

Sec. 2-312. - Anti-nepotism.

(a) *Definitions.* Whenever used in this section, the following terms shall be defined as follows:

City shall mean any department, office, division, board, commission, or other instrumentality of the city, but shall exclude the school department.

Cohabitant shall mean a person regularly residing with an other adult ~~of the same or opposite sex~~, if the parties hold themselves out as a couple.

Elected official shall mean the mayor and members of the city council.

Full-time position shall mean any position eligible for health insurance.

Immediate family member shall mean the spouse, mother, father, brother, sister, child, grandparent, grandchild, cohabitant, guardian, step-mother, step-father, step-brother, step-sister, half-brother, half-sister, child or step-child, uncle, aunt, nephew, niece or any person having the same relationship with the spouse of the mayor or member of the city council.

(b) *Nepotism prohibited.* Unless otherwise required by law, immediate family members of elected officials shall not be appointed to any position, or employed by the city in a full time position during the term of the elected official.

This section shall not apply to positions subject to civil service law for which a test is administered resulting in the generation of a certified list of qualified candidates from which the employee is hired.

Furthermore, this section shall not apply to any employee hired before the passage of this ordinance, nor to the continued employment of individuals in positions with the city where the immediate family member is elected after the date of the employee's start of employment with the city, nor to the continued employment of individuals with the city who become an immediate family member of the mayor or a member of the city council.

Anyone hired by the city as an employee after the passage of this ordinance shall complete an affidavit certifying compliance with this ordinance, prior to commencing employment as a condition of employment.

~~(c) *Voting on matters involving immediate family members.* Unless otherwise required by law, no member of the city council shall vote on any matter involving a department or for a bond appropriating money to a department where an immediate family member of that member is employed in that department.~~