

KENTUCKY

STATEWIDE TRANSPORTATION IMPROVEMENT PROGRAM (STIP) For FY 2025-2028

ADMINISTRATIVE MODIFICATION #2024.091

I. Proposed Action:

Modify the FY 2025-2028 Transportation Improvement Program (STIP) by adding the attached policies to Exhibit A-1 of the STIP.

II. Additional Remarks:

See the attachment for detail information.

This modification will become part of the 2024 STIP end of Federal Fiscal Year 2025 “fiscal constraint” recalculations.

III. Administrative Modification Approval:

Modification Recommended for Approval:

<u>Ronald B. Rigney</u>	<u>8/22/2025</u>
Kentucky Transportation Cabinet	Date
Ronald B. Rigney, Director	
Division of Program Management	



Andy Beshear
GOVERNOR

PERSONNEL CABINET

501 High Street, 3rd Floor
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Mary Elizabeth Bailey
SECRETARY

MEMORANDUM

To: All Executive Branch State Employees

From: Mary Elizabeth Bailey, Secretary

Date: August 21, 2025

Subject: Drug-Free Workplace

The federal statute governing drug-free workplace requirements for federal grant recipients requires agencies that receive federal funds to certify that they have met requirements designed to promote a drug-free workplace (41 U.S.C. § 8103). In compliance with this Act, all Executive Branch state employees are notified that:

A. The unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance is strictly prohibited in the workplace.

B. The Personnel Cabinet will continue to promote drug-free awareness programs through employee assistance and, in cooperation with state agencies, to eradicate the dangers that drugs in the workplace create for our employees. State-supported health insurance provides coverage for employees referred to or seeking treatment for drug and alcohol-related problems.

C. Compliance with drug-free workplace requirements is a condition of continued employment with state government for all state employees. Each employee is obligated to report any conviction he or she receives as a result of a violation of any criminal drug statute occurring in the workplace within five (5) days after such conviction. Such a report is to be made to the employee's appointing authority and is required by federal law. Failure of any employee to report his or her conviction to the appointing authority may result in disciplinary action. The agency is obligated to report such conviction to the federal grantor within ten (10) days after it receives notice.

D. Employees found to be in violation of drug-free workplace requirements may face disciplinary action by the appointing authority up to and including dismissal, in accordance with state law, or may be required to satisfactorily participate in a drug abuse assistance or treatment program.

Please contact your agency Human Resources Office with any questions concerning this directive. Employees who need assistance with substance misuse are encouraged to contact the Kentucky Employee Assistance Program at (502) 564-5788. Please refer to the [Personnel Cabinet's Substance Misuse website](#) for more information.



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