RESOLUTION NO. 2014-03R

A RESOLUTION OF IVINS CITY, UTAH, AMENDING THE IVINS CITY EMPLOYEE HANDBOOK REGARDING EMPLOYMENT OF RELATIVES

WHEREAS, Ivins City has adopted an Employee Handbook that sets forth the City's personnel policies; and

WHEREAS, the Ivins City Council desires to make an amendment to the Employee Handbook regarding the employment of relatives;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF IVINS CITY, STATE OF UTAH THAT THE IVINS CITY EMPLOYEE HANDBOOK BE AMENDED AS FOLLOWS:

Employment of Relatives

We believe an environment free of bias or preferential treatment, real or perceived, is important to our success. Because Family relationships can complicate work relationships, undermine fair and equitable treatment in the workplace, and potentially result in conflict of interest, Ivins City will not consider or accept employment applications for full-time employment from immediate family members of employees. The City Manager may accept applications for part-time employment from an employee's immediate family member if: (1) the applicant is not under the direct supervision of an employee who is an immediate family member; or (2) the applicant will be employed for a period of 12 weeks or less.

In the event an immediate family member of an employee has worked for the City at least one year, the Department Heads of the related employee and the City Manager may jointly decide to move the part-time employee to full-time status provided: (1) the decision to move to full-time status was a unanimous decision; (2) there is sufficient work to justify full-time employment; (3) no problems or concerns of conflict of interest or favoritism have arisen during the time of part-time employment; and (4) the cost of core benefits for the related employees shall not exceed the total premium cost for: (a) family coverage if that is elected; or (b) separate single coverages if that is what is elected.

For purposes of this section, immediate family members are defined as parent, spouse, child, sibling, grandparent, grandchild, aunt and uncle including in-laws or step relatives at the same level of relation, or any person with whom the employee has a close personal relationship, such as a domestic or romantic partner.

In compliance with the Utah Code's Anti-Nepotism provisions, Ivins City will not allow favoritism or patronage to City staff relatives or friends in matters related to job recruitment, selection and advancement or contracts for services.

Effective Date: This Resolution shall become effective immediately upon adoption by the City Council.

PASSED AND ADOPTED BY THE IVINS CITY COUNCIL, STATE OF UTAH, ON THIS ____ DAY OF _____, 2014 BY THE FOLLOWING VOTE:

	AYE	NAY	ABSTAIN	ABSENT
George E. Elwell, Jr.	_____	_____	_____	_____
Cheyne McDonald	_____	_____	_____	_____
Lesley Mendenhall	_____	_____	_____	_____
Steven Roberts	_____	_____	_____	_____
Ron Densley	_____	_____	_____	_____

_____
Chris Hart, Mayor

ATTEST:

_____
Kari Jimenez, City Recorder