

RESOLUTION NO. 2026-49

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COACHELLA, CALIFORNIA, APPROVING AN AMENDMENT TO SECTION 6.10 OF THE CITY OF COACHELLA PERSONNEL RULES AND REGULATIONS REGARDING ANTI-NEPOTISM

WHEREAS, the City of Coachella has adopted Personnel Rules and Regulations to establish policies governing the administration of personnel matters for City employees; and

WHEREAS, Section 6.10 of the Personnel Rules and Regulations currently addresses the employment of immediate family members; and

WHEREAS, the City Council desires to amend Section 6.10 by retitling the section "Anti-Nepotism" and updating the City's policy regarding the employment, appointment, transfer, supervision, and continued employment of relatives; and

WHEREAS, the proposed amendment provides clearer guidance for evaluating situations involving relatives employed by the City in order to avoid actual, potential, or perceived conflicts of interest, favoritism, supervisory conflicts, and other circumstances that may adversely affect City operations; and

WHEREAS, the proposed amendment does not prohibit the employment of relatives but establishes a framework for evaluating potential conflicts of interest and maintaining fairness, public trust, and the efficient operation of City government.

WHEREAS, the proposed amendment shall apply immediately upon adoption to non-represented employees and shall apply to represented employees following completion of any legally required meet and confer obligations with the City's recognized employee organizations.

NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED by the City Council of the City of Coachella, California, as follows:

Section 1. The foregoing recitals are true and correct and are incorporated herein by this reference.

Section 2. The City Council hereby approves the amendment to Section 6.10 of the City of Coachella Personnel Rules and Regulations, entitled "Anti-Nepotism," attached hereto as Exhibit A and incorporated herein by this reference.

Section 3. The City Council finds that this action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378 because it is an organizational and administrative activity that will not result in a direct or reasonably foreseeable indirect physical change in the environment.

PASSED, APPROVED, and ADOPTED this 22nd day of July 2026.

Dr. Frank Figueroa
Mayor

ATTEST:

Angela M. Zepeda
City Clerk

APPROVED AS TO FORM:

BEST, BEST & KRIEGER

City Attorney

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF COACHELLA)

I HEREBY CERTIFY that the foregoing Resolution No. 2026-49 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 22nd day of July 2026, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Delia Granados
Deputy City Clerk