



STAFF REPORT
9/9/2026

TO: Honorable Mayor and City Council Members

FROM: Delia Granados, Deputy City Clerk

PREPARED BY: Delia Granados, Deputy City Clerk

SUBJECT: Addition of Anti-Nepotism Language to City Commissions Applications

PROJECT DESCRIPTION:

This item is proposing to add anti-nepotism language to the City's Commissions applications.

STAFF RECOMMENDATION:

Staff Recommends that the City Council review and provide feedback and direction on the attached Commission Application with new proposed anti-nepotism language.

FISCAL IMPACT:

None.

BACKGROUND:

On July 22, 2026, staff presented a revision to the City's anti-nepotism policy. The City Council adopted Resolution No. 2026-49 Amending Section 6.10 of the City of Coachella Personnel Rules and Regulations Regarding Anti-Nepotism. On August 12, 2026, the City Council directed staff to bring back an item to add anti-nepotism language to the City's Commissions application at a future agenda. The intent of the added language is to prevent any perception of nepotism for new commission appointees by councilmembers in a similar fashion as the City's anti-nepotism policy for new hires.

DISCUSSION/ANALYSIS:

Staff reviewed anti-nepotism practices at various public agencies and found that language can be placed on a commission application to prevent the occurrence of nepotism within City commissions. After much review and consideration, staff added new anti-nepotism language to the commission application, which is identified in red track changes on the draft application attached. The language on the commission application includes the following: "to promote public confidence and avoid the appearance of nepotism or favoritism, residents are not eligible for

appointment if they are a relative or household member of any City Councilmember. ‘Relative’ means a spouse, domestic partner, parent, child, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, cousin, in-law, step-relative, or person residing in the same household as the Councilmember. Applicants must disclose any such relationship.”

Staff further added an attestation clause as proof to the truthfulness of the information on the application and to hold applicants accountable.

CONCLUSION:

Staff Recommends that the City Council review and provide feedback and direction on the attached Commission Application with new proposed anti-nepotism language.

ATTACHMENT(S):

Draft Redlined Commission Application