

AGENDA ITEM

July 15, 2014

Subject: Chapter 25, Personnel Code Changes
Department: Human Resources

The Human Resources Department has been working with the Employee Relations Committee in reviewing and updating the Personnel Code. Attached are recommended changes to the following sections:

Section 25-2.107, which discontinues the hiring of closely related family members from within city service.

The City Manager and City Attorney have reviewed this proposal.

Also, The City of Nevada's employment attorney has reviewed this proposal. The employment attorney is contracted through MPR to handle liability questions and claims. The attorney works for Ensz & Jester.

BILL NO. 2014-048

ORDINANCE NO.

A GENERAL ORDINANCE OF THE CITY OF NEVADA, MISSOURI, AMENDING THE CITY PERSONNEL CODE SECTION 25-2 SUB-SECTION 107 CONDITIONS OF EMPLOYMENT.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NEVADA, MISSOURI THAT:

Section 1. **Section 25-2.107, Closely related employees**, of the Code of the City of Nevada, Missouri, is hereby amended to read as follows:

(a) Persons who are closely related to persons already employed by the city shall not be employed in the city's service. The term "closely related," for purposes of this section, shall include father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother or half sister. Should employees in the city service desire to marry, one is expected to resign their position within 30 days after the date of the marriage. If either employee refuses to resign, the employee with the lesser amount of service time with the city will be terminated by the city manager. Closely related employees that are currently in city service as of August 5, 2014, shall be grandfathered until such time they no longer meet the "closely related" definition, then must comply with this change. Closely related employees currently in city service will not be appointed to work in the same division or office of any department.

(b) Notwithstanding the above, closely related employees may be hired for summer seasonal work and for temporary positions not to exceed ten months, however, a person employed under this exception cannot in any event become a supervisor of another closely related employee or become subject to the supervision of another closely related employee.

Section 2. This ordinance shall be effective upon its passage and approval.

PASSED, APPROVED and ADOPTED by the City Council of the City of Nevada, Missouri, this 5th day of August, 2014.

CITY OF NEVADA, MISSOURI

(SEAL)

Seth Barrett, Mayor

Attest:

Bev Baker, City Clerk