

1 Consanguinity means related by blood.

2 Affinity means one's spouse or related through one's spouse.

3 The first degree means father, mother, son, daughter.

4 The second degree means brother, sister, grandfather, grandmother, grandson,
5 granddaughter.

6 C. The City Manager, Department or Division Director, or any other supervisor may
7 neither immediately supervise nor directly hire relatives as defined above.

8 D. Supervisor and employee relationships which are in violation of the rule upon its
9 effective date shall be exempt.”; and

10 **WHEREAS**, Section 4.22 of the city's personnel rules and regulations needs to be
11 amended to reflect this change in the city's code regarding nepotism; and

12 **WHEREAS**, Section 12.41 of the city's personnel rules and regulations addresses
13 outside employment and needs to be amended to refer to the city's code of ethics.

14 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
15 **CITY OF SANTA FE** that Section 4.22 of the city's personnel rules and regulations is repealed
16 and a new Section 4.22 shall read:

17 4.22 Nepotism. As per Section 1-7.7(F) SFCC 1987:

18 A. A public official or public employee shall not perform any act to obtain the
19 employment or to influence the employment by the city of a member of his or her family.

20 B. No public official or public employee shall serve as the immediate supervisor of
21 a member of his or her family.

22 C. Definitions

23 Family means members of the individual's household, his or her children, step-
24 children, brothers, sisters, parents, step-parents, domestic partner and all persons claimed
25 as dependents on the individual's latest federal income tax return.

1 Household means all persons whose primary residence is in the individual's
2 home, including non-relatives, who are not rent-payers or employees.

3 D. Supervisor and employee relationships which are in violation of the rule upon its
4 effective date shall be exempt.

5 E. If there is a conflict between these rules and regulations and the city's code
6 regarding nepotism, the city's code shall prevail.

7 **AND BE IT FURTHER RESOLVED** that Section 12.41 of the city's personnel rules
8 and regulations shall be amended to read as follows:

9 12.41 Outside Employment.

10 A. To assure no conflict of interest exists, employees who engage in employment in
11 addition to their City employment are required to obtain written approval from the City Manager.

12 B. Before an employee may work for any other organization or engage in business
13 for himself/herself, approval of the City Manager is necessary to determine that:

14 1. The proposed outside employment complies with the City's Code of
15 Ethics (Article 1-7 SFCC 1987).

16 2. Neither the employee nor his/her subordinates shall conduct any business
17 connected with the employee's outside employment while on duty.

18 3. There is no conflict between the employee's official duties with the City
19 and the proposed outside employment.

20 4. The employee is serving the City satisfactorily and will be able to do so
21 if he/she undertakes outside employment.

22 C. Approval authorizes outside employment for a period of one (1) year from the
23 time of approval.

24 D. In the case of injury or occupational disease due to outside employment, which
25 prevents the employee from performing his duties with the City, time off will be taken from the

1 employee's earned accrued sick and annual leave.

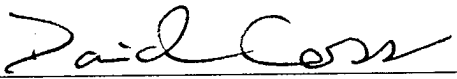
2 E. Authorization to engage in outside employment shall be suspended during
3 periods of sick or injury leave.

4 PASSED, APPROVED, and ADOPTED this 30th day of March, 2011.

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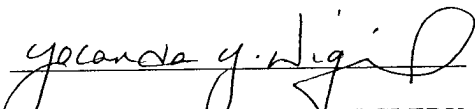
DAVID COSS, MAYOR

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ATTEST:

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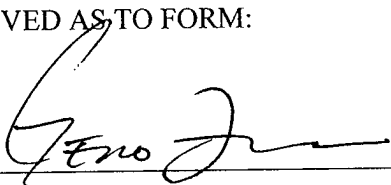
YOLANDA Y. VIGIL, CITY CLERK

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APPROVED AS TO FORM:

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GENO ZAMORA, CITY ATTORNEY

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Jp/ca/jpmb/2011 res/nepotism