

Introduced by: Council Member Sigmon
Date: August 26, 2014
Public Hearing: September 9, 2014
Action: Passed
Vote: 6-0

CITY OF BETHEL, ALASKA

Ordinance #14-21

AN ORDINANCE BY THE BETHEL CITY COUNCIL AMENDING BETHEL MUNICIPAL CODE, PERSONNEL RULES AND REGULATIONS CHAPTER 3.64.050 EMPLOYMENT OF RELATIVES

WHEREAS, the BMC was amended to more narrowly define the definition of relative and to clarify the City's position regarding nepotism;

WHEREAS, in amending section 3.64.050 one of the goals was to clarify council's intention that the City Manager position should not be related to any employee of the City in order to avoid any possible impropriety or any appearance of impropriety;

WHEREAS, the City Manager position is by statute the head of Human Resources;

WHEREAS, as the City grows and expands it finds itself needing to hire more specialized individuals to carry out certain functions of the City such as Human Resources;

WHEREAS, the same concerns that apply to the City Manager as the presumptive head of Human Resources should apply to the person entrusted as the Human Resources designee for the City Manager;

WHEREAS, employees should have an office in Human Resources where they can discuss personnel concerns and file grievances free of fear of retaliation and/or fear that the Human Resources Director won't act because the person they fear is related to the HR Director

NOW, THEREFORE BE IT ENACTED, by the City Council of Bethel Alaska as follows:

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

SECTION 2. Amendment. The Bethel Municipal Code Section 3.64.050 is amended as follows (new language is underlined and ~~old language is stricken out~~):

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3.64.050 Employment of Immediate Family Members.

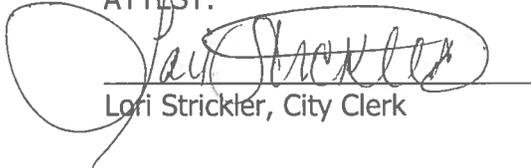
A. No person may be employed in any position who is an immediate family member of the city manager or human resources director.

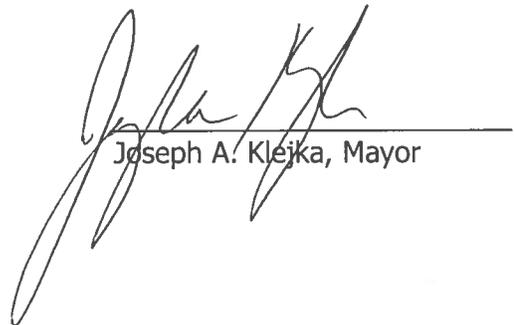
B. No person may serve in a supervisory capacity over a member of the employee's immediate family;

SECTION 3. Effective Date. This Ordinance shall become effective upon the passage by the Bethel City Council.

BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF BETHEL ALASKA, THIS 9 DAY OF SEPTEMBER, BY A VOTE OF 6 IN FAVOR AND 0 OPPOSED.

ATTEST:


Lori Strickler, City Clerk


Joseph A. Klejka, Mayor