. Causes for disciplinary action, up to and including termination, may include, but are not limited to, the following:
1. Violation of any laws of the State of Utah, another state having jurisdiction over the offense or the United States, other than minor traffic offenses.
 2. Failure to report that employee has been charged in a criminal proceeding with a violation of any law of the State of Utah, another state, or the United States, other than minor traffic offenses, within three business days of receiving a citation, summons to appear in court, or appearing in court, whichever is earlier.
 3. Failure to report that employee has been arrested by law enforcement within three business days of arrest.
 4. Violation of the code of personal conduct.
 5. Conduct which endangers the peace and safety of others or poses a threat to the public interest.
 6. Unjustified interference with work of other City employees.
 7. Misconduct.
 8. Malfeasance.
 9. Misfeasance.
 10. Dishonesty/Lying.
 11. Nonfeasance.
 12. Incompetence.
 13. Negligence.
 14. Insubordination.
 15. Failure to perform or maintain skills.
 16. Inadequate performance of duties.
 17. Unauthorized absence or tardiness.
 18. Falsification or unauthorized alteration of records.
 19. Violation of City policies or executive orders.
 20. Falsification of employment application.
 21. Discrimination in hiring, assignment, or promotion.
 22. Sexual harassment or filing a false sexual harassment claim.
 23. Violation of this Manual.

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24. Use of alcohol or drugs, other than medication prescribed by a physician, that affect job performance.
 25. Falsifying City Records.
 26. Except for a supervisor submitting a time slip for an employee, knowingly marking the time slip of another employee, authorizing one's time slip to be marked by another employee, unauthorized alteration of a time slip.
 27. Unauthorized possession of firearms, weapons, or explosives on City-owned property.
 28. Carelessness which affects the safety of personnel.
 29. Threatening, intimidating, coercing, or interfering with fellow employees on the job, or the public at large.
 30. Theft or removal of any City property or the property of any employee from the work area premises without proper authorization.
 31. Gambling, wagering, or engaging in a lottery while on City business.
 32. Misusing, destroying, or damaging any City property or the property of any employee.
 33. Deliberately restricting work output of themselves or others.
 34. Drinking any alcoholic beverage during the workday or being under the influence of illicit drugs or alcohol during the workday.
 35. Sleeping during working hours.
 36. Fighting (verbal or physical) on City premises, or while on City business, or in a City uniform.
 37. Any act which might endanger the safety or lives of others.
 38. Failure to provide evidence of identity and employment eligibility within three (3) business days of the date employment begins, or receipt for the application of documents within three (3) business days of the date employment begins and production of actual documents within ninety (90) calendar days of the date employment begins.
 39. Accessing, storing, or viewing/reviewing, downloading, copying, or sending child pornography or pornographic or sexually explicit material on City-owned equipment, including, but not limited to, computers, cell phones, or facsimile machines.
 40. Violation of the uniform policy.