

adjusted according to his or her experience and the salary range for the position in the new department.

- *Personality Conflict*: The employee's wages will be adjusted according to the employee's experience for the new department. In no case will this move increase an employee's wages.
- *Bid for Internal Vacancies*: The wages will be adjusted according to the employee's experience and the salary range for the position in the new department.

(d) Employees who permanently change departments or who have their positions reclassified must remain in the new position for a minimum of two years, unless the reclassified position is terminated by the City Commission.

C-7. Nepotism.

- (a) In order to avoid favoritism or the appearance of favoritism based on family relationships, **no one shall be employed in a department where the Supervisor or Department Head is a member of his or her immediate family.** Immediate family includes the following relatives of either employee or employee's spouse (or significant other serving in the role of spouse): children, stepchildren, parents, siblings, grandchildren, and grandparents, or close relatives such as uncles and aunts by marriage of the employee or employee's spouse.
- (b) In addition to the above, no person shall be employed in a position in any department if that person is a member of the immediate family of another employee within that department. Members of immediate families may be employed within the same department as a part-time, seasonal or temporary employee for a timeframe not to exceed 6 months in any 12 consecutive month period.
- (c) If two employees within the same department marry or otherwise obtain a relationship whereby they become members of each other's immediate family, one of the employees shall be transferred to another department, if possible, without loss of pay or other benefits. The establishment of such a relationship shall not be the basis for termination of employment.

C-8. Citizenship Verification. All employees initially hired after November 7, 1986, for any position with the City, shall complete an employment eligibility verification statement in compliance with the Federal Immigration Reform and Control Act of 1986.

C-9. Pre-Employment Medical Exams.

- (a.) The following designated City employment positions are subject to Pre-Employment Medical Exams:
- Electric Distribution Department Employees
 - Electric Production Department Employees
 - Water/Wastewater Department Employees
 - Street Department Employees