

AN EXECUTIVE ORDER  
ESTABLISHING A WEAPONS POLICY FOR  
EMPLOYEES OF THE CITY OF WORCESTER

I, Michael V. O'Brien, by virtue of the authority vested in me as the City Manager of the City of Worcester (the "City"), do hereby order and direct the following:

**A. Purpose**

The City of Worcester ("City"), in an effort to provide for the increased workplace safety of its employees, hereby promulgates and implements this policy prohibiting the carrying, possession, or use by any City employee during working hours, or while in the course of employment, of firearms and other dangerous weapons, except as expressly permitted by this policy.

**B. Definitions**

1) For the purposes of this policy, a "firearm" shall mean any handgun, rifle, shotgun, smoothbore, or other similar device, including BB and/or pellet handguns or rifles, whether loaded or unloaded, from which a shot, bullet, pellet, or other projectile can be discharged by any means.

2) The term "dangerous weapons" shall mean any instrument or weapon commonly known as a dirk knife or a switch knife, or any knife having an automatic spring release device by which the blade is released from the handle, or a device or case which enables a knife with a locking blade to be drawn in a locked position, any ballistic knife, or any knife with a detachable blade capable of being propelled by any mechanism, a slungshot, slingshot, beanblower, sword cane, pistol cane, bludgeon, blackjack, nunchaku, zoobow, "clackers" or "kung fu" sticks, or any similar weapon, a shuriken, or any similar pointed star-like object intended to injure a person when thrown, or a manrikigusari, or similar length of chain having weighted ends, or metallic knuckles or knuckles of any substance which could be put to the same use and with the same similar effect as metallic knuckles, and any electrical weapon.

3) "Possession" shall include possession, carrying, or use of firearms or dangerous weapons, as herein defined, upon City property or in a City vehicle, or a private vehicle if used in the course of employment duties.

**C. Prohibited Conduct**

1) No City employee shall carry, possess, or use, during working hours or while in the course of employment, a firearm or dangerous weapon, as herein defined, except as may be authorized by the City.

2) The prohibitions of this policy apply, notwithstanding that an employee may be the holder of a license to carry a firearm, a firearms identification card, or other similar permit or license.

**D. Exceptions**

1) Only a Department Head, with the approval of the City Manager and the Police Chief, may specifically authorize an employee to carry, possess, or use, during working hours or while in the course of employment, a firearm or dangerous weapon, as herein defined.

The City will only authorize an employee to carry, possess, or use, during working hours or while in the course of employment, a firearm, or dangerous weapon, as herein defined if, in the City's sole discretion, the City believes that it is necessary for the employee to perform the functions of the employee's position with the City.

2) All police officers, with the approval of the Chief of Police, are permitted to carry weapons as necessary to perform the functions of their position with the City.

**E. Violations**

An employee who violates this policy may be subject to discipline, up to and including termination.

**F. Effective Date**

This policy is effective, when published.

ORDERED AT CITY HALL



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Michael V. O'Brien  
City Manager

Dated: 8/21/13