

RESOLUTION ESTABLISHING AN EMPLOYEE FIREARM POLICY

WHEREAS, Minn. Stat. § 624.714, subd. 18 authorizes employers, including public employers, to establish policies that restrict the carry or possession of firearms by its employees while acting in the course and scope of employment;

WHEREAS, Minn. Stat. § 624.714, subd. 18 makes it clear that employment related civil sanctions may be invoked for violating such a policy;

WHEREAS, Minn. Stat. § 626.84, subd. 2 indicates that employees and agents of political subdivisions are not authorized to carry a firearm when on duty unless they have been licensed under the provisions related to licensing law enforcement officers;

WHEREAS, the Town Board determines that adopting a policy restricting the carrying or possession of firearms by Town employees will reduce the likelihood of violence in the workplace and promote the safety of employees and the general public;

NOW, THEREFORE, BE IT RESOLVED, that the Town Board hereby adopts the following as the employee firearm policy for _____ Township:

EMPLOYEE FIREARM POLICY

1. **Purpose and Scope.** The purpose of this policy is to establish restrictions on the carry or possession of firearms by Town employees while acting in the course and scope of employment in accordance with Minn. Stat. § 624,714 and other applicable law. This policy does not prohibit the lawful carry or possession of firearms by an employee in a parking facility or parking area. This policy shall not apply to licensed police officers.
2. **Definitions.** For the purposes of this policy, the following terms shall have the meaning given them in this section.
 - 2.1. **Employee.** “Employee” means any individual: employed by the Town; elected or appointed to serve on the Town board or any board, committee, commission, or department of the Town; and any volunteers performing services for the Town.
 - 2.2. **Firearm.** “Firearm” means a gun, whether loaded or unloaded, that discharges shot or a projectile by means of an explosive, a gas, or compressed air.
 - 2.3. **Town.** “Town” means _____ Township, _____ County, Minnesota.

3. **Prohibition.** Employees are prohibited from carrying or possessing firearms while acting in the course and scope of their employment, either on or off of Town property, regardless of whether the employee has a permit to carry a firearm.
4. **Employee Reporting Responsibility.** An employee with a reasonable basis for believing an individual is carrying or in possession of a firearm in violation of this policy has a responsibility to report the suspected act to their supervisor in a timely manner, unless doing so would subject the employee or others to physical harm. This policy shall not prohibit prompt notification to appropriate law enforcement authorities when an immediate threat to personal safety exists. Employees shall not make reports of a suspected violation knowing they are false or in reckless disregard of the truth.
5. **Violations of this Policy.** Employees who violate this policy are subject to disciplinary action and possible discharge in accordance with any applicable Town policies, procedures, and practices.

Adopted this _____ day of _____, 20____.

BY THE BOARD

Chairperson

Attest: _____
Town Clerk