

**CITY OF RIFLE, COLORADO
RESOLUTION NO. 4
SERIES OF 2019**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIFLE,
COLORADO, AMENDING THE NEPOTISM POLICY SET FORTH IN
SECTION 2.5 OF THE CITY'S PERSONNEL MANUAL.

WHEREAS, by Resolution No. 55, Series of 2006, the City of Rifle adopted a new Rifle Personnel Manual (the "Manual"), as it has been amended since its adoption; and

WHEREAS, the Manual is subject to ongoing review by Rifle staff and the City Council to ensure that it reflects best management practices and provides a clear and efficient guide for employer and employee conduct; and

WHEREAS, Section 2.5 of the Manual, Nepotism Policy provides that a Councilmember or family member of a City Council member is not eligible for employment with the City until the City Councilmember has been out of the office for one year and that a family member of an employee shall not be considered for employment by the City in circumstances where one relative directly would exercise supervisory control over the other relative; and

WHEREAS, part-time seasonal jobs in the City's Parks and Recreation Department are difficult to fill and provides a meaningful way to contribute to and participate with the community; and

WHEREAS, City Council believes that the best interests of the citizens of Rifle will be served by amending the Manual to loosen the restrictions to fill those limited positions, and desires to amend the Manual accordingly.

NOW, THEREFORE, be it resolved by the City Council of the City of Rifle, Colorado, that:

Section 1. The City incorporates the foregoing recitals as findings by the City Council.

Section 2. The second and fourth paragraphs of Section 2.5 of the Rifle Personnel Manual are hereby repealed in its entirety and reenacted to read as follows:

A family member of an employee shall not be considered for employment by the City in circumstances where one relative directly would exercise supervisory, appointment, or dismissal authority or disciplinary action over the other relative; provided, however, this restriction shall not apply for part-time, seasonal positions in the City's Parks and Recreation Department if they meet the job qualifications.

No family member of or person serving as a member of the City Council shall be

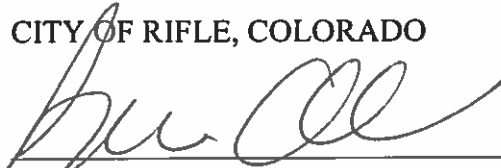
eligible for employment with the City until the Council member has been out of the office for one year; provided, however, a Councilmember or a family member of a member of City Council shall be eligible for part-time, seasonal positions in the City's Parks and Recreation Department if they meet the job qualifications.

Section 3. The amendment to the Manual set forth herein shall become effective immediately upon passage by the City Council.

THIS RESOLUTION was read, passed, and adopted by the Rifle City Council at a regular meeting held this 6th day of February 2019.

CITY OF RIFLE, COLORADO

By



Mayor

ATTEST:



City Clerk

