

**CITY OF HIBBING
POLICY PROHIBITING FIREARMS AT WORK**

The City of Hibbing hereby establishes a policy prohibiting all employees, except sworn employees of the Police Department, from carrying or possessing firearms while acting in the course and scope of employment for the city. The possession or carrying of a firearm by employees is prohibited while working on the property of City of Hibbing or working at any location on behalf of the City of Hibbing. This prohibition includes but is not limited to:

- Driving on city business;
- Riding as a passenger in a car or any type of mass transit on city business;
- Working at city any city-owned work site;
- Working off-site on behalf of the city;
- Performing emergency or on-call work after normal business hours and on weekends;
- Working at private residences, businesses and other private or governmental locations on behalf of the city;
- Attending training or conferences on behalf of the city;

Carrying or possessing a firearm in violation of this policy will subject the employee to disciplinary action, up to and including possible discharge.

City employees who have obtained the appropriate permit and possess a firearm while in a City-owned parking area are requested to keep the firearm in a locked trunk of the employee's vehicle or, if the vehicle does not have a trunk, in a locked glove compartment of the employee's vehicle.

EFFECTIVE DATE: _____

City Administrator

Date

Adopted: _____