

CITY OF AUDUBON PARK, KENTUCKY

ORDINANCE NO. 4

AN ORDINANCE ESTABLISHING A CODE OF ETHICAL CONDUCT APPLICABLE TO THE OFFICERS AND EMPLOYEES OF THE CITY AND CITY AGENCIES.

WHEREAS, the General Assembly of the Commonwealth of Kentucky has enacted legislation requiring this City to enact and enforce a code of ethics governing the conduct of City Officers and Employees beginning no later than January 1, 1995; and

WHEREAS, the officials of this City are committed to the operation of a city government that manifests the highest moral and ethical standards among its Officers and Employees and desire to comply with all requirements of the Commonwealth's local government ethics law.

NOW, THEREFORE, be it ordained by the City of Audubon Park, Kentucky:

SECTION 1. **Title.** This ordinance shall be known and may be cited as the "City of Audubon Park Code of Ethics."

SECTION 2. **Findings.** The City Council of the City of Audubon Park, Kentucky finds and declares that:

(A) Public office and employment with the City are public trusts.

(B) The vitality and stability of the government of this City depends upon the public's confidence in the integrity of its elected and appointed Officers and Employees. Whenever the public perceives a conflict between the private interests and the public duties of a City Officer or Employee, that confidence is imperiled.

(C) The government of this City has a duty to provide its citizens with the standards by which they may determine whether public duties are being faithfully performed, and to make its Officers and Employees aware of the standards which the citizenry rightfully expects them to comply with while conducting their public duties.

SECTION 3. **Purpose and Authority.**

(A) It is the purpose of this ordinance to provide a method of assuring that the standards of ethical and financial disclosure requirements for Officers and Employees of the City shall be clearly established, uniform in their application, and enforceable, and to provide the Officers and Employees of the City with advice and information concerning potential conflicts of interest which might arise in the conduct of their public duties.

(B) It is the further purpose of this ordinance to meet the requirements of KRS CH. 65 as enacted by the 1994 Kentucky General Assembly.

(C) This ordinance is enacted under the power vested in the City by KRS 82.082 and pursuant to requirements of KRS CH. 65.

SECTION 4. Definitions. As used in this ordinance, unless the context clearly requires a different meaning.

(A) "Business" means any corporation, partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, professional service corporation, or any legal entity through which business is conducted for profit.

(B) "Board of Ethics" means the City of Audubon Park Board of Ethics which is created and vested by this ordinance with the responsibility of enforcing the requirements of the City's code of ethics.

(C) "Candidate" means any individual who seeks nomination or election to a City office. An individual is a candidate when the individual files a notification and declaration for nomination for office with the county clerk or secretary of state, or is nominated for office by a political party, or files a declaration of intent to be a write-in candidate with the county clerk or secretary of state.

(D) "City" refers to the City of Audubon Park, Kentucky.

(E) "City Agency" means any board, commission, authority, nonstock corporation, or other entity created, either individually or jointly, by the City.

(F) "Employee" means any person, whether full-time or part-time, and whether paid or unpaid, who is employed by or provides service to the City. The term "Employee" shall not include any contractor or subcontractor or any of their Employees.

(G) "Family Members" means a spouse, parent, child, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild.

(H) "Immediate Family Member" means a spouse, an unemancipated child residing in the Officer's or Employee's household, or a person claimed by the Officer or Employee, or the Officer's or Employee's spouse, as a dependent for tax purposes.

(I) "Officer" means any person, whether full-time or part-time, and whether paid or unpaid, who is one of the following: (1) the mayor, (2) a City Council member, (3) any person who occupies a nonelected office created under KRS 83A.080 or (4) a member of the governing body of any City Agency who has been appointed to the governing body of the agency by the City.

STANDARDS OF CONDUCT

SECTION 5. Conflicts of Interest in General. Every Officer and Employee of the City and every City Agency shall comply with the following standards of conduct:

(A) No Officer or Employee, or any Immediate Family Member of any Officer or Employee, shall have an interest in a business or engage in any business, transaction, or activity, which is in substantial conflict with the proper discharge of the Officer's or Employee's public duties.

(B) No Officer or Employee shall intentionally use or attempt to use his or her official position with the City to secure unwarranted privileges or advantages for himself or herself or others.

(C) No Officer or Employee shall intentionally take or refrain from taking any discretionary action, or agree to take or refrain from taking any discretionary action, or induce or attempt to induce any other Officer or Employee to take or refrain from taking any discretionary action, on any matter before the City in order to obtain a financial benefit for any of the following:

- (1) The Officer or Employee.
- (2) A Family Member.
- (3) An outside employer.
- (4) Any business in which the Officer or Employee, or any Family Member has a financial interest.

(D) No Officer or Employee shall be deemed in violation of any provision in this section if, by reason of the Officer's or Employee's participation, vote, decision, action or inaction, no financial benefit accrues to the Officer or Employee, a Family Member, an outside employer, or as a member of any business, occupation, profession, or other group, to any greater extent than any gain could reasonably be expected to accrue to any other member of the business, occupation, profession, or other group.

(E) Every Officer or Employee who has a prohibited financial interest which the Officer or Employee believes or has reason to believe may be affected by his or her participation, vote, decision or other action taken within the scope of his or her public duties shall disclose the precise nature and value of the interest, in writing, to the governing body of the City or City Agency served by the Officer or Employee, and the disclosure shall be entered on the official record of the proceedings of the governing body. The Officer or Employee shall refrain from taking any action with respect to the matter that is the subject of the disclosure.

SECTION 6. **Conflicts of Interest in Contracts.**

(A) No Officer or Employee of the City or any City Agency shall directly or through others undertake, execute, hold, or enjoy, in whole or in part, any contract made, entered into, awarded, or granted by the City or a City Agency, except as follows:

- (1) The prohibition in subsection (A) of this section shall not apply to contracts entered into before an elected Officer filed as a candidate for city office, before an appointed Officer was appointed to a City or City Agency office, or before an Employee was hired by the City or a City Agency. However, if any contract entered into by a City or City Agency Officer or Employee before he or she became a candidate, was appointed to office, or was hired as an Employee, is renewable after he or she becomes a candidate, assumes the appointed office, or is hired as an Employee, then the prohibition in subsection (A) of this section shall apply to the renewal of the contract.
- (2) The prohibition in subsection (A) of this section shall not apply if the contract is awarded after public notice and competitive bidding, unless the Officer or Employee is authorized to participate in establishing the contract specifications, awarding the contract, or managing contract performance after the contract is awarded. If the Officer or Employee has any of the authorities set forth in the preceding sentence, then the Officer or Employee shall have no interest in the contract, unless the requirements set forth in subpart (3) below are satisfied.
- (3) The prohibition in subsection (A) of this section shall not apply in any case where the following requirements are satisfied:
 - (a) The specific nature of the contract transaction and the nature of the Officer's or Employee's interest in the contract are publicly disclosed at a meeting of the governing body of the City or City Agency.
 - (b) The disclosure is made a part of the official record of the governing body of the City or City Agency before the contract is executed.
 - (c) A finding is made by the governing body of the City or City Agency that the contract with the Officer or Employee is in the best interests of the public and the City or City Agency because of price, limited supply, or other specific reasons.
 - (d) The finding is made a part of the official record of the governing body of the City or City Agency before the contract is executed.

(B) Any violation of this section shall constitute a Class A misdemeanor, and upon conviction, the court may void any contract entered into in violation of this section. Additionally, a violation of this section shall be grounds for removal from office or employment with the City in accordance with any applicable provision of state law and ordinances, rules or regulations of the City.

SECTION 7. Receipt of Gifts. No Officer or Employee of the City or any City Agency shall directly, or indirectly through any other person or business, solicit or accept any gift having a fair market value of more than two hundred dollars (\$200), whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could reasonably be inferred that the gift was intended to influence, or could reasonably be expected to influence the Officer or Employee in the performance of his or her public duties.

SECTION 8. Use of City Property, Equipment and Personnel.

(A) No Officer or Employee of the City shall use or permit the use of any City time, funds, personnel, equipment, or other personal or real property for the private use of any person, unless:

- (1) The use is specifically authorized by a stated City policy.
- (2) The use is available to the general public, and then only to the extent and upon the terms that such use is available to the general public.

SECTION 9. Representation of Interests Before City Government.

(A) No Officer or Employee of the City or any City Agency shall represent any person or business, other than the City, in connection with any cause, proceeding, application or other matter pending before the City or any City Agency.

(B) Nothing in this section shall prohibit an Employee from representing another Employee or Employees where the representation is within the context of official labor union or similar representational responsibilities.

(C) Nothing in this section shall prohibit any Officer or Employee from representing himself or herself in matters concerning his or her own interests.

(D) No elected Officer shall be prohibited by this section from making any inquiry for information on behalf of a constituent, if no compensation, reward or other thing of value is promised to, given to, or accept by the Officer, whether directly or indirectly, in return for the inquiry.

SECTION 10. Misuse of Confidential Information. No Officer or Employee of the City or any City Agency shall intentionally use or disclose information acquired in the course of his or her official duties, if the primary purpose of the use or disclosure is to further his or her personal financial interest or that of another person or business. Information shall be deemed confidential, if it is not subject to disclosure pursuant to the Kentucky Open Records Act, KRS 61.872 to 61.884, at the time of its use or disclosure.

FINANCIAL DISCLOSURE

SECTION 11. Who Must File. Officers and Employees of the City and City Agencies, as such terms are defined in Section 4 of this Ordinance, shall file an annual statement of financial interests with the Board of Ethics; provided, however, that nonelected Officers and Employees of the City or any City Agency shall be required to file an annual statement of financial interests only if they are authorized to make purchases of materials or services, or award contracts, leases or agreements involving the expenditure of more than five thousand dollars (\$5,000).

SECTION 12. When to File Statements; Amended Statements.

(A) The initial statement of financial interests required by this Section shall be filed with the Board of Ethics, or the administrative official designated as the custodian of its records by the Board of Ethics, no later than 5 p.m. on January 31, 1995. All subsequent statements of financial interests shall be filed no later than 5 p.m. on January 31 each year, provided that:

- (1) An Officer or Employee newly-appointed to fill an office or position of employment with the City or a City Agency shall file his or her initial statement no later than thirty (30) days after the date of the appointment.
- (2) A candidate for City office shall file his or her initial statement no later than thirty (30) days after the date on which the person becomes a candidate for elected City office.

(B) The Board of Ethics may grant a reasonable extension of time for filing a statement of financial interests for good cause shown.

(C) In the event there is a material change in any information contained in a financial statement that has been filed with the Board, the Officer or Employee shall, no later than thirty (30) days after becoming aware of the material change, file an amended statement with the Board.

SECTION 13. Form of the Statement of Financial Interests. The statement of financial interests shall be on a form prescribed by the Board of Ethics, or the administrative official designated by the Board of Ethics. The Board, or the designated administrative official, shall deliver a copy of the form to each Officer and Employee required to file the statement by first class mail or

hand delivery no later than January 1 of each year. The failure of the Board, or the designated administrative official, to deliver a copy of the form to any Officer or Employee shall not relieve the Officer or Employee of the obligation to file the statement.

SECTION 14. Control and Maintenance of the Statement of Financial Interests.

(A) The Board of Ethics shall be the "official custodian" of the statements of financial interests and shall have control over the maintenance of the statements of financial interests. The statements of financial interests shall be maintained by the Board of Ethics, or the administrative official designated by the Board of Ethics as the "custodian," as public documents available for public inspection immediately upon filing.

(B) A statement of financial interests shall be retained by the Board, or the designated administrative official, until the expiration of one (1) year after a person ceases to be an Officer or Employee of the City or a City Agency, at which time the Board shall cause to be destroyed any statements of financial interests or copies of those statements filed by the person.

(C) A statement of financial interests shall be retained by the Board, or the designated administrative official, until the expiration of one (1) year after any election at which a candidate for elected City office was not elected or nominated, at which time the Board shall cause to be destroyed any statements of financial interests or copies of those statements filed by the person.

SECTION 15. Contents of the Statement of Financial Interests.

(A) The statement of financial interests shall include the following information for the preceding calendar year:

- (1) The name, current business address, business telephone number and home address of the filer.
- (2) Title of the filer's office, office sought or position of employment.
- (3) Occupation and employer of the filer.
- (4) Information that identifies each source of income other than employment of the filer and the filer's Immediate Family Members exceeding fifteen thousand dollars (\$15,000) during the preceding calendar year, and the nature of the income (e.g., commission, dividends, etc.), except that no filer shall be required to specify the amount of such income, and no filer shall be required to disclose income that is derived from Social Security, retirement fund, disability insurance, maintenance or child support, or income from any

business or other source which is not currently doing business with the City, has not done business with the City in the preceding year and/or is not currently seeking to do business with the City.

- (5) The name and address of any business located within or outside the state in which the filer or any Immediate Family Member of the filer had, during the preceding calendar year, an interest exceeding fifteen thousand dollars (\$15,000) at fair market value, or an ownership interest of five percent (5%) or more, except that no filer shall be required to disclose an ownership interest in any business which is not currently doing business with the City, has not done business with the City in the preceding year and/or is not currently seeking to do business with the City.

(B) Nothing in this Section shall be construed to require an Officer or Employee to disclose any specific dollar amount nor the names of individual clients or customers of businesses listed as sources of income.

SECTION 16. Noncompliance with Filing Requirement.

(A) The Board of Ethics, or the designated administrative official, shall notify by certified mail each person required to file a statement of financial interests who fails to file the statement by the due date, files an incomplete statement, or files a statement in a form other than that prescribed by the Board. The notice shall specify the type of failure or delinquency, shall establish a date by which the failure or delinquency shall be remedied, and shall advise the person of the penalties for a violation.

(B) Any person who fails or refuses to file the statement or who fails or refuses to remedy a deficiency in the filing identified in the notice under subsection (A) within the time period established in the notice shall be guilty of a civil offense and shall be subject to a civil fine imposed by the Board in an amount not to exceed twenty-five dollars (\$25) per day, up to a maximum total civil fine of five hundred dollars (\$500). Any civil fine imposed by the Board under this section may be recovered by the City in a civil action in the nature of debt if the offender fails or refuses to pay the penalty within a prescribed period of time.

(C) Any person who intentionally files a statement of financial interests which he or she knows to contain false information or intentionally omits required information shall be guilty of a Class A misdemeanor.

NEPOTISM

SECTION 17. **Nepotism.** No Family Member of a City Officer or Employee shall be appointed to any office or position of employment with the City or a City Agency if such Officer or Employee will have responsibility, directly or indirectly, to supervise, manage or control the work of the Family Member without disclosure to and approval by the City Council, with such approval being noted in the official minutes.

ENFORCEMENT

SECTION 18. **Board of Ethics Created.**

(A) There is hereby created a Board of Ethics which shall have the authorities, duties, and responsibilities as set forth in this ordinance to enforce the provisions of this ordinance.

(B) The Board of Ethics shall consist of three (3) members who shall be appointed by the Mayor, subject to the approval of the City Council. The initial members of the Board of Ethics shall be appointed within sixty (60) days of the effective date of this ordinance. No member of the Board of Ethics shall hold any elected or appointed office, whether paid or unpaid, or any position of employment with the City or any City Agency. The members shall serve for a term of three (3) years; except that with respect to the members initially appointed, one (1) member shall be appointed for a term of one (1) year, one (1) member shall be appointed for a term of two (2) years; and one (1) members shall be appointed for a term of three (3) years. Thereafter, all appointments shall be for a term of three (3) years. Each member of the Board of Ethics shall have been a resident of the City for at least one (1) year prior to the date of the appointment and shall reside in the City throughout the term in office. The members of the Board of Ethics shall be chosen by virtue of their known and consistent reputation for integrity and their knowledge of local government affairs. The members may be reappointed for any number of consecutive terms.

(C) A member of the Board of Ethics may be removed by the Mayor, subject to the approval of the City Council, for misconduct, inability, or willful neglect of duties. Before any member of the Board of Ethics is removed from office under this section, the member shall be afforded the opportunity for a hearing before the Mayor and the City Council.

(D) Vacancies on the Board of Ethics shall be filled within sixty (60) days by the Mayor, subject to the approval of the City Council. If a vacancy is not filled by the Mayor within sixty (60) days, the remaining members of the Board of Ethics shall fill the vacancy. All vacancies shall be filled for the remainder of the unexpired term.

(E) Members of the Board of Ethics shall serve without compensation, unless otherwise approved by the legislative body, but shall be reimbursed for all necessary and reasonable expenses incurred in the performance of their duties.

(F) The Board of Ethics shall, upon the initial appointment of its members, and annually thereafter, elect a chairperson from among the membership. The chairperson shall be the presiding Officer and a full voting member of the Board.

(G) Meetings of the Board of Ethics shall be held, as necessary, upon the call of the chairperson or at the written request of a majority of the members.

(H) The presence of all three (3) members shall constitute a quorum and the affirmative vote of two (2) or more members shall be necessary for any official action to be taken. Any member of the Board of Ethics who has a conflict of interest with respect to any matter to be considered by the Board shall disclose the nature of the conflict, shall disqualify himself or herself from voting on the matter, and shall not be counted for purposes of establishing a quorum.

(I) Minutes shall be kept for all proceedings of the Board of Ethics and the vote of each member on any issue decided by the Board shall be recorded in the minutes.

SECTION 19. Alternate Members. The Mayor, with the approval of the City Council may appoint two (2) alternate members of the Board of Ethics who may be called upon to serve when any regular member of the Board is unable to discharge his or her duties. An alternate member shall be appointed for a term of one (1) year. Alternate members shall meet all qualifications and be subject to all of the requirements of this ordinance that apply to regular members.

SECTION 20. Power and Duties of the Board of Ethics. The Board of Ethics shall have the following powers and duties:

(A) To receive and investigate complaints, hold hearings, and make findings of fact and determinations with regard to alleged violations of the provisions of this ordinance.

(B) To adopt rules and regulations and to take other actions, as necessary, to implement the provisions of this Ordinance, provided that the rules, regulations, and actions are not in conflict with the provisions of this ordinance or any state or federal law.

(C) To refer any information concerning violations of this ordinance to the Mayor, the City Council, the governing body of any City Agency, the county attorney, or other appropriate person or body, as necessary.

(D) To render advisory opinions to City and City Agency Officers and Employees regarding whether a given set of facts or circumstances would constitute a violation of any provision of this ordinance.

(E) to enforce the provisions of this ordinance with regard to all Officers and Employees of the City and city agencies who are subject to its terms by issuing appropriate orders.

(F) To control and maintain all statements of financial interests that are required to be filed by this ordinance and to ensure that the statements are available for public inspection in accordance with the requirements of this ordinance and the Kentucky Open Records Act.

(G) To develop and submit any reports regarding the conduct of its business that may be required by the executive authority or legislative body of the City.

SECTION 21. Filing and Investigation of Complaints.

(A) All complaints alleging any violation of the provisions of this ordinance shall be submitted to the Board of Ethics, or the administrative official designated by the Board of Ethics. All complaints shall be in writing, signed by the complainant, and shall meet any other requirements established by the Board of Ethics. The Board shall forward within ten (10) working days to each Officer or Employee of the City or City Agency who is the subject of the complaint a copy of the complaint and a general statement of the applicable provisions of this ordinance.

(B) Within thirty (30) days of the receipt of a proper complaint, the Board of Ethics shall conduct a preliminary inquiry concerning the allegations contained in the complaint. The Board shall afford a person who is the subject of the complaint an opportunity to respond to the allegations in the complaint.

(C) All proceedings and records relating to a preliminary inquiry being conducted by the Board of Ethics shall be confidential until a final determination is made by the Board, except:

- (1) The Board may turn over to the Commonwealth's attorney or county attorney evidence which may be used in criminal proceedings.
- (2) If the complainant or alleged violator publicly discloses the existence of a preliminary inquiry, the Board may publicly confirm the existence of the inquiry, and, at its discretion, make public any documents which were issued to either party.

(D) If the Board of Ethics concludes, based upon its preliminary inquiry, that the complaint is within its jurisdiction and contains allegations sufficient to establish a minimal factual basis to constitute a violation, the Board shall notify the Officer or Employee who is the subject of the complaint and may:

- (1) Due to mitigating circumstances, issue a written confidential reprimand to the Officer or Employee concerning the alleged violation and provide a copy of the confidential reprimand to the Mayor and City Council or governing body of the City Agency.

(2) Initiate a hearing to determine whether there has been a violation.

(E) Any person who knowingly files with the Board a false complaint alleging a violation of any provision of this ordinance by an Officer or Employee of the City or any City Agency shall be guilty of a Class A misdemeanor.

SECTION 22. Notice of Hearings. If the Board of Ethics determines that a hearing regarding allegations contained in the complaint is necessary, the Board shall issue an order setting the matter for a hearing. The order setting the matter for hearing, along with a copy of any pertinent regulations of the Board relating to the hearing shall be sent to the alleged violator.

SECTION 23. Hearing Procedure.

(A) The Kentucky Rules of Civil Procedure and the Kentucky Rules of Evidence shall not apply to hearings conducted by the Board of Ethics; however, the hearings shall be conducted in accordance with this section and in accordance with any additional rules and regulations adopted by the Board so as to afford all parties the full range of due process rights required by the nature of the proceedings.

(B) Prior to the commencement of the hearing, the alleged violator, or his or her representative, shall have a reasonable opportunity to examine all documents and records obtained or prepared by the Board in connection with the matter to be heard. The Board shall inform the alleged violator, or his or her representative, of any exculpatory evidence in its possession.

(C) Any person whose name is mentioned during the hearing and who may be adversely affected thereby may appear personally before the Board, with or without counsel, to give a statement regarding the adverse mention, or may file a written statement regarding the adverse mention for incorporation into the record of the proceeding.

(D) All hearings of the Board of Ethics shall be public, unless the members vote to go into executive session in accordance with KRS 61.810.

(E) After the conclusion of the hearing, the Board of Ethics shall, as soon as practicable, begin deliberations in executive session for the purpose of reviewing the evidence before it and making a determination whether a violation of this ordinance has been proven. The Board shall issue a written report of its findings and conclusions.

(F) If the Board concludes in its report that no violation of this ordinance has occurred, it shall immediately send written notice of this determination to the Officer or Employee who was the subject of the complaint and to the party who filed the complaint.

(G) If the Board concludes in its report that in consideration of the evidence produced at the hearing there is clear and convincing proof of a violation of this ordinance, the Board may take any action it deems necessary including, but not limited to, issuing a cease and desist order, issuing a written public reprimand, recommending a specific discipline, including dismissal, or removal from office, or referring criminal evidence to the proper authority.

SECTION 24. Appeals. Any person who is found guilty of a violation of any provision of this ordinance by the Board of Ethics may appeal the finding to the City Council within thirty (30) days after the date of the final action by the Board of Ethics by filing a petition with the City Council against the Board. The Board shall transmit to the City Clerk all evidence considered by the Board at the public hearing.

SECTION 25. Limitation of Actions. Except when the period of limitation is otherwise established by state law, an action for a violation of this ordinance must be brought within one (1) year after the violation is discovered.

SECTION 26. Advisory Opinions.

(A) The Board of Ethics may render advisory opinions concerning matters under its jurisdiction, based upon real or hypothetical facts and circumstances, upon its own initiative, or when requested by any Officer or Employee of the City or a City Agency who is covered by this ordinance.

(B) An advisory opinion shall be requested in writing and shall state relevant facts and ask specific questions. The request for an advisory opinion shall remain confidential unless confidentiality is waived, in writing, by the requestor.

SECTION 27. Reprisals Against Persons Disclosing Violations Prohibited. No Officer or Employee of the City or any City Agency shall be subject to reprisal, or directly or indirectly use, or threaten to use, any official authority or influence in any manner whatsoever which tends to discourage, restrain, deter, prevent, interfere with, coerce, or discriminate against any person who in good faith reports, discloses, divulges, or otherwise brings to the attention of the Board of Ethics or any other agency or official of the City or the Commonwealth any facts or information relative to an actual or suspected violation of this ordinance.

SECTION 28. Penalties.

(A) In addition to all other penalties which may be imposed under this ordinance, any Officer or Employee of the City or any City Agency who is found by the Board of Ethics to have violated any provision of this ordinance shall forfeit to the City or the City Agency an amount equal to the economic benefit or gain which the Officer or Employee is determined by the Board to have realized as a result of the violation. The amount of any forfeiture may be recovered by the City in a civil action in the nature of debit, if the offender fails to pay the amount of the forfeiture within a prescribed period of time.

(B) In addition to all other penalties which may be imposed under this ordinance, a finding by the Board of Ethics that an Officer or Employee of the City or any City Agency is guilty of a violation of this ordinance shall be sufficient cause for removal, suspension, demotion, or other disciplinary action by the executive authority of the City or City Agency, or by any other Officer or agency having the power of removal or discipline. Any action to remove or discipline any Officer or Employee for a violation of this ordinance shall be taken in accordance with all applicable ordinances and regulations of the City and all applicable laws of the Commonwealth.

SECTION 29. Severability. If any provision of this ordinance is deemed by a court of competent jurisdiction to be unenforceable or unconstitutional, the remaining provision of this ordinance shall continue in full force and effect.

SECTION 30. Conflicting Ordinances Repealed. All other ordinances and parts of ordinances in conflict with this ordinance are hereby repealed to the extent of the conflict.

SECTION 31. Effective Date. This ordinance shall take full force and effect immediately upon publication as required by KRS 83A.060.

Approved and adopted at a meeting of the City Council of the City of Audubon Park held on the 19th day of December, 1994, having first been read at a meeting of the City Council of the City of Audubon Park held on the 21st day of November, 1994.



STEPHEN P. MILLER, MAYOR

ATTEST:



JOYCE M. GUTTER
CITY CLERK