

ORDINANCE NO. 2517

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE ESTABLISHING A NEPOTISM POLICY

The City Council of the City of Garden Grove hereby ordains as follows:

Section 1. Code Amendment.

Section 2.44.440, "Nepotism Policy", is hereby added to Chapter 2.44, "Personnel System", to read as follows:

"Section 2.44.440. Nepotism Policy.

(a) Nepotism Restrictions.

In order to minimize problems relating to employee supervision, morale, safety, and security, it is necessary to regulate the employment of relatives by the City.

Applicants for city employment will not be hired and employees will not be placed into employee positions with respect to the following categories:

1. Where a person would be supervised by or be in the chain of command of a relative;
2. Where one person would participate in making, or advising on, employment decisions concerning a relative;
3. Where a relative of a City Council member, City Manager, department director, or a primary assistant of the city manager would also be employed by the City;
4. Where a relative of a member of any City commission would be employed in any city position over which the commissioner would have direct or indirect influence or control; or for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest.
5. Where a person would be employed in the same department, division, or facility as a relative and it is determined that job description for both entails work that could present a conflict of interest or lead to potential hazards in a greater degree for relatives than for non-relatives.

The hiring authority shall be responsible for administering these nepotism regulations.

(b) Exception for Part-time Employment.

Applicants for part-time positions of 1000 hours per year or less who would otherwise be precluded from employment by subsection (a) may be hired on a case-by-case basis with the review and approval of the City Manager.

(c) Application of Nepotism Regulations.

Employees of the City who become relatives after the effective date of these provisions and do not conform to these the nepotism regulations shall come into

compliance with these provisions. The City will make reasonable efforts to assign job duties so as to minimize problems of supervision, safety, security, or morale.

If no reasonable effort and solution can be found to alleviate the problem of supervision, safety, security or morale, the City Manager will determine whether, and under what circumstances, if any, both employees may be permitted to remain in their current positions. In making such a determination, the City Manager shall give primary consideration to the operational needs of the City, including interests of economy, efficiency and effectiveness. The Manager shall also consider the work history and seniority of the affected employees.

(d) Definitions.

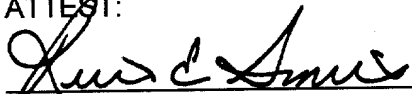
"Relatives" includes: spouse; parent (including foster); sibling (including foster and step); children (including adoptive, foster or step); in-laws; grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.


(e) Notification.

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City commissioner."

The foregoing Ordinance was passed by the City Council of the City of Garden Grove on the 30th day May, 2000.

ATTEST:


CITY CLERK


MAYOR

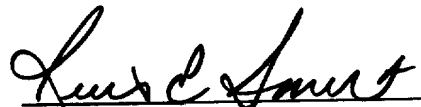
STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS:
CITY OF GARDEN GROVE)

I, RUTH E. SMITH, City Clerk of the City of Garden Grove, do hereby certify that the foregoing Ordinance was introduced and presented on May 9, 2000, with a vote as follows:

AYES: COUNCILMEMBERS: (3) LEYES, ROSEN, BROADWATER
NOES: COUNCILMEMBERS: (2) CHUNG, DALTON
ABSENT: COUNCILMEMBERS: (0) NONE

and was passed on May 30, 2000, by the following vote:

AYES: COUNCILMEMBERS: (3) LEYES, ROSEN, BROADWATER
NOES: COUNCILMEMBERS: (2) CHUNG, DALTON,
ABSENT: COUNCILMEMBERS: (0) NONE


CITY CLERK