



REQUEST FOR COUNCIL ACTION

AGENDA DATE: May 8, 2023
AGENDA ITEM: Consider adopting the Nepotism Policy
PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

The City of Grand Rapids selects the best qualified person for each available position from among applicants who have proper qualifications and credentials. The administration of this policy is an important responsibility of each City department.

By adopting a Nepotism Policy, a prospective employee will not be appointed to a position in which he or she would directly or indirectly supervise or be supervised by an immediate family member. The purpose of this policy is to avoid conflicts of interest, misuse of office, and preferential treatment. The policy includes looking at the reporting relationship of the immediate family members at the time of initial hiring, but continued review of the employee responsibilities as they may be promoted, transferred, or when a conflict of interest exists.

The policy defines immediate family and it also identifies the decision makers in the event of transfers or reassignments. The Nepotism policy does not apply to the hiring of paid on-call firefighters.

REQUESTED COUNCIL ACTION:

Make a motion to adopt the Nepotism Policy, Policy #3.1.0 effective May 8, 2023.