

JUN - 1 2015

CITY OF COLUMBIA, ILLINOIS  
ORDINANCE NO. 3187

  
City Clerk

**AN ORDINANCE AMENDING SECTION 2.68.120 OF THE CITY'S PERSONNEL  
CODE TO INCLUDE SPOUSES IN THE LIST OF QUALIFIED FAMILY MEMBERS  
OF AN EMPLOYEE NOT ELIGIBLE FOR EMPLOYMENT BY THE CITY**

WHEREAS, Title 2, Section 2.68, of the City of Columbia Municipal Code of Ordinances ("City Code") establishes a Personnel Code setting forth the various requirements, duties, and expectations of City employees; and

WHEREAS, Section 2.68.120 of the Personnel Code permits the employment of "qualified relatives" of employees of the City as long as such employment does not, in the opinion of the City, create actual or perceived conflicts of interest; and

WHEREAS, for the purposes of this Nepotism Policy, "relative" is defined to include a child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin or corresponding in-law or "step" relation and does not include "spouse"; and

WHEREAS, the City Council of the City of Columbia, Illinois has found and determined and does hereby declare that it is necessary and appropriate to rename the term "relatives" to "family members" and redefine said term to include "spouses" as "family members" of employees not eligible for employment by the City; and

NOW THEREFORE BE IT ORDAINED, by the City Council of the City of Columbia, Illinois as follows:

Section 1. The preceding recitations in the upper part of this Ordinance are re-alleged, restated and adopted as paragraph one ("1") of this Ordinance.

Section 2. Title 2, Section 2.68.120, of the City of Columbia Municipal Code is hereby changes and amended to read as follows:

**Chapter 2.68.120 Employment of Family Members.**

The city permits the employment of qualified family members of an employee as long as such employment does not, in the opinion of the city, create actual or perceived conflicts of interest. For purposes of this policy "family member" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin or corresponding in-law or "step" relation. The city will exercise sound business judgment in the placement of family members of employees in accordance with the following guidelines:

A. Individuals who are family members of employees are permitted to work for the city, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the chain of command of a family member such that one family member's work responsibilities, salary or career progress could be influenced by the other family member.

B. No family members 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.

Section 3. This Ordinance shall take full force and effect following its passage by the Corporate Authorities and publication as required by law.

Alderman Huch moved the adoption of the above and foregoing Ordinance; the motion was seconded by Alderman Holtkamp, and the roll call vote was as follows:

YEAS: Aldermen Agne, Niemietz, Roessler, Huch, Reis, Holtkamp and Martens.

NAYS: None.

ABSENT: None.

ABSTENTIONS: None.

PASSED by the City Council and APPROVED by the Mayor this 1st day of June, 2015.

  
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GENE EBERSOHL, Mayor Pro Tem

ATTEST:

  
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WESLEY J. HOEFFKEN, City Clerk

(SEAL)