

ORDINANCE NO. **BG2016 - 13**

ORDINANCE AMENDING CODE OF ORDINANCES

ORDINANCE AMENDING CHAPTER 25 (CODE OF ETHICS) OF THE CITY OF BOWLING GREEN CODE OF ORDINANCES TO AMEND SUBCHAPTER 25-11 RELATED TO NEPOTISM AS RECOMMENDED BY THE BOARD OF ETHICS

WHEREAS, the City of Bowling Green Board of Ethics met for a regular meeting on March 22, 2016 and is recommending additional amendments to the Subchapter 25-11 (Nepotism); and,

WHEREAS, the proposed amendments as recommended by the Board of Ethics are in the best interests of the City.

NOW, THEREFORE, BE IT ORDAINED by the City of Bowling Green, Kentucky as follows:

1. Chapter 25 (Code of Ethics) is hereby amended as follows:

...

25-11 NEPOTISM.

1. No relative of a member of the Board of Commissioners or the City Manager may be employed or assigned to any type of position under the jurisdiction of the City Manager, nor shall any relative of a member of the Board of Commissioners or the City Manager be appointed by the Mayor or Board of Commissioners to any City or joint City / County created agency, board or commission or to any agency, board or commission that receives funding from the City. An applicant for a classified position shall not be considered for appointment in a department where a relative would be [their immediate supervisor] in the employee's direct line of supervision nor shall an employee be promoted or placed in a position in which the employee would be in the direct line of supervision of a relative. No employee shall be involved in the hiring, supervision, promotion, evaluation, training and/or discipline of a relative in any type of position under the jurisdiction of the City Manager.

2. "Relative" shall include: parent, step-parent, grandparent, child, step-child,

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grandchild, husband, wife, brother, step-brother, half-brother, sister, step-sister, half-sister, sister-in-law, brother-in-law, son-in-law, daughter-in-law, mother-in-law, and father-in-law. Also included in this definition are any other persons who live in the employee's home. The definition does not include the employee's spouse's relatives, except for the in-laws specifically listed. "Sister-in-law" and "brother-in-law" are further defined as the sibling of the employee's spouse, or the spouse of the employee's sibling.

3. Cohabitation with one's supervisor is prohibited. If this situation comes to the attention of the City, the least senior employee(s) will be terminated in accordance with established personnel policy.

4. No employee shall be disciplined or terminated because of a relationship that predates this Ordinance, nor shall any employee be forced to terminate a relationship that predates this Ordinance as a condition of continued employment. Any appointee to any City or joint City / County created agency, board or commission or any agency, board or commission that receives City funding may continue to serve to the expiration of the existing term of office, but shall not be reappointed for any additional terms.

...

2. The provisions of this Ordinance are hereby declared to be severable, and if any section, phrase or provision shall for any reason be declared invalid, such declaration of invalidity shall not affect the validity of the remainder of this Ordinance.

3. All prior Municipal Orders or Ordinances or parts of any Municipal Order or Ordinance in conflict herewith are hereby repealed.

4. This Ordinance is adopted pursuant to KRS 83A.060 in that it was introduced on April 5, 2016, and given final reading on May 3, 2016, and said Ordinance shall be in full force and effect upon signature, recordation and publication in

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summary pursuant to KRS Chapter 424.

ADOPTED: May 3, 2016

APPROVED: Bruce Wilkinson  
Mayor, Chairman of Board of Commissioners

ATTEST: Kate SthaOler Ward  
City Clerk

SPONSORED BY: Kevin D. DeFebbo, City Manager, 03/22/2016, 4:15 p.m.