

ORDINANCE NO. 2016-_____

**AN ORDINANCE OF THE CITY OF SOUTH SALT LAKE CITY COUNCIL
ADOPTING SECTION 2.60.100 OF THE SOUTH SALT LAKE MUNICIPAL
CODE; PROHIBITING CITY EMPLOYMENT OF RELATIVES OF CITY
OFFICERS**

WHEREAS, nepotism, which is the unfair practice by a powerful person of giving jobs and other favors to relatives, is widely condemned in public service arenas because it gives undue advantage to someone who does not necessarily merit this treatment and undermines the common good; and

WHEREAS, when someone is granted a position because of connections rather than because he or she has the best credentials and experience, the service that person renders to the public may be inferior; and

WHEREAS, favoritism, which is often covert, undercuts the transparency that should be part of governmental hiring processes; and

WHEREAS, nepotism should not be favored in the government of the City of South Salt Lake;

THEREFORE, BE IT ORDAINED by the City Council of the City of South Salt Lake that Section 2.60.100 of the City of South Salt Lake Municipal Code is adopted to read:

2.60.100 - EMPLOYMENT OF RELATIVES OF CITY OFFICERS PROHIBITED

- A. As used in this section, "relative" means a father, mother, husband, wife, spouse, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, life partner, cohabitant, ward, fiancé, grandfather, grandmother, grandson, granddaughter, stepparent, and stepchild.
- B. As used in this section, "city officer" means any appointed or elected officer. The term shall include the mayor, city council, all appointed city officials, and the members of the city's agencies, boards, committees, and commissions.
- C. No relative of a city officer or a relative's spouse shall be employed by the City of South Salt Lake.
- D. No relative of an appointed or elected city officer or a relative's spouse employed by the City of South Salt Lake prior to the effective date of this section, or prior to the election of the city officer, shall be affected by this section.
- E. Within 30 days of the effective date of the ordinance enacting this section, and whenever any relative becomes employed by the city, all elected and appointed city officers and all

Ordinance Adopting §2.60.100

city employees shall file a written disclosure identifying any relative working for the city, including their position and department. This disclosure shall be kept both by the city recorder and in the records of the Human Resources Department.

This ordinance will take effect upon execution by the Mayor or after fifteen days from transmission to the office of the Mayor if neither approved nor disapproved by the Mayor.

(signatures appear on separate page)

DATED this _____ day of _____, 2016.

BY THE CITY COUNCIL:

Deborah A. Snow, Council Chair

ATTEST:

Craig D. Burton, City Recorder

City Council Vote as Recorded:

Beverly	_____
Kindred	_____
Mila	_____
Pender	_____
Rapp	_____
Siwik	_____
Snow	_____

Transmitted to the Mayor's office on this _____ day of _____, 2016.

Craig D. Burton, City Recorder

MAYOR'S ACTION: _____

Dated this _____ day of _____, 2016.

Cherie Wood, Mayor

ATTEST:

Craig D. Burton, City Recorder