

RESOLUTION 19-017

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, ADOPTING AND AN ANTI-NEPOTISM POLICY FOR THE APPOINTMENT, EMPLOYMENT, PROMOTION, AND ADVANCEMENT OF OFFICERS', MANAGERS', AND EMPLOYEES' FAMILY MEMBERS AND SIGNIFICANT OTHERS

WHEREAS, at general municipal election on November 6, 2018, the voters in the City of Carson voted to adopt a City Charter; and

WHEREAS, Sections 505 and 703 of the Charter included provisions prohibiting nepotism in the City's employment, promotion, and advancement process, as well as the process of making appointments to City boards, commissions, and committees; and

WHEREAS, the City's current Anti-Nepotism Policy is stated in City Policy/Procedure Number 6.15, which was effective as of December 11, 1978; and

WHEREAS, the City needs an updated Anti-Nepotism Policy to implement the Charter's anti-nepotism provisions and provides further anti-nepotism guidelines; and

WHEREAS, based on the mandates of the Charter and additional guidelines in the Policy, the City Council desires to adopt an updated Anti-Nepotism Policy to prevent and prohibit nepotism in the City's employment, appointment, promotion, and advancement procedures.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, DOES HEREBY RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. The above recitals are true and correct and incorporated herein by this reference.

SECTION 2. The City Council adopts the attached Anti-Nepotism Policy, which applies to the employment, promotion, advancement, and appointment of Officers', Managers', and Employees' Immediate Family members, Relatives, and Significant Others, as defined in the Policy.

SECTION 3. The Policy shall be immediately effective.

SECTION 3. The Policy is subject to meet and confer with all employee organizations representing employees affected by the Policy. Any substantive (non-clerical, *e.g.* typo or formatting) amendments to this Policy are subject to the City Council's approval.

SECTION 3. This Resolution is effective on the day of its adoption.

SECTION 4. That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Carson, California, at a regular meeting held on the ____ day of _____, 2018.

ATTEST:

Mayor Albert Robles

City Clerk Donesia Gause-Aldana

APPROVED AS TO FORM:

City Attorney Sunny K. Soltani