

	Weapons Policy	
	Section No: 1.09	
	Category: Employment Policies	
	Resolution Number:	
	Effective Date: September 1, 2026	
	Supersedes: former Section 23, Resolution 2022-152 – January 18, 2022	
	Next Review Date: September 1, 2028	
Responsible Office: Human Resources		
Policy Applies to:	☒ All City employees (Full-time, Part-time, LSEs, temps, etc.) ☐ All City and School Employees	☐ Full-Time employees only ☐ Other: _____

Relevant Definitions

For purposes of this policy:

Firearm shall have the meaning set forth in **Tenn. Code Ann. § 39-11-106**, as amended.

Weapon includes any firearm, explosive, destructive device, illegal weapon as defined by **Tenn. Code Ann. § 39-17-1302**, or any other instrument designed or intended to inflict death or serious bodily injury. This includes, but is not limited to, handguns, rifles, shotguns, switchblade knives, brass knuckles, clubs, blackjacks, explosive devices, or any item prohibited under applicable federal or Tennessee law.

Policy

Except as specifically authorized by law or this policy, employees, volunteers, interns, contractors, vendors, and visitors are prohibited from possessing, carrying, displaying, using, or threatening to use any weapon while:

- On City-owned, leased, rented, or controlled property;
- Inside City-owned, leased, rented, or controlled buildings or facilities;
- Operating or occupying a City-owned, leased, or controlled vehicle or piece of equipment;
- Performing work or conducting business on behalf of the City at any location; or
- Attending City-sponsored meetings, events, or activities.

The prohibition applies regardless of whether the individual possesses a valid handgun carry permit or is otherwise legally authorized to carry a weapon under Tennessee law, except as specifically provided in this policy. The City Manager may authorize deviations from this policy based upon business needs.

Pursuant to **Tenn. Code Ann. § 39-17-1314(b)**, the City expressly regulates its employees' and independent contractors' authority to carry firearms while acting within the course and scope of their employment or contract.

Employees shall not bring or possess weapons in the workplace for personal protection, convenience, or any other unauthorized purpose.

Employees who are uncertain whether an item is prohibited under this policy should contact the Human Resources Department before bringing the item onto City property or into the workplace.

Employees have no expectation of privacy in City-owned vehicles, equipment, offices, lockers, desks, or other City property, refer to Search Policy.

Employees authorized to carry firearms as part of their duties shall immediately report any suspension, revocation, or legal restriction affecting their authority to possess or carry a firearm.

Firearms in Employee Vehicles

Pursuant to Tenn. Code. Ann. § 39-17-1313(a), employees who have a valid enhanced handgun carry permit, concealed handgun carry permit, or who lawfully carries a handgun pursuant to § 39-17-1307(g) may, unless prohibited by federal law, may store a firearm or firearm ammunition in their vehicle as defined by § 55-1-103, while on or utilizing any public or private parking area if:

- The employee's motor vehicle is parked in a location where the motor vehicle is permitted to be; and
- The firearm or ammunition being transported or stored in the motor vehicle:
 - is kept from ordinary observation if the employee is in the motor vehicle, or
 - is kept from ordinary observation and locked within the trunk, glove box, or interior of the employee's motor vehicle or a container securely affixed to the motor vehicle if the employee is not in the motor vehicle.

This exception is granted for the employee's personal vehicle only and does not include any city owned, leased, or controlled vehicles or equipment.

Police and Fire Employees

City police officers may carry handguns at all times provided there is a written directive by the Chief of the Kingsport Police Department authorizing such, regardless of the person's regular duty hours or assignments; *see* Tenn. Code. Ann. § 39-17-1315(a).

Pursuant to Tenn. Code. Ann. § 68-102-149, municipal fire investigators who have been authorized, in writing, by the Chief of the Kingsport Fire Department, to conduct investigations relative to the cause and origin of fires and/or arson investigations may carry a pistol or side arm while on active duty.

Both city police officers and fire investigators are also subject to the requirements of their respective departments.

Consequences of Policy Violation

Violations of this policy may be subject to disciplinary action, up to and including termination of employment.

Related Information or Procedures:

N/A

Other Provisions:

Nothing in this policy should be construed to conflict with or supersede state or federal law, or as interfering with the constitutional rights of employees.

While the city is committed to the principles embodied in this policy, the policy itself is not intended to state contractual terms and does not constitute a contract between the city and its employees. Furthermore, this statement constitutes ONLY the policy of the city. A finding of a violation of this policy does not mean that the conduct violates state and/or federal laws.

Contacts

The Human Resources Office can address questions regarding this Policy: phone: (423) 229-9401, email: HROffice@kingsporttn.gov