

## *CITY OF BETHEL, ALASKA*

### **Ordinance #14-07**

#### **AN ORDINANCE BY THE BETHEL CITY COUNCIL REPEALING AND REPLACING SECTION 3.64.050 EMPLOYMENT OF RELATIVES**

**THEREFORE BE IT ORDAINED** by the City Council of Bethel, Alaska, that the Bethel Municipal Code shall be amended and revised as follows:

**SECTION 1. Classification.** This ordinance is of a permanent nature and shall become a part of the Bethel Municipal Code.

**SECTION 2. Repealing and Replacing BMC Title 3.64.050** The Bethel Municipal Code is amended as follows (new language is underlined and ~~old language is stricken out~~):

#### **3.64.050 Employment of Relatives.**

~~No person may be employed in a position in any department who is a relative of the city manager, the department head, or a member of the city council. No person may be employed in a position supervised by a relative. No person may be employed in a position in any department who is a relative of another employee in the department, without the written, advance approval of the city manager.~~

~~The city manager may, at any time, re-evaluate the effect of having relatives working in the same department on the performance of either relative and the operation of the department involved. This re-evaluation may result in the transfer or termination of one (1) of the affected parties.~~

- A. The City of Bethel permits the employment of qualified relatives of employees as long as such employment does not, in the opinion of the City, create actual or perceived conflicts of interest.
- B. For purposes of this policy, "relative" is a spouse, domestic partner, child, child of a domestic partner, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation.
- C. The City will endeavor to exercise sound business judgment in the placement of related employees in accordance with the following guidelines:
  1. Individuals who are relatives are permitted to work in the same City facility, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the "chain of command" of a relative such that one relative's work responsibilities, salary, or career progress could be influenced by the other relative.

Introduced by: City Manager  
Introduction Date: February 11, 2014  
Public Hearing: February 25, 2014  
Action: Failed  
Vote: 1-4

2. No relatives are permitted to work in the same department or in any other positions in which the City believes an inherent conflict of interest may exist.
  3. Employees who marry or enter into a legally recognized domestic partnership while employed are treated in accordance with these guidelines. That is, if, in the opinion of the City, a conflict or an apparent conflict arises as a result of the marriage or domestic partner relationship, one of the employees will be transferred at the earliest practicable time.
  4. In addition, the City recognizes that at times, employees and their "close friends," or "significant others" may be assigned to positions that create a coworker or supervisor-subordinate relationship. The City will, in its discretion, endeavor to exercise sound judgment with respect to the placement of employees in these situations in order to avoid the creation of a conflict or the appearance of a conflict of interest, avoid favoritism or the appearance of favoritism, and decrease the likelihood of sexual harassment in the workplace.
- D. This policy applies to all categories of employment at the City, including regular, temporary, and part-time classifications.

**SECTION 3. Effective Date.** This section shall become effective March 1, 2014.

**ENACTED THIS \_\_\_\_ DAY OF \_\_\_\_\_ 2014, BY A VOTE OF \_\_\_ IN FAVOR AND \_\_\_ OPPOSED.**

\_\_\_\_\_  
Joseph A. Klejka, Mayor

ATTEST:

\_\_\_\_\_  
Lori Strickler, City Clerk