



STAFF REPORT

Board of Aldermen

AN ORDINANCE APPROVING AMENDMENTS TO THE CITY OF BRANSON'S HUMAN RESOURCES MANUAL, ARTICLE 6 - SECTION 4 PERTAINING TO REQUIREMENTS FOR ORIGINAL EMPLOYMENT AND HIRING OF RELATIVES.

FIRST READING: OCTOBER 24, 2023

FINAL READING: NOVEMBER 14, 2023

Initiated By: Human Resources

Approved By: *Cathy Stepp*

Financial Impact: No Impact/Not Applicable

Community Plan 2030: G-3: Transparency

FACTS:

This is a request to amend the Human Resources Manual with regard to the city's hiring of relatives policy, specifically regarding changes in Sections A, E, and F. These changes aim to ensure compliance with the Missouri Constitution Article VII, Section 6, which prohibits nepotism in public employment. The proposed change would empower the City Administrator to approve the employment of family members in the same department while maintaining strict guidelines to promote fairness and impartiality.

To accomplish this, the ordinance will be amended to provide additional clarification in the definition of 'any relative within the fourth degree' in Subset A of the current policy.

Subset E and Subset F have been added to provide further guidance.

Subset E of Section 4, Hiring of Relatives states "E. Notwithstanding the above provisions, the City Administrator has the authority to allow an exception to working within the same department to this rule so relatives within the fourth degree of consanguinity or affinity may work within the direct chain of command of another relative within the fourth degree of consanguinity or affinity if all authority and responsibility for all personnel actions are delegated in writing to a higher or equal level within the chain of command. Such delegation should be documented as a management plan and kept on file with the Human Resources Department in both employee's personnel files."

Subset F of Section 4, Hiring of Relatives states "F. Violations of this policy may result in disciplinary action, up to and including termination of employment."

These proposed changes primarily emphasize the adherence to anti-nepotism laws in our hiring practices while introducing provisions to accommodate the hiring of relatives with caution and oversight. The revisions are aimed at fostering transparency, accountability, and fairness in our hiring processes and ensuring our compliance with constitutional mandates while providing a more harmonious work environment and the retention of valuable employees, ultimately benefiting the city's workforce.

DETAILED ANALYSIS:

No additional information.

BACKUP DOCUMENTATION:

No additional information.