

**CITY OF ELSMERE, KENTUCKY
ORDINANCE 1827-2023**

AN ORDINANCE OF THE CITY OF ELSMERE, KENTUCKY IN KENTON COUNTY, REPEALING AND REPLACING THE OPEN-DOOR POLICY – COMPLAINT PROCEDURE ADOPTED BY ORDINANCE NO. 1795-2020 AND ADOPTING APPEALS AND GREIVANCE PROCEDURES AS PART OF THE ELSMERE PERSONNEL POLICY

BE IT ORDAINED BY THE CITY OF ELSMERE, IN KENTON COUNTY, KENTUCKY, AS FOLLOWS:

WHEREAS, The city adopted the Open Door – Complaint Procedure as part of the City of Elsmere Personnel Policies; and,

WHEREAS, it was determined that this policy was ineffective; and,

WHEREAS, would like to maintain an Appeals and Grievance Procedure to handle conflicts as they arise.

NOW, THEREFORE BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF ELSMERE, KENTON COUNTY, KENTUCKY:

Section I

That the City of Elsmere, Kentucky Personnel Policy, section three, Open Door Policy, as adopted by Ordinance (1795-2020) is hereby repealed and new section Appeal and Grievances Procedures attached hereto and incorporated by reference as exhibits (A) are adopted.

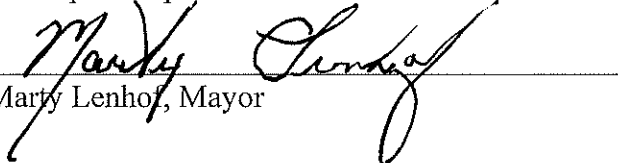
Section II

The provisions of this ordinance are severable; and the invalidity of any provision of this ordinance shall not affect the validity of any other provision thereof; and such other provisions shall remain in full force and effect as long as they remain valid in the absence of those provisions determined to be invalid.

Section III

This Ordinance shall be in full force and effect from and after its passage, approval and publication as required by law. This Ordinance may be published in summary form.

**CITY OF ELSMERE, KENTUCKY,
A Municipal Corporation of the Home Rule Class**



D. Marty Lenhof, Mayor

1st Reading: August 8, 2023

2nd Reading: September 12, 2023

Ayes: 6 Nays: 0

Published: _____

ATTEST:

Misty Ezell
Misty Ezell, City Clerk