

**RESOLUTION NO. 102813-2**

**A RESOLUTION MAKING CERTAIN AMENDMENTS TO THE PERSONNEL POLICY OF THE CITY OF ABILENE, KANSAS**

**WHEREAS**, the City Commission desires to make certain amendments to the Personnel Policy of the City of Abilene, Kansas.

**NOW, THEREFORE BE IT RESOLVED**, by the City Commission of the City of Abilene, as follows:

**Section 1.** That Chapter 8, Section 13 of the Personnel Policy of the City of Abilene, Kansas, be amended as follows:

13. Nepotism.

The employment of immediate family members, as defined below, in the same department or area of operation can cause conflicts and problems such as claims of partiality in treatment at work and personal conflicts from outside the work environment being carried into day-to-day working relationships.

No person shall be employed in any department where a member of their immediate family is employed or in a department supervised by an immediate family member. Exceptions to this policy may be approved by the City Manager, on a case-by-case basis, when immediate family members are employed within a division of a department that is not supervised by an immediate family member.

For example, an employee who is an immediate family member to the supervisor of the Water Treatment Plant can be approved for employment at the Wastewater Treatment Plant if the Water Treatment Plant supervisor will not directly or indirectly supervise the employee.

For the purposes of this policy, "immediate family" includes an employee's spouse, children, parents, brothers, sisters, grandparents or close relatives by marriage. If two employees within the same department marry or cohabit during the period of their employment, one of the employees may be transferred by the City Manager to another department without loss of pay or the employee must resign. The prohibition of employment of immediate family members shall not apply to volunteers, even though they may be paid for their service.

**Section 2.** Effective. This Resolution shall become effective and in full force from and after its adoption by the City Commission.

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**PASSED AND APPROVED** by the Governing Body of the City of Abilene, Kansas this 28<sup>th</sup> day of October, 2013.



**CITY OF ABILENE, KANSAS**

By: John F. Ray  
John F. Ray, Mayor

ATTEST:

Penny Soukup, CMC  
Penny Soukup, CMC  
City Clerk