

**AN ORDINANCE AMENDING ORDINANCE 98-17 AS TO PARAGRAPH 3.9,
EMPLOYMENT OF RELATIVES.**

WHEREAS, the Board of Aldermen did, at its regular meeting held on March 9, 1998, adopt ordinance 98-17 amending the personnel policies of the City of Republic; and

WHEREAS, the Board desires to amend paragraph 3.9 of the personnel policy dealing with the employment of relatives; and

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF REPUBLIC AS FOLLOWS:

SECTION 1: That ordinance 98-17 be and is hereby amended as to paragraph 3.9, Employment of Relatives, and shall read as follows:

3.9 Employment of Relatives

No person shall be employed, promoted, or transferred to a department or division within the City, when as a result he or she would be working permanently with, supervising or receiving supervision from a member of his/her immediate family unless a recommendation is made to the Board of Aldermen by the City Administrator to grant an exception to this policy and the Board approves the exception. This includes employees who become married after employment or become members of the same immediate family following employment. In addition, at no given time may more than three members of an immediate family be employed full-time by the City.

Violation of this section shall require the employee with the shortest length of full-time service to the City to transfer, resign or be terminated within thirty (30) days unless the other employee does so voluntarily.

For the purpose of this policy, members of an immediate family include spouses, domestic partners, children, wards, grandchildren, parents, grandparents, siblings, uncles, aunts, nephews, and nieces, including step, half, foster, or in-laws.

This provision shall not apply to any conflict which may exist at the time of adoption of this provision nor shall the provision apply when the number of current employees in an immediate family increases beyond three as the result of marriage occurring during employment with the city.

SECTION 2: That in all other respects ordinance 98-17 shall remain unchanged and in full force and effect.

SECTION 3: This ordinance shall be in full force and effect from its date of passage. Passed and approved at a regular meeting of the Board of Aldermen of the City of Republic, Missouri, this ____ day of _____, 2006.

ATTEST:

City Clerk Brenda Jackson

Mayor James H. Collins

Approved for Board Action: _____, City Administrator

Approved as to Form: _____, City Attorney