

## **ORDINANCE 17-02**

### **AN ORDINANCE TO AMEND THE PERSONNEL POLICY FOR EMPLOYEES OF THE CITY OF SPRING HILL, TENNESSEE, PERTAINING TO NEPOTISM**

**WHEREAS**, the Board of Mayor and Aldermen, pursuant to Ordinance 11-02 enacted and adopted a Personnel Policy for the employees of the City of Spring Hill; and

**WHEREAS**, the Board of Mayor and Aldermen desires to delete the current Nepotism section of the Personnel Policy and replace it.

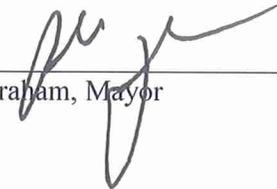
**NOW, THEREFORE, BE IT BE ORDAINED BY THE CITY OF SPRING HILL, TENNESSEE, BOARD OF MAYOR AND ALDERMEN**, that the Nepotism section of the Personnel Policy be replaced as follows:

No immediate relative of an active employee will be promoted or transferred where he or she will supervise or be supervised by other members of his or her immediate family. This prohibition includes any level of supervision, either direct or indirect. Employees who marry or otherwise become immediate relatives while employed by the City may continue employment as long as there is no level of supervision between the immediate relatives. If a supervisory relationship exists between immediate relatives, one relative must immediately seek transfer to a vacant position. If within 180 days of the qualifying event, no vacant positions are available which the transferring employee is qualified to perform, the relatives will determine which employee shall resign their employment. If no decision is made by the involved employees, the City Administrator shall determine which employee will be discharged. For purposes of this policy, "immediate relatives" shall include a spouse, parent, child, sibling, stepchild, stepparent, grandparent, grandchild, mother-in-law, father-in-law, sister-in-law and/or brother-in-law.

This policy does not apply to "immediate relatives" who already are employed by the City as of the initial effective date of this policy. This waiver, however, may not be used as a basis for further exceptions subsequent to the effective date of this policy. The Board of Mayor and Aldermen may make exceptions to this policy in rare circumstances.

**BE IT FURTHER ORDAINED**, that all Ordinances in conflict herewith be, and the same hereby are, repealed. If any section, phrase, sentence or portion of this Ordinance is held invalid or unconstitutional, same shall not affect the validity of the remaining portions hereof.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee, on this 16<sup>th</sup> day of February, 2017.

  
\_\_\_\_\_  
Rick Graham, Mayor

ATTEST:

  
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April Goad, City Recorder

LEGAL FORM APPROVED:

  
\_\_\_\_\_  
Patrick Carter, City Attorney

Passed on First Reading: January 17, 2017

Passed on Second Reading: February 21, 2017